

Editors for this issue

This issue would not have been possible without the amazing team of guest editors from various programs throughout CDFW who volunteered their time and expertise for this issue.

KATRINA SMITH is a Senior Environmental Scientist (Specialist) who provides statewide coordination for CESA Incidental Take Permitting, including Consistency Determinations and Safe Harbor Agreements. Katrina holds a Master of Science degree in Natural Resources: Wildlife from Humboldt State University and a Bachelor of Science in Ecology and Environmental Biology from University of Wisconsin-Eau Claire. Her graduate work focused on habitat selection modeling to support a long-term population monitoring program for Townsend's big-eared bats (*Corynorhinus townsendii*) hibernating in volcanic caves. In addition to her tenure with CDFW, she has also worked for the U.S. Fish and Wildlife Service and the National Park Service, providing strategic direction and science-based adaptive management for a variety of natural resources.

MADELEINE WIELAND has a bachelor's degree in Wildlife, Fish, and Conservation Biology from the University of California, Davis where she also worked as a research assistant on the UC Davis Wood Duck Project. Madeleine joined CDFW in 2011 as a scientific aid specializing in Scientific Collecting Permitting and Memoranda of Understanding for research on CESA listed species. Currently, Madeleine is an Environmental Scientist in the Environmental Review and Permitting program where she assists in the statewide coordination of CESA Incidental Take Permits, Safe Harbor Agreements, Voluntary Local Programs, and Habitat Restoration or Enhancement Act approvals. Madeleine is also a team lead for California's Cutting the Green Tape initiative which aims at increasing the pace and scale of ecological restoration and stewardship.

RAFFICA LA ROSA is an Environmental Scientist for CDFW's Native Plant Program at headquarters. Her work focuses on reviewing the current status of each native plant that is listed as endangered, threatened, or rare under the California Endangered Species Act. She also monitors listed plants and issues permits to those researching these imperiled species. Before joining CDFW in 2019, Raffica was a post-doctoral researcher and instructor at the University of Colorado- Boulder studying population genetics and the restoration and recovery of two listed species of goldfields (*Lasthenia* spp.). Before that, she studied floral trait evolution in milkweeds (*Asclepias* spp.) and taught field ecology at the Kellogg Biological Station in Michigan. Raffica has a dual-Ph.D. in Plant Biology and Ecology, Evolution, & Behavior from Michigan State University and a B.S. in Botany from the University of Wisconsin-Madison.

MARGARET MANTOR has a B.S. in Animal Biology and a PhD in Geography from the University of California, Davis. Her doctoral research focused on how antipredator behavior of California ground squirrels varies on a geographic scale. Margaret joined CDFW in 2012 as an Environmental Scientist in the California Endangered Species Act Permitting Program. In 2017, she promoted to a Senior Environmental Scientist (Specialist) working

in the Lake and Streambed Alteration (LSA) Program, specializing in cannabis cultivation permitting. Currently, Margaret helps to develop and coordinate adherence and consistent implementation of LSA Program policies relating to cannabis cultivation. She also focuses on outreach and education with cannabis farmers and is the CDFW lead contributing to the development of “Wildlife Conscious” certification for cannabis farmers.

DANIEL APPLEBEE is currently the Conservation and Recovery Unit Supervisor in the Wildlife Diversity Program in CDFW’s Wildlife Branch. He has worked for over 25 years as a professional wildlife biologist in California for industrial forestland owners, the Central Region’s Habitat Conservation and Timberland Conservation Programs, and the Wildlife Branch. Dan’s field experience has included designing and conducting occupancy surveys for California spotted owls (*Strix occidentalis occidentalis*); studying the habitat relationships of spotted owls in managed conifer forests; spotted owl and Northern goshawk (*Accipiter gentilis*) habitat use telemetry studies; surveying for, and studying habitat relationships of great gray owls (*Strix nebulosa*); mesocarnivore occupancy surveys; native trout (*Oncorhynchus* spp.) occupancy and composition surveys; surveys for amphibians (*Rana boylei*, *R. sierrae*, *R. draytonii*, *Anaxyrus canorus*) and blunt-nosed leopard lizards (*Gambelia sila*); spotlight transect surveys for San Joaquin kit fox (*Vulpes macrotis mutica*) and giant kangaroo rat (*Dipodomys ingens*); and mule deer (*Odocoileus hemionus*) herd composition counts. Dan received a B.S. in Wildlife Biology with a minor in Forestry from Humboldt State University and he is a Certified Wildlife Biologist.

MAX FISH is an environmental scientist with the Department’s Fisheries Branch. He received a B.S. in Wildlife and Fish Conservation Biology with an emphasis in Aquatic Ecology from UC Davis. He has worked for CDFW since 2007. He spent seven years working with estuarine fishes and invertebrates on the San Francisco Bay Study before moving to Sacramento to work with inland sport fishes. In his free time Max enjoys spending time outdoors with friends and family camping, fishing, and hunting.

JENNIFER OLSON is a Senior Environmental Scientist (Specialist) with the Department’s Coastal Habitat Conservation Planning group in the Eureka field office. She has worked for the Department since 2013 in a variety of roles, primarily focused on environmental review and permitting. She currently serves as the Caltrans Liaison for Del Norte, Humboldt, and Mendocino Counties. Prior to working for the Department, she worked as a Research Associate for the Montana Cooperative Wildlife Research Unit where she supervised field crews and data management for projects focused on life history variation in songbirds in the U.S, Venezuela, and Malaysian Borneo. Jen is originally from Minnesota and has a bachelor’s degree in Environmental Studies from the University of Minnesota-Duluth. In her free time, she enjoys birding, running, finding new places to go hiking and backpacking with her husband and her dog, and expanding her natural history knowledge about her Northern California home.

BILLIE WILSON is Senior Environmental Scientist (Supervisor) for North Central Region’s (Region 2) Habitat Conservation (HabCon) Program. She earned a Bachelor of Science degree in Park and Recreation Resource Management, with a concentration in Natural Resources, from CSU- Sacramento in 2004. She began her career with CDFW in the Wildlife Branch in 2002. After graduating college and working for a couple other

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state agencies, she joined CDFW's Habitat Conservation Planning Branch (HCPB) where she worked for almost seven years. While in HCPB, she spent almost four years as an Environmental Scientist in the California Endangered Species Act (CESA) Program reviewing and editing hundreds of incidental take permits and consistency determinations from throughout the state. Currently, she supervises scientific and administrative staff who perform environmental review and permitting for Region 2's HabCon Programs, including Lake and Streambed Alteration Program, CESA, and CEQA, for various counties and Caltrans projects.

FLOWER MOYE is an Environmental Scientist in the CDFW's Inland Fisheries Assessment and Monitoring Program in the West Sacramento office. She earned a B.S. in Marine and Coastal Ecology in 2006 and a M.S. in Coastal and Watershed Science and Policy in 2017, both from CSU- Monterey Bay. Before joining CDFW, she held positions in academia, the private sector, non-profit organizations, and state and federal government offices, focusing on temperate marine fisheries, coral reef resiliency, and the blue economy, from the Northwestern Hawaiian Islands to remote Caribbean islands. She joined CDFW in 2019 to create a fisheries component for SHARE, a program designed to increase recreational angling opportunities by partnering with private landowners. Her work at CDFW also includes diet studies of Largemouth Bass using stable isotope analysis to understand their predatory relationship with hatchery trout. Be it fresh water or salt water, Flower fully believes that prioritizing rigorous and uncompromising analytical approaches is foundational to effective management strategies and resilient ecosystems.

SCOTT OSBORN is the Department's Statewide Coordinator for Small Mammal Conservation and works on CESA issues for the Mohave ground squirrel and a variety of other listed rodents, as well as the conservation of bats, insectivores, and lagomorphs. He is co-lead for CDFW's response to the threat of White-nose Syndrome in bats, is a partner in the California North American Bat Monitoring Program, and chairs the Mohave Ground Squirrel Technical Advisory Group. Scott received his B.S. degree in Biological Sciences from University of California, Irvine and M.S. and Ph.D. degrees in Ecology and Evolutionary Biology from the University of Arizona, where he studied the energetics and thermoregulatory behavior of heterothermic desert rodents. He has worked as adjunct faculty at the University of Arizona, as an environmental consultant, and joined CDFW in 1999. He is a Certified Wildlife Biologist, Past President of the Western Section of the Wildlife Society, and recipient of the Western Section's Dasmann Award for Professional of the Year in 2012.