

I'd like to thank Gary Frazer, USFWS and Jim Lecky, NOAA Fisheries, for their remarks on Endangered Species Act issues.

Overview

- ▶ Policy
- ▶ Program Oversight
- ▶ Tools and Training
- ▶ Partnerships
- ▶ Program Awareness
- ▶ Advocacy
- ▶ Hot Issues

I'd like to thank the Association for the opportunity to discuss the top Natural Resources we're currently addressing in OSD.

Policy



We continue to focus on addressing key policy needs through formal DoD issuances, coordination with other agencies, and potential legislative changes.

Formal DoD Policy Issuances

- ▶ **Natural Resources Conservation Instruction, DoDI 4715.03**
 - Improve the integration of **mission and stewardship needs** and the long-term health of installation ecosystems
 - <http://www.dtic.mil/whs/directives/corres/pdf/471503p.pdf>
- ▶ **Natural Resources Implementation Manual**
 - General INRMP provisions
 - Coordination, review and public comment
 - Implementation and special management
 - Ecosystem-based management
 - Additional topics
 - Planning for Climate Change impacts
 - Feral animals
 - DoD Forestry Reserve Account eligibility criteria

How many of you are attending your first NMFWA training workshop?
The updated Natural Resources Conservation Instruction, DoDI 4715.03, was signed February 14, 2011, and formally posted on March 18, 2011. The DoDI –

- Incorporates legislative and policy changes
- Gives increased consideration to species at risk (SARs) – funding essential to maintain current compliance
- Adds new requirements to consider climate change and provide for sustainable ecosystem services
- Formalizes new NR Focus Area Metrics

We continue to work on finalizing a companion Implementation Manual.

In part, the Manual will formalize existing policy memos and other issuances on the following topics –

- General INRMP provisions
- Coordination, review and public comment
- Implementation and special management
- Ecosystem-based management

We are also working to incorporate these additional topics

- Planning for Climate Change impacts
- Feral animals
- DoD Forestry Reserve Account eligibility criteria

White-nose Syndrome Policy Memo

- ▶ November 16, 2011
- ▶ Military Services encouraged to develop guidance
 - Integrate recommendations in the USFWS *National Plan*
 - Coordinate with other agencies regarding WNS reporting and the management of caves, mines, and other affected sites
 - Exchange up-to-date information with the U.S. Fish and Wildlife Service and state fish and wildlife agencies through annual INRMP reviews.
- ▶ USFWS Draft National Decontamination Protocol



WNS continues to spread to the south and west. Major bat hibernacula in Alabama are now under immediate threat.

We provided top level guidance on WNS last November.

Last month (February), the USFWS, Region 2, circulated a Draft National Decontamination Protocol to the WNS Executive Committee for review.

I am DoD's National representative to the Committee, and Eric Britzke, USACE-ERDC-EL, serves on their Technical Committee.

Coordination with USFWS Draft Sikes Guidance

Key Issues

- ▶ Streamlined reviews
- ▶ USFWS input to annual Focus Area metrics
- ▶ Consistency of definitions across agencies
- ▶ Nature and timing of reviews for operation and effect
- ▶ How to address environmental contaminants

I will be meeting with Bryan Arroyo, USFWS Assistant Director for Habitat Conservation, in April.

Through this meeting and follow-up with his key staff, I hope we'll be able to—

- Develop a process to expedite the review of revised INRMPs.
- Clarify the status of USFWS Review/Incorporation of DoD Comments to Draft Sikes Guidelines.
- Ensure your revised Sikes Guidelines are congruent with the wording of our new DoD INRMP Implementation Manual (in final draft).
- Develop a New Sikes Act Tripartite MOU.
- Provide you with preliminary Results from DoD's 7 Sikes Act Focus Area Metrics.
- Provide broader awareness of the USFWS Partnership Award to our DoD and USFWS stakeholders.

Migratory Bird Issues

- ▶ New Bald and Golden Eagle requirements?
- ▶ Revising the DoD–USFWS Migratory Bird MOU
- ▶ Integration with BASH

We have had preliminary discussions with the USFWS on developing permitting guidelines to address certain military actions that might adversely affect golden eagles.

Lt. Col. Mark Pomerinke briefed the Working Integrated Product Team (WIPT) in November on a potential way forward. However, reps from the Military Services requested that we defer further actions until the USFWS has indicated this is a priority issue for their staff. At this time, USFWS is totally engaged in developing guidelines for wind energy permits.

We renewed our MOU to July 31, 2013. The USFWS has indicated they would like to revise all Migratory Bird MOUs covered by Executive Order 13186. We would prefer to focus on implementation of the current MOU, rather than make any significant changes to the existing document.

We continue to work to improve communications with the Air Force Safety Center on Bird Animal Aircraft Strike Hazard issues. We continue to believe that two-way communications is essential to ensuring natural resources are managed to meet all safety and legal goals.

Sikes Amendments

- ▶ Part of FY 2012 National Defense Authorization Act
 - Better Coverage of Military Installations
 - 39 ARNG installations added
 - Meet statutory definition of “military installation”
 - Streamlined funding for these state-owned lands
- ▶ Potential FY 2013 Amendments
 - Authority for Title II agencies (DOI, USDA) to count DoD conservation funds as part of their non-federal match
 - Authority for DoD, DOI, and USDA to more easily “pool and merge” funds to facilitate multi-agency, landscape-level projects with mutually reinforcing benefits

A FY 2012 amendment to the NDAA ensures that 39 ARNG installations are now covered by the provisions of the Sikes Act.

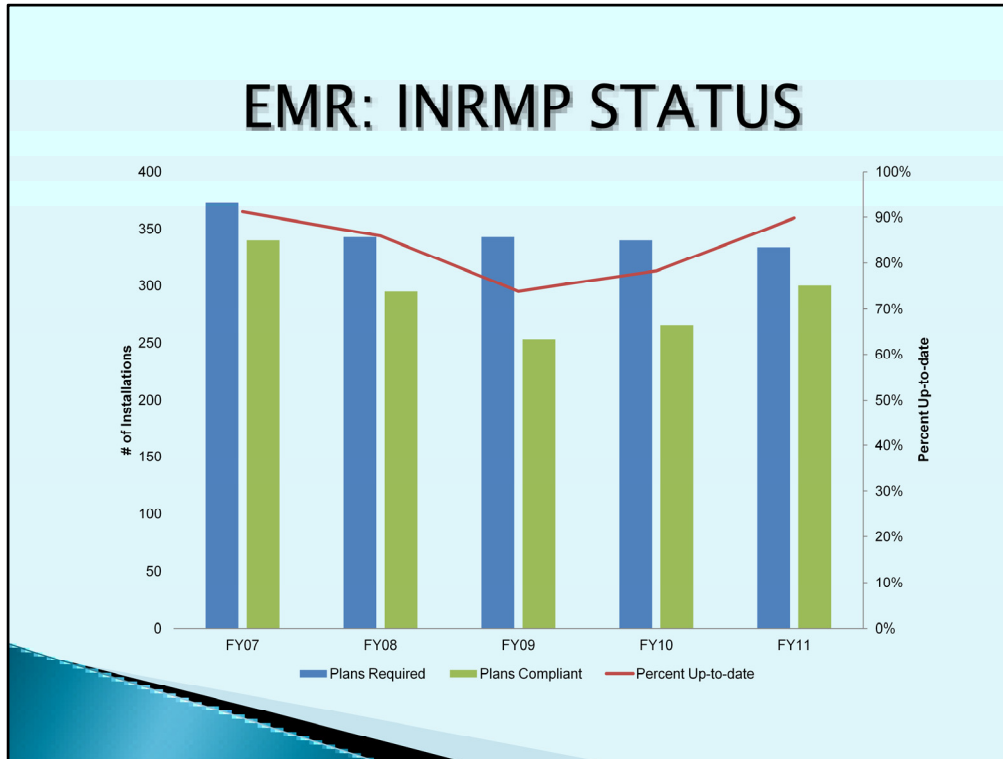
We are evaluating potential additional amendments to the Sikes Act for FY 2013. Thus far, these two are under consideration.

Program Oversight



Combined, the Military Services spend approximately \$300,000,000 per year conducting conservation and natural resources activities at installations across the country. An important function of the NR Program is to ensure that these expenditures address both legal and mission-relevant priorities, and to provide senior decision-makers and other stakeholders with an overall picture of the health of the military's natural resources programs.

Our Installations and Environment (I&E) has placed additional emphasis on program oversight for FY 2012.



We continue to track INRMP progress.

FY 2011 was the first year we changed from tracking “complete” INRMPs to those that are Sikes Act “compliant”. We plan to formalize this definition and several others in the new Manual -

Compliant INRMP. An INRMP that has been both approved in writing, and reviewed, within the past 5 years, as to operation and effect, by authorized officials of DoD, DOI, and each appropriate state fish and wildlife agency.

INRMP revision. Any change to an INRMP that, if implemented, may result in an environmental impact not anticipated by the parties to the INRMP when the plan was last approved or reviewed as to operation and effect. [All such revisions require approval by all parties to the INRMP, and may require additional environmental impact analysis.]

review as to operation and effect. A comprehensive, joint review by the parties to the INRMP, conducted no less often than every five years, to determine whether the plan needs a minor change or revision in order to continue to address adequately the purposes and requirements of the Sikes Act.

EMR: Natural Resources Focus Areas (DoD)

Focus Areas	FY09	FY10	FY11
INRMP Project Implementation			
Partnership Effectiveness			
Team Adequacy			
INRMP Impact on Installation Mission			
Listed Species and Critical Habitat			
Ecosystem Integrity			
Fish and Wildlife Management			

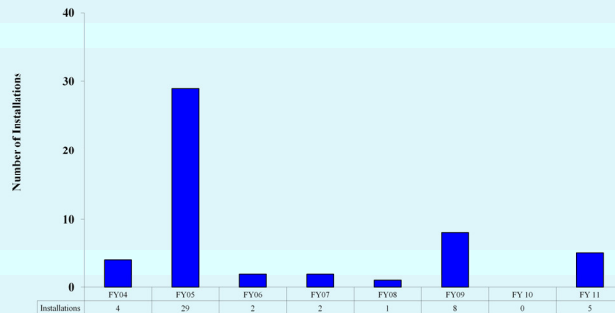
Now that we have three years of Focus Area data, we were able to for the first time assess trends, both DoD-wide, and for each DoD Component. This slide shows DoD's overall performance on the 7 Metrics.

Metrics Next Steps

- ▶ Improved consistency in defining program health (R-Y-G)
- ▶ Shared understanding of each Military Service's
 - Evaluation criteria
 - Scoring system

Next with respect to the Focus Area Metrics is to improve their consistency and accuracy in describing the performance of DoD's Natural Resources program

Critical Habitat Designation Avoidance



INRMPs and Critical Habitat Exclusions

51 installations and satellites used INRMP exclusion: 4(a)(3)(B)

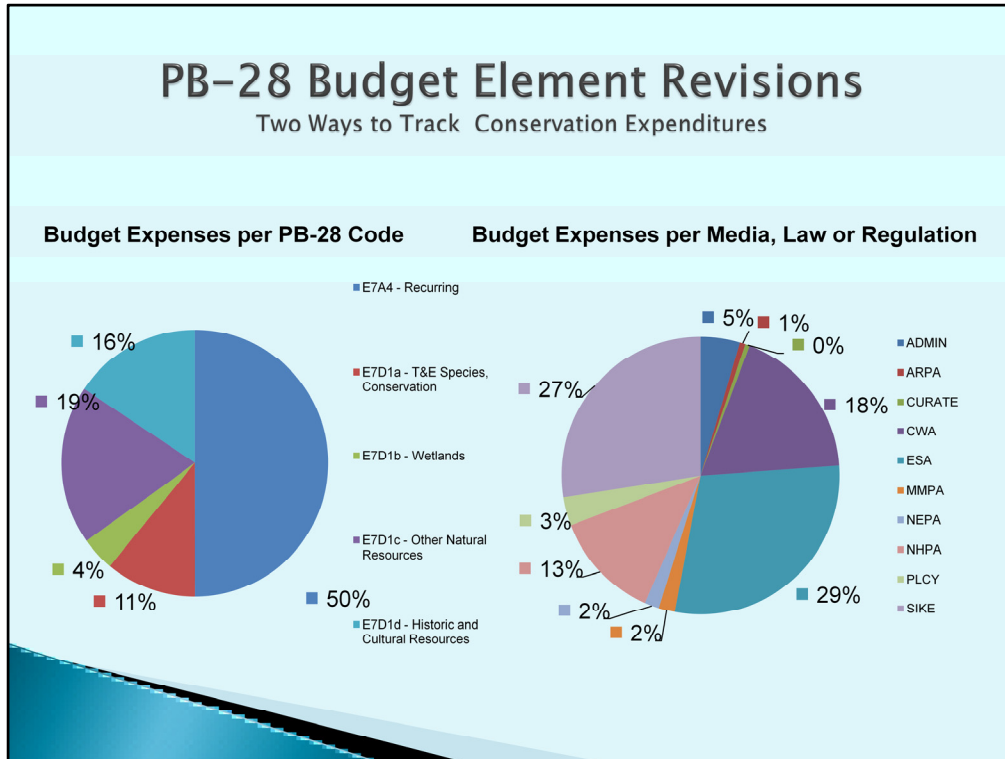
34 bases used readiness exclusion: 4(b)(2)

You must still meet your ESA requirements!

The avoidance of critical habitat designation is one of the biggest tools that DoD natural resources managers have to help ensure continued access to our testing and training areas while meeting our natural resources stewardship and legal obligations.

Key to success is ensuring each installation has an up-to-date INRMP, and that the INRMP is being implemented.

Of course, we still need to meet our Endangered Species Act responsibilities.



Our I&E office is working with the DoD Components to update the current Program Budget Elements for both Conservation (Natural and Cultural Resources) and Compliance.

Currently, there are 4 budget elements from Conservation - T&E species; wetlands; “other” natural resources; and historic and cultural.

The DoD Conservation Committee has recommended 5 new categories for Natural Resources, all based on legal drivers – ESA, Marine Mammal Protection Act, Sikes, Clean Water Act (mostly wetlands), and Other (to include MBTA, BGEPA).

Concomitantly, the Historic Preservation Working Group has recommended 4 new categories based on legal drivers.

No final decisions have yet been made.

Tools and Training



I feel it's important that our Natural Resources managers receive all the tools and training needed to do their jobs. Emerging and evolving information, policies, and requirements result in DoD natural resource managers having to continually seek out new tools and training opportunities.

We've worked diligently over the past 4 years to expand the range of available tools and training.

Courses

- ▶ Sikes Act 101
- ▶ Sikes Implementation
- ▶ Endangered Species Act for DoD
- ▶ <http://www.Dodworkshops.org/Training.html>
- ▶ No additional OSD course offerings projected
- ▶ Future possibilities
 - Webinars?
 - Online?
 - SOPs ⇒ available for Military Services to implement their own (March 31)
 - Updated DoDI?
- ▶ Strategic Management of Invasive Species in the NW
 - May 21–25
 - Portland, OR

We've been able to offer three courses at a variety of venues over the past four years, including at NMFWA and the Sustaining Military Readiness conference. Training materials from these courses are available on-line.

The Military Services may be able to host their own offerings of these courses. We're working with them to identify potential ways in which we can collaborate to continue to provide this essential training.

We're also looking at other ways to provide training in the future, including –

- Webinars
- Online
- SOPs ⇒ available for Military Services to implement their own (March 31)
- Updated Training DoDI

We're offering a final regional workshop on Strategic Management of Invasive Species in the NW -- May 21-25, 2012, in Portland, OR. Information on previous workshops is available on-line.

2013 Sustaining Military Readiness Conference?

- ▶ Tentative Information
 - Orlando
 - July–August 2013
- ▶ <http://www.smrconference.com>
- ▶ Decision expected by end of March

We have conditional approval within the I&E leadership to hold an SMR conference in summer 2013.

Formal announcement is pending approval by the USD(AT&L) office.

Partnerships



Partnerships have long have been a fundamental building block of DoD's natural resources conservation program.

Partnerships can:

- Improve the understanding of DoD mission and stewardship needs.
- Place DoD lands in a larger regional context.
- Identify regional threats to the natural environment both on and off military lands.
- Integrate smaller projects into regional planning efforts.
- Reduce external pressures on DoD lands by focusing on large-scale habitat conservation.
- Enhance resource sharing (e.g., funds, personnel, equipment, and technical information) and reduce costs.
- Demonstrate DoD's continued commitment to and leadership in conservation efforts.
- Assist in INRMP development and implementation.
- Build trust on issues of mutual interest by promoting transparency in decision-making.
- Enhance communications and provide a forum for effective information sharing.
- Encourage long-term management commitments.
- Develop win-win solutions to complex natural resource issues.

The NR Program has a long tradition of working with a wide variety of stakeholders and of reaching out to new audiences. Creating new partnerships helps to increase awareness of the NR Program and contributes to the NR Program's success.



National Initiatives



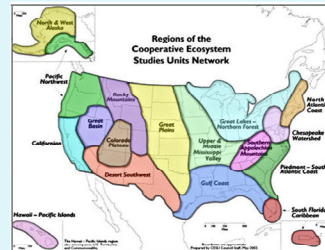
- ▶ **DoD Partners in Flight (PIF)**
 - New fact sheets describe goals and priorities for eight key focus areas:
 - Stewardship
 - Partnerships/Cooperation
 - Communications
 - Habitat and Species Management
 - Monitoring
 - Research
 - Information and Education
 - BASH (in draft)
- ▶ **DoD Partners in Amphibian and Reptile Conservation (PARC)**
 - Goal – Develop a DoD herpetofauna strategy that
 - Protects and sustains the military mission
 - Reduces and mitigates the threats to amphibians and reptiles on DoD lands
 - Raises public awareness
 - Helps support habitat management
 - Promotes the protection of ESA-listed and common species

DoD PIF and DoD PARC are both working to support mission testing and training needs while ensuring sound stewardship of DoD's irreplaceable natural resources.

Our office continues to support the efforts of both these important national initiatives, one a mature program with many well-established benefits, and the other still in its early stages of growth.

Cooperative Ecosystem Studies Units

- ▶ Currently a member of 14 CESU units
- ▶ New Regions for FY 2012
 - Pacific Northwest
 - Great Basin
- ▶ Ft. Worth District FY 2011 Support
 - 69 projects (60% increase)
 - \$35.8M (135% increase)
 - Sliding scale fee



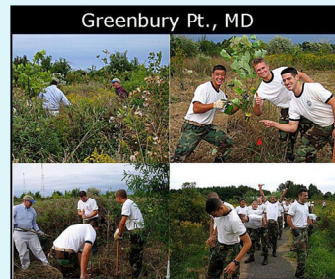
DoD's participation in the CESU network continues to grow.

By the end of 2012, we hope to be a member of 16 of the 17 regional units.

The Ft. Worth District, ACOE, has been instrumental in our increased ability to use CESUs. However, other options are available for installations, and may be more cost effective in certain cases (e.g., for small projects).

National Public Lands Day

- ▶ 41 DoD projects for 2011, 23 States
- ▶ 15 AR, 10 AF, 6 NV, 1 MC, 5 ARNG projects
- ▶ 11 projects featured on DoD's *Armed with Science*
 - <http://science.dodlive.mil/?s=NPLD>



2011 was DoD's 13th year participating in NPLD. In that time. During that time period, DoD has invested in more than 300 projects, totaling some \$1.87 million.

~2100 volunteers took part in various natural and cultural resources improvement activities on DoD's 41 sites. For a 2nd straight year, efforts to improve habitat for pollinator species was a priority area.

The Wildlife Society

▶ New Military Working Group



It's Not Just a Job . . .Managing natural resources on military lands
By Alison Dalsimer, Leslie Catherwood, and Chris Franke

We have been working to increase our participation in TWS for the past several years, both in terms of attendees at the various regional and national meetings, as well as through paper and poster presentations, booths, and articles focused on the TWS membership.

DoD members hope to soon reach the membership goal required for the Military WG to reach official status.

Program Awareness

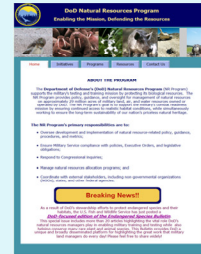


For those partners who are familiar with DoD's natural resource management activities, there is a general lack of understanding that the NR Program's primary purpose is to support mission activities. This lack of understanding can hamper DoD's ability to work across geopolitical boundaries or towards broad landscape-level management objectives, as well as hinder natural resource activities at the installation level. Through a coordinated outreach effort, the NR Program intends to educate all stakeholders about the critical mission-relevant importance of its efforts.



Websites

- ▶ DoDNaturalResources.net
 - New NR program fact sheets
 - Links to initiatives, toolkits, partners
- ▶ DENIX.osd.mil/NaturalResources
 - Reorganization underway
- ▶ DoDLegacy.org
 - Final project fact sheets and products
 - Current projects
 - FY 2012 RFP: mid-April



These are the links to the entry pages for our various Web sites.

We have added an Endangered Species initiative to the DoDNaturalResources.net Website. Thus far, the focus on providing Endangered Species Day (May 18th) information; additional materials will be posted soon.

Social Media

- ▶ DoD Facebook page
- ▶ DoD Blog
- ▶ Twitter – <http://twitter.com/#!/DoDNatRes>
 - Nearly 550 followers

And here is our Twitter account, as well as the OSD Public Affairs sites that we use.

NR Program Fact Sheets

- ▶ Natural Resources Program
- ▶ T&E Species on DoD Lands
- ▶ INRMPS
- ▶ Species at-risk
- ▶ Invasive Species and DoD
- ▶ Pollinators
- ▶ DoD's response to Climate Change
- ▶ State fact sheets

We have prepared a series of NR Program fact sheets that summarize the major components of the Program.

In addition, the Legacy Tracker hosts hundreds of Legacy project fact sheets.

Natural Selections



- ▶ Winter 2012 – Now Available!
 - Communications/Education
- ▶ Complemented by Natural Resources and Legacy “Blasts”
- ▶ Reorganizing the newsletter
 - One central comprehensive outreach document
 - Sections for DoD PIF, DoD PARC
- ▶ Seeking your feedback and contributions

The Winter 2012 issue of Natural Selections is now available through various sites, including DENIX, Federal Center Daily Newsletter, and Western Regional Partnership (WRP).

The next quarterly issue, focusing on Policy, will be available in June.

Program Advocacy



Program Advocacy is important – both to build partnerships, as well as to increase internal support/awareness for key Natural Resources actions.

Recent Publications

- ▶ *Endangered Species Bulletin*
- ▶ *Commander's Guide on Invasive Species*
- ▶ *50 Years of the Sikes Act*



All of these recent publications are available on-line.

Animation Videos

- ▶ The DoD Natural Resources Program
 - On display at the DoD Natural Resources booth
- ▶ DoD Responding to Climate Change
 - <http://dodnaturalresources.net/Animation.html>

The DoD Natural Resources Program produced a video to highlight specific examples of what DoD is doing to benefit both mission and conservation objectives. The video's goal is to highlight projects that demonstrate how natural resources projects help sustain the mission.

Through the Legacy and SERDP Programs, DoD is implementing several strategies to mitigate and adapt to climate change impacts. This video introduces climate change and features projects on sea level rise and threatened and endangered species, as well as an overview of DoD's conservation funding programs.

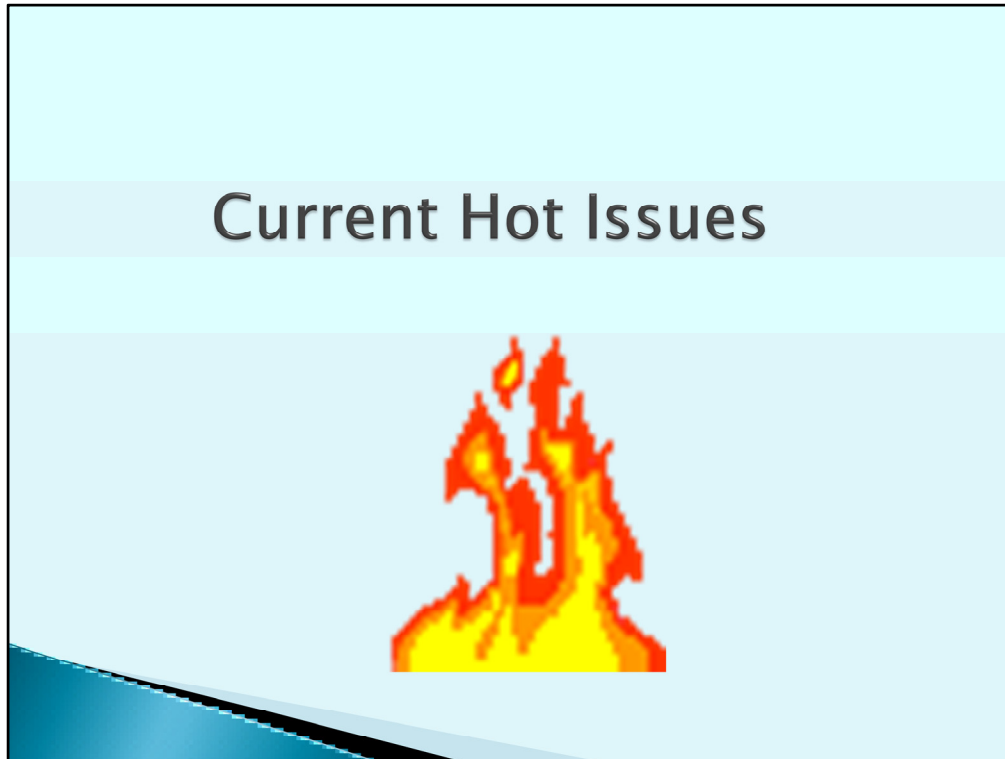
Both these videos are available at <http://dodnaturalresources.net>

Wildlife Trade Videos

- ▶ *Caught in the Crosshairs:
Combating the Illegal Wildlife
Trade in Iraq & Afghanistan*
 - Partnership with The Wildlife Conservation Society
 - For more information and the full-length video, go to www.wcswildlifetrade.org/military
 - For a link to the 5-minute version on WCS YouTube www.youtube.com/watch?v=zipNe0rnu3E

WCS advised the Department of Defense on threats posed by the illegal wildlife trade to the overall combat mission in Iraq and Afghanistan. A new video, narrated by acclaimed actor/director and United Nations Goodwill Ambassador for Biodiversity Edward Norton, informs U.S. military personnel about the consequences of buying illegal wildlife products when deployed or stationed overseas.

For more information and the full-length video, go to: www.wcswildlifetrade.org/military
For a link to the 5-minute version on WCS YouTube:
<http://www.youtube.com/watch?v=zipNe0rnu3E>



Two issues are demanding increasing attention –

- Candidate Species designations
- Climate Change Adaptation

Candidate Species Designations

- ▶ Multi-District Litigation Court Settlement for 251 Species by 2017
- ▶ Additional 506 species pending

The U.S. District Court for the District of Columbia approved a settlement on September 10, 2011, that requires the U.S. Fish and Wildlife Service (USFWS) to decide whether to extend federal protection to 757 plant and animal species. This Multi-District Litigation (MDL) settlement with the Center for Biological Diversity and Wild Earth Guardians established a six-year schedule for final listing decisions on 251 species on the candidate list, and developing initial findings on the other 506 species.

Species of Greatest Potential Concern

- ▶ Taylor's checkerspot butterfly (JB Lewis-McChord)
- ▶ Greater sage grouse (Mt. Home AFB and associated ranges; Nellis AFR)
- ▶ Yellow-billed cuckoo (locations for all Military Services in AZ, ID, NV, NM, UT))
- ▶ Red knot (Navy/Marine Corps East coast installations from MD to FL, including MCB Lejeune and MCAS Cherry Point))
- ▶ Streaked horned lark (Army and Navy locations in WA and OR)
- ▶ Washington ground squirrel (Army and Navy locations in WA and OR)
- ▶ Brand's phacelia (Navy and Marine Corps locations in southern CA)
- ▶ Vandenberg monkeyflower (Vandenberg AFB)
- ▶ Gunnison's prairie dog (Air Force Academy)

A preliminary DoD survey identified 60 of the 251 species as being on or adjacent to DoD lands – 25 Army, 35 Navy, 5 Marine Corps, and 6 Air Force. The Military Services tentatively identified nine species as having the greatest potential to significantly impact military actions. Eight species, including the yellow-billed cuckoo the streaked horned lark, and the greater sage grouse, are of concern to more than one Military Service. Some species occur on lands managed by more than one Military Service.

Steps Forward

OSD Natural Resources

- ▶ Continue to meet with USFWS to discuss priorities and timelines
- ▶ Work with Military Departments to standardize how they identify key interest species and potential mission impacts
- ▶ Provide updated consolidated list of key species to USFWS
- ▶ Establish policies and procedures to ensure Military Departments are actively managing the candidate species that pose the greatest risk to mission, including
 - Up-to-date Integrated Natural Resource Management Plans
 - Progress report at FY 2012 Environmental Management Review

The Office of the Secretary of Defense (OSD), USFWS, and Military Departments have each identified steps to increase coordination and cooperation, and reduce the potential need to list these species.

OSD representatives have met with USFWS to discuss their priorities and timelines, and are engaging the Military Departments to ensure mission impacts are avoided or minimized. Specific OSD activities include:

Continuing to engage USFWS at the Endangered Species Roundtable,
Meeting with leadership to investigate developing a streamlined Integrated Natural Resources Management Plan (INRMP) review process,
Working with the Military Departments to standardize how they identify key interest species and potential mission impacts,
Developing an updated consolidated key species list, and
Establishing policies and procedures to ensure Military Departments are actively managing the candidate species that pose the greatest risk to mission, including by having up-to-date INRMPs and reporting activities and issues at the FY2012 Environmental Management Reviews.

Steps Forward

Military Departments

- ▶ Continue to evaluate the list of 251 species
- ▶ Ensure NR managers and mission trainers/ testers coordinate on identifying key issues
- ▶ Determine if installations have sufficient baseline information
- ▶ Ensure installations provide key species/habitat information to USFWS field and regional offices
- ▶ Screen the complementary list of 506 species to determine potential impacts

The Military Departments are working with OSD leadership and with installations personnel to ensure they are prepared for possible future actions. Specific activities include:

Continuing to evaluate possible mission impacts of listing any of the 251 species,
Ensuring that natural resources managers and mission trainers/testers coordinate on identifying key issues,
Determining if installations have complete baseline information on affected species,
Ensuring that installations provide key species/habitat information to USFWS field and regional offices, and
Screening the complementary list of 506 species to determine which species occur on or near DoD lands.

The USFWS continues to communicate and collaborate with OSD on its priority species and issues. Species activities include:

Providing information about factors used in making listing decisions,
Incorporating DoD species/habitat information (e.g., monitoring, scientific studies) in their decision-making processes,
Providing a template for installations to input data on potentially affected species,
Identifying POCs for all key DoD species of interest,
Developing a timeline for listing actions/update, as appropriate,
Emphasizing the use of Candidate Conservation Agreements (CCAs) and Candidate Conservation Agreements with Assurances (CCAAs), where appropriate, and
Deferring action on the list of 506 species.

The five determination criteria are described in Section 4(a)(1) of the Endangered Species Act. The USFWS developed a fact sheet describing the five factors. It was prepared specifically and solely for DoD use, and should not be shared beyond DoD. It may be accessed at:

https://www.denix.osd.mil/denix_secure/loader.cfm?csModule=security/getfile&pageid=24070.

Climate Change Adaptation

- ▶ Source: Maureen Sullivan, Presentation to DC Conservation Community, March 8, 2012

I have taken the following slides from a presentation given by my boss, Ms. Maureen Sullivan, Director, Environmental Management.

What is DoD Doing?

- ▶ Investments: SERDP/ESTCP
 - Impacts of Sea Level Rise on Military Installations
 - Effects of Climate Change on Threatened and Endangered Species
 - Impacts on Southeast and Southwest Installations
 - Impacts on Defense Assets in Alaska
- ▶ Investments: Legacy Program
 - Species and Habitat Focused
 - Contributed to NWF's Scanning the Conservation Horizon, A Guide to Climate Change Vulnerability Assessment
- ▶ Participate in the National Climate Assessment (Sullivan)

This slide and the next summarize key actions that DoD is undertaking with respect to Climate Change.

What is DoD Doing?

- ▶ Managing for Mission and Habitat Needs
 - Enhancing mission safety
 - Bird Air Strike Hazard (BASH), erosion control, prescribed burning, invasives removal
 - Monitoring species/habitat trends
 - Coordinated bird monitoring, linear herp studies (e.g., Rte 66 disease study)
 - Promoting partnership-based conservation
 - DoD PIF, DoD PARC, NPLD, CESU
 - Restoring habitat
 - Longleaf pine, seed banking



What DoD Needs To Do

- ▶ Write DoD policy document
 - Needs to include top level message, process to conduct high level vulnerability assessment, and process to develop Adaptation Plan
- ▶ Answer CEQ's guiding questions
- ▶ Conduct high-level vulnerability assessment
- ▶ Identify major focus of DoD's Climate Change Adaptation Planning Efforts
 - Infrastructure? Water? Species and Habitat? Security?
- ▶ Identify which climate change scenarios we are going to use for conducting vulnerability assessments
 - DoD-wide? Regional? Installation? Project?

These are among the steps that DoD needs to do next.

Summary

- ▶ New policies are out; others on the horizon
- ▶ OSD is expanding and improving its program oversight through EMRs and other processes
- ▶ Tools and resources are available (see Website)
- ▶ Even though we all face budget cuts, we're continuing to partner and advocate to address high priority issues

In summary:

- New policies are out; others on the horizon
- OSD is expanding and improving its program oversight through EMRs and other processes
- Tools and resources are available (see Website)
- Even though we all face budget cuts, we're continuing to partner and advocate to address high priority issues

Questions?



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Thank you for your attention. I'd be happy to take your questions, either now, or by email.