

**Michele A. James**  
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**(928) 774-3056**

## **EDUCATION**

Master of Liberal Studies, focus on Sustainable Communities and the Environment  
Thesis title: "Envisioning a Memorial for Extinct Species," with a focus on the Colorado Plateau  
Northern Arizona University, Flagstaff, Arizona  
Graduated "with distinction" (GPA 4.0)  
May 2003

B.S. Wildlife Biology, second major in Technical Journalism  
Colorado State University, Fort Collins, Colorado  
December 1990

## **EXPERIENCE**

**Research Program Coordinator, Ecological Monitoring and Assessment Program, Northern Arizona University**  
**Flagstaff, Arizona** **November 2004 – present**

Coordinate science-based research and monitoring projects for the Program. Serve as principal investigator on research and monitoring projects. Coordinate the Science Advisory Panel. Conduct outreach related to research project as well as broad-based Program outreach. Complete publications on completed and on-going research subjects. Coordinate and ensure quality information is used to populate the GIS-based Southwest Ecological Information System; supervise students hired to assist with this work. Identify funding opportunities for the Program and Foundation and complete grant proposals. Conduct Program management including planning and funding. Facilitate communication between NAU faculty, staff, and students, and outside agencies and organizations.

**Coordinator, Fossil Creek Project, Northern Arizona University**  
**Flagstaff, Arizona** **May 2004 – present**

Coordinate research and monitoring associated with the decommissioning of the hydropower facilities at Fossil Creek. Facilitate communication between four NAU departments and the involved federal and state agencies. Organize and participate in multi-agency stakeholder and public meetings. Develop an outreach plan for the project. Ensure and facilitate ongoing communication between participants. Participate in project planning, quality control, and agency relations. Coordinate with federal, state, and conservation agencies/organizations to ensure comprehensive and high-quality monitoring and research. Develop a comprehensive monitoring plan and write and edit a "state of the watershed" report. Develop and manage a public web site for the project. This is a part-time, temporary position, currently 10-20 hours per week.

**Wildlife Biologist for Grand Canyon National Park**  
**Flagstaff, Arizona** **July 2004 – present**

Conduct research, analysis, and write the Biological Assessments determining impacts to threatened and endangered species and their habitat for the Colorado River Management Plan (CRMP), and Grand Canyon Overflights. Determine potential impacts to wildlife, fish, and their habitats. Consult with experts internally and with federal and state agencies and academia regarding potential impacts of the proposed action. Formulate recommendations to mitigate negative impacts to wildlife, fish, and their habitats. Outcome is a comprehensive written biological assessment for use by the National Park Service for Endangered Species Act section 7 consultation with the U.S. Fish and Wildlife Service.

**Species Conservation Program Manager for Grand Canyon Trust**

**Flagstaff, Arizona**

**January 2002 – June 2004**

Led the Coconino County Comprehensive Plan Wildlife Workgroup and wrote significant sections of the *Wildlife Reference Document* (December 2003) that detailed focal wildlife species habitat and movement areas in seven distinct communities, and made recommendations for inclusion in the Comprehensive Plan. Supervised GIS specialist and ensured accurate digitizing of detailed maps that accompanied this effort.

Completed comprehensive comments on management proposals and NEPA documents for such actions as Forest Service forest restoration projects, recreational trails, ski area improvements, and native fish restoration at Fossil Creek. Comments were prepared after significant coordination with action agency and other agencies/organizations and emphasized minimizing harm to imperiled species and rare habitats, and providing opportunities for restoration.

Participated as an active member of the Greater Flagstaff Forests Partnership Advisory Board and worked collaboratively with other Partners and the Forest Service to complete forest restoration in the urban interface surrounding Flagstaff. Participated as a member of the Partnership Project Team and addressed site-specific issues related to restoration projects.

Researched and wrote the focal, sensitive, and listed species sections of a draft conservation alternative for the three southern Utah Forest Management Plan Amendments (Dixie, Fishlake, and Manti-La Sal National Forests). Worked with a coalition of scientists and interested publics to craft an alternative that provided for sustainable human uses of the forests while providing for the needs of native species. Worked with contractor to complete “least cost path” GIS modeling for Utah for the black bear and gray wolf.

**Fish and Wildlife Biologist (endangered species) for the U.S. Fish and Wildlife Service**

**Flagstaff and Phoenix, Arizona**

**January 1994 – January 2002**

Analyzed complex management actions including the U.S. Forest Service’s Southwestern Region Forest Plan and Amendments, Sedona Forest Plan Amendment, Kachina Wilderness Prescribed Natural Fire Plan, timber sales, thinning and restoration, prescribed burns, road building, grazing allotment management plans, overflights, and communication towers. Conducted field review of project areas in order to gain full understanding of proposed actions. Negotiated and resolved conflicts where possible to ensure protection of wildlife species and their habitats.

Researched, analyzed, negotiated, and wrote comprehensive biological opinions outlining the effects of specific proposed management actions and forest plans to threatened, endangered, and candidate species and critical habitat pursuant to the Endangered Species Act. Primary species included the Mexican spotted owl, peregrine falcon, bald eagle, southwestern willow flycatcher, Little Colorado spinedace, spikedace, loach minnow, and Arizona cliffrose.

Reviewed proposed federal projects and evaluated potential negative and positive effects to imperiled species and their habitats; conducted field reviews of project areas and negotiated with land management agencies and others to resolve conflicts and determine appropriate means to mitigate for negative effects; served on Forest Service interdisciplinary teams where appropriate.

**Wildlife Biologist for the U.S. Forest Service, Deschutes National Forest**

**Sisters, Oregon**

**summers 1987-1990/ full time January 1991 December 1993**

Researched and wrote biological assessments analyzing effects of timber harvest and other forest activities on threatened, endangered, sensitive, and Category 2 animal and plant species. Served as leader and member of interdisciplinary teams representing wildlife concerns related to proposed actions. Provided alternatives for NEPA analysis and wrote sections of Environmental Assessments. Conducted field surveys and monitoring of threatened, endangered, and sensitive species including northern spotted owl, northern goshawk, bald eagle, bull trout, spotted frog, tailed frog, and *Penstemon peckii*.