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EDUCATION

1975 - 1978 C.M. Russell High School, Great Falls, Montana
1979 - 1983 University of Montana: Bachelor of Arts in History, secondary teaching certification
1990 - 1993 University of Montana, science-based undergraduate studies (honors)
1993 - 1995 Yale University, School of Forestry and Environmental Studies: Master of Forestry (high honors)

EMPLOYMENT HISTORY

3/17/2008 – present Director, Center for Invasive Plant Management (CIPM) Montana State University; Bozeman, Montana

Responsible for the management of the Center for Invasive Plant Management (CIPM). Job duties include: promote ecologically sound management of invasive weeds by facilitating collaboration and communication among researchers, educators, and land owners/managers through the CIPM; facilitate, organize, and communicate with diverse partners throughout the western United States and Washington, D.C. involved with invasive plant-infested and threatened lands; enhance and improve regional research, education, and management programs aimed at developing ecologically- and systems-based invasive plant management by encouraging activities that improve natural resources and protect environmental quality while facilitating economic and community well-being; provide for multi-interdisciplinary communication to take advantage of existing and developing knowledge needed to solve complex, ecosystem-wide problems; adapt and improve existing science and technology associated with invasive plant management; increase knowledge of the science of invasive plants by attending appropriate training, and seeking advice from professional experts; and enhance innovative collaboration and partnerships to build sustainable solutions to invasive plant problems, including economic and social aspects to ensure adoption of new strategies.

4/2004 – 1/31/2007 Assistant Director for Research, Montana Water Center Montana State University; Bozeman, Montana

Responsible for the management of the Water Center's research office and aquatic biology programs. Major duties included but were limited to:

Research Office Director: managed all activities in separate research office building, and supervised a professional and administrative support staff. Personnel search committee chair: classified and professional positions. Montana State University representative at national, professional conferences. Took on Center Director duties (supervisor, financial, spokesperson) in director's absence.

Whirling Disease Initiative (WDI) Program Director: overall program administration and management; Principal Investigator on prime WDI grant; research grant program leader; staff leader/staff support; research communications director; and program spokesperson.

*Research grant program leader: prime contract PI (\$1 million annually); prime contract negotiation and management; prepared annual research workplan and budget; issued request for research proposals; selected projects for funding; research subcontract negotiation and management (10-30 research projects, totaling ~\$650,000 annually); produced WDI annual Report to Congress and USFWS; and functioned as contract liaison between Montana State University and research teams.

*Staff support to the National Partnership for the Management of Wild and Native Coldwater Fisheries (WDI oversight board) and member/manager of the WDI Steering Committee (scientific direction to WDI). Program liaison to the USFWS.

*Communications director: publications supervisor; media contact; program spokesperson; database and web site director (<http://whirlingdisease.montana.edu/>); outreach program manager.

Wild Fish Habitat Initiative (WFHI) Program Director: overall program administration and management; PI on prime WFHI grant; research grant program co-leader; staff leader/staff support; program communications director; and program spokesperson.

*Research grant program co-leader: prime contract PI (\$500,000 annually); prime contract negotiation and management; prepared annual research workplan and budget; approved projects for funding; research subcontract negotiation and management (4-5 research projects, totaling ~\$300,000 annually); Technology Transfer team leader; produced WFHI semi-annual Reports to Congress and USFWS; and functioned as contract liaison between Montana State University and research teams.

*Program liaison to the USFWS.

*Communications director: media contact; program spokesperson; web site director (<http://wildfish.montana.edu/default.asp>); outreach program manager.

1999 – 1/2004 Coordinator/Project Manager Governor's Upper Yellowstone River Task Force; Livingston, Montana

Responsible for the overall management and operation of the \$2.8 million Cumulative Effects Investigation of the Upper Yellowstone River. Major duties included but were not limited to:

Overall project management: nine research investigations; office and database manager.

Staff support to Task Force; liaison and manager of Technical Advisory Committee; program liaison to the US Army Corps of Engineers. Contract negotiation and management, grant writer and manager (\$1.75 million grant funding/match); co-project manager for approximately \$1 million in Congressional appropriations.

Communications director, technical publications supervisor, media contact, outreach/education.

Lead technical writer and editor for all Task Force publications: research reports, annual and final reports to Montana's Governor, quarterly progress reports, journals articles, etc.

**1997 – 1999 Bozeman Regional Supervisor
Montana Conservation Corps/AmeriCorps; Bozeman, Montana**

Responsible for the overall operation and management of the Bozeman MCC region; major duties included but were not limited to:
Recruited, hired, trained, evaluated, and supervised 20 to 30 individuals (corpsmembers and volunteers).
Oversaw and coordinated the MCC CorpsLINK program (probation-referred, at-risk youth).
Corpsmember support (educational, logistical, interpersonal, technical, administrative, etc.).
Managed all office administrative and financial affairs.
Solicitation, negotiation, and management of more than 70 annual projects.
Grant writing and management. Media contact. Coordination of Regional Advisory Committee.

**1996 – 1997 Technical Editor
USDA/USDI Interior Columbia Basin Ecosystem Management Project; Walla Walla, Washington**

Technical editor, writer, and member of the science team during the publication phase of the ICBEMP. Edited three ICBEMP documents: (1) *An Integrated Assessment of Ecosystem Management in the Interior Columbia Basin and Portions of the Klamath and Great Basins*, (2) *The Evaluation of Alternatives for Ecosystem Management in the Interior Columbia Basin and Portions of the Klamath and Great Basins*, and (3) *An Assessment of Ecosystem Components in the Interior Columbia Basin and Portions of the Klamath and Great Basins* (total +2,000 pages).

**1995 Research Team Leader/Coordinator
Yale University and Mistik Management Ltd.; Meadow Lake, Saskatchewan Canada**

Functioned as research coordinator for Yale University during the preliminary year of a collaborative project with Mistik Management of Saskatchewan. Research focuses were: (1) historical, structural, and developmental patterns of *Populus tremuloides* and *Picea glauca* stands over a regional landscape, (2) collection, analysis, and organization of all pertinent data on "mixed wood" stands, and (3) the impact of wildlife browse on aspen and white spruce regeneration success and distribution.

**1993 – 1995 Lab Assistant/Technician; Tropical Forestry Office/Lab Assistant; Environmental Policy Assignments
Yale University, School of Forestry and Environmental Studies; New Haven, Connecticut**

*Responsible for up keep of the Dr. Berlyn's plant physiology lab. Conducted specialized lab and greenhouse experiments for two professors. Functioned as the main greenhouse technician. Assisted Yale graduate and undergraduate students with lab and greenhouse practices and procedures.
*Tropical forestry lab and office assistant for Dr. Montagnini. Provided support and information to graduate and undergraduate students. Performed all statistical data entry and analysis for 1992-93 Central American research project. Prepared course and lecture materials for Professor Montagnini's tropical forestry classes.
*Working member of the Yale Center for Environmental Law and Policy, and Yale Environmental Policy Clinic.
Researched and wrote technical reports for an array of clients (government, nonprofit, and academic).

**1994 Project Leader/Community-Based Environmental Project
New Haven Urban Resources Initiative and Yale President's Public Service Fellowship;
New Haven, Connecticut**

Social and biophysical revitalization of urban communities through ecological restoration and education was the project objective. This was accomplished by: (1) developing collaborative forestry and agro-forestry projects within targeted New Haven neighborhoods, (2) creating and implementing an environmental education curriculum for youth in those neighborhoods, and (3) providing a communications link between low-income, inner-city, New Haven communities and Yale University.

**1988, 1990, 1991, 1992, 1993 Lead Forester/Firefighter
USDA Forest Service; Gallatin and Lolo National Forests, Montana**

Worked as crew supervisor/lead forestry technician on several US Forest Service crews. Performed firefighter duties during several seasons with the US Forest Service and was promoted to fire squad boss.

**1984 – 1986 Tropical Agroforester
Peace Corps Mali; Fatoma, Mali, West Africa**

Working on a \$14 million USAID/CARE co-sponsored reforestation project based in the Sahelian region of Mali, my primary duties were that of tropical agroforester, extension agent, and nursery technician working alongside two Malian Forest Service (Eaux et Forêts) foresters. The three of us managed a 40,000 seedling nursery and supervised six to 10 nursery workers. Based in Fatoma, we worked with 20 Fulani villages and several refugee camps in the area. Extension and reforestation activities focused on: addressing villagers' cooking fuel and nutritional needs; arresting soil depletion and degradation; increasing crop production; teaching school children agro-forestry practices and conservation of natural resources; establishment of village and school tree nurseries and gardens; fruit and shade tree planting; construction of improved wood stoves; and establishing long-term natural resource management goals for project villages. I also performed nursery technician duties in a 40,000-seedling nursery based in Fatoma; and collaborated on additional, small-scale, local projects with the United Nations, Save the Children, the US Embassy, World Wildlife Fund, and local village chiefs and elders.

SPECIAL ACCOMPLISHMENTS /AWARDS / PROFESSIONAL ACTIVITIES

- *Technical advisor to the Yellowstone River Conservation District Council (2000-2006).
- *Montana Watershed Coordinating Council (1999-2008).
- *1995 Master of Forestry Class Marshal (honorary award), Yale University.
- *President's Public Service Fellowship recipient, 1994, Yale University.
- *Dean's List at the University of Montana and honors student at Yale University.
- *USFS recognition for exceptional work performance (1990, 1991, 1992).
- *City of Bozeman Beautification Advisory Board (1999-2002).
- *City of Bozeman Tree Advisory Board (2004-2008); Board chair (2005-2007).
- *Northeast Neighborhood Association (1997-2008).
- *Logistics Coordinator/US Embassy sub-cashier for the Peace Corps Forestry In-service Training Program.
- *American Water Resources Association (2004-2006).
- *American Fisheries Society (2004-2006).
- *Society of American Foresters (1995-2008).

PUBLICATIONS/REPORTING

- I. Technical editor, Interior Columbia Basin Ecosystem Management Project documents: (1) *An Integrated Assessment of Ecosystem Management in the Interior Columbia Basin and Portions of the Klamath and Great Basins*, (2) *The Evaluation of Alternatives for Ecosystem Management in the Interior Columbia Basin and Portions of the Klamath and Great Basins*, and (3) *An Assessment of Ecosystem Components in the Interior Columbia Basin and Portions of the Klamath and Great Basins*.
- II. Project manager and member of the technical review team for the following Governor's Upper Yellowstone River Task Force publications:
 - (1) *Socioeconomic Assessment of the Upper Yellowstone River Valley*, BBC Research & Consulting, December 2002.
 - (2) *Comparative Use of Modified and Natural Habitats of the Upper Yellowstone River by Juvenile Salmonids*, Montana Cooperative Fisheries Research Unit (US Geological Survey & Montana State University), March 2003.
 - (3) *Upper Yellowstone River Watershed Land Cover Assessment*, USDA NRCS, August 2003.
 - (4) *Historic Watershed Land Use Assessment of the Upper Yellowstone River Valley*, Montana State University, July 2003.
 - (5) *Riparian Habitat Dynamics and Wildlife Along the Upper Yellowstone River*, Montana State University, August 2003.
 - (6) *Effects of Channel Modification on Fish Habitat in the Upper Yellowstone River*, USGS-Biological Resources Division, August 2003.
 - (7) *Temporal Patterns of Channel Migration, Fluvial Events, and Associated Vegetation Along the Yellowstone River, Montana*, University of Montana, August 2003.
 - (8) *Historic Channel Changes and Geomorphology of the Upper Yellowstone River, Gardiner to Springdale Montana*, Montana Department of Natural Resources and Conservation, August 2003.
- III. Writer, editor, layout, photographer for *1999, 2000, 2001, 2002 Governor's Upper Yellowstone River Task Force Annual Reports* and *2003 Final Report* to Montana's Governor.
- IV. Writer, layout, photographer for *2004, 2005 and 2006 Annual Reports to Congress* (Whirling Disease Initiative and Wild Fish Habitat Initiative).