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■ EDUCATION

University of Washington, Seattle, Washington
MMA, Masters of Marine Affairs (1997)
Program Focus: Marine Protected Areas

University of Kentucky, Lexington, Kentucky
MA, Education (1981)
Program Focus: Curriculum and Program Development for Special Populations

■ PROFESSIONAL EXPERIENCE

***Program Manager, International Marine Protected Area (MPA) Management Capacity Building Program (IMPACBP), NOAA, Office of National Marine Sanctuaries
January 2005 – Present***

Focal Regions: Mediterranean (N. Africa and Adriatic Sea), **Eastern Tropical Pacific** (Costa Rica, Panama, Colombia and Ecuador), **Coral Triangle** (Indonesia, Philippines, Timor Leste, PNG, Malaysia and Solomon Islands), **Pacific** (Kiribati), **Gulf of California** (Sea of Cortez), **South China Sea** (Vietnam, China and Cambodia)

As creator and program director for the IMPACBP, the last ten years were spent building this worldwide program and integrating it within the global marine conservation community. The program is self-funding and currently services marine protected areas in 22 countries across six regional programs. A minimum three-year commitment is made to develop in-country partnerships with governments and NGOs to deliver a tailored program to meet the learning needs, technical support and skill development required by coastal and marine resource managers to effectively manage marine protected areas. Program director responsibilities include:

- Developing and maintaining partnerships with local, regional and international NGOs and governments working within each of the six regions.
- Identifying and procuring funds from NGOs, government agencies, private foundations and global aid organizations to support regional programs.
- Designing a broad range of timely and topical core courses and activities appropriate to addressing priority natural resource management issues, and tailored to the capacity building needs of each region.
- Training trainers and mentoring promising individuals as a regional resource for continuing education, leadership and support within each partner country.
- Ensuring that communication links are established and maintained amongst the participating programs and regional network of MPAs, and that information and lessons learned will be shared between regions on an on-going basis.
- Leading international teams of trainers and subject experts in conducting in-country programs and providing on-going support.

Joint Management Plan Review Coordinator, November 2001 – December 2005
Gulf of the Farallones and Cordell Bank National Marine Sanctuaries
San Francisco, California

The Gulf of the Farallones, Cordell Bank and Monterey Bay National Marine Sanctuaries joined forces for a Joint Management Plan Review Process (JMPR). This process was the first for NOAA in which policy and programmatic decisions were based on a bioregional approach, identifying areas of connectivity, large ecosystems and discrete ecological units, while making political boundaries a secondary consideration in regards to management decision-making. Coordination and oversight responsibilities included:

- Working with two Sanctuary Advisory Councils (stakeholder-based) to prioritize resource management issues and develop recommendations on priority issues to be addressed in the management plan.
- Facilitation of eleven year-long, issue-based and programmatic working groups and internal teams comprised of Sanctuary Advisory Council members, stakeholders, sanctuary staff, experts and agency representatives.
- Facilitation of Sanctuary Advisory Council retreats to review and comment on working group recommendations.
- Drafting revisions to: existing regulations, proposed new regulations, justifications for proposed new regulations, and proposed amendments to the Designation Document.
- Drafting of new management plan including strategies for addressing resource management issues through: Education and Outreach; Research and Monitoring; and Marine Resource Protection (Policy and Management).
- Conducting formal consultation with local, state and federal agencies.

Management Plan Coordinator, December 1998 - September 2001
Channel Islands National Marine Sanctuary, Santa Barbara, California

The Channel Islands National Marine Sanctuary (CINMS) was one of the first of thirteen National Marine Sanctuaries to go through a Congressionally mandated five-year management plan review process. This process served as a model for subsequent management plan reviews. Coordination and oversight responsibilities included:

- Directing the sanctuary manager and staff to perform analysis and advisory assignments related to the effectiveness of programs and/or efficiency of the management of operations at the Channel Islands Sanctuary.
- Conducting, coordinating and facilitating meetings, public hearing and workshops while working with the Sanctuary Advisory Council, stakeholders and interest groups.
- Leading the sanctuary manager, sanctuary staff and Management Plan Review Team in evaluating outcomes from scoping meetings and identifying current and emerging resource management issues.
- Developing on-going constituent and agency relationships to support the management plan review process.
- Using qualitative and quantitative techniques for conducting studies and establishing criteria for proposed rulemaking.
- Drafting revisions to: existing regulations, proposed new regulations, justifications for proposed new regulations, and proposed amendments to the Designation Document.
- Working with the sanctuary manager and staff to establish criteria and performance standards for the management plan.
- Coordinating with sanctuary staff on development of the non-regulatory component of the management plan, and drafted action plans for: research and monitoring; education and outreach; marine resource protection (policy); cultural resource protection; and administration.

Education Coordinator, March 1997 - December 1998

Channel Islands National Marine Sanctuary, Santa Barbara, California

As Education Specialist, then Coordinator, for the Channel Islands National Marine Sanctuary, responsibilities included interpretive education, outreach, developing and maintaining partnerships and grant writing. Education has been the primary program-based resource management tool for the Sanctuary since the time of designation in 1980. As an offshore site, CINMS' Education Coordinator's job is to bring the experience of the richness and diversity of the Sanctuary to the public through outreach and interpretation, and to encourage the public to visit Sanctuary waters through participation in education programs. The Education Specialist and Coordinator responsibilities included:

- Serving as primary point of contact for education and outreach efforts including oral, interactive and written communication with interest and user groups.
- Serving as an education liaison between the regional marine education institutions and organizations (MERA).
- Coordinating the implementation of multi-cultural education programs (Los Marineros).
- Developing relationships and effective coordination with community, institutional and agency partnerships (Sea Center, proposed Aquarium).
- Developing creative outreach tools such as interpretive enforcement volunteer programs (Sanctuary Marine Watch).
- Development of an advisory committee including representatives from educators to dive shop owners.
- Fund raising to support projects.
- Developing and delivering a curriculum and training program products for Sanctuary Marine Watch. These products were not only information manuals, but contained instructive material on data collection protocols, data collection forms, a bioregional overview, resource management issues and lesson plans.

■ FIELD WORK

Embassy Science Fellow, United States Embassy, Hanoi, Vietnam, 2005.

Integrated Coastal Zone Management for the North Tonkin Archipelago, Ha Long Bay, 2002, 2003, 2004, project supported by NOAA, State Department –USAID, IUCN and Vietnam Ministry of Fisheries.

Barracuda Behavior, Papua, New Guinea, 1997, Shane Patterson, Principal Investigator.

Reef Environmental Education Foundation, Florida Keys, Flower Gardens, Channel Islands National Marine Sanctuaries, and Navassa, 1996 -2000, fish diversity and abundance surveys.

Butterfly Fish as Indicators of Coral Reef Disturbance, Dravuni, Fiji, 1996, Denis Gulet, Primary Investigator.

Measuring Changes in Coastal Environments, Southern Turkey, 1995, Peter Reynolds, Principal Investigator.

Humpback and Right Whale Census, Indian Ocean off Madagascar, 1994, Peter Best, Principal Investigator.

■ OTHER SKILLS & TRAINING

PADI, certified scuba dive master
certified nitrox diver
certified dry suit diver

NOAA, certified scientific diver
certified in CPR
certified in oxygen administration

ESL, certified English as a Second Language Teacher

HAZMAT, Hazwopper trained in emergency oil response protocols

Conflict Resolution and Mediation Training, June 2001

Effective Public Speaking Training, August 2001

Public Issues and Conflict Resolution Training, June 2002

International Training Workshop in MPA Effectiveness and Pilot Project, September 2002

Multi-party Conflict Resolution Training, September 2004

Mediation Training, October 2004

References available upon request.