

J. Dale James

Rob and Bessie Welder Wildlife Foundation
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EDUCATION

Doctor of Philosophy in Wildlife Science 2000-2004

- *Institution:* Texas A&M University, College Station/Texas A&M –Kingsville
- *Dissertation:* Utilization of Shoalgrass Resources and Nutritional Ecology of Wintering Redheads in the Laguna Madre of Texas
- *Chairs:* Dr. Bart Ballard (TAMUK) and Dr. Douglas Slack (TAMU)

Master of Science in Range and Wildlife Management 1997-2000

- *Institution:* Texas A&M- Kingsville
- *Thesis:* Effects of Habitat and Spatial Characteristics on the Incidence of Conspecific Brood Parasitism and Nest Site Selection in Breeding Black-bellied Whistling Ducks
- *Chair:* Dr. Jonathan Thompson

Bachelor of Science in Wildlife and Fisheries Sciences 1991-1995

- *Institution:* Texas A&M University
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EMPLOYMENT HISTORY

August 2022- present

Chief Executive Officer, Rob and Bessie Welder Wildlife Foundation, Sinton, Texas.

October 2016- July2022

Director of Conservation Science & Planning, Ducks Unlimited, Inc., Southern Region, Ridgeland, Mississippi.

January 2020- December 2020

Acting Director of Conservation Programs, South Atlantic (5 State Region), Ducks Unlimited, Inc. Charleston Field Office, Charleston, South Carolina.

January 2008 – October 2016

Manager of Conservation Science & Planning, Ducks Unlimited, Inc., Southern Region, Ridgeland, Mississippi.

September 2004- January 2008

Regional Biologist and Land Protection Coordinator, Ducks Unlimited, Inc., South Atlantic Field Office, Charleston, South Carolina.

January 2004- May 2004

Lecturer, Texas A&M University-Kingsville, Kingsville, Texas.

May 2000 – September 2004

Graduate Research Assistant (Ph.D.), Texas A&M University-Kingsville, Kingsville, Texas.

January 1997 – May 2000

Graduate Research Assistant (M.S.), Texas A&M-Kingsville, Kingsville, Texas.

May 1995- November 1995

Biological Technician, U.S. Fish and Wildlife Service, Medicine Lake NWR, Montana.

GRADUATE COMMITTEES AND ADJUNCT FACULTY

Student Name	School	Degree	Project Title
Garrett Wilkerson	University of Louisiana-Monroe	MSc	Quantifying the Contribution of Private Lands to Waterfowl Management Objectives in the Lower Mississippi Alluvial Valley
Ryan J. Askren	University of Arkansas-Monticello	MSc	Migration Chronology and Winter Habitat Selection of Midcontinent Greater White-fronted Geese
Georgina Eccles	Texas A&M-Kingsville	PhD	Comparing Spring migration Strategies of Northern Pintails from Wintering Areas across North America
Matti Bradshaw	Texas A&M-Kingsville	MSc	Habitat Selection by Female Northern Pintails During the Breeding Period

PEER-REVIEWED PUBLICATIONS

Ballard, B.M., C.L. Lange, **J.D. James**, B.C. Wilson, D.P. Collins and J.A. Vonbank. 2021. Prioritizing conservation of coastal ponds for wintering redheads. *Journal of Wildlife Management* 85(4):803-812.

Cohen, Bradley S., Samantha E. Askin, Gregory D. Balkcom, R. Joseph Benedict Jr., James A Rader, **J. Dale James**, Bret A Collier, and Michael J. Chamberlain. 2019. Survival and distribution of black-bellied whistling duck (*Dendrocygna autumnalis*) in the southeastern United States. *Journal of the Southeastern Association of Fish and Wildlife Agencies* 6: 123-128.

Mitchell, M., Randy R Wilson, Daniel J Twedt, Anne E Mini and **J. Dale James**. 2016. Object-Based Forest Classification to Facilitate Landscape-Scale Conservation in the Mississippi Alluvial Valley. *Remote Sensing Applications: Society and Environment* 4: 55-60.

James, J.D., J.E. Thompson, and B.M. Ballard. 2012. Evidence of Double Brooding by Black-bellied Whistling Ducks. *The Wilson Journal of Ornithology* 124: 183-185.

Ballard, B.M., **J.D. James**, R.L. Bingham, M.J. Petrie and B.C. Wilson. 2010. Coastal Pond Use by Redheads Wintering in the Laguna Madre, Texas. *Wetlands* 30: 669-674.

BOOK CHAPTERS

James, J. Dale. 2017. Nonprofit Organizations: Ducks Unlimited Inc. *in* *Becoming a Wildlife Professional*. Eds. S.E. Henke and P.R. Krausman. John Hopkins University Press, Baltimore, Maryland.

TECHNICAL DOCUMENTS

Fleming, K. K., M. K. Mitchell, M. G. Brasher, J. M. Coluccy, **J. D. James**, M. J. Petrie, D. D. Humburg, G. J. Soulliere. 2019. Derivation of regional, non-breeding duck population abundance objectives to inform conservation planning in North America — 2019 revision. North American Waterfowl Management Plan Science Support Team Technical Report No. 2019-01.

James, J. Dale. 2018. Conservation Outcomes: Southern Region. Ducks Unlimited, Inc, Ridgeland, MS, USA. 35 pp.

James, J. Dale and M.K. Mitchell. 2015. MAV Land Protection Prioritization Model and Refinement of Land Protection Priorities. Ducks Unlimited, Inc., Ridgeland, MS, USA. 20pp.

Lower Mississippi Valley Joint Venture. 2014. Science Priorities: 2015-2020. Science Integration and Evaluation Team c/o Lower Mississippi Valley Joint Venture, Vicksburg, MS. (coauthor)

Petrie, M. J., M. G. Brasher, and **J. D. James**. 2014. Estimating the biological and economic contributions that rice habitats make in support of North American waterfowl populations. *National Wetlands Newsletter* 36:27-30.

Petrie, M.J., M.G. Brasher and **J.D. James**. 2014. Estimating the biological and economic contributions that rice habitats make in support of North American waterfowl populations. A report to the Rice Foundation, Stuttgart, AR, USA. 142pp.
http://www.ducks.org/resources/media/Conservation/Habitat/ricelands/FinalRiceReport_May2014.pdf)

Mitchell, M., G.L. Green and **J.D. James**. 2013. Decision Support Tool for Shoreline Protection along the Texas Gulf Intracoastal Waterway. Ducks Unlimited, Inc., Ridgeland, MS, USA. 70 pp.

Brasher, M. G., **J. D. James**, and B. C. Wilson. 2012. Gulf Coast Joint Venture priority waterfowl science needs. Gulf Coast Joint Venture, Lafayette, LA, USA. 54 pp.

Faulkner, S., M. Baldwin, W. Barrow, H. Waddle, B. Keeland, S. Walls, **D. James**, and T. Moorman. 2010. Regional estimates of ecological services derived from U.S. Department of Agriculture conservation programs in the Mississippi Alluvial Valley. Report to USDA, Natural Resources Conservation Service. 103 pp.

Edwards, T, D. Fuqua, **D. James**, T. Kreher, P. Link, L. Naylor, F. Nelson, E. Penny, G. Pohue, S. Reagan, K. Reinecke and J. Tirpak. Allocation of Waterfowl Habitat Objectives within the Mississippi Alluvial Valley: An Analytical Framework and Results. Report to the Lower Mississippi Valley Joint Venture Waterfowl Working Group.

James, J.D. and J.E. Thompson. 2001. Black-bellied Whistling-Duck (*Dendrocygna autumnalis*), The Birds of North America Online (A. Poole, Ed.). Ithaca: Cornell Lab of Ornithology. Retrieved from the Birds of North America Online: <http://bna.birds.cornell.edu/bna/species/578>

POPULAR ARTICLES

James, J. Dale. 2022. Prehistoric Waterfowl. Ducks Unlimited magazine. Jul/Aug.

Veon, J. and **J. Dale James.** 2021. Survival of the Fattest. Ducks Unlimited magazine. Jan/Feb.

James, J. Dale. 2020. What's on the menu. Ducks Unlimited magazine. Nov/Dec.

James, J. Dale. 2019. The Art of Deception. Ducks Unlimited magazine, May/June.

James, J. Dale and E. Herbert. 2018. The Many Benefits of Wetlands. Ducks Unlimited magazine, Nov/Dec.

Moore, C., D. Osborne, R. Askren and **J. Dale James.** 2018. Global Travels of the White-fronted Goose. Ducks Unlimited magazine, Nov/Dec.

James, J. Dale. 2018. Woodies and Whistlers, Ducks Unlimited magazine, March/April.

Mini, Anne, **J. Dale James** and Andi Cooper. 2018. Collaborative Conservation: Using Science to Guide Waterfowl Habitat Delivery. The Wildlife Professional.

Getz, Virginia, James Callicutt, Cassidy Lejeune and **Dale James.** 2017. Waterfowl in Winter [DU Special Report: The Life Cycle of Waterfowl Part 3], Ducks Unlimited magazine, Nov/Dec.

Brasher, Mike, Kaylan Carrlson and **Dale James.** 2017. The Two Sides of Drought, Ducks Unlimited magazine, Jul/Aug issue.

James, J. Dale. 2016. State of the Geese: Greater White-fronted Goose, Ducks Unlimited magazine, Jan/Feb.

James, J. Dale. 2015. Ducks In Motion: A closer look at the biomechanics of waterfowl movements, Ducks Unlimited magazine, Nov/Dec.

James, Dale and Mike Brasher. 2015. Science In Action: DU's conservation work is guided by cutting-edge research and high-tech tools, Ducks Unlimited magazine, July/August.

James, J. Dale. 2014. Fowl Language: Understanding the many forms of waterfowl communication, Ducks Unlimited magazine, Nov/Dec.

James, J. Dale. 2014. State of the Ducks: Other tribes, Ducks Unlimited magazine, Sept/Oct.

- James, J. Dale.** 2014. Cross-Seasonal Effects: Habitat conditions on migration and wintering areas may influence waterfowl breeding potential the following spring, Jan/Feb.
- James, J. Dale.** 2013. Mallards and Their Relatives: These highly adaptable ducks are found in a variety of habitats across the globe, Jan/Feb.
- James, J. Dale.** 2012. High Priority Habitats: Mississippi Alluvial Valley and Gulf Coastal Prairie and Marshes, May/Jun.
- James, J. Dale.** 2012. Duck Digestion: An inside look at the dynamic digestive system of waterfowl, Jan/Feb.
- James, J. Dale,** and A. Cooper. 2011. Finding the Way: Waterfowl have amazing navigational abilities that guide their migrations, Sept/Oct.
- James, J. D.,** and B. M. Ballard. 2001. Redheads: The True Winter Texans. Texas Wildlife Extra, October.
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CONFERENCE AND INVITED PRESENTATIONS

- James, J. Dale.** 2019. Advancing Waterfowl Conservation Through Ecosystem Services. Plenary, North American Duck Symposium 8, Winnipeg, Manitoba, Canada.
- James, J. Dale.** 2019. Human Dimensions of Waterfowl Management. Guest Lecture, University of Arkansas at Monticello, College of Forestry, Agriculture and Natural Resources.
- James, J. Dale.** 2019. Becoming a Ducks Unlimited Professional. Guest Lecture, Texas A&M University-Commerce, Department of Biological and Environmental Sciences.
- James, J. Dale.** 2018. The Role of Private Sector Wildlife Biologists in Management and Conservation of Waterfowl in North America. 25th Annual Conference, The Wildlife Society, Cleveland, Ohio.
- James, J. Dale.** 2018. Mississippi Alluvial Valley Conservation Programs: Outcomes for Ducks, Other Wildlife and People. Lower Mississippi River Sub-basin Committee Workshop, Memphis, Tennessee.
- James, J. Dale.** 2018. North American Cavity Nesters. Oral presentation, Ducks Unlimited National Convention, Ducks Unlimited, Inc., Indianapolis, Indiana.
- James, J. Dale,** Michael Mitchell and Gregory Green. 2016. Geospatial Decision Support Tool for Shoreline and Coastal Marsh Protection Along the Texas Gulf Intracoastal Waterway. Poster Presentation. Society of Wetland Scientist Annual Meeting, Corpus Christi, Texas.
- James, J. Dale,** Anne E. Mini and Mark J. Petrie. 2016. Future Implications of Groundwater Depletion on Waterfowl Foraging Capacity in the Mississippi alluvial Valley. Oral presentation for special session: Waterfowl and Water: The Crisis Is Now. 7th North American Duck Symposium, Annapolis, MD, USA.
- Wilkerson, Garrett L., Kim M. Tolson and **J. Dale James.** 2016. Quantifying Private Lands Contributions to Waterfowl Habitat Management Objectives in the Lower Mississippi Alluvial Valley. Poster

- Presentation. Louisiana Department of Wildlife and Fisheries Research, Management and Education Symposium, Baton Rouge, LA, USA.
- Wilkerson, Garrett L., Kim M. Tolson and **J. Dale James**. 2016. Quantifying Private Lands Contributions to Waterfowl Habitat Management Objectives in the Lower Mississippi Alluvial Valley. Poster Presentation. 77th Association of Southeastern Biologist. Concord, N.C., USA.
- Mini, Anne E., Blaine Elliot, **Dale James**, Keith McKnight, Luke Naylor and John Tirpak. 2016. From Equations to Reality: Building a Bioenergetic Model to Improve Waterfowl Conservation. 7th North American Duck Symposium, Annapolis, Maryland.
- M. Mitchell, R. Wilson, D. Twedt, A. Mini, **D. James**. 2014. Improved Forest Classification for Wildlife Conservation. Poster Presentation, National Workshop on Large Landscape Conservation, Washington, D.C., USA.
- James, J. D.**, B. C. Wilson, and M. G. Brasher. 2009. Conservation planning for Western Gulf Coast mottled ducks (*Anas fulvigula*). Poster presentation, Coalition to Restore Coastal Louisiana Chenier Plain Symposium, Lake Charles, Louisiana, USA.
- Ballard, B. M., B. C. Wilson, **J. D. James**, D.M. Browne, and J. S. Davis. February 2004. Conservation strategies for wintering Redheads in the Laguna Madre of Texas. Poster Presentation. 39th Annual Conference, Texas Chapter of The Wildlife Society, Kerrville, Texas.
- James, J. D.**, B.M. Ballard, M.J. Petrie, and R.D. Slack. February 2004. Are Resources Limited to Wintering Redhead Ducks in the Laguna Madre of Texas? 39th Annual Conference, Texas Chapter of The Wildlife Society, Kerrville, Texas.
- Wilson, B.C., J.S. Davis, B.M. Ballard, D.M. Browne, **J. D. James**, and M.J. Petrie. November 2003. GIS models to target freshwater wetland conservation for redheads of the Texas Laguna Madre. Poster Presentation. Third North American Duck Symposium, Sacramento, California.
- James, J. D.**, B.M. Ballard, J.S. Davis, and M.J. Petrie. November 2003. Body mass and carcass composition of redheads wintering in the Laguna Madre, Texas. Poster Presentation. Third North American Duck Symposium, Sacramento, California.
- James, J. D.**, B. M. Ballard, J.S. Davis, and M.J. Petrie. November 2003. The effects of redhead abundance and foraging site availability on shoalgrass depletion in the Laguna Madre of Texas. Third North American Duck Symposium, Sacramento, California.
- James, J. D.** October 2001. The Laguna Madre: Critical Waterfowl and Shorebird Habitat. 9th Annual Coastal Bend Environmental Conference, Corpus Christi, Texas.
- James, J. D.**, B.M. Ballard, and R.D. Slack. August 2001. The role of shoalgrass depletion in the ecology of redhead ducks wintering in the Laguna Madre. 9th Rob and Bessie Welder Wildlife Foundation Biennial Symposium, Sinton, Texas.
- James, J. D.**, J.E. Thompson and D.G. Hewitt. March 2000. Effects of nest box placement on the incidence of conspecific brood parasitism in black-bellied whistling ducks. 35th Annual Conference, Texas Chapter of The Wildlife Society, San Angelo, Texas.

James, J. D. and J. E. Thompson. September 1999. Does nest box placement affect incidence of conspecific brood parasitism in black-bellied whistling ducks? 6th Annual Conference, The Wildlife Society, Austin, Texas

James, J. D. and J. E. Thompson. August 1999. Effects of nest box placement on the occurrence of conspecific brood parasitism and nest site selection in black-bellied whistling ducks. 8th Rob and Bessie Welder Wildlife Foundation Biennial Symposium, Sinton, Texas.

PROFESSIONAL GROWTH AND ACTIVITIES

Professional Societies & Affiliations

- The Wildlife Society
- Society of Wetland Scientists
- American Association for the Advancement of Science

Leadership Roles

- Co-chair, Wetlands Wildlife Working Group, Southeastern Association of Wildlife Agencies: 2018-2022.
- Co-chair, Waterfowl Working Group, Lower Mississippi Valley Joint Venture: 2012-2022.
- Waterfowl Working Group, Lower Mississippi Valley Joint Venture: 2008- 2022.
- Science Advisory Committee, Lower Mississippi Valley Joint Venture: 2013-2022.
- Monitoring, Evaluation and Research Team, Gulf Coast Joint Venture: 2008-present
- Gulf of Mexico Alliance Water Resources Team, member: 2016-present
- Gulf of Mexico Alliance Wildlife & Fisheries Team: 2016-present
- Atlantic Coast Joint Venture Waterfowl Technical Committee: 2004-2008
- Florida Wildlife Conservation Commission Waterfowl Advisory Group: 2004-2007
- ACE Basin, Winyah Bay, South Lowcountry, and COWASEE Land Protection Task Force: 2007
- Southern Association of Colleges and Schools Audit Committee -Library and Other Learning Resources: 2002

Grant and Manuscript Review

- Grant proposals reviewed for:
 - North American Wetland Conservation Act funding
 - Ducks Unlimited Canada Institute for Wetland and Waterfowl Research Fellowship Program
 - NOAA RESTORE Science Program
- Manuscripts reviewed for Journals:
 - Waterbirds
 - Wetlands
 - Southeastern Naturalist

Honors, Awards and Achievements

- U.S. Fish and Wildlife Service Region 4 Regional Director Award, Conservation Partners: DeLuca Preserve, 2021
- Excellence in Conservation, Ducks Unlimited, 2020
- Certified Wildlife Biologist, The Wildlife Society
- Clarence Cottam Award for Best Student Presentation, Texas Chapter of The Wildlife Society, 2000
- Rob and Bessie Welder Wildlife Foundation Graduate Fellowship, 1998-2000, 2000-2003
- South Texas Chapter of Quail Unlimited "Amanda Whitaker" Graduate Student Scholarship, 2003
- Sul Ross Class of 1939 Corps of Cadets Scholarship, 1987- 1989
- Texas A&M Corps of Cadets, 1987 – 1991

KNOWLEDGE, SKILLS AND EXPERTISE

- 17 years of experience in non-profit conservation program management including project delivery, fundraising, policy and science and planning.
- Extensive knowledge of budget management, grant management, contract management and project management, including associated procurement, compliance, and reporting.
- Active collaboration with fundraising and policy teams to target, seek and acquire funding for science programs (graduate student support) and conservation projects (habitat delivery).
- Technical grant writing and review for funding entities including federal agencies (USFWS, NOAA, EPA, USDA-NRCS), Foundations (Walton Family, National Fish and Wildlife, Coypu, Walker and corporations (Conoco Phillips, Shell, Nestle)
- Collaboration with funding and research partners at multiple scales, including state agencies (TPWD, LDWF, AGFC, MDWFP, SCDNR, GADNR, FWCC, NCCC, VADWR; federal agencies (USFWS, NOAA, USDA-NRCS); centers of higher education (Texas A&M-Kingsville, Texas A&M University, Louisiana State University, Clemson University, MS State University, University of Missouri, University of Arkansas, University of Arkansas Monticello, University of Louisiana-Monroe, Nichols State University, University of Tennessee), other non-profits (TNC, Coastal Conservation Association, land trusts) and private landowners.
- Technical, scientific, environmental education, management plan and policy writing for a wide variety of audiences and stakeholders.
- Developing and delivering presentations to diverse constituencies including those for professional meetings, conferences, workshops, Board of Directors and Committees, commissions, stakeholders, and non-profit fundraising events.
- Leading and participating in technical advisory committees, workgroups and planning teams comprised of other conservation professionals to build partnerships, leverage funding, and discuss actionable conservation science and programmatic issues.
- Expertise and knowledge of wetland ecosystems as related to plants, fish, wildlife, invertebrates, and associated habitats.
- Knowledge of plant and wildlife habitat communities throughout southeast and southwest. Including their ecology, conservation status and management.
- Knowledge of environmental sustainability issues and experience utilizing ecosystem service metrics (water quality, coastal resilience, etc.) to target new funding constituencies.