TO ME IT IS LESS A STORY OF PARTICULAR INDIVIDUALS BUT RATHER A COMING TOGETHER OF MANY TO FORM A COMMUNITY DEDICATED TO SERVING LOCAL PEOPLE IN THEIR TROPICAL ENVIRONMENT AND THE TRAINING OF FUTURE NATURAL RESOURCE PROFESSIONALS TO CARRY OUT THEIR PRACTICE.

WILLIAM R. BURCH
Contents

Summary 7

Mission 9

Program Objectives 11

Impact 17

Finances 21

TRI Fellows: The first thirty years 23

Additional Leadership 31

Summary of Events and Activities 33
Summary

Looking Back

The Yale Tropical Resources Institute (TRI) was established in 1983 to support interdisciplinary, problem-oriented student research on the most complex challenges confronting the conservation and management of tropical environments and natural resources worldwide.

This document details the recent accomplishments of TRI, discusses the impact and role of the institute for the F&ES community, and outlines future plans and opportunities to capitalize on the program’s thirty-year research legacy.

Since 1983, TRI has:

1. Used the increasing indenture to fund 1-3 (1983) to 20-30 (2010s) Fellows a year at $5,000
2. Funded 565 endowed fellowships for interdisciplinary, applied environmental research in the tropics in over 82 countries
3. Published 283 Fellows’ research results in the TRI Bulletin
4. Most (75%) of TRI Fellows have then gone on to publish on topics related to their TRI research
5. Provided training in research techniques, grant writing and scientific article writing, as well as 3-4 student interns each academic semester
6. Hosted events at F&ES to increase the visibility of tropical resource issues, and engage our alumni network
7. Created a legacy of tropical resource expertise among 565 F&ES alumni
Moving Forward

Over the next several years, TRI will maintain the core activities of our mission, while establishing new relationships for:

1. Innovative research collaborations—within and outside of Yale
2. Funding opportunities—increasing support for students, external funding
3. Student training in research development and grant writing—workshops
4. Engagement with our global network of past fellows—support for and engagement with current fellows

These plans are detailed in each section of the following document.

TRI Staff

Musser Director: Simon A. Queenborough
Program Officer: Erin Beasley
Faculty Support: Julie Cohen
Mission

The mission of TRI falls under three broad areas:

1. **Research** Supporting interdisciplinary, problem-oriented student research on the most complex challenges confronting the conservation and management of tropical environments and natural resources worldwide.

2. **Training** Building linkages across the natural and social sciences and to straddle theory and practice, training students to be leaders in this area.

3. **Networking** Providing a forum to support and connect the initiatives of the Yale community in developing applied research, partnerships, and programs in the tropics.
Program Objectives

To undertake its mission, TRI carries out research, training, and networking, in the following specific activities.

1. Research

Research Fellowships

TRI now allocates funding for 20-30 TRI Endowed Fellowships every year. Most TRI Fellows are F&ES Masters students, with some PhD students. Fellows are encouraged to work with an in-country partner organisation to identify research questions and provide logistical support. Student research addresses issues concerned with conservation or environmental management in the tropics. Fellows are required to make recommendations from their research findings. Fellows are also required to provide a blog post during the summer, present their work to their colleagues and submit a TRI Working Paper.
following their return. They are encouraged to write a manuscript for submission to the TRI Bulletin.

Research partners

TRI partners with (i) the Sri Lanka Conservation Fund to administer two independently-funded Fellows working with Dr. Mark Ashton and collaborators in Sri Lanka, and (ii) the Runa Foundation, who fund a Fellow to work in Ecuador.

TRI also partners with ELTI, TFD and the WRI to identify key questions and priorities for research at their field sites.

Future research

The recent $200,000 addition to the endowment from JJ Earhart will likely increase the indenture by about $10,000 a year. This increased income will allow TRI to support more Fellows as well as potentially provide additional support if required. The terms of the indenture have been changed to permit granting of Fellowships to undergraduates from Yale College working towards a senior thesis.

TRI will increase post-hoc sharing of the results generated by Fellows with the in-country host organizations, to ensure that our research serves our students and their collaborators. The reporting requirements for TRI Fellows will be tightened, requiring (i) submission of a TRI Working Paper that revises their original proposal, adding recommendations and brief results, as well as describing any changes to the project or methods, how they overcame any obstacles; and (ii) greater encouragement and support for writing an article either for the TRI Bulletin or for a peer-reviewed journal.

TRI will seek to establish long-term partners in key locations and field sites to enable a legacy of research questions and information that builds on itself from year to year. These partners will likely be international NGOs (e.g., IUCN, WRI, ELTI) and country-specific institutions (e.g., local universities or NGOs). Applicants will be encouraged to work with these partners and the benefits of doing so (in-country logistical support, identification of key research questions, . . . ) will be highlighted.

2. Training

TRI provides support and training in key transferable skills such as writing and presenting that are essential in both academic and applied careers.
Grantsmanship

All TRI applicants are encouraged to work with TRI staff to develop and write their TRI Fellowship proposals. This is especially important for MEM students, who may not receive any other training in this skill.

In 2015, applicants were more successful if they worked with us prior to submitting their proposal. We received a total of 34 applications. Of those eligible for funding, 16 either sent draft proposals for feedback or had an in-person discussion about their project. Of these 16, 11 received Fellowships (69%). The remaining 18 did not seek assistance—12 of these received a Fellowship (67%). There was no significant difference between these proportions, nor in the average scores given by the review panel (4.1 vs 3.9, t-test: df = 23.98, t = -0.55, P = 0.29). However, the proposals we reviewed were improved following the pre-submission review process. Thus, we can suggest that most students would benefit from pre-review even those who would likely be rated highly by reviewers. They would also benefit from rapid feedback in their proposal.

Publication

TRI provides training in scientific writing for publication via the requirement to submit a TRI Working Paper (essentially a grant report) describing changes and recommendations to their original proposal, and the opportunity to submit a manuscript for publication in *Tropical Resources*—the Bulletin of TRI.

TRI staff provide extensive editorial feedback on these manuscripts. Accepted manuscripts are eligible for the Burch Prize for the best manuscript published in the Bulletin.

Presentation

TRI requires all Fellows to present their work at the TRI Spring Symposium via an oral presentation. In 2015, 28 Fellows presented their research at the Spring Symposium.

TRI provides Fellows a chance to practice and receive feedback on their presentation the week before the symposium.

TRI is investigating supporting Fellows to attend the Student Conference in Conservation Science.

Other Skills

TRI funds and works with ODA to fund various field skills courses, including the F&ES Tropical Field Ecology course (2015) and the
Neotropical Lepidoptera Course (2015).

**Future training**

TRI has identified writing, particularly grant-writing, as a key skill likely to be required by all graduate students in F&ES. In the future, TRI will increase training in grantsmanship via the following:

1. Require earlier submission of proposals, in line with many other Yale-wide grants. This deadline, however, will be an internal soft deadline. All proposals will be reviewed by TRI staff and returned to applicants with recommendations and allowed to resubmit before the hard deadline.

2. Provision of a rubric that guides both the external review panel (TRI Advisory Board) to applicants.

3. More TRI-led workshops on proposal development and grant writing

4. Professional grant-writing workshops, either through Yale Writing Center, or external specialists.

We will increase our training in other transferable skills via:

5. Funding for field courses (e.g., Tropical Field Ecology, Neotropical Butterfly Course)

6. All talks at the Spring Symposium will have feedback provided.

7. …

**3. Networking**

TRI is re-engaging with previous and potential partners to establish long-term productive relationships that result in significant impact from Fellows’ research. Current partners from 2014/2015 are: World Resources Institute, TFD, ELTI, and the Runa Foundation. We are working with IUCN, alumni in Puerto Rico, and others to develop field sites and relationships that will maximise TRI impact.

TRI is working to build an active network of alumni. We have an up-to-date database of most (529 out of 565) alumni, including their current location and position. TRI (with ODA) requested contributions to the Burch Prize fund (c.$10,000 contributed to date).

TRI works with partners in F&ES and Yale to train and inform students. For example, we hosted a funding information session with
the Macmillan Center, and a Summer Research Workshop with ELTI, including an alumnus guest speaker.

TRI organized a visit from the Ecuadorian Ministry of Environment and Peter Pinchot to discuss the country’s national program for forest conservation.

TRI maintains a list of current tropical-themed courses in F&ES and Yale.

**Future networking**

To further engage with alumni and measure the impact of TRI on their careers, we will develop an online/email survey, a LinkedIn network, and provide opportunities for upcoming fellows to contact alumni who have worked on similar regions or topics.

TRI will reinvigorate networking with F&ES faculty, Yale tropical departments (EEB, Anthro), centers (ELTI, TFD), and SIGs (ISTF), to provide an clearing-house or umbrella for tropical-themed research.
Impact

TRI evaluates its impact in a number of ways, including the careers and publications of TRI alumni.

Careers

TRI awarded a total of 565 fellowships between 1983 and 2014. Virtually all Fellows remain in the field of forestry and environmental studies. Many of them are involved in academia; others have high-profile roles in global administration (UN), financial (World Bank) or conservation institutions (e.g., IUCN). Please see the Fellows section, below, for more details.

TRI fellows currently work in over 48 countries, and their TRI research experience demonstrates scholarly knowledge of global environmental topics. For fellows both in and outside of academia, their career work remains very connected to the topic or region studied through their TRI fellowship. This means that the knowledge gained from their experience with TRI continues to influence knowledge, management, and policy of tropical resources.

TRI funding can be applied to a range of research topics, issues and locations, allowing students to build practical expertise on current issues in the tropics: from the climate change impacts of oil palm plantations in Indonesia, to the environmental health consequences of gold mining, or farmland hydrology in Panama, and policies to curb deforestation in Brazil and the Congo.

Because of our emphasis on interdisciplinary research, TRI fellows generate knowledge combining tropical forest ecology, environmental planning and policy, economics, anthropology and sociology, conservation biology, energy studies, and business management.
Dissemination of Results

Tropical Resources: The TRI Bulletin


![Figure 3: The number of articles in each volume of the TRI Bulletin, 1986–2012.](image1)

Articles featured work in all tropical continents and a total of 58 countries. Studies were most frequently located in tropical Asia and Latin America, with increasing numbers of studies conducted in Africa over the three decades.

![Figure 4: Left: Number of TRI Bulletin articles by region, 1983–2013. Regions are Africa (dark grey, bottom), Asia, Latin America, North America, and Oceania/Pacific (lightest grey, top). Right: Top ten countries as study sites for articles in the TRI Bulletin, 1983–2013.](image2)

All Bulletin articles are available open-access on the TRI website as PDF files. We are in the process of converting them to html, to permit searching and indexing by Google Scholar. Two volumes are online as html, two more are almost ready.
**TRI website**

As of July 2015, the TRI website has been viewed from over 50 countries, with most page-views from within the US.

![Figure 5: Locations of viewers of TRI webpages.](image)

We receive regular emails requesting copies of Fellows’ articles or contact details.

**Peer-reviewed and external literature**

A random sample of 61 Fellows revealed that most (75%) had published peer-reviewed articles (n = 29), books (6), or other material (11), resulting either directly or including information from their TRI Fellowship research. Considering that 40% of our fellows follow a career path in academia, having 75% of fellows go on to publish on a topic related to their TRI research shows that their Fellowships remain central to their careers.
Finances

Endowment and income

The original endowment to TRI was $200,000.
In 2014, in recognition of the 30th anniversary of TRI, JJ Earhart generously donated another $200,000 to the endowment.
The principle currently (19 June 2015) stands at $401,497.78.
Annual income 2014-2015 was $129,982.81.
Income over the last five years has ranged from $120,000 to $140,000.

Indenture

The indenture from 1983-2014 restricted income from the endowment solely to funding TRI Fellowships and expenses associated with publishing the TRI Bulletin.
The indenture was changed in agreement with JJ in 2015, to allow funding of Fellowships to senior undergraduates, as well as permitting the use of income for operating budget (limited to 12% of the income) and TRI programs.

Fellowship expenses

TRI has awarded 20-30 Fellowships the last five years, with an average total of $107,000 awarded annually. Individual fellowship awards ranged from $3,000 to $5,000, with a mean of $4,500.

Operating expenses

TRI has an operating budget of $14,216.39 (July 2015), with no current income (bar the changed endowment).

As such, we have kept operating expenses to a minimum, only covering food and drink at TRI events, until the new Director is familiar with the system and options.
Future activities and expenses

The core of TRI’s activities will remain research, training and networking, with the majority of endowment income ring-fenced to support F&ES graduate students to conduct interdisciplinary, problem-oriented research.

All eligible applicants deemed to have developed a suitable proposal will be supported by TRI to some degree.

With the change in the indenture, TRI plans to use any additional income for the following activities (pending discussion and approval of the TRI Advisory Board):

1. **Research**
   
   (a) Supporting Yale College undergraduates, via TRI Fellowships (2 x $5,000).
   
   (b) Part-time TRI Program Officer to provide support administering fellowship awards and seeking external funding for student projects and TRI research ($?).

2. **Training**
   
   (a) Workshops on scientific writing and grant writing, either through the Yale Writing Center or externally ($?).
   
   (b) Support for additional suitable courses within F&ES (e.g., Tropical Field Ecology, F&ES 717b: $5,000–$25,000),
   
   (c) and externally (e.g., Neotropical Butterfly Course: 2 x $2,500).

3. **Networking**
   
   (a) Rapid small top-up grants for attendance at workshops and meetings (10 x $500).
   
   (b) Support for TRI Fellows to attend the Student Conference on Conservation Science (registration and travel, 5 x $200).

   Further, TRI indirectly supports other activities, with funds from the Dean’s Office. These are:

1. International Society of Tropical Foresters conference, $5,000.

2. Student Conference on Conservation Science conference, $10,000.
TRI Fellows: The first thirty years

Erin Beasley, TRI Program Officer, Tamara Thomas, MEM 2016 & Katelyn Liesner, MEM 2016

Abstract What can we learn from the Tropical Resources Institute (TRI) fellows of the past three decades? After their research proposals were written, the field work complete, and results analyzed and published, what was next for the hundreds of Yale School of Forestry & Environmental Studies (F&ES) researchers who explored natural resource challenges across the tropics? We examined the current work of TRI alumni to learn more about the diverse career paths that our fellows take after their summer research. We confirmed that TRI has a broad and growing network of alumni in academia as well as the non-profit, public, and private sectors. Our alumni address conservation and management from local to international scales, and work in dozens of countries around the world. For many F&ES students, summer research with the support of TRI was an early step in a career of inquiry across multiple environmental fields and issues. We believe that fostering investigative inquiry among early career researchers and environmental professionals encourages a deeper and more situated understanding to address critical challenges for conservation and management of tropical environments and natural resources worldwide.

Yale Tropical Resources Institute

Since its creation in 1983, the Tropical Resources Institute (TRI) has supported over 580 students to pursue interdisciplinary research on resource management and conservation issues in the tropics. The mission of TRI is to provide a forum to support and connect the initiatives of the Yale community in developing applied research, partnerships, and programs in the tropics. We support projects that aim to develop practical solutions to issues relating to conservation and management of tropical resources. TRI currently administers
the TRI Endowment Fellowship, which supports Masters and Doctoral level research in the tropics each year, and, more recently, the Sri Lanka Forest Conservation Fund, which supports research at the Field Center for the Sri Lanka Program in Forest Conservation. From 1995 to 2011, TRI also administered the Compton International Fellowship through a generous grant from the Compton Foundation. Compton Fellowships supported research projects in Latin America and Sub-Saharan Africa by international students from these regions.

The Tropical Resources Institute is led by the Director, and TRI staff include a Program Manager and several student Program Assistants, who contribute to an array of program activities, including the publication of *Tropical Resources*, the annual journal of student research carried out with the support of grants from TRI. TRI also has a Faculty Advisory Board, which provides guidance on policy matters and serves to evaluate student fellowship proposal submissions each year.

TRI recognizes that the problems surrounding the management of tropical resources are rapidly increasing in complexity, while demands on those resources are expanding. TRI seeks to train students as leaders in this dynamic era, leveraging resources, knowledge, and expertise among governments, scientists, NGOs, and communities to provide the information and tools required to equitably address the challenges ahead. Here, we illuminate the population of former TRI fellows to better understand this singular community and inform future funding and training opportunities.

We considered fellows who received their master’s or PhD degree from F&ES between 1983 and 2014 (n = 565). Of those individuals, we gathered current information for 529 TRI alumni, including graduation year, gender, additional degrees earned, home country and country of current employment, job title, employer and employment sector.²

**Number of Fellows**

The total number of fellows funded each year has increased from the handful proceeding the creation of TRI to 20-30 students each year in the last decade (Fig. 1). This growth is most likely related to the overall rise in matriculating students at F&ES, concurrent with the increasing funding availability.

The overall gender ratio is female-biased (307 women, 222 men) following an increasing proportion of female researchers over the years (Table 1), reflecting the overall increase of female students at F&ES interested in research over the past two decades.

² If you have recently changed jobs, moved, or completed a degree, we encourage you to email us at tri@yale.edu, so that we can stay up to date with your current work.
*Geographic Distribution*

Not surprisingly, the interest that TRI fellows show in the tropics translates into work and careers around the world. Beyond the United States of America (US), TRI fellows work on all inhabited continents in a total of 48 countries (Figs. 2 and 3). The top five countries where our fellows currently work are the US (n = 355), United Kingdom (10), Thailand (9), Indonesia (8) and Brazil (7).

The majority of TRI Fellows originally hail from the US, and 10% of those alumni currently work outside of their home country (n = 33). The international TRI Fellows who listed a home country outside of the US are even more likely to be working “abroad”: 28% are currently working outside of their home country, with about half employed in the US and half elsewhere. These numbers underrepresent the truly global nature of the issues TRI fellows address, because many TRI fellows continue to work on international issues wherever they are located.
We hope that the TRI experience catalyzes student interest in conducting field research in the tropics, and TRI succeeds in attracting student fellows from both the academic (MESc/MFS) and professional (MEM/MF, albeit in lower numbers) career paths. Given the emphasis on research, it is not surprising that the largest employment sector for TRI fellows is academia. However, the variety of other sectors illustrates the diverse interests and career paths possible to students after completing their research under the fellowship (Fig. 4)—over 60% are working outside of academia in a variety of non-profit, private, and public positions. A smaller subset of fellows currently work for UN programs and international financial institutions.

The changing nature of employment among those working to address problems in conservation and management is highlighted by the shift in sectors employing alumni. Students who graduated after 2004 are more likely to be working in the non-profit sector, and less likely to be working in the private, public, and academic sectors. This may point to the growing role that the non-profit sector plays in the kind of work that TRI alumni do.

The top employers of TRI alumni are Yale F&ES itself, followed by the World Bank (n = 9), the Nature Conservancy (8), the US Forest Service (8), USAID (7), WWF (6), and UNDP (5). While consultants and executive directors were two top job titles outside of academia, the most frequent job titles among our fellows occur
within academia: Doctoral candidate is the most common (n = 55); other alumni in academia are post-doctoral researcher and faculty.

**Academia**

Of the 200 fellows in academia, the majority are still doctoral students (n = 55), while others now have post-doctoral (14), research fellow (21), or tenure-track (47) or tenured faculty (17) positions, non-tenure track (22) or are otherwise employed in university administration (20), or other activities (4).

After completing their education at Yale F&ES, 20% of TRI Fellows, went on to attain an additional degree (n = 106), which likely prepared them for further research and studies. Within the two research-focused degrees in F&ES, almost half continued in this field: 45 of the 109 TRI fellows from the MFS program and 90 of the 229 from the MESc program currently list a job in academia.

The employing academic institutions range across the globe, from Columbia University (US), the London School of Economics (UK), Universidad de los Andes (Colombia), and University of Chittagong (Bangladesh), to the Melbourne Law School (Australia), and the Tokyo Institute of Technology (Japan). Columbia, Duke, UC Berkeley and UC Davis, and the University of Hawaii are top academic destinations for our fellows. Many Fellows remain at F&ES in various roles (n = 26).

**Non-profit**

The non-profit sector is the second-largest employer of TRI alumni (n = 121), and includes a wide variety of organizations ranging from the African Wildlife Foundation (Kenya) to La Suiza Co-op Coffee Growers (Guatemala). The top five employers are The World Wildlife Fund (6), The Nature Conservancy (8), Gordon and Betty Moore Foundation (3), and the Wildlife Conservation Society (2) and Pew Charitable Trust (2). Within this sector, alumni of TRI show their leadership as founders, executive directors and directors, senior managers and program officers. Further, alumni in this sector are the most likely of all TRI alumni to be working on international issues—over half work for an organization or program specifically focused outside of the US.

**Public and private sectors**

TRI alumni in the private sector (n = 82) work primarily in energy (especially solar), consulting, communications, and natural resource investment companies. In addition, this sector also showed the most

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3 This number is lower than might be expected given the number of fellows in academia; however, many students were fellows during their PhD program at Yale F&ES.
variation in employment, with work ranging from nutrition and wellness to engineering, mining, and tourism. Several of these enterprising alumni are CEOs, owners, partners, or principals of the business where they work (23).

In the public sector (n = 72), fellows provide their services primarily in the areas of forestry (20), international development (6), climate change (5) and energy (4). Other areas of work are conservation, regulation, and social science research. These alumni work at the local, state, and national level in 16 countries, although mostly in the United States (75%). Top agencies include the US Forest Service (8), US Agency for International Development (7), US Environmental Protection Agency (4), US Department of Agriculture (4), and US Fish and Wildlife Service (3).

Why is research with TRI important?

The increasing number of fellows, gender equity, and shift in employment sector reflect the expansion of the program and the international scope of work carried out by TRI fellows. The greater emphasis on direct impact via work in non-profits, as well as the traditional academic route, suggest that TRI alumni are making a difference more than ever before.

In the future, we expect to provide greater support to more fellows, with an increasing focus on interdisciplinary approaches to solving environmental problems. Because TRI fellows study closely with F&ES faculty, we expect fellows’ research to better reflect recent and forthcoming hires in the School, as well as to take advantage of expertise from F&ES partner organisation within Yale and further afield. Furthermore, we anticipate that alumni will have increasingly multi-faceted careers, working in several sectors for a variety of employers, either sequentially throughout their career or explicitly in multiple sectors from the beginning.

Why is it important to have people with research experience working in all of these fields? Whether in academia, policy, or practice, TRI alumni bring the deeper practical and academic knowledge of their research site to their careers in explicit and implicit ways. Giving students the chance to put an investigative lens on a complex resource issue allows them as professionals to consider problems and proposed solutions more critically, with a better appreciation for the ecological and societal relationships of the place. The environmental challenges of our time require building from previous knowledge, and the process of academic inquiry helps us to understand not only the root of these challenges but also creative solutions.
Addressing challenges cannot be done in isolation, and this review reveals the strength and opportunities across the TRI network. Past fellows working across many sectors means that our fellows take their research experience with them to universities, businesses, public policy, and social needs in the US and around the world. Our growing network is a testament to this population’s underlying curiosity about the way the world works, across the tropics, and across disciplines. Our next step at TRI is to foster even better research and understanding of tropical resources among F&ES students, and build long-term research relationships that leverage the knowledge embedded across this diverse network of previous fellows. The skills of independent critical thinking, research design and execution, data analysis and writing that the TRI fellowships provide together create a firm foundation on which to build new leadership and knowledge to sustain and restore the long-term health of the biosphere and the well-being of its people.

2015–2016 Call for Fellowship Applications

34 Submitted applications
22 Research Fellowships awarded; $111,550 disbursed
3 PhD students, 7 MESc, 8 MEM, 2 MFS, 2 BA.
Conducted summer research in over 16 different tropical countries.
Collaborating institutions include:

- UNDP Global Environment Facility
- USAID
- Pontifica Universidad Catolica del Ecuador
- Fiji Ministry of Agriculture
- UN REDD Programme
- International Rice Research Institute
- Forest Research Institute
- Center for Ecology and Research Development
Additional Leadership

Administration of the Cullman Fund

Simon Queenborough took over administration of the Cullman Fund from Mark Ashton. One new Cullman Fellow was accepted into F&ES for Fall 2015.

Faculty advisor to ISTF

Simon Queenborough took over from Mark Ashton the role of faculty advisor. TRI is working with the current ISTF committee, Gillian Bloomfield (ELTI), and Mary Tyrrell (GISF) to plan a long-term publication strategy for the ISTF conference.

F&ES MOU and TRI membership of IUCN

TRI is working with Tim Gregoire and Brad Gentry to re-establish a relationship with IUCN. An MOU should be ready for agreement shortly. TRI will renew its membership of IUCN, becoming the interface for F&ES, and working with IUCN as a TRI partner to develop research projects and internships.
Summary of Events and Activities

The following list of events and activities are discussed in greater detail in their respective sections.

- Returning Fellows mini-symposium and mixer
- Returning Fellows Spring Symposium
- Several grant information events
- Hosted funding information session with Macmillan Center
- Hosted Summer Research Workshop with ELTI, had alumni guest speaker
- Organized visit with Ecuadorian Ministry of Environment and Peter Pinchot
- Provided one-on-one research proposal feedback
- Launched Bill Burch Prize, announced first winners