

SARAH ELMELIGI – PhD

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CAREER GOALS

I seek to achieve one fundamental goal with my career, and that is to meaningfully contribute to ensuring human practices are sustainable and in balance with the needs of wildlife and ecosystems. I am an interdisciplinary ecologist and over the years have worked extensively on projects examining environmental issues from biological, social, and political perspectives. My specialization has been using interdisciplinary research approaches in grizzly bear conservation and recreation management in protected areas. I wish to improve peoples' interactions with the natural world, shape how wildlife and private and public lands are managed, influence government policies and systems, and to assist society to take the necessary steps towards the recovery of biodiversity.

QUALIFICATION HIGHLIGHTS

Diverse array of experience in conservation ecology and wildlife management ranging from scientific research to public education. Experienced in biological and social research design, implementation and definition of management approaches. Experience with writing long-term monitoring plans in an adaptive management context. Familiar with various techniques of field data collection, methodology, and analysis; proficient with ArcGIS, SPSS, and Microsoft office program suite. Experienced in sharing research results through publications and presentations, as well as public and First Nations formal consultation processes and techniques. Experienced in designing, implementing, and managing projects, including comprehensive landscape scale research projects, park facility planning, and strategic planning. Well versed in government legislation, regulations, policy, in both Canada and the United States. Am proficient in building and nurturing relations with internal and external stakeholders. Experienced with fundraising and project budget management. Strong communication and interpersonal skills that have been tested both academically and professionally; experienced in media relations. Skilled in task delegation and supervision of a team. Proficient in French and English communication.

EMPLOYMENT HISTORY – salaried positions

Park Facility Planner, Kananaskis Region, Alberta Environment and Parks, Parks Division. Canmore, AB. September 2016 – September 2019

- Lead the development and implementation of Facility Plans for various sites within the Kananaskis Region (e.g., Boulton Campground Lower Kananaskis Lake Redevelopment, Lower Kananaskis River-Barrier Lake Redevelopment, Ghost Provincial Recreation Areas Redevelopment).
- Research: combine data from multiple ecological and social sources to create plans that balance ecological and human use needs.
- Consultation: create and implement public and First Nations consultation plans based on legal and policy requirements.
- Collaboration: work with all Alberta Parks departments (e.g., ecology, operations, infrastructure, conservation officers) to create plans that meet a variety of internal and external needs. Work with infrastructure department to review concept and detailed designs and support construction of facilities as planned.
- Participate in regional internal government planning working groups and initiatives (e.g., Park Planners Working Group, Kananaskis Trails Committee)

Accomplishments: Wrote plans for the Boulton Lower Kananaskis Lake and Lower Kananaskis River-Barrier Lake areas that combined social and ecological data to detail human use facility expansions and improvements to wildlife corridor effectiveness. Worked with all Treaty 7 First Nations to conduct site visits and incorporate their concerns in facility plans. Created and implemented public consultation plans for controversial planning process, such as the Ghost PRAs, successfully building relationships with diverse stakeholders and user groups.

Senior Conservation Planner, Canadian Parks and Wilderness Society – Southern Alberta Chapter (CPAWS SAB). Calgary, AB. January 2009 – February 2013

- Led Conservation Department, including supervision of seasonal staff, budgeting, project management, strategic planning, and fundraising.
- Influenced government legislation and policy based on relevant biological and social science research.
- Communications: responsible for all internal and external communications associated with conservation campaigns. Conducted various media interviews for press, TV, film, and radio.
- Collaborations: Worked with numerous partner organizations and on multi-stakeholder working groups to address landscape scale conservation goals.

Accomplishments: Worked collaboratively to successfully have the grizzly bear listed in 2010 as threatened under the Alberta Wildlife Act. Created extensive reports detailing recommended environmental objectives for the South Saskatchewan Regional land use plan in Alberta. Worked

with stakeholders to submit a conceptual proposal for increased protection of the Castle Special Place; successfully stalled clear-cut logging in the Castle. Worked with Parks Canada and other stakeholders to create a management plan for the Bow Valley Parkway in Banff National Park.

Conservation Program Manager, Yellowstone to Yukon Conservation Initiative (Y2Y), Canmore, AB.
June 2007- January 2009

- Managed the Cabinet-Purcell Mountain Corridor Project: maintained, enhanced, and implemented a collaboratively created Conservation Framework, built productive relationships with a variety of stakeholders, managed a granting program to support partner conservation efforts, created and implemented the project's communication strategy, managed the project budget, placed local scale projects into larger landscape scale context, supervised conservation coordinators.
- Refined Avian Conservation Strategy for Y2Y region based on biological and social sciences; helped define areas of priority for avian conservation.

Accomplishments: Increased capacity of Cabinet-Purcell Mountain Corridor Project by attracting new partners to the project. Created and began implementation of project communication strategy to increase regional and national awareness of the Cabinet-Purcell region.

Teaching Assistant, University of Northern BC- Biology Department, Sept 2004- April 2007

- Taught undergraduate class labs: introductory biology, animal diseases and parasites, conservation biology tutorial.
- Marked exams and assignments.

Accomplishments: Was nominated for an excellence in teaching award by my students in 2005.

K'tzim-a-deen Community Outreach Coordinator, BC Conservation Corps, May 2006- Sept 2006

- Collaborated with local tour operators and First Nations groups to define multi-disciplinary management objectives for the K'tzim-a-deen Provincial Park.
- Designed, created, and constructed the visitor's centre for K'tzim-a-deen Provincial Park.
- Helped create and supervise the implementation of community outreach programming for local First Nations Communities; supervised two seasonal staff.

Accomplishments: The K'tzim-a-deen Visitor Centre remains as I designed and constructed it today and is visited by hundreds of tourists annually. Outreach initiatives were very successful in soliciting ideas and concerns from the Tsimshian community members, who became more involved in Park Management.

EMPLOYMENT HISTORY – contract work

Sarah E Consulting. January 2020 – Present

- Canadian Parks and Wilderness Society Southern Alberta: Lead National Parks program, including defining input into the Rocky Mountain National Park management plans, relationship building with park stakeholders (e.g., municipalities, businesses, other non-profit groups), defining requirements for a visitor management strategy.
- Yellowstone to Yukon Conservation Initiative: conducted data analysis and recommendations associated with the Three Sisters Mountain Corridor in Canmore, Alberta.
- Mt. Royal University: Research Assistant on a collaborative project with the Stoney First Nation creating a cultural monitoring plan associated with the reintroduction of bison into Banff National Park.

Grizzly Research in the Rockies (GRR). March 2013 – Present

- Bear Safety and More: provided recommendations for assessments designed to reduce human-bear conflict for commercial operators, including Sunshine ski village in Banff and Seabourn Cruises in Alaska. Created human-bear encounter response matrix and monitoring plans.
- Get Bear Smart BC Society: wrote extensive literature review and created a survey assessing various management tools regarding human-bear conflict management issues and solutions.
- Mt. Norquay Ski Resort: drafted a monitoring plan for the new ski area guidelines and summer use expansion. Analysed the first year of data and provided recommendations for improvement.
- Brewsters Canada: delivered annual training sessions to summer staff regarding bears habitat use in the National Parks.

artsPlace. Canmore, AB. September 2018 – February 2019

- Drafted a public engagement plan with artsPlace board to examine public support for future programming options.
- Analysed data from online surveys and facilitated focus groups.

Yellowstone to Yukon Conservation Initiative (Y2Y). May 2013 – September 2013.

- Developed and implemented a detailed communications strategy regarding Y2Y's reaction and input on the draft South Saskatchewan Regional Plan.

BC Parks, Terrace, BC. Feb 2007- May 2007

- Designed monitoring program addressing the long-term impacts of bear-viewing tourism on grizzly bear behaviour; trained BC Parks staff in implementation.
- Designed and developed informational signage and brochures for several First Nations communities on the northwest coast of British Columbia.

EDUCATION

PhD

Central Queensland University, Gladstone, QLD, Australia. March 2013 – June 2017

Thesis title: Grizzly Bear Management in Canada's Rocky Mountain Parks: Balancing Visitor Experience with Bear Habitat Requirements

- Using GPS and remote camera data of grizzly bears and people to examine grizzly bear habitat use around hiking trails with various levels of human use.
- Examining visitor expectations of grizzly bear management through a visitor survey.
- Recruited and trained nearly 100 volunteers from the local communities to collect and enter data.

Master of Natural Resources and Environmental Studies.

University of Northern British Columbia, Prince George, BC. September 2004- March 2008

Thesis: Bear-viewing Tourism in the K'tzim-a-deen Inlet: Potential Effects on Grizzly Bear Behaviour and Visitor Perceptions of Impact

- Assessed potential impacts of tourism on grizzly bear behaviour using behavioural ecology methodology and analysis.
- Investigated visitor perceptions of impact and satisfaction with bear-viewing tours through a survey and analyses created using social science principles.
- Worked with First Nations communities, BC Provincial Parks, and tour operators to develop a management strategy. A final report outlining all potential management implications and results was submitted to BC Parks, and was used by all stakeholders to create a collaborative management plan.

Bachelor of Science

University of Alberta, Edmonton, AB., September 1994-1998

Major: Zoology, Minor: Biological Sciences

- Academic focus on animal behaviour and ecology.
- Two independent studies focused on elk behaviour and ecology in Banff National Park.

PUBLICATIONS AND PRESENTATIONS

Publications

- Elmeligi, S., & Marriott, J. *What Bears Teach Us*. Rocky Mountain Books. Vancouver, Canada. *In Press*.
- Elmeligi, S. Nevin, O., & Convery, I. 2019. *Reducing Uncertainty in Bear Management*. In: Nevin O., Convery I., & David P. (eds.), *The Bear: Culture, nature, heritage*. Woodbridge: The Boydell Press.
- Elmeligi, S. Nevin, O., & Convery, I. 2019. *Citizen Science and Bears*. In: Nevin O., Convery I., & David P. (eds.), *The Bear: Culture, nature, heritage*. Woodbridge: The Boydell Press.
- Elmeligi, S. Convery, I., Dekker, V., & Nevin, O. 2018. *Virtual Collecting: Camera-trapping and the assembly of population data in twenty-first century biology*. In: *Naturalists in the Field: Collecting, recording and preserving the natural world from the fifteenth to the twenty-first century*. Brill Sense and Hotei Publishing, Netherlands.
- Elmeligi, S., Finn, S., Nevin, O. & Convery, I. 2016. *Citizen science and the perceptions of nature*. In: Convery, I., P. Davis (eds.), *Shifting Interpretations of Nature*. Woodbridge: Boydell & Brewer.
- Elmeligi, S., J. Shultis. 2015. Impacts of boat-based wildlife viewing in the K'tzim-a-deen Inlet on Grizzly Bear (*Ursus arctos*) behavior. *Natural Areas Journal*. 35(3): 404-415.
- Elmeligi, S. 2008. *Conserving Yellowstone to Yukon: Putting Science into Action*. 2008. Parks for Tomorrow Conference Proceedings, University of Calgary, Calgary, AB.
- Elmeligi, S. 2005. *Studying boat-based bear viewing: methodological challenges and solutions*. In: Watson, Alan; Dean, Liese; Sproull, Janet, comps. 2005. *Science and stewardship to protect and sustain wilderness values: Eighth World Wilderness Congress symposium; 2005 September 30–October 6; Anchorage, AK. Proceedings RMRS-P-000*. Fort Collins, CO: U.S. Department of Agriculture, Forest Service, Rocky Mountain Research Station.
- Elmeligi, S. 2005. Book Review: *Wildlife Tourism: Impacts, Management and Planning*. *Journal of Wilderness*. 11(1):48.

Oral Presentations

- Elmeligi, S., O. Nevin, G. Stenhouse, I. Convery. 2016. *Grizzly bears and people in space and time: using an interdisciplinary approach to bear research and management*. International Bear Association Conference, Anchorage, Alaska.
- Elmeligi, O. Nevin, I. Convery. 2015. *Sharing trails with grizzly bears in the Rocky Mountain National Parks*. The Wilderness Society Alberta Chapter Annual Conference. Edmonton, Alberta.
- Elmeligi, S., O. Nevin, I. Convery. 2015. *Trail use by grizzly bears and people in the Rocky Mountain National Parks: we can all just get along!* Alberta Society of Professional Biologists Annual Conference. Canmore, Alberta.
- Elmeligi, S. 2008. *Conserving Yellowstone to Yukon: Putting Science into Action*. Parks for Tomorrow. Calgary, Alberta.
- Elmeligi, S. 2007. *Bear-viewing in the K'tzim-a-deen Inlet: From visitor impacts to visitor satisfaction*.

BC Parks and Protected Areas Forum. Victoria, British Columbia.

Eyers, D, S. Elmeligi. 2007. *Researching your way to a career with the Ministry of Environment*. BC Parks and Protected Areas Forum. Victoria, British Columbia.

Elmeligi, S. 2006. *Impacts of boat-based wildlife viewing on grizzly bear (Ursus arctos) behaviour in the K'tzim-a-deen Inlet, British Columbia*. International Symposium on Society and Resource Management. Vancouver, British Columbia.

Poster Presentations

Elmeligi, S., I. Convery, O. Nevin. 2016. *Working with citizen scientists in brown bear studies in Canada's Rocky Mountain National Parks*. International Bear Association. Anchorage, Alaska.

Elmeligi, S. O. Nevin, I. Convery. 2015. *Using an interdisciplinary approach to address bear management in Rocky Mountain Protected Areas*. 12th Western Black Bear Workshop. Canmore, Alberta.

Elmeligi, S. O. Nevin, I. Convery. 2014. *Balancing grizzly bear habitat needs and recreational access in Protected Areas: visitor perspectives of grizzly bear management in the Canadian Rocky Mountain Heritage Area*. IUCN World Parks Congress. Sydney, Australia.

Elmeligi, S., O. Nevin, I. Convery. 2014. *Visitor perspectives regarding grizzly bear management as part of an interdisciplinary approach to addressing grizzly bear habitat security needs*. Society of Conservation Biology North American Section Meeting. Missoula, Montana.

Elmeligi, S., J. Shultis. 2005. *Studying boat-based bear viewing: methodological challenges and solutions*. XIII World Wilderness Congress, Anchorage, Alaska.

Examples of Media Presentations

PhD Research Related

[Calgary Herald Research profile](#)

[Brisbane Times Research profile](#)

[Alberta PrimeTime Research profile](#)

Conservation Related

[Three Sisters Corridor](#)

[Grizzly bear deaths in the National Parks](#)

[Logging in the Castle Wilderness](#)

[Research in the National Parks](#)

SECONDARY LANGUAGES

- *French*, enrolled in French immersion program, grades 1-12. Current speech level: advanced, writing level: intermediate.

VOLUNTEER EXPERIENCE

- *Co-Chair*, NDP Environment Caucus, January 2020 - Present
- *Vice-Chair Board Member*, Alberta Prairie Conservation Forum (PCF), April 2011 – January 2015 (became Vice-Chair in April 2013).
- *Citizen Scientist*, Banff National Park, January 2011- February 2012
- *Committee Member*, Mountain Equipment Co-op (MEC) National Grant Review Committee,

Mountain Equipment Co-op, April 2010 – October 2012.

- *Committee Member*, Environmental Assessment Resources Committee, Town of Canmore, Dec 2009 – September 2011.
- *Science Educator*, Scientists and Innovators in the Schools, Jan 2006- December 2007.
- *Radio Disc Jockey*, CFUR Radio, Oct. 2005- April 2007.
- *President*, University of Alberta Outdoors Club, Sept. 1997- April 1998.

PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS

- *First Aid and CPR*. 2018. St. John's Ambulance
- *IAP2 Foundations – Planning for effective P2*. 2017. Canadian Trainers Collective.
- *IAP2 Foundations – Techniques for effective P2*. 2017. Canadian Trainers Collective.
- *Public Policy Training Institute*. 2010-2011. Max Bell Foundation.
- *Professional Biologist*. 2009. Alberta Society of Professional Biologists.
- *Avalanche Safety Training Level 1*, 2008. Yamnuska Mountain School, Canmore, AB.
- *Restricted Operator's Certificate (Maritime) and Basic Safety MED A3* (for small non-pleasure vessels; including radio communication). 2005. West Coast Powerboat Handling, Terrace, BC.
- *Advanced Diver Certification*. 2004. PADI. Roatan, Honduras.