

Staff Summary for April 16-17, 2025

7A. Commission Executive Director's Report**Today's Item****Information** ☒**Action** ☐

Receive updates from the executive director and staff on items of note since the previous Commission meeting February 12-13, 2025.

Summary of Previous/Future Actions (N/A)**Background**

The Commission employs an executive director to assist in conducting the Commission's operations and ensuring that its wide range of responsibilities and authorities are fulfilled daily. To ensure the ability to maintain functionality in all its capacities, the Commission has delegated various authorities to its executive director, who "...shall report to the Commission at each regular meeting on important delegated actions."

Staffing

Staff provides regular updates to the Commission on workload and activities since the previous meeting. See Exhibit 1 for a summary of staff activities since the last meeting.

After nearly a year vacancy, staff is delighted that a new program manager has joined the team; Dixie Van Allen brings a strong set of regulatory and administrative experience from her prior employment with the California Board of Chiropractic Examiners, where she served as licensing manager for the past ten years and policy analyst for five years prior to her promotion to management. In her role as the program manager, Dixie will oversee the Commission's statewide regulatory program, California Environmental Quality Act compliance, California Endangered Species Act functions, and general administration of the office. For more about Dixie and other team members, see Exhibit 2 for individual short biographies.

JEDI Awareness*JEDI Planning*

The Commission is committed to upholding justice, equity, diversity and inclusion in its service to all people of California; staff extended the timing (no funding) of the Commission's JEDI contract, with plans to rejuvenate efforts in this area following the April Commission meeting.

Earth Day - April 22

April 22, 2025, marks the 55th anniversary of the birth of the modern environmental movement known as Earth Day, with over 1 billion people participating from 192 countries. The theme for Earth Day 2025 is Our Power, Our Planet, focusing on building a healthy, sustainable, equitable and prosperous future through clean energy, with a goal of tripling the use of clean energy by 2030. Each of us as individuals is a catalyst for change, by engaging in community initiatives, participating in local and national elections with renewable energy in mind, making sustainable choices in daily life, and more. As a people-powered transformation, uniting voices and actions can create a cleaner, more equitable energy future for all.

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The California Natural Resources Agency will host an open house on Tuesday, April 22 at its headquarters in Sacramento, offering fun Earth Day activities and an interactive experience for everyone. For more information, visit <https://resources.ca.gov/earthday2025>. To learn more about Earth Day events and initiatives in the United State and around the world, visit <https://earthday.org/earth-day-2025>.

Asian American and Pacific Islander Month



May is Asian American/Pacific Islander (AAPI) Heritage Month – a celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian/Pacific encompasses all of the Asian continent and the Pacific islands of Melanesia, Micronesia and Polynesia.

AAPI Heritage Month was created from the efforts of multiple lawmakers. The observance began as a week-long event through two bills sponsored by Congressmen Frank Horton and Norman Mineta in the U.S. House and Daniel Inouye and Spark Matsunaga in the Senate in July 1977. Following passage of these two bills, President Carter declared the beginning of May “Asian Pacific Heritage Week.” In 1989, the observance was changed to a month-long event by President George H.W. Bush. The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869, by workers comprised primarily of Chinese immigrants.

This year’s AAPI Heritage Month theme is “A Seat at the Table,” which highlights the AAPI community’s advancements and achievements, and calls for their continued equity and inclusion in society. The theme also highlights the importance of family gatherings and sharing meals in Asian cultures. To learn more, visit <https://asianpacificheritage.gov/>.

Significant Public Comments (N/A)

Recommendation (N/A)

Exhibits

1. [Staff time allocation and activities, dated April 8, 2025](#)
2. [Staff biographical Information, updated March 2025](#)

Motion (N/A)

California Fish and Game Commission Staff Time Allocation and Activities

April 8, 2025

This report identifies, for the months of February and March 2025, where California Fish and Game Commission staff (including limited term and temporary help) allocated its time in general activity categories, trends in staff time allocation, and examples of specific activities in which staff engaged.

General Time Allocation

Task Category	February Staff Time	March Staff Time
Regulatory Program	9%	11%
Non-Regulatory Programs	3%	7%
Commission and Committee Meetings	35%	20%
Legal Matters	2%	3%
External Affairs	6%	10%
Special Projects	5%	2%
Administration	23%	29%
Leave Time	6%	11%
Unfilled Positions ¹	17%	11%
Total Staff Time ²	106%	105%

¹ *Unfilled positions are skewed downward due to contract and temporary help*

² *Total staff time is greater than 100% due to overtime*

Trends

Time allocations of note for this period are *Non-Regulatory Program*, *External Affairs*, and *Administration*. Time in the *Non-Regulatory Program* was elevated in March due to recent receipt, analysis and processing of petitions under the California Endangered Species Act. This category also includes staff time related to discussions and/or workshops regarding the draft Western Joshua Tree Conservation Plan and potential candidacy for Morro Manzanita.

In the *External Affairs* category, staff time is elevated largely due to analysis and processing of requests to amend marine protected area regulatory petitions and for other marine topics that were on the agenda for the March Marine Resources Committee meeting.

In February, increased time in the *Administration* category resulted in part from onboarding the new Sea Grant State Fellow, finalizing recruitment preparations for the new program manager, and annual IT security training requirements for all staff. All team members also assisted with compiling data to respond to a request for information from the California Natural Resources Agency related to a report on past efficiency accomplishments and plans

for future process improvements and cost efficiencies. For March, Administration continued to be a significant focus due to new employee onboarding, specific on-the-job training, and meeting annual training and/or reporting requirements, such as Form 700s. For both months, “leave reduction” plans began to be implemented and will accelerate as the year progresses.

Sample Activities for February 2025

- Facilitated submission of marine protected area (MPA) petitions, providing guidance and feedback to MPA petitioners, summarizing amended MPA proposals, and coordinating with Department and California Ocean Protection Council (OPC) staff.
- Gave a presentation about the Commission’s Coastal Fishing Communities Policy at the National Working Waterfronts Network Annual Conference in San Diego and strengthened relationships with other attendees
- Welcomed and began onboarding new Sea Grant state fellow for 2025-26 and finalized onboarding plans for new program manager
- Collaborated with a graduate student intern in developing a report on the impacts of offshore wind energy to coastal fishing communities
- Coordinated and facilitated conversations with current and prospective aquaculture growers regarding state water bottom lease amendments and new lease applications, respectively, and advanced pending state water bottom lease actions
- Represented the Commission at Pacific Coast Ocean Restoration (composed of state and federal agency representatives, aquariums, and researchers) meetings related to restoring three key coastal species
- Participated in chronic wasting disease interagency task force
- Developed information for a California Natural Resources Agency and Governor’s Office request regarding efficiencies in the past five years and plans for the future
- Collaborated with the Department on red abalone management and met with stakeholders to discuss lobster fishery enhancement
- Participated in interdepartmental pollinator working group on *Pollinators and Pesticides: Evaluating Multiple Matrices to Understand Exposure and Accumulation*
- As part of its ongoing commitment to explore issues related to justice, equity, diversity, and inclusion, staff participated in a private tour at the California Museum of *Uprooted: An American Story*, featuring the mass incarceration of Japanese Americans during World War II
- Prepared for and conducted one publicly noticed meeting (Commission) and prepared for one publicly noticed meeting (Marine Resources Committee)

Sample Activities for March 2025

- Participated in the Marine Protected Areas Statewide Leadership Team Working Group with partners to discuss decadal management review priorities, progress and next steps, and followed up with a gathering of partners from the Department and OPC to discuss MPA bin 2 assessments

- Participated in an interagency regulation coordination meeting with partners from the Department and other wildlife regulatory bodies
- Participated in research conducted by PhD student related to protected areas including national marine sanctuaries
- Staff represented the Commission at several interagency coordination and external stakeholder meetings, including the Offshore Aquaculture Interagency Working Group, MPA petitions working group, organizational partners (e.g., National Marine Sanctuary Foundation, California Marine Sanctuary Foundation), and commercial fishing organizations seeking to adapt fishing practices to better meet fishery and coastal fishing community needs
- Contributed feedback to OPC on draft strategic plan targets related to MPA's, marine fisheries, aquaculture, and the blue economy
- Completed work with graduate student intern in developing a report on the impacts of offshore wind energy to coastal fishing communities
- Contributed to biweekly Commission staff/Department coordination meetings regarding aquaculture
- Attended the Western Joshua Tree conservation plan public workshop
- Represented the Commission at Pacific Coast Ocean Restoration (composed of state and federal agency representatives, aquariums, and researchers) meetings related to restoring three key coastal species.
- As part of its ongoing commitment to explore issues related to justice, equity, diversity, and inclusion, staff participated in a presentation highlighting systemic gender inequality, emphasizing negatively trending roles of men in the workforce, education and family
- Prepared for and conducted one publicly noticed meeting (Marine Resources Committee) and prepared for two publicly noticed meetings (Tribal Resources Committee and Commission meeting)

Sample Tasks for the General Allocation Categories

Regulatory Program

- Coordination meetings with DFW to develop timetables and notices
- Prepare and file notices, re-notices, and initial/final statements of reasons
- Prepare administrative records
- Track and respond to public comments
- Consult, research, and respond to inquiries from the Office of Administrative Law
- Facilitate CEQA document review, certification of findings, and filing with state clearinghouse

Non-Regulatory Program

- DFW partnership, including jointly developing management plans and concepts
- Process and analyze non-regulatory requests
- Develop, review, and amend Commission policies
- Research and review adaptive management practices
- Review and process CESA petitions

Commission and Committee Meetings and Support

- Research and compile subject-specific information
- Develop and distribute meeting agendas and materials
- Agenda and debrief meetings
- Prepare meeting summaries, audio files, and voting records
- Develop and distribute after-meeting memos/letters
- Conduct onsite meeting management
- Process submitted meeting materials
- Provide commissioner support
- Process and analyze regulation change petitions

Legal Matters

- Public Records Act requests
- California Law Review Commission
- Process appeals and accusations
- Respond to litigation
- Process kelp and state water bottom leases
- Prepare administrative records

External Affairs

- Engage and educate legislators, monitor legislation
- Maintain state, federal, and tribal government relations
- Correspondence
- Respond to public inquiries
- Website maintenance
- Coyote workshops

Special Projects

- Coastal Fishing Communities
- Streamline routine regulatory actions

Administration

- Staff training and development
- Purchases and payments
- Contract management
- Personnel management
- Budget development and tracking
- Health and safety oversight
- Internal processes and procedures
- Document archival

Leave Time

- Holidays
- Sick
- Vacation or annual leave
- Jury duty
- Bereavement
- Administrative time off

California Fish and Game Commission

Commission Staff and Contractor Biographies

Updated March 2025

Meet the team of staff, contractors and individuals assigned to the work of the commission, dedicated to helping protect California's native fish and wildlife in their natural habitats, and to secure a rich and sustainable outdoor heritage for all generations to experience and enjoy!

Listed alphabetically by first name, gain a glimpse into the backgrounds and contributions of each team member at the California Fish and Game Commission. Each individual has a unique story, and this document aims to share a small piece of their accomplishments and role at the Commission.

Ari Cornman: Wildlife Advisor (senior environmental scientist specialist)

Ari joined the Commission staff in May 2018 and functions as the staff expert on terrestrial wildlife and inland fisheries for issues throughout the state. Previously, Ari worked on wildlife issues for a tribe in Michigan and worked at the Attwater Prairie Chicken National Wildlife Refuge in Eagle Lake, Texas, where he helped restore endangered bird populations and their habitat. He also worked in the U.S. Fish and Wildlife Service Colorado Field Office and the Mountain-Prairie Regional Office on wetlands, endangered species, waterfowl, wildfire, and regulations. He has studied and coauthored papers on carnivore biology and human-wildlife interactions. He teaches and facilitates conservation planning and adaptive management using the Open Standards for the Practice of Conservation as a member of the international Conservation Coaches Network.

Ari earned a bachelor's of science degree in ecology and philosophy (dual major) from Juniata College in Pennsylvania and an M.S. in biology from Truman State University in Missouri.

Caroline Newell: 2025 Sea Grant State Fellow (contractor)

Caroline is serving as the 2025 California Sea Grant state fellow. She has a bachelor's degree in wildlife, fish and conservation biology, with minors in statistics and geographic information systems from the University of California Davis. As an undergraduate, Caroline dabbled in bird research that took her to the arctic, coloration research that resulted in two publications in the *Journal of Mammalogy*, and fish research studying Suisun Marsh (her hometown marsh!). Caroline just received her master's degree in Ecology at UC Davis and joined the Commission in February of 2025. Her master's research focused on developing methods to apply long-term monitoring data to climate vulnerability assessments, focusing on wetland fishes in the San Francisco Estuary.

Caroline is passionate about science education and outreach, having written two science articles for kids in the journal *Frontiers for Young Minds*. She also led school visits for local public schools near Suisun Marsh to inspire enthusiasm, curiosity, and stewardship of marsh habitat. Caroline is an avid outdoorswoman – hiking, whitewater kayaking, waterfowl hunting, and ocean fishing any chance she gets. She is excited to hear diverse perspectives on fish and game conservation issues, learn about the policy-making process, and provide scientific understanding of underlying principles of ecology relevant to fish and wildlife conservation.

Cynthia McKeith: Staff Services Analyst

Cynthia joined the Commission in March 2020 as an executive analyst for the executive director, performing a wide variety of analytical, administrative, consultative, and executive-level support duties. In December 2023 she joined another state agency (that won't be named) for a promotional opportunity; by May 2024 she realized she belonged at the Commission and returned! In her new role she researches and negotiates with potential meeting facilities and hotels, arranges travel itineraries and completes commissioner expense claims, helps facilitate site management for Commission and committee meetings, supports internal functions, and manages special initiatives for increasing office efficiencies and effectiveness.

Cynthia completed two years at UC Berkeley with concentrations in math and science and then transferred to Scripps College, graduating with a bachelor's degree in fine art. She has a great love of the outdoors and is a certified California Naturalist, an active member of the Sierra Club, and a regular contributor to a number of citizen science projects. She enjoys volunteering for the American River Parkway Foundation and Sacramento SPCA, hiking, kickboxing, and mountain biking.

David Haug: Regulatory Analyst (associate governmental program analyst)

David has served as a regulatory analyst with the Commission since March of 2021. He graduated from Sacramento State University in 2023 with a Master of Arts in political science, with an emphasis on the state of California and its political environment. To conclude his undergraduate career at Sacramento State, where he also earned a bachelor's degree in political science, David interned for Lieutenant Governor Eleni Kounalakis, giving him firsthand experience in a supportive capacity to an executive serving on important environmental boards, including the California State Lands Commission and the California Ocean Protection Council.

In his free time, David can usually be found with his face in a book or playing guitar along to his favorite records. He is a passionate aviation enthusiast, flying around the world with virtual airliners on his home flight simulator or with his eyes to the sky to see what's flying overhead, where it's coming from, and where it's going. And fishing has been part of his life since before (yes, before) he was born; as far back as he can remember, David has fished California's lakes and rivers. He is married to Isabel, a native of Germany, and they enjoy traveling as much as possible, whether on day trips into California's countless scenic attractions or to visit friends and family across the Atlantic Ocean.

David Thesell: Deputy Executive Director (career executive assignment)

The deputy executive director focuses on advising the executive director in implementing administrative priorities and resolving administrative issues, aiding the executive director in strategic planning, overseeing Commission meeting preparation, and directing the activities of the Commission's professional staff. David began with the Commission in November 2017 and serves as a member of the executive leadership team, oversees general functions to ensure the Commission's daily office operations promote accountability, effectiveness and efficiency; administers a statewide regulatory program to meet statutory mandates; renders management advice that impacts Commission programs and policies; manages special projects; ensures timely response to Public Records Act requests; and oversees records management.

Previously, David worked for the California Department of Conservation (DOC) for over ten years. He served as deputy chief for the DOC Division of Land Resource Protection, where he

was the administrative chief overseeing daily operations and programs dedicated to preserving farmland. In 2012, David was named program manager for the division's various grant programs, which included the department's popular watershed coordinator program, a statewide, bond-funded program to improve natural resource conditions on a watershed basis. He also served as program manager and liaison to the California Strategic Growth Council, to issue grant funds to assist local agencies in adopting sustainable and climate-friendly strategies into their planning updates. Prior to joining the state, David was a grants and financial manager for a private family foundation in San Francisco.

David earned his bachelor's of science degree in business administration from California State University, Sacramento. A Sacramento native, he enjoys camping with his wife and two daughters, long-distance trail running, and volunteering as a ski patroller with the Eldorado Backcountry Ski Patrol. Since 2011, he serves as an advisory council member for Save the American River Association, a local grassroots environmental organization.

Dixie Van Allen: Program Manager (staff services manager I)

Dixie joined the Commission in March 2025 as a member of the executive leadership team, where she oversees general administrative functions to ensure the Commission's daily office operations promote accountability, effectiveness and efficiency; administers a statewide regulatory program to meet statutory mandates; renders management advice that impacts Commission programs and policies; manages special projects; ensures timely response to Public Records Act requests; oversees records management; and provides direction and supervision of regulatory staff.

Dixie previously worked for the California Department of Consumer Affairs (DCA). For the past 10 years, she served as the licensing and administration manager for the California Board of Chiropractic Examiners, overseeing staff and programs that ensured applicants and licensees were qualified to practice chiropractic and maintained competency through continuing education. Prior to her management role, she served as the board's policy analyst for five years, preparing rulemakings and monitoring legislation. She has spent all of her state career ensuring the public's protection through licensing, education and enforcement roles at other DCA entities, including the Telephone Medical Advice Services Bureau, Cemetery and Funeral Bureau, and the Board of Barbering and Cosmetology.

Dixie earned her bachelor's degree in psychology from California State University, Sacramento. She volunteers with the Friends of the California State Fair and Job's Daughters International. Dixie enjoys organic gardening and exploring the outdoors with her family and dachshunds.

Jenn Bacon: California Endangered Species Act Analyst and Regulatory Analyst (associate governmental program analyst)

Jenn joined the Commission in April 2020. In addition to managing a suite of rulemakings, she reviews, analyzes and develops regulatory files related to threatened and endangered species, as well as other subjects related to hunting and commercial and recreational fishing, and consults with Office of Administrative Law staff attorneys regarding, and provides research related to, rulemaking files. She also reviews and processes petitions for listing threatened, endangered and other protected species, and prepares administrative records of regulatory and petitioned actions for court challenges.

Jenn graduated from Sacramento State University with a bachelor's degree in psychology and criminal justice, and a certificate in applied behavioral analysis. She worked for many years as a behavioral therapist, teaching autistic adolescents school curriculum, social, and life skills. She returned to earn a master's degree in justice and security. Before joining the Commission staff, Jenn worked as a data analyst at the California Department of Social Services.

Jenn volunteered for many years at the Folsom Zoo and Sanctuary, assisting with animal rehabilitation and conducting educational outreach. She and her husband are the proud parents of two non-human boys (a black labrador and a red-tailed boa) and one girl (cat). They enjoy spending time outdoors, traveling, and checking off their national park bucket list.

Jessica Shaw: Seasonal Clerk

Jessica joined the Commission staff in November of 2023, where she assists the Commission in its mission of protecting California's fish and wildlife in a wide variety of administrative and supportive functions.

Jessica has years of experience in the private sector performing reception, administrative, and support functions from a wide range of positions in education, nonprofit management, and retail. She earned her associate of arts degree from Brooks College in Long Beach, California. Jessica has spent the last few years teaching art to children in grades K-8. In her spare time, she can be found tending to her cactus and succulent collection, enjoying outdoor activities, and exploring the American River with her two sons, trail walking, or enjoying a good novel.

Kelsey Leaird: Executive Analyst (staff services analyst)

Kelsey joined the Commission in February 2024, where she provides support to the executive director, deputy executive director, Commission members, and staff. She arranges travel itineraries, makes travel arrangements, facilitates site management for all Commission and committee meetings, including making reservations for meeting sites, and processes commissioner expense claims.

Prior to joining the Commission, Kelsey worked for the California Department of Fish and Wildlife training team as a management services technician, and at the California Department of Developmental Services as an office technician. Before her state service, she worked on the administrative team for a commercial landscaping company and has many years of experience working in the foodservice industry. Kelsey enjoys attending theater, crafting, cooking, and taking road trips.

Kimberly "Kimi" Rogers: Marine Scientist (environmental scientist)

Kimberly (Kimi) is the Commission's environmental scientist focused on marine issues. She joined the Commission in February 2022 as a California Sea Grant state fellow and returned as a Commission employee in August 2023. As a Sea Grant fellow, Kimi helped coordinate efforts to develop a Commission policy for coastal fishing communities. As an environmental scientist, Kimi serves as the Commission's lead for aquaculture and kelp harvesting and the experimental fishing permit program and supports other Commission marine topics.

Kimi is originally from Seattle and earned her bachelor's degree in zoology at Washington State University. She spent several years as a marine science instructor and trip leader across the country and abroad. Her jobs have included teaching students while snorkeling and

kayaking around Catalina Island, restoring coral reefs in Bonaire, and working with high school participants at a wolf sanctuary in Colorado's backcountry. She then earned her master's degree in marine biodiversity and conservation at Scripps Institution of Oceanography at the University of California San Diego in 2021. Kimi enjoys spending her time outside and in the water. She is a volunteer scuba diver at California Academy of Sciences and kelp forest monitoring diver at Reef Check. She especially loves to body surf, hike, camp, and examine nature's smallest things.

Melissa A. Miller-Henson: Executive Director (Commission appointee)

Melissa began her work at the Commission in 2012 focused on organizational effectiveness and efficiency as the program manager, became the deputy executive director in 2017, and was the acting executive director from September 2018 until appointment by the Commission as executive director in September 2019. She is responsible for creating an environment where the public, scientists, government agencies, and tribal nations can work with the Commission to realize sound stewardship of California's fish and wildlife.

In the first two decades of her career with the state, Melissa worked for the California Natural Resources Agency on various natural resource management issues, including the Marine Life Protection Act Initiative and the California Fish and Wildlife Strategic Vision Project. Melissa's experience includes policy analysis, facilitating multi-disciplinary teams, project management, media and stakeholder communications, translating science for policy-makers, and strategic planning.

Melissa received a bachelor's of science degree from UC Davis in environmental policy analysis and planning with an emphasis in environmental toxicology. Her master's in business administration work emphasized public sector and human resources management. She loves spending time with family and friends, puzzles of all types, reading, and outdoor activities — not the least of which are snowboarding, hiking, backpacking, and whitewater rafting.

Michael Yaun: Legal Counsel (attorney IV assigned to the Commission)

Mike became the Commission's legal counsel in 2015. He provides legal advice to the Commission in both open and closed sessions of all regular, special and emergency meetings. He conducts legal research and provides advice to the commissioners, the executive director, and other Commission staff members on issues before the Commission to help implement direction from the Commission and prepare for Commission meetings. He also coordinates with litigation counsel provided by the California State Attorney General's office.

Prior to working for the Commission, Mike worked for almost 14 years as an attorney for the Florida Fish and Wildlife Conservation Commission. In various roles at the Florida commission, he worked on a wide variety of issues dealing with both state and federal regulation of fish and wildlife; his focus was on state and federally-listed species.

Mike has a bachelor's degree from the University of Florida and a law degree from Florida State University. When he's not working, Mike loves to explore nature with his wife, usually by trail running, mountain biking, and whitewater kayaking.

Sherrie Fonbuena: Administrative Officer and Regulatory Analyst (associate governmental program analyst)

Sherrie joined the Commission staff in 1998. She reviews, analyzes and develops regulatory documents, with a general focus on marine issues; consults with Office of Administrative Law staff attorneys regarding, and provides research related to, rulemaking files; serves as the administrative officer for the Commission, coordinating documents with the California Department of Fish and Wildlife and advising the executive director on personnel, budget/fiscal and business service activities, and recommending solutions to administrative problems; administers the Commission website; assists in developing regulatory training materials and providing training to other staff; and researches and responds to correspondence.

Susan Ashcraft: Marine Advisor (senior environmental scientist specialist)

Susan joined the Commission in February 2014 as a senior environmental scientist, where she provides independent guidance and recommendations on a wide range of marine policy and management issues; supports the activities of the Commission Marine Resources Committee; conducts scientific, regulatory and policy review and analysis; and is the Commission's liaison to partners, stakeholders, and the California Department of Fish and Wildlife (CDFW) Marine Region. In 2019 she served as the acting deputy executive director for a year, a responsibility she also held in 2016 for a year.

Prior to joining the Commission, she worked for CDFW's Marine Region for over 16 years on a range of marine fisheries and resource management projects with state and federal agencies and stakeholders, served as a California representative on the Pacific Fishery Management Council Groundfish Management Team, and supported the marine protected areas planning project as supervisor and specialist under the Marine Life Protection Act Initiative. Her many years of service with the Marine Region provide a unique foundational working relationship among Commission and department leadership, project staff, and stakeholders.

Susan received a bachelor's degree from UC Santa Cruz in biology, with an emphasis in marine biology, and completed master's work in marine science at Boston University's Marine Program in Woods Hole, Massachusetts.

Vacant: Tribal Advisor and Liaison (staff services manager I)

The Commission's tribal advisor and liaison provides guidance on issues related to tribal policy and engagement, supports the activities of the Commission's Tribal Committee, coordinates government-to-government consultations with tribes, and serves as the Commission's liaison to California's Native American tribes and tribal communities.