

# Jennifer E. Smith, Ph.D.

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## Education

- 2004-2010 **Joint Ph.D. in Zoology and Ecology, Evolution, & Behavior (EEB). Michigan State University**  
(Advisor: Kay E. Holekamp, University Distinguished Professor in Integrative Biology)  
*Dissertation: Evolutionary and ecological forces shaping patterns of cooperation among spotted hyenas*  
*Certification: Teaching College Science and Mathematics, College of Natural Sciences*
- 2001-2003 **M.S. in Integrative Biology. University of Illinois at Urbana-Champaign** (Advisor: George O. Batzli)  
*Thesis: Dispersal and mortality of the prairie vole in fragmented landscapes: a field experiment*
- 1994-1998 **B.A. in Biology, Concentration in Environmental Science. Colby College, Maine** (Advisor: F. Russell Cole)  
*Honors: Distinction in Major, Magna Cum Laude, Lederman Scholar, Phi Beta Kappa, Dean's list all semesters.*
- 1996-1997 **Study Abroad: James Cook University, Townsville, AUSTRALIA and School for Field Studies, KENYA**  
*Topics: Wildlife management and conservation, coral reef and rainforest ecology, Ethology of marine organisms*

## Appointments

- 2024-present Associate Professor of Biology, University of Wisconsin Eau Claire (Dept. Personal Committee unanimously voted in favor of supporting promotion to Full Professor, effective Fall 2026)
- 2022-2024 Assistant Professor of Biology, University of Wisconsin Eau Claire
- 2019-2022 Department Head/Chair of Biology and Curator of Vertebrates, Mills College
- 2019-2022 Director, Jill Barrett Undergraduate Research Program in Biology, Mills College
- 2017-2022 Associate Professor and Curator of Vertebrates, Biology Department, Mills College
- 2017-2020 Letts-Villard Endowed Chair in the Natural Sciences, Mills College
- 2017-2018 Quigley Endowed Professorship in Women's, Gender and Sexuality Studies, Mills College
- 2012-2017 Assistant Professor and Curator of Vertebrates, Biology Department, Mills College
- 2011-2012 American Association of University Women Postdoctoral Fellow, UCLA
- 2010-2012 Institute for Society and Genetics Fellow, Department of Ecology and Evolutionary Biology, UCLA
- 1999-2000 Teaching Faculty, Science Department and Trevor Zoo, Millbrook School, New York

## Academic Honors, Major Fellowships, and Teaching Grants/Awards

- 2025-2026 Finalist, Emerging Mentor in Research, Scholarship, & Creative Activity Award, UW-Eau Claire  
*\*One of several finalists for an outstanding mentor who has demonstrated excellence in mentoring students in research and/or creative activity at UW-Eau Claire for  $\leq 5$  years based on nominations from current and/or past research students. Final winner to be selected in Spring 2026.*
- 2025-2026 Exemplar Award in Social Mammals Research, Small Mammals Research Fund (PI, **\$120,000**)
- 2025-2026 Lab modification grant, "Vertebrate Biology: Promoting active learning and access to scientific collections" (PI: Dr. Jennifer Smith, \$29,634), University of Wisconsin-Eau Claire
- 2022-2023 Grant Writing Fellow, WiSys Multi-campus Program, Office of Institutional Advancement
- 2023, 2025 Blugold Tribute Recipient, Recognition by senior class for impact on their time at UW-Eau Claire
- 2019-2020 Faculty Leadership Fellows Program, Provost Office, Mills College
- 2019 INSIGHT into Diversity Inspiring Program in STEM Award  
*\*Recognition for leadership in promoting equity, diversity, and inclusion through mentored research for undergraduates from underrepresented groups and underserved populations.*
- 2017-2020 Letts-Villard Endowed Chair in the Natural Sciences, Mills College (\$5,000)
- 2017-2018 Quigley Endowed Fellowship in Women's, Gender and Sexuality Studies, Mills College on "Female leadership in mammalian societies" (\$14,500)

2017	Penny Bernstein Distinguished Teaching Award, Animal Behavior Society <i>*One annual international career award to an individual for sustained excellence in teaching.</i>
2017	Excellence in Teaching Award, Northern California Association of <i>Phi Beta Kappa</i> (\$1,000) <i>*Three awards annually to faculty for excellence in teaching in the liberal arts.</i>
2010-2012	Institute for Society and Genetics Postdoctoral Fellowship, UCLA (salary + benefits for 2 yrs) <i>*1-2 fellows honored annually for outstanding scholarly work from a cross-disciplinary perspective</i>
2011	Award for Innovative Courses in Diversity & Undergraduate Education, UCLA (\$10,000) <i>*Four awards annually from Provost and Office for Diversity &amp; Faculty Development</i>
2011-2012	American Association of University Women Postdoctoral Fellowship (\$30,000)
2004-2010	University Distinguished Fellowship, Michigan State University (salary + tuition, 2 yrs)
2010	All University Excellence-In-Teaching Citation, Office of the Provost, MSU (\$1,000) <i>*Six awarded annually to individuals among a student body of 47,100.</i>
2010	Excellence-in-Teaching Award, College of Natural Science, MSU (\$1,000) <i>*Six awarded annually to individuals from a student body of 47,100</i>
2009-2010	Barnett Rosenberg Scholar in Biological Sciences, Michigan State University (salary + tuition, 1yr)
2009	Recognition for Commitment to Student Learning, Undergraduate Student Affairs, MSU <i>*Student-driven award for commitment to inclusive excellence by educators</i>
2009	<i>Sigma Xi</i> , Chapter of Michigan State University

### Awards for Best Research Papers and Outstanding Research Contributions

2025	Editor's Choice, Awarded paper of the year by <i>Journal of Ethology</i> (forthcoming video feature)
2023, 2024	Celebration of Scholarship Award, Office of Research & Sponsored Programs (ORSP), UWEC <i>*Recognition for an outstanding contribution to scholarship at the University.</i>
2011	Postdoctoral Research Award for Best Paper, Human Behavior & Evolution Society (\$500) <i>*Winner of the annual award for an outstanding contribution to the field within <math>\leq 5</math> years of Ph.D.</i>
2009	Anna M. Jackson Speaker Award, American Society of Mammalogists (\$1,500) <i>*Winner of the annual award for an outstanding contribution to field by Ph.D. candidate</i>
2009	Student Speaker Award in Ecology, Evolutionary Biology & Behavior, Michigan State University (\$500) <i>*Winner of the annual award for outstanding dissertation in ecology, evolution, and behavior.</i>
2008	John R. Shaver Award, Department of Zoology, Michigan State University (\$1,500) <i>*One annual award for accomplishments in a graduate research project in zoology.</i>
2007-2008	P.E.O. Scholar Award, International Chapter of the P.E.O. Sisterhood (\$10,000) <i>*International, merit-based award recognizing a significant doctoral research contribution.</i>

### Research Grants & Support for Creative Projects

2024-2027	KD Grant in the Ecology Program at the University of South-Eastern Norway, "Adjusting to climate change: beavers' physiological responses to changing environments," (Co-PIs: Drs. Frank Rosell, Hanna K. Lodberg-Holm, Norith Eckbo; Role: Secondary Advisor: ~\$204,000 USD + travel grant)
2025-2027	Foundation Support for Newman Clark Bird Museum Design Project (\$20,000)
2025-2028	National Science Foundation Proposal 2424060, "RUI: Linking individual-level fears to social contagions in a human-influenced world" (PI: Dr. Jennifer Smith, \$645,979, <i>not funded</i> )
2025	Environmental Research Incentive Grant, UWEC (PI, \$1,000)
2025	Summer Student-Faculty Research Collaboration Grant for 3 UWEC students (PI, \$9,600)
2025-2026	Student-Faculty Research Collaboration Grants for 6 UWEC students (PI, \$6,600)

2024-2025 Guy N. Cameron Rodent Research Award, American Society of Mammalogists (to postdoctoral scholar, Dr. Sonja Wild, for our collaborative research, **\$5,000**)

2024-2025 University Research and Creative Activity Grant, UWEC (PI, \$3,000)

2024 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$2,500)

2022-2024 National Swiss Science Foundation Postdoctoral Mobility Fellowship (Role: Primary Faculty Advisor for Dr. Sonja Wild: **~\$140,000 USD**)

2024-2025 Student-Faculty Research Collaboration & Diversity Mentoring Grants, UWEC (PI, \$20,750)

2024 Environmental Research Incentive Grant, UWEC (PI, \$1,000)

2023-2024 Student-Faculty Research Collaboration Grants for 5 UWEC students (PI, \$8,918)

2023-2024 Diversity Mentoring Program for 2 UWEC students (PI, \$4,225)

2023 Vicki & James Larson Tenure-track Collaborative Research Grant, UWEC (PI, \$7,000)

2023 Environmental Research Incentive Grant, UWEC (PI, \$1,000)

2023 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$2,500)

2023 Summer Student-Faculty Research Collaboration Grant for 3 UWEC students (PI, \$9,600)

2023 Summer Diversity Mentoring Program (PI, \$3,600 \* 2 UWEC students)

2022-2023 Student-Faculty Research Collaboration Grants for 6 UWEC students (PI, \$6,600)

2022-2023 Diversity Mentoring Program (PI, \$2,300 \* 1 UWEC student)

2019-2023 Jill Barrett Undergraduate Research Program in Biology, Barrett Foundation (PI, **\$360,000**)

2021-2022 Fish and Wildlife Propagation Fund, Contra Costa County Department of Conservation and Development, "Combining naturalistic and automated monitoring to uncover spatial and temporal landscapes of fear: Human-wildlife issues" (PI, **\$8,897**)

2021 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$3,000)

2021 Faculty Research Grants, Mills College (PI, \$6,000)

2020 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$4,000)

2020 Faculty Research Grant, Mills College (PI, \$1,000)

2019 Wiko – *Wissenschaftskolleg zu Berlin* Workshop "Female leadership in Mammalian and Human Societies" (Co-PIs = Peter Kappeler, University of Göttingen and Jenn Smith, **\$12,000**)  
\**Spearheaded group of scholars addressing female leadership from a transdisciplinary perspective*

2019 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$5,000)

2019 Faculty Research Grant + Mills Faculty Travel Grant, Mills College (PI, \$6,000)

2018 Save Mount Diablo Grant, Mary Bowerman Science and Research Program (PI, \$5,000)

2018 MACK Innovation Grant + Mills Faculty Travel Grant, Mills College (PI, \$5,500)

2017-2018 Research Opportunity Award, National Science Foundation Supplement to Division of Environmental Biology Award #1456730, "Linking ecological variation to parasite transmission via host movement, behavior, and social networks" (**\$43,990**)

2017-2018 Mills Next Challenge Award, "Establishing Mills as a beacon for women in STEM" (PI, **\$9,000**)

2017-2019 Fish and Wildlife Propagation Fund, Contra Costa County Department of Conservation and Development, "What stresses out wild mammals?" (PI, **\$9,431**)

2017 Sandra Greer Faculty Research Grant + Mills Faculty Travel Grant, Mills College (PI, \$5,500)

2015-2016 W.M. Keck Foundation Grant, Undergraduate Education Program, "Tools to enhance student learning and research experiences in the environmental sciences" (Co-PIs = E. Wade, J. Brabson, K. Faul, J. Smith and S. Swope, **\$325,000**)

2015-2016 Fish and Wildlife Propagation Fund, Contra Costa County Department of Conservation and Development, "Disease transmission across social networks of free-living mammals" (PI, **\$18,136**)

2016 National Science Foundation Travel Grant, International Society for Behavioral Ecology (\$1,000)

2016 Trendsetters and Cultural Change, National Science Foundation (\$5,000 Seed Grant) from "Interdisciplinary Workshop on Cooperation & Conflict" (PIs = C. Eckel, S. Brosnan & R. Nesse).

2016 Faculty Development Research Grant + Travel Grant, Mills College (PI, \$5,500)

## Research Grants (continued)

2015	Sandra Greer Faculty Research Grant + Mills Faculty Travel Grant, Mills College (PI, \$5,500)
2014	Faculty Development Research Grant + Faculty Travel Grant, Mills College (PI, \$5,742)
2013	Faculty Development Research Grant + Faculty Travel Grant, Mills College (PI, \$5,500)
2011	National Science Foundation (NSF) Rice ADVANCE Workshop Grant, \$400
2011	Franklin Research Grant, American Philosophical Society (PI, \$6,000)
2011	National Academy of Sciences Travel Grant, \$200
2010	National Science Foundation Travel Grant, International Society for Behavioral Ecology (\$2,200)
2009	Merit Fellowship, Office of the Graduate School, MSU (\$2,000)
2009	Dissertation Completion Fellowship, College of Natural Science, MSU (\$6,000)
2008	Fellowship for Interdisciplinary Research in Quantitative Biology, MSU (\$6,000)
2008	Travel Fellowship, Ecology, Evolutionary Biology and Behavior Program, MSU (\$300)
2008	Summer Research Fellowship, College of Natural Science, MSU (\$6,000)
2008	Dissertation Completion Fellowship, College of Natural Science, MSU (\$6,000)
2008	Fellowship for Interdisciplinary Research in Quantitative Biology, MSU (\$5,500)
2008	Travel Fellowship, Ecology, Evolutionary Biology and Behavior Program, MSU (\$300)
2007	Travel Fellowship, International Studies, and Programs (\$400)
2007	Wilderness Medicine Grant, National Outdoor Leadership Institute (\$300)
2007	Research Enhancement Award, Office of the Graduate School, MSU (\$1,150)
2007	Research & Travel Fellowships, EEBB Program, MSU (\$1,150)
2007	College of Natural Science Graduate Research Fellowship, MSU (\$6,000)
2006	Research & Travel Fellowships, EEBB Program, MSU, \$1,150
2006	Graduate Office Summer Fellowship, MSU, \$3,500
2005	Research & Travel Fellowships, EEBB Program, MSU, \$3,300
2004	College of Natural Science Graduate Research Fellowship, MSU (\$6,000)
2002	<i>Sigma Xi</i> Grant-in-Aid of Research, \$300
1999	Gilbert Scholarship, Marine Mammal Center, Mote Marine Lab, Florida, \$2,000
1994	12 extramural scholarships to attend Colby College, Maine, ~\$100,000

**Research interests:** What promotes the emergence of cooperation and collective behavior in mammalian societies and to what extent do individuals make consistent social decisions across contexts and in response to life in a changing world? To understand the rules governing decision-making, my lab integrates perspectives from evolutionary biology, animal behavior, physiology, and urban ecology. We test modern ecological theory using long-term data on free-living mammals to uncover the causes and consequences of individual variation in a changing world. We combine ecological monitoring in the field, tools from endocrinology and molecular genetics in the lab, and modern computational and comparative approaches to explain decision-making and collective social behavior. We focus primarily on rich data sets for which extensive behavioral, demographic, genetic, and endocrine measures are available for recognizable individuals across multiple generations. We also implement novel technological tools, social network theory, and the comparative method to understand the evolutionary ecology of behavior in nature.

PDFs of publications links: [www.JenniferElaineSmith.com/articles.html](http://www.JenniferElaineSmith.com/articles.html)

## Peer-reviewed publications

Google Scholar Profile: [https://scholar.google.com/citations?user=Wrx\\_6GMAAAAJ&hl=en](https://scholar.google.com/citations?user=Wrx_6GMAAAAJ&hl=en)

h-index: 28, i10-index = 42 (~3,750+ citations, according to Google Scholar)

ORCID: [orcid.org/0000-0002-3342-4454](http://orcid.org/0000-0002-3342-4454)

Media coverage link: [www.JenniferElaineSmith.com/press.html](http://www.JenniferElaineSmith.com/press.html)

Research Gate: [www.researchgate.net/profile/Jennifer-Smith-26](http://www.researchgate.net/profile/Jennifer-Smith-26)

### Forthcoming – invited research projects and contributions with international scope

Invited chapter on, “Tools for obtaining network data”, to be including in the forthcoming, “Handbook of Animal Social Networks,” to be published by Elsevier and co-edited by Noa Pinter-Wollman and Daniel T. Blumstein.

Invited paper on, “Multi-level cooperation in a facultatively social mammal”, to be including in proposed theme issue “From individuals to societies: Cross-taxonomic bottom-up perspectives on the nature of social grouping,” for Philosophical Transactions of the Royal Society B – proposed theme issue in review.

Invited critique for chapter on “Female leadership,” for upcoming textbook on, *Evolutionary Leadership: Multidisciplinary Insights for Contemporary Leaders* for the Novak Leadership Institute spearheaded by Professors Esther Thorson and Margaret Duffy (Executive Director of the Novak Leadership Institute) .

Invited chapter on, “The female leadership paradox”, to be co-authored with Chris von Rueden for a contribution in the forthcoming text, “Nørfelt, A.W., Kock, F., and Lindgreen, A. (2025), *Research Handbook on Evolutionary Psychology in Business*, Edward Elgar, London

### In review/in revision

Biology Departments at the University of Wisconsin-Eau Claire and Mills College = undergraduate only programs:  
\*undergraduate, \*\*graduate coauthor, or \*\*\*post-doctoral coauthor

67. **Smith, J.E.**, \*\*Ortiz-Jimenez, C.A., \*Mueller, M.M., \*Williamson, E.L., \*Wahl, J., \*Oestreicher, E.C., \*Mochizuki, S., \*Ziaee, M., \*Mitchell, R.M., \*Conroy, S., \*Alrashid, Z., Sih, A., S. Wild. *In review*. Linking humans, dogs, and patterns of dispersal to stress physiology of California ground squirrels in a semi-urban park. *Journal of Urban Ecology*.

66. **Smith, J.E.** and K. E. Holekamp. *In revision*. Landmark Studies: Spotted Hyenas (2nd Edition). In: Choe, J.C. (Ed.) *Encyclopedia of Animal Behavior*, (3rd ed.). Vol. X, pp. XXX-XXX. Elsevier, Academic Press. ISBN: forthcoming.

### 2025

65. Holding, M.L., Kolora, S.R.R., **Smith, J.E.**, Sudmant, P.H., R.D. Tarvin. 2025. A chromosome-level genome for a keystone ecosystem engineer and textbook mammalian study species, the California ground squirrel (*Otospermophilus beecheyi*). *Journal of Heredity* X:1-7 (esaf045). <https://doi.org/10.1093/jhered/esaf045>

64. Meier, A. C., Restrepo O.N., \*\*Nordseth, A., Copeland, M., Foroughirad, V., Mann, J., Wittemyer, G., **J.E. Smith**. 2025. Network indicators of cultural resilience to anthropogenic removals in animal societies. *Philosophical Transactions of the Royal Society B* 380:20240144

([Theme Issue – Animal Culture: Conservation in a changing world](#)). **Media coverage:**

- *Science*, “[Researchers push to include animal cultures in conservation policy](#)” By María Paula Rubiano

63. **Smith, J.E.**, \*\*Person, E., Sih, A., \*\*C.A. Ortiz-Jimenez. 2025. COVID-19 lockdowns influence foraging behavior in California ground squirrels. *Bulletin of the Ecological Society of America*. 106(2):e02232. <https://doi.org/10.1002/bes2.2232>

62. \*\*Ortiz-Jimenez, C.A., \*Conroy, S.Z., \*\*Person, E., \*DeCuir, J., Gall, G.E.C., Sih, A. and **J.E. Smith**. 2025. Human presence alters the landscape of fear for a free-living mammal. *Ecology* 106(1):e449.

**Media coverage:**

- *The French science magazine, [Epsilon](#) (Issue 49: June 2<sup>nd</sup> 2025), wrote the article, "La Voix de la Jungle," which translated into English means, "[The Voice of the Jungle](#)" by Vincent Nouyriat. The article discusses recent evidence about the effects of human voices on the behavior of wild animals. [PDF](#)*

61. **Smith, J.E.**, \*Ingretson, J.E., \*Miner, M.M., \*Oestreicher, E.C., \*Podas, M.L., \*Ravara, T.A., \*Teles, L.M.L, \*Wahl, J.C., Todd, L.M., S. Wild. 2025. Vole hunting: Novel predatory and carnivorous behavior by California ground squirrels. *Journal of Ethology* (<https://doi.org/10.1007/s10164-024-00832-6>) [PDF](#) (published online: Dec. 18<sup>th</sup> 2024) (Top 1% of all research outputs scored by Altmetric)

**Media coverage** (with more than 865 clips and a few are below):

- CNN, "[California squirrels are eating another rodent for the first time, new study finds](#)" By Julianna Bragg
- SFGate, "[Bay Area squirrels are killing and decapitating en masse, study finds,](#)" by [Suzie Dundas](#)
- LiveScience, "[Killer squirrels have developed taste for flesh — and voles are running for their lives](#)" By Patrick Pester
- Science Alert, "[California Squirrels Have Developed a Taste For Meat in Surprise Discovery](#)" by Issam Ahmed
- L.A. Times, "[California squirrels are now apparently hunting and eating other rodents](#)" by Sandra McDonald
- Smithsonian Magazine, "[Squirrels Are Displaying 'Widespread Carnivorous Behavior' for the First Time in a California Park, New Study Finds](#)" by Eli Wizevich
- The Washington Post, "[Squirrels were filmed feasting on tiny rodents. Scientists are perplexed](#)" by Kyle Melnick
- National Public Radio (NPR), "[Short Wave](#)" and "[All Things Considered](#)" with [Regina G. Barber](#) and [Juana Summers](#) - [Why these squirrels are eating meat!](#)

**Editor's choice award** – paper of the year for 2025 – feature video production forthcoming

## **2024**

60. \*\*Person, E., Lacey, E. and **J.E. Smith**. 2024. Space use and social networks: Correlated but not congruent in a free-living mammal. *Animal Behaviour* 217:39-51.

## **2023**

59. **Smith, J.E.**, \*Carminito, C., \*Hamilton, S., \*Newcomb, K.L., \*Randt, C., and \*S. Travenick. 2023. Sensory integration of danger and safety cues may explain the fear of a quiet coyote. *Proceedings of the Royal Society B*. 290(2009):20231812. (Top 25% of all research outputs scored by Altmetric)

58. Long, D.J. and **J.E. Smith**. 2023. *Otospermophilus douglasii* (Rodentia: Sciuridae). *Mammalian Species*. 54(1034):sead010. (doi: 10.1093/mspecies/sead010)

57. Augustine, D.J., **Smith, J.E.**, Davidson, A.D., and P. Stapp. 2023. Burrowing Rodents. In *Rangeland Wildlife Ecology and Conservation* (eds., McNew, L.B., D.K., Hahlgren, J.L. Beck). Springer Nat. Publishers, Switzerland. Pp. 502-548.

56. \*\*Person, E.S., \*K.P. von Maydell, \*J.E. Baldoza, E.A. Lacey, and **J.E. Smith**. 2023. Effects of sample collection and storage methods on fecal bacterial diversity in California ground squirrels (*Otospermophilus beecheyi*). *Journal of Mammalogy* 104(5):1133-1143. (Top 25% of all research outputs scored by Altmetric)

55. †Ross, C.T., †P.L. Hooper, †J.E. Smith, A.V. Jaeggi, E.A. Smith, S. Gavrilets,...†M. Borgerhoff Mulder. 2023. Reproductive inequality in humans and other mammals. Proceedings of the National Academy Sciences 20(22) e2220124120 †C.T.R, P.L.H., J.E.S., and M.B.M. contributed equally.

**Media coverage:**

- *Futurity*, "[Are human dads oddly egalitarian? - not really](#)" by Karen Nikos
- *The Hindu*, "[Is male reproduction in humans more egalitarian by mammalian standards?: A massive new study shows human uniqueness can be understood via mammalian ancestry](#)" by Raghavendra Gadagkar
- *List 23*, "[Humans are not the exception; they are also unique mammals](#)" by Amber Gibson
- *PHYS.org*, "[Study looks at reproductive inequality in humans compared to other species](#)" by Karen Nikos-Rose
- *Science Daily*, "[Humans are unique but not exceptional species of mammal](#)" by UC-Davis
- *SciTechDaily*, "[The Egalitarian Illusion: humans are unique but not exceptional species of mammal](#)" by UCD
- *UC-Davis News*, "[Humans are unique but not exceptional species of mammal](#)" by Karen Nikos-Rose
- Also featured on, "[Ivanhoe.com](#)", "[Ground News](#)", "[LabManager.com](#)" and more!  
(Top 1% of all research outputs scored by Altmetric)

54. **Smith, J.E.** and K.E. Holekamp. 2023. Behavioral strategies and morphological adaptations contributing to hunting success in the spotted hyena. Social Strategies of Carnivorous Mammalian Predators (eds. Srinivasan, L.B., and B. Würsig). Springer Nature Publishers, Switzerland. Pp. 140-175.

53. **Smith, J.E.**, Natterson-Horowitz, B., \*Mueller, M.M., and M. Alfaro. 2023. Mechanisms of equality and inequality in mammalian societies. Philosophical Transactions of Royal Society B 378(1883):20220307 (Theme Issue: Evolutionary ecology of (in)equality).

- *UCLA Newsroom*, "[Inequality not inevitable among mammals, study shows](#)" by Holly Ober
- *PHYS.org*, "[Inequality not inevitable among mammals, study shows](#)" by Holly Ober

52. **Smith, J.E.**, Jaeggi, A.V., \*Holmes, R.K. and J.B. Silk. 2023. Sex differences in cooperative coalitions: A mammalian perspective. Philosophical Transactions of Royal Society B 378(1868):20210426.

(Theme Issue: Cooperation among women: evolutionary and cross-cultural perspectives)

(Top 5% of all research outputs scored by Altmetric)

51. Smith, E.A., **Smith, J.E.**, and B.F. Coddig. 2023. Toward an evolutionary ecology of (in)equality. Philosophical Transactions of Royal Society B 378(1883):20220287. (Theme Issue: Evolutionary ecology of (in)equality)

(Top 25% of all research outputs scored by Altmetric)

## 2022

50. **Smith, J.E.**, Fichtel, C., \*Holmes, R.K., Kappeler, P.M., van Vugt, M., and A.V. Jaeggi. 2022. Sex bias in intergroup conflict and collective movement among social mammals: male warriors and female guides. Philosophical Transactions of Royal Society B 377:20210142

(Theme Issue: Intergroup conflict: origins, dynamics, and consequences across taxa).

**Media coverage:** *de Volkskrant*, "[In the animal kingdom, the males often go to war, but why? - Not just because they are stronger and bigger](#)" by Frank Rensen

(Top 5% of all research outputs scored by Altmetric)

49. Gall, G.E.C., Evans, J.C., Silk, M.J., \*\*Ortiz-Jimenez, C.A., and J.E. Smith. 2022. Social cohesion varies with anthropogenic and natural disturbances in a free-living mammal. Behavioral Ecology 33(4):705-720  
(Top 25% of all research outputs scored by Altmetric)

48. \*\*Ortiz-Jimenez, C.A., Michelangeli, M., \*Pendleton, E., Sih, A., and J.E. Smith. 2022. Behavioral correlations across multiple stages of the antipredator response: Do animals that escape sooner hide longer? Animal Behaviour 185:175-184.

47. Smith, J.E., Natterson-Horowitz, B., and M. Alfaro. 2022. The phylogeny of privilege: Intergenerational wealth in animal societies. Behavioral Ecology 33(1):1-6.

**Media coverage:**

- o New York Times **in Print** & Online at "[Checking Privilege in the Animal Kingdom](#)," by Elizabeth Preston
  - o National Public Radio (NPR), "[Wait, Wait, don't tell me!](#)" (Volume on!) by Kacey Musgraves
  - o Psych News Daily, "[New study finds that "privilege" exists in the animal kingdom too](#)" by Douglas Heingartner
  - o Salon, "[Squirrel privilege is real: Intergenerational wealth drives animal inequality](#)" by Nicole Karlis
  - o Market Research Telecast, "[Animals, like humans, inherit assets and privileges that influence inequality](#)"
  - o The World Economic Forum, "[Inequality is not confined to humans. Animals are divided by privilege, too](#)" by Douglas Broom AND a paired **video story** about it called, "[Animals pass on privilege too, scientists say](#)"
  - o Shape of the World Podcast, "[Episode 30: Privilege & Inequality in Animals](#)," by Elizabeth Preston
- (Top 5% of all research outputs scored by Altmetric)

46. Smith, J.E., and N. Pinter-Wollman. 2021. Observing the unwatchable: Integrating automated-sensing, naturalistic observations and animal social network analysis in the age of big data. Journal of Animal Ecology 90(1):62-75. (Special Feature on "[Animal Social Networks](#)").

**Media coverage:**

- o Animal Ecology in Focus, "Integrating new technological advances and classic ecological methods to uncover the secret lives of social animals" #StoryBehindThePaper (invited guest blog post)
  - o Featured article on Journal of Animal Ecology homepage
  - o Berkeley Science Review, "[Why is everyone nuts for squirrels?](#)" by Samvardhini Sridharan
- (Top 5% of all research outputs scored by Altmetric)
- ✓ Recognition for top-cited article for 2021-2022 by Wiley Publishing

45. Smith, J.E., \*Smith, I.B., \*Working, C.L., \*Russell, I.D., \*Krout, S.A., \*Singh, K.S., and A. Sih. 2021. Host traits, identity, and ecological conditions predict consistent flea abundance and prevalence on free-living California ground squirrels. International Journal for Parasitology. 51(7): 587-598.

44. Smith, J.E., von Rueden, C., van Vugt, M., Fichtel, C., and P.M. Kappeler. 2021. An evolutionary explanation for the female leadership paradox. Frontiers in Ecology and Evolution 9: 676805.  
(Research Topic: Female power, status and dominance over males in mammalian and human societies).

**Media coverage:**

- o Animal Behavior Society Podcast, "[Leadership in Animals and Undergraduate Research](#)," by Matthew Zippel
- (Top 5% of all research outputs scored by Altmetric)

43. \*\*\*Uchida, K., \*Nga, Rachel, \*Vyrdo, S., **J.E. Smith**, and D.T. Blumstein. 2021. The benefits of being dominant: Health correlates of male social rank and age in a marmot. Current Zoology. 68(1):19-26.

42. \*\*\*Hammond, T.T., \*\*Ortiz-Jimenez, C.A., and **J.E. Smith**. 2020. Anthropogenic change alters ecological relationships via interactive changes in stress physiology and behavior within and among organisms. Integrative and Comparative Biology 60(1):57-69 (Section: "Important conceptual & practical challenges in stress research")

41. \*\*\*Holding, M.L., \*\*Putman, B.J., \*Kong, L.M., **Smith, J.E.**, and R.W. Clark. 2020. Physiological stress integrates resistance to rattlesnake venom and the onset of risky foraging in California ground squirrels. Toxins 12:617 (Special Issue "The Behavioral Ecology of Venom").

40. **Smith, J.E.**, \*Ortiz, C.A., \*Buhbe, M.T., and M. van Vugt. 2020. Obstacles and opportunities for female leadership in mammalian societies: A comparative perspective. The Leadership Quarterly 31(2):101267 (Special Issue on, "Evolution and Biology of Leadership: A New Synthesis")

**Media coverage:**

- o The Guardian, "Animal democracy: How different species choose – or depose – a leader" by Paola Rosa-Aquino
- o National Geographic, "How animals choose their leaders, from brute force to democracy" by Brian Handwerk
- o Discover Magazine, "From Animals to Human Society: What We Learn When Women Lead" by Bridget Alex
- o Psychology Today, "Lessons from Animals About Barriers to Female Leadership" by Marc Bekoff
- o BBC News, "Could the animal kingdom hold the secret to smashing the glass ceiling? What animals tell us about female leadership" by Lesley Evans Ogden
- o New Scientist, "The 7 non-human mammals where females rule the roost" by Chelsea Whyte

39. \*\*\*Ross, C., Adrian, J.V., Borgerhoff Mulder, M., **Smith, J.E.**, Smith, E.A., Gavrilets, S., and P. Hooper. 2020. The Multinomial Index: A robust measure of reproductive skew. Proceedings of Royal Society B 287: 20202025

**Media coverage:**

- o Phys.org, "Researchers propose an index for measuring 'reproductive skew' across animal species"
- o Santa Fe Institute, "New paper gives 'Gini index for evolutionary biology'"

38. **Smith, J.E.**, and M. van Vugt. 2020. Leadership and status in mammalian societies: Context matters. Trends in Cognitive Sciences 24(4):263-264.

**Media coverage:**

- o CNN London, "How animals transfer power from one leader to another: Brute force, inheritance, and consensus" by Katie Hunt

37. \*\*Hammond, T.T., \*Vo, M., \*Barton, C.T., \*Surber, L.L., Lacey, E.A., and **J.E. Smith**. 2019. Physiological and behavioral responses to anthropogenic stressors in a human-tolerant mammal. Journal of Mammalogy 1-13.

36. Kappeler, P.M., Fichtel, C., van Vugt, M., and **J.E. Smith**. 2019. Female leadership: A transdisciplinary perspective. Evolutionary Anthropology 28(4):160-163.

35. \*Ortiz, C.A., \*Pendleton, E.L., Newcomb, K.L., and **J.E. Smith**. 2019. Conspecific presence and microhabitat features influence foraging decisions across ontogeny in a facultatively social mammal. Behavioral Ecology and Sociobiology 73(42). (Featured Student Research Paper)

34. van Vugt, M., and **J.E. Smith**. 2019. A dual model of leadership and hierarchy: Evolutionary synthesis. Trends in Cognitive Sciences 23(11):952-967.

**Media coverage:**

- o New Scientist, "Dominate or Influence" by Emma Young (July 2020, pages 30-34)

33. \*\*Montgomery, T.M., \*Pendleton, E.L., and **J.E. Smith**. 2018. Physiological mechanisms mediating patterns of reproductive suppression and alloparental care in cooperatively breeding carnivores. Physiology & Behavior. 193(1):167-178. (Special Issue: Evolutionary perspectives on non-maternal care in mammals: physiology, behavior, and developmental effects).

32. **Smith, J.E.**, \*Gamboa, D.A., \*Spencer, J.M., \*Travenick, S.J., \*Ortiz, C.A., \*Hunter, R.D., and A. Sih. 2018. Split between two worlds: automated sensing reveals links between above- and belowground social networks in a free-living mammal. Philosophical Transactions of Royal Society B 373: 20170249. (Theme Issue: Uncovering the impacts of architecture on collective behaviour).

**Media coverage:**

- o iNaturalist, Weny News, Crossroads Today ABC news, NewsOn6, NCB29, and Fox 40

31. **Smith, J.E.**, \*\*Petelle, M.B., \*Jerome, E.L., \*\*Cristofari, H., and D.T. Blumstein. 2017. Oxytocin experiments shed light on mechanisms shaping prosocial and antisocial behaviors in non-human mammals: A review and field study. Integrative and Comparative Biology 57(3):619-630. (Symposium Issue: The development and mechanisms underlying inter-individual variation in prosocial behavior).

30. **Smith, J.E.**, \*\*Lehmann, K.D.S., \*\*Montgomery, T.M., \*\*Strauss, E.D., and K.E. Holekamp. 2017. Insights from long-term field studies of mammalian carnivores. Journal of Mammalogy 98(3):631-141 (Special Feature: Long-term studies in mammals).

29. **Smith, J.E.**, Lacey, E.A., and L.D. Hayes. 2017. Sociality in non-primate mammals. Comparative Social Evolution (Rubenstein D.R. and P. Abbot, Eds.). Cambridge University Press, Cambridge. Pp. 284-319. ISBN: 9781107647923.

28. Blumstein, D.T., \*Keeley, K., and **J.E. Smith**. 2016. Fitness and hormonal correlates of social and ecological stressors of female yellow-bellied marmots. Animal Behaviour 112, 1-11.

27. **Smith, J.E.**, Gavrilets, S., Borgerhoff Mulder, M., Hooper, P., El Mouden, C., Nettle, D., Hauert, C., Hill, K., Perry, S., Pusey, A.E., van Vugt, M., and E.A. Smith. 2016. Leadership in Mammalian Societies: Emergence, Distribution, Power, and Payoff. Trends in Ecology and Evolution 31:54-56. **Cover article**

**Media coverage:**

- o Discovery News, "Word's best leaders aren't human" by Jennifer Viegas
- o The Examiner, "Experts prove animals are better leaders than humans" by Paul Hamaker, AND The Examiner, "Humans can become better leaders by observing other animals" by Tameca L. Coleman

- [Forbes](#), "What elephants can teach the presidential candidates about leadership" by Arlene Weintraub AND [Forbes](#), "Why Donald Trump couldn't lead a pack of hyenas" by JV Chamary
  - [IFL Science](#), "How do human leaders compare to animal ones?" by Janet Fang
  - [Market Business News](#), "Qualities of leadership – learned from studying mammalian societies" by Veronica Cruz
  - [Nature World News](#), "Humans and animals lead social groups in similar ways, researchers say" by S. Mathewson
  - [Neuroscience News](#), "The nature of leadership"
  - [Tech Times](#), "What makes an effective leader? Leadership in animal kingdom gives clue" by R. Doctor
  - [Science Daily](#), "What makes a leader? Clues from the animal kingdom" by Cell Press Team
  - [Voice of America](#), "Animals offer leadership lessons to humans" by Faiza Elmasry
  - [Western Daily Press](#), "Your boss is not as powerful as you might think – wild animals are true leaders" by Tina Rowe
- (Top 5% of all research outputs scored by Altmetric)

26. **Smith, J.E.**, Long, D.J., \*Russell, I.D., \*Newcomb, K.L., and V. D. \*Muñoz. 2016. *Otospermophilus beecheyi* (Rodentia: Sciuridae). [Mammalian Species](#) 48(939):91-108.

25. **Smith, J.E.**, \*Estrada, J.R., \*Richards, H.R., \*Estrada, J.R., \*Dawes, S.E., \*Mitsos, K., and K.E. Holekamp. 2015. Collective movements, leadership, and consensus costs at reunions. [Animal Behaviour](#) 105:187-200.

24. **Smith, J.E.** 2014. Hamilton's legacy: Kinship, cooperation, and social tolerance in mammalian groups. [Animal Behaviour](#) 92:291-304. (Special Issue: Kin Selection).

23. Pinter-Wollman, N., \*\*Hobson, E., **Smith, J.E.**, Edelman, A., \*\*Shizuka, D., \*\*Waters, J., de Silva, S., Prager, S., Sasaki, T., Wittemyer, G., Fewell, J., and D.B. McDonald. 2014. Response to comments on the dynamics of network dynamics. [Behavioral Ecology](#) 25(2):260-261.

22. Pinter-Wollman, N., \*\*Hobson, E., **Smith, J.E.**, Edelman, A., Shizuka, D., Waters, J., de Silva, S., Prager, S., Sasaki, T., Wittemyer, G., Fewell, J. and D.B. McDonald. 2014. The dynamics of animal social networks: analytical, conceptual, and theoretical advances. [Behavioral Ecology](#) 25(2):242-255.

**Commentaries on Pinter-Wollman et al. 2014:**

- "Everybody has a social life. Can social network analysis help us understand why not just how?"
- "The behavioral ecologist's essential social networks cookbook."
- "Dynamic feedbacks on dynamic networks: on the importance of considering real-time rewiring."

21. **Smith, J.E.**, \*Chung, L.K., and D.T. Blumstein. 2013. Ontogeny and symmetry of social partner choice among free living yellow-bellied marmots. [Animal Behaviour](#) 85(4):715-725.

20. Blumstein, D.T., \*Chung, L.K., and **J.E. Smith**. 2013. Early play may predict later dominance relationships in yellow-bellied marmots (*Marmota flaviventris*). [Proceedings of the Royal Society B](#) 280(1759):20130485.

19. **Smith, J.E.**, Monclús, R., \*Wantuck, D., Florant, G.L., and D.T. Blumstein. 2012. Fecal glucocorticoid metabolites in wild yellow-bellied marmots: experimental validation, individual differences, and ecological correlates. [General and Comparative Endocrinology](#) 178: 417-426.

18. **Smith, J.E.**, \*\*Swanson, E.M., \*Reed, D., and K.E. Holekamp. 2012. Evolution of cooperation among mammalian carnivores and its relevance to Hominin evolution. Current Anthropology 53(S6): S436-S452.

(Special Issue: Human Biology and the Origins of *Homo*)

**Best Paper Award:**

- Postdoctoral Award for Best Paper, Human Behavior & Evolution Society

**Media coverage:**

- Earth Magazine: "The new anthropology: from bones and stones to biology and behavior" by Mary Caperton Morton (Comparing apples to oranges, hyenas to humans)
- National Public Radio: "Convergent evolution: Hyenas offer clues to the human past" by Barbara King
- American Society of Mammalogists Newsletter: "Hyenas, the new primates" by Ed Heske

17. Holekamp, K.E., **Smith, J.E.**, Strelhoff, C.C., Van Horn, R.C., and H.E. Watts. 2012. Society, demography and genetics in the spotted hyena. Molecular Ecology 21:613-632. (Special Issue: Demographic & Genetic Issues)

16. **Smith, J.E.**, \*Powning, K.S., \*Dawes, S.E., \*Estrada, J.R., \*Hopper, A.L., \*Piotrowski, S.L., and K.E. Holekamp. 2011. Greetings promote cooperation and reinforce social bonds among spotted hyenas. Animal Behaviour 81:401-415. (**Top 25 Hottest Articles of 2011 within the journal of the Animal Behaviour**)

**Media coverage:**

- BBC News: "Powerful female hyenas say 'hello' with their genitals" by Melissa Hogenboom
- BBC Earth News, Sci. & Environ.: "Hyenas 'greet friends' to ask for help" by Vic Gill

15. **Smith, J.E.**, Van Horn, R.C., \*Powning, K.S., \*Cole, A.R., \*Graham, K.E., \*Memenis, S.K., and K.E. Holekamp. 2010. Evolutionary forces favoring intragroup coalitions in spotted hyenas and other animals. Behavioral Ecology 21:284-303.

**Best Paper Award:**

- Anna M. Jackson Best Paper Award by a Ph.D. Candidate, American Society of Mammalogists

**Media coverage:**

- BBC Earth News, Sci. & Environ.: "Family matters to hyenas" by Vic Gill

14. **Smith, J.E.**, \*\*Kolowski, J.M., \*Graham, K.E., \*Dawes, S.E., and K.E. Holekamp. 2008. Social and ecological determinants of fission-fusion dynamics in the spotted hyena (*Crocuta crocuta*). Animal Behaviour 76:619-636.

**Media coverage:** MSU State News, MSU Today, MSU News Bulletin, Chinaview.net, & LiveScience.com

13. **Smith, J.E.**, \*Memenis, S.K., and K.E. Holekamp. 2007. Rank-related partner choice in the fission-fusion society of spotted hyenas (*Crocuta crocuta*). Behavioral Ecology and Sociobiology 61:753-765.

12. **Smith, J.E.**, C.W. Whelan, S.J. Taylor, M.L. Denight, and M.M. Stake. 2007. Novel predator-prey interactions: Is resistance futile? Evolutionary Ecology Research 9:433-446.

11. **Smith, J.E.**, and G.O. Batzli. 2006. Dispersal and mortality of the prairie vole, *Microtus ochrogaster*, in fragmented landscapes: a field experiment. Oikos 112:209-217.

10. **Smith, J.E.**, S.J. Taylor, C.W. Whelan, M.L. Denight, and M.M. Stake. 2004. Behavioral interactions between fire ants and vertebrate nest predators at two black-capped vireo nests. Wilson Bulletin 116:163-166.

### **Other Contributions**

9. **Smith, J.E.** 2023. Book Review - Power in the Wild: The Subtle and Not-So-Subtle Ways Animals Strive for Control over Others. The Quarterly Review of Biology 98(4):236.

8. **Smith, J.E.** 2023. Leadership in non-human mammals. In: Goethals, G.R., Allison, S.T., Sorenson, G.J. (Ed.) The SAGE Encyclopedia of Leadership Studies (2nd ed.). 2:573-575

7. **Smith, J.E.** 2023. Book Review - Methods for Ecological Research on Terrestrial Small Mammals. The Quarterly Review of Biology. 98(1):38-39.

6. **Smith, J.E.** and K.E. Holekamp. 2019. Landmark Studies: Spotted Hyenas. In, "2nd Edition of Encyclopedia of Animal Behavior". Breed, M. & J. Moore (Eds.) Elsevier Publishers, UK, Pp. 190-208.

5. **Smith, J.E.** 2017. Book Review-Carnivore Minds. The Quarterly Review of Biology 92(3):312-313.

4. **Smith, J.E.** 2017. Non-human Leadership. Encyclopedia of Evolutionary Psychological Science. Pp. 1-4.

3. **Smith, J.E.** 2016. Cooperation in Social Carnivores. Encyclopedia of Evolutionary Psychological Science. Pp. 1-5.

2. **Smith, J.E.** 2015. Book Review-Animal Social Networks. The Quarterly Review of Biology. 90(4):437.

1. **Smith, J.E.** & K.E. Holekamp. 2010. Landmark Studies: Spotted Hyenas. In, "1st Edition of Encyclopedia of Animal Behavior". Breed, M. & J. Moore (Eds.) Elsevier Publishers, UK, Pp. 335-349.

### **Invited seminars, working groups, & symposia**

**2026** - Invited Speaker, Department of Ecology, Evolution and Behavior at the University of Minnesota.  
- Student Invited Speaker, Ecology, Evolutionary, and Organismal Biology Department, Brown University.

**2025** - Invited Speaker for Honors Option in Biology, California Lutheran University, Thousand Oaks, CA  
- Invited Speaker (presenter =Sonja Wild), Save Mount Diablo, Mary Bowerman Symposium, Berkeley, CA  
- Invited Speaker, Ask a Scientist, 2 Roots Gallery in collaboration with University of Wisconsin-Eau Claire  
- Invited Speaker, Fall Faculty Forum, Office of Research and Sponsored Programs, UWEC  
- Invited Speaker, Past-President's Annual Symposium: The Value of Rarities in Animal Behavior, Animal Behavior Society Annual Conference, Baltimore, Maryland  
- Invited Speaker, Bay Nature Seminar Talk, Connecting People with Nature in the San Francisco Bay Area  
- Invited Speaker (presenter =Erin Person), Allee Symposium for Best Student Paper, Animal Behavior Society Annual Conference, Baltimore, Maryland (dissertation talk about our squirrel research)  
- Invited Speaker (presenter =six \*undergraduate co-authors), Provost's Honors Symposium, Celebration of Excellence in Research and Creative Activity (CERCA), University of Wisconsin-Eau Claire  
- Invited Speaker (presenter =\*Maddie Mueller), Kell Container Scholar Presentation, Celebration of Excellence in Research and Creative Activity (CERCA), University of Wisconsin-Eau Claire

**2024** - Integrative Biology Seminar Series, University of Illinois, Urbana-Champaign, IL

**2023** - Ecological Restoration Institute's Spring Speaker for 2023, University of Wisconsin, River Falls, WI  
- Conservation Sciences Seminar Series, University of Minnesota, Saint Paul, Minnesota  
- Biology Seminar Series, Biology Department, Macalester College, Saint Paul, Minnesota  
- Mary Bowerman Science & Research Colloquium, Berkeley, CA (talk by my postdoctoral fellow)

- 2022**
- Animal Behavior, Biology Department, Macalester College, Saint Paul, Minnesota
  - Invited Symposium (presenter = B. Natterson-Horowitz) on, "Evolutionary Perspectives on the Social Determinants of Health" at the International Society for Evolution, Medicine, and Public Health in Lisbon, Portugal (funding: "[Animal Models for the Social Dimensions of Health and Aging Research Network](#)")
  - Seminar Series, Centre for Research in Animal Behaviour (CRAB), University of Exeter, United Kingdom
  - Invited Speaker for Interdisciplinary Workshop on, "Leadership: Does it matter?," Research team on Leadership, Power and Inequality, Institute for the Advances Study (IAST) in Toulouse, France
  - University of California Naturalist Program, Las Positas College, Livermore, CA
  - Invited Talk, "The Female Leadership Paradox: Insights from Evolutionary Perspective" for Symposium on Perspectives on Leadership, Dominance, Prestige, and Gender at the Personality and Social Psychology Annual Convention, San Francisco, CA
  - Biology Department, University of Wisconsin-Eau Claire, Wisconsin
  - University of California Naturalist Certificate Program: Mount Diablo Region, Las Positas College
- 2021**
- Biology Department, California Lutheran University, Thousand Oaks, California
  - Biology Department, University of Texas El Paso, El Paso, Texas
  - Mary Bowerman Science & Research Colloquium, Berkeley, CA (speaker: Erin Person, doctoral student)
  - Invited Speaker for Honors Option in Biology, California Lutheran University, Thousand Oaks, CA
  - International Remote Seminar on Frontiers in Social Evolution Seminar Series
  - Invited Workshop (presenter = Peter Kappeler), "War and peace since life began: Toward a unified evolutionary theory of intergroup relationships," *Wissenschaftskolleg zu Berlin* (Wiko Institute for Advanced Study) Berlin, Germany
  - Invited Symposium (organizer), Weaving the Future of Animal Behavior (WFAB): Technological Advances to Reveal the Secret Lives of Animals, Animal Behavior Society (online)
  - Invited Symposium (speaker), Resource Limitation: A Tie that Binds in the Evolution of Sociality? Animal Behavior Society (online)
  - Live Panel Discussion, Small Mammal Conservation Group, Western Section of Wildlife Society
  - Amsterdam Leadership Colloquium Series, Department of Experimental and Applied Psychology, Vrije Universiteit Amsterdam, the Netherlands
- 2020**
- Biology Colloquium, Fresno State University, Fresno, CA
  - Mary Bowerman Science & Research Colloquium, Berkeley, CA (2 talks by my doctoral students)
  - Biology Seminar Series, Sonoma State University, Sonoma, CA
- 2019**
- Animal Behavior Group, Otterbein University, Westerville, Ohio
  - Mary Bowerman Science & Research Colloquium, Berkeley, CA
  - Weaving the Future of Animal Behavior, the University of Illinois at Chicago
  - Weaving the Future of Animal Behavior, Arizona State University
  - Eco Fest, Lindsay Wildlife Experience, Walnut Creek, California
  - Department of Biology, University of Konstanz, Germany
  - Collective Behaviour Dept., Max Planck Institute for Ornithology, Konstanz, Germany
  - Workshop Convener & Featured Speaker on, "Female leadership in human and non-human mammalian societies: integrating biological and social science perspectives," *Wissenschaftskolleg zu Berlin* (Wiko Institute for Advanced Study) Berlin, Germany

- Dept. of Environ. Science, Policy & Management, University of California Berkeley, CA
- Museum of Vertebrate Zoology Lunch Seminar, University of California Berkeley, CA
- Program in Ecology, Duke University, Durham, NC
- 2018**
  - Mary Bowerman Science & Research Colloquium, Berkeley, CA
  - Animal Behavior Group Seminar, University of California Davis, CA
- 2017**
  - Department of Ecology and Evolutionary Biology, Seminar Speaker, UCLA
  - Department of Ecology, Evolution, and Conservation Biology Colloquium Speaker, San Francisco State University, San Francisco, CA
  - Symposium Speaker on, "The development and mechanisms underlying inter-individual variation in pro-social behavior," Society for Comparative and Integrative Biology, New Orleans, LA (<http://sicb.org/meetings/2017/symposia/social.php>)
  - Biological Sciences Seminar Series Speaker, California State University, Long Beach, CA
  - Orange County Mills College Alumnae Association, Speaker, Newport Beach, CA
- 2016**
  - Symposium Speaker for the symposium, "Leadership in Mammalian Societies," Human Behavior and Evolution Society, Vancouver, Canada
  - Leonardo Art Science Evening Rendezvous (LASERs), Stanford University, CA
  - Keynote Graduation Address, Institute for Society and Genetics, College of Letters and Science, University of California Los Angeles, CA
  - Women in Science Seminar Series, Integrative Biology, UC-Berkeley, CA
  - Leonardo Art Science Evening Rendezvous (LASERs), University of San Francisco, CA
- 2015**
  - Workshop on Cooperation and Conflict, Texas A & M University, College Station, TX
  - Leonardo Art Science Evening Rendezvous (LASERs), UC-Berkeley, CA
  - Neuroscience Program Seminar, University of San Francisco, CA
  - Biology Department Seminar, California State University Stanislaus, CA
  - Evolution and Human Behavior Seminar, Arizona State University, AZ
- 2014**
  - Ecology, Evolution & Marine Biology Seminar, University of California Santa Barbara, CA
  - Fletcher Jones Chair in Biology Seminar, St. Mary's College, Moraga, CA
  - Animal Behavior Group Seminar, University of California Davis, CA
  - Animal Social Networks, NIMBios Workshop (poster), Univ. of Tennessee, Knoxville, TN
- 2013**
  - Department of Biology, University of San Francisco, CA
  - Points of Pride Presentation on, "The Ecology of Fear," Mills College, Oakland, CA
  - "Leadership and reproductive skew in mammals", University of Tennessee, Knoxville, TN
  - President's symposium on, "Social evolution: William D. Hamilton's 50-year legacy", 50<sup>th</sup> Anniversary Animal Behavior Society Meeting, University of Colorado Boulder
  - Human Behavior & Evolution Society, Loews Hotel, Miami Beach, Florida
    - \*Postdoctoral Research Award Winner, *Plenary Presentation*
  - "Emergence of hierarchy & leadership in female-dominated mammalian societies", University of Tennessee, Knoxville, TN
  - Women in Science Presentation with the President of Mills College, Chicago, Illinois
  - Working Group, "The Emergence of Hierarchy & Leadership in Mammalian Societies",

- Proposal funded by National Institute for Mathematical and Biological Synthesis (NIMBioS), University of Tennessee, Knoxville, TN (April 2013 to April 2015)
- Joseph & Vera Long Foundation Reception & Board of Trustees Meeting, "Opportunities for training & advancing women in the sciences." Mills College, Oakland, CA
  - American Association of University Women (AAUW) Clayton & Concord's Branches Annual Educational Fellowship (EF) Luncheon, CA
- 2012**
- American Association of University Women (AAUW) Fellows Luncheon, Napa Valley, CA
    - Symposium on Animal Social Networks, University of Wyoming Laramie, WY
    - Department of Biology, San Diego State University, CA
  - NIMBioS-NESCent Investigative Workshop on Modeling Social Complexity, The University of Tennessee, Knoxville (selected participant), TN
  - Department of Biology, Mills College, Oakland, CA
- 2011**
- Department of Biology, University of Missouri - St. Louis
  - Student-Invited Speaker, Biology Department Seminar Series and NSF-URM Southern California Ecosystems Research Program, California State University Fullerton, CA
  - International Workshop on "Human Biology & the Origins of *Homo*," Wenner-Gren Foundation for Anthropological Research, Sintra, Portugal
  - American Association of University Women (AAUW) Fellows Luncheon, Costa Mesa, CA
  - Center for Society and Genetics 9<sup>th</sup> Annual Symposium: Made for each other?: Dog and Human Co-Evolution, UCLA
  - Paimpont Biological Station, University of Rennes, France (Presenter: Kay Holekamp)
  - Department of Zoology Seminar Series, Miami University, Oxford, Ohio
- 2010**
- Behavior, Evolution & Culture Seminar Series, University of California Los Angeles
  - International Symposium on "Social Systems: Demographic and Genetic Issues"
- 2009**
- American Society of Mammalogists, University of Alaska Fairbanks
    - \**Anna M. Jackson Award, Plenary Presentation*
  - Ecology, Evolutionary Biology, and Behavior Seminar, Michigan State University
    - \**EEBB Student Speaker Award*
  - P.E.O. Founder's Day Celebration, Grand Rapids, Michigan
    - \**Keynote Speaker, Plenary Presentation*
- 2008**
- Biology Seminar Series, Grand Valley State University, Grand Rapids, Michigan
- 2007**
- Behavioral Biology Group, Michigan State University
  - Chapter BK Meeting, International P.E.O. Sisterhood, Grand Rapids, Michigan
- 2006**
- Animal Behavior Group Seminar Series, University of California Davis

## Contributed talks

- 2025** - Goldwater Summit, Gulf Coast Undergraduate Research Symposium, Rice University, Houston, Texas
- \*J.C. Wahl (presenter and travel scholarship winner), **J.E. Smith**, \*Ingbretson, J.E., \*Miner, M.M., \*Oestreicher, E.C., \*Podas, M.L., \*Ravara, T.A., \*Teles, L.M.L., Todd, L. M, and S. Wild. 2025. Vole hunting: Novel predatory and carnivorous behavior by California ground squirrels.
- 2024** - 61<sup>st</sup> Annual Meeting of the Animal Behavior Society (hybrid – virtual and London, Ontario, Canada).
- **J.E. Smith (presenter)**, Ross, C., Hooper, P.L., Jaeggi, A.V., Smith, E.A., Gavrillets, S., Hill, K.R., and M. Borgerhoff Mulder. How does reproductive skew in humans compare to that of other mammals?
  - E.S. Person\*\* (presenter, Ph.D. Candidate), Lacey, E.A., & **J.E. Smith**. 2023. Does space use predict sociality? Determinants of social network structure in a free-living mammal.
- 93<sup>rd</sup> Annual Meeting of American Association of Biological Anthropologists (AABA) (Los Angeles, CA).
- P.L. Hooper (presenter), Ross, C., **Smith, J.E.**, Jaeggi, A.V., Smith, E.A., Gavrillets, S., Hill, K.R., and M. Borgerhoff Mulder. How does reproductive skew in humans compare to that of other mammals?
- 2023** - 60<sup>th</sup> Annual Meeting of the Animal Behavior Society (hybrid – virtual and Portland, Oregon).
- **J.E. Smith (presenter)**, Carminito\*, C., Hamilton\*, S., Newcomb\*, K.L., Randt\*, C., and S. Travenick\*. 2023. Sensory integration of danger and safety cues explains fear of a quiet coyote.
  - A. Binnett\*. (undergraduate presenter), Conroy, S., Ortiz-Jimenez, C., Sih, A. and **J.E. Smith**. 2023. Keeping it consistent: Repeatability of risk-sensitive behaviors in the California ground squirrel.
- 102<sup>nd</sup> Annual Meeting of the American Society of Mammalogists, held July 14-20 in Anchorage, Alaska.
- E.S. Person\*\* (presenter, Ph.D. Candidate), Lacey, E.A., & **J.E. Smith**. 2023. Does space use influence social phenotype in the California ground squirrel?
- 2022** - Barrett Symposium, Mills College (Amelia Binnett, Mimi Lucking, Angela Amaro, Casey Oberhauser)
- 59<sup>th</sup> Annual Meeting of the Animal Behavior Society (virtual).
- **J.E. Smith**, Fichtel, C., Holmes\*, R.K., Kappeler, P.M., van Vugt, M., & A.V. Jaeggi. Sex bias in intergroup conflict and collective movement among social mammals: Male warriors and female guides.
  - E.S. Person\*\* (presenter, Ph.D. Candidate), Lacey, E.A., & **J.E. Smith**. 2022. Social information transmission in California ground squirrels.
- Biennial Regional Animal Behavior Student Conference, Graduate Group, UC-Davis
- C.A. Ortiz-Jimenez\*\* (presenter, Ph.D. Candidate), Michelangeli, M., Pendleton\*, E., Sih, A., & **J.E. Smith**. 2022. Behavioral correlations across multiple stages of the antipredator response.
  - Z. Alrashid\* (co-presenter, undergraduate\*), Mitchell\*, R., Conroy, S., C.A. Ortiz-Jimenez, & **J.E. Smith**. 2022. Effects of anthropogenic activity on stress physiology and its consequences for habitat selection.
- 2021** - 58<sup>th</sup> Annual Meeting of the Animal Behavior Society (virtual).
- C.A. Ortiz-Jimenez\*\* (presenter, Ph.D. Candidate), Michelangeli, M., Pendleton, E., Sih, A., & **J.E. Smith**. 2021. Behavioral correlations across multiple stages of the antipredator response.
  - A. Robin\*\* (presenter, Ph.D. Candidate), Michelangeli, M., Pendleton\*, E., Sih, A., & **J.E. Smith**. 2021. Uncovering hidden belowground behaviors: A field test of machine learning algorithms on accelerometer data.
  - Z. Alrashid (co-presenter, undergraduate\*), Mitchell\*, R., Conroy\*, S., C.A. Ortiz-Jimenez\*\*, & **J.E. Smith**. 2021. Effects of anthropogenic activity on stress physiology and its consequences for habitat selection" **\*Charles H. Turner Award Winner, Diversity Committee, ABS**
- 100<sup>th</sup> Annual Meeting of the American Society of Mammalogists (virtual).

- E. Person (presenter, Ph.D. Candidate), K.P. von Maydell, J.E. Baldoza, E.A. Lacey, & **J.E. Smith**. 2021. Effect of collection and storage method on gut microbial community in ground squirrels.
- 68th Annual Meeting of the Western Section of The Wildlife Society (virtual).
  - **J.E. Smith**, I.B. Smith, C.L. Working, I.D. Russell, S.A. Krout, K.S. Singh, & A. Sih 2021 Host traits, identity, and ecological conditions predict consistent flea abundance and prevalence on free-living California ground squirrels.
  - C.A. Ortiz-Jimenez (Ph.D. Candidate), S. Conroy (undergraduate presenter), G.E.C. Gall, A. Sih & **J.E. Smith**. 2021. Human presence alters perceived risk in the California ground squirrel.
  - S. Mochizuki (undergraduate presenter) & **J.E. Smith**. 2021. Natural predators and domestic dogs, but not human foot traffic, elicit alarm calling by California ground squirrels.
- 2020** - 57<sup>th</sup> Annual Meeting of the Animal Behavior Society (online).
  - G.E.C. Gall (presenter, post-doc), J.C. Evans, M.J. Silk, C. Ortiz-Jimenez\*\* & **J.E. Smith**. 2020. Dynamic variation in social network cohesion in response to anthropogenic and natural disturbances.
  - A.M. Robin\*\* (presenter, Ph.D. Candidate) & **J.E. Smith**. 2020. Uncovering the hidden behavioral signatures of life belowground: A field test of the extended phenotype hypothesis for an ecosystem engineer.
  - C.A. Ortiz-Jimenez\*\* (presenter, Ph.D. Candidate), S. Conroy\*, G.E.C. Gall, A. Sih & **J.E. Smith**. 2020. Human presence alters perceived risk in the California ground squirrel.
  - E. Person\*\* (presenter, Ph.D. Candidate), E. Lacey & **J.E. Smith**. 2020. Social network connections reflect the gut microbiome of California ground squirrels.
- Barrett Symposium, Mills College (4 talks by Undergraduates: H. Algabri\*, T. Waxman\*, S. Wallin\*, S. Conroy\* J. Baldoza\*, K. von Maydell\*, R. Rourk\*, & S. Mochizuki\*)
- 2019** - Behavior 2019 (Joint Meeting of the International Ethological Conference & Animal Behavior Society Meeting), the University of Illinois at Chicago [first author and presenter for first talk; senior author (PI) on second talk by Ph.D. student mentee at UC-Davis (Chelsea Ortiz-Jimenez\*\*)]
- Barrett Symposium, Mills College (Undergraduates: M. Ziaee\*, I. Smith\*, & K. von Maydell\*)
- 2018** - International Society for Behavioral Ecology, University of Minnesota  
(Presenter for one talk and co-authored talk presented by one Mills undergraduate)
- Barrett Symposium, Mills College (Undergraduates: R. Hunter, J. Spencer & E. Pendleton)
- 2017** - Animal Behavior Society, University of Toronto-Scarborough Campus, Canada
- Faculty Lecture Series, Provost Office, Mills College, Oakland, CA
- Barrett Symposium, Mills College (Undergraduates: C. Ortiz, J. Spencer & J. Cumbie)
- 2016** - International Society of Behavioral Ecology, University of Exeter, United Kingdom
- Barrett Symposium, Mills College (D. Gamboa, C. Burton, C. Working, C. Jang & C. Annand)
- 2015** - Animal Behavior Society, University of Alaska, Anchorage, Alaska
- Barrett Symposium, Mills (C. Carminito, L. Radanovich, K. Haughton, S. Hamilton, K. Singh)
- 2014** - Animal Behavior Society, Princeton University, Princeton, New Jersey
- Barrett Symposium, Mills College (K.L. Newcomb, M. Vo, K. Singh & V. Muñoz)
- 2013** - Barrett Symposium, Mills College (K.L. Newcomb, M. Vo, L. Kong, V. Muñoz, Imani Russell)
- 2012** - Animal Behavior Society, University of New Mexico, Albuquerque (Presenter: Leslie Curren)
- Sunbelt International Network for Social Network Analysis, Redondo Beach, California
- 2010** - Animal Behavior Society, College of William and Mary, Williamsburg, Virginia
- 2009** - Midwest Primate Interest Group, Grand Valley University, Michigan

- 2007 - International Ethological Conference, Dalhousie University, Halifax, Nova Scotia
- 2006 - American Society of Mammalogists, University of Massachusetts Amherst
- 2005 - Animal Behavior Society, Snowbird, Salt Lake City, Utah
- 2004 - Behavioral Biology Group, Michigan State University
- National Military Fish and Wildlife Association, Spokane, WA (Presenter: Chris Whelan)

### **Poster presentations**

- 2025 - American Society of Mammalogists, Purdue University, West Lafayette, Indiana  
(Co-authored 2 posters with six UWEC undergraduates)
- International Student Conference on Animal Behavior & Cognition, Universiade Federal de Alagoas, Maceió, Brazil.  
(Co-authored posters with undergraduate visiting from Brazil and collaborators on Team Squirrel)
- UW-Eau Claire Celebration of Excellence in Research and Creative Activity (CERCA)  
(Co-authored 7 posters with eleven UWEC undergraduates)
  
- 2024 - Animal Behavior Society Conference, London, Ontario, Canada  
(Co-authored 2 posters with six UWEC undergraduates)
- National Conference on Undergraduate Research, Long Beach Convention & Entertainment Center, CA  
(Co-authored 2 posters with seven UWEC undergraduates)
- UW-Eau Claire Celebration of Excellence in Research and Creative Activity (CERCA)  
(Co-authored 3 posters with ten UWEC undergraduates)
- Undergraduate Research Conference, University of California-Davis
- 2023 - National Conference on Undergraduate Research, University of Wisconsin – Eau Claire  
(Co-authored 2 posters with seven UWEC undergraduates + 2 posters with five Mills undergraduates)
- 98<sup>th</sup> Annual Meeting of the American Society of Parasitologists, Kansas City, Missouri  
(Co-authored poster with five UWEC undergraduates + UWEC Assistant Professor, Dr. Nic Wheeler)
  
- 2022 - 59<sup>th</sup> Annual Meeting of the Animal Behavior Society (online).  
(Co-authored a poster with two Mills undergraduates + one graduate student + collaborators)
- Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 3 posters; 9 undergraduates)
  
- 2021 - 58<sup>th</sup> Annual Meeting of the Animal Behavior Society (online).  
(Co-authored a poster with one Mills undergraduate + one graduate student + collaborators)
- Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 4 posters; 10 undergraduates)
  
- 2020 - Gordon Research Conference on Predator-Prey Interactions, Ventura, CA  
(Co-authored a poster with 2 Mills undergraduates + one graduate student + collaborators)
- Research Showcase, President's Circle, Mills College, CA  
(Co-authored a poster with 2 Mills undergraduates + one graduate student + collaborators)
  
- 2019 - Gordon Research Conference on Movement Ecology, Renaissance Tuscany Il Ciocco, Italy  
(Presented invited poster co-authored by 4 undergraduates)
- Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 4 posters; 13 undergraduates)

- Fish and Wildlife Committee Fall Forum, Martinez, CA (Co-authored 2 posters; 6 undergraduates)
  - Behavior 2019 – International Ethological Conference and Animal Behavior Society  
Joint Meeting, the University of Illinois at Chicago (Co-authored 2 posters; 12 undergraduates)  
**\*Undergraduate presenter, Imani Smith: Charles Turner Award winner** (from ABS Diversity Committee)
  - Mills Science Research Symposium, Mills College, CA  
(Co-authored 6 posters with a total of 12 undergraduates)
- 2018**
- International Society for Behavioral Ecology, University of Minnesota (Co-authored poster with undergraduate)
  - Mills Science Research Symposium, Mills College, CA (Co-authored 6 posters; 12 undergraduates)
  - Fish and Wildlife Committee Fall Forum, Martinez, CA (Co-authored 1 poster; 3 undergraduates)
  - Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 6 posters; 12 undergraduates)
- 2017**
- Mills Science Research Symposium, Mills College, CA (Co-authored 2 posters; 4 undergraduates)
  - Society for Comparative and Integrative Biology, New Orleans, LA (Co-authored 3 posters; 6 undergraduates)
  - \*Undergraduate presenter, Denisse Gamboa = Charles Turner Award winner** (from ABS Diversity Committee)
  - Mills Science Research Symposium, Mills College, CA  
(Co-authored 2 posters with a total of 4 undergraduates)
  - Animal Behavior Society, University of Toronto-Scarborough Campus, Canada  
(Co-authored 2 posters with a total of 4 Mills undergraduates)
  - \*Undergraduate presenter, Denisse Gamboa: Broadening Participation Travel Award Winner**
  - \*Undergraduates, Clara Burton, Denisse Gamboa, & Cece Working: Charlotte Magnum Student Travel Awards**
  - Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 6 posters; 12 Mills undergraduates)
  - Fish and Wildlife Committee Fall Forum, Martinez, CA (Co-authored 2 posters; 3 Mills undergraduates)
- 2016**
- Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 3 posters; 6 Mills undergraduates)
- 2015**
- Animal Behavior Society, University of Alaska, Anchorage, Alaska (Co-authored 2 posters; 6 Mills undergraduates)
  - Fish and Wildlife Committee Fall Forum, Martinez, CA (Co-authored 2 posters; 2 Mills undergraduates)
  - Western Section of the Wildlife Society Annual Meeting, Santa Clara, CA
  - Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 3 posters; 6 Mills undergraduates)
  - Mills Science Research Symposium, Mills College, CA (Co-authored 2 posters; 4 undergraduates)
- 2014**
- Fish and Wildlife Committee Fall Forum, Martinez, CA (Co-authored 2 posters; 2 Mills undergraduates)
  - Mills Science Research Symposium, Mills College, CA (Co-authored 3 posters; 9 Mills students)
- 2013**
- Jill Barrett Research Symposium in Biology, Mills College, CA (Co-authored 3 posters; 6 Mills undergraduates)
  - Invited Poster Symposium, “Social Evolution: Hamilton’s 50-year legacy”, Animal  
Behavior Society, University of Colorado-Boulder (Presenter: Elizabeth A. Hobson)
  - Undergraduate Science Research Symposium, Mills College, CA
- 2012**
- Symposium on Animal Social Networks, University of Wyoming Laramie, WY
  - Science Poster Day, Ackerman Grand Ballroom, UCLA (Co-authored 2 posters; 2 undergraduates)
  - Biology Research Symposium, Faculty Center, UCLA (Co-authored 2 posters; 2 undergraduates)

- 2011 - International Ethological Conference & Animal Behavior Society, University of Indiana
- 2010 - International Society of Behavioral Ecology, University of Western Australia  
- BEACON: NSF Center for Study of Evolution in Action, Michigan State University
- 2003 - American Society of Mammalogists, Texas Tech University, Lubbock, TX

### **Courses taught and class-related activities**

**Department of Biology, University of Wisconsin Eau Claire (2022 - present)**

#### ***Instructor of record***

Biological Inquiry (BIOL 321, Fall and/or Spring, every year, ~20 students per section)

Project-based instructor used to link biological phenomena to the process of science. Team taught.

Ecology (BIOL 321, 2022-present, every Fall; ~60 students)

Lecture, in-class activities, computer simulations, and discussion to promote an understanding of the between organisms and the environment. Required Course in the major. Sole instructor.

Vertebrate Biology (BIOL 356, every other spring, ~20 students)

Lectures and activities focused on the evolution of vertebrates from fishes and amphibians to reptiles/birds and mammals, with emphasis on trait innovations in the vertebrate collection and field explorations. Sole Instructor.

Animal Behavior (BIOL 365, most fall semesters, ~32 students)

Lectures and activities, student-led discussions of primary literature, field trips, and course-embedded research projects to investigate how and why animals behave they do. Sole Instructor for lecture and lab.

Marine Biology (BIOL 374, every other spring, ~32 students)

Facilitate an understanding of intersections among evolution, ecology, behavior, and conservation of marine organisms. Promote hands-on learning to tools to unpack peer-reviewed literature. Sole instructor.

#### ***Pedagogy training at the University of Wisconsin – Eau Claire***

Ad hoc pedagogical training and workshops, Center for Excellence in Teaching and Learning (August 2023-present)

Teaching Academy II, Center for Excellence in Teaching and Learning (August 21<sup>st</sup> 2023)

Re-connected and reflected on the first year at UWEC with my second-year cohort of new faculty at UWEC. Discovered upcoming opportunities on-campus for writing grants and creating high-impact opportunities for students. Learned about campus resources to assist in teaching, research, service and EDI.

Teaching Academy, Center for Excellence in Teaching and Learning (August 11-17<sup>th</sup> 2022)

A week-long orientation to teaching and learning at the University of Wisconsin Eau-Claire through the design and creation of a model course that incorporates campus academic policies and untapped resources on campus.

### **Equity, Diversity, and Inclusion Projects & Trainings at UW-Eau Claire**

Tier 3: Professional Development Project, Center for Excellence in Teaching and Learning (May 2025)

Completed project to make course more accessible in collaboration with new best practices. Trainings in progress.

Tier 3: Professional Development Project, Center for Excellence in Teaching and Learning (Spring 2023)

Completed trainings and implemented transparent design framework practices in my ecology course.

## Tier 2: EDI Programs - trainings, workshops, and reflections

1. Recognizing and Responding to Microaggressions in the Classroom (Fall 2022)
2. At-Risk Mental Health for Faculty and Staff (Fall 2022)
3. Transparent Design Framework Workshop (Fall 2022)
4. My Personal Journey and Bias (Fall 2022)
5. Not Your Model Minority (Fall 2022)
6. Los Lecheros: Undocumented in America's Dairyland (Fall 2022)
7. The Bearded Lady Project: Challenging the Face of Science (Fall 2022)
8. Frederick Douglass: In Five Speeches (Fall 2022)
9. Fast Forward (Fall 2022)
10. Owned: A Tale of Two Americas (Fall 2022)
11. Kevin Gannon: Belonging and Climate Matters (Winterim 2023)
12. Life with Epilepsy (Spring 2023)
13. The Gender Gap 101 (Fall 2023)
14. Inclusion and Access Lunch and Learn: Making Multimedia Accessible (Fall 2023)
15. UWEC Accessibility Training for Instructors (Fall 2023)
16. Advancing Equity in Every Class: Practical Course Design and Teaching Strategies (Winterim 2024)
17. Course Accessibility Review and Revision Program (Spring 2024)
18. Supporting Hmong Student Success (Fall 2024)
19. Biology Department – Digital Accessibility Training Sessions (Fall 2024)
20. Senior Paint Wall Celebration Project (Spring 2025)

## **Department of Biology, Mills College (2012-2022)**

### ***Instructor of record***

#### Principles of Ecology w/ Lab (BIO 125, 2012-2022, every year; 12-20 students)

Lead lecture, lab, debates and directed student projects to promote an understanding of the interrelationships between organisms and the environments in which they live. Sole instructor for lecture and lab.

#### Animal Behavior (BIO144, 2012-2021, every year, 12-20 students)

Used lectures and literature discussions to investigate how and why animals behave as they do. Sole Instructor.

#### Marine Biology w/ Lab (BIO 158, 2013-2021, every other year; 12-20 students)

Facilitate an understanding of intersections among evolution, ecology, behavior, and conservation of marine organisms. Promote hands-on learning and field excursions in the Bay Area.

#### Vertebrate Biology w/ Lab (BIO 161, 2014-2022, every other year; 12-20 students)

Instructed lecture and labs to facilitate student investigation of the key evolutionary innovations in morphology, behavior, physiology, and ecology across the vertebrate lineage. Sole instructor for lecture/lab.

#### Directed Research (BIO 179, 2012-2023, every semester; 12-18 students annually)

Mentored undergraduates in all aspects of field (e.g., ecological monitoring) and lab (e.g., endocrine, genetics) research as part of our Long-Term Behavioral Ecology Study of California Ground Squirrels at Briones.

Senior Seminar (BIO 191, 2015-present, every other year; 18-26 students): Responsible for mentoring and supervising seniors majoring in biology in their preparation of literature-based or empirical theses. Students engaged in scientific analysis, writing, and oral presentations. Team taught.

### ***Instructor of record (prior to university faculty positions)***

**Institute for Society & Genetics, University of California – Los Angeles** (Winter quarters, 2011 and 2012)

Evolutionary Biology & Social Cooperation (CSG188, 18-20 students)

Designed an interdisciplinary seminar based on primary literature. Assessed student learning based on discussions, weekly response papers, and term papers. Sole instructor for course.

**Gifted & Talented Education, Honors College, Michigan State University** (2006 to 2009)

Zoology (15-20 students per section, 2 sections annually)

Developed and implemented curriculum for academically talented middle school students as part of a summer residential program in math, science, and technology. Co-taught with a herpetologist.

**National Audubon Society, Hog Island, Maine** (2000 to 2001)

Marine Biology (25 students per section, 2 sections annually)

Provided intensive instruction during a residential program on Maine coast. Co-taught with an oceanographer.

**Science Department, Trevor Zoo at Millbrook School, New York** (1999 to 2000)

Teaching Faculty in Residence (Student body = 180 high school students)

Supervised animal care of 140 animals, including 7 endangered species, by students at an AZA-accredited zoo.

### **Mentoring of undergraduates in research (research advisor for 140 students)**

**University of Wisconsin-Eau Claire (2022-present, 31 undergraduates)**

Isabelle Rourse (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected Spring 2028)

Robin Pence (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected Spring 2027)

Liam Lamb (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected Spring 2027)

Arwen Laurence Jessoe (B.S. in Ecology & Environmental Biology and Geology, UW-Eau Claire—Expected Spring 2026)

Ashley Marie Luhtala (B.S. in Biology and Neuroscience Liberal Arts, UW-Eau Claire— Expected Spring 2027)

Markus Andrew Maas (B.S. in Biology and French Liberal Arts, UW-Eau Claire—Expected 2027)

Stephanie C Goff (B.S. in Biology Liberal Arts, UW-Eau Claire—Expected Spring 2027)

Liv Glen Roberts (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected Spring 2027)

Morgan Lynn Aldana (B.S. in Biology Liberal Arts, UW-Eau Claire— Expected Spring 2026)

Kylie Gifford (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected 2026)

Logan Meacham (B.S. in Biology Liberal Arts, UW-Eau Claire—Expected Spring 2026)

Leo Pierce (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected Spring 2026)

Grace Hilst (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected Spring 2026)

Jada Wahl (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected Spring 2026)

Ella Oestreicher (B.S. in Ella Oestreicher, UW-Eau Claire—Expected Spring 2026)

Katelyn Boche (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected Dec. 2025)

Adeline Grace Goeltl (B.S. in Biology and Physics, UW-Eau Claire—Expected Dec. 2026)

Victoria Carlsten (B.S. in Biology, Liberal Arts, UW-Eau Claire—Expected 2025)

Joey Ingretson (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected Spring 2025)

Megan Jones (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Expected 2025)

Mackenzie Miner (B.S. in Ecology & Environmental Biology, UW-Eau Claire—Spring 2025)

Tia Agdeppa Ravara (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Spring 2025)

Maddison Mueller (B.S. in Ecology & Environmental Biology, UW-Eau Claire – Dec. 2024)

Ben Adams (B.S. in Biology, Liberal Arts, UW-Eau Claire—Dec. 2024)

Ilka Marcella Malin (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Spring 2024)

Mari Podas (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Dec. 2024)

Grace Wainwright (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Spring 2024)

Ellie Louise Williamson (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Spring 2024)

Patrick, Caitlin (B.S. in Biology, Liberal Arts, UW-Eau Claire – Dec. 2023)  
Alyssa Codder (B.S. in Ecology and Environmental Biology, UW-Eau Claire – Dec. 2023)  
Ginseng Vang (B.S. in Biology, UWEC-Eau Claire— Spring 2023)

### **Mills College (2012-2023, 91 undergraduates)**

Zoe Midthun (B.S. in Biochemistry, Mills College – Transferred in 2023 after merger with Northeastern University)  
Lijin Zeng (B.S. in Chemistry, Mills College – Transferred in 2023 after merger with Northeastern University)  
Erika Rodriguez (B.S. in Biology, Mills College at Northeastern University – Spring 2025)  
Deborah Gonzalez (B.S. in Biology, Mills College at Northeastern University – Spring 2025)  
Amelia Binnett (B.S. in Biology, Mills College at Northeastern University – Spring 2023)  
Shayan Vijay Chetty (Post Bac Pre-Med Certificate, Mills College at Northeastern University— Spring 2023)  
Savannah McCoy (B.S. in Biology, Mills College at Northeastern University – Spring 2023)  
Rachel McCreary (B.S. in Biology, Mills College at Northeastern University – Spring 2023)  
Hannah Powell (B.S. in Biochemistry, Mills College at Northeastern University – Spring 2023)

Haifa Algabri (B.A. in Biopsychology and Public Health & Health Equity, Mills College – 2022)  
Gray Adams (B.S. in Biochemistry & Molecular Cell Biology, Mills College – 2022)  
Angela Amaro (B.A. in Studio Art, Minor in Biology, Mills College – 2022)  
Sarah Barton (B.A. in Biology, Mills College – 2022)  
Lizzy Dixon (B.A. Biology, Mills College –2022)  
Katja Hodnett (B.S. in Biopsychology, Mills College – 2022)  
Mimi Lucking (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2022)  
Robin Mitchell (B.A. in Biology, Mills College – 2022)  
Cassie Oberhauser (B.A. Biopsychology, Mills College – 2022)  
Riya Rampalli (B.S. Environmental Science, Mills College – 2022)  
Tess Waxman (B.A. in Public Health Equity, Mills College – 2022)

Zaynab Alrashid (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2021)  
Jada Baldoza (B.S. in Biochemistry and Molecular Biology, Mills College – 2021)  
Liv Coletta (B.A. in Biology, Mills College – 2021)  
Sophie Conroy (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2021)  
Jasper DeCuir (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2021)  
Abigail Jeffers (B.S. in Biochemistry and Molecular Biology, Mills College – 2021)  
Iris Kilmister (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2021)  
Ashe Lilly (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2021)  
Bailey Meadows (B.A. in Biology, Mills College – 2021)  
Sayaka Mochizuki (B.S. in Biology, Mills College – 2021)  
McKenzi Thompson (B.S. in Biochemistry and Molecular Biology, Mills College – 2021)  
Tess Weinberger (B.S. in Biochemistry and Molecular Biology, Mills College –2021)

Madeline Collender (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2020)  
Catherine Dong (B.A. in Cell and Molecular Biology, Mills College – 2020)  
Sarah Dawson (B.A. in Environmental Science, Mills College – 2020)  
Shelby Krout (B.A. in Cell and Molecular Biology, Mills College – 2020)  
Aine Piedad (B.S. in Biochemistry & Molecular Cell Biology, Mills College – 2020)  
Erika Reina (B.A. in Biology, Mills College – 2020)  
Ryann Rourk (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2020)  
Marie Schulte-Bisping (B.A. in Biology, Mills College – 2020)  
Emily Tepler (Post-Baccalaureate Pre-Medical Program, Mills College – 2020)  
Kianna Von Maydell (B.A. in Biochemistry & Molecular Cell Biology, Mills College – 2020)  
Sarah Wallin (B.A. in Studio Art, Minor in Biology, Mills College – 2020)  
Rowan Weir (B.A. in Biopsychology, Mills College – Expected 2020)  
Maddie Buhbe (B.S. in Biology, Ecol., Evolution & Behav. Conc., Mills College – 2019)  
Imani Smith (B.S. in Biology, Ecology, Evolution & Behavior Conc., Mills College – 2019)

Masha Soshnin (B.S. in Chemistry, Mills College – 2019)  
 Maia Ziaee (B.A. in Cell and Molecular Biology & Music, Mills College – 2019)

Anna Burton (B.A. in Sociology and Minor in Environ. Studies, Mills College – 2018)  
 Riana Hunter (Barrett Scholar, B.A. in Biology & Math Minor, Mills College – 2018)  
 Siu Sahn Foo (B.S. in Environmental Science, Mills College – 2018)  
 Bianna Lomeli (Barrett Intern, B.S. in Biology, Mills College – 2018)  
 Sian Morris (B.S. in Biochemistry, Mills College – 2018)  
 Erika Pendleton (Barrett Assistant, B.S. in Biology & Math Minor, Mills College – 2018)  
 Sabrina Sexton (B.S. in Biology, EEB Conc., Mills College – 2018)  
 Julia Spencer (Barrett Scholar, B.S. in Biochemistry, Mills College – 2018)  
 Maya Tillo (B.A. in Biology, EEB & Fine Arts, Mills College – 2018)  
 Cece Working (Barrett Assistant, B.A. in Biology, EEB Conc., Mills College – 2018)

Dale Anderson (B.A. in Biology, EEB Conc., Mills College – 2017)  
 Clara Burton (Barrett Scholar, B.S. in Biochemistry, Mills College – 2017)  
 Jenny Cumbie (Barrett Scholar B.A. in Biology, EEB Conc., Mills College – 2017)  
 Denisse Gamboa (B.S. in Biology, Mills College – 2017)  
 Cameron Jang (Barrett Scholar, B.A. in Biopsychology, Mills College – 2017)  
 Shima Kaid (B.S. in Biology, Mills College – 2017)  
 Chelsea Ortiz (Barrett Scholar B.As. in Biology, EEB Conc. & Dance, Mills College – 2017)  
 Sarah Travenick (B.A. in Biology, Ecological Theory & Practice Track, Mills College – 2017)  
 Annie Wolf (B.S. in Biology, Mills College – 2017)

Chloe Annand (Barrett Assistant, B.A. in Biology, Mills College – 2016)  
 Lauren Burke (B.A. in Biology, Ecological Theory & Practice Track, Mills College – 2016)  
 Risa Gearhardt (B.S. in Biology and Environmental Studies, Mills College – 2016)  
 Shea Hamilton (Barrett Scholar, B.S. in Biology, Mills College – 2016)  
 Hsin-Hung Lin (B.S. in Biochemistry & Molecular Biology, Mills College – 2016)  
 Clare Randt (Post-Baccalaureate Pre-Medical Program, Mills College – 2016)  
 Sandeep Sagoo (B.A. in Biopsychology, Mills College – 2016)  
 Kay Singh (Barrett Scholar, B.S. in Biology, Mills College – 2016)

Chelsea Carminito (Barrett Scholar, B.A. in Biology, Mills College – 2015)  
 Kate Haughton (Barrett Assistant, B.S. in Biology, Mills College – 2015)  
 Berenice Mosqueda (B.S. in Biopsychology, Mills College – 2015)  
 Sasha Reed (B.S. in Biology, Mills College – 2015)  
 Lily Radanovich (Barrett Scholar, B.A. in Biopsychology, Mills College – 2015)  
 Lisa Surber (B.S. in Biology, Mills College – 2015)  
 Minnie Vo (Barrett Scholar, B.S. in Biology, Mills College – 2015)

Valeska Denitze Muñoz (Barrett Scholar, B.S. in Biology, Mills College – 2014)  
 Kate Lee Newcomb (Barrett Scholar, B.S. in Biology, Mills College – 2014)  
 Imani Russell (Barrett Scholar, B.S. in Biology, Mills College – 2014)  
 Shaima Syed (B.A. in Biology, Mills College – Expected Fall 2014)  
 Julia Zirinsky (Post-Baccalaureate Pre-Medical Program, Mills College – 2014)

Susan Anthony (B.S. in Biology, Mills College – 2013)  
 Lauren Kong (Barrett Assistant, B.S. in Biology, Mills College – 2013)  
 Diana M. Ruiz (B.S. in Biology, Mills College – 2013)  
 Chelsea Satterwhite (B.S. in Biology, Mills College – 2013)

**University of California Los Angeles (2010-2012, 6 undergraduates)**

Lawrance Chung (Honors thesis 2012, B.S. in Biology, UCLA – 2013)  
 Rachel Stafford-Lewis (Honors thesis, B.S. in Microbiology & Molecular Genetics, UCLA – 2013)  
 Mega Patel (B.S. in Biochemistry, UCLA – 2013)  
 Emery Valencia (B.S. in Evolutionary Biology & Ecology, UCLA – 2012)

Jeffrey Sanker (B.S. in Biology, UCLA – 2012)  
Daphna Reed (B.A. in Classic Civilization, UCLA – 2012)

### **Michigan State University (2005-2010, 12 undergraduates)**

Stacey Piotrowski (B.S. in Zoology, MSU – 2011)	Heather Richards (B.S. in Zoology, MSU – 2010)
Sandra Memenis (D.V.M., MSU – 2010)	Jill Estrada (B.S. in Zoology, MSU – 2009)
Kari Mitsos (B.S. in Zoology, MSU – 2009)	Steph Dawes (B.S. in L.B. Biology, MSU – 2009)
Alison Cole (B.S. in Zoology, MSU – 2008)	Jill Kallenbach (B.S. in L.B. Biology, MSU – 2008)
Katie Powning (B.S. in Zoology, MSU – 2007)	Katie Graham (B.S. in Zoology, MSU – 2007)
Jessica Logan (B.S. in Zoology, MSU – 2006)	Adrienne Hopper (B.S. in Zoology, MSU – 2007)

### **Grants and fellowships to student mentees** (to support our research)

Diversity Mentoring Program, Office of Research & Sponsored Programs (ORSP), University of Wisconsin – Eau Claire

- Supporting diversity in student-faculty research collaboration with Jada Wahl (2024-2025)
- Supporting diversity in student-faculty research collaboration with Mackenzie Miner (2024-2025)
- Supporting diversity in student-faculty research collaboration with Grace Wainwright (2023-2024)
- Supporting diversity in student-faculty research collaboration with Morgan Lynn Aldana (2023-2024)
- Supporting diversity in student-faculty research collaboration with Tia Ravara (Summer 2023; Spring 2024)
- Supporting diversity in student-faculty research collaboration with Alyssa Corder (Summer & Fall 2023)
- Supporting diversity in student-faculty research collaboration with Ginseng Vang (2022-2023)

Student-Faculty Research Collaboration, ORSP, University of Wisconsin – Eau Claire

- Undergraduate Scholarly Projects in Summer & Academic year (2025-2026)
  1. "Ecological implications of novel vole hunting for California ground squirrels"
    - Jada Wahl, Ella Oestreicher, and Joey Ingbreton
  2. Physiological responses of beavers to changing environments
    - Katelyn Boche, Grace Hilst, Leo Pierce, Robin Pence, Liam Lamb
- Undergraduate Scholarly Projects during the academic year (2024-2025)
  3. "Linking human activity to behavioral and stress reactivity in social mammals"
    - Maddie Mueller, Mari Podas, Joey Ingbreton
  4. -Kinship, social tolerance, and intergroup cooperation in a socially tolerant mammal"
    - Ella Oestreicher, Jada Wahl, Mackenzie Miner
  5. Blugold Beaver Biology.
    - Kylie Gifford, Liam Lamb, Sophia Pence, & Leo Pierce
- Undergraduate Scholarly Projects during the academic year (2023-2024)
  6. Stress, sociality, & the gut microbiota in free-living mammals
    - Ellie Williamson, Ilka Malin, Caitlin Patrick
  7. We will survive: Age-structured survival of prey in a semi-urban park
    - Mari Podas, Ben Adams
- Undergraduate Scholarly Projects during the academic year (2022-2023)
  8. Caught on Camera: Are humans a safety cue for mammalian vertebrates?
    - Alyssa Codder, Ilka Malin, Tia Ravara
  9. What's that noise? Alarm-calling in CA ground squirrels
    - Victoria Carlsten, Grace Wainwright, and Ellie Williamson
- Undergraduate Scholarly Projects in Summer (2023)
  10. The sociality, stress, and microbiome nexus in free-living mammals –
    - Grace Wainwright, Victoria Carlsten, and Maddie Mueller (SFRC Fund)
  11. Caught on Camera: Are humans a safety cue for mammalian vertebrates?
    - Alyssa Codder and Tia Ravara (Diversity Mentoring Fund)

Biology Research Scholars Program, Biology Department, University of Wisconsin – Eau Claire

- o 2025-2026: Katelyn Boche, Kylie Gifford Liam Lamb, Sophia Pence, Leo Pierce, Grace Hilst
- o 2024-2025: Ben Adams, Joey Ingretson, Megan Jones, Mackenzie Miner, Ella Oestreicher, and Jada Wahl
- o 2023-2024: Ilka Malin, Ellie Williamson, Tia Ravara, Grace Wainwright, Victoria Carlsten, and Maddie Mueller

National Science Foundation

- o Graduate Research Fellowship: Chelsea Ortiz (2018-2021, \$138,000; advisor @UC-Davis = Andy Sih)
- o Graduate Research Fellowship, Honorable Mention: Erin Person (advisor @UC-Berekeley = Eileen Lacey)
- o Graduate Research Fellowship, Honorable Mention: Cyndi Frausto (advisor @ UCLA = Peter Nonacs)

American Society of Mammalogists

- o Grants in Aid, Erin Person (2020, \$1,500)

Animal Behavior Society

- o Charles H. Turner Award of the Diversity Committee, Zaynab Alrashid (2021, virtual meeting)
- o Animal Behavior Society Research Grant, Amanda Robin (2021, \$1,100)
- o Charles H. Turner Award of the Diversity Committee, Imani Smith (2019, \$2,000)
- o Charles H. Turner Award of the Diversity Committee, Denisse Gamboa (2017, \$2,000)
- o Diversity Fund Award, Chelsea Ortiz (2017 & 2019, \$600)

Society for Comparative and Integrative Biology

- o Charlotte Magnum Student Travel Awards in 2016: Clara Burton, Denisse Gamboa, & Cece Working
- o Broadening Participation Travel Award: Denisse Gamboa (2016, \$500)

Undergraduate Research Opportunity Program (UROP), Provost Office, Mills College, CA

- o 2020-2021: Sophie Conroy (\$500), Jada Baldoza (\$500)
- o 2019-2020: Jada Baldoza (\$500), Kianna von Maydell (\$500), Ryann Rourk (\$162)
- o 2018-2019: Kianna von Maydell (\$500), Maia Ziaee (\$100)
- o 2017-2018: Julia Spencer (\$100), Erika Pendleton (\$500), Riana Hunter (\$500)
- o 2016-2017: Jenny Cumbie (\$500), Denisse Gamboa (\$250), Sian Morris (\$445)
- o 2015-2016: Chloe Annand (\$250), Clara Burton (\$500), Jenny Cumbie (\$250)

Russell Women in Science Fellowships, Department of Chemistry, Mills College, CA

Hannah Powell (2022, \$6,000 + housing)

Lijin Zeng (2022, \$6,000 + housing)

Jill Barrett Research Fellowships, Department of Biology, Mills College, CA

- o Mimi Lucking ('21 & '22, \$10,000 + housing)
- o Deborah Gonzalez (2022, \$6,000 + housing)
- o Robin Mitchell (2021, \$4,000)
- o Zoe Midthun (2022, \$6,000 + housing)
- o Zaynab Alrashid ('21, \$4,000 + housing)
- o Sayaka Mochizuki ('20 & '21, \$8K + housing)
- o Haifa Algabri (2020, \$2,500)
- o Tess Waxman (2020, \$2500)
- o Ryann Rourk (2020, \$2,500 + housing)
- o Sarah Barton (2020, \$2500)
- o Sarah Wallin (2020, \$2,500 + housing)
- o Jada Baldoza ('19-'21, \$10.5K + housing)
- o Sophie Conroy ('19-'21, \$12K + housing)
- o Kianna v. Maydell ('19-20, \$6,500 + housing)
- o Angela Amaro (2022, \$6,000 + housing)
- o Cassie Oberhauser (2022, \$6,000 + housing)
- o Livia Coletta (2021, \$4,000 + housing)
- o Amelia Binnett ('21 & '22, \$10,000)
- o Jasper DeCuir (2019, \$2500 + housing)
- o Maia Ziaee (2019, \$4000 + housing)
- o Shelby Krout (2019, \$2,500 + housing)
- o Imani Smith (2019, \$2500)
- o Masha Soshnin (2019, \$2,500 + housing)
- o Mckenzi Thompson (2019, \$2500)
- o Riana Hunter (2018, \$4,000 + housing)
- o Erika Pendleton (2018, \$2300)
- o Jenny Cumbie (2017, \$4,000 + housing)
- o Chelsea Ortiz (2017, \$4,000)
- o Julia Spencer (2017 & '18, \$4,700 + housing)

- o Cece Working (2016, \$2,400 + housing)
- o Denisse Gamboa (2016, \$4,000 + housing)
- o Cameron Jang (2016, \$4,000 + housing)
- o Shea Hamilton (2015, \$4,000 + housing)
- o Kate Haughton (2015, \$2,400)
- o Lily Radanovich (2015, \$4,000 + housing)
- o Chelsea Carminito (2015, \$4,000 + housing)
- o Kay Singh ('14 & '15, \$6,400/2yrs + housing)
- o Chloe Annand (2016, \$2,400 + housing)
- o Clara Burton ('15 & '16, \$6,400 + housing)
- o Minnie Vo ('13 & '14, \$8,000/2yrs + housing)
- o Valeska Muñoz ('13 & '14, \$8,000 + housing)
- o Lauren Kong (2013, \$3,200 + housing)
- o Imani Russell (2013, \$4,000 + housing)
- o Kate Lee Newcomb ('13-14, \$8K + housing)

#### National Science Foundation (NSF) Research Experience for Undergraduates (REU) Fellows

- o Kianna von Maydell (2018, \$4,000 stipend)
- o Bianna Lomeli (2018, \$2,000 stipend)
- o Julia Spencer (2017 & 2018, \$3,600 stipend over two summers)
- o Lawrence Chung (Summer 2012, \$6,000 stipend + room & board)
- o Riana Hunter (2017, \$4,000 stipend)
- o Dennise Gamboa (2017, \$2,400 stipend)

#### Undergraduate Research Fellow & Honors Summer Scholar, Vice Provost Office, UCLA

- o Lawrence Kon-Yip Chung (Spring/Winter 2012, \$2,000; Summer 2012, \$1,000)

#### College of Natural Science Undergraduate Research Grants, MSU:

- o Heather Richards (2010, \$2,000)
- o Stephanie Dawes (2007, \$2,000)
- o Jill Estrada (2009, \$2,000)
- o Alison Cole (2008, \$2,000)

#### Fowler Endowed Undergraduate Research Stipends, MSU:

- o Alison Cole (2008, \$3,500)
- o Stephanie Dawes (2007, \$2,000)
- o Katie Graham (2007, \$3,500)
- o Alison Cole (2008, \$2,000)

## Academic service

### University and College Service –University of Wisconsin - Eau Claire (appointed and elected)

#### **College of Arts and Sciences Representative, Assessment Committee (2023-present)**

Appointed to help evaluate how well students meet established learning outcomes in the Liberal Education Core (LE) and in academic programs (majors, minors, and certificates). Support of the university's ongoing commitment to excellence through assessing student learning and program quality.

#### **College of Arts and Sciences Representative, IACUC (2023-present)**

Collaborate with university and non-university community members to oversee and review the care and treatment of animals in all animal study areas, including Humane Care and Use of Laboratory Animals.

#### **Marine Science Minor, Academic Advisor (2025-present)**

Support student academic experience (i.e., coursework, internship or research) at marine labs and field locations. Coordinate learning experiences with Gulf Coast Research Lab (GCRL) in Ocean Springs, Mississippi.

### Departmental Service – Biology Department, University of Wisconsin - Eau Claire

#### **Curator of Biological Collections, Biology Department (Fall 2024-present)**

Oversee acquisition, use and storage of dry mounts and wet specimen to support new curricula and building designs. Managing student projects and developing a new database of records for collection.

#### **James Newman Clark Bird Museum Committee, Biology Department (Summer 2024-present)**

Collaborating with faculty, staff, and community partners to move collections, design displays, and create museum in new science building. Assisting in fundraising to support new design for project.

#### **Departmental Representative, Scholarship Committee (Spring 2023-present)**

Support the biology curriculum including the proposal of new courses and changes to existing ones.

#### **Departmental Representative, Curriculum Committee (Fall 2023-present)**

Support the biology curriculum including the proposal of new courses and changes to existing ones.

#### **Equity, Diversity, and Inclusion Working Group/Committee, Biology Department (Spring 2023-present)**

Collaboratively promote equity and access for students, faculty and staff through initiative and programming.

Hosted “#I am a biologist because” event to highlight the representation in the biology department.

#### **Search Committee, Biology Department (Spring 2023-present, *ad hoc*)**

Seek approval for searches, post job ads, evaluate applications, and interview candidates for faculty/staff:

1. Neurobiologist (Fall 2024)
2. Conservation Biologist (Fall 2023)
3. Greenhouse Manager (Spring 2023)

#### **Faculty Advisor, Reef Team (2022-present)**

Guide students in all aspects of maintaining living coral reefs in Biology Department, including recruitment of excellent care of fishes and development of new projects and marketing for the team. Mentor students for academic credit – wishing to complete their service learning and community-engaged learning requirements.

#### **Speakers hosted to give presentations for UWEC students**

2025 – Lisa Surber-Cunningham, Evolution, Ecology, & Behavior, University of Illinois— Urbana-Champaign (Fall)

2024 – Erin Person, Integrative Biology, University of California — Berkeley (Spring)

2023 – Imani Russell, Ecology, Evolution, & Marine Biol., University of California – Santa Barbara (Fall)

2023 – Stotra Chakrabarti, Biology Department, McCallister College, Minnesota (Spring)

2022 – Chelsea Ortiz-Jimenez, Animal Behavior Group, University of California Davis (Fall)

#### **Departmental Service – Biology Department, Mills College**

##### **BIPOC Student and Community Ally, STEM Faculty Diversity & Inclusion Action Committee (2020-2022)**

Established during the #ShutDownSTEM and #ShutDown Academia events of Summer 2020, a coalition of faculty joined to reject all forces of racism, recognize all forms of privilege, and do the arduous work to be proactive about inclusion in teaching and mentoring. Welcoming input and feedback from all who wish to give it, we recognize our responsibility to examine our past, present, and future actions to evaluate effectiveness.

##### **Chair and Department Head, Biology Department (2019-2022)**

Major duties include managing and evaluating faculty (for retention, tenure, and promotion) and staff, communicating with registrar, organizing student events and awards, developing/assessing curricular changes, managing multiple budgets and space allocation for multiple classrooms and labs, advocating on behalf of students and faculty, addressing student and faculty DEI concerns in consultation with HR and the Provost.

##### **Program Director, Jill Barrett Research Program in Biology (2019-2022)**

Major duties include writing grants, communicating with donors, recruiting/selecting student applicants for the 11-week summer program. Leading all aspects of the year-round program from supporting student success and managing a budget to host weekly lab meetings with students and supporting all aspects of the annual symposium of oral and poster presentations, a large event open to the Mills community and beyond.

### **Curator, Vertebrate Zoology Collection (2012-2022)**

Responsible for all aspects of the museum from specimen preparation and acquisitions to updating collecting permits to manage student projects and a database with a current catalog of records for the collection.

### **Faculty Advisor, Pre-Vet Club (2013-2022)**

Guide students in all aspects of their academic preparation for veterinary medicine and offer opportunities for student leadership. Students regularly go on to pursue veterinary medicine at top programs in the world (e.g., UC-Davis, Royal Veterinary College of London, Penn State University, U. of Wisconsin—Madison).

### **Search Committees, Biology Department (2013-2022)**

Seek approval for searches, post job adds, evaluate applications, and interview candidates for staff and faculty for various positions such as the Director of Botanic Garden (2013), Plant Ecologist (2014-2015), Molecular Cell Biologist (2015-2016), Biology Lab Manager (2020), and multiple adjunct faculty (2019-present).

## **Divisional Service – Natural and Health Sciences, Mills College**

### **Curator, Educational Displays in Natural Science Cabinet (2013-2022)**

Commissioned work to construct a new display case to support engagement with the disciplines of biology and chemistry. Coordinated with faculty and students to create dioramas to promote student learning.

### **Program Committees, Division of Natural and Health Sciences (2013-2022)**

Served on multiple academic communities, helping to recruit students, review and assess the program in consultation with outside reviewers and the Provost Office and oversaw all changes in the curriculum.

- **Environmental Science Program Committee** (2013-present)
- **Biopsychology Program Committee** (2013-present)
- **Public Health & Health Equity Program Committee** (2017-present)
- **Environmental Studies Program Committee** (2013-2015)

### **Co-organizer, Russell Women in Science Lecture Series (2013-2018)**

Coordinated daylong events on campus highlighting the importance of women in science.

### **Secretary, Division of Natural and Health Sciences (2012-2014)**

Reported comments and concerns for each agenda item from division meetings to Provost.

### **Speakers hosted to give presentations for Mills College students**

2021 – Amy Fowler, National Marine Fisheries Service, Office of Protected Resources at NOAA, Silver Spring, MD.

2021 – Dave Catania, Ichthyologist, California Academy of Sciences, San Francisco, CA

2021 – Roxanne Beltran, Assistant Professor of Ecology & Evolutionary Biology, UC-Santa Cruz

2021 – Dana Carrison-Stone, Spineless: Discovery of Marine Invertebrates, Exploratorium

2020 – Chelsea Carminito, Veterinary Assistant, UC-Davis

2020 – Lisa Surber, Biology Department, Sonoma State University, CA

2018 – Isaac Ligocki, Evolutionary Game Theory in Marine Systems, The Ohio State University, Ohio

2018 – Freddy Herrera, Biodiversity Conservation Research, Operation Wallacea

2017 & 2018 – Dana Carrison-Stone, Discovery of Two Barnacle Species, Exploratorium, CA

2016 – Tali Hammond, Vertebrate Responses to a Changing World, UC-Berkeley

2016 – Zoomobile, Oakland Zoo, Oakland, CA

2016 – Dale Anderson, Rescue Paws, Thailand

2015 – Bree Putman, University of California-Davis

2014 – Imani Russell, Reforestation Research, Third Millennium Alliance, Ecuador

2012 – Michael Marchetti, Biological Invasions, St. Mary's College, CA

### **College-wide Committees (Elected & Appointed) – Mills College**

Mills Bridge Advocacy Team (BMBAT) in support of LGBTQIQ2PAG students (2014-2022)

Chair (present), International Studies & Study Abroad Committee (2013-2022)

Founder, Institutional Animal Care & Use Committee (2012-2022)

*Phi Beta Kappa*, Mills College Chapter (2013-2022)

Sustainability Committee (2020-2022)

*Ad hoc* Committee, Faculty Governance Task Force (2020, appointed by President's Office)

Search Committee for Associate Provost for Teaching, Learning & Faculty Affairs (2017-2018)

Chair, Core Curriculum Committee (2016-2018)

Curricular Transformation Task Force (2014-2015)

Committee on Equity, Inclusion, and Social Justice (2013-2016)

### **Support of College Work & Events – Mills College**

Mock Lectures and Experience Mills Day (Fall 2012—2021, 1-3 talks annually)

Creator of [Biology at Mills College](#) promotional video for Admissions during shelter in place (2020)

Mills ["It's a wrap"](#) video by Sarah Nash about student opportunities, including research (2019)

Admissions Events and Preview Days (2013-ongoing; ~2 talks and/or events per year)

Research Opportunities in Science, Hellman Program, Mills College (2017-2022, one talk annually)

Co-organizer, Annual Russell Women in Science Lecture (RWIS; 2013-2017)

Mills Quarterly, "It Came from Beneath the Sea" by Linda Schmidt (2017)

Mills Quarterly, "Creature Features" by Linda Schmidt (2016)

Team Squirrel Video, Produced by Bill Freais at TenFold; Distributed to Donors & Alumnae (2016)

Mills Quarterly, "Science in the Wild: Team Squirrel takes the Field" by Susan McCarthy (2014)

Science Technology Engineering and Mathematics, Themed-Housing Advisor (2016-2017)

Bay Area Exploration, Themed-Housing Community Advisor (2015-2016)

Science Living and Learning Community Advisor (2014-2015)

### **Service at UCLA and Michigan State University**

2011, *Organizer and Presenter*, Dog & Human Co-evolution Symposium, UCLA

Explained co-evolutionary processes shaping relationships between dogs and humans.

2010, *Member of Organizing Committee*, Institute for Society and Genetics' Symposium, UCLA,

Organized symposium of international scholars to discuss the roles of natural selection, artificial selection and culture on the co-evolution of dogs and humans.

2007, 2008, *University Representative*, Pre-View Reception, MSU

Recruited new students to the Honors College and the Academic Scholars Program.

2005-2006, *Student President*, Ecology, Evolutionary Biology, & Behavior Colloquium, MSU

Organized a weekly forum for graduate students to discuss current research projects.

2010, *Undergraduate Research and Arts Forum Judge*, College of Natural Science, MSU

Evaluated explanations and significance of undergraduate research.

2010, *Chapter President & Charter Member*, MSU Graduate Women in Science

Spearheaded efforts to reinstate the local chapter. Disseminated information, shared resources, and created a forum in which women may learn to succeed as independent scientists.

## **Extramural Professional and Community Service**

**External Ph.D. committees and exams** (Biology at UWEC & Mills College is undergraduate only)

**Tenure reviewer** (external examiner for promotion to tenure):

- o Biology Department, Kenyon College (Fall 2022)

**Ph.D. examiner** (external, international examiner for dissertation):

- o Nikki Jade Van de Weyer (Applied Biosciences, Macquarie University, Sydney, Australia, Fall 2025)  
Dissertation title, “ What triggers house mouse outbreaks in Australian cropping systems: Understanding the role of social structures on population regulation to better inform mouse management.”
- o Kathryn Holmes (School of Biological Sciences, The University of Western Australia, Fall 2022)  
Dissertation title, “The ontogeny of male alliance behaviour in wild juvenile bottlenose dolphins.”

**Ph.D. thesis committee member** (each student uses data from my team’s lab group project for their dissertation):

- o Marte Stensby (KD Fellow, Ecology Program, Univ. South-Eastern Norway, Frank Rosell’s Lab, 2024-now)
- o Erin Person (NSF GRP Honorable Mention, Integrative Biology, UC-Berkeley, Eileen Lacey’s Lab, 2017-2024)
- o Chelsea Ortiz-Jimenez (NSF GRP fellow, Department of Ecology and Evolutionary Biology, Animal Behavior Group, UC-Davis, Andy Sih’s Lab, 2017-2023)
- o Amanda Robin (NSF GRP fellow, Ecology, Evolution and Behavior, UCLA, Peter Nonac’s Lab, 2017-2023)
- o Erin Person (NSF GRP Honorable Mention, Integrative Biology, UC-Berkeley, Eileen Lacey’s Lab, 2017-2024)
- o Chelsea Ortiz-Jimenez (NSF GRP fellow, Department of Ecology and Evolutionary Biology, Animal Behavior Group, UC-Davis, Andy Sih’s Lab, 2017-2023)
- o Amanda Robin (NSF GRP fellow, Ecology, Evolution and Behavior, UCLA, Peter Nonac’s Lab, 2017-2023)

## **Promoting Diversity, Equity, and Inclusion (DEI) in STEM**

2024-ongoing (annually), Workshop & Panelist - [Upward Bound](#) Program, University of Wisconsin – Eau Claire

Led workshop and panel discussion to *fostering connections to offer low-income, first generation, and minoritized high school students a leg up on animal conservation and coding using [Blugold Supercomputers](#).*

2024-ongoing (annually), Workshop on Beaver Biology, [Freshwater Science Summer Field Experience](#), UWEC

*Hosted beaver biology trainings and hands-on wildlife experience for high school students at [Beaver Creek Reserve](#) as part of the and [Freshwater Collaborative of Wisconsin](#).*

2024, Environmental Science Day Volunteer during [Earth month](#), University of Wisconsin – Eau Claire

Organized group from my lab to contribute posters to share with 41 students from nearby high schools.

2024, Peer-mentoring, Center for Teaching & Learning, University of Wisconsin – Eau Claire

Contributed to welcoming new faculty to the campus and fostering connections around teaching.

2023-ongoing, Biology Department Working Group/Committee, University of Wisconsin – Eau Claire

Engage in bi-weekly meetings to promote EDI goals within the department as it relates student and faculty.

Among other topics and activities, contribute to hosting a seminar series aimed at elevating diverse voices.

2023-ongoing (annually), Reunion Organizer, Weaving the Future of Animal Behavior (virtual)

Organize online reunion to offer professional advice and mentoring to early career professionals

establishing research, teaching, and mentoring programs.

2023, Invited Educator, Skype A Scientist ([www.skypeascientist.com](http://www.skypeascientist.com))  
 Educated first-graders in Oklahoma about animal adaptations in the arctic by offering students the opportunity to ask their questions through a program connecting scientists with classrooms all over the globe.

2023, Abstract Reviewer, National Council of Undergraduate Research (NCUR)  
 Evaluated the quality of the data, presentation, and implications of student research.

2019-ongoing. Mentor of Young Professionals, *Weaving the Future of Animal Behavior* (WFAB)  
 Mentor postdocs and assistant professors in the field of animal behavior on all aspects of navigating academia from grant writing to setting up a lab and effective teaching to work/life (un)balance and issues of DEI.

2021, Mentor for Young Professionals, Western Section of the Wildlife Society Annual Meeting (virtual)  
 Assisted students in navigating a virtual meeting and career decisions related to the study of wildlife.

2021, Judge of Student's Oral Presentations, Western Section of the Wildlife Society Annual Meeting (virtual)  
 Evaluated the quality of the data, presentation, and implications of student research.

2019, Invited Panelist, Weaving the Future of Animal Behavior, University of Chicago  
 Offered professional advice and mentoring to postdoctoral researchers and assistant professors about establishing research, teaching, and mentoring programs during a daylong pre-conference workshop.

2019, Invited Panelist, Weaving the Future of Animal Behavior, Arizona State University  
 Offered professional advice and mentoring to postdoctoral researchers and assistant professors about establishing research, teaching, and mentoring programs during a 3-day intensive retreat.

2019, Invited Panelist, Careers in Teaching, Dept. of Environ. Science, Policy, & Management, UC-Berkeley,  
 Offered professional advice and mentoring to graduate students and postdoctoral researchers about academic careers that include an emphasis on excellence in teaching.

2019, *Presenter*, [Ecofest, Lindsay Wildlife Experience, Walnut Creek, CA](#)  
 Educated wildlife rehabilitation and community members about the natural history of California ground squirrels and demonstrated ways biologists track wild mammals.

2017, *Presenter*, [Bay Area Science Festival](#)  
 Collaborated with members of my lab to award Wildlife Ambassador Certificates to 100s of Bay Area youth completing inquiry-based activities about studying wildlife.

- [Discovery Day at Cal State East Bay](#), Hayward, CA (October 2017)
- [Discovery Day at AT&T Park, San Francisco](#), CA (November 2017)

2016, Women in Science Seminar Series, Integrative Biology, University of California Berkeley  
 Facilitated discussion about navigating the academic job market and art of balancing the competing demands of teaching, mentoring, and research at a small liberal arts college.

2015, Workshop in Inclusive Teaching in Science, Technology, Engineering and Math (WIT-STEM)  
 Participated in a four-part workshop with emphasis on an individualized syllabus-study centered on inclusive teaching practices to increase student engagement and achievement in STEM.

2015, *Student Poster Session Judge*, Western Section of the Wildlife Meeting Conference, CA  
 Evaluated the quality of the data, presentation of the information, and implications of student research.

2013-2015, *Presenter*, Annual Outreach Fair, Animal Behavior Society  
 Educated the public about methods used to identify individual wild mammals.  
[Alaska Museum of Science and Nature](#), Anchorage, Alaska (June 2015)  
 Adventures in Animal Behavior, Princeton University, New Jersey (August 2014)

Natural History Museum, University of Colorado, Boulder, Colorado (August 2013)

2014, *Biologist*, Community Meetings hosted by the City of Berkeley. Offered insights about non-lethal approaches for managing California ground squirrels at Cesar Chavez Park, City of Berkeley.

2013, *Presenter*, Professional Development Course, University of California Davis  
Mentored postdoctoral scholars and graduate students about navigating the job search.

2011, *Presenter*, Broadening Participation in Ecology, RMBL, Gothic, Colorado,  
Educated undergraduates about the importance of diversity in the sciences. Offered tools and resources to help students overcome barriers that might otherwise limit participation.

2011, *Educator and Presenter*, Rocky Mountain Biological Laboratory, Gothic, CO  
Introduced friends and supporters of the lab to the fundamentals of marmot research.

2011, *Instructor for Marmot Week*, Rocky Mountain Biological Laboratory, Gothic, Colorado  
Introduced elementary students to the art and science of studying wild marmots.

2010, *Educator*, Frontiers in Science Weekend Workshop Series, Lansing, Michigan  
Provided research-based teaching modules to teachers with secondary science credentials, facilitating the integration of new scientific developments into the K-12 curriculum.

2010, *Career Day Presenter*, Friends School, Detroit, Michigan  
Introduced middle school students to the fields of evolutionary biology and zoology.

2009, 2010, *Darwin Discovery Day Presenter*, MSU Museum of Natural History  
On Charles Darwin's birthday, educated the public about evolutionary biology.

2005-2010, *Presenter, Math, and Science Conference for 6<sup>th</sup> Grade Girls*, Michigan  
Educated grade girls in the sixth grade about opportunities in science. Introduced ecological principles during the discovery workshop entitled, "Who eats whom in the web of life."

2008, *Educator*, Linking All Types of Teachers to International Cross-Cultural Education (LATTICE), Fostered partnerships with K-12 teachers and global scholars of education to heighten awareness of the interplay between cultural and ecological sustainability.

2003-2004, *Community Activism and Outreach*, Maasai Mara, Kenya  
Provided educational opportunities for middle-school girls about the value of wildlife and its conservation. Dispelled myths about spotted hyenas.

2004, *Presenter*, Behavioral Ecology of African Mammals Course, Kenya

2009-2012, *Honoraria Committee Member*, American Society of Mammalogists  
Recognize undergraduate and graduate students for excellence in mammalogy research.

2005-2009, *Science Olympiad Facilitator and Judge*, State Tournament, Michigan  
Organized competition. Assessed the design and written interpretation of experiments.

2008, *Invited Speaker*, ECO (Student Environmental Group), MSU  
Lead conversation about conservation and research opportunities in marine biology.

1997-1998, *Environmental Educator*, Colby College, Maine.  
Educated middle school students about the natural world and the value of its conservation.

## Communicating science through film, media, and press coverage (an incomplete list)

Documentary film, "*Wanted* (working title)," Directed by Stéphane Granzotto, France Télévisions, Nomad Productions (forthcoming)

WQOW-TV story, "[UW-Eau Claire students research dog personalities and social intelligence](#)," by ABC News 18 (Sept 2024)

WEAU-TV story, "[UW-Eau Claire partners with emBARK to study how dogs learn](#)," by NBC News 13 (Sept 2025)

"[Dog cognition research continues at UWEC](#)," Matthew Baughman from the Leader-Telegram (Oct 11<sup>th</sup> 2025) - front page - [PDF](#)

Los Angeles Times featured a conversation hosted by [Lila Seidman](#). "[There's more to California ground squirrels than the holes in your garden](#)," aired on August 9th, 2025, as part of the ongoing "Animal LA series" featuring wildlife and the environment.

iHeart, "[Cute Ground Squirrels Turn into Killers! - San Diego's Morning News](#) [San Diego's Morning News](#)" (July 31<sup>st</sup> 2025)

The Wildlife Magazine of the National Wildlife Federation, "[Attack of the killer squirrels?](#)" by Laura Tangleby (Summer 2025)

Hola Cultura, "[Rodent Boom: How climate change is leading to more rats in cities nationwide](#)" by Jamie Orozco (July 8<sup>th</sup> 2025)

Epsilon Scientific News Magazine, "[The Voice of the Jungle](#)" (*La Voix de la Jungle*) by Vincent Nouyrigat (Issue 49: June 2<sup>nd</sup> 2025)

Science magazine, "[Researchers push to include animal cultures in conservation policy](#)" ([PDF](#)) by María Paula Rubiano (May 2025)

Deutschlandfunk Kultur (one of three national radio stations in Germany), "[Female power among bonobos](#)" (May 2025)

Spectator, "[Relocation of James Newman Clark Bird Museum to come with challenges - The 500-species exhibit to move from Phillips Hall to new Science and Health Sciences building](#)" by Isabella Matczak (April 8, 2025) [PDF](#) + [Clark Museum Website](#)

WQOW News 18 Story, "[Planned UW-Eau Claire Bird Museum move brings unique challenges](#)" by Elliot Adams (March 2025)

Bay Nature, "[Even Ground Squirrels Got In On the Vole Feast Last Summer](#)" by Vishal Subramanyan (March 6th, 2025)

CNN, "[California squirrels are eating another rodent for the first time, new study finds](#)," By Julianna Bragg (Dec. 18th 2024)

SFGate, "[Bay Area squirrels are killing and decapitating en masse, study finds](#)," by [Suzie Dundas](#) (Dec. 18th 2024)

LiveScience, "[Killer squirrels have developed taste for flesh — and voles are running for their lives](#)" By Pat Pester (Dec. 19th 2024)

Science Alert, "[California Squirrels Have Developed a Taste For Meat in Surprise Discovery](#)" by Issam Ahmed (Dec. 19th 2024)

L.A. Times, "[California squirrels are now apparently hunting and eating other rodents](#)" by Sandra McDonald (Dec. 19th 2024)

BBC News - Discover Wildlife, "[Bloodthirsty squirrels develop a taste for meat: Scientists amazed as astonishing film footage captures them tucking into a tasty rodent dinner](#)," by Abigail Whyte (Dec. 20th 2024)

Smithsonian Magazine, "[Squirrels Are Displaying 'Widespread Carnivorous Behavior' for the First Time in a California Park, New Study Finds](#)" by Eli Wizevich (December 20th 2024)

The Washington Post, "[Squirrels were filmed feasting on tiny rodents. Scientists are perplexed](#)" By Kyle Melnick (Dec/ 23rd 2024)

National Public Radio (NPR), "[All Things Considered](#)" (Volume on!) by [Regina G. Barber](#) (December 2024)

National Public Radio (NPR), "[Short Wave](#)" with [Regina G. Barber](#) (Dec. 27th 2024) - [Why these squirrels are eating meat!](#)

Quirks & Quarks with Bob McDonald | CBC Radio: [Squirrels have developed a taste for vole flesh](#). (January 11th 2025).

Leader-Telegram - Eau Claire and the Chippewa Valley's Leading News Source since 1881, "[They eat what?: UWEC research uncover unusual carnivorous behavior of ground squirrels](#)" by Matthew Baughman (Dec. 27th 2024) [PDF](#)

National Public Radio (NPR), "[Wait, Wait, don't tell me!](#)" (Volume on!) with Host Peter Sagal - carnivorous squirrels made the news quiz (at end of the program)! (Dec. 2024)

Animal Planet's Show, '[How do Animals Do That](#)' featured our Long-term California ground Squirrel Project (Episode 39: Fall 2024) – See Facebook Post: [Discovery UK for sneak peak of the film footage at our field site](#).

WEAU News 13 Story, "[UW-Eau Claire students test dogs for study at emBARK](#)" by NBC news 13 (Sept 2024)

WQOW News 18 Story, "[UWEC student researchers test dog intelligence](#)" by ABC news 18 (Sept 2024)

Science, "[More playful young male dolphins father more offspring](#)" by Virginia Morell (June 2024)

Epsilon Scientific News Magazine, "[It all started with the couple](#)" by Héloïse Rambert (May 2024)

Epsilon Scientific News Magazine, "[Girl Power vs. the Alpha Male: Lessons from Animals](#)" by Alexandra Pihen (January 2024)

Wisconsin Public Radio, "[Team Squirrel' studies social behavior of ground squirrels at UW-Eau Claire](#)" by Lorin Cox (Dec. 2023)

Milwaukee Journal Sentinel, "[Understanding deer behaviors could help prevent collisions with cars](#)" by Cleo Krejci (Nov. 2023)

Leader-Telegram - Eau Claire and the Chippewa Valley's Leading News Source since 1881, "[UWEC's Team Squirrel analyzes field research in collaboration with UC-Davis](#)" by Matthew Baughman (November 2023) [PDF](#)

UWEC Newsroom, "[UW-Eau Claire biology team collaborates with University of California on field research](#)" by Holly Ober (November 2023)

UCLA Newsroom, "[Inequality not inevitable among mammals, study shows](#)" by Holly Ober (October 2023)

Phys.org, "[Inequality not inevitable among mammals, study shows](#)" (October 2023)

MyScience.org, "[Inequality not inevitable among mammals, study shows](#)" (October 2023)

Life Technology - Evolutionary Ecology, "[Inequality not inevitable among mammals, study shows](#)" (October 2023)

[The Colin McEnroe Show](#), Connecticut Public Radio (National Public Radio), "[In politics, is age really just a number?](#)" by Lily Tyson (September 2023)

Featured project and photo in "[CHAPTER 11: Animal Behavior, Cognition, and Human–Wildlife Interactions in Urban Areas](#)" in the Book "[Urban Biodiversity and Equity: Justice-Centered Conservation in Cities](#)" edited by Max Lambert and Christopher Schell (September 2023) [PDF](#)

Futurity, "[Are human dads oddly egalitarian? - not really](#)" by Karen Nikos (May 2023)

List 23, "[Humans are not the exception; they are also unique mammals](#)" by Amber Gibson (May 2023)

PHYS.org, "[Study looks at reproductive inequality in humans compared to other species](#)" by Karen Nikos-Rose (May 2023)

Science Daily, "[Humans are unique but not exceptional species of mammal](#)" by UC-Davis (May 2023)

SciTech Daily, "[The Egalitarian Illusion: humans are unique but not exceptional species](#)" by UC-Davis (May 2023)

UC-Davis News, "[Humans are unique but not an exceptional mammal](#)" by Karen Nikos-Rose (May 2023)

UWEC Bugold Discovery, "[Embarking into research](#)": Animal behavior class conducts dog research. (April 2023)

Wisconsin Public Radio, "[What shapes an animal's behavior?](#)" interview with Kate Archer Kent (April 2023)

WEAU News 13 Story, "[UW-Eau Claire class studying how dogs understand the world](#)" by NBC news 13 (March 2023)

CBS Sacramento News Story, "[University of Wisconsin is now offering a class called Animal Behavior](#)" (March 2023)

WQOW News 18 Story, "[UW-Eau Claire students test, 'How smart is your dog?'](#)" by ABC news 18 (February 2023)

[NPR Podcast Interview](#) for [Bay Curious](#), a podcast that answers questions about the San Francisco Bay Area, by Olivia Allen-Price (February 2023)

KQED News Story, "[Rodents, Rivers and Runoff: Why Parts of the Bay Area Flood, Where the Water Goes and How Animals Adapt](#)" by Amanda Font (February 2023)

The Swaddle, "[Researchers Discovered Privilege, Wealth Disparities Among Animals Too](#)" by Ananya Singh (Nov. 14th 2022)

UW-Eau Claire news story, "[UW-Eau Claire's student Reef Team cares for clownfish, urchins and other marine life in saltwater aquaria.](#)" by Judy Berthiaume (October 2022)

Discovery Magazine, "[These four animals depend on leadership to survive,](#)" by Sean Mowbray (September 2022, complete with a [YouTube video](#))

Interview for WQOW-TV news story, "[You Ask, We Answer: Why are there so many seagulls on the field at Memorial High School?](#)" by Katrina Lim (September 2022)

Experience Magazine, "[How once-overlooked animal skills are helping humans](#)" by Molly Callahan (September 2022)

[The Shape of the World Podcast](#), Interview focuses on the how the transfer of intergenerational wealth in the natural world produces a phylogeny of privilege and insights it provides into human behavior, by [Jill Riddell](#) (Fall 2022)

[The Animal Behavior Podcast](#), Interview focuses on patterns of leadership in animals and the value of long-term studies for training undergraduates in research, by Matthew Zipple (May 2022)

New York Times (in print & online) "[Checking Privilege in the Animal Kingdom,](#)" by Elizabeth Preston

Psych News Daily, "[New study finds that 'privilege' exists in the animal kingdom too](#)" by Douglas Heingartner

Salon, "[Squirrel privilege is real: Intergenerational wealth drives animal inequality](#)" by Nicole Karlis

Market Research Telecast, "[Animals, like humans, inherit assets and privileges that influence inequality](#)"

The World Economic Forum, "[Inequality is not confined to humans. Animals are divided by privilege, too](#)" by Douglas Broom AND a paired [video story](#) about it called, "[Animals pass on privilege too, scientists say](#)"

Public Broadcasting Service (PBS): "[Squirrel Movie!](#)" will feature our Briones Long-term Behavioral Ecology Project on California Ground Squirrels and other squirrels of North America in a movie all about squirrels, Directed by [Kevin McKinney](#) (filmed Summer 2021, in post-production)

[Mills Quarterly](#) (Fall Issue): "[Summer Research Programs Roar Back to Life](#)" by Allison Rost (Fall 2021)

[Kazoo Magazine](#): Featured female biologist and expert for the 'Wild Issue' focused on female leadership in nature, aimed at celebrating girls for being strong, smart, fierce, and true to themselves in collaboration through stories developed by top women in their fields. (Fall 2021) by Erin Bried

Bullfrog Films - invited comment on, "[Nature's Clean-up Crew](#)" by Robin Bicknell (August 2021)

The Ethogram, '[Field Notes: Risky Business](#)' – Story about our research with doctoral candidate, Chelsea Ortiz-Jimenez at UC-Davis. Edited by Josie Hubbard and Maggie Creamer (May 12<sup>th</sup>, 2021)

Berkeley Science Review, "[Why is everyone nuts for squirrels: North America's beloved rodent illuminates research from psychology to physics](#)" by Samvardhini Sridharan (April 12<sup>th</sup> 2021)

Animal Ecology in Focus, "[Integrating New Technological Advances and Classical Ecological Methods to Uncover the Secret Lives of Social Animals](#)" by Beth Preston (Jan. 20th 2021) [#StoryBehindthePaper](#)

Save Mount Diablo Blog, "[Researcher finds ground squirrels likely perceive humans as low risk](#)"

by Chelsea Ortiz-Jimenez (Jan. 13<sup>th</sup>, 2021)

Save Mount Diablo Blog, "[Scientist finds social behavior affects ground squirrel gut microbiome](#)"  
by Erin Person (Jan. 13<sup>th</sup>, 2021)

CNN London, "[How animals transfer power from one leader to another: Brute force, inheritance, and consensus](#)"  
by Katie Hunt (Jan. 20<sup>th</sup>, 2021)

The Guardian, "[Animal democracy: How different species choose – or depose – a leader](#)" by Paola Rosa-Aquino (Nov. 3<sup>rd</sup>, 2020)

National Geographic, "[How animals choose their leaders, from brute force to democracy](#)" by Brian Handwerk (Oct 22<sup>nd</sup>, 2020)

Popular Science, "[These prehistoric rodents were social butterflies](#)" by Kat Eschner (Nov. 3<sup>rd</sup> 2020)

Santa Fe Institute, "[New paper gives 'Gini index for evolutionary biology'](#)" (Oct 7<sup>th</sup> 2020)

Phys.org, "[Researchers propose an index for measuring 'reproductive skew' across animal species](#)" (Oct. 7<sup>th</sup> 2020)

New Scientist, "[Dominate or influence?](#)" by Emma Young (July 1<sup>st</sup> 2020)

Discover Magazine, "[From Animals to Human Society: What We Learn When Women Lead](#)" by Bridget Alex (Feb. 2020)

Save Mount Diablo Blog, "[The secret lives of squirrels underground: researching how squirrels build and use burrows](#)" by Amanda Robin (Feb. 2020).

Save Mount Diablo Blog, "[An integrated approach to understanding behavioral responses of free-living mammals to human-induced rapid environmental change](#)" by Jenn Smith (Jan. 2019).

Colby Magazine, "[Short forum: Squirrels and Mules](#)" by Gerry Boyle (December 2018)

Psychology Today, "[Lessons from Animals About Barriers to Female Leadership](#)" by Marc Bekoff (Oct. 9<sup>th</sup> 2018)

BBC News, "[Could the animal kingdom hold the secret to smashing the glass ceiling?: What animals tell us about female leadership](#)" by Lesley Evans Ogden (Sept. 26 2018)

New Scientist, "[The 7 non-human mammals where females rule the roost](#)" by Chelsea Whyte (Sept. 26<sup>th</sup> 2018)

"[Mills College Biology Professor Coauthors Research on the Social Personalities of California Ground Squirrels](#)"  
by Jeanne Herrera (July 2018) on [PRWeb](#). [Additional coverage by [iNaturalist](#) California Academy of Sciences, San Francisco, CA), [Weny News](#) (Horseheads, New York), [Crossroads Today ABC News Center](#) (Victoria, Texas), [NewsOn6](#) (Tulsa, Oklahoma), [NBC29](#) (Charlottesville, Virginia), [Fox40](#) (Binghamton, New York)].

Brains on! A podcast for kids & curious adults, "[What makes fun things fun?](#)" Interview and story by Molly Blume (Aug. 2018)

Mills Quarterly (Summer Issue): "[It Came from Beneath the Sea](#)" by Linda Schmidt (July 2017, pp. 24)

Mills Quarterly (Spring Issue): "[Creature Features](#)" by Linda Schmidt (March 2016, pp. 8-11) [PDF](#)

Voice of America, "[Animals offer leadership lessons to humans](#)" by Faiza Elmasry (Dec. 2015)

IFL Science, "[How do human leaders compare to animal ones?](#)" by Janet Fang (November 2015)

Science Daily, "[What makes a leader? Clues from the animal kingdom](#)" (November 2015)

Western Daily Press, "[Your boss is not as powerful as you might think – wild animals are true leaders, says a new study](#)" by Tina Rowe (November 2015)

Nature World News, "[Humans and Animals Lead Social Groups in Similar Ways, Researchers Say](#)"  
by Samantha Mathewson (November 2015)

Forbes, "[What elephants can teach the presidential candidates about leadership](#)" by Arlene Weintraub (Nov. 2015)

Forbes, "[Why Donald Trump couldn't lead a pack of hyenas](#)" by JV Chamary (Nov. 2015)

Market Business News, "[Qualities of leadership – learned from studying mammalian societies](#)" by Veronica Cruz (Nov. 2015)

Neuroscience News, "[The nature of leadership](#)" (November 2015)

Tech Times, "[What makes an effective leader? Leadership in animal kingdom gives clue](#)" by R. Doctor (Nov. 2015)

The Examiner, "[Experts prove animals are better leaders than humans](#)" by Paul Hamaker (November 2015)

"[Humans can become better leaders by observing other animals](#)" by Tameca L. Coleman (November 2015)

Discovery News, "[World's best leaders aren't human](#)" by Jennifer Viegas (November 2015)

The Campanil: "[Updated vertebrate collection provides backbone for revised biology programs](#)"  
by Erin Strubbe (Cover story: October 2015)

Mentorship at Mills College: Mentoring Team Squirrel: <https://youtu.be/yLVeaVQfjZo> by Bill Freais (July 2015)

Mills College Viewbook: "[Immersive research experience: Doing real field and lab work](#)" by Judy Silva (July 2015)

Earth Magazine: "[The new anthropology: from bones and stones to biology and behavior](#)"  
by Mary Caperton Morton (Comparing apples to oranges, hyenas to humans; June 2015)

BBC News: "[Powerful female hyenas say 'hello' with their genitals](#)" by Melissa Hogenboom (June 2015)

Mills Quarterly (Fall Issue): "[Science in the Wild: Team squirrel takes the field](#)" by Susan McCarthy (Cover story, 2014) [PDF](#)

The Campanil: "[Research team studies campus cat behavior](#)" by Octavia Sun (Cover story: October 2013)

National Public Radio: "[Convergent Evolution: Hyenas Offer Clues To The Human Past](#)" by Barbara J. King (February 2013)

**The Campanil: "Professor introduces classes, energizes department"** by Kate Carmack (Cover story: April 2013); students and colleagues welcome me to the Biology Department of Mills College in the college newspaper. [PDF](#)

**American Society of Mammalogists Newsletter: "Hyenas, the new primates"** by Ed Heske (February 2013)

**Michigan State University: "Featured Fellow."** Development Office (February 2012)

**Flipside magazine: "Jaws of Death"** (2012)

**International Society for Behavioral Ecology (ISBE) Newsletter: Spotlight on...Jenn Smith** Highlighted as new investigator. (2011)

**The Daily Nation: Media of Africa for Africa: "The female hyena calls the shots."** by Gathura, G. 21-January-2011.

Gill, V. 2011. **Hyenas "greet friends" to ask for help.** BBC Earth News, Science & Environment

Chavez, M.B. 1-August-2010. Graduate Women in Science Newsletter.

Kauppi, L. 1-April-2010. Women's Resource Center Celebrates Award Worthy Women. Michigan State University Women's Resource Center. [MSU Women's Resource Center Newsletter.](#)

Daniels, J. March-2010. Featured Article on the Evolution of Religion, Brain, & Behavior. [Institute for the Biocultural Study of Religion \(IBCSR\).](#)

Gill, V. 2010. **In pictures: Family matters to hyenas.** BBC Earth News, Science & Environment.

Skrzypczak, M. 2009. MSU research finds reason for female hyena dominance. MSU State News.

Oswald, T. Winter 2008. Hyenas pursue a table for one. MSU today: research on the edge. p. 14.

Oswald, T. & J.E. Smith. 2008. **Spotted hyenas can increase survival rates by hunting alone.** MSU News Bulletin 39(22):3.

Dodd, G. 2008. Spotted hyenas communal, except around dinner time. Chinaview.net.

Soltis, G. 17-July-2008. **Solitary hyenas still get the last laugh.** LiveScience.com.

2004. **"Postcard from Kenya"** in Village Soup Times.

### **Ad hoc reviewer/editor:**

#### **Granting Agencies:**

- National Science Foundation (NSF), Reviewer, Division of Environmental Biology (DEB)
- NSF, Ad Hoc Reviewer, Division of Integrative Organismal Systems (IOS)
- NSF, Panelist, Division of Integrative Organismal Systems (IOS)
- Israel Science Foundation (ISF)
- U.S. Fish and Wildlife Service, Great Lakes Fish and Wildlife Restoration
- Vermont Biomedical Research Network (VBRN)

**Journals:** African Journal of Ecology (2), Animal Behaviour (23), Australian Journal of Zoology, Behaviour (2), Behavioral Ecology (5), Behavioral Ecology & Sociobiology (13), Biological Conservation, Biological Invasions, Biology Letters (2), Canadian Journal of Zoology, Current Zoology (7), Ecology Letters (2), Ecology and Evolution (2), Ethology (5), European Journal of Wildlife Research, Evolution, Journal of Zoology (1), International Journal for Parasitology, iScience (2), Journal of Animal Ecology (2), Journal of Ethology (2), Journal of Comparative Psychology, Journal of Experimental Marine Biology & Ecology, Journal of Mammalogy (4), Leadership Quarterly (2), Molecular Ecology (2), Mammalian Biology, *Naturwissenschaften*, *Oecologia*, *Oikos*, Psychoneuroendocrinology, Physiology & Behavior, PLOS ONE (2), PLOS Computational Biology, Philosophical Transactions of the Royal Society (12), Proceedings of the Royal Society B (3), Proceedings of the National Academy of Sciences (3), Royal Society Open Science, Science (2), Scientific Reports, Trends in Cognitive Sciences, Trends in Ecology and Evolution, Wilson Journal of Ornithology

**Books:** Methods for Ecological Research on Terrestrial Small Mammals, Power in the Wild: The Subtle and Not-So-Subtle Ways Animals Strive for Control, Animal Social Networks, Carnivore Minds, The Social Life of Geese

### Journal Editorial Boards:

- **Editorial Board**, Philosophical Transactions of the Royal Society B (2024-present)
- **Associate Editor**, Animal Behaviour (2021-present)
- **Guest Editor**, Special Issue on the Value of Rarities, Animal Behaviour (shared with Alfredo V. Peretti and Mariela Oviedo Diego, Fall 2025- Summer 2026)
- **Guest Editor**, Special Issue (proposed) on the Evolutionary Ecology of Inequality, Philosophical Transactions of the Royal Society B (shared with Eric Alden Smith and Brian Coddling, in review)
- **Associate Editor**, Leadership Quarterly (2018-present)
- **Guest Editor (in review)**, Special Issue on the From individuals to societies: Cross-taxonomic bottom-up perspectives on the nature of social grouping, Philosophical Transactions of the Royal Society B (proposed with Shermin de Silva, Anastasia Madsen, Gabriel Fernandez, Culum Brown, Michael Gardner)
- **Associate Editor**, Biology – Evolutionary Biology Section (2021-2022)