

MOLLY HAYES MARTIN

CURRICULUM VITAE

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EDUCATION

San Francisco State University, San Francisco, CA, MS in Ecology, Evolution, and Conservation Biology *Dec 2018*

- Studied what attributes of an ecosystem lead to ecological resilience through analyzing the impacts of wildfires on plant-pollinator networks in oak woodlands in Napa and Sonoma Counties, CA.

Whitman College, Walla Walla, WA, BA in Biology-Environmental Studies *May 2014*

- Biology thesis: Effects of Management Practices on Avian Abundance in Oregon Coast Range Forests

Whitman College Semester in the West program *Aug 2012 – Nov 2012*

- Traveled throughout the inter-mountain west during a three months intensive environmental studies field program learning from scientists, practitioners, and policy makers about issues relating to climate change, public lands management, and conservation biology.

The Catlin Gabel School, Portland, OR, High School Diploma *May 2010*

The Mountain School, Vershire, VT, Semester Program *Jan 2009 – May 2009*

PROFESSIONAL EXPERIENCE

San Francisco State University, San Francisco, CA

Graduate Teaching Assistant

Aug 2018 – Dec 2018

- Graded exams and assignments for undergraduate Conservation Biology.

Research Technician for Marin Municipal Water District Pollinator Study

Jun 2017 – Oct 2018

- Worked with The Marin Municipal Water District and California State Parks to complete the first survey of native bees on Mount Tamalpais.
- Collected, processed, identified, and organized bees.
- Trained and coordinated volunteers.

US Fish and Wildlife Service, Klamath Falls, OR

Mar 2016 – Jan 2017

Conservation and Land Management Intern, Chicago Botanical Garden

- Monitored a variety of endangered and threatened species including monarch butterflies, fisher, bald eagles, various sucker species, various trout species, Applegate's milkvetch, and vernal pool plants within the Ecological Services division of the US Fish and Wildlife Service.
- Planned, implemented, monitored, and wrote a report on a project to rear Lost River and Shortnose suckers in captivity in order to supplement the declining native populations in Upper Klamath Lake.
- Captive reared monarch butterflies from eggs to adulthood, tagged and released adults for monitoring purposes.
- Participated in other projects including habitat monitoring and bird banding.
- Published a note in Western North American Naturalist on rearing distribution of juvenile endangered sucker.
- Conducted a literature review on bull trout reintroduction in the Western United States and published in Endangered Species Research.
- Collaborated with employees from US Forest Service, Bureau of Land Management, Bureau of Reclamation, US Geologic Survey, Klamath Tribes, The Nature Conservancy, Trout Unlimited, and Oregon Department of Fish and Wildlife.

Teton Science Schools, Jackson, WY

Forest Fire History Technician

Jun 2015 – Aug 2015

- Collected and compiled data on stand structure and past fires using increment borers and chain saws in order to reconstruct fire history in the Jackson Hole area.
- Trained volunteers in our sampling methods and the broader application of our research.

Field Education Intern (AmeriCorps)

Jan 2015 – May 2015

- Instructed and provided support for week-long courses focused on field science, connection to place, and leadership in community for students ranging from 8 to 80 years old and coming from a diverse array of backgrounds.
- Learned and taught natural and human history of the greater Yellowstone ecosystem.
- Worked with the local nonprofit Friends of Teton River to strengthen curriculum and facilitate workshops and fieldtrips.

Hyla Woods, Timber and Mt. Richmond, OR

Forest Monitoring Technician and Intern

Jun 2013 – Dec 2014, intermittent

- Gained skills in bird monitoring (using a point count method), habitat monitoring (including plant identification), cartography, forest inventory and cruising, data compilation, summarization, entry and analysis in excel, R- Studio, and Minitab, social media, and business management while working with this sustainable forestry company.

Northwest Outward Bound School, Redmond, OR

Various positions culminating in Lead Instructor and Logistics Coordinator

May 2011 – Aug 2014

- Instructed and provided primary logistical support for 10 to 22 day white water rafting, outdoor rock climbing, backpacking, and mountaineering courses in Central Oregon during the summer season.
- Facilitated character building through teaching interpersonal and technical skills while simultaneously presenting students with appropriate challenges and learning opportunities.
- Helped plan, plant, maintain, and harvest a small community garden on the instructor base camp.

Whitman College, Walla Walla, WA

Climbing Center Instructor and Front Desk Staff

Jan 2012 - May 2014

Climbing Center Manager

Jan 2013 – May 2013

- Supervised and managed approximately 25 student instructors.
- Organized scheduling of instructors, classes, clinics, and special events, managed finances (including weekly deposits) as well as all merchandise and equipment ordering and inspection, ran frequent meetings, and advertised events and classes.

Assistant Director, The Beaver Believers

Jun 2013 – Aug 2013

- Was awarded Whitman College's Louise B. Perry summer research grant to assist Whitman College and Tensegrity Productions in the production of 'The Beaver Believers', a whimsical documentary about beaver and climate change (www.thebeaverbelievers.com).
- Assisted in filming and audio recording, wrote website material, planned food for multi-week filming trips throughout the west, and assisted in beaver live trapping and relocation.

Ecological Technician

Sept 2011 – Dec 2011

- Researched soil and grass communities at Whitman College's Wallula Gap Biological Station.

VOLUNTEER EXPERIENCE

Klamath Lake Land Trust, Klamath Falls, OR

Jul 2016

- Contacted potential donors to participate in the annual fundraising event.

The Xerces Society, Portland, OR

Feb 2016 – Mar 2016

- Constructed a story map using ESRI's online platform to spread awareness about the rusty patched bumble bee (*Bombus affinis*), a declining pollinator that is currently under consideration for listing as an endangered species.
- Reviewed data from a variety of academic papers and Xerces publications to include in this project.

West Multnomah Soil and Water Conservation District, Portland, OR

Jan 2016 – Feb 2016

- Coordinated volunteers to participate in pollinator monitoring on restoration sites.

Teton Research Institute, Jackson, WY

Jun 2016 – Aug 2016

- Monitored mountain blue bird and tree swallow nests as part of the Cornell Lab of Ornithology's Nest Watch program.

PUBLICATIONS

Peer reviewed:

Hayes, M.F. and N. Banish. 2017. REVIEW: Translocation and Reintroduction of Native Fishes: A Review of Bull Trout *Salvelinus confluentus* with Applications for Future Reintroductions. *Endangered Species Research*. 34: 191-209.

Hayes, M.F. and J.E. Rasmussen. 2017. Evaluation of Endangered Lakesucker Rearing in Tributaries to Upper Klamath Lake by use of X-ray Imaging. *Western North American Naturalist*. 77:1.

Other:

Martin, M.F.H., D. Vázquez, and G. Le Buhn. 2019. Predicting the Resilience of Plant Pollinator Communities. Submitted for publication.

Hayes, M.F. and J.E. Rasmussen. 2016. Pond Rearing: Lower Klamath National Wildlife Refuge – Year I Final Report. U.S. Fish and Wildlife Service. Klamath Falls, Oregon.

Hatfield, R. and M.F. Hayes. 2016. The Rusty-Patched Bumble Bee: The Story of a Declining Pollinator. The Xerces Society. xerces.maps.arcgis.com/apps/Cascade/index.html?appid=3545656993df4d19a83ffc7987c37c88.

Hayes, M.F. and D. Hutchison. 2016. Effects of Management Practices on Avian Abundance in Oregon Coast Range Forests. *Hyla Woods*. <http://hylawoods.com/?p=860>.

PRESENTATIONS

Martin, M.F.H. 2018. Predicting the Resilience of Plant Pollinator Communities. San Francisco State University Thesis Defense.

Hayes, M.F. 2014. Effects of Management Practices on Avian Abundance in Oregon Coast Range Forests. Whitman College Senior Biology Seminar.

Hayes, M.F., C. Martin, F. Bernstein, and K. Hilton. 2014. The Beaver Believers: A Story of Inspired Activism, Cuddly Critters and Hope in a Warming World. Whitman College Undergraduate Conference.

Hayes, M.F. 2012. Shards of Migration. Whitman College Semester in the West Final Presentation.

GRANTS & CERTIFICATIONS

Experiment.com scientific research funding	2018
San Francisco State University Instructionally Related Activities Advisory Board Research Grant	2018
San Francisco State University Sodexo Inc. Scholarship	2018
Whitman College Louis B. Perry Summer Research Grant	2013
US Department of the Interior certified motorboat operator	2016
US Department of the Interior Electrofishing Safety Certified	2016
Completed ESRI Geo Apps online course	2016

CONFERENCES AND WORKSHOPS ATTENDED

One Tam Science Symposium	Oct 2018
Ecological Society of America Annual Meeting	Aug 2017
International Conference on Pollinator Biology, Health, and Policy	Jul 2016
Xerces Society Pennsylvania Pollinator Conservation Short Course	Jul 2016
Klamath Basin Monitoring Program Biannual Conference	Apr 2016
Audubon Society of Portland Lichens, Mosses, & Ferns Workshop	Mar 2016
Oregon Forest Resources Institute Conference on Wildlife in Managed Forests	Nov 2014