Michael E. Fraidenburg completed a 30 year career with the Washington Department of Fish and Wildlife after working up through the ranks from fish biologist to agency executive. Mr. Fraidenburg was the Executive Director of the State of Washington Fish and Wildlife Commission, served on the United States’ delegation negotiating the Pacific Salmon Treaty, and represented Washington State at the International North Pacific Fisheries Commission negotiations. He is a principal of Dynamic Solutions Group, LCC, a national consulting firm best known for its work on improving natural resource management effectiveness.

Intelligent Courage presents practical, wise, workable ideas to succeed in the real-world work environment of natural resource professionals. It is especially relevant for students nearing completion of their university education. Seasoned professionals tell career stories and analyze these as learning experiences. In doing so these distinguished professionals impart a good deal of the ‘street smarts’ they learned from their careers that can help any natural resource professional create the career they want.

CONTENTS
Acknowledgments
Forward by Jeff Debonis
Introduction - Mastery
Roger Contor - Intelligent Courage
Gloria Flora – Daring to Ask a Different Question
Andrea Mead Lawrence - Extension
Bern Shanks - Always Advocating
Tom Peterson – Self-Determination and Creating Change
Mike Dombeck - Keep Them Busy
Phil Pister - Finding an Internal Compass
Max Bazerman – Why We Say One Thing but Do Another
Lessons Learned
Literature Cited
Index

“We believe that this will be a very important book that will help young professionals prepare for and effectively navigate through their careers.”
Western Division, American Fisheries Society

“Most of our nation’s natural resource managers are retiring in this decade taking with them the lessons they learned by working in their careers. A new generation of professionals must now step up to the plate and Fraidenburg’s book is a user’s guide for passing this accumulated wisdom on to the new leaders. Anyone wishing to improve as a natural resource professional will learn wise but practical ideas from the distinguished people interviewed in Intelligent Courage.”
Theodore Roosevelt IV
The Governing Council, The Wilderness Society

“Young people are passionate about the natural world and the environment but they don’t know where to begin. This book helps in this critical area through information, stories, and valuable insights from the pros. This is an important starting place for those interested in a natural resource career.”
Jeff Cook
President and Founder, The Environmental Careers Organization

“Every natural resource professional spends his or her career searching for a compass to guide them - ideally so they can make a difference and blaze a trail for others to follow. Whether you’re newly embarking on this journey or have been on this path-finding mission for 30 years like me, definitely read this book. It will help you find your personal compass and, thereby, recognize your ethical coordinates.”
Richard Lincoln
Marine Stewardship Council, London
### OTHER TITLE OF INTEREST

**WATERFOWL ECOLOGY AND MANAGEMENT, 2ND ED.**
*by Guy A. Baldassarre & Eric G. Bolen*

This new book represents a major revision of the first edition and addresses all aspects of waterfowl ecology and management under one cover. The second edition is expanded to 2,800 references arrayed across 11 chapters such as classification, courtship behavior and pair-bond formation, reproduction, feeding ecology, breeding and winter periods, mortality and harvest management, wetlands and waterfowl management, major waterfowl habitats, and policy and administration. The new edition also includes 16 "infoboxes," which are stand-alone inserts in the various chapters. The infoboxes present information on important waterfowl people, places, and issues. Coverage also has been expanded to address important waterfowl habitats around the globe and address a broad array of issues and examples of waterfowl ecology from the international literature.

"Whether you are a waterfowl enthusiast, a wildlife biology student, a waterfowl rehabilitator, or a conservation biologist, this book is a must read. It provides practical information and is a great book for your reference library."

*Wildlife Rehabilitation Bulletin*

---

**WILDLIFE, CONSERVATION, AND HUMAN WELFARE: A United States and Canadian Perspective**
*by Richard D. Taber & Neil F. Payne*

This book focuses on wildlife populations and their welfare in the United States and Canada as affected by human cultures from the European and North American Stone Age to contemporary times, within the framework of relevant global developments. It traces changes in wildlife habitats and populations, and the evolving patterns of human response to wildlife endangerment in industrial societies. The underlying assumption is that the evaluation of successes and failures in wildlife conservation will provide guidance toward ultimate success in nationwide and worldwide restoration and maintenance of native wild species in their appropriate habitats.

"This book should be added to the collections of all serious wildlife biologists and conservation biologists, indeed anyone interested in the past as well as future management of North America’s wildlife resources."

*Journal of Wildlife Management*

---

---

**DEPARTMENT #8177-E**

(Please use this number when ordering by phone, fax or e-mail.)

Please Send The Following Books:

<table>
<thead>
<tr>
<th>Author/Title</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Subtotal

Shipping

Total $ __________

DOMESTIC SHIPPING INFORMATION

Shipments are made by UPS unless otherwise requested. Please add $7.00 for first book, $1.50 for each additional to cover shipping. Florida residents please add sales tax. Examination copies must be requested on school letterhead. MasterCard, VISA, and Discover accepted. **Prices subject to change without notice.**

FOREIGN SHIPPING INFORMATION

Shipping costs are available on request. Please contact Krieger Publishing Company for more information regarding our foreign distributors.

Credit Card Information

<table>
<thead>
<tr>
<th>Card Number</th>
</tr>
</thead>
</table>

[ ] MasterCard  [ ] VISA  [ ] Discover

Expiration Date

I have enclosed a check or money order in the amount of $ __________ or charge to my credit card as indicated above.

Authorized Signature

---

**KRIEGER PUBLISHING COMPANY**

1725 Krieger Drive • Malabar, FL 32950
(321) 724-9542 • FAX (321) 951-3671 • 1-800-724-0025
e-mail: info@krieger-publishing.com
www.krieger-publishing.com