its identity as a Service entity, but it is essential that professional personnel are accepted by the university as full-fledged members of the host department or school. Unit personnel must be qualified by education and experience for appointment to the graduate faculty of the host university so they can serve as major professors for graduate students and can guide the research and overall educational programs of those students. Unit personnel must be capable of teaching graduate courses in their area of specialization.

In various universities, units are in schools, divisions, or colleges or institutes of forestry, ecology, natural resources, life sciences, or aquaculture; or departments of biology, fisheries, wildlife, fish and wildlife, physiology and zoology, or range and wildlife. Units are commonly allied with a faculty group whose research interests are similar to those of the unit. Several units are related in some manner to agriculture experiment stations of colleges of agriculture or other university entities that facilitate handling of the cooperator financial accounts of the unit.

Unit leaders and assistant unit leaders serve the host university in all capacities expected of any university professor. Most universities extend all faculty privileges to unit employees except tenure. Tenure is not granted because the university has no salary obligation for professional unit personnel. Many universities, however, extend progressive professorial ranks to unit personnel by the same criteria used for state-employed faculty. Unit staff serve on university committees, are major professors of graduate students, serve as committee members for graduate students other than their own, have a voice in graduate curriculum development, and may serve on promotion and tenure committees.

In return, the university receives multiple benefits from the unit. The university gains additional professorial services for research and graduate students and close working relations with the state agency and federal agencies that conduct natural-resource research and have connections with other federal agencies in the same or related fields. The presence of a unit and the professional stature of unit employees often attract high-quality graduate students.

**The Wildlife Management Institute**

The Wildlife Management Institute, a cooperator of wildlife research units, represents the units on a national basis. Initially, the Institute provided $3,000/year to each unit. The amount was reduced to $2,000/year in 1941 and to $1,000/year during 1943–84. The reductions resulted from a fixed institute budget and increasing numbers of units. Although small, the annual $1,000 contribution from the Institute was highly valued by unit leaders. The Institute funds were used for support of the unit and could be spent at the discretion of the unit leader. In 1985, changes in its funding base forced the Institute to cease making direct financial contributions to the units.