

**Diele Lobo**  
Conservation Sciences Graduate Program  
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## EDUCATION

University of Minnesota, Twin Cities, MN, U.S.A. - Ph.D. in Conservation Sciences (2020)

Federal University of Pernambuco, Recife, PE, Brazil - M.S. in Plant Ecology (2011)

Federal University of Pernambuco, Recife, PE, Brazil - B.S. in Biological Sciences (2008)

## RESEARCH AND TEACHING INTERESTS

Conservation science	Qualitative research methods in conservation science	Field research in conservation social science
Human ecology	Computational methods for qualitative data analysis	Scientific communication
Conservation entrepreneurship		

## RESEARCH EXPERIENCES

University of Minnesota  
Twin Cities, MN  
United States

### Ph.D. candidate (2017-present)

*Thesis:* Entrepreneurship for biodiversity conservation and resilience: a new frontier in conservation science and practice.

- Employed machine learning and natural language processing methods (e.g., random forest and topic modeling) to conduct systematic maps, narrative reviews, and meta-analyses.
- Employed varied qualitative research methods to collect and analyze qualitative data, including qualitative interviews, archival research, case study design, and content analysis.
- Performed qualitative and quantitative data analysis using Nvivo and diverse r packages for statistical and text analysis.
- Mentored one undergraduate student.
- Acquired external funds for field research (approx. 15K US\$) and a full Ph.D. scholarship.

This work resulted in one meta-analysis published in the journal Ecological Economics, four manuscripts under review, and one new interdisciplinary research team with scholars from the University of Minnesota, United States and the University of São Paulo, Brazil.

Society for Conservation Biology (SCB)

### Researcher, Diversity and Inclusion Task Force (2020-present)

Enhancing disciplinary inclusion and diversity in conservation science and practice: lessons learned from Society for Conservation Biology's experiences

- Collaborating with 15 other members of the SCB in three research projects that explore issues and solutions related to perceptions of a lack of disciplinary inclusivity and representativeness of the Society for Conservation Biology among conservation professionals.
- Designing surveys, interviews, and focus groups to identify potential members and explore factors that influence their decision to join professional societies such as the SCB.
- Using web scraping, text mining, and machine learning to collect and analyze Twitter and authorship data.

This work is expected to result in, at least, three manuscripts to be published in the journal Conservation Biology and an action plan to support the SCB's initiatives in inclusion, diversity, and accessibility and to enhance membership experience, retention, and expansion for non-biological scientists.

University of  
São Paulo  
  
São Paulo, SP  
Brazil

### **Visiting scholar, Research associate (2017-present)**

School of Economics, Business and Accounting, Gender, Race, and Sexuality Research Group, P.I.: Dr. Silvia Casa Nova

*Current projects:* 1) Understandings of success in non-traditional entrepreneurs and 2) Gender and conservation: boosting women's role in the conservation of World Heritage Site Serra da Capivara National Park, Brazil.

- Using cognitive mapping via network analysis to examine the content and structure of mental models of success among social and sustainable entrepreneurs.
- Using case study design and fuzzy models to examine the impact of gender-responsive labor policies in conservation interventions.
- Collaborated as an ad-hoc reviewer in interdisciplinary scholarly products

This work resulted in four extended abstracts published in conference proceedings and two manuscripts under review.

Federal University  
of Pernambuco  
  
Recife, PE  
Brazil

### **Graduate Research Assistant (2008-2011)**

Plant Ecology Lab, Dr. Marcelo Tabarelli

*Projects:* 1) Effect of landscape structure and configuration on similarity among plant assemblages of Atlantic Tropical Forest; 2) Restoration Models to the Northeast Atlantic Forest in Pernambuco Endemism Centre, and 3) Ecology and Conservation of woody plants in the Northeast Atlantic Forest.

- Executed floristic inventories to characterize the diversity, structure, and composition of tree assemblages using traditional sampling techniques, such as quadrat, plot, and transect.
- Built, managed, and queried a database with 35K+ records of plant occurrence, geographic distribution, of functional traits using SQL-based and G.I.S. software.
- Performed quantitative data analysis to examine ecological data such as diversity metrics, correlation, general linear model, and NMDS.

This work resulted in one paper with 200+ citations published in the journal Diversity and Distribution, an open-source guidebook in ecological restoration, and two five-module courses in ecological restoration for students, land managers, and government officials.

## **TEACHING EXPERIENCES**

University of  
Minnesota  
  
Twin Cities, MN  
United States

### **Academic writing tutor (2018-2020)**

Center for Writing, Student Writing Service

- Read and reviewed 700+ writing assignments from 400 different undergraduate or graduate student writers and totaling about 440 hours of tutoring time.
- Participated in monthly professional development workshops in writing consulting services.
- Developed one training workshop in effective scientific communication via slides for writing tutors.

### **Teaching Assistant (2017-2020)**

Department of Geography, Environment & Society

- Taught biogeography for 205+ undergraduate students across disciplines
- Led two 2-hour lab sessions per week during five semesters
- Graded lab assignments and exams
- Held office hours

## NON-ACADEMIC PROFESSIONAL EXPERIENCES

Project coordinator at NGO *Centro de Pesquisas Ambientais do Nordeste* (Cepan), Recife, PE, Brazil (2011-2013)

- Coordinated the organization's conservation program on protected area
- Managed conservation plans that led to the creation of three private protected areas
- Peer-reviewed and edited technical reports on ecosystem services, invasive species, and ecological restoration published by the organization
- Organized a training and development program in ecological restoration for approx. 50 conservation managers and restoration practitioners (a 5-module course)
- Participated in local and regional deliberative and advisory groups for conservation planning and governance of protected areas
- Wrote successful grant proposals
- Chaired recruitment and hiring committees

Consultant at NGO *Associação para Proteção da Mata Atlântica Nordestina* (Amane), Recife, Brazil (2012)

- Created an ecological restoration monitoring plan for a private protected area
- Executed a quantitative floristic inventory
- Georeferenced native trees to seed production

## PROFESSIONAL DEVELOPMENT TRAINING

University of Minnesota, Twin Cities, MN, United States

Boreas Leadership Certificate Program, Institute on the Environment (2018)

- Leadership development and skill-building program with workshops in communications and media relations, integrative leadership, public

CFANS's Initiative Teaching Across Diversity (2017)

- A year-long training program in how to incorporate diversity as an asset in STEM disciplines.

Equity and Diversity Certificate Program (2017)

- Ten Certificate Program Workshops (30 hours) to help participants develop the tools necessary for advancing equity and diversity in all aspects of their personal and professional life.

## GRANTS AND FELLOWSHIPS

- Research grant, National Council for Scientific and Technological Development, CNPq, Brazil, 2017
- Doctoral Fellowship Abroad, National Council for Scientific and Technological Development, CNPq, Brazil, 2017
- Institute on the Environment's Mini-Grant R.F.P., Institute on the Environment, University of Minnesota, U.S.A., 2018
- Real Brown Travel Award, Ecological Society of America Student Section, 2019
- CFANS Alumni Society Professional Development Grant, 2019
- The Council of Graduate Students Conference Travel Grant, 2019
- Conservation Sciences Travel Grant Award, 2016, 2019

## PUBLICATIONS

### Peer-reviewed Journal Articles

- LEÃO, T.; LOBO, D.; SCOTSON, L. 2017. Economic and biological conditions influence the sustainability of harvest of wild animals and plants in developing countries. *Ecological Economics*, 140:14-21.
- LOBO, D.; LEÃO, T.; MELO, F.; SANTOS, A.M.M.; TABARELLI, M. 2011. Forest fragmentation drives the Atlantic forest of northeastern Brazil to biotic homogenization. *Diversity and Distributions*, v. 17, p. 287-296.
- LOBO, D.; TABARELLI, M.; LEAL, I. R. 2011. Relocation of *Croton sonderianus* (Euphorbiaceae) seeds by *Pheidole fallax* Mayr (Formicidae): a case of post-dispersal seed protection by ants? *Neotropical Entomology*, v. 40, p. 440-444

Manuscripts under review

	<p><b>LOBO, D; ARDICHVILI, A.; REICH, P.</b> Conservation entrepreneurship: understanding and integrating entrepreneurship research into conservation.</p> <p><b>LOBO, D; ARDICHVILI, A.; REICH, P.</b> Mapping conservation entrepreneurship in conservation and entrepreneurship research.</p> <p><b>LOBO, D; ARDICHVILI, A.; REICH, P.</b> Advancing the understanding of social-ecological embeddedness in entrepreneurship for climate resilience.</p> <p><b>LOBO, D; ARDICHVILI, A.; REICH, P.</b> The opportunity recognition and resource mobilization processes of novel ecosystem services co-production.</p> <p><b>LOBO, D; CASA NOVA, S. ARDICHVILI.</b> "Not worth the effort"? Perception of career success of a high-achieving conservation entrepreneur.</p> <p><b>LOBO, D; CASA NOVA, S. ARDICHVILI.</b> Gender-responsive labor policy in protected areas: Lessons from boosting women's roles in the management of the World Heritage Site Serra da Capivara National Park, Brazil.</p>
Book (Published in Portuguese)	<p>COSTA, C. P. A., <b>LOBO, D.</b>, LEAO, T. C. C.; BRANCALION, P. H. S.; NAVE, A. G.; GANDOLFI, S.; SANTOS, A. M.; RODRIGUES, R. R.; TABARELLI, M. Implementando Reflorestamentos com Alta Diversidade na Zona da Mata Nordestina - Guia Prático. Recife: José Luiz Vasconcelos, 2008, v.1. P.220.</p> <p>Title EN: <i>Implementing reforestation with high biodiversity in the Atlantic Forest</i></p>
Book Chapters (Published in Portuguese)	<p><b>LOBO, D.</b> Predação de sementes de <i>Croton sonderianus</i> Lull. (Euphorbiaceae) em lixeiras de <i>Pheidole sp.</i> (Formicidae). In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar. (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 177-186.</p> <p>CRUZ NETO, O.; <b>LOBO, D.</b>; SILVEIRA, F.A.O; FERREIRA, L.M.R.; SOBRINHO, M.S.; SIQUEIRA, J.A. Interações tri-tróficas em <i>Caesalpinia pyramidalis</i> Tul. (Fabaceae) na Caatinga. In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 17-26.</p> <p>SILVEIRA, F.A.O; <b>LOBO, D.</b>; FERREIRA, L.M.R.; CRUZ NETO, O.; ALMEIDA, W.R.; FONSECA, C. O mistério da barriguda <i>Hypenia salzmanii</i> (Benth.) Harley (Lamiaceae): densidade e distribuição de intumescências caulinares. In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar. (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 44-62.</p> <p><b>LOBO, D.</b>; FERREIRA, L.M.R.; SILVEIRA, F.A.O; CRUZ NETO, O.; RIBEIRO NETO, J.D.; SANTOS, J.C. Parasitismo em <i>Stiphra sp.</i> (Orthoptera: Proscopiidae) na Caatinga. In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 82-91.</p> <p>FERREIRA, L.M.R; <b>LOBO, D.</b>; SILVEIRA, F.A.O; CRUZ NETO, O.; ALMEIDA, W.R.; LEAL, I. R. Formigas forrageiam segundo a teoria do forrageamento ótimo? Um teste com sementes mirmecocóricas na Caatinga. In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 111-120.</p> <p>CRUZ NETO, O.; <b>LOBO, D.</b>; SILVEIRA, F.A.O; FERREIRA, L.M.R; FISHER, E. Ocupação preferencial dos forófitos por duas espécies de <i>Tillandsia</i> (Bromeliaceae) em área de Caatinga: Efeito da cobertura vegetal e espessura dos ramos. In: Inara Roberta Leal; Walkiria Rejane Almeida; Antônio Vensceslau Aguiar (Org.). Ecologia da Caatinga: Curso de campo 2009. 1 ed. Recife: Editora Universitária da UFPE, 2010, v. 1, p. 138-148.</p>

Abstracts in  
Conference  
Proceedings  
and  
Presentations

- LOBO**, D. 2020. What do conservation scientists know about entrepreneurship? NACCB 2020: North American Congress for Conservation Biology.
- CASA NOVA, S.; ARDICHVILI, A., **LOBO**, D. 2019. "Not worth the effort"? Perception of career success of a social entrepreneur in assessing the impact of her lifework and its implication to H.R.D. 2019 AHRD International Research Conference in Asia. Hà Nội, Vietnam.
- GHOSH, S. **LOBO**, D. 2019. What could consulting with writings in programming languages look like? In: 2019 International Writing Centers Association and National Conference on Peer Tutoring in Writing. Columbus, Ohio.
- LOBO**, D.; CASA NOVA, S.; ARDICHVILI, A. 2019. Gender-responsive labor policy in protected areas: Lessons from boosting women's roles in the management of the World Heritage Site Serra da Capivara National Park, Brazil. In: Ecological Society of America (E.S.A.) and United States Society for Ecological Economics (USSEE) Joint Meeting. Louisville, Kentucky.
- LOBO**, D.; CASA NOVA, S. 2018. Shifts on the scholarly performance of women in academia due to workplace aggression. In: Gender, Work & Organization Conference, Sydney, Australia.
- LOBO**, D.; CASA NOVA, S.; ARDICHVILI, A. 2018. "Not worth the effort"? Perception of success of a female social entrepreneur in later life. In: Gender, Work & Organization Conference, Sydney, Australia.
- LOBO**, D.; LEÃO, T.; SCOTSON, L. 2016. Factors influencing the sustainability of harvest of wild species in developing countries. In: 2016 Ecological Society of America (E.S.A.) Meeting, Fort Lauderdale, FL.
- MELO, F.P. L.; **LOBO**, D.; LEÃO, T.; TABARELLI, M. 2011. Forest fragmentation drives Atlantic forest of northeastern Brazil to biotic homogenization. In: 2011 Joint International Meeting of the Association for Tropical Biology and Conservation and the Society for Conservation Biology, Arusha.

## AFFILIATION AND SERVICE

### Membership in Scientific Societies

- Member, Conservation Biology Society (2016-present)
- Member, Ecological Society of America (2016-present)
- Member, Ecological Economics Society (2019 – present)
- Member, Human Ecology Society (2019 – present)

### Leadership position

- Member of the Diversity and Inclusion Task Force of the Society for Conservation Biology (2020-present)
- Officer, Human Ecology Section of the Ecological Society of America Student (2019 - present)
- Member of Organizing Committee of the Research Spotlight Fundraiser for the Conservation Sciences Program (2017)

## LANGUAGES

- Natural Language: English - Full professional proficiency; Portuguese - Native language; Spanish - Working proficiency
- Computer Language: R, Python, SQL, Markdown, and Latex - Working knowledge

## REFERENCES

Dr. Peter Reich University of Minnesota Department of Forest Resources 1530 Cleveland Avenue North 220F Green Hall St. Paul, MN 55108 +1 612 624 4270 <a href="mailto:preich@umn.edu">preich@umn.edu</a>	Dr. Alexander Ardvichili University of Minnesota Department of Org Leadership, Policy/Dev 178 Pillsbury Dr. SE 254 Burton Hall Minneapolis, MN 55455-0226 +1 612-626-4529 <a href="mailto:ardic001@umn.edu">ardic001@umn.edu</a>	Dr. Silvia Casa Nova University of Sao Paulo School of Economics, Business, and Accountancy Ave. Prof. Luciano Gualberto, 908 214 - FEA 3 Bldg. São Paulo, SP, 05508-010 +55 011 3091-5820 ext. 132 <a href="mailto:silvianova@usp.br">silvianova@usp.br</a>
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