

# Jennifer E. Smith, Ph.D.

Department of Biology  
Mills College, Oakland, California email:  
Email: [jesmith@mills.edu](mailto:jesmith@mills.edu)  
[www.JenniferElaineSmith.com](http://www.JenniferElaineSmith.com)

## 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*
- 2001-2003 **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

- 2019-present Department Head/Chair of Biology and Curator of Vertebrates, Mills College
- 2019-present Director, Jill Barrett Undergraduate Research Program in Biology, Mills College
- 2017-present 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

## Awards for Best Research Papers and Outstanding Research Contributions

- 2011 Postdoctoral Research Award for Best Paper, Human Behavior & Evolution Society (\$500)  
*\*Winner of the annual award for an outstanding contribution to the field within  $\leq 5$  years of Ph.D.*
- 2009 Anna M. Jackson Speaker Award, American Society of Mammalogists (\$1,500)  
*\*Winner of the annual award for an outstanding contribution to field by Ph.D. candidate*
- 2009 Student Speaker Award in Ecology, Evolutionary Biology & Behavior, Michigan State University (\$500)  
*\*Winner of the annual award for outstanding dissertation in ecology, evolution, and behavior.*
- 2008 John R. Shaver Award, Department of Zoology, Michigan State University (\$1,500)  
*\*One annual award for accomplishments in a graduate research project in zoology.*
- 2007-2008 P.E.O. Scholar Award, International Chapter of the P.E.O. Sisterhood (\$10,000)  
*\*International, merit-based award recognizing a significant doctoral research contribution.*

## Academic Honors, Major Fellowships, and Career Awards in Teaching

- 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>
2011-2012	American Association of University Women Postdoctoral Fellowship (\$30,000)
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>
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>
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

## Research Grants

2019-2023	Jill Barrett Undergraduate Research Program in Biology, Barrett Foundation (PI, <b>\$360,000</b> )
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, <b>\$8,897</b> )
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 – <i>Wissenschaftskolleg zu Berlin</i> Workshop "Female leadership in Mammalian and Human Societies" (Co-PIs = Peter Kappeler, University of Göttingen and Jenn Smith, <b>\$12,000</b> ) <i>*Spearheaded group of scholars addressing female leadership from a transdisciplinary perspective</i>
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" ( <b>\$43,990</b> )
2017-2018	Mills Next Challenge Award, "Establishing Mills as a beacon for women in STEM" (PI, <b>\$9,000</b> )
2017-2019	Fish and Wildlife Propagation Fund, Contra Costa County Department of Conservation and Development, "What stresses out wild mammals?" (PI, <b>\$9,431</b> )
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, <b>\$325,000</b> )

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, <b>\$18,136</b> )
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)
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? To understand the rules governing social decision-making, my lab integrates perspectives from evolutionary biology, ecology, animal behavior, physiology, and conservation biology. 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 evolution of behavior in nature.

**Google Scholar Profile:** <https://Scholar.Google.com/citations?user=TGV5Q5EAAAAJ&hl=en>

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

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

**h-index:** 18 (and 1880+ citations, according to Google Scholar)

## Peer-reviewed publications

\*undergraduate (Mills College is undergraduate only), \*\*graduate coauthor, or \*\*\*post-doctoral coauthors

### In review/revision

50. **Smith, J.E.**, Fichtel, C., \*Holmes, R.K., Kappeler, P.M., van Vugt, M., and A.V. Jaeggi. *In review*. Sex bias in intergroup conflict and collective movement among social mammals: male warriors and female guides. Philosophical Transactions of Royal Society B. (Theme Issue: Intergroup conflict: origins, dynamics, and consequences across taxa).
49. Gall, G.E.C., Evans, J.C., Silk, M.J., \*\*Ortiz-Jimenez, C.A., and **J.E. Smith**. *In revision*. Social cohesion varies dynamically in response to anthropogenic and natural disturbances in a free-living mammal. Behavioral Ecology.
48. \*\*Ortiz-Jimenez, C.A., Michelangeli, M., \*Pendleton, E., Sih, A., and **J.E. Smith**. *In revision*. Behavioral correlations across multiple stages of the antipredator response: Do animals that escape sooner hide longer? Animal Behaviour.
47. **Smith, J.E.**, Natterson-Horowitz, B., and M. Alfaro. *In revision*. The phylogeny of privilege: Intergenerational wealth in animal societies. Behavioral Ecology.
46. **Smith, J.E.**, and K.E. Holekamp. *Accepted, pending minor revision*. Behavioral strategies and morphological adaptations contributing to hunting success in the spotted hyena. Social Strategies of Carnivorous Mammalian Predators, edited by Srinivasan, L.B., and B. Würsig. Springer Nature Publishers, Switzerland.
45. Augustine, D.J., **Smith, J.E.**, Davidson, A.D., and P. Stapp. *In review*. Burrowing Rodents. Rangeland Wildlife Ecology and Conservation, edited by McNew, L.B., D.K., Hahlgren, and J.L. Beck. Springer Nature Publishers, Switzerland.
44. \*\*\*Ross, C.,...**Smith, J.E.** et al. *In revision (to be resubmitted)*. Humans have small sex differences in reproductive skew compared to non-human mammals. Proceedings of the National Academy of Sciences.

### Published

43. **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 Top 5% of all research outputs scored by Altmetric
  - o Featured article on Journal of Animal Ecology homepage
  - o Berkeley Science Review, "[Why is everyone nuts for squirrels?](#)" by Samvardhini Sridharan
42. **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.
  41. **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 (Research Topic: Female power, status and dominance over males in mammalian and human societies). doi: 10.3389/fevo.2021.676805  
**(Top 5% of all research outputs scored by Altmetric)**
  40. \*\*\*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. 1-8 pages. doi: 10.1093/cz/zoab034

39. \*\*\*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")
38. \*\*\*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").
37. **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
36. \*\*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.
35. \*\*\*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'"
34. **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
33. Kappeler, P.M., Fichtel, C., van Vugt, M., and **J.E. Smith**. 2019. Female leadership: A transdisciplinary perspective. Evolutionary Anthropology 28(4):160-163.
32. \*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)
31. 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)
30. \*\*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).

29. **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:** [iNaturalist](#), [Weny News](#), [Crossroads Today ABC news](#), [NewsOn6](#), [NCB29](#), and [Fox 40](#)

28. **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).

27. **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).

26. **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.

25. 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.

24. **Smith, J.E.**, Gavrillets, 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 (Top 5% of all research outputs scored by Altmetric)**

**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
- o [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
- o [IFL Science](#), "How do human leaders compare to animal ones?" by Janet Fang
- o [Market Business News](#), "Qualities of leadership – learned from studying mammalian societies" by Veronica Cruz
- o [Nature World News](#), "Humans and animals lead social groups in similar ways, researchers say" by S. Mathewson
- o [Neuroscience News](#), "The nature of leadership"
- o [Tech Times](#), "What makes an effective leader? Leadership in animal kingdom gives clue" by R. Doctor
- o [Science Daily](#), "What makes a leader? Clues from the animal kingdom" by Cell Press Team
- o [Voice of America](#), "Animals offer leadership lessons to humans" by Faiza Elmasry
- o [Western Daily Press](#), "Your boss is not as powerful as you might think – wild animals are true leaders" by Tina Rowe

23. **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.

22. **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.

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

20. 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.

19. 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:**

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

18. **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.

17. 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.

16. **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.

15. **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:**

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

**Media coverage:**

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

14. 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)

13. **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:**

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

12. **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:**

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

**Media coverage:**

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

11. **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.

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

10. **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.
9. **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.
8. **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.
7. **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

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: Who These Fearsome Animals Really Are. 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

**2021** - Seminar Series, Centre for Research in Animal Behaviour (CRAB), University of Exeter, United Kingdom

- 2021**
- Biology Department, California Lutheran University, Thousand Oaks, California
  - 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

- 2021** - 58th 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 (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, Animal Behavior Society**
- 100th 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

- 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)
- 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

### **Instructor of record teaching positions**

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

Animal Behavior (BIO144, 2012-present, every year, 16-20 students): Lectures and discussions of primary literature to investigate how and why animals behave in the ways they do. Sole instructor.

Principles of Ecology w/ Lab (BIO 125, 2012-present, 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.

Marine Biology w/ Lab (BIO 158, 2013-present, 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. Sole instructor.

Vertebrate Biology w/ Lab (BIO 161, 2014-present, every other year; 12-20 students): Instruct 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-present, every semester; 12-18 students): Mentor 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 engage in scientific analysis, writing, and oral presentations. Co-taught.

#### **Institute for Society & Genetics, UCLA (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, MSU (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 on marine ecology 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 seven endangered species) at an AZA-accredited zoo. Dorm parent and mentor.

**Mentoring of undergraduates in research (research advisor for 102 students)**

**Mills College (2012-present, 84 undergraduates)**

Erika Rodriguez (B.A. in Biology, Mills College – Expected 2024)

Savannah McCoy (B.A. in Biology, Mills College – Expected 2024)

Amelia Binnett (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – Expected 2023)

Shayan Vijay Chetty (Post Bac Pre-Med Certificate, Mills College – Expected 2023)

Katja Hodnett (B.S. in Biopsychology, Mills College – Expected 2023)

Mimi Lucking (B.A. in Biology, Ecology, Evolution & Behavior Conc., Mills College – Expected 2023)

Robin Mitchell (B.A. in Biology, Mills College – Expected 2023)

Haifa Algabri (B.A. in Biopsychology and Public Health & Health Equity, Mills College – Expected 2022)

Gray Adams (B.S. in Biochemistry & Molecular Cell Biology, Mills College – Expected 2022)

Sarah Barton (B.A. in Biology, Mills College – Expected 2022)

Lizzy Dixon (B.A. Biology, Mills College – Expected 2022)

Riya Rampalli (B.S. Environmental Science, Mills College – Expected 2022)

Tess Waxman (B.A. in Public Health Equity, Mills College – Expected 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 mentees** (to support our research)

### 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 @UCB = 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)

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

- |  |   |
|--|---|
| o Mimi Lucking ('21, \$4,000 + housing)        | o Livia Coletta ('21, \$4,000 + housing)        |
| o Robin Mitchell ('21, \$4,000)                | o Bailey Meadows ('21, \$4,000)                 |
| o Zaynab Alrashid ('21, \$4,000 + housing)     | o Sarah Wallin (2020, \$2,500 + housing)        |
| o Sayaka Mochizuki ('20 & '21, \$8K + housing) | o Jada Baldoza ('19-'21, \$10.5K + housing)     |
| o Haifa Algabri (2020, \$2,500)                | o Sophie Conroy ('19-'21, \$12K + housing)      |
| o Tess Waxman (2020, \$2500)                   | o Kianna v. Maydell ('19-20, \$6,500 + housing) |
| o Ryann Rourk (2020, \$2,500 + housing)        |   |
| o Sarah Barton (2020, \$2500)                  |   |



- Jasper DeCuir (2019, \$2500 + housing)
- Maia Ziaee (2019, \$4000 + housing)
- Shelby Krout (2019, \$2,500 + housing)
- Imani Smith (2019, \$2500)
- Masha Soshnin (2019, \$2,500 + housing)
- Mckenzi Thompson (2019, \$2500)
- Riana Hunter (2018, \$4,000 + housing)
- Erika Pendleton (2018, \$2300)
- Shea Hamilton (2015, \$4,000 + housing)
- Kate Haughton (2015, \$2,400)
- Lily Radanovich (2015, \$4,000 + housing)
- Chelsea Carminito (2015, \$4,000 + housing)
- Kay Singh ('14 & '15, \$6,400/2yrs + housing)
- Jenny Cumbie (2017, \$4,000 + housing)
- Chelsea Ortiz (2017, \$4,000)
- Julia Spencer (2017 & '18, \$4,700 + housing)
- Cece Working (2016, \$2,400 + housing)
- Denisse Gamboa (2016, \$4,000 + housing)
- Cameron Jang (2016, \$4,000 + housing)
- Chloe Annand (2016, \$2,400 + housing)
- Clara Burton ('15 & '16, \$6,400 + housing)
- Minnie Vo ('13 & '14, \$8,000/2yrs + housing)
- Valeska Muñoz ('13 & '14, \$8,000 + housing)
- Lauren Kong (2013, \$3,200 + housing)
- Imani Russell (2013, \$4,000 + housing)
- Kate Lee Newcomb ('13-14, \$8K + housing)

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

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

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

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

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

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

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

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

## **Academic service**

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

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

Established during the #ShutDownSTEM and #ShutDown Academia events of Summer 2020, a coalition of faculty joined forces to reject all forces of racism, recognize all forms of privilege, and do the hard 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-present)**

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 (2018-present)**

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 hosting 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-present)**

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

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

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-present)**

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 Division, Mills College**

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

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

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

Serve on multiple academic communities, helping to recruit students, review and assess the program in consultation with outside reviewers and the Provost Office, and oversee 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)**

Report 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-present)  
Chair (present), International Studies & Study Abroad Committee (2013-present)  
Founder, Institutional Animal Care & Use Committee (2012-present)  
*Phi Beta Kappa*, Mills College Chapter (2013-present)  
Sustainability Committee (2020-present)  
*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—ongoing, 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-present, 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 Mills College is undergraduate only)

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

- Chelsea Ortiz-Jimenez (NSF GRP fellow, Department of Ecology and Evolutionary Biology, Animal Behavior Group, UC-Davis, Andy Sih's Lab, 2017-now)
- Amanda Robin (NSF GRP fellow, Ecology, Evolution and Behavior, UCLA, Peter Nonac's Lab, 2017-now)
- Erin Person (NSF GRP Honorable Mention, Integrative Biology, UC-Berkeley, Eileen Lacey's Lab, 2017-now)
- Cynthia "Cindy" Frausto (NSF GRP Honorable Mention, Ecology, Evolution, and Behavior, UCLA, Peter Nonac's Lab, starting @UCLA in Fall 2021, and currently collaborating with my lab)

**Ph.D. guidance committee member:**

- Chelsea Ortiz-Jimenez (NSF GRP fellow, Department of Ecology and Evolutionary Biology, Animal Behavior Group, UC-Davis, Andy Sih's Lab, 2017-now)
- Amanda Robin (NSF GRP fellow, Ecology, Evolution and Behavior, UCLA, Peter Nonac's Lab, 2017-now)
- Erin Person (NSF GRP Honorable Mention, Integrative Biology, UC-Berkeley, Eileen Lacey's Lab, 2017-now)
- Cynthia "Cindy" Frausto (NSF GRP Honorable Mention, Ecology, Evolution and Behavior, UCLA, Peter Nonac's Lab, starting @UCLA in Fall 2021, and currently collaborating with my lab)

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

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**

**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, anticipated airdate of September 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 and Amy Strauss (TBA, 2021)

**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)

**Animal Planet's Show: "How do Animals Do That"** will feature our Long-term California ground Squirrel Project in The forthcoming episode, "How is a squirrel the master of disguise?" Directed by Katie Buckland (Episode 39: anticipated airdate, pending studio re-opening due to COVID-19: December 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. 20<sup>th</sup> 2021) [#StoryBehindthePaper](#)

**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 (August 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 (November 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)

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

Discovery News, "[Word'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: September 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. (Volume 23, Spring 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.

**Our research also covered on multiple additional media outlets including:**

Science Daily, World News, Sify News, Thaindian News, Newstrack India, World News, Biology Blog, Wildlife Extra, Herald Globe Leadership, Nigerian Best Forum, and Top News.

## **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)

**Journals (Total = 85 articles):** African Journal of Ecology (2), Animal Behaviour (15), Australian Journal of Zoology, Behaviour (2), Behavioral Ecology (5), Behavioral Ecology & Sociobiology (10), Biological Conservation, Biological Invasions, Biology Letters (2), Canadian Journal of Zoology, Current Zoology (7), Ecology and Evolution (2), Ethology (5), European Journal of Wildlife Research, Evolution, International Journal for Parasitology, Journal of Ethology (2), Journal of Comparative Psychology, Journal of Experimental Marine Biology & Ecology, Journal of Animal 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 (4), Proceedings of the Royal Society B, Wilson Journal of Ornithology

**Books:** Animal Social Networks      Carnivore Minds      The Social Life of Geese

### **Journal Editorial Boards:**

- **Associate Editor**, Animal Behaviour (2021-present)
- **Associate Editor**, Biology – Evolutionary Biology Section (2021-present)
- **Associate Editor**, Leadership Quarterly (2018-present)