



# Hayley Carter

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## EDUCATION

**San Francisco State University, Estuary and Ocean Science Center**  
Master of Science, Marine Biology, 2009-2012

**University of California, Davis**  
Bachelor of Science, Biological Science, Marine Biology, 2004-2008

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## PROFESSIONAL EXPERIENCE

### Program Scientist II

**January 2013 - Present**

*California Ocean Science Trust, Oakland, CA*

*Program Scientist II (June 2017 – current); Program Scientist I (May 2016 – June 2017); Project Scientist II (January 2015 – May 2016); Project Scientist I (January 2014 – December 2014); California State Sea Grant Fellow (January 2013 – December 2013)*

#### Program and project management

- Managed multiple simultaneous projects and project teams of geographically dispersed staff, including proposal and workplan development, deliverable deadlines, supervision of budgets, and communication planning
- Drafted a variety of high quality, audience-driven products including synthesis documents, reports, publications, policy briefs, and proceedings
- Created and maintained a large interdisciplinary network of managers, policymakers, scientists, NGOs, and stakeholder communities, and cultivated opportunities for meaningful collaboration and partnership across disciplines and regions
- Mentored staff and supervised graduate student interns, with a focus on building critical thinking, project management and communication skills
- Developed and executed science communication strategies to meet project goals; graphic design of organizational products and infographics; designed and maintained multiple websites for various program brands; social media management
- Represented Ocean Science Trust as a science-policy thought leader at meetings, conferences, and policy forums, enhancing visibility, developing relationships and increasing support for the Ocean Science Trust mission

#### Facilitation and group processes

- Convened interdisciplinary teams and facilitated discussions with diverse partners, including government, scientists, NGOs, and stakeholders to achieve project goals and objectives related to ocean policy and management issues
- Management and governance of large science advisory bodies, including the Ocean Protection Council Science Advisory Team, West Coast Ocean Acidification and Hypoxia Science Panel, California Ocean Acidification Task Force, and other science-to-policy working groups
- All aspects of workshop, conference, and event planning, facilitation, and coordination

#### Substantive ocean science knowledge and skills

- Wide breadth of knowledge related to science of ocean acidification, climate change, sustainable fisheries management, harmful algal blooms and other ocean threats, with a focus on applying learning to the development of innovative policy and management solutions, providing science advice to California policymakers, and identifying knowledge gaps that inhibit progress or action
- Serve as a “hub” for turning experience into knowledge, connecting people, ideas, and information across the ocean science, management, and policy communities to leverage science investments and maximize impact

### Graduate Research Assistant

**August 2009 – May 2012**

*Estuary and Ocean Science Center, San Francisco State University*

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

### Naturalist

**August 2010 – May 2011**

*San Francisco Whale Tours, San Francisco, CA*

- Concurrent with my graduate research assistantship, led private whale watching expeditions to the Gulf of the Farallones National Marine Sanctuary off San Francisco on a 40-person catamaran “Kitty Kat”
- 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 invertebrates

## TECHNICAL SKILLS

Microsoft Office Suite (Mac and PC), Adobe Creative Suite (including Illustrator, InDesign, and Photoshop), WordPress, R Statistical Computing, project management software (Asana, Slack, SmartSheets), social media management software, video editing

## MEMBERSHIPS, CERTIFICATIONS AND TRAININGS

**Rockwood Leadership Institute “Art of Leadership” Training, 2018**

**Facilitation Training, Strategic Earth Consulting, 2018**

**Project Management Training, 2017**

**Social Media Strategist, San Francisco International Ocean Film Festival, 2012 - 2017**

**Sunrun Solar Energy Consultant, Sky Mountain Power, a certified Sunrun partner, 2016 - 2019**

**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 – 2016**

**Romberg Tiburon Center Graduate Student Organization, Officer, 2011 – 2012**

**SCUBA Open Water Diver Certified, PADI, 2003 – present**

## SELECT REPORTS AND PUBLICATIONS

### Science-to-Policy Reports

State of California Ocean Acidification Action Plan (2018) [[link](#)]

*Role: Project manager, contributing author*

Nielsen, K., Stachowicz, J., **Carter, H.**, Boyer, K., Bracken, M., Chan, F., Chavez, F., Hovel, K., Kent, M., Nickols, K., Ruesink, J., Tyburczy, J., and Wheeler, S. Emerging understanding of the potential role of seagrass and kelp as an ocean acidification management tool in California. California Ocean Science Trust, Oakland, California, USA. January 2018 [[link](#)]

*Role: Lead author, project manager*

**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](#)]

*Role: Lead author, project manager*

### Science Publications

Annaliese, H., Williams, J., **Carter, H.A.**, Busch, S., Berry, W (2019). Visualizing ocean acidification impacts on California fisheries species: A decision support tool. Ocean and Coastal Management [in prep]

Samhour, J.F., Ramanujam, E., Bizzarro, J.J., **Carter, H.**, Kelly Sayce, Sara Shen (2019). An ecosystem-based risk assessment for California fisheries co-developed by scientists, managers, and stakeholders. Biological Conservation, Volume 231, Pages 103-121 [[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 CO<sub>2</sub> vents is dependent upon species acid–base and ion-regulatory abilities. Marine pollution bulletin, 73(2), 470-484. [[link](#)]

## PROFESSIONAL CONTACTS

### Emily Knight

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