

# Eric T. Hileman

Division of Forestry and Natural Resources  
West Virginia University, 1145 Evansdale Drive Morgantown, WV 26506  
email: [eric.hileman@mail.wvu.edu](mailto:eric.hileman@mail.wvu.edu); website: <https://hilemanet.wixsite.com/hileman>

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## EDUCATION

2016	Ph.D., Biological Sciences, Northern Illinois University
2010	M.S., Biological Sciences, University of Wisconsin–Milwaukee
2002	B.S., Biological Sciences, University of Wisconsin–Parkside

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## APPOINTMENTS AND POSITIONS

2023–present	Assistant Professor, West Virginia University
2010–present	Quantitative Ecologist, Eastern Massasauga Rattlesnake Species Survival Plan®
2020–2023	Assistant Research Professor, Mississippi State University
2017–2020	Mendenhall Research Fellow (GS-12), USGS, Fort Collins Science Center
2017–2020	Adjunct Graduate Faculty, Biology, Grand Valley State University
2017	Postdoctoral Fellow, Trent University
2005–2008	Director of Conservation, Education, and Animal Welfare, Racine Zoo
2003–2005	Curator of Conservation Education, Racine Zoo
1998–2003	Animal Care Specialist, Racine Zoo

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## PEER-REVIEWED ARTICLES

(Symbols denote \*corresponding author, †co-first authorship, or ‡undergraduate coauthor)

23. Evans, T. S., **E. T. Hileman**, M. R. Boudreau, B. K. Strickland, and R. B. Iglay. *In press*. Can hair snares provide a reliable method for estimating abundance of an exotic ungulate? *Biological Invasions*.
22. Beard, A. N., D. J. Brown, **E. T. Hileman**, M. T. Jones, R. A. Moen, A. F. Badje, J. Staggs, M. M. Cochrane, and C. M. Lituma. *In press*. Influence of temporary emigration on wood turtle (*Glyptemys insculpta*) detectability, with implications for abundance estimation. *Plos One*.
21. Tetzlaff, S. J. M. A. Davis, G. W. Schuett, **E. T. Hileman**, J. H. Sperry, W. S. Brown. 2023. Maladapted in the Anthropocene: communal hyperfidelity in snakes. *Frontiers in Ecology and the Environment* 21: 266–268.
20. Thacker, A. J., **E. T. Hileman**, P. Keenlance, E. McCluskey, A. Swinehart, J. Kovach, J. A. Moore. 2023. Modeling occupancy and detection probabilities to update the status of threatened eastern massasauga rattlesnake populations in Michigan, USA. *Global Ecology and Conservation* e02422
19. **Hileman\***, **E. T.**, R. Powell, M. E. Gifford. 2022. Senescence and differential size-based survival in Puerto Rican giant groundlizards, *Pholidoscelis exsul* (Squamata: Teiidae), on Guana Island, British Virgin Islands. *Herpetologica* 78:184–191.
18. Yackel\* Adams, A. A., P. D. Barnhart, G. H. Rodda, **E. T. Hileman**, M. G. Nafus, and R. N. Reed. 2021. Can we prove that an invasive species is absent? Evaluating whether brown treesnakes are established on the island of Saipan using surveillance and expert opinion. *Management of Biological Invasions* 12: 901–926.
17. Goetz\*, S. M., **E. T. Hileman\*†**, M.G. Nafus, A. A. Yackel Adams, A. Bryant, R. N. Reed, and S. R. Siers. 2021. Brown treesnake mortality after aerial application of toxic baits. *Journal of Wildlife Management* 85:1507–1514.

16. Henderson, R. W., **E. T. Hileman\***, R. A. Sajdak, R. Powell, B. C. Harrison, and D. R. Bradke. 2021. Effects of body size, diet, and transience on the demography of the arboreal boid snake *Corallus grenadensis* on Carriacou (Grenada Grenadines, West Indies). *Population Ecology* 63:177–188. **Highlighted on the 2022 cover of Population Ecology.**
15. **Hileman\***, E. T., D. R. Bradke, M. G. Nafus, A. A. Yackel Adams, and R. N. Reed. 2021. Surface material and snout-vent length predict vertical scaling ability in brown treesnakes: an evaluation of multispecies barriers for invasive species control on Guam. *Management of Biological Invasions* 12:457–475.
14. **Hileman\***, E. T., B. A. Eichelberger, J. Liske-Clark, P. D. Barnhart, R. N. Reed, A. A. Yackel Adams, and M. G. Nafus. 2020. Landscape dominance of introduced herpetofauna on an oceanic island. *Global Ecology and Conservation* 22:e00984. **Covered by The Wildlife Society.**
13. Bradke\*, D. R., R. L. Bailey, J. F. Bartman‡, H. Campa III, **E. T. Hileman**, C. Krueger‡, N. Kudla‡, Y. M. Lee, A. J. Thacker‡, and J. A. Moore. 2018. Sensitivity analysis using site-specific demographic parameters to guide research and management of threatened eastern massasaugas. *Copeia* 106:600–610.
12. Bradke\*, D. R., **E. T. Hileman**, J. F. Bartman‡, L. J. Faust, R. B. King, N. Kudla‡, and J. A. Moore. 2018. Implications of small population size in a threatened pitviper. *Journal of Herpetology* 52:387–397.
11. Cramer\*, K. L., and **E. T. Hileman**. 2018. Survival, movement, and abundance of a synanthropic population of the brown recluse spider, *Loxosceles reclusa* (Araneae: Sicariidae). *Journal of Arachnology* 46:420–427.
10. **Hileman\***, E. T., R. B. King, and L. J. Faust. 2018. Eastern massasauga demography and extinction risk under prescribed-fire scenarios. *Journal of Wildlife Management* 82:977–990. **Covered by The Wildlife Professional in the July/August 2018 issue.**
9. **Hileman\***, E. T., M. C. Allender, D. R. Bradke, L. J. Faust, J. A. Moore, M. J. Ravesi, and S. J. Tetzlaff. 2018. Estimation of *Ophidiomyces* prevalence to evaluate snake fungal disease risk. *Journal of Wildlife Management* 82:173–181. **Covered by the digital magazine UNDARK Truth, Beauty, Science.**
8. **Hileman\***, E. T., R. B. King, J. M. Adamski, T. G. Anton, R. L. Bailey, S. J. Baker, N. D. Bieser, T. A. Bell, Jr., K. M. Bissell, D. R. Bradke, H. Campa, III, G. S. Casper, K. Cedar, M. D. Cross, B. A. DeGregorio, M. J. Dreslik, L. J. Faust, D. S. Harvey, R. W. Hay, B. C. Jellen, B. D. Johnson, G. Johnson, B. D. Kiel, B. A. Kingsbury, M. J. Kowalski, Y. M. Lee, A. M. Lentini, J. C. Marshall, D. Mager, J. A. Moore, R. A. Paloski, C. A. Phillips, P. D. Pratt, T. Preney, K. A. Prior, A. Promaine, M. Redmer, H. K. Reinert, J. D. Rouse, K. T. Shoemaker, S. Sutton, T. J. VanDeWalle, P. J. Weatherhead, D. Wynn, and A. Yagi. 2017. Climatic and geographic predictors of life history variation in eastern massasauga (*Sistrurus catenatus*): a range-wide synthesis. *Plos One* 12:e0172011. **Covered by NPR, PHYS.ORG, EurekAlert! The Global Source for Science News, and ScienceDaily®.**
7. **Hileman\***, E. T., R. Powell, G. Perry, K. Mougey, R. Thomas, and R. W. Henderson. 2017. Demography of the Puerto Rican racer, *Borikenophis portoricensis* (Squamata: Dipsadidae), on Guana Island, British Virgin Islands. *Journal of Herpetology* 51:454–460.
6. Slater\*, O. M., L. J. Faust, **E. T. Hileman**, and S. R. Lavin. 2017. Plasma vitamin, mineral and biochemistry concentrations in free-ranging, adult eastern massasauga (*Sistrurus catenatus*) during spring egress. *Journal of Herpetological Medicine and Surgery* 27:29–35.
5. Allender\*, M. C., **E. T. Hileman**, J. Moore, and S. Tetzlaff. 2016. Detection of *Ophidiomyces*, the causative agent of snake fungal disease, in the eastern massasauga (*Sistrurus catenatus*) in Michigan, USA, 2014. *Journal of Wildlife Diseases* 52:694–698.
4. Stedman‡, A. L., C. P. Jaeger, **E. T. Hileman**, B. C. Jellen, C. A. Phillips, B. J. Swanson, and R. B. King\*. 2016. Multiple paternity in three wild populations of eastern massasauga (*Sistrurus catenatus*). *Herpetological Conservation and Biology* 11:160–167.
3. Allender\*, M. C., R. E. Junge, S. Baker-Wylie, **E. T. Hileman**, L. J. Faust, and C. Cray. 2015. Plasma electrophoretic profiles in the eastern massasauga (*Sistrurus catenatus*) and influences of age, sex, year, location, and snake fungal disease. *Journal of Zoo and Wildlife Medicine* 46:767–773.

2. **Hileman\*, E. T.**, D. R. Bradke, D. M. Delaney, and R. B. King. 2015. Protection by association: implications of scent trailing in neonate eastern massasaugas (*Sistrurus catenatus*). *Herpetological Conservation and Biology* 10:654–660.
  1. **Hileman\*, E. T.**, J. M. Kapfer, T. C. Muehlfeld, and J. H. Giovanni†. 2015. Recouping lost information when mark-recapture data are pooled: a case study of milksnakes (*Lampropeltis triangulum*) in the upper midwestern United States. *Journal of Herpetology* 49:428–436.
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#### PEER-REVIEWED NOTES

5. Xiong, P. X., F.T. Erickson, and **E. T. Hileman**. 2021. Natural history: *Rhinella marina* (cane toad). Predation. *Herpetological Review* 52: 621–622.
  4. Kabat, K. L. D. V. Young, P. X. Xiong, N. Van Ee, D. R. Bradke, **E. T. Hileman**, S. W. Gotte, D. G. Mulcahy, and M. G. Nafus. 2020. Geographic distribution: *Hemidactylus* CF. *platyurus* (asian flat-tailed house gecko). *Herpetological Review* 51: 540–541.
  3. Van Ee, N. B., P. X. Xiong, D. V. Young, K. L. Kabat, D. R. Bradke, **E. T. Hileman**, S. W. Gotte, D. G. Mulcahy, and M. G. Nafus. 2020. Geographic distribution: *Hemidactylus tenkatei* (= *H. murrayi* = *H. cf. brookii*) (spotted house gecko). *Herpetological Review* 51:540–541.
  2. **Hileman, E. T.**, J. Vechiet†, and R. B. King. 2017. Natural history: *Sistrurus catenatus* (eastern massasauga). Dicephalism. *Herpetological Review* 48:585–586.
  1. Polaski, R. A., **E. T. Hileman**, G. C. Mayer, G. W. Schuurman, and J. M. Kapfer. 2017. Geographic distribution: *Thamnophis radix* (plains gartersnake). *Herpetological Review* 48:591–592.
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#### BOOK CHAPTERS

2. **Hileman, E. T.** and D. R. Bradke. Butler's gartersnake, *Thamnophis butleri* (Cope, 1889) in J. Kapfer and D. Brown, editors. 2022. *Amphibians and Reptiles of Wisconsin*. University of Wisconsin Press.
  1. King, R. S., R. W. Hay, B. C. Harrison, **E. T. Hileman**, and C. S. Berg. Massasauga, *Sistrurus catenatus* (Rafinesque 1818) in J. Kapfer and D. Brown, editors. 2022. *Amphibians and Reptiles of Wisconsin*. University of Wisconsin Press.
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#### MANUSCRIPTS IN REVIEW

Foley, C. A. H., **E. T. Hileman†**, A. W. Parsons, L. S. Foley, A. L. Lobora, L. J. Faust. Disease and population density act together to naturally regulate African savanna elephants.

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#### TECHNICAL REPORTS AND PROCEEDINGS

19. Goetz, S. M., **E. T. Hileman**, M. G. Nafus, A. A. Yackel Adams, R. N. Reed, and S. R. Siers. 2022. Assessment of brown treesnake fates after toxicant delivery to the Habitat Management Unit. Report to the Department of Navy Joint Region Marianas.
18. **Hileman, E. T.**, and G. M. McCabe. 2022. A feasibility assessment of conducting demographic research on the turquoise dwarf gecko (*Lygodactylus williamsi*) at the Kimboza and Ruvu National Forest Reserves, Tanzania. 2022. BZS Tanzania conservation programme July/August 2022 field visit report.
17. Goetz, S. M., **E. T. Hileman**, M. G. Nafus, A. A. Yackel Adams, A. R. Bryant, R. N. Reed, and Shane R. Siers. Objective 3: Assist with long-term monitoring for known fate snake research in A. A. Adams and M. G. Nafus, editors. 2020. Long-term known fate monitoring of large snakes in conjunction with Closed Population eradication. Final report to the U.S. Department of Defense.
16. **Hileman, E. T.**, A. A. Yackel Adams, M. G. Nafus, and R. N. Reed, S. R. Siers. 2020. Brown Treesnake Population responses to sustained aerial acetaminophen treatments in the Habitat Management Unit. Summary report to the U.S. Department of Defense.

15. **Hileman, E. T.**, M. G. Nafus, A. A. Yackel Adams, R. N. Reed, and D R Bradke. 2020. Multispecies Barrier Development (Phase I): data summary of observations occurring in relation to interagency agreement. Final report to the U.S. Department of Defense.
  14. Siers, S. R., J. D. Eisemann, W. C. Pitt, L. Clark, R. J. Gosnell, A. F. Collins, S. M. Goetz, **E. T. Hileman**, M.G. Nafus, A. A. Yackel Adams, M. C. Messaros, and W. G. N. Coon. 2020. Automated aerial baiting for invasive brown treesnake control: system overview and program status. Proceedings of the 29th Vertebrate Pest Conference. 2-5 March 2020, Santa Barbara, California, USA.
  13. **Hileman, E. T.**, P. D. Barnhart, B. J. Liske-Clark, B. A. Eichelberger, R. N. Reed, A. Y. Adams, and M. G. Nafus. 2019. Interim report: herpetofauna monitoring, brown treesnake surveillance, and bait tube evaluation on Saipan. Report to the U.S. Department of Defense. Report to the Commonwealth of the Northern Mariana Islands, Division of Fish and Wildlife.
  12. **Hileman, E. T.**, A. A. Yackel Adams, M. G. Nafus, and R. N. Reed. 2019. Multi-species barriers and translocation site visits, New Zealand: an interim report. Report to the U.S. Department of Defense.
  11. **Hileman, E. T.**, A. N. Arnason, M. Manseau, P. J. Wilson. 2017. Estimating boreal woodland caribou abundance using non-invasive capture-recapture methods and simulations. Report to Alberta Environment and Sustainable Resource Development, Canada.
  10. Wilson, P. J., M. Manseau, A. N. Arnason, **E. T. Hileman**. 2017. Estimating boreal caribou (*Rangifer tarandus caribou*) abundance in Alberta, Canada, using non-invasive sampling and capture-recapture methods. Report to Alberta Environment and Sustainable Resource Development, Canada.
  9. **Hileman, E. T.**, M. C., Allender, J. A. Moore, and S. Tetzlaff. 2017. Snake fungal disease in the eastern massasauga: estimating *Ophidiomyces* prevalence when detection is imperfect. Report to the U.S. Fish and Wildlife Service.
  8. **Hileman, E. T.** and R. B. King. 2016. Assessing management needs to enhance recovery for the eastern massasauga. Final report to the U.S. Fish and Wildlife Service.
  7. Allender, M. C., **E. T. Hileman**, J. A. Moore, and S. Tetzlaff. 2015. *Ophidiomyces* detection in the eastern massasauga in Michigan. Report to the U.S. Fish and Wildlife Service.
  6. **Hileman, E. T.** 2014. Habitat protection and restoration in Milwaukee River estuary area of concern. Annual report to the U.S. Fish and Wildlife Service.
  5. King, R. B., and **E. T. Hileman**. 2013. Assessing management needs to enhance recovery for the eastern massasauga. Annual report to the U.S. Fish and Wildlife Service.
  4. King, R. B., and **E. T. Hileman**. 2012. Assessing management needs to enhance recovery for the eastern massasauga. Annual report to the U.S. Fish and Wildlife Service.
  3. King, R. B., and **E. T. Hileman**. 2012. Assessing management needs to enhance recovery for the eastern massasauga. Semi-annual report to the U.S. Fish and Wildlife Service.
  2. **Hileman, E.T.** 2010. Abundance and survivorship of Butler's gartersnake (*Thamnophis butleri*). University of Wisconsin–Milwaukee, Field Station Annual Report.
  1. **Hileman, E. T.** 2008. Robust population estimation, demography, and spatial analysis of Butler's gartersnake. University of Wisconsin–Milwaukee, Field Station Annual Report.
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#### AWARDS AND HONORS

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| 2018      | STAR Award: served as USGS lead for a five-week project to monitor Saipan's lizards, conduct brown treesnake early-detection surveillance, and train territorial colleagues on field methods, \$500 |
| 2017–2020 | Mendenhall Research Fellowship, U.S. Geological Survey  |
| 2017      | Postdoctoral Fellowship, Trent University   |
| 2016      | George L. Terwilliger Memorial Scholarship Fund–Endowed, \$1,000  |
| 2016      | Janice Lee Fenske Memorial Award, Finalist, 76 <sup>th</sup> Midwest Fish & Wildlife Conference   |

2015	Travel Grant, Northern Illinois University, \$600
2010–2015	Graduate Research Assistantship, Northern Illinois University. Tuition waiver and stipend
2014	Travel Grant, Northern Illinois University, \$150
2013	Dennis Larsen Memorial Scholarship, Northern Illinois University, \$2,500
2009	Travel Grant, University of Wisconsin–Milwaukee, \$250
2007–2009	Graduate Teaching Assistantship, University of Wisconsin–Milwaukee. Tuition waiver and stipend
2001	Study Abroad Grant, University of Wisconsin–Parkside, \$800
2001	Biological Science Academic Achievement Award, University of Wisconsin–Parkside
1999	Study Abroad Grant, University of Wisconsin–Parkside, \$800
1998	Volunteer Service Award, University of Wisconsin–Parkside

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### GRANTS

2024	GEI Consultants of Michigan, P.C. <i>Estimation of baseline eastern massasauga (Sistrurus catenatus) population parameters and development of demographic tools for population monitoring at Camp Grayling, MI.</i> \$31,963. Role: PI.
2023	Michigan State University. <i>Determining effects of inbreeding on eastern massasauga rattlesnake vital rates and population growth.</i> \$12,354.00. Role: PI.
2020	Department of Navy Marine Corps Forces, Pacific. <i>Assessment of brown treesnake fates after toxicant delivery to the Habitat Management Unit.</i> \$226,448. Role: PI.
2019	Great Lakes Fish and Wildlife Restoration Act Grants Program. <i>Determining effects of inbreeding on eastern massasauga rattlesnake vital rates and population growth.</i> \$128,387. Role: coPI.
2018	Department of Navy Marine Corps Forces, Pacific. <i>Multispecies Barrier Development (Phase I).</i> \$391,740. Role: PI.
2018	Office of Insular Affairs. <i>Multispecies Barrier Development (Phase I).</i> \$75,474. Role: PI.
2016	Edward Lowe Foundation. <i>Estimation of Ophidiomyces prevalence to evaluate snake fungal disease risk.</i> \$5,985. Role: PI.
2014–2015	U.S. Fish and Wildlife Service. <i>Assessing management needs to enhance recovery of the eastern Massasaugas.</i> \$39,410. Role: collaborator, contributed to experimental design and co-wrote proposal.
2014	Potawatomi Zoo. <i>Filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).</i> \$500. Role: PI.
2014	Fort Wayne Children's Zoo. <i>Filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).</i> \$2,000. Role: PI.
2014	Columbus Zoo Conservation Fund. <i>Informing conservation management for an endangered species: filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).</i> \$5,000. Role: PI.
2014	Eastern Massasauga Rattlesnake Species Survival Plan®. <i>Informing conservation management for an endangered species: filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).</i> \$5,000. Role: PI.
2014	Urban Ecology Center (contract work). <i>Habitat protection and restoration in Milwaukee River Estuary Area of Concern.</i> \$2,874. Role: PI.
2012–2014	U.S. Fish and Wildlife Service. <i>Continued assessment of management needs to enhance recovery for the eastern massasauga.</i> \$59,023. Role: collaborator, contributed to experimental design and co-wrote proposal.

- 2013 Fort Wayne Children's Zoo. *Filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus catenatus)*. \$1,700. Role: PI.
- 2011–2013 U.S. Fish and Wildlife Service. *Continued assessment of management needs to enhance recovery for the eastern massasaugas*. \$70,000. Role: collaborator, contributed to experimental design.
- 2010–2012 U.S. Fish and Wildlife Service. *Assessing management needs to enhance the recovery for the eastern massasaugas*. \$106,036. Role: collaborator, contributed to experimental design.
- 2009 Wisconsin Department of Natural Resources (contract work). *Wisconsin Butler's gartersnake (Thamnophis butleri) and plains gartersnake (T. radix) microsatellite DNA study plan*. \$3,000. Role: data and tissue collection.
- 2009 RZS Thomas Torhorst Wildlife Conservation Fund. *Abundance and survivorship of Butler's gartersnake (Thamnophis butleri) in Wisconsin*. \$1,000. Role: PI.
- 2008 Wisconsin Department of Natural Resources. State Wildlife Grant. *Butler's gartersnake mark-recapture study: field surveys, data digitization, and data analysis*. \$42,000. Role: collaborator, contributed to experimental design.
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#### INVITED TALKS

- 2023 **Hileman, E. T.** Timber rattlesnake population dynamics: patterns of growth and mechanisms of decline after 44 years. Graduate Seminar, West Virginia University, Morgantown, WV.
- 2023 **Hileman, E. T.** From wetlands to savannahs: population responses to management, disease, and climate change. West Virginia University, Morgantown, WV.
- 2022 **Hileman, E. T.** From snakes to elephants: wildlife ecology in a changing world. Western Illinois University, Macomb, IL.
- 2021 **Hileman, E. T.** From snakes to elephants: population ecology and wildlife management in a changing world. Mississippi State Chapter of The Wildlife Society, Mississippi State University, MS.
- 2020 **Hileman, E. T.** Multiscale population modeling to inform threatened and invasive species management. Fall Seminar Series. Auburn University, Auburn, AL.
- 2020 Siers, S. R., S. M. Goetz, M. G. Nafus, **E. T. Hileman**, A. A. Yackel Adams, A. F. Collins, R. J. Gosnell, W. C. Coon, and M. C. Messaros. Experimental eradication of invasive brown treesnakes with an automated bait manufacturing and aerial delivery system. 9<sup>th</sup> World Congress of Herpetology, Dunedin, NZ.
- 2020 Siers, S. R., R. J. Gosnell, A. F. Collins, S. M. Goetz, **E. T. Hileman**, M. G. Nafus, A. A. Yackel Adams, W. C. Pitt, J. D. Eisemann, L. Clark, W. C. Coon, and M. C. Messaros. Automated aerial baiting for invasive brown treesnake control: system overview and program status. 29<sup>th</sup> Vertebrate Pest Conference, Santa Barbara, CA.
- 2019 **Hileman, E. T.** From threatened to invasive species: population modeling to inform management at multiple scales. Mississippi State University, Mississippi State, MS.
- 2018 **Hileman, E. T.** Population monitoring methods. Edward Lowe Foundation, Cassopolis, MI.
- 2017 **Hileman, E. T.** Demography and life history of an imperiled North American rattlesnake (*Sistrurus catenatus*). Chicago Herpetological Society, Chicago, IL.
- 2017 **Hileman, E. T.** Estimating site-specific snake fungal disease prevalence using occupancy models. Edward Lowe Foundation, Cassopolis, MI.
- 2017 **Hileman, E. T.** Demography and the effects of prescribed fire on eastern massasaugas at the Edward Lowe Foundation. Eastern Massasauga Rattlesnake Species Survival Plan®. Edward Lowe Foundation, Cassopolis, MI.

- 2016 **Hileman, E. T.**, R. B. King, and the EMR Group. Variation in life history traits: a range-wide synthesis for the eastern massasauga (*Sistrurus catenatus*). 76<sup>th</sup> Midwest Fish & Wildlife Conference. Grand Rapids, MI.
- 2015 **Hileman, E. T.**, R. B. King, and the EMR Group. Life History and egress phenology of the eastern massasauga, an imperiled rattlesnake. University of Wisconsin–Parkside, Kenosha, WI.
- 2012 **Hileman, E. T.** Eastern massasauga rattlesnake management. Edward Lowe Foundation, Cassopolis, MI.
- 2011 **Hileman, E. T.** Demography and phenology of the eastern massasauga rattlesnake (*Sistrurus catenatus catenatus*). Eastern Massasauga Rattlesnake Species Survival Plan®. Edward Lowe Foundation, Cassopolis, MI.
- 2008 **Hileman, E. T.** Robust population estimation of Butler’s gartersnake (*Thamnophis butleri*) in Wisconsin. Hoy Audubon Society, Racine, WI.
- 2006 **Hileman, E. T.** Saving Panama’s amphibians. University of Wisconsin–Parkside, Kenosha, WI.
- 2006 **Hileman, E. T.** Saving Panama’s amphibians. National Public Radio, 91.1 WGTD, Kenosha, WI.
- 2005 **Hileman, E. T.** The life of a Costa Rican rainforest. University of Wisconsin–Parkside, Science Night. Kenosha, WI.

#### CONTRIBUTED TALKS

- 2024 **Hileman, E. T.**, S.J. Tetzlaff, M. G. Simon, G. W. Schuett, M. A. Davis, and W. S. Brown. Climate change drives population dynamics through reduced survival and phenotypic selection in a vulnerable pitviper. Joint Meeting of Ichthyologists and Herpetologists, Pittsburgh, PA.
- 2023 **Hileman, E. T.**, S.J. Tetzlaff, M. G. Simon, G. W. Schuett, M. A. Davis, and W. S. Brown. Timber rattlesnake population dynamics: patterns of growth and mechanisms of decline after 44 years. Mississippi Amphibian and Reptile Conservation Meeting, Mississippi Museum of Natural Science, Jackson, MS.
- 2023 Helferich, J.N., D.J., Morin, and **E. T. Hileman**. Spatial and temporal patterns in landscape use of a threatened pit-viper population using spatially explicit capture-recapture. Mississippi Amphibian and Reptile Conservation Meeting, Mississippi Museum of Natural Science, Jackson, MS.
- 2022 Helferich, J. N. R. B. King, J. M. Adamski, R. L. Bailey, S. J. Baker, T. A. Bell, K. Cedar, J. D. Choquette, M. J. Dreslik, L. J. Faust, G. Johnson, S. M. Lagrange, J. A. Moore, K. Otterbein, R. A. Paloski, D. Wynn, and **E. T. Hileman**. Effects of climate change on individual growth rates in a threatened pit-viper. Mississippi State University Fall Graduate Research Symposium, Mississippi State, MS.
- 2022 Helferich, J. N., D. J. Morin, R. B. King, J. M. Adamski, R. L. Bailey, S. J. Baker, T. A. Bell, K. Cedar, J. D. Choquette, M. J. Dreslik, L. J. Faust, G. Johnson, S. M. Lagrange, J. A. Moore, K. Otterbein, R. A. Paloski, D. Wynn, and **E. T. Hileman**. Range-wide growth and local patterns of phenology and habitat use in a threatened pit-viper species. EMR Species Survival Plan Meeting, Edward Lowe Foundation, Cassopolis, MI.
- 2022 Helferich, J. N., D. J. Morin, and **E. T. Hileman**. Inferring spatial and temporal landscape use of a threatened pit-viper population using spatially explicit capture-recapture models. Mississippi State University Spring Graduate Student Research Symposium, Mississippi State, MS.

- 2022 Goetz, S. M, I. G. Godinez, R. T. Kudo, H. W Klein, T. Hinkle, **E. T. Hileman**, R. N Reed, and M. G Nafus. An evaluation of portable temporary snake barriers. Brown Treesnake Technical Working Group. Virtual.
- 2022 Siers, S. R., M.G. Nafus, L. A. A. Yackel Adams, S. M. Goetz, **E. T. Hileman**, P. D. Barnhart, and A. F. Collins. The red queen and the brown treesnake: moving targets for management of one of the world's most harmful invasive reptiles. 30th Vertebrate Pest Conference. Reno, NV.
- 2022 Tetzlaff, S. J., **E. T. Hileman**, M. A. Davis, G. W. Schuett, M. Simon, and W. S. Brown. Demography of a timber rattlesnake population studied for nearly 40 years. Biology of the Pitvipers, Chiricahua Desert Museum, Rodeo, NM. Poster presentation.
- 2021 Foley, C. **E. T. Hileman\***, L. Foley, and L. J. Faust. Demographic changes over 25 years in an African elephant (*Loxodonta africana*) population in northern Tanzania, Society for Conservation Biology, 30<sup>th</sup> International Congress for Conservation Biology. Virtual, \*co-presented.
- 2021 Yackel Adams, A. A., P. D. Barnhart, G. H. Rodda, **E. T. Hileman**, M. G. Nafus, and R. N. Reed. Can we prove that an invasive species is absent? Evaluating whether Brown Treesnakes are established on the island of Saipan using surveillance and expert opinion. Brown Treesnake Technical Meeting. Virtual.
- 2020 Nafus M. G., S. R Siers, S. M. Goetz, **E. T. Hileman**, R. N. Reed, and A. A. Yackel Adams. Eradicating brown treesnakes: techniques, methods, approaches, and limitations. Brown Treesnake Technical Working Group. Virtual.
- 2019 **Hileman, E. T.**, B. Eichelberger, J. Liske-Clark, P. D., Barnhart, R. N. Reed, A. A. Yackel Adams, and M. G. Nafus. Species distribution models reveal dominance of introduced lizards over Saipan's native herpetofauna. 3<sup>rd</sup> Annual Marianas Terrestrial Conservation Conference and Workshop. Garipan, Saipan, CNMI.
- 2019 **Hileman, E. T.**, S. M. Goetz, M. G. Nafus, A. A. Yackel Adams, R. N. Reed., and S. R. Siers. Brown treesnake mortality in response to aerial applications of toxicant-laced baits. Brown Treesnake Technical Working Group. Garipan, Saipan, CNMI.
- 2019 **Hileman, E. T.**, A. A. Yackel Adams, and M. G. Nafus, and R. N. Reed. Multispecies barriers as a tool for fauna reintroductions. Brown Treesnake Technical Working Group. Garipan, Saipan, CNMI.
- 2019 Siers, S. R., R. J. Gosnell, A. F. Collins, S. M. Goetz, **E. T. Hileman**, M. G. Nafus, A. A. Yackel Adams, W. C. Pitt, A. B. Shiels, J. D. Eisemann, L. Clark, W. G. N. Coon, and M. C. Messaros. Implementation of an automated bait manufacturing and aerial delivery system for landscape-scale control of invasive Brown Treesnakes on Guam. Brown Treesnake Technical Working Group. Garipan, Saipan, CNMI. Poster presentation.
- 2019 Yackel Adams, A.A., M. G. Nafus, **E. T Hileman**, S. M. Goetz, and S. R. Siers. Population response of Brown Treesnakes to sustained aerial acetaminophen treatments: visual surveys. Brown Treesnake Technical Working Group. Garipan, Saipan, CNMI.
- 2019 Barnhart, P. D., A. A. Yackel Adams, **E. T. Hileman**, A. Feuka, S. M. Goetz, R. N. Reed, S. R. Siers, and M. G. Nafus. Radio transmitter attachment methods for thin-bodied arboreal snakes. Joint Meeting of Ichthyologists and Herpetologists. Snowbird, UT. Poster presentation.
- 2019 **Hileman, E. T.**, P. D., Barnhart, B. Eichelberger, J. Liske-Clark, R. N. Reed, A. Yackel Adams, and M. G. Nafus. Predictors of lizard distribution on Saipan. Joint Meeting of Ichthyologists and Herpetologists. Snowbird, UT.
- 2019 Goetz, S. M., **E. T. Hileman**, M. G. Nafus, A. A. Yackel Adams, R. N. Reed, and S. R. Siers. Brown Treesnake survivorship in relation to aerial applications of toxicant-laced baits. Joint Meeting of Ichthyologists and Herpetologists. Snowbird, UT.



- 2019 Siers, S. R., R. J. Gosnell, A. F. Collins, S. M. Goetz, **E. T. Hileman**, M. G. Nafus, W. C. Pitt, A. B. Shiels, J. D. Eisemann, L. Clark, W. G. N. Coon, and M. C. Messaros. Implementation of an automated bait manufacturing and aerial delivery system for landscape-scale control of invasive Brown Treesnakes on Guam. Joint Meeting of Ichthyologists and Herpetologists. Snowbird, UT. Poster presentation.
- 2019 **Hileman, E. T.**, R. B., King, and L. Faust. Eastern massasauga demography and extinction risk under prescribed-fire scenarios. 79<sup>th</sup> Midwest Fish & Wildlife Conference. Cleveland, OH.
- 2018 Barnhart, P. D., A. A. Yackel Adams, M. G. Nafus, **E. T. Hileman**, and S. R. Siers. Evaluating Brown Treesnake bait tube use on the prey rich island of Saipan. 2<sup>nd</sup> Annual Marianas Terrestrial Conservation Conference and Brown Treesnake Technical Working Group Meeting. Mangilao, GU.
- 2018 **Hileman, E. T.**, P. D., Barnhart, J. Liske-Clark, B. Eichelberger, R. N. Reed, A. Yackel Adams, and M. G. Nafus. Ecological factors and species interaction as predictors of lizard distribution on Saipan. 2<sup>nd</sup> Annual Marianas Terrestrial Conservation Conference & Workshop. Mangilao, GU.
- 2015 **Hileman, E. T.**, L. J. Faust, R. B. King, and the EMR Group. Filling in the gaps: a range-wide synthesis of eastern massasauga life history and egress phenology. 58<sup>th</sup> Annual Society for the Study of Amphibians and Reptiles Conference, University of Kansas, Lawrence, KS.
- 2015 **Hileman, E. T.**, L. J. Faust, and R. B. King. Filling in information gaps of the eastern massasauga: a range-wide analysis. 35<sup>th</sup> Annual Midwest Ecology & Evolution Conference, Indiana University, Bloomington, IN.
- 2015 **Hileman, E. T.**, D. M. Delaney, D. R. Bradke, and R. B. King. Protection by association: implications of scent trailing in neonate eastern massasaugas (*Sistrurus catenatus*). 22<sup>nd</sup> Annual Animal Behavior Conference, Indiana University, Bloomington, IN. Poster presentation.
- 2014 **Hileman, E. T.**, L. J. Faust, M. McQuiston, and R. B. King. Filling in the gaps in demography and phenology of the eastern massasauga rattlesnake. 74<sup>th</sup> Midwest Fish and Wildlife Conference, Kansas City, MO.
- 2013 **Hileman, E. T.** Demography and life history of the eastern massasauga near the edge of Chicago wilderness. Chicago Wilderness Wildlife Task Force seminar meeting. Lincoln Park Zoo, Chicago, IL.
- 2011 **Hileman, E. T.** The Michigan field study of the eastern massasauga rattlesnake (*Sistrurus catenatus catenatus*). Lincoln Park Zoo, Chicago, IL.
- 2010 **Hileman, E. T.** Abundance and survivorship of Butler's gartersnake (*Thamnophis butleri*) in Wisconsin. Thesis defense. University of Wisconsin–Milwaukee, Milwaukee, WI.
- 2005 **Hileman, E. T.** The rich coast, Costa Rica: a hotspot between two continents, between two seas. Tropical herpetology: a Central American expedition. Racine Zoological Society Board of Director's Annual Meeting, Racine, WI.

## TEACHING EXPERIENCE

### **Instructor**

- 2023–present Introduction to Wildlife and Fisheries (WMAN 175), Fall, West Virginia University
- 2023 Problem Solving in Conservation Biology (WFA 4633/6633), Spring, Mississippi State University
- 2021–2023 Ecology and Management of Human-Wildlife Interactions (WFA 4273/6273), Fall, Mississippi State University
- 2021–2022 Applications of GIS in Wildlife (WFA 4253/6253), Spring, Mississippi State University

- 2021 Urban Wildlife Ecology (WFA 4393/6393), Summer, Mississippi State University
- 2012–2017 Tropical Herpetology, Tropical Research in Ecology and Ethology (TREE), Winterim
- 2004–2006 Tropical Ecology, University of Wisconsin–Parkside, Summer, co-instructed with Dr. Gregory Mayer
- 2004, 2006 Chiwaukee Academy, University of Wisconsin–Parkside, Summer workshop, co-instructed with Autumn Nelson

### ***Guest Lecturer***

- 2021 Terrestrial Biodiversity Conservation (WFA 8753), Spring, Mississippi State University

### ***Graduate Teaching Assistant***

- 2016 Fundamentals of Organismal Biology Laboratory (BIOS 211), Spring and Fall, Northern Illinois University
- 2007–2009 Survey of Zoology (BIO SCI 100), lab sections, Spring and Fall, University of Wisconsin–Milwaukee

### ***Teacher Training***

- 2021 Safe Zone Ally Certification Training Program. Holmes Cultural Diversity Center. Division of Access, Diversity, and Inclusion, Mississippi State University
- 2021 Inclusive Pedagogy Best Practices. Center for Teaching and Learning and the Office of Institutional Diversity and Inclusion, Mississippi State University
- 2020 Online Teaching 101. Center for Teaching and Learning, Mississippi State University
- 2020 New Faculty Teaching Academy. Center for Teaching and Learning, Mississippi State University

## **MENTORSHIP**

### ***Graduate Students***

- 2023–present Amylynn Ephraim, M.S. student, West Virginia University, graduate committee, advisor Amy Welsh
- 2023 Allyson Beard, M.S. thesis research mentor
- 2021–2023 James Helferich, MS student, Mississippi State University, graduate advisee
- 2020–2023 Daniela Adjaye, MS student, Mississippi State University, graduate committee, advisor Dana Morin
- 2017–2020 Arin Thacker, M.S. student, Grand Valley State University, graduate committee, advisor Jennifer Moore

### ***Undergraduates***

- 2023–present Undergraduate research experience: Samuel Hall, Ian Brown
- 2021–2023 Advising (28 students): Jonas Akeman, Curtis Coleman, Rebecca Ehardt, Megan Fowler, Cadence Harvey, Heather Hughes, Kendale James, Jacob Krance, Shani Kyles-Lacking, Elaina Langston, Robert Lippincott, Heather Lollar, Tyler Long, Lydia Morphis, Zoe Nye, Gabriel Palmer, Allison Parham, Chloe Risch, Michael Poe, Kinley Reeves, Gabriel Sciple, Mitchell Tanner, Kaelin Turner, Kelsie Vaughn, Kaylee Wakefield, Nicholas Walter, Logan Winstead, Matthew Wubben

### ***Other Mentorship***

- 2016 TREE, Tropical Herpetology, Costa Rica, students: Nicole Dahrouge, Alexander Jones, Nathan M. Jordan, Justine Kaseman, and Kristen McCarty

2014–2016 TREE, Tropical Herpetology, Costa Rica, Teaching Assistant: Gavin Brink  
 2015 TREE, Tropical Herpetology, Costa Rica, students: Joe Altobelli, Danielle Bradke, Liv Gripko, Bridget Rogers, Michael Laforgia, Nathan Van Ee, and Jessica Wadleigh  
 2015 Lauren Hall, Indiana University-Purdue University, assisted with statistical analyses  
 2014 TREE, Tropical Herpetology, Costa Rica, students: Amylynn Ephraim, Jordan Stepro, Jessica Wadleigh, and Justin Waskowiak  
 2013–2014 NIU field technicians Danielle Bradke and David Delaney (2013 only)  
 2013 TREE, Tropical Herpetology, Costa Rica, students: Gavin Brink, Megan Curran, Kristina Kroening, Megan Mondelli, Alex Pepper, and Steven Tillis  
 2011, 2013 John H. Giovanni, NIU, spatial analyses  
 2012 TREE, Tropical Herpetology, Costa Rica, students: Gavin Brink, Justine Kaseman, Sam McCoy, Tanya K. O'Brien, and Amber Stedman  
 2011–2012 NIU field technicians Jay Veccheit and Brent Schulmeister (2011 only)  
 2009–2010 Joshua Knapp, UWP and NIU, field technician  
 2008–2009 Aurielle Eberhardy, Kristina Kroening, and Julia Robson (2009), UWP, field technicians  
 2008 Sean Murphy and Liam Gilles, UWP, field technicians

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### **SERVICE, OUTREACH, AND PROFESSIONAL EXPERIENCE**

2022 Mississippi State Chapter, The Wildlife Society, Awards Committee Chair  
 2021 Invited attendee for the Canadian Snake Conservation Planning Workshop  
 2017 Ojibway Prairie Reptile Recovery Working Group, Windsor, Ontario, CAN  
 2017 SECR workshop: Trent University, Peterborough, Ontario, CAN  
 2016 Symposium organizer: updates in eastern massasauga (*Sistrurus catenatus*) ecology, management, and conservation status. Midwest Fish and Wildlife Conference, Grand Rapids, MI, USA  
 2015–2016 Michigan DNR and USFWS Michigan Massasauga Workgroup, Grand Rapids, MI, USA  
 2015 The New Statistics in R. Semester-long course on linear models and their extensions. Northern Illinois University, Dekalb, USA  
 2010, 2015 Volunteer: Lake Erie watersnakes (Nerodia), Lake Erie Islands, OH, USA  
 2014 Consulting statistician, Urban Ecology Center–Riverside Park, Milwaukee, WI, USA  
 2009, 2012 Program MARK, introductory (2009) and intermediate workshop (2012): analysis of data from marked animals. Colorado State University, Fort Collins, USA  
 2007–2010 Butler's Gartersnake Science Team, Wisc. Dept. Natural Resources, Milwaukee, WI, USA  
 2008 Butler's Gartersnake Stakeholder's Meeting, Milwaukee, WI, USA  
 2008 AZA National Conference, Milwaukee, WI, USA  
 2007–2008 Volunteer: Urban Ecology Center–Riverside Park, Milwaukee, WI, USA  
 2006 Saving Panama's amphibians. National Public Radio, 91.1 WGTD, Kenosha, WI.  
 2006 AZA led collection and treatment of chytrid-infected Panamanian amphibians. Amphibian Conservation Center, El Nispero Zoo, El Valle, Panama  
 2005 Great Lakes Restoration Conference, Grand Rapids, MI, USA  
 2005 MRA Institute of Mgmt., Inc workshop: retaining and motivating employees, Racine, WI, USA  
 2004–2005 AZA National Conference, Chicago, IL (2004) New Orleans, LA (2005), USA  
 2004 Science on Saturday, Kenosha Public Museum  
 2003, 2005 Safe Capture workshop: chemical immobilization of animals (16 hrs), University of Wisconsin–Stevens Point, WI, USA  
 2003 AZA Midwest Regional Conference: Institutional Collection Planning, Milwaukee, WI, USA  
 2003 Mid America Zoo Alliance Conference, Garden City, KS, USA  
 2002–2009 JASON Project, Union Grove Elementary School  
 2002–2003 Chiwaukee Prairie Preservation Society, Kenosha, WI, USA  
 2001–2002 Study abroad course: Tropical Dry Forest Research Center, Guanacaste, Costa Rica  
 1999 Study abroad course: Hofstra University Marine Laboratory, Priors, Jamaica  
 1997–1998 Volunteer: Racine Zoo, Racine, WI, USA

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## PROFESSIONAL AFFILIATIONS

Eastern Massasauga Rattlesnake Species Survival Plan®; American Society of Ichthyologists & Herpetologist; The Wildlife Society

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Reviewer for *Animal Conservation* (1), *Austral Ecology* (1), *Caribbean Naturalist* (1), Eastern Massasauga Rattlesnake Species Survival Plan® (1), *Herpetological Conservation and Biology* (4), *Human-Wildlife Interactions* (1), *Journal of Wildlife Management* (1), Loma Linda University Press (1), *Management of Biological Invasions* (1), *PLOS ONE* (1), RZS Thomas Torhorst Wildlife Conservation Fund (1), *Scientific Reports* (1), and the U.S. Fish and Wildlife Service (1)