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EDUCATION

M.S. Botany, University of Wyoming, Laramie, WY. December, 2000.B.S. Philosophy, University of Idaho, Moscow, ID. May, 1998.B.S. Plant Science, University of Idaho, Moscow, ID. May, 1992.

QUALIFICATIONS

Project Management

- Served as project manager on over 75 environmental projects ranging from small trail re-routes to large timber sales and power transmission line projects. Responsible for staffing, budget, meeting project milestones, safety, and quality control. Planned and coordinated efforts of field staff to ensure standardization and timely completion of survey efforts.
- Served as assistant project manger on a large (>13,000 acre) solar development in California's Mojave Desert. Coordinated with project manager to direct daily activities of 20–35 biologists.

Project Experience

- Performed botanical survey for rare species (threatened, endangered, sensitive status, and species of local concern) and non-native invasive species. Surveys were implemented in a variety of geographic locations and vegetation types in the Western United States, including:
 - Rare plant and non-native invasive species surveys in support of timber management activities on the Sumter national Forest and Savannah River Site in South Carolina.
 - Five renewable energy projects in southern California and adjacent Nevada ranging in size from 1,800 acres to over 13,000 acres between 2008–2011.
 - Non-native invasive plant surveys in southern Arizona on previously burned areas in 2011.
 - Endangered species surveys in support of power transmission line maintenance on the Navajo Nation in 2010.



- Voucher driven floristic inventories on the Black Hills National Forest in 2010, producing 1,400 labeled and geo-referenced herbarium specimens.
- Approximately 300 miles of botanical surveys on power transmission line corridors in Colorado, Wyoming, Utah, and Nebraska from 2007–2009.
- Botanical surveys in support of trail re-routes on twelve of Colorado's 14,000-foot peaks from 2004–2008.
- Botanical surveys in support of fuel reduction and prescribed fire on the National Forests and Grasslands of Texas from 2008–2010.
- Experience with a variety of proposed actions including renewable energy development, mines, timber sales, fuel reduction projects, roads, trails, campground construction, reservoir expansion, land development, prescribed burns, ski area expansion, recreation events, riparian restoration, pipelines, utility corridors, livestock grazing, and pesticide use.
- Complexity has varied from small scale ground disturbance to large scale renewable energy projects, timber sales and fuel reduction projects, and includes landscape scale (over 400,000 acres) livestock grazing management plans, wildland fire use projects, and extensive (>300 miles) linear features (e.g. power transmission line corridors).
- Responsible for pre-field planning, field survey, document preparation (Biological Evaluation and Biological Assessment), project design criteria, interdisciplinary team participation, and section 7 consultation for threatened and endangered plant species.

Plant Identification

- Collected and identified over 12,000 voucher specimens as part of master's research with the Rocky Mountain Herbarium.
- Routinely make field identifications of both rare and common plant species during course of botanical surveys, collecting and pressing unknown taxa for later identification.
- Frequently perform floristic surveys, identifying all plants encountered in the course of surveys.
- Identify all plants within plots during implementation of vegetation monitoring protocols.

Botanical Survey

- Perform pre-field research to determine survey needs, targeting surveys for potential habitat of threatened, endangered, and sensitive plant species as well as noxious weeds expected in the analysis area.
- Conduct general floristic, rare plant, and noxious weed surveys, keeping detailed field notes.

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- Characterize and map noxious weed and rare plant populations, and perform population and vegetation monitoring.
- Completed over 165 field botanical surveys targeting numerous rare plant species and non-native invasive plant species in a variety of habitats. Project size has ranged from less than one-quarter acre to 450,000 acre polygons and 300-mile linear features.

Inventory and Monitoring

- Develop detailed species lists from analysis area based on either voucher specimens or field observations, highlighting species of conservation and management concern.
- Design and implement monitoring programs to detect change in rare plant populations.
- Implement rangeland monitoring based on both Forest Service and Bureau of Land Management monitoring protocols.

Regulatory Compliance

- Complete section 7 consultation with Fish and Wildlife Service regarding threatened and endangered plant species, devising mitigation as necessary.
- Participate in the NEPA process as an interdisciplinary team member, creating integrated design criteria or mitigation to reduce impacts to species of conservation concern.
- Produce supporting documentation for project file. Written over 130 technical reports, survey reports, monitoring reports, biological assessments, and biological evaluations.

EMPLOYMENT HISTORY

- Botanist and Vice-President, Elliott Environmental Consulting, Laramie, Wyoming. March 2007 to present.
- Forest Botanist, USDA Forest Service, San Isabel National Forest, Salida, Colorado. August 2003 to March 2007.
- Assistant Botanist, USDA Forest Service, Plumas National Forest, Oroville, California. May 2002 to August 2003.
- Seasonal Botanist, USDA Forest Service, Lassen National Forest, Susanville, California. April 2001 to May 2002.
- Graduate research in floristic botany, University of Wyoming, Laramie, Wyoming. May 1998 to November 2000.
- Biological Technician (plants), Bureau of Land Management, Salmon, Idaho. May 1997 to September 1997.

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RESEARCH AND PUBLICATIONS

- Research Associate at the Rocky Mountain Herbarium, University of Wyoming.
- *"Botanical Discoveries in Northwestern Wyoming and Adjacent Montana."* Castilleja. December 2009, volume 28, No.4.
- *"Handbook of the Edible and Poisonous Plants of Western North America."* 364 pp., published July, 2009.
- *"Recommended Best Management Practices for Plants of Concern. Practices developed to reduce the impacts of oil and gas development activities to plants of concern."* 2009. Report prepared by the Rare Plant Conservation Initiative for the National Fish and Wildlife Foundation.
- Taxonomic treatments for 38 genera of the Asteraceae and their associated species in *"Four Corners Flora."* 2014.
- *"Changing Conceptions of Habitat and Metapopulation Dynamics in Cryptantha crinita Greene (Boraginaceae)."* Madroño Vol. 55, No. 1, pp. 76-80, 2008.
- "*A Vascular Flora of south-central Colorado.*" Manuscript in preparation.
- "A Floristic and TES plant survey of South Central Colorado." Unpublished report produced for the San Isabel National Forest.
- "A Floristic Survey of south-central Colorado." Aquilegia, November, 2000.

INVITED LECTURES

- *Edible Landscaping Using Colorado Native Plants.*" Front Range Wild Ones, March 2015.
- *"Wild Edible Plants of Wyoming."* Laramie Garden Club. Laramie, Wyoming, January 2012.
- *"Wild Edible Plants of Colorado."* Colorado Native Plant Society. Longmont, CO, January 2011.
- *"Using Wild Edible Plants."* University of Idaho. Moscow, ID, March 2010.
- *"Using Wild Edible Plants."* Denver Garden Club. Denver, CO, February 2010.
- *"Using Wild Edible Plants."* Denver Botanical Gardens. Denver, CO, January 2010.
- *"The Impact of Winter Recreation on Vegetation and Rare Plants."* Colorado Chapter of the Wildlife Society. Pueblo, CO, February, 2010.