



FY23 Program Report



AmeriCorps



Scientists in Parks Annual Program Report Fiscal Year 2023

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October 1, 2023

U.S. Department of the Interior
National Park Service
Natural Resource Stewardship and Science

ABOVE: SIP Intern Serena Wurmser giving a cave tour of Lehman Caves, pointing a flashlight towards the cave ceiling, Great Basin National Park, NV. (NPS Photo)

COVER: SIP Intern Joshua Mayo hiking the Narrows of Zion canyon while at an intern retreat, Zion National Park, UT. (NPS Photo)

BACK COVER: SIP Intern Elaina Pecher at Chainbridge holding a rare species plug that's ready for planting, Chesapeake & Ohio Canal National Historical Park, MD. (NPS Photo)

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Executive Summary

In 2023, the Scientists in Parks Program (SIP) placed a total of 248 participants in 128 park units across the country (Note: The total number of interns includes SIP Mosaics. All other numbers do not include SIP Mosaics, which are reflected in a separate report). These accomplished participants supported the NPS mission by completing essential natural resource science work in parks while learning the importance of conservation and stewardship on public lands.

All positions supported natural resource management park needs and focused on multi-disciplinary approaches including citizen science, interpretive programs, data collection and analysis, collections management, and more. In FY23 the SIP Intern participants were 19% racially diverse, 72% female, and 75% reported having a bachelor's degree. The SIP interns' work contributed 168,270 service hours, or the equivalent almost 81 years of full-time work on natural resource science needs for the NPS at a cost of approximately \$4.9 million.

The SIP program continued to provide professional development resources with a summer coding workshop and a travel award to attend professional conferences. This year SIP piloted several engagement opportunities for participants including affinity groups and an SIP newsletter. The SIP program is run in partnership with Stewards Individual Placements, a program of Conservation Legacy, The Geological Society of America, The Ecological Society of America, and Environment for the Americas.



SIP DHA Intern Virginia Javier at a four fog monitoring stations describing how data is collected and processed from each station, Cabrillo National Monument, CA. (NPS Photo)



Statement of Purpose

The Scientists in Parks (SIP) Program is administered by the National Park Service (NPS) Natural Resources Stewardship and Science Directorate (NRSS), in partnership with the WASO Youth Programs Division and several non-governmental partner organizations. The SIP Program provides an easy-to-use mechanism by which NPS parks, networks, regions, and programs can hire non-federal interns to undertake projects that address natural resource management issues. Simultaneously, the SIP Program affords SIP interns a high-quality work experience that inspires and develops the next generation of diverse

park stewards and fosters a life-long connection to the National Park System. SIP positions may vary considerably in complexity, length, discipline, and skill set, in accordance with the needs of NPS units and abilities of the SIP participants.

SIP manages two seasons of positions with start dates year round that contribute to natural resource management issues in Biological Sciences, Physical Sciences, Social Sciences, and Communication & Education. Positions in these disciplines must address one or more natural resource management categories, including—but not limited to: air quality, climate change, geology, hydrology, night skies, paleontology, and soundscapes.

Program Objectives

- Meet Park natural resource management needs
- Provide interns with meaningful natural resource management experience to foster lifelong connections to the NPS and improve their career potential
- Increase diversity within the natural resource ranks of the NPS

Types of Positions

SIP Intern positions are best for entry- to mid-level skill sets. Positions are 12-52 weeks in length during either the summer or winter season. Interns receive a relocation allowance of \$350 (\$1000 for AK, Pacific Islands, and Caribbean positions) plus a weekly stipend of \$480 if park housing is provided, or \$580 if park housing is not provided. Interns are eligible to earn hours toward the Public Lands Corps Hiring Authority and an AmeriCorps Segal Education Award if they successfully complete their term.

SIP DHA Intern positions target upper-level undergraduate or graduate students who are interested in natural resource science careers with the federal government. These are rigorous internships that develop the participant's technical and creative thinking abilities, leadership skills, and problem-solving capabilities. The positions last 12 weeks during the summer are eligible for Direct Hire Authority. SIP DHA Interns receive a weekly stipend of \$640.

SIP Mosaic 12 or 20 weeks during the summer season with a one-week career workshop in Washington, D.C. Positions range from entry- to advanced-level skill sets. Interns earn a weekly stipend of \$640 (PLC) or \$720 (DHA), all housing costs are provided and they are also eligible for either Public Land Corps Hiring Authority or Direct Hire Authority.

Program Summary

The SIP Interns are administered through a NPS youth cooperative agreement and annual task agreement with Conservation Legacy (Cooperative Agreement P21AC10180). This national youth agreement authorized under the Public Lands Corps Act (16 U.S.C. §§ 1721) focuses on U.S. citizens and legal residents because all SIPs are AmeriCorps members. A key benefit of the SIP Program is that SIP Interns may be non-competitively hired by the federal government after completing 640 hours of satisfactory service in one or more appropriate conservation projects (for the Public Lands Corps Non-Competitive Hiring Authority see DOI Personnel Bulletin 17-03, May 23, 2017 and DOI Personnel Bulletin 12-13, January 22, 2013). Additionally, SIP hosts a few Direct Hiring Authority (DHA) Interns who can be directly hired after successfully completing their 12-week summer DHA internship and graduating from an accredited college or university (see DOI Personnel Bulletin 12-15). The NPS strives to hire outstanding SIP alumni into NPS natural resource science positions. The SIP Interns are affiliated with AmeriCorps, a program that engages individuals in intensive community service work with the goal of helping others and meeting critical community needs. SIP Interns are eligible for a \$1,718 to \$6,495 pre-tax AmeriCorps Segal Education Award upon successfully completing their internship. This award can be used for paying back student loans, continuing the participant's higher education, or for other qualifying educational expenses. In FY23 SIP Interns received \$252,759* in AmeriCorps Segal Education Awards at no cost to the NPS. In addition to the AmeriCorps affiliation, free medical insurance can be provided to SIP Interns for positions that last 52 weeks.



AmeriCorps

* Total is an estimate. Some interns who have done previous AmeriCorps positions received partial Education Award amounts and some SIP interns had not yet exited at the time this report was submitted.

Program Costs

NRSS provided funding to 68 park units to support the equivalent of 12 weeks of one internship position. NRSS divisions, park association, the Geological Society of America Foundation, and regions also assisted parks with the costs for SIP interns. The table shown below summarizes the costs for the positions that began in FY23.

Table 1. SIP Program cost breakdown in FY23

FUNDING SOURCE (DOUBLE CHECK HERE)		COST	SUBTOTAL
NPS	NRSS SIP*	\$828,250	\$ 4,821,689
	Inventory & Monitoring Program	\$579,580	
	Regions	\$180,868	
	Park Units & Programs**	\$3,232,991	
	Subtotal Direct Costs - NPS		
Partners	The Geological Society of America Foundation	\$35,446	\$148,431
	Park associations	\$112,985	
	Subtotal Direct Costs - Partners		
TOTAL DIRECT COSTS			\$4,970,120

*SIP Program funding includes any NRSS-related funds administered by the SIP program on behalf of NRSS and its divisions

**NRSS division funding outside of the SIP program's control or provided by individual Inventory and Monitoring networks is considered park unit funds.



SIP Intern Alexandra Bonham runs an outreach table for fossils and geology, Bryce Canyon National Park, UT. (NPS Photo)

Support of DOI Strategic Plan

This program supports the following Department of the Interior priorities and objectives outlined in the DOI Strategic Plan for Fiscal Years 2022 – 2026.

Strategic Goal 2– Conserve, Protect, Manage, and Restore Natural and Cultural Resources in the Face of Climate Change and Other Stressors

Strategic Objective 2.2 – Species, Habitats, and Ecosystems and Protected, Sustained, and Healthy

SIP Intern FaithAnn Vanderwalker studied Northwestern Pond Turtles at Yosemite National Park to help gather habitat assessments. FaithAnn used techniques such as trapping, attaching transmitters and performing LIDAR scans to complete this assessment. Her work will support region-wide conservation management plans for the future of the Northwestern Pond Turtle.

Strategic Goal 4– Serve and Honor the Public Trust

Strategic Objective 4.1– People, Communities, and Organizations Benefit from U.S. Department of the Interior Data, Science, and Information

SIP Intern Liz Halasz supported the Southern Appalachian Biosphere Region (SABR). Her position included developing maps and geospatial informational tools to support visualization and communication of important environmental information related to the SABR. Additionally, her position supported creating connections with the Nikwasi Cultural Corridor, the Southern Appalachian Center for Biodiversity Conservation and Learning, and the Appalachian Highlands Science Learning Center.

Coordinating Organizations

National Park Service, Natural Resource Science and Stewardship Directorate



The NPS Natural Resource Stewardship and Science Directorate provides scientific, technical, and administrative support to national parks for the management of natural resources. NRSS has a strong commitment to providing science-based on-the-ground youth career development opportunities through the management of the Scientists in Parks Program.

For more information about SIP: <https://go.nps.gov/sip>

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Stewards Individual Placement Program



Stewards Individual Placement Program (Stewards) is a program of Conservation Legacy. It offers land and water management agencies and other non-profit organizations opportunities to accomplish specific projects by providing individual placements (internships) on public lands. Stewards is responsible for administering the SIP Program once the interns have been hired (enrollment, payment of stipends, travel, and housing allowance, issue resolution, and preparation of final program report).

For more information about Stewards: <https://www.stewardslegacy.org/>

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The Geological Society of America



THE
GEOLOGICAL
SOCIETY
OF AMERICA®

The Geological Society of America (GSA) is a global professional society with a growing membership of more than 20,000 individuals in more than 100 countries. GSA provides access to elements that are essential to the professional growth of earth scientists at all levels of expertise and from all sectors: academic, government, business, and industry. The Society unites thousands of earth scientists from every corner of the globe in a common purpose to study the mysteries of our planet (and beyond) and share scientific findings. GSA is responsible for advertising, recruiting, and managing the application system for the SIP Program. GSA Foundation annually supports multiple positions in Alaska.

For more information about GSA: www.geosociety.org

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Ecological Society of America



The Ecological Society of America (ESA) is a nonpartisan, nonprofit organization of scientists. Their mission is to advance the science and practice of ecology and support ecologists throughout their careers. They envision a future where people embrace science to understand and foster a thriving planet. Central to ESA's work is the mentoring of young scientists in the field. ESA organizes activities during its annual meetings to help students review their resumes, hone their interviewing skills, and share tips to succeed as scientists and professionals in all sectors. ESA is the administrative and engagement partner for the SIP Fellows program where they host webinars, conduct site visits and evaluations, and organize social sessions during the ESA Annual Meeting.

For more information about ESA: www.esa.org

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Environment for the Americas

Environment for the Americas (EFTA) is a nonprofit organization that is committed to providing environmental education opportunities and materials throughout the Western Hemisphere, with the primary goal of improving public understanding of shared resources and their conservation. EFTA believes providing opportunities for youth to become involved in science and natural resource careers is key to ensuring the protection and future existence of quality public lands and wildlife habitat. EFTA is committed to increasing participation in environmental education and outdoor recreation across all demographics and has conducted research and efforts to reduce barriers to participation since 2009.

For more information about EFTA: www.environmentamericas.org

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Left: SIP Intern Hayley Beitel flying over the Muldrow Glacier while participating in a Structure for Motion imaging mission, Denali National Park, AK. Right: SIP Interns Dale Ligon and Ashlynn Little update instructions and materials for a geology camp lesson, Florissant Fossil Beds National Monument Colorado. (NPS Photos)

Demographic Information

Note: The following demographic information represents the SIP Interns. The SIP Mosaics demographics can be found in the Mosaics annual report.

Gender and Ethnicity of SIP Participants

72% percent of SIP participants in FY23 identified as women. Women participation in the SIP Program was nearly 42% higher than the percentage of women in the U.S. earning bachelor's degrees in science and engineering fields (29.1%) and over 2X the percentage of women working in the U.S. science workforce (35%) (National Science Foundation's Diversity and STEM report). This year, 19% of participants were from racial/ethnic groups under-represented in STEM career fields. Actual numbers of racially diverse interns may be higher than reported because 5% of participants chose not to disclose their race/ethnicity. Overall, 19% of race and ethnic diversity in the SIP Program does not adequately represent the diversity of the U.S. population. However, the percentage is higher than the NPS STEM workforce (14%). Table 2 lists the racial/ethnic diversity of the overall NPS workforce and in STEM fields from statistics that were compiled from the 2014 NPS employment data compiled by James Wiggins, NPS Equal Employment Opportunity Specialist.

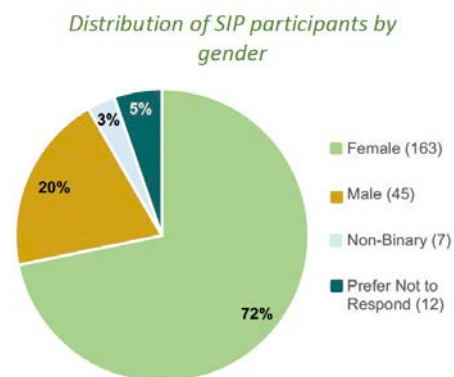
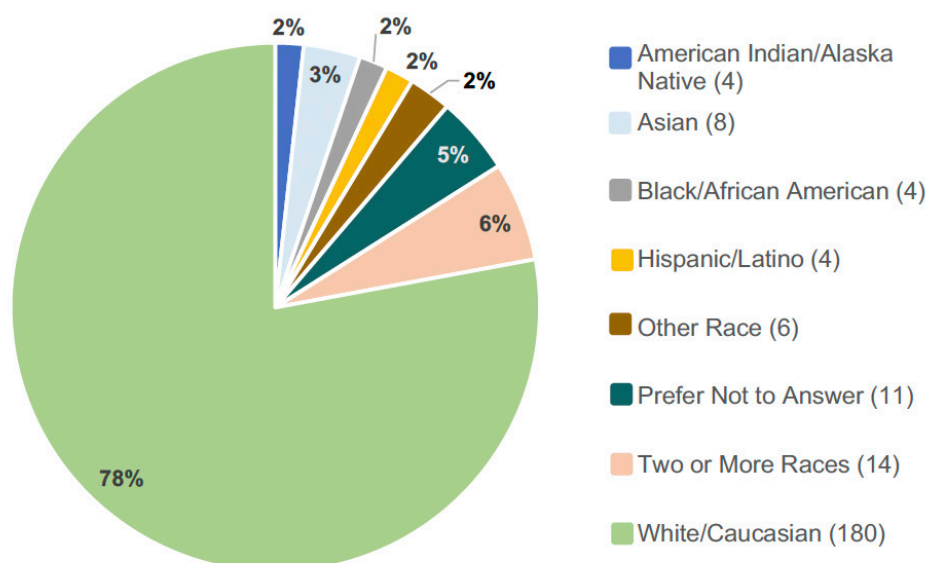


Table 2. Diversity of overall NPS workforce and in STEM fields (2014 NPS data)

CATEGORY	# EMPLOYEES	%
NPS Employees	23,529	100%
NPS Racial/Ethnic Diversity (excluding Caucasian) of NPS Workforce	4,183	18%
NPS workforce - Caucasian	19,346	82%
NPS Workforce – STEM fields	5,054	21%
NPS Workforce – Racial/Ethnic Diversity in STEM Fields	698	14% of NPS STEM employees, 3% of total NPS workforce

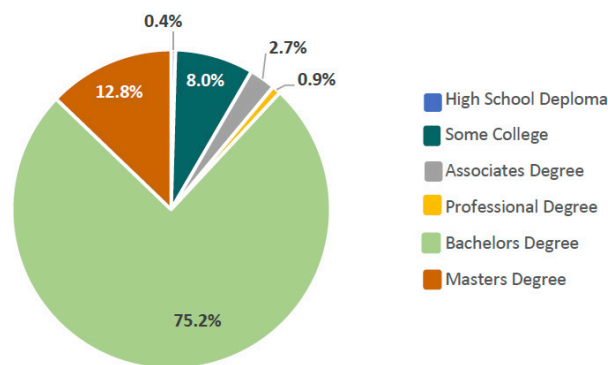
Distribution of SIP positions by race / ethnicity



Education Status of SIP Participants

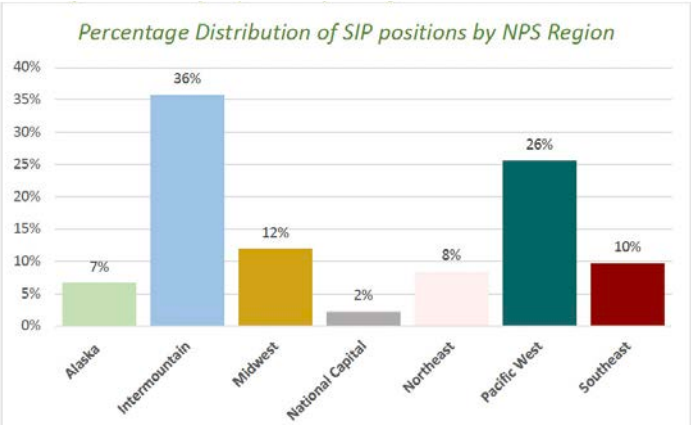
Eight percent of participants reported to be undergraduate students. 75.2% percent of SIP participants reported to have received a bachelor's degree, and almost 13% percent of the interns reported receiving a master's degree.

Distribution of SIP positions by level of education



Positions by Region

SIP participants worked throughout the National Park Service in all DOI regions. Over half the participants were located in the Intermountain and Pacific West Regions. The Alaska and National Capital Regions represent the smallest portions of distribution.



Veterans

In 2023, one veteran participated in the SIP program. The SIP program is once again proud to host veterans at National Parks throughout the year and wants to thank Michaela Hackbarth for her service!

Schools Attended by SIP Participants

Table 3. Schools attended by two or more SIP participants in FY22.

COLLEGES & UNIVERSITIES
University of Florida
Oregon State University
Michigan State University
North Carolina State University
University of Colorado Boulder
University of Miami
Montana State University
New Mexico State University
University of Minnesota - Twin Cities
University of Rhode Island
University of Richmond

List of SIP Participant Positions

Table 4. SIP positions with FY 23 start dates

Note: Some positions worked at multiple sites, but only the primary sites are included below.

NPS Unit	Position Title	Intern Name	Position Type	ID#
Acadia National Park	Ecology Assistant	Emily Clark	SIP Intern	1292
Acadia National Park	Ecology Assistant	Rebecca Foy	SIP Intern	2406
Acadia National Park	Ecology Assistant	Julia Smeltzer	SIP Intern	2407
Allegheny Portage Railroad National Historic Site, Bluestone National Scenic River, Delaware Water Gap National Recreation Area, Fort Necessity National Battlefield, Friendship Hill National Historic Site, Gauley River National Recreation Area, Johnstown Flood National Memorial, New River Gorge National Park and Preserve	Ecology Assistant	Sarah Wojtas	SIP Intern	2461
Appalachian National Scenic Trail	Ecology Assistant	Bryce DiNardo	SIP Intern	2425
Badlands National Park	Paleontology Assistant	Alaska Schubert	SIP Intern	1287
Badlands National Park	Paleontology Assistant	Carmen Urban	SIP Intern	2380
Badlands National Park	Paleontology Assistant	Kelsey Mills	SIP Intern	2381
Badlands National Park	Paleontology Assistant	John Clonce	SIP Intern	2382
Badlands National Park	Paleontology Assistant	Morgan Nystuen	SIP Intern	2494
Bandelier National Monument, Valles Caldera National Preserve	Natural Resource Management Assistant	Nathan Beirne	SIP Intern	1337
Bandelier National Monument, Valles Caldera National Preserve	Natural Resource Management Assistant	Alyssa Connolly	SIP Intern	1338
Big Bend National Park , Rio Grande Wild and Scenic River	GIS Assistant	Grace Wynne	SIP Intern	225
Big Thicket National Preserve	Biology Assistant	Nicolas Ledesma-Lubertino	SIP Intern	2418
Biscayne National Park	Ecology Assistant	Yuen Azu	SIP Intern	2429
Biscayne National Park	Ecology Assistant	Maite Gato-Fuentes	SIP Intern	2524
Boston Harbor Islands National Recreation Area, Boston National Historical Park	GIS Assistant	Sarah Heavren	SIP DHA Intern	2430
Bryce Canyon National Park	Interpretive Assistant	Shaina Brown	SIP Intern	1254
Bryce Canyon National Park	Interpretive Assistant	Daniel Price	SIP Intern	1255
Bryce Canyon National Park	Natural Resource Management Assistant	Melanie Henderson-Sjoberg	SIP Intern	1279
Bryce Canyon National Park	Paleontology Assistant	Alexandra Bonham	SIP Intern	1341

NPS Unit	Position Title	Intern Name	Position Type	ID#
Buffalo National River	Natural Resource Management Assistant	Shannon Lemieux Faydo	SIP Intern	1274
Buffalo National River	Biology Assistant	Lauren Lee	SIP Intern	1289
Buffalo National River	Natural Resource Management Assistant	Madison Lortie	SIP Intern	1323
Buffalo National River	Natural Resource Management Assistant	William Hadley	SIP Intern	1324
Buffalo National River, Ozark National Scenic Riverways	Ecology Assistant	Jessica Joganic	SIP Intern	1317
Cabrillo National Monument	Natural Resource Management Assistant	Anthony Truong	SIP Intern	1225
Cabrillo National Monument	Natural Resource Management Assistant	Virginia Javier	SIP DHA Intern	2342
Cabrillo National Monument	Natural Resource Management Assistant	Christine Bonadonna	SIP DHA Intern	2349
Cape Cod National Seashore	Science Communication Assistant	Kristin Vinduska	SIP Intern	1240
Cape Cod National Seashore	Ecology Assistant	Molly Fisher	SIP Intern	2428
Cape Cod National Seashore, Northeast Coastal and Barrier Network	Ecology Assistant	Maeve Noone-Price	SIP Intern	2507
Cape Hatteras National Seashore	Biology Assistant	Meadow Maturen	SIP Intern	2458
Cape Hatteras National Seashore	Biology Assistant	Alexa Lyne	SIP Intern	2459
Cape Hatteras National Seashore	Biology Assistant	Sophie Smith	SIP Intern	2527
Cape Lookout National Seashore	Biology Assistant	Andrea Knapp	SIP Intern	2363
Cape Lookout National Seashore	Biology Assistant	Alanna Richman	SIP Intern	2364
Capitol Reef National Park	Paleontology Assistant	Nikki Simon	SIP Intern	1238
Capulin Volcano National Monument, Natural Resource Stewardship and Science	Cave and Karst Assistant	Joseph Hoberg	SIP Intern	2474
Capulin Volcano National Monument, Natural Resource Stewardship and Science	Cave and Karst Assistant	Anika Baloun	SIP Intern	2475
Carlsbad Caverns National Park	Cave and Karst Assistant	Luca Kuziel	SIP Intern	1272
Carlsbad Caverns National Park	Cave and Karst Assistant	Ryan Palmer	SIP Intern	2450

NPS Unit	Position Title	Intern Name	Position Type	ID#
Cedar Breaks National Monument, Zion National Park	Visitor Use Management Assistant	Frank Peplowski III	SIP Intern	2493
Central Alaska Inventory & Monitoring Network	Ecology Assistant	Chandler Sendek	SIP Intern	1311
Central Alaska Inventory & Monitoring Network	Ecology Assistant	Julie Stich	SIP Intern	2509
Channel Islands National Park, Mediterranean Coast Network, Santa Monica Mountains National Recreation Area	Night Skies Assistant	Christina De Joseph	SIP Intern	191
Chattahoochee River National Recreation Area	GIS Assistant	Jordan Landrum	SIP Intern	2361
Chattahoochee River National Recreation Area	Biology Assistant	Thomas McCoy-Bruce	SIP Intern	2362
Chesapeake & Ohio Canal National Historical Park	Ecology Assistant	Elaina Pecher	SIP Intern	2457
Chickamauga and Chattanooga National Military Park	Biology Assistant	Garrett Billings	SIP Intern	2352
Chihuahuan Desert Network, Greater Yellowstone Network, Inventory and Monitoring Division, Northern Colorado Plateau Network, Rocky Mountain Network, Sonoran Desert Network, Southern Colorado Plateau Network, Southern Plains Network	GIS Assistant	Arista Regalia	SIP Intern	1282
Chihuahuan Desert Inventory & Monitoring Network	Ecology Assistant	Elora Ormand	SIP Intern	1293
Chihuahuan Desert Network, Sonoran Desert Network, Southern Plains Network	Ecology Assistant	Mary Tomerlin	SIP Intern	1330
Chihuahuan Desert Network, Greater Yellowstone Network, Inventory and Monitoring Division, Northern Colorado Plateau Network, Rocky Mountain Network, Sonoran Desert Network, Southern Colorado Plateau Network, Southern Plains Network	GIS Assistant	Rachel Struhs	SIP Intern	1331
Chihuahuan Desert Network, Sonoran Desert Network, Southern Plains Network	Science Communication Assistant	Elizabeth Schnaubelt	SIP Intern	2492
Climate Change Response Program	Natural Resource Management Assistant	Julianne Reas	SIP Intern	2488

NPS Unit	Position Title	Intern Name	Position Type	ID#
Colorado National Monument	Paleontology Assistant	Austin Shaffer	SIP Intern	1315
Coronado National Memorial	Natural Resource Management Assistant	Ann Thompson	SIP Intern	222
Coronado National Memorial	Natural Resource Management Assistant	Claire Rae	SIP Intern	223
Coronado National Memorial	Natural Resource Management Assistant	Bel Liscomb	SIP Intern	2346
Coronado National Memorial	Natural Resource Management Assistant	Leah Dechant	SIP Intern	2347
Cumberland Piedmont Inventory & Monitoring Network	Biology Assistant	Christian DeCelle	SIP Intern	1300
Cumberland Piedmont Inventory & Monitoring Network	Ecology Assistant	Ayden Kelly	SIP Intern	2451
Cumberland Piedmont Inventory & Monitoring Network	Biology Assistant	Kacey Russo	SIP Intern	2520
Cuyahoga Valley National Park	Natural Resource Management Assistant	Megan Spina	SIP Intern	1276
Cuyahoga Valley National Park	Natural Resource Management Assistant	Celia Schwartz	SIP Intern	1291
Death Valley National Park	Education Assistant	Rachel Chan	SIP Intern	215
Death Valley National Park	Education Assistant	Shelly Valdovinos	SIP Intern	216
Death Valley National Park	Hydrology Assistant	Brian Valle	SIP Intern	1247
Death Valley National Park	Ecology Assistant	Emma Rosenau	SIP Intern	2476
Denali National Park and Preserve	Ecology Assistant	Johanne Albrigtsen	SIP Intern	214
Denali National Park and Preserve	Natural Resource Management Assistant	Margaret Smith	SIP Intern	219
Denali National Park and Preserve	Science Communication Assistant	Samantha Hilburn	SIP Intern	1227
Denali National Park and Preserve	Ecology Assistant	Shalyn Nelson	SIP Intern	1335
Denali National Park and Preserve	Geology Assistant	Kyra Bornong	SIP Intern	2350
Denali National Park and Preserve	Acoustic Assistant	Talon Logan	SIP Intern	2383
Denali National Park and Preserve	Biology Assistant	Jackson Connors	SIP Intern	2427
Denali National Park and Preserve	Science Communication Assistant	Eliza Swartwood	SIP Intern	2497

NPS Unit	Position Title	Intern Name	Position Type	ID#
Denver Service Center Planning Division	Visitor Use Management Assistant	Haley Freeborn	SIP Intern	2410
Dinosaur National Monument	GIS Assistant	Megan Rich	SIP Intern	213
Dinosaur National Monument	Education Assistant	Gaven Bell	SIP Intern	2484
Dinosaur National Monument	Paleontology Assistant	Irlanda Moreno	SIP Intern	2503
Dry Tortugas National Park	Natural Resource Management Assistant	Bridget Ausley	SIP Intern	2371
El Malpais National Monument	Night Skies Assistant	Lorryn McKaig	SIP Intern	1230
Fire Island National Seashore	Ecology Assistant	Samantha Rego	SIP Intern	2386
Fire Island National Seashore	Ecology Assistant	GraceAnne Piselli	SIP Intern	2387
Fire Island National Seashore	Ecology Assistant	Erin Sausville	SIP Intern	2388
Florissant Fossil Beds National Monument	Education Assistant	Ashlynn Little	SIP Intern	2419
Florissant Fossil Beds National Monument	Education Assistant	Dale Ligon	SIP Intern	2420
Fort Matanzas National Monument	Natural Resource Management Assistant	Noelle Beswick	SIP Intern	1340
George Washington Memorial Parkway	Collections Assistant	Katherine McGowan	SIP Intern	2466
Glacier National Park	Biology Assistant	Ren Cox	SIP Intern	209
Glacier National Park	Biology Assistant	Megan Potter	SIP Intern	1248
Glacier National Park	Biology Assistant	Emmeline Kraus	SIP Intern	2409
Golden Gate National Recreation Area	Ecology Assistant	Isabella Plummer	SIP Intern	1271
Golden Gate National Recreation Area	Ecology Assistant	Clare SantaColoma	SIP Intern	2490
Golden Spike National Monument	Biology Assistant	Kaitlyn Camera	SIP Intern	2365
Grand Canyon National Park	Acoustic Assistant	Madi Chudzik	SIP Intern	1231
Grand Canyon National Park	Biology Assistant	Joshua Mayo	SIP Intern	1266
Grand Canyon National Park	Science Communication Assistant	Shiri Abramson	SIP Intern	1339
Grand Teton National Park	GIS Assistant	Chloe Shaw	SIP Intern	1250
Grand Teton National Park	Natural Resource Management Assistant	Sadie Textor	SIP Intern	1290
Grand Teton National Park	Geomorphology Assistant	Jared Bathen	SIP Intern	2505
Great Basin National Park	Astronomy Assistant	Andrew Boyle	SIP Intern	2433
Great Basin National Park	Astronomy Assistant	Molly Nehring	SIP Intern	2436

NPS Unit	Position Title	Intern Name	Position Type	ID#
Great Lakes Network, Heartland Network, Northern Great Plains Network	Ecology Assistant	Hallie Arno	SIP Intern	1243
Great Smoky Mountains National Park	Ecology Assistant	Liz Halasz	SIP Intern	1265
Greater Yellowstone Inventory & Monitoring Network	Hydrology Assistant	Abby Volk	SIP Intern	2393
Gulf Islands National Seashore	Natural Resource Management Assistant	Julia Izzo	SIP Intern	1233
Gulf Islands National Seashore	Natural Resource Management Assistant	Valerie Pokorny	SIP Intern	1234
Gulf Islands National Seashore	Natural Resource Management Assistant	Kaylin Bruening	SIP Intern	2446
Gulf Islands National Seashore	Natural Resource Management Assistant	Emma Miller	SIP Intern	2447
Gulf Islands National Seashore	Natural Resource Management Assistant	Grace Roach	SIP Intern	2448
Hagerman Fossil Beds National Monument	Collections Assistant	Walter Johnson-Geis	SIP Intern	1252
Haleakala National Park, Hawaii Volcanoes National Park, Pacific Island Network	Biology Assistant	Searrah Bierker	SIP Intern	2437
Haleakala National Park, Hawaii Volcanoes National Park, Pacific Island Network	Biology Assistant	Jason Flores	SIP Intern	2439
Homestead National Historical Park	Acoustic Assistant	Emma Weber	SIP Intern	1232
Hopewell Furnace National Historic Site, Valley Forge National Historical Park	Natural Resource Management Assistant	Brianna Casario	SIP Intern	1319
Hot Springs National Park	Hydrology Assistant	Jessica Vielman	SIP Intern	2460
Indiana Dunes National Park	Ecology Assistant	Gabriela Cano	SIP Intern	2444
Indiana Dunes National Park	Ecology Assistant	Chloe Kennedy	SIP Intern	2528
Isle Royale National Park	Ecology Assistant	Pearl Krieger Coble	SIP Intern	2392
Isle Royale National Park	Biology Assistant	Pearl Krieger Coble	SIP Intern	2397
Jewel Cave National Monument	Cave and Karst Assistant	Natalie Geary	SIP Intern	1239
Jewel Cave National Monument, Midwest Region Office	Cave and Karst Assistant	Jessica Fox	SIP Intern	2517

NPS Unit	Position Title	Intern Name	Position Type	ID#
John Day Fossil Beds National Monument	Paleontology Assistant	Deanna Flores	SIP Intern	2412
John Day Fossil Beds National Monument	Paleontology Assistant	Charlotte Hohman	SIP Intern	2413
Joshua Tree National Park	Science Communication Assistant	Hayley Willner	SIP Intern	1244
Joshua Tree National Park	Biology Assistant	Zhuba Goldenlamb	SIP Intern	1268
Joshua Tree National Park	Interpretive Assistant	Michaela Hackbarth	SIP Intern	2373
Klondike Gold Rush National Historic Park	Natural Resource Management Assistant	Jeffrey Bodendorf	SIP Intern	2483
Lake Mead National Recreation Area	Collections Assistant	Jessica Bolwar	SIP Intern	1320
Lassen Volcanic National Park	Natural Resource Management Assistant	Joe Schuon	SIP Intern	2511
Lassen Volcanic National Park	Natural Resource Management Assistant	Hannah Thomas	SIP Intern	2512
Lassen Volcanic National Park	Natural Resource Management Assistant	Megan Zeger	SIP Intern	2513
Little Bighorn Battlefield National Monument	Natural Resource Management Assistant	Piper Siblik	SIP Intern	1304
Manassas National Battlefield Park	Biology Assistant	Virginia Betbeze	SIP Intern	2343
Marsh-Billings-Rockefeller National Historical Park, Northeast Temperate Network, Saint-Gaudens National Historical Park	Education Assistant	Kyle Burton	SIP Intern	1256
Mid-Atlantic Inventory & Monitoring Network	GIS Assistant	George Carney	SIP Intern	1278
Mojave Desert Inventory & Monitoring Network	Ecology Assistant	Alison Gause	SIP Intern	2356
Mount Rainier National Park	Interpretive Assistant	Erika Barrett	SIP Intern	2403
Mount Rainier National Park	Night Skies Assistant	Kira Nolan	SIP Intern	2405
Mount Rainier National Park	GIS Assistant	Mitra Aflatooni	SIP DHA Intern	2434
Mount Rainier National Park	Geology Assistant	Zenja Seitzinger	SIP Intern	2501
National Capital Inventory & Monitoring Network	Ecology Assistant	Galen Oettel	SIP Intern	1241
National Capital Inventory & Monitoring Network	Ecology Assistant	Yaseen Ginnab	SIP Intern	2470

NPS Unit	Position Title	Intern Name	Position Type	ID#
Natural Sounds and Night Skies Division	GIS Assistant	JaneAnne Stockton	SIP Intern	2359
New England National Scenic Trail	Biology Assistant	Luis Berrizbeitia	SIP Intern	2398
North Cascades National Park, North Cascades National Park Service Complex	Natural Resource Management Assistant	Mallory Mead	SIP Intern	2496
Northeast Coastal and Barrier Network	Science Communication Assistant	Michaela Compo	SIP Intern	218
Cape Cod National Seashore, Northeast Coastal and Barrier Network	Biology Assistant	Michaela Compo	SIP Intern	2525
Northern Great Plains Inventory & Monitoring Network	GIS Assistant	Yvonne Wilson	SIP Intern	1275
NPS Geologic Resources Division	Geology Assistant	Grace Braver	SIP Intern	2400
NPS Geologic Resources Division	Natural Resource Management Assistant	Noah Angell	SIP Intern	2633
NPS Inventory and Monitoring Division	Ecology Assistant	Kate Seeger	SIP Intern	1258
Jewel Cave National Monument, Midwest Region Office	Science Communication Assistant	Jeri Stoller	SIP Intern	1310
NPS Natural Resources Stewardship & Science Directorate	Science Communication Assistant	Claire Baker	SIP Intern	1334
Natural Resource Stewardship and Science, Water Resources Division	Hydrology Assistant	Sierra Weirens	SIP Intern	2414
NPS Natural Resources Stewardship & Science Directorate	Ecology Assistant	Grace Kowalski	SIP Intern	2453
NPS Natural Resources Stewardship & Science Directorate	Ecology Assistant	Peyton Jones	SIP Intern	2454
NPS Natural Resources Stewardship & Science Directorate	Ecology Assistant	Nina Crawford	SIP Intern	2455
NPS Natural Resources Stewardship & Science Directorate	Ecology Assistant	Christina Martin	SIP Intern	2456
Natural Resource Stewardship and Science, Valles Caldera National Preserve	Cave and Karst Assistant	Abigail Brown	SIP Intern	2486
Natural Resource Stewardship and Science, Valles Caldera National Preserve	Cave and Karst Assistant	Jimmy Swift	SIP Intern	2487

NPS Unit	Position Title	Intern Name	Position Type	ID#
Natural Resource Stewardship and Science, War in the Pacific National Historical Park	Natural Resource Management Assistant	Blair Moore	SIP Intern	2489
NPS Natural Resources Stewardship & Science Directorate	Science Communication Assistant	Raquel Lugo	SIP Intern	2499
NPS Natural Resources Stewardship & Science Directorate	Science Communication Assistant	Kaylin Thomas	SIP Intern	2531
NPS Region - Alaska Regional Office	Natural Resource Management Assistant	Emily McDermott	SIP Intern	1302
NPS Region - Alaska Regional Office	GIS Assistant	Graham Brady	SIP Intern	1307
NPS Region - Pacific West Regional Office	GIS Assistant	Breanna Xiong	SIP Intern	1246
NPS Region 3,4,5 - Midwest Regional Office	Natural Resource Management Assistant	Brenna Shafer	SIP Intern	2518
NPS Water Resources Division	Ecology Assistant	Mairin Rogers	SIP Intern	1249
NPS Water Resources Division	Natural Resource Management Assistant	Brennan Kessenich	SIP Intern	1277
NPS Water Resources Division	Hydrology Assistant	Molly Arndt	SIP Intern	2394
NPS Water Resources Division	Hydrology Assistant	Paige Orals	SIP Intern	2519
Olympic National Park	Education Assistant	Melissa Paulsen	SIP Intern	1297
Olympic National Park	Science Communication Assistant	Mia Lombardo	SIP Intern	2366
Oregon Caves National Monument and Preserve	Education Assistant	Trey Brink	SIP Intern	1269
Oregon Caves National Monument and Preserve	Education Assistant	Allison Culliney	SIP Intern	1270
Pacific Island Inventory & Monitoring Network	Ecology Assistant	Addisen Antonucci	SIP Intern	2370
Padre Island National Seashore, Water Resources Division	Ecology Assistant	Bryce Koester	SIP Intern	2404
Pictured Rocks National Lakeshore	Ecology Assistant	Matthew Bauer	SIP Intern	2372
Point Reyes National Seashore	Natural Resource Management Assistant	Jess Moskowitz	SIP Intern	224
Redwood National Park	Natural Resource Management Assistant	Annika Sundstrom	SIP Intern	2395

NPS Unit	Position Title	Intern Name	Position Type	ID#
Redwood National Park	Natural Resource Management Assistant	Elizabeth Hays	SIP Intern	2396
Rocky Mountain National Park	Interpretive Assistant	Allison Culliney	SIP Intern	212
Rocky Mountain National Park	Education Assistant	Andrew Richardet	SIP Intern	2357
Rocky Mountain National Park	Science Communication Assistant	Laurel DesMarteau	SIP DHA Intern	2452
Rocky Mountain National Park	Visitor Use Management Assistant	Nicholas Friedken	SIP DHA Intern	2465
San Francisco Bay Area Network	GIS Assistant	Shea Nolan	SIP Intern	1281
San Francisco Bay Area Network	Biology Assistant	Timothy Smoot	SIP Intern	2401
San Francisco Bay Area Network	Biology Assistant	Shea Nolan	SIP Intern	2415
San Francisco Bay Area Network	Biology Assistant	Kaitlin Yap	SIP Intern	2416
Santa Monica Mountains National Recreation Area	Night Skies Assistant	Savannah Zigic	SIP Intern	204
Sequoia & Kings Canyon National Parks	Interpretive Assistant	Em Pasek	SIP Intern	1316
Shenandoah National Park	Interpretive Assistant	Carly Brukiewa	SIP Intern	2375
Sierra Nevada Inventory & Monitoring Network	Hydrology Assistant	Shannon Lavelle	SIP Intern	2408
Sleeping Bear Dunes National Lakeshore	Natural Resource Management Assistant	Janel LaPalm	SIP Intern	201
Sleeping Bear Dunes National Lakeshore	Natural Resource Management Assistant	Isabella Scheibl	SIP Intern	202
Sleeping Bear Dunes National Lakeshore	Natural Resource Management Assistant	Natalia Portales	SIP DHA Intern	2471
Intermountain Region Office, Sonoran Desert Network	Ecology Assistant	Eva Deegan	SIP Intern	2385
Southeast Coast Inventory & Monitoring Network	Ecology Assistant	Alyssa Sanderson	SIP Intern	2360
Southern Plains Inventory & Monitoring Network	Ecology Assistant	Shelly Valdovinos	SIP Intern	2422
Southwest Alaska Inventory & Monitoring Network	Hydrology Assistant	Emily Smoot	SIP Intern	208
Waco Mammoth National Monument	Paleontology Assistant	Jared Shiffert	SIP Intern	2480
War in the Pacific National Historical Park	Natural Resource Management Assistant	Marisa Agarwal	SIP Intern	220

NPS Unit	Position Title	Intern Name	Position Type	ID#
War in the Pacific National Historical Park	Natural Resource Management Assistant	Natalie Scott	SIP Intern	221
Whiskeytown National Recreation Area	Natural Resource Management Assistant	Sabrena Camp	SIP Intern	1235
Whiskeytown National Recreation Area	Natural Resource Management Assistant	Will Harrod	SIP Intern	1236
Whiskeytown National Recreation Area	Natural Resource Management Assistant	John Benner	SIP Intern	1237
Wind Cave National Park	Paleontology Assistant	Theodore Herring	SIP Intern	1257
Wrangell - St Elias National Park and Preserve, Yukon-Charley Rivers National Preserve	Ecology Assistant	Lynneva Carroll	SIP Intern	1332
Yellowstone National Park	Biology Assistant	Marnie Brice	SIP Intern	1260
Yellowstone National Park	Geology Assistant	Abigail McCarthy	SIP Intern	2441
Yellowstone National Park	Natural Resource Management Assistant	Noah Goldthwait	SIP Intern	2498
Yosemite National Park	Hydrology Assistant	Michelle Gilmore	SIP Intern	1261
Yosemite National Park	Geomorphology Assistant	Jackson Hawkins	SIP Intern	1264
Yosemite National Park	Ecology Assistant	Eyalee Lopez	SIP Intern	1294
Yosemite National Park	Ecology Assistant	Sarah Crumrine	SIP Intern	1295
Yosemite National Park	Biology Assistant	Hannah Booth	SIP Intern	1313
Yosemite National Park	Biology Assistant	Anna Dieffenbach	SIP Intern	1314
Yosemite National Park	GIS Assistant	Austin Nash	SIP Intern	1321
Yosemite National Park	Biology Assistant	FaithAnn Vanderwalker	SIP Intern	2378
Yosemite National Park	Biology Assistant	Grace Gulig	SIP Intern	2424
Zion National Park	Natural Resource Management Assistant	Lauren Didio	SIP Intern	1325
Zion National Park	Paleontology Assistant	Conner Bennett	SIP Intern	2500
Zion National Park	Science Communication Assistant	Maya Ganapathy	SIP Intern	2516

Site Visits

FY23 was an exceptional year for site visits where 18 total visits were conducted by NPS, Stewards, and ESA staff. During the visits, staff met with SIP participants and supervisors/mentors to learn about the participant's day-to-day activities, answer program questions, hear program feedback, and help build relationships between the SIP program staff, host site, and the participants.

Table 5. FY23 Site Visits

Park Unit	SIP(s) Name	Supervisor(s)/Mentor(s)	Visitor Name (Organization)
Haleakala National Park	N/A	Jacob Gross, Kathryn Akamine	Andre Nguyen (Stewards)
Hawaii Volcanoes National Park	N/A	Anne Farahi	Andre Nguyen (Stewards)
Mount Rainier National Park	Mitra Aflatooni, Zenja Seitzinger, Erica Barrett, Kira Nolan	Elizabeth Fallon, Scott Beason, Curt Jacquot	Jessica Johnston, Jessie Ribera (ESA)
Manassas National Battlefield Park	Virginia Betbeze	Wayne Heideman	Jessica Johnston (ESA)
George Washington Memorial Parkway	Katherine McGowan	Brent Steury	Jessica Johnston (ESA)
National Capital Region Network	Galen Oettel, Yaseen Ginnab	Andrejs Brolis	Jessica Johnston (ESA)
Big Thicket National Preserve	Nicolas Ledesma-Lubertino	Andrew Bennett	Morgan Ehmling (Stewards)
Hot Springs National Park	Jessica Vielman	Chace Holzheuser	James Gasaway (Stewards)
Buffalo National River	Madison Lortie, William Hadley, Jessica Joganic	Shawn Hodges, Brenda Lafrancois	James Gasaway (Stewards)
Grand Teton National Park	Jared Bathen	Simeon Caskey	James Gasaway (Stewards)
Chattahoochee River National Recreation Area	Jordan Landrum, Thomas McCoy-Bruce	Ann Couch, Allyson Read	Jessica Johnston (ESA)
Yellowstone National Park	Noah Goldthwait	Steven Bekedam	James Gasaway (Stewards)
Badlands National Park	Carmen Urban, John Clonce, Morgan Nystuen, Kelsey Mills	Ellen Starck	James Gasaway (Stewards)
Cape Cod National Seashore	Michaela Compo, Molly Fisher, Maeve Noone-Price	Sophia Fox, Holly Plaisted	Chelsea Bitting (NPS)
Boston National Historical Park	Sarah Heavren	Kristin Kaczmarek-Andel	Chelsea Bitting (NPS)
Inventory and Monitoring Division/Pacific West Region Office	Jeri Stoller	Sonya Daw, Linda Mutch	Noah Angell (NPS)
Mount Rainier National Park	Mitra Aflatooni, Zenja Seitzinger, Erica Barrett, Kira Nolan	Elizabeth Fallon, Darin Swinney, Scott Beason, Taylor Kenyon, Curt Jacquot, Terry Wildy	Ernestine White (NPS), Lisa Collins
Yellowstone National Park	Abigail McCarthy	Jefferson Hungerford	James Gasaway (Stewards)



Photos taken by SIP administrators during site visits to SIP participants. Above Left: SIP DHA Intern Sarah Heaven preparing a Trimble to collect measurements of the surrounding buildings, Boston National Historical Park, MA. Above Right: SIP Intern John Clonce taking notes during paleontology field work, Badlands National Park, SD. Below: SIP Interns Yaseen Ginnab and Galen Oettel measuring the circumference of a tree, National Capital Region Network, Washington, D.C. (NPS Photos)



Site Visit Highlights

In late July, Stewards Program Coordinator, Morgan Ehmling traveled to Big Thicket National Preserve in Kountze, Texas to learn more about the research Scientists in Parks intern Nicolas Ledesma- Lubertino has been working on. Since May, Nic has been conducting field surveys in the vast waterways of Big Thicket to determine the relative abundance of freshwater mussels. During their site visit, Morgan was able to join Nic, his supervisor Andrew and volunteer Carey on a daylong kayaking trip through Village Creek, stopping to survey multiple sites along the creek for the presence of mussels. Like searching for buried treasure, mussels were collected by hand as the group waded down the creek's edges

Stewards Program Coordinator James Gasaway completed a 2,300 mile loop from Denver, CO to visit Yellowstone National Park, Grand Tetons National Park and Badlands National Park in July. During his last stop at Badlands National Park, he visited several SIP participants and learned their innovative approach to field paleontology – streaming their dig back to the visitor's center! At designated times throughout the day,

park staff broadcast their work to visitors in their fossil preparation lab, while the streaming mechanism allows park visitors to ask them questions. This allows visitors to observe field practices without endangering these sites, a wonderful point of access that still protects these sites from fossil poaching.

Throughout the trip, SIP participants and supervisors alike stressed the opportunities that this program creates, often leading participants to professional connections and opportunities they otherwise would not have had. And, in the words of Yellowstone's Jefferson Hungerford, "these participants relight my intellectual flame."

SIP Annual In-Person Meeting

In June, SIP administrators met in Durango for their annual programmatic brainstorming meeting. During the meeting they made strides towards designing, maintaining, and implementing programmatic objectives. Additionally, they found time to bond by taking a hike outside of Durango in the scenic San Juan Mountains.



Left: SIP Admin staff poses during their hike. From left to right: Sage Bates (Stewards), Jessie Ribera (ESA), Matt Dawson (GSA), James Gasaway (Stewards), Chelsea Bitting (NPS), Jessica Johnston (ESA), Ali Jones (Stewards), Emma Savely (Stewards), Noah Angell (NPS), Kiersten Jarvis (NPS), Krista Rogers (Stewards), Lesley Petrie (GSA). Right: During a site visit from Stewards program coordinator Morgan Ehmling, SIP Intern Nicolas Ledesma-Lubertino lines out mussels found in Village Creek to identify by species at Big Thicket National Preserve, TX. (NPS Photos)

Federal Hires

One program goal is to hire more SIP participants into federal service. There are requests from NPS hiring managers for more scientists and over 61% of participants were very or extremely interested in working at a park at the end of their internship (see graph on page 34).

Table 6. List of SIP participants hired into the federal workforce in FY 23

Note: There may be additional federal hires that were unreported to the SIP Program

Name	Federal Agency	Park Unit	Position Title	GS Level
Alexandra Gulick	NPS	Glacier Bay National Park and Preserve	Supervisory Marine Ecologist	GS-12
Austin Nash	USGS	Western Ecological Research Center	Quantitative Ecologist	GS-9
Celia Schwartz	USFWS	unknown	Seasonal Biological Science Technician	unreported
Chloe Shaw	NPS	Yellowstone National Park	Seasonal Cartographic Technician	unreported
Hannah Booth	NPS	North Cascades National Park	Biology Science Technician	GS-6
Janel LaPalm	NPS	Apostle Islands National Lakeshore	Biology Science Technician	GS-5
Julia Izzo	USFWS	Unknown	Seasonal Invasive Species Technician	unreported
Kacey Russo	NPS	Great Smoky Mountains National Park	Seasonal Biotechnician	unreported
Kristin Vinduska	NPS	Saratoga National Historical Park	Visual Information Specialist	GS-7
Liz Halasz	NPS	Fredericksburg National Military Park	Seasonal Biological Science Technician	unreported
Marnie Brice	NPS	Yellowstone National Park	Physical Science Technician	GS-7
Megan Potter	NPS	Glacier National Park	Biology Science Technician	GS-5
Melanie Henderson-Sjoberg	NPS	Bryce Canyon National Park	Wildlife Biology Technician	unreported
Michelle Gilmore	NPS	Yosemite National Park	Seasonal Hydrology Tech	unreported
Rachel Chan	NPS	Yosemite National Park	Interpretation Ranger	GS-7
Ren Cox	NPS	Glacier National Park	Revegetation Crew	unreported
Samantha Hilburn	NPS	Denali National Park	Physical Science Technician	GS-7
Sarah Crumrine	USGS	Sequoia-Kings Canyon National Park	Biology Science Technician-Assistant Crew Lead	GS-6
Virginia Betbeze	NPS	Unknown	Wildland Fire Academy - Fuels Crew Member	GS-5

Publicity Highlights

Highlights of SIP Participants who were either mentioned in news media or published articles focused on the work from their internship.

- SIP Fellow Sana Saiyed and SIP Mosaic Jenelle Booker: [ESA Bulletin Science and Public Engagement in National Parks: Examples and Advice from Young Scientists](#)
- SIP Intern Brooke Bauman at [NPS Natural Resources Stewardship & Science Directorate](#) in Fort Collins: Interviewed Cape Hatteras superintendent-scientist Dave Hallac about barrier islands and erosion on [The Park Science Podcast](#)
- SIP Intern Shelly Valdovinos starred in a [video](#) talking about her position as a SIP at Death Valley National Park, CA.
- SIP Interns Nick Friedken and Frank Peplowski, MIS Interns Will Tsai and Keily Pineda, SIP Fellow MacKenzie Conant all supported an on-going project which was featured in The Park Science Magazine with an article titled [Let Me Count the Ways: How Citizen Scientists Helped a Park Measure Visitor Impacts](#). The project was developed by Future Park Leaders Fellow Kirk Acharya in 2020 to collect data on visitor created impacts such as social trails, congregation areas and human waste.
- SIP Intern, Marisa Agarwal, presented a [research poster](#) at the University of Guam's 2023 Conference on Island Sustainability
- Geological Society of America Magazine, GSA Today, October 2022 (page 46), GSA's featured an article about SIP interns at Denali National Park and Preserve, and how the GSA Foundation supports them through the donations made by Sally and Bob Newcomb.



SIP Interns Rebecca Foy and Julia Smeltzer discuss their findings during a marine worm survey on Thompson Island mudflats, Acadia National Park, ME. (NPS Photo)



HALLIE ARNO

Ecology Assistant

Great Lakes Inventory and Monitoring Network

As the Scientist in Park for the Great Lakes Inventory & Monitoring Network, Hallie Arno was tasked with writing code to retrieve water quality data from online repositories to inform NPS reports and to create graphics and tables to make this data intelligible to staff reading those reports. Accomplishing this required Hallie to learn new, highly technical software programs, including both R, a programming language for statistical computing and graphics, and Power BI, a data visualization software. Although learning this was a challenge, she utilized online resources and connected with staff who were able to teach her the skills necessary to proceed with her project.

Hallie's greatest accomplishment has been the creation of a data visualizer for water quality data from the Great Lakes and Heartland Networks. In her technical experience, she developed R scripts to download data from online databases, developed scripts to clean and format that data, and created figures which were integrated into Power BI. Hallie has presented a draft version of this data visualization dashboard to park staff and continues to fine-tune her project. In the words of

her supervisor, Richard Damstra:

"Hallie has truly done critical work for NPS integrating R code and visualizations in Microsoft Power BI. She is the first person in NPS to accomplish this work. Her preliminary work will be built on by others and will inform how units within the NPS present data to parks in the future."

As Hallie moves forward in her term with Scientists in Parks, she is thinking about the future of her project work. She is documenting the coding and functionality of her data visualization dashboard to provide continuity with the next person taking on this project.

Additionally, she continues writing scripts that will clean future data and will integrate continuous water temperature data into her dashboard. While this data visualization dashboard is an incredible benefit to NPS efforts moving forward, this position has provided great benefits to Hallie's career, training her in long-term project planning, coding language, and database structure.



SIP Intern Hallie Arno servicing HOBO loggers that collect continuous water temperature data on the Namekagon River, St. Croix National Scenic Riverway, WI. (NPS Photo)

CHLOE KENNEDY

Ecology Assistant
Indiana Dunes National Park



Chloe Kennedy, who served 12 weeks as the Scientist in Parks for Indiana Dunes National Park, is a committed environmentalist who focuses on wildlife biology. During her term of service, she worked with a Pollinator Crew to carry out butterfly and flower surveys, continuing survey work that was completed 20 years ago. This long-term survey plan investigates changes to butterfly populations over time, with an emphasis on the impact of climate change. Chloe learned to identify hundreds of plant species within the park to support her survey work (not to mention the NPS plant codes used when recording their survey data).

Chloe felt that her project had a definite impact on the NPS mission, as NPS “strives to protect natural resources and help educate future generations on how they work and their importance.” To educate the public, she stepped out of her field work in wildlife biology to focus on science communication. She assisted with Pollinator Week, at which time she and other interns tabled at

the Visitors Center. Leading up to Pollinator Week, she worked hard to create activities to engage the public, including a pollinator scavenger, and created handouts with information about her butterfly survey work. Chloe was also filmed for an episode of “Outside Science, Inside Parks,” in which she discussed both her field work and the importance of Indiana Dunes National Park for the Chicago area. According to Chloe:

“Indiana Dunes is one of the few accessible green areas for local populations. People who live in Gary, Indiana, and areas of Chicago are often within lower income brackets and [come from] various minority groups. This park offers these individuals a place to explore natural resources... People of color and other minority groups are so often left out of outdoor spaces and the placement of Indiana Dunes gives these communities a chance to be a part of them.”



Left: SIP Interns Chloe Kennedy and Gabi Cano conducts plant surveys in the field, Indiana Dunes National Park, IN. Right: SIP Intern Chloe Kennedy (center) sits at table with education materials for Pollinator Week at Indiana Dunes National Park, IN. (NPS Photo)



ADAM PINGATORE
Ecology Assistant
Chihuahuan Desert Inventory & Monitoring Network

Scientists in Parks intern Adam Pingatore completed a yearlong term with the Chihuahuan Desert Inventory and Monitoring Network, which includes seven park units across west Texas and southeastern New Mexico. These park units are some of the most biodiverse desert landscapes in the Western Hemisphere and Adam's project work reflects that diversity. His work included ecological monitoring through vegetation sampling for both upland and riparian systems, native grasslands, exotic plant communities, eDNA sampling, ArcGIS mapping, as well as his most proud accomplishment: piloting the acoustic bird monitoring project.

In his own words, "The National Parks are, to me, the gold standard of preservationist ideals. They are the embodiment of a selflessness by all to maintain the

irreplaceable, natural beauty of such an ecologically diverse nation. They are an unwavering manifestation of the importance we place not only on the existence of these resources, but the maintenance of them. That one can travel to the Sierra Nevada and see the same peaks as early naturalists, or canoe down the same rivers that sustained indigenous Americans for millennia, or look upon the same bird species in the same habitat today as someone did one hundred years ago is a treasure not to be taken for granted."

Since the completion of his service term, Adam has continued to work with the Chihuahuan Desert Inventory & Monitoring Network as a Biological Science Technician through a local partner organizations.



SIP Intern Adam Pingatore overlooking the Chisos Mountains on a hike to a vegetation monitoring plot in Big Bend National Park, TX. (NPS Photo)

BRIANNA CASARIO
Natural Resource Management Assistant
Hopewell Furnace National Historic Site



In recent years, Grand Canyon National Park has been National Historic Site (HOFU). Brianna's main project involved developing and launching a volunteer bird monitoring program to help the park gain insights into long-term bird trends in species composition and abundance and assess the ecological integrity of the area. The ambitious task was completed with style and grace. Brianna established the project, recruited volunteers, created outreach and training materials, and managed the initial program launch with 9 volunteers, 30 randomly selected points, and a dream.

Brianna kept busy with a myriad of other projects including releasing parasitoid wasps to save ash trees, establishing procedures to prevent Beech Leaf Disease contamination for staff and visitors, monitoring salamander populations, capturing invasive crayfish and recorded native crayfish with the volunteer group Crayfish Corps, restoring natural riparian buffers, engaging in environmental educational talks, and so much more! From Brianna herself, "I'm so thankful I was able to be involved in so many different projects with so many incredible people". In fact, this SIP internship has solidified Brianna's desire to work with NPS in the future.



SIP Intern Brianna Casario collecting ecological data for parasitoid wasp release at Hopewell Furnace National Historic Site, PA. (NPS Photo)

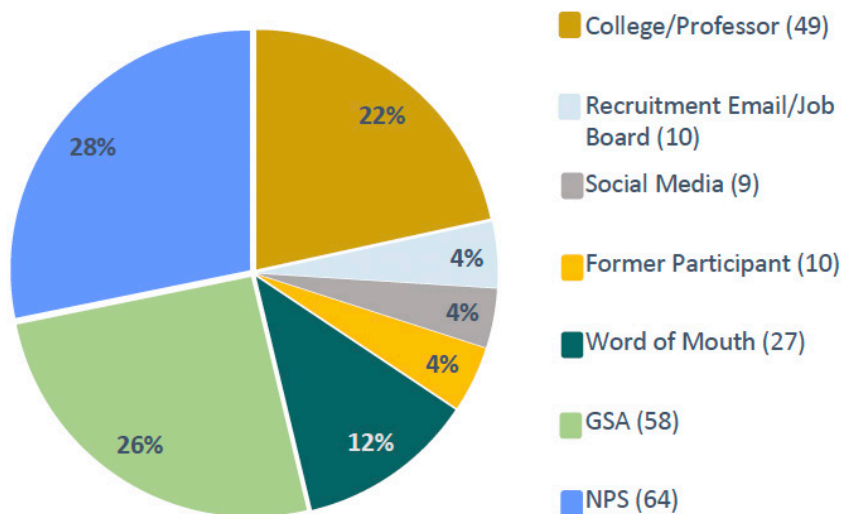
SIP Intern Program Evaluations

SIP Interns were asked to complete pre-internship and post-internship evaluations, to help the NPS understand the participants' backgrounds, experiences, and to improve the program and interns' experiences.

Note: The following program evaluations show data for SIP Interns.

How did you first hear about this internship?

Twenty-eight percent of SIP Interns learned about the program through various NPS outlets. Twenty-six percent learned about SIP through The Geological Society of America website, emails, and annual meeting. According to this chart, SIP internships are also highly discovered through through university and college interactions.



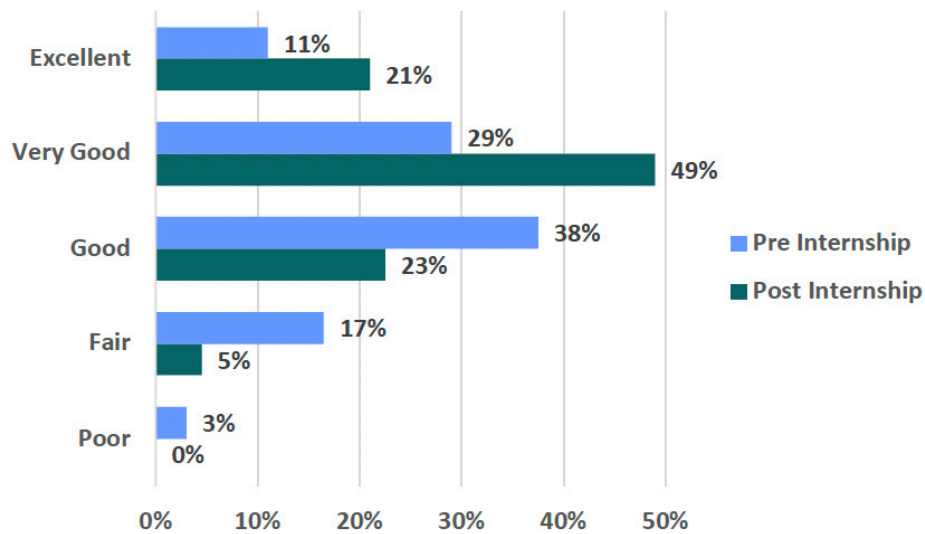
SIP Interns Maeve Noon-Price and Molly Fisher taking water quality measurements in Cape Cod National Seashore, MA. (NPS Photo)

Knowledge and Interest in Federal Careers

Participants were asked to report their familiarity of job opportunities available in government and their interest in pursuing a career with a state or federal public land agency in both the pre-internship and post-internship surveys.

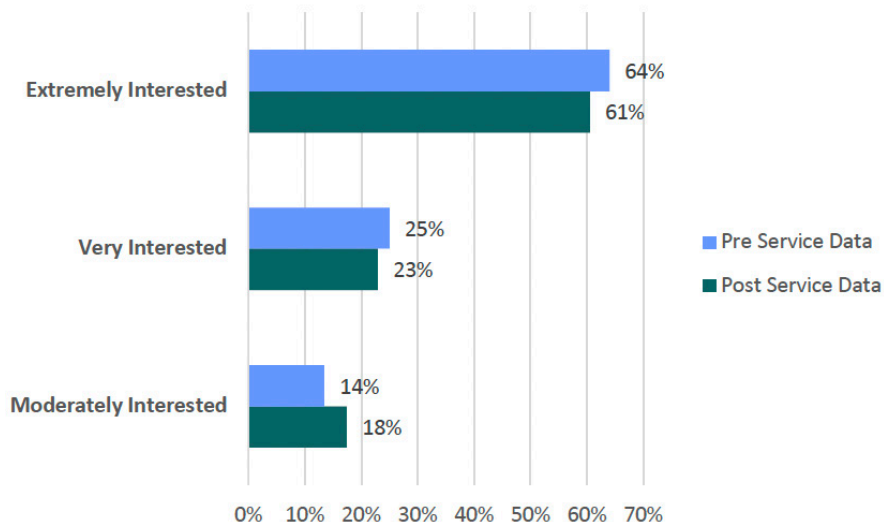
SIP Interns' familiarity of job opportunities available in Federal, State, & Local Government Agencies pre-internship and post-internship

Overall, SIP interns' familiarity with opportunities available in Federal, State & Local Government Agencies significantly increased after participating in the program.



SIP interns that reported an interest in pursuing a career with state or federal public land agencies pre-internship and post-internship

Over sixty percent of SIP participants are extremely interested in pursuing a career with a state or federal land agency. This is one of the many reason the SIP program is working to provide professional development and hiring authority resources.



Professional Development

SIP expanded its offerings to participants to include more professional development and engagement opportunities by creating affinity groups, SIP travel awards to participate in professional conferences, and a plethora of webinars and virtual workshops. To disseminate these opportunities, the SIP admin team launched a biweekly newsletter, The SIP Scoop, in May 2023. Beyond providing upcoming information about events and training opportunities, the SIP Scoop offers a way to keep interns informed about the work within the SIP community by showcasing the work of alumni, current interns, and mentors of the program.

In Winter 2022 SIP launched four affinity groups (DEIJ Change Makers, BIPOC in STEM, Pride in STEM, and Women+ in STEM). Interns were invited to join and/or lead any group. SIP administrators created a support system for both group leaders and participants by providing inclusive training, how-to documents, agendas, chat spaces, and Zoom rooms. Each affinity group consisted of 4-15 participants and met biweekly or monthly on topics ranging from identity, creating safe spaces, and more. The DEIJ Change Makers group developed a Step-By-Step Guide for Mentors to Write Inclusive SIP Project Descriptions in an effort to make the SIP program as equitable as possible.

Webinars and virtual workshops have become an integral part of the SIP professional development experience. The SIP administration team curated specific workshops relevant to the SIP community while also affording more creative training opportunities for the participants to attend the Beyond Stewards Training Series. For a select number of Beyond Stewards series, SIPs are invited to share their work in a more informal presentation format called “Member-Led Flash Talks.”

The combination of these workshops and the webinar series provides resources and information on a variety of topics related to entry-level R coding, federal resume writing, DHA and PLC hiring authorities, grad school, and more. Each event includes guest hosts such as NPS staff, SIP Alumni, and external scientists to facilitate the numerous topics.

Table 7. Summer 2023 Webinars for SIP Participants

Date	Webinar Title
May 12, 2023	Workplace Harassment Training
May 17, 2023	Coding Workshop Part 1: Data Entry and Cleaning
May 18, 2023	Direct Hire Authority
May 25, 2023	Public Lands Corps Hiring Authority
May 23, 2023	Coding Workshop Part 1: R Coding Basics and Data Visualization
June 22, 2023	Building Federal Resume/USAJobs Workshop

SIP Travel Awards

The SIP program piloted travel awards to afford current participants and recent alumni (within the past two years) an opportunity to apply for a one-time \$1,000 award to attend either the Ecological Society of America or the Geological Society of America’s Annual Meeting. Ten SIP Interns and three SIP Mosaics were selected to share their findings from their SIP internship. The purpose of the award was to provide SIP participants with experience at a professional conference and presenting their work to fellow scientists.

Ecological Society of America Annual Meeting

SIP participants and alums were offered an opportunity to present their SIP-related work during ESA’s 2023 Annual Meeting in Portland, Oregon. A total of seven interns (6 SIP and 1 MIS) orally presented five-minute “inspire” style talks related to their findings, recommendations, and overall experiences of the program to the greater scientific community followed by an open Q&A session. Presenters were also invited to network with early career professionals and federal employees during a SIP Social Mixer where they could learn more about the SIP program and career opportunities in the Federal service. The ESA annual meeting offers content-rich programs including “Career Central” allowing for interns to participate in numerous session types that are directly related to their own professional interests and career growth.

Geological Society of America Connects Annual Conference

Twelve SIP participants and alumni presented at GSA’s Annual Meeting, GSA Connects 2023 in Pittsburgh, Pennsylvania. The GSA annual meeting provides access to a suite of professional development programming designed to help students and early career professionals get the tools, confidence, and connections they need to advance their STEM and geoscience careers. Six SIP participants presented program-related work about the science of federal and other public lands in a special session co-chaired by the National Park Service, USDA Forest Service, and Bureau of Land Management. Eight SIP participants presented their SIP-related work in other relevant sessions. SIP alumni and SIP supporters at GSA Connects also networked professionally through the annual New Terranes alumni reception for SIP Interns, GSA Congressional Science Fellows, the GSA Geology & Society Division, and GeoCorps™ America.

Participant Quotes

Please describe your favorite aspect of your experience as a SIP participant.

- “As a woman of color, it is especially important for me to see DEI occurring in the workplace. Internal to Death Valley, I served as a founding member for the DEIA committee and was a member for the Allies for Inclusion committee. The purpose of these two groups was to make the workplace more inclusive to non-traditional NPS employees and representative of the gateway communities surround Death Valley.” – Rachel Chan, Death Valley NP
- “I had the privilege of participating in the Justice, Equity, Diversity, and Inclusion (JEDI) Scientists project. While it may not be the project I’m proudest of, it is a project that is nearest and dearest to my heart. This endeavor compelled me to alter my perspective and develop the skills to be a better ally to both myself and others.” – Breanna Xiong, Pacific West Regional Office
- “The skills and experiences I am having are very fulfilling personally and professionally, and many of them (especially caving related) were hard for me to gain outside of this internship despite my interest, so I am glad to have this opportunity.” -Luca Kuziel, Carlsbad Caverns NP

Do you feel as if your project work made a contribution towards the mission of the National Park Service? How so or why not?

- “The research I have been a part of will be integral to resource management in the future to best preserve the native environments for both pollinators and visitors. It has also been a unique opportunity to interact with the communities around the Dunes to share our research and information about pollinators and their importance.” – Gabriela Cano, Indiana Dunes NP
- “The project that I am the most proud of is the two R scripts because I had very little experience coding, but I learned so much throughout my internship and have the scripts to show. It was very difficult, but satisfying once I got the hang of it and that this will be published for other parks to use.” – Virginia Javier, Cabrillo NM
- “After serving this term I have a newfound respect and curiosity for wildlife disease ecology. Not only has it become even more important due to COVID-19 but also due to climate change

and increasing human activity around the globe. Because it is essentially a new field, I would be able to contribute groundbreaking research and hopefully make valuable discoveries. From there, positive change can be made to reduce wildlife-born diseases as well as try to identify and prevent vectors to humans in the future.” – Lauren Lee, Buffalo NR

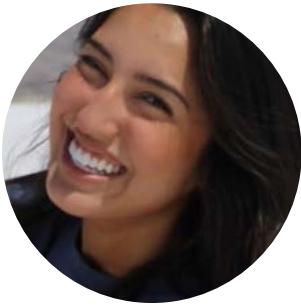
If you could make one recommendation to the Director of the National Park Service on how the NPS can better connect with young people/adults what would you say?

- “I want the senior officials in the NPS to know that my experience as a SIP intern has unlocked and opened so many doors for my professional career. This is important and holds high value to me because I am able to begin living and continue to pursue my dream career in environmental science.” -Joseph Hoberg, Capulin Volcano NM
- “My recommendation to the Director of the National Park Service is to continue offering and expanding NPS internship programs to support our beloved parks through advertisement and engagement in outreach programs. Companies such as Conservation Legacy, AmeriCorps, and Scientists in Parks are successful foundations in promoting future park employees to completing projects that help meet the needs to the National Park Service.”
- – Irlanda Moreno, Dinosaur NP

Why are the national parks important to you?

- “National Parks are sites that capture irreplaceable natural features and landscapes, providing both ecological and social benefits in preserving these places while showcasing their wonder in a way that is meaningful to people.” – Sarah Crumrine, Yosemite NP
- “Public lands are important to me when accessing the privilege that comes with owning land and maintaining the biological integrity of pristine ecosystems. National Parks offer a chance to create human and nature relationships that can shift mentalities about urbanization and green spaces.” – Pearl Krieger Coble, Isle Royale NP

Direct Hire Authority Profiles



Mitra Aflatooni

GIS Assistant, Mount Rainier National Park

I am a graduate student at University of Denver currently pursuing a Master of Science in Environmental Policy and Management with a concentration in Natural Resource Management, as well as a graduate certificate in Geographic Information Systems. My passion lies in using GIS within the realm of natural resource management- and this summer has built upon that! Throughout this summer, I've been fortunate to be a part of an enriching experience that has allowed me to actively engage in both field-based and remotely-sensed spatial data collection, all aimed at understanding visitor impacts at Mount Rainier. In my free time, I'm usually taking pictures, hiking, playing volleyball, or camping throughout the West.



Sarah Heavren

GIS Assistant, Boston National Historical Park

I am a graduate student at the University of Rhode Island pursuing my master's in environmental science and management with a concentration in geospatial analysis. I have been working as a GIS Assistant for the Charlestown Navy Yard at Boston National Historical Park with National Parks of Boston. During my term with Scientists in Parks, I collected elevation data with a Trimble Total Station to be used for climate change resiliency planning. I was incredibly grateful to have the opportunity to visit some of the Boston Harbor Islands, learn how to collect and process high-accuracy geospatial data, and experience first-hand how the park is at the forefront of using geospatial data to make science-informed climate change response decisions.



Laurel Desmarteau

Science Communication Assistant, Rocky Mountain National Park

I am currently a master's student in the Climate and Society program at Columbia I am a senior at the University of Cincinnati in Ohio and I'm majoring in Environmental Studies with a minor in Communication. I worked in Rocky last year as part of the conservation corps and quickly fell in love with the park. I returned this season to work as a Science Communication intern at the Continental Divide Research Learning Center. The experience was so valuable for me to grow as a science communicator and I hope to continue my career in land management agencies with my DHA upon graduating.



Nick Friedken

Visitor Use Management Assistant, Rocky Mountain National Park

I am currently finishing two degrees in Park Management and Geographic Information Systems at the Pennsylvania State University. The work that I completed this summer was perfect intersection of my interests in human management and resource management. I collected, analyzed, and shared data regarding visitation rates into Rocky Mountain National Park via roads and trails. This data collection directly impacted real time decision making regarding the Timed Entry Permit System at the park. Spending time outside has always been a staple of my life. After hiking the Pacific Crest Trail in 2021 and working on a SCA trail crew in 2022, I knew I wanted to find a position where I could utilize my academic skills. The internship with SIP was a perfect position to do so. I hope to continue to work in the visitor use management field in the future.



Natalia Portales

Natural Resource Management Assistant, Sleeping Bear Dunes National Lakeshore

I am an undergraduate student at Michigan State University studying Environmental Biology/Zoology with a minor in Spanish. I am interested in conservation, ecology, wildlife biology, and climate change. I am an undergraduate researcher working with the MSU Center for Systems Integration and Sustainability in the Fisheries and Wildlife Department. My research focuses on organizing and analyzing marine mammal occurrence data and patterns over time in the Arctic Region with environmental changes. This past summer, I worked at Sleeping Bear Dunes National Lakeshore on piping plover conservation. I monitored the behavior and activity of the plovers from time of arrival until departure from their breeding grounds and implemented various conservation measures. Additionally, I completed an individual research project, which focused on captive-reared piping plovers, analyzing at which release locations and under what circumstances the captive-reared birds are most successful. This work helped inform management decisions made by the piping plover conservation team. I wish to continue to help protect the natural environment throughout my career.



Virginia Javier

Natural Resource Management Assistant, Cabrillo National Monument

I am an undergraduate student at the University of Arizona majoring in Natural Resources with an emphasis in Ecology, Management, and Restoration of Rangelands. I was born and raised in San Diego, CA, so I grew up visiting Cabrillo National Monument, then became a volunteer starting in Summer 2022 in the Weed Warriors program where I helped remove invasive plant species throughout the park. During my time as a Scientists in Parks intern in Summer 2023, I was able to analyze data collected in the long-term fog monitoring system established in Summer 2022 (by two SIP interns!) and write the first annual report of this novel study. I also deployed and maintained field stations, wrote two R scripts that can be used for future fog data analysis, and presented my findings at the Ecological Society of America's Annual Meeting 2023.



Christine Bonadonna

Natural Resource Management Assistant, Cabrillo National Monument

I am currently a PhD candidate at UC Irvine studying aquatic ecology. Most of my thesis is focused on ponds in the Eastern Sierra Nevada of California. I conducted field surveys of ponds over the last four summers to understand how different environmental factors influence their zooplankton communities, as well as an experiment investigating thermal variability, thermal history, and heatwave effect on zooplankton physiology and community composition. I grew up in Southern California, attended CSU Long Beach for my Bachelors, and I'm now enjoying my PhD jumping between Irvine and Mammoth Lakes. When I'm not doing field work, I'm usually hiking with my dogs or rock climbing. This fall, I'm very excited to be an intern at Cabrillo National Monument focused on testing a new biodiversity monitoring program for the rocky intertidal zone. I hope to bring a helpful perspective to the development of this program and learn a lot from getting to work with the National Park Service. I'm very grateful for this opportunity, and I hope it will help shape my future career!

Financial Contributions

Special Thanks to Sally and Bob Newcomb

Sally and Bob Newcomb began supporting the Geoscientists-in-the-Parks Program (now Scientists in Parks) in 2007 through their partnership with the Geological Society of America Foundation (GSAF). They hoped to encourage aspiring scientists to grow and challenge themselves by pursuing once-in-a-lifetime work experiences in the unique setting of Denali National Park and Preserve, Alaska. The Newcombs visited Denali in 2017 to interact with the program participants and park staff, explore the park in depth, and learn about the science being done through the program and to this day, they love keeping up with the interns by reading their reports and attending the GSA Connects conference if possible.

The program provides its sincere thanks to Sally and Bob Newcomb for their continued support of SIP opportunities with important scientific impacts on challenging, current issues. The Newcombs have partnered with GSA to support 51 SIPs at Denali National Park and Preserve over the last 16 years.

Park Associations

In FY23, six park associations contributed to SIP projects throughout their project terms. The SIP program would like to thank the Grand Canyon Conservancy, Rocky Mountain Conservancy, Shenandoah National Park Trust, Badlands Natural History Association, Great Basin National Park Foundation, and the Schoodic Institute.

Conclusion

The Scientists in Parks Program had a successful year managing 248 interns in 128 parks and offices in every DOI region. Scientists in Parks participants provided demonstratable benefits to NPS units, program participants, and the public by completing critical natural resource management needs in parks.

They also received benefits of potential qualifying hours toward the Public Lands Corps Non-Competitive Hiring Authority or the Direct Hire Authority, either a career workshop or education award stipend, and additional engagement opportunities with affinity groups and The SIP Scoop newsletter.

The SIP program and park units promote the stewardship of public lands and encourage the next generation of park leaders. Funding from the NPS Natural Resource Stewardship and Science Directorate, regions, parks, networks, central offices, park associations, and the substantial cost share by the program partners has leveraged NPS funding to complete highly critical science positions for the NPS, training for America's youth, and furthering the NPS mission. These internship opportunities will help grow a stronger and more diverse STEM workforce in the NPS and throughout the American workforce.

The program implemented and continues to develop more efficient and effective administrative processes and informational resources for both SIP administrators and supervisors/mentors. We also are improving hiring authority messaging and professional development resources to reach our goal of hiring more SIP participants into the federal workforce.



SIP Intern Scott Kottka writing labels for identified fossil specimens at Hagerman Fossil Beds, ID (NPS Photo).

Acknowledgements

The National Park Service would like to acknowledge the contributions of the 248 outstanding Scientists in Parks participants! Every SIP provided valuable research, analyses, and essential natural resource science work that furthers the goals and objectives of the NPS and grows each participant professionally. NPS is also grateful for the wonderful supervisors/mentors who provided essential support for the program by identifying positions, overseeing the participant's work, ensuring participant success, and providing mentoring and guidance to help the interns grow technically and professionally.

Park associations, parks, NPS Directorates, networks, and regions provided funding for SIP positions throughout the Service. This funding greatly increased

the park's ability to bring interns to parks and central offices while gaining valuable work experience.

The NPS Youth Programs Division provided valuable input and guidance to help improve and grow the SIP Program. Special thanks to the former Youth Programs Division Chief, George McDonald, for his continued support and feedback on the program and Ernestine White for her invaluable knowledge and dedication in supporting the internship programs. Thank you also to the Youth Programs Manager, Jamie Crispin, for her enthusiasm and inspiring spirit to learn about the program and keep it progressing forward.

The SIP Program would like to thank Ray Sauvajot, Guy Adema, Stephanie Gaswirth, and Harold Pranger with the Natural Resource Stewardship and Science Directorate, for their ongoing support of the program including their financial and administrative efforts towards the future generation of park stewards.



SIP Intern Marnie Brice collecting data from a climate change station, Tower, Yellowstone National Park, WY. (NPS Photo)



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