

MICHELLE A. HILLEARY, PhD

PROFESSIONAL SUMMARY

Dynamic and transformational leader with 15 years of experience in international affairs, natural resource management, and sustainable development. Proven record of achieving organizational goals through innovative, targeted initiatives. Effective negotiator and coalition-builder across bilateral and multilateral fora and through private-sector partnerships. Implemented projects in 10 countries that built long-term capacity and cooperation in natural resource management and environmental security. Skilled manager of people, programs, and processes.

PROFESSIONAL EXPERIENCE

Virginia Tech (VT), Center for Leadership in Global Sustainability (CLiGS), Arlington, VA
***Adjunct Professor* for the Executive Master of Natural Resources in Global Sustainability and Online Master of Natural Resources degree programs, September 2018 – Present**

- Lead professor for *China International Field Experience* and *Environmental Decision-Making for the Anthropocene*.

U.S. Fish and Wildlife Service (USFWS), Headquarters, International Affairs, Falls Church, VA
Chief, Branch of Eurasia, Division of International Conservation, January 2017 – July 2019

- Supervised a team of international affairs specialists and program officers that manage USFWS engagement in the Indo-Pacific.
- Headed U.S. delegations and led negotiations to extend environmental and wildlife conservation partnership agreements with counterpart ministries in China and Russia, and protocol signing to support joint research and cooperation.
- Oversaw \$6.4M annually (direct appropriations and USAID funds) in financial assistance for Asian elephant, rhinoceros, tiger, and great ape programs in Asia, including approvals for Notice of Funding Opportunity postings, merit review panels, and awards.
- Served as lead internal expert on complex international affairs issues related to the region.
- Enhanced cooperation with U.S. interagency, intergovernmental, academic and non-governmental organizations in support of U.S. international wildlife conservation priorities.
- Briefed Department senior leaders, including as Acting Division Chief during transitions.
- Provided formal leadership coaching to federal employees.
- Embassy Science Fellow in Beijing March-May 2017.

U.S. Army Corps of Engineers, Institute for Water Resources (USACE), Alexandria, VA
Decision Analyst and Environmental Planner, April 2013 – January 2017

- Provided expertise in decision analysis and environmental policy and procedures, water resources planning, and environmental laws.
- Designed and led multi-stakeholder engagement for the Missouri River Recovery Management Plan and Environmental Impact Statement, including expert elicitation workshops that built ecological models linking management actions to species objectives.
- Facilitated participatory stakeholder workshops following Superstorm Sandy that incorporated innovative ideas for risk reduction and resilience building.

U.S. Army Corps of Engineers, Institute for Water Resource, cont'd
October 2014 – January 2017, detail at Honolulu District, Fort Shafter, HI

- Managed diverse portfolio of environmental security capacity development projects in the Asia-Pacific region for U.S. Pacific Command and USACE, including:
 - Program manager for **Mongolia** Groundwater Modeling and Monitoring Phase 1-3 capacity building workshops on the Tuul River Basin and Gobi Region.
 - Coordinator for International Workshop on Bareland and Rangeland Restoration in the Gobi for Climate and Environmental Security, in Ulaanbaatar, **Mongolia**.
 - Built and delivered watershed decision model which was used by the Government of **Mongolia** for their budget allocation in the Tuul Basin.
 - Project manager for Public Participation, Collaboration, and Conflict Transformation Capacity Building Workshop Series for Government of **Lao PDR**.
 - Project manager for Community-Based Solutions for Waste Management in the Maldives, in cooperation with the Government of the **Maldives**.
 - Expert for Watershed Planning Exchange in **Vietnam**.
 - Water security expert for the Climate Change and Environmental Security in High Asia Workshop co-hosted by the Daniel K. Inouye Asia-Pacific Center for Security Studies (APCSS) and the Chinese Academy of Sciences in Beijing, **China**.
 - Expert for **Taiwan** Water Resources Agency-USACE Technical Exchange, including lectures on Conservation/Development Tradeoffs, Climate Change, Uncertainty, and Decision-Making, as well as Collaboration and Institutionalizing Platforms for Dialogue in Integrated Water Resources Management (in Mandarin).
 - Facilitator and water expert for PACOM's Pacific Environmental Security Forum in **Thailand** and Oceania Regional Environmental Security Forum in **Fiji**.
- Bridged the Science-Policy Gap and increased linkages for Watershed Planning and Climate Adaptation in Hawaii:
 - Led multi-stakeholder watershed planning in West Maui that assessed key climate uncertainties and identified measures to reduce impacts to coral reef health.
 - Led pilot of Rising Oceans Changing Coasts, to identify the integrated impacts of multiple drivers of change and their relevance for regional priorities and management.

U.S. Fish and Wildlife Service, National Conservation Training Center, Shepherdstown, WV
Presidential Management Fellow and Course Leader, August 2011 – April 2013

- Designed, developed, and instructed 13 courses on climate change, adaptation planning, and structured decision making for natural resource managers in the federal government, NGOs, and academic institutions.
- Created new courses on applying decision analysis techniques to address climate-related uncertainties.
- Assessed training needs and identified targeted methods to meet them.
- Developed online resources and classes, including synchronous and asynchronous content.
- Provided expert opinion on environmental issues and served as technical specialist on ecosystem restoration.
- Taught decision-making modules in leadership development courses for senior leaders.
- Facilitated division-wide structured decision making process for personnel reorganization.

EDUCATION

University of Wisconsin-Madison, Madison, WI
Ph.D. in Botany, 2011
Minor: **East Asian Studies**

Dissertation: *Impacts of a Changing Climate and Yak Herding Practices on Alpine Rangelands and Tibetan Livelihoods in Southwest China*

National Science Foundation (NSF), Integrative Graduate Education and Research Traineeship (IGERT): Biodiversity Conservation and Sustainable Development in Southwest China

Yunnan University, Kunming, Yunnan, China
Chinese Language Program Certificate, 2005

Au Sable Institute of Environmental Studies, Mancelona, MI
Stewardship Ecologist Post-Baccalaureate Diploma, and
Environmental Analyst Certificate, 2004

Abilene Christian University, Abilene, TX
B.S. in Biology, 2004
University Honors Graduate, Summa Cum Laude

Xiamen University, Xiamen, Fujian, China
Chinese Studies Program Certificate, 2002

LANGUAGES

Chinese (Mandarin) – full professional proficiency
French – intermediate
Russian – novice-high

Selected Honors and Awards:

- Government of Mongolia, Ministry of Environment and Tourism, Conservation Action Award
- Employee of the Year Award nominee, Team Category, Eastern Panhandle Federal Executives Association of West Virginia
- Presidential Management Fellow

Selected Professional Publications (as Michelle A. Haynes):

- Valder, J.F., Carter, J.M., Anderson, M.T., Davis, K.W., Haynes M.A., and Dechinlhundev, Dorjsuren, 2016, Building groundwater modeling capacity in Mongolia: U.S. Geological Survey Open-File Report 2016–1096, <http://dx.doi.org/10.3133/ofr20161096>.
- Haynes, M.A., K.-J. S. Kung, J.S. Brandt, Y.P. Yang, & D.M. Waller. 2014. Accelerated Climate Change and its Potential Impact on Yak Herding Livelihoods in the Eastern Tibetan Plateau. *Climatic Change*. 123(2):147-160.
- Haynes, M.A., and Y. Yang. 2013. Adapting to change: transitions in traditional rangeland management of Tibetan yak herders in northwest Yunnan. *Environment, Development and Sustainability* 15:1065-10770.
- Haynes, M.A., Z.D. Fang, and D.M. Waller. 2013. Grazing impacts on the diversity and composition of alpine rangelands in northwest Yunnan. *Journal of Plant Ecology* 6(2):122-130.
- Brandt, J.S., M.A. Haynes, T. Kuemmerle, Z.D. Fang, D.M. Waller, and V.C. Radeloff. 2013. Regime shift on the roof of the world: Alpine meadows converting to shrublands in the southern Himalayas. *Biological Conservation* 158:116-127.