Allie Mitchell

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# Professional Summary

A highly motivated fisheries biologist who is extremely responsible and detail-oriented with multiple years of varied field and analysis experience.

## California Department of Fish and Wildlife Environmental Scientist

*December 2022- Present*

* Assist in implementation of Risk Assessment and Mitigation Program (RAMP) aimed at reducing whale entanglements with fishing gear in the Dungeness crab fishery.
* Assist in drafting of Conservation plan to support a Incidental Take Permit (ITP) under Section 10 of the Endangered Species Act from NOAA.
* Support Department representatives on the Dungeness crab Fishing Gear Working Group (Working Group).
* Coordinate with federal partners, academics, and non-governmental organizations.
* Analyze and implement changes to state managed fisheries that reduce whale and sea turtle entanglements.
* Prepare regulatory documents consistent with Marine Life Management act (MLMA) and California Environmental Quality Act (CEQA).

## California Department of Transportation Environmental Planner

*August 2021- December 2022*

* Analyze the impacts of transportation projects on natural resources and ensure compliance with federal and state regulatory agencies, environmental laws and regulations (CEQA, NEPA, CWA, and ESA), and local habitat conservation plans.
* Determine the appropriate agency permits, then, coordinate and allocate resources for the permits and the corresponding field reviews and surveys of plants and animals.
* Write, edit, and review environmental documents, natural environment studies, biological assessments, jurisdictional delineations, annual monitoring reports, and construction compliance memos.
* Write, edit, and review applications for project permits (1602, 401, 404, 2081) and standard special provisions (SSPs) for complex Caltrans and other state agencies’ projects.
* Develop mitigation plans. Consult and coordinate with federal, state, and local resource agencies on biological resources, project impacts, and negotiate appropriate mitigation measures.
* Coordinate and participate in design field reviews, project development team meetings, construction meetings, stakeholder meetings, and public meetings.

## California Department of Fish and Wildlife Environmental Scientist (LT)

*April 2020- January 2021*

* Review Lake and Steam Alteration (LSA) Notifications for completeness and prepare Lake and Stream Alteration Agreements and other final documents that incorporate terms and conditions to minimize impacts on fish and wildlife resources. Incorporate knowledge of California fish and wildlife resources, ecological principles, lake and stream processes, California Fish and Game Code and policies, and applicable permitting and environmental laws into these measures.
* Review and comment on CEQA documents to assist in developing and implementing mitigation measures for fish and wildlife.
* Coordinate joint site visits and compliance monitoring visits with county planning agencies and the Regional Water Quality Board, allowing for cooperative evaluations of environmental issues and interagency collaboration.
* Coordinate with other CDFW branches and other public agencies, stakeholders, and the general public to address questions and concerns regarding CDFW’s role in CESA Permitting and CEQA review, as well as the LSA process overall.
* Evaluate and comment on State Water Board water rights permit applications and participate in the county permit review process.

## California Department of Fish and Wildlife Scientific Aid

*September 2019- April 2020*

* Gather, process, input, and analyze field data using GPS, aquatic species surveys, and stream survey methods.
* Assisted in evaluating FGC projects, such as water crossings, on/off-stream ponds, points of diversion, and wells, to ensure practices that preserve fish, wildlife, and plant resources.
* Evaluation and assessment of LSA notifications for compliance with California Fish and Game Code and other environmental laws using ArcGIS, Land Vision, BIOS, and Google Earth.
* Composition of Lake and Stream Alteration Agreements, LSA incomplete letters, closure letters,

non-jurisdictional refund letters, and operational law letters that provide recommendations to mitigate and minimize human impacts on fish and wildlife resources, including protected species.

## Humboldt State Fisheries Department MPA Sandy Beach Survey Technician

*July 2019- September 2019 (seasonal June to September)*

* Conducting research on sandy beach marine protect areas from Bodega Bay to Fort Ord
* Deploying a 30~ beach seine in rough surf and terrain in order to assess subtidal fish populations
* Deployment and retrieval of stationary submerged cameras
* Field data collection through GPS and YSI meters

## TeaLAB Compliance Specialist

*April 2019- April 2020*

* Regulatory management of CDFA compliance
* Registration of products through CDFA and ensuring CDFA label compliance
* Completing mill assessments and tonnage reports
* Calculating soil volume and amendment needs of clients
* Inputting retail and wholesale orders through Quickbooks
* Managing wholesale accounts and encouraging new sales

## Humboldt State Fisheries Department MPA Rocky Reef Survey Technician

*May 2017- November 2019 (seasonal May to November)*

* Conducted hook and line research studies on local charter boats in MPAs and related reference sites
* Measured, identified, sexed, and tagged various species of groundfish and then c ompiled and organized the data
* Used GPS to record routes traveled and mark areas where each fish was caught
* Learned proficiency in tying up gear and knots, floy tag application, otolith removal (often while onboard a moving vessel), and dissection, w hich involved removing f in clips for genetic analysis and removing gut contents for diet analysis

## Humboldt State Fisheries Department

*January 2015-May 2016*

* Assisting in teaching Ichthyology lab and lecture sections

## Instructional Support Assistant

* Expanding university fisheries research and teaching collection through collection and preservation
* Grading and writing assignments in collaboration with other staff
* Cooperatively lead field trips which included seining and small-scale trawl operation
* Making tutorials, condensed dichotomous keys, and lecture materials to lead students through the species identification process.

## Humboldt State Fisheries Department

*April 2015-June 2016*

## Intertidal MPA Survey Technician

* Conducting research in the intertidal MPAs and reference sites through draining tide pools and compiling data
* Removing inhabitants for identification, taking fin clips of those individuals, and retaining and preserving them
* Assistance with intertidal MPA surveys of invertebrates and alga

## Scottsdale Community College Biology Department

*May 2012 to January 2014*

## Biology Department Technician

* Maintenance of many large SW tanks containing marine fish, coral, invertebrates, and algae that were used for the Marine Biology course
* Husbandry and propagation of coral, invertebrates, and algae.

## Center for Native Urban Wildlife (C.N.U.W)

*May 2012 to January 2014*

## Assistant Curator

* Maintenance and care of the center exhibits and animals, including native fish, amphibians, and reptiles
* Upkeep of two ponds, grounds, and native fish.
* Leading 4th-grade biodiversity tours and open tours during open house hours
* Special research projects including breeding of desert pupfish and installation of bee poles

## Volunteer Experience

## Humboldt State Fisheries Department MPA Rocky Reef Survey Volunteer

*May 2015- May 2017 (seasonal May to November)*

* Conducted hook and line research studies on local charter boats in MPAs and related reference sites
* Measured, identified, sexed, and tagged various species of groundfish and then compiled and organized the data
* Used GPS to record routes traveled and mark areas where each fish was caught
* Learned proficiency in tying up gear and knots, floy tag application, otolith removal (often while onboard a moving vessel), and dissection, which involved removing f in clips for genetic analysis and removing gut contents for diet analysis

## Humboldt State Fisheries Department Ecology of Marine Fishes Course Assistant

*August 2016 - Dec 2016*

* Assisted with offshore and nearshore research trips
* Helping students conduct semi-benthic trawls, seines, gill nets, and small-scale nearshore trawls
* Expanded course research collection via fish collection, identification, and preservation of fish species

## Humboldt State Fisheries Department MPA Estuary Survey Volunteer

*May 2015-Dec 2015*

* Deployed seines in nearshore estuarine environments to identify the baseline biodiversity of fish populations in the
* Assisted in research studies on the estuarine marine protected areas in Humboldt and Mendocino County

## Arizona Game and Fish Department: Adobe Mountain Wildlife Center Volunteer Caretaker

*May 2013-Dec 2014*

* Assisted in care, transport, and handling of seized, injured, and education animals residing at the center
* Training in species identification and care and fish and game regulations
* Raptor handling training

## Liberty Wildlife Rehabilitation Center Volunteer Caretaker

*May 2013-Dec 2014*

* Assisted in care, transport, and handling of injured and education animals
* Providing minor veterinary care to injured raptors brought to the center
* Contributing to the centers feather repository

## Arizona Game and Fish Department Research Project Volunteer

*January 2013-Dec 2014*

* Assisted in research on AZGFD studies including Gunnison’s prairie dog rabies trials, black tailed prairie dog population studies, and mud turtle presence absence surveys
* Attended trainings on survey techniques and zoonotic diseases

# Education

## Humboldt State University

*Geospatial Sciences Certificate (in progress) – Summer 2023*

## Humboldt State University Fall 2017

*Bachelor of Science in Fisheries Biology Degree: Marine Emphasis*

## Scottsdale Community College Fall 2009-Fall 2014

**Skills**

Marine and freshwater juvenile and adult fish identification Otolith and gut removal on a moving vessel Sampling through seining, trawling, gill nets, traps Captive fish, invertebrate, and alga care electrofishing, hook and line, and snorkeling Data entry and organization on moving vessel

Fish specimen preservation for genetic and identification use ArcGIS, Google Earth, and Microsoft Suite proficiency

**References**

Adam Compton [(909)501-5352/adam.compton@dot.ca.gov](mailto:(909)501-5352/adam.compton@dot.ca.gov)

*Senior Environmental Planner at Caltrans*

Cheri Sanville (707) [441-5901/cheri.sanville@ca.wildlife.gov](mailto:441-5901/cheri.sanville@ca.wildlife.gov)

*Senior Environmental Scientist Supervisor at Coastal Environmental Review and Permitting at CDFW*

Jay Staton (317) [523-2776/jay.staton@humboldt.edu](mailto:523-2776/jay.staton@humboldt.edu)

*Graduate Student and Supervisor on MPA Rocky Reef Project*

Luke Besmer [(707)342-7354/lukebesmer@gmail.com](mailto:(707)342-7354/lukebesmer@gmail.com)

*Supervisor at TeaLAB*

Tim Mulligan [(707)826-3684/Timothy.Mulligan@humboldt.edu](mailto:(707)826-3684/Timothy.Mulligan@humboldt.edu)

*Advisor and PI on Nearshore Rocky Reef MPA Project*