

## ANNE B. HAIRSTON-STRANG

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### *Creating forestry solutions where ecology, economics, and equity meet*

#### ACHIEVEMENTS AND SKILLS

**Priorities funded:** Successfully competed for, coordinated, and managed \$6.84+ million in federal, university, & local funding, building partnerships for State priorities in sustainable forestry, healthy watersheds, and hazard reduction

**Proactive leadership:** Developed and sustained watershed forestry and forest health programs to address watershed restoration commitments, forest health, and harvesting BMPs;

**Coalitions for Results:** Maryland Stream ReLeaf-1,500 miles buffers, Forest Health-ash & hemlock response, Potomac Watershed Partnership-Frederick Watershed, Backyard Buffers

**Financial Acumen:** Oversee \$16 million budget, invoice ~\$2.5 million annually in MD State system, working with fiscal team to come in consistently under appropriation limits

**Grant Management:** Manage grants for ~\$700,000 annually in Federal, Reimbursable, Special Funds, targeted to state needs in sustainable forestry, watersheds, and forest health

**Staff Recruitment and Training:** Oversee programs with multiple supervisory levels; manage 14 grant-funded positions, selectively recruited into permanent and leadership positions

**Strategic Planning:** Developed Maryland Forest Action Plan Strategy 2015 to present, strengthening interconnected priorities for wood markets, watersheds, and wildlife; Steering Committee for Economic Adjustment Strategy for MD Forest Products Sector

**Legislative Processes:** With Maryland Sustainable Forestry Council, track legislative proposals and evaluate effects on forestry initiatives

**Technical Expertise:** Numerous publications and presentations in sustainable forestry, forest buffers, hydrology, forest health, Chesapeake Bay issues, forest harvesting practices, landscape approaches, and climate change

#### EDUCATION

1996 Ph.D., Oregon State Univ., Forest Engineering (Hydrology) major, Policy minor (3.9 GPA)

1988 M.S., University of Minnesota, St. Paul, Forestry major, Soils minor (4.0 GPA)

1986 B.S., Virginia Tech, Summa Cum Laude, In Honors, Forestry major (3.9 GPA)

#### CERTIFICATIONS AND OTHER TRAINING

- **Maryland Licensed Forester #671**
- Commissioned **Forest Warden #729** in Maryland
- Certificate of completion, **Senior Executives in State and Local Government Program**, 6/2022, John F. Kennedy School of Govt. at Harvard University, Executive Education.
- USDA Forest Service Grant Management Training
- Nontidal Wetland Field Identification (MD Dept. of Environment)
- National Wildfire Coordinating Group ICS-100 Incident Command System training
- Improved Maintenance for Unpaved Roads 2012 (Penn State Center, Dirt&Gravel Rds.)
- Scuba Diving (PADI Rescue Diver)

## WORK EXPERIENCE

- 4/23- present **Acting State Forester**, Maryland Dept. of Natural Resources Forest Service.
- 7/21-10/22 Manage \$16+ million budget, 96 permanent positions and 30+ contractual/seasonal positions, over 220,000 acres State Forest with dual sustainable certification, and Fire, Stewardship, Urban, Watershed, & Health Programs
- 11/22-4/23 **Deputy Director** of Statewide Programs and Advisory Boards, MD DNR Forest Service. Oversee most statewide Programs, budgeting, billing, and grant administration, staff Forestry Boards and Sustainable Forestry Council
- 2016-2021 **Associate Director for Statewide Programs**, Maryland DNR Forest Service. Oversee Stewardship, Utilization, Forest Health, Urban & Community Forestry, Fire, and Watershed Programs, grant management, staff Sust. Forestry Council
- 2005-2017 **Watershed Forestry Program Manager**, Maryland DNR Forest Service. Implemented MD Stream ReLeaf Plan with Coordinating Committee, maintained Potomac Watershed Partnership and long-term buffer monitoring, managed EPA grants; supervised 2 regional watershed foresters and contractual staff (up to 6) and led regional grant-funded staff on watershed forestry issues (up to 9)
- 1997- 2005 **Forest Hydrologist**: Maryland DNR Forest Service. Coordinated Maryland's Stream ReLeaf initiative, developed watershed approaches to implement forest buffer restoration, initiated 15-year forest buffer monitoring program
- 1992- 1996 **Graduate Research Assistant**: Oregon State University, Dept. of Forest Engineering. Developed and carried out research program to evaluate implementation forest practice rules on streamside harvesting, including harvesters' acceptance and riparian condition. Field and survey research.
- 1988-1992 **Natural Resources Planner III**: State of Maryland, Chesapeake Bay Critical Area Commission. Reviewed development projects for consistency with Critical Area Criteria/land use regulations; provided technical assistance on state regulations to local and State agencies; researched and prepared reports & guidance papers.
- 1986-1988 **Forest Soils Research Assistant**: University of MN, College of Forestry and Wildlife. Conducted research on forest soil-site productivity relationships by topography/landform, field forestry data/soil collection, wet and dry lab work
- 1986 **Westvaco Forestry Intern**: Forest Science Lab, Summerville, SC- field data collection in plantation forest and soil sample collection /processing.
- 1985 **Chesapeake Corporation Forestry Intern**: Keysville, VA. Field data collection in pine plantation and bottomland hardwood, assisted with prescribed burns
- 1983-1984 **Trail Crew**, Appalachian Trail Conference. Trail crew volunteer and camp manager, Mt. Rogers, VA. Trail construction/rehab, hand tools and chainsaws

## HONORS AND AWARDS

- **Robert W. Bauer Outstanding Service to Forestry Award**, 2021, Allegheny SAF
- **Chesapeake Forest Champion**, Greatest on the Ground Impact 2019
- **National Association of State Foresters Fellowship for Executive Education**, 2022
- DNR Employee of the Year Nominee 2014
- **Forester of the Year**, MD-DE Society of American Foresters, 1992
- Oregon State University **Hoener Fellowship**, 1996

## REGIONAL/NATIONAL LEADERSHIP

- Chesapeake Bay Program **Forestry Workgroup** since 1999
- **Technical Tours Chair**, Society of American Foresters National Convention for 2022
- **National Research Council** of the National Academies, Committee on Hydrologic Impacts of Forest Management (member 2007-2008); invited presentation to NRC committee for Riparian Areas: Functions and Strategies for Management (2002)
- Chesapeake Bay Program **Healthy Watershed Goal Implementation Team** since 2012
- Northeast Midwest Association of State Foresters **Forest Health Committee**, since 2014
- National Association of State Foresters **Forests and Drinking Water Performance Measure Advisory Committee**, 2017-2019
- National **Forests 2 Faucet Analysis Advisory Committee**, 2016-2020
- American Water Resource Association **Riparian Conference Planning Committee** member, 2008 in Virginia Beach and 2012 in Denver
- **Urban Water Innovation Network** Advisory Committee and stakeholder, 2016-2018
- **Baltimore Ecosystem Study** stakeholder/participant, 2008-2020
- Roundtable on Private Capital Investment in **Land Conservation and Restoration**, 2019

## STATE LEADERSHIP

- **Adaptation & Resiliency Working Group, MD Commission on Climate Change**, since 2021
- **Maryland State Extension Advisory Committee**, since 2018
- **MD Conservation Reserve Enhancement Program Advisory Committee**, since 2005
- University of Maryland **Carbon Monitoring System** advisor since 2013
- **Baltimore Urban Waters** Initiative participant since 2012
- **Maryland Coastal Bays** Management Plan 2015-2025 contributor
- **MD DNR Invasive Species Matrix Team** since 2008
- **MD Invasive Species Council** member since 2001
- **Society of American Foresters (SAF)**: Member since 1984
  - MD/DE Executive Committee Secretary 2014-2022, Historian 2022-present;
  - MD/DE Executive Committee 1998-2000;
  - OSU Student Chapter Chair 1994-95 (OSU was 1994-95 SAF Student Chapter of the Year),
- **Interdisciplinary Team** member, Frederick City Watershed and Chesapeake Forest
- **Xi Sigma Pi**, Forestry Honor Society,
  - Treasurer 1993-94, Vice-president 1985-86
- **Governor's Executive Committee on Trees and Forests in MD**, Sec./Treas. 1991-92

## COMMUNITY INVOLVEMENT

- PTSA, Matapeake Middle School, President 2012-2013, Sec./Treas. 2011-2012
- Christ Episcopal Church Sunday School teacher, 2005-2019
- Christ Episcopal Church Youth Group- Native Plant Memorial Garden, 2015-2017
- Girl Scout Troop 1334 Co-leader, 2018, Cookie Manager 2012-2017
- Engineering Club leader, Matapeake Elementary (2012) and Middle School (2013)

#### SELECTED COMPETITIVE GRANTS (USFS-USDA Forest Service; NFWF-Natl. Fish&Wildlife Found.)

- *Delmarva Woodland Stewards for Wildlife, Wildfire, Water, and Wood*, USFS, 2021 (\$280,852)
- *Climate Adapted Silviculture for Mid-Atlantic Reservoir Forests*, USFS, 2019 (\$269,490)
- *Good Green: Forest Health Strategies for Maryland Landscapes*, USFS, 2017 (\$260,286)
- *Strengthening the Impact of Riparian Forest Buffers on Water and Habitat Quality*, NFWF, 2017 (\$325,273)
- *Chesapeake Riparian Buffer Initiative/CRP*, USFS, 2016 and 2017 (\$177,369; \$373,979)
- *Forest Buffer Assessment for Outcome-based Management and Outreach*, USFS, 2016 (\$190,795)
- *Maryland Priorities for Emerald Ash Borer*, USFS Health, 2015,2016 (\$123,500; \$72,295)
- *Landscape Approach to Managing Emerald Ash Borer Risks across Maryland and Delaware*, USFS, 2015, (\$242,872)
- *Harvesting BMPs for Working Forests in Maryland and Delaware*, USFS, 2015 (\$65,000)
- *Restoring Forests and Riparian Buffers on Previously Mined Land in Western MD*, NFWF, 2015 (\$120,000)
- *Sustainable Forest Landscapes for Water and Wood: Forest Management in Water Supply Watersheds*, USFS, 2014 (\$230,000)
- *Reforestation Abandoned Mineland in Western MD*, NFWF, 2014 (\$125,000)
- *Managing Risk, Response, and Recovery for Emerald Ash Borer in MD*, USFS, 2012 (\$235,000) and *Diversity Internship*, 2013 (\$20,000)
- *Upper Potomac Riparian Buffer and Floodplain Forest Planting*, NFWF, 2013 (\$398,128)
- *Chestnuts for Learning: Growing the Management Message and Science Skills through School Partnerships* (with Donna Davis), USFS, 2012, (\$77,000)
- *Controlling Invasive Plants in Wildlife Hotspots* (w/ Kerrie Kyde), USFS, 2011 (\$240,000)
- *Moving to Landscape Stewardship for Locally Sustainable Forests*, USFS, 2011 (\$94,000)
- *Hazard Mitigation in the Ches. Bay Watershed*, USFS, 2007 (\$100,000)
- *Assessing Forest Buffer Functions After 5 Years*, UMD Harry R. Hughes Center for AgroEcology, 2006 (\$82,179)

#### SELECTED PUBLICATIONS

- National Research Council, Committee on Hydrologic Impacts of Forest Management. 2008. *Hydrologic Effects of a Changing Forest Landscape*. National Academies Press, Wash., D.C. 168p.
- Hairston-Strang, A. 2005. *Riparian Forest Buffer Design and Maintenance*. MD Dept. Natural Resources Publication #02-5312005-31. Annapolis, MD. 52p.
- Hairston-Strang, A. and S.W. Koehn. 2000. Increasing riparian forest buffers: From idea to implementation in Maryland. Pages 363-367 In P.J. Wigington. and R.L. Beschta (eds.), *Riparian Ecol. & Mgmt for Multi-land-use Watersheds*. AWWRA, Middleburg, VA, 616p.
- Hairston-Strang, A. B. and P. W. Adams. 1998. Potential large woody debris sources in riparian buffers after harvesting in Oregon, U.S.A. *Forest Ecology and Management* 112:67-77.
- Hairston-Strang, A.B. and P. W. Adams. 1997. Oregon's Streamside Rules: Achieving Public Goals on Private Land. *Journal of Forestry* 95(7): 14-18.