



# Janet Norman

Biologist at U.S. Fish and Wildlife Service, Dept. of Interior

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## Specialties

ecological management, conservation easements, water supply planning and mitigation, NEPA, schoolyard habitats

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## Experience

### **Appointed Member, Ward 7 Representative at City of Annapolis, Education Commission**

July 2012 - Present (2 years 11 months)

2014: Awarded Lifetime Achievement Member - Maryland PTA

### **Member Board of Directors at Scenic Rivers Land Trust**

July 2009 - Present (5 years 11 months)

Exec. Committee Officer (Secretary) and general Board member for Anne Arundel County's largest land trust, founded in 1988. SRLT holds perpetual conservation easements on 1% of the total land in the County, including the Bacon Ridge Natural Area in Crownsville. Active hiker leader and assistant organizer for the highly successful "Walk for the Woods" in Bacon Ridge N.A. Review habitat suitability for potential easements, conduct stewardship monitoring, and prepare press and outreach materials for SRLT.

### **Biologist at US Fish and Wildlife Service**

September 1993 - Present (21 years 9 months)

Lead natural resource planning for Gwynns Falls/Leakin Park, Baltimore with agencies and community partners. Design, prepare and lead students planting schoolyard habitats on their school grounds. Participating member of State of Maryland's Children in Nature Partnership. Support Urban Refuge efforts for environmental education and career opportunities. Assist with grant writing for land preservation and enhancement efforts. Assist Maryland Amphibian and Reptile Atlas surveys. Review and develop Integrated Natural Resource Management Plans for military facilities in MD, DE, and VA. Collaborate with DOD personnel for habitat enhancement and wildlife survey projects. Review Environmental Impact Statements and Environmental Assessments under NEPA, for flood control, water supply and reservoir development, wetland mitigation, habitat assessment and enhancement, stream integrity and mitigation, fish passage, and invasive species control. Consult with project applicants and write Biological Opinions under Section 7 of the Endangered Species Act.

### **Ex-officio member at Anne Arundel County, Navy Dairy Farm Advisory Committee**

September 2010 - September 2011 (1 year 1 month)

Appointed to serve for one year as technical support for Anne Arundel County's Navy Dairy Farm Advisory Committee. The Committee conducted monthly meetings for scoping a Master Plan for the 140 acre public park portion of the 875 acre property leased to AA County from the U.S. Navy. Provided extensive knowledge of Dairy Farm soils, habitat, watershed characteristics, and restoration potential to residents tasked with scoping the Master Plan.

### **Outreach Specialist at U.S. Fish and Wildlife Service**

November 1988 - August 1991 (2 years 10 months)

Developed educational materials to connect people with Chesapeake Bay ecology and their role in the watershed. Assisted other biologists with field work for habitat assessments, wildlife surveys, wetland restorations, and other jobs.

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### Skills & Expertise

**NEPA**

**Ecology**

**Wetlands**

**Community Outreach**

**Watershed Management**

**Environmental Education**

**Natural Resources**

**Habitat Restoration**

**Wildlife**

**Field Work**

**Environmental Impact Assessment**

**Mitigation**

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### Education

**University of Michigan**

M.S. 1996, Stream ecology - natural resources, 1991 - 1993

Activities and Societies: Conservation Biology - Graduate Teaching Assistant; Univ. of Michigan Zoology Museum - Graduate Research Assistant

**Colgate University**

B.A. 1987, Biology, 1983 - 1987

Activities and Societies: Tropical Ecology Study Group- Discovery Bay Marine Lab, Jamaica; Colgate Study Group semester in Dijon, France; Recreation Dept. employee - Supervisor of Sailing/Rowing Boathouse, Intermural referee

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### Interests

environmental education, native landscaping, trails, biking, sailing, youth sports

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