

# KAYLEIGH SOMERS

Kayleigh.Somers <at> gmail <dot> com

## EXPERIENCE

**JUNE 2015 – PRESENT**

### **RESEARCH FISH BIOLOGIST (ZP-0482-3)**

#### **NOAA NWFSC FISHERIES OBSERVATION SCIENCE (FOS) PROGRAM**

- Compile, synthesize, and analyze observer, landings, and electronic monitoring data from disparate sources using R Statistics and using ArcGIS
- Analyze these datasets in collaboration with stock assessors, fishery managers, and fishery-independent survey scientists to advance fisheries science, including improving understanding of Chinook salmon bycatch and genetics, informing the California Current Integrated Ecosystem Assessment, and evaluating essential fish habitat area proposals
- Communicate these analyses by writing and presenting reports, analyses, infographics, brochures, and agency recommendations to diverse stakeholders
- Served as lead reviewer for NWFSC Internal Grant Program (2017-2018), assessing feasibility of research proposals in order to fund projects with high likelihood of success
- Developed and wrote key parts of NWFSC's Organizational Excellence Vision Implementation Plan
- Led Fishery Observation Science Program's Five-Year Research and Science Vision Statement, including soliciting input from staff at all levels and creating a high-impact, usable document for future planning

**NOVEMBER 2017 – PRESENT**

### **MEMBER OF THE GROUND FISH MANAGEMENT TEAM OF THE PACIFIC FISHERY MANAGEMENT COUNCIL (PFMC)**

- Identify changing west coast fishery needs and provide analysis to inform policy, regulation, and operational changes, such as salmon bycatch mitigation measures and electronic monitoring guidelines
- Resolve issues of conflicting needs and priorities between stakeholders from the fishing industry, state and tribal governments, other federal agencies, non-governmental organizations, and the general public members
- Present and contextualize data, analyses, and reports to PFMC and advisory committees
- Serve as a subject matter expert when presenting and discussing findings using plain English to stakeholders in a public forum
- Develop materials for and brief leadership on groundfish- and observer-related topics in preparation for PFMC presentations and discussions

**NOVEMBER 2013 – JUNE 2015**

### **DATA ANALYST, PACIFIC STATES MARINE FISHERIES COMMISSION**

- Served as a grantee in the same capacity as the federal position above
- Within one year, led data processing for the entire team and authored the Groundfish Mortality report, one of the FOS's most important annual publications

## LEADERSHIP

**JUNE 2018 – PRESENT**

### **CHAIR OF TIDE, NOAA NWFSC**

- Developed and founded NWFSC’s Team for Inclusion, Diversity, and Equity (TIDE):
  - Wrote charter with input from NWFSC staff and guidance from leadership
  - Organized multiple diversity and inclusion (D&I) focused events
  - Improved NWFSC policies to be more inclusive and encourage diversity, including seminar series, hiring guidelines, and NWFSC Values Statement
  - Supported others in developing leadership skills by developing D&I initiatives
- Unanimously elected Chair for 2020 to continue these efforts
- Led founding of NMFS D&I group to foster organizational collaboration and improved communication across offices nationwide

**MAY 2019 – JUNE 2019**

### **DETAIL, NOAA HQ: OFFICE OF SCIENCE & TECHNOLOGY**

- Analyzed National Bycatch Report database and identified potential improvements:
  - Interviewed scientists from across NMFS to understand data flow from regional offices and science centers to NOAA Headquarters
  - Gathered information on current database and in-house alternatives
  - Developed options that would streamline data input, benefiting regional authors, and increase accessibility and visibility of dataset nationally
  - Authored white paper, which was presented to NMFS leadership
- Improved National Observer Program budget prioritization process via regional expertise
- Shadowed David Detlor (Acting Director, O/S&T), representing NMFS at 2019 Annual Meeting of the Council for the Conservation of Migratory Birds
- Provided administrative support for NOAA Ecosystem Sciences and Management WG
- Initiated informational interviews with staff from multiple line offices to better understand organizational structure, workplace culture, and dynamics of NOAA HQ
- Attended Capitol Hill Ocean Week presentations and Protected Resources Board in-person meeting on bycatch issues
- Completed OPM Courses: “Persuasion at Work” and “Dealing with Difficult People”
- During this time period, continued to fulfill primary responsibilities of NWFSC role

## EDUCATION

**SEPTEMBER 2013**

### **DOCTOR OF PHILOSOPHY, DUKE UNIVERSITY**

GPA: 3.928 of 4.0; Advisors: Emily Bernhardt, Ph.D., and Dean Urban, Ph.D.

University Program in Ecology

Dissertation: Thermal Pollution in Urban Streams of the North Carolina Piedmont

**MAY 2008**

### **BACHELOR OF SCIENCE AND BACHELOR OF ARTS, UNIVERSITY OF MARYLAND, BALTIMORE COUNTY**

GPA: 4.0 of 4.0, summa cum laude

Dual degrees: Environmental sciences (focus in biology and ecology) and English literature.

Phi Beta Kappa Honor Society. Geography and Environmental Systems Outstanding Senior.