

Hayley Anne Carter, M.S.

CONTACT

California Ocean Science Trust
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EDUCATION

San Francisco State University
M.S., Marine Biology
2009-2012

University of California, Davis
B.S., Biological Science: Marine Biology
2004-2008

PROFESSIONAL EXPERIENCE

Program Scientist.....*California Ocean Science Trust, Oakland, CA* | January 2014 - Present

Ocean Science Trust is an independent non-profit established by the California Ocean Resources Stewardship Act. We work across traditional boundaries, bringing together governments, scientists, and citizens to support managers and policymakers with sound science.

- Manage multiple collaborative projects advancing the use of science to support sustainable fisheries management
 - Apply risk assessment frameworks on California fisheries to assist with management prioritization
 - Lead fishery management plan peer reviews; guide State managers on peer review best practices
 - Convene working groups with diverse participants to inform fisheries management under changing ocean conditions
- Directed the work of the bi-national 20-member West Coast Ocean Acidification and Hypoxia Science Panel, a three year effort to inform state and federal actions
 - Guided the production of a comprehensive body of work, including publications, white papers and a final executive summary
 - Developed and executed a strategic communication strategy; translated the Panel's scientific products into accessible communication materials for broad audiences, including decision-makers and the media
- Execute all areas of project management
 - Convene teams composed of diverse partners (decision-makers, scientists, stakeholders, etc.) to achieve project goals
 - Develop and supervise budgets; event, conference and workshop logistical coordination
 - Manage multiple complex projects simultaneously
- Provide scientific guidance to the organization and decision-makers across multiple topic areas
 - Advance and implemented scientific peer reviews for multiple natural resource agencies
 - Support the Ocean Protection Council Science Advisor with talking points and presentations for high-level policy audiences
 - Coordinate the work of the Ocean Protection Council Science Advisory Team, California's network of interdisciplinary scientists
- Develop and execute science communication strategies to meet project goals
 - Extensive graphic design of organizational products; translate complex scientific topics through collateral development
 - Design and manage multiple WordPress websites for various program brands; manage social media

Achievements

- Informing the Marine Life Management Act Master Plan amendment process, the State's guide for the development of fishery management plans
- Translated the West Coast Panel's recommendations and actions into management and policy responses, funding decisions, and legislation
- Advanced Ocean Science Trust's peer review service through the development of a guidance document
- Promoted from Project Scientist to Program Scientist; increased responsibilities in all aspects related to project management

California Sea Grant State Fellow.....*California Ocean Science Trust, Oakland, CA* | January 2013 - January 2014

California Sea Grant's State Fellowship Program provides a unique opportunity for graduate students interested in marine resources and the policy decisions affecting those resources. This competitive program matches highly motivated and qualified graduate students with hosts in California state agencies for a 12-month fellowship.

- Conducted fishery rapid assessments in support the Ocean Protection Council's California Sustainable Seafood Initiative
 - Synthesized scientific information on fishery life history characteristics and management practices to explore how California fisheries align with the Marine Stewardship Council (MSC) sustainability certification
 - Identified knowledge gaps in understanding, potential fishery improvement projects, and critical research needs for state fishery managers
- Convened the West Coast Ocean Acidification and Hypoxia Science Panel, a collaboration of 20 leading scientists charged with developing science-based management recommendations for the West Coast region
 - Designed a comprehensive process to assemble and coordinate an expert panel focused on addressing decision-maker's needs at the state and federal levels
 - Cultivated decision-maker audiences at multiple levels of government to scope the work of the Panel
 - Developed and managed Panel communications and branding, including designing and managing the Panel's online presence and collateral
 - Facilitated constructive dialogue among the Panelists, using techniques to incorporate diverse perspectives

Achievements

- Hired for a full time appointment at Ocean Science Trust following the end of my fellowship
- Appointed to manage Ocean Science Trust's peer review service

Social Media Strategist (volunteer).....*San Francisco International Ocean Film Festival, San Francisco, CA* | October 2012 - Present

The San Francisco International Ocean Film Festival inspires people to appreciate and care for the ocean by revealing its wonders through independent films. I volunteer with the festival concurrent with my full time position at Ocean Science Trust.

- Worked alongside the Board of Directors as part of the festival marketing team to support successful festival growth and awareness
- Maintained and executed the film festival social media strategy
 - Generated engaging and interactive social media campaigns related to films, filmmakers and general ocean topics, including organizing events
 - Monitored and evaluated social media accounts and impact

Graduate Research Assistant.....SFSU Romberg Tiburon Center for Environmental Studies, Tiburon, CA | August 2009 - May 2012

The Romberg Tiburon Center for Environmental Studies is San Francisco State University's marine and estuarine research facility focusing on understanding the natural forces at work in the San Francisco Bay, its surrounding wetland environments, and in the open ocean. During my graduate training, I held a position as a graduate research assistant for various Principle Investigators, including Dr. Jonathon Stillman and Dr. William Cochlan.

- Developed and employed molecular and physiological assay techniques to explore the impacts of ocean acidification on the development of intertidal crustaceans
- Fostered strong technical writing abilities and developed extensive public speaking skills presenting my research at meetings and conference around the nation
- Develop teaching material for introductory marine science courses; mentored undergraduate and graduate students, training them on the use of lab equipment and the scientific method

Naturalist.....San Francisco Whale Tours, San Francisco, CA | January 2010 - December 2011

- Led private whale watching expeditions to the Gulf of the Farallones National Marine Sanctuary off San Francisco on a 40-person catamaran
- Developed outreach materials and educated the public about the natural history of the Gulf of the Farallones National Marine Sanctuary and associated marine flora and fauna, including cetaceans, seabirds, pinnipeds, white sharks, and pelagic invertebrates
- Established strong interpersonal skills and developed knowledge of the North Central coast marine ecosystem

TECHNICAL SKILLS

Microsoft Office Suite (Mac and PC), Adobe Creative Suite (including Illustrator, InDesign, and Photoshop), WordPress, R Statistical Computing, Prezi, Asana project management, SmartSheets, social media management (Twitter, Facebook), Final Cut Pro X, laboratory and field research

MEMBERSHIPS AND CERTIFICATIONS

Solar Energy Consultant, LGCY Power Bay Area, a certified Sunrun partner (2016-present)

Western Society of Naturalists, Member at Large and Local Host of WSN 2015 in Sacramento, CA (2015)

Coastal and Estuarine Research Federation (CERF), Member (2012 - present)

Romberg Tiburon Center Graduate Student Organization, Officer (2011 - 2012)

SCUBA Open Water Diver Certified, PADI (2003 - present)

SELECT AWARDS AND GRANTS

Volunteer of the Year Award, San Francisco International Ocean Film Festival, 2015

Outstanding Research Award, College of Science and Engineering Poster Showcase, 2012

CSU COAST Graduate Student Award for Marine Science Research, 2012

James C. Kelley Scholarship, 2012

SELECT PRESENTATIONS AND PUBLICATIONS

Presentations

Ocean Acidification and Hypoxia: Mechanisms for Linking Science to Management and Policy (session organizer and moderator). Coastal and Estuarine Research Federation Annual Meeting. 2015. Portland, OR.

Tracking ocean acidification and hypoxia to inform decisions: The value of a Coast-wide perspective. Western Society of Naturalists Annual Meeting. 2015. Sacramento, CA.

Results from the California Spiny Lobster Fishery Management Plan Scientific and Technical Review on behalf of the California Department of Fish and Wildlife. California Fish and Game Commission Public Meeting. June 10, 2015. Mammoth, CA.

Connecting science to ocean policy and management: The California Ocean Science Trust. Ecological Society of America, Ignite Session: Boundary Organizations: Bridging the Gap Between Science and Policy. August 13, 2014. Sacramento, CA.

Publications

Carter, H., Knight, E., Meyer, R., and Whiteman, E. Peer Review: Developing Successful Scientific and Technical Review Processes to Advance Science in Marine and Coastal Decision-making. California Ocean Science Trust, Oakland, California, USA. May 2016. [\[link\]](#)

Carter, H. A., Ceballos-Osuna, L., Miller, N. A., & Stillman, J. H. (2013). Impact of ocean acidification on metabolism and energetics during early life stages of the intertidal porcelain crab *Petrolisthes cinctipes*. *The Journal of Experimental Biology*, 216(8), 1412-1422. [\[link\]](#)

Ceballos-Osuna, L., Carter, H. A., Miller, N. A., & Stillman, J. H. (2013). Effects of ocean acidification on early life-history stages of the intertidal porcelain crab *Petrolisthes cinctipes*. *The Journal of Experimental Biology*, 216(8), 1405-1411. [\[link\]](#)

Calosi, P., Rastrick, S. P. S., Graziano, M., Thomas, S. C., Baggini, C., Carter, H. A., & Spicer, J. I. (2013). Distribution of sea urchins living near shallow water CO₂ vents is dependent upon species acid-base and ion-regulatory abilities. *Marine pollution bulletin*, 73(2), 470-484. [\[link\]](#)

PROFESSIONAL CONTACTS

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Jonathon Stillman, Professor, San Francisco State University, Romberg Tiburon Center | stillmaj@sfsu.edu | 415.338.3790