

**PANTHER RECOVERY PLAN
REVISION PROCESS**

SECOND STAKEHOLDER WORKSHOP

APRIL 1-2, 1998

Release

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GAINESVILLE, FLORIDA**

SPONSORED BY

**United States Fish and Wildlife Service
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TABLE OF CONTENTS

INTRODUCTION	1
BACKGROUND AGENDA PROCESS	
RECOVERY OBJECTIVE AND CRITERIA DISCUSSION	3
SMALL GROUP DISCUSSIONS	6
PROTECT, ENHANCE, MONITOR EXISTING POPULATIONS, HABITATS, AND PREY BASE	8
RESTORE AND MAINTAIN GENETIC DIVERSITY AND HEALTH	14
REESTABLISH POPULATIONS INTO THE HISTORIC RANGE AREAS AND MANAGE POPULATIONS	16
CARRY OUT SCIENTIFIC INVESTIGATIONS AND APPLY DATA	20
INTERAGENCY COOPERATION	21
EXPAND PUBLIC INFORMATION EDUCATION AND OUTREACH	23
REVIEW OF MAJOR SMALL-GROUP THEMES	26
OTHER SECTIONS	27
MANAGE CAPTIVE POPULATIONS REVIEW PROGRESS.. REVISE EFFORTS	
SUGGESTIONS FOR IMPROVEMENT OF WORKSHOP	28
APPENDIX - STEPDOWN OUTLINE APRIL 1, 1998 DRAFT	29

INTRODUCTION

BACKGROUND

The second Stakeholder Workshop of the Florida Panther Recovery Plan revision process was held in Gainesville, Florida on April 1& 2, 1998. The purpose of the workshop was to engage representatives of a broad range of groups interested in or affected by the Recovery Plan in reviewing and refining a draft outline of the revised plan. The draft outline of the revised plan was prepared by the Panther Recovery Team based on input from stakeholders at the Initial Stakeholder Workshop held in October of 1997. Approximately fifty representatives of interested or affected groups participated in the workshop.

Both workshops were part of a revision process which will include the following steps.

Initial Stakeholder Workshop -	Generate Issues, Revise Recovery Objective, Develop first level stepdown strategies
Interim Recovery Team Work -	Incorporate input and initiate development of a draft plan, Solicit questions and input
Second Stakeholder Workshop -	Develop and refine the plan Seek consensus on critical issues
Interim Recovery Team Work -	Incorporate input and refine the draft
Third Stakeholder Workshop -	Review and refine draft Seek consensus on critical issues
Interim Recovery Team Work -	Write final draft

This report presents the suggestions for improvement of the draft Recovery Plan outline which were the result of discussions at the workshop.

PROCESS

Plenary and small group discussion at the workshop were facilitated by the Florida Conflict Resolution Consortium. All plenary and small-group discussions were recorded on flip-charts. Transcripts of the flip-chart records form the basis of this report. More detailed descriptions of the process used during each session of the workshop are presented in the corresponding section of this report.

AGENDA

The agenda as modified in the course of the workshop was as follows

April 1, 1998

- 10:00 Welcome and introductions
- 10:15 Overview of revision process, role of workshops, and activities and results of Workshop II
- 10:30 General review of current draft materials
 - Review how current draft outline was prepared
 - Review the content of draft outline
 - Identify sections needing most additional work
 - Organize afternoon small group sessions accordingly
- 11:00 Review and refine draft recovery objective and recovery criteria
- 12:00 Lunch
- 1:30 Small groups discussion of draft outline
 - Small group session one
 - For the section under consideration:
 - Review section and related issues identified at Workshop I.
 - Identify issues (from previous input or newly identified) which need to be better addressed in the section.
 - Suggest additional language if, possible, to address the issues
 - Identify any questions or unresolved issues related to the section which will have to be addressed later by the planning team.
- 2:30 Break
- 2:45 Small group session two.
- 3:45 Break
- 4:00 Small group session three
- 5:00 Adjourn for the day

April 2, 1998

- 8:30 Review of agenda for the day
- 8:45 Further discussion of recovery objective and criteria
- 9:10 Review and discussion major themes of day one results.
- 10:15 Break
- 11:00 Review and discussion major themes of day one results.
- 10:30 Plenary review and refinement of suggested changes
- 11:45 Next steps
- 12:00 Adjourn for the day

RECOVERY OBJECTIVE AND CRITERIA DISCUSSION

PROCESS

After an initial presentation and review of the draft Recovery Objective and Recovery Criteria by the Recovery Team, participants were asked to offer comments and suggestions for improvement in a plenary discussion. These were recorded and participants were then asked to rank the objective and criteria, assuming the suggested modification were made, using the following scale.

- 5 Wholehearted support.
- 4 Support. May not be what I would say, but it is good.
- 3 Can live with it.
- 2 Cannot support, but might if modified.
- 1 No.

After the rankings, participants discussed the drafts further. There was strong sentiment in the discussion that the existing drafts were unrealistic implying that the numbers and criteria set forth in them would constitute recovery.

In light of this discussion, the Recovery Team revised the objective and criteria further overnight, and presented the revisions the morning of the second day. Participants were generally in agreement that this revision was a significant improvement, and suggested further refinements.

The initial discussion, rankings, and subsequent discussion comments are presented below. Also presented are the further revisions made as a result of these discussion by the Recovery Team, and the suggestions for further refinement offered by participants.

RESULTS

Comments and Suggestions on Draft Recovery Objective and Criteria

- What does "secure habitat" mean?
- Why the downsizing of numbers for downlisting?
- These should include objective, measurable criteria on factors which led to listing - for example habitat loss. Quantification of quantity and quality.

RECOVERY OBJECTIVE AND CRITERIA

- Define "self-sustaining."
- What is the rationale for the numbers.
- What about a viability test for down listing? Probability of persistence overtime for down listing. (For example, an 80% probability that 80% of the population will survive over 5 years.)
- Analogy to numbers of breeding pairs and productivity.
- Viability analysis would be one criterion, not sole criterion.
- Amelioration of threats should be a criterion

Ranking for Recovery Objective with proposed changes

Ranking	5	4	3	2	1
No. of Participants	1 2	1 5	7	1	0

Ranking for Recovery criteria with proposed changes

Ranking	5	4	3	2	1
No. of Participants	1	1 1	1 6	3	1

Discussion and Suggestions After Ranking

- Specify
- More substance
- Needs to be less vague
- Three-four populations of 50 is not enough to ensure viability.
- Again, address criteria that lead to listing - habitat, mortality, disease, etc.
- Is fifty adults –self sustaining?
- This was not the case in South Florida.
- Genetic problems necessitated the introduction of cougars.
- Is delisting compatible with continuing need for human intervention?
- These populations will not really be self-sustaining - accept that delisting will not be possible.

RECOVERY OBJECTIVE AND CRITERIA

- Need data on reproductive success of new generations- it is too soon to delist before you have this.
- The language here misuses "self-sustaining."

Revised (Day Two) Objective and Criteria

[Insert here]

Comments on Revised Wording Presented on Day Two

- "Panther... and the ecosystem on which it depends"
- Cautionary note: the revised language leaves the door open. Don't indicate a retreat from the purpose and spirit of the Endangered Species Act.
- Include language linking to the South Florida Ecosystems Plan.
- Overall, this goes in the right direction.

SMALL-GROUP DISCUSSIONS

PROCESS

After the initial review of the draft plan and draft stepdown materials in the morning, participants were asked to choose which of the major categories (first level stepdowns) would be most important to discuss in the afternoon small group discussion sessions. Each participant was given three votes to allocate among the seven categories in a straw poll.

The results were:

1. Protect, Enhance and Monitor Existing Populations, Habitats and Prey Base (30)
Population 15
Habitat 27
Prey Base 12
2. Restore and Maintain Genetic Diversity and Health (11)
3. Reestablish Populations Into the Historic Range Areas and Manage Populations (21)
4. Provide Captive Facilities and Manage Captive Population to Best Serve the Needs of the Recovery Program. (4)
5. Carry Out Scientific Investigations and Apply Data 12
6. Interagency Cooperation (10)
7. Expand Public Information, Education, and Outreach (10)
8. Review Progress Towards Recover Annually And Revise Recover Efforts As Appropriate. (2)

Based on these participant preferences, the afternoon discussion time was allocated as is indicated below. The allocation was an attempt to keep group size at 10-15 while allowing all participants to participate in at least one group addressing each of that participants two top priorities.

SMALL-GROUP DISCUSSIONS

	Group A	Group B	Group C
Session I 1:30-2:30	Protect, Enhance Monitor Existing Population, Habitat and Prey Base	Reintroduction	Education and Outreach
Session II 2:45-3:45	Protect, Enhance Monitor Existing Population, Habitat and Prey Base	Reintroduction	Scientific Investigation
Session III 4:00-5:00	Protect, Enhance Monitor Existing Population, Habitat and Prey Base	Interagency Cooperation	Genetic Health and Diversity

In the small group discussions participants were first asked to review the draft stepdown outline, as well as the comments and suggestions offered by participants at the first meeting. Based on this review participants were then asked to engage in a discussion to identify items which should be added to or better addressed in the outline. Instructions for this discussion suggested that the following as possible useful categories of comments.

- New "stepdown" statements at any level. (Things that should be done, in other words.)
- Background information which might be included with the narrative which will introduce each section of the plan.
- Considerations to guide implementation of the plan.
- Unresolved issues and questions. (You don't know, or disagree on, what to do about these.)
- Anything else that seems useful.

In making suggestions for improvements, participants cited the numeration of the April 1, 1998 version of the draft stepdown outline. This can be found in Appendix I of this report.

All discussions were recorded on newsprint. The following sections present transcripts of those newsprint records.

PROTECT, ENHANCE, MONITOR EXISTING POPULATIONS, HABITATS, AND PREY BASE - DISCUSSION GROUP RESULTS

PANTHER POPULATION

Populations - Session I

1. Current counts are not good - labels are confusing, identification system needs improvement.
- Initiate stud data (refer this item to "Genetic Diversity.")
- Identify panthers in captivity (refer this item to captive populations).
- 1.1.3.1.3 Remove "as appropriate."
- 1.1.1 Strive for access to private lands for field surveys.
- Control of competing predators - coyotes
- Contact others for coyote research - IFAS
- Have someone study coyote predation habits to determine if there is competition.
- 1.1.3.4 Clarifying that monitoring should be after dark.
- Format suggestion - remove decimals.
- Is aerial or satellite monitoring more economically feasible, or generally better?
- 1.1.2 What is the difference between "field activities" and "monitoring" and where does management fit?
- Generally clarify organization, condense, improve flow.

Populations - Session II

- Relationship to scientific studies.
- Distinguish better.
- 1.1.4. Extend or expand panther fence and underpasses/overpasses in high-use areas. (North of SR 29, North of 75.)
- Mortality and injury causes are known - this should be "minimize" not "identify."
- 1.1.1.1 Still some issues in areas south of Caloosahatchee - private lands.
- Explicitly address minimizing mercury impacts in South Florida. Identify levels and sources, especially for North Florida.

PROTECT, ENHANCE, MONITOR - DISCUSSION GROUP RESULTS

- 1.1.1.1 Find ways to conduct field surveys on lands where surveys are currently not conducted or permitted. (Reflect this in all relevant portions of the outline.
- 1.1.5 Do not emphasize translocations - they have not been effective. Emphasize other management means.
- Address DOT plans - S.R. 40 in Ocala, Suncoast II, East-West Connector in Gainesville. Consider overpasses, crossing, or fences (3 were killed, 1 injured in reintroduction studies.) Ask, don't tell.
- 1.1.4 List and prioritize all causes of mortality. List what will be done for each. (Don't plan to plan.)
- 1.2 or 1.3 Address road construction and subsequent development - Corkscrew Road example. (More broadly, address coordination of DOT projects and land-use coordination.)
- 1.3.1 Clarify "non-or-under studied." Does this refer to private lands.
- "Protect, enhance, and monitor on private lands." Develop cooperative relationships or incentives.

Populations - Session III

- 1.1.1.1 There is a large area between river and public lands to the south which has not been surveyed. Survey there.
- How secure is funding for Panther research and activities?
- 1.1.2 Clarify and explain: "The existing recovery plan with its tasks and schedules does not adequately guide.... Therefore...."

HABITATS

Habitats - Session I

- 1.2.2.1.1 Clarify "within guidelines" - if optimizing conditions, policies can change. Maybe delete agency policy guidelines.
- Recovery program must consider effects of Federal estate taxes on availability of private habitat.
- Address and minimize potential for fragmentation.
- Time-frame or window for preserving habitat is very short.
- 1.1.2.1.2 Clarify "research and demonstration"....(1.2.2.1.2?)

PROTECT, ENHANCE, MONITOR - DISCUSSION GROUP RESULTS

- Definitions of optimized conditions.
- Talk about what has been done and what remains to be done - section by section, issue by issue, comprehensively.
- Use a format consisting of a statement followed by results/achievements.
- Make use of extra-governmental discussions on habitat (for example the Florida Stewardship Foundation) and intergovernmental cooperation to forward this discussion.
- Habitat, habitat, habitat.

Habitats - Session II

- Establish public outreach and education - pages 34-35.
 - Can't have continuous growth in finite system.
 - Get public policy in concert with habitat protection. (This has an effect on land values an cost of acquisition.)
 - New line: "Designate and prioritize critical habitat, including potential reintroduction areas.
- 1.2.1.1 Uncomfortable with "emphasize." Do not want to elevate this above enforcement of current laws. Perhaps "Develop and implement"....
- 1.2.1.3 How? Specify "state and Federal" - formal basis.
- 1.2.1 Need as many strategies as possible. Look at *Field Manual to Incentive Programs*.
- 1.2.1.1 Break this down: options currently available, suggest others. Be very specific. Need a process to develop other options - don't preclude future ideas.
- 1.2.2.1.1 Be more specific about what panthers need from each. Add "roadless areas and road reconstruction." North and South Florida are different.
- 1.2.2.1 HPP(?) outside of existing public lands. Highlight Osceola, North Florida.
- More discussion of habitat restoration in terms of linking and increasing habitat base. Look for areas to restore....?
 - What is the effect of conversion to Citrus. Agriculture does help provide a prey base. The key may be the size of the groves - smaller are better.
 - There is disagreement about this. Panthers can tolerate and coexist with small groves, but conversion is still not good for them.

PROTECT, ENHANCE, MONITOR - DISCUSSION GROUP RESULTS

- Need more information about the effect of habitat "mosaic."
- Risotti (sp?) study suggests that carrying out currently permitted conversions (or continuing the current rate of conversion?) would result in extinction.
- 1.1.3.1 (Or refer this to Scientific Investigations.) Need more information about how panthers respond to development. (Again, the example of the new university.)
- General format suggestions - lots of overlap and redundancy among "Enhance...", "Restore Genetic Diversity...", "Scientific..."

Habitats - Session III

- 1.2.1.1 Identify existing under-utilized programs and encourage their use as well as developing new ones. "Utilize/develop..."
- 1.2.1.3 Add "Scientifically based with input from biologists." (This may already be the case in state programs.)
- Do a better job of identifying *with whom* management plans will be developed.
- 1.2.1.1 These is substantively the same as 1.3.2.
- 1.2.2.3 Identify who the people are you would deal with to develop and implement.
- 1.2.2.4 Address current population and potential reintroduction sites. Game and Fish Gap analysis and charrette held by The Nature Conservancy may be the first steps to do this. Need more detail on these.
- 1.2.2.4 Maintain and reestablish corridors, linkages.
- Provision for appropriation of Federal funds to match state funds for acquisition - including fee and less-than-fee acquisition.

PREY BASE

Prey Base - Session I

- Define "enhancement of prey resources."
- Potential conflict of management of feral hogs - NPS, FWS, and others.
- Minimal (insufficient) management of important areas (DEP at Fakahatchee.)
- Is there a study of hogs in Big Cypress? Survey Panther Refuge.

PROTECT, ENHANCE, MONITOR - DISCUSSION GROUP RESULTS

1.2.2.1.1 Add...compatible human use activities."

- Research what is compatible.
- Define disturbed sites.

1.1.5 Add a separate section on management. Make it a first level stepdown. It should be more elaborate than what is here.

Prey Base - Session II

- Information on hogs as prey base - some on-going park studies.
 - Address whether the prey base is impacted by human activities.
 - What is the effect of illegal kills (of panther.) This may become an issue in the future and should be addressed.
- 1.2.1.2 Within "agency policies or guidelines...." Establish cooperative program for public land managers to manage for panther.
- Encourage public agencies to increase prey base or to manage ecosystem to benefit panther: burning in unburned areas, for example.
 - Explicitly talk about continuing to enforce existing provisions of environmental laws, ESA, Clean Water, NEPA.
 - Review of ACOE and WMD permits.. Are activities under review of districts escaping review by the Corps?

Prey Base - Session III

- 1.3.1 These lands do support prey populations - but there may not be much to do to increase them.
- Maintaining and restoring (managing) natural processes (rather than smaller scale actions) may be needed. Getting this right may be a matter of scale. Include a reference to the scale of the actions needed and link to the goal.
 - Item may refer to reasonably doable actions.
 - Distinguish between activities at each scale - regional, natural processes, and small scale.
 - Seminole reservation experience - inadvertent demonstration of the success of small scale actions.
 - Small scale strategies may be better suited to private lands, large scale to public lands and the links between the two.

PROTECT, ENHANCE, MONITOR - DISCUSSION GROUP RESULTS

Overarching Issues - From Session I

- What is the likelihood of implementation?
- Overarching, broad, and broadly shared concerns.
- We are at square one - focus on getting the additional populations before spending time on word-smithing.
- Prioritize and accomplish most important items.

Comments Submitted in Writing at End of Workshop

1.2 Conserve, Enhance, Monitor Habitats

- Private lands habitat: a reasonable 5-year goal would be: identify the connection between the levying of federal estate taxes and consequent loss of wildlife habitat on private lands due to escalated land uses, and; develop of strategies to ameliorate habitat losses resulting from estate tax assessment.
- Don't overlook private landowner participation with regard to habitat fragmentation.
- Habitat –work with private landowners. Consider developing entering into safe harbor agreements.
- HCPs
- Partners for Fish and Wildlife Program.
- Work with scientists especially those at universities, who are modeling habitats and animal movements - i.e.. University of Tenn. University of FL.
- Work more closely with South Florida Water Management District regarding permits for irrigation for citrus as well as effects of Everglades restoration on panthers.
- Set deadlines and agencies responsible for specific tasks.

1.3 Monitor, Enhance Prey Resources

- U.S. Forest in Osceola should be contacted to involve them in working, improving, habitat to accept cats, with plenty of time to make habitat improvement.
- Pay large landowners to raise deer which would be used to provide prey.

RESTORE AND MAINTAIN GENETIC DIVERSITY AND HEALTH - DISCUSSION GROUP RESULTS

2.1 Recovery Plan needs to be clear as to genetic restoration will accomplish.

- Genetic restoration should not be a substitute for population recovery (habitat.)

2.1.2 Pull specifics out of the genetic restoration plan and EA elaborate and state as tasks.

- At what point is genetic health achieved?
- Radio-collar the F1 cats in the wild and offspring.
- Collect genetic information from all cats when they are being handled.
- Assessing removal of Texas cats - i.e. cat that has had two litters already.
 - Remove if genetically appropriate.
 - State where Texas cats will go.
 - Should be humane.
- Assess opportunities for translocation of sub-adults for genetic purposes.
- Monitor success of translocations

2.2 Health Concerns

- What is being done about monitoring mercury levels in Texas cats?
- What are the implications of mercury in the cats?
- Assess levels of mercury and other enviro-toxins in North Florida reintroduction site. (Okee NWR has some information.)
- Assess levels/implications of other enviro-toxins (organochlorides etc.) in South Florida. Get results of studies so far.
- Prioritize these studies and limit handling of cats just to collect more data. Use carcasses.
- Stockpile information to use later.
- What is the question we are after-pedigree, effects of restoration, heterozygosity etc. - i.e. what level of detail do we need.
- Develop protocol/formalize tasks for injured/dead cats.
- Evaluate conclusions drawn so far from studies. Prioritize which ones are truly important for recovery.
- Clarify data and conclusions drawn and get information out to public, etc.
- Separate out myths from facts - i.e. habitat and health issues should be incorporated into Public Outreach section.

GENETIC DIVERSITY - DISCUSSION GROUP RESULTS

Comments Submitted in Writing at the End of Workshop

- 2 . 1** Continue Implementation and Monitoring of genetics...and monitoring
- 2 . 2** Actions to address health concerns

REESTABLISH POPULATIONS INTO THE HISTORIC RANGE AREAS AND MANAGE POPULATIONS - DISCUSSION GROUP RESULTS

Reestablish Populations - Session 1

- GFC had specific criteria to set goals for reintroduction.
- Should there be similar criteria for this plan?
- This above concept might fit best under item 3.4

3.1 Sites

- Divide into 3 steps: identification, evaluation and selection. Identification and evaluation have already been done, therefore "continue" should be changed to "finalize."
- Two types of evaluation - aerial reviews, etc. and then feasibility studies, physical and social.
- Two feasibility studies were done. The biology is known-Cats can exist
The sociology is in question.
- How do you know if whether something is socially and politically accepted?
- There is a question as to support for panthers vs. support for cougars.

3.1.3

- What is it, it doesn't seem to fit?
- Private land owners are leery of habitat conservation.
- Landowners will oppose regulations.
This might fit under 3.5

3.2 Put together a working group and fund it - fits under 3.2.

3.1 Identify deadlines for 3.1.

- Habitat conservation should incorporate corridor idea. Insure panthers are considered in management plans.

3.2 Outreach should involve outdoor magazines and trade journals (specifically timber publications.) Communication and information.

3.2 Does achieve public acceptance means 100% acceptance? Is there a way to quantify?

- The whole idea of public acceptance has various perspectives. It depends on issues and where they live.
- Delete "achieve public acceptance".

REESTABLISH POPULATIONS - DISCUSSION GROUP RESULTS

- Direct contact between agency people and people in the community.
- Use local people in the program to respond to concerns, sightings, do public relations.

3.3 Deadlines

- Primarily wild animals - maybe captive animals just for mating?
- 3.4.2 Should be under 3.2?
- Idea--Use wild caught Texas females and wild caught FL males (sociological implications.)
- Idea--Use pregnant wild caught and release them.
- Establish mechanism for livestock compensation
- Establish level of predation before reintroduction.
- Process for removing problem animals.
- Consider paying deer leases - compensation for lost revenue.
- Evaluation, monitoring of reintroduction process.
- Address future management of Federal land (Osceola.)
- Consider "experimental non-essential" designation.

Reestablish Populations - Session II

- Approach Raynier about using lands for reintroduction. They have been cooperative up to this point.
- 10-12 Sites were evaluated in Florida. Osceola and Appalachicola were the two top sites
- Timetable for selecting sites.
- Evaluation was primarily biological.
- Talk to those who have gone through reintroduction of other species and learn what they did.
- Include information from FACEE study.
- Studies and cooperative efforts should consider not just site, but range of panthers (for reintroduction.)
- South Florida genetic restoration program.
- Develop list of stakeholders.

REESTABLISH POPULATIONS - DISCUSSION GROUP RESULTS

- How is this developed and by whom?
- Social implications should be done at same time as site selection.
- Grass roots activities in communities to develop stakeholder lists (be aggressive and search for them.)
- Local people to work on reintroduction efforts:
education, organization;
county extension agents may be helpful;
sheriff's office may be helpful.
- Local group that deals with issues - veterans, cooperative extension service, and agency person.
- Look at what other reintroduction efforts have done.
- Training for law enforcement agencies on how to deal with reintroduction issues.
- Hunter education programs.
- Address hunter behavior such as food plots and hunting practices.
- Timetable to start reintroduction. (3.4.1)
- A model is being developed to look at impacts of future population growth on panther behavior. Results in next 6 months (see Patty Cramer.)
- Identify corridors that can connect sites.
- Include Georgia in study - Hamilton County.
- Would talking to other groups help?
- Talk to insurance companies to get information people will believe about how low the risks are.

Comments Submitted in Writing at the End of the Workshop

3.1 Identify, Evaluate, Select Sites

- Is Columbia County the only biologically feasible site in Florida? Might reception be better in Appalachian National Forest Area?

3.2 Address Social and Political Issues

3.3 Identify and Develop Source Stock

- Emphasize the use of Florida panthers, not Texas cougars in any reintroduction.

REESTABLISH POPULATIONS - DISCUSSION GROUP RESULTS

- Be clear about what is going to happen to Texas cougars that may have to be removed.
- 3.4 Reestablish and Manage Population
- 3.5 Conserve and Manage Habitats in re-establishment areas

CARRY OUT SCIENTIFIC INVESTIGATIONS AND APPLY DATA DISCUSSION GROUP RESULTS

- New investigation of utilization of under passes (I-75 East of 29.)
- Research on urban fringe and future land use plans.
- Research on perimeter of known range.
- Assess rates and sources of neonatal mortality.
- Assess the accuracy & effectiveness of current population survey methods (frequency and consistency.)
- Relationship between 1.1.2 and 5.1. Clarify 5.2 regarding evaluating "all" data.
- Combine Section 5 and Section 1.
- There is no information to indicate three separate populations.
- Intensive biomedical work appropriate(?) with SOP. Is current level of effort appropriate?
- Are there questions that are not being answered? Viability of population should be focus of model for research.
- Why are underpasses under utilized? Because of design, location etc.?
- Coyotes as competitors.
- Analysis of all existing data to determine needs and recognize adequacies. NPS?
- Potential new habitat areas.
- Monitor genetics of offspring from introduced-native crosses.
- Apply findings!
- Do none reproducing animals serve a purpose in the population? if not significant - remove non-reproductive animals.
- What about genetically deficient animals?

Comments Submitted in Writing at End of Workshop

- Suggestion, convene meeting between scientists (researchers) and FWS/Recovery Team to discuss research needs for model (similar to South Florida meetings.)

INTERAGENCY COOPERATION - DISCUSSION GROUP RESULTS

- Should these agencies be a part of FPIC?
- Add FDOT, FDOF(?), SFWMD to FPIC.
- Include all water management district in FPIC.
- Include US Forest Service in FPIC.
- Coordinate with other wildlife management efforts.
- Will too many additions slow process?
- Define role of FPIC (clarify) and update for present recovery plan.
- There must be some form of cooperation among agencies. (They attend FPIC Meetings When invited.)
- Involve private landowners in some way - perhaps workshops. Need creative thinking – ask landowners what they are doing to preserve habitat.
- Interagency cooperation should examine roles in panther process and compare to agency mission. Identify conflicts and obstacles and look for solutions. (These activities are being dealt with by FPIC.)
- FPIC handles large decision.
- Smaller issues are decided at lower levels.
- Different types of meetings:
 - professional and technical (might include landowners);
 - landowner focus.
- Possible sponsors:
 - Florida Chapter Wildlife Society;
 - Southeastern Wildlife Society;
 - Florida Panther Wildlife Refuge.
- Ask agencies in FPIC to help sponsor.
- Funding should be secured for implementation activities.

Comments Submitted in Writing at End of Workshop

6.1

- Additional coordination with Georgia and any other state impacted by reintroduction

INTERAGENCY COOPERATION - DISCUSSION GROUP RESULTS

6.2

- Hold an annual workshop for land managers (public, private and non-governmental) to discuss management research and outreach efforts. Workshop presenters would include private landowner representatives. Florida Panther NWR could lead the effort with help from a steering committee of cooperating entities both private and public. The proceedings would not be published. This would be a networking workshop.

EXPAND PUBLIC INFORMATION, EDUCATION AND OUTREACH DISCUSSION GROUP RESULTS

- Sustained source of funding for existing and expanded programs.
 - Public understanding that panther is key indicator species.
 - Mandate teaching about panthers in public schools.
 - Education must be broad-based "realistically based." (Ecosystems approach.)
 - Use panther as a "hook" to address broader habitat issues.
 - Look to other predator education efforts (wolves, etc.) for models.
 - Programs must be inclusive. Develop links to identification with panthers among hunters, landowners.
 - Address concerns/fears in designing educational programs.
 - Inform about compensation and build trust that it will be carried out.
 - Lay groundwork for successful education efforts. Prepare groups for positive interaction.
 - Continuous feedback loop from public. Mechanism to address public's input.
 - It is Important that education programs be accurate and consistent.
 - Government should encourage local education efforts and support with funding while ensuring the above.
 - Use existing environmental education resources/networks to initiate and coordinate education efforts.
 - Establish certification/oversight over folks "educating" /fundraising using cats. Set standards for public presentations.
 - Use web site to distribute current information.
 - Reestablish "Coryi" annual/semi-annual.
 - Stress relationships between growth/land-use and loss of habitat in already existing education programs.
- 7.1 Establish outreach subcommittee within FPIC. Include members from outside agencies:
- DOE;
 - business community;
 - others.
- 7.2

EDUCATION AND OUTREACH - DISCUSSION GROUP RESULTS

- Modify: "develop and implement... the Florida Panther, its habitat and human influences on both."
- Establish state-wide program using captive animals. Zoos will support this type of effort.
- Coordinate program/cooperate with zoos, etc. Be careful not to exploit animals.
- Establish a panther education center?
- Continue to address adult audiences:
 - landowners;
 - public officials.
- Landowner messages - address concerns about land use restrictions. Message must come from government officials.
- Make sure to include "recreationists" as a target audience.
- Make sure to include media as a target group. This will be time intensive due to target group turnover among press.
- Include discussion items in Section 7.2.
- Instill a sense of local ownership of the panther, a sense of pride. Ownership of the cat equals ownership of plan.
- Update status of their local panther (this is being done in Chile.)
- Adopt-a-panther?
- Annual meeting on management, research, education and outreach efforts to discuss issues. (Sponsored by FWS.) Public should be invited to the workshop.
- Gather information on population viability - perhaps have FPIC sponsor it and have for educational and agency purposes.
- Outreach to various communities after annual meeting with summary of annual meeting
- Other groups could host summer presentations of annual meeting results.
- Draw ideas and methodology from manatee experience.
- Keep in mind an expanding stakeholder list as sites increase.
- FPIC provides a forum to talk about issues before there is confrontation.

EDUCATION AND OUTREACH - DISCUSSION GROUP RESULTS

Comments Submitted in Writing at the End of Workshop

7.1 Public Outreach Subcommittee of FPIC

- Feel that program that was started in Columbia County will continue. It will educate our people so when and if cats are put back it will be accepted better than in past.
- Go ahead with plan amendment. Population viability analysis is a possibility for a plan "element." Both the education and communication committees of the IAFWA are sources of outlets for Florida Panther information.
- There is serious need for a large map of South Florida with
 1. Panther activity
 2. Prey
 3. Ownership of land
 1. Public
 2. Private
 3. Indian

7.2 Outreach Program

- Open up the Florida Panther video photo archives to all who want to use it.
- Why not include participation of Disney, Busch Gardens in high profile education campaigns.
- Impacts of human growth and development on habitat loss.
- Define "exploitation" good exploitation or bad exploration.
- Plan should be started to educate private land owners both in Columbia, Hamilton and Baker counties as to reintroducing cats to area and how it will affect their land.
- Create proactive agency outreach/education programs before reintroduction. Not reactive "after the fact" "save-face" programs.

7.3 Multi Agency Center

- Develop panther activities project WILD if not already available.

REVIEW OF MAJOR DISCUSSION GROUP THEMES

- Present summary of progress at Annual Panther Summit.
- Hold quarterly Agency Meetings.
- Turn education needs information marching orders for/from FPIC.
- Appropriate materials are needed for grade school kids.
 - International Association of FWA's
 - League of Environmental Networks of Florida (?)
 - Florida Science Teachers
 - Bibliography
- Host a population viability workshop?
- Convene scientists to identify questions, plan for viability analysis.
- Use other than Vortex folks.

OTHER OUTLINE SECTIONS

PROCESS

Because only a few participants indicated that the following sections of the draft outline were a priority for discussion time at the workshop, these sections were not addressed in the small group discussions. Participants were asked to submit suggestions for improving these section in writing at the end of the meeting. The comment and suggestions which were offered are presented below.

RESULTS

Manage Captive Populations

4.1 Captive Management Strategy

- Captive population.
- Add propagation back to program. Formulate plan for this.
- Would like to see a written plan indicating what should be done with the captive population. If that were done then some decision would have to be done. I think something useful should be done with these animals.
- What purpose do the animals in captivity serve at this point? Status of animals in captivity with regard to health, age, reproduction viability, usefulness?

4.2 Captive Facilities

- Captive population Create additional facility in South Florida for treatment/soft release of cats.
- Define "captive population." Define facilities. Question: Will "facilities" include a state owned an managed free roaming sanctuary and where will facility be located?

Review Progress.. Revise Efforts

- Public forum first to review and evaluate including general public and active participants: then take to recovery team and then another public forum.
- Involve other charismatic mega-fauna recovery coordinators. Use PVA from other sources than just CBSG?

SUGGESTIONS FOR IMPROVEMENT OF WORKSHOP PROCESS

PROCESS

At the end of the workshop, participants were asked to identify what had been especially useful and what they would have done differently in the workshop. This information will be used to help make the third stakeholder workshop more effective.

RESULTS

Useful

- Chance to calmly discuss issues with broad cross section of interests and ideas.
- More realistic look at objective and criteria.
- When compiling the agenda, Recovery Team members need to guide the discussions with a basis in reality.

Change

- Compilation of comments in outline did not flow well. An existing outline could have been used to group the comments better.
- I think it would be helpful to remove the step down items which have already been accomplished from the outline. I would also like to see the step downs listed by priority. Remove redundancy from the step downs.
- If process report is published for this workshop, as it was for the initial workshop, try to have more answers to questions presented and included in the report. This will allow better pre-planning for those of us who will attend Workshop III.
- Overheads: use a larger font. Stick to 4-6 points per overhead even if it means more overheads.
- The review team seemed to not address major issues brought up by the small groups. Why have the session? At least reiterate the issue and indicate that a comment cannot be made at this time.