

John J. Paskus

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EDUCATION

B.S., *The University of Michigan, Ann Arbor, MI. 1988. School of Natural Resources; Major: Natural Resource Management (with a focus on forest ecology)*

M.L.A., *The University of Michigan, Ann Arbor, MI. 1992. School of Natural Resources; Major: Landscape Architecture/Planning*

AWARDS

AASHTO President's Transportation Award for the Environment; *I-75 Corridor Conservation Plan. Washington, D.C., 2017.*

First place – community category, Poster. *Integrating Ecology into Local Land Use Planning: Training Practitioners.* Michigan Land Use Summit, East Lansing, MI, 2007.

Best of show - overall category, Poster. *Incorporating Natural Resource Information into Land Use Planning.* Michigan Land Use Summit, East Lansing, MI, 2007.

First place - faculty category, Poster. *Incorporating Natural Features Data into Local Land Use Planning.* Michigan Land Use Summit, East Lansing, MI, 2004.

WORK EXPERIENCE

2020 – Present. Teaching Specialist, Department of Community Sustainability, College of Agriculture and Natural Resources, Michigan State University, East Lansing, MI.

Teaching several undergraduate courses within the Sustainable Parks, Recreation Tourism major and the Environmental Studies and Sustainability major. Courses taught include: CSUS 320 Environmental Planning and Management, CSUS 426, Conservation Planning and Adaptive Management, CSUS 276, Sustaining our National Parks and Recreation Lands, CSUS 476, Natural Resource Recreation Management, and CSUS 493, Professional Internship in Community Sustainability.

2017 – 2020. Instructor, Department of Community Sustainability, College of Agriculture and Natural Resources, Michigan State University, East Lansing, MI.

Taught an upper-level undergraduate course on Environmental Planning and Management. Course subject matter includes: land use and community planning, natural area and farmland preservation, oil and gas development, water supply, water quality, watershed management and planning, community infrastructure, and green infrastructure planning. Primary responsibilities include preparing and delivering lectures, preparing homework and exams, and grading.

2002-present. Section Leader - Conservation Planning, Senior Conservation Scientist, Michigan Natural Features Inventory (MNFI), Lansing, MI.

The Conservation Planning program is the focal point in MNFI for applications of MNFI data and expertise for private and public land biodiversity conservation. The Conservation Planning Program Leader (CPPL) has primary responsibility for delivering MNFI conservation information to land use decision makers and for developing new educational and data markets, services, and products. The CPPL oversees and participate in implementation of conservation planning programming, environmental review, and educational programs for private land conservation. Other duties include: 1) developing a Conservation Planning program vision, 2) participating in the MNFI management team to set direction for the organization, develop policies, address urgent issues, and discuss important conservation opportunities, 3) providing direction, leadership, expertise, and supervision for MNFI's Conservation Planning program in order to maintain and further develop MNFI expertise in communicating

technical scientific information to non-scientists, 4) hiring, mentoring, conducting performance reviews, and handling personnel matters, and 5) developing proposals and securing funding to support the MNFI's Conservation Planning program, and providing funding for other sections within MNFI. Annual budget for the Conservation Planning program averages \$300,000 per year.

1997-2002. Associate Program Leader - Conservation Planning, (MNFI), Lansing, MI.

Primary purpose of this position was to promote biodiversity conservation in high priority areas throughout Michigan on both private and public land. Responsibilities included: 1) providing ecological information to resource professionals, government officials, and residents, 2) working with other programs, agencies, units of government and organizations to develop conservation priorities and effective strategies, and 3) working on a variety of ecosystem-based conservation projects. Other responsibilities include: preparing and delivering presentations/workshops for the general public, identifying and securing funding to support the conservation planning program, preparing periodic reports, supervising assistants, participating in meetings, developing educational materials, coordinating multi-disciplinary projects, and program development and evaluation.

1993-1997. Landowner Contact Specialist. (MNFI), Lansing, MI.

Designed, initiated, and implemented the Natural Heritage Stewardship Program. The purpose of the program was to engage landowners in the voluntary protection and stewardship of their land's unique natural features. Responsibilities included: working with landowners and community leaders; developing educational materials; organizing and conducting presentations, training workshops, and field trips; developing natural area management plans; assisting senior staff with research on ecological, land use and socio-economic issues; mapping occurrences of listed species and rare communities; developing and maintaining a database; writing proposals; program development; and supervising assistants.

1992. Landscape Designer and Crew Leader. Brooks Creek Landscaping, Detroit, MI.

Responsibilities included landscape design, plant selection, and managing a crew of up to four people. I worked throughout the Southeast Michigan region primarily in the Detroit suburbs.

1991(May-Sept). Landscape Designer and Supervisor. University of Michigan, Landscape Department. Ann Arbor, MI.

Responsibilities included landscape design, plant selection, and managing a crew of up to four people. I worked across main and north campus on both rebuild sites and new construction sites.

1990 (May-Sept). Land Protection Intern. Little Traverse Conservancy, Petoskey, MI.

Developed baseline documentation of properties, worked with landowners to protect natural features, delineated wetlands, assessed conservation values of properties, and designed conservation developments.

1990-92. Teaching Assistant. University of Michigan, School of Natural Resources, Ann Arbor, MI.

Assisted with teaching Site Engineering and Design NR 587 and Introduction to Natural Resources NR 100. Responsibilities included: preparing lectures, teaching, organizing the course, leading discussions, leading field trips, and grading course work.

1989 (May – Aug). Assistant Arborist. City of Jackson, MI Department of Public Works.

Responsibilities focused on urban tree health including: trimming, pruning, mulching, identification, assessing tree health, tree planting and complete tree removal.

1988 (May – Sept). Forest Ecology Research Assistant. University of Michigan, Ann Arbor, MI.

Assisted with the ecological classification of the Huron Mountain Club in Marquette County Michigan. Responsibilities included: setting up sample plots, analyzing soil properties, identifying and quantifying plants, and assisting with classifying the landscape into ecological units based on a variety of factors.

1988 (Sept – Dec). Teaching Assistant. University of Michigan, Ann Arbor, MI.

Identified, collected and prepared approximately 300 woody plant specimens for Woody Plants NR 437.

PUBLISHED ARTICLES/CONFERENCE POSTERS

- 2013 Pearsall, D, M. Khoury, J. Paskus, D. Kraus, P. Doran, S. Sowa, R. Taylor, and L. Elbing. 2013. *Make No Little Plans: Developing Biodiversity Strategies for the Great Lakes*. Environmental Practice. 15:462-480.
- 2011 Pearsall, D., J. Paskus, and P. Doran. *Biodiversity Conservation Strategies for Lakes Michigan and Erie*. The Great Lakes Conference, Detroit, MI.
- 2011 Bullock, J., J. Paskus, and J. Kagan. *Enhancing Wetlands Information to Improve Mitigation and Transportation Outcomes*. International Conference of Ecology and Transportation, Seattle, WA.
- 2007 Paskus J, A. Derosier, H. Enander, and E. Schools. *Assessing Michigan's Biological Diversity*. Michigan Natural Features Inventory Biodiversity Symposium. Lansing, MI.
- 2007 Paskus, J., and P. Higman. *Integrating Ecology into Land Use Planning: Training Practitioners*. Abstract and poster for 4th annual Michigan Land Use Summit.
- 2007 Olson J., J. Paskus, and G. Shultink. *Incorporating Natural Resource Information into Land Use Planning*. Abstract and poster for 4th annual Michigan Land Use Summit.
- 2005 Paskus, J., and E Schools. *Systematic Biological Surveys: Key to Michigan's Sustainability*. 2005. Abstract and Poster for Second Annual Michigan Land Use Summit.
2004. Enander, H., J. Paskus, and J. Cohen. *Two Hundred Years of Land use in Michigan*. Abstract and poster for Michigan Land Use Summit at MSU Kellogg Center.
2004. Thomas M., J. Paskus, E. Schools, and H. Enander. *Incorporating Natural Features Data into Local Land Use Planning*. Abstract and poster for Michigan Land Use Summit at MSU Kellogg Center.
2003. Paskus J., E. Schools, and H. Enander. *Integrating Ecological Information into Land Use Planning*. Abstract and poster for Land Use poster session at MSU Kellogg Center.

TECHNICAL REPORTS

- Paskus, J. J., T. J. Bassett and Y. Lee. 2019. *Natural Features Assessment of Hampton Creek Wetlands*. Michigan Natural Features Inventory, Report No. 2019-28, Lansing, MI. pp. 60 + Appendices.
- Paskus, J.J., and H.D. Enander. 2019. *Spatial Data to Improve Coastal Resiliency and Better Inform Local Decision-Making*. Michigan Natural Features Inventory, Report No. 2019-07, Lansing, MI. pp. 54.
- Paskus J.J., and M. Barondess. 2017. *I-75 Corridor Conservation Action Plan: Monroe County, MI*. A joint publication of the Michigan Natural Features Inventory, The Michigan Department of Transportation, and the Southeast Michigan Council of Governments. Lansing, MI. 108 pp. with Appendices.
- Paskus, J.J. and H.D. Enander. 2017. *Oakland County Potential Natural Areas Assessment: 2017 Update*. Report to the Oakland County Economic Development & Community Affairs Department. East Lansing, MI. Report number MNFI 2017-17, 42 pp. + appendices.
- Paskus, J.J., D.R. Pearsall, and J.A. Ross. 2016. *Facilitating the Effectiveness of State Wildlife Action Plans at Multiple Scales in the Upper Midwest/Great Lakes LCC: Findings and Recommendations*. Report to the US Fish and Wildlife Service, Upper Midwest Great Lakes Landscape Conservation Cooperative. East Lansing, MI. Report number MNFI 2016-02, 56 pp. + appendices.

Paskus, J. J. and M Sanders. 2016. Rare Species and Natural Features Assessment – Rare Plant Survey for Scheduled Construction of the Phase III Silver Star Apartment Complex at Veterans Administration Hospital, Battle Creek, Calhoun County, Michigan. Michigan Natural Features Inventory, Report No. 2016-19. 9 pp.

Slaughter, B.S., D.A. Hyde, and J.J. Paskus. 2015. *Diverse grassland complexes for species of greatest conservation need*. Michigan Natural Features Inventory, Report No. 2015-21, Lansing, MI. 16 pp.

Slaughter, B.S., and J.J. Paskus. 2015. *Ecological Assessment of Sharonville State Game Area, Pierce Road Unit, Jackson County, Michigan*. Michigan Natural Features Inventory, Report No. 2015-18, Lansing, MI. 54 pp.

Paskus, J.J. and B.S. Slaughter. 2014. *Ecological Assessment of the Grand River Avenue Bus Rapid Transit Corridor*. Report to Tri-County Regional Planning Commission, Lansing, MI. Report number MNFI 2014-11, 57 pp. + appendices.

Paskus, J.J., P.J. Badra, M.J. Monfils, and B.S. Slaughter. 2014. *Ecological Assessment of Averill Preserve, Forestview Natural Area, and Riverview Natural Area*. Report to the Little Forks Conservancy, Midland, MI. Report number MNFI 2014-28, 47 pp. + appendices.

Badra, P. J., D. L. Cuthrell, M. J. Monfils, J. J. Paskus, Y. M. Lee, B. J. Klatt 2014. Conservation Status Assessments of Michigan's Species of Greatest Conservation Need. Michigan Natural Features Inventory Report No. 2014-12. Report to Michigan Dept. of Natural Resources, Wildlife Division, Lansing, MI. 29pp.

Pearsall, D., P. Carton de Grammont, C. Cavalieri, P. Doran., L. Elbing, D. Ewert, K. Hall, M. Herbert, M.Khoury., S. Mysorekar., S. Neville., J. Paskus., and A. Sasson. 2012. *Michigami: Great Water. Strategies to Conserve the Biodiversity of Lake Michigan*. Technical Report. A joint publication of The Nature Conservancy and Michigan Natural Features Inventory. 309 pp. with Appendices.

Pearsall, D., P. Carton de Grammont, C. Cavalieri, C. Chu, P. Doran, L. Elbing, D. Ewert, K. Hall, M. Herbert, M. Khoury, D. Kraus, S. Mysorekar, J. Paskus and A. Sasson 2012. *Returning to a Healthy Lake: Lake Erie Biodiversity Conservation Strategy*. Technical Report. A joint publication of The Nature Conservancy, Nature Conservancy of Canada, and Michigan Natural Features Inventory. 340 pp. with Appendices.

Adelaja S., M. Soule, J. Paskus, B. Klatt, T. Borowy, B. Canlin, and E. Schools. 2012. Drivers of Economic Performance in Michigan: The Role of Natural Features, Green Infrastructure, and Socio-Cultural Amenities. Report no. of Michigan State University Land Policy Series. East Lansing, MI. pp. 65 + appendices.

Paskus, J. J., and H. D. Enander. 2011. Potential Conservation Areas Assessment and Natural Features Summary for Macomb and St. Clair Counties. Report to Macomb County Planning and Economic Development. Report number 2011-03, 49 pp.

Hyde, D.A., J.J. Paskus, and M.R. Penskar. 2010. Evaluating the Effectiveness of the Environmental Review Process along the Great Lakes Shoreline Phase III Final Report. Michigan Natural Features Inventory Report No. 2010-12. Lansing, MI. 64 pages + appendices.

Major contributor. 2011. SHRP2 CO6A: Guide to the Integrated Ecological Framework. Submitted to the U.S. Transportation Research Board of the National Academies. 91 pp.
<http://www.transportationforcommunities.com/cases/pdf/Guide%20to%20the%20Integrated%20Ecological%20Framework.pdf>.

Paskus, J, P. Badra, D. Cuthrell, M. Penskar, and B. Slaughter. 2009. Southern Lower Peninsula Eco-Team Assistance: Development of an Ecosystem Management Strategy for Southern Michigan. Report to the Michigan Department of Natural Resources Wildlife Division. Report number 2009-22. 91 pp. + appendices.

Hyde, D.A., H.D. Enander, B.S. Slaughter, M.J. Monfils, M.R. Penskar, P.J. Badra, and J.J. Paskus. 2009. Significant Natural Features in the Tri-County Region (Clinton, Eaton, and Ingham Counties): Providing Ecological

Information for a Green Infrastructure Plan (Phase 2). Report to the Tri-County Regional Planning Commission, Lansing, MI. Report number MNFI 2009-07, 78 pp. + appendices.

Paskus, J. J., A.L. Derosier, E.H. Schools, H.D. Enander, B.S. Slaughter, M.A. Kost, and R.L. Rogers. 2008. Biodiversity Assessment of Michigan Technical Report. Report to the Wildlife Division, Michigan Department of Natural Resources. Report number MNFI 2007-11, 141pp. + appendices.

Hyde, D.A., J.J. Paskus, and H.D. Enander. 2008. Clinton, Eaton, and Ingham Counties Potential Conservation Areas: Providing Ecological Information for a Green Infrastructure Plan. Report to the Tri-County Regional Planning Commission, Lansing, MI. Report number MNFI 2008-11, 21 pp. + appendices.

Hyde, D.A., J. J. Paskus, and H.D. Enander. 2008. Schoolcraft County Site Conservation Plan. Report to the Michigan Department of Natural Resources. Report number MNFI 2008-07, 27 pp. + appendices.

Hyde, D.A., J. J. Paskus, and H.D. Enander. 2008. Identifying and Prioritizing Potential Conservation Areas for Cass, Berrien, and Van Buren Counties. Report to the Southwest Michigan Planning Commission, St. Joseph, MI. Report number MNFI 2008 -, 16 pp. + appendices.

Olson, J., J. Paskus, and G. Schultink. 2007. Public Preferences on the Integration of Natural Resources Information in Land use Planning and Zoning: A Survey of Local and Regional Planning Officials. Michigan State University Land Policy Report Series, report # 2007-04. East Lansing, MI.

Hyde, D.A., J. J. Paskus, and H.D. Enander. 2007. Barry County Potential Conservation Areas. Report to the Barry Conservation District, Hastings, MI. Report number MNFI 2007-9, 16 pp. + appendices.

Hyde, D. A, Paskus, J.J. and H.D. Enander. 2007. Presque Isle County Potential Conservation Areas: Providing Ecological Information for a Green Infrastructure Plan. Report to Northeast Michigan Council of Governments, Gaylord, MI. Report number MNFI 2007-8, 22 pp. + appendices.

Paskus, J., and D. Hyde. 2006. Determining the Potential Role of the MDNR in Minimizing the Impacts of Land Use on Michigan's Natural Resources. Report for the Michigan Department of Natural Resources, Wildlife Division. 200pp.

Hyde, D.A., J. J. Paskus, and H.D. Enander. 2006. Genesee, Lapeer and Shiawassee Region Potential Conservation Areas Report. Report for U.M. Flint's Center for Applied Environmental Research, Flint, MI. Report No. 2006-14. 20 pp.

Paskus J., E. Schools. 2005. Assisting Michigan Counties and Local Governments in Conservation Planning. Report for the MSU Land Policy Program. 12pp.

Paskus, J. J., H. D. Enander. 2004. Potential Conservation/Natural Areas Report. Report to the Oakland County Department of Planning and Economic Development, Pontiac, MI. 17 pp.

Paskus, J. J., H. D. Enander. 2004. Potential Conservation/Natural Areas Report. Report to the Macomb County Department of Planning and Economic Development. 15pp.

Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Upper Paw Paw River Fen, Van Buren County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004-12. 23 pp.

Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Paw Paw Lake Fen, Kalamazoo County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004-11. 23 pp.

- Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Thompson Lake Fen Complex, Van Buren County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004-09. 32 pp.
- Hyde, D.A., J.J. Paskus, N. G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Cedar Creek Complex, Van Buren County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004- 07. 23 pp.
- Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Mill Creek-West Complex, Cass and St. Joseph Counties, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory. Report no. 2004-06. 32 pp.
- Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Spring Brook Fen, Kalamazoo County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004- 05. 24 pp.
- Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C.Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Lower Paw Paw River Fen, Berrien County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2004- 04. 24 pp.
- Hyde, D.A., J.J. Paskus, N.G. Fuller, J.C.Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Coldwater Lake Fen Complex, Branch County, Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2003- 21. 31 pp.
- Hyde, D.A., J.J. Paskus, N. G. Fuller, J.C. Simoes. 2004. Conservation Site Plan for Mitchell's Satyr Butterfly: Cook Lake/Rudy Road Complex. Cass County Michigan. Report to MDNR Wildlife Division. Michigan Natural Features Inventory report no. 2003- 09. 32 pp.
- Hyde, D. A and J. J. Paskus. 2003. Conservation of Mitchell's Satyr Butterfly (*Neonympha m. mitchellii*) and Eastern massasauga rattlesnake (*Sistrurus c. catenatus*) in Southwest Michigan: Year Two Progress Report: 2001-2002. Report to the U.S.Fish & Wildlife Service, Region 3 Endangered Species Office, Twin Cities, MN. Michigan Natural Features Inventory report no. 2003-08. 17pp.
- Paskus, J. J., D. A. Hyde, E. H. Schools, H. D. Enander. 2003. Statewide Biodiversity Project Assessment Summary. Report to the Michigan Department of Natural Resources, Wildlife Division. 35 pp + appendices.
- Paskus, J. J., M. Penskar, and H. D. Enander. 2002. Potential Conservation/Natural Areas Report. Report to the Oakland County Department of Planning and Economic Development, Pontiac, MI. 14pp.
- Paskus, J. J. 2003. Summary of the Southeast Michigan Ecosystem Project: 1994-2001, submitted to the Michigan Department of Natural Resources, Wildlife Division. Report # 2003-07. 16pp. + appendices.
- Hyde, D. A and J. J. Paskus. 2003. Conservation of Mitchell's Satyr Butterfly (*Neonympha m. mitchellii*) and Eastern massasauga rattlesnake (*Sistrurus c. catenatus*) in Southwest Michigan: Year Two Progress Report: 2001-2002. Report to the U.S. Fish & Wildlife Service, Region 3 Endangered Species Office, Twin Cities, MN. Michigan Natural Features Inventory report number 2003-08. 17pp.
- Hyde, D. A and J. J. Paskus. 2002. Conservation of Mitchell's Satyr Butterfly (*Neonympha m. mitchellii*) and Eastern massasauga rattlesnake (*Sistrurus c. catenatus*) in Southwest Michigan: Year One Progress Report: 2000-2001. Report to the U.S. Fish & Wildlife Service, Region 3 Endangered Species Office, Twin Cities, MN. Michigan Natural Features Inventory report number 2002-05. 17pp.
- Penskar, M.R, Y. Man Lee, M. A. Kost, D. A. Hyde, J. J. Paskus, D.L. Cuthrell, H. D. Enander. 2002. *Biological Inventory for Conservation of Great Lakes Islands: 2002 Inventory and Final Report* to Michigan Department of Environmental Quality, Land and Water Mgt. Div., Coastal Mgt. Program. MNFI Report # 2002-27. 42 pp. + appendices.

- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Pere Marquette River. Michigan Natural Features Inventory. Lansing, MI, 7 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Stony Creek. Michigan Natural Features Inventory. Lansing, MI, 5 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Cathead Bay. Michigan Natural Features Inventory. Lansing, MI, 7 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Chain of Lakes. Michigan Natural Features Inventory. Lansing, MI, 7 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Lower Manistee River. Michigan Natural Features Inventory. Lansing, MI, 7 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Van Buren Shoreline. Michigan Natural Features Inventory. Lansing, MI, 8 pp.
- Paskus, J.J. and D.A. Hyde. 2002. Site Ecological Summary for Waugoshance Macrosite. Michigan Natural Features Inventory. Lansing, MI, 11 pp.
- Hyde D.A. and J.J. Paskus. 2002. Site Ecological Summary for Galien River. Michigan Natural Features Inventory. Lansing, MI, 12 pp.
- Hyde D.A. and J.J. Paskus. 2002. Site Ecological Summary for Lower Paw Paw River. Michigan Natural Features Inventory. Lansing, MI, 11 pp.
- Hyde D.A. and J.J. Paskus. 2002. Site Ecological Summary for Flower Creek. Michigan Natural Features Inventory. Lansing, MI, 5 pp.
- Hyde D.A. and J.J. Paskus. 2002. Site Ecological Summary for Pentwater Marsh. Michigan Natural Features Inventory. Lansing, MI, 4 pp.
- Hyde D.A. and J.J. Paskus. 2002. Site Ecological Summary for Lower White River. Michigan Natural Features Inventory. Lansing, MI, 6 pp.
- Paskus, J. J. 2001. *Partnerships for Effective Long-term Ecosystem Conservation*. Final Report for the U.S. EPA. Michigan Natural Features Inventory Report # 2001-12, Lansing, MI.
- Penskar, M.R., J.A. Olson, M.A. Kost, J.J. Paskus, D. L. Cuthrell, R.L. Boehm, E. H. Schools, and M.T. Fashoway. 2002. Biological Inventory for Conservation of Great Lakes Islands: Year 2001 Progress Report. Report for MI Coastal Mgmt. Program, Land & Water Mgmt. Div., MI Dept. of Environmental Quality. Michigan Natural Features Inventory report number 2002-21. 38pp. + appendices.
- Penskar, M.R., D.A. Hyde, J.A. Olson, M.A. Kost, P.J. Higman, J.J. Paskus, R.L. Boehm and M.T. Fashoway. 2001. Biological Inventory for Conservation of Great Lakes Islands: Year 2000 Progress Report. Report for MI Coastal Mgmt. Program, Land & Water Mgmt. Div., MI Dept. of Environmental Quality. Michigan Natural Features Inventory report number 2000-15. 110pp.
- Penskar, M.R., D.A. Hyde, J. J. Paskus, R. R. Goforth, D.L. Cuthrell, D. A. Albert, R.L. Boehm. 2000. *Biological Inventory for Conservation of Great Lakes Islands: 1999 Progress Report to Michigan Department of Environmental Quality, Land and Water Mgt. Div., Coastal Mgt. Program*. MNFI Report # 1999-01. 68 pp. + appendices.
- Paskus, J.J., M. Kost, J. Cooper, and P. Higman. 1999. *Shiawassee-Huron Headwaters Inventory: Site Ecological Summaries*. A report to Oakland County, Planning and Economic Development Division, Pontiac, MI.

Soule, J. D., L. Prange-Gregory, D. A. Albert, P. J. Comer, J. J. Paskus, L. J. Scrimger, M. R. Penskar, and M.L. Rabe. 1998. *Watershed level Biodiversity Assessment of the Saginaw Bay Watershed*. A report to the Great Lakes National Program Office of the US Environmental Protection Agency. 136 pp. + appendices.

Wilsman, L. A., and J. J. Paskus. 1997. *Saginaw Bay: A Coastal Wetland Restoration Feasibility Study*. Report to the Michigan Department of Natural Resources, Wildlife Division. 15 pp. + appendices.

Paskus, J. J. 1992. *The Role of a Native Seed Business in the Preservation of the Natural and Cultural Heritage of the Walpole Island Indian Reserve*. Master's Practicum. University of Michigan, School of Natural Resources.

PROFESSIONAL PRESENTATIONS

2018. Served on Large Landscape Planning Panel. 2018 CCNET Annual Conference, Sydney Australia.
2017. *Oakland County Potential Natural Areas Update*. Oakland County Department of Economic Development and Community Affairs. Pontiac, MI.
2017. *Coastal Dunes and Erosion in the Northwest Lower Peninsula*. Freshwater Dune Summit. Muskegon, MI.
2017. Served on Coastal Dunes Science and Management Panel. Freshwater Dune Summit. Muskegon, MI.
2017. *Oakland County Potential Natural Areas update*. Trail, Water, and Land Alliance Annual Conference. Bloomfield Hills, MI.
2015. M. Barondess, J. J. Paskus, and K. Karll. *Overview of the I-75 Western Lake Erie Conservation and Transportation Planning Process*. Midwest Natural Resources Group (Federal Agency Partnership).
2015. Paskus, J. J., and D. R. Pearsall. *Facilitating the Effectiveness of State Wildlife Action Plans in the Upper Midwest/Great Lakes LCC*. Midwest Association of Fish and Wildlife Agencies Annual Conference. Indianapolis, IN.
2015. Paskus J.J., H. Gmazel, and A. Stay. *Development of the Tri-County Green Infrastructure Vision*. Michigan Recreation and Park Association Annual Conference. Lansing, MI.
2015. Paskus, J. J., and D. R. Pearsall. *Facilitating the Effectiveness of State Wildlife Action Plans in the Upper Midwest/Great Lakes LCC*. NatureServe Biodiversity without Boundaries Conference. Traverse City, MI.
2015. Paskus, J. J., M. Barondess, and K. Karll. *Applying a Landscape Scale Conservation Approach to the Reconstruction of I-75 in Southeast Michigan*. NatureServe Biodiversity without Boundaries Conference. Traverse City, MI.
2015. Krauss, D., Paskus, J. J., and D. R. Pearsall. *Summary of Great Lakes Biodiversity Conservation Strategies*. NatureServe Biodiversity without Boundaries Conference. Traverse City, MI.
2015. Grabarkiewicz J., and J.J. Paskus. *I-75 Western Lake Erie Conservation Action Plan*. International Conference on Ecology and Transportation. Raleigh, NC.
2013. *Key Elements of Successful Conservation Planning*. Large Landscapes Conference. Pierce Cedar Creek Institute, Hastings, MI.
2012. Paskus, J., and D. Pearsall. *Developing Biodiversity Conservation Strategies for Great Lakes Erie and Michigan: Challenges and Innovations*. Biodiversity Without Borders Conference, Portland, OR.
2012. Cianibati, C., D. Pearsall, J. Paskus, and P. Doran. *Conservation Strategies and Ecosystem Services in the Great Lakes*. The Stewardship Network Annual Conference, East Lansing, MI.
2011. *Biodiversity Blueprints and the Great Lakes Information Management Decision Support System, A World Café Session*. Co-facilitated with TNC. Annual State of Lake Michigan Conference. Michigan City, IN.
2011. *Biodiversity Blueprints and the Great Lakes Information Management Decision Support System, A World Café Session*. Co-facilitated with TNC. Annual Coastal Zone Management Conference. Chicago, IL.
2011. *Applying NatureServe's Mitigation Query Tool to Transportation*. The NatureServe Annual Conference, Nebraska City, Nebraska.
2011. *A Summary of Environmental Review Programs in the U.S.* North East Fish and Wildlife Conference. Manchester, New Hampshire.
2010. *Integrating Ecology into Transportation Decisions: A Michigan Case Study*. National Transportation Symposium. Boulder, Colorado.
2010. *Tri-County Green Infrastructure Initiative*. Michigan Department of Transportation Annual Conference. Lansing, MI.

- 2010 *Tri-County Green Infrastructure Vision*. State of Michigan Transportation Annual Conference. East Lansing, MI.
- 2007 *Integrating Ecology into Land Use Planning: Green Infrastructure Planning*. MSUE Citizen Planner Advanced Academy Conference, East Lansing, MI.
- 2006 *Land Use and the Potential Role of the MDNR*, Third Annual Michigan Land Use Summit. East Lansing, MI.
- 2006 *Minimizing the Impacts of Land Use on Michigan's Wildlife*, Wildlife Division In-Service Training, Roscommon, MI.
- 2005 *Assessing Michigan's Biological Diversity*. 67th Midwest Fish and Wildlife Conference. Grand Rapids, MI.
- 2005 *Characterizing the Lake St. Clair Nearshore Area*, Lake St. Clair Biannual Meeting. Wallaceburg, Ontario, Canada.
- 2004 *Potential Impacts of Urban Sprawl on Michigan's Wildlife*. Wildlife Division Management Team. Roscommon, MI.
- 2004 *Overview of Michigan's ecoregions, landscapes, and natural communities*. Midwest Pheasant's Research Group annual conference. Fishpoint, MI.
- 2004 *Potential Impacts of Development Patterns on Wildlife*. Midwest Pheasant's Research Group annual conference. Fishpoint, MI.
- 2003 *Unique natural features of Newaygo County, and new tools for planning*. Newaygo County Natural Resources Conference. Fremont, MI.
- 2002 *Preserving Oakland County's Natural Heritage*. Oakland County's Annual Planning and Economic Development Conference. Pontiac, MI.
- 2001 *Saginaw Bay watershed: history, land cover change, and high priority conservation opportunities*. Joint Venture Upper Mississippi Flyway Waterfowl Council Annual Meeting. Bay City, MI.
- 2001 *How can MNFI more effectively integrate ecological information into land based decisions*. Wildflower Association of Michigan Annual Conference. East Lansing, MI.
2000. *Conserving a Federally Endangered Butterfly, in a Highly Fragmented Landscape*. Natural Areas Conference. St. Louis, MO.
1999. *Presettlement Vegetation, landscape Ecosystems, and Forest Biodiversity in Michigan*. Michigan Association of Conservation Districts annual meeting. Lansing, MI.
- 1999 *Introduction to Native Grassland Ecosystems in Michigan: Trends, Ecological Processes, and Biodiversity*. Michigan Department of Natural Resources, Wildlife Division In-Service Training. Traverse City, MI.
- 1998 *Identifying and prioritizing natural areas in Oakland County*. Natural Areas Conference. Mackinac Island, MI.
- 1998 *Past and Present Status of Michigan's Native Forests, Wetlands, and Grasslands*. Conservation District Wildlife Biologists Annual Meeting. Lansing, MI.
- 1996 *The Role of Landowner Contact and Education in Biodiversity Conservation*. Natural Areas Conference. St. Charles, IL.

PUBLIC OUTREACH

- 2019 *Conservation Planning in the Mid-Michigan Region*. Capitol Area Conservation Stewards Program. Lansing, MI.
2018. *Oakland County Potential Conservation Areas Update*. Oakland County Conservation Stewards Program. White Lake, MI.
- 2018 *St. Marys River Biodiversity Atlas*. MSU Extension Government and Public Policy Committee. Sault Ste. Marie, MI.
2017. *Coastal Dunes and Resiliency in the Northwest Lower Peninsula*. Joint Webinar (presented with Networks Northwest).
- 2012 *Green Infrastructure and the Economy*. Interview with WKAR, Michigan Public Radio. East Lansing, MI.
- 2010 *Tri-County Green Infrastructure Visioning Workshop*. Co-organized and presented. East Lansing, MI.
- 2008 *Integrating Ecology into Land Use Planning: Green Infrastructure Planning Workshops*. MSUE Citizen Planner training modules; Okemos, Traverse City, and Mount Pleasant, MI.
- 2007 *Presque Isle Green Infrastructure Plan*. Presque Isle Green Infrastructure Advisory Committee. Rogers City, MI.
- 2006 *Potential Conservation Areas of Genesee, Lapeer, and Shiawassee Counties*. GLS Greenlinks Connecting Communities Workshop. Flint, MI.

- 2006 *Minimizing the Impacts of Land Use on Michigan's Wildlife*, Michigan Natural Resources Commission. Muskegon, MI.
- 2005 Delivered three presentations at the MSUE Land Use AOE annual retreat. Cadillac, MI.
- 2005 *Overview of Tools and Services to Address Land Use in Michigan*. MDNR Brown Bag Seminar. Lansing, MI.
- 2004 *Natural Features Based Tools and Services to Assist Land Use Planning Processes*. MSUE Land Use AOE Team meeting. Grand Rapids, MI.
- 2003 West Michigan Environmental Action Council, monthly speaker series. Grand Rapids. *Biodiversity in Southwest Michigan, and New Tools for Planning*.
- 2003 Flint River Watershed Coalition Annual Meeting. *Natural features inventories, and new planning tools for your watershed*. Flint, MI.
- 2001 MSUE Antrim County land use committee. *Value of natural features in Antrim County*. Bellaire, MI.
- 2001 Countywide meeting to inform residents of bond initiative to purchase fragile lands in Oakland Township. *Oakland County: natural heritage, unique natural features, and high priority areas*.
- 2001 Livingston County Crossroads Chapter of Sierra Club, monthly speaker, (Brighton). *Unique Natural Features of Livingston County*.
- 2001 Drummond Island Community Interactive Workshop. *Conserving the Natural and Cultural Features of Drummond Island*.
- 2000 General public presentation. *Unique Natural Features of Oakland County*. Pontiac, MI.
- 2000 Guest lecturer at the University of Michigan, School of Natural Resources and Environment, graduate level land use planning course, 2000. *Biodiversity, conservation planning, and ecological values of the Huron River/Shiawassee River Headwaters Region*. Ann Arbor, MI.
- 2000 Beaver Island Community Interactive Workshop. *Conserving the Natural and Cultural Features of Beaver Island*. Beaver Island, MI.

OTHER PUBLICATIONS/RESOURCES

2020. Co-Produced 6 Educational Videos on Great Lakes Coastal Resiliency in partnership with Michigan SeaGrant, Michigan Coastal Zone Management and others.
2019. Online ArcGIS mapping tool. Coastal Dunes Atlas.
2019. Online ArcGIS mapping tool and Storymap. St. Marys River Biodiversity Atlas.
2017. Online ArcGIS mapping tool and Storymap. Coastal Resilience in the Northwest Lower Peninsula.
2010. Community Outreach Poster. *Tri-County Green Infrastructure Vision*. Developed with Tri-County Regional Planning Commission and Michigan Trails and Greenways Association.
2007. Training module. *Integrating Ecology into Land Use Planning: Green Infrastructure Planning*. Developed for MSUE Citizen Planner Program.
2006. Training module. *Integrating Ecology into Land Use Planning: Ecological Fundamentals*. Developed for MSUE Citizen Planner Program.
2006. Coastal resource management guidelines and recommendations. *Lake St. Clair Coastal Habitat Assessment: with recommendations for conservation and restoration planning* (major contributor).
2000. Resource protection manual for local municipalities. *Shiawassee and Huron Headwaters Resource Preservation Project*. Oakland County Planning and Economic Development Services, Pontiac, Michigan. (major contributor).
1998. Resource management guide for Landowners. *Managing Michigan's Wildlife: A landowner's guide*. (major contributor).
1996. Brochure. *Rediscovering the Saginaw Bay Watershed*.
1996. Slide/Audio show. *An Introduction to the Management of the Oak-pine barrens landscape in Michigan: A training tool for natural resource professionals*.
1995. Brochure. *Natural Heritage Stewardship Program*.

GRANTS AND CONTRACTS PROCURED (PI or Co-PI)

- 2020-22 \$605,000. Great Lakes Islands Invasive Species Response Project. Cooperative Agreement between the USFWS National Wildlife Refuge and Michigan State University.
- 2019 \$34,500. Natural Features Survey of Hampton Creek Wetlands. Fishbeck, Thompson, Carr, & Huber, Inc., Portage, MI.

2018-19 \$79,000. Development of a Biodiversity Atlas for the St.Marys River System: Phase II. Office of the Great Lakes, Michigan Department of Natural Resources.

2017-18 \$100,000. Development of a Biodiversity Atlas for the St.Marys River System: Phase I. Office of the Great Lakes, Michigan Department of Natural Resources.

2017-18 \$95,000. *Spatial Data to Improve Coastal Resiliency and Better Inform Local Decision-Making*. Coastal Zone Management Program.

2015-16 \$50,000. PCA Update and Habitat Prioritization for Oakland County. Oakland County, Department of Planning and Economic Development.

2015-16 \$93,000. Increasing Coastal Resiliency in the Northwest Lower Peninsula of MI. Coastal Zone Management grant.

2014-15 \$10,000. Bringing the Latest Science to the Management of Michigan’s Coastal Dunes. Subcontract via Michigan Environmental Council – CZM grant.

2014-16 \$250,000. Development of an Integrated Ecological Framework for I-75. Federal Highway Administration, SHRP 2. Joint project with MDOT and SEMCOG.

2013-14 \$140,000. Facilitating the Effectiveness of State Wildlife Action Plans within the Great Lakes and Upper Midwest Land Conservation Cooperative Region. United States Fish and Wildlife Service.

2013-14 \$40,000. Targeted Ecological Surveys on Little Forks Conservancy Preserves. Little Forks Conservancy.

2013-14 \$25,000. Targeted Ecological Surveys within the BRT Corridor. Tri-County Regional Planning Commission.

2011 \$55,000. Habitat Conservation and Restoration Plan for Macomb and St. Clair Counties – Year 2. Coastal Zone Management. Joint project with Macomb County and SEMCOG.

2010 \$47,000. Increasing the Capacity of Local Units of Government to Support Wildlife Conservation – Year 1. MDNR Wildlife Division.

2010 \$50,000. Habitat Conservation and Restoration Plan for Macomb and St. Clair Counties – Year 1. Coastal Zone Management. Joint project with Macomb County and SEMCOG.

2010-12 \$600,000. Co-PI with TNC. Biodiversity Conservation Strategies for Lake Michigan and Erie. U.S. EPA.

2009 \$15,000. Tri-County Phase 3: Development of a Green Infrastructure Map. Tri-County Regional Planning Commission.

2009 \$24,560. Tri-County Phase 2: Summary of Natural Features in the Tri-County Region. Tri-County Regional Planning Commission.

2009 \$30,000. Evaluating the Effectiveness of the Environmental Review Process along the Great Lakes Shoreline. DEQ – CZM.

2008 \$48,000. The Role of Green Infrastructure in the Economic Growth of Michigan. MSU, Land Policy Institute.

2008 \$5,000. Alpena Township Park survey. Alpena Township, MI.

2008 \$75,000. Assisting the Southern Lower Peninsula Eco-Unit Team. MDNR Wildlife Division.

2008 \$800,000 (\$45,000 to MNFI). Development of an Ecological Assessment Process and Credits System for Enhancements to Highway Capacity. Transportation Research Board, Strategic Highway Research Program. Submitted by Oregon State University, Institute for Natural Resources.

2008 \$24,000. Identifying and Prioritizing Potential Conservation Areas in Tri-County Region. Tri-County Regional Planning Commission.

2008 \$48,000. LPI-MNFI Partnership Initiative – The Role of Green Infrastructure in Economic Growth of Michigan. MSU, Land Policy Institute. Principle Investigator.

2007 \$18,000. Identifying and Prioritizing Potential Conservation Areas in Berrien, Cass, and Van Buren Counties. Southwest Michigan Planning Commission.

2007 \$11,500. Identifying and Prioritizing Potential Conservation Areas in Barry County. Barry County Conservation District.

2006-07 \$35,000. Development of two training modules on integrating ecology into land use planning. MSUE Land Policy Institute.

2006-07 \$48,000. Presque Isle County Green Infrastructure Plan. GLNPO-EPA.

2006 \$18,000. Identifying and Prioritizing Potential Conservation Areas in Genesee, Lapeer, and Shiawassee Counties. GLS Greenlinks.

2005 \$5,000. Identifying and Prioritizing Potential Conservation Areas in Oakland County: update. Oakland County.

2005 \$5,000. MSUE Planning Grant. Michigan State University Extension.

- 2005-07 \$78,100. Great Lakes Shoreline Prioritization, Protection, and Management for Threatened and Endangered Species. US Fish and Wildlife Service.
- 2004-07 \$326,000. Biodiversity Assessment for the State of Michigan. MDNR Wildlife Division.
- 2003-05 \$2,300,000. Landowner Incentive Program. Assisted MDNR Wildlife Division with proposal development. (MNFI received \$300,000 for the three-year period).
- 2003 \$10,000. Scoping a Biodiversity Assessment for the State of Michigan. MDNR Wildlife Division.
- 2002-04 \$108,000. Landscape Characterization and Habitat Conservation Plan for Lake St. Clair. National Oceanic and Atmospheric Administration (in partnership with the Great Lakes Commission).
- 2004 \$6,500. Identifying and Prioritizing Potential Conservation Areas in Macomb County. Macomb County.
- 2003 \$9,600. Identifying Important Conservation Areas in the four townships. Four Townships Water Resource Group, Barry County.
- 2003 \$3,000. Identifying and Prioritizing Potential Conservation Areas in Oakland County. Oakland County.
- 2003-05 \$23,000. Urban Sprawl Study. MDNR Wildlife Division.
- 2001-02 \$20,000. SE Michigan Ecosystem Project. MDNR Wildlife Division.
- 2003 \$7,500. Coastal Conservation Plan for Lake Michigan. The Michigan Chapter of the Nature Conservancy.
- 2000-03 \$167,000. Conservation of Mitchell's Satyr and Eastern Massasauga Rattlesnake in Southwestern Michigan. U.S. Fish and Wildlife Service.
- 2001-02 \$90,000. Michigan Dune Alliance. Contract through The Conservation Fund.
- 1999-00 \$95,000. Partnerships for Effective Long-term Biodiversity Conservation. US EPA, GLNPO.
- 1996 \$29,000. Natural Heritage Stewardship Education for the Oak -Pine Barrens Landscape. Michigan Department of Natural Resources, Forest Management Division, Forest Stewardship Program.
- 1994-97 \$106,500. Continuation and Expansion of Landowner Contact and Education in Michigan. USFWS.

WORK GROUPS, ADVISORY PANELS, AND TECHNICAL COMMITTEES

- 2020 Board of Directors, Fenner Conservancy
- 2018-20 Land Use Planning Team, MSU Extension, Community, Food, and Environment Institute (CFEI)
- 2018-20 Government and Community Vitality Team, MSUE, CFEI
- 2017-20 Board member of the Wayne State University Transformative Research in Urban Sustainability and Training (T-RUST)
- 2016-20 Board member of the Global Conservation Coaches Network (CCET) and Co-chair of the Central US Franchise
- 2017 Served on the International Conservation Coaches Network Conference Planning Committee, Sydney, Australia.
- 2017 Served on MNFI Science Coordinator hiring committee
- 2016-20 Executive Committee member of SEMI WILD (formerly Metro Detroit Nature Network)
- 2016-17 Served on the Southeast Michigan Water Resources task force
- 2014-15 Served on the NatureServe Biodiversity Without Borders Conference Organizing Committee: Chaired the Great Lakes Symposium for the conference – 3.5 days and 26 speakers.
- 2014 Served on the Wetland Protection working group (Department of Environmental Quality)
- 2012 Served as lead of the Conservation Planning Thematic Funding Area for MNFI
- 2012-13 Served on Southeast Michigan Green Infrastructure Task Force (SEMCOG)
- 2011 Facilitated two sessions at the TNC Great Lakes Measures Workshop, Detroit, MI
- 2011 Moderator at the Annual NatureServe Conference, Nebraska City, Nebraska
- 2009-11 Served on the MDNRE Habitat Working Group (appointed by MDNRE Director, Rebecca Humphries)
- 2009 Served on the Saginaw Bay Conservation Advisory Panel (TNC)
- 2008-10 Served on the Lake Huron Biodiversity Conservation Strategy Steering Committee
- 2009 Participated in the Lake Huron Biodiversity Conservation Strategy workshop
- 2008 Participated on West Michigan Green Infrastructure biodiversity working group
- 2007-08 Served on the NatureServe Ecosystem Management and Conservation Planning Advisory Committee
- 2007 Moderator at the Annual NatureServe Conference, Boulder, Colorado
- 2007 Appointed as chair of the MNFI Promotion Advisory Committee
- 2006 Reviewed paper for 2006 Pheasant Consortium
- 2006 Reviewed Michigan's State Wildlife Action Plan
- 2005 Moderator at the 35th Midwest US Fish and Wildlife Conference, Grand Rapids, MI

- 2005 Served on the MNFI Strategic Planning Committee
- 2005 Participated in the development of the Detroit River International Wildlife Refuge Strategic Plan
- 2004 Reviewer of the Michigan GAP technical report
- 2002-03 Chair of the MNFI Data Applications Working Group
- 2000 Participated on the Saginaw Bay Wildlife Habitat Technical Committee
- 2000 Served on the MNFI Strategic Planning Committee

PROFESSIONAL DEVELOPMENT (Most recent and relevant)

- 2020 MSU SOIREE Online Teaching course. East Lansing, MI.
- 2020 MSU Online Course Evaluation. East Lansing, MI.
- 2019 Technology of Participation (ToP) Facilitation Course. Lansing, MI.
- 2019 Community Health and Resource Management Resiliency (CHARM) Training. East Lansing, MI.
- 2019 Teaching Essentials STEM: Accelerate your Grading: Software Solutions for Online Grading. MSU.
- 2019 Teaching Workshop (2/12/19)
- 2019 Student Learning and Success Teaching Conference (MSU).
- 2018 National Charrette Institute: Bootcamp. East Lansing, MI.
- 2017 Student Learning and Success Teaching Conference (MSU).