

SHANICE G. DAVIS

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EDUCATION

M.S. Natural Resources - Oregon State University, Corvallis, OR (30/45 credit hours) Jan. 2019 – Present
Relevant coursework: conservation biology of wildlife, avian conservation and management, species recovery planning and restoration, GIScience I, social aspects of sustainable natural resources, principles of wildlife diseases, wildlife behavior, ecosystem services, sustainable natural resources. GPA: 3.86/4.0

Graduate Wildlife Management Certificate - Oregon State University, Corvallis, OR Mar. 2017 – Present
B.S. Biology, Environmental Studies - University of Wisconsin, Stevens Point, WI June 2010
High School Diploma – Clemson High School, Clemson, SC June 2006

Continuing Education:

Safe Capture International, Inc.:

Chemical Immobilization of Animals (16 hours) Completed Apr. 2013

International Wildlife Rehabilitation Association:

Basic Wildlife Rehabilitation Completed Oct. 2011

Feeding and Nutrition, Parasitology Completed Mar. 2012

FISH & WILDLIFE EXPERIENCE

Northwood's Wildlife Center, Minocqua, WI May 2011– Present
Director of Wildlife Rehabilitation 40 Hours Per Week
Grade Level: N/A Supervisor: Jim Jobs, 555-555-5555
Salary: \$44,000 Permission to Contact Supervisor: Yes

- Promoted from Basic to Advanced Rehabilitation license in two years
- Supervise center's 5 staff members, 20 annual interns, and 30 new and permanent volunteers in animal care. Active in recruiting new volunteers as well as lead, manage, and train volunteers
- Manage healthcare and diet of center's animals while sustaining a collaborative relationship with sponsoring veterinarian. Develop thorough protocols for animal care
- Compile wildlife patient records through Microsoft Excel database and submit annual reports for state and federal permits
- Serve as manager-on-call for animal emergencies and determine suitable animal release sites to ensure highest degree of post-release success
- Cultivate professional relationships with state and federal agencies and state rehabilitators
- Conduct community outreach and plan events as an educational ambassador to public
- Taught 3 wildlife rehabilitation and wildlife ecology community classes through Nicolet College, including glove-training an adult long-eared owl for educational programs
- Designed a 5,000-square foot, six flight cage aviary complex for large raptor flight conditioning
- Prepared for and appeared in live television interviews on wildlife rehabilitation topics, including WJFW Newswatch 12 (Rhinelander, WI) and WAOW Channel 9 (Wausau, WI). Contribute articles for *Lakeland Times* newspaper on released animals from center
- Act as primary media manager for center's Facebook site, growing fan base from 200 to over 1,900 followers in a year; primary media manager for Instagram account (850 follows since 2017 inception)
- Supervised annual photo contest and gala charity event resulting in a net fundraising of \$2,000
- Current wildlife rehabilitation sponsor for basic licensing. Progressed four basic licensees through advanced under permit in 2014, 2015, 2017, and 2018

Wildlife Rescue and Rehabilitation Inc. Kendalia, TX

Jan. 2011 – May 2011

Animal Care Intern

15 Hours Per Week

Grade Level: N/A

Supervisor: Christy Careers, 555-555-4444

Salary: \$12 an hour

Permission to Contact Supervisor: Yes

- Gained extensive knowledge of current wildlife rehabilitation techniques and procedures at sanctuary that receives more than 5,000 animals per year
- Performed extensive gavage, syringe feeding, medical dosing, and administration for species of wildlife native to Texas.
- Organized and performed safe rescues on injured and orphaned wildlife
- Prepared diets for permanent sanctuary animals including several species of large carnivores, primates, livestock, omnivores, water and marsh birds, raptors, and reptiles

USDA Forest Service Southern Research Station, Clemson, SC

May 2020 – Aug. 2010

Biological Science Technician

40 Hours Per Week

Grade Level: GS-6

Supervisor: Christy Careers, 555-555-3333

Salary: \$14 an hour

Permission to Contact Supervisor: Yes

- Researched roosting behavior and preference of endangered Indiana bat in pre-burned and post-burned area of forest service land in Tennessee and North Carolina
- Handled nine species of bats including Indiana bat, eastern red bat, big and little brown bats, etc.
- Scouted and set up single and double high mist netting stations
- Identified species, sex, and reproductive condition of bats by sight, measuring forearm length, banding, administering biopsy punch samples, taking hair samples, and attaching transmitter units to back of bats
- Conducted daytime radio-telemetry tracking including off-trail hiking in rigorous terrain using wildlife transceiver, antenna, and compass
- Utilized GPS Trimble technology and topographic maps, and maintained detailed records of research.
- Surveyed different stage burn plots by measuring diameter at breast height (DBH), height measurement, and tagging trees
- Promoted thorough decontamination procedures on clothing and research equipment in response to spreading of white-nose syndrome in bats

U.S. Fish & Wildlife and Coronado National Memorial Park, Hereford, AZ

June – Aug. 2009

Wildlife Biology Intern/Biological Science Technician

20 Hours Per Week

Grade Level: GS-4

Supervisor: Ian Interviews, 555-555-2222

Salary: \$12 an hour

Permission to Contact Supervisor: Yes

- Collaborated with Tucson U.S. Fish & Wildlife Service department to identify protection methods for endangered lesser long-nosed bat population
- Analyzed and organized bat population and behavioral data gathered in field and reformatted into graphical reports using Microsoft Excel
- Conducted roost exit and entrance counts of bat species with infrared video camera equipment/night vision
- Lead construction and maintenance of experimental PVC bat-friendly gate. Contributed research findings to official park management plan and informational reference book on lesser long-nosed bat
- Conducted population and breeding surveys on rare barking frog, point-count songbird identification surveys, and presence/absence surveys on yellow-billed cuckoo throughout park
- Executed herbicide spray management plan on invasive border plants per areas habitat restoration plan

FISH & WILDLIFE VOLUNTEER PROJECTS

- Co-founder and collaborator of *Songbird Banding Project* which measures survivorship of songbirds rehabilitated by Northwoods Wildlife Center 2018 – Present
- Bird banding trainee under master bander Thomas Nicholls (Fifield, WI) 2016 – 2017
- Volunteer bird bander with North Lakeland Discovery Center 2015 – Present
- Lead manager for Northwoods Wildlife Center Wisconsin Acoustic Bat Monitoring Project using ANABAT acoustic technology 2015 – 2017
- Ruby-throated hummingbird banding volunteer, handled birds and recorded data for master-bander Alan Chartier, 2014 and Cynthia Bridge 2015-present 2014 – 2015
- American Marten wildlife technician, Iron County Conservation Department 2011 – 2016

PROF. ASSOCIATIONS & LICENSES

- Wisconsin Advanced Wildlife Rehabilitation License, Wisconsin Dept. of Natural Resources 2018 – Present
- Threatened & Endangered Species Rehabilitation Permit, Principle Officer, U.S Fish & Wildlife Service 2018 – Present
- Migratory Bird Rehabilitation Permit, Principle Officer, U.S Fish & Wildlife Service 2018 – Present
- National Wildlife Rehabilitation Association, Member 2013 – Present
- International Wildlife Rehabilitation Council, Member 2013 – Present
- The Wildlife Society, Member 2013 – Present
- Wisconsin Chapter of The Wildlife Society, Member 2011 – Present
- Wisconsin Master Naturalist, University of Wisconsin Extension 2011 – Present
- 2010 – Present

FIELD SKILLS AND SOFTWARE

- ArcMap ArcGIS software
- ANABAT acoustic sonar technology
- GPS Trimble technology in conjunction with topographic maps
- Radio-telemetry tracking using wildlife transceiver, antenna, and compass
- Measuring tree basal areas using diameter at breast height (DBH), height measurement, and tagging trees
- Presence/absence surveys on varied wildlife species
- Herbicide spray management on invasive plant species
- Proper identification of Midwestern flora and fauna
- Extracting bats and songbird species from mist-netting research stations
- Exceptional organizational abilities and attention to detail assist in prioritizing professional projects
- Strong leadership and self-starter abilities allow efficiency in running a wildlife rehabilitation department
- Proficient handling methods of mammals, birds, reptiles, and amphibians native to Wisconsin
- Proficient in catch-pole and blow-dart gun for safe capture of wildlife 40 pounds and under
- Wildlife necropsy: tissue collection and submission
- Safe operation of flame thrower to sanitize wildlife hospital areas

COMMITTEE AFFILIATIONS

- Resource Development Committee, Northwoods Wildlife Center Apr. 2018 – Present
- Rehabilitation committee chair, Northwoods Wildlife Center Dec. 2018 – Present

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PROFESSIONAL REFERENCE SHEET

Cordie Walsh, Interim Executive Director
Northwoods Wildlife Center
XXX S. Blumenstein Rd.
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cordie.walsh@gmail.com
XXX-XXX-XXXX

Annabelle Brown (Former Executive Director, Northwoods Wildlife Center)
Appointment Coordinator at Marshfield Clinic
Marshfield Clinic
XXX Townline Rd
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Annabelle.brown@gmail.com
XXX-XXX-XXXX

Rick Ricky, Director of Education
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