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## Steve Parren: Interview Notes

### Community partnerships and Habitat:

- In order to access private land, a member of Fish and Wildlife needs permission
- A Warden can access land if they believe that a crime is in progress, however, wildlife crimes are generally considered of less importance to judges
- Personal relationships, reputation, and honesty are important when working with the community

### Trapping:

- There are very few trappers in Vermont
- There are different rules that apply to different traps so that they do not catch the wrong animal

### Hunting and Fishing in Relation to Conservation:

- Hunting and Fishing really kicked off that conservation movement because hunters almost completely destroyed most of the wildlife across the US
- The tax on hunting and fishing equipment goes to the Department of Fish and Wildlife
- Communication can be hard between the DFW and the hunting/fishing community

### Policies:

- In your opinion, how does VT compare to other states in terms of their policies and steps to protect threatened and endangered species?
  - VT is doing pretty well, other states are just really bad at this. Things move slow and that's frustrating, we have to defend ourselves against a lot of different businesses and don't often get help from their

## Eric Hanson: Mentor Profile

→ What is your job title?

- What are the best/worst parts of your job?
  - ◆ The best part of my job is having 12 hours days being out in the wild with no people. I also like to connect people with nature.
  - ◆ The worst part of my job is collecting data.
- Do you feel like you have been able to make a difference by doing this work?
- How long have you worked for VT Center for Ecostudies? How long have you worked in this field in general?
- What type of training did you need to go through for your position?
- Why do you do what you do?
 

While working at EPA he started tagging along with a guy that would catch birds and do studies on them from where he started spending half his year doing loon conservation. He loves the outdoors and being on the water so he gets to spend his time doing that and helping loons.
- What would you do if you didn't work on the loon project?
- What is your favorite animal?
- What was the wildest experience you have had on the job?
- What do you do to connect w/ the public for volunteer/education work?
  - ◆ Most of the time, volunteers reach out to him! The most dedicated volunteers are often the ones that make the first contact.

#### RANDOM ERIC NOTES:

- He wanted to be a doctor, got into ecology instead.
- Took a 4 year gap year
- Takes blood and feather samples, as well as tagged birds on their wings
- Takeovers happen when loons want a territory (specifically for habitats, food, or mates)
- Loons can't walk on land
- There are 170 lakes above 20 acres in Vermont
- Loons have a lifespan of 20-30 years
- Eagles, pike, and turtles are a threat to loon chicks
- It's really about the people with conservation
- Best part of his job is field work and connecting with people
- The worst part of his job is data collecting and pure research
- There are different parts of his organization- some of them are a LOT of field work. Different parts work with/on specific animals and habitats.

## Anthropology (VT Center for Ecostudies: Eric Hanson)

### Part 1: Overview

1. What is the main purpose of this organization/business/workplace?  
To preserve wildlife in VT

<p>2. What different kinds of jobs go on here?  <b>8 biologists→ amphibian, songbirds, pure research, insects, (more he didn't list)</b></p>
<p>3. Who are the customers or clients, or who is served by the work of this organization?  <b>The loons and the people around the lake mostly</b></p>
<p>4. How many people work here? Are they diverse by gender? Race? Age?  <b>10 ½ people work there full time (Eric is seasonal) 2/3 is female, 20's and up, white</b></p>
<p>5. What is it like for people who work here? When do they arrive and when do they leave? How long is lunch? Is there a dress code? What kind of spaces do people work in?  <b>They have lunch together each day! Super nice!</b></p>

**Part 2: Structure**

<p>6. Is this organization broken down into departments? If so, how does the work connect?</p>
<p>7. If there are different parts of the organization, what are the ways they use to communicate with each other?  <b>Mostly with internet and Google things. The people at the office all have lunch together every day. They all have weekly staff meetings, as well a Bird-a-thon fundraising that is good for morale.</b></p>
<p>8. How are decisions made in your part of the organization?  <b>I work at home, so not a ton of collaboration happens but it lets me do what I want or need to do. Feedback is also regularly given to me.</b></p>
<p>9. Which part of the organization do you find most interesting? Why?</p>
<p>10. What kinds of jobs could you see yourself doing in this organization?</p>

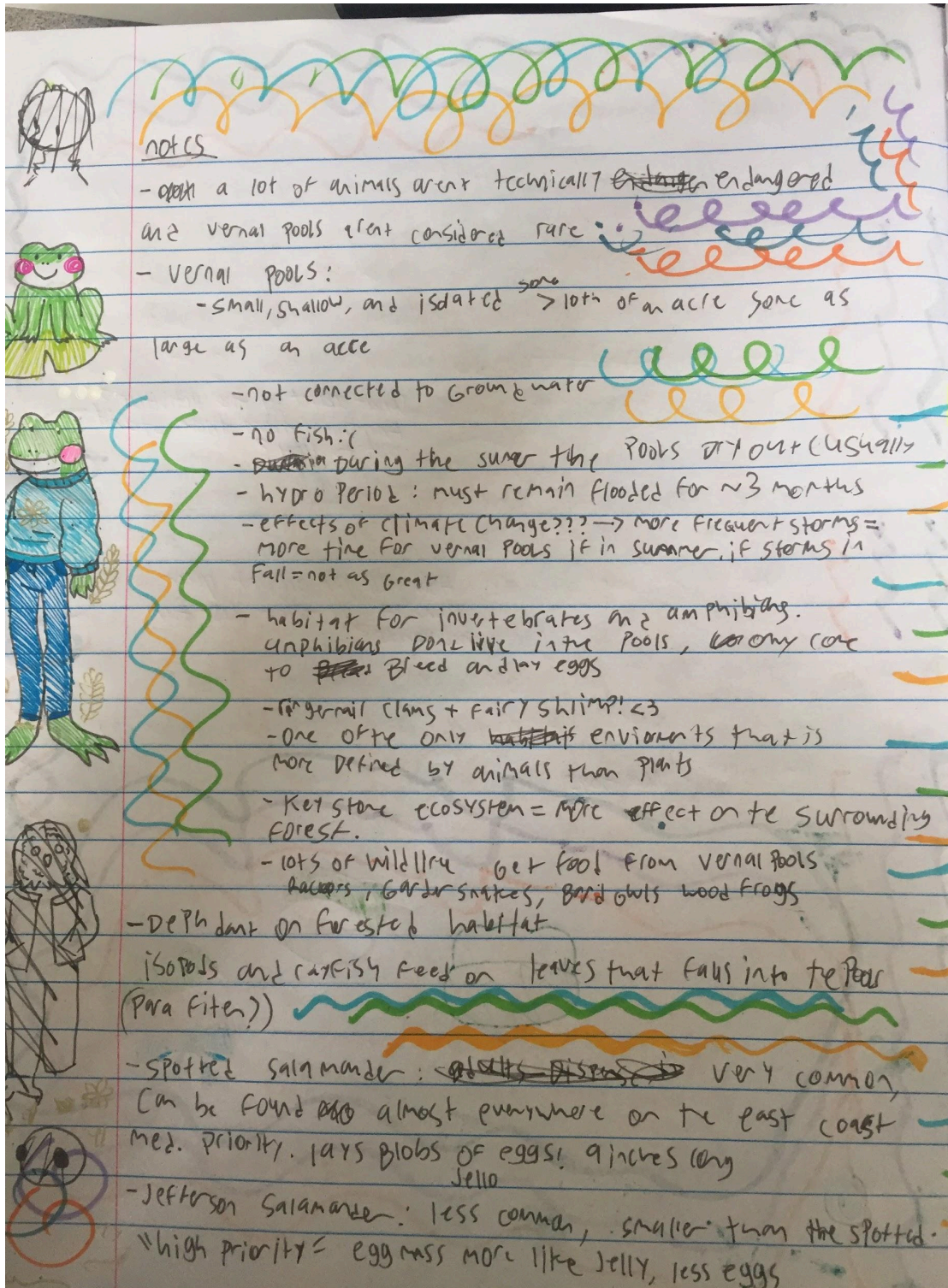
### Part 3: Assessment

11. How is work evaluated at your business? <b>There's a once a year chat about goals and projects for the year.</b>
12. Do co-workers critique or review each other's work? How is this done?
13. Do people seem to have high standards for their work? How can you tell?
14. What are 3 to 5 skills or personal qualities that seem to be important for all employees, in order for them to do quality work and receive a good evaluation? <b>Recruiting people (communication), motivation, and self direction, management skills</b>
15. What skills and personal qualities are important to work on in the next few months? <b>Communication, motivation, and self direction</b>

## Steve Faccio and Americorps Alex Notes: Vernal Pools

[Elsa's Epic Notes](#)

Sebastian's Epic Notes:



NOTES

- ~~quite~~ a lot of animals aren't technically ~~endangered~~ endangered and vernal pools aren't considered rare.
- Vernal Pools:
  - small, shallow, and isolated <sup>some</sup> > 10th of an acre some as large as an acre
  - not connected to ground water
  - no fish!
  - ~~During~~ during the summer the pools dry out (usually)
  - hydro period: must remain flooded for ~3 months
  - effects of climate change??? → more frequent storms = more time for vernal pools if in summer, if storms in fall = not as great
  - habitat for invertebrates and amphibians. amphibians don't live in the pools, they come to ~~the~~ breed and lay eggs
  - finger-mill clams + fairy shrimp! <3
  - one of the only ~~habitats~~ environments that is more defined by animals than plants
  - Key stone ecosystem = more effect on the surrounding forest.
  - lots of wildlife get food from vernal pools: raccoons, garden snakes, ~~bird~~ birds wood frogs
- Depend on forested habitat
- isopods and crayfish feed on leaves that fall into the pools (Para Fiter?)
- Spotted Salamander: ~~at this time~~ very common, can be found ~~all~~ almost everywhere on the east coast med. priority. lays blobs of eggs! 9 inches long Jello
- Jefferson Salamander: less common, smaller than the spotted. "high priority" = egg mass more like Jello, less eggs

Myiahs epic notes:

[https://docs.google.com/document/d/1aYHjibLws-5U4gkSN4V7WU\\_af4\\_zv9w1EQBZbqXn5rY/e/dit#](https://docs.google.com/document/d/1aYHjibLws-5U4gkSN4V7WU_af4_zv9w1EQBZbqXn5rY/e/dit#)