

2009 Environmental Evaluators Networking Forum

Presenter Biographies

Listed alphabetically by first name

AMANDA BASSOW is the Program Director of the National Fish and Wildlife Foundation's Chesapeake Programs. Amanda joined the Foundation in 2006 after nine years at the Environmental Protection Agency, where she promoted community-based environmental management and innovations in EPA's watershed programs as a policy analyst in the Office of Policy, Economics and Innovation. Amanda also served as the community watershed coordinator at EPA's Chesapeake Bay Program office where she developed resources, tools and networks to support local watershed management in the context of the overall Chesapeake Bay restoration effort. Amanda holds a Masters in Public Policy from Duke University, and a Bachelor of Arts from the University of Washington.

ANDREW PULLIN is Professor of Evidence-Based Conservation at Bangor University, UK. He has recently developed the concept of evidence-based practice in environmental management, adapting methodology from the field of human health care. In 2007 he founded the Collaboration for Environmental Evidence (CEE, www.environmentalevidence.org) which now acts as a source of reliable evidence on environmental impact of human actions and effectiveness of environmental interventions. The CEE holds a library of systematic reviews based on the best available scientific evidence to support decision making in conservation and environmental management. Andrew is also Chair of the Science Committee of the Society for Conservation Biology, an Editor of the journal *Biological Conservation*, and an author of a textbook on *Conservation Biology*.

ANDREW T. KNIGHT graduated in 1994 with an Honours degree in Earth Sciences from Macquarie University, Sydney. He spent the following seven years as a conservation planner for the New South Wales National Parks & Wildlife Service. During this time he applied systematic conservation planning techniques to several priority bioregions for the expansion of the New South Wales protected area network. Challenged by the processes of effectively implementing conservation initiatives on both private and public land, he undertook PhD studies at the Nelson Mandela Metropolitan University in Port Elizabeth, South Africa, under the supervision of Prof. Richard Cowling. Through an action research approach, which involved a two-year post as the Implementation Specialist for a regional conservation planning initiative in the Maputaland-Pondoland-Albany biodiversity 'hotspot', he investigated factors which define effective conservation planning. He is currently a Senior Lecturer at the Department of Conservation Ecology and Entomology at Stellenbosch University, South Africa. His research interests include: spatial conservation prioritisation which integrates social and ecological information for the design and implementation of living landscapes; the implementation of social learning institutions which promote adaptive management; the gap between research and implementation of effective conservation action.

ANDY ROWE has thirty years experience as an economist and evaluation consultant in North America, Europe, South Asia, the Western Pacific and the Caribbean. He now works primarily in the resource and environmental sector in the U.S. and on urban environmental development assignments in India. He has a PhD from the London School of Economics and is a former President of the Canadian Evaluation Society. His current assignments include evaluations for the Packard Foundation Conservation and Science program, the US Environmental Protection Agency, the World Bank, US Department of the Interior, Alberta Department of Urban Affairs and Housing, the Western Pacific Locally Managed Marine Network and for UK Department of International Development urban environmental services and governance in the Indian state of Madhya Pradesh.

ANN CRABBÉ studied Political and Social Sciences at the University of Antwerp, Belgium. She has degrees in sociology and public administration, and received a PhD from Antwerp University in 2008 with a thesis on institutional evaluation of Flemish river basin management. Ann published in Dutch and in English on methods for environmental policy evaluation. The *Vademecum Milieubeleidsevaluatie* was published in 2006 by Vanden Broele (Bruges), and was co-authored by herself, Joos Gysen and Pieter Leroy. *The Handbook of Environmental Policy Evaluation*, published in 2008 by Earthscan (London), is a remake of the former book, aiming to reach a broad international public. Both handbooks have the advantage of offering a guide to environmental policy evaluation in practice. They are based, amongst others, on post-academic courses and various workshops with target groups: civil servants and NGO representatives. The books are aimed to be used by both professionals in environmental policy and program evaluation, and in education and training. In her professional life, Ann is particularly interested in building institutional capacity for environmental policy, (participatory) methods for evaluation, and enhancing co-production between evaluators and others involved in evaluation.

ANNE S. MARSH is Program Director for Observations and Understanding at the H. John Heinz III Center for Science Economics and Environment. From 2004 to 2008, she worked as a staff scientist for the Center's Environmental Reporting Group, guiding indicator development efforts related to water and biological community condition for The State of the Nation's Ecosystems. Before joining the Center, Anne was a visiting scientist at the Smithsonian Environmental Research Center, where she conducted elevated CO₂ research. She has also worked as a consultant to the Chesapeake Bay Foundation and served as a research associate and editor of the National Wetlands Newsletter at the Environmental Law Institute. Anne received her B.A. from Williams College (Environmental Studies), and her M.F.S (Forest Science) and Ph.D. (Ecosystems Ecology/Plant Physiology) from Yale.

ANNELISE CARLETON-HUG, of Trillium Associates, brings a background in natural resource management to her evaluation work, with a B.S. in Wildlife Management (Ohio State University), a M.S. in Fisheries Biology (Humboldt State University), and a Ph.D. in the Human Dimensions of Fisheries & Wildlife (Michigan State University). She has worked as a fisheries biologist for the Forest Service and an environmental volunteer with the Peace Corps in Poland. Her experiences in the natural and social sciences inform her approach to research and evaluation, with an emphasis on theory-based mixed-methods evaluations including environmental education program evaluations for Yellowstone National Park, small non-profit environmental organizations, residential outdoor learning centers, and a multi-state National Science Foundation-funded program working to transform doctoral education in mathematics and sciences. Annelise is the Environmental Program Evaluation Topical Interest Group Co-Chair for the American Evaluation Association (AEA), a position she's held for the last three years. She participates on the advisory board of the Environmental Evaluators Network, and as a member of the evaluation team currently conducting a study of professional development needs of environmental educators for the Environmental Education and Training Partnership (EETAP). She is based in the Youghiogheny watershed of southwestern Pennsylvania where she enjoys adventuring with her husband, Bill, and their amazing 4-year old daughter, Lilianna.

ANTHONY CHATWIN is dedicated to the protection of marine biodiversity by working to protect sensitive areas of the marine environment and ensuring that decision-makers incorporate science-based sustainable practices to marine related human activities. Dr. Chatwin earned his doctorate in biological oceanography in 1998 from the University of Sao Paulo, Brazil. His research focused on fishery-independent stock assessments for small tunas in southeastern Brazilian waters. Having worked in marine conservation throughout the Americas, at the Conservation Law Foundation and The Nature Conservancy, and served as member of the US Marine Protected Areas Federal Advisory Committee for the past 6 years, Chatwin is currently the Director of Marine and Coastal conservation of the National Fish and Wildlife Foundation.

AVI GOPSTEIN is a AAAS Science & Technology Policy Fellow at the Department of Energy in the Office of Energy Efficiency and Renewable Energy (EERE). His work as a Fellow has involved diverse topics ranging from impact evaluation methodology for home weatherization activities to development and deployment efforts for renewable energy technologies within developing economies. Mr. Gopstein is the lead EERE analyst for Recovery Act based job creation, and is part of a team responsible for the evaluation, measurement, and validation of \$16.8 Billion worth of EERE Recovery Act projects. Prior to becoming a AAAS Fellow, Mr. Gopstein worked as an engineer in the aerospace, biomedical and defense fields where he was recognized for developing unique analytic approaches and visualization solutions to non-traditional and complex datasets.

BRUCE D. MCDOWELL, FAICP, has completed 50 years of public service. Early in his career, he served as a planner with the Maryland-National Capital Park and Planning Commission, and a department head at the Metropolitan Washington Council of Governments. Then, in 24 years with the U.S. Advisory Commission on Intergovernmental Relations he rose from the position of Analyst to Director of Governmental Research. A city planner by profession, McDowell has been elected as a Fellow of the American Institute of Certified Planners. As a nationally recognized expert in intergovernmental relations, he has made good use of his PhD dissertation which focused on the intergovernmental relations in federal urban development aid programs. At ACIR, McDowell evaluated programs of almost all the federal departments and agencies in which interactions with state and local governments are involved. When ACIR was abolished in 1996, McDowell became a project director at the National Academy of Public Administration (NAPA), where he was elected a Fellow in 1998 and continues to direct program and management evaluations. In June 2007, he presented the Academy's evaluation of EPA's Chesapeake Bay clean-up program to the Environmental Evaluator's Forum. This year, he is back at the EEN Forum to present an evaluation of NOAA's Habitat Matrix Program, which he completed in January 2009.

CARRIE HALL conducts program evaluations of coastal zone management programs and national estuarine research reserves. Carrie previously worked with NOAA as a liaison to state coastal management programs. Before coming to NOAA, she worked in Florida as a specialist with the state's Coastal Program.

CHRISTINA KAKOYANNIS currently serves as an evaluation officer for the National Fish and Wildlife Foundation. Previously, she was an American Association for the Advancement of Science (AAAS) Fellow in the U.S. EPA's Evaluation Support Division where she worked collaboratively with NFWF to develop the 2006 and 2007 Environmental Evaluator's Networking Forums. In 2006, she did a detail in the U.S. OMB's Performance and Integration Team working on the Program Assessment Rating Tool. From 2002-2004, she served on the Executive Council of the Oregon Program Evaluator's Network, a local affiliate of the American Evaluation Association.

CONNIE KUBO DELLA-PIANA is a Program Director at the National Science Foundation. Currently, she is responsible for program level evaluation in the Division of Undergraduate Education. Previously, she was Program Manager in the Office of Integrative Activities/Office of the Director at the NSF. She was responsible for the program evaluation of the Science and Technology Centers Program, the Major Instrumentation Program, and the Small Grants for Exploratory Research. She has designed and conducted project level evaluations for programmatic efforts funded by NSF, NIH, NASA, the Smithsonian Institute, and the National Headquarters of the American Red Cross. In addition, she has worked with the BBC World Service Trust on international media-oriented interventions.

DAVID CALLIHAN works for Management Systems International and has 20 years experience in the areas of program management, project and program evaluation, strategic planning, program design, and institutional analysis. Mr. Callihan's professional focus is improving the effectiveness of environmental management programs. David has extensive experience in leading and participating on evaluations. Mr. Callihan served as Team Leader for a recent eighteen-month PART evaluation of the effectiveness of the National Wildlife Refuge System; is currently leading an evaluation of the FWS' Endangered Species Habitat Conservation Planning Program; has designed and evaluated large conservation programs in Jamaica and Uganda; served as a management advisor for four years on a WWF project in Namibia; and has lead or participated in over a dozen major evaluations, including serving as Team Leader for the evaluation of a policy project managed by the Harvard Institute of International Development. In addition, Mr. Callihan is a certified trainer for MSI's Certificate Course in Evaluation. Mr. Callihan holds an MA in Administration (with a specialty in the management of public and not-for-profit organizations); a BA in Organizational Analysis for Management; and a Certificate in Bird Biology from the Cornell Institute of Ornithology. David is also a member of the Albemarle County Board of Supervisors Advisory Board for the Acquisition of Conservation Easements Program in Charlottesville, VA. He has performed technical assistance assignments throughout the United States and in 20 countries in the Caribbean, Asia and Africa.

DAVID FILIBERTO is an evaluator and researcher on the issues of climate change and its effects on the older population, the developing carbon markets, and energy efficiency and renewable energy. He holds a Ph.D. in Policy Analysis and MPA both from Cornell University.

DAVID WIDAWSKY leads EPA's program that focuses on achieving environmental results through innovation. A substantial number of these programs identify and promote improved economic performance through improved environmental performance. Dr. Widawsky co-leads an interagency workgroup fostering collaboration among federal agencies -- to support small and medium-sized enterprises. Since late 2007, he has worked to build a collaborative, inter-agency federal network to promote Green Jobs and sustainable economic development. Dr. Widawsky has been at EPA for 10 years. Before joining the National Center for Environmental Innovation in 2006, he served as the chief of the Economic Analysis Branch in EPA's Office of Pesticide Programs. Prior to joining EPA, Dr. Widawsky worked in international development, serving as a research economist in The Philippines, China, and India, leading research projects focusing on the economics of sustainability in farm production

DEBRA KEMP is a senior analyst in the Environment and Resources Division at Abt Associates Inc. Her areas of focus include regulatory development and implementation, program evaluation, and communications and outreach. Debra applies her knowledge of EPA's programs to support EPA clients in researching regulatory options and developing compliance assistance tools, and in designing and implementing program evaluation projects. Debra holds a bachelor's degree in biology from St. Mary's College of Maryland and a master's degree in public policy from the University of Maryland.

DEBRA ROG is a Westat Associate Director and Vice President of the Rockville Institute with over 25 years of experience in research and evaluation. Dr. Rog is directing several large evaluations for federal and foundation sponsors in the areas of homelessness and scientific productivity. Before joining the Westat staff in January 2007, Dr. Rog was director of the Washington office of Vanderbilt University's Center for Evaluation and Program Improvement. At Vanderbilt, Dr. Rog directed a number of large-scale, multi-site research and evaluation projects in the areas of poverty, homelessness, housing for vulnerable populations, mental health, among others. Dr. Rog is a recognized expert in evaluation and applied research design, and has served as the co-editor of the Applied Social Research Methods Series (50 textbooks to date) and the Handbook of Applied Social Research Methods. She has written widely in evaluation and has edited several volumes of New Directions for Evaluation. She is the current President of the American Evaluation Association (AEA) and a member of AEA since its inception, as well as being a member of the two predecessor organizations, the Evaluation Research society and the Evaluation Network. She has served in a number of capacities for AEA, including two terms as a Board member (1996-1999; 1985-1988), Local Arrangements chair in 1990, Annual Meeting Program co-chair in 1996, and on several committees over the years (Board Orientation Committee, Awards committee, and Membership committee).

DEVRA G. KLEIMAN is a Senior Scientist Emeritus at the Smithsonian National Zoological Park and Adjunct Professor with the Department of Biology at the University of Maryland. Her historical interests and expertise are in mammalian reproduction and ethology, zoo biology, and conservation biology (specifically endangered species recovery and reintroduction). Kleiman currently is an independent consultant, specializing in organization development, planning and evaluation. She serves on numerous Boards, IUCN Specialist Groups and Endangered Species Recovery Teams, is widely published, has edited/co-edited more than 8 volumes, and has received multiple awards and honors.

DOMINIC MANCINI has served as the Economist and Assistant Branch Chief for Natural Resources and the Environment, in the Office of Information and Regulatory Affairs in the Office of Management and Budget, for the past year. His primary responsibility is to review economically significant rulemakings for compliance with the principles established in Executive Order 12866 and OMB Circular A-4, regulatory analysis guidance. These principles include a call for agencies to analyze the cost and benefits of their proposed and final regulations, as well as the cost and benefits of a set of reasonable regulatory alternatives. Before that, he served as the Economist for Health, Transportation, and General Government in OIRA from 2002 to 2008, and also worked on Regulatory Impact Analyses at the Food and Drug Administration from 2000 to 2002.

DONALD C. OUTEN has worked for 36 years in land use planning and environmental management in Maryland at the state, regional, and local levels of government and in academia. A geographer and planner by training, Don is currently a Natural Resource Manager and manages Baltimore County's Forest Sustainability Program. As a Core Group member of the National Roundtable on Sustainable Forests, Don helps champion the application of the Montreal Process Criteria and Indicators at the community scale.

DOUG HORTON is an independent evaluator specialized in organizational development and evaluation. From 1975 until 2004 he worked for centers affiliated with the Consultative Group on International Agricultural Research. He has participated in more than 50 evaluations, mostly concerned with fostering innovation and capacity development in agricultural R&D. He has co-edited three special journal issues on evaluation and organizational development, and has organized special sessions on development evaluation at conferences of the American Evaluation Association, the Canadian Evaluation Society, and the European Evaluation Society.

ED P. WASHBURN joined EPA in 1998, and since then has covered “multimedia” topics in ORD’s Office of Science Policy. In 2003, he started covering an emerging multimedia topic called GEOSS (Global Earth Observation System of Systems). In April 2005, under the auspices of EPA’s Science Policy Council, Ed helped establish EPA GEO, the cross-Agency coordinating committee for GEOSS; he served as co-chair for its first four years. Recently he led a working group under the inter-governmental Group on Earth Observations (GEO), which in November 2008, committed to incorporate a logic-model-based framework for performance monitoring and evaluation of GEOSS. His work experiences prior to EPA include: the U.S. Department of Energy, Harvard School of Public Health, City of Madison Wisconsin Health Department, State of Wisconsin Department of Natural Resources, Natural Resources Council of Maine, and private industry. Mr. Washburn obtained his Bachelor’s degree in Chemistry from the University of New Hampshire in 1975, and his Master’s degree in Environmental Health Sciences from the Harvard School of Public Health in 1988.

GEORGE F. GROB is the President of the Center for Public Program Evaluation. His independent consulting practice focuses on evaluation of public programs and related fields of policy development, strategic planning, implementation monitoring, accountability, advocacy, and public communications. Recent projects include serving as consultant to the American Evaluation Association's Evaluation Policy Task Force; serving as evaluator for the National Aquarium at Baltimore for its education programs; assisting the NOAA's National Marine Fisheries Administration in developing a performance managements system for law enforcement agencies patrolling the nation's oceanic fisheries; and performing a retrospective assessment of the Robert Wood Johnson Foundation's work on tobacco control policy. Mr. Grob started this consultancy after more than 37 years in the U.S. Department of Health and Human Services HHS directing the work of evaluators and policy analysts.

GINA LAROCCO, Conservation Program Associate with Defenders of Wildlife's Northwest office, has been with the organization for 5 years. She is the project manager for the Conservation Registry, a database that can record, track and map on-the-ground conservation projects in order to allow a better understanding of where conservation investment is happening across the landscape and whether these efforts are successful. She is also working to develop market-based conservation incentives, with an eye toward improving the ecological and economic benefits of mitigation programs. Prior to her role in Defenders' Northwest office, Gina worked as a staff attorney in Defenders' New Mexico office where she worked extensively on species and habitat issues in relation to oil and gas development and other uses on federal public lands. Gina earned her B.A. from Loyola University of Chicago and Master of Studies in Environmental Law and J.D. from Vermont Law School.

GINGER HINCHCLIFF has been working in coastal management for the past 25 years. She joined NOAA’s Coastal Services Center in Charleston, SC, in 1999 and currently serves as its division chief for Coastal Management Services. Coastal Management Services links the ocean and coastal resource management community with information, products, and services focusing on the social component of the ecosystem approach to management. Before her current position, Ginger served as manager of the Center’s Coastal Learning Services, and director for the National MPA Center Training and Technical Assistance Institute. Prior to her work for NOAA, she worked with the Florida Department of Environmental Protection as the education and coastal training coordinator for the Rookery Bay National Estuarine Research Reserve. Other experience includes working seasonally for the National Park Service, and teaching marine biology and coastal ecology at environmental education facilities in Florida and South Carolina.

GINGER POTTER is the Senior Education Specialist with the U.S. Environmental Protection Agency in the Office of the Administrator. She serves as the Chair for the National Environmental Education Advisory Council; is responsible for the development of national and international environmental education projects/programs; the development of environmental education research projects and strategic planning. She is also the Director of the National Network for Environmental Studies Fellowship Program.

GUY ROBERTSON is the National Sustainability Program Leader with US Forest Service Research and Development here in Washington D.C. His main area of expertise is resource economics, but he also has degrees in international studies and philosophy. Guy's current work is focused on the application of criteria and indicators for forest sustainability, and the development of the data streams and reporting mechanisms needed to support it.

HANS BRUYNINCKX teaches international relations courses with an emphasis on environmental issues and global governance in several KUL programs. Prof. Bruyninckx has almost 20 years of experience in policy oriented research at different universities on these themes and is currently heading the Research Group on Global Environmental Governance and Sustainable Development which studies the influence of the various globalization processes on the global governance of environmental problems and sustainable development. Particular attention is paid to underlying theoretical and conceptual frameworks. The translation and testing of innovative and critical social theories (such as network and flows perspectives) to multi-level governance arrangements of global environmental and sustainable development issues, with an emphasis on the EU's specific role are at the core of this team's research efforts. Another key research interest relates to methodological development for the evaluation of environmental policy. In this field he has been an advisor to the Belgian and the Flemish government.

JARED HARDNER is the Managing Partner of Hardner & Gullison Associates, LLC (HGA). HGA provides technical support in conservation design and evaluation for foundation, government, corporate, and NGO clients. Recently, the firm has conducted program evaluations for Gordon & Betty Moore Foundation, USAID, and National Fish and Wildlife Foundation. HGA is currently engaged in the refresh of Moore Foundation's Andes Amazon Initiative plan for the coming five years and an expected budget of approximately \$100 million. Jared has 17 years consulting experience in the fields of environmental protection and biodiversity conservation. Jared earned a Bachelor's degree in Economics from Princeton University and a Master's in Natural Resource and Environmental Economics from Yale University.

JARED RAYNOR, Senior Consultant at TCC Group (www.tccgrp.com), has experience evaluating a wide range of initiatives both domestically and internationally. He has extensive experience designing, implementing and evaluating capacity-building activities, including policy and advocacy organizations, small watershed organizations and large international initiatives. His work at TCC has included evaluations of capacity-building initiatives, multi-site cluster evaluations, evaluation system design, strategic planning, organizational structuring and design, and strategic organizational assessment.

JENNIFER FALCK has worked for the Oneida Nation's Environmental, Health & Safety Division for 10 years. Currently, she is the Environmental Health Supervisor. She is responsible for the planning, management, and administration of the Environmental Health and Injury Prevention Programs. She received a B.S. from the University of Wisconsin-Stevens Point in International Natural Resource Management and received an MPA from the University of Wisconsin-Oshkosh in May 2009. She is currently working on a CDC Environmental Health Fellowship Project involving program evaluation. Jennifer is an Oneida tribal member and lives near the Oneida Reservation. She is married and has a five year old daughter.

JENNIFER SPLANSKY is part of FSG's San Francisco office and focuses on issues of evaluation and strategy. In addition, Jennifer has worked with clients on their approaches to capacity building and advocacy. Currently, Jennifer is working with a group of nearly 20 NGOs to design a collaborative Strategic Learning and Evaluation System. She also recently completed work with an education nonprofit where she helped the organization assess the impact of its products and services, and refine its activities accordingly. Prior to joining FSG, Jennifer worked in the strategic projects group of the Oakland Unified School District where she designed a framework for the district's strategic plan for community accountability. Jennifer holds an M.B.A. from Northwestern's Kellogg School of Management and a B.A. in Human Biology from Stanford University.

JUDY BRAUS has been actively involved in national and international environmental education efforts for more than twenty-five years. As the Vice President of Education and Centers for the National Audubon Center, she oversees the educational activities of a diverse and active network, working with more than 50 education centers, 480 Audubon Chapters, 24 state programs, and BirdLife International, with more than 10 million supporters internationally. Before coming to Audubon, she was Director of Education for World Wildlife Fund-US (WWF). Ms. Braus also provided technical assistance to WWF's regional programs throughout the world. Prior to WWF, Ms. Braus coordinated Peace Corps' environmental education activities and conducted workshops, assessments, evaluations, and programming activities in Africa, Asia, Latin America, the South Pacific, and Eastern Europe. She was also the Director of School Programs at the National Wildlife Federation (NWF) and the editor of *NatureScope*—an award-winning, environmental education activity series for educators. She was also a senior editor on *Ranger Rick*—NWF's children's magazine, and the director of Wildlife Week—a national environmental education program reaching more than 500,000 educators annually. Ms. Braus has edited many educational publications, written several children's books, co-authored an environmental science textbook, and co-authored a book for educators titled: Environmental Education in the Schools: Creating a Program That Works!

KATE BARBA has worked in environmental program management for 20 plus years across four federal agencies both domestically and internationally. She has a keen interest in the human dimensions of environmental programs; multidisciplinary approaches in program design and evaluation, and a current focus on adaptation strategies to address climate impacts in coastal states.

KATHERINE DAWES has served as the Director of the Evaluation Support Division in the United States Environmental Protection Agency (EPA) since 2000. This division conducts-- and enables partners throughout EPA to more effectively conduct -- program evaluations and analyses that inform management decisions, enhance organizational learning, promote innovation and foster environmental results. The division also manages a training curriculum for environmental program evaluation and performance measurement. As the Division Director, Katherine is particularly engaged in networking with all levels of government, academia and non-governmental organizations to promote new developments and new information regarding innovation analysis and environmental evaluation. Katherine is an active member of the American Evaluation Association and its Environmental Program Evaluation Topical Interest Group. Katherine started with EPA in 1990; she has worked in the brownfields and underground storage tanks programs, and on innovation and environmental justice issues. She has Masters Degrees in Public Administration (1990) and Geography (1993) from Syracuse University, and a Bachelors of Arts from Dartmouth College (1988). She is also a founding member and former Trustee of the Environmental Leadership Program, a non-profit, non-partisan organization designed to train and support the next generation of environmental leaders.

KATHLEEN MACKINNON oversees a variety of environmental education projects including a five year \$10 million national educator training program. She oversees a variety of other grants, federal inter-agency agreements, and student research fellowships with a focus on educator training, state capacity building, educational improvement, and evaluation. Kathleen is also involved in strategic planning and legislative analysis. She has worked for U.S. EPA for twenty-five years with the last 17 years focused on environmental education.

KATHRYN NEWCOMER is a professor at the Trachtenberg School of Public Policy and Public Administration at the George Washington University where she is also the Co-Director of the Midge Smith Center for Evaluation Effectiveness, home of The Evaluators' Institute (TEI), and she is the Director of the PhD in Public Policy and Administration program, and Associate Director of the School. She will be Director of the Trachtenberg School beginning July 1, 2009. She teaches public and nonprofit, program evaluation, research design, and applied statistics. She routinely conducts research and training for federal and local government agencies and nonprofit organizations on performance measurement and program evaluation, and has designed and conducted evaluations for several U.S. federal agencies and dozens of nonprofit organizations. She has published five books and dozens of articles.

KATHY MCGLAUFLIN, AFF Senior VP for Education, has led PLT since 1985. She is past president and a former board member of the North American Association for Environmental Education. Kathy has a B.S. in Natural Resource Management and M.S. in Curriculum and Instruction from the University of Wisconsin. She began her career as an urban naturalist at the Schlitz Audubon Center in Milwaukee, and later directed youth programs for the National Audubon Society at their headquarters in New York City. Prior to coming to PLT she worked as education coordinator for the National Wildlife Federation.

KEN GENSKOW is an Assistant Professor in the Department of Urban and Regional Planning at the University of Wisconsin-Madison. He holds a joint appointment with University of Wisconsin-Extension, where he serves as a specialist on water resources and director of Extension's statewide Basin Education Initiative. Ken has a BS in General Engineering from the University of Illinois, a Masters in Urban Planning, also from the University of Illinois, and a Ph.D. in Urban and Regional Planning from the University of Wisconsin-Madison. His research, teaching and extension work emphasize water resources planning and policy, program evaluation, and collaborative approaches to resource management. For the past several years, Dr. Genskow has co-led an initiative among six Great Lakes states using "social Indicators" to help plan and evaluate watershed restoration and protection projects throughout the region.

KIM PENN works for NOAA's Office of Ocean and Coastal Resource Management conducting program evaluations of coastal zone management programs and national estuarine research reserves. Before coming to NOAA, Kim worked with the Florida Coastal Management Program and the Office of Naval Research. She has degrees in estuarine ecology and resource management.

LAURA CARRIER is the Development Officer of Public Grants at the Chesapeake Bay Foundation (CBF). In this capacity, she raises state and federal funds for CBF's environmental education programs, water quality and habitat restoration projects, and capital improvements. She manages the public grant process from beginning to end – identifying potential grant programs, determining eligible projects, overseeing the grant proposal preparation and submission, and assisting CBF program staff with grant reporting requirements. Prior to joining CBF four years ago, Miss Carrier reviewed hundreds of grant applications per year to the Chesapeake Bay Small Watershed Grant Program at the National Fish and Wildlife Foundation. She therefore has been on both sides of the fundraising table – writing proposals to solicit funds and reviewing proposals for the awarding of funds. Miss Carrier holds a Masters of Science degree from Johns Hopkins University in Environmental Science and Policy and a Bachelor of Arts degree in Biology and Environmental Studies from St. Mary's College of Maryland.

LAURA PYZIK has spent the last five years working on business/government partnerships and most recently on issues related to the integration of the Environment into Lean activities and Coordination of EPA Partnership Programs. Laura is responsible for managing EPA's inventory of Partnership Programs, and was the lead author on EPA guidelines for measuring the performance of partnership programs. Laura has a Bachelor of Arts Degree in Biology from St. Mary's College of Maryland.

LESLIE FOSTER joined TCC Group as an evaluation consultant in January 2008. She commands a range of methods for collecting and analyzing quantitative and qualitative data, and has directed or played a lead role in evaluation projects of all sizes. Before joining TCC Group, Ms. Foster was a senior researcher in the health services division of Mathematica Policy Research, Inc., where she worked from 1999 through 2007. During that time, Ms. Foster was involved in all aspects of program evaluations to measure outcomes, estimate impacts, describe implementation, and identify best practices for government agencies and private foundations. At TCC Group, Ms. Foster recently completed an evaluation of a funder's capacity-building investment of the Alaska Wilderness League, a Washington, D.C.-based advocate of conserving Alaska's public lands.

LESLIE GOODYEAR is currently a Program Officer at the National Science Foundation in the Division of Research on Learning in Formal and Informal Environments. In addition to coordinating evaluation activities for the Division, she serves as a program officer for the Innovative Technology Experiences for Students and Teachers program and the Informal Science Education program. While at NSF, Leslie is on leave from her work at Education Development Center in Newton, MA, where she focuses on evaluation of STEM and youth media programs. In her spare time, Leslie is an active member of the American Evaluation Association, serving as a member of the Board of Directors, co-chair of the Qualitative Methods Topical Interest Group and past-chair of the Ethics Committee. Leslie received her M.S. and Ph.D. in Human Service Studies and Program Evaluation from Cornell University.

LINDA I. MANNING has an interdisciplinary background in natural resources policy and analysis, program evaluation, facilitation, collaborative problem-solving, and social science. With 18 years of experience, her work has focused on improving understanding, analysis and communication of environmental data, evaluation and problems in order that government officials, regulated parties, and citizens can more effectively engage in protecting the natural environment and sustainably manage natural resources. Ms. Manning has developed specialized expertise in the growing fields of participatory evaluation, employing a combination of her expertise in neutral facilitation, evaluation pedagogy and extensive knowledge of federal and state natural resource and environmental regulatory and conservation programs. She has worked collaboratively and in a management capacity with a variety of audiences from high level federal government officials to subsistence farmers and her evaluation approach and design consistently reflect the richness of these multiple viewpoints. Ms. Manning is currently involved in designing an evaluation for NOAA's Coastal Zone Management Program. Ms. Manning recently founded The Council Oak, a public policy consulting firm focused on environmental and natural resources topics. Headquartered in Annandale, VA, The Council Oak specializes in assisting government agencies make scientifically-informed decisions, communicate program requirements and benefits, meaningfully engage stakeholders, and design programs/governance to efficiently and effectively administer programs. The Council Oak staff includes expert neutral facilitators and collaboration specialists, public policy analysts, communications professionals, and program evaluators.

LISA B. FLOWERS earned her Ph.D. in Forestry & Conservation at the University of Montana in 2007. Her research focused on evaluating the effectiveness of place-based conservation education. Since 1994, she has been instrumental in designing, developing, implementing, and evaluating conservation education programs for the Boone and Crockett Club. Her office is based on the Theodore Roosevelt Memorial Ranch, a 6,000 acre working cattle operation and research station located directly west of the Bob Marshall Wilderness Complex, and south of Glacier National Park and the Blackfeet Indian Reservation. Lisa is a Montana certified secondary science teacher who taught in formal classrooms for six years, and for the past 15 years, has provided outdoor conservation education programs for all ages. She was born in Richmond, Virginia, move to Golden, Colorado at the age of five, and has lived in Montana since 1973. Today, she and her husband live on a small grain and hay farm northeast of Choteau, Montana along the Rocky Mountain Front.

LOU NADEAU has more than 13 years of experience in evaluating the effects and effectiveness of federal government programs. His work has focused on relating government interventions and programs to outcomes. Dr. Nadeau holds a Ph.D. in economics and is a Senior Economist with Eastern Research Group, Inc. (ERG) of Lexington, MA. Dr. Nadeau recently completed evaluations of the EPA Region 1 Marinas Initiative, EPA's Energy Star program, WasteWise program, and Hospitals for Healthy Environment (H2E) program. He is currently working on an evaluation of Total Coliform Rule implementation in Minnesota and Texas. In the past, Dr. Nadeau developed an evaluation of the impact that EPA enforcement actions have on water discharges from petroleum refineries using statistical methods. He then translated those estimates into impacts on environmental quality using a water quality engineering model. Dr. Nadeau's experience extends beyond EPA. For OSHA, Dr. Nadeau conducted an evaluation of the effectiveness of the Agency's Site Specific Targeting (SST) enforcement program. He has evaluated OSHA use of settlement agreements in the enforcement process, OSHA's use voluntary guidelines, and the DOL Wage and Hour Division's Child Labor Program. For FDA, Dr. Nadeau developed a statistical evaluation of the Nutrition Facts Panel that appears on processed food products sold in the United States.

LUIS A. SOLÓRZANO is the Lead of the Andes Amazon Initiative (AAI) of the Gordon & Betty Moore Foundation, based in Palo Alto, Ca. AAI is the largest private donor for conservation in the Andes and Amazon Basin. Its goal is to maintain sufficient natural habitat to preserve climate function and biodiversity in the region. Luis has 19 years of experience conducting ecological research in tropical terrestrial and marine environments, and management of diverse groups executing scientific research projects and environmental conservation programs. Luis has worked at the Smithsonian Tropical Research Institute in Panama, the Center for Energy and Environmental Studies at Princeton University, the Woods Hole Research Center's Amazon program, Conservation International and the Gordon and Betty Moore Foundation, first as Senior Science Program Officer and currently leading the Andes Amazon Initiative. Luis holds degrees in Biology from the National University of Colombia, M.A in Evolutionary Biology and PhD in Mathematical Ecology from Princeton University and a CPM from Stanford University.

MARCIA B. BROWN is a Senior Program Officer for Foundations of Success. Since joining FOS in 2002, she has facilitated training workshops in strategic planning and monitoring and evaluation for several site teams. She has also played a leading role in designing and conducting evaluations and has worked with key Latin American organizations to learn about their experiences developing water-based finance mechanisms (“water funds”) for protected areas. Before joining FOS, Marcia worked for The Nature Conservancy as Project Coordinator for PROARCA/Costas, a regional, Central American coastal zone management project funded by USAID. Prior to working for TNC, Marcia directed a research project for RARE, in collaboration with local partner NGOs Defensores de la Naturaleza and the Fundación “Hector Rodrigo Pastor Fasquelle.” The research focused on calculating the socioeconomic value of cloud forests for water production and stream flow regulation in the Sierra de las Minas Biosphere Reserve (Guatemala) and Cusuco National Park (Honduras). Before this, Marcia co-directed a private land conservation organization in Costa Rica and raised \$750,000 to create one of the country’s first joint implementation projects. Marcia has a Masters in Forestry from Duke University and a B.A. in Environmental Studies from Brown University. She is fluent in Spanish and lived in Central America for over 10 years.

MARCIA E. MULKEY serves as Acting Associate Administrator of the Environmental Protection Agency’s Office of Policy, Economics, and Innovation (OPEI). Marcia has over 20 years of scientific and policy experience. She has provided leadership and expertise to EPA in the Office of the General Counsel, the Office of Enforcement and Compliance Assurance, the Office of Prevention, Pesticides, and Toxic Substances and Region III. Prior to her interim appointment in OPEI, she directed the Office of Site Remediation Enforcement. Her service to EPA includes leadership of Region III’s Office of Regional Counsel from 1988 to 1998, with an interlude serving as Acting Principal Deputy Counsel. From 1998 – 2003, Ms. Mulkey directed the Office of Pesticides Programs during key phases of the effort to successfully implement the landmark Food Quality Protection Act. She has served in teaching positions at home and abroad. She was twice recognized with Presidential Rank awards as a senior EPA executive. Ms. Mulkey is a cum laude graduate of Harvard Law School and a member of the District of Columbia Bar.

MARK HUMPERT joined the Association of Fish & Wildlife Agencies team in August 2008. Prior to that, he was employed by the Nebraska Game and parks Commission for 14 years as the Wildlife Diversity Program Manger and as a District Manager.

MARK L. SHAFFER joined the Doris Duke Charitable Foundation in January 2004 as Program Director for the Environment. Mark Shaffer is biodiversity conservationist with extensive experience in population viability analysis, conservation biology and resource economics. As Senior Vice President of Programs for Defenders of Wildlife, he provided direction, oversight, and administration of the organization’s species, habitat, and legal work, while managing a regional staff in eight states. Prior to his work with Defenders of Wildlife, Mark worked with three other major conservation organizations: The Nature Conservancy, The Wilderness Society, and the US Fish and Wildlife Service. Mark received a Bachelor of Science degree from Indiana University of Pennsylvania, and his PhD from Duke University School of Forestry and Environmental Studies. His doctoral research on grizzly bears helped to pioneer population viability analysis in conservation biology. Mark has also served as a consultant for federal and state agencies on various endangered species issues.

MARY BETH BROWN first landed upon the need for performance reporting when she worked at the Agency for International Development in Ethiopia in the 1990s. She saw food aid distributed to communities at harvest time, when the corn was head high, where the food aid ended up depressing the value of the farmers' crops at market. A feedback loop might have helped AID recognize the potential errors in early forecasting and the need to reassess aid deliveries based on real time conditions. She worked on a rural development project there and used monitoring and evaluation techniques with the staff and community. Later, after Al Gore reinvented government, she studied organizational development and took a strong interest in setting metrics and in using data to inform decisions and negotiations. Her passion is making government work and making it transparent so citizens can actively and constructively participate. With her colleagues, she hopes to organize the wealth of information about restoring and protecting the Puget Sound ecosystem so one can have a data informed view of what is happening, what is being funded and what is working in the efforts to restore one of the nation's large ecosystems. Outside work, she avoids putting her two sons and husband on any kinds of performance improvement plans. Her lab is not so lucky! Mary Beth Brown is a graduate of Georgetown University and resides in Olympia, Wa.

MATT BIRNBAUM is an evaluation officer at the National Fish and Wildlife Foundation since 2004. Affiliated also with American University, he has been associated with the evaluation field for close to two decades, dealing with a plethora of issues, including conservation, poverty, alternative modes of transportation, and rural economic development. Along with his colleague Christina Kakoyannis, Matt currently is setting up an internal evaluation function for NFWF while overseeing an external one for the strategic initiatives involving NFWF's grantees. Along with Per Mickwitz from the Finnish Environmental Institute, he is co-editor of the special volume in *New Directions for Evaluation* dealing with methodological challenges in evaluation of environmental programs and policies. He additionally is co-editing a special volume with Kara Crohn from UCLA that is scheduled for publication later this summer and that deals with issues related to evaluation of environmental education programs.

MICHEALA ZINT is Associate Professor of Environmental Education and Communication at the University of Michigan's School of Natural Resources & Environment and School of Education. Dr. Zint has completed several independent environmental education program evaluations and is currently testing different approaches to increasing individuals' evaluation competencies, most recently as part of the U.S. Environmental Protection Agency's "Environmental Education and Training Partnership" and through the web-based "My Environmental Education Evaluation Resource Assistant" (MEERA, www.meera.snre.umich.edu) supported by the U.S. EPA and U.S. Forest Service. Dr. Zint's work has been published in journals including *Conservation Biology*, *Environmental Science & Technology*, *Journal of Environmental Health*, *Journal of Environmental Education*, and *Risk Analysis* and she serves as Editorial Board Member for *Conservation Biology*, the *Environmental Communication Yearbook*, and the *Journal of Environmental Education*. Dr. Zint obtained her MBA from Michigan State University's Business School and her PhD. from Michigan State University's Department of Fisheries and Wildlife.

MIKAEL HILDÉN has a background in resource management, and fisheries management in particular. For the past 20 years, Mikael has worked with environmental impact assessment, policy analysis and evaluation and innovation studies. He has led the assessment and evaluation of national strategies, policies and programs in the field of climate and energy, forestry, biodiversity and pollution control. He is particularly interested in adaptive social learning processes.

MONIQUE MCDONALD-HARRIS is a Management and Program Analyst with the Bureau of Land Management (BLM), Division of Evaluations and Management Services where she develops strategies for implementing organizational changes in the Bureau that meet the current and future transitional needs of the employees, customers, and other federal entities, while maintaining the mission and vision of the BLM. Hired in 2000, Monique has leveraged her experience in evaluations by overseeing Evaluations teams, participating on various program reviews and being one of the key players in drafting the Bureau's policy on their Evaluation Program. Monique was also chosen to participate as an Examiner for the U.S. Senate Productivity and Maryland Quality Awards Program where she worked diligently to review the designated submission for the Quality Award. Prior to joining the BLM, Monique grew in the field of public policy while working for various Federal Agencies, such as Department of Transportation, Department of Agriculture, and the Environmental Protection Agency. During this time, she merged her public policy and environmental management experience, to become a staff member with the Competitive Enterprise Institute where she prepared the Environmental Briefing Book for Congress. An Alumnus of The George Washington University, Monique holds a Masters of Public Administration with a concentration in Environmental Policy and a Bachelor of Arts in Political Science and Philosophy from Temple University.

PATRICIA A. DALTON became Managing Director of the Government Accountability Office's Natural Resources and Environment Team in June 2008. The Natural Resources and Environment Team is responsible for GAO's work in agriculture and food safety, energy, environment, federal land stewardship, water resources, U.S. and international nuclear security, and science and technology issues. Prior to assuming her current responsibilities, she was the Managing Director of the Government Accountability Office's Physical Infrastructure Team and responsible for GAO's work in transportation, telecommunications, federal property, and the Postal Service. Ms. Dalton also was a Director in GAO's Strategic Issues Team. In this position, she directed GAO's work related to government management issues, particularly performance management and the Government Performance and Results Act, and organization structure and design. She also was responsible for work related to the decennial census and the Census Bureau, intergovernmental relations, and tools of government. Before joining GAO in 2001, Ms. Dalton was the Deputy Inspector General for the U.S. Department of Labor for seven years. She received her appointment to the Senior Executive Service in 1993 from the U.S. Department of Army where she served as Director of Audit Policy, Planning and Resources, Army Audit Agency. She holds an MBA from the University of Massachusetts, and a BA from the College of the Holy Cross.

PAUL J. FERRARO is a professor in the Department of Economics at Georgia State University's Andrew Young School of Policy Studies. He also serves as a Science Advisor for the Global Environment Facility, a Senior Science Fellow with the World Wildlife Fund and the Kathryn S. Fuller Science for Nature Visiting Scientist. Dr. Ferraro's research focuses on the design and evaluation of cost-effective environmental policies and institutions. He received his PhD in economics from Cornell University, and also holds a BA in biology and history, and an MS in economics, from Duke University. He is a collaborating author on the 2005 Millennium Ecosystem Assessment, and his research appears in journals such as Conservation Biology, Journal of Environmental Economics and Management, Land Economics, PLoS Biology, Proceedings of the National Academy of Sciences, Science, and Trends in Ecology & Evolution (see <http://www2.gsu.edu/~wwwcec/> for more details).

PER MICKWITZ works as a Senior Researcher in the Research Programme for Environmental Policy at the Finnish Environment Institute. He is also an Adjunct Professor of Environmental Policy at the University of Tampere. Between 2003 and 2005, Dr. Mickwitz was the president of the Finnish Evaluation Society (FES). During the last years much of his work has focused on the theory and practice of environmental policy evaluation. Based on his research Per Mickwitz has published several monographs and numerous articles in academic journals. He was one of the two editors of the issue on Environmental Program and Policy Evaluation of the journal *New Directions for Evaluation* that is published in June 2009. Recently the focus of Per Mickwitz's work has shifted to energy and climate policy issues. In 2008 he was leading a team, which made the study "Mainstreaming and Coherence of Climate Policies" for the Finnish Prime Minister's office. He was also leader of the team that wrote the report "Climate Policy Integration, Coherence and Governance" which was published by the Partnership for European Environmental Research in March 2009.

PETER CAULKINS received his PhD in Environmental Economics at the University of Wisconsin - Madison in 1982. He has worked at EPA for 27 years and in the pesticide program for 19 years. Peter currently serves as the Associate Director for the Special Review & Reregistration Division, and one of responsibilities involves the completion of product reregistration.

RICHARD MARGOLUIS is co-founder and co-director of Foundations of Success. Richard's work in FOS has focused on assisting partner organizations develop adaptive management systems, evaluating conservation projects and programs, managing applied research related to M&E, organizing learning networks, and facilitating cross-site and cross-institutional learning – including co-facilitation of the Conservation Measures Partnership. Prior to working with FOS, Richard was the director of two programs at the Biodiversity Support Program (BSP): the Analysis and Adaptive Management Program, and the Latin America and Caribbean Program. Before going to BSP, Richard worked primarily for local non-governmental organizations in Latin America and Africa. In Guatemala, he served as the assistant director of the Sierra de las Minas Biosphere Reserve for Defensores de la Naturaleza and worked with WWF and TNC representatives to evaluate the impacts of community conservation and development projects in the Reserve. While in Guatemala, Richard also co-founded and directed two local health, conservation, and development organizations, and directed a multi-year disaster relief and rehabilitation project. In Africa, Richard worked for USAID through Tulane University on the Famine Early Warning System (FEWS) project for which he managed evaluations of food-security related projects and developed a community-based famine monitoring system. For a 14-month period while in Africa, Richard evaluated the relationship between human health and conservation in and around national parks from Sudan to South Africa. Richard holds a PhD in Epidemiology from Tulane University. He also completed a Masters of Public Health degree in International Health, with a concentration in Planning and Evaluation at Tulane. Richard graduated from Northwestern University with a BA in Latin American Studies and currently resides in Costa Rica.

RICHARD GELB coordinates the performance management program for King County Department of Natural Resources and Parks (DNRP), which helps guide resource allocation and tracks and reports results across program areas including parks, wastewater, solid waste, flood protection, and resource conservation. He serves on King County's Strategic Planning Steering Committee, Climate Action Team, Green Building Team, and Equity and Social Justice Workgroup. In prior roles, Richard has served as an elected board member for the King Conservation District, as the Sustainable Building Coordinator for Seattle Parks, as staff for the Seattle Office of Sustainability and Environment, and as the Regional Planner for the King County Emergency Management Division. He has a B.S. in Business Administration, a Masters in Environmental Studies, and is a LEED Accredited Professional.

ROBERT TKACZYK completed his Master of Arts in Public Policy and Public Administration from Concordia University (Montreal, Quebec, Canada) and joined the Evaluation Division at Environment Canada in 2005. Since then, he has continued to work in the evaluation field as an evaluation officer at Environment Canada.

ROWAN GOULD is acting Director for the Interior Department's U.S. Fish and Wildlife Service (Service). Gould is responsible for ensuring the Service's mission of working with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. As acting Director, Gould works to promote the agency's mission and priorities throughout the United States and abroad by developing and strengthening partnerships with other Federal agencies and foreign governments, States, Tribes, non-governmental organizations, and the private sector. Gould is a native of Oregon and received his B.A., M.S. and Ph.D. degrees in fish health and fish biology from Oregon State University. Gould started his Service career as a research microbiologist at the Seattle National Research Center in 1976. Over Gould's extensive career with the Service, he has served in numerous research positions including as section chief at the National Fisheries Research Center in Seattle, Washington and the Director of the National Fisheries Research and Development Laboratory, Wellsboro, Pennsylvania. Before stepping in as acting Director, Gould was selected in September 2008 as the agency's Deputy Director. Prior to that Gould was Assistant Director – Wildlife and Sports Fish Restoration. Other leadership positions include Regional Director of the Alaska Region, Deputy Assistant Director, Fisheries in Washington, D.C. and Deputy Regional Director for the Service's Pacific Region.

SHELLEY BORYS joined the Canadian federal government over three years ago as Director of Evaluation for Environment Canada after more than 12 years consulting in program evaluation, applied social research and performance measurement for EKOS Research. At Environment Canada, her focus has been on moving to a model in which most evaluations are carried out in-house as well as working to integrate evaluation into departmental decision-making. Shelley has been actively involved with the Canadian Evaluation Society (CES) for the past 21 years. She was awarded the CES award for Service to the Society in 1997, the Karl Boudreault Award for Leadership in Evaluation in 2004 and the CES Educational Fund award for Contribution to Research on Evaluation Practice in 2009.

SHELLEY ROBERTSON has been a Principal with Robertson Consulting Group for the past twelve years. Robertson Consulting Group conducts program evaluations for a variety of clients as well as acting as the external evaluator for federally and state funded grantees. Projects include educational evaluations, community-wide initiatives, systems evaluations, and funder portfolio evaluations. Shelley was the Principal Investigator on the United Way Resource House project, which was the 2005 National Peter F. Drucker Award for Innovation Runner-Up. She is a member of the American Evaluation Association, ARNOVA, and the Southeast Evaluator's Association.

STEPHANIE SHIPMAN is an Assistant Director of the Center for Evaluation Methods and Issues in the Office of Applied Research and Methods at the U.S. Government Accountability Office (GAO). At GAO, she has evaluated various programs serving children and families, including welfare-to-work initiatives, and researched approaches to meeting congressional information needs. Over the past several years she has directed studies of federal agencies' performance measurement and program evaluation activities, and methods for solving various analytic challenges in program performance assessment. She has consulted with numerous federal agencies and foreign government auditing agencies on program evaluation policies and practice, and currently serves on the American Evaluation Association's Evaluation Policy Task Force. Dr. Shipman is a founding member of and coordinator for the Federal Evaluators group, an informal network of evaluation officials. She received her A.B. degree from Princeton University and a Ph.D. in Educational Psychology, Measurement and Evaluation, from Teachers College, Columbia University.

SUE RICHARDSON received Bachelor and Masters degrees in Sociology from Texas A&M University. Since then, Sue has been with BLM since 1980. She has worked primarily in management/supervisory and high-level staff positions with BLM in California, Arizona, New Mexico, Oregon, and the Washington/Headquarters Office. She's been in her current position for about 1 year, and enjoys learning about and tackling the challenges of leading the evaluation program for this multiple use agency.

B. SUZI RUHL, JD, MPH, has provided legal and health expertise on a variety of environmental issues including environmental justice, community health, drinking water protection, pollution prevention, and contaminated site response, among other issues. She has provided legal assistance to citizens throughout the nation, Eastern Europe, Russia, and Australia. She has also engaged in policy development at the local, state and federal levels of government. Ms. Ruhl has authored legislation on environmental justice, community environmental health, brownfields and public health, and other issues that has been adopted into law in Florida. Prior to her position with the US EPA, she was the Director of the Public Health and Law Program for the Environmental Law Institute. She is also the founder and former President of the Legal Environmental Assistance Foundation, Inc. (LEAF). A former adjunct professor of environmental law at the University of Alabama, she has authored numerous articles on toxic pollution. Ms. Ruhl has been an Assistant Clinical Professor at the New York State University School of Optometry and has had a Courtesy Faculty Appointment to the Institute of Public Health at Florida A&M University.

TERELL P. LASANE joined the US EPA in March 2008, coming directly from a fourteen year career as an academic social psychologist at St. Mary's College of Maryland. He has a 12 year career in the field of program evaluation, and he evaluated social programs for the state and local governments of Maryland before applying his skills as a researcher and informed consumer of statistics to the field of environmental evaluation. In the Evaluation Support Division at EPA, he has contributed to a team that is invested in helping environmental evaluators develop the capacity for evaluation. He has specifically contributed conceptual and technical skills (research design and statistics) to foster utilization-focused evaluations with an audience of diverse stakeholders.

TESS PRESENT works with Audubon staff, volunteers, and partners throughout the Americas to assist in the development of landscape-scale and site-level conservation plans that are consistent with Audubon's conservation goals and programmatic strategies. She is responsible for training and educating the Audubon network in the concepts and application of an adaptive management approach to the planning and implementation of conservation projects, and for spearheading the development of tools and resources to support these efforts. She is also involved with strategic planning efforts throughout the organization and with the definition of integrated strategic goals. Prior to assuming her current position in early 2007, Present was simultaneously the Acting Director of Audubon Science and Senior Scientist for Ecology and Conservation Science during which she oversaw the operations and activities of Audubon's Important Bird Areas Program, Christmas Bird Count and other Citizen Science initiatives, Audubon At Home, the Birds and Agriculture Program, Seabird Restoration Program, and Coastal Bird Conservation Program. Present came to Audubon in 2001 after a 15-year career of university teaching and research focused on the ecology of marine, estuarine, and coastal communities. She received her Ph.D. in Marine Biology from Scripps Institution of Oceanography, University of California, San Diego, and her undergraduate degree from Smith College, Northampton, Massachusetts. Present has held faculty appointments at San Diego State University, the Marine Sciences Research Center of the State University of New York at Stony Brook, and the University of Miami.

TIM REED directs The Nature Conservancy's Conservation Audit Program, a program which began in 2004. The Conservancy has conducted 50+ audits since this time. Conservation Audits are peer-reviews of TNC's conservation projects around the world with the aim of (i) project improvement, (ii) credibility around impacts, and (iii) learning, by incentivizing good adaptive management / project management standards among our project teams. TNC works closely with the Conservation Measures Partnership (CMP) on promoting the adoption of these standards, called "The Open Standards" across the conservation community. Prior to TNC, Tim worked for Deloitte Consulting, a management consultancy, helping improve business processes in *Fortune 500* clients. Tim is a behavioral ecologist by training, with an undergraduate degree from the University of Chicago and an MBA and MS in Natural Resource Management from the University of Michigan.

TIMOTHY MALE is the Director of Wildlife and Habitat Conservation at the National Fish and Wildlife Foundation. Previously, he served as Senior Ecologist at the Environmental Defense Fund where he worked as a scientist and lobbyist on USDA Farm Bill legislation, the Endangered Species Act and agriculture and wildlife conservation programs focused on private lands. He also worked for the Hawaiian Department of Natural Resources, studied in Australia under a Fulbright Fellowship and holds degrees from the University of Hawaii and Yale University.

TOM KOONTZ's primary research areas include collaborative environmental management, citizen participation, and agency policymaking related to forest and land resources in the United States. With graduate students and colleagues, he examines questions about who participates in collaborative partnerships, how government personnel and institutions can foster better collaborative results, how citizen participation changes conservation behavior, what challenges organizations face in collaborating with stakeholders, and how government agencies can measure their environmental performance. He has co-authored the book *Collaborative Environmental Management* and authored *Federalism in the Forest: National versus State Natural Resource Policy*, as well as articles in numerous public policy, public administration, political science, and natural resource journals. He serves on the editorial board of the *Journal of Public Administration Research and Theory*, and is the associate editor for policy at the *Journal of Forestry*'s associate editor for policy.

WARREN KIMBALL has worked for Ma. DEP for 37 years. During that time he has been the state program manager for Research and Demonstration, Water Quality Standards, the Biomonitoring Program, and was the state's 305b coordinator for 10 years. He has served as a consultant to EPA for the Water Quality Standards Academy and the National 305b Guidance Document. He has developed numerous regulations and policies including the state's Antidegradation and CSO policies. He currently runs the state's SMART Program for coordinating state and local strategic monitoring efforts. Through this program he has developed a Water Quality Report Card to present assessment information to decision-makers and the public. He is working with EPA to make the report card available nationwide. He has an undergraduate degree in Microbiology and a master's degree Environmental Engineering.

YVONNE M. WATSON works in the Evaluation Support Division (ESD) of EPA's National Center for Environmental Innovation in Washington, D.C. She is responsible for building the capacity of the Agency to develop logic models, performance measures and conduct evaluations to determine if environmental programs are achieving their stated goals and objectives. Ms. Watson is responsible for managing the Program Evaluation Competition process – a proposal solicitation process that provides funding and technical assistance to offices interested in conducting an evaluation of their program. In addition, Ms. Watson serves as an evaluation advisor for client offices whose evaluations are selected for funding. She is the lead trainer managing the Agency's Performance Management Training efforts and has trained over 1,000 staff, including EPA, State and other federal agency personnel in logic modeling, program evaluation and performance measurement development. In addition, Ms. Watson provides consultation and technical assistance services to Agency staff and partners on logic modeling, measurement and evaluation. Ms. Watson has worked for EPA for six and a half years. Prior to EPA, Ms. Watson worked as a consultant for Science Applications International Corporation. She received a Bachelor's Degree in Urban Studies from Wellesley College in Wellesley, Massachusetts and a Master's Degree in Urban Planning from the University of California, Los Angeles, California.

ZENA ALDRIDGE is employed at US EPA HQ's National Enforcement Training Institute (NETI), and works with federal, state, local and tribal government professionals to find environmental enforcement training for them and their offices. Before joining NETI in 1994, Zena worked at EPA HQ in the RCRA and Superfund programs. Zena holds a Bachelor's degree from Carson-Newman College in Jefferson City, Tennessee and also has a Professional Training Certification from Langevin Training Services, Ontario, Canada.