

CISAC VACANCY NOMINATIONS

Application 1.....	Page 3
Application 2.....	Page 11
Application 3.....	Page 17
Application 4.....	Page 30
Application 5.....	Page 35
Application 6.....	Page 41

Application 1

Brent Randol

St. Helena, CA 94574 | | (707) 481-3319 | bretrandol@comcast.net
linkedin.com/in/brent-randol-664207b/

BUSINESS DEVELOPMENT LEADER

Top Performing business development professional with comprehensive experience and a proven track record for consistently driving continuous growth and profitability in the financial services industry. Experience encompasses wide breadth of responsibilities and areas of expertise within the financial products industry. Demonstrated outstanding talents in developing and leading the cultivation of corporate-to-corporate relationships. Expertise includes:

- Delivering significant revenue increases through the development and implementation of relationship-based strategies.
- Skill and leadership for uncovering and exploiting business development opportunities while forging mutually beneficial and profitable corporate-to-corporate partnership alliances.
- Cultivating highly profitable and lasting business relationships earned through the establishment and maintenance of premium levels of client service.

PROFESSIONAL EXPERIENCE

Retired Financial Professional

July 2024-Present

Charles Schwab, San Francisco, CA
Business Development Officer

October 2020-July 2024

I consult with advisors who are ready to fuel their independent spirit, drive their own business growth, and realize their career goals through the Registered Investment Advisor (RIA) model. My experience has reinforced my belief that when financial advisors take control of their own future, they can help create better outcomes for their clients.

RAYMOND JAMES FINANCIAL SERVICES, Saint Helena, CA
Business Development Consultant

January 2018-October 2020

Develop affiliations with advisor and/or financial planning professionals/organizations to recruit advisors and/or their practices to various Raymond James Financial divisions. Act in a professional sales and marketing capacity to help meet division goals.

- Established and maintained relationships that led to recruiting new advisors and/or practices.
- Assisted advisors during transition to the firm and/or facilitated acquisitions.

PATELCO FINANCIAL SOLUTIONS, Pleasanton, CA
Director of Investments - Consultant

March 2017 to December 2017

Set and achieved revenue/profit goals for the program, as well as for the Financial Advisors. Worked closely with the management and staff to develop a business plan designed to grow the investment business and integrate it as a core offering of the credit union.

- As the Program Manager/VP, Investments, identified and recruited for staffing needs, coached, mentored, and provided both basic and advanced sales training to registered reps and sales assistants to implement the plan for success.

AMERIPRISE FINANCIAL, Saint Helena, CA

June 2010 to March 2017

Regional Recruiting Director

Regional Director of Franchise Development for the Pacific. Mergers and Acquisitions on both of our platforms.

- Grew the population of Financial Advisors in eight western states in both the independent and employee channels.
- The top director based on hiring head count and trailing 12 production, winning 3 consecutive performance contests against peers.

INVESTMENT PROFESSIONALS INC, Saint Helena, CA

June 2009 to June 2010

BUSINESS DEVELOPMENT - Contract

Handled the outreach, prospecting, and marketing to attract Non-Deposit Investment Programs in financial institutions, signing and closing contracts. Consulted with financial institution on program design and structure, implementation, rep compensation, platforms, and conversions.

GRUBB & ELLIS SECURITIES, Saint Helena, CA

June 2008 to March 2009

WHOLESALE

Raised capital for Grubb & Ellis Realty Investors real estate investment trusts (REITs); multi-member limited liability companies (LLCs) and 1031 tenant-in-common (TIC) exchange offerings in 14 western states.

- Regularly spoke with investors and financial advisors regarding REITs, tenant-in common investments, LLCs and private wealth management investments.

SMITH BARNEY, San Francisco, CA

June 2002 to October 2007

AREA INVESTMENT MANAGER

Managed and trained Bank Brokerage Representatives in San Francisco Bay Area. Established objectives, conducts performance reviews, and provides forecasting and strategic analysis for each quarter.

- Recruited, interviewed, hired, assigned, and implemented the training and development of 19 Stockbrokers and 3 Sales Assistants.
- Acted as a resource to answer questions, review documents, approve trade blotters, and conduct annual audits.
- Ensured relationships were managed according to policies and procedures, ensuring service and sales standards were achieved.

ADDITIONAL RELEVANT EXPERIENCE**Outdoor Writer Napa Valley Register**

March 2022-Present

**Napa Regional Park & Opens Space District
Director**

August 2015-December 2022

Napa County Wildlife Conservation Commission

February 2006-February 2013

EDUCATION

Bachelor of Science – Business Administration, Finance, Minors: Economics, Computer Science
Cal Poly Humboldt, Arcata, CA

LICENSES

Series 7, Series 9, Series 10, Series 24, Series 26, Series 53, Series 63, Series 65
California Life and Disability, Long Term Care Certification, California Fire and Causality License

HONORS AND AWARDS HIGHLIGHTS

Named Top Recruiter at Ameriprise, October 2015, 2016, 2017
Presidents Volunteer Award, March 2005, 2006, 2007
Team Builder Award, January 2005
Foreperson Napa County Grand Jury, June 2004
Citistars Winner, March 2004
Finalist Customer Excellence Award, September 2000,
Nomination: Managers Choice Award, February 1999
Graduate Leadership Napa Valley, June 1997
Sales Manager of the Year for Independent Financial, April 1997
Outstanding Manager of the Year – “Investment Marketing Magazine”, October 1995
Pamco Achievement Award for Outstanding Sales Management, February 1991

Statement of Qualifications

I am honored to be considered for service on the California Invasive Species Council and to support the mission of the California Department of Food and Agriculture. Throughout my career, I have been guided by a commitment to public service, collaborative leadership, and responsible stewardship of California's natural and agricultural resources. I believe my professional experience, combined with decades of community involvement and service on local boards and commissions, has prepared me to make meaningful contributions to these important statewide efforts.

For more than forty years, I have built my career as an executive and business leader, where I learned the importance of strategic planning, sound financial management, and thoughtful decision-making. Leading organizations has required me to evaluate complex issues, work collaboratively with individuals from diverse backgrounds, and make decisions that balance competing priorities while remaining focused on long-term success. These experiences have shaped my leadership style and prepared me to serve effectively on boards and advisory councils charged with protecting California's people, economy, and natural resources.

Public service has always been one of my greatest priorities. I have been fortunate to serve my community through several organizations dedicated to conservation, public infrastructure, and environmental stewardship. These opportunities have given me a broad understanding of the challenges facing California's agricultural communities, natural landscapes, and public resources while reinforcing the importance of collaboration, science-based decision-making, and long-term planning.

My service on the Napa County Regional Park and Open Space District Board allowed me to help protect open space, preserve wildlife habitat, and support responsible management of public lands. I understand that California's parks and natural landscapes face increasing pressure from invasive plants, insects, and other species that threaten biodiversity, increase wildfire risk, and disrupt healthy ecosystems. Protecting these resources requires proactive planning, coordination among agencies, and a commitment to preserving California's natural heritage for future generations.

Serving on the Watershed Information and Conservation Council further strengthened my appreciation for the connection between healthy watersheds, thriving ecosystems, and successful agriculture. Water is one of California's most valuable resources, and protecting our watersheds requires cooperation among landowners, agricultural producers, conservation organizations, scientists, and government agencies. I have seen firsthand how effective partnerships can produce lasting environmental benefits while supporting the economic vitality of our communities.

As a member of the Napa County Resource Conservation District Board, I have had the opportunity to work alongside individuals committed to protecting working lands, improving soil health, conserving water, restoring habitat, and supporting sustainable agriculture. This experience has provided valuable insight into the real-world challenges faced by farmers, ranchers, vineyard owners, and other agricultural producers. I believe California achieves the greatest success when environmental stewardship and agricultural productivity work hand in hand, and I am committed to finding practical, balanced solutions that support both.

Brent Randol's Biography

Brent Randol began his career in the financial services industry over 40 years ago as a financial advisor for Pamco Securities and Insurance Services. Since that time, Brent has served as an Area Manager, Regional Manager, and Divisional Manager with several prominent financial companies. Prior to joining Schwab Advisor Services as a Business Development Consultant, he spent 3 years as a Business Development Consultant with Raymond James Financial. He also was a Regional Director for Ameriprise Financial. He currently holds a FINRA series 7,9,10,24,26,53,63,65 and a California Insurance Life & Disability and Property & Causality license. Throughout his career, Brent has received numerous awards and accolades including, *Investment Marketing Magazine's* "Manager of the Year", and the "United States Presidents Volunteer Award" for his outstanding commitment to volunteer service in his community. Brent served as Foreman for the Napa County Grand Jury in 2004 and served on the board of the Napa County Wildlife and Conservation Commission. He was elected in 2015 to the Napa County Regional Parks and Open Space District.

A fourth-generation resident of the Napa Valley, Brent produces 50 cases of cabernet sauvignon from grapes grown on his estate in St. Helena. An avid sportsman, he enjoys all outdoor activities including fishing, hunting, biking, and golf and is an active member and past president of the St. Helena bocce ball league. Brent lives full-time in St. Helena with his wife Jeanmarie Wolf, their daughters Liesl, and their dog Eddie. Brent received a Bachelor of Science in Business Administration from Humboldt State University in 1984.

To: California Department of Fish and Wildlife/California
Department of Food and Agriculture

From: Tom Belt, California Department Fish and Wildlife
Patrol Captain, Retired

Subject: Candidate for California's Invasive Species Advisory
Committee

Dear Councilmembers,

I am writing to urge you to consider Mr. Brent Randol as a candidate to serve on the California Invasive Species Advisory Committee (CISAC). I have had the good fortune to know Brent Randol as a brother in California Native Sons, as the chairman of St. Helena's Water and Wastewater Committee, and as the lead member appointed to the City of St. Helena's Water Board during the 2020–2021 drought emergency in our city where he and the other board members had the difficult task of reviewing water customers' requests for additional water allotments over and above what the city's water restrictions allowed.

I also know that he is an enthusiastic angler who occasionally writes articles about fishing for the St. Helena's Star newspaper.

I can say that I have attended many of the water and wastewater committee meetings in St. Helena at which he chairs. Mr. Randol runs a well-managed committee meeting following the agenda and also provides resident water customers attending the meetings the opportunity to opine at the end of each agenda item.

I have also personally worked with him during Native Sons events, and he is adept at providing leadership and direction while at the same time remaining conscientious of the task at hand.

If you are looking for an honest, knowledgeable, can-do candidate to serve on the CISAC with an interest in the invasive species that threaten California's native fisheries and waterways, I strongly recommend you consider Mr. Brent Randol as an outstanding candidate.

Thank you for your consideration,

Tom Belt, CDFW Patrol Captain, ret.

July 14, 2026

TO: Whom it May Concern:

FROM: Larry Wyckoff, Retired Senior Environmental Scientist, California Department of Fish and Wildlife

RE: Letter of Recommendation for Brent Randol

It is without hesitation that I write this letter of recommendation for Brent Randol as a candidate for The California Invasive Species Council.

I have known Brent for over 30 years, both in a personal and professional capacity. As the Senior Environmental Scientist Supervisor (Wildlife) at the Napa-Sonoma Marshes State Wildlife Area, I had the pleasure to work with Brent during the Napa-Sonoma Marshes Wetland Restoration Project's planning process while he served on the Bay Wetlands Task Force. I was impressed by his dedication to the project, his ability to lead a group, and most importantly, his ability to contribute meaningful and well thought out ideas that met the State's needs. Combined with his organizational skills and business acumen, The CA Department of Fish and Wildlife greatly benefitted from his involvement and direct knowledge of the local wetlands and marsh.

Brent is committed to public service and has been a member of many boards locally and within the state in an effort to be a responsible steward of California's natural and agricultural resources. He is an avid outdoorsman with respect for the environment and a dedication to maintain balance and harmony with our agricultural communities, natural landscapes, and public resources.

I am very confident that Brent Randol would be an asset to this Council. If you have any questions concerning this Letter of Recommendation, please contact me at 707-227-9665, or at Lcwyckoff@sbcglobal.net.

Sincerely,

Larry Wyckoff

Application 2

Chris Morrison

chris@morrisonwater.com +14154971772 - Larkspur, CA

WATER Technology: Innovation and Strategic Development

A recognized sustainable technology executive and team-builder with an extraordinary history operating from the trenches, watersheds, with executives and to the boardroom.

MorrisonWater Water Advisor-CEO coach Larkspur, CA 2017 to present

*Developing strategic opportunities for water technology firms through active participation in boardrooms and long-term planning with insights and connections to industry leaders. Board/advisory roles: **Axine Technology**, Vancouver, BC Canada; **Apana**, Bellingham, WA; **Aquafortus**, Auckland, NZ; **Baswood Water**, Dallas, Texas; **Emerson Collective**, Palo Alto, CA; **Biogill**, Sydney NSW Australia; **Bluetech Research**, Cork, Ireland; **Luminultra/XPV** Toronto, Canada; **Sentry Water Technologies**, Toronto, ON; **Upwell Water**, San Francisco, CA; **Lagunitas Brewing**, Petaluma, CA; **Lyve Water Systems**, Napa, CA; **ImagineH2O**, San Francisco, CA; **InPipeEnergy** Portland, OR; **FREDsense**, Calgary, Canada; **CleanTeQ Water**, Melbourne, AU; **WesTech Engineering**, Salt Lake City; **Little Leaf Farms**, McAdoo, PA; **Stanley Capital Partners**, London UK; **SePRO Scientific**, Indianapolis, IN*

Ecolab/Nalco/Suez \$15B/year global leader in water, hygiene and energy services providing value-added onsite technical expertise and chemical solutions to industrial manufacturing clients > 1980 to 2017

Vice President **WATER Div - Global Technology Partnerships**, SF 2012 to 2017

Created new platform to attract, screen and evaluate new innovations for Ecolab. Our team processed 300+/year new technology and business offerings working with Global business needs within R&D, Technology/Marketing and Field sales. Technology Partnerships signed over \$250M/year in new technologies for Industrial water, Paper, Mining, Food and Beverage/Manufacturing saving over 1 billion gallons/year. Major focus on new commercial tools with IoT, Digital, A/I, lab services, filtration optimization, membranes, sensors, and new adjacencies.

WATER/PAPER/MINING – Division Vice President GLOBAL Strategic Accounts Geneva, Switzerland 2008 to 2012

WATER/PAPER/MINING – Various commercial roles, Div VP - Sydney, AU; Jakarta, IN; SF, CA 1980 to 2008

Marin Municipal Water (Elected Director/Chairman; Municipal Water Co; 150,000 clients) 1984 to 1992

California Reg Water Quality Control Board – Governor Appointment 1987

UC San Diego, La Jolla, CA – Biology and Chemical Engineering 1980

July 23, 2026

12

To: The Invasive Species Council of California (ISCC)

Subject: Letter of Recommendation for Chris Morrison to serve on the California Invasive Species Advisory Committee (CISAC)

Invasive species are a continuing threat to California's diverse agricultural, industrial, municipal and recreational resources and their related economies, and to the diversity of fauna and flora within the state. Successful responses to these threats in California have always required collaborative efforts that rely on a range of technologies, expertise in species' biology and ecology, water management, and the combined focus of public agencies and private entities.

Having had several decades of direct California, US-wide, and global experience with research on invasive species and their practical management, it is clear to me that the CISAC benefits most from the inclusion of broad representation of expertise and experience including public, regulatory and private industry. Chris Morrison's long-term career in water technologies and his experience and associated leadership roles in key commercial and public water-related planning and regulatory matters make him an excellent candidate for the CISAC. Chris' wide-ranging international experience, coupled with his California-based project roles with private/industry and public agencies - including local Regional Water Quality Control Board- would provide a unique and valuable perspective on the CISAC. Chris' career trajectory and his recognition within water-related industries and municipal agencies demonstrate his dedication to critically important water resources, and his ability to work productively within a diverse and often controversial realm of environmental management issues. Chris' breadth of experience and his collaborative-focused communication skills will further the CISAC goals to protect the vital resources and ecosystem services our state so highly values. I heartily recommend Chris for the CISAC!

Sincerely, 

Lars W.J. Anderson, Ph.D.

USDA-Retired/ WaterweedSolutions

P. O. Box 73883

Davis, CA 95617

Mobile: 916-715-7686



SEPRO Scientific • 11550 North Meridian Street, Suite 600 • Carmel, IN 46032 USA • 1-800-419-7779

July 20, 2026

California Invasive Species Council Advisory Committee

Re: Recommendation for Chris Morrison, Applicant

To the Invasive Species Council of California,

I am pleased to offer my strong recommendation for **Chris Morrison** for appointment to the California Invasive Species Advisory Committee.

As President & CEO of SEPRO Scientific, one of the nation's leading providers of solutions for invasive aquatic weeds, invasive mussels, and harmful algal blooms, I appreciate California's commitment to seeking informed outside perspectives on invasive species management. For decades, our company has worked with California agencies to develop and implement technologies that help prevent, mitigate, and manage invasive species and their impacts.

Chris Morrison brings an exceptional combination of scientific expertise, public service, and practical industry experience. A California native and UC San Diego-trained biologist, Chris has spent more than 30 years in water resource management and environmental stewardship. His leadership experience includes serving as Chairman of the Marin Municipal Water District, a Governor-appointed member of the San Francisco Bay Regional Water Quality Control Board, and an executive with Ecolab. Most recently, he has supported efforts to optimize management strategies for the emerging Golden Mussel challenge in Central California.

What sets Chris apart is his ability to bridge science, policy, and implementation. He understands the regulatory and operational realities of invasive species management and brings a collaborative, pragmatic approach to complex resource challenges.

I enthusiastically support Chris's application and believe his California experience, scientific background, and industry knowledge would make him a valuable contributor to the Committee's work.

Sincerely,

A handwritten signature in black ink, appearing to read "Tyler Koschnick", written in a cursive style.

Tyler Koschnick
President & CEO
SEPRO Scientific

Nomination Statement for the California Invasive Species Advisory Committee

As a University of California biologist, the former elected Chairman of the Marin Municipal Water District and a gubernatorial appointee to the SF California Regional Water Quality Control Board, I have spent much of my professional life helping California protect one of its most valuable resources—water. Combined with more than forty years of global leadership in water technology and my current work assisting California agencies and water organizations in preparing for emerging invasive aquatic species, I believe I can provide a unique and practical perspective to the California Invasive Species Advisory Committee (CISAC).

Throughout my career, I have worked at the intersection of science, public policy, engineering, and business. My experience ranges from governing a major California water district and serving in state environmental oversight to leading worldwide technology initiatives for Ecolab and now advising innovative water technology companies, investors, utilities, and public agencies through MorrisonWater Advisors. These experiences have taught me that protecting California's ecosystems requires collaboration, sound science, practical implementation, and a willingness to embrace innovation.

My commitment to California's water resources began with my election to the Marin Municipal Water District Board of Directors, where I ultimately served as Chairman. The District serves approximately 150,000 residents and is responsible for reservoirs, treatment facilities, distribution systems, and protected watersheds. Working alongside engineers, scientists, environmental organizations, elected officials, and community stakeholders, I gained firsthand appreciation for balancing environmental stewardship with reliable public water service.

During this same period, Governor George Deukmejian appointed me to the California Regional Water Quality Control Board. There I participated in decisions affecting water quality, watershed protection, municipal infrastructure, agriculture, and industrial discharges throughout the region. This experience strengthened my belief that effective environmental protection depends upon science-based decision making, thoughtful regulation, and collaboration among government, industry, and the public.

Professionally, I spent thirty-seven years with Nalco, SUEZ, and Ecolab, culminating as Vice President of Global Technology Partnerships. I established Ecolab's worldwide innovation platform responsible for identifying, evaluating, and commercializing emerging technologies for industrial and municipal water treatment. Our team reviewed more than 300 new technologies annually and developed partnerships while helping customers conserve more than one billion gallons of water each year.

Today, I advise water technology companies, investors, utilities, and public agencies on emerging technologies, strategic planning, and environmental challenges. My work has increasingly focused on invasive aquatic species and their impacts on California's water infrastructure and ecosystems.

During 2026, I have been actively engaged with California irrigation districts, technology developers, and the California Department of Water Resources as the state prepares for the

expanding threat of the Golden Mussel. These discussions have focused on protecting reservoirs, conveyance systems, irrigation canals, hydroelectric facilities, and municipal water infrastructure through early detection, risk assessment, monitoring, and effective control strategies.

To deepen my understanding of California's response, I attended the April 2026 Cal-Nevada Section AWWA Annual Conference in San Diego, where Golden Mussels were a principal technical focus. The conference brought together water utility leaders, researchers, regulators, and technology providers to discuss the scientific, operational, and economic implications of this emerging invasive species.

I have also been actively involved in evaluating technologies for managing harmful algal blooms. In May 2026, I participated in a demonstration project at Clear Lake examining innovative approaches to controlling cyanobacteria while protecting aquatic ecosystems and drinking water resources. Although harmful algal blooms differ from invasive species, they require many of the same multidisciplinary approaches involving science, engineering, regulation, public communication, and adaptive management.

California's interconnected water infrastructure makes it uniquely vulnerable to invasive aquatic species. Addressing these threats requires expertise that extends beyond biology alone. Effective solutions depend upon integrating scientific research, engineering, operations, economics, regulation, technology development, and public engagement. My career has consistently involved bringing these disciplines together to develop practical, science-based solutions.

If appointed to CISAC, I would contribute not only technical expertise, but also decades of experience building consensus among government agencies, utilities, researchers, environmental organizations, and private industry. I believe California has an opportunity to become the national leader in invasive species prevention by combining strong public policy with innovative technologies and collaborative partnerships.

Serving California again through the California Invasive Species Advisory Committee would be both a privilege and an opportunity to help protect our state's water resources, economy, agriculture, infrastructure, and natural ecosystems for future generations.

Best,



Chris Morrison

198 Harvard Drive, Larkspur, CA 94939 4154971772

Application 3

Nomination Summary: Cindy Meyer

California Invasive Species Advisory Committee

Overview

Dr. Cindy Meyer is a natural resource scientist and program manager with more than 25 years of experience spanning marine biology, ecosystem management, environmental regulatory compliance, and interagency coordination. She currently serves as Special Programs Manager at the San Luis & Delta-Mendota Water Authority, where she leads a Science Program coordinating 26 member agencies across the Delta. Her combination of scientific depth, regulatory expertise, and demonstrated leadership on California's emerging golden mussel invasion make her exceptionally well qualified to serve on CISAC.

Professional Background

Dr. Meyer holds a Doctorate in Geography, Environmental Science & Policy from the University of South Florida, with a research focus on marine biogeography and climate change vulnerability assessment. Her career includes technical and policy leadership roles with the Department of Commerce's NOAA Fisheries Service, the Department of the Interior's Bureau of Reclamation, and Pinellas County's Watershed Management Division in Florida, in addition to her current role in California.

Across these positions, she has led interdisciplinary teams through complex, high-profile, and often contested natural resource issues, including the Deepwater Horizon oil spill response, Endangered Species Act consultations for Central Valley and State Water Project operations, and the development of ecosystem-based fishery management plans in the Gulf of Mexico. She has authored numerous scientific publications and federal regulatory documents, and has extensive experience communicating complex technical information to audiences ranging from the White House to scientific colleagues and the general public.

Relevant Expertise for CISAC

Dr. Meyer's background aligns directly with several of the communities of interest CISAC seeks to represent, including Biology, Academics and Researchers, Federal Government Representatives, Risk Assessment Analysts, and Invasive Species Management Specialists. Her regulatory experience spans state and federal legislation, the Clean Water Act, Magnuson-Stevens Act, National Environmental Policy Act, Endangered Species Act, and Coastal Zone Management Act, giving her a working knowledge of the legal and policy frameworks that shape invasive species management and prevention efforts in California.

Leadership on the Golden Mussel Invasion

Most notably, Dr. Meyer has stepped forward as a leader in California's response to the golden mussel invasion. Prior to her involvement, efforts among the various groups encountering golden mussel issues were fragmented, with limited communication leading to duplicated work and disjointed scientific learning across water agencies and

stakeholders. Given the significant risk golden mussels pose to Delta water infrastructure and operations, this lack of coordination carried real consequences.

Dr. Meyer leads a new collaborative working group that unified these disparate efforts, and she has since become a recognized golden mussel expert and a trusted convener across the organizations involved. She is known for fostering inclusive collaboration among parties with differing priorities and expertise, and for translating that collaboration into concrete forward progress. Building on this work, Dr. Meyer also helped craft legislation to improve golden mussel management, meeting directly with members of the Legislature and their staff to ensure the proposed policy was scientifically sound and would achieve its intended outcomes.

Suitability for CISAC

CISAC's mission depends on members who can synthesize scientific expertise across disciplines into practical guidance, while balancing the perspectives of the many communities of interest engaged in invasive species issues. Dr. Meyer has already demonstrated this exact capability in her golden mussel work, coordinating agencies, stakeholders, and legislators around a shared, science-based approach. Combined with her decades of experience in ecosystem management, regulatory compliance, and interagency coordination, she is well positioned to provide the Invasive Species Council of California with substantive, actionable advice on invasive species prevention, control, and management.

Curriculum Vitae

Cynthia A. Meyer

July 2026

Phone: 727.742.3489

Email: CMeyer218@gmail.com

EDUCATION

- **Ph. D.**, Geography, Environmental Science & Policy, **2013**
University of South Florida, Tampa, FL
- **Master of Arts**, Geography **2008**
University of South Florida, Tampa, FL
- **Graduate Certificate**, Geographic Information Systems **2005**
University of South Florida, Tampa, FL
- **Bachelor of Science**, Marine Science/Biology **2000**
Eckerd College, St. Petersburg, FL
- **Study Abroad**, Marine Biology, Statistics, & Marine Archaeology **1999**
James Cook University, Townsville, Queensland, Australia

PROFESSIONAL EXPERIENCE

Special Projects Manager

8/2022 - present

Science Program Coordinator

San Luis & Delta-Mendota Water Authority
Sacramento, California
Supervisor: Scott Petersen, 209-597-0232

- Leads the response for invasive Golden Mussel impacts including coordination with several water agencies, collaborating on pilot studies, and providing aquatic molluscan expertise to partners.
- Developing and Implementing a Science Program to coordinate with the 26 member agencies.
- Establishing a partnership with UC Merced to expand the knowledge of water management and complete special studies to improve the scientific knowledge.
- Provide scientific expertise on the environmental regulations and ongoing projects impacting the Water Authority area.
- Collaborating with multiple government agencies and interested parties to promote science and sustainable management of the water resources.

Natural Resource Specialist

4/2019 – 8/2022

Special Assistant and Project Manager

Department of Interior - Bureau of Reclamation (Reclamation)
Bay-Delta Office, Sacramento, California
Supervisor: Mario Manzo, 916-414-2400

- **Key Projects:**

- Develops and recommends policy affecting project activities under incumbent's responsibility including legal and regulatory requirements for the operation of the Central Valley Project and State Water Project.
 - Serves as a principal program analyst for activities relating to highly sensitive contracts and complex fiscal management policies and procedures.
 - Evaluation of proposals and planning documents for implementation.
 - Collaborates with multiple agencies to determine feasibility of scientific approaches for implementation of the proposed action for the Long-term Water Operations to ensure protections for endangered species.
 - Provides technical expertise, oversight and compliance with NEPA and other related laws, regulations, and policies for programs led by Reclamation.
- **Project Management**
 - Completes assigned duties for COR and GOTR on several projects
 - Oversees the project management and Contractor activities for tasks and milestones
 - Implementation of 44 non-flow action programs through the coordinated agency development of charters, work plans, and budgets.
 - Development and integration of species protection activities for aquatic and terrestrial species in accordance with Endangered Species Act, adaptive management, ecosystem-based management, and other applicable laws.
 - Develops detailed plans, goals and objectives for long-range implementation for program implementation/development.
 - Plans, designs and carries out implementation and coordination activities and special studies.
 - Supervises team of contractors and agency members to complete milestones for the project.
 - Assumes project management role in the preparation and processing of environmental impact statements, environmental assessments, environmental commitment plans, environmental portions of planning reports and other environmental documents.
 - Supporting the Department of Justice litigation efforts by coordinating agency responses to complaints and leading preparation of the agency Administrative Record.
 - Coordination with many levels of Solicitors, Department of Interior Leadership, and D.C. staff to modify the project and timing to meet changing directives through the Commissioner and Secretary levels.
 - Develops required Environmental Compliance documentation and strategies to address the National Environmental Policy Act (NEPA) including Endangered Species Act (ESA), Cultural Review (Section 106), Indian Trust Act (ITA), Bald and Golden Eagle Protection, Magnuson-Stevens Fishery Conservation and Management Act (MSA) and several other applicable laws.
 - Oversees and directs statutory requirements of laws to assure that realistic requirements are used to attain the goals of Reclamation Law, the Endangered Species Act (ESA), Fish and Wildlife Coordination Act, and National Environmental Policy Act (NEPA) including Section 106 reviews.
 - Provides oversight and program management in coordinating Reclamation's interests in the management and administration of assigned activities.

Supervisory and Leadership Responsibilities

- Revitalizing a complex team to be productive and efficient while repairing relationships with constituents and following all Human Resources policies and procedures.

- Project Manager coordinating a large team (internal and external) to complete a highly complex EIS and Biological Opinions (BiOps) to implement the ROC LTO. ESA species included: Sacramento River Winter-Run Chinook Salmon, Central Valley Spring-Run Chinook Salmon, Central Valley Steelhead, Southern Distinct Population Segment of Green Sturgeon, Southern Resident Killer Whale, Delta Smelt, Clapper Rail, Least Tern, Giant Garter Snake, Least Bell's Vireo, Salt Marsh Harvest Mouse, Sort Bird's Beak, Suisun Thistle, Valley Elderberry Longhorn Beetle, Riparian Brush Rabbit, Riparian Woodrat, and Western Yellow-Billed Cuckoo.
- Overseeing the project management and Contractor activities for tasks and milestones (\$21 million project budget)
- Coordination with many levels of Solicitors, Department of Interior Leadership, and D.C. staff to modify the project and timing to meet changing directives through the Commissioner and Secretary levels.
- Advises and assists in formulating policy, managing program execution and maintaining appropriate relationships with other government entities, tribes, and the public.
- Supervises team on contractors and agency members to complete milestones for the project.
- Develops and recommends policy affecting project activities under incumbent's responsibility including legal and regulatory requirements for the operation of the Central Valley Project and State Water Project.
- Oversees and directs statutory requirements of laws to assure that realistic requirements are used to attain the goals of Reclamation Law, the Endangered Species Act (ESA), Fish and Wildlife Coordination Act, and National Environmental Policy Act (NEPA) including Section 106.
- Serves as a principal program analyst for activities relating to highly sensitive contracts and complex fiscal management policies and procedures.
- Plans, designs and carries out implementation and coordination activities and special studies.
- Develops detailed plans, goals, and objectives for long-range implementation for program implementation/development.
- Provides oversight and program management in coordinating Reclamation's interests in the management and administration of assigned activities.
- Researches and prepares responses to congressional inquiries, requests for information from the general public or input for other divisions, etc.
- Represents Reclamation in meetings, presentations, congressional calls, and public interactions including NEPA public meetings and interested parties briefings.
- Revitalized an exhausted team to meet near impossible milestones such as the deadline for approval and implementation of ROC LTO for the 2020 water year.

Natural Resources Environmental Compliance Branch Supervisor 1/2018- 4/2019
 Department of Interior - Bureau of Reclamation
 Central California Area Office
 Folsom, California
 Supervisor: Brad Hubbard, 916-213-9378

Committed to excellence in customer service and communicating effectively while leading efforts concerning highly complex environmental situations and controversial issues.

- Provided expertise and direct support to the Area Manager developing Voluntary Settlement Agreements with interested parties to reach agreement to meet river flow requirements for the American and Stanislaus Rivers to ensure the necessary Reasonable and Prudent Actions (RPAs) for the Endangered Species Act.
- Prepared a strategy and evaluation to determine the completion of environmental commitments in the 1987 Agreement between Reclamation and the California Department of Fish and Wildlife for environmental impact studies pertaining to the water operations on the Stanislaus River system.
- Provided recommendations for the project-based operation requirements and budget for projects including the Nimbus Fish Hatchery contract between Reclamation and the California Department of Fish and Wildlife.
- Collaboration with Federal representatives and interested parties to identify project tasks, including scope of work, purpose, timing, and resource allocations including the American River Group and Stanislaus Operations Group.
- **Supervisor for the Environmental Compliance Branch** consisting of Natural Resource Specialists overseeing the environmental concerns and mitigation for a variety of projects on Reclamation lands and waters in California including Folsom Lake and Dam, Lake Natoma, Nimbus Fish Hatchery, Auburn, New Melones, Lake Berryessa. Accomplishments include:
 - Revitalizing a complex team to be productive and efficient while repairing relationships with constituents and following all Human Resources policies and procedures.
 - Advising the division manager on personnel, hiring, budget, accomplishing milestones, and tracking accomplishments and setting team goals.
 - Developing project tracking methods and work-flow protocols to streamline processes.
 - Provide coaching and mentoring to developmental Natural Resource Specialist to ensure high quality and legally sufficient projects.
 - Frequently designated as the "Acting" Division Chief and Deputy Area Manager in their absence.
 - Plans, schedules, assigns, sets, and adjusts short-term priorities for work activities within established resources and program requirements.
 - Coordinate with several divisions and management areas to complete surveys, site-work, and evaluations for environmental impacts and assurance of best management practices.
 - Plan and coordinate resources to address short-term and long-term projects to remain aligned with strategic goals.
 - Serves as lead staff person for arranging, defining, and coordinating work between cooperating Federal agencies, Tribes, State agencies, and local governments.
- **Interagency and Interested Parties Project Coordination** is essential to complete the necessary environmental analyses for the construction, contracts, and variety of events that occur on Reclamation lands.
 - Frequent partners include California State Parks, California Department of Fish and Wildlife, NOAA Fisheries, US. Fish and Wildlife, US Army Corp, Water Contractors, utility companies, local governments, and non-government organizations.

- Highly experienced processing rules through General Council/Solicitors, federal register and associated clearance for implementation.
- **Applications of Technical Skills and Expertise:**
 - NOAA scientific technical monitor and overseeing expert for Deepwater Horizon (MC252) RESTORE Act grant \$500k developing a living shoreline ecosystem model for the Gulf of Mexico (2017 - 2021).
 - Experience dealing with implementing highly controversial regulations and emergency rules for Sea Turtle Bottom-Longline interactions under the Endangered Species Act (ESA), and Red Snapper management.
 - Implementation of management actions required the preparation of documentation and analyses adhering to Other Applicable Laws including ESA Section 7 formal and informal consultations, Essential Fishery Habitat (EFH) consultation, Paperwork Reduction Act (PRA), Federalism, Marine Mammal Protection Act (MMPA), Fish and Wildlife Coordination Act, National Historic Preservation Act, Coastal Zone Management Act, Data Quality Act, Administrative Procedures Act, and applicable executive orders
 - Development and Internal Review of ESA actions including:
 - Queen Conch listing determination for critical habitat distribution and population dynamics
 - Critical Habitat and Climate Change Vulnerabilities of the Dwarf Seahorse
 - Smalltooth Sawfish modeling of pupping critical habitat and fishery impacts
 - Review of the Gulf of Mexico Reef Fish Fishery Reinitiation of Consultation
 - Authored and implemented the ESA Rule to prevent additional exceedance of the Incidental Take Statement for Loggerhead Sea Turtles
 - **Geographic Information Systems Expertise:**
 - Provided Geographic Information Science (GISc) assistance, analysis, and products to the Gulf, Caribbean and Data Analysis groups in the Sustainable Fisheries Division.
 - Developed a Habitat Suitability Predictive Model to aid the Protected Resources Division with determining the critical habitat for the listing of the smalltooth sawfish under ESA.
 - Applied geospatial analysis methods to the fisheries data to assess the effect of proposed regulation alternatives including implementation and effectiveness of Marine Protected Areas (MPAs)

Fishery Biologist

11/2008-5/2012

Department of Commerce - NOAA Fisheries Service

St. Petersburg, Florida

Supervisor: Dr. Steve Branstetter (retired, request contact info.)

- **Deepwater Horizon (MC252) Oil Spill Response:**
 - Team Lead (under extreme time constraints) developing, processing, and implementing a NEPA Environmental Assessment and three Emergency Rules to address Fishery Closures associated with Deepwater Horizon/BP oil spill in the Gulf of Mexico
 - Developed precedent setting regulations to modify closure areas with the expanding oil plume. Received the NOAA General Counsel Award for

- Developed monitoring and protection plan for Johnson's Sea Grass in Pinellas County waters
 - Supervised and trained interns for seagrass research projects
- Water Quality & Watershed Management
 - Project manager for the development of Watershed Management Plans addressing Environmental Protection Agency (EPA) Clean Water Act requirements for the Impaired Waters Rule remediating Total Maximum Daily Load (TMDL) exceedances for point and non-point pollution sources.
 - Re-evaluated the efficiency and scientific effectiveness of the County ambient water quality sampling methods in comparison to the EPA requirements resulting in an 80k per year saving to the program.
 - Conducted analysis and review of EPA Total Maximum Daily Load Watershed Models.
- **Restoration & Resiliency Projects**
 - Participated in Cooperative Multi-Agency Projects with the Tampa Bay Estuary Program to develop Coastal Management, Restoration, and Resiliency Plans.
 - Seagrass monitoring, benthic sediment monitoring EMAP, Feathersound Restoration Project, Tampa Bay Nitrogen Consortium
 - Developed protection and relocation strategies for the Florida Gopher Tortoise found in construction zones.
 - Assisted with the rescue of a Florida Manatee in the Lake Seminole Bypass Canal.
- **Biogeography & Spatial Analyses**
 - Conducted extensive spatial analyses and modelling for the Water Quality Monitoring Program utilizing geostatistical spatial interpolation to evaluate spatial and temporal trends and the detection of pollution point sources.
 - Conducted geostatistical analyses for the environmental monitoring programs to enhance the quality of the information.
 - Developed and Tested Mapping Methods for the Stormwater System.
 - Managed and Developed Database for Environmental Geographic Information System (GIS).
 - Provided GIS training and assistance to several departments and agencies.
 - Supervised and trained interns for GIS related projects

Research Assistant

5/2000-3/2003

Florida Marine Research Institute & Florida Institute of Oceanography
St. Petersburg, Florida

Supervisor: Behzad Mahmoudi and Bill Arnold(retired, request contact info.)

- Developed Fishery Stock Assessment Reports for commercially and recreationally important species in accordance with the MSA.
- Assisted with the development and balancing of a dynamic ecosystem trophic model of the west Florida shelf. (ECOPATH)
- Molluscan fishery monitoring, research, and assessment including non-parametric statistical modeling and 3-D Model calibration and evaluation of the larval distribution
- Coordinated and developed methods for hard clam and scallop fish hatchery spawning and larval release for species repopulation efforts.

R, Lanserf, Stella, GeoDa, ECOPATH w/ ECOSIM, SPSS, FEMA HAZUS, MGET, Microsoft Office, database management and quality assessment, FDMS.

Technical: Remote Sensing Satellite Imagery (Hyperspectral, Landsat, IKONOS, ADI, EOS1), RDI-ADCP, Hydrolab, YSI, Basic Hydroacoustics & DTSP at Biosonics, Inc., GPS, Licor, Transmissometer

Laboratory: Chlorophyll analysis, Spectrometer, mollusk dissection, staging gonadal slides, preserving & cataloging specimens, processing samples

Field Experience: Water quality monitoring, boat operation and navigation, juvenile fish survey, escaping gators, seagrass transects, benthic monitoring, dealing with sharks, NPDES Compliance Officer; Scallop survey and restoration, clam spawning, Hydro-Acoustic survey, GoM; Off-shore Research Vessel Baitfish Cruise, GoM otter trawls and acoustics; Coral surveys via SCUBA at Orpheus Island Research Station GBR

Coursework:

Eckerd College: Cell Biology, Genetics, Chemical and Physical Oceanography, Comparative Physiology, Marine Invertebrate Biology, Marine and Freshwater Botany, Marine Geology, Vertebrate Biology, Ecology, Calculus I&II, Organic Chem I&II, Inorganic Chem, Physics I&II, AP Biology, Spanish I-III

James Cook University: Biometrics, Biology of Tropical Crustaceans, Biology of Reef Corals, Introduction to Marine Archaeology

University of South Florida: Advanced GIS, Multivariate Statistics, Spatial Statistics, Geodatabase Design, Environmental Applications of GIS, Geographic History and Literature, Qualitative Research Methods, Global Positioning Systems (GPS), Advanced Remote Sensing

NOAA Training Courses: NOAA Climate Change 2009, NEPA Basic Environmental Impact Assessment Process Modules 1-4, Negotiating or Coastal Resources 2009, NEPA Southeast Region 2010, UFISH 2011, Magnuson-Stevens Act Training 2014, Worklife Assertive Communication, NOAA Understanding & Communicating with a Multigenerational Workforce.

Leadership Training Courses: Water Education Foundation – Water Leaders Program 2021, Bureau of Reclamation RS3 Supervisor Training, Speed of Trust, Effective Leadership, Effective Listening, Technical Writing, Practical Presentations, Conflict Resolution, Time Management, Dealing with Difficult People, Training Coaching and Delegating, Time Management and Prioritizing, Articulating a Vision, Preparing Effective Presentations, Giving Clear Information, Closing the Gender Communication Gap, Delivering Winning Presentations.

PUBLICATIONS

Journal articles

Meyer, C.A. (in prep). Development of a GIS-based Habitat Suitability Model for the urban seagrass resources in Pinellas County; FL

Meyer, C.A. (in prep). Evaluating the vulnerability of suitable seagrass habitat to sea level rise and the management implications for sustainability of the resource.

Pu, R., Bell, S., **Meyer, C.** 2014. Mapping and assessing seagrass bed changes in Central Florida's west coast using Landsat TM imagery. *Estuarine, Coastal and Shelf Science*. 149: 68-79.

2002. Simulating community effects of sea floor shading by plankton blooms over the West Florida shelf. Pages 55-56 In Christensen, V., G. Reck and J.L. Maclean (Editors) Proceedings of the INCO-DC Conference Placing Fisheries in their Ecosystem Context, Galápagos Islands, Ecuador, 4-8 December 2000. ACP-EU. Fish. Res. Rep., (12).
- Okey, T.A. and B. Mahmoudi (Editors). 2002. An ecosystem model of the West Florida Shelf for use in fisheries management and ecological research: Volume II. Model construction. (Chapters: **Meyer, C.A.** and R.L. Caldwell. Stomatopods, T.A. Okey and **C.A. Meyer.** Crabs.) Fish and Wildlife Conservation Commission, Florida Marine Research Institute, St. Petersburg.

Federal Reports: Plan Coordinator and Lead Author

USBR 2019. Final Environmental Impact Statement for the Reinitiation of Consultation on the Coordinated Water Operations for the Central Valley Project and State Water Project.

USBR 2019. Final Environmental Impact Statement for Central Valley Project Water Supply Contracts Under Public Law 101-514 (Section 206): Contract Between the U.S. Bureau of Reclamation and the El Dorado County Water Agency, Subcontract Between the El Dorado County Water Agency and the El Dorado Irrigation District, and Subcontract Between the El Dorado County Water Agency and the Georgetown Divide Public Utility District

NMFS 2017. Environmental Assessment for Allocation-Based Management for Federally Permitted Charter Vessels Amendment 41 to the Fishery Management Plan for Reef Fish Resources in the Gulf of Mexico. National Oceanic and Atmospheric Administration, National Marine Fisheries Service, Southeast Regional Office, Sustainable Fisheries Division, St. Petersburg, FL.

NMFS 2016. Environmental Assessment to Modify Gear Requirements and Fishing Year for Yellowtail Snapper in the Gulf of Mexico.

NMFS 2015. Environmental Impact Statement for Regional Management of Recreational Red Snapper Amendment 39 to the Fishery Management Plan for Reef Fish Resources in the Gulf of Mexico. (superseded)

NMFS, 2014. Emergency Action to Set Red Snapper Accountability Measures for the Recreational Sector of the Gulf of Mexico Reef Fish Fishery, including Environmental Assessment and Regulatory Impact Review.

NMFS 2011. Emergency Action to Increase the 2011 Red Snapper Total Allowable Catch and Authorize NOAA Fisheries Service to Re-Open the Recreational Red Snapper Season After the Fishing Season Closure.

NMFS. 2010. Supplemental Environmental Assessment for Emergency Action to Prohibit Fishing in the Southeastern United States in Response to the Deepwater Horizon MC252 Oil Spill. (unsigned)

NMFS. 2010. Environmental Assessment for Emergency Action to Close Portions of Federal Waters in the Southeastern United States to Prohibit Fishing in Response to the Deepwater Horizon (MC252) Oil Spill.

- Presentation: Habitat Vulnerability of Seagrass Resource to Sea Level Rise (SLR)
- 2015 Great American Teach in
 - 6 Presentations: Exploring Marine Science
- 2015 Bay Area Scientific Information Symposium, St. Petersburg, FL
 - Presentation: Vulnerability of the Seagrass Resource to Sea Level Rise
- 2014 Association of American Geographers Annual Conference, Tampa, FL
 - Presentation: Seagrass versus Sea Level Rise
- 2014 NOAA Southeast Regional Office Lunch-n-Learn
 - Presentation: Evaluating Vulnerability and Sustainability of Urban Seagrass Resource to Sea Level Rise.
- 2014 Pinellas County Environmental Management
 - Presentation: Evaluating Vulnerability and Sustainability of Urban Seagrass Resource to Sea Level Rise.
- 2013 Doctoral Dissertation Defense, University of South Florida
 - Presentation: Evaluating Vulnerability and Sustainability of Urban Seagrass Resource to Sea Level Rise.
- 2013 Florida Region of ASPRS Annual Meeting, St. Pete Beach, FL
 - Presentation: Seagrass versus Sea Level Rise
- 2012 Gulf of Mexico Fisheries Symposium, St Pete Beach, FL
 - Poster: The Conundrum: Seagrass versus Seawalls.
- 2010 FISH Con, San Francisco
 - Poster: Collaborating to Address Sea Turtle Bycatch in the Bottom Longline Component of the Reef Fish Fishery in the Gulf of Mexico
 - Poster: Emergency Fisheries Response to the Deepwater Horizon MC252 Oil Spill
- 2010 Tampa Bay Association of Environmental Professionals
 - Presentation: Application of Remote Sensing for Seagrass Resource Evaluation
- 2010 NOAA Southeast Regional Office Lunch-n-Learn
 - Presentation: Application of remote sensing methods to assess the spatial extent of seagrass in Clearwater Harbor and St. Joseph Sound, FL, U.S.A.
- 2010 Florida Society of Geographers Conference, Tampa, FL
 - Presentation: Application of remote sensing methods to assess the spatial extent of seagrass in Clearwater Harbor and St. Joseph Sound, FL, U.S.A.
- 2008 Master's Defense, University of South Florida
 - Presentation: Application of remote sensing methods to assess the spatial extent of seagrass in Clearwater Harbor and St. Joseph Sound, FL, U.S.A.
- 2008 Florida Chapter American Statistical Association Conference, Gainesville, FL
 - Presentation: Developing a comprehensive assessment method to monitor the seagrass resource in St. Joseph Sound and Clearwater Harbor, FL.
- 2008 Gulf of Mexico Alliance Conference, St. Petersburg, FL.
 - Presentation: An Exploration of Seasonal Water Quality Trends in Pinellas County, Florida.
- 2008 Tampa Bay Estuary Program: Seagrass Target Re-Evaluation Meeting
 - Presentation: Old Tampa Bay Water Quality Analysis
- 2007 Florida Local Environmental Resource Agencies Conference, Sarasota, FL
 - Presentation: Seagrass Resource Assessment Pilot Study 2006.
- 2007 ESRI Southeast Regional Conference, Jacksonville, FL
 - Presentation: St. Joseph Sound & Clearwater Harbor Pilot Study 2006
 - Poster: More than Pretty Pictures...? Applying spatial interpolation methods to assess water quality in Pinellas County, Florida.
- 2006 ESRI International Conference, San Diego, CA
 - Presentation: Evaluating Water Quality using Spatial Interpolation Methods, Pinellas County, Florida, U.S.A.
 - Poster: Meyer, C.A. and P. Zandbergen. Determining Fractal Dimension for Digital Elevation Models in North Carolina, USA.



July 28, 2026

Invasive Species Council of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

BOARD OF DIRECTORS

Ernesto A. Avila, P.E.

PRESIDENT

Antonio Martinez

VICE PRESIDENT

Daniel T. Fitzpatrick

Connstance Holdaway

Patt Young

GENERAL MANAGER

Rachel Murphy, P.E.

Subject: Letter of Reference for California Invasive Species Advisory Committee Nominee Cindy Meyer

To Whom It May Concern:

I am pleased to provide this letter of reference for Cindy Meyer, in support of her nomination to serve on the California Invasive Species Advisory Committee (CISAC). Dr. Meyer, the Special Programs Manager at San Luis & Delta-Mendota Water Authority (SLDMWA), is a colleague whom the staff at Contra Costa Water District (CCWD) have worked with for many years on various science and technical issues of importance to California water. CCWD relies solely on water we divert from the Sacramento-San Joaquin Delta (Delta) to serve approximately 520,000 customers and industries in central and eastern Contra Costa County, and CCWD closely monitors developments that may impact Delta water supply reliability and actively engages in regional efforts to improve water resources management.

As you are aware, golden mussels pose a significant risk to Delta water users and the Delta ecosystem and were first detected in the Delta in 2024. While others were initially slower to react, SLDMWA, in particular through the outreach, communication, and coordination efforts led by Dr. Meyer, has been a proactive partner from the early days of the California water community's response to this new invasive threat. In addition to her familiarity with the practicalities of operating and maintaining water infrastructure through her current role, Dr. Meyer's previous academic research experience working with invasive mussels has been especially valuable in identifying the important questions to ask and promising avenues to pursue to get answers to those questions. Her expertise and commitment to public service would make Dr. Meyer an excellent member of CISAC to represent the public water agency perspective especially during these critical early years of the golden mussel infestation.

If you have any questions, please do not hesitate to contact me at lshih@ccwater.com or (925) 688-8168.

Sincerely,

Lucinda Shih, Ph.D., P.E.
Water Resources Manager

July 28, 2026

Invasive Species Council of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

Re: Letter of Reference for Cindy Meyer, Nominee to the California Invasive Species Advisory Committee

Dear Members of the Invasive Species Council of California,

I am writing to enthusiastically recommend Cindy Meyer for appointment to the California Invasive Species Advisory Committee (CISAC). I have collaborated with Cindy in the Delta for approximately five years, and I can speak firsthand to the scientific expertise, leadership, and collaborative skills she would bring to this committee.

Cindy currently serves as Special Programs Manager at the San Luis & Delta-Mendota Water Authority, where she developed and now coordinates a Science Program spanning 26 member agencies. This role builds on more than 25 years of experience in marine biology, ecosystem management, and environmental regulation, including a doctorate in Geography, Environmental Science & Policy with a focus on marine biogeography and climate change vulnerability. Her prior work with the Department of the Interior's Bureau of Reclamation and NOAA Fisheries Service gave her deep, practical fluency in NEPA, ESA, and Magnuson-Stevens Act compliance, and years of experience leading interdisciplinary teams through complex, often contested, natural resource issues.

What sets Cindy apart, and what makes her especially well-suited to CISAC, is the collaborative leadership she has demonstrated most recently in response to the golden mussel invasion in California. Before Cindy stepped in, the groups working on this issue were not communicating effectively with one another, resulting in duplicated effort and an uneven distribution of knowledge across agencies and stakeholders. Given the stakes for Delta water agencies, that fragmentation was not sustainable. Cindy participated in interagency teams and organized a collaborative working subgroup of water agencies that brought these disparate efforts together, and she has since established herself as both a recognized golden mussel expert and a trusted convener. She has a genuine talent for fostering inclusive collaboration among parties with different priorities and expertise, and for translating that collaboration into forward progress rather than gridlock. Cindy also was invited to help craft legislation addressing serious shortcomings in how golden mussel management is currently handled, meeting directly with members of the Legislature and their staff to ensure the bill was scientifically accurate and would achieve its intended goals.

CISAC's work depends on members who can synthesize scientific input from many disciplines and communities of interest into practical, actionable advice. Cindy has already shown she can do exactly this, and she does so with the kind of clear, adaptable communication that serves audiences ranging from scientific colleagues to the general public. I am confident she would be a substantive and constructive addition to the committee.

I recommend Cindy Meyer without reservation and am happy to provide additional information.

Sincerely,

Rachael Klopfenstein

Rachael Klopfenstein, Delta Stewardship Council (Rachael.Klopfenstein@deltacouncil.ca.gov)

Application 4

Daniel J. P. Wickham
 1 Los Pioneros
 Rancho Santa Margarita, CA 92688
 (949) 981-0945 cell
 jpwickham@cox.net
 daniel.wickham@target-specialty.com

- Graduate of Cal Poly, San Luis Obispo, 1977. B.S. in Fruit Science, with Concentration in Plant Protection. Senior Project of the Year, 1978, "Comparative Control of Corn Earworm, *Heliothis zea*, on Sweet Corn, Using a Pyrethroid, *Bacillus thuringiensis*, a Nuclear Polyhedrosis Virus, and Carbaryl".
- Licensed California Pest Control Adviser (PCA) since 1975, in all categories.
- Employed with various distribution and manufacturing organizations beginning in 1978. Currently employed with Target Specialty Products supporting terrestrial and aquatic vegetation management. Responsibilities have included sales and technical support in numerous markets, including vegetables, strawberries and cane berries, citrus, avocados, landscape and ornamentals, as well as terrestrial and aquatic vegetation management throughout the Western United States.
- Successfully introduced several new active ingredients into California, including prodiamine (landscape, ornamental, vegetation management herbicide), flumioxazin (vegetation management herbicide), sulfentrazone (vegetation management herbicide), and azoxystrobin (turf and ornamental fungicide).
- Initiated successful irrigation market trials of diquat as potential replacement for acrolein and xylene.
- Consulted for Zeneca in 1999 with the multi-agency task force tracking movement of Giant Salvinia (*Salvinia molesta*) in the Lower Colorado River.
- Consulted for Syngenta in 2002 with the International Boundary and Water Commission (IBWC), Texas Parks and Wildlife Department, and the Mexican Governmental Agency on biology and control of Water Hyacinth (*Pontederia crassipes*) and Hydrilla (*Hydrilla verticillata*) on the lower Rio Grande River.
- Consulted for Zeneca/Syngenta/Wilbur-Ellis with the California Division of Boating and Waterways on biology and control of Water Hyacinth, South American Spongeplant (*Limnobiium laevigatum*), and Brazilian Elodea (*Egeria densa*) in the Sacramento-San Joaquin Delta.
- State director of CAPCA (California Association of Pest Control Advisers), for multiple terms. Past-president of the SoCal chapter of CAPCA (1996-1999, 2000-2002). Awarded "CAPCA Member of The Year" 2020.
- PAPA (Pesticide Applicators Professional Association) state director, 1996-1998.
- President of the Inland chapter of CAN (California Association of Nurserymen), 1995-1996. State director, 1996-1997.
- Member of the Aquatic Plant Management Society (previously), Southwest Vegetation Management Association, and The Nature Conservancy (previously).

Attn to: Invasive Species Council of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

Nomination Summary to serve on CISAC – Daniel J.P. Wickham

Daniel J. P. Wickham is highly qualified to serve on the California Invasive Species Advisory Committee (CISAC) because of his nearly five decades of applied pest management, plant protection, and vegetation management. His experience as a Pest Control Adviser (PCA) aligns closely with CISAC's charge and would bring an important industry, weed science, and invasive species management perspective to the committee's work.

Mr. Wickham's qualifications directly reflect several of the communities of interest identified for CISAC membership, including farmers and agricultural stakeholders, weed science, industry representatives, invasive species management specialists, and persons with practical experience working alongside public agencies. He has been a licensed California PCA since 1975 in all categories and has worked in distribution, manufacturing, sales, and technical support roles across vegetables, berries, citrus, avocados, landscape and ornamentals, and both terrestrial and aquatic vegetation management throughout the Western United States. This breadth of experience would help support the ISCC's goal of promoting a consistent statewide approach to invasive species issues.

His background is especially valuable because it includes direct, hands-on experience with high-priority invasive aquatic plants and interagency response efforts. He consulted with a multi-agency task force tracking Giant Salvinia in the Lower Colorado River; worked with the International Boundary and Water Commission, Texas Parks and Wildlife Department, and Mexican governmental partners on the biology and control of Water Hyacinth and Hydrilla on the lower Rio Grande River; and supported the California Division of Boating and Waterways on the biology and control of Water Hyacinth, South American Spongeplant, and Brazilian Elodea in the Sacramento-San Joaquin Delta. These are just a few examples to demonstrate the practical expertise CISAC needs when advising on prevention, control, eradication, and impact reduction across complex water systems and multi-jurisdictional settings.

Mr. Wickham also has a strong record of evaluating and advancing practical management tools that can help address the economic and ecological impacts of invasive species. He helped introduce several new active ingredients into California, including proflumiofen, flumioxazin, sulfentrazone, and azoxystrobin, and initiated irrigation market trials of diquat as a potential replacement for acrolein and xylene.



655 University Avenue STE. 230
SACRAMENTO, CA 95825
P: 916.928.1625
WWW.CAPCA.COM

July 24, 2026

California Invasive Species Advisory Committee
Invasive Species Council of California

Re: Letter of Recommendation for Dan Wickham to Serve on the California Invasive Species Advisory Committee

Dear Members of the California Invasive Species Advisory Committee:

On behalf of the California Association of Pest Control Advisers (CAPCA), I am pleased to recommend Dan Wickham for appointment to the California Invasive Species Advisory Committee (CISAC). CAPCA represents licensed Pest Control Advisers (PCAs) throughout California across agriculture, nurseries, greenhouses, rights-of-way, aquatic and terrestrial vegetation management, and urban landscapes. Our members are often among the first professionals to identify emerging pest and invasive species concerns in the field, advise on integrated management options, and help connect growers, land managers, industry partners, researchers, and government agencies around practical solutions.

Dan Wickham would bring to CISAC nearly five decades of pest management, plant protection, vegetation management, and industry leadership experience. A licensed California Pest Control Adviser since 1975 in all categories, Dan has supported a wide range of markets, including specialty crops, citrus, avocados, ornamentals, and terrestrial and aquatic vegetation management across the Western United States. His practical field experience would help CISAC consider invasive species strategies that are technically sound, regulatory-aware, and realistic to implement.

Dan's background as a PCA is especially important. PCAs evaluate pest pressure, economic and environmental impacts, product labels, and regulatory requirements before making recommendations that protect crops, natural resources, workers, and communities. Dan has consistently demonstrated that professionalism through sound judgment, field observation, stewardship, and clear communication—qualities that align closely with CISAC's prevention, early detection, rapid response, and control priorities.

Dan has also shown a strong ability to collaborate with industry and government on complex invasive species and vegetation management issues. His experience includes work on Giant Salvinia in the Lower Colorado River and Brazilian Elodea in the Sacramento-

JOHN KABASHIMA

MS, MBA, PH.D.

Invasive Species Counsel of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

July 24, 2026

To Whom It May Concern:

I am writing this letter in support of the nomination of Dan Wickham to serve on the California Invasive Species Advisory Committee.

CISAC provides critical advice and develops recommendations to the Invasive Species Council of California based upon input from and cooperation with other stakeholders and existing organizations addressing invasive species issues, and Dan's experience will provide valuable, unique and important expertise to the committee.

During my decades long career as a University of California Cooperative Extension Environmental Horticulture Advisor and Entomologist, I have had the pleasure of working with Dan on a personal level to experience his dry and witty sense of humor. On a professional level, I have seen that he has consistently shown his understanding of the threats that invasive species bring not only to agriculture, but to California's urban and rural environments. As a Pest Control Advisor, Dan has a long history consulting on high priority projects, serving as an expert witness, and recommending best management practices in production agriculture, nursery and landscape settings, as well as aquatic and terrestrial vegetation management of persistent invasive species such as *Arundo donax*, Tree of Heaven, Yellow Starthistle, Brazilian Elodea, Quagga Mussel, and the Goldspotted Oak Borer.

Dan has earned the respect of colleagues for his leadership, expertise, honesty, reliability, and his advocacy for the California Pest Control Advisors as the essential link between the California Environmental Quality Act and agricultural pest management in California. He has served multiple terms as a State Director of the California Association of Pest Control Advisers, several terms as the President of the Southern California chapter of CAPCA and received the CAPCA member of the year award in 2020. He also provided leadership as a state director with the Pesticide Applicators Professional Association and president of the Inland chapter of the California Association of Nurserymen in 1995.

Application 5

Invasive Species Council of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

Elias J.J. Bunting, PhD

(573) 544-5001 | Personal Email: Ebuntingjj@gmail.com

Education

PhD in Plant Pathology <i>University of California, Davis, CA</i>	09/2022-06/2026
MS in Plant Pathology <i>University of California, Davis, CA</i>	09/2022-02/2026
BS in Natural Resources Science and Management Minor in Geological Sciences <i>University of Missouri, Columbia, MO</i> GPA Grad School – 3.7	08/2017-05/2022

Professional Scientific Experience

Senior Environmental Scientist (Specialist) <i>Department of Pesticide Regulation, Sustainable Pest Management Branch</i>	05/2026-Present
• Act as a lead person advancing statewide sustainable pest management (SPM) and integrated pest management (IPM) initiatives across agricultural, urban, and natural systems. • Analyze pesticide use, environmental pollution, and pest management data to identify SPM opportunities, develop technical recommendations, and support program decision-making. • Develop science-based technical assistance and outreach materials, including presentations, toolkits, digital content, training resources, and stakeholder guidance. • Serve as a DPR technical representative in public meetings, webinars, conferences, stakeholder forums, and cross-agency workgroups. • Manage SPM/IPM-related contracts, grants, and cooperative agreements, including scopes of work, budgets, deliverables, invoice review, compliance tracking, and evaluation of technical products.	
PhD. Project Lead PI <i>Department of Plant Pathology, University of California Ph.D. Student Researcher (CDFW-Funded Project)</i>	09/2022-06/2026
• Served as project lead and primary author on a \$500,000 California Department of Fish and Wildlife grant, secured nearly completely independently to support statewide cannabis pest and pesticide risk assessment. • Designed and implemented a novel quantitative risk model integrating pest biology, climate data, and pesticide impact metrics to inform state policy and conservation management. • Managed project deliverables, reporting, and interagency coordination between UC Davis and CDFW, including development of a GIS-based decision-support framework for environmental risk mitigation.	
2024 Tobacco Cessation Policy Research Center GOLD Fellow Finalist	06/2024-06/2024
• Selected as a finalist and awardee for a competitive statewide research fellowship studying the impacts of tobacco policy on human health equity in California. Award was rescinded due to state budget constraints.	
Undergraduate Research Assistant <i>Department of Natural Resources, University of Missouri</i>	03/2020-05/2022
• Assisted in the completion of an analysis of the country's largest black walnut germplasm at the Center for Agroforestry (The Center for Agroforestry University of Missouri) under the direction of Assistant Professor Ronald Revord at the University of Missouri, for which I received co-authored publication. I was responsible for data collection, phenotypic trait cataloging, and preliminary analysis using R. • Assisted in the lab's phytophthora root rot screening as part of my participation in the Missouri Louis- Stokes Alliance for Minority Participation (MoLSAMP). Personally responsible for inoculating over 600 chestnut seedlings. • Participated in controlled pollinations, nut harvest, and root grafting transplants.	
Undergraduate Research Assistant	08/2019-08/2020

Department of Natural Resources, University of Missouri

- Collaborated with Assist. Professor Alba Argerich and a graduate student identifying and sorting thousands of stream macroinvertebrates as part of a larger project on stream ecology in Missouri's Black River funded by the McNair Scholars Program.

Publications

- Analysis of Genetic Variation Among 54 Eastern Black Walnut (*Juglans Nigra* L.) Cultivars for Phenological and Morphological Traits. SSRN e-journal. Posted May 13, 2022.
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4108978
- In progress – “A Comprehensive Analysis of Pest, Pesticide, and Disease Risk in *Cannabis sativa* L.”
- 3 publishable chapters, planning to publish in late 2026.

Industry Experience

Graduate Student Assistant Coordinator IV, University of California – Davis

01/2024-05/2026

- Was responsible for assisting with academic programming at the Undergraduate Research Center on campus (10 planned events per academic quarter and roughly 40 events per year).
- Oversaw student stipend processing, provided careers guidance, submitted grades, and offered 1 on 1 mentorship.

Tomato Breeding Research Intern, HM.CLAUSE, Davis, CA.

06/2022-09/2022

- Evaluated tomato fruit in field and greenhouse settings for disease and marketability.
- Processed, sorted, extracted, and prepared seeds for shipment for export to international and domestic clients.
- Conducted a project on breeding tomatoes for valuable qualities like thicker mesocarp.

Volunteer Work

Devil's Icebox Cave Research Institute

01/2019-01/2021

- Participated in bat and planarian surveys in the Devil's Icebox cave in Rockbridge State Park.

Leadership

UC Davis Grad SACNAS Chapter

12/2023-12/2024

- Served as both the Community College Outreach Chair and Undergraduate Outreach Chair of the UC Davis graduate student chapter of SACNAS. This position involved planning 5 events and/or workshops for the larger community college and undergraduate local communities. Our chapter also won a “NDiSTEM Chapter Award” for our outreach efforts at the 2024 National Diversity in STEM conference in Phoenix, AZ.

CNA (California Nurses Association)

06/2023-08/2023

- Interned at CNA for 6 weeks over the summer of 2023 as part of the UC Davis Labor Summer Program. Assisted in organizing town hall events for the CalCare state-run “Medicare for All” campaign.

Active Certifications and Programming Skills

- | | | |
|-----------------------------|-----------|--------|
| • R Studio | • Arc GIS | • Envi |
| • Excel and MS office suite | • Python | • C++ |

My name is Elias Bunting, and this document serves as a statement supporting my suitability to serve on CISAC. I currently serve as a Senior Environmental Scientist at the California Department of Pesticide Regulation (DPR). This role is situated within the Integrated Pest Management Branch's Sustainable Pest Management (SPM) Initiatives Unit, which is tasked with supporting SPM projects throughout the state.

Prior to my appointment at DPR, I was a doctoral candidate in the McRoberts Lab in UC Davis's Department of Plant Pathology. This lab, nicknamed the Quantitative Biology & Epidemiology (QBE) Lab, focused on interdisciplinary approaches to pest and disease management. Our lab took a biostatistical approach to pest management projects, several of which I supported. I began my work in the lab by supporting the California Pest Prevention Program Analysis (C3PA). This analysis gave me my first hands-on experience directly supporting pest management in California. After working on this project, I secured half a million dollars in funding from the California Department of Fish and Wildlife (CDFW) through a grant proposal that I developed. This funding supported a comprehensive pest risk analysis for cannabis in California, the first and most detailed analysis of its kind for cannabis. The project formed the basis of my dissertation work and identified 23 cannabis arthropod pests, as well as their relative risk of driving pest pressure in different regions of the state. In this project, I used GIS, statistical modeling, and physics-based dispersal simulations to model pest behavior and biological performance.

Prior to my time at UC Davis, I worked at HM. Clause, a seed supply company located in Davis, California. In this role, I led an independent research project supporting pest resilience in processing tomato. I also have experience evaluating phenology for pest resistance. As an undergraduate at the University of Missouri, I assisted with a black walnut germplasm and field trial evaluation, from which I earned my first publication. This project identified phenotypic characteristics and their associated genetic markers, in part to determine how best to breed walnut in Missouri for improved resilience against pests.

These experiences are supported by my formal education, which includes a bachelor's degree in Natural Resources Science and Management (Terrestrial Ecosystems), a minor in Geological Sciences, and master's and doctoral degrees in Plant Pathology. My extensive interdisciplinary education has given me deep subject-matter expertise in ecosystem science, climate change-driven ecological zone shifts, invasive pest and disease science, epidemiological modeling, and resource conservation. I also have psychology research experience from my time in undergrad which provides helpful context in my current state role when trying to understand consumer behavior.

My experience maps directly onto invasive species management and overlaps with many of the communities of interest mentioned in the CISAC call for nominations. Given my current role at DPR, serving on this committee would provide me with critical context for invasive pest management across the state. My experience would allow me to contribute to CISAC as a plant pathologist and risk-assessment scientist familiar with California agriculture, ecosystems, and pesticide policy. I would provide the committee with my perspective on how invasive species prevention interacts with pesticide regulation as the state transitions toward SPM. My experience in statistical modeling and simulation would also allow me to help the committee compare threats and evaluate uncertainty as invasive species pressures persist.



Karen Morrison
Director

Department of Pesticide Regulation

Gavin Newsom
Governor

Yana Garcia
Secretary for
Environmental Protection

7/22/2026

Invasive Species Council of California
Executive Office
1220 N St, Suite 221
Sacramento, California 95814

To whom it may concern,

I am pleased to recommend Dr. Elias Bunting for the California Invasive Species Advisory Committee (CISAC). As his supervisor at the California Department of Pesticide Regulation (DPR), I have worked closely with Elias over the past three months and have been impressed with his ability to quickly learn about the wide-ranging pest issues facing California's agricultural, urban, and natural settings. Effective pest management requires consideration of economic constraints, human health and environmental protection, and the operational and regulatory complexities that differ across pest management settings. Elias has demonstrated an ability to quickly grasp these complexities, ask thoughtful questions, and apply scientific thinking to new challenges. I have been impressed by his enthusiasm for identifying opportunities to coordinate collective action across organizations and disciplines to address shared pest management challenges.

Elias currently works in DPR's Sustainable Pest Management (SPM) Initiatives Program, housed within the Integrated Pest Management (IPM) Branch. Our work focuses on identifying practical solutions to promote and expand the adoption of IPM and SPM programs throughout California. Specifically, this includes developing and managing SPM pilot projects to demonstrate new approaches to pest management, supporting regional coordination, and identifying preventative strategies that reduce reliance on higher-risk pesticides. In this role, Elias has helped draft and review project contracts and has developed an understanding of the many technical, operational, and policy considerations involved in implementing pest management across agricultural, urban, and natural landscapes.

Elias has also taken on increasing responsibility in supporting DPR's Cross-Agency Workgroup, which is focused on implementing SPM throughout state government. This effort brings together various state agencies to identify opportunities to incorporate IPM and SPM into state facilities and ecosystem management activities. Through this work, Elias has gained valuable experience understanding the different pest management needs of each agency and how to go about identifying practical solutions.

Elias brings a perspective that bridges scientific research and public policy. During his Ph.D. work in Plant Pathology at UC Davis, he led a project supported by the California Department of Fish and Wildlife to develop a pest risk assessment framework for legal cannabis production in California. Combined with his current role supporting California's SPM initiatives, these experiences provide Elias with a unique perspective. As California continues to expand its focus on SPM and prevention-based approaches to pest management, I believe this perspective would be particularly valuable to the committee.

Please feel free to contact me if you have any questions or would like additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Gress", with a stylized, flowing script.

Brian Gress, Ph.D.
Environmental Program Manager I
California Department of Pesticide Regulation

Invasive Species Council of California
Executive Office
1220 N Street, Suite 221
Sacramento, California 95814

07/21/2026

Elias Bunting: CISAC membership nominee

To whom it may concern,

I am delighted to provide this letter of reference for Elias Bunting in connection with his application to join CISAC. I was Elias's Major professor during his PhD training at UC Davis. To allow you to judge my qualification to provide a letter of reference I offer a brief biographical note. I have an 11-month Senate faculty teaching/research appointment in the Plant Pathology Department at UCD, with dual responsibility in the College of Agriculture and Environmental Science and the Agriculture Experiment Station. I am a faculty associate of the Center for Environmental Policy & Behavior and the UC ANR Public Policy Center, and Affiliate Advisor for the UC IPM program. Over the last 15 years I have worked closely with CDFA on the management of several invasive pests and pathogens, most recently directing the Comprehensive Pest Prevention Program Analysis (C3PA) project.

Elias first made contact with me by email, in November 2021, while in his senior year at the University of Missouri, Columbia, asking about the possibility of graduate research positions for the fall of 2022. My group's work is intentionally interdisciplinary and sits at the intersection of social science and epidemiology. As a consequence, it is relatively specialized both in its technical detail and the extent to which we facilitate the efficient interaction between policy, regulation, and supporting science. For these reasons I get very few enquiries from applicants who have a clear idea of our work; Elias was a rare exception to that. His initial email was focused, articulate and gave an impression of self-belief, balanced with self-awareness of his limited exposure to the kinds of work we do.

What was obvious from that initial email, and an exploratory online discussion, was that Elias is a young man with leadership potential and an ambition to build a career in which he could put science to work for social benefit. He explained very clearly why he had contacted me and why he thought that my group would be an ideal place for him to continue his studies and his training. It

was clear that Elias actually knew what he was talking about, that he meant what he was saying about his motivation for coming to UC Davis, and that his inquiry was based on research, followed up by careful thought about which research groups might be a good fit for him. I had not been intending to take another graduate student for the fall 2022 entry, but the quality of Elias's initial contact made me reconsider that decision; during his time studying with me I did not regret it for a moment.

During Elias's first year in Davis, the Director of the California Department of Fish and Wildlife Cannabis Program contacted me to ask whether my team would be able to develop a project to assess potential phytosanitary impacts of cannabis production and limited inter-state trade in cannabis products, once the relevant federal regulatory framework for trade is in place. The project offered the ideal combination of science and public policy analysis that Elias wanted. I designated him as the point of contact for the project and handed primary responsibility for developing the research over to him.

Between 2023 and early this year, Elias developed a comprehensive pest risk and environmental impact assessment system for legal cannabis production. Because there is little formal research in cannabis to draw from, the PRA approach he came up with had several novel features while retaining scientific rigor. The initial plan had been that the entire comprehensive risk assessment would form Elias's PhD thesis, but in the end the PRA component alone required so much detailed work to develop an approach that would work for cannabis that Elias was able to base his PhD on that component alone. He handed off the remainder of the project to other members of my team, providing detailed and carefully documented methods to complete the EIA component, and secured a position with the SPM team at DPR in April.

Based on discussions I have had with Elias since he joined DPR and some independent feedback from more senior staff in the SPM team, I know he has settled in quickly to his new role. Given Elias's training at UCD and his current role at DPR I think he would be an excellent addition to CISAC and I give my unreserved support to his application.

Yours sincerely,



Prof. Neil McRoberts
Quantitative Biology & Epidemiology Group
Plant Pathology Department, UC Davis

Application 6

William Weidauer-Michel

8795 La Riviera Dr. apt. 73, Sacramento, CA, 95826

☎(916)342-1187 ✉williamweidauermichel@gmail.com [linkedin.com/in/william-weidauer-michel-44a248402](https://www.linkedin.com/in/william-weidauer-michel-44a248402)

Education:

California State University Chico, Chico — *M.S. in Wildland Management*

Aug 25, 2025 - Present (in progress)

Ecosystem, Natural Resource, and Wild Land Management related sciences.

California State University Monterey Bay, Marina — *B.S. in Biology*

May 17, 2025

Biological Studies that focused on ecology and evolutionary/organismal sciences

Mesa Verde High School, Citrus Heights — HS Diploma

June 2017

Relevant Coursework:

- Field Ornithological Surveys
- Data Cleaning/Analysis
- Freshwater Bioassessment
- Watershed Delineation
- Database Management
- Riparian/Wetland Ecosystem Health Surveys

Experience:

Massa Aquatics, Dobbins—Weekend Supervising Aquatic Technician

July 2026 - Present

Supervise and partake in the screening of water crafts for aquatic nuisance species, as well as logging screening data quickly and accurately, on top of also educating boaters on common freshwater invasive species across both boat launches of Bullard's Bar Reservoir on weekends

Massa Aquatics, Dobbins—Aquatic Technician

March 2026 - Present

Successfully screening water crafts for aquatic nuisance species, as well as logging screening data quickly and accurately, on top of also educating boaters on common freshwater invasive species.

CSUMB Watershed Ecology Laboratory, Marina—Hired Temp Lab assistant

May 2024 - May 2025

Responsible for the assistance in collecting a variety of field data across different projects, as well as in lab macroinvertebrate identification, and a variety of bird surveys.

BevMo, Roseville — Customer Service rep

June 2021-2022

Responsible for store front organization, and confirming sales..

Certifications:

- Watercraft Inspection and Decontamination Training 1
 - Acquired May 6, 2026 by Pacific States Marine and Fisheries Commission

Projects:

- Summer Ornithological Survey and Data Cataloguing
 - Various visual and audio surveys done across different locations in Monterey county then catalogued accurately into eBird.
- Watershed Ecology Projects
 - Benthic Macro-invertebrate bio-assessments in freshwater streams in Monterey county
 - Freshwater water chemistry samples for levee projects
 - Agricultural bird surveys
- CA Condor Feasibility Assessment - Fall 2025-Present- Dr. Don Hankins
 - GIS analysis of Big Chico Creek Eco Reserve in line with required ecological features to sustain CA Condor populations
 - Field assessment w/GPS notation for analysis
 - Usage of other previous federal level projects in different regions and work with other scientists involved with recovery of the CA Condor
- eDNA Analysis of Marine Vertebrates
 - PCR
 - Marine water sampling
 - Genetic identification, and assessment of marine vertebrate communities

Technical Skills:

- | | |
|------------------------|---------------------------------------|
| ● R code data analysis | ● arcGIS |
| ● Python | ● Data communication and presentation |
| ● My SQL | |
| ● QGIS | |

Leadership:

- Honors Undergraduate Capstone in eDNA Analysis of Marine Vertebrates
 - Created experimental design
 - Led a team of 3 into the project and produced results, and poster
 - Presented with team on findings of eDNA analysis of marine vertebrate communities

References:

- John Olson - 831-582-3873 - Joolson@csumb.edu - Associate Professor, Freshwater Ecology
- Bennett Morrison - 530-301-7262 - bennett@massaaquatics.com - Supervisor at Massa Aquatics Science Associates
- Duane Massa - 530-570-3474 - duane@massaaquatics.com - Principle Scientist at Massa Aquatics Science Associates

Nomination of William Weidauer-Michel
California Invasive Species Advisory Committee

I respectfully submit my nomination to serve on the California Invasive Species Advisory Committee (CISAC). As an Aquatic Technician Supervisor with Massa Aquatics, a graduate student pursuing a Master of Science in Wildland Management at California State University, Chico, and a B.S. in Biology specifically Ecology, Evolution, and Organismal biology. I am a biologist with field and laboratory experience in freshwater ecology. I am committed to protecting California's ecosystems through science-based invasive species prevention, public education, and collaborative resource management. My academic background and professional experience have provided me with a practical understanding of invasive species management while also giving me experience communicating with the public and working alongside researchers and natural resource professionals.

In my current role as Aquatic Technician Supervisor, I aid in the oversight of watercraft inspection efforts designed to prevent the introduction and spread of aquatic invasive species across California waterways. This work requires rapid identification of invasion risks, implementation of standardized inspection protocols, accurate data collection, and daily communication with recreational boaters regarding the ecological and economic impacts invasive species can have on California's water resources. Every inspection represents an opportunity not only to prevent a potential introduction, but also to educate the public on why prevention remains our most effective management strategy.

Prior to my current position, I worked in the Watershed Ecology Laboratory at California State University Monterey Bay, where I participated in freshwater bioassessments, benthic macroinvertebrate identification, watershed ecology projects, agricultural bird surveys, and freshwater chemistry sampling. These experiences strengthened my understanding of ecosystem health, biological monitoring, and the interconnected nature of invasive species management within broader conservation efforts. My undergraduate honors capstone further expanded my scientific background by leading a team conducting environmental DNA (eDNA) analysis of marine vertebrate communities, requiring experimental design, laboratory molecular techniques, statistical analysis, and scientific presentation.

As a graduate student in Wildland Management, I continue to expand my knowledge of ecosystem management, natural resource conservation, and landscape-scale environmental challenges. My technical experience with R, Python, SQL, ArcGIS, and QGIS has allowed me to analyze ecological datasets and communicate scientific findings effectively. I believe modern invasive species management increasingly depends upon integrating biological expertise with data-driven decision making, geographic information systems, and effective communication between agencies, researchers, and stakeholders.

Equally important to my technical qualifications is my commitment to collaboration and public service. Working directly with thousands of recreational boaters has shown me that successful invasive species prevention depends not only on enforcement, but also on building trust,

educating the public, and creating partnerships between agencies, industry, and local communities. I value practical, science-based solutions that recognize both ecological protection and the needs of Californians who depend upon our natural resources.

If selected, I would bring the perspective of an early-career invasive species professional actively working in prevention every day while remaining engaged in graduate-level research and education. I hope to contribute practical field experience, scientific training, and a collaborative mindset to the Advisory Committee as it develops recommendations that help protect California's diverse ecosystems from invasive species threats.

Thank you for your consideration of my nomination and for the opportunity to serve California's natural resources through the California Invasive Species Advisory Committee.

To Whom It May Concern,

It is my pleasure to provide this letter of reference for William Weidauer-Michel. I have had the opportunity to observe William since April of 2026. His professional growth and dedication to natural resource management are what I believe make him an excellent candidate for a position on the California Invasive Species Advisory Committee. I can confidently attest to his exceptional work ethic, technical abilities, and commitment to environmental stewardship.

William has consistently demonstrated a remarkable ability to combine scientific knowledge with practical field application. Throughout his work in aquatic invasive species prevention, he has shown a high level of professionalism while conducting watercraft inspections, maintaining accurate data records, and educating members of the public on the importance of preventing the spread of invasive species. His recent promotion to **Weekend Supervising Aquatic Technician** reflects the confidence we have placed in his leadership abilities, judgment, and reliability.

In addition to his professional experience, William has built an impressive academic foundation. He earned his Bachelor of Science in Biology from California State University, Monterey Bay and is currently pursuing a Master of Science in Wildland Management at California State University, Chico. His graduate work, particularly his California Condor feasibility assessment and GIS-based habitat analyses, demonstrates both technical competence and a genuine passion for conservation biology.

William possesses a broad range of technical skills that make him an asset to any scientific or natural resource management team. His experience includes GIS analysis, ecological field surveys, freshwater bioassessment, bird monitoring, eDNA laboratory techniques, database management, and programming languages including R, Python, SQL, QGIS, and ArcGIS. Equally important, he has consistently demonstrated the ability to communicate scientific information effectively to colleagues, stakeholders, and members of the public.

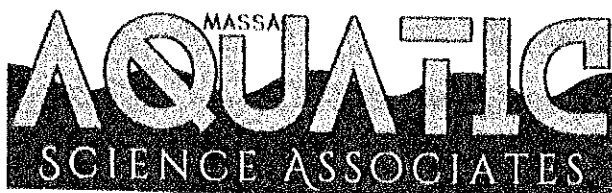
Beyond his technical qualifications, William is a dependable, thoughtful, and collaborative individual. He approaches challenges with curiosity and professionalism while maintaining a positive attitude and a willingness to learn. During his undergraduate capstone project, he successfully led a research team, developed the project's experimental design, and presented the group's findings, illustrating both leadership and strong communication skills.

William has established himself as an emerging professional in the fields of ecology, conservation, and invasive species management. His combination of scientific expertise, leadership experience, dedication to public service, and passion for protecting California's natural resources makes him an outstanding candidate for positions involving environmental management, conservation planning, ecological research, and natural resource policy.

I offer my highest recommendation of William's professionalism, technical knowledge, and capabilities. I am confident that he will continue to make meaningful contributions wherever his career leads him.

Sincerely,

Bennett Morrison



Bennett Morrison
Massa Aquatic Science Associates

PO Box 781
Browns Valley, CA
530-301-7262
bennett@massa-aquatics.com



July 27, 2026

Dear Members of the California Invasive Species Advisory Committee,

I am writing to recommend Will Weidauer-Michel for the California Invasive Species Advisory Committee. I've had the opportunity to work alongside Will in several graduate-level courses under our Wildland Management graduate program at California State University, Chico. Through our coursework, I have come to know Will as a driven, hardworking, and dependable individual with a genuine passion for environmental conservation and research.

During our program, I have seen Will apply his expertise in coding, mapping, and biological sciences to organize and visualize complex biological datasets, presenting findings in a clear, concise, and easily understandable manner. He paired his expertise in coding applications such as RStudio, Python, and QGIS with his background in biological sciences to develop analytical workflows, visualize spatial and ecological data, and effectively communicate research findings.

Beyond these technical skills, Will's work ethic is driven by a genuine curiosity regarding addressing complex ecological questions. In our graduate coursework, he showed the ability to analyze complex environmental datasets and develop thoughtful solutions to conservation challenges. One example of this was his proposal for a California-specific prediction model using historical climate and wildfire data to assess dry-season fire severity, size, and spatial patterns. In this proposal, Will combined machine learning in RStudio with a geospatial modeling workflow in QGIS to create an approach that compiles wildfire datasets across California alongside geographical variables such as slope and elevation. This demonstrated his ability to combine environmental data and technology to understand ecological patterns better and help inform management decisions. His use of these different approaches shows the problem-solving skills and applied thinking needed to address conservation challenges in California.

Will's inquiring mind brings innovation, dedication, and a willingness to collaborate to every project he takes on. His ability to combine ecological knowledge with innovative tools and analytical methods reflects the type of unconventional thinking needed to address complex environmental issues. I am confident that Will's skills, work ethic, and passion for conservation would allow him to make meaningful contributions to the California Invasive Species Advisory Committee.

Sincerely,
Victoria Ortiz
Graduate Student, M.S. Wildland Management Program
California State University, Chico