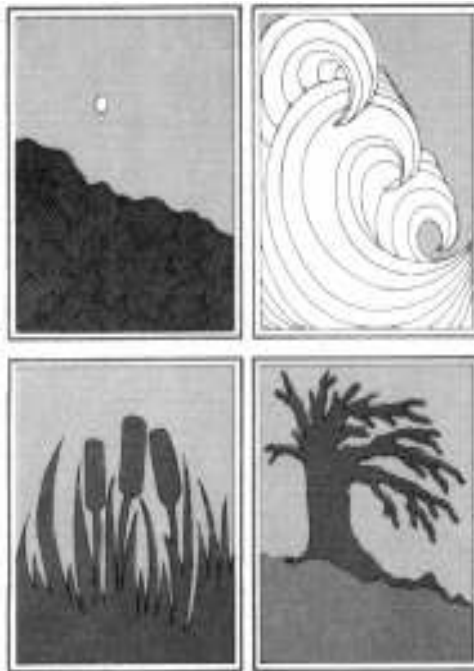


The University of Vermont
The Rubenstein School of Environment and
Natural Resources
Alumni Employment Survey
2007



What can you do with a major in...

**Environmental Sciences
Environmental Studies
Forestry
Natural Resources
Recreation Management
Resource Economics
Natural Resource Planning
Water Resources
Wildlife and Fisheries Biology**

THE RUBENSTEIN SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES¹
ALUMNI EMPLOYMENT SURVEY
February 2007

The Alumni Employment Survey was mailed to Rubenstein School's 2,971 alumni in August 2006. A second mailing was made to 2,500 alumni December 2006. Ultimately, 769 alumni were surveyed for an overall response rate of 26% (based on deliverable mailings).

Probably the best news is that 95% are positive about the education they received from The Rubenstein School. In addition, 92% expressed satisfaction with their overall educational experience at UVM.

So what are these 769 Rubenstein School alumni doing? A large majority are employed in positions that directly or indirectly tap their specific training in environment and natural resources.

- Private sector businesses top the list of *employer type*—50%
- The next largest group of alumni (27.5%) work for government agencies, bureaus or departments. Nine percent are employed at the federal level, 11.8% at state, and 6.8% in regional or municipal positions.
- Sixteen percent of Rubenstein School alumni are working for educational institutions. Many are teaching at various levels, or working at universities as researchers.
- Almost eight percent are self-employed (included as a part of private businesses), as forestry consultants, farmers, and a variety of other businesses.

From the sample, a significant number of Rubenstein School graduates have completed additional degrees (29%). Fourteen people received both B.S. and M.S. degrees from The Rubenstein School. Of those who received their bachelor's degree from The Rubenstein School, 124 have also completed a master's degree (M.S. and M.A.) at a different institution. Forty-six Rubenstein alumni have earned advanced degrees outside of the School, including MBAs, law degrees, MSWs and MDs. Thirty-three individuals went on to attain teaching credentials by completing a M.Ed, MAT or certification program. Twenty-three alumni have gone on to complete a Ph.D.

Reading through the surveys has been a joy because so many alumni are enthusiastic about their work. We are extremely grateful to the 571 individuals who volunteered to have current Rubenstein School students contact them with employment questions. 301 alumni have access to internship and job information.

For current students and prospective applicants, this report provides a rich response to the question, ***“What kind of job can you get with a degree in environment and natural resources?”*** If you want an environmental career, The University of Vermont's Rubenstein School of Environment and Natural Resources can get you there. If you want a broad-based education which will position you for a wide range of careers, a degree in environment and natural resources can get you there too.

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What can you do with a major in...

Responses to The Rubenstein School Alumni Employment Survey have been sorted by degree (B.S., M.S. & Ph.D.) and major. Each report groups responses by year-of graduation. The reports list:

**Job title**  
**Employer**  
**Location**

Please direct inquiries about this report to: Maria Dykema Erb, 330 Aiken Center, UVM, (802)656-4380 or [Maria.Erb@uvm.edu](mailto:Maria.Erb@uvm.edu)

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<sup>1</sup> In 2003, the School of Natural Resources was renamed The Rubenstein School of Environment and Natural Resources and alumni in this report will be referred to as “The Rubenstein School Alumni”. Updated March 21, 2007.

## Bachelor of Science Environmental Science

| Year | Job Title                             | Employer                                            | Location |
|------|---------------------------------------|-----------------------------------------------------|----------|
| 1991 | Environmental Scientist VDQ-DEC       | Vermont Agency of Natural Resources                 | VT       |
| 1991 | Instructor/Wrangler                   | Aspen Ski Company/Wildcat Ranch                     | CO       |
| 1992 | Regional Coordinator                  | RR Planning Commission                              | VT       |
| 1996 | Environmental Health & Safety Manager | Pfizer                                              | NJ       |
| 1998 | Program Director                      | The Student Conservation Association (SCA)          | MA       |
| 1999 | Teacher: Chem & Bio                   | LNSD                                                | CT       |
| 1999 | Microbiologist                        | VT Agency of Agriculture                            | VT       |
| 2000 | Civil Engineering Technician          | Department of Public Works: City of San Luis Obispo | CA       |
| 2000 | VT Map Modernization Coordinator      | State of VT, Dept Environmental Conservation        | VT       |
| 2000 | Project Scientist                     | The Johnson Company                                 | VT       |
| 2001 | Environmental Scientist               | Janasse Hangen Brustlin                             | NH       |
| 2001 | Project Engineer                      | Nichols On-Site Engineering                         | AZ       |
| 2001 | Conservation Biologist                | Vermont Institute of Natural Science                | VT       |
| 2002 | Substitute teacher/paraeducator       | Woodstock Union High School and Middle School       | VT       |
| 2002 | Waste Reduction Coordinator           | Chittenden Solid Waste District                     | VT       |
| 2002 | Managing Director                     | Green Mountain Microsystems, LLC                    | VT       |
| 2002 | Medical Student                       | John Hopkins School of Medicine                     | MD       |
| 2002 | Graduate Student                      | University of Maine                                 | ME       |
| 2003 | Research Technician                   | University of Vermont, Plant & Soil Science Dept.   | VT       |
| 2003 | Teacher / Medic                       | Nature's Classroom                                  | MA       |
| 2003 | Program Coordinator                   | Northwest Youth Corps                               | OR       |
| 2003 | Conservation Assistant II             | Tahoe Resource Conservation District                | CA       |
| 2003 | EMT Intermediate                      | Fletcher Allen Health Care                          | VT       |
| 2003 | Environmental Scientist               | Teta Tech, Inc                                      | CA       |
| 2003 | GIS Analyst                           | Gannett Fleming, Inc.                               | PA       |
| 2003 | Graduate Student                      | UVM                                                 | VT       |
| 2004 | Hydrological Technician               | US Geological Survey                                | NY       |
| 2004 | GIS Technician/Project Lead           | MicroDATA GIS Inc.                                  | VT       |
| 2004 | Photographer                          | Elevation Imaging, Jackson Hole, WY                 | NJ       |
| 2004 | CADD operator/ secretary              | Harrington Engineering Inc.                         | VT       |
| 2004 | Wildlife Rehabilitation Intern        | Wildlife in Crisis                                  | MA       |
| 2005 | Admissions Counselor                  | Daniel Webster College                              | NH       |
| 2005 | Fisheries Technician                  | Idaho Dept. of Fish and Game                        | ID       |
| 2005 | Environmental Scientist               | Freese & Nichols, Inc                               | TX       |
| 2005 | Environmental Scientist               | Environmental & Turf Services, Inc.                 | DC       |
| 2005 | Environmental Specialist              | Arthur Langnus Layne Consulting                     | OK       |
| 2005 | Equipment Operator                    | Intervale Compost Products                          | VT       |
| 2005 | Graduate Student                      | UVM                                                 | VT       |
| 2006 | Outreach Assistant/Translator         | CSWD/Resource Engineering Inc                       | VT       |
| 2006 | Program Assistant                     | Center for Whole Communities                        | VT       |

## Environmental Studies

| Year | Job Title                    | Employer                    | Location |
|------|------------------------------|-----------------------------|----------|
| 1973 | Owner/Mgr                    | Riverside Fitness for Women | VT       |
| 1976 | Associate Pastor             | Christ Presbyterian Church  | MN       |
| 1978 | Program Manager              | USEPA                       | WA       |
| 1978 | Watershed Manager            | State Pa DEP                | PA       |
| 1978 | Business Development Manager | Ashland Water Technologies  | VT       |
| 1979 | President/Owner              | Blue Flower Arts, LLC       | NY       |
| 1979 | Director of Marketing        | Desa Heating LLC            | KY       |

| <b>Year</b> | <b>Job Title</b>                                        | <b>Employer</b>                                     | <b>Location</b> |
|-------------|---------------------------------------------------------|-----------------------------------------------------|-----------------|
| 1980        | Vice President                                          | VT Environmental Resarch Associates, inc.           | VT              |
| 1981        | Research Plant Physiologist - Northern Research Station | USDA Forest Service                                 | VT              |
| 1982        | Vermont Projects Director                               | National Park Service Rivers & Trails Program       | VT              |
| 1982        | Wilderness Information Manager                          | U.S. Forest Service                                 | VT              |
| 1982        | Consultant                                              | Self-Employed                                       | VT              |
| 1983        | ESL Teacher                                             | B.F.A. and St. Albans Town School                   | VT              |
| 1983        | Sr. Project Manager                                     | VT Energy investment corp.                          | VT              |
| 1983        | Principal Consultant                                    | DSM Environmental Services                          | VT              |
| 1985        | 5th Grade Teacher                                       | Long Lake Central School                            | NY              |
| 1986        | Business Owner                                          | Liquor Store                                        | CO              |
| 1986        | Small Business Owner                                    | Thibault Appliances                                 | VT              |
| 1986        | Business Owner                                          | Liquor Store                                        | CO              |
| 1987        | Environmental Manager                                   | Washington Department of Transportation             | WA              |
| 1987        | Teacher                                                 | South Burlington Schools                            | VT              |
| 1987        | Science Teacher                                         | Colchester HS                                       | VT              |
| 1987        | Environmental Manager                                   | Washington Department of Transportation             | WA              |
| 1988        | Program Assistant                                       | National Lewis University                           | IL              |
| 1988        | Vice President for Development                          | Housing Vermont                                     | VT              |
| 1988        | Facilitator of New Mothers Group                        | Beth Israel Deaconess Hospital                      | MA              |
| 1988        | Executive Director                                      | VT Coverts: Woodlands for Wildlife                  | VT              |
| 1988        | Attorney                                                | Self-Employed                                       | GA              |
| 1989        | President                                               | Self-Employed                                       | CO              |
| 1989        | President                                               | Romero Construction                                 | CA              |
| 1991        | 1st LT; VT National Guard                               | U.S. Army, Vermont National Guard                   | VT              |
| 1991        | Independent Consultant                                  | Arbonne International                               | BC              |
| 1992        | Major Gifts Officer                                     | Berklee College of Music                            | MA              |
| 1992        | Asst. Professor                                         | Eastern Connecticut State University                | CT              |
| 1992        | Program Administrator                                   | Boston University, Dept. of Geography & Environment | MA              |
| 1992        | Teacher                                                 | New Haven Board of Education                        | CT              |
| 1992        | Water Resource Control Engineer                         | California Water Resources Control Board            | CA              |
| 1992        | Senior Vice President                                   | Bank of America                                     | NC              |
| 1992        | President                                               | Nectar Marketing/Q9 Ads                             | MA              |
| 1993        | Outreach Coordinator/Author                             | New Jersey, Dept of Environmental Protection        | PA              |
| 1993        | Producer                                                | CBS News                                            | NY              |
| 1993        | Sales Associate                                         | JC Penny                                            | VT              |
| 1993        | Mother/Consultant                                       | Self-employed                                       | MA              |
| 1994        | Stewardship Assistant                                   | Middlebury College                                  | VT              |
| 1994        | Graduate Research/ Teaching Assistant                   | University of Nevada                                | CA              |
| 1994        | Training and Facilitation Specialist                    | ARD Inc.                                            | VT              |
| 1994        | Director of Government Affairs                          | American Rivers                                     | MD              |
| 1994        | Self Practitioner                                       | Self-Employed                                       | RI              |
| 1995        | Faculty                                                 | Marvelwood School                                   | CT              |
| 1995        | Portfolio Manager                                       | Ashfield and Co.                                    | CA              |
| 1995        | Attorney                                                | Law Firm: Glenn Rasmussen Fogarty & Hooker, P.A.    | FL              |
| 1995        | President                                               | Anura Technology, Inc., Self-Employed               | NY              |
| 1995        | Environmental Attorney                                  | VT Law (JD+ masters in Environmental Law)           | DC              |
| 1996        | Environmental Health & Safety Manager                   | Pfizer                                              | NJ              |
| 1996        | Science Teacher                                         | New Hartford Central School                         | NY              |
| 1996        | Watershed Program Specialist                            | City of Oakland                                     | CA              |
| 1996        | Landscape Architect/PM                                  | Vancouver-Clark Parks                               | OR              |
| 1996        | Energy Program Manager                                  | Virginia Div of Energy                              | VA              |
| 1996        | Associate Editor                                        | Energy Newsdata                                     | CA              |
| 1996        | Wind Tech                                               | Woodlot Alternatives                                | ME              |
| 1996        | Landscape Architect                                     | Mohr & Seredin Landscape Architects                 | ME              |
| 1996        | Environmental Health & Safety Manager                   | Pfizer                                              | NJ              |

| <b>Year</b> | <b>Job Title</b>                                           | <b>Employer</b>                                       | <b>Location</b> |
|-------------|------------------------------------------------------------|-------------------------------------------------------|-----------------|
| 1997        | Training Coordinator                                       | University of Montana                                 | MT              |
| 1997        | Hydrologic Technician                                      | U.S. Geological Survey                                | ME              |
| 1997        | Ecologist                                                  | USDA Forest Service - Rocky Mountain Research Station | MT              |
| 1997        | Open Space Coordinator/Urban Planner                       | City of Alexandria VA                                 | VA              |
| 1998        | Sales Manager                                              | Corporate Follies                                     | AZ              |
| 1998        | Education Program Manager                                  | Audubon Vermont                                       | VT              |
| 2000        | AP Environmental Science/ Earth Science Teacher            | Pittsford Schools                                     | NY              |
| 2000        | Teacher (Special Education)                                | Mount Desert Island High School                       | ME              |
| 2000        | Research Assistant                                         | Muskie School of Public Service                       | ME              |
| 2000        | Research Assistant                                         | Yale School of Forestry and Environmental Studies     | CT              |
| 2000        | Planner                                                    | Park City Municipal Corporation                       | UT              |
| 2000        | City Planner                                               | City of McCall (Idaho)                                | ID              |
| 2000        | Senior Consultant                                          | Booz Allen Hamilton                                   | DC              |
| 2001        | Intern                                                     | Chicago Botanical Gardens                             | OR              |
| 2001        | Environmental Scientist                                    | Tetra Tech EMI                                        | VA              |
| 2002        | Assistant to the Director, Capital Planning and Management | UVM                                                   | VT              |
| 2002        | Field Tech.                                                | KAS Inc., Williston, VT                               | VT              |
| 2002        | Landman                                                    | SK Operating Inc.                                     | PA              |
| 2003        | Volunteer Coordinator                                      | Great Basin Institute                                 | NV              |
| 2003        | Massage Therapist                                          | Dish Beauty Lounge and Spa                            | VT              |
| 2003        | Protection Project Manager                                 | Jackson Hole Land Trust                               | WY              |
| 2004        | Law Student                                                | Univ. of Montana                                      | MT              |
| 2004        | Asst. Attorney General                                     | NY State                                              | NY              |
| 2004        | Garden Manager (Apprentice)                                | City Slicker Farms                                    | CA              |
| 2004        | Trip Leader/Naturalist                                     | Wilderness Ventures/Audubon                           | MD              |
| 2004        | Graduate Student                                           | Antioch University                                    | NH              |
| 2005        | Graduate Student                                           | UVM                                                   | VT              |
| 2005        | Laboratory Technician                                      | Upstate Freshwater Institute                          | NY              |
| 2005        | Agroforestry Extension Agent                               | United States Peace Corps                             | CM              |
| 2005        | Environmental Specialist III                               | State of Vermont Agency of Transportation             | VT              |
| 2005        | Assistant Project Manager                                  | Ecofutures Building, Inc.                             | CO              |
| 2005        | Graduate Student                                           | UVM                                                   | VT              |
| 2006        | Admissions Officer                                         | The Outdoor Academy                                   | NC              |

## Forestry

| <b>Year</b> | <b>Job Title</b>                     | <b>Employer</b>                            | <b>Location</b> |
|-------------|--------------------------------------|--------------------------------------------|-----------------|
| 1969        | Professor                            | University of Alberta                      | ALB             |
| 1969        | Forestry Consultant                  | Self-Employed                              | VT              |
| 1970        | Owner: Antiques and Arms             | Self                                       | VT              |
| 1970        | Advertising Executive                | Las Cruces Sun News                        | NM              |
| 1970        | Consulting Forester                  | Self-Employed                              | VT              |
| 1971        | Owner/Forester                       | Self-Employed                              | VT              |
| 1972        | Mathematics Teacher                  | Mount Saint Joseph Academy                 | VT              |
| 1973        | District Forester                    | Bureau of Land Management                  | OR              |
| 1973        | Gen Manager                          | Broughton Farm Supply                      | VT              |
| 1973        | Executive Director                   | Teton Science Schools                      | WY              |
| 1974        | JROTC Teacher                        | Sand Francisco Unified School District     | CA              |
| 1974        | Watershed Forester                   | Vermont ANR: Forest, Parks, and Recreation | VT              |
| 1974        | Superintendent                       | State of Vermont                           | VT              |
| 1974        | Owner/broker                         | Redd Realty LLC                            | VT              |
| 1974        | Arborist                             | Woodstock Resort Corp.                     | VT              |
| 1974        | Property and Land Management Service | Self-Employed                              | VT              |

| <b>Year</b> | <b>Job Title</b>                                                    | <b>Employer</b>                                    | <b>Location</b> |
|-------------|---------------------------------------------------------------------|----------------------------------------------------|-----------------|
| 1975        | Director of Education                                               | Augusta Schools                                    | ME              |
| 1975        | Professor & Extension Specialist                                    | Forest Engineering Dept, Oregon St. University     | OR              |
| 1975        | Forestry Technical                                                  | USDA Forest Service                                | VT              |
| 1975        |                                                                     | Rutland County Solid Waste District                | VT              |
| 1975        | Regional Lands Manager                                              | Maine Bureau of Parks and Lands                    | ME              |
| 1975        | Director of Forests                                                 | State of VT, Department F,P & R                    | VT              |
| 1975        | Owner/Forester                                                      | Harwood Forestry Services, Inc.                    | VT              |
| 1975        | President                                                           | Forestell Company Inc.                             | AL              |
| 1975        | OEM Account Manager                                                 | Hypertherm Inc.                                    | NH              |
| 1975        | Principal Applications Developer                                    | ESRI                                               | VA              |
| 1975        | Home Inspector                                                      | Self Employed                                      | WY              |
| 1975        | Lawyer                                                              | Self-Employed                                      | MA              |
| 1976        | Director of Principal Gifts                                         | Clarkson University                                | NY              |
| 1976        | Director, Green Forestry Education Institution                      | UVM – RSENR                                        | VT              |
| 1976        | Telecom Administrator                                               | Crane Paper                                        | MA              |
| 1976        | Procurement Forester                                                | Quality Hardwoods                                  | NY              |
| 1976        | Inventor                                                            | Mobility Without Barriers Fdn.                     | VT              |
| 1977        | Sr. Planner                                                         | Addison County Regional Planning Commission        | VT              |
| 1977        | District Forestry Manager                                           | State of Vermont Dept. Forests, Parks,& Recreation | VT              |
| 1977        | Owner                                                               | Corsican Restaurant                                | ME              |
| 1977        | Twisting/Conditioning Engineer                                      | PPG Industries                                     | NC              |
| 1977        | Arborist/Business Owner                                             | Yankee Tree Service                                | CT              |
| 1977        | President                                                           | Coastal Waterworks Inc.                            | ME              |
| 1977        | Physician                                                           | AU Merr. H MD                                      | NY              |
| 1978        | Professor/Extension Forester                                        | UMass Amherst                                      | MA              |
| 1978        | Forester/Silviculturist                                             | US Forest Service                                  | WA              |
| 1978        | Trade Policy Coordinator, Forest and Fish Products                  | USDA Foreign Agricultural Service                  | VA              |
| 1978        | Production Forester                                                 | Weyerhaeuser Company                               | AL              |
| 1978        | Realtor                                                             | Self Employed / Maxfield Real Estate               | NH              |
| 1978        | Forester/Partner                                                    | Self-Employed                                      | VT              |
| 1979        | Environmental Program Coordinator                                   | Oregon Department of Transportation                | OR              |
| 1979        | Forester III: State Lands Stewardship                               | VT Department of forests, parks, and recreation    | VT              |
| 1979        | President                                                           | Mid-American Energy Co.                            | IA              |
| 1979        | Senior Land Use Planner                                             | Heindel & Noyes                                    | VT              |
| 1979        | NEPA Coordinator                                                    | White Mountain National Forest                     | NH              |
| 1980        | Course Director                                                     | Outward Bound                                      | CO              |
| 1980        | Silviculturalist                                                    | USDA Forest Service                                | MI              |
| 1980        | Owner                                                               | Jackson Painting Co. & Renovations                 | WY              |
| 1980        | President                                                           | L.R. McCoy & Co. Inc.                              | MA              |
| 1980        | Senior Consultant                                                   | Gessen Lehrman                                     | NY              |
| 1980        | Manager                                                             | Timber-Resources Group                             | ME              |
| 1980        | Owner                                                               | Rupert Valley Housteins Dairy Farm                 | VT              |
| 1980        | Owner/President                                                     | Upland Forestry                                    | VT              |
| 1981        | Research Plant Physiologist – Northern Research Station             | USDA Forest Service                                | VT              |
| 1981        | Research Associate                                                  | Cornell University                                 | NY              |
| 1981        | Varied – guide instructor, counselor, etc., outdoor, ski gymnastics | Varied – Schools/camps                             | VT              |
| 1981        | Western Maine Regional Land Surveyor                                | Maine, Dept. of Transportation                     | ME              |
| 1981        | Natural Resource Specialist                                         | Alaska Department of Natural Resources             | AK              |
| 1981        | Director                                                            | Technical Connections Inc.                         | VT              |
| 1981        | Sawmill Superintendent                                              | Stanley Tools                                      | VT              |
| 1982        | Wilderness Information Manager                                      | U.S. Forest Service                                | VT              |
| 1982        | Research Scientist                                                  | USDA, Agricultural Research Service                | AZ              |

| <b>Year</b> | <b>Job Title</b>                           | <b>Employer</b>                                | <b>Location</b> |
|-------------|--------------------------------------------|------------------------------------------------|-----------------|
| 1982        | Research Plant Pathologist/Professor       | USDA, Agricultural Research Service            | WA              |
| 1982        | Wood Utilization Specialist                | State of Vermont; FP&R                         | VT              |
| 1982        | Windham County Forester                    | State of Vermont Division of Forestry          | VT              |
| 1982        | Owner / Forester-Logger                    | Russell Forestry Services (SBLF)               | VT              |
| 1982        | President/owner                            | Stowe Tree Experts                             | VT              |
| 1982        | Land Surveyor                              | Paul Darbshire Assoc.                          | NH              |
| 1982        | General Manager Procurements and Sales     | New England Wood Pellet LLC                    | NH              |
| 1982        | Consultant                                 | Self Employed (VoorTech Consulting)            | NH              |
| 1983        | Associate Professor                        | SUNY-ESF                                       | NY              |
| 1983        | Research Specialist                        | UVM                                            | VT              |
| 1983        | Watershed Forester                         | NYC Dept. of Env. Protection                   | NY              |
| 1983        | Corporate Pilot                            | Professional Jet Management                    | MD              |
| 1983        | Rancher/Forester                           | Self-Employed                                  | WA              |
| 1984        | Planning Recreation Staff Officer          | USDA Forest Service                            | MT              |
| 1984        | Commercial Services Manager                | TruGreen Companies                             | NH              |
| 1984        | Executive Director                         | Alliance for Climate Action                    | VT              |
| 1984        | Semi-retired woodworker                    | Self-Employed                                  | VT              |
| 1985        | Athletic Director                          | Downingtown Middle School                      | PA              |
| 1985        | Teacher, elementary                        | San Juan Unified School district               | CA              |
| 1985        | Forestry Officer                           | Indian and Northern Affairs Canada             | ONT             |
| 1985        | Addison County Forester                    | State of Vermont                               | VT              |
| 1985        | State Lands Stewardship Forester           | State of VT, Forest & Parks                    | VT              |
| 1985        | Education Manager`                         | NWF                                            | VT              |
| 1985        | Education Manager                          | National Wildlife Federation                   | VT              |
| 1985        | Principal forester                         | Self-Employed                                  | VT              |
| 1986        | Botanist                                   | National Park Service                          | TX              |
| 1986        | Sr. Project Manager                        | ESA Adolfsen                                   | MA              |
| 1986        | Physician Assistant                        | Jackson Whole Family Health                    | WY              |
| 1987        | Physical therapist                         | Various long term care facilities.             | OH              |
| 1988        | Wildlife Biologist                         | US Geological Survey                           | OR              |
| 1988        | Deputy Mission Support Director            | VT Air National Guard                          | VT              |
| 1988        | Project Mgr./Principal Env. Scientist      | URS Corporation                                | MD              |
| 1988        | Consulting Forester/ Electric Meter Reader | Woodland Services and Washington Electric Coop | VT              |
| 1988        | Owner                                      | Self Employed                                  | VT              |
| 1988        | Consulting Forester                        | David Marvin/Butternut Mtn. Farm               | VT              |
| 1989        | Environmental Scientist                    | VT Department of Conservation                  | VT              |
| 1989        | President                                  | Powderhorn Outdoor Sports Center               | VT              |
| 1989        | Fiber Modeling Specialist                  | International Paper                            | TN              |
| 1989        | Vice President                             | The Care of Trees                              | PA              |
| 1989        | Senior Vice President                      | Bank of New York                               | NJ              |
| 1989        | math tutor                                 | self                                           | VT              |
| 1989        | Town Clerk                                 | Town of Lincoln                                | VT              |
| 1990        | District Forester                          | NC Division of Forest Resources                | NC              |
| 1991        | High School Math/Science Teacher           | Brighton School District                       | CO              |
| 1991        | Principal                                  | Caan Schools                                   | VT              |
| 1991        | Deputy Chief                               | Westfield Fire Department                      | NJ              |
| 1992        | Schoolteacher                              | Dover Public Schools                           | MA              |
| 1992        | Protection Forester                        | VT Dept FPR                                    | VT              |
| 1992        | Board Certified Master Arborist PN-1314B   | Emerald Tree Llc                               | OR              |
| 1992        | President                                  | Self – Inforest communications                 | PA              |
| 1993        | Asst. Fire Mgmt Officer – Fuels            | Clearwater Nat'l Forest – Palouse District     | ID              |
| 1993        | Aquatic Biologist                          | State of Vermont                               | VT              |
| 1993        | Quality Assurance Manager                  | 6 E Systems                                    | NY              |
| 1993        | Area Forester                              | Fountain Forestry                              | VT              |

| <b>Year</b> | <b>Job Title</b>                           | <b>Employer</b>                                                                          | <b>Location</b> |
|-------------|--------------------------------------------|------------------------------------------------------------------------------------------|-----------------|
| 1993        | Assistant Professor, Dept of Biology       | University of Alabama                                                                    | AL              |
| 1994        | Forester                                   | MADCR Div. of Water Supply                                                               | MA              |
| 1994        | Botanist                                   | MA Natural Heritage and Endangered Species Program<br>- MA division of Fish and Wildlife | CT              |
| 1994        | Vice President                             | Champlain Hardwoods                                                                      | VT              |
| 1994        | Arborist Representative                    | Bartlett Tree Experts                                                                    | CT              |
| 1994        | Orchardist/Food Processor/Food distributor | Champlain Orchards Inc.                                                                  | VT              |
| 1994        | Sales Manager                              | Tremco Inc.                                                                              | CO              |
| 1994        | Process Consultant                         | Idexx Laboratories                                                                       | ME              |
| 1994        | Owner                                      | Silver Moon Brewing                                                                      | OR              |
| 1994        | Mason/Owner                                | Self-Employed                                                                            | NH              |
| 1995        | Student Teacher                            | South Area Solomon Schechter Day School                                                  | MA              |
| 1995        | Timber farmer                              | Liberty Head Post and Beam                                                               | VT              |
| 1996        | Entomologist                               | Maine Forest Service                                                                     | ME              |
| 1996        | Senior Analyst, Director                   | Evergreen Investments                                                                    | MA              |
| 1997        | Forestry Operations Manager                | Lyme Timber Co.                                                                          | VT              |
| 1998        | Program Director                           | Yale center for Environmental law and Policy                                             | CT              |
| 1998        | Educator                                   | Regional Water Authority                                                                 | CT              |
| 1998        | X-ray Technician                           |                                                                                          | ME              |
| 1999        | Research Associate                         | UVM                                                                                      | VT              |
| 1999        | Vice President of Sales                    | True Organics                                                                            | NY              |
| 1999        | Operations Forester                        | Upland Forestry                                                                          | VT              |
| 2000        | Hotshot Squad Leader                       | USDA Forest Service                                                                      | CA              |
| 2000        | Forester/owner                             | Ct. Family Forest Products, LLC                                                          | CT              |
| 2000        | Consulting Arborist                        | Cedar Lawn Tree Service                                                                  | MA              |
| 2001        | Forestry Technician/Fire                   | U.S. Forest Service (Plumas)                                                             | CA              |
| 2001        | Fuels Management                           | US Forest Service                                                                        | CA              |
| 2001        | Service Forester                           | NC Forest Service                                                                        | NC              |
| 2001        | Resource Forester                          | Missouri Dept of Conservation                                                            | MO              |
| 2001        | Operator I                                 | Lonza Biologics                                                                          | ME              |
| 2002        | Science teacher                            | Chittenden East Supervisory Union                                                        | VT              |
| 2003        | Field Biologist                            | VT Cooperative F&W Research Unit                                                         | VT              |
| 2004        | State Survey Coordinator                   | State of Vt. Agency of Agriculture                                                       | VT              |
| 2004        | Environmental Specialist 2                 | Washout Environmental Protection department                                              | CA              |
| 2004        | Consulting Utility Forester                | ACRT, Inc.                                                                               | MA              |
| 2004        | Correctional Officer                       | Chittenden Regional Correctional Facility/ Vermont                                       | VT              |
| 2005        | Forester                                   | Vermont Forestry Associates                                                              | NH              |
| 2005        | Log buyer/scaler                           | Canopy timber alternatives                                                               | VT              |
| 2005        | Forest Technician                          | New England Woodland Management                                                          | MA              |
| 2005        | Owner                                      | Ginkgo Property Maintenance                                                              | VT              |
| 2005        | Graduate Research Assistant                | University of Wisconsin                                                                  | WI              |
| 2006        | Field Instructor                           | ASPEN Education Group                                                                    | CT              |
| 2006        | Forestry Technician                        | US Forest Service                                                                        | CO              |
| 2006        | Forester                                   | Upland Forestry                                                                          | NY              |

## **Natural Resources**

| <b>Year</b> | <b>Job Title</b>              | <b>Employer</b>                | <b>Location</b> |
|-------------|-------------------------------|--------------------------------|-----------------|
| 1979        | NEPA Coordinator              | White Mountain National Forest | NH              |
| 1980        | VP, Business Development      | Earth Tech, Inc.               | MA              |
| 1986        | Environmental Analyst         | State of Vermont               | VT              |
| 1988        | Commercial Insurance Producer | Bruce Morse Agency             | FL              |
| 1988        | High Voltage Account Manager  | Pepco (Electric Utility)       | MD              |
| 1991        | Physician's Assistant MS      | Northeastern University        | MA              |

| <b>Year</b> | <b>Job Title</b>                                         | <b>Employer</b>                                                                    | <b>Location</b> |
|-------------|----------------------------------------------------------|------------------------------------------------------------------------------------|-----------------|
| 1992        | Owner/Manager                                            | Glacier Guides/Montana Raft                                                        | MT              |
| 1993        | Staff Scientist                                          | VT Natural Resources Council                                                       | VT              |
| 1993        | Assistant Professor, Dept of Biology                     | University of Alabama                                                              | AL              |
| 1994        | Senior Assistant                                         | Resources Systems Group                                                            | VT              |
| 1994        | Education Manager                                        | Junior Achievement of Central Massachusetts                                        | MA              |
| 1994        | Partner                                                  | Ecologic Homes LLC                                                                 | NH              |
| 1994        | Pipewelder/ pipefitter/ foreman                          | UA Local 693                                                                       | VT              |
| 1994        | Owner                                                    | Unparalleled Productions, LLC                                                      | CA              |
| 1995        | Assistant Regional Engineer                              | State of Vermont - DEC                                                             | VT              |
| 1995        | Restoration and Monitoring Biologist                     | US Fish and Wildlife Service                                                       | IL              |
| 1995        | Audiologist                                              | Mid-Vermont ENT                                                                    | VT              |
| 1995        | Environmental Coordinator                                | Vermont Agency of Transportation                                                   | VT              |
| 1995        | Production Superintendent (Plant Manager)                | Mylon Technology                                                                   | VT              |
| 1995        | Vice President                                           | R.E. Tucker Inc. Sand & Crushed Stone                                              | VT              |
| 1995        | Program Manager                                          | StopWaste.org                                                                      | CA              |
| 1995        | MS Nursing                                               | Oregon Health Sciences University                                                  | OR              |
| 1996        | Internet Programming                                     | Vermont Rural Water Association                                                    | NJ              |
| 1996        | Environmental Compliance Manager                         | Seattle Public Utilities                                                           | WA              |
| 1997        | Product Manager                                          | Intrado                                                                            | CO              |
| 1997        | Investment Representative                                | Edwards Jones                                                                      | MA              |
| 1997        | Broadcast Coordinator                                    | Vermont Public Television                                                          | VT              |
| 1998        | Regional Ranger Supervisor                               | Vt. Dept. of Forests, Parks & Rec                                                  | VT              |
| 1998        | Wound Care Expert (medical sales)                        | Molnlycke Health Care                                                              | VT              |
| 1998        | Implementation Consultant                                | Systems and Software                                                               | VT              |
| 1998        | Environmental Scientist                                  | Triassic Technology, inc.                                                          | NJ              |
| 1998        | Staff Engineer/E.I.T.                                    | Secesh Engineering, Inc                                                            | ID              |
| 1998        | Farmer                                                   | Self-employed, Old Friends Farm                                                    | MA              |
| 1998        | PhD Student                                              | Ohio State University                                                              | OH              |
| 1998        | Environmental Technician                                 | State of Vermont                                                                   | VT              |
| 1998        | Construction/Carpenter                                   | Perkins Smith Design/Build                                                         | VT              |
| 1999        | Farm Manager                                             | New England Wildflower Society                                                     | MA              |
| 1999        | Middle School Science Teacher                            | Twin Valley School District, Wilmington, Vermont                                   | VT              |
| 2000        | Laboratory Safety Officer                                | Columbia University Medical Center                                                 | NY              |
| 2000        | Director of Operation                                    | Ribcraft USA                                                                       | PA              |
| 2000        | Graduate Student                                         | University of Pennsylvania                                                         | PA              |
| 2000        | Science Teacher                                          | Lamoille Union High School                                                         | VT              |
| 2001        | Tutor (School-year) Gardener (Summer)                    |                                                                                    | ID              |
| 2001        | Campus Minister                                          | The Catholic Center at UVM (Roman Catholic Diocese)                                | VT              |
| 2001        | School and Community Education Coordinator               | Vermont Institute of Natural Science                                               | OR              |
| 2001        | Yoga Teacher/Trail Crew Leader/Coach                     | Self-Employed                                                                      | NY              |
| 2002        | Waste Reduction Coordinator                              | Chittenden Solid Waste District                                                    | VT              |
| 2002        | Program Coordinator for Center for Teaching and Learning | New England Culinary Institute                                                     | VT              |
| 2002        | Environmental Educator                                   | Seacoast Science Center                                                            | NH              |
| 2002        | Middle school science teacher                            |                                                                                    | VT              |
| 2002        | Biological Collector/Diver                               | Marine Biological Laboratory, Woods Hole MA                                        | MA              |
| 2002        | Legal Assistant                                          | U.S. District Court for the District of Columbia                                   | VA              |
| 2002        | Cellar Assistant                                         | Srath Winery                                                                       | OR              |
| 2002        | Env. Health and Safety Coordinator                       | Western National Group                                                             | CA              |
| 2002        | Development Coordinator                                  | Sara Holbrook Community Center                                                     | VT              |
| 2002        | Conservation Specialist                                  | The Nature Conservancy                                                             | MA              |
| 2002        | Summer: Self-Employed Winter: Supervisor                 | Summer: Emily's Garden Service/Winter: National Assessment of Educational Progress | VT              |
| 2003        | Parks and Recreation Projects Coordinator                | Town of Telluride                                                                  | CO              |

| <b>Year</b> | <b>Job Title</b>                        | <b>Employer</b>                                   | <b>Location</b> |
|-------------|-----------------------------------------|---------------------------------------------------|-----------------|
| 2004        | Correctional Officer                    | Chittenden Regional Correctional Facility Vermont | VT              |
| 2004        | Research Technician – GLOBE team member | University of New Hampshire                       | NH              |
| 2004        | Teacher                                 | Littleton School District                         | AZ              |
| 2004        | GIS wiz, field tech, etc                | Heindel and Noyes                                 | VT              |
| 2005        | Environmental Specialist III            | State of Vermont Agency of Transportation         | VT              |
| 2005        | Coordinator of Off-Campus Services      | University of Vermont                             | VT              |
| 2005        | Soil Scientist                          | USDA-Natural Resources Conservation Service       | VT              |
| 2005        | Education Assistant                     | City Parks Foundation                             | NY              |
| 2005        | Crew Supervisor                         | Performance Systems Contracting                   | NY              |
| 2006        | Receiver                                | Kirkhan's Outdoor Products                        | UT              |

## Recreation Management

| <b>Year</b> | <b>Job Title</b>                                                    | <b>Employer</b>                                                         | <b>Location</b> |
|-------------|---------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------|
| 1974        | Claim Automation Section Manger                                     | State Farm Insurance                                                    | AZ              |
| 1974        | Loadmaster Trailer Company Ltd.                                     |                                                                         | OH              |
| 1977        | Director                                                            | Ocean Count, Dept. of Parks and Rec.                                    | NJ              |
| 1978        | Supt. of Park Planning & Development                                | City of Burlington, VT                                                  | VT              |
| 1978        | Neurology Specialty Sales Rep                                       | Boehringer Ingelheim                                                    | NH              |
| 1978        | Broker/Owner                                                        | Self Employed                                                           | CA              |
| 1979        | Chief Financial Officer                                             | The Home Service Store                                                  | VT              |
| 1979        | General Manager/Brand Director                                      | Tubbs Snowshoes/K2 Sports                                               | VT              |
| 1980        | Senior Consultant                                                   | Gessen Lehrman                                                          | NY              |
| 1980        | Government Affairs Director                                         | Lake Champlain Chamber of Commerce                                      | VT              |
| 1980        | Property Manager                                                    | Vermont State Housing Authority                                         | VT              |
| 1980        | Patient Services Coordinator                                        | New Milford Medical Group                                               | CT              |
| 1980        | Co-President                                                        | Prudential New Jersey Properties, Self                                  | VT              |
| 1980        | Executive Director                                                  | historic 1896 Lounsbury House                                           | CT              |
| 1980        | Attorney                                                            | Self-Employed                                                           | MA              |
| 1981        | Varied - guide instructor, counselor, etc., outdoor, ski gymnastics | Varied - Schools/camps                                                  | VT              |
| 1981        | Activity Worker                                                     | EGHouse - Counseling Service of Addison County                          | VT              |
| 1981        | President/Director                                                  | Adventure Treks                                                         | NC              |
| 1982        | AVP Keycenter Business Banking Manager                              | Key Bank                                                                | VT              |
| 1982        | President                                                           | Mountain Escapes Inc.                                                   | CO              |
| 1982        | Principal                                                           | Self-Employed                                                           | MA              |
| 1983        | Office Manager                                                      |                                                                         | CT              |
| 1983        | U.S. Division manager of Refractive Sales                           | AlconLabs                                                               | NH              |
| 1983        | human resources consultant                                          | Self-Employed                                                           | VT              |
| 1984        | Special Agent                                                       | U.S. Government                                                         | ME              |
| 1984        | Chief Concierge                                                     | San Francisco Marriott                                                  | CA              |
| 1985        | Health Information Clerk                                            | Fletcher Allen                                                          | VT              |
| 1985        | Academic Program Coordinator                                        | University of Florida                                                   | FL              |
| 1985        | Fire Program Specialist                                             | USDOI Fish & Wildlife Service-Regional Office-Anchorage Alaska          | AK              |
| 1985        | Operation Specialist                                                | Department of Homeland Security Bureau of customs and border protection | WA              |
| 1985        | Owner/Director/Treasurer                                            | Wyonegonic Camps                                                        | ME              |
| 1985        | Marketing Manager                                                   | Tubbs Snowshoe Co.                                                      | VT              |
| 1985        | Regional Sales Manager                                              | Worldmark                                                               | CO              |
| 1986        | Housing development specialist                                      | VT state housing authority                                              | VT              |
| 1986        | Small Business Owner                                                | Thibault Appliances                                                     | VT              |
| 1986        | Owner                                                               | Richard J. Wobby Jewelers                                               | VT              |
| 1986        | Sales Consultant                                                    | Pragmatic Consulting Inc.                                               | ME              |
| 1987        | South Region Director                                               | Department of Conservational Recreation                                 | MA              |

| <b>Year</b> | <b>Job Title</b>                                                                                   | <b>Employer</b>                                | <b>Location</b> |
|-------------|----------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------|
| 1987        | General Manager                                                                                    | Mirbeau Inn& Spa                               | NY              |
| 1987        | Customer Service Specialist II                                                                     | Vertek Corporation                             | VT              |
| 1987        | Staff RN                                                                                           | Providence St Vincent's Medical Center         | OR              |
| 1987        | Massage Therapist                                                                                  | Self                                           | VT              |
| 1988        | Commercial Insurance Producer                                                                      | Bruce Morse Agency                             | FL              |
| 1988        | Bicycle & Pedestrian Coordinator                                                                   | State of Vermont                               | VT              |
| 1988        | Manager of Water Utility                                                                           | Audubon Water Company                          | ME              |
| 1989        | Financial Advisor                                                                                  | Bank of America                                | CA              |
| 1989        | Campground Manager                                                                                 | Resorts USA/Outdoor World                      | MA              |
| 1989        | Real Estate Specialist                                                                             |                                                | WA              |
| 1989        | Owner                                                                                              | Eastern Approach, Inc.                         | VT              |
| 1989        | Quality Assistant Analyst                                                                          | Allscripts                                     | NH              |
| 1990        | American History Teacher                                                                           | Shaker Heights Middle School                   | OH              |
| 1990        | Assistant Fish biologist                                                                           | Oregon Fish and Wildlife                       | VT              |
| 1990        | Manager of Account Development                                                                     | American Express                               | NH              |
| 1990        | Coordinator, Young Friends of the Brandywine & Private Events Coordinator, Brandywine River Museum | Brandywine Conservancy                         | PA              |
| 1990        | Freelance Grants Writer                                                                            | Self                                           | MD              |
| 1991        | Instructor/Wrangler                                                                                | Aspen Ski Company/Wildcat Ranch                | CO              |
| 1991        | Director                                                                                           | Starbucks Coffee Company                       | WA              |
| 1991        | Vice President                                                                                     | Thesco Benefits, LLC                           | NJ              |
| 1992        | Client Relationship Manager                                                                        | Steelcase                                      | CO              |
| 1992        | Agricultural Educator                                                                              | Shelburne Farms                                | VT              |
| 1993        | GM                                                                                                 | Tech Center                                    | MA              |
| 1993        | Director, Vermont Family Business Initiative                                                       | University of Vermont                          | VT              |
| 1993        | Supervisory Outdoor Recreation Planner                                                             | USDA Forest Service – SJNF                     | CO              |
| 1993        | Manager – Professional Services                                                                    | PAR Springer-Miller Systems                    | MD              |
| 1994        | Owner                                                                                              | Griffin Restorations LLC                       | RI              |
| 1994        | Head Brewer                                                                                        | Vermont Pub and Brewery                        | VT              |
| 1994        | Financial Analyst                                                                                  | IBM                                            | VT              |
| 1994        | Ski Patrol                                                                                         | Hunter Ski Bowl                                | NY              |
| 1994        | Nursing Student                                                                                    | U of Maine                                     | ME              |
| 1995        | Restoration and Monitoring Biologist                                                               | US Fish and Wildlife Service                   | IL              |
| 1995        | Forestry Tech. – Fuels Management                                                                  | U.S. Forest Service – Gallatin National Forest | MT              |
| 1995        | Owner                                                                                              | Talent Skate park and Shop                     | VT              |
| 1995        | Operations Director for Snow Sport University                                                      | Smugglers' Notch Resort                        | VT              |
| 1995        | Membership Director                                                                                | Sports & Fitness Edge                          | VT              |
| 1995        | Attorney                                                                                           | Murtha Culina LLP                              | MA              |
| 1996        | Project Scientist                                                                                  | Wilcox and Borton Inc.                         | NH              |
| 1996        | Funeral Director                                                                                   | Higgins Memorial Home                          | NJ              |
| 1996        | Project Manager                                                                                    |                                                | CO              |
| 1996        | Real estate Sales Agent                                                                            | Agency 1 Real Estate                           | ME              |
| 1996        | Branch Manager                                                                                     | Citizens Lending                               | MD              |
| 1996        | Res                                                                                                | Catamount Outdoor Family Center                | VT              |
| 1996        | Party Chief, Land Surveying                                                                        | Arcmibeque Land Consultants                    | CO              |
| 1996        | Sailboat Rigger (manager), Ski Tuner, Ski Coach                                                    | TSS, Self Employed, Alpline Meadows Ski Area   | CA              |
| 1997        | Research Assistant                                                                                 | WA State Univ                                  | WA              |
| 1997        | Managing Consultant                                                                                | SmithBucklin                                   | IL              |
| 1998        | Wound Care Expert (medical sales)                                                                  | Molnlycke Health Care                          | VT              |
| 1998        | Sales Manager                                                                                      | Corporate Follies                              | AZ              |
| 1998        | 3 <sup>rd</sup> Grade teacher                                                                      | Colorado Springs School District 2             | MA              |
| 1998        | Associate Attorney                                                                                 | Bauer, Gravel, Farnham, Nuovo, Parker and Lang | VT              |
| 1998        | Assembly Manager                                                                                   | Boston Boatworks                               | MA              |

| <b>Year</b> | <b>Job Title</b>                                     | <b>Employer</b>                                | <b>Location</b> |
|-------------|------------------------------------------------------|------------------------------------------------|-----------------|
| 1998        | Partner                                              | S2 Wine Brokers                                | CA              |
| 1998        | Owner/ski tech                                       | Frontier Landscape Maintenance & Teton Village | ID              |
| 1999        | Operations Manager                                   | Essex County Greenbelt Association             | MA              |
| 1999        | Partner                                              | Fuse, LLC                                      | VT              |
| 1999        | President/Founder                                    | Aquabella                                      | NY              |
| 2000        | Recreation Supervisor and animal control officer     | Borough of Leonia Recreation                   | NJ              |
| 2000        | Asst Manager                                         | Severna Park Lanes                             | CT              |
| 2000        | Special Projects Manager                             | Snowsports Industry of America                 | VA              |
| 2000        | Intern Architect                                     | Living Architecture                            | ID              |
| 2000        | Manager                                              | Namiki Precision Jewel Co., Ltd.               | JPN             |
| 2000        | Landscape designer                                   | Graves Design Studio                           | ME              |
| 2001        | Attorney                                             | Special Counsel                                | NJ              |
| 2001        | Owner                                                | Personalized Fitness Solutions                 | MA              |
| 2001        | Assistant Manager of Guest Services                  | Trapp Family Lodge                             | VT              |
| 2001        | Support Development Manager                          | PAR Springer-Miller Systems                    | VT              |
| 2001        | Sports Marketing Associate                           | Salomon Sports                                 | OR              |
| 2001        | Dir of Events                                        | Mainstream Marketing                           | UT              |
| 2002        | Landman                                              | SK Operating Inc.                              | PA              |
| 2002        | Park Ranger                                          | National Park Service                          | UT              |
| 2002        | Insurance Agent                                      | Wagner Agency                                  | PA              |
| 2002        | Sales Coordinator/Rep                                | Gravis Footwear/Burton Snowboards              | VT              |
| 2003        | Recreation Coordinator                               | City of Burlington                             | VT              |
| 2003        | Owner                                                | K & M Insurance Agency, LLC                    | FL              |
| 2003        | PR & Events Manager                                  | Burton Snowboards                              | VT              |
| 2003        | Data Security Administrator                          | St. Joseph Hospital                            | NH              |
| 2003        | Director of Afterschool Program                      | YMCA                                           | VT              |
| 2004        | Ski Instructor                                       | Ski & Snowboard Schools of Aspen/Snowmass      | MA              |
| 2004        | Assistant Credit Manager                             | Metro West Steel                               | MA              |
| 2004        | Public Relations & communications coordinator        | Stratton Mountain Resort/Intrawest             | VT              |
| 2004        | Event Coordinator/Sales                              | Mont Bell America                              | CO              |
| 2004        | Resort Sales Agent                                   | Copper Mountain/Intrawest                      | CO              |
| 2004        | MA Student                                           | Boston University                              | MA              |
| 2005        | Farm Teacher/Farm hand                               | Natick Community Organic Farm                  | MA              |
| 2005        | Environmental Specialist                             | Essex County Environmental Center              | NJ              |
| 2005        | Environmental Coordinator/Snowmaking Lead/Ski Patrol | Stowe Mtn. Resort                              | VT              |
| 2006        | Landscaper/Designer                                  | Shepherd Landscape and Design Inc.             | MA              |
| 2006        | Assistant Manager                                    | American Alpine Club                           | WY              |
| 2006        | Senior Driving Instructor                            | Country Pursuits and Equinox Hotel             | VT              |
| 2006        | Director of Outdoor Programs                         | Merrimack Valley YMCA                          | MA              |
| 2006        | Event Associate                                      | Shelburne Farms                                | VT              |

## Resource Economics

| <b>Year</b> | <b>Job Title</b>        | <b>Employer</b>                                                    | <b>Location</b> |
|-------------|-------------------------|--------------------------------------------------------------------|-----------------|
| 1973        | Owner/Mgr               | Riverside Fitness for Women                                        | VT              |
| 1973        | Owner                   | Upper Ten Trailer Sales, Inc.                                      | VT              |
| 1973        | Realtor                 | Charles Botton Real Estate                                         | VT              |
| 1974        | Manager, public affairs | Vermont Gas Systems, inc.                                          | VT              |
| 1974        | Attorney                | Self                                                               | VT              |
| 1975        | President               | Smith & Smith Landscape Architects Environmental Land Planners Inc | CA              |
| 1976        | Administrative Officer  | USDA Forest Service                                                | NH              |
| 1981        | Vice President          | Goldman, Sachs & Co.                                               | MD              |
| 1982        | Member Services         | Erie Community Credit Union                                        | PA              |

| <b>Year</b> | <b>Job Title</b>    | <b>Employer</b>                                       | <b>Location</b> |
|-------------|---------------------|-------------------------------------------------------|-----------------|
| 1983        | Sr. Project Manager | VT Energy investment corp.                            | VT              |
| 1984        | SR, VP Real Estate  | Mass Development                                      | MA              |
| 1991        | GIS Director        | Vermont Land Trust                                    | VT              |
| 1992        | Science Advisor     | Columbia University, Coalition for Rainforest Nations | CA              |

## **Wildlife/Fisheries Biology**

| <b>Year</b> | <b>Job Title</b>                         | <b>Employer</b>                                                 | <b>Location</b> |
|-------------|------------------------------------------|-----------------------------------------------------------------|-----------------|
| 1972        | Researcher/Analyst                       | University of Vermont                                           | VT              |
| 1972        | Exec. Chef                               | The Home Ranch Co.                                              | CO              |
| 1973        | Executive Director                       | Teton Science Schools                                           | WY              |
| 1974        | Resource Technician                      | Jefferson County Conservation District                          | WA              |
| 1975        | Owner/President                          | School Street Garage Inc.                                       | VT              |
| 1976        | Realty Officer                           | U.S. Fish and Wildlife Service                                  | GA              |
| 1976        | Environmental Scientist I                | VT Dept. of Forests, Parks and Rec.                             | VT              |
| 1976        | Real Estate Appraiser                    | Self                                                            | VT              |
| 1976        | Real Estate Appraisal                    | Self                                                            | VT              |
| 1977        | Extension Educator                       | UMass Amherst                                                   | MA              |
| 1977        | Biologist                                | U.S. Fish & Wildlife Service                                    | VA              |
| 1977        | Business Development Associate           | Smith Barney                                                    | PA              |
| 1978        | Academic Advisor                         | Oregon State University College of Forestry                     | OR              |
| 1978        | Instructor in Science                    | Phillips Exeter                                                 | NH              |
| 1978        | Assistant Field Supervisor               | U.S. Fish and Wildlife Service                                  | AZ              |
| 1978        | Wildlife Biologist/GIS Analyst           | ME Dept Inland Fisheries & Wildlife                             | ME              |
| 1978        | Managing Partner                         | ADI Performance                                                 | GA              |
| 1978        | Senior Lab Technician                    | IBM                                                             | VT              |
| 1978        | Staff Veterinarian                       | Buck lake Animal Hospital                                       | FL              |
| 1978        | Director of Conservation Biology         | VT Institute of Natural Science                                 | VT              |
| 1980        | Director                                 | City of Garden City: Lee Richardson Zoo                         | KS              |
| 1980        | Outreach Coordinator                     | VT Fish & Wildlife Dept.                                        | VT              |
| 1980        | Owner/Operator                           | Lewis Creek Jerseys                                             | VT              |
| 1980        | Principal                                | Bank of America                                                 | MA              |
| 1980        | Regional Wildlife biologist              | Ruffed Grouse Society                                           | VT              |
| 1981        | Teacher                                  | Baldwin School of Puerto Rico                                   | PR              |
| 1981        | Account Manager                          | Ross Systems                                                    | CT              |
| 1981        | Owner-Doctor                             | Noank Mystic Veterinary Hospital                                | CT              |
| 1981        | Senior Director of water Resources       | American Rivers                                                 | CA              |
| 1981        | President, horticulturist, co-owner      | Self employed, Hepatica, inc.                                   | VT              |
| 1982        | Teacher Assistant                        | Richmond Elementary School                                      | VT              |
| 1982        | Project Mgr/Research Biologist           | Wilson Environmental Labs, Inc.                                 | MN              |
| 1983        | Director, Ecological Services            | The St. Joe Company                                             | FL              |
| 1983        | General Manager                          | Melsur Corporation                                              | AL              |
| 1984        | Teacher                                  | Prince William County Schools                                   | WA              |
| 1984        | Center Biologist                         | University of Maine Center for Cooperative Aquaculture Research | ME              |
| 1984        | Sr. Council for Environmental Compliance | NOAA                                                            | MD              |
| 1984        | Marine Scientist                         | NOAA Chesapeake Bay Office (Cooperative Oxford Lab)             | MD              |
| 1984        | Special Agent                            | I.C.E.                                                          | WA              |
| 1985        | Director, Shaver's Creek                 | Penn State University                                           | PA              |
| 1985        | Refuge Manager                           | USFWS                                                           | RI              |
| 1986        | Environmental Analyst                    | State of Vermont                                                | VT              |
| 1986        | Democracy Officer                        | US Agency for International Development (USAID)                 | COL             |
| 1986        | Watershed Conservation Coordinator       | NY State Dept. of Environmental Conservation                    | NY              |
| 1986        | School Program Manager                   | Maryland Zoo in Baltimore                                       | MD              |
| 1986        | Self-employed                            | Earth Link Jewelry                                              | AK              |

| <b>Year</b> | <b>Job Title</b>                                           | <b>Employer</b>                                                                | <b>Location</b> |
|-------------|------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------|
| 1986        | Physical Therapist                                         | Dartmouth Hitchcock Medical Center                                             | NH              |
| 1986        | Attorney                                                   | Loorey and Grossman LLP                                                        | MA              |
| 1986        | X-Ray Technician                                           |                                                                                | MT              |
| 1986        | Doctor of Veterinary Medicine                              | Self-Employed                                                                  | NH              |
| 1987        | Natural Resource Manager                                   | National Park Service                                                          | VT              |
| 1988        | Executive Director                                         | VT Coverts: Woodlands for Wildlife                                             | VT              |
| 1988        | Biology Teacher                                            | Hawthorne Board of Education                                                   | NJ              |
| 1988        | Wildlife Refuge Manager                                    | US Fish and Wildlife Service                                                   | MT              |
| 1988        | Wildlife Biologist                                         | State of Vermont Department of Fish and Wildlife                               | VT              |
| 1988        | Principal                                                  | Innovative Natural Resource Solutions                                          | NH              |
| 1988        | Veterinary Technician                                      | Oregon Zoo                                                                     | OR              |
| 1989        | Town Clerk                                                 | Town of Lincoln                                                                | VT              |
| 1989        | Teacher                                                    | Chittenden East Sup. Union                                                     | VT              |
| 1989        | Fish and Wildlife Biologist                                | U.S. Fish & Wildlife Service                                                   | MA              |
| 1989        | Vermont State Game Warden                                  | VT Fish and Wildlife Department                                                | VT              |
| 1989        | Fish and Wildlife Scientist II                             | State of Vermont- Fish and Wildlife Department                                 | VT              |
| 1989        | Environmental Specialist                                   | VT Agency of Transportation                                                    | VT              |
| 1989        | Executive Director                                         | Friends of Tracy Aviary                                                        | UT              |
| 1989        | Conservation biologist                                     | VT institute of Natural Science                                                | VT              |
| 1989        | Veterinarian                                               | Self Employed                                                                  | ME              |
| 1990        | Science Teacher                                            | Centralia School District, Centralia WA 98531                                  | WA              |
| 1990        | Wildlife biologist                                         | US Army - Ft. Bragg Military Inst.                                             | NC              |
| 1990        | Wildlife Biologist                                         | Westech Company                                                                | WA              |
| 1990        | Executive Director                                         | Cancer Family Network of Montana                                               | MT              |
| 1991        | Wildlife Biologist                                         | Lawrence Livermore National Lab                                                | CA              |
| 1991        | Special Agent/Pilot                                        | U.S. Fish and Wildlife Service                                                 | AK              |
| 1991        | Red-cockaded Woodpecker monitoring coordinator             | Department of Defense (Endangered Species Branch)                              | NC              |
| 1991        | Bird Conservation Coordinator                              | South Carolina Department of Natural Resources                                 | SC              |
| 1991        | Director of Conservation Science                           | The Nature Conservancy                                                         | CT              |
| 1991        | Program Director                                           | Outer Banks Center for Wildlife Education, NC<br>Wildlife Resources Commission | NC              |
| 1992        | Adjunct Professor                                          | SUNY @ Buffalo School of Law                                                   | NY              |
| 1992        | Wildlife Biologist                                         | U,S, Fish and Wildlife Service                                                 | WV              |
| 1992        | Collections Specialist                                     | American Museum of Natural History                                             | NY              |
| 1992        | Fisheries Biologist II                                     | NH Fish and Game Department                                                    | NH              |
| 1992        | Bear Research Biologist                                    | Florida Fish & Wildlife Conservation Commission                                | FL              |
| 1992        | Chief Pilot                                                | AirShares Elite                                                                | NY              |
| 1993        | Senior Analyst                                             | US Government Accountability Office                                            | VA              |
| 1993        | Conservation Technician                                    | Montana Fish, Wildlife & Parks                                                 | MT              |
| 1993        | Director of family programs                                | Greater Burlington YMCA                                                        | VT              |
| 1993        | Graduate Student                                           | SUNY ESF                                                                       | NY              |
| 1994        | Owner                                                      | Unparalleled Productions, LLC                                                  | CA              |
| 1994        | Assistant to the Dean of the Kennedy school of government. | Kennedy School of Government, Harvard University                               | MA              |
| 1994        | Wildlife Habitat Specialist                                | Vermont Fish and Wildlife Department                                           | VT              |
| 1994        | Regional Biologist                                         | Maryland Dept. of Natural Resources, Wildlife & Heritage Service               | MD              |
| 1994        | Transactions Writer                                        | Windhover Information, Inc.                                                    | NJ              |
| 1995        | Senior Research Ecologist                                  | Ecostudies Institute                                                           | VT              |
| 1995        | Marine Ecosystem Specialist                                | RCUH                                                                           | HI              |
| 1995        | Shellfish Culturist                                        | Town of East Hampton                                                           | NH              |
| 1995        | Owner                                                      | AMV Photography                                                                | VT              |
| 1996        | Radio Program Assistant                                    | Salt Institute of Documentary Studies                                          | ME              |
| 1996        | Biologist                                                  | NYS Dept of Env Conservation                                                   | NY              |
| 1996        | Selector                                                   | C&S Wholesale Grocery                                                          | VT              |

| <b>Year</b> | <b>Job Title</b>                                     | <b>Employer</b>                                                      | <b>Location</b> |
|-------------|------------------------------------------------------|----------------------------------------------------------------------|-----------------|
| 1996        | Licensed Acupuncturist                               | Self                                                                 | CA              |
| 1996        | Graduate Student                                     | University of CT                                                     | CT              |
| 1997        | Fire Use Module Leader                               | National Park Service                                                | UT              |
| 1997        | Wildlife Biologist                                   | USDA Forest Service                                                  | WA              |
| 1997        | Assistant Program Director                           | Liz Claiborne Art & Ortenberg Foundation                             | NY              |
| 1998        | Construction/Carpenter                               | Perkins Smith Design/Build                                           | VT              |
| 1998        | Research Technician                                  | Purdue University                                                    | IN              |
| 1998        | Fishery Biologist                                    | US Fish and Wildlife Service                                         | VT              |
| 1998        | patrolman                                            | town of Oak Bluffs                                                   | MA              |
| 1999        | Science Faculty                                      | Belmont Hill School                                                  | MA              |
| 1999        | Senior Counsel                                       | Office of Governor Rod R. Blagojevich                                | IL              |
| 1999        | Sales                                                | Newpro, Inc.                                                         | NH              |
| 2000        | Graduate Student                                     | Trent University                                                     | ME              |
| 2000        | Science Teacher                                      | Lamoille Union High School                                           | VT              |
| 2001        | Waitress/Banquet Captain                             | New England Culinary Institute                                       | VT              |
| 2002        | Biology Teacher                                      | Borough of Naugatuck Education Department -<br>Naugatuck High School | CT              |
| 2002        | Science Teacher                                      | Huntingtown High School                                              | MD              |
| 2002        | ED Rep                                               | Maine Medical Center                                                 | ME              |
| 2002        | Graduate Student                                     | University of Georgia                                                | CT              |
| 2002        | Graduate Student                                     | UMass Amherst                                                        | MA              |
| 2002        | Science teacher                                      | Chittenden East Supervisory Union                                    | VT              |
| 2003        | Field Biologist                                      | VT Cooperative F&W Research Unit                                     | VT              |
| 2003        | Driller                                              | State of Vermont                                                     | VT              |
| 2003        | Wildlife Consultant                                  | Self-Employed                                                        | VT              |
| 2004        | Correctional Officer                                 | Chittenden Regional Correctional Facility/State of<br>Vermont        | VT              |
| 2004        | Student and Research Assistant                       | Dr. Fred Scharf - Bio/Marine Bio UNCW                                | NC              |
| 2004        | Wildlife Biologist                                   | USDA - APHIS - Wildlife Services                                     | ME              |
| 2004        | Waitress (Just finished Masters!), GIS<br>Technician | Jordan Pond House, Marine Sea Grant                                  | ME              |
| 2004        | Environmental scientist                              | Horner Environmental professionals, inc.                             | FL              |
| 2004        | Vice President                                       | Maple Landmark Inc.                                                  | VT              |
| 2005        | Graduate Research Assistant                          | University of Wisconsin                                              | WI              |
| 2005        | Admissions Counselor                                 | Daniel Webster College                                               | NH              |
| 2005        | Law Student                                          | S.J. Quinney College of Law @ the University of Utah                 | UT              |
| 2005        | Graduate Student                                     | North Carolina State University                                      | PA              |
| 2006        | Wilderness Trails Supervisor                         | USDA Forest Service                                                  | TN              |
| 2006        | Veterinary Assistant                                 | Carlisle Small Animal Veterinary Clinic                              | PA              |

## Master of Science

(In 2002, the Master's Program was integrated into one M.S. in Natural Resources with concentrations in Aquatic Ecology and Watershed Science; Environmental Thought and Culture; Environment, Society, and Public Affairs; Forest and Wildlife Sciences; and Integrated Natural Resources)

## Forestry

| Year | Job Title                                               | Employer                                    | Location |
|------|---------------------------------------------------------|---------------------------------------------|----------|
| 1978 | Consulting Forester                                     | Self: dba Mid-Maine Forestry                | ME       |
| 1981 | Retired/Executive Director                              | Montana Academy of Dermatology              | MT       |
| 1982 | Attorney                                                | United States District Court                | VT       |
| 1985 | Research Plant Physiologist - Northern Research Station | USDA Forest Service                         | VT       |
| 1985 | Research Plant Pathologist/Professor                    | USDA-ARS                                    | WA       |
| 1986 | GIS Manager/IT                                          | City of Burlington, Vermont                 | VT       |
| 1988 | Project Manager                                         | Rainforest Alliance                         | VT       |
| 1989 | Microarray Curator                                      | NCBI/NIH                                    | MD       |
| 1990 | Research Specialist                                     | UVM                                         | VT       |
| 1995 | Environmental Scientist                                 | Mangi Environmental Group                   | VT       |
| 1999 | River Steward                                           | Connecticut River Watershed Council         | MA       |
| 2000 | Landscape Ecologist                                     | The Nature Conservancy                      | VT       |
| 2000 | Research Associate                                      | UVM                                         | VT       |
| 2003 | Research Fellow                                         | Dr. Ana Caicedo                             | MA       |
| 2003 | Biology Technician                                      | US Forest Service                           | WA       |
| 2003 | Wildlife Action Plan Coordinator                        | VT Fish & Wildlife Dept                     | VT       |
| 2003 | PhD Student                                             | Wake Forest University                      | NC       |
| 2006 | Wildlife Biologist                                      | Bureau of Land Management                   | AZ       |
| 2006 | Restoration Ecologist                                   | Pittsburgh Parks Conservancy                | PA       |
| 2006 | State Plant Pathologist                                 | VT Agency of Agriculture, Food, and Markets | VT       |

## Natural Resource Planning

| Year | Job Title                                       | Employer                                                | Location |
|------|-------------------------------------------------|---------------------------------------------------------|----------|
| 1972 | Sales Mgr.                                      | Q Pass                                                  | MA       |
| 1976 | Principal                                       | Christopher W. Closs & Co.                              | NH       |
| 1976 | Executive Director                              | New England Grassroots Environment Fund                 | VT       |
| 1977 | Professor                                       | University of North Carolina                            | NC       |
| 1978 | Sr. V.P. of Planning                            | Peterson Cos                                            | VA       |
| 1979 | General Manager                                 | Animal Ultrasound Services                              | NY       |
| 1980 | Executive Director                              | Catawba Lands Conservancy                               | NC       |
| 1981 | Health and Physical Ed. Curriculum Coordinator  | Anchorage School District                               | AK       |
| 1982 | Vice President                                  | Steamboat Alpine Development Real Estate                | CO       |
| 1982 | Attorney                                        | United States District Court                            | VT       |
| 1983 | Asst. Chief Information Officer (GIS)           | Westchester County, NY                                  | NY       |
| 1983 | Branch Manager/Principal Scientist              | ATC Associates Inc.                                     | VT       |
| 1983 | Government Affairs Director                     | Lake Champlain Chamber of Commerce                      | VT       |
| 1984 | Deputy Director & Also have Consulting Practice | Pioneer Valley Planning Commission & Private Consultant | MA       |
| 1984 | Real Estate Assessor & Consultant               | Self-employed                                           | NH       |
| 1985 | Senior Hydrologist                              | Minnesota Pollution Control Agency                      | MN       |
| 1986 | Executive Director                              | Winooski Valley Park District                           | VT       |
| 1986 | Environmental Analyst                           | State of Vermont- DEC                                   | VT       |
| 1986 | Program Manager                                 | USEPA                                                   | WA       |
| 1987 | adjunct instructor                              | Community College of VT                                 | VT       |
| 1987 | President/CEO                                   | Snippies                                                | NJ       |
| 1988 | Executive Director                              | Upper Valley Lake Sunapee RPC                           | VT       |

| <b>Year</b> | <b>Job Title</b>                                                                          | <b>Employer</b>                                               | <b>Location</b> |
|-------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------|-----------------|
| 1989        | Pollution Prevention Planner & Environmental Information, Education & Outreach Specialist | Vermont Agency of Natural Resources - DEC                     | VT              |
| 1990        | Executive Director                                                                        | The Land Conservancy of McHenry County                        | IL              |
| 1990        | Executive Director                                                                        | The Green Mountain Club                                       | VT              |
| 1991        | Senior Analyst                                                                            | Optimal Energy, Inc.                                          | VT              |
| 1991        | Director, Green Forestry Education Institution                                            | UVM - RSENR                                                   | VT              |
| 1992        | Planning and policy analyst                                                               | VT Dept. of Forests, parks, and recreation                    | VT              |
| 1992        | Cartographer                                                                              | NAVTEQ                                                        | NC              |
| 1993        | Research Specialist                                                                       | UVM                                                           | VT              |
| 1993        | Senior Project Manager                                                                    | City of Newburyport                                           | VT              |
| 1993        | Executive Director                                                                        | Alliance for Climate Action                                   | VT              |
| 1994        | Staff Scientist                                                                           | The Heinz Center                                              | VT              |
| 1994        | Principal/ Owner                                                                          | Consulting Firm                                               | VT              |
| 1994        | Partner                                                                                   | Arrowwood Environmental LLC (Self)                            | VT              |
| 1994        | Northeast Conservation Manager                                                            | Land Trust Alliance, Inc.                                     | CT              |
| 1994        | Pontrea Arrowwood environmental LLC                                                       | Self-Employed                                                 | VT              |
| 1995        | Technical Manager, Business Energy Services                                               | Vermont Energy Investment Corp.                               | VT              |
| 1996        | Staff Assistant                                                                           | The Rubenstein School of Environment and Natural Resources    | VT              |
| 1996        | Principal Policy Analyst                                                                  | Department of Legislative Services, State of MD               | MD              |
| 1996        | Principal                                                                                 | Landslide N.R. Planning                                       | VT              |
| 1996        | Consultant                                                                                | Self Employed                                                 | VT              |
| 1997        | Director of Materials Development                                                         | Immersionary Learning                                         | VT              |
| 1997        | Communicator Coordinator                                                                  | Lake Champlain Basin Program                                  | VT              |
| 1998        | Physical Scientist                                                                        | U.S. Army Corps of Engineers                                  | OR              |
| 1998        | Conservation Director                                                                     | Friends of Acadia                                             | ME              |
| 1999        | Director, Eastern Forest Conservation                                                     | The Wilderness Society                                        | PA              |
| 1999        | Assistant Director                                                                        | Lake Champlain Land Trust                                     | VT              |
| 1999        | Educator                                                                                  | Lake Ch. Maritime Museum                                      | VT              |
| 2000        | Environmental Coordinator                                                                 | University of Vermont                                         | VT              |
| 2000        | Adjunct Faculty                                                                           | Skagit Valley College                                         | WA              |
| 2000        | Director of ecological services                                                           | Woodloot Alternatives, inc.                                   | ME              |
| 2000        | Land Planner                                                                              | TCORS, P.C.                                                   | CT              |
| 2000        | New York State Director                                                                   | American Farmland Trust                                       | NY              |
| 2000        | Environmental Scientist VDQ-DEC                                                           | Vermont Agency of Natural Resources                           | VT              |
| 2000        | Landscape Ecologist                                                                       | The Nature Conservancy                                        | VT              |
| 2001        | Easement and stewardship manager                                                          | The Nature Conservancy                                        | MI              |
| 2002        | Project Manager                                                                           | The Hartland Group                                            | VT              |
| 2002        | Programs Coordinator                                                                      | South Hero Land Trust                                         | VT              |
| 2003        | Outreach Professional                                                                     | UVM                                                           | VT              |
| 2003        | Associate                                                                                 | Yellow Wood Associates, Inc                                   | VT              |
| 2003        | Sustainability Coordinator                                                                | Shelburne Farms                                               | VT              |
| 2003        | Project Manager                                                                           | The Trust for Public Land                                     | MA              |
| 2004        | Research Assistant                                                                        |                                                               | VA              |
| 2004        | Environmental Protection Specialist                                                       | US Environmental Protection Agency (EPA)                      | DC              |
| 2004        | Ecologist                                                                                 | Maine Natural Areas Program, Maine Department of Conservation | ME              |
| 2004        | Senior Planner                                                                            | Maine State Planning Office Coastal Program                   | ME              |
| 2004        | Source Protection Specialist                                                              | Vermont Rural Water Association                               | VT              |
| 2004        | Stewardship Project Associate                                                             | Cascade Land Conservancy                                      | WA              |
| 2005        | Program Coordinator                                                                       | Teton Science Schools                                         | WY              |
| 2005        | Management Assistant                                                                      | Marsh-Billings-Rockefeller NHP/CSI                            | VT              |
| 2005        | Conservation Officer                                                                      | Valley Conservation Council                                   | VA              |
| 2005        | Special Projects Planner                                                                  | Chittenden County Regional Planning Commission                | VT              |

| <b>Year</b> | <b>Job Title</b>            | <b>Employer</b>                    | <b>Location</b> |
|-------------|-----------------------------|------------------------------------|-----------------|
| 2006        | Energy Outreach Coordinator | Natural Resources Council of Maine | ME              |

## Natural Resources

| <b>Year</b> | <b>Concentration</b> | <b>Job Title</b>         | <b>Employer</b>  | <b>Location</b> |
|-------------|----------------------|--------------------------|------------------|-----------------|
| 2004        |                      | PhD Student              | UC Davis         | CA              |
| 2004        | Integrated           | Environmental Technician | State of Vermont | VT              |

## Water Resources

| <b>Year</b> | <b>Job Title</b>                            | <b>Employer</b>                             | <b>Location</b> |
|-------------|---------------------------------------------|---------------------------------------------|-----------------|
| 1980        | Executive Director                          | Catawba Lands Conservancy                   | NC              |
| 1985        | Senior Hydrologist                          | Minnesota Pollution Control Agency          | MN              |
| 1986        | Environmental Analyst                       | State of Vermont- DEC                       | VT              |
| 1993        | Ecotoxicologist, Lead Risk Assessment Group | King County Department of Natural Resources | WA              |
| 1994        | Watershed Coordinator                       | State of VT                                 | VT              |
| 1997        | Environmental Professional III              | e2m Inc.                                    | MA              |
| 1999        | Coordinator                                 | Friends of the Mod River                    | VT              |
| 2000        | Logistics Plans and programs Officer        | VT Air National Guard                       | VT              |
| 2000        | Environmental Scientist VDQ-DEC             | Vermont agency of natural resources         | VT              |
| 2001        | Environmental Scientist                     | Zender Environmental Science and Planning   | AK              |
| 2003        | Environmental Analyst                       | Massachusetts Department of Public Health   | MA              |
| 2003        | PhD Student                                 | UC Santa Barbara                            | CA              |
| 2003        | Environmental Scientist                     | VT Department of Conservation               | VT              |
| 2005        | Restoration Ecologist                       | Franklin Soil & Water Conservation District | OH              |

## Wildlife/Fisheries Biology

| <b>Year</b> | <b>Job Title</b>                                     | <b>Employer</b>                            | <b>Location</b> |
|-------------|------------------------------------------------------|--------------------------------------------|-----------------|
| 1972        | Owner: Antiques and Arms                             | Self-Employed                              | VT              |
| 1976        | Principal Ecologist                                  | SRK Consulting Inc.                        | NV              |
| 1982        | Education program Manager                            | State of Vermont Fish & Wildlife           | VT              |
| 1983        | Vice President                                       | Wildlife Management Institute              | VT              |
| 1986        | Chief, Division of Migratory Birds                   | U.S. Fish & Wildlife Service               | MA              |
| 1987        | Graphic Designer                                     | Cornell Lab of Ornithology                 | NY              |
| 1988        | Wildlife Research Biologist                          | Alaska Dept Fish and Game                  | AK              |
| 1993        | GIS Manager                                          | The Nature Conservancy                     | ME              |
| 1993        | PhD Student                                          | Oregon State University                    | OR              |
| 1994        | New York State Director (wildlife biologist)         | USDA ApHIS, Wildlife Services              | NY              |
| 1996        | IT Professional Senior                               | UVM                                        | VT              |
| 1996        | M.A. Psychology                                      | Naropa University                          | CO              |
| 1997        | Raptor Recovery Program Manager                      | National Wildlife Federation               | VT              |
| 1998        | GIS research Specialist                              | University of Vermont                      | VT              |
| 1998        | Wildlife Biologist (Rocky Mountain Research Station) | US Forest Service                          | MT              |
| 1998        | Director of Planning and Zoning                      | Town of Hinesburg                          | VT              |
| 1998        | Environmental Leader                                 | Florida Power & Light Company              | FL              |
| 1999        | Consulting Wildlife biologist                        | Self-Employed                              | VT              |
| 2000        | Research biologist                                   | University of Vermont                      | VT              |
| 2000        | Senior Attorney                                      | Center for International Environmental Law | MD              |

| <b>Year</b> | <b>Job Title</b>                 | <b>Employer</b>                            | <b>Location</b> |
|-------------|----------------------------------|--------------------------------------------|-----------------|
| 2000        | Regional Fisheries Biologist     | State of Montana Fish, wildlife, and Parks | MT              |
| 2001        | Permitting Coordinator           | Trigon EPC LLC                             | CO              |
| 2002        | Post Doctoral Research Associate | Texas A&M University                       | TX              |
| 2004        | Graduate Associate               | Ohio State University                      | OH              |
| 2005        | Research Scientist               | University of Illinois                     | IL              |
| 2006        | Wildlife Technician              | NPS/Canyon de Chelly National Monument     | AZ              |

## **PhD**

### **Natural Resources**

| <b>Year</b> | <b>Job Title</b>     | <b>Employer</b>                                       | <b>Location</b> |
|-------------|----------------------|-------------------------------------------------------|-----------------|
| 2002        | Assistant Professor  | Skidmore College                                      | NY              |
| 2005        | Assistant Professor  | Arizona State Univ.                                   | AZ              |
| 2006        | Senior Researcher    | University of East Anglia, UK                         | UK              |
| 2006        | Post-Doc             | Kellogg Biological Station, Michigan State University | MI              |
| 2006        | Management Assistant | Marsh-Billings-Rockefeller NHP/CSI                    | VT              |