

NICOLE NAAR

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EXPERIENCE & APPOINTMENTS

- 2024-present Social Science and Education Specialist and Integrated Knowledge and Education Team Lead. Washington Sea Grant, College of the Environment, University of Washington. Seattle, WA.
- 2022-2024 Social Science and Education Specialist. Washington Sea Grant, College of the Environment, University of Washington. Seattle, WA.
- 2020-2022 Aquaculture Specialist. Washington Sea Grant, College of the Environment, University of Washington. Seattle, WA.
- 2019-2020 Postdoctoral Research Associate. West Coast Region, National Marine Fisheries Service, National Oceanic and Atmospheric Administration. Seattle, WA.
- 2008-2011 Science Teacher. Donna High School, Donna Independent School District. Donna, TX

EDUCATION

- 2019 Ph.D. in Evolutionary Anthropology, University of California, Davis.
- 2007 B.S. Anthropology & Human Biology and Environmental Studies (with highest honors), Emory University

RESEARCH INTERESTS

Human behavioral ecology, evolution of cooperation and cooperative institutions, political ecology, economic anthropology, fisheries governance, aquaculture governance, social license. The influence of decision-making, behavior, and social relations on cooperation and conflict in the context of aquaculture, marine common-pool resource management, and coastal conservation. Latin America (Baja California, Mexico), Pacific Northwest (Washington State).

PUBLICATIONS

Refereed Journal Articles

- 2023 Conroy, Katherine, Daniel Tonnes, Max Calloway, **Nicole Naar**, Kalloway Page, Steve Copps and Betsy Peabody. Shoreline Master Programs: A hinderance or a help to kelp conservation in Puget Sound? In review with *Marine Policy* 155:105771. <https://doi.org/10.1016/j.marpol.2023.105771>
- 2022 **Naar, Nicole**, Monique Borgerhoff Mulder, and Mark Grote. What people say and how people play: Mixed methods and multiple measures of fishing behavior with implications for external validity. *Global Perspectives* 3(1):35863. <https://doi.org/10.1525/gp.2022.35863>
- 2022 Hollarsmith, Jordan A., Kelly Andrews, **Nicole Naar**, Samuel Starko, Max Calloway, Adam Obaza, Emily Buckner, Daniel Tonnes, James Selleck, and Thomas W. Therriault. Toward a conceptual framework for managing and conserving marine habitats: A case study of kelp forests in the Salish Sea. *Ecology and Evolution* 12(1):e8510 <https://doi.org/10.1002/ece3.8510>
- 2020 Naar, Nicole. Gaming anthropology: The problem of external validity and the challenge of interpreting experimental games. *American Anthropologist* 122(4):784-798. <https://doi.org/10.1111/aman.13483>
- 2016 Richerson, Peter J., Ryan Baldini, Adrian Bell, Kathryn Demps, Karl Frost, Vicken Hillis, Sarah

- Mathew, **Nicole Naar**, Lesley Newson, Emily K. Newton, Cody Ross, Paul E. Smaldino, Timothy M. Waring, and Matthew R. Zefferman. Cultural group selection plays an essential role in explaining human cooperation: A sketch of the evidence. *Behavioral and Brain Sciences* 39: e30. <https://doi.org/10.1017/S0140525X1400106X>
- 2014 **Naar, Nicole** and Jairos Mahenge. Finding a middle ground: Conservation challenges among stakeholders in coastal Tanzania. *Anthropology Today* 30(1):9-14. <https://www.jstor.org/stable/24030464>

Manuscripts in Review

- 2024 Buckner, Emily, **Nicole Naar**, Grace Adams, Joth Davis, Sean Matson and Daniel Tonnes. Building capacity for kelp (*Laminariales*) mariculture in the Salish Sea: Ecological considerations and initial farm design guidance. Manuscript in review with *Marine Fisheries Review*.

Manuscripts in Preparation

- 2024 **Naar, Nicole**, Monique Borgerhoff Mulder, and Mark Grote. Does immigration rhyme with degradation? Comparing the environmental impact of immigrant and native fisherfolk. Manuscript in preparation for submission to *Global Perspectives*.
- 2024 **Naar, Nicole**, Monique Borgerhoff Mulder, and Mark Grote. When immigration doesn't rhyme with degradation: Which resource user attributes and contexts predict environmental impact? Manuscript in preparation for submission to *Marine Policy*.

Other Publications

- 2023 Stote, Alex, Brent Vadopalas, and **Nicole Naar**. Ecological interactions between shellfish aquaculture, eelgrass and burrowing shrimp in Willapa Bay and Grays Harbor. Washington Sea Grant. Seattle, WA. 56 pp. https://wghec.org/wp-content/uploads/2023/12/WGHEC.EI_.pdf
- 2023 Booth Stephen R., **Nicole Naar** (ed) and Alex Stote (ed). Burrowing Shrimp Management in Willapa Bay and Grays Harbor. Washington Sea Grant. Seattle, WA. https://wghec.org/wp-content/uploads/2023/12/WGHEC.BSM_.pdf
- 2023 Berry, Helen, W.W. Raymond, D.C. Claar, P. Dowty, E. Spaulding, B. Christiansen, L. Ferrier, J. Ledbetter, **N. Naar**, T. Woodard, C. Palmer-McGee, T. Cowdrey, D. Oster, S. Shull, T. Mumford, and M. Dethier. Monitoring Program Design and Data Assessment Protocols for Floating Kelp Monitoring in Washington State. Washington Department of Natural Resources Report. 64 pp. https://fortress.wa.gov/dnr/admins/gisdata/datadownload/nearshorephotos/onemap/docs/KelpForEstsWA_monitoring_program_design_protocols_2023.pdf
- 2023 Berry, Helen, W.W. Raymond, D.C. Claar, P. Dowty, E. Spaulding, B. Christiansen, L. Ferrier, J. Ledbetter, **N. Naar**, T. Woodard, C. Palmer-McGee, T. Cowdrey, D. Oster, S. Shull, T. Mumford, and M. Dethier. Floating Kelp Monitoring in Washington State: Statewide Summary. Washington Department of Natural Resources report. 22 pg. plus appendix. https://fortress.wa.gov/dnr/admins/gisdata/datadownload/nearshorephotos/onemap/docs/KelpForEstsWA_statewide_summary_report_with_appendix_2023.pdf
- 2022 Raymond, Wendell W., H. Berry, D. Claar, P. Dowty, E. Spaulding, B. Christiansen, L. Ferrier, J. Ledbetter, **N. Naar**, T. Woodard, C. Palmer-McGee, T. Cowdrey, D. Oster, S. Shull, T. Mumford, and M. Dethier. Floating kelp canopies: a new Vital Sign indicator in Puget Sound, Indicator Options and Visualizations. 201 pp.

- https://www.dnr.wa.gov/publications/aqr_nrsh_kelp_vital_sign_indicator_plus_appendices_2022.pdf
- 2022 Berry, H., **N. Naar**, T. Woodard, S. Shull, T. Mumford, W. Raymond, P. Dowty, B. Christiaen, L. Ferrier, J. Ledbetter, M. Dethier, E. Spaulding. Floating kelp canopies: a new Vital Sign indicator in Puget Sound, Initial Scoping. 67 pp.
https://www.dnr.wa.gov/publications/aqr_nrsh_kelp_vital_sign_scop_report_2022.pdf
- 2020 Naar, Nicole. Appendix B: The cultural importance of kelp for Pacific Northwest Tribes. IN: Dana Oster (NWSC) and Max Calloway (PSRF). Puget Sound Kelp Conservation and Recovery Plan.
https://nwstraits.org/media/2957/appendix_b_the-cultural-importance-of-kelp-for-pacific-northwest-tribes.pdf
- 2019 Naar, Nicole. “Pescando la piñata”: Testing cooperation theory and method in a fishing commons (unpublished doctoral dissertation). University of California, Davis.
- 2017 National Marine Fisheries Service. Rockfish Recovery Plan: Puget Sound/Georgia Basin yelloweye rockfish (*Sebastes ruberrimus*) and bocaccio (*Sebastes paucispinis*). NOAA National Marine Fisheries Service. Seattle, WA.
- 2007 Naar, Nicole. Cultural evolutionary perspectives on development: A case study of Puerto San Carlos, Baja California Sur, Mexico, Honors Thesis in Environmental Studies, Emory University.

GRANTS & FELLOWSHIPS

- 2019 National Academy of Sciences, National Research Council-Research Associateship Program, Postdoctoral Fellowship with NOAA-NMFS (\$55,000 + benefits/travel)
- 2018 SSRC-Mellon Mays Dissertation Completion Grant (\$1,833)
- 2018 Dissertation Year Fellowship, University of California-Davis (\$26,200 + tuition/fees)
- 2017 Robert and Sandra Kautz Fellowship, University of California-Davis (\$4,700)
- 2017 University of California-Davis Graduate Fellowship (\$7,460)
- 2016 University of California-Davis Graduate Fellowship (\$11,900)
- 2016 National Science Foundation, Graduate Research Internship Program (\$5,000)
- 2015 SSRC-Mellon Mays Graduate Studies Enhancement Grant (\$1,500)
- 2014 National Science Foundation (SBC-BCS-Cultural Anthropology), Doctoral Dissertation Research Improvement Grant, Nicole Naar (Co-PI) with Monique Borgerhoff Mulder (PI) (\$14,870)
- 2014 SSRC-Mellon Mays, Graduate Studies Enhancement Grant (\$1,000)
- 2013 Evolutionary Anthropology Summer Research Fellowship, University of California-Davis (\$3,000)
- 2013 SSRC-Mellon Mays, Graduate Studies Enhancement Grant (\$1,500)
- 2012 Evolutionary Anthropology Summer Research Fellowship, University of California-Davis (\$4,000)
- 2012 National Science Foundation, Graduate Research Fellowship (\$96,000 + 3 years tuition/fees)
- 2011 Eugene Cota-Robles Fellowship, University of California-Davis (\$40,000 + 2 years tuition/fees)
- 2007 Fulbright-Garcia Robles Fellowship (\$13,300)
- 2005 Mellon Mays Undergraduate Research Fellowship (\$6,000 + \$10,000 continuing benefits)

HONORS & AWARDS

- 2019 NOAA Fisheries West Coast Region Deputy Award for Diversity and Inclusion
- 2019 Crook Travel Award, Evolutionary Anthropology Department, UC-Davis (\$500)
- 2018 Evolutionary Anthropology Society Award for Best Student Paper (\$350)
- 2007 Outstanding Senior in Anthropology, Emory University
- 2007 Phi Beta Kappa, Emory University
- 2007 Lambda Alpha, Beta of Georgia, Emory University
- 2006 Outstanding Junior in Anthropology, Emory University

CONFERENCE PARTICIPATION

- 2022 Buckner, Emily, Grace Adams, **Nicole Naar**, and Daniel Tonnes. Building Capacity for Kelp Mariculture in the Salish Sea: Ecological Considerations and Farm Development Guidance Through an Adaptive Management Lens. 76th Annual Shellfish Conference and Tradeshow. Pacific Coast Shellfish Growers Association. Wenatchee, WA. 21 Sep 2022.
- 2021 Naar, Nicole. West Coast Aquaculture Hub. Sea Grant Aquaculture Research Symposium: Advanced Aquaculture Collaborative Programs (Hubs). Virtual Conference. 3 Nov 2021.
- 2021 Naar, Nicole. Building an Estuarine Ecosystem Management Collaborative for Willapa Bay and Grays Harbor. 75th Annual Shellfish Conference and Tradeshow. Pacific Coast Shellfish Growers Association and National Shellfisheries Association. Virtual Conference. 21 Sep 2021.
- 2021 **Naar, Nicole**, Alex Stote, Jackson Blalock, Paul Dye, Brent Vadopalas, Kevin Decker, Sean Macduff, and Kate Litle. Washington Coast Shellfish Aquaculture Study: Process and Progress. 27th Annual Shellfish Growers Conference. Washington Sea Grant. Virtual Conference. 1 Mar 2021.
- 2020 **Naar, Nicole** and Daniel Tonnes. The cultural importance of kelp to Pacific Northwest Tribes. Online session in lieu of canceled Salish Sea Ecosystem Conference. Seattle, WA. 22 Apr 2020.
- 2019 Naar, Nicole. Fishing for explanations: What – if not immigration – predicts resource user environmental impact? California Workshop on Evolutionary Social Science. Fullerton, CA. 27 Apr 2019.
- 2019 Naar, Nicole. “Gente de afuera”: Do immigrant fisherfolk have a greater environmental impact? Society for Applied Anthropology. Portland, OR. 20 Mar 2019.
- 2018 Naar, Nicole. “Es un desmadre”: Making sense of experimental and ethnographic observations of fishing behavior. American Anthropological Association. San José, CA. 17 Nov 2018.
- 2018 Naar, Nicole. Experimental and survey measures of fishing behavior, with implications for external validity. California Workshop on Evolutionary Social Science. Santa Barbara, CA. 5 May 2018.
- 2007 **Naar, Nicole** and George J. Armelagos. OMB Directive 15, bureaucratic race and science. American Association of Physical Anthropology. Philadelphia, PA.
- 2006 **Naar, Nicole**, Dana Hilgenberg, and George J. Armelagos. FORDISC 2.0, the ultimate test: What is the truth? American Association of Physical Anthropology. Anchorage, AK.

PUBLIC PRESENTATIONS & OUTREACH

- 2020 Farm design considerations for seaweed cultivation. Clallam County Marine Resources Committee Meeting. Virtual meeting. 19 Oct 2020.
- 2020 So you want to enhance D&I. Now what? Board of Directors Meeting. NOAA Alaska Fisheries Science Center. Seattle, WA. 25 Feb 2020.

- 2020 Naar, Nicole. Marketing seaweed products in Washington State. Washington Sea Grant Seaweed Farming Intensive Workshop. Seattle, WA. 5 Feb 2020.
- 2020 Tonnes, Daniel and **Nicole Naar**. Social considerations for seaweed farm site selection. Washington Sea Grant Seaweed Farming Intensive Workshop. Seattle, WA. 3 Feb 2020.
- 2020 **Naar, Nicole** and Emily Buckner. Approaching best practices for seaweed cultivation. Washington Sea Grant Seaweed Farming Intensive Workshop. Seattle, WA. 3 Feb 2020.
- 2019 So you have a D&I framework. Now what? Employee Communications & Workplace Committee Lecture Series. NOAA-NMFS West Coast Region. Seattle, WA. 25 Sep 2019.
- 2018 Reflections of a token minority: The role of institutions and individuals in supporting diversity and Inclusion. Symposium: Diversity and Inclusion in the Fisheries Profession - Leadership and Action. American Fisheries Society Meeting. Atlantic City, NJ. 19-23 Aug 2018.
- 2018 The cultural importance of kelp to Pacific Northwest tribes. Puget Sound Kelp Recovery Plan Workshop. Seattle, WA. 20 Mar 2018.
- 2017 The cultural importance of rockfishes and bull kelp. Speed Talk for NOAA-NMFS West Coast Region Protected Resources Division. Seattle, WA. 17 Jul 2017.
- 2017 Kelp understories and backstories: the kelp conservation plan and the local story of kelp. Presentation for the Suquamish Tribe Elders Meeting. Seattle, WA. 18 Apr 2017.
- 2017 Ethnographic perspectives on fishing communities and fisheries policies: Mexico and the Pacific Northwest. Presentation for NOAA-NMFS West Coast Region. Seattle, WA. 11 Apr 2017.
- 2007 Cultural evolutionary perspectives on development: A case study of Puerto San Carlos, Baja California Sur, Mexico. School for Field Studies, Center for Coastal Studies.

CAMPUS & DEPARTMENTAL TALKS

- 2021 The cultural importance of kelp to Pacific Northwest tribes. Guest Lecture. University of Washington. 29 July 2021.
- 2020 The cultural importance of kelp to Pacific Northwest tribes. Guest Lecture. University of Washington. 30 July 2020.
- 2019 “Pescando la piñata”: Testing cooperation theory and method in a fishing commons. Evolutionary Anthropology Colloquium, University of California-Davis. 1 Apr 2019.
- 2016 The Paradox of Altruism: Evolutionary Theories of Cooperation. Guest Lecture. University of California-Davis. 4 Oct 2016.

TEACHING EXPERIENCE & TRAINING

University of California-Davis, Anthropology Department (2016-2019)

Associate Instructor, Economic Anthropology, Spring 2018

Associate Instructor, People and Conservation, Winter 2017

Teaching assistant, Kinship and Social Organization, Fall 2017

Teaching assistant, Behavioral and Evolutionary Biology of the Human Life Cycle, Fall 2016

Donna Independent School District, Donna High School (2008-2011)

Science Department Co-Head

Teacher and district curriculum writer, Chemistry, 10th-12th grade

Teacher and district curriculum writer, Environmental Systems, 12th grade

Teach For America (2007-2010)

Medtronic Math & Science Education Seminar, Rice University, Summer 2008
Summer Institute, University of Houston, Summer 2007

Emory University, Anthropology Department (2005)

Teaching Assistant, Reading Ancient Bones, Fall 2005

RESEARCH EXPERIENCE

- 2019 Postdoctoral Research Associate, NOAA-NMFS West Coast Region, Seattle, WA.
- 2017 Intern, Protected Resources Division, NOAA-NMFS West Coast Region, Seattle, WA.
- 2013 Research assistant, Experimental games administration in Baja California Sur, Mexico with Xavier Basurto (see Basurto et al. 2016. Integrating simultaneous prosocial and antisocial behavior into theories of collective action. *Science Advances* 2(3): e1501220).
- 2009 CREST-RESSACA Research Education for Teachers, Texas A&M University-Kingsville, Department of Environmental Engineering.

SERVICE**Department/Division**

- 2021-present DEI Development Circle Co-Lead. Washington Sea Grant, University of Washington.
- 2017-2019 Community Outreach Instructor, Anthropology Graduate Student Association. University of California-Davis.
- 2017-2018 Graduate student faculty meeting representative, Evolutionary Anthropology. University of California-Davis.
- 2016-2018 Social coordinator, Anthropology Graduate Student Association. University of California-Davis.

University

- 2019 Organizer, UC-Davis Political Ecology Lab Retreat. Bodega Bay Marine Lab. 3-5 May 2019.
- 2019 Campus Representative, 13th California Workshop on Evolutionary Social Science. May 2018-Apr 2019.
- 2018 Panelist, Graduate Student Womxn of Color. University of California-Davis. 10-11 May 2018.
- 2018 Campus Representative, 12th California Workshop on Evolutionary Social Science. May 2017-May 2018.
- 2017 Panelist, Chicanx/Latinx Pathways to Graduate School. University of California-Davis. 30 Nov 2017.
- 2017 Presenter, Obtaining Letters of Recommendation for Graduate School. Diverse Pathways to Graduate School Conference. University of California-Davis. 7 Oct 2017.
- 2013 Mentor, Graduate Academic Achievement & Advocacy Program. University of California-Davis.
- 2012 Graduate student commentator, Environments and Societies Colloquium. University of California-Davis. 14 Nov 2012.

Community

- 2019 Presenter, Managing Mentors and Wrangling Resources. NOAA Hollings Preparation Program

- Webinar. Seattle, WA. 31 Jul 2019.
- 2019 Presenter, INRSEP+ Lunch and Learn. Humboldt State University, Arcata, CA. 10 May 2019.
- 2019 Facilitator, NOAA Hollings Preparation Program for Undergraduates.
- 2018 Presenter, Anthro Info Night. College of the Redwoods, Eureka, CA. 9 Oct 2018
- 2018 Reviewer, NOAA- NMFS West Coast Region Diversity & Inclusion Framework. Aug 2018.
- 2017 Invited speaker and panelist. NOAA West Coast Region Cross Divisional Diversity and Inclusion Workshop. Mukilteo, WA. 12 Jun 2017.
- 2016 Administrator, Planning Committee for the 14th Annual Sea Turtle Festival, Puerto San Carlos, Baja California Sur, Mexico.
- 2015 Treasurer, Puerto San Carlos Lions Club, Puerto San Carlos, Baja California Sur, Mexico.

Profession

Manuscript reviewer for: *Sustainability Science*, *Revista Relaciones*, and *Conservation Biology*

LANGUAGES

English – native fluency in writing, reading, speaking and listening

Spanish – near native fluency in writing, reading, speaking and listening

PROFESSIONAL AFFILIATIONS

Society for Applied Anthropology

American Anthropological Society

American Fisheries Society

National Shellfisheries Association

Pacific Coast Shellfish Growers Association

National Marine Educators Association

CERTIFICATIONS

UndocuAlly Educator

Texas Educator Certificate (Classroom Teacher, Science, Grades 8-12)