

## **Dawn K. Reis, M.S. - Aquatic Ecology & Conservation Biology**

### **Senior Wildlife and Aquatic Ecologist**

Evaluation of specific wildlife species within complex fresh water or estuarine ecosystems is Dawn's specialty. She has expertise with aquatic ecology, raptors (birds of prey) and herpetology. Dawn has conducted fish passage studies in streams and wildlife monitoring studies. She has also designed and implemented studies to assess the hydrological function of both freshwater and estuarine environments. Dawn has performed several other comprehensive studies on California red-legged frog ecology, including habitat studies of both adult frogs and tadpoles.

Dawn has conducted focused surveys, habitat evaluations, and Biological Assessments for state and/or federal "Threatened" and "Endangered" species, as well as, state protected "Species of Special Concern" to facilitate Formal Consultation with the regulating agencies. Dawn's experience includes both large and small scale projects. She conducted the Biological Assessment for California red-legged frogs for the proposed Carmel River Dam and Reservoir Project in 2000. Dawn has also conducted wildlife assessments and developed management plans and recommendations for several open space acquisition and management projects.

Dawn began working as a Wildlife and Aquatic Ecologist for environmental consulting firms in 1993. However her career in wildlife conservation extends back to 1987, with marine mammal research projects including work with dolphins, sea lions, and, orcas. She has helped restore peregrine falcon, and bald eagle populations. She has also worked as an educator since 1989 and directed an outdoor science school in Mendocino County for four years.

Dawn Reis' Resume (PDF)

## **Jessica Wheeler, B.S. - Biology with a Marine Emphasis**

### **Site Supervisor & Assistant Ecologist**

Jessica Wheeler was our Site Supervisor for the Carmel River Dam Removal and Reroute Project and Assistant Ecologist and has worked for Ecological Studies since 2002. She has worked as a field biologist with emphasis on, California red-legged frogs, and steelhead salmon. She has conducted habitat evaluations as well as focused surveys for these federally-protected species.

She has four years of experience with riparian restoration and monitoring for the Carmel River System and Lagoon and has knowledge in the effects of ground water pumping, water table draw down and the effects on the surrounding vegetation. Jessica has knowledge of native plants, herpetological ecology, invasive species, erosion prevention, and irrigation. Jessica has a diverse skill base and is familiar with both marine and terrestrial biological systems. She has worked as a naturalist in the Monterey Bay area for over 12 years.

Jessica was awarded the Associate Our World Underwater Scholarship in 1991. During this year-long scholarship she worked with several marine related biologists, hydrologists, and geologists as well as the Cayman Islands government and attended the Brooks Institute of Photography for their Undersea Photography course.

Jessica has also studied Watershed Science at California State University of Monterey Bay and Global Information Systems (GIS) at Monterey Peninsula College. Jessica helped to develop a management plan for gully restoration on Fort Ord for the BLM.

Jessica Wheeler is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Jessica Wheeler's Resume (PDF)

## **Diane “Kim” Glinka, B.S. - Wildlife Biology**

### **Wildlife Ecologist**

Kim Glinka has worked as a wildlife biologist for over 23 years. She contributes a diverse set of professional skills including, field studies, species inventory surveys, biological assessments, population monitoring, environmental inspection, and providing project coordination and supervision. She has served as a liaison between project proponents and regulatory resource agencies and collaborates with environmental planners and resource specialists to facilitate the planning/permitting process for large and small-scale projects.

Ms. Glinka has conducted numerous habitat and biological assessments and protocol-level surveys for a variety of sensitive and special-status species in California for a wide range of projects. These include a dam removal project, numerous linear utility repair and replacements, municipal drinking water upgrade projects, university expansion projects, public works projects, cell tower installations, bridge replacements/retrofits, municipal general plan updates, and for non-profit open space land acquisitions. Along the Central Coast and greater San Francisco Bay-Delta Area she has obtained authorizations in project-specific federal/state permits to survey for California red-legged frog (*Rana draytonii*) (CRLF), California tiger salamander (*Ambystoma californiense*) (CTS), San Francisco garter snake (*Thamnophis sirtalis tetrataenia*) (SFGS), and western pond turtle (*Actinemys marmorata*). She has conducted multiple San Joaquin kit fox (*Vulpes macrotis mutica*) surveys and other sensitive species endemic to the South-Central San Joaquin Valley, including, but not limited to, blunt-nosed leopard lizard (*Gambelia sila*), San Joaquin antelope squirrel (*Ammospermophilus nelsoni*), and giant kangaroo rat (*Dipodomys ingens*).

Ms. Glinka is also proficient in following survey guidelines, protocols, and performing nest monitoring for sensitive raptors, including western burrowing owl, Swainson’s hawk, golden eagle, and for other common raptor and avian species. Ms. Glinka holds a B.A. degree in Environmental Studies/Biology from U.C. at Santa Cruz.

Kim Glinka is permitted under Dawn Reis’s federal permit (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Kim Glinka’s Resume (PDF)

## **Kaia Colestock, M.S. - Wildlife Ecology**

### **Wildlife Ecologist**

Kaia Colestock has worked as a professional wildlife biologist for over 17 years. Kaia's expertise includes a wide range of flora and fauna in both aquatic and terrestrial ecosystems, with specialization in avian ecology and toxicology. She has participated in numerous habitat and biological assessments, constraints reviews, and natural resources projects including, but not limited to: bio-acoustic monitoring of birds and bats, population dynamics, post-fire, restoration, large/small mammal, fish ecology, water quality, pinniped cognition, avian toxicology, ungulate ecology, large predator analysis, herpetological ecology, macroinvertebrate, and marine studies.

She has also conducted numerous special-status species surveys (*i.e.* California red-legged frog, Mexican spotted owl, desert tortoise, California tiger salamander, California gnatcatcher, coastal cactus wren, Jemez salamander, southwest willow flycatcher, steelhead trout, golden-cheeked warbler, elephant seal, western pond turtle, and rare plants).

Kaia has worked as an environmental consultant since 2010 for a variety of developmental, management and restoration projects. She has transitioned from freshwater aquatic environments to marine, and participates in the restoration and monitoring of California subtidal reef ecosystems. Kaia is a private pilot, AAUS scientific diver, and digital photographer.

Kaia Colestock is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Kaia Colestock's Resume (PDF)

## **Eric Scott, B.S. – Animal Science**

### **Wildlife Ecologist**

Eric Scott's area of expertise primarily includes mammology and animal science. He has spent over nine years as a biological consultant, and is familiar with monitoring and environmental compliance. Eric worked over four years with the National Park Service as a terrestrial biologist. He is highly experienced with radio-telemetry techniques, ungulate ecology, small mammal population dynamics, herpetological ecology, native plant restoration, and has conducted surveys for an array of mammals, birds, bats, and macroinvertebrates. He has also participated in electro-fishing, bird banding, waterfowl demographic studies, water quality sampling, soil sampling, and fish ecology. As a biologist at hunter check stations, Eric is familiar with regulatory agencies and requirements. He has monitored predator scent stations and assisted with bison herd management and spotlight surveys for white-tailed deer. Eric assists with technical report writing and biological assessments.

Eric was a critical participant in the Channel Island fox restoration program. He assisted resident veterinarians with the rehabilitation and restoration of the endangered island fox by monitoring and providing routine husbandry care to captive foxes, trapping spotted skunks, radio-collaring and pit-tagging foxes, and conducting behavioral enrichment activities.

He has also conducted numerous surveys for threatened/endangered species including the California red-legged frog, California tiger salamander, desert tortoise, Cascade frog, San Francisco garter snake, steelhead trout, California condor, California gnatcatcher, Southwest willow flycatcher, desert kit fox, western pond turtle, and rare plants.

Eric Scott's Resume (PDF)

## **Linda Martin, M.S. – Marine Science**

### **Administrative Assistant & Field Biologist**

Linda Martin is both an Administrative & Field Assistant at Ecological Studies. Linda's background includes both wildlife and marine ecology with emphasis in elasmobranch biology and marine education. Linda's fieldwork includes extensive marine fisheries work, sub-tidal research, shorebird surveys, and freshwater fish surveys and California native plant propagation. Linda is a research diver and has assisted with the design and development of exhibits at the Monterey Bay Aquarium and Elkhorn Slough National Estuarine Research Reserve. Working for the Monterey Bay Aquarium she developed and managed a wide array of education programs. She has trained and supervised staff, developed budgets, assisted in the management of several non-profit organizations, and led travel programs.

Linda has extensive experience in staff management, budget development, program evaluation, technical writing. She has authored 12 peer-reviewed scientific publications, served as reviewer for scientific publications, written grants and presented numerous scientific papers.

Linda has also assisted Ecological Studies with the California red-legged frog studies and management. She is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Linda Martin's Resume (PDF)

## **Inger Marie Laursen, M.S. – Biology**

### **Wildlife Ecologist**

Inger Marie Laursen has a Master's degree in Biology from the University of Copenhagen, Denmark. Her specialty includes avian ecology and herpetology, however she has a diverse range of expertise with wildlife in California. Inger Marie has over 15 years of fieldwork experience surveying for special-status species, including but not limited to birds, amphibians, reptiles, salmonids, terrestrial and marine mammals, and butterflies.

Inger Marie has been a marine educator and a project leader in a variety of professional environments. She is well versed in processes of environmental consulting and research projects. She holds a scientific collecting permit (California Dept. Fish & Wildlife) for mammals, reptiles, amphibians, and vernal pool/terrestrial species. She has been trained for special-status species including: California tiger salamander, Santa Cruz long-toed salamander, California red-legged frog, western pond turtle, desert tortoise, and monarch butterfly.

Inger Marie is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Inger Marie Laursen's Resume (PDF)

## **Chad Steiner, B.S. – Ecology, Behavior, and Evolution**

### **Wildlife Ecologist**

Chad Steiner has worked as a Wildlife Ecologist with Ecological Studies since 2008. Chad's background includes extensive experience with fisheries and herpetology. He has participated in numerous projects involving steelhead and coho salmon, California tiger salamanders, California red-legged frogs, and other special status species. Chad is very familiar with the flora and fauna of the central California coast, specifically Santa Cruz, Monterey, Sonoma, and San Luis Obispo counties.

Chad has also participated in small mammal studies, native and endangered plant restoration projects, seed propagation, abalone monitoring, electrofishing, invasive plant control, stream habitat typing, and focused amphibian surveys. Chad spent a year teaching Tropical Ecology for the University of California Education Abroad Program in Costa Rica.

Chad has also assisted Ecological Studies with California red-legged frog studies and management. He is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Chad Steiner's Resume (PDF)



**Maya R. Khosla, M.S. – Chemistry**  
**M.S. – Environmental Biology**

### **Wildlife Ecologist**

Maya has worked on special-status species surveys and long-term monitoring for California red-legged frog, California tiger salamander, San Joaquin kit fox, Mission blue butterfly, California clapper rail, burrowing owl, steelhead trout and migratory birds. She has done extensive California red-legged frog rescue work in the Carmel River Watershed.

Maya is skilled in Wetland delineations, Biological assessments and resources analyses for mitigation sites, development projects and pipeline decommissioning projects, NEPA document preparation for the restoration and enhancement projects, Mitigation plans, and long-term mitigation site surveys. She is skilled at performing surveys and ecological risk assessments for endangered species.

Maya has worked as a senior staff scientist assessing biological damage assessments associated with oil spills, treatability studies, vegetation monitoring. She has also evaluated the ecological risk assessments for deer mouse, American kestrel, great blue heron, Western meadowlark and steelhead trout.

Maya is an accomplished natural history poet and writer for educational brochures and film scripts. Her films address subjects ranging from natural history to geothermal energy and climate change. She currently maintains a blog on sea turtles with *Save Our Seas*.

Maya is permitted by Department of Fish and Wildlife (Scientific Collecting Permit #001404 for California wildlife) and the USFWS (Recovery Permit #TE092049-0 for California Tiger Salamander). She is also permitted under Dawn Reis Ecological Studies USFWS Recovery Permit for California red-legged frogs.

Maya R. Khosla's Resume (PDF)

## **Geri Kavanagh-Baird – B.A. Latin American Studies**

### **Field Assistant**

Geri has worked with Ecological Studies as a Field Assistant and wildlife monitor on the Carmel River. She has experience identifying, capturing, rescuing, and relocating California red-legged frogs in all life history phases.

Geri has a background working in several University of California biological laboratories. She has assisted and participated in all aspects of the UC food safety project focusing on vectors of *E.coli* bacterium in Monterey County. Geri trapped, tagged, and collected morphological measurements on rodents (California Dept. of Fish & Wildlife Permit SCP # 11481). Her organizational skills, attention to detail, and time management ensured the accurate and efficient handling of research data.

Geri has filled a number of roles in an EPA on a research project investigating the effects of pesticide application on the neurological development of farm workers' children in Monterey County. She collected and processed various environmental biological samples, worked with EPA air and dust standards, and trained/supervised staff in proper collection of specimens and sample handling and hazards in the field such as blood borne pathogens, and safety protocol. Geri has worked collaboratively in a professional environment, performed the proper collection of blood specimens from children in the health fair setting.

Geri has worked in the role of supervisor in diverse environments and cultures. She has overseen training of staff at the internationally-renowned Esalen Institute.

Geri Kavanagh-Baird is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Geri Kavanagh-Baird's Resume (PDF)

## **Josie Moss, B.S. – Ecology & Evolutionary Biology**

### **Field Assistant**

Josie Moss has worked as a Field Assistant with Ecological Studies since 2010. Josie has a strong background in botany with a diverse range of experience in restoration and re-vegetation management. She has instructed volunteers at the University of Santa Cruz in plant identification and proper pruning techniques. The last four years, she has conducted rare plant surveys on Fort Ord Military base and participated in annual plant density sampling. Josie has also participated in numerous projects involving bird banding, avian diet analysis, marine environment education, Steelhead monitoring, bat surveys, woodrat relocations, and California red-legged frog rescues and handling. She is experienced working with a variety of special-status species.

Josie has also assisted Ecological Studies with California red-legged frog studies and management, and is an integral member of the ES team. She is permitted under Dawn Reis (see above) to handle and conduct studies with California red-legged frogs and tadpoles.

Josie Moss' Resume (PDF)