

2017-2018 NRLI ANNUAL REPORT

UF | IFAS UNIVERSITY *of* FLORIDA



FLORIDA
NATURAL RESOURCES
LEADERSHIP INSTITUTE



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INTRODUCTION

What is NRLI beyond a catchy name? NRLI stands for the Natural Resources Leadership Institute. Simplified, NRLI is a professional development training program; a powerful network and a concept; a vision for the State of Florida.

Our Vision

NRLI seeks to impact decision making in Florida by creating a network of professionals with members in every county and across all natural resource sectors who can effectively address natural resource issues through collaborative leadership and conflict management.

Our History

In 1998, Dr. Roy Carriker convened a group of people associated with University of Florida, Florida State University, and some of Florida's natural resource sectors and launched the NRLI program. It was based on a model developed by North Carolina State University with funding from the Kellogg Foundation.

Our Expanding Network

Twenty years later, NRLI is growing. The network now encompasses **317 alumni from 113 different organizations** (see Appendix A for a complete list of alumni). This year alone, representatives from three new groups became part of the NRLI network: Peace River Manasota Regional Water Supply Authority, Southern Forestry Consultants, and the Brevard Zoo. During the graduation session of Class XVII, we placed post-it arrows on a map of Florida to mark locations we studied and where Class XVII Fellows live and work. Those arrows placed by 20 Fellows covered almost the entire State. Imagine if we had a larger map and added the locations and work of the other 297 NRLI alumni.

New NRLI Initiatives

Alumni Engagement

This year we launched an alumni engagement initiative.

- All sessions were conceived of and organized with alumni.
- We initiated alumni roundtables at Class XVII sessions.
- We held alumni gatherings with training sessions on power dynamics and implicit bias.

Short Courses and Facilitation Services

In addition to our core 8-month program, we have begun offering what we refer to as the "NRLI suite of services;" additional options for reaching constituencies and advancing our mission. These include multi-day and multi-module trainings conducted over a 5-month period, facilitation services, and presentations. We recently completed two four-module trainings, one for staff from the Florida Department of Environmental Protection, and the other for staff from the Suwannee River Water Management District and UF/IFAS Global. These new and experimental skill-building packages complement and enhance our 8-month core program, advance the NRLI vision, and increase the number of Florida natural resource professionals equipped with the NRLI skill set, thereby expanding our alumni network.

The Future

We envision NRLI-trained professionals at every "table" and every natural resource negotiation around the state. Not agreeing on everything, not being naïve, but knowing how to listen. Recognizing that we must first seek to understand before seeking to be understood. Having the skills to seek inclusive solutions and shared responsibility while advocating for their own interests.

NRLI PROJECT TEAM



Jonathan Dain, Director

School of Forest Resources and Conservation
Center for Latin American Studies
University of Florida/Institute of Food and Agricultural Sciences
For more information on Project Team members, see Appendix B.

Jessica Ireland, Program Coordinator

School of Forest Resources and Conservation
University of Florida/Institute of Food and Agricultural Sciences



Wendy-Lin Bartels, Project Team Member

School of Forest Resources and Conservation
University of Florida/Institute of Food and Agricultural Sciences

Joy Hazell, Project Team Member

Sea Grant Extension, Lee County
University of Florida/Institute of Food and Agricultural Sciences



Paul Monaghan, Project Team Member

Department of Agricultural Education and Communication
University of Florida/Institute of Food and Agricultural Sciences

NRLI ENDOWMENTS



Bruce Delaney Scholarship Fund

Bruce is an alumnus of NRLI Class II, the former Executive Director of NRLI, and was a Project Team member for more than 11 years. Bruce is a Veteran of the U.S. Air Force, and in his earlier career, he taught high school history, worked on the oil fields in Alaska, owned a fish camp in Cross Creek, Florida, and served terms as Mayor and Commissioner for the City of Gainesville. This fund will be used to provide scholarship funds to individuals from disadvantaged communities or organizations that would not otherwise be able to financially support their participation in NRLI. If you would like to contribute to the NRLI Scholarship Fund in Honor of Bruce Delaney, please go to www.uff.ufl.edu/appeals/delaney.

The General Joe Joyce Family Endowment for Natural Resources Leadership

Recently, Dr. Joe Joyce retired after more than 20 years as the UF/IFAS Senior Associate Vice President. Dr. Joyce is continuing his leadership by creating an endowment to support the NRLI. This endowment will provide partial scholarship support to NRLI participants as well as offer general support to the program. If you would like to contribute to the General Joe Joyce Family Endowment for Natural Resources Leadership, please go to <http://tinyurl.com/JCJ-Endowment>.

Farm Credit of Florida Agricultural and Natural Resources Leadership Endowment

The Farm Credit of Florida Agricultural and Natural Resources Leadership Endowment was made possible through a generous donation by Farm Credit of Florida and will be used to support scholarships for young farmers (35 years old or younger) participating in the UF/IFAS Florida Natural Resources Leadership Institute. Those working in Florida agricultural are an important constituency for the NRLI program and NRLI is proud to have a role in training future leaders of the Agricultural community. The average age for a fulltime farmer in the United States is almost 60 years old and young farmers pursuing full- and part-time farming are crucial to the future of the agricultural sector in the State of Florida. Our heartfelt thanks to Farm Credit of Florida as we look forward to a long and fruitful partnership. If you would like to contribute to the Farm Credit of Florida Agricultural and Natural Resources Leadership Endowment, please go to <https://www.uff.ufl.edu/OnlineGiving/FundDetail.asp?FundCode=020259>.

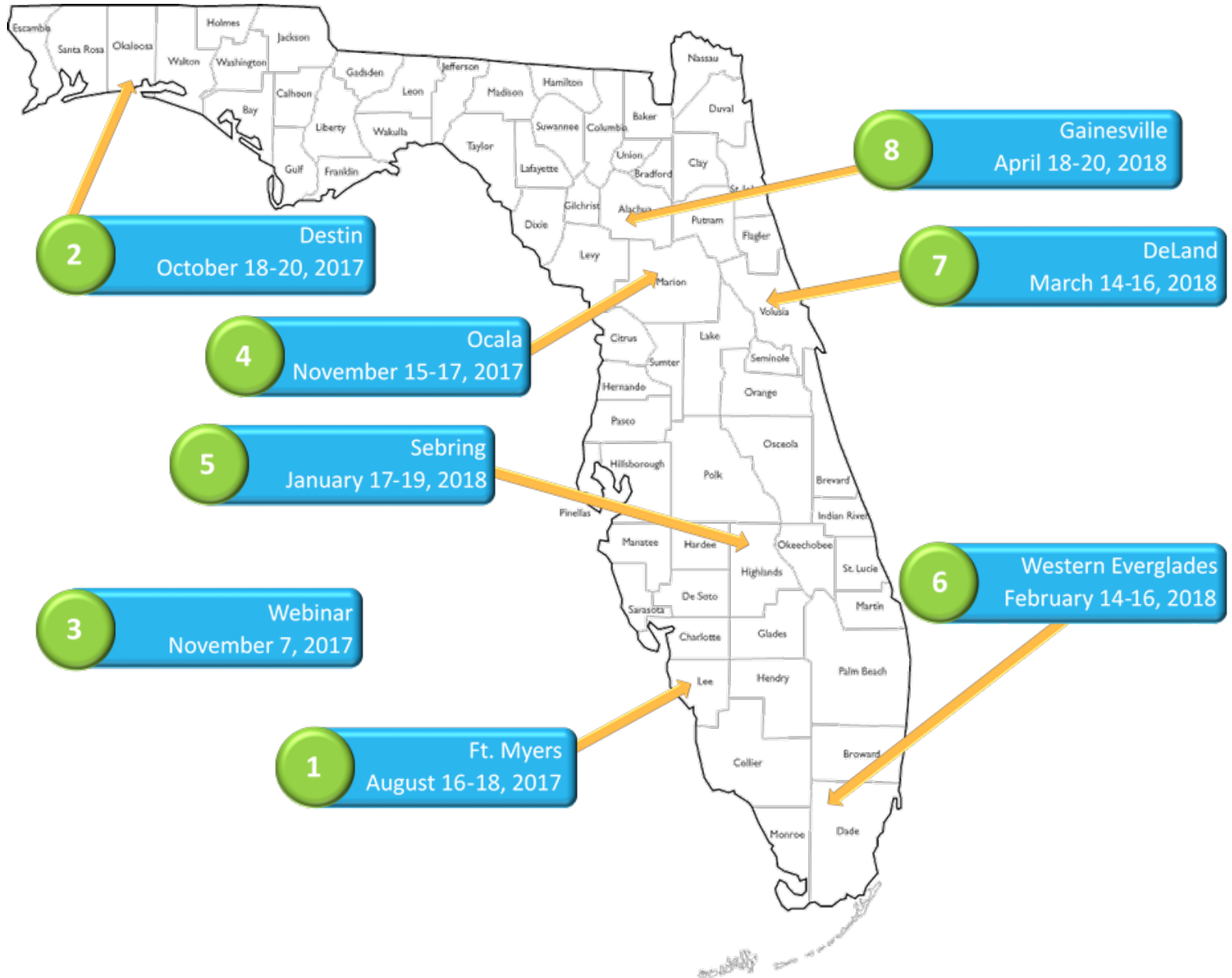
CLASS XVII (2017-2018) FELLOWS



*NRLI Class XVII Fellows and Project Team members at graduation, Friday, April 20, 2018, Gainesville, Florida.
Photo by Camilla Guillen, UF/IFAS Photography.*

Name	Position & Organization	Practicum Topic
Lisa Aley	Environmental Engineer, U.S. Army Corps of Engineers	Identifying a More Productive Communication Strategy for the Army Corps of Engineers Regarding the Lake Okeechobee Watershed Restoration Project
Charles Barrett	Water Resources Regional Specialized Agent, Northeast District, University of Florida/IFAS Extension	Suwannee River Partnership Stakeholder Engagement
Brent Bachelder	Aquatic Habitat Restoration and Enhancement Project Manager, Florida Fish and Wildlife Conservation Commission (<i>now a Land Manager with the St. Johns River Water Management District</i>)	Dipping a Toe in the Big Water – Chronicling Recent Water Level Impacts on Lake Okeechobee Ecological Conditions
Katherine Britt	Environmental Consultant, Water Quality Restoration Section, Florida Department of Environmental Protection (<i>now a Project Delivery Coordinator with the Florida Department of Transportation</i>)	Suwannee River Partnership Stakeholder Engagement
Ed Camp	Assistant Professor, Fisheries and Aquatic Sciences, School of Forest Resources and Conservation, University of Florida	Understanding the Cedar Key/Suwannee Sound Wild Oyster Fishery
Paloma Carton de Grammont	ProForest Coordinator, School of Forest Resources and Conservation, University of Florida	ProForest Strategic Planning: Developing a Logic Model
John Dooner	Forester, Southern Forestry Consultants, Inc.	Implementing Firewise Principles: A Need for Firewise Ambassadors?
Rebecca Elliott	Environmental Manager, Florida Department of Agriculture and Consumer Services, Office of Agricultural Water Policy	A Look into Crop Budgets
Caroline Gorga	Species and Habitat Monitoring Coordinator, Florida Fish and Wildlife Conservation Commission	At-Risk Species Conservation – Formalizing Species Assessment Efforts in Florida
Andrew Gude	owner Suwannee and Cedar Keys National Wildlife Refuges, U.S. Fish & Wildlife Service	Understanding the Cedar Key/Suwannee Sound Wild Oyster Fishery
Michael Lusk	Refuge Manager, Okefenokee National Wildlife Refuge, U.S. Fish and Wildlife Service	Understanding the Cedar Key/Suwannee Sound Wild Oyster Fishery
Nia Morales	Human Dimensions Specialist, Florida Fish and Wildlife Conservation Commission	Understanding the Cedar Key/Suwannee Sound Wild Oyster Fishery
Kevin Morris	Manager of Engineering and Projects, Peace River Manasota Regional Water Supply Authority	Facilitating Interdepartmental Meetings within the Peace River Manasota Regional Water Supply Authority
Rachael Santana	Attorney, Lewis Longman & Walker, P.A.	Brevard County Sustainability Working Group
Elizabeth Ramirez	Wildlife Biologist, United States Forest Service, Ocala National Forest	Implementing Firewise Principles: A Need for Firewise Ambassadors?
Amy Reaume	Conservation Manager, Brevard Zoo	Brevard County Sustainability Working Group
Rachael Smith	Communications Manager, Florida Farm Bureau Federation	A Look into Crop Budgets
Tara Wade	Assistant Professor, Agricultural and Natural Resources Economics, Southwest Florida Research and Education Center, University of Florida/IFAS	A Look into Crop Budgets
Barton Wilder	Environmental Specialist III, Florida Department of Agriculture and Consumer Services, Office of Agricultural Water Policy	Suwannee River Partnership Stakeholder Engagement
Graham Williams	Land Manager, St. Johns River Water Management District	Implementing Firewise Principles: A Need for Firewise Ambassadors?

CLASS XVII (2017-2018) SESSIONS



Note: The October session was originally to be held in Miami. Due to Hurricane Irma, we cancelled the Miami session and held the Destin session during these dates.

SESSION 1

Water Quality & Estuary Health, Ft. Myers



SESSION 2

Fisheries Management: Red Snapper, Destin



SESSION 4

Wildlife Management: The Florida Black Bear, Ocala



SESSION 5

Cattle Ranching & Land Easements, Sebring



SESSION 6

**Everglades Restoration & Perspectives from
Communities, Clewiston**



SESSION 7

Endangered Springs, DeLand



NRLI IMPRESSIONS (2017-2018 EVALUATION)

How did the NRLI experience influence your understanding of leadership within the context of managing Florida's natural resources?

Five illustrative responses from Class XVII participants.

I thought leadership was about managing people and being confident, now I realize leadership is about understanding people and helping them to communicate and recognize their needs and interests.

...many people, including my pre-NRLI-self, would have viewed a leader: A powerful person who makes decisions or inspires a group. What NRLI taught me is that understanding group dynamics and effectively engaging all stakeholders to accomplish participatory decision-making is the true meaning of leadership and is so much more difficult than the pre-NRLI version of what I thought made a leader! It's so much more complex and requires skills that will take a lifetime to hone.

I think I had a narrower definition as someone who takes charge and pulls a group into some action... but now it's more like they use tools to help others towards some positive outcome and isn't necessarily the spearhead of an action. You can be a leader and not be in front.

NRLI demonstrated that to be a leader in this field we need to take a step back from the issue and understand the who, what and why. Although difficult to take a step back from our own positions and interests, it is only by doing so that we can become a leader and have the opportunity or potential to address the issue.

I left NRLI with much more appreciation for how critical stakeholder buy-in and involvement is in the natural resource related issues. I've worked for people who were good leaders. I feel now I have a better understanding of why they were good leaders and how the stakeholders fit into the processes.

What was the best part of participating in the NRLI program?

Networking & Relationships

- The camaraderie and close friendships formed were perhaps my favorite part of the experience and made the whole NRLI program even more rewarding
- Networking, this is a special group of people.
- The connections that were made with the fellow NRLI members
- ... meeting natural resource professionals from around the state.

Experiential & Applied Components

- Continually applying the NRLI concepts and tools through session exercises and the practicum experience
- NRLI skills have changed the way I do things at work
- Participating in a shared learning experience
- Discussions with team leaders about the processes they used and their opinions/advice on processes that I was going through.
- Hand-on working with NRLI team in field
- Opportunity to apply skills learned

Multiple Perspectives

- The perspectives of all involved - NRLI team, Fellows, alumni, stakeholders, etc. It really opens your eyes to a whole new world of diversity that impacts the way you think going forward
- ... learning more about what each of the stakeholders in natural resource conflicts know and bring to the table on any topic.
- Traveling around the state and hearing about the different natural resource conflicts directly from those individuals involved or directly impacted as well as learning from those Fellows also involved

Why you would recommend NRLI's program?

- Natural resources-based leadership training is not easy to find, and this program provides the Fellows the opportunity to immerse ourselves into each issue and come out of the program more thoughtful and aware of the complexities of conflict.
- To have the opportunity to interact and learn with a group of high-level thinkers that often times have different perspectives and opinions from you, was really eye-opening. To be able to discuss these different perspectives within a group that has so much mutual respect for one another was really rewarding.
- The networking opportunities and relationship building with natural resource professionals around the state is invaluable. Plus it helps us put our own jobs and role in natural resource conflict into perspective.
- The experience including background on Florida's environmental issues with fieldtrips was amazing, the NRLI skills learned are life-changing, the bonds build with fellows are lasting, and I'm very excited by the potential of the NRLI alumni network!

ALUMNI INVOLVEMENT

Alumni Roundtables

The Project Team initiated roundtable discussions at three of the sessions with the goal of tapping into one of NRLI's greatest resources: Our Alumni Network. We invited alumni who live in and around the area and whose work related to the issue under study. Alumni expertise and experience helped expand Fellows' understanding beyond what they learned during the field trip and stakeholder panel. The discussion also revealed how our alumni remember NRLI, how they benefited from the program, and how they are applying their NRLI skills.

Session 1: Water Quality & Estuary Health, Ft. Myers

- Maran Hilgendorf - GreenSync Inc., formally with Charlotte Harbor National Estuary Program (Class III)
- Gene McAvoy - UF/IFAS Hendry County Extension Director, Regional Vegetable Extension Agent (Class XIV)
- Jessica Mendes - UF/IFAS Food Systems Extension Agent, Collier County (Class XIV)
- Jacqui Thurlow-Lippisch - Former Mayor and Commissioner for Town Of Sewall's Point; now serving on Florida's Constitution Revision Commission (Class XV)
- Captain Donald Voss - Captain, Founder of One Florida Foundation, Inc. (Class XVI)
- Walter Cheatham - Education Coordinator at Calusa Nature Center and Planetarium (Class XVI)



You are going to reframe what you think solutions look like. Sometimes there are no solutions ... So, try to find out what people can live with -- *Jessica Mendes*

I wanted to get passionate and learn about the issues. But, I learned to focus on the process questions. -- *Maran Hilgendorf*

What are you listening for during the stakeholder panel? Ask process questions, such as: How did you arrive at this? How did you view success? How did you get past X? -- *Gene McAvoy*

Session 5: Cattle Ranching & Land Easements, Sebring

- Charles Shinn, Director of Government & Community Affairs, Florida Farm Bureau Federation (NRLI Class VIII)
- Deborah Burr, FWC Gopher Tortoise Program Coordinator (NRLI Class IV)
- Cheryl Millett, Manager of Tiger Creek Preserve with the Nature Conservancy (NRLI Class XV)



An easement does not need to be a canned product but can be morphed into something that is unique to the property and the restoration goal – Charles Shinn

Even if only for a short time, I enjoyed the interactions with NRLI Fellows and listening to them work through some of the processes and techniques for negotiations being taught...joining the NRLI Fellows for a day made me miss the learning and comradery that the program fosters. - Deb Burr

It was like a homecoming.... we all have a common approach to working together, and it's refreshing to be in that atmosphere again – Cheryl Millett



Session 7: Endangered Springs, DeLand

- Margaret Guyette, SJRWMD, Class XVI
- Clay Coarsey, SJRWMD, Class XIV
- Katrina Locke, Environmental Management, Volusia County, Class XII
- Ginger Adair, Environmental Management, Volusia County, Class IX
- Carol Lippincott, UF Water Institute, Class VIII

Fall & Spring Alumni Gatherings

During the November and April NRLI sessions, the Project Team designed Alumni events to foster learning and networking across and among cohorts. 15 alumni attended the Fall event in Ocala, which included an educational refresher course that featured approaches for recognizing and addressing issues of power. 16 participants attended the Spring event in Gainesville, which included a training session on Implicit Bias by Liz Redford, researcher at UF's Department of Psychology and consultant with Project Implicit (implicit.harvard.edu)

At both events, Chad Rischar, President of the NRLI Alumni Association addressed the group, providing updates and facilitating discussion. Alumni offered ideas for energizing and harnessing the NRLI network.



FALL 2018 GATHERING

Gian Basili (Class IV), Ann Moore (Class IV), Jennifer Winters (Class VIII), Carolyn Cox (Class XI), Stacie Greco (Class XII), Craig Faulhaber (Class XIII), Maria Sgambati (Class XIII), Clay Coarsey (Class XIV), Chad Rischar (Class XV), Erika Zambello (Class XVI), Jessica Stempien (Class XVI), Savanna Barry (Class XVI), Basil Iannone (Class XVI), Phillip Stokes (Class XVI), and Margaret Guyette (Class XVI).

SPRING 2018 GATHERING

Allen Martin, Bob Heeke, Carol Lippincott, Chad Rischar, Cheryl Millett, Clay Coarsey, Craig Faulhaber, Ginger Adair, Hugh Thomas, Jason Mathis, Jeremy Olson, Jessica Stempien, Katrina Locke, Margaret Guyette, Savanna Barry, and Tonya Clayton.



OTHER NRLI ACTIVITIES

Over the past year, NRLI has worked to package and offer a portfolio of new training and facilitation opportunities beyond the core 8-month NRLI course (eight 3-day sessions from August to April). These include new NRLI short courses with four 2-day modules, one of which is dedicated to field immersion, as well as training sessions that vary from half-to 3-day events. Furthermore, we are working with faculty at UF, partner organizations, and alumni across the state to collaboratively design and facilitate meetings, workshops and multi-stakeholder engagement processes.

TRAININGS (Skill-building Activities)

- Core 8-month Program (Eight 3-day sessions - August-April)
- 4-module Short courses (Four 2-day, in-person modules held once a month)
 - Florida Department of Environmental Protection (DEP)
 - Suwannee River Water Management District (SRWMD) & UF/IFAS Global
- Classes or intensive learning experiences (½-day to 3-days)
 - Wedgworth Leadership Institute
 - Florida Department of Agriculture and Consumer Services (FDACS) - *Legacy Leadership*
 - Suwannee River Water Management District (SRWMD) - *Legacy Leadership*
 - Florida Farm Bureau Federation - *Conflict Management*
 - FL DEP - Director and Executive Staff – *LEAPS*
 - Levin College of Law Mediation Clinic
 - FWC Aquatic Habitat Restoration Enhancement- Invasive Plant Management Staff
 - CIVIC - UF/IFAS Extension
 - American Fisheries Society 147th Annual Meeting
 - Florida Climate Institute - *Leadership Skills*
 - UF/IFAS Extension Symposium Professional Development – *Interagency Partnerships*
 - UF/IFAS Extension IST - *Building Partnerships to Solve Problems*
 - Greater Everglades Ecosystem Restoration (GEER) - *Engagement and Team Science*
 - Southeastern Chapter of the Society of American Foresters (SESAF) - *Building Successful Collaborations*
 - UF graduate student *Science Communication Workshop*
 - World Wildlife Fund (WWF) Brazil – *Gestão de Conflitos Socioambientais (Socio-Environmental Conflict Management)*

FACILITATIONS (Meetings, workshops, multi-stakeholder process design)

- Daughtry Bay Coastal Erosion Workshops, FL Sea Grant – Facilitated 4 workshops in Cedar Key
- Lake Istokpoga Habitat Management Plan – Facilitated multi-meeting planning process
- UF/IFAS Fisheries and Aquatic Sciences Faculty - Facilitated meeting
- IFAS Cuba Project - Facilitated meeting
- PIE Center Advisory Board Meeting - Facilitated meeting
- Improved “Town/Gown” collaboration - Facilitated meeting
- Florida Conservation Partner Summit – Facilitated workshop
- Florida Climate Institute - Invited moderation



Participants: Effectively Engaging DEP Stakeholders Training (see Appendix B for participant list)



Participants: Leadership, Communication, and Conflict Management Training (see Appendix B for participant list)

Participants: Effectively Engaging DEP Stakeholders Training

Jennifer Adams, Operations Review Specialist, Office of Water Policy

Daniel Alsentzer , Park Planner, Division of Recreation and Parks

Jason Andreotta, Assistant Director, Southeast District

Timothy Barr, Assistant Director, Division of Waste Management

Kelley Boatwright, Assistant Director, Southwest District

Jennifer Carpenter, Assistant Director, South District

Elyssa Finkelstein, Communications Coordinator, Florida Coastal Office

Emily Forinash, Nonpoint Source Grant Coordinator, Division of Water Restoration Assistance

Ezell Givens, Assistant Bureau Chief, District 4, Division of Recreation and Parks

Duncan Graham, Partnerships Specialist, Office of Operations

Stephanie Gudeman, Manager, Strategic Initiatives, Division of Water Resource Management

Kevin Jones, Park Manager, Sebastian Inlet State Park, Division of Recreation and Parks

James Maher, Assistant Director, Northeast District

Stephen McKeough, Acquisition Agent, Division of State Lands

Preston McLane, Deputy Director, Division of Air Management

Anita Nash, Environmental Consultant, Division of Environmental Assessment and Restoration

Elizabeth Orr, Assistant Director, Northwest District

Rhapsodie Osborne, Senior Permit Lead, Office of Ecosystem Restoration

Amy C Phillips, Senior Acquisition Agent, Division of State Lands

Parks Small, Assistant Director, Division of Recreation and Parks

Aaron Watkins, Assistant Director, Central District

Nia Wellendorf, Environmental Administrator, Division of Environmental Assessment and Restoration

Christopher Weller, Field Compliance Coordinator, Office of Ecosystem Restoration

Aubree Zenone, Environmental Consultant, Florida Coastal Office

Participants: Leadership, Communication, and Conflict Management Training

Suwannee River Water Management District

Mary Diaz, Engineer II, Water Use Permitting/Water Well Construction Program

Stefani Weeks, Engineer

Christina Carr, Environmental Scientist IV

Darlene Velez, Water Resource Program Manager

Tim Beach, Environmental Scientist I

Paul Buchanan, GIS Program Manager

Joel Carnow, Solutions and Planning Coordinator

William Irby, Land Management and Operations Technician

Amy Brown, Water Supply Program Manager

David Christian, Professional Engineer

Greg Trotter, Engineer II

Justin Garland, Engineer II

Patrick Webster, Chief Professional Engineer

A. Keith Rowell P.S.M., Land Acquisition/Local Government

Lisa Cheshire, Human Resource Administrator

UF/IFAS Global

Caroline Staub, Climate information services development, US-based coordinator Feed the Future Haiti - AREA project

LOOKING AHEAD: CLASS XVIII (2018-2019) FELLOWS & SCHEDULE

Katherine Allen

County Extension Director; Extension Agent IV-Family, Youth, and Community Sciences, UF/IFAS Extension

Ethan Basore

Harvest Operations, TKM Bengard Farms LLC

Vanessa Bessey

Environmental Administrator, Florida Department of Agriculture and Consumer Services, Office of Agricultural Water Policy

Rena Borkhataria

Research Assistant Professor, Wildlife Ecology & Conservation, Everglades Research and Education Center, UF/IFAS

Hannah Brown

Communications Manager, PhD Student, School of Natural Resources and Environment, University of Florida

Amy Copeland

South Region Land Manager, St. Johns River Water Management District

Yesenia Escribano

Environmental Consultant, Florida Department of Agriculture and Consumer Services, Office of Agricultural Water Policy

Cyndi Fernandez

Assistant Director, Conservation Trust for Florida

Ashleigh Fountain

Biologist-Planning Technical Lead, Coastal Navigation Section, U.S. Army Corps of Engineers, Jacksonville District

Jay Garcia

Wildlife Biologist, U.S. Forest Service

Derrell Jones

Captain, Florida Fish and Wildlife Conservation Commission

Catherine Kennedy

Senior Wildlife Assistance Biologist, Florida Fish and Wildlife Conservation Commission

William McKinstry

Land Management Program Manager, Suwannee River Water Management District

Benjamin Melnick

Deputy Director, Division of Water Resource Management, Florida Department of Environmental Protection

Lourdes Mena

Fish and Wildlife Biologist, U.S. Fish and Wildlife Service

Ashley Pardee

Assistant, Wetland Preserve LLC

Chad Roberts

Associate Director of Marketing, Florida Farm Bureau Federation

Brian Scheick

Assistant Research Scientist, Florida Fish and Wildlife Conservation Commission

Karen Schlatter

Associate Director, Colorado River Delta Program, Sonoran Institute

Wesley Seitz

Public Hunting Areas Biologist, Florida Fish and Wildlife Conservation Commission

Stacey Simmons

Environmental Specialist III, Florida Department of Agriculture and Consumer Services, Office of Agricultural Water Policy

Jessica Sutt

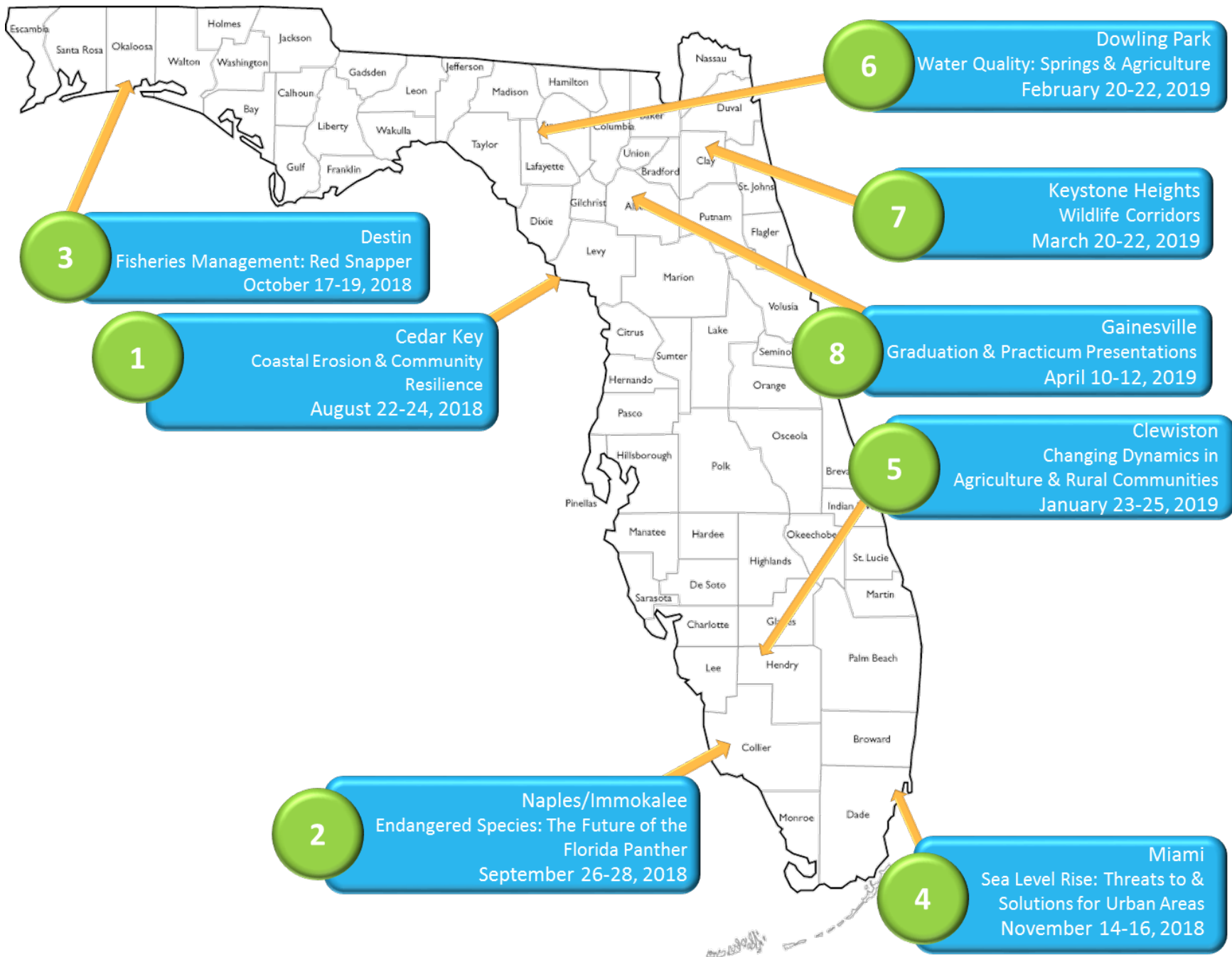
Wildlife Refuge Specialist, Southwest Florida Gulf Coast Refuge Complex, U.S. Fish and Wildlife Service

Lily Swanbrow Becker

Adaptation Coordinator, Florida Fish and Wildlife Conservation Commission

Erica Waller

Assistant Teacher, Woodland Nature Montessori School



APPENDIX A: NRLI ALUMNI

NRLI has trained 317 individuals from 113 organizations. The tables below contain lists of all alumni categorized by organization type.

FEDERAL GOVERNMENT

Federal Agency	First Name	Last Name	NRLI Class
Charlotte Harbor National Estuary Program	Maran	Hilgendorf	III
National Oceanic and Atmospheric Administration (NOAA), Coastal Services Center	Sacheen	Tavares	III
NOAA, Office of Ocean and Coastal Resource Management	Ralph	Cantral	I
Florida Keys National Marine Sanctuary, NOAA	Beth	Dieveney	XIV
Natural Resources Conservation Service (NRCS)	Edward	Wright	VI
Natural Resources Conservation Service (NRCS)	Sarah	Graddy	VII
U.S. Army Corps of Engineers	Eric	Bush	X
U.S. Army Corps of Engineers	Kelly	Keefe	XI
U.S. Army Corps of Engineers	Andrew	LoSchiavo	XII
U.S. Army Corps of Engineers	David	Tipple	XIII
U.S. Army Corps of Engineers	Gina	Ralph	XIII
U.S. Army Corps of Engineers	Tamela	Kinsey	XIV
U.S. Army Corps of Engineers	Stacie	Auenshine	XIV
U.S. Army Corps of Engineers	Gretchen	Ehlinger	XV
U.S. Army Corps of Engineers	Jason	Spinning	XV
U.S. Army Corps of Engineers	Meredith	Moreno	XVI
U.S. Army Corps of Engineers	Lisa	Aley	XVII
U.S. Fish and Wildlife Service	Janet	Mizzi	IV
U.S. Fish and Wildlife Service	Melody-Rae	Culp	VIII
U.S. Fish and Wildlife Service	Bob	Progulske	XII
U.S. Fish and Wildlife Service	Kimberly	Sykes	XIV
U.S. Fish and Wildlife Service	Ivan	Vicente	XV
U.S. Fish and Wildlife Service	Andrew	Gude	XVII
U.S. Fish and Wildlife Service	Michael	Lusk	XVII
U.S. Forest Service	Andrew	Colanino	II
U.S. Forest Service	Denise	Rains	III
U.S. Forest Service	Carl	Petrick	IV
U.S. Forest Service	Micah	Thorning	X
U.S. Forest Service	Nicole	Wulff Dodds	X
U.S. Forest Service	Mike	Herrin	XII
U.S. Forest Service	Elizabeth	Ramirez	XVII
USDA – Agricultural Research Service	Thomas	Abbott	X
Department of Veteran’s Affairs	Annie	Opuda	I

STATE GOVERNMENT

State Agency	First Name	Last Name	NRLI Class
Department of Community Affairs (DCA)	Craig	Diamond	X
DCA Florida Communities Trust	Hank	Vinson	VII
Florida Department of Agriculture and Consumer Services (FDACS)	Charlie	Clark	II
FDACS Office of Agricultural Water Policy	Hugh	Thomas	XI
FDACS Office of Agricultural Water Policy	Holly	Edmond	XIII
FDACS Office of Agricultural Water Policy	Bonnie	Wolff Pelaez	XIV
FDACS Office of Agricultural Water Policy	Jody	Lee	XV
FDACS Office of Agricultural Water Policy	Katie	Hallas	XVI
FDACS Office of Agricultural Water Policy	Jessica	Stempien	XVI
FDACS Office of Agricultural Water Policy	Rebecca	Elliott	XVII
FDACS Office of Agricultural Water Policy	Barton	Wilder	XVII
FDACS Office of Energy	Matthew	Arsenault	XIV
Florida Department of Environmental Protection (FDEP)	Charles	Goddard	I
FDEP	Tom	Singleton	I
FDEP	Paula	Allen	II
FDEP	Jasmine	Raffington	II
FDEP	John (Fritz)	Wettstein	III
FDEP	Dianne	Hughes	VIII
FDEP	Katherine	Britt	XVII
Florida Forest Service	Jarek	Nowak	III
Florida Fish and Wildlife Conservation Commission (FWCC)	Kristina	Jackson	II
Florida FWCC	Deborah	Burr	IV
Florida FWCC	Ann	Forstchen	IV
Florida FWCC	Rolando	Garcia	IV
Florida FWCC	Paul	Ouellette	V
Florida FWCC	Karen	Parker	V
Florida FWCC	Curtis	Brown	VI
Florida FWCC	Terry	Doonan	VII
Florida FWCC	William	Sargent	VII
Florida FWCC	Thomas	Ostertag	IX
Florida FWCC	Katherine	Diersen	X
Florida FWCC	Gregg	Eason	XI
Florida FWCC	Camille	Soverel	XI
Florida FWCC	Jack	Daugherty	XII
Florida FWCC	Alexander	Gulde	XII
Florida FWCC	Scott	Johns	XII
Florida FWCC	Allen	Martin	XII
Florida FWCC	Maria	Merrill	XII
Florida FWCC	Jen	Williams	XII
Florida FWCC	Craig	Faulhaber	XIII
Florida FWCC	Guy	Carpenter	XIII
Florida FWCC	Scott	Calleson	XIV
Florida FWCC	Erin	McDevitt	XV
Florida FWCC	Fred	Rondeau	XV

State Agency	First Name	Last Name	NRLI Class
Florida FWCC	Angeline	Scotten	XV
Florida FWCC	Nick	Trippel	XV
Florida FWCC	Tyler	Beck	XVI
Florida FWCC	Sarah	Funck	XVI
Florida FWCC	Scott	Kihei	XVI
Florida FWCC	Patrick	Walsh	XVI
Florida FWCC	Matthew	Wegener	XVI
Florida FWCC	Brent	Bachelor	XVII
Florida FWCC	Caroline	Gorga	XVII
Florida FWCC	Nia	Morales	XVII
Northwest Florida Water Management District (WMD)	William	Cleckley	VI
Northwest Florida WMD	Tyler	Macmillan	VIII
Northwest Florida WMD	John	Valenta	X
South Florida WMD	Thomas	McCracken	I
South Florida WMD	James	Bridgeman	II
South Florida WMD	Pat	Gostel	II
South Florida WMD	Marjorie	Moore	IV
South Florida WMD	Bijaya	Kattel	V
South Florida WMD	Beth	Kacvinsky	VII
South Florida WMD	Jeff	McLemore	VII
Southwest Florida WMD	Will	Miller	IX
St. Johns River WMD	Derek	Busby	I
St. Johns River WMD	Troy	Rice	II
St. Johns River WMD	Maurice	Sterling	III
St. Johns River WMD	Gian	Basili	IV
St. Johns River WMD	Ann	Moore	IV
St. Johns River WMD	Robert	Day	V
St. Johns River WMD	Ed	Dunne	VI
St. Johns River WMD	Paul	Haydt	VI
St. Johns River WMD	Regina	Lovings Morse	VII
St. Johns River WMD	Steven	Miller	VII
St. Johns River WMD	Matthew	Corby	XIII
St. Johns River WMD	Jeremy	Olson	XIV
St. Johns River WMD	Andrew	Kohler	XV
St. Johns River WMD	Chad	Rischar	XV
St. Johns River WMD	Margaret	Guyette	XVI
St. Johns River WMD	Graham	Williams	XVII
Suwannee River WMD	Glenn	Horvath	I
Suwannee River WMD	Bob	Heeke	IV
Suwannee River WMD	Clay	Coarsey	XIV

LOCAL GOVERNMENT

Local Government	First Name	Last Name	NRLI Class
City of Cedar Key	Suzanne	Colson	V
Cedar Key Community Redevelopment Agency	Gregory	Lang	IX
Citrus County Property Appraiser	Dan	Armstrong	VI
City of Bradenton Beach	Lisa Marie	Phillips	VIII
City of Fernandina Beach	Adrienne	Burke Dessy	IX
City of Gainesville	Bruce	Delaney	II
City of Gainesville	Gary	Paul	V
City of Pinellas Park	Debra	Rose	I
City of Winter Haven	MJ	Carnevale	XII
County of Volusia	Jennifer	Winters	VIII
County of Volusia	Ginger	Adair	IX
County of Volusia	Katrina	Locke	XII
Florida Association of Counties (FAC)	Diana	Ferguson	VIII
Florida League of Cities	Scott	Dudley	IX
Gulf County Commissioner	Bill	Williams	VI
Alachua County	Stacie	Greco	XII
Hardee County	Debra	Butler	VIII
Levy County	Shenley	Neely	IX
Miami-Dade County, Wetlands Section	Matt	Davis	III
Pasco County	Robert	Tietz	VI
Seminole County Public Works Department	Mark	Flomerfelt	VI
Lee County Environmental Policy Management	Jessica	Mendes	XIV
Polk County	Lori	Edwards	XV
Town of Sewall's Point	Jacqui	Thurlow-Lippisch	XV
Broward County	Samantha	Danchuk	XV
Okeechobee Soil and Water Conservation District	Audrey	Kuipers	XVI
Okaloosa County	Erika	Zambello	XVI

NON-GOVERNMENTAL ORGANIZATIONS

Organization	First Name	Last Name	NRLI Class
Blackwater River Foundation, Inc.	Joshua	Wilks	IX
Conservation Trust for Florida	Busy	Shires Byerly	III
Conservation Trust for Florida	Ellen	Huntley Dube	VI
Florida Audubon	Peter	Johnson	VIII
Florida Earth Foundation	Stan	Bronson	II
Florida Farm Bureau Federation	Ray	Crawford	I
Florida Farm Bureau Federation	Kevin	Morgan	I
Florida Farm Bureau Federation	Andy	Neuhofer	III
Florida Farm Bureau Federation	Carolee	Howe	IV
Florida Farm Bureau Federation	Andrew	Walmsley	VII
Florida Farm Bureau Federation	Charles	Shinn, III	VIII
Florida Farm Bureau Federation	Staci	Braswell	IX
Florida Farm Bureau Federation	Joshua	Craft	X
Florida Farm Bureau Federation	Curt	Williams	XI
Florida Farm Bureau Federation	Scot	Eubanks	XII

Organization	First Name	Last Name	NRLI Class
Florida Farm Bureau Federation	Jaime	Jerrels	XIII
Florida Farm Bureau Federation	Allen	Scheffer	XIV
Florida Farm Bureau Federation	Gregory	Harden	XV
Florida Farm Bureau Federation	Jason	Mathis	XVI
Florida Farm Bureau Federation	Rachael	Smith	XVII
Florida Research Center for Agricultural Sustainability	Bob	Adair	I
Florida Wildlife Federation	Sarah	Owen	VII
National Wildlife Federation	Mary Margaret	Davis	II
Tampa Bay Estuary Program	Lindsay	Cross	XI
The Nature Conservancy	Cheryl	Millett	XV
Love the Everglades Movement, Inc.	Houston	Cypress	XVI
The Calusa Nature Center	Walter	Cheatham	XVI
Florida Wildlife Corridor	Maddie	Southard	XVI
One Florida Foundation, Inc.	Donald	Voss	XVI
Brevard Zoo	Amy	Reaume	XVII

TRIBAL

Organization	First Name	Last Name	NRLI Class
Miccosukee Tribe of Indians of Florida	James	Erskine	XIV
Miccosukee Tribe of Indians of Florida & United and South and Eastern Tribes, Inc.	Marta	Reczko	XV
Miccosukee Tribe of Indians of Florida	Amy	Castaneda	XVI

PRIVATE SECTOR

Sector Type	Company	First Name	Last Name	NRLI Class
	Aqueous Media, LLC	Tonya	Clayton	XIII
	Brown and Caldwell	Emily	McBryan (Mott)	IV
	Campbell's Grove, Inc.	Rory	Martin	II
	Dade City Garden Club	Pat	Carver	VII
	Harmony Development Co.	Gregory	Golgowski	III
	Innovative Health Applications LLC	Jane	Provancha	VIII
	Milch & Associates, Inc.	Gabrielle	Milch	IV
	Peer, Inc.	Ed	Freeman	II
	Riverwood Consulting	Judy	Yates	VI
	Self-employed, JLC	Leslie	Corcelli	X
	Self-employed	Maria	Sgambati	XIII
	Self-employed, KeysConnectivity, Inc.	Fiona	Wilmot	V
	Self-employed	Gregory	Gibson	XIV
	The Capstone Group, Inc	Steven	Allen	VIII
	Gainesville Regional Utilities	Karen	Johnson	II
	Arthur D. Little, Inc.	William	Brown	III
	SRA International	Marella	Bradway (Crane)	IV
	The Century Commission for a Sustainable Florida	Mary	Oakley	IV
	Dade City Garden Club	Pat	Carver	VII
	Sustainable Horticultural Environments	Teresa	Watkins	VII

Sector Type	Company	First Name	Last Name	NRLI Class
Agriculture	Callery-Judge Grove	Mark	DuBois	VII
Agriculture	Cypress Cattle and Produce Company	Luke	Langford	X
Agriculture	Dasher Farms	Sarah	Carte	VI
Agriculture	Hinton Farms	LeeAnn	Coleman	V
Agriculture	Stonewall Farms	William	Carte	V
Agriculture	Tater Farms, LLC	Christopher	Johns	IX
Agriculture	Thomas Cattle Buying Services	Brad	Etheridge	XI
Agriculture	Larson Dairy, Inc.	Jacob	Larson	XII
Agriculture	Cindale Farms, Inc.	Brad	Austin	XV
Agriculture	Speedling, Inc.	Courtney	Davis	XVI
Engineering	Biological Research Associates	Janet	Strutzel	III
Engineering	Johnson Engineering	Church	Roberts	IV
Engineering	Johnson Engineering	Peggy	Grant	V
Engineering	Johnson & Johnson Vision Care	Patricia	Hutfles	XIV
Engineering	Kennedy Engineering & Associates Group	Bruce	Hart	I
Engineering	PBS&J	William	Hinsley	II
Engineering	Taylor Engineering, Inc.	David	Stites	I
Env./Eng.	Earth Balance®	Sunny	Diver	I
Env./Eng.	Earth Balance®	Sarah	Laroque	III
Env./Eng.	Earth Balance®	Wade	Waltmyer	VI
Env./Eng.	Earth Balance®	Amanda	Koonjebharry, PMP	VII
Env./Eng.	Earth Balance®	Chrissy	Hensel	VIII
Env./Eng.	Mitigation Resources, LLC	Michael	Green	VII
Env./Eng.	RS Environmental Consulting, Inc.	Rainer	Schael	VII
Env./Eng.	Tetra Tech EC, Inc.	Kim	Love	IV
Environmental	ENVIRON	Bea	Covington	I
Environmental	Florida Center for Environmental Studies	Jo Ann	Jolley	II
Environmental	Lippincott Consulting, LLC	Carol	Lippincott	VIII
Environmental	Ostego Bay Environment, Inc	Joanne	Semmer	VIII
Environmental	Wetlands Solutions	Debra	Segal	X
Environmental	Gulf Coast Community Design Studio	Tracy	Wyman	XV
Finance	Farm Credit of North Florida	Kevin	Brown	VIII
Finance	Prudential Financial Services	Harrison	Bresee III	I
Law	Attorney at Law	Gayle	Carlson	III
Law	Lewis Longman & Walker, P.A.	Kevin	Hennessy	VIII
Law	McNeal & Yochim, P.L.	Emily	Ott	IX
Law	Wheeler and Traviss, P.A.	Wes	Wheeler	IV
Law	Lewis Longman & Walker, P.A.	Rachael	Santana	XVII
Forestry	Plum Creek Timber Company	Gregory	Driskell	II
Forestry	Southern Forestry Consultants, Inc.	John	Dooner	XVII
Utilities	Peace River Manasota Regional Water Supply Authority	Kevin	Morris	XVII

UNIVERSITY OF FLORIDA DEPARTMENTS AND CENTERS

UF Department or Center	First Name	Last Name	NRLI Class
Agriculture and Biological Engineering	Christopher	Martinez	XI
Center for Governmental Responsibility, UF Levin Law College	Joan	Flocks	VII
Center for Latin American Studies	Hannah	Covert	V
Department of Agricultural Education and Communication	Jade	Williams	III
Department of Agricultural Education and Communication	Paul	Monaghan	IX
Department of Agricultural Education and Communication	Becky	Raulerson	XI
Department of Agricultural Education and Communication	Chandra	Bowden	XIII
Department of Wildlife Ecology and Conservation	Mark	Hostetler	III
Department of Wildlife Ecology and Conservation	William	Giuliano	V
Department of Wildlife Ecology and Conservation	Steve	Johnson	VI
Department of Wildlife Ecology and Conservation	Holly	Ober	X
Florida Climate Institute	Carolyn	Cox	XI
Florida Museum of Natural History	Dianne	Behringer	IV
Food and Resources Economics Department	Sherry	Larkin	III
Food and Resources Economics Department	Tatiana	Borisova	VIII
Food and Resource Economics Department, Southwest Florida Research and Education Center	Tara	Wade	XVII
Latin American Studies (LAS) and Food and Resource Economics Department	Jonathan	Dain	IV
Program for Resource Efficient Communities	Hal	Knowles III	VI
Program for Resource Efficient Communities	Jennison	Kipp	VIII
School of Forest Resources and Conservation	Martha	Monroe	I
School of Forest Resources and Conservation	Nancy	Peterson	I
School of Forest Resources and Conservation	Janaki	Alavalapati	I
School of Forest Resources and Conservation	Taylor	Stein	II
School of Forest Resources and Conservation	Jessica	Ireland	XIII
School of Forest Resources and Conservation	Alison	Adams	XIV
School of Forest Resources and Conservation	Paloma	Carton de Grammont	XVII
School of Forest Resources and Conservation / Fisheries and Aquatic Sciences	Jeffrey	Hill	IX
School of Forest Resources and Conservation / Fisheries and Aquatic Sciences	Chelsey	Campbell Crandall	XIII
School of Forest Resources and Conservation / Fisheries and Aquatic Sciences	Jynessa	Dutka-Gianelli	XIII
School of Forest Resources and Conservation / Fisheries and Aquatic Sciences	Ed	Camp	XVII
School of Forest Resources and Conservation, Amazon Conservation Leadership Initiative	Robert	Bushbacher	XIII
School of Forest Resources and Conservation, Program for Resource Efficient Communities	Basil	Iannone III	XVI
School of Landscape Architecture	Sarah	Thompson	XII
School of Natural Resources and Environment	Eleanor	Sommer	XII
School of Natural Resources and Environment	Ondine	Wells	XII
Southeast Climate Consortium and the Florida Climate Institute	Wendy-Lin	Bartels	III

UF Department or Center	First Name	Last Name	NRLI Class
Tropical Conservation & Development Program	Bette	Loiselle	XII
UF Water Institute	Kathleen	McKee	VII
Southeast Climate Consortium	Shelby	Krantz	XV
UF/IFAS Center for Public Issues Education in Agriculture and Natural Resources	Phillip	Stokes	XVI

UNIVERSITY OF FLORIDA/IFAS EXTENSION

County	First Name	Last Name	NRLI Class
Brevard County	Holly	Abeels	XI
Charlotte County	Richard	Novak	II
Hillsborough County	Robert	Northrop	IX
Manatee County	Michelle	Atkinson	X
Pinellas County	Ramona	Madhosingh-Hector	XII
Pinellas County	Lara	Miller	XIII
Polk County	John	Brenneman	I
Polk County	Shannon	McGee Carnevale	XI
Santa Rosa County	Christina	Verlinde	VII
St. Lucie County	Anita	Neal	II
St. Lucie County	Jeff	Gellermann	VI
Suwannee County	Carolyn	Saft	IV
Wakulla County	Sherri	Kraeft	X
Highlands County	Lauren	Hrncirik	XIII
Hendry County	Gene	McAvoy	XIV
Escambia County	Carrie	Stevenson	XIV
Nature Coast Biological Station	Savanna	Barry	XVI
Northeast District	Charles	Barrett	XVII

UNIVERSITY OF FLORIDA SEA GRANT

County/Office	First Name	Last Name	NRLI Class
Florida Sea Grant and NOAA Atlantic Oceanographic and Meteorological Laboratory	Pamela	Fletcher	III
Sea Grant - Lee County	Joy	Hazell	IX
Sea Grant – Gainesville	Charles	Sidman	V
Sea Grant - Wakulla County	Scott	Jackson	V
Sea Grant - Levy County	Leslie	Sturmer	V
Sea Grant - Charlotte County	Elizabeth	Staugler	VI
Sea Grant - Bay County	Brian	Cameron	VII
Sea Grant - Collier County	Bryan	Fluech	VIII
Sea Grant – Miami-Dade County	Lisa	Krimsky	X
Sea Grant – Okaloosa and Walton Counties	Brooke	Saari	X
Sea Grant	Thomas	Ruppert	XI
Florida Sea Grant and Florida FWCC	Whitney	Gray	XII
Sea Grant – Pinellas County	Libby	Carnahan	XII
Sea Grant – Manatee County	Angela	Collins	XV

OTHER UNIVERSITIES

University	First Name	Last Name	NRLI Class
New College, Environmental Studies Program	Jonathan	Miller	I
Emory University, Office of Sponsored Programs	Holly	Sommers	I
University of Tennessee, Department of Forestry, Wildlife, & Fisheries	Adam	Willcox	VI
Nova Southeastern University, Department of Conflict Analysis and Resolution	Elena	Bastidas	VIII

INTERNATIONAL

University	First Name	Last Name	NRLI Class
Universidad Veracruzana - Mexico	Edward	Ellis	XI
Universidad Veracruzana - Mexico	Citlalli	Lopez-Binquist	XI
Universidad Veracruzana - Mexico	Patricia	Negreros-Castillo	XI

APPENDIX B: NRLI PROJECT TEAM



Jonathan Dain, Director

School of Forest Resources and Conservation
Center for Latin American Studies
University of Florida/Institute of Food and Agricultural Sciences

Jonathan Dain is a faculty member in both the School of Forest Resources and Conservation and the Center for Latin American Studies. An applied anthropologist by training and certified mediator, his interests lie in conflict management, reconciliation, facilitation, and communication/leadership skills for those working with natural resource management (and managers) in the United States and abroad. In addition to his work with NRLI, he is the professional skills coordinator for UF's Tropical Conservation and Development program and teaches graduate classes in his areas of expertise. Jon began his career over 30 years ago as a Peace Corps Volunteer in Paraguay working with cotton farmers and beekeepers. He is himself an alumnus of the NRLI program (Class IV) and has been on the Project Team since 2005. In 2014, he was elected a faculty Fellow of the Florida Climate Institute. Jon spends a portion of most summers training students and natural resource professionals in Latin America.



Jessica Ireland, Program Coordinator

School of Forest Resources and Conservation
University of Florida/Institute of Food and Agricultural Sciences

Jessica Ireland joined the NRLI Project Team in August 2014 as the program coordinator. Jessica has experience in strategic planning; project management; and environmental education program planning, development, and evaluation. Jessica has a bachelor's degree in Telecommunications and English from the University of Florida and in 2008 earned a master's degree in Forest Resources and Conservation with a focus on environmental education and communication also from the University of Florida. Previously, Jessica was project coordinator for a USDA National Institute of Food and Agriculture research, Extension, and education project focused on southern pine climate change mitigation and adaptation, which involved 11 southeastern universities. She has also worked for the National Park Service and the Florida Fish and Wildlife Conservation Commission. Jessica is a NRLI program alumna, Class XIII.



Wendy-Lin Bartels, Project Team Member

School of Forest Resources and Conservation
University of Florida/Institute of Food and Agricultural Sciences

Wendy-Lin is driven to understand how and why people cross boundaries, build relationships, and collaborate. Academically, she transitioned from genetics and plant breeding to science communication and cultural anthropology. For the past 14 years, she has conducted research and training on community engagement, scientist-stakeholder networks, and inter-agency partnerships. She is especially interested in rural development, family farming, and the convening role universities can play to facilitate knowledge exchange among diverse stakeholder groups. She has worked on several domestic and international climate-and-adaptation projects with multi-disciplinary teams of climate, crop, forestry, and hydrological modelers in their efforts to make research products more relevant to society. Within this context, she examines the participatory methods and institutional arrangements that can help scientists to link more effectively with practitioners, bridge society-academia divides, and expand understandings.



Joy Hazell, Project Team Member

Sea Grant Extension, Lee County
University of Florida/Institute of Food and Agricultural Sciences

Joy Hazell is a UF/IFAS Extension faculty member and is currently the Sea Grant Extension Agent in Lee County. She holds a graduate degree in Marine Affairs and Policy from the University of Miami and an undergraduate degree in Marine and Freshwater Biology from the University of New Hampshire. Joy plans, develops, implements, and evaluates comprehensive needs based marine and natural resource educational programs that focus on marine fisheries and habitat issues. She facilitates issue-based programs through workshops, conferences, and electronic media for various audiences and focuses on public engagement and providing professional decision makers the knowledge and tools to address coastal resource issues. Joy started her career as a Peace Corps Volunteer in the Central African Republic teaching high school biology. Before joining Florida Sea Grant, she worked for the Florida Department of Environmental Protection and the Rookery Bay National Estuarine Research Reserve with a focus on providing professional decision makers the knowledge and tools to address coastal resource issues.



Paul Monaghan, Project Team Member

Department of Agricultural Education and Communication
University of Florida/Institute of Food and Agricultural Sciences

Paul Monaghan, Ph.D., is an assistant professor in the University of Florida Agricultural Education and Communication Department with an appointment in the Center for Landscape Conservation and Ecology (CLCE). The mission of CLCE is to promote the protection and preservation of Florida's natural resources and quality of life through responsible landscape management. He specializes in community-based social marketing and utilizes the methodology to develop research and extension programs with the clientele of the CLCE. Paul has a doctorate in Anthropology and a master's in Latin American Studies, both from the University of Florida. He has conducted extensive research with farmers in Florida, including dairy, organic, and vegetable producers, as well as nursery and fernery operators. He has also worked with urban populations, examining water use and perceptions through both research and outreach. In addition to his interests in social marketing and community participation in the service of natural resource conservation, Paul has worked with migrant farmworkers and coastal communities in Florida and rural farming communities in Haiti.