Thank you for taking the time to complete this survey regarding how you manage non-native species on TNC properties.

For more information, please read below.

If you have any comments or questions about this survey, or this issue, or if you would like us to inform you about the survey results and/or publication of this work, please contact Sara Kuebbing by email at skuebbin [at] utk [dot] edu.

Sincerely,
Sara Kuebbing & Daniel Simberloff
Department of Ecology & Evolutionary Biology
University of Tennessee, Knoxville

Survey Details:

Recent high-profile popular and academic articles motivate this survey. Prominent ecologists and conservationists are questioning the following prevalent perceptions:

- 1) non-native species are more likely to cause ecological harm than native species; and
- 2) managing for non-native species is a productive task

You may have read about this debate in a "Cool Green Science" blog posting by the Conservancy's Chief Scientist, Peter Kareiva (June 7, 2011), or in a "Science Chronicles" Forum entitled "Is Fighting Non-Natives Worth the Costs? Forum with Mark Davis, Daniel Simberloff, and Peter Kareiva" (September 21, 2011).

We are conducting this survey to better understand how TNC staff perceive this debate and whether this discourse has affected the amount of resources or the ability of TNC staff to manage for non-native species.

We will pool all results from this survey and plan to publish our findings in an academic, peer-reviewed journal. However, all individual survey responses are anonymous and we will not ask for your name, title, work location or TNC office, or other specific details that might identify specific respondents.

Ecological Impacts of Non-native Species

*1. For each rep		please estima	ate the propo	tion of non-na	ative species
	NO (0%) non-native species	SOME (<25%) non-native species	HALF (~50%) non-native species	MOST (>75%) non-native species	ALL (100%) non-native species
declines or extinctions of native species populations	0	0	0	0	0
changes in ecosystem processes or functions (i.e., fire regimes, hydrology, nutrient cycling, etc)	0	0	0	0	0
degradation of ecosystem services for humans (i.e., clear water, clean air etc)		0	0	0	0
loss of aesthetic or historical values	0	0	0	0	0

We define a "non-native species" as a species whose presence in a region is a result of human

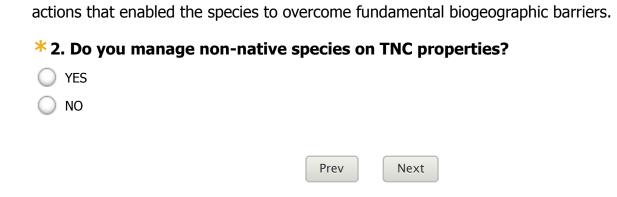
actions that enabled the species to overcome fundamental biogeographic barriers.

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Management of Non-native Species



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We define a "non-native species" as a species whose presence in a region is a result of human

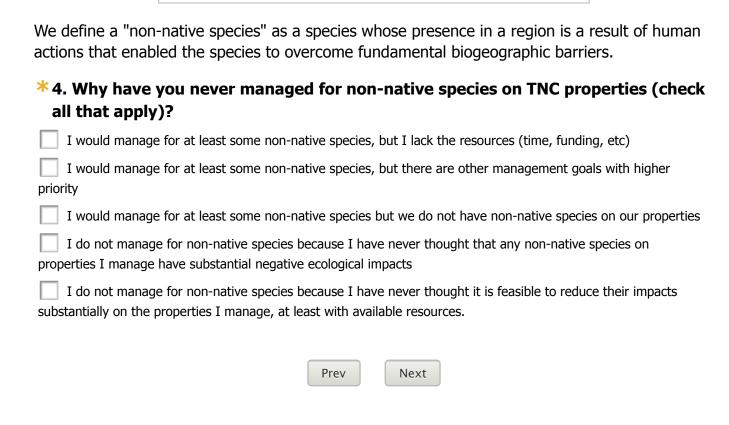
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Management of Non-native Species

We define a "non-native species" as a species whose presence in a region is a result of human actions that enabled the species to overcome fundamental biogeographic barriers.
*3. Have you ever managed non-native species on TNC properties?
○ YES

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Management of Non-native Species



Management of Non-native Species

We define a "non-native species" as a species whose presence in a region is a result of humar actions that enabled the species to overcome fundamental biogeographic barriers.
*3. Listed below are some reported ecological impacts of non-native species. For each reported impact, please check whether this is a reason you manage for
non-native species (check all that apply).
Loss of aesthetic or historical values
Degradation of ecosystem services for humans (i.e., clean water, clean air etc)
Changes in ecosystem processes or functions (i.e., fire regimes, hydrology, nutrient cycling, etc.)
Declines or extinctions of native species populations
Other (please specify)
*4. Roughly what proportion of your resources (time, budget, labor, etc) goes to
non-native species management?
< 5%
O 6 – 25%
26 – 50%
O 51 – 75%
O 76 – 100%
*5. How has the amount of resources (time, budget, labor, etc.) spent on non-native species management on TNC properties changed in the past 5-10
years?
Increased substantially (doubled)
Increased minimally
Stayed the same
O Decreased minimally
Decreased substantially (halved)

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Sel	<i>lection</i>	of N	<i>lon-native</i>	Species	for I	Managemei	nt

that are not invasive

Sciection of Hon Hativ	e species for Flaring	Ciricin	
For the following questi you manage on TNC pr		now more about how yo	u determine what species
We provide the following	ng definitions for answe	ering these questions:	
Non-native species: A species whose preser overcome fundamental		ult of human actions that	enabled the species to
Native species: A species that has evol	ved in a given area or t	that arrived there by nat	ural means.
Non-native, invasive sp A non-native species th first introduced.		ng populations and has s	spread from where it was
Weedy species: A native or non-native sidetectable economic or	•	ites where they are not v	wanted and that have
*6. Do you manage	the following types	of species on TNC pro	perties?
	YES		NO
non-native, invasive species	0		0
non-native species that are not invasive	\circ		\bigcirc
native weedy species	0		0
	-	bove, please rank the t the sites you manag	management e. (please select each
	Highest Priority	Middle Priority	Lowest Priority
non-native, invasive species	0	0	0
non-native species			

	Highest Priority	Middle Priority	Lowest Priority
native, weedy species	0	0	0
-	e resources (time, n s management prog	noney, labor, etc), how gram change?	would your
increase a lot (more th	an double)		
increase a little			
stay the same			
decrease in size (reduc	e by half or more)		
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TNC Global Invasive Species Team

*9. Were you woperating?	vorking for ⁻	TNC when its G	lobal Invasiv	e Species Tea	m (GIST) was
O YES					
O NO					
I don't know.					
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TNC Global Invasive Species Team

* 10. How did you interact with the GIST? (che	ck all that apply)
Interacted directly with GIST member(s)	
Downloaded photographs of non-native species	
Referenced the Element Stewardship Abstracts (ESAs)	
Used the Weeds Information Management System (WIMS)	
Used the information on non-native planning strategies (e.g., emote sensing tutorials, volunteer coordination and outreach pres	
ther (please specify)	
11. How often were interactions with the GIS management activities?	T helpful in your non-native spe
Almost ALL (100%) of my interactions with GIST were helpfu	ال
MOST (>75%) of my interactions with GIST were helpful	
HALF (~50%) of my interactions with GIST	
SOME (<25%) of my interactions with GIST	
NONE (0%) of my interactions with GIST	
12. Where do you currently find information of and control? (check all that apply)	on non-native species managem
Other non-native species websites (e.g., Global Invasive Species Health, Center for Invasive Species Management, Deliveurope [DAISE], etc.)	•
Primary literature (i.e, peer-reviewed journal publications)	
Colleagues or other contacts that manage non-native species	5.
I don't.	
Other (please specify)	

*13. Would it be helpful for informing your non-native species management activities if TNC revived the GIST?

O YES				
O NO				
O NOT SUF	RE			
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Debate on the Impacts of Non-native Species

Some academics and conservationists suggest that we should stop managing for non-native species on conservation properties.

For the following questions, we would like to know your opinions about the ideas below.

* 14. Please respond to each phrase by marking how strongly you agree or disagree with the statement:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Uncertain
People who think non-native species are often a problem are xenophobic	0	0	0	0	0	0
Non-native species often cause ecological problems and should be of conservation concern	0	0	0	0	0	0
I used to think that non-native species often caused ecological problems and should have be of conservation concern, but now I don't		0	0	0	0	0
I have never thought non-native species caused ecological problems or should be of conservation concern		0	0	0	0	0
Native weedy species cause ecological problem as much as non-native invasive species	0	0	0	0	0	0

^{*15.} With respect to your responses to the previous question, what influences your

opinions about non-native species?

	Highly influential	Moderately influential	Not influential	NA
Academic research and journal publications	0	0	0	0
Personal knowledge and first-hand experiences with managing non-native species	0	0	0	0
Peer knowledge and discussions with others with first-hand experience managing non-native species.	0	0	0	0
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Background Questions

16.	low many years have you worked at TNC?
0	< 1
	1 - 3
	I - 5
	5 - 10
0	> 10
17.	Which of the following best describes your educational background?
0	nigh school
0	college or university - bachelor's level
	college or university - master's level
0	college or university - doctoral level
nor By	n your position, how involved are you in decisions about managing for native species? ecisions we mean whether to manage for non-native species, which species to age, how to manage species, how to allocate funding for management, etc.
	make all the decisions
	share the decision-making with colleagues
	make some of the decisions
0	have no substantial input into decisions
	Prev Done