

# Eric T. Hileman

School of Natural Resources and the Environment  
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>

---

## 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<br>Concentration: Organismal and Population Biology |

---

## 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                                            |

---

## PEER-REVIEWED ARTICLES

(Symbols denote †co-first authorship, or ‡undergraduate coauthor)

26. Clark, M. I., **E. T. Hileman**, J. A. Moore, L. J. Faust, R. E. Junge, B. Reid, D. R. Bradke, G. S. Bradburd, and S. W. Fitzpatrick. *In press*. Inbreeding reduces fitness in spatially structured populations of a threatened rattlesnake. *Proceedings of the National Academy of Sciences*.
25. Helferich, J. N., R. B. King, L. J. Faust, S. J. Baker, M. J. Dreslik, S. LaGrange, K. Otterbein, J. A. Moore, D. Wynn, T. A. Bell, R. L. Bailey, G. Johnson, M. Kleitch, K. Cedar, R. A. Paloski, J. D. Choquette, J. M. Adamski, and **E. T. Hileman**. 2025. Projected climate change effects on individual growth rates and size in a threatened pitviper. *Climate Change Ecology* 9:100091.
24. Evans, T. S., **E. T. Hileman**, M. R. Boudreau, B. K. Strickland, and R. B. Iglay. 2024. Can hair snares provide a reliable method for estimating abundance of an exotic ungulate? *Biological Invasions* 26:3017–3029.
23. Foley†, C. A. H., **E. T. Hileman**†, A. W. Parsons, L. S. Foley, A. L. Lobora, L. J. Faust. 2024. Disease and population density act together to naturally regulate African savanna elephants. *Biological Conservation* 296:110670.
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. 2024. Influence of temporary emigration on wood turtle (*Glyptemys insculpta*) detectability, with implications for abundance estimation. *Plos One* 19:e0302170.
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* 43: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<sup>†</sup>, S. M., **E. T. Hileman<sup>†</sup>**, 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<sup>‡</sup>, H. Campa III, **E. T. Hileman**, C. Krueger<sup>‡</sup>, N. Kudla<sup>‡</sup>, Y. M. Lee, A. J. Thacker<sup>‡</sup>, 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<sup>‡</sup>, L. J. Faust, R. B. King, N. Kudla<sup>‡</sup>, 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. Mauger, 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.
- 

#### 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.
- 

#### 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.
-

## MANUSCRIPTS IN PREPARATION, REVIEW, OR REVISION

**Hileman, E. T.**, M.E. Kleitch, Y. Lee, and M. J. Ravesi. *In revision*. Long-term demographics link transmitter removal to declines in *Ophidiomyces* prevalence and clinical signs of ophidiomycosis in a threatened pitviper population. *Ichthyology and Herpetology*.

Tetzlaff<sup>†</sup>, S. J., **E. T. Hileman<sup>†</sup>**, M. G. Simon, G. W. Schuett, M. A. Davis, W. S. Brown. *In revision*. Population dynamics of a long-lived pitviper inferred from capture-recapture data spanning four decades. *Ecosphere*.

Adjaye, D. F., S. F. Spear, J. P. Brooks, **E. T. Hileman**, R. Smith, G. Albers, D.J. Morin. *In prep*. Assessing use of soil eDNA collected from beneath cover objects to monitor shrews.

Helferich, J. N, D.J. Morin, and **E. T. Hileman**. *In prep*. Spatiotemporal patterns of landscape use in eastern massasauga using spatially explicit capture-recapture.

**Hileman, E. T.**, S. J. Tetzlaff, M. G. Simon, G. W. Schuett, M. A. Davis, W. S. Brown. *In prep*. Climate change drives population dynamics through reduced survival and phenotypic selection in a vulnerable pitviper.

---

## 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.
- 

#### AWARDS AND HONORS

|           |                                                                                                                                                                                                     |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                                                                                                           |

---

#### GRANTS

|      |                                                                                                                                                                                                                                              |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025 | Competitive State Wildlife Grant. <i>Assessment and Conservation of Eastern Massasaugas in Michigan: Predicting Eastern Massasauga Rattlesnake (Sistrurus catenatus) Overwintering Habitat and Timing of Emergence</i> . \$42,255. Role: PI. |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- 2024 GEI Consultants of Michigan, P.C. *Estimation of baseline eastern massasauga (Sistrurus catenatus) population parameters and development of demographic tools for population monitoring at Camp Grayling, MI.* \$31,963. Role: PI.
- 2023 Michigan State University. *Determining effects of inbreeding on eastern massasauga rattlesnake vital rates and population growth.* \$12,354. Role: PI.
- 2020 Department of Navy Marine Corps Forces, Pacific. *Assessment of brown treesnake fates after toxicant delivery to the Habitat Management Unit.* \$226,448. Role: PI.
- 2019 Great Lakes Fish and Wildlife Restoration Act Grants Program. *Determining effects of inbreeding on eastern massasauga rattlesnake vital rates and population growth.* \$128,387. Role: coPI.
- 2018 Department of Navy Marine Corps Forces, Pacific. *Multispecies Barrier Development (Phase I).* \$391,740. Role: PI.
- 2018 Office of Insular Affairs. *Multispecies Barrier Development (Phase I).* \$75,474. Role: PI.
- 2016 Edward Lowe Foundation. *Estimation of Ophidiomyces prevalence to evaluate snake fungal disease risk.* \$5,985. Role: PI.
- 2014–2015 U.S. Fish and Wildlife Service. *Assessing management needs to enhance recovery of the eastern Massasaugas.* \$39,410. Role: collaborator, contributed to experimental design and co-wrote proposal.
- 2014 Potawatomi Zoo. *Filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).* \$500. Role: PI.
- 2014 Fort Wayne Children's Zoo. *Filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).* \$2,000. Role: PI.
- 2014 Columbus Zoo Conservation Fund. *Informing conservation management for an endangered species: filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).* \$5,000. Role: PI.
- 2014 Eastern Massasauga Rattlesnake Species Survival Plan®. *Informing conservation management for an endangered species: filling in data gaps in demography and phenology of the eastern massasauga rattlesnake (Sistrurus catenatus).* \$5,000. Role: PI.
- 2014 Urban Ecology Center (contract work). *Habitat protection and restoration in Milwaukee River Estuary Area of Concern.* \$2,874. Role: PI.
- 2012–2014 U.S. Fish and Wildlife Service. *Continued assessment of management needs to enhance recovery for the eastern massasauga.* \$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.

---

#### INVITED TALKS

- 2025 **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. West Virginia Herpetological Society, Walker, WV.
- 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

- 2025 Clark, M. I., **E. T. Hileman**, J. A. Moore, L. J. Faust, R. E. Junge, B. Reid, D. R. Bradke, G. S. Bradburd, and S. W. Fitzpatrick. Using genomic and long-term demographic data to infer the impacts of fragmentation and inbreeding in a threatened rattlesnake. Ecological Society of America, Baltimore, MD
- 2025 Klein, M. J., L. J. Faust, **E. T. Hileman**. Population viability of an isolated eastern massasauga rattlesnake population experiencing inbreeding depression. Joint Meeting of Ichthyologists and Herpetologists, Saint Paul, MN.
- 2025 Clark, M. I., **E. T. Hileman**, J. A. Moore, L. J. Faust, R. E. Junge, B. Reid, D. R. Bradke, G. S. Bradburd, and S. W. Fitzpatrick. Fitness consequences for small, isolated, and threatened rattlesnake populations in fragmented landscapes. Joint Meeting of Ichthyologists and Herpetologists, Saint Paul, MN.
- 2024 Clark, M. I., **E. T. Hileman**, J. A. Moore, L. J. Faust, R. E. Junge, B. Reid, D. R. Bradke, G. S. Bradburd, and S. W. Fitzpatrick. Dissecting spatial mechanisms of inbreeding depression in a threatened rattlesnake. 3<sup>rd</sup> Joint Congress on Evolutionary Biology, Montreal, QC, Canada
- 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.
- 2024 **Hileman, E. T.**, S. J. Tetzlaff, M. G. Simon, G. W. Schuett, M. A. Davis, W. S. Brown. Four decades of monitoring timber rattlesnakes reveal climate change, color polymorphism, and body size are key drivers of population dynamics. Snake Ecology Group VII Conference, Winter, WI.
- 2024 **Hileman, E. T.**, M. I. Clark, L. J. Faust, J. A. Moore, D. R. Bradke, R. Junge, S. W. Fitzpatrick. Effects of site, sex, body size, and inbreeding on individual growth and survival: implications for eastern massasauga (*Sistrurus catenatus*) Conservation. Edward Lowe Foundation, Cassopolis, MI.
- 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**

2025      Herpetology (WMAN 427/ 393A) Spring, West Virginia University

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**

2025–present      C. Dare Scott, M.S. student, West Virginia University, graduate advisee

2025–present      Brianna Casement, PhD student, West Virginia University, graduate committee, advisor Laura Gigliotti

2025–present      Maree Dieterich, M.S. student, West Virginia University, graduate committee, advisor Jamie Schuler

|              |                                                                                                       |
|--------------|-------------------------------------------------------------------------------------------------------|
| 2024–present | Emily Langer, MS student, Marshall University, graduate committee, advisor Jayme Waldron              |
| 2024–present | Matthew Klein, MS student, West Virginia University, graduate advisee                                 |
| 2023–present | Amylynn Ephraim, M.S. student, West Virginia University, graduate committee, advisor Amy Welsh        |
| 2023–2024    | 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***

|              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025         | Academic mentees (35 students): Madeline Mitchell, Jakob Lutz, Randy Young, Garrett Gillispie, William Thompson, Audrey Hunter, Sabrina Vignola, Andy Riendeau, Jacob Ritenour, Darla Sanders, Delaney Shusko, Hayley Sudol, Gracie Woods, Karolina Ratliff, Delanie Snyder, Gabriel Bachtell, Kurtis Boccabello, Sydney Burkhardt, Drake Clark, Josephine Crim, Patrick Dolin, Ashley Engram, Ethan Gochenour, Kaleila Gruber, Jacob Kesecker, Madelyn Leahy, Ryan Martin, Lillian Morgan, Lane Noble, Daniel Ortiz, Keegan Salm, Julianna Sirianni, Austin Willard, Ethan Vancamp, and Ava Arnold |
| 2023–present | Undergraduate research experience: Samuel Hall and 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, and 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                                                                                                                 |

---

## SERVICE, OUTREACH, AND PROFESSIONAL EXPERIENCE

|            |                                                                                                                                                                                             |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2025       | Student Financial Support Committee (Recruitment & Enrollment Management Workgroup), West Virginia University, Morgantown, WV                                                               |
| 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 ( <i>Sistrurus catenatus</i> ) 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, Priory, Jamaica                                                                                                                  |
| 1997–1998  | Volunteer: Racine Zoo, Racine, WI, USA                                                                                                                                                      |

---

## PROFESSIONAL AFFILIATIONS

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

---

Reviewer for *Animal Conservation* (1), *Austral Ecology* (1), *Caribbean Herpetology* (1), *Caribbean Naturalist* (1), Eastern Massasauga Rattlesnake Species Survival Plan® (1), *Herpetological Conservation and Biology* (4), *Human-Wildlife Interactions* (1), *Journal of Herpetology* (1), *Journal of Wildlife of Diseases* (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* (2), and the U.S. Fish and Wildlife Service (1)