

## **WDA Futures Committee Report to Council**

**June 15, 2019**

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## **Summary and Recommendations ([back to contents](#))**

The charge for the committee was broad. It included both values, existing programs and potential programs. It quickly became clear that some things that might be desirable could be implemented fairly quickly, others would take time, and still others needed considerable investigation and development.

At the most basic level what emerged from the WDA Futures Committee effort were some areas of emphasis that are recommended for investment of time and funding in the future. These are:

Existing WDA Values

Journal of Wildlife Diseases

Other Communications and Outreach Efforts

Students

Grants

WDA Sections

With regard to the above priority areas, the WDA Futures Committee recommends that WDA Council consider the following actions (below) for the next 2-5 years. Other recommendations and concepts in this report could or should be further developed and considered as potential areas for increased support in the 3-10 year time frame.

- Retain and reinforce basic WDA values and goals. This may or may not have any financial consequences, but it has significant cultural and identity significance and is strongly supported by WDA membership.
- Consider reducing author page charges for publishing in JWD. Specific recommendations should come via the Editor of JWD working with his Editorial Board and be brought to Council in that manner. Potential cost of this will likely be in the range of \$25-50,000 in reduced WDA income. It should be noted that the JWD Endowment revenue starting in 2020 should help compensate for reduced revenue from JWD author page charges.
- Consider providing more peer reviewed science content, perhaps a wider variety of content to include more conservation application. Input on the means for doing so should come from the JWD Editorial Board to Council, as well as other sources. Cost to be determined.
- Increase Student Award amounts to better reflect current economics. An initial increase in the range of \$5000 in 2020 or 2021 is recommended. Information on, and administration of, WDA student awards need to be consolidated. All student awards should be considered as part of yearly budgeting.
- After a thorough review, consider increased expenditures for Student Activities, particularly those that can be shown to increase student membership, and membership retention, and participation in WDA. The student activities budget should be developed, and priorities determined as part of yearly budgeting.

- Consolidate all WDA grant programs under a Grants Committee. Support Grants Committee programs that best meet WDA's mission at the current level (\$12,000/yr) in 2020 with increases at no less than the rate of inflation, and consider implementing a roll-over process for unallocated funds.
- Consider investing in increased and improved communications and outreach. This area needs further investigation and more specific program concepts, but an investment of \$10,000 a year for 5 years with cost effectiveness review seems reasonable.
- Work with WDA Geographic Sections to determine specific needs and find ways to increase involvement in WDA governance, direct support, and attractiveness and retention of membership. A means of collecting fees in non-dollar denominated currencies is needed. As much as \$5000 per year may need to be invested in this area.
- If WDA engages in a Strategic Planning effort in 2020-2021, some emphasis on coordination of Sections, Committees and student Chapters could be very productive and improve WDA overall operations.

## Introduction ([back to contents](#))

The Wildlife Disease Association is on track to achieve its declared highest priority goal by late 2019 or early 2020 of having sufficient dedicated invested funds to endow in perpetuity the cost of publishing the Journal of Wildlife Diseases (JWD) and providing free access to it in the 124 nations of the world with lower per capita GDP. For 68 years WDA has tried to keep the scientific content in JWD and other publications high; the presentations at WDA conferences timely and relevant; membership costs low; and at the same time remain a viable business entity despite the changes in publishing, economics and technology. Many small non-profit scientific organizations have faced similar challenges and have had to increase fees to accommodate. None that we know of have chosen, or been able to, use investment and/or endowment, a tool commonly used by universities and non-profits, to help fund programs and benefits.

For the last 50 years WDA has had 2 primary sources of operating income: membership fees and author page charges. The endowment of JWD will add a 3<sup>rd</sup> steady source of revenue, and should allow WDA to provide more value to its members and the global wildlife health community, while keeping membership fees low for the foreseeable future. At the request of Officers and Council, the ad hoc WDA Futures Committee spent 2 ½ years exploring how to optimize WDA's ability to meet its mission, and support more programs and activities that members value, in the decade following endowment of JWD (projected for 2020). The Futures Committee used various tools, including but not limited to polling the membership and several committee exercises, to develop the information and priorities in this report. It is hoped this report will inform future WDA Council decisions. It is divided into chapters that fell out fairly naturally during committee deliberations (see Table of Contents).

## Initial Charge and Timeline ([back to contents](#))

"Determine what WDA attributes, benefits and services are most valued by WDA members, and how we can support those priorities in the future (2020-2030), assuming realization of the JWD Endowment goal (of having at least \$2.5 million in an invested JWD Endowment account to provide approximately \$100-125,000 per year). Provide advice and guidance to WDA Council on how to optimize WDA programs and benefits once endowment of JWD and its worldwide distribution is reached and a third primary source of revenue is in place"

- First quarter 2017- clarify committee ideas, refine questions for first polling of membership.
- Second quarter 2017- compose and refine a poll, possible meeting of those committee members at July Conference in Mexico.
- Third quarter 2017-poll WDA members regarding most valued WDA attributes and how best to meet mission statement.
- Fourth quarter 2017 - first quarter 2018; divide up Committee into smaller groups to explore poll results, ideas for services and benefits and their cost/effectiveness.
- Third quarter 2018; have a face to face meeting of committee before or at 2018 Conference in Florida with round table discussion and polling of attendees.
- Fourth quarter 2018 - first quarter 2019; develop final report (this report) for presentation to Council on or before the WDA Council meeting in August 2019.
- Second quarter 2019; compose, edit and refine 'WDA Futures Committee Report to Council. Report to be provided to Council in sufficient time that Council may begin to act on selected recommendations, depending on financial status of endowment effort and Council's satisfaction with report, in August 2019.

## **Chapter 1: WDA Core Values ([back to contents](#))**

One of WDA's greatest strengths are its core values. These include being open and inclusive of all who are interested in wildlife health and disease regardless of educational background or degrees. WDA has been this way for all of its nearly 70-year history, predating the inclusiveness espoused in the One Health concept. Membership is open to all people of all nations and WDA seeks to understand wildlife health and share knowledge globally. A concerted effort is made to assure broad membership representation on WDA Council (WDA's primary decision-making body).

JWD provides high quality peer review of qualifying manuscripts. Early career authors and those for whom English is a second language receive valuable scientific writing assistance. JWD strives to publish high quality science and original research on wildlife health and conservation. For many years JWD was one of the only publications in this area, but the arena is much more crowded now, as the importance of One Health has been recognized. Students have always been important to WDA and considerable time and funding go toward encouraging their participation and progress. Overall, WDA aims to keep all costs low, and provide avenues of support where financial limitations exist.

As part of the Futures Committee process, committee members, and WDA members as a whole (via polling), were encouraged to clarify what values (as well as what benefits or programs) they wanted to see supported in the future. Values most frequently voted for were:

**Maintain an international membership open to all educational backgrounds**

**Keep costs low**

**Provide high quality, peer reviewed, wildlife health/disease publications**

**Maintain and increase support for students**

**Increase emphasis on conservation**

Thus, these values should be considered by Council in decisions on WDA's future.

## **Chapter 2: Journal of Wildlife Diseases ([back to contents](#))**

The Journal of Wildlife Diseases (JWD) is the most widely recognized and valued product of WDA and is critical for achieving WDA's mission. It is a very prominent benefit to members. The journal is directly accessible to all WDA membership levels, except Associate and Aquatic, and they have access to JWD, or portions of JWD, via other means. JWD is the largest single item in WDA's budget. The primary purpose of setting up and funding the JWD Endowment has been to provide a means of covering the costs of JWD production and distribution, including free access for colleagues in nations with lower per capita GDP, in perpetuity. Polling of the membership showed strong appreciation for JWD and a desire for more JWD or similar scientific content. There was also support for somewhat more diverse content with emphasis on conservation and broader issues. So, as WDA looks to the future, options for enhancing or improving JWD, making it more accessible and/or expanding to provide more wildlife disease/health and conservation content should be considered a priority

**More Content:** Currently JWD publishes approximately 1000 pages a year (between about 900 to just over 1100 in the last 5 years) divided into four issues (January, April, July and October). Current JWD Editor Dan Mulcahy has stated he feels we are publishing all the good articles we get and, with current rates and quality of submissions, would either need to take articles that are more marginal in quality or find ways to attract more good articles (see reduced page charges below) if more content is to be added. Alternatively, new sections or features could be considered to deliver additional content that is in line with priority topics or current key issues in the wildlife health, One Health and conservation fields.

If WDA was to publish more content, publishing costs are somewhat less for four larger issues than for six issues about the same size as currently published. However; with the reduced number of print journal copies WDA is now publishing, and our switch over from offset to digital printing, these cost differences may have diminished.

Current JWD Editor and assistants have their hands full. If WDA wants to publish more JWD content it seems likely more editors, more editorial assistance and/or other personnel adjustment will be needed. Potential options for engaging students and young professionals in science communication to assist with JWD content are outlined in Chapter 3 (Students).

**Potential costs** for increasing JWD content are speculative at this point, but may be proportional to current costs. So, should it be feasible to publish more content (assuming more good quality submissions), if the desire was to publish 20% more (200 pages) it might cost about 20% more than sum of current total costs of publication and Editor and Assistant Editor salaries.... roughly an additional \$30-35,000. Assistance from student interns or fellowships for young professionals may be achieved at lower costs, but would require more oversight and mentoring by editorial staff.

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**Alternative Publication Options:** Several other alternatives for providing members with more JWD or JWD-like content came up in discussions.

- 1) A second journal (example The Wildlife Society publishes Journal of Wildlife Management, Wildlife Society Bulletin, and Wildlife Professional). Given current trends it would likely be an online only publication.
- 2) A second journal in online format in several major languages (Spanish, French, German, English and Japanese, for example), perhaps published in cooperation with WDA Sections.
- 3) Providing JWD content for publication in other journals under an MOA with another non-profit.
- 4) A popular format publication for ‘newsy’ and more informal articles (like Wildlife Professional)

**Costs:** No estimate available

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**Reduced Author Page Charges:** JWD used to be pretty much ‘the only game in town’ for wildlife health science and we could charge ‘the going rate’. Now wildlife health/disease authors have numerous options including some that are free, or considerably less expensive than JWD. Some of these are even ‘open access’ (like PloS One) and can do this because they are heavily subsidized by the US Government or one of its agencies. JWD author page charges are not excessive, but they are based on the concept that authors pay most of the cost of their publication, and WDA membership pays very little. Some organizations similar to WDA charge higher membership fees (2-4 times higher), but a portion of those fees supports their journal, and authors pay only a nominal fee (\$50-100). So, the organization membership, who presumably also benefit from publications, pay a portion of the cost of publication.

JWD Editor Dan Mulcahy voiced concern that if we are going to attract more good quality articles we may need to reduce author page charges. If JWD Endowment funds start cover JWD production costs, WDA could afford reduced author page charge income, and a commensurate increase in membership fees would not be necessary. As a rough exercise the Futures Committee looked at the impact of halving the cost of author page charges. This would **cost WDA approximately \$50,000** in income, approximately half of what WDA can expect in 2020 revenue from the JWD endowment.

Another iteration of this might be to try to target reduced page charges to where most needed; for authors from countries with lower per capita GDP, authors not part of large government agencies with budgets for publication, or authors who request it. Cost for these options should be lower than across the board reduction in author page charges.

**NOTE:** WDA membership fees are the other major source of revenue. For the three options above, there is little reason to believe they would greatly impact membership. That is not true for the below option.

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**Open Access:** Optimizing the availability of JWD content is desired by some of the membership based on comments received by the Futures Committee. Some specifically asked about ‘Open Access’. That term is hard to precisely define, as it is used differently by different organizations. Currently all JWD content is

embargoed for 1 year and then becomes Open Access. Authors (and their agencies) also have the option of paying for ‘immediate open access’ for their article.

Some European nations are demanding ‘open access’ publication for any journals in which their scientists publish, but the Futures Committee did not attempt to deal with that. Open access could increase the desirability of publishing in JWD and could help attract more and higher quality articles. But, the current author page charge rate, or even half that, may not allow JWD to directly compete with PloS One or Emerging Infectious Diseases.

**Cost:** Cost(s) of Open Access to WDA may be considerable. For one thing it would result in an immediate and sharp decline in revenue we get from BioOne (approx. \$50,000 for 2018 and \$60,000 in 2019). It would also likely decrease incentive for membership, the other major source of WDA income, for those whose primary interest in WDA is getting JWD content as rapidly as possible. It is impossible to estimate what the total costs of open access might be to WDA, but they could be **in the range of \$100,000 based on current operations.**

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### **Summary**

The Journal of Wildlife Diseases is the primary way WDA disseminates scientific information related to wildlife (and human) health to both achieve its mission and elevate the reputation and value of WDA among professional wildlife and conservation communities. Additionally, access to JWD content is, for many members, the most important single benefit of membership. In looking to the future, WDA Council should keep that in mind and seek ways to provide more scientific content. There are costs for this, but the JWD Endowment funds should make various options possible. It should also be remembered that the total costs for any benefit provided to the membership may be altered by how they (the costs and benefits) increase or decrease membership, and how they increase or decrease other sources of income.

## Chapter 3 Students ([back to contents](#))

**Supporting students has been, and continues to be, a priority for the WDA.**

**Options for increasing student support:** Given the potential availability of increased funds in WDA's budget and support for student programs expressed by WDA members, we recommend considering ways to increase or enhance student support. A list of options is provided below, organized into three categories. The first outlines how the WDA could expand or enhance existing programs. A brief explanation of the current situation and recommended future is provided. The second list outlines a variety of new student programs / awards, with associated costs. The third list provides an outline of current and future options to further support students via WDA Sections. A supplementary document ([Appendix I](#)) is available and provides further background, context, considerations for items listed below.

Considering this list of options, there are a few that stand out to us as providing the most benefit to students with either short-term or longer-term investments. We present these top 3 as recommendations to Council and encourage further consultation with the current student committees and chairs, Student Awards Committee (SAwC) and Student Activities Committee (SAC), to more fully evaluate each option and to create a sustainable plan for implementation.

*Short-term:* Offering 1 or 2 additional travel grants could be a relatively simple added benefit since the process is already in place for that program and would assist more students with attending the conference, which is one of the most valuable experiences for student members and is one of the most difficult to finance on a student budget.

*Mid-term:* Increase funds available to Geographic Sections to help Sections extend further benefit to students within sections (e.g. travel grants to Section conferences, reduced rate registration for students, awards, etc.) if that is a Section priority. This could potentially expand the reach of student benefits, improve accessibility of these types of awards and financial support for students around the world, and help to foster the diversity of membership that is valued by WDA members. We defer to Council and Geographic Section Leaders on whether this option is worth considering and how it could be achieved.

*Long-term:* Provide more sustainable support for Student Workshops. This may be achieved in a variety of ways and will likely require further discussion and consultation with current and past student workshop organizers to determine the most effective and efficient means of support.

**Potential Costs:** Estimates for some of the proposed increased student support are provided below, but most are flexible and will ultimately depend on the priorities of the SAwC and SAC and the amount of money that is available and dedicated to enhancing support of students in WDA. It is suggested that the Chairs of the SAwC and the SAC be involved in the WDA annual budget-planning cycle. This would improve their understanding of the management of WDA budgets expenditures for Student Activities Fund. Including the SAwC and SAC in these discussions would also benefit evaluation of current programs, current capacity and additional resources that may be needed to increase or expand different options for student support.

### **1. Expand or enhance existing programs**

- Increase the number or amount of money awarded for Student Travel grants to attend the International WDA Conferences and/or Section Conferences.
  - Currently a total of \$5,000 awards, divided into \$500 and \$1000 scholarships based on country of origin, distance traveled to the international WDA conference
  - Recommend increasing in collaboration with SAC
- Increase the amount of money provided for student presentation awards [Increased in 2019 by a total of US\$550; continue to monitor and suggest increasing in line with similar organizations globally, as required]
- Increase the number or the amount of money awarded for the Student Scholarship Award (SSA, currently 2 awards at \$2,000 each) and Student Research Recognition Award (SRRA, currently 1 award up to \$5,000) [2<sup>nd</sup> SSA award added in 2016, Max amount infrequently required for SRRA; continue to monitor]
- Review, improve, and expand the Student Chapter Grants administered by the SAC. These should continue to be awarded on a competitive basis and with consideration for how many WDA students and the WDA Mission benefits as originally approved by Council
  - Previously the total amount must be approved by Council each year and has been dependent upon the SAC budget and previous year's income for Student Activities. Generally, Student Chapter grants awarded annually are between \$200 – 500 per chapter. [This program is currently under review]
- Increase opportunities for reduced or complimentary student memberships.
  - Cost \$40 per membership, provided to awardees of current student awards, or via new program. [In addition to or separate from complimentary memberships for 'students in need' currently supported by member donations]
- Increase support for Student Workshops. Since these are generally held by Section based Student Chapters or groups, coordination with Sections is required.

## 2. Potential New Programs

- Three Minute Thesis Competition: Presenting a thesis in 3 minutes develops critical skills in effective communication and public speaking, which can translate to more successful grant applications, interviews and even the dreaded elevator pitch.
- Small grants for student research and projects: may be scientific research or related to outreach, communication or application of wildlife health and conservation.
  - The number and monetary amount of these grants are subject to available funding, but could range as small as \$1,000 to a maximum of \$10,000. Implementation could be via a stand-alone grants and/or crowd-funded models (e.g. 2018 WDA Crowd Funding Wildlife Health and Disease Grants)
- Travel grants for training and professional development (e.g. internship, special course or certification applicable to wildlife health and conservation, policy or communication fellowships, visit an overseas lab or program, etc.)
  - One or two travel grants could be offered per year, ranging from \$500 to \$2500 per grant, depending on location and associated costs.
- Student Thesis Award (similar to SRRA but offered through WDA Sections): an annual award could be given to a student member of a Section for a thesis of excellence within wildlife health and conservation fields (example: <https://awms.org.au/DW-Cooper-Student-Thesis-Award>). The purpose of this award would be to recognize graduate work that has had significant impacts on wildlife health and conservation within a geographic region. Recommend consulting with Section Chairs to assess benefit, feasibility and logistics for this idea.

**Note:** Increasing the number of awards beyond those currently offered would likely require creation of a new WDA sub-committee or re-organization of the current committees devoted to students and awards given both the SAWC and SAC are currently working (volunteering) to capacity. Awards, their criteria, calls for application, evaluation and award may need to be better coordinated.

- 3. **Section-based student programs:** WDA Geographic Sections also support student workshops and other student-related programs and benefits. These benefits could be increased or expanded in consultation with Sections and/or additional support for Sections from the parent WDA.

Some geographic Sections currently invest in students by:

- Providing monetary awards and recognition for student research and using auction or other funds to support Section based Student Workshops at location and times independent of WDA conferences.
- Supporting student attendance at conferences through travel grants,
- Providing reduced rates for conference registration,
- Organizing student-focused events at conferences such as workshops or networking events,
- Offering mentoring programs in collaboration with AAZV and EAZWV,
- Including a Student Representative on Council to integrate student perspectives into the organization and provide leadership opportunities to students,
- Working with and supporting Section wide Student Chapters (Australasia, Europe/Nordic, Latin America).
  - There are currently 24 established Student Chapters, including 4 Geographic Section-affiliated Student Chapters (European, Australasia, Latin America, and South Africa).

## Chapter 4 Grants ([back to contents](#))

Prior to 2013, the Wildlife Disease Association did not offer many, if any, grant opportunities, but had financially supported workshops that lead to publications or special issues of the Journal of Wildlife Diseases. In 2012, the WDA Council approved the expenditure of interest accrued on WDA invested funds for three purposes; the JWD Endowment, increasing WDA's digital presence, and a small grants program (that was not fully defined at the time). The Small Grants program was begun in 2013 and administered by an *ad hoc* Small Grants Committee, initially chaired by Carol Meteyer. In 2016, Small Grants became a permanent WDA Committee.

**Small Grants:** The Small Grants Program was initiated to provide opportunities for members to enhance the Mission of the WDA "to acquire, disseminate and apply knowledge of the health and diseases of wild animals in relation to their biology, conservation, and interactions with humans and domestic animals". Recipients were to receive funding for projects that could 1) be completed within one year, 2) had defined and measurable goals that supported the WDA mission, and 3) provided work products that were potentially useful to, and made available to, a large number of WDA members. The Committee developed a comprehensive set of guidelines and instructions for the small grants program.

In recent (2017-2019) years the number of submissions, relative quality and potential value of proposed small grant projects appears to have diminished. One repeated concern voiced is that the narrow definition does not allow many potentially worthwhile projects. The time required for administration compared to the amount of funds awarded seems disproportionate.

Past reports from the Small Grants Committee and its guidelines have been made available to Council for review, and may be consulted again as it considers grants in the future. In addition, the Small Grants Committee, now chaired by Clay Hilton, has been renamed the 'Grants Committee' and has been asked to consider ways to improve Small Grants, consider various other granting possibilities, and report back to Council.

**Crowd Funded Grants:** In 2017 Futures Committee polling of WDA membership found that grants, including a wider variety of grants of the type provided by the Small Grants Program, were something the membership strongly supported. The Committee itself felt that, although research is not literally part of the WDA Mission Statement, grants that further research would help "*acquire knowledge*". The committee also noted that grants could be designed such that they favor small student driven projects, another key WDA value. A desire to qualify for grants could also encourage membership in WDA and provide an activity that is easy to publicize, raising WDA's public and professional profile.

In 2018 WDA Council approved a trial with a crowd funding grant project in cooperation with the purpose driven company Experiment to generate engagement and public financial support for proposed projects. 'Go Fund Me' campaigns are well known, but crowdfunding is relatively new to science. WDA put out a grant call in early July 2018. To qualify, grant proposals needed to:

- 1) Deal with a significant health or disease issue in free-ranging marine or terrestrial wildlife.

2) Have implications for, or a focus on, wildlife populations and the ecosystems in which they live, not individual animal treatment and/or captive wildlife.

3) Emphasize species conservation and application of a One Health approach.

As this was a crowdfunding call, grant applications and the entire process is different from traditional funding, particularly in the way proposals are written, and in funding expectations. Most frequently crowdfunding is successful for student or graduate student, and smaller projects, and where there is urgency for getting work done on emerging issues, or to pump-prime more comprehensive engagement. The average amount raised for successful proposals is in the \$4000 range.

In 2018 Experiment put out the initial call and counseled and mentored grant proponents. WDA reviewed each proposal for compliance with the calls criteria and some of the nineteen initial proposals were eliminated from the pool of candidate proposals. Proposals were not scored or compared with each other by WDA.

Once the group of qualified grant proposals were compiled, the grants call went live on the Experiment website. The call lasted 31 days (July 1, 2018 - August 1, 2018). Although both Experiment and WDA publicized the grant call, grant proponents bore the primary responsibility for lining up support. This is one big difference between crowdfunding and traditional competitive grant funding. Grant proponents must follow through to promote and publicize their grants, and find supporters and advocates throughout the process. Coaching by Experiment on how to do this proved critical to the success of several projects.

In addition to the funds raised for each project from the public call, WDA was to provide \$1000 to the most highly supported project and \$500 to the second most highly supported project after 21 days. Two winning projects tied with 134 pledges each and they are split the two top prizes (\$750 each).

At 30 days, WDA member author/mentor prizes of \$100 each were awarded to five projects. Most (60%) projects received complete funding or more in the 30 day window.

Funds were made available to winners by approximately October 15, 2018. Successful applicants will provide appropriate feedback on the outcomes of the work in the form of 'lab notes' and WDA will post these at its website.

In total, the 17 projects raised over \$66,000 and over 700 donors got involved. Nine projects were fully funded (or more!) For more information see: <https://experiment.com/grants/wda>

**Summary:** WDA is repeating this crowdfunding effort with Experiment in 2019. The timetable proposed is 60 days earlier than 2018, with the call being approximately May 1-June 1, crowd funding effort June 3-July 2, completion of funding and award of WDA funds by mid July, with funds available by early August 2019. As noted the Grants Committee is discussing a wider set of options and should provide a report to Officers for Council in 2019.

As of June 1, 2019 sixteen projects have been approved and crowd funding efforts commenced June 3, 2019. Clay Hilton, chairman of the Small Grants Committee, is working with Dave Jessup, WDA Executive

Manager, on the 2019 WDA Wildlife Health/Disease Crowdfunding effort. Clay is submitting a separate committee report for consideration at the August 2019 Council meeting.

The Futures Committee process (member polling and committee deliberations) identified grants that support wildlife health research as a moderately high priority for WDA in the next decade. The WDA Small Grants process has met some difficulties in the last years. The quality and quantity of proposals have declined, as has the potential value to WDA members. Several rounds of discussions around the need for projects to be of relevance to the entire scope of the membership have highlighted the need to discuss and pursue both other options as well as re-thinking the guidelines for the grants program. While not providing critical peer-review, crowd funding seems to be a flexible, cost effective and popular form of grant funding.

WDA can easily afford the current granting program as together they cost only about \$10,000 yearly. Given the popularity of grants, the contribution they may make to WDA's mission, and the outside interest and recognition they bring, they seem a wise investment, and could be scaled up proportionate to increased revenues in the future.

**Cost:** Beginning 2020, with reorganization of the WDA Grants Committee to include all WDA granting programs, a yearly budget of **\$12,000** per year should be considered. This budget should increase at least with the rate of inflation. To avoid a 'spend it or lose it' mentality, funds not awarded in grants in any one year should be allowed to roll over into the next years budget.

## Chapter 5 Communications and Outreach ([back to contents](#))

### Purpose: Why Invest in Improving Communication Approaches and Messages?

- Raise the profile of WDA and the science it generates and communicates in support of its mission.
  - Enhance access to and use of scientific information on wildlife health and disease that is available for informing policy and management decisions that affect or are affected by wildlife. This includes providing information that is understandable and delivered in a timely manner for the audience and topic of interest. According to the membership survey, this information should be grounded in the best-available science, but must also be interpreted and presented in a way that is accessible and relevant to the audience that needs it.
  - Increase awareness of the importance of healthy wildlife to natural ecosystems, and the benefits of functioning and resilient natural systems to human economy, health, and wellbeing, among a diversity of audiences
  - Foster support (public support and funding) for wildlife conservation and health (research, projects, legislation) and contribute to better understanding and actions around contentious issues involving wildlife and conflicts between wildlife and society.
  - See [Appendix II](#) a Logic Model of the Wildlife Disease Associations role in improving communication on wildlife health and disease for purposes of conservation

### Goals/Key Messages

- Understanding factors that affect wildlife health is important for:
  - Conserving endangered species
  - Restoring and maintaining healthy ecosystems (of which wildlife is a critical component)
  - Protecting humans from zoonoses
  - Promoting economic and health benefits of nature which contribute to human well-being

### Actions

#### *Specific sectors to address:*

- **Public** (teachers/school groups, wildlife watchers/outdoor enthusiasts, urban vs rural, those that hunt or fish. Focusing on youth is important for building the next generation of conservationists. How can WDA do a better job of engaging youth in nature and understanding the value of healthy wildlife and ecosystems?)
- **Public Health sector** (international such as World Health Organization, Food and Agriculture Organization, Office Internationale des Epizooties; national such as public health/veterinary/wildlife/environment agencies/departments; Health communicators such as science journals, writers and journalists; NGOs such as Ecohealth, One Health, Global Health, and relevant policy groups: Chatham House, Pew Foundation.)

- **Conservation agencies and organizations** such as International Union for the Conservation of nature, Wildlife Conservation Society, World Wildlife Fund, Wildlife Conservation Society.
- **Development agencies and donors** such as US Agency for International Development, World Bank.
- **Policy-makers** Government officials, elected representatives, lobbyists; legislature.
- **Industry** Food and agriculture, plastics, mining, water, pesticides, herbicides, transport,
- **National and territorial conservation government agencies** such as Federal, state, tribal, provincial land managers and biologists responsible for managing wildlife and making/supporting/opposing decisions about wildlife management.

### **How?**

- 1) **Revitalize outreach committee** to help assess and design effective communication strategies, prioritize target audience, and frame messages appropriately. This could be done by volunteer position on an ad-hoc committee or addition to a standing committee (\$), small stipend for a student intern or recent graduate in science communication or related field (\$); pay a professional to assist on a contract basis (\$\$); invest in professional outreach services (\$\$\$)
- 2) **Develop and leverage networks:** review and maintain where appropriate current networks. Develop new connections with other groups and organizations that affect or are affected by wildlife health and disease issues. Are there opportunities to expand our network through partnerships with other professional organizations (TWS, Society of Conservation Biology, Ecological Society of America, American Veterinary Medical Association, livestock or human health groups) and their communication channels? While this approach can expand the impact of our logic model, it may or may not drive attention to WDA.
- 3) **WDA Promotional materials: Develop packages of information on WDA** which should include who we are, what we do, examples of the JWD outputs, some key messages and visuals developed by WDA around wildlife disease, human and livestock health risks and around healthy wildlife and human well-being and ecosystems health. Consider having WDA fund formal training for members to better communicate conservation impact of their work which would have the double benefit of providing a member benefit as well as a community benefit.
- 4) **Use JWD as a mouthpiece (see [appendix 1.1; 1.2.2](#)):** Options include enhancing quality, quantity, geographic and disciplinary breadth of journal articles (e.g. good quality reviews, perspective articles, experimental work, open access), inviting policy papers, adding an “Importance” or “Synthesis and Applications” section for articles in JWD, when appropriate, Lay summaries of articles in JWD (front of the journal, online, blog?), exploring open access options, author developed short (2 min) videos to introduce WDA members and the public (at WDA’s YouTube site) to the work we do.
- 5) **Leverage Conferences (see [appendix 1.2.1; 1.3](#)):** Options include: Live-broadcast options for remote viewing, Record talks or specific sessions for later online viewing, Organize a session on science communications, Networking/outreach events related to science communication or hot topic issues, Workshops on effective science communication to improve skills of members, Workshop provided to local K-12 schools – or other ways to involve local kids, Public community afternoon/evening talks at conference.

- 6) Establish a digital content committee whose goal would be to make the WDA as a go-to resource for information on wildlife disease and health topics for who? (press, public, wildlife managers, policy-makers, ag or human health groups?). Develop a themed communication list for press agencies, expert list for various issues, enhance the WDA website to provide an accessible and dynamic online presence, WDA digests or pod casts, factsheets, and effective use of social media to seize communication opportunities, particularly when significant high visibility wildlife health issues pop up.

## **Conclusion**

WDA Council is encouraged to promote a more focused and powerful communication package with conservation and health messaging a more significant output of the association. It will need to organize itself to capture the rich information held within its membership and from its science outputs, and process these in a practical way at minimal cost. This subcommittee report provides a framework for a new dynamic approach. The next step in the process is for Council and WDA membership to consider the recommendations and make changes as part of our adjustment to the Future and WDA's changing financial picture.

## **Annex 1 – Priorities related to outreach and communication with input from the WDA membership survey on future priorities and membership/council responses to drafts**

### **1.1. More JWD content**

- 1) Encourage Editorial Board to identify needed steps to enhance quality, quantity, geographic and disciplinary breadth of journal articles (e.g. good quality reviews, perspective articles, experimental work, open access).
- 2) Encourage EB to work with editor to assess JWD publication costs that will encourage step 1 (e.g. reduce page charges, comp articles, solicit expert articles, geographic issues).

### **1.2 Digital-\$**

- 1) Develop ways to make conference presentations available online to membership and to make conferences or sections thereof live by webinar (e.g. evaluate UC Davis attempt to do this in 2019, feed conference material piecemeal to members to make digestible).
- 2) Evaluate efficacy of JWD videos and decide whether or not to continue.
- 3) Consider establishing a digital contents committee (social media, webinars, etc.)
- 4) Consider investing in more sophisticated website presence.

### **1.3 Sections-\$**

- 1) Consider funding section chairs or their delegate to attend annual conference.
- 2) Leadership or officers should be funded to participate in section meetings.

### **1.4 Strategy and conservation outreach**

- 1) Conservation subcommittee needs to flesh out their document and present to council a clear and coherent framework to Council on how to enhance conservation outreach.
- 2) Revitalize outreach committee and postpone consideration of professional outreach services.
- 3) Experiment with interns to help get message out.

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[1] Approximate costing on proposals are \$ no or low cost; \$\$ moderate cost; \$\$\$ high cost.

## **Chapter 6 Sections ([back to contents](#))**

Following the WDA membership survey, it was determined that the membership would like WDA to consider providing more support for Sections. Current geographic sections include the Australasian, European, Nordic, Africa and Middle East, Latin American and the Asia- Pacific Sections. WDA's one discipline based Section is the Wildlife Veterinary Section. The Futures Committee has identified the following areas in which greater support for sections could be provided:

- Membership dues

Collection of WDA membership dues is problematic for WDA members in many nations of Africa, Latin America, Eastern Europe, Central and Eastern Asia. Fees are relatively high compared to income and local currencies are often not dollar denominated. Credit card transactions may or may not be possible and bank transfer fees are often quite high. Dealing with these problems should be a high priority now and in the future

- Officer/Council representation at section conferences

Council is not always represented at Section conferences unless a council member self-funds or is funded by their institution to attend. Occasionally a council member has been supported to attend Section meetings to help improve liaison with Section and the parent organization. Response to this has been very good.

- Section representation at international meetings

Sections are not always represented at annual conferences. Usually a Section member self-funds or is funded by their institution to attend. Note that audio/video-conferencing has allowed greater international attendance at council meetings in recent times.

- Training

The executive committees of Sections could benefit from training and information packages. A basic package could be prepared with by-laws etc that could be added to with additional Section information.

- Conference presentations

Recording and making available presentations from the international conferences and the Section conferences to all members. Translation or subtitles may be needed.

**NOTE:** Each geographic Section has different requirements and need for support from the parent body. Each Section could be canvassed to determine their individual needs which may vary both by geographic location, socioeconomic status, and age of section. A base-level of support (possibly in addition to the membership dues) may be considered for Sections and then individual needs identified and addressed.

Each Section has different levels of financial sophistication and independence from the WDA parent body. Older and larger Sections tend to be more independent, usually larger in numbers and more

stable in membership. Sections have somewhat differing priorities and proportional membership by category. Some Sections (European and Australasian) have a mix of Regular, Student and Associate members. The Wildlife Veterinary and Nordic Sections are predominately made of Regular members. The Latin American, Africa Middle East and Asia Pacific Sections are made up predominately of Associate members with variable numbers of Students and Regulars. Some WDA student Chapters are Section wide (Latin American and Australasian), and students in Europe (both Nordic and European) are part of the European Student Chapter. There is also a Southern African Student Chapter which is not yet Section wide.

Current (June 7, 2019) numbers of members in WDA Sections are; Wildlife Veterinary approximately 450, European 204, Australasian 170, Latin American 79, Asia-Pacific 64, Africa-Middle East 57, and Nordic 52. The WDA By-Laws require that Sections operate under the WDA Constitution and By-Laws, but each Section's leadership structure varies a bit, and WDA By-Laws do not specify some of the things this report suggests need to be done (in particular the closer coordination of Student Awards and Student Activities Committee and Section activities). WDA may need to consider governance changes regarding Sections, and if WDA is going to devote considerable time and resources to a Strategic Planning effort in 2020-2021, dealing with Section governance, support for Sections, and coordination of Sections with each other and with committees could be greatly advanced if it was included in that effort.

## **WDA Futures Committee History ([back to contents](#))**

In the late 1980's WDA found itself in the difficult position of having more financial obligations than income to cover them for a short period of time. Prior to this time WDA had generally operated on a 'break even' basis, with no reserve or invested funds. Council decided this was unwise, so fees were adjusted slightly upward, a reserve fund was established and ideas for raising funds were solicited. In 1986, during a day long facilitated workshop, WDA's mission and highest priorities were determined. Other than keepings costs low and staying solvent, the top funding priority was endowing the costs of production of Journal of Wildlife Diseases, which was considered to be the greatest benefit to the largest number of members. About this time WDA auctions began to be held at Annual International Conferences and for a few years these funds went into a reserve account. Over the next 20 years a wide variety of sources of income including donations, membership and journal net income over expenses, and grants and sponsorships allowed the WDA reserve to grow into the range of a hundred, then several hundred thousand dollars, but solidified investment program and a dedicated JWD endowment fund had yet to be established.

On the advice of Tom Yuill, WDA began using Buttonwood Partnership (now Jacobsen & Schmidt) to invest and manage its reserves. With the hiring of an Executive Manager (Ed Addison) WDA budgeting became more professional and conservative. Expenses were generally estimated on the high side and income on the low side. WDA budgets were reliably positive and reserve funds grew. Of note, during one 5 year period the Editors of JWD (Dave Stallknecht and Buffy Howerth) declined to take their salaries and that alone grew the reserve funds by over \$150,000. Endowing JWD was reaffirmed as WDA's highest priority at another focus group workshop in the early 2000's, but it was initially hoped that funds would come about via grants from foundations. Attempts to do this were not successful.

With Ed's retirement, and Dave Jessup as Executive Manager, professional advice was sought from the Monterey Bay Foundation. They recommended WDA consider using its own membership and resources to reach the goal of \$ 2.5 million by 2020. From this arose the idea of using a portion of WDA's reserves, supplemented with donations, sponsorships, grants, fundraising efforts, any conference profits, and other sources as a potential route to JWD endowment. The idea of tying JWD Endowment to its free-worldwide distributions in the 2/3rds of nations with lower per capita GDP (which Wildlife Conservation Society had been supporting) was approved by Council as well as the target of \$2.5 million by 2020. USDA-APHIS-WS (Tom DeLiberto) helped kick the effort off in 2011 with a \$25,000 sponsorship of worldwide JWD distribution. Subsequently a JWD endowment fund separate from WDA's invested reserves was established. At various times between 2014 and 2018, substantial portions of WDA's invested funds, above those needed as prudent reserve, were transferred to the JWD endowment.

By 2016 WDA had reached the halfway point and it became clear that WDA might indeed succeed in establishing a third solid source of revenue for WDA. It also became clear that this could change what WDA could do in the future, and that a serious planning effort was needed. In August 2016 WDA President Marcy Uhrt established an ad hoc committee to explore WDA's future, in particular how achieving endowment of JWD might allow changes in, or addition of new goals to the WDA mission, and

new benefits for members. She asked WDA Executive Manager Dave Jessup to chair this Futures Committee.

Dave asked Tim Portas and Dolores Gavier-Widen to co-chair. The initial membership of the committee was selected by WDA Officers with the aim of achieving good regional representation and including members with a history of progressive thinking and active participation. During the 2 ½ years of the committees activities two members (Dolores Gavier-Widen and Tim Portas) resigned. They were replaced by Carlos das Neves, Tiggy Grillo, and Jenny McLelland, and replaced as co-chairs by Andrew Peters and Richard Kock. Debra Miller was also added to the committee when she became President of WDA (a requirement of WDA's ByLaws).

Numerous email and Zoom meetings were held over a 2 ½ year period. In person meetings of the Futures Committee were held just prior to the WDA Conferences in San Cristobal de las Casas, Mexico on Saturday afternoon July 22, 2017 and again on July 30, 2018 in St. Augustine, Florida. An initial progress reports was provided to Council in 2017, and subsequent progress reports in August 2017 and August 2018 at annual in person Council meetings. A report on ways for WDA to optimize use of its existing committees, which was a work product of the Futures Committee, was provided to WDA Council in June 2018. This was provided ahead of this final report because it involved no expenditure of funds, did not involve new programs or priorities, and could be implemented immediately.

**Appendix I ([back to contents](#))****Supplementary Information for Chapter 3: Student Support**

Recommendations in this chapter were guided by discussions of the Futures Committee and responses from members during the WDA 2017 survey.

Comments from the 2017 WDA member survey (paraphrased) supporting student membership, participation, and engagement are listed below as action items. Many of these are already an interest and focus of one or both of the WDA sub-committees dedicated to student activities and awards, reinforcing the relevance of these two committees to the membership.

- Promote the Student Activities Committee (SAC) and the Student Awards Committee (SAwC) to all WDA members to increase understanding of what each committee does and the opportunities that are available to students through each committee,
- Increase support (including financial support) for the following activities, particularly for students from developing countries:
  - Training, mentorship, student chapters
- Increase student membership (working with Membership Committee),
- Create more leadership roles for students,
- Enhanced support for student scholarships and awards

During the Futures Committee face to face meeting in 2018 the above concepts were refined and some priorities emerged. Overall, there was strong support among the Committee for continuing to invest in students. Specific actions from the meeting are listed below and have guided the development of this chapter.

- SAwC and SAC to revisit and consider increasing award amounts to ensure they reflect current fiscal realities (e.g. travel award, etc.); could also liaise with AAWV about the amount they provide, [Completed]
- Request the SAC develop a plan for how best to provide more support for student workshops,
- Request the SAC to review allocation of funding support for student chapters and revise as necessary to ensure transparency and equity across different types of student chapters (e.g. university-based vs geographic sections).

Additional information on options for increasing student support is provided below for context. The first section describes options for increasing support through existing programs, including current status and future options. The second section describes potential options for new

programs. Table 1 provides a list of current student awards and grants including criteria for eligibility and the subcommittees that are responsible for administration of these programs.

## **Existing Programs**

### **Increasing the monetary amount of current WDA student awards**

#### *Current status (2018)*

TOTAL = \$9,650

SRRA: \$2,500 - 5,000

SSA: 2 awards at \$2,000 each = \$4,000

Terry Amundsen Presentation Award: \$250

Presentation Award – Honorable mention: \$75

Best Poster Award: \$250

Poster Award - Honorable mention: \$75

#### *Recommendation for future*

TOTAL = \$10,200

The current amounts provided by WDA for these student awards is consistent with, or exceeds, the amounts provided for student awards by other organizations globally. Continue to monitor and adjust if needed.

- SSRA: minimum amount of \$2500 will be awarded started in 2019. The maximum amount is infrequently required and likely sufficient. Continue to monitor in the future.
  - The second SSA award was initiated in 2016 with the intention of applying “tracks” (e.g. undergraduate and graduate) or awarding the top two candidates (given the top two scores are typically very close),
- Student presentation awards at the International WDA conference will be increased by a total of \$550 in 2019.
  - Best Student Presentation Terry Amundsen Award and Best Student Poster Presentation have both been increased from US\$250 US to US\$350.
  - Second-place winners (Honorable Mention) of the presentation and poster awards have also been increased from US\$75 to US\$250.
  - These awards could be increased in the future, following review and consultation with SawC.

### **Increase number or amount of Student Travel Grants**

#### *Current status*

TOTAL = \$5,000

- Divided into \$500 and \$1000 scholarships based on country of origin, distance traveled to the international WDA conference.
- Some Sections offer student travel grants to attend WDA Section conferences.

Note: The Chair of the SAC will have the most up-to-date information on the number and amount of travel grants awarded in recent years, as well as the number of applicants per year.

*Recommendation for future*

- Increase number or amount of Student Travel Grants for International WDA Conferences and/or Section conferences (as appropriate, in consultation with Section Chairs).
- Consider distributing awards that are available each year across WDA Geographic Sections to achieve the most diverse representation as possible.
- This has been and continues to be a topic of discussion within the SAC.
- Advantages of this approach: potential to bring new members to the WDA, provides opportunities for the student to interact/network at the conference, lots of student-focused events at conferences, encourages a more global and diverse organization, supports dissemination of new research findings and wildlife disease information, provides critical support for students to attend conferences which are often cost-prohibitive for students.

**Increase funding available for Student Chapter Grants**

*Current status*

Student Chapter grants are awarded annually and are usually between \$200 – 500 per chapter. The Chair of the SAC will have the most up-to-date information on the number of applicants per year and total amount available. This program is currently in review.

*Recommendation for future*

Based on outcomes of the current program review and any adjustments that are made, consider increasing the total amount of funds to allow for more grants awarded and/or more money per grant. The issue of equitability of chapter funding, between many small North American chapters and three large regional (Section based) chapters needs to be adequately addressed.

**Increase sponsorships or subsidies for student memberships**

*Current*

The current cost of an annual WDA student membership is \$40, which is competitive with other similar organizations globally.

*Recommendation for future*

- Include a complimentary annual WDA membership to students that win select awards (current or new awards).
- Provide a select number of sponsorships through WDA or Sections for qualified students to support students from lower income regions. This would be in addition to the current provisions of memberships for 'students in need', which relies on member donations. For example, the WDA-AME dedicated funding in 2017 to sponsor interested and deserving students to register as WDA-AME members.

**Increase support for Student Workshops**

*Current*

The EWDA organizes a Student Workshop every 2 years, the 7<sup>th</sup> annual workshop and student symposium will be held in April 2019. The objective is to promote scientific education of students with an interest in wildlife diseases, through oral communications, panel discussions and group working sessions.

The EWDA Student Chapter has applied for funding through the Student Chapter Grants and requested funding directly from Council to supplement fundraising efforts (e.g. sponsorships, auctions, crowd-funding) and subsidize registration costs for the student workshop. As an example, the cost for the last workshop was about \$30,000.

Student Workshop at Conferences - one-day student workshops or field trips have been organized during previous WDA conferences.

*Recommendation for future*

There are ongoing efforts to organize a multi-day Student Workshop to be held in conjunction with the International WDA Conference in Tahoe, California in 2019. This could be further supported by WDA in the future through:

- Continuing to encourage and support student-focused workshops and experiences at International and Section conferences, or as stand-alone events
- Focusing on key skills and topics (e.g. how to be a One Health practitioner, science communication, grant or manuscript writing, etc.)
- Provide assistance with deposits to secure workshop facilities in advance
- Dedicate funding for student workshops

- Create or designate a Student Workshop Coordinator or Coordination Team to facilitate and provide assistance for students to organize workshops (e.g. negotiate rates and insurance with facilities, manage budget and finances)
  - Develop guidance for organizing student workshops to include risks and benefits, funding options, etc. Consult with current and prior workshop organizers.
- .....

## **New Programs**

### **Increasing the number of student awards**

*Current status*, see above.

#### *Recommendation for future*

- Increase the number of awards that are currently offered (see above).
- Create new awards to recognize and incentivize desired areas of study or activity (e.g. science communication, application of research to wildlife management or conservation, advocacy for conservation and wildlife health, One Health approaches etc.)

**Note:** Increasing the number of awards beyond those currently offered would likely require creation of a new WDA sub-committee or re-organization of the current committees devoted to students and awards to ensure a timely and fair application and review process. The current SAWC is working (volunteering) at capacity.

### **Small grants for student research and projects**

The number and monetary amount of these grants are subject to available funding, but could range as small as \$1,000 to a maximum of \$10,000.

This grant program could be used to incentivize desired areas of study or activity (e.g. science communication, application of research to wildlife management or conservation, curriculum development for education related to conservation, One Health approaches etc.).

The responsibility and process for these new small grants would need to be determined, but similar efforts and models exist. It would be beneficial to include the Small Grants Committee Chair in further discussion of this topic. Suggest evaluating the use or expansion of crowd-funding options, such as the WDA Crowd Funding Wildlife Health and Disease Grants, which were offered in 2018 and 2019 in partnership with Experiment. WDA provided small amounts

of funding (\$100 - \$1000) to select projects, but the majority of funds were raised through crowd-funding.

### **Travel grants for training**

One or two travel grants could be offered per year, ranging from \$500 to \$2500 per grant, depending on location and associated costs. If the grant does not cover the entire cost of travel (e.g. if international), it may limit the students who can participate because the student would need to have other financial means to support the trip. However, by providing a portion of the funds, the student may be able to leverage for additional funds from their institution or other sources.

The responsibility and process for this new travel grant program would need to be determined. This program complements some of the current responsibilities of the SAC (e.g. Student Travel Grants and Mentoring Program) so it would be beneficial to include the SAC Chair in further discussion of this topic. However, the SAC may not have the capacity to administer an additional grant program.

A new sub-committee (Student Training and Mentorship Committee) could be formed to administer this new grant program as well as coordinate the Mentorship program and associated activities. Increased coordination between sub-committee chairs would be necessary for this to work. There are already some steps being taken to help improve communication and coordination between sub-committees.

- This could complement the newly launched AAZV/WDA/EAZWV Mentoring Program to fund travel for Mentees to visit the research lab or organization of their Mentor during the program.
- Examples of other organizational student training travel grant:
  - <https://awms.org.au/honours-and-undergraduate-student-travel-award>
  - <https://www.iaaam.org/blog/>

### **Potential for added value and cost savings by overlap with other priorities**

Other priorities identified by the Futures Committee and membership survey have potential synergy with this priority of investing in students. Considering these priorities together may produce added value with relatively minimal additional resources.

- International diversity – seek to engage and integrate students within and across Sections. The Student Representative and leadership of Sections and Section-affiliated Student Chapters will be key players in these efforts and coordination.
- WDA grants – include small grant opportunities for student projects.
- Communications – establish an internship or similar position in science communication to provide opportunities for students/new graduates to contribute to dissemination of wildlife health information and promotion of WDA. Outputs may be lay summaries of JWD articles, follow-up interviews with researchers, or other sharing of information on key issues for wildlife health through the WDA communication channels (JWD, website, social media, etc).

Table 1: Student Awards and Grants – Administration and Student Eligibilities

	Administered by	Graduate Student Scholarship Award (SSA)	Graduate Student Research Recognition Award (SRRA)	Terry Amundson Student Presentation Award (Two awards: Winner & Honourable mention)	Student Poster Presentation Award (Two awards: Winner & Honourable mention)
Student Eligibilities within the same calendar year					
<b>Graduate Student Scholarship Award (SSA)</b>	WDA Student Awards Committee (SAwC)				
<b>Graduate Student Research Recognition Award (SRRA)</b>	WDA Student Awards Committee (SAwC)	The winner of the SRRA <b>cannot</b> be awarded the SSA in the same calendar year.			
<b>Terry Amundson Student Presentation Award (Two awards: Winner &amp;</b>	WDA Student Awards Committee (SAwC)	The Terry Amundson Student Presentation Award <b>can</b> be awarded to the	The winner of the SRRA is the student plenary speaker at annual international WDA conference and therefore is <b>not</b>		

<b>Honourable mention)</b>		winner of the SSA.	<b>eligible</b> to be scored for the Terry Amundson Student Presentation Award.		
<b>Student Poster Presentation Award (Two awards: Winner &amp; Honourable mention)</b>	WDA Student Awards Committee (SAwC)	The Student Poster Presentation Award <b>can be</b> awarded to the winner of the SSA.	The winner of the SRRA is the student plenary speaker at annual international WDA conference and therefore is <b>not eligible</b> to be scored for the Student Poster Presentation Award.	The Student Poster Presentation Award <b>can be</b> awarded to the same student as the Terry Amundson Student Presentation Award.	
<b>Student Travel Award</b>	WDA Student Activities Committee (SAC)	The Student Travel Award <b>can be</b> awarded to the winner of the SSA.	The winner of the SRRA is awarded funds to travel to the annual international WDA conference and therefore is <b>not eligible</b> to be award the Student Travel Award.	The Student Travel Award <b>can be</b> awarded to the same student as the Terry Amundson Student Presentation Award.	The Student Travel Award <b>can be</b> awarded to the same student as the Student Poster Presentation Award.
<b>Student Chapter Grants</b>	WDA Student Activities Committee (SAC)				

## Appendix II ([back to contents](#))

### From Chapter 5: A Logic Model of the Wildlife Disease Associations role in improving communication on wildlife health and disease for purposes of conservation

