

MOLLY JANE GOOD

U.S. Fish and Wildlife Service
Washington Fish and Wildlife Office
Lacey, Washington



Academic Website

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EDUCATION

- Michigan State University**, Ph.D. Fisheries and Wildlife 2013-2020
Advisors: William W. Taylor (major), Edmund McGarrell, Norm Graham, and Adam Zwickle
Dissertation: “The role and perceived efficacy of law enforcement in the multi-jurisdictional management of Great Lakes fisheries”
Certificates in Conservation Criminology and College Teaching
- University of Washington**, M.S. Marine and Environmental Affairs 2011-2013
Advisors: Terrie Klinger and Charles “Si” Simenstad
Thesis: “Utilization of a spatial decision-support tool for the restoration of Chinook salmon (*Oncorhynchus tshawytscha*) in the Columbia River”
- Michigan State University**, B.S. Fisheries and Wildlife with High Honor 2007-2011
Michigan State University Honors College
Specializations in Spanish and Marine Ecosystem Management

PROFESSIONAL EXPERIENCE

- Supervisory Fish and Wildlife Biologist (GS-12/04)** Nov 2022-present
U.S. Fish and Wildlife Service (USFWS), Pacific Region, Ecological Services Hours: 40/week
Supervisor: Curtis Tanner (360) 789-1152 Salary: \$107,112/year
Primary Roles and Duties:
- Serve as 1 of 2 first-line supervisors in the Coastal, Lowland, Aquatic, and Marine (CLAM) Zone Team
 - Effectively coordinate with supervisory peer to identify/manage/assign priority work in alignment with the Washington Fish and Wildlife Office’s (WFWO) 2022-2026 Strategic Plan (Strategic Plan) (https://www.fws.gov/sites/default/files/documents/USFWS%20WA-ES%20FY2022-2026%20Strategic%20Plan_FINAL-%20202110007.pdf) that also considers the capabilities of our Zone Team biologists
 - Developed and implemented a Standard Operating Procedure for evaluating/assigning priority work from a 100+ project-backlog
 - Monitor assignments using Assignment Library, a Microsoft SharePoint office-wide project tracker
 - Supervise/manage, assign, and review/finalize the workload of 5 Fish and Wildlife Biologists (GS-9s and GS-11s) in the CLAM Zone Team
 - Advice/counsel biologists on their complex, priority workloads
 - Host biweekly sub-team meetings to promote team-building and share news/updates
 - Identify/provide helpful resources, necessary training, and developmental opportunities for biologists
 - Provide the necessary experience, and rationale, to support the successful promotion of biologists
 - Celebrate staff achievements through recognition and awards
 - Develop performance standards and conduct mid- and end-of-year performance evaluations
 - Hold biologists accountable for substandard performance and unacceptable conduct, and/or consult with Employee Management Relations, as necessary
 - Serve as the main point-of-contact for coordination with the U.S. Army Corps of Engineers (Corps) – Civil

Works, the National Marine Fisheries Service (NMFS), and Tribal co-managers related to Endangered Species Act (ESA) section 7 consultations

- Coordinate/facilitate, research, write, review, and finalize informal/formal ESA section 7 consultations for Hatchery Genetic Management Plans and Resource Management Plans (RMP) in western Washington and the Puget Sound
- Ensure that ESA section 7 consultations adhere to existing, new, and proposed regulations, legislation, and statutes (e.g., 4(d) Rule) pertaining to fish and wildlife resources
- Serve as project manager, as necessary, and establish timelines, coordinate consultation workloads among multiple biologists, and meet firm deadlines
 - Currently overseeing the Biological Opinion on the Puget Sound Tribal and Non-Tribal Fisheries Under the Puget Sound Chinook RMP Project and managing the lead author, a GS-12 biologist, in completion of the consultation
- Serve as a technical advisor in support of bull trout (*Salvelinus confluentus*) recovery
 - Currently developing the Species Status Assessment for the Coterminous Distinct Population Segment of Bull Trout and a multi-state and -partner Framework for Bull Trout Recovery in Washington
 - Brief WFWO leadership, as necessary, through written reports, other documents (e.g., memos), and oral presentations
 - Coordinate with peers across programs (e.g., Fisheries and Aquatic Conservation Program) to enhance collaboration and align on priority data collection and research efforts
 - Mentor/counsel new bull trout species co-leads and provide technical expertise to biologists in support of ongoing projects
- Offer guidance on regional implementation of the Fish and Wildlife Coordination Act (FWCA) and other federal activities (e.g., ESA and the National Environmental Policy Act [NEPA])
 - Developed and gave the Federal Activities Review for Managers virtual training series (Apr-May 2023)
- Participated in the USFWS' Stepping Up to Leadership Program (Cohort 42) (Mar-Sept 2023)

Presidential Liaison, Professional Member

Boone and Crockett Club

President: James Cummins (662) 820-5703

Primary Duties:

- Assist current and past Club Presidents in coordinating authors and conceptualizing and writing articles for the Club's official publication, *Fair Chase*
- Serve on various committees including the Conservation Education, Conservation Policy, and Communications committees
- Attend and participate in the Club's Annual Meeting (2014, 2015, 2016, 2018, 2019, 2021, 2022)
- Approved for Professional Membership (Dec 2019)

Aug 2014-present

Hours: 2-5/week

Fish and Wildlife Biologist, Team Lead (GS-12/02)

USFWS, Pacific Region, Ecological Services

Supervisor: Curtis Tanner

Primary Roles and Duties:

- Served as a CLAM Zone Team Lead
 - Assigned, supervised/managed, and reviewed/finalized the workload of 1 contract biologist
 - Served as an advisor to CLAM Zone Team biologists by engaging in, and assisting with, work related to ESA section 7 consultations, hosting biweekly office hours, and reviewing/finalizing deliverables
 - Streamlined project assigning/tracking by creating/maintaining a Microsoft Planner
 - Assisted in the development of the Strategic Plan
 - Independently oversaw, researched, wrote, and reviewed/finalized ESA section 7 consultations
 - Served as the main point-of-contact for coordination with the Corps – Civil Works, NMFS, and Tribal co-managers related to ESA section 7 consultations
 - Coordinated with the Corps to write and finalize the Biological Opinion on the Howard A. Hanson Dam Continued Operations Project, which analyzed the construction of a downstream fish passage facility on the Green River and its effects on bull trout and designated bull trout critical habitat

Nov 2020-Nov 2022

Hours: 40/week

Salary: \$90,535/year

- Served as a technical advisor in support of bull trout recovery
 - Provided technical expertise on work/deliverables in support of bull trout recovery using the best available scientific information to inform decisions and improve conservation outcomes
 - Communicated recent data findings and research initiatives with the professional fisheries community at meetings and conferences (e.g., the American Fisheries Society Annual Meeting, Salvelinus Confluentus Curiosity Society)
- Coordinated across programs and served as a statewide liaison in facilitating the completion of FWCA work/deliverables
 - Facilitated coordination efforts with Electron Hydro, LLC and ICF in the development of the Electron Dam Draft Habitat Conservation Plan
 - Coordinated with the Pacific Region and WFWO's Federal Activities Statewide Coordinator to offer guidance and support on ongoing and/or developing FWCA projects
- Served as a co-instructor and curriculum developer to meet national FWCA training needs
 - Collaborated with other biologists and teaching staff to develop virtual and in-person training materials for courses focused on Federal Activities, including the ESA, NEPA, and FWCA

Fish and Wildlife Biologist (GS-11/04)

Jan 2017-Oct 2020

USFWS, Pacific Region, Ecological Services

Hours: 40/week

Supervisor: Mary Root (360) 951-5017

Salary: \$72,339/year

Primary Roles and Duties:

- Independently researched, wrote, and finalized ESA section 7 consultations addressing effects of proposed activities on federally-listed species and critical habitat
 - Assisted in writing, and providing a full editorial review of, the Biological Opinion on the Columbia River System Operations (CRSO) and Maintenance of 14 Federal Dams and Reservoirs, covering anticipated effects of proposed activities on bull trout, designated bull trout critical habitat, and Kootenai River white sturgeon (*Acipenser transmontanus*)
- Served as the Lead Author of the Columbia River System Operations FWCA Report (Apr 2018-May 2020)
 - Developed objective, scientifically-sound written draft and final CRSO FWCA reports, which analyzed impacts of 5 project alternatives to primarily non-ESA-listed fish and wildlife resources in the Columbia River basin
 - Served as liaison between the USFWS and federal co-lead agencies to ensure a consistent approach to compiling and formatting draft and final CRSO FWCA reports
 - Coordinated monthly with cooperating agencies to jointly discuss and contribute to ongoing and overlapping ESA and NEPA processes
 - Prepared CRSO FWCA briefing materials such as memos, and delivered oral presentations to regional and statewide leaders/partners
 - Led the planning for, and execution of, research investigations and data collection on ecological processes, landscapes, and fish, wildlife, and plant species to inform individual and team reporting efforts
 - Conceptualized and designed exercises for technical experts to gather and synthesize data for reporting purposes
 - Created multi-day agendas and designed facilitation exercises for 5 multi-agency workshops with participation by diverse stakeholders (n = 111) from federal and non-federal (e.g., state, academic, tribal, and private) agencies/entities
 - Compiled/refined viable conservation recommendations and mitigation strategies, suggested by technical experts, diverse stakeholders, co-lead agencies, and cooperating agencies, for evaluation in response to potential impacts of proposed activities
- Coordinated across programs and served as a statewide liaison in facilitating the completion of FWCA work/deliverables
 - Identified, reviewed, and conducted investigations on complex, multi-state and -agency water resource development project proposals as pursuant to 16 U.S.C. 661 of the FWCA
 - Coordinated with federal co-lead agencies to jointly prepare scopes of work and negotiate budget requests to fund potential FWCA investigations and reporting efforts

- In FY19 and FY20, acquired 16 FWCA project requests from federal co-lead agencies with opportunities to negotiate dollars in reimbursable spending and leverage USFWS resources to support targeted conservation for fish and wildlife resources in priority areas and landscapes
- In FY18, successfully negotiated approximately 2.27 million dollars from the Corps in reimbursable spending through the FWCA to address potential impacts of project alternatives on fish and wildlife resources
- In FY18, coordinated with USFWS regional leaders and the NMFS to co-write/sign the FWCA Regional Coordination Process, which supports joint implementation of the FWCA in Idaho, Oregon, the Pacific Islands, and Washington
- Served as a co-instructor and curriculum developer to meet national FWCA training needs
 - Assisted in the development and delivery of the Federal Activities and the Fish and Wildlife Coordination Act Training, offered through the National Conservation Training Center (NCTC)
- Represented the USFWS on the Puget Sound Federal Task Force, Salmon Recovery Council
 - Communicated USFWS priorities for aquatic species of concern and federal trust responsibilities to Puget Sound federally-recognized Tribal governments in high-level, policy discussions
- Served as the Co-Chair of the WFWO Internal Communications Committee
 - Led the development and dissemination of an anonymous survey to obtain data on communication styles and barriers to effective communication among staff and managers at the field office level
 - Led the analysis of survey responses and coordinated with WFWO to implement recommendations offered in the survey

Taylor and Regier Great Lakes Fisheries Fellow, Boone and Crockett Fellow

June 2015-May 2017

Michigan State University, Department of Fisheries and Wildlife, Center for Systems Integration and Sustainability

Hours: 40+/week

Fellowship: \$135,000 (total)

Major Advisor: William W. Taylor (517) 290-7790

Primary Duties:

- Designed and led the implementation of data collection efforts with regional advisory law enforcement agencies/entities to better understand their efficacy in managing multi-jurisdictional fisheries
- Co-designed and co-facilitated a strategic visioning exercise with the binational Great Lakes Fishery Commission in effort to best prepare the organization for future challenges of, and opportunities for, multi-jurisdictional fisheries management
- Co-authored and reviewed multiple publications in various book and special issue journal endeavors
- Led and participated in monthly, cross-disciplinary discussion and research-planning sessions with colleagues to share perspectives and applications of conservation criminology

Future Academic Scholars in Teaching (FAST) Fellow

Apr 2016-May 2017

Michigan State University, Center for the Integration of Research, Teaching, and Learning

Hours: 10+/week

Mentor: Henry "Rique" Campa, III (517) 432-7340

Fellowship: \$2,000 (total)

Primary Duties:

- Nominated and selected to design, develop, implement, and assess a teaching-as-research or TAR project with a mentor in an introductory science, technology, engineering, or mathematics (STEM) undergraduate course (e.g., Fundamentals of Fisheries and Wildlife Ecology and Management)

Janice Lee Fenske Excellence in Fisheries Management Fellow

Sept 2014-Feb 2016

Michigan State University and Great Lakes Fishery Commission

Hours: 10/week

Mentors: William W. Taylor and Bob Lambe (734) 662-3209

Fellowship: \$10,000 (total)

Primary Duties:

- Nominated and selected to independently develop a short-term research project that resulted in the identification of challenges of, and opportunities for, effective law enforcement in nationwide, multi-jurisdictional fisheries management
- Conceptualized and executed a day-long symposium at the 2015 American Fisheries Society Annual Meeting with law enforcement professionals from federal and non-federal agencies/entities to discuss roles in fisheries sustainability

- Created and maintained social media accounts (e.g., blog, Facebook group, Facebook page) and a social media guide to assist other Fenske Fellows in documenting their own research experiences

Graduate Research Assistant (Ph.D. Student)

Aug 2013-May 2015

Michigan State University, Department of Fisheries and Wildlife, Center for Systems Integration and Sustainability

Hours: 40+/week*Fellowship:* \$88,000 (total)*Major Advisor:* William W. Taylor*Primary Duties:*

- Co-organized and co-facilitated the execution of professional meeting and conferences, including the Global Conference on Inland Fisheries and the Food and Agriculture Organization of the United Nations in Rome, Italy
- Led the establishment of an endowment agreement at Michigan State University to recruit high-performing graduate students interested in studying Great Lakes fisheries and aquatic ecosystems
- Served as the representative of the graduate student body on the Graduate Student Organization Leadership Board at monthly faculty meetings

Graduate Research Assistant (M.S. Student)

Sept 2011-Aug 2013

University of Washington, School of Marine and Environmental Affairs

Hours: 40+/week*Major Co-Advisors:* Terrie Klinger (206) 685-2499 and Charles "Si" Simenstad*Primary Duties:*

- Coordinated with co-advisors across programs (School of Marine and Environmental Affairs and the School of Aquatic and Fisheries Sciences) to test the efficacy of a decision-support tool in identifying habitat factors leading to the presence of juvenile Chinook salmon in the Columbia River
- Served as the representative of the graduate student body at monthly faculty meetings
- Served as the student representative on various search committees for new faculty members

Bradford E. Brown Scholar

May-Aug 2013

National Oceanic and Atmospheric Administration, Northeast Fisheries Science Center

Hours: 40/week*Mentor:* John F. Kocik (508) 495-2347*Fellowship/Salary:* \$12,000 (total)*Primary Duties:*

- Assisted in the surgical tagging, tracking and monitoring, and collection of endangered Atlantic salmon (*Salmo salar*) smolts in the Penobscot River Estuary
- Participated in the Penobscot Estuarine Ecosystem Survey and collected, enumerated, and identified species in first community-wide assessment of the Penobscot River Estuary's spatial and temporal variability in fish assemblages with a particular emphasis on diadromous species
- Developed and implemented a short-term research project on migratory movements and reversals of wild and hatchery-reared Atlantic salmon smolts emigrating through the Penobscot River Estuary
- Invited to present this research at Woods Hole Oceanographic Institution as part of a symposium for student researchers studying fisheries resource management
- Created and maintained a social media account (e.g., blog) to document research experiences

Undergraduate Research Assistant

Aug 2010-Jan 2011

Michigan State University, Department of Fisheries and Wildlife

Hours: 10+/week*Mentor:* Dana Infante (517) 432-7232*Salary:* \$2,400 (total)*Primary Duties:*

- Collaborated with other lab members in characterizing an inventory of dams and their statuses in the United States as part of the National Inventory of Dam survey

Fisheries Research Technician

May-Aug 2010

Michigan State University, Department of Fisheries and Wildlife

Hours: 40+/week*Mentor:* Darren Thornbrugh*Salary:* \$6,400 (total)*Primary Duties:*

- Conducted field research including fish sampling (e.g., barge/backpack electroshocking, fish handling, fish identification, and data analysis) in freshwater systems to better understand fish assemblages in various areas of the Upper and Lower Peninsulas in Michigan

National Earthwatch Science Scholar

June 2006

Earthwatch Institute, “Salmon of the Pacific Northwest”

Hours: 40+/week

Mentor: Ralph Riley (360) 650-2844

Primary Duties:

- One of eighty high school students selected nationwide to join a six-person field research team to evaluate Pacific salmon habitat restoration efforts
- Collected and compiled geomorphologic measurements in riparian forest zones including stream gradients, stream widths, stream substrate types, pool depths, and various tree measurements
- Took inventory on streams and riparian zone habitats that had been altered to enhance salmonid fitness and survivability

TEACHING EXPERIENCE

Co-Instructor, Federal Activities Review for Managers

Apr-May 2023

USFWS, NCTC

Primary Duties:

- Assisted co-instructors with the development of a 2-day virtual training for USFWS managers
- Developed modules (script, presentation, exercises/activities) focused on the ESA, NEPA, and FWCA

Co-Instructor, Federal Activities and the Fish and Wildlife Coordination Act

Mar 2020

USFWS, NCTC

Primary Duties:

- Assisted co-instructors with the development of a 5-day training for USFWS biologists
- Developed and gave a presentation to USFWS biologists on a real-life application/case study of the FWCA

Guest Lecturer, FW 101: Fundamentals of Fisheries and Wildlife Ecology and Management

Aug-Dec 2016

Michigan State University, Department of Fisheries and Wildlife

Primary Instructor: Henry “Rique” Campa

Primary Duties:

- Independently developed and taught 3 1 hour- and 20 minute-long lectures covering ecological concepts, introduced and invasive species, and conservation law and criminal justice
- Developed formative and summative assessments for students
- Developed, disseminated, and analyzed pre-class and post-class surveys to understand student satisfaction with the class material

Co-Instructor, FW/MC 481: Global Issues in Fisheries and Wildlife

Jan-May 2016

Michigan State University, James Madison College, Department of Fisheries and Wildlife

Primary Instructor: William W. Taylor

Primary Duties:

- Prepared for and co-instructed 2 hour- and 20 minute-long lectures/week, independently graded all assignments, and mentored a group of 14 undergraduate and graduate students
- Co-selected and coordinated more than 30 guest speakers
- Co-developed and co-managed an online course website for students to obtain information about the course and interact together

Teaching Assistant, Biology 434: Invertebrate Zoology

June-Aug 2013

University of Washington, Biology

Primary Instructor: Amanda Schivell

Primary Duties:

- Attended lectures, prepared for, and independently taught, 1 3 hour-long lab section/week, co-led off-campus field trips, held weekly office hours, independently graded all assignments, and mentored a group of 24 undergraduate students

Teaching Assistant, Biology 180: Evolution, Mendelian Genetics, Biodiversity, and Ecology Apr-June 2013
 University of Washington, Biology Sept-Dec 2012
Primary Instructors: Cecile Meister, Kerry Naish, Scott Freeman, and Micah Horwith May-Aug 2012

Primary Duties:

- Attended lectures, prepared for, and independently taught, 3 2 hour-long lab sections/week, held weekly office hours, independently graded all assignments, and mentored a group of 72 undergraduate students

Teaching Assistant, Fisheries 437: Fisheries Oceanography Jan-Mar 2013
 University of Washington, School of Aquatic and Fishery Sciences

Primary Instructor: John Horne

Primary Duties:

- Attended lectures, co-designed, and independently taught, 1 2 hour-long discussion section/week, held weekly office hours, independently graded all writing assignments and exams, and mentored a group of 20 undergraduate and graduate students

PUBLICATIONS

- Good, M.J.** 2020. The role and effectiveness of law enforcement in the multi-jurisdictional management of Great Lakes fisheries. Ph.D. Dissertation. Michigan State University, East Lansing, Michigan.
- Good, M.J.**, Taylor, W.W., Martin, J., and S. Faverman. 2020. Relationships: The Game Changer for Increasing Your Leadership Potential and Achieving Success. *Lessons in Leadership: Integrating Courage, Vision, and Innovation for the Future of Sustainable Fisheries*. American Fisheries Society Press, Bethesda, Maryland.
- Taylor, W.W., **Good, M.J.**, Carlson, A.K., Scholze, T., Triezenberg, H.A., and R. Lambe. 2019. The changing face of Great Lakes fisheries. *Aquatic Ecosystem Health and Management* 22(3): 355-367.
- Good, M.J.** and J. Pusateri Burroughs. 2017. Women rise to the challenges of fisheries conservation: reflecting on 10 years of lessons learned through fly fishing. *MSU Fisheries and Wildlife Spotlight*. 13:17-19.
- Good, M.J.**, Taylor, W.W., Robertson, J., Demmer, W., and J. Pusateri Burroughs. 2016. Developing future leaders. *Fisheries*, 41(10):566-568; 612.
- Good, M.J.**, Taylor, W.W., Beck, J., Lambe, R., and J. Robertson. 2016. On the evolution of organizations. *Fisheries*, 41(9):507-510.
- Good, M.J.** and W.W. Taylor. 2016. To evolve, or not to evolve? – That is the question. *Fisheries*, 41(8):433-435.
- Youn, S.J., Allison, E. H., Fuentesvilla, C., Funge-Smith, S., Triezenberg, H.A., Parker, M., Thilsted, Onyango, P., Akpalu, W., Holtgrieve, G., **Good, M.J.**, and S. Muise. 2016. The underappreciated livelihood contributions of inland fisheries and the societal consequences of their neglect. Pages 107-120 in W.W. Taylor, D.M. Bartley, C.I. Goddard, N.J. Léonard, and R. Welcomme, editors. *Freshwater, Fish, and the Future: Proceedings of the Global Cross-Sectoral Conference*. Food and Agriculture Organization of the United Nations, Rome; Michigan State University Press, East Lansing, Michigan, and the American Fisheries Society Press, Bethesda, Maryland.
- Good, M.J.** 2016. The MSU Fenske Fellowship: fresh perspectives on fish, management, and law. *Fisheries* 41(4):171-172.
- Good, M.J.**, W. W. Taylor, and R. Lambe. 2016. The 2014-2015 Fenske Fellowship: Furthering the Future of Fisheries Management. *MSU Fisheries and Wildlife Spotlight*. 12:6-8.
- Good, M.J.** 2016. What is the Fenske Fellowship? *MSU Fisheries and Wildlife Spotlight*. 12:8.
- Good, M.J.** 2016. Emerging leaders empowered to make change. *MSU Fisheries and Wildlife Spotlight*. 12:22-24.
- Beard, J. Coscarelli, M., **Good, M.J.**, and T. Newcomb. 2014. Developing decision-support tools to enhance aquatic connectivity in the Great Lakes Basin: Results of a workshop sponsored by the Great Lakes Fishery Trust. Great Lakes Fishery Trust. 1-33.
- Good, M.J.** and J.F. Kocik. 2013. The intern-mentor experience: a ten-week sample of the real world. Pages

31 – 37 in W.W. Taylor, A.J. Lynch and N.J. Léonard, editors. *Future of Fisheries: Perspectives for Emerging Professionals*. American Fisheries Society Press, Bethesda, Maryland.

Good, M.J., Klinger, T., and C.A. Simenstad. 2013. Utilization of a spatial decision-support tool for the restoration of Chinook salmon in the Columbia River. Master's Thesis. University of Washington, Seattle, Washington. 1-50.

Good, M.J., Goulette, G., and J.F. Kocik. 2011. Reversals and migratory movements of Atlantic salmon *Salmo salar*. White paper. 1-5.

In Preparation

Law enforcement: A critical component in the multi-jurisdictional management and conservation of Great Lakes fisheries

Challenges of, and opportunities, for law enforcement in addressing emerging threats to Great Lakes fisheries sustainability

The nature and effectiveness of a joint approach to law enforcement in Great Lakes fisheries

The perceived role and effectiveness of law enforcement across agencies representing multiple jurisdictions in Great Lakes fisheries

Pedagogical effects on student learning and satisfaction in an introductory fisheries and wildlife course

PRESENTATIONS

Good, M.J., J. Duda, C. Torgersen, S. Brenkman, K. Sutton, and R. Peters. Influence of Dam Removal in the Elwha River: The Revival of Bull Trout after the Largest Dam Removal in United States History. *Oral Presentation*. American Fisheries Society Annual Meeting. Aug 2022.

Good, M.J., E. Britton-Kuttel, and S. Caromile. A Framework for Bull Trout Recovery in Washington. *Oral Presentation*. American Fisheries Society Annual Meeting. Aug 2022.

Good, M.J., Taylor, W.W., Martin, J., and S. Faverman. Relationships: The “Game-Changer” for increasing your leadership potential and achieving success. *Oral Presentation*. American Fisheries Society Annual Meeting. Sept 2020.

Good, M.J. Leveraging federal resources to conserve fish and wildlife in the Columbia and Snake Rivers through the Fish and Wildlife Coordination Act. *Oral Presentation*. American Fisheries Society Annual Meeting. Sept 2020.

Good, M.J. Columbia River System Operations: A creative approach to using the Fish and Wildlife Coordination Act. *Oral Presentation*. Federal Activities and the Fish and Wildlife Coordination Act Training: Shepherdstown, WV. Mar 2020.

Good, M.J. and W.W. Taylor. A study of fisheries law enforcement in the Great Lakes basin: Status update. *Oral Presentation*. Great Lakes Fishery Commission Law Enforcement Committee Meeting: Ypsilanti, MI. Mar 2019.

Taylor, W.W., **Good, M.J.**, Carlson, A.K., Scholze, T., Triezenberg, H., and R. Lambe. The changing face of fisheries in the Great Lakes. *Oral Presentation*. International Association of Great Lakes Research Annual Meeting: Toronto, Canada. July 2018.

Good, M.J. and W.W. Taylor. The efficacy of a joint approach to fisheries law enforcement in the Great Lakes basin. *Oral Presentation*. Great Lakes Fishery Commission Law Enforcement Committee Meeting: Toronto, ON. Mar 2018.

Taylor, W.W., **Good, M.J.**, Carlson, A.K., Scholze, T., Triezenberg, H.A., and R. Lambe. The changing face of Great Lakes fisheries and its ecological and socio-economic consequences. *Oral Presentation*. World Recreational Fishing Conference: Victoria, Canada. July 2017.

Good, M.J. and W.W. Taylor. The efficacy of a joint approach to fisheries law enforcement in the Great Lakes basin. *Oral Presentation*. American Fisheries Society Annual Meeting: Tampa, FL. Aug 2017.

- Good, M.J.** and H. Campa, III. Pedagogical effects on student learning and satisfaction in an introductory fisheries and wildlife course. *Oral Presentation*. American Fisheries Society Annual Meeting: Tampa, FL. Aug 2017.
- Good, M.J.** and H. Campa, III. Pedagogical effects on student learning and satisfaction in an introductory fisheries and wildlife course. *Oral Presentation*. FAST Fellowship Symposium: East Lansing, MI. May 2017.
- Good, M.J.** Understanding the role of law enforcement and impacts on fisheries: a web-based questionnaire for Great Lakes law enforcement officers. *Oral Presentation*. Great Lakes Fishery Commission Law Enforcement Committee Meeting: Bolingbrook, IL. Sept 2016.
- Good, M.J.** and W. W. Taylor. Reelin' in the years of the Michigan State University Fly Gals. *Oral Presentation*. Red Cedar Fly Fishers Monthly Meeting: East Lansing, MI. Apr 2016.
- Good, M.J.** The role and perceived effectiveness of law enforcement in the multi-jurisdictional management of Great Lakes fisheries. *Oral Presentation*. Great Lakes Fishery Commission Law Enforcement Committee Meeting: Milwaukee, WI. Mar 2016.
- Good, M.J.**, Taylor, W.W., and R. Lambe. The Fenske Fellowship: challenges and opportunities for effective law enforcement in multi-jurisdictional fisheries management. *Oral Presentation*. Department of Fisheries and Wildlife Graduate Student Organization Research Symposium: East Lansing, MI. Feb 2016.
- Good, M.J.** Conservation Criminology Lab: Molly J. Good. *Oral Presentation*. Conservation Criminology Brown Bag Seminar. Dec 2015.
- Good, M.J.**, Taylor, W.W., and E. McGarrell. Law enforcement: a critical management tool for ensuring fisheries sustainability. *Oral Presentation*. American Fisheries Society Annual Meeting: Portland, OR. Aug 2015.
- Good, M.J.** and J. Beck. Exploring the "horizon:" clarifications and additions to the Convention on Great Lakes Fisheries. *Oral Presentation*. Great Lakes Fishery Commission Annual Meeting: Grand Rapids, MI. June 2015.
- Good, M. J.**, Taylor, W.W., Ramsey, K., and C. Goddard. The effects of law enforcement on inland fisheries sustainability. *Poster Presentation*. Global Conference on Inland Fisheries: Rome, Italy. Jan 2015.
- Good, M. J.** Fenske Fellowship: enforcement and inland fisheries sustainability. *Oral Presentation*. Great Lakes Fishery Commission Law Enforcement Annual Meeting: Sandusky, OH. Sept 2014.
- Good, M. J.**, Taylor, W.W., and E. McGarrell. Impacts of enforcement on inland fisheries sustainability. *Oral Presentation*. American Fisheries Society Annual Meeting: Québec City, Canada. Aug 2014.
- Good, M. J.**, Klinger, T., and C.A. Simenstad. Utilization of a decision-support tool for the restoration of Chinook salmon in the Columbia River. *Oral Presentation*. Center for Systems Integration and Sustainability Seminar. Michigan State University: East Lansing, MI. Nov 2013.
- Good, M. J.**, Klinger, T., and C.A. Simenstad. Utilization of a decision-support tool for the restoration of Chinook salmon in the Columbia River. *Oral Presentation*. Master's Defense. University of Washington: Seattle, WA. July 2013.
- Good, M. J.**, Goulette, G., and J.F. Kocik. An analysis of reversals and migratory movements of Atlantic salmon smolts in the Penobscot River Estuary. *Oral Presentation*. Bradford E. Brown Symposium. Woods Hole Oceanographic Institution: Woods Hole, MA. Aug 2011.

OUTREACH

#FishLikeAGirl Communications Campaign

May and June 2017

USFWS, Pacific Region

Description: This series of Facebook Live videos was filmed to introduce young adults to the art and sport of fly fishing and empower them—women, especially—to feel comfortable fishing on their own.

Aquatic Invasive Species Survey

June 2016

Trainings, Workshops, and Events Survey for Michigan Sea Grant

Description: This survey, which is intended to be distributed before and/or after educational trainings, workshops, or events sponsored by Michigan Sea Grant, collects data about an individual's awareness of, knowledge about, and desire to prevent or control aquatic invasive species in the Great Lakes.

"Legally Licensed: Conservation Benefits of Buying a Fishing License"

Mar 2016

Educational Outreach Video for Michigan Department of Natural Resources (MDNR) Fisheries Division

Description: This short video serves as an education and outreach tool intended to inform recreational anglers of the importance and conservation benefits of obtaining a state-issued fishing license prior to participating in the abundance of world-famous recreational fishing opportunities in Michigan.

HONORS, AWARDS, AND GRANTS

USFWS Stepping Up to Leadership (SUTL), Pacific Region. An honor granted to those successful in applying to participate in the USFWS SUTL Program, designed for employees who have demonstrated by their performance that they have high potential for assuming positions of increased leadership responsibility. Aug 2022.

STAR Award. A “Special Thanks for Achieving Results” award granted to USFWS staff for achievement on an individual project or for overall performance. Nominated by Mary Root. Mar 2020.

STAR Award. A “Special Thanks for Achieving Results” award granted to USFWS staff for achievement on an individual project or for overall performance. Nominated by Mary Root. Sept 2019.

STAR Award. A “Special Thanks for Achieving Results” award granted to USFWS staff for achievement on an individual project or for overall performance. Nominated by Mary Root. July 2017.

Future Academic Scholars in Teaching (FAST) Fellowship. An award sponsored by the Michigan State University Graduate School and the Center for the Integration of Research, Teaching, and Learning that provides opportunities for a diverse group of graduate students to have mentored teaching experiences and to gain familiarity with materials on teaching and assessment techniques. Apr 2016.

Heart and Soul Award. Award from Michigan Campus Contact and Michigan State University that recognizes a student for their outstanding commitment to service-learning and civic engagement. Nominated by Heather Triezenberg. Mar 2016.

Red Cedar Fly Fishers Graduate Fellowship in Fisheries Management. Competitive award from the Red Cedar Fly Fishers for a graduate student at Michigan State University who is pursuing a career in a fisheries related field. Feb 2016.

Environmental Science and Public Policy Student Travel Grant. Competitive travel award to support graduate student attendance and participation in interdisciplinary conferences: the American Fisheries Society Annual Meeting (Portland, OR). Aug 2015.

Clark Hubbs Student Research Award. A competitive travel award from the American Institute of Fishery Research Biologists to support graduate student attendance and participation in fisheries conferences: the American Fisheries Society Annual Meeting (Portland, OR). Aug 2015.

William W. Taylor and Henry A. Regier Great Lakes Fisheries Fellowship. A doctoral fellowship from Michigan State University and the Great Lakes Fishery Commission that is awarded to a graduate student performing research related to Great Lakes fisheries ecology, governance, or management. Award recipients demonstrate a dedication to understanding factors affecting the sustainability of Great Lakes fisheries ecosystems along with excellent academic credentials, evidence of leadership, ability to communicate to the public as well as professional communities, and the ability to solve problems creatively. June 2015.

Environmental Science and Public Policy Student Travel Grant. Competitive travel award to support graduate student attendance and participation in interdisciplinary conferences: Global Conference on Inland Fisheries (Rome, Italy). Jan 2015.

Graduate Student Research Enhancement Award. Competitive award to support activities that enhance a graduate student's research project: attendance and participation in the Global Conference on Inland Fisheries (Rome, Italy). Jan 2015.

Academic Award. One-time award to support activities that enhance a graduate student's research project: travel, attendance, and participation in Great Lakes Fishery Commission professional meetings. Nov 2014.

Tucky Wheeler Hobbs Fellowship. Competitive award from Gamma Phi Beta International Sorority support a graduate student pursuing a degree in the science field. June 2014.

Graduate Student Organization Travel Grant. Competitive travel award from Michigan State University's Department of Fisheries and Wildlife to support graduate student attendance and participation in professional meetings and conferences: the American Fisheries Society Annual Meeting (Québec, Canada). June 2014.

- Janice Lee Fenske Excellence in Fisheries Management Fellowship.** Competitive fellowship from Michigan State University's Department of Fisheries and Wildlife that pairs a graduate student with a university and fisheries management agency mentor on a fisheries research or outreach project. Mar 2014.
- Graduate Research Assistantship.** A doctoral assistantship from MSU. Aug 2013.
- Hewlett Endowed Fund for Environmental Studies and Marine Affairs.** Competitive award from the University of Washington's School of Marine and Environmental Affairs that supports a graduate student who works at the interface between natural science and social science or natural science and policy. June 2013.
- Jay Ginter Memorial Scholarship.** Competitive award from the University of Washington's School of Marine and Environmental Affairs that supports a graduate student whose graduate research relates to fisheries and spans science and policy. June 2012.
- School of Marine and Environmental Affairs Academic Award.** Recruitment award from the University of Washington's School of Marine and Environmental Affairs. Sept 2011.
- Michigan State University Dean's List.** An honor for full-time undergraduate students who earn a 3.50 or better grade-point average for the courses totaling 12 or more credits for a given semester. 2007-2011.
- Bradford E. Brown Student Scholar Award.** Competitive fellowship from the Northeast Fisheries Science Center that provides a paid summer internship experience with one of their programs and/or laboratories. Mar 2011.
- Michigan State University Fisheries and Wildlife Faculty Outstanding Senior Award.** Competitive award, which goes to the senior undergraduate student in Michigan State University's Department of Fisheries and Wildlife who has demonstrated high scholastic achievement and has contributed to the goals of the University, the Department, and to the fisheries and wildlife profession. This award is nominated and voted on by the Fisheries and Wildlife faculty. Feb 2011.
- International Wildlife Undergraduate Award.** Competitive award from Michigan State University's Department of Fisheries and Wildlife that recognizes an undergraduate student who has demonstrated a commitment and passion to global issues in wildlife conservation. Feb 2011.
- Greek Academic of the Year Finalist.** Competitive award from Gamma Phi Beta International Sorority that recognizes active undergraduate students with the highest grade-point averages. Nov 2010.
- Rebecca Humphries Undergraduate Award.** Competitive award from Michigan State University's Department of Fisheries and Wildlife that recognizes and facilitates undergraduate students from underserved communities to become future leaders in conservation. Feb 2010.
- Presidential Student Abroad Award.** Competitive travel award from Michigan State University for undergraduate students with domestic out-of-state residency for tuition purposes for use with a university-sponsored Study Abroad program: Spanish Language, Literature, and Culture (Santander, Spain). May 2009.
- Freshman Study Abroad Award.** Competitive travel award from Michigan State University for undergraduate students for use with a university-sponsored Study Abroad program: Freshman Seminar Abroad (Yucatán Peninsula, México). May 2007.
- Honors College National Scholarship.** Competitive eight semester scholarship awarded to non-resident undergraduate students who join the Honors College as an incoming freshman. The scholarship is awarded based on grade-point average, class rank, standardized test scores, or similar criteria. May 2007.
- Howard Barnes Memorial Award.** Competitive award from the Northeast Community Challenge Coalition that supports graduating high school seniors who have worked with the Youth Coalition to promote positive youth development. Mar 2007.
- General Electric Star Award.** Competitive award from General Electric that supports graduating high school seniors, who are children of eligible employees and retirees worldwide. Mar 2007.
- National Earthwatch Science Award.** Competitive award from Earthwatch Institute that provides high school students with a fully-funded, scientific research expedition alongside scientists and other students in a natural landscape: "Salmon of the Pacific Northwest" (Puget Sound, WA). June 2006.
- Biology Student of the Year Award.** Competitive award from Ursuline Academy that recognizes one high school student with the highest grade in biology and the greatest potential for future leadership in the professional science community. May 2005.

LEADERSHIP ACTIVITIES

Fly Fishing Instructor

Washington Outdoor Women (<http://washingtonoutdoorwomen.org/>)

Sept 2017-present

Primary Duties:

- Design and co-teach 3 4 hour-long introductory fly fishing classes for women interested in learning about the art and sport of fly fishing

MSU Fly Gals Coordinator

Sept 2013-present

Michigan State University

Primary Duties:

- Independently plan, organize, and execute the annual MSU Fly Gals Workshop, an all-female fly fishing workshop on the Au Sable River in northern Michigan, which introduces natural resource users to the art and sport of fly fishing
- Maintain a social media account (e.g., Facebook page)

Mentor

Mar 2016-May 2017

Great Lakes Leadership Academy Emerging Leader Program (<https://www.canr.msu.edu/glla/emerging-leader-program/>)*Mentee:* Anna Mitterling*Primary Duties:*

- Mentored a participant in the program regarding lessons, trainings, and topics about professional growth and development

Education Advisor

Sept 2013-Dec 2017

Michigan State University, Beta Delta Chapter of Gamma Phi Beta International Sorority

Primary Duties:

- Advised the current Education Vice President on the Fidelity Program, an educational program for new members that is intended to promote greater self-awareness and foster the development of leadership skills

Emerging Leader

Apr-Oct 2015

Emerging Leader Program, Great Lakes Leadership Academy

Mentor: Nicholas Popoff (413) 362-9067

- Selected to participate in a 7-month leadership development program, which was composed of real-world team projects, practical leadership and decision-making lessons, and a network of professional individuals and organizations to share ideas and create solutions

Rho Gamma

Sept 2010

Gamma Phi Beta International Sorority

- Selected by the Panhellenic Council to advise and guide over 600 women through the process of Greek Recruitment

STUDY ABROAD TRAVEL**Spanish Language, Literature, and Culture, Santander, La Universidad Internacional De Menéndez Pelayo (UIMP), Santander, Spain**

May-Aug 2009

Freshman Seminar Abroad, Yucatán Peninsula, México

Aug 2007

TRAININGS, COURSES, AND WORKSHOPS**Stepping Up to Leadership (Cohort 42)**

Mar-Sept 2023

USFWS, NCTC

Description: A competency-based program that is designed to further expand leadership capacity of USFWS employees to tackle the agency's most difficult conservation challenges. The emphasis is on leadership skills rather than supervisory, managerial, or technical skills, and is therefore appropriate for employees in all program areas, as well as supervisors and non-supervisors. The program includes virtual and in-residence sessions,

experiential activities, skill assessments, peer feedback and support, team projects, developmental assignments, and coaching to help each cohort member identify their leadership strengths and opportunities for development.

Adaptive Leadership Training

Nov 2022

USFWS

Description: Together we will learn the adaptive leadership framework to build our capacity for diagnosing and making meaningful progress on the challenges we're facing as an organization. The workshop is immersive and interactive. While we will be orienting to the adaptive leadership framework—built over the last 40 years at Harvard's Kennedy School to deal with challenges that require more than expertise and technical skill, challenges without a manual—we will also be exploring the values, loyalties, and potential losses that make this kind of work so fraught and contentious. In many ways, the sessions are as much about you personally as they are about the challenges we're facing as an organization.

Supervision for New Supervisors

Jan 2022

DOI University

Description: This is a contemporary approach to learning. It combines online learning content, individual assessment instruments, and mediated “question and answer” session with a Human Resource professional in a facilitated, instructor-led event that will enhance participants' knowledge, skills, and performance as supervisors. This 5-day, 40-hour event supports supervisors in their first year to develop proficiency levels for OPM Leadership Competencies. This course equips participants with the foundational concepts and skills that federal supervisors need to be successful in leading those they manage to perform to their highest potential.

Federal Activities and the Fish and Wildlife Coordination Act

Mar 2020

USFWS

Description: This course familiarizes the participant with the USFWS' responsibilities and opportunities under the FWCA. Course content focuses on the relationship of the FWCA to other legislation, the types of assistance the Service provides, standard formats for FWCA reports, and methods for developing project costs, cooperative agreements, and project recommendations.

Inspiring Leadership Through Emotional Intelligence

Aug 2019

USFWS

Description: This in-depth and experiential course based on the Six Seconds EQ™ model helps increase mastery of emotional intelligence to further develop leadership effectiveness and gain new tools to apply immediately in the workplace.

Leading at the Speed of Trust

Aug 2019

USFWS

Description: This course focuses on the Speed of Trust Transformation Process™ and drives a scalable, simple methodology that easily guides individuals, leaders, and organizations to become explicit and deliberate about creating a high-trust, highly-engaged culture focused on results.

Collaboration and Conflict Transformation in Multi-Party Processes

June 2019

USFWS, NCTC

Description: This course focuses on conflict transformation, which encompasses managing and resolving conflict by harnessing the energy inherent in conflicts to motivate change and improvement not only of the decision but also of the institutions and platforms for implementation. Distinct from workplace interpersonal conflict, this course focuses on working with conflict in the context of a collaborative decision process. Presentations, case studies, and discussions were integrated with practical group exercises to target skill-building in conflict transformation.

Civil Treatment for Employees

Feb 2019

USFWS

Description: This award-winning flagship training program is designed to help organizations prevent, detect, and correct inappropriate behaviors and build productive, inclusive cultures. Civil Treatment is a series of training and learning courses with tracks for leaders and employees.

Crucial Conversations

May 2018

USFWS

Description: This course helps individuals, teams, leaders and organizations deal effectively with difficult subjects, facilitate open and honest two-way communication and improve unity and conviction among people.

Habitat Conservation Planning for Endangered Species

Oct 2017

USFWS, NCTC

Description: This course addresses the basic steps and processes regarding Habitat Conservation Planning under Section 10(a)(1)(B) of the ESA. Case studies and interactive exercises are used to reinforce lecture sessions.

Interagency Consultation for Endangered Species

Oct 2017

USFWS, NCTC

Description: This course provides participants with basic information on conducting interagency consultation under Section 7 of the ESA. Key information needs and procedures are addressed, with a focus on the information needs related to biological assessments and biological opinions. Lecture and discussion emphasize interagency exchange of information and solutions to support species conservation.

Restoration Policy, Planning, and Partnering

July 2017

USFWS, NCTC

Description: This course provides restoration practitioners a foundation in restoration policy and planning, covering the federal authorities for restoration; compliance requirements, including the NEPA; general principles of restoration science; and, the steps involved in developing a restoration plan within the context of landscape-scale conservation and climate change. Case studies exemplified building partnerships and other key concepts of the course.

USFWS Foundations: Discover Your Service!

April 2017

USFWS, NCTC

Description: The main focus of this course is to provide skills for working with others to accomplish the mission of the USFWS. This course provided an introduction to public service and the USFWS organization, an overview of USFWS related legislated mandates, USFWS and conservation history, and foundations in valuing diversity, communication, conflict resolution and group dynamics. Views of the USFWS were also provided by corporate partners, FWS leadership, and other bureaus within the Department of Interior.

General Civil Mediation Training

Aug 2016

Michigan State University, College of Law

Description: A three-credit course that discussed mediator roles, orientations, styles, legal issues in mediation, mediator certification and ethics, mediators and lawyers, the institutionalization of mediation, and the use of mediation in different contexts. This course met the training requirement of MCR 2.411 for those interested in serving as rostered civil mediators.

Course II: Advancing Learning through Evidence-Based STEM Teaching

June-Aug 2016

Vanderbilt University, University of Wisconsin-Madison, Michigan State University, Boston University

Description: A Massive Organized Online Community (MOOC) that prepared science, technology, engineering, and mathematics (STEM) instructors to develop and implement teaching practices that advance the learning experiences and outcomes of both students and teachers.

Certification in College Teaching Institute (<https://grad.msu.edu/cctp>)

May 2016

Michigan State University

Description: This intensive series of workshops focused on teaching with technology, assessing student learning outcomes, creating effective learning environments, and developing teaching portfolios.

An Introduction to Evidence-Based Undergraduate STEM Teaching

Sept-Nov 2015

Vanderbilt University, University of Wisconsin-Madison, Michigan State University, Boston University

Description: A Massive Organized Online Community (MOOC) that hosted instructional video lectures, implemented weekly quizzes and individual assignments, and supported a campus-wide learning community composed of graduate students, postdoctoral students, and faculty.

Great Lakes Leadership Academy Emerging Leader Program

Apr-Oct 2015

Description: A seven-month program of individual and organizational leadership skills development, which was composed of real-world team projects, practical leadership and decision-making lessons, and a network of professional individuals and organizations to share ideas and create solutions.

Conservation Leaders for Tomorrow (<https://clft.org/>)

Jan 2014

Description: This four-day professional development program focused on improving hunter awareness and conservation education among new hunters. Each program participant completed their hunter safety education and received their hunting license. The program culminated in a guided pheasant hunt.

Ready for Media (<https://www.readyformedia.com/>)

Oct 2013

Description: Two-day individual communication training by media and communications specialist, Anne Ready.

PROFESSIONAL SOCIETIES AND AFFILIATED ORGANIZATIONS

Boone and Crockett Club; American Institute of Fishery Research Biologists; American Association for the Advancement of Science; International Association of Great Lakes Research; Center for the Integration of Research, Teaching, and Learning; Trout Unlimited; American Fisheries Society; Beta Delta Chapter of Gamma Phi Beta International Sorority; The National Society of Collegiate Scholars; Spanish Honor Society; and National Honor Society

RELEVANT COURSEWORK

Michigan State University (2013-2017)

Advanced Fish Ecology; Advanced Learning through Evidence-Based STEM Teaching; Advocacy in the Natural Resources Arena; An Introduction to Evidence-Based Undergraduate STEM Teaching; Corporate Environmental Crime and Risk; Coupled Human and Natural Systems (CHANS); Criminal Justice Organization and Process; The Cross-Boundary Social Science of Trust in the Institutional Context; Environmental Risk Perception and Decision-Making; Fish Population Dynamics; General Civil Mediation; Global Issues in Fisheries and Wildlife; Global Risks, Conservation, and Criminology; Introduction to Environmental Science and Policy; Introduction to the Models, Clustering, and Graphical Representations for Social Network Analysis; Leadership in Natural Resources and Environmental Management; Pathways to Scientific Teaching; Statistics for Biologists; Systems Thinking; Telling Your Story: Communicating Your Research to Diverse Audiences; Uncertainty and Natural Resource Management; Valuation in Natural Resources

University of Washington (2011-2013)

Advanced R Programming; Applied Geostatistics and Spatial Pattern Analysis; Bevan's Guest Lecture Series; Decision Making and Action Taking in Marine Affairs; Fisheries Management and Policy; Fisheries Oceanography; Integrated Coastal Management; Integrated Marine Affairs; International Organizations and Ocean Management; Introduction to Human Dimensions of Global Change; Introduction to R Programming; Marine Policy Analysis; Salmonid Behavior and Life History; Statistical Inference in Ecology; U.S. Coastal and Ocean Law

Michigan State University (2007-2011)

Communication Campaigns in Agriculture and the Environment; Communications for Fisheries and Wildlife Professionals; Conservation and Management of Marine Resources; Ecological Problem Solving; Ecology; Environmental Ethics; Fisheries Techniques; Fundamentals of Fisheries and Wildlife; Human Dimensions of Fisheries and Wildlife; Ichthyology; Introduction to Probability and Statistics for Ecologists; Limnology; Marine Biology; Marine Ecosystem Management; Oceanography; Population Analysis and Management; Stream Ecology

REFERENCES

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