

**Curriculum Vitae**  
**Rebecca A. Christoffel**  
**Snake Conservation Society**  
**Christoffel Conservation**  
rebecca.christoffel@gmail.com  
608-819-6730

**Education**

- 2007 Ph.D., Fisheries and Wildlife, Michigan State University (MSU). *Using Human Dimensions Insights to Improve Conservation Efforts for the Eastern Massasauga Rattlesnake (*Sistrurus catenatus catenatus*) in Michigan and the Timber Rattlesnake (*Crotalus horridus horridus*) in Minnesota.*
- 1998 M.S., Wildlife Ecology, University of Wisconsin (UW)-Madison. *Ecological and Sociological Aspects of White-tailed Deer Herbivory in South Central Wisconsin.*
- 1993 B.S., Wildlife Ecology, University of Wisconsin-Madison.

**Professional Progression**

- 2015 - Present Certified Interpretive Trainer, National Association for Interpretation
- 2014-Present Sole Proprietor, Christoffel Conservation, Madison, WI
- 2013-Present President, Snake Conservation Society, Madison, WI
- 2009-2014 Assistant Professor/Extension Wildlife Specialist, Dept. of Natural Resource Ecology & Management, Iowa State University, Ames, IA
- 2008-2009 Project Manager/Human Dimensions Specialist, D.J. Case & Associates, Inc., Mishawaka, IN
- 2007-2009 Honorary Fellow, Dept. of Forest and Wildlife Ecology, UW
- 2002-2007 Doctoral Student, Dept. of Fisheries and Wildlife, MSU
- 2005-2006 Instructor, Dept. of Fisheries and Wildlife, MSU
- 2002-2006 Instructor, UW-Superior and UW-Stevens Point, (summer courses taught at Trees for Tomorrow in Eagle River, WI)
- 2002 Instructor, Farm and Industry Short Course, UW-Madison
- 1999-2002 Wildlife Outreach Specialist, Dept. of Wildlife Ecology, UW-Madison
- 1998 Herpetologist/Inventory Specialist, UW, Cooperative Extension Service
- 1994-1998 Master's Student, Dept. of Wildlife Ecology, UW-Madison,
- 1994 Herpetologist/Landowner Contact Specialist, WI Dept. Natural Resources (WDNR), Bureau of Endangered Resources
- 1993 Intern Coordinator, WDNR, Bureau of Endangered Resources

## Honors

- 2014 *Early Achievement in Extension and Outreach Award*, College of Agriculture and Life Sciences, Iowa State University
- 2014 *Business/Community Partner Recognition Award*, Des Moines Public Schools, Central Campus, Iowa Energy and Sustainability Academy
- 2007, 2006 *GSO Travel Grant Award*, Dept. Fisheries and Wildlife, MSU \$500 each
- 2006, 2005 *Joseph Schotthoefer Scholarship*, Safari Club International, Novi Chapter
- 2005 *Janice Fenske Memorial Award*, MI Chapter, American Fisheries Society
- 2003 *National Student Scholarship*, National Association for Interpretation
- 2002-2006 *University Distinguished Fellowship*, MSU
- 2002 *Conservation Scholarship*, Saginaw Bay Walleye Club
- 1997 *Greentree Garden Club Award*, College of Ag. and Life Sciences (CALs), UW
- 1995 *Terry Amundsen Award*, Ruffed Grouse Society, Wisconsin Chapter
- 1995 *Comstock Scholarship*, CALs, UW-Madison
- 1993 *Finalist for Outstanding Senior*, CALs, UW-Madison
- 1992 *Laurence N. Dexter Scholarship*, CALs, UW-Madison
- 1992 *WALSAA Scholarship*, CALs, UW-Madison

## Research

### Peer-reviewed (PR) Publications

7. Anderson, A. and **R.A. Christoffel**. 2014. "Fisher." *WildTracks*. Iowa State University Extension and Outreach, publication PMR1015A.
6. Anderson, A. and **R.A. Christoffel**. 2014. "Long-tailed weasel." *WildTracks*. Iowa State University Extension and Outreach, publication PMR1015B.
5. Santiago, A., N. Franz, **R. Christoffel**, K. Cooper and B. Schmitt. 2013. "The Family-Environment Connection: Filling a Nation-Wide Program Gap." *Journal of Extension* 51(5):5IAW3.
4. **Christoffel, R.A.** and C.A. Lepczyk. 2012. "Representation of Herpetofauna in Wildlife Research Literature." *Journal of Wildlife Management* 76(4):661-669.
3. **Christoffel, R. A.** 2012. "Value orientations and conservation of massasauga rattlesnakes," in Decker, D. J., S. J. Riley, and W. F. Siemer, Eds. *Human Dimensions of Wildlife Management*, Johns Hopkins University Press, Baltimore, MD.

2. Genet, K.S., Lepczyk, C.A., **Christoffel, R.**, Sargent, L.G. and T.M. Burton. 2008. "Using volunteer monitoring programs for anuran conservation along a rural-urban gradient in southern Michigan." In J.C. Mitchell, R.E. Jung Brown and B. Bartholomew (eds.), *Urban Herpetology*, Herpetological Conservation 3:563-572. Society for the Study of Amphibians and Reptiles, Salt Lake City, UT.
1. **Christoffel, R.A.** and S.R. Craven. 2000. "Woodland owners' attitudes toward white-tailed deer and herbivory in Wisconsin." *Wildlife Society Bulletin*, 28(1):227-234.

### PR Publications Submitted and In Prep

4. Lepczyk, C.A., **Christoffel, R.A.**, and D. T. Rutledge. *In revision*. "Does size matter? Human perceptions of species endangerment." *Proceedings of the Royal Society B*.
3. Stephenson, A. L., **Christoffel, R. A.**, Fritzell, P. A. Jr., and L. M. Gigliotti. *In revision*. "How well do we know our Stakeholders? A Comparison of two state agencies and the publics they serve." *In Revision*. *Wildlife Society Bulletin*.
2. Crain, J., **Christoffel, R.**, and Fritzell, P. *In revision*. "Iowa's Walk-in Hunting Program: A Landowner's Perspective." *In Revision*.
1. Carter, A., and **R. Christoffel** *In revision*. "Keeping them on the line! Success Indicators in Urban Fishing Programs." *Fisheries*

### Invited Manuscripts

1. **Christoffel, R.**, Lee, Y. and D. Hyde. 2010. "Michigan's Eastern Massasauga Rattlesnake Outreach Initiative: Rattlin' an Image." *Reptiles and Amphibians, Conservation and Natural History* 17(3):130-135.

### Peer-reviewed Book Chapters

2. **Christoffel, R.** 2013. "Agroforestry and wildlife." In M. Gold, M. Cernusca, and M. Hall, (eds.), *Training Manual for Applied Agroforestry Practices*, 2013 edition.
1. Genet, K.S., Lepczyk, C.A., **Christoffel, R.**, Sargent, L.G. and T.M. Burton. 2008. "Using volunteer monitoring programs for anuran conservation along a rural-urban gradient in southern Michigan." In J.C. Mitchell, R.E. Jung Brown and B. Bartholomew (eds.), *Urban Herpetology*, Herpetological Conservation 3:563-572. Society for the Study of Amphibians and Reptiles, Salt Lake City, UT.

### Peer-edited Articles

1. **Christoffel, R.A.**, Felix, A., Kramer, D. and N. Lamp. 2008. "Applying an adaptive management framework to an experiential field course in Fisheries and Wildlife." *The Wildlife Professional* 2(2): 45-47.

### Books (State Field Guides to Amphibians and Reptiles)

4. **Christoffel, R.**, J. Edwards and B. Perry. 2010. Snakes and Lizards of Minnesota. Nongame Program, Minnesota Department of Natural Resources, St. Paul, MN.

3. **Christoffel, R.**, R. Hay, and M. Monroe. 2002. Turtles and Lizards of Wisconsin, PUB-ER-104, Wisconsin Department of Natural Resources, Madison, Wisconsin.
2. **Christoffel, R.**, R. Hay and M. Wolfgram. 2001. Amphibians of Wisconsin, PUB-ER-105, Wisconsin Department of Natural Resources, Madison, Wisconsin
1. **Christoffel, R.**, R. Hay and L. Ramirez. 2000. Snakes of Wisconsin, PUB-ER-100, Wisconsin Department of Natural Resources, Madison, Wisconsin.

### Extension Publications

8. **Christoffel, R.** and A. Carter. 2015. Using a process model to develop and assess natural resources programs, Iowa State University Extension and Outreach, PM3030B, Ames, IA.
7. **Christoffel, R.** and A. Carter. 2012. Strategizing partnerships for managing natural resources. Iowa State University Extension and Outreach, PM 3030A, Ames, IA.
6. Anderson, A. and **R. Christoffel**. 2014. Long-tailed weasel. WildTrack series, Iowa State University Extension and Outreach, PMR1015B, Ames, IA. Expert reviewed.
5. Anderson, A., and **R. Christoffel**. 2014. Fisher. WildTrack series, Iowa State University Extension and Outreach, PMR1015A, Ames, IA. Expert-reviewed.
4. Konrady, S., **R. Christoffel**, A. M. Van Der Zanden and J. Morris. 2012. Living around an urban pond. Iowa State University Extension and Outreach, Ames, IA.
3. **Christoffel, R.** and K. Siebert. 2011. Stopping the spread of white-nose syndrome (WNS) in bats, Iowa Department of Natural Resources, Des Moines, IA.
2. **Christoffel, R.**, D. Covell, S. Craven and R. Ruff. 2000. How to inventory and monitor wildlife on your land, PUBL-WM-294-00, WI Dept. of Natural Resources, Madison, WI.
1. **Christoffel, R.A.**, S.R. Craven and T. Steele. 1995. Kemp Natural Resources Station nature trail guide. Agricultural Research Stations, Madison, WI.

### Book Reviews

5. **Christoffel, R.** 2012. Book review. "The sportsman's voice: hunting and fishing in America." *Human Dimensions of Wildlife* 17(3): 228-230.
4. **Christoffel, R.** 2011. Book review. "Amphibians and reptiles: an introduction to their natural history and conservation". *Bulletin of the Chicago Herpetological* 46(11):143.
3. **Christoffel, R.** 2010. Book review. "The Last Tortoise: A Tale of Extinction in Our Lifetime." *Bulletin of the Chicago Herpetological Society* 45(10):161-162.
2. **Christoffel, R.A.** 2008. Book review. "Intelligent Courage: Natural Resource Careers that Make a Difference." *Human Dimensions of Wildlife* 13: 301-302.
1. **Christoffel, R.A.** 2008. Book review. "Mean and Lowly Things: Snakes, Science and Survival in the Congo." *Bulletin of Chicago Herp. Society* 43 (12): 196.

## Published Abstracts and Conference Proceedings

4. **Christoffel, R.** and S.J. Riley. 2006. "Assessing eastern massasauga outreach efforts." *In* Third International Symposium and Workshop on Conservation of the Eastern Massasauga, *Sistrurus catenatus*: Population Viability and Outreach. 2005, October 12-14, Toronto Zoo, Ontario, Canada. Available online at <http://www.brocku.ca/massasauga/christoffelandriley2005.pdf>
3. Lee, Y., D. Hyde, **R. Christoffel**, and A. Snider. 2006. "Initiating a public education and outreach program in southeast Michigan." *In* Third International Symposium and Workshop on Conservation of the Eastern Massasauga, *Sistrurus catenatus*: Population Viability and Outreach. 2005, October 12-14, Toronto Zoo, Ontario, Canada. Available online at <http://www.brocku.ca/massasauga/yumanleeetal2005.pdf>.
2. **Christoffel, R.**, and Y. Lee. 2004. "Eastern massasauga rattlesnake workshop and outreach initiative development." *Interpreters' Sourcebook*, National Association for Interpretation.
1. **Christoffel, R.** 2003. "Reptile rendezvous (Interpreting venomous reptiles to the public)." *Interpreters' Sourcebook*, National Association for Interpretation.

## Popular Press and Technical Reports

16. Payeur, J., Rohlwing, I. and **R. Christoffel**. 2013. Final report for AgDiscovery at Iowa State University, USDA-APHIS, Office of Civil Rights, Riverdale, MD.
15. Blanchong, J. and **R. Christoffel**. 2013. Acoustic transect monitoring and white-nose syndrome response plan for Iowa bats, Iowa Department of Natural Resources, Des Moines, IA.
14. Dreslik, M., R. King, J. Earnhardt, and **R. Christoffel**. (*In press*) Recovery Plan for Eastern Massasauga Rattlesnakes in Illinois. University of IL, IL Natural History Survey, Urbana, IL.
13. Blanchong, J. and **R. Christoffel**. 2012. Acoustic Drive Transect Surveys for Bats in Iowa. Final report to Iowa Department of Natural Resources (DNR), Des Moines, Iowa.
12. Carter, A., **R. Christoffel**, and L.W. Morton. 2012. Urban fishing formative assessment and case study, Final Report, Iowa State University, Sociology Department, Ames, IA.
11. **Christoffel, R.** and J. Blanchong. 2011. White Nose Syndrome: Stop the Spread! Final report. Submitted to Iowa DNR, Des Moines, Iowa.
10. Zenner, G., P. Fritzell, S. Roberts, A. Hancock, and **R. Christoffel**. 2011. 2011 Iowa Waterfowl Hunter Survey Final Report. Iowa Department of Natural Resources, Des Moines, Iowa.
9. Carter, A. and **R. Christoffel**. 2011. Urban Fishing Formative Assessment and Case Study, Task 1: Research and Review, Iowa State University, Sociology Department, Ames, Iowa.
8. Carter, A. and **R. Christoffel**. 2011. Urban Fishing Formative Assessment and Case Study, Tasks 2a and 3a: Documentation and Assessment, Iowa State University, Sociology Department, Ames, Iowa.

7. **Christoffel, R.** 2010. Assessment report to Iowa Department of Natural Resources of the Youth Hunter Education Challenge program for hunting recruitment and retention.
6. Lee, Y., **R. A. Christoffel** and D.A. Hyde. 2009. *Learning to Live with the Eastern Massasauga Rattlesnake: Expanding Outreach and Education in Southern Michigan*, Rept. No. 2009-25, Lansing: MSU Extension, MI Natural Features Inventory.
5. **Christoffel, R.**, A. Felix and N. Lamp. 2007. "Fieldwork frenzy in fisheries and wildlife." *Spotlight* Winter 2006/Spring 2007, pp.4-7.
4. **Christoffel, R.A.** 2005. Final Report to Minnesota Department of Natural Resources for funding received under the US Fish and Wildlife Service Landowner Incentive Program for Timber Rattlesnake Conservation.
3. Lee, Y. and **R. Christoffel**. 2005. *Learning to Live with the Eastern Massasauga Rattlesnake: Initiating a Public Education and Outreach Program in Southeast Michigan*, Rept. No. 2005-20, Lansing: MSU Ext., MI Natural Features Inventory.
2. **Christoffel, R.A.** and R. Hay. 1997. 1994 census of Blanchard's cricket frog (*Acris crepitans blanchardi*) in southwestern Wisconsin. Wisconsin Department of Natural Resources, Bureau of Endangered Resources, Madison, Wisconsin.
1. **Christoffel, R.A.** and R. Hay. 1995. The effectiveness of placing turtle mortality barriers and crossing signs along highways to reduce turtle mortality. Wisconsin Department of Natural Resources, Bureau of Endangered Resources, Madison, WI.

### Grants Received

19. *Bat Acoustic Transects and White-nose Syndrome Response Plan*, Blanchong, J. and **R. Christoffel**. Iowa Department of Natural Resources. (2013-2014) \$24,600.
18. *Bat Acoustic Transects*, Blanchong, J. and **R. Christoffel**. Iowa Department of Natural Resources (2013) \$5,500.
17. *Field Notes: using a graduate student outreach publication to increase interest and knowledge in natural resource conservation and management studies and careers by educators and their students*, Iowa Department of Natural Resources, Resource Enhancement and Protection program, **Christoffel, R.** and L. Gardner (2012-2014) \$7,184.
16. *Assessment of Iowa Habitat and Access Program (IHAP)*, **Christoffel, R.** Iowa Department of Natural Resources (2012-2013) \$24,600.
15. *Investigating Bat Populations using Road Transects*, Blanchong, J. and **R. Christoffel**. Iowa Department of Natural Resources. (2012-2013) \$19,000
14. *Natural Resource Management under the North American Model of Conservation*, **Christoffel, R.** College of Agriculture and Life Sciences, ISU. (2012) \$5,000
13. *Building the infrastructure of Iowa's Master Conservationist Program*, **Christoffel, R.** and C. Fahey. Ag Ventures Alliance (2012) \$15,000

12. *Navigating the Waters: a Wetland Development Guide for Agencies and Organizations working with Women Landowners*, **Christoffel, R.**, L. W. Morton, T. Stewart, and A. Carter, U.S. EPA Reg 7 Wetland Program Develop. Grants, (2011-2015) \$234,423
11. *White Nose Syndrome in Bats: Stop the Spread! A communications and outreach initiative*, **Christoffel, R.** and J. Blanchong. Iowa Department of Natural Resources, (2010) \$12,500
10. *Urban Fishing Formative Assessment and Case Study*, Wright Morton, L., and **R. Christoffel**. Iowa Department of Natural Resources (2010-2012) \$75,867
9. *AgDiscovery*, Fairbanks, W. S. and **R. A. Christoffel**. Cooperative agreement between USDA APHIS and Iowa State University (2010-2014) \$147,000.
8. *Development of a natural resources field institute: shaping future professionals through experiential learning and teaching*, Kramer, D., **R. Christoffel**, A. Felix, N. Lamp, L. Wolfson, H. R. Campa, III, D. Hayes and K. F. Millenbah. USDA Higher Education Challenge Grant Program (2005-2007) \$71,880
7. *Enhancing conservation of eastern massasauga rattlesnakes in Michigan: human dimensions of rare reptile management*, Riley, S. J., and **R. A. Christoffel**, Michigan Department of Natural Resources (MI DNR) (2003-2006) \$80,454
6. *Learning to live with the eastern massasauga rattlesnake: initiating a public education and outreach program in southeast Michigan*, Lee, Y., L. Sargent and **R. Christoffel**, United States Environmental Protection Agency, (2003-2005) \$45,881
5. *A workshop to prepare fisheries and wildlife students for their first post-baccalaureate positions*, **Christoffel, R. A.** and J. Schneider. The Wildlife Society, Wildlife Information Network program (2005) \$3,000
4. *Human beliefs, attitudes and behavioral intentions toward snakes*, Society for the Study of Amphibians and Reptiles **Christoffel, R. A.** (2003) \$500
3. *Integrating human dimensions in rare reptile conservation efforts*, Chicago Herpetological Society **Christoffel, R. A.** (2003) \$500
2. *Bat Trunks for Primary and Middle Schools*, NA Bat Conservation Partnership **Christoffel, R. A.** (2001) \$5,000
1. *Wisconsin Coverts Project*, Ruffed Grouse Society Craven, S. R. and **R. A. Christoffel** (2000-2002) \$27,000

### Grants Submitted

15. *Water quality and biological diversity in stormwater wetlands: enhancing environmental knowledge and stewardship in urban areas*. Thompson, J.R., T. W. Stewart, and **R. Christoffel**, U.S. EPA Environmental Education Grant Program \$284,430 (2014)
14. *The value of Iowa wetlands from an eco-tourism perspective: a choice experiment approach*. Lee, S., T. Stewart, C. Kling and **R. Christoffel**, ISU LAS signature research initiative \$24,998 (2014)

13. *Using communication to help underrepresented landowners make science-related decisions*, Dahlstrom, M., ....**R. Christoffel**, ISU LAS signature research initiative. \$10,000, 2013.
12. *Healthy families and environments: Building the capacity of professionals to connect families to the environment.*, Santiago, A. and **R. Christoffel**. Iowa Department of Natural Resources, Resource Enhancement and Protection, Conservation Education Program, Des Moines, IA. \$7,057 (2013)
11. *Ecosystem condition and pollutant removal in urban stormwater wetlands; integrating research and collaborative learning to promote water resource protection*, Stewart, T., Thompson, J.R., **Christoffel, R.** United States Environmental Protection Agency (Region 7) \$221,132 (2013)
10. *Biotic communities, water quality, and pollutant removal in stormwater wetlands: integrating research and education to promote water resource protection*. Stewart, T., Thompson, J.R., **Christoffel, R.** and C. Pierce. United States Environmental Protection Agency (Region 7) \$ 237,477 (2012)
9. *Lyme disease surveillance and outreach in Ames, Iowa*, Blanchong, J. and **R. Christoffel**. Iowa Science Foundation. \$ 4,989 (2012)
8. *Aquatic Adventures Weekend*, Pattillo, D.A., **R. Christoffel**, and J. Randall. VPEO Strategic Initiatives, ISU. 2012
7. *Family-Environment Connection*, **Christoffel, R.**, A. Santiago, K. Cooper and B. Schmitt. VPEO Strategic Initiatives, ISU. \$140,064 (2012)
6. *NatureMapping: Teachers and Students doing Science Outdoors*, **Christoffel, R.** VPEO Strategic Initiatives, ISU. \$347,493
5. *Family-Environment Connection*, Herb Howell Award for Excellence in Extension. Santiago, A., **R. Christoffel**, K. Cooper, and B. Schmitt. \$9,900 (2012)
4. *Family-Environment Connection Workshops*, **Christoffel, R.** and A. Santiago. Iowa Energy Center, Ames, IA. \$3,582 (2011)
3. *Identification guides to Iowa's vertebrates*. **Christoffel, R.** and T. Stewart. Iowa Department of Natural Resources, Resource Enhancement and Protection, Conservation Education Program, Des Moines, IA. \$48,246 (2011)
2. *Family-Environment Connection*, **Christoffel, R.** and A. Santiago, Iowa Department of Natural Resources, Resource Enhancement and Protection, Conservation Education Program, Des Moines, IA. \$45,073 (2011)
1. *Growing healthy habits: Outdoor education for obesity prevention in preschoolers*, Welch, A., **R. Christoffel**. National Institute for Food and Agriculture, \$1,972,826 (2010)

## Conference Presentations

47. **Christoffel, R.** and A. Stephenson. 2015. Using information about your audience's wildlife value orientations to target adult programming. National Association for Interpretation Region 5 Meeting, March 21.



46. Stephenson, A. L., R. A. Christoffel, and P. A. Fritzell. 2015. Bridging the GAP: incorporating human dimensions and habitat suitability into wildlife management in Iowa. Midwest Fish & Wildlife Conference, Indianapolis, IN, February 10, 2015.
45. Crain, J. M., **R. Christoffel**, C. Jennelle, and P. A. Fritzell. 2015. Evaluating Iowa's public access and habitat incentive program: from pilot program grant to hunter willingness to pay. Midwest Fish & Wildlife Conference, Indianapolis, IN, February 11, 2015.
44. **Christoffel, R.**, Stephenson, A., and C. Lepczyk. 2015. Journals', stakeholders', and managers' views on amphibians and reptiles as wildlife. Midwest Fish & Wildlife Conference, Indianapolis, IN, February 10, 2015.
43. **Christoffel, R.** and Stephenson, A. 2014. Using information about your audience's wildlife value orientations to target adult programming. Iowa Association of Naturalists fall meeting, November 5-7, Ladora, IA.
42. Fritzell, Jr., P., Crain, J. and **Christoffel, R.** 2014. Iowa's voluntary public access and habitat incentive program: hunter attitudes and willingness to pay. Pathways 2014: Common Futures conference, October 5-9, Estes Park, CO.
41. Crain, J., **Christoffel, R.**, and P. Fritzell, Jr. 2014. Evaluating landowner-hunter relations in Iowa: the hunter response. Pathways 2014: Common Futures conference, October 5-9, Estes Park, CO.
40. **Christoffel, R.** 2014. Field Notes: a graduate student publication aimed at increasing STEM interest and competency. ISTS Math and Science conference, October 22, Ames, IA.
39. Carter, A., **Christoffel, R.**, Bader, E., Lamb, I. and Eells, J. 2013. Cultivating landscape transformations: watersheds, wildlife and messaging. Women in Sustainable Agricultural Conference, "Cultivating our Food, Farms and Future," Des Moines, IA.
38. **Christoffel, R.** 2013. Communicating with agricultural landowners. Wisconsin Chapter, The Wildlife Society, Wisconsin Dells, WI.
37. Carter, A., L.W. Morton and **R. Christoffel**. 2013. Women and water quality conservation. Heartland Meeting, Kansas City, KS.
36. Stephenson, A., **R. Christoffel**, and P. Fritzell, Jr. 2012. How well do we know our stakeholders: a comparison of state agency employee and stakeholder values toward wildlife. Midwest Fish & Wildlife Conference, Wichita, KS.
35. Stephenson, A., **R. Christoffel**, and P. Fritzell, Jr. 2012. Variations in Wildlife Value Orientations of Iowans. Pathways to Success, Human Dimensions of Fish & Wildlife Conference, Breckenridge, CO. Carter, A., **R. Christoffel**, and L. Wright Morton. 2012. What's the catch? Urban Fishing Programs, Stakeholders, and Water Quality. Pathways to Success, Human Dimensions of Fish & Wildlife Conference, Breckenridge, CO.
34. Carter, A., **R. Christoffel**, and L. Wright Morton. 2012. What's the catch? Urban Fishing Programs, Stakeholders, and Water Quality. Pathways to Success, Human Dimensions of Fish & Wildlife Conference, Breckenridge, CO.

33. **Christoffel, R.**, G.L. Heinrich, T.J. Walsh, J.A. Butler and B. Hayman. 2012. New Directions in Diamondback Terrapin Conservation and Management: Using Educational Outreach and Marketing. 10<sup>th</sup> Annual Symposium on the Conservation and Biology of Turtles and Freshwater Turtles, Tucson, AZ.
32. Carter, A., **R. Christoffel**, and L. W. Morton. 2012. Navigating the waters: engaging women landowners and agency partners in water conservation. Rural Sociology Society Conference, Chicago, IL.
31. Carter, A., L. W. Morton, and **R. Christoffel**. 2012. Is there a hook? Urban fishing programs and water quality. National Sea Grant and Land Grant Water Quality Conference. Portland, Oregon.
30. Laurito, N. and **R. Christoffel**. 2012. Power of the people: a sample of environmental ethos in North Sumatra and Jakarta. ISU Undergraduate Research Symposium.
29. **Christoffel, R.** 2012. Managing temporary woodland pools for wildlife. Tri-State Forestry Conference, Sinsiniwa, WI.
28. **Christoffel, R.** 2012. White nose syndrome: stop the spread! Winterfest 2012, Iowa Association of County Conservation Board Employees, Waterloo, IA.
27. Stephenson, A., **R. Christoffel** and P. Fritzell. 2012. Risk Perceptions of Large Predators in Iowa, IA Chapter, The Wildlife Society annual meeting, Des Moines, IA.
26. Stephenson, A., **R. Christoffel** and P. Fritzell. 2011. Integrating Citizen Wildlife Values with State Wildlife Management. Midwest Fish & Wildlife Conference, Des Moines, IA.
25. Carter, A., **R. Christoffel**, and L. Morton. What's the catch? Success indicators in urban fishing programs. Midwest Fish & Wildlife Conference, Urban Fishing Symposium, Des Moines, IA. December 2011.
24. Carter, A., **R. Christoffel**, and L. Morton. Can we eat it? Urban fishing programs and water quality. Midwest Fish & Wildlife Conference, Human Linkages Symposium, Des Moines, IA. December 2011.
23. **Christoffel, R.** 2011. Snakes of the Midwest. Tri-State Forestry Conference, Sinsiniwa, WI.
22. Carter, A., and **R. Christoffel**. 2011. Success indicators in community program development and partnerships: a case study of an urban fishing program. American Fisheries Society Annual Meeting, Seattle, WA.
21. Carter, A., and **R. Christoffel**. 2011. Success indicators and partnerships: a case study of an urban fishing program. International Symposium of Society and Resource Management. Madison, WI.
20. Carter, A., **R. Christoffel**, B. Gigar, B. Dodd and S. Konrady. 2011. Success indicators in community program development and partnerships: a case study of an urban fishing program. Iowa Water Conference, Ames, IA.

19. Major, A., L. Haynes, and **R. Christoffel**. 2010. A Midwest regional Master Naturalist Program: a template for new programs. Alliance of Natural Resource Outreach and Service Programs (ANROSP), Moline, IL.
18. **Christoffel, R.** 2010. Managing forests for wildlife. Tri-state Forestry Conference, Sinsiniwa, WI.
17. **Christoffel, R.** 2010. Forest amphibian and reptile identification. Tri-state Forestry Conference, Sinsiniwa, WI.
16. **Christoffel, R.** 2010. Rattlin' an image: applicability of social carrying capacity for managing "unhuggables." Joint meeting of Iowa Chapter of The Wildlife Society and Iowa Chapter of American Fisheries Society.
15. **Christoffel, R.**, Y. Lee, and D. Hyde. 2009. Eastern massasauga rattlesnake outreach initiative in Michigan: the first five years. Annual meeting of the Kansas Herpetological Society.
14. **Christoffel, R. A.** and K. Frank. 2007. Efficacy of outreach methods to influence attitudes toward snakes. 68<sup>th</sup> Midwest Fish and Wildlife Conference, Madison, WI.
13. **Christoffel, R. A.** and S. J. Riley. 2007. Sense of serpents: stakeholder beliefs, attitudes and behavioral intentions toward snakes. The Wildlife Society (TWS) Annual Conference, Tucson, AZ.
12. **Christoffel, R. A.** and S. J. Riley. 2007. Stakeholder acceptance capacity for rattlesnakes: applicability of a concept to unhuggables. 13<sup>th</sup> International Symposium on Society and Resource Management, Park City, UT.
11. **Christoffel, R. A.** and S. J. Riley. 2006. Using psychology to enhance snake conservation. 20<sup>th</sup> Annual Meeting of the Society for Conservation Biology, June 24-28, 2006, San Jose` CA.
10. Felix, A., **R. Christoffel**, N. Lamp, D. Hayes, L. Wolfson, H. Campa, and K. Millenbah. 2006. Development of a natural resources field course: shaping future professionals through experiential learning and teaching
9. **Christoffel, R. A.** and Y. Lee. 2004. The eastern massasauga rattlesnake outreach initiative in Michigan: workshop and presentation of results. Interpreters' Workshop, National Association for Interpretation, Grand Rapids, MI.
8. **Christoffel, R. A.** 2004. Outreach efforts to minimize agricultural impacts to amphibians and reptiles of aquatic ecosystems. American Fisheries Society Annual Conference, Madison, WI.
7. **Christoffel, R. A.** and S. J. Riley. 2003. Antecedents to human behaviors toward rattlesnakes: toward understanding acceptance capacity for snakes. TWS, Annual Conference, Burlington, VT.
6. **Christoffel, R. A.** 2003. Rare snakes workshops in the upper Midwest. National Partners in Amphibian and Reptile Conservation Education Conf., Gainesville, FL.
5. **Christoffel, R. A.** 2003. Reptile rendezvous (Interpreting venomous reptiles to the public). Interpreters' Workshop, National Association for Interpretation, Reno, NV.

- 4 **Christoffel, R.A.** and R. Nelson. 2002. Grasslands restoration and management workshops for private landowners, North American Prairie Conference.
- 3 **Christoffel, R.A.** 2001. Effective communication: beyond public speaking 101. The Wildlife Society Annual Conference, Austin, TX.
- 2 **Christoffel, R.A.**, and R. Hay. 2001. Habitat use and survivorship of head-started ornate box turtles. Joint Meeting of Herpetologists' League and Society for the Study of Amphibians and Reptiles, Indianapolis, IN.
- 1 **Christoffel, R. A.** and S. R. Craven. 1997. Ecological impacts of whit-tailed deer on privately owned woodlands in southern Wisconsin, The Wildlife Society Annual Conference, Snowmass, CO.

### Invited Lectures

12. **Christoffel, R.** Iowa's water dependent wildlife. Diving into Networking, Iowa Conservation Education Coalition Winter Workshop 2015, Springbrook Conservation Education Center, Gurthrie Center, IA.
11. **Christoffel, R.** Herps on the Range: Managing Prairie with Amphibians and Reptiles in Mind. Northern Prairie Research Center, IA.
10. **Christoffel, R.** 2013. Managing grasslands with amphibians and reptiles in mind. Des Moines Audubon Society, Des Moines, IA.
9. Carter, A., **R. Christoffel**, and L. W. Morton. 2013. Partnerships in action: using social capital and social planning in collaborative programs. American Fisheries Society, Iowa Chapter, Annual meeting and Iowa Department of Natural Resources, Fisheries Statewide meeting. Moravia, IA.
8. Carter, A. and **R. Christoffel**. 2012. Partnerships in action: using social capital and social planning in collaborative programs. Midwest Fish & Wildlife Conference, Wichita, KS.
7. **Christoffel, R.** and C. Lepczyk. 2011. Are amphibians and reptiles considered wildlife? Natural Resources and Environmental Management Department, University of Hawaii at Manoa, Honolulu, HI, November 16, 2011.
6. **Christoffel, R.** 2011. Human dimensions of feral pig management. The Wildlife Society Annual Conference symposium, Wild Pigs: an Overview of History, Status, and Management, Waikoloa, HI, November 9, 2011.
5. **Christoffel, R.**, 2011. Rattlin' an image: a case study in changing people's beliefs and attitudes about snakes. Midwest Partners in Amphibian and Reptile Conservation (PARC), Lesterville, MO, August 6, 2011.
4. **Christoffel, R.** 2010. Michigan's eastern massasauga outreach initiative: rattlin' an image. Natural Resource Ecology & Management Graduate Student Organization seminar, Iowa State University, IA, February 5, 2010.
3. **Christoffel, R.** 2010. Roles of native wildlife in sustainable agriculture: the good, the bad, and the ugly. Sustainable Agriculture Colloquium, Iowa State University, IA, February 3, 2010.
2. **Christoffel, R.** 2007. Using human dimensions insights to enhance rare reptile conservation and management. University of Hawaii, Manoa, Honolulu, HI, November 27, 2007.

1. **Christoffel, R. A.** and S. J. Riley. 2005. Assessing eastern massasauga outreach efforts. Third International Symposium on Eastern Massasauga Conservation and Management, Toronto Zoo. Toronto, Ontario, CA.

### Media Coverage and Production

7. *Incredible Wetlands*, featured speaker and on camera, Iowa State University, Iowa Learning Farms video.
6. *Title of piece*, Quad-City Times, Sunday, February 17. Interviewed by A. Gaul, reporter for article.
5. *Title of piece*, HGTV magazine, interviewed and provided information on wildlife damage to gardens.
4. *Managing Canada geese around ponds*, Iowa State University, Extension and Outreach, Pesticide Applicator Program video. (2013)
3. *White-nose syndrome and acoustic surveys for bats in Iowa*. With Dr. Julie Blanchong and Heather Sanders, IPR, All Things Considered.
2. *Changing Seasons*, IPR, Talk of Iowa program hosted by Charity Nebbe. Provided information regarding wildlife behavior and planning for it in fall.
1. *Woodland pool management*. Webinar presented to Illinois Forestry Association members.

### Research and Extension Experience

11. **Assistant Professor/Extension Wildlife Faculty** (10-09 to 7-2014), Iowa State University, Natural Resource Ecology and Management. (75%Ext/25% Res until Aug 2010, then 70%Ext/20%Res/10% Teach). Responsible for statewide wildlife Extension program, including individual consultations, radio and in person programs, publications, workshops, Web pages and stakeholder relationships. Research projects are primarily tied to ongoing or emerging wildlife issues in the Midwest. Responsible for teaching undergraduate interpretation class. Serve on committees, present at professional conferences and produce peer-reviewed and peer-edited publications and technical reports.
10. **Project Manager/Human Dimensions Specialist** (3-08 to 7-09), D.J. Case & Associates (<http://www.djcase.com>). Manage human dimensions, communications and marketing projects for state and federal agencies, and NGOs related to natural resource management issues. Use social science research methods such as interviews, focus groups, mail, phone and Internet-based surveys to test hypotheses in an adaptive communications framework, analyze results and produce final reports for clients. Develop standardized procedures for conducting human dimensions research, data entry and management and report production. Prepare grant applications and work toward developing relationships with zoos and museums.
9. **Honorary Fellow** (10-07 to 12-09), UW-Madison, Department of Forest and Wildlife Ecology. Collaborated with Hawaiian colleague on social carrying capacity of non-native mammals, including selection of doctoral student, co-writing grant proposals, co-advising student, and participating in research. Other projects included preparation of two manuscripts. Instructed reptile portion of Terrestrial Vertebrate Ecology class; guest lectured, worked on manuscripts and conducted Extension-related outreach.

8. **Cooperator** (01-08 to 09-09). US EPA funded project in southwestern Michigan with Michigan Natural Features Inventory, MSUE. Conducted workshops for natural resource professionals, landowners with eastern massasauga rattlesnakes on their properties and other interested parties. Assessed audience members' knowledge gains and attitude changes after attending workshops and recruited individuals as volunteer snake responders.
7. **Subcontractor** (09-07 to 07-09). MN Department of Natural Resources. Assisted with development of educational snake trunks for schools. Conducted workshops for targeted audiences in southeastern MN featuring timber rattlesnakes and various rattlesnake mimics. Co-authored MN snake and lizard identification guide.
6. **Research Fellow** (8-02 to 8-07). MSU, Department of Fisheries and Wildlife. Developed proposals and procured funding through MN and MI DNRs to investigate incorporation of human dimensions insights to improve rare reptile conservation and management, particularly rattlesnakes. Conducted semi-structured interviews, in-depth interviews, self-administered mail questionnaire surveys, and outreach experiment. Analyzed data and interpreted results, wrote and submitted final report to MN DNR, and wrote and submitted dissertation to MSU, Graduate School.
5. **Wildlife Outreach Specialist/Coverts Coordinator** (5-99 to 8-02). UW-Madison, Cooperative Extension Service. Publicized, coordinated and helped conduct 3-day woodland wildlife management workshops for WI Coverts cooperators annually; co-authored wildlife inventory and monitoring manual and guides to local amphibians and reptiles; conducted outreach programs to stakeholder groups on WI's wildlife species and associated current and emerging issues; served on committees, such as WI Partners in Flight, WI Bat Education Committee, and Deer Herbivory Research and Monitoring Consortium, facilitated workshops and meetings; taped 3-minute radio pieces (Agricultural Facts); worked with private landowners to manage wildlife habitat.
4. **Herpetologist/Inventory Specialist** (4-98 to 8-98). UW-Madison, Cooperative Extension Service. Conducted calling anuran surveys in Kickapoo River Valley.
3. **Research Assistant/Graduate Student** (8-94 to 8-98). UW-Madison, Department of Wildlife Ecology. Developed proposal to study ecological and sociological impacts of white-tailed deer herbivory in southern WI. Erected exclosures, sampled vegetation, conducted deer pellet group surveys and spotlight counts, and conducted mail survey on woodland owners' attitudes toward white-tailed deer and herbivory. Analyzed data, interpreted results, wrote and submitted CRIS reports and wrote and submitted thesis.
2. **Herpetologist/Landowner Contact Specialist** (4-94 to 8-94). WDNR, Bureau of Endangered Resources. Worked with 24 private landowners to manage habitat and study state-endangered ornate box turtles; assisted in radio-telemetry study of eastern massasauga rattlesnakes; conducted surveys for state-endangered cricket frogs; conducted study of efficacy of turtle crossing signage and barriers in reducing vehicular caused mortality of adult turtles.
1. **Intern Coordinator** (5-93 to 12-93). WDNR, Bureau of Endangered Resources, trumpeter swan reintroduction project. Imprinted cygnets onto decoy at Milwaukee Zoo; supervised 4 interns who reared cygnets for >2 months on marsh; monitored fledged cygnets prior to migration; prepared final report for 1993 decoy-rearing portion of reintroduction project.

## Teaching

### Courses Taught

#### Iowa State University

**Principles of Interpretation.** 3-credit course required of Animal Ecology and Forestry majors in Interpretation, Pre-vet/Wildlife Care, and Forestry Management options. Introduction and performance-intensive course in natural resources interpretation. (2012-2014)

**Introduction to the North American Model of Conservation.** 1-credit course geared toward freshman in any of the Animal Ecology and Forestry options. Students critically examine the 7 sisters of the N.A. Model, engage in outdoor activities associated with the model, and discuss future directions for the model. (2013)

**Fall Forestry Camp.** 3-week, team-taught course required of all sophomore Forestry majors. Combination of classroom and fieldwork instruction. Instruction took place at Michigan Technological University Ford Forestry Education Center, MI.

**Internships,** variable credit internship experience individually agreed upon with students, and required of students in interpretation option. Students were required to construct a portfolio, which they could then use when job-seeking.

**Independent research,** variable credit research experience individually agreed upon with students. Students were required to write up a final report in the format of a journal article.

**Research,** variable credits earned as a result of research conducted as a part of theses and dissertations.

#### Association of Zoos and Aquariums

**Conservation Education and Interpretation,** part of AZA's "Amphibian Biology, Conservation and Management" course taught at Toledo Zoo. Lectured on conservation education and interpretation within framework of human behavior model, and human dimensions of amphibian conservation. Led activities that students could incorporate into their programs, recommended books and props, provided list of additional resources.(2008-2009)

#### Concordia University

**Amphibians and Reptiles.** Teacher workshop (available for college credit). Lectured on Wisconsin's amphibians and reptiles, led field exercises for students on herpetile inventory and monitoring techniques, led class activities to incorporate reptiles and amphibians into science curricula. (2008)

## University of Wisconsin – Stevens Point

**Inventory and Monitoring Wildlife.** Teacher workshop (available for college credit). Lectured on inventory and monitoring techniques for wildlife; identification of tracks, homes, and wildlife species; natural history of local wildlife; led field exercises to inventory and monitor wildlife populations; led in-class activities to promote the incorporation of wildlife into science curricula. (2006, 2004)

## Michigan State University

**Introductory Field Experience in Fisheries and Wildlife.** 2-credit, team-taught course aimed at sophomores in the College of Agriculture and Life Sciences. Lectured on principles of wildlife management, ecology of herptiles, ecology of small mammals, communication; led field exercises for students on small mammal and herptile inventory and monitoring techniques; designed classroom and field curricula for herptiles and small mammals; evaluated course for meeting educational objectives and improvement. (2006)

**Principles of Fisheries and Wildlife Management.** 3-credit introductory course for majors and non-majors in the College of Agriculture and Life Sciences. Presented lectures such as animal population dynamics, habitat management and alteration, and invasive species management; scheduled guest speakers from MSU and outside agencies; designed lesson plans, quizzes, exams, and minute papers for class; graded quizzes, minute papers and exams and administered final grades. (2005)

## University of Wisconsin - Superior

**Amphibians and Reptiles.** Teacher workshop (available for college credit). Presented lectures on taxonomy, biology, natural history, management, conservation, and human health issues; led field tours and exercises to inventory and observe wildlife populations; led class activities to promote incorporation of wildlife into science curricula. (2002)

**Bats.** Teacher workshop (available for college credit). Presented lectures on taxonomy, biology, natural history, management, conservation, and human health issues; led field tours and exercises to inventory and observe wildlife populations; led class activities to promote incorporation of wildlife into science curricula. (2002)

## University of Wisconsin - Madison

**Managing Wildlife on the Farm.** Farm and Industry Short Course. Presented lectures on wildlife principles, vertebrates of WI, and wildlife management issues; graded quizzes, homework assignments, final project and final exam; and arranged for guest speakers for special topics. (2002)

## Wisconsin Department of Natural Resources, Bureau of Endangered Species

Presented programs to school and scout groups about herptiles of Wisconsin; prepared endangered species' (*lifetracks*) natural history fact sheets for public. (1993 – 1999)



## **Advising**

### **Iowa State University**

#### **COMPLETED STUDENTS**

*Angie Carter*, M.S. 2010-2012. Strategizing agency and community partnerships: A case study of an urban fishing program.

*Angie Carter*, Ph.D. 2012-2015. Constructing and contesting narratives: women and farmland ownership in Iowa.

*James Crain*, M.S. 2013-2015. Assessment of Iowa's Habitat and Access program.

*Shannon Osterholm*, M.S. 2012- 2014. Perceptions of zoo visitors about the suitability of *Geochelone elegans* as a pet based on exhibit design.

*Andrew Stephenson*, M.S. 2011-2013. Assessment of wildlife value orientations, state agency credibility, and tolerance for mountain lions in Iowa.

#### **UNDERGRADUATE HONORS, SCIENCE WITH PRACTICE, AND RESEARCH PROJECTS**

*Anna F. Anderson*, WildTracks accounts – included senior authorship on two ISU Extension and Outreach publications, PM1015A Fisher, and PM1015B Long-tailed weasel (2012-2014).

*Claire Brown*, Perceptions and knowledge of Lyme disease by City of Ames residents. Produced web-based information for City of Ames to educate residents about Lyme disease (2012).

*Brooke Ferrell*, Story County Conservation Trail Survey (2014).

*Sarah Kleckner*, WildTracks accounts – drafted several bat species accounts that were not published prior to my departure (2013-2014).

*Nicole Laurito*, Power of the People: A Sample of Environmental Ethos in North Sumatra and Jakarta (2011-2013).

*Heather Sanders*, Acoustic surveys for bats in Iowa. Produced a library of bat calls to assist with bat identification and laid groundwork for citizen-science project (2013-2014).

*Kelly Siebert*, White-nose syndrome: stop the spread! Produced web-based materials posted on IDNR website for wildlife control operators, veterinarians, and the general public. Senior author on brochure about white-nose syndrome produced for IDNR (2010-2011).

## **Service**

### **Manuscript Reviewer**

*Journal of Wildlife Management, Biology Letters, Human Dimensions of Wildlife, Tropical Ecology, Journal of Interpretation Research, Conservation Biology, Wildlife Society Bulletin, Journal of Environmental Psychology, Reptiles & Amphibians, Ideas in Ecology & Evolution, Society & Natural Resources.* .

### **Proposal Reviewer**

National Science Foundation, Graduate Research Fellowship Program 2011, 2013, 2014, 2016  
Society for the Study of Amphibians and Reptiles 2010-Present  
National Association for Interpretation 2013-Present

### **Professional Memberships**

National Association for Interpretation (NAI) – Region V, Environmental Education Working Group  
Iowa Association of Naturalists  
Society for Conservation Biology, Social Science Working Group  
Society for the Study of Amphibians and Reptiles  
National Science Teachers' Association  
Association of Zoos and Aquariums  
International Association for Society and Natural Resources

## **Professional Society and Conservation Organization Service**

**Information and Education Committee/Newsletter Editor** – TWS, Iowa Chapter – 2011 – 2013. Committee produces information and educational opportunities to Iowa Chapter members and others in the wildlife profession in Iowa. Produce thematic newsletter twice a year for members.

**Newsletter Editor** – Midwest Partners in Amphibian and Reptile Conservation (PARC), 2011 – 2013. Work with Midwest PARC Board to select articles, obtain relevant meetings and items of interest to readers, layout publication, and send newsletters, twice annually, to Webmaster for posting on Midwest PARC homepage.

**President** – Snake Conservation Society (formerly SCALES) – 2010-Present. Work with others to raise awareness and appreciation for snakes and their ecological and cultural roles throughout the world, but particularly in the U.S.

**Secretary** – Prairie Biotic Research, Inc. 2000 – Present. Record and distribute minutes of Board meetings, contribute to marketing, fundraising, disseminate announcement of annual small grants program (SGP), help to coordinate SGP.

**Board Member** – Big Bluestem Audubon Society. May 2010 – Present. Select speakers for programs, decide on budget spending, initiate outreach activities.

**Human Dimensions Subcommittee** - Illinois Eastern Massasauga Rattlesnake Recovery Team 2007 to Present. Lead effort to develop proactive outreach and communications initiative to facilitate recovery of eastern massasauga rattlesnake populations in IL (with IL office of US FWS and Peggy Notebaert Nature Museum).

**Public Relations and Marketing Subcommittee, Iowa Wildlife Center** 2009-Present. Lead effort to incorporate marketing and public relations principles to educational outreach and communications associated with Iowa Wildlife Center.

**Moderator** – National Wildlife Damage Management Conference 2011. Selected presentations, moderated session and worked with presenters to submit manuscripts for conference proceedings. TWS Annual Conference (2007). Moderated contributed paper session featuring amphibian and reptile research and management.

**Co-organizer**, “Marketing and Messaging: Effective Communication for Natural Resource Managers.” 2011 Midwest Fish & Wildlife Conference, Des Moines. Work with co-organizer Stephanie Shepherd (IDNR) to develop symposium, recruit speakers, author proposal, present and moderate session.

**Co-organizer**, “Beginning your Professional Journey” student workshop, Midwest Fish & Wildlife (FW) Conference 2005-2007, 2009-2011, 2014. Work with co-organizer (Jim Schneider of MSU) to develop workshop, recruit speakers and professional participants; author proposals and obtain workshop funding through AFS-North Central Region, TWS (via WIN program), TWS-North Central Section, and Midwest FW Conference Steering Committee; advertise workshop, recruit student participants; produce reports and newsletter articles; develop binder of resource materials for students; and develop “How to..” binder for future organizers.

**Reviewer** - Reviewed abstracts about amphibian and reptile management and conservation for contributed sessions at 2006 & 2007 TWS Annual Conferences.

**Chair, Quiz Bowl Subcommittee**, TWS Annual Conference 2005. Authored questions for tossups and bonus rounds; procured specimens for use in Quiz Bowl; recruited Master of Ceremony, Judges and participant teams for event; advertised event; obtained gifts for participants and prizes for winning team.

**Training and Membership Committee**, NAI, Region 4, 2003 - 2005. Processed registrations and answered questions relating to training workshops; provided accounting and other information to Treasurer and instructors.

**Mu Sigma Upsilon, MSU Chapter of Graduate Women in Science (GWIS)** 2005 - 2007. Helped to establish local chapter of GWIS at MSU; worked to recruit faculty and administration participation in and support of chapter; attended National GWIS meeting (2006) as Chapter representative; served as liaison between Beta and MSU Chapters.

**Society for Conservation Biology, Aldo Leopold Chapter, education committee** - 1996 to 1998. Compiled campus directory for area schoolteachers; worked to develop K-12 biodiversity curriculum; spoke to school groups.

**Wisconsin Department of Natural Resources** 1994 - 2001. Conducted frog and toad survey in Grant and Lafayette counties, 1994-2001; presented programs to school and scout groups about bats, swans, amphibians and reptiles; Wisconsin Herp Atlas project contributor.

## **University, College and Departmental Service**

**Faculty Advisor** – Student Chapter of National Association for Interpretation (2009-2014). Provide guidance to undergraduate student chapter of NAI.

**Faculty Advisor and Editorial Committee Member** – 2010 – 2014. *Field Notes*, the ISU, NREM Department's graduate student outreach and recruiting publication. Provide advice and assistance on content, layout, funding, marketing publication. Solicit manuscripts from faculty and their students, edit manuscripts, market publication for use in high schools and community colleges.

**Animal Ecology Curriculum Committee** 2010-2011 Work with Joe Morris and Dick Schultz to clarify and revise Interpretation option in Animal Ecology and Forestry majors due to personnel changes and associated class changes.

**Errington Memorial Lecture Committee** 2010-2014. Work with committee members to identify speakers for annual Errington Memorial lecture and help with logistics.

**Scholarship Committee** 2010- 2014. Serve on committee to decide on NREM scholarships for undergraduate and graduate majors in the NREM Department at Iowa State University.

**Curriculum Evaluation and Review committee**, 2003 - 2005. MSU, Dept. Fisheries and Wildlife. Developed and implemented departmental alumni survey regarding the highlights and shortcomings of career preparation during their undergraduate schooling; worked collaboratively to develop educational goals, objectives and associated outcomes for future undergraduate curriculum and to identify required classes for undergraduates and tracks of study for future career development.

**Outreach Magazine Committee**, 2005 – 2007. MSU, Dept. Fisheries and Wildlife. Edit articles for inclusion in departmental graduate student outreach magazine; suggest outlets for magazine distribution; distribute magazine at conferences, meetings, outreach presentations.

**Issues in Life Sciences Education discussion group**, 1996 - 1998. Participated in “Frontiers in Science” program, mentoring 6 high school students; attended workshop on developing critical thinking skills in college level students; awarded scholarship to attend weeklong teaching institute, “The ABC’s of EE” at UW-Madison.

**Wildlife Ecology Club**, 1991 - 1998. UW Madison, Dept. of Wildlife Ecology. President (9-92 – 5-93). Organized conservation and outreach activities, including field trips; coordinated members’ career development workshop; served as mentor for Project Salamander, advised club on Underwood Prairie management project.

## **Professional Development Training**

**Using Social Media in Business**, continuing education course, Madison Area Technical College, November 10, 2014.

**Human-Wildlife Conflict Transformation**, Beginner’s workshop, November 11-14, 2013. Human-Wildlife Conflict Collaboration (HWCC), Coon Rapids, Iowa.

**Communicating about Climate Change**. October 29-30, 2013. Association of Natural Resource Extension Professionals, Cloquet, Minnesota.

**Broader Impacts Evaluation Workshop**. November 28, 2012. Strengthening the Professoriate at Iowa State University, Ames, Iowa.

**Science: Become the Messenger Workshop**. October 16-17, 2012. National Science Foundation (NSF), Ames, Iowa.

**Introduction to Class Climate**. March, 2012. ISU, Center for Excellence in Learning and Teaching.

**Understanding Power and Privilege**. 2012. ISU, Center for Excellence in Learning and Teaching.

**Creating an Inclusive Campus Community**. 2012. ISU, Center for Excellence in Learning and Teaching.

**Working with agencies and others to help fulfill US EPA Region 7 Wetlands Program Plan**. October 31-November 2, 2011, US EPA, Kansas City, MO.

Participant in Center for Excellence in Learning and Teaching’s “**Teaching Partners**” Program, 2011 - 2012. Kristin Constant is my mentor in this program.

Participate in **Project LEA/RN Teaching group** facilitated by Jan Wiersma to test teaching techniques and better develop my skills as a teacher in a student-centered classroom, 2011 - 2012.

**Interpretive Host Certification Course**. Sept 30 – Oct 1, 2011. National Association for Interpretation, Kirkwood, Missouri. Earned Certified Interpretive Host status. (Recertified 11/2015)

**Bb Learn Interactive Grading Rubrics**. Sept. 21, 2011. Center for Excellence in Learning and Teaching.

**Effort Reporting and Certification Training**. June, 2011. WebCT, Iowa State University, Ames, IA.

**On the path to transformation: Looking back and looking forward with ISU ADVANCE**. ISU, Office of the Executive Vice President and Provost. April 29, 2011.

**Defining scholarship and portfolio development: Promotion and Tenure Workshop**. April 29, 2011. College of Agriculture and Life Sciences, Ames, Iowa.

**NSF Broader Impacts Workshop: Sampling of Opportunities.** March 8, 2011. Strengthening the Professoriate at Iowa State University, Ames, IA.

**Interpretive Guide Certification Course.** Jan 31 – Feb 3, 2011. National Association for Interpretation, Orlando, Florida. Earned Certified Interpretive Guide status. (Recertified 1/2015).

**Interpretive Trainer Certification Course.** Jan 31-Feb 3, 2011. National Association for Interpretation, Orlando, Florida. (Certified 6-2015)

**Intentional Harm to Snakes: Social Marketing Workshop.** January 18-19, 2011. Toronto Zoo, Toronto, Ontario, CA.

**Interpreting your story: the PAIR Model of Success.** Nov 9 2010. National Park Service, Mines of Spain State Park, Dubuque, Iowa.

**Student Outcomes Assessment: what have we learned from the Department of Agricultural & Biosystems Engineering?** November 8, 2010. College of Agriculture and Life Sciences, Iowa State University, Ames, IA.

**Understanding the culture of National Science Foundation (NSF).** Nov 4, 2010. Presented by Dr. Steve Howell, Division Director at NSF. ISU, Office of the Vice President for Research and Economic Development.

**Maintaining research integrity: conflicts of interest and research misconduct.** Presented by Charlotte Bronson, Associate Vice President for Research and Research Integrity Officer, ISU.

**Introduction to Research Services.** October 26, 2010. ISU, Office of the Vice President for Research and Economic Development.

**Iowa Pollinator Conservation Planning Short Course.** Presented by Jennifer Hopwood, Midwest Pollinator Outreach Coordinator, Xerces Society for Invertebrate Conservation. August 10, 2010. ISU, Reiman Gardens.

**Project Learning Tree: Early Experiences and Growing up WILD educators' workshop.** June 22, 2010. Chalco Hills Recreation Area, Omaha, NE.

**Learning Communities: Putting more learning and more community in learning communities.** Project LE/ARN. May 12, 2010.

**Promotion and Tenure Workshop: Defining Scholarship and Portfolio Development.** April 19, 2010. College of Agriculture and Life Sciences, ISU, Ames, IA.

**Purchasing card orientation.** ISU, Purchasing Department, April 15, 2010.

**CyBuy Training.** Iowa State University, Purchasing Department. March 31, 2010.

**Defining Scholarship and Portfolio Development** – promotion and tenure workshop (CALS). April 19, 2010.

**Protecting Human Research Participants.** October 2, 2009. National Institutes of Health Office of Extramural Research. Certification Number: 311337

**Basic Institutional Animal Care and Use Committee (IACUC) Course.** October 7, 2009. Collaborative Institutional Training Initiative. Certificate Number: 3616048

**Introduction to spatial modeling using ArcGIS and Geostatistical Anlyast.** 2008. 8 hours - E.R. Venteris, Ohio Dept. of Natural Resources, Div. of Geological Survey.

**Participatory approaches to natural resource management: from consultation to collaboration.** 2008. Pathways to Success: Human Dimensions of Wildlife Conference. 3.5 hours training led by Anthony Cheng of Colorado State University.

**Integrating HD into Management Decision Making: Putting HD Insight to Work.** 2008. Pathways to Success: Human Dimensions of Wildlife conference. 3.5 hours training led by Dan Decker and Bill Siemer of Cornell University.

**Conservation and Conflict: an Introductory Training in the Skills, Theory and Process Conservation Professionals need to better Analyze and Address Conflict.** 2008. Pathways to Success: Human Dimensions of Wildlife conference. 3.5 hours training led by Francine Madden of Human Wildlife Conflict Collaboration and Brian McQuinn of United Nations Development Programme.