



NEWSLETTER JUNE 2002

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We would appreciate your comments on this electronic version of the NC Chapter Newsletter. Please send all responses to <u>Joe Hightower (jhightower@ncsu.edu)</u>

President's Message

Greetings!

Over the past couple of months I have attended several educational workshops. It sometimes amazes me how much information can be presented in a one-day or a weekend workshop. I have applied the knowledge I have gained from these workshops and often the results have far exceeded my expectations. The AFS strategic plan specifically addresses the need for providing continuing education for its members and continuing education credits are required to maintain AFS professional certification. The Chapter usually offers a couple of continuing education workshops at its annual meeting. Next year, there will be several continuing workshops since the Chapter's annual meeting will be held in conjunction with the Southern Division's Spring Meeting in Wilmington on February 12-16, 2003. In this issue of the newsletter, Lawrence Dorsey, chair of the Chapter's Education Committee, has included several opportunities for participating in online continuing education programs. My challenge to each of you is to attend or participate in at least one continuing education workshop this year. Apply the knowledge you gain and hopefully the results will far exceed your expectations.

If you have any suggestions for a continuing education workshop, please contact me at 336-449-7625 or Email: bryants5@earthlink.net. **Shari Bryant**

2003 SDAFS Spring Meeting, Wilmington

Planning is continuing for the spring 2003 SDAFS meeting. At the April Chapter EXCOM meeting it was decided that the student social will be held Friday (2/14/03) at the Hilton. The U.S.S. North Carolina battleship was reserved for dinner on Saturday night (2/15/03). Hugh Barwick has done a fine job soliciting sponsorship for the meeting and reports that we currently have \$12,000 in the bank, \$5,000 promised (but not yet received), and a couple of outstanding requests. Initial contact was made with Stuart Welsh at W.Va. Coop. Fish and Wildlife Unit and chair of the Student Affairs Committee to coordinate their involvement with the mentoring luncheon, student mixer, and best student paper awards. The final budget report from the 2002 Mid-Year meeting in Little Rock was completed and received by the planning committee.

The planning committee will meet in early August at the Hilton in Wilmington to become familiar with the facility, develop a budget, and discuss arrangements with the hotel staff.

Any questions or information, please email. (Email: <u>Kent Nelson</u>, <u>General Chair for 2003</u> <u>meeting</u>) Thanks! *Submitted by Kent Nelson*

NCSU Student Subunit Report

The Student Sub-unit was busy during the spring helping host two nationally and internationally known speakers on campus.

First in early May, Dr. Carl Walters from the University of British Columbia visited campus for a few days as a guest of the Sub-unit. Dr. Walters visit was very busy between meeting with students, helping "sample" striped bass in the Roanoke River (with Pete Rand and Bill Pine), socializing with Sub-unit members, faculty and others at a social hosted by Tom Kwak, and finally presenting a special seminar on campus. This seminar was attended by over 50 people and also simulcast over the web to NCSU's



Dr. Carl Walters, UBC (left) and Bill Pine, Sub-unit president (right)

CMAST facility in Morehead City where approximately 25 students, researchers, and faculty from NCSU and a variety of state and federal agencies were in attendance.

Jim Martin from Pure Fishing crisscrossed the state in early June and found time to visit with students on campus and share some of his unique experiences in fisheries throughout career. Martin also found time to present an outstanding seminar to the Zoology Department before heading to Rich Noble's house for a cookout and socializing.

The Sub-unit also continues to work with the Southern Division to archive materials from the 50th Anniversary meeting in Little Rock. The Sub-unit is helping to archive photos from the meeting, posters from each chapter and technical committee, and also presentations by the plenary speakers on the Southern Division's web page. You can obtain more information on our website http://www.ncsu.edu/stud_orgs/sfs/ or please contact the current President, Bill Pine. (Email: wepine@unity.ncsu.edu) Submitted by Bill Pine

Education Committee - Continuing Education Through Online Courses

In the last newsletter, I reported the results of this year's continuing education workshop evaluations. You may remember that most of



Left to right: Aaron Bunch (Sub-unit undergraduate VP), Jim Martin (Pure Fishing), Bill Pine (NCSU Sub-unit President), Suzi Jones (NCSU undergrad), Wes Neal (NCSU PhD student)

the participants gave high marks for both courses. However, several of the comments regarding the GIS course centered on more instruction and depth of subject matter. While these comments were certainly valid, it's important to remember that we aren't able to squeeze a lot of depth into 4 hours of time particularly for an interactive computer-bases course. Also, when you are dealing with software packages, license agreements and legal matters come into play. I can attest that it was frustrating and nerve racking dealing with these issues in the case of the GIS course.

Since we've established that continuing education workshops may not provide the most depth, what other means are there to gain education without attending a university or community college? The answer: distance education and more specifically online educational courses. These courses provide full-length instruction. exposure to actual software packages, and can be done from your own computer without travel expenses or rigid time commitments.

Let's look at a couple of the courses available. Environmental Systems Research Institute (ESRI as most folks know it) has an online GIS training course specifically for

natural resources professionals. It's called Conservation GIS using ArcView 3.X and can be taken for only \$100 of the article. If you need to expand your horizons when it computer comes to software programming, the NCSU Computer Training Unit has many courses available for online study. For instance, you can take "Access 2000: Level 1" for \$75. Other courses offered range from beginning computer use to Microsoft applications and web design. The link to their site is also provided at the bottom along with several other useful sites for online/distance education. Although I have centered this article on computer instruction, there are also many courses available in other subject areas.

As you can see, there are many ways to expand your skills and education without leaving home. Distance education requires patience and the ability to put aside time to complete the required study. It can also take a lot of time if you are still using a dialup connection for your internet service. The final disadvantage is that the menu of courses related to fisheries work is still fairly small. However, it can pay dividends given the reduction in travel expense and time away from the office.

ESRI Courses

http://campus.esri.com

NCSU Computer Training Unit http://www.ncsu.edu/ctu/

National Conservation Training Center http://training.fws.gov/catalog/selfstudy.html

North Carolina Community College System http://www.nccs.cc.nc.us/Distance Learning/

UNC-Chapel Hill Distance Education http://www.fridaycenter.unc.edu/

NC State University Distance Education http://www.ncsu.edu/cont_ed/

UNC Charlotte Distance Education http://www.uncc.edu/disted/

Kentucky State Online Aquaculture Courses http://www.ksuaquaculture.org/Online.htm

If you have other ideas for courses, please contact me at E-mail: dorseylg@vnet.net
Submitted by Lawrence Dorsey

Environmental Concerns Committee

The Environmental Concerns Committee is presently working on formulating a symposium at the upcoming Southern Division meeting that our chapter will be hosting in North Carolina. If anyone would like to participate in this effort please contact me or one of the other committee members

The ECC has recently added a webpage to the NCAFS website (http://www.sdafs.org/ncafs/ECCWeb/). On the page you'll find contact information for the committee members as well as information and summaries of recent topics. Soon, there will be an electronic suggestion box for comments on the ECC, the website or suggestions for environmental concerns we should consider. Check it out!

Please contact Danielle if you would like to get involved penderdr@mail.wildlife.state.nc.us or use the comment form on the new web page. Submitted by Danielle Pender

Membership Committee

A comprehensive Chapter membership list has been developed. This list will be updated annually allowing trends in membership to be more effectively tracked If you have any thoughts about increasing membership or are interested in serving on the membership committee, please contact committee chair Christian Waters by phone at (252) 208-7764 or Waterset@coastalnet.com. Submitted by Christian Waters

News from around North Carolina AFS News from Fred Harris - The Hutton

Program grew significantly in 2002 with over 50 students participating this summer. AFS received a grant from the Fish and Wildlife Foundation for \$100,000 to support the Hutton Program. The US Forest Service continues to be a major supporter of the program by sponsoring numerous students. CP&L (Progress Energy) is one of the new sponsors this year. Buzz Bryson and John Crutchfield were instrumental in gaining CP&L's participation.

Nine continuing education workshops are scheduled for this year's annual meeting in Baltimore. The subjects are diverse and timely. Most or all of the sessions are likely to be sell outs, so those interested in attending a session should apply soon. There will be a special session on Wednesday evening (Aug. 21) entitled Developing a Leadership Institute. The session will explore the need for an expanded role of AFS in providing leadership training. Larry Olmsted participated in the development of the session and it promises to be an interesting two hours. This session is open to everyone, so plan to attend.

The 4th World Fisheries Congress, hosted by AFS, now has a web site, http://www.worldfisheries2004.org. There's considerable information about the congress on the site, including session themes and keynote speakers. Check it out when you have the time.

The AFS symposium entitled Propagated Organisms for Aquatic Resource Management is scheduled for June 16,17 & 18, 2003 at the Doubletree Riverside Convention Center in Boise, Idaho. This promises to be an excellent event as we continue to define and resolve the important issues pertaining to the uses of cultured fishes

Fred Harris and the AFS Management Committee are developing a plan of work for AFS for the next year. Anyone wishing to look at the current draft can get a copy from Fred harrisfa@mail.wildlife.state.nc.us. The AFS Governing Board will approve the plan of work at the annual meeting in August.

NCSU News from Joe Hightower - Corey Oakley, NCSU graduate student, received a \$10,000 Keep NC Clean and Beautiful Moore Fellowship Award for 2002. Candidates are evaluated on the following criteria: high academic standing, leadership capability, intellectual aptitude, independent thinking, civic-mindedness, strong communications skills, personal integrity, motivation, and high moral character. They are to be involved in research related to solving problems challenging North Carolina's environmental health. Corey's Master's thesis research involves an intensive survey protocol for sturgeon in the Neuse River and is funded by the US Fish and Wildlife Service Congratulations Corey!



Corey Oakley holding a juvenile Atlantic sturgeon from the Neuse River near New Bern. The fish was tagged with a sonic transmitter and will be tracked in relation to anoxic river conditions.

Fishing Derby News from Dave Coughlan - NCAFS Chapter members and Duke Energy employees Kim Baker, Hugh Barwick, and Dave Coughlan participated in the Clean Cast 2002 Kid's Fishing Derby at the Lincolnton Sportsmens Club on June 8. The Club has hosted the event, or variations of it, for over 20 years. Clean Cast is a designation by the North Carolina Wildlife Federation, which

lays out guidelines for an event of this type; such as an educational program on clean water and people with an educational background in fisheries and wildlife to answer questions. The age range is any age up to 16 though few teenagers participated. Parents are allowed to help but the kids are encouraged to catch the fish.





Eighty seven kids signed up and each received a free fishing rod. Wal-Mart provided fishing grab bags at the registration desk and the kids registered for three free NC lifetime fishing licenses to be given away at the end of June. Twenty one kids caught fish in amongst the door prize give-aways, popcorn, and candy. After the derby the kids and families were treated to lunch. The Sportsmens Club served drinks, chips, crackers and around 400 hotdogs!

Winners of the four fishing categories (Big Fish, most pounds of bass, catfish, and bream) received a rod and reel combo, tackle kit, and trophy! A great time was had by all!

Sponsors were Wal-Mart of Lincolnton, Bass Pro Shop (Concord Mills), Duke Energy Fisheries Team (DHB manages the pond and BKB and DJC were weighmasters), Piedmont Bait and Tackle, Pepsi of Cherryville, North Carolina Wildlife Federation and the Environmental Educational Endowment Fund, Charlotte Canvas (NCWF), Soil and Water Conservation of Lincoln County, Mecklenburg Parks and Recreation, Lance Crackers, Caribou Coffee, and Marylyn Lineburger at McGuire Nuclear Station (she donated 16 rods and reels).



Robust Redhorse Technical Work Group News from John Crutchfield - A technical work group—the Yadkin-Pee Dee River Technical Work Group (TWG)—was formed earlier this year to work on robust redhorse conservation issues in the Yadkin-Pee Dee River Basin, under the auspices of the Robust Redhorse Conservation Committee (RRCC). The RRCC, a group of state, federal, power utilities, universities, and non-governmental organizations, was formed in 1995 under a Memorandum of Understanding. The Committee was formed to identify priority

conservation needs and help coordinate restoration efforts for this rare species throughout its known range. The best estimate of the historic range includes Atlantic Slope rivers extending from the Altamaha in Georgia to the Yadkin-Pee Dee in North Carolina-South Carolina.



Greg Looney, RRCC Vice-Chair, discusses robust redhorse history and biology at the initial meeting of the Yadkin-Pee Dee River Technical Work Group in Florence, SC, on February 28, 2002.

Robust redhorse have been recently re-discovered in the Yadkin-Pee Dee River since 2000, and the TWG was formed to more efficiently partition work of the RRCC given the on-going conservation efforts on this species in Georgia and the Carolinas. The TWG is comprised of various stakeholders in the Carolinas interested in conservation of this rare sucker species. Members of the TWG consists of a subset of RRCC members and includes: the RRCC Chair and Vice Chair, U.S. Fish & Wildlife Service, U.S. Geological Survey--Biological Research Division (NCSU and Clemson), N.C. Wildlife Resources Commission, S.C. Department of Natural Resources, Duke Energy, CP&L, S.C. Aquarium, and N.C. Museum of Natural Science. The TWG's goal is to develop and coordinate implementation of a conservation and restoration plan for the robust redhorse in the Yadkin-Pee Dee River Basin in North Carolina and South Carolina. The plan will

include both short-term and long-term conservation and restoration goals, strategies, and research priorities for the species within the Yadkin-Pee Dee River Basin. The efforts of the TWG will be coordinated through the RRCC and state and federal agencies charged with management of this species. The TWG has met during February and June of 2002 and efforts of this group are underway. Longterm and short-term conservation goals, including priority research, have been identified by the TWG. Field studies are currently being planned by the group to survey for additional robust redhorse in the Pee Dee River during the fall of 2002 and spring of 2003.

For more information about the TWG, contact the Group Coordinator, John Crutchfield at (919) 362-5130 or john.crutchfield@pgnmail.com.

Robust Redhorse Survey News from John Crutchfield - Multi-agency survey efforts, coordinated through the Robust Redhorse Conservation Committee, continued to look for the rare redhorses—robust redhorse (Moxostoma robustum) and Carolina redhorse (undescribed Moxostoma species)—on the Pee Dee River during May 2002. An armada of 9 boats and 25 biologists participated in this week-long intensive sampling effort over two reaches of the Pee Dee River, including a 21-mile reach from Tillery Hydroelectric Plant to Blewett Falls Lake and a 50-mile reach of the Pee Dee from Blewett Falls Dam to below Society Hill in South Carolina. Participants included the N.C. Wildlife Resources Commission, S.C. Department of Natural Resources, U.S. Fish & Wildlife Service, N.C. Museum of Natural Science, Duke Energy, South Carolina Gas & Electric, and CP&L.

The survey effort did turn up one juvenile robust redhorse and three adult Carolina redhorse. The robust redhorse was collected in the Coastal Plain portion of the river below

Society Hill while the two Carolina redhorses were collected near Cheraw, SC, and the other Carolina redhorse was collected just below the Blewett Dam in North Carolina.



Juvenile robust redhorse (430 mm TL, 1125 grams weight, 3 years of age) collected on the Pee Dee River, South Carolina, May 10, 2002.



Adult Carolina redhorse (481 mm TL, 1250 grams weight) collected on the Pee Dee River near Cheraw, SC, on May 6, 2002.

Survey efforts by participating agencies have found four robust redhorse in the Pee Dee River during the period of 2000-2002. Two of the specimens have been adult females, located in the Fall Line zone of the river in North Carolina while two juveniles have been collected in the South Carolina Coastal Plain region of the river. Prior to these individuals, only two other robust redhorse have been collected from the Yadkin-Pee Dee River.

One robust redhorse was collected from the Pee Dee portion of the river near old Sneadsboro, NC, during 1985. The other specimen, which happened to be the original description of the specimen, was collected by Edward Drinker Cope from the Yadkin portion of the river in 1869.

Seventeen Carolina redhorse have been collected from Blewett Falls Lake and the NC-SC river reach below the lake from 1961 to 2002, based on records of Dr. Bob Jenkins, Roanoke College, and CP&L collections since 1999.

Crayfish News from Aimee Fullerton - The web pages "The Crayfishes of North Carolina" have moved to a new location. Please update your browser bookmarks with this new URL.

http://www.ncwildlife.org/pg07_WildlifeSpeciesCon/nccrayfishes/nc_crayfishes.html

SDAFS Award News from Gene Gilliland - Please keep an eye on the SDAFS Webpage. Information concerning nominations for several prestigious SDAFS Awards will be posted soon. The Awards include the Distinguished Service Award, the Outstanding Achievement Award, and the Outstanding Chapter Award. Nomination deadlines will be August 15 and SDAFS Webmaster, Fred Janssen is in the process of posting the descriptions and procedures on the webpage.

Creek Restoration News from Andrew Burg, Mecklenburg County Storm Water Services - A Freedom Park landmark will soon be demolished, the first phase of an eight-month project to completely restore the Little Sugar Creek through the park. The project will begin with the demolition of a dam near the Charlotte Nature Museum, the removal of hard creek liners and the removal of an old nature trail on the east side of the creek.

The demolition of the dam is the first phase of the Little Sugar Creek - Freedom Park Stream Restoration project. It began the week of June 10, 2002, and is scheduled for completion by August 30. Phase two restoration of the stream - is scheduled to begin in October 2002 and will take about six months. New plantings will take place in late winter and the newest portion of the Sugar Creek greenway will open by May. The Sugar Creek greenway will eventually stretch 12-miles from Cordelia Park in the north to the South Carolina border.

The project is a partnership between Mecklenburg County and the North Carolina Wetlands Restoration Project, a division of the N.C. Department of Environment and Natural Resources. The total cost of the project is about \$1.8 million. Check out these web sites for more information http://www.parkandrec.com/sugarcreek/ and http://www.stormwaterservices.com/

Sad News from NCWRC - Charles Richard Guier, 62, died Monday, March 18, 2002. He was the husband of Mary Ann Guier. In addition to his wife, he leaves behind two step-sons and two granddaughters. A native of Kansas, Richard received a B.S. degree from Utah State University. He began his the Wildlife Resources career with Commission in 1970 as a temporary technician in District 2 and was then hired on as the first permanent District Technician in the Piedmont Region. After working as District 1 Biologist in the early 1970s, Richard moved to Fayetteville in 1975 as Research Biologist. In that role he was instrumental in the advancement of striped bass culture and management. In 1981 he received the Southeastern Proceedings best paper award for "Biological Investigation of Flathead Catfish in the Cape Fear River". Richard was promoted to the position of Regional Supervisor for the mountain region in 1982 – a position he held until his

retirement in January 2001. During that time he was on the forefront of introducing computer technology to the agency. He also was a strong advocate for trout management, upgrading fish hatcheries, and providing access for boaters and handicapped anglers. About 4 months before retirement, Richard was diagnosed with leukemia. Those who knew him will miss his vision and wry sense of humor.

Spotlight on Students and Young Professionals



Spotlight on Jonathan Berner - AFS Hutton Junior Fisheries Biology Program Intern - Jonathan Berner has recently been employed by CP&L as a summer intern in the AFS Hutton Junior Fisheries Biology Program. The Hutton Junior Fisheries Biologist Program is an educational program designed primarily to stimulate interest in pursuing a career in fisheries science among minority and women high school students. However, all 10th through 12th grade high school

students are eligible for the program. Students chosen for the program are matched with a professional mentor for a summer-long, hands-on experience in fisheries work.

Jonathan recently graduated from Apex High School and is interested in a career in the environmental field, particularly fisheries biology. He will be attending Wake Technical College during the fall of 2002 for college preparatory work and plans to transfer to the Fisheries and Wildlife Program at N.C. State University after two years of course work. Jonathan was active in Environmental Club at Apex High and has worked on various volunteer and work duties in the environmental field. He helped with fisheries sampling at Jordan Lake, under the guidance of Shari Bryant with the N.C. Wildlife Resources Commission, and he also worked at the Jordan Lake State Park for two consecutive summers.

Jonathan's work experiences at CP&L this summer will be quite varied and will include fisheries and water quality sampling at CP&L reservoirs, fish and benthos sorting and identification in the lab, and terrestrial wildlife surveys around CP&L projects.

The North Carolina Chapter welcomes Jonathan as a Hutton intern, and we hope he continues his path towards the profession in years to come.

Spotlight on Powell Wheeler, NCWRC Assistant Fisheries Biologist - Powell Wheeler grew up in the mountains of southwestern Virginia. He enrolled at nearby Virginia Tech and received his B.S. degree in Fisheries Science in May 1998. During the summer of 1997, he worked as a technician with the Forest Service. After graduating, he worked on a stream survey crew with the Virginia Department of Game and Inland Fisheries.



In May 2001, Powell completed his M.S. degree in Fisheries and Aquatic Sciences from the University of Florida under the direction of Dr. Mike Allen. His thesis project involved studying the habitat, diet, and age-growth relationship of Largemouth Bass and Shoal Bass in the Chipola River, Florida. His other academic interests include fisheries management of lakes and reservoirs, urbanization impacts, stream geomorphology, and statistical methods.

After graduate school, Powell immediately moved back to Virginia and married his fiancée, Erin, in July 2001. As Erin was completing her degree, Powell found employment in several temporary fisheries jobs. He worked as a technician at Virginia Tech, researcher for a grass roots environmental organization, and creel clerk for the Virginia Department of Game and Inland Fisheries.

In April 2002, Powell accepted the District 9 Assistant Fisheries Biologist position with the North Carolina Wildlife Resources Commission. He is a member of the North Carolina Chapter of the American Fisheries Society and enjoys stream fishing, surf fishing, hunting, gardening, and repairing his truck

Meetings of Interest

Stream Restoration Workshop Series Using Natural Channel Design - Various dates, Clemson University, SC. A workshop series to introduce the principles of fluvial geomorphology for application in restoring impaired stream channels. http://depts.clemson.edu/extfor/courses/stream restoration.htm

2002 Meeting of the American Society of Ichthyologists and Herpetologists - July. 3-8, 2002, Kansas City, MO. http://www.dce.ksu.edu/dce/cl/2002jointmeeting/. The schedule of papers can be found at http://www.asih.org/meetings/2002/2002Meeting.html

132nd Annual Meeting of the American Fisheries Society - Aug. 18-22, 2002, Baltimore, MD. Turning the Tide: Forging Partnerships to Enhance Fisheries http://www.fisheries.org/annual2002/

2002 NC Stream Restoration Conference - Oct. 7-11, 2002, Wilmington, NC. Restoration in the Coastal Plain: Stream and Wetland Processes http://www.ncsu.edu/sri/Conference/Conference2002.html

56th Annual SEAFWA Conference - Oct. 13-17, 2002, Baltimore, MD. The Conference theme is "From the Chesapeake Bay to the Gulf – Keeping it Wild: Managing Our Resources in the Face of Increasing Development" http://www.seafwa2002.org 2003 NCAFS Annual Meeting and the 2003 SDAFS Spring Meeting - Feb. 12-16, 2003, Wilmington, NC. Stay tuned to this website for more details.

If you are aware of meeting information that would be beneficial to the membership of the NCAFS, please send it to the newsletter editor for inclusion in the next newsletter. E-mail: dicoughl@duke-energy.com

Employment Opportunities

Research Assistant for the White Shark Trust - The White Shark Trust is looking for Students, Academics and Shark Enthusiasts to assist in the field research conducted at Dyer Island, South Africa. The White Shark Trust is investigating the ecology of the Great White Sharks (Carcharodon carcharias) in South Africa. The main objectives of the field work are:

- 1. Photographic Identification of individual White Sharks;
- 2. Stereo-Photography to measure the TL (total length) of free swimming White Sharks:
- 3. Information and observation recording of observed White Sharks, of the meteorological conditions and of the location;
- 4. Taking biopsy samples of White Sharks for molecular studies;
- 5. Transmitter and tag recovery;
- 6. At times, we will conduct active telemetry tracking of White Sharks at Dyer Island and in Mossel Bay.

For more information, and to download the "Application Form" and "Frequently Asked Question" documents, please visit the web site at http://www.WhiteSharkTrust.org.

The student listserve at NCSU has numerous and frequent job openings or announcements

of graduate assistantships. The quarterly format of this newsletter does not permit the timely dissemination of this information. Please contact the Student Subunit for directions on subscribing to the listserve so that you can get this information quickly.

Fishery related jobs can be found on the AFS web site at: http://www.fisheries.org/jobs.html This site also offers links to job postings on non-AFS web sites.

If you have a fishery-related job opening and would like to post it in the next NCAFS Newsletter, please send your announcement to the newsletter editor. E-mail: djcoughl@duke-energy.com

Valuable Links - Courtesy of AFS

The American Fisheries Society Home Page offers a wealth of links to assist you in your fishery endeavors. Information on ordering AFS books, public outreach, annual meetings, chapter links and joining the AFS can be found at http://www.fisheries.org/

Additional links can be found courtesy of Dr. Mike Allen and the Southern Division, AFS. http://www.sdafs.org/links/msallen1.htm