

# DR. STEPHEN C. JAMESON

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## SCIENTIST EXECUTIVE

**Internationally Distinguished Scientist — Expert in Ocean & Coastal Science  
Operations, Program Management, Marine Education, Consulting, Policy, Research, Conservation**  
Lead Author — International Coral Reef Initiative — *State of the Reefs: Regional and Global Perspectives*

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### PROFILE & SCOPE OF VALUE

**Accomplished Scientist** — Internationally recognized and globally involved expert in scientific research, policy formation, programming and operations management — specialization in ocean and coastal science. Leader in scientific discovery, research, analytics, education, policy and awareness.

**Consummate Management Executive** — Extensive experience and exceptional in building, growing and managing organizations operating in the scientific sector. Possess business acumen, high-caliber general management qualifications, and strong orientations in business development, finance and global relationship building.

**Speaker & Author** — Author or contributing author of 11 cutting edge books on coastal resource management topics, and author of 40+ scientific publications and technical reports. Seasoned public speaker to professionally and culturally diverse audiences — top-tier federal agency officials, senior-level corporate executives, peer scientists, research professionals, students.

**Consultant, Advisor, Teacher & Mentor** — Driven to share knowledge and insights through formal and informal consulting, education, training and mentoring roles. Proven team builder and leader in business and research settings. Proponent of education, career development, diversity, motivation, recognition and reward.

**Uniquely Distinguished Individual** — Visionary leader, innovator and strategic thinker with passion and commitment to making a difference. Accustomed to and effective in high-profile science, business, fund-raising and public relations roles within dynamic, often politically charged organizations of national and global scale.

### KEY QUALIFICATIONS

Business, Program & Research Management  
Business & Research Strategy  
Organization Leadership & Growth Management  
Business & Scientific Project Management  
Policy Formation & Analysis  
Basic & Applied Research  
Quantitative & Qualitative Analysis  
Grant Writing & Fund Administration  
Education, Training & Development  
Regulatory Affairs & Compliance

### AREAS OF EXPERTISE

Ocean & Coastal Science, Policy & Conservation  
ICZM — Integrated Coastal Zone Management  
Tropical Watershed Management  
Coral Reef Ecology & Coral Taxonomy  
Marine Bioindicators & Tropical Aquaculture  
Environmental Impact Assessment  
Strategic Environmental Assessment  
Marine Laboratory & Park Operations  
Marine Education & Environmental Awareness

## PROFESSIONAL EXPERIENCE

**CORAL SEAS, INC.**

1996 to Present

### CHAIRMAN & PRESIDENT

Top-ranking executive in charge of all operations, engagements budgets and teams for a private professional services firm — specialization in integrated coastal zone management (ICZM), tropical watershed management, marine park management, strategic environmental assessment, environmental impact assessment, damage assessment and restoration, diagnostic coral reef monitoring, policy formation, education, and awareness and advocacy. Identify and secure new business, develop and manage relationships, and hold complete accountability for the company's financial health, quality of services and reputation.

Serve as Principal Consultant providing advisory services to public and private organizations in the global environmental sector — either as the primary consultant or subcontractor to larger consulting firms — and contribute subject-matter expertise to strategies, initiatives, programs, policies, solutions, publications, events and strategic alliances related to areas of specialization. Recruit, mentor and manage teams of outside consultants — SMEs, scientists, policy experts, statisticians, geographic information technicians, technical writers, artists — as required to provide deliverables and exceed customer expectations.

**Management Successes**

- Built and growing successful consulting practice based on special expertise, personal reputation and quality of services.
- Generate new business from referrals from The World Bank, NGOs, state and federal governments, and world-class environmental consulting firms — Tetra Tech, ARD, Chemonics, DHI, Inc., PA Consulting, EDAW, Inc. — worldwide.
- Research Collaborator, Smithsonian Institution.

**Selected Engagements**

- **US Environmental Protection Agency (EPA)** — Long-term engagement/relationship (1998 to present) involved in design, development and documentation of new paradigm for coral reef ecosystem assessment using bioindicators. Recommendations and findings contribute to policy formation, water quality regulation and reporting to US Congress.
- **Joint Federal Agency (EPA, NOAA, USGS, DOI) Workshop in Honolulu, Hawaii** — Keynote speaker and author of the background paper (“Indicators of Pollution Stress on Coral Reefs: Available and Potential Tools for Monitoring and Assessment”) for a three-day workshop on assessing pollution stress on coral reefs.
- **National Geographic Education Programming** — Guest scientist and lecturer for “Jason” Project Voyage IX (Bermuda, Monterey Bay and Mexico’s Sea of Cortez) and Voyage VII (Key Largo, Florida) educational shows presented to elementary and high school students nationwide.
- **Egyptian Red Sea Riviera Sustainable Tourism Initiatives** — Member of larger consulting teams contributing the portion on strategic environmental assessments, best practices for tourism center development, EIA coral reef monitoring and assessment guidelines, quantitative damage assessment of premier Red Sea Riviera diving sites, marine park action plans and ranger training for Egypt’s Environmental Affairs and Tourism Development Agencies.
- **USAID & Government of Jamaica** — Principal consultant, trainer and mentor to Montego Bay Marine Park and Trust on business and management planning, revenue generation, research, education and enforcement. Consultant to ARD Inc. on Coastal Water Quality Improvement Project (CWIP) and member of the Tetra Tech proposal team for USAID’s Protected Area and Land Management (PALM) project.
- **International Coral Reef Initiative** — Consultant to the US Coral Reef Task Force; America’s participation (11 federal agencies including NOAA, 2 states, 2 commonwealths, 2 territories and 1 ambassador-Palau) to create a formal process model for assessing and prioritizing needs, and improving coordination, reporting and outcomes of U.S. coral reef management activities within the International Coral Reef Initiative.
- **The World Bank (Washington, DC, Curacao, The Maldives, Montego Bay)** — Contributed scientific and technical advisory services to a multidisciplinary professional team involved in design of IT-driven decision support modeling solution for coral reef ecosystem management. Author of two chapters in companion book/CD set.

**NOAA — National Oceanic and Atmospheric Administration**

1976 to 1996

**Selected Career Awards & Distinctions**

- **Commissioned Officer** — By President into elite NOAA Corps (225 officers) — career distinguished by consistent promotion in executive leadership and program/operations management roles throughout NOAA and on research ships.
- **Subject Matter Expert** — Only commissioned officer recognized by federal government agencies — US Department of State, USAID, EPA, DOI, DOD — as a subject matter expert/SME in ICZM and coral reef ecology.
- **Educator** — Received NOAA Corps Commendation Medal for “improvements in the management and effectiveness of the Los Marineros Marine Education Program (400% increase in student enrollment and 250% boost in donor contributions). Integrated program (targeted to at-risk Latino students) into the Santa Barbara Public School curriculum and established teacher training. Secured \$500,000 from US Coral Reef Initiative for mapping and training programs.
- **Tribute of Appreciation** — from the Director of the Man & Biosphere Program recognizing “excellence in world biosphere reserve management.”
- **Commendation** — from the US Department of State, Under Secretary of State for Global Affairs, recognizing “outstanding efforts in establishing the International Coral Reef Initiative” and “authoring the *State of the Reefs* book.”
- **Commendation** — from the Director of NOAA Corps recognizing “outstanding job performance” as Executive Officer of the Office of Ocean Resources Conservation and Assessment.
- **NOAA Corps Directors Ribbon** — for “networking and coordinating existing resources to achieve significant cost savings, improving visibility, identity and operational capability of the Channel Islands National Marine Sanctuary.”
- **Special Achievement Award** — from NOAA recognizing “sustained superior performance.”

**SENIOR ADVISOR — COASTAL RESOURCES MANAGEMENT & MARINE POLICY** (1995 to 1996)  
**Office of Ocean and Coast Resource Management — Policy Coordination Division, Silver Spring, MD**

**MEMBER OF EXECUTIVE SECRETARIAT** (1995 to 1996)

**International Coral Reef Initiative — US Department of State, USAID, NOAA, Washington, DC**

Represented NOAA's principal role in initiation, development and launch of the International Coral Reef Initiative (currently 12 countries participate) and another high-profile, multi-country, joint federal government project — the Red Sea Marine Peace Park — in conjunction with the President's Middle-East Peace Initiative. Administered and controlled \$1 million operating budget.

**EXECUTIVE OFFICER** (1993 to 1995)

**ORCA — Office of Ocean Resources Conservation and Assessment, Silver Spring, MD**

Top-ranking management executive in charge of operations, programs, projects, relationships and teams for a large internal agency involved in scientific, administrative and policy affairs related to a variety of environmental matters — strategic environmental assessment, coastal monitoring (status, trends and programs), damage assessment and HAZMAT. Managed \$45 million budget for operations and research. Mentored and led a team of 10 professionals (science, finance, IT, technical writing, administrative support roles) and provided indirect oversight to a functionally and culturally diverse workforce of 200+ working in as many as 10 offices nationwide.

**SUPERINTENDENT — CHANNEL ISLANDS NATIONAL MARINE SANCTUARY** (1990 to 1993)

**OCRM — Office of Ocean and Coast Resource Management — Sanctuary Programs Office, Santa Barbara, CA**

Directed all aspects of operations — research, education, visitor programs, public relations, strategic alliances, site management, regulations/policy enforcement — for one of NOAA's premier marine sanctuaries. Managed \$700,000 annual budget and led a staff of 12.

**OPERATIONS OFFICER — NOAA Ship “RESEARCHER”, Miami, FL** (1988 to 1989)

Member of the Executive Committee, manager of international ship operations and principal partner to the Chief Scientist onboard one of NOAA's largest oceanographic ships (300 ft. with crew of 75). Managed \$7 million budget for ship operations and research programs — focus on investigation, analysis and reporting of El Nino and global climate change.

**ASSISTANT DIRECTOR — NATIONAL SYSTEMATICS LABORATORY** (1986 to 1988)

**National Marine Fisheries Service, Smithsonian Institution — Museum of Natural History, Washington, DC**

Managed laboratory operations, budget and staff (11 research assistants, taxonomists, artists) on-site at the Smithsonian Institution Museum of Natural History. Conducted taxonomic research, wrote publications and integrated data into dissertation for Ph.D. program at University of Maryland.

**EXECUTIVE OFFICER — NOAA Ship “FERREL”, Norfolk, VA** (1983 to 1985)

Supervised operations, administration, officers and crew of a 125 ft. research ship performing the most extensive research of the tides and currents of the Chesapeake and Delaware Bays. Administered \$2 million budget and managed crew of 25.

**EXECUTIVE OFFICER — SANCTUARY PROGRAMS OFFICE** (1981 to 1983)

**OCZM — Office of Coastal Zone Management, Washington, DC**

Established national policy and supervised selection and designation of marine sanctuaries. Administered \$3 million budget and supervised staff of 18. Received US Presidential approval for designation of the Channel Islands, Gulf of the Farallones, Gray's Reef and Looe Key National Marine Sanctuaries.

**EARLY CAREER — NOAA & University of Guam Marine Laboratory**

- **Associate Director of Operations & Enforcement** — Sanctuary Programs Office, Office of Coastal Zone Management, Washington, DC
- **Manager, Key Largo Coral Reef National Marine Sanctuary** — Sanctuary Programs Office, Office of Coastal Zone Management, Washington, DC
- **Officer of the Deck** — NOAA Ship “OCEANOGRAPHER”, Seattle, VA
- **Officer Training** — United States Merchant Marine Academy, Kings Point, NY
- **Research Assistant** — Aquaculture and coral reef research on Guam and Palau, University of Guam, Mangilao, GU

## EDUCATION

### Ph.D. — Marine-Estuarine-Environmental Sciences, 1995

*Scientific, Economic and Statistical Curriculum Focused on Applying Integrated Approaches to Environmental Challenges*  
UNIVERSITY OF MARYLAND, College Park, MD

- Dissertation: Coral taxonomy and the development of a multivariate quantitative tool using discriminant analysis to identify species with overlapping morphological characteristics
- Awarded full-time university training sponsored by National Oceanic & Atmospheric Administration — NOAA

### MS — Biology, 1975

UNIVERSITY OF GUAM, MARINE LABORATORY, Mangilao, GU

- Masters Thesis: “Early life history of the giant clams.” (scientific foundation for large-scale aquaculture and conservation programs for giant clams in the Indo-Pacific)
- Selected to receive funding (Sea Grant — a NOAA grant program funding applied research with commercial applications) as a Research Assistant.

### BS — Biology, 1973

*Concentrations in Marine and Terrestrial Ecology*  
UNIVERSITY OF HOUSTON, Houston, TX

## PROFESSIONAL AFFILIATIONS

Research Collaborator — Smithsonian Institution, Museum of Natural History  
Founding Member — International Society for Reef Studies  
Member — American Association for the Advancement of Science  
Member — Pacific Islands Marine Protected Areas Research Group  
Member — Society for Conservation Biology

## BOARD AND COMMITTEE MEMBERSHIP — a partial list

International Coral Reef Initiative Executive Secretariat and Steering Committee, 1994 - 1996  
US Coral Reef Initiative Coordination Team, 1995 - 1996  
US Coastal Global Ocean Observing System (GOOS) Module, NOAA Working Group, 1994 - 1996  
Earth Systems Data & Information Management (ESDIM) Review Board, National Ocean Survey, NOAA, 1993 - 1994  
Fagatele Bay National Marine Sanctuary (American Samoa) Damage Assessment Team, 1992  
Santa Barbara Museum of Natural History Advisory Council, 1991 - 1992  
US Coast Guard Marine Safety Office Los Angeles - Port Area Committee, 1991 - 1992  
CA Regional Water Quality Control Board Technical Advisory Committee: Santa Barbara Channel Study, 1989 - 1992

## SPEAKING ENGAGEMENTS — a partial list

**Mini-symposium Chairman, Proceedings Editor and Presenter** — “Diagnostic Monitoring and Assessment of Coral Reefs: Studies From Around the World,” International Society for Reef Studies, 10<sup>th</sup> International Coral Reef Symposium, Okinawa, Japan, 2004 (contributed same at 9<sup>th</sup> International Coral Reef Symposium, Bali, Indonesia, 2000)

**Keynote Speaker** — “Translating Complex Data into Usable Information and Tools for Management: Creating Coral Reef Indexes of Biotic Integrity and Biological Response Signatures,” Mesoamerican Reef Workshop, World Bank/World Wildlife Fund, Miami, FL, 2004

**Keynote Speaker** — “Diagnostic Monitoring: Indexes of Biotic Integrity and Biological Response Signatures for Coral Reefs,” Joint EPA, NOAA, USGS and DOI Workshop on Assessing Pollution Stress on Coral Reefs, Honolulu, HI, 2004

**Guest Speaker** — “Applied Taxonomy, Three New Tools for Coral Reef Management: A Quantitative Key for Poritidae; a Coral Reef IBI; and a Coral Damage Index,” Smithsonian Museum of Natural History Lecture Series, Wash. DC, 2004

**Invited Speaker** — “A Quantitative Damage Assessment of Diving Sites in the Egyptian Red Sea During a Period of Severe Anchor Damage: A Baseline for Restoration and Sustainable Tourism Management,” Sustainable Tourism and the Environment Conference, Cairo, Egypt, 2003

**Keynote Speaker** — “ICZM Decision Support Modeling,” Jamaica Marine Conservation Community and Stakeholders, Montego Bay, Jamaica, 2000

**Guest Speaker** — “The New Montego Bay Marine Park Zoning Plan,” World Bank Coral Reef Management Workshop, Montego Bay, Jamaica, 1997

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## PUBLICATIONS — a partial list (books in bold)

- Jameson SC, Karr JR, Potts KW (in ms) Coral reef biological response signatures: a new approach to coral reef monitoring and assessment with early warning, diagnostic and status and trends capabilities. Coral reefs
- Jameson SC (in ms) Neotypes for *Porites porites* and *Porites divaricata* plus taxonomic notes and stereo photomicrographs for the holotypes of the genus *Porites*(Anthozoa: Scleractinia) in the Caribbean and Western Atlantic. Coral Reefs
- Jameson SC, Ammar MSA, Saadalla E, Mostafa H, Riegl B (subm) A quantitative damage assessment of diving sites in the Egyptian Red Sea during a period of severe anchor damage: a baseline for restoration and sustainable tourism management. Coral Reefs
- Jameson SC (in press) Summary of Mini-Symposium 4-2, Diagnostic Monitoring and Assessment of Coral Reefs: Studies from Around the World. Proc 10<sup>th</sup> Intl Coral Reef Symposium, Okinawa, Japan
- Jameson SC, Kelty RA (2004) A review of indicators of land-based pollution stress on coral reefs. Joint EPA/NOAA/USGS/DOI Workshop on Assessing Pollution Stress on Coral Reefs, Honolulu, Hawaii (2004), NOAA, Silver Spring, MD**
- Jameson SC, Hassan AH (2003) Environmental impact assessment coral reef monitoring and assessment guidelines for Red Sea tourism development projects. USAID, Red Sea Sustainable Tourism Initiative, Cairo, Egypt
- Jameson SC, Tupper MH, Ridley JM (2002) The three screen doors: *can* marine “protected” areas be effective? Marine Pollution Bulletin 44(11):1177-1183
- Jameson SC, Benoit JR (2002) Development of a *Process Model* for the United States Coral Reef Task Force. National Oceanic and Atmospheric Administration, Silver Spring, MD, 39 pp
- Jameson SC, Cummings RL, Chansang H (2002) Monitoring and assessment of coral reefs: studies from around the world. In: Best BA, Pomeroy RS, Balboa CM (eds) Implications for coral reef management and policy: relevant findings from the 9th Intl Coral Reef Symp: Bali, Indonesia, USAID, Washington, DC, pp. 95-98
- Jameson SC, Erdmann MV, Karr JR, Potts KW (2001) Charting a course toward diagnostic monitoring: A continuing review of coral reef attributes and a research strategy for creating coral reef indexes of biotic integrity. Bull Mar Sci 69(2):701-744
- Jameson SC, Williams JH (2000) The importance of government in the management of land-based marine pollution. Intercoast Network Newsletter: Reflective and retrospective 1986 to 2000, Coastal Resources Center, Univ of Rhode Island USA, # 37 Fall 2000, pp 26-28
- Jameson SC, Williams JH (2000) Montego Bay, Jamaica: A marine park under NGO management. In: Salm RV and Clark JR (eds) Marine and coastal protected areas: A guide for planners and managers (third edition), IUCN, Gland Switzerland, pp 291-298**
- Jameson SC, Trott LJ, Marshall MJ, Childress MJ (2000) Nicaragua: Caribbean Coast. In: Sheppard C (ed) Seas at the Millennium: An environmental evaluation, Volume 1, Chapter 32, Elsevier Science, Amsterdam, pp 517-530**
- Jameson SC, Gallucci VF, Robleto JA (2000) Nicaragua: Pacific Coast. In: Sheppard C (ed) Seas at the Millennium: An environmental evaluation, Volume 1, Chapter 33, Elsevier Science, Amsterdam, pp 531-543**
- Huber RM, Jameson SC (2000) Integrated coastal zone management in the Tropical Americas and the role of decision support models. In: Gustavson K, Huber RM, Ruitenbeek J (eds) Integrated coastal zone management of coral reefs: Decision support modeling. The World Bank, Washington, D.C.**
- Jameson SC, Williams JH (2000) Local needs for management of coral reefs in the developing tropics: The Montego Bay Marine Park Case Study. In: Gustavson K, Huber RM, Ruitenbeek J (eds) Integrated coastal zone management of coral reefs: Decision support modeling. The World Bank, Washington, DC
- Jameson SC, Ammar MSA, Saadalla E, Mostafa HM, Riegl B (1999) A coral damage index and its application to diving sites in the Egyptian Red Sea. Coral Reefs Special Issue on the Science of Coral Reef Management, Coral Reefs 18(4):333-339
- Huber RM, Jameson SC (1999) Montego Bay, Jamaica: A case study in public-private partnerships for pollution prevention and management of a valuable coral reef ecosystem. Tropical Coasts 5(6) and 6(1):22-27, Manila, Philippines

## PUBLICATIONS — a partial list (books in bold) — Continued

**Jameson SC (1998) National status and trends: Coral reef ecosystems. In: Mac MJ, Opler PA, Puckett Haecker, Doran PD Status and trends of the nation's biological resources. Vol 2, U.S. Dept. of the Interior, U.S. Geological Survey, Reston, VA pp 844-845**

Jameson SC, Erdmann MV, Gibson Jr GR, Potts KW (1998) Development of biological criteria for coral reef ecosystem assessment. Atoll Res Bull, September 1998, No. 450, Smithsonian Institution, Washington, DC, 102 pp

**Reeve SM, Jameson SC, Adel-Fattah RS, Riegl B, Saleh M, Moursi A, Newman AP, Hassan R, Batt S, Kuklok D (1998) Best practices for tourism center development along the Red Sea coast. Tourism Development Authority, Cairo, Egypt, 107 pp**

**Jameson SC (1998) (contributing author) Twelve reefs at risk: Red Sea Riviera. In: Bryant D, Burke L, McManus J, Spalding M (principal authors) Reefs at risk: A map-based indicator of potential threats to the world's coral reefs. World Resources Institute, Washington DC**

Huber RM, Jameson SC (1998) *CORAL*: A least cost management decision support model for coral reef ecosystems. Intercoast Network (32) Fall 1998, Narragansett, RI

Jameson SC (1998) Rapid ecological assessment of the Cayos Miskitos Marine Reserve with notes on the stony corals off Nicaragua. Atoll Res Bull, September 1998, No. 457, Smithsonian Institution, Washington, DC, 15 pp

Jameson SC, Smith DB (1997) Coral reef management on the new Red Sea Riviera. Proc Coastal Zone 97 2:784-786, Boston, MA

Jameson SC, Miller M, Cinner J, Clarke R, Pope D (1997) Montego Bay Marine Park management plan. Montego Bay Marine Park, Jamaica/USAID Jamaica, Kingston

Eakin CM, McManus JW, Spalding MD, Jameson SC (1997) Coral reef status around the world: where are we and where do we go from here? Proc 8th International Coral Reef Symposium, Panama

Jameson SC (1997) Morphometric analysis of the Poritidae (Anthozoa: Scleractinia) off Belize. Proc 8th International Coral Reef Symposium, Panama 2:1591-1596

Jameson SC (1996) Miskito Coast Reserve; Coral reef ecosystem survey and management recommendations. In: Trott, LB. (ed) Recommendations and reports for the management of fisheries in the Miskito Coast Marine Reserve of Nicaragua, Environmental Initiative of the Americas Fisheries Project October 1995 to September 1996. USAID Environment Center, Global Bureau, Washington, DC

Jameson SC (1996) Miskito Coast Reserve; Biosphere reserve concept analysis. In: Trott, LB (ed) Recommendations and reports for management of fisheries in the Miskito Coast Marine Reserve of Nicaragua, Environmental Initiative of Americas Fisheries Project. USAID Environment Center, Global Bureau, Washington, DC

Jameson SC, Mieremet RB (1996) Red Sea Marine Peace Park research and monitoring action plan. NOAA, Office of Ocean and Coastal Resource Management, Silver Spring, MD

**Jameson SC, McManus JW, Spalding MD (1995) State of the reefs: regional and global perspectives. International Coral Reef Initiative, US Dept of State, Washington, DC**

**Jameson SC (1995) Coral reef ecosystems. In: Our living resources - coastal and marine ecosystems: 280-281. National Biological Service, US Dept of the Interior, Washington, DC**

Davis GE, Jameson SC, Dugan JE (1991) Potential benefits of harvest refugia in Channel Islands National Park and Channel Islands National Marine Sanctuary. In: Coastal Zone '91: Proc Seventh Symposium on Coastal and Ocean Management 4: 2962-2972

**Jameson SC (1981) (ed) Key Largo Coral Reef Marine Sanctuary deep water resource survey. NOAA, Office of Coastal Zone Management Technical Report No CZ/SP1, NTIS Pub No PB82 161795, Washington, DC**

**Jameson SC (1980) Key Largo Coral Reef National Marine Sanctuary management plan. US Department of Commerce, NOAA Office of Coastal Zone Management, Washington, DC**

Jameson SC (1976) Early life history of the giant clams *Tridacna crocea* Lamarck, *Tridacna maxima* (Roding) and *Hippopus hippopus* (L.). Pacific Science 30 (3): 219-233

Jameson SC (1975) Toxic effect of the explosive depth charge chemicals from the ship SANKISAN MARU on the coral reef fish *Dascyllus aruanus* (L.). Micronesica 11(1): 109-113

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## HIGHLIGHTS OF A CAREER IN LEADERSHIP & EXCELLENCE

Science & Research — Management & Leadership — Policy & Conservation — Training & Education

*Addendum to Resume*

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### LEADERSHIP IN SCIENCE

Dr. Stephen Jameson offers extensive experience, advanced academic degrees, awards for performance and contributions, and international recognition for knowledge, practice and innovation in science — specialization in ocean and coastal science. Throughout his 20+-year career, he has continued to be a leader and major contributor to initiatives of significant scientific, commercial, social and political importance. Selected highlights include:

- **State of the Reefs: Regional and Global Perspectives** — Lead author of first comprehensive regional and global review of the status and trends of coral reef ecosystems to provide concise perspective and guidance for world leaders committed to the International Coral Reef Initiative — an effort by concerned governments to lead and inspire effective management of coral reef ecosystems.
- **Diagnostic Coral Reef Monitoring & Assessment** — Provided foundation in scientific literature for a new paradigm for coral reef monitoring and assessment with early warning diagnostic, and status and trends capabilities (consultant to EPA Ocean and Coastal Protection Division). Performed biocriteria program feasibility study, produced research strategy for creating coral reef indexes of biotic integrity, produced habitat classification and reference condition analysis, and authored journal papers on coral reef biological response signatures, biotic integrity indexes and biological criteria for coral reef ecosystems. Findings, materials and recommendations are used in policy formation for marine water quality regulations under US Clean Water Act, and formed the foundation for breakthrough approach to coral reef monitoring — of significant value in reporting to Congress on the status of the nation's coral reef resources.
- **National Survey of Biodiversity** — Represented NOAA in the US Department of Interior's National Biological Service Senior Management Team in Washington, DC. Advised the Director of NBS and his executive team in integrated coastal resources management issues and policy. Served as senior scientist for the marine portion of the proposed national biodiversity survey effort.
- **Photogrametric Survey of USS MONITOR** — Participated in first photogrametric survey with Jacques Cousteau and "CALYPSO" divers and established guidelines for disposition of artifacts at the USS MONITOR National Marine Sanctuary off North Carolina.
- **Biological Survey & Inventory** — Supervised the conduct of first biological inventory of the Key Largo National Marine Sanctuary off Key Largo, FL. Led first-ever submersible surveys of deep coral reefs of Key Largo and Flower Gardens National Marine Sanctuaries.
- **Decision support modeling for integrated coastal zone management of coral reefs** — Member of a World Bank multidisciplinary team that produced the first user-friendly decision support fuzzy logic model (targeted at Curaçao, The Maldives and Montego Bay, Jamaica) to provide decision makers the ability to conduct multivariate analysis of coastal management decisions and visualize resultant impacts on coral cover.
- **Seas at the Millennium: An environmental evaluation** — Invited lead author of two chapters on the Pacific and Caribbean coasts of Nicaragua in three volume global evaluation of the marine environment in the year 2000.

### EXCELLENCE IN MANAGEMENT & LEADERSHIP

Dr. Jameson is a successful business executive and organization leader with the full complement of cross-functional management qualifications — vision, strategic thinking and planning, operations management, P&L administration, financial planning and analysis, budgeting, cost reduction and control, business process engineering, business and scientific best-practice benchmarking, relationship building — which he has contributed in entrepreneurial professional services, NGO, federal government and private enterprise environments. Highlights of management experience and achievement:

- **Executive Leadership & Business Management** — Led the startup, growth and management of a successful professional services firm specializing in scientific consulting and advisory services to world-class environmental consulting firms, and public and private sector businesses. As Commissioned Officer and Executive for NOAA, managed multi-site science and research organizations with budgets of up to \$45 million, and functionally and culturally diverse workforces of 200+.

**EXCELLENCE IN MANAGEMENT & LEADERSHIP** — *continued*

- **International, Federal and NGO Projects and Programs**— Provided ICZM expertise worldwide via Coral Seas Inc to a large variety of clients. Highlights: USAID Miskito Coast Marine Reserve; Red Sea Marine Peace Park; Montego Bay Marine Park DEMO Project; Egyptian Environmentally Sustainable Tourism Project; Caribbean Marine Environment Center; Red Sea Sustainable Tourism Initiative; The World Bank (ICZM Coral Reef Decision Support Modeling); World Resources Institute (Reefs at Risk); IUCN (Marine and Coastal Protected Areas: A Guide for Planners and Managers); International Society for Reef Studies (International Coral Reef Symposium mini-symposium Chairman); and The World Wildlife Fund (Healthy Mesoamerican Reef Workshop).
- **Business Process Improvement** — Teamed with another consultant in design and development of formal business process model for the US Coral Reef Task Force (federal interagency organization representing the US in the multi-country International Coral Reef Initiative). Best-practices facilitated accountability, communication and cooperation among stakeholders, and optimized overall operational performance and achievement of program goals.
- **Finance, Budget & Grant Fund Management** — Secured and administered federal, state and private grant funds of up to \$ 45 million, including: \$1.5 million Earth Systems Data and Information Management grant funds for NOAA’s Office of Ocean Resources Conservation and Assessment (ORCA) new HAZMAT, Status and Trends Monitoring, and Strategic Environmental Assessment programs; and \$0.5 million for US Coral Reef Initiative mapping and training.
- **IT Decision Support** — Contributed scientific expertise, technical orientation and business acumen to development of a fuzzy logic solution — first-ever specific to coral reef management — enabling Integrated Coastal Zone Management decision-making. Collaborated with IT professionals, scientists and economists. Authored two chapters of the “ICZM Decision Support Modeling for Coral Reef Ecosystems” publication and journal papers. World Bank-funded project.
- **NOAA Awards** (selected) — NOAA Special Achievement Award for Sustained Superior Performance (2); NOAA Corps Commendation Medal; NOAA Corps Directors Ribbon; Unit Citations (3); and Commendations (9).

**LEADERSHIP IN RESEARCH**

Dr. Jameson has vast experience in the conduct, analysis and publication of basic and applied research in academic, federal government agency and private sector environments. Diversity of research includes:

- **Applied Research** — Leader of a Sea Grant effort conducted at the University of Guam Marine Lab and Micronesian Mariculture Demonstration Center, Palau that provided the scientific foundation for large-scale aquaculture and conservation programs in the Indo-Pacific. Produced doctorate thesis in early life history of the giant clams.
- **Quantitative Research** — Led a team of Egyptian assistants (scientists and statisticians) in conducting first-ever damage assessment of 48 diving sites off Hurgada and Safaga in the Egyptian Red Sea during a period of severe anchor damage — provided quantitative data for the Government of Egypt’s new mooring buoy program. Analysis served as a baseline for coastal restoration in alignment with sustainable tourism management.
- **Quantitative Analysis** — Performed and produced scientific paper on “A coral damage index and its application to diving sites in the Egyptian Red Sea: — one of only seven reports selected for the single Special Issue on The Science of Coral Reef Management in the prestigious journal *Coral Reefs*.
- **Basic Research** — Conducted vanguard coral taxonomic research that developed the first multivariate quantitative tool, using discriminant analysis, to identify Caribbean *Porites* species with overlapping morphological characteristics. Presently working to establish neotypes for *Porites porites* and *Porites divaricata* plus taxonomic notes and stereo photomicrographs for holotypes of the genus *Porites* (Anthozoa: Scleractinia) in the Caribbean and Western Atlantic.

**LEADERSHIP IN POLICY**

Dr. Stephen Jameson is an internally recognized leader and scientific expert who has been a frequent contributor to policy formation and program administration of high-profile marine conservation organizations, and initiatives of national and international scope. Highlights include:

- **International Coral Reef Initiative (ICRI)** — Served on Executive Secretariat of US Department of State lead ICRI. Helped develop ICRI “Call to Action” and “Framework for Action.” Lead author of “State of the Reefs” kick-off book.
- **US Coral Reef Task Force** — Designed, developed and documented (lead author of internal publication) a formal task force process model that helps prioritize needs, improve coordination and report progress and outcomes among the (11 federal agencies including NOAA, 2 states, 2 commonwealths, 2 territories and 1 ambassador-Palau).
- **Middle East Peace Initiative’s Red Sea Marine Peace Park** — Principal consultant to Aqaba Regional Authority establishing bi-national Red Sea Marine Peace Park. Coordinated activities with bi-national partner Israeli Department of Natural Resources and Eilat Coral Reef Reserve. Lead author of cooperative research strategy.



**LEADERSHIP IN POLICY** — *continued*

- **US National Biological Survey (NBS)** — Advised NBS Director and management team (reported to the Director of NBS and Chief Scientist of NOAA) on integrated coastal resources management issues and policy. Coordinated United States Marine Biodiversity Survey Strategy and established Memorandum of Understanding between NOAA and NBS giving NOAA the lead role in US marine biodiversity survey operations.
- **Egyptian Red Sea Riviera** — Authored “Best Practices Handbook for Tourism Center Development” for Egyptian Tourism Authority and USAID. Contributing author on status and trends of coral reefs along the Red Sea Riviera to World Resources Institute book “Reefs at Risk.”
- **Egyptian Environmental Impact Assessment Regulations** — Subcontracted to the principal consulting firm (PA Consulting) to the USAID-funded Red Sea Sustainable Tourism Initiative. Produced coral reef monitoring and assessment guidelines for Egyptian Environmental Affairs Agency and the Egyptian Tourist Development Agency. Project is of unique significance as Egypt is the only country to include coral reef monitoring and assessment guidelines as part of government environmental impact assessments.
- **NGO Management of Marine Parks** — Performed case study of Montego Bay Marine Park, Jamaica a marine park under NGO management for IUCN book “Marine and Coastal Protected Areas: A Guide for Planners and Managers” (Third Edition).
- **US National Marine Sanctuary Program** — Founding member of major US government ocean management initiative to conserve national marine treasures. Held increasing positions of national policy responsibility during start-up including: Manager Key Largo National Marine Sanctuary; Associate Director of Sanctuary Operations and Enforcement; and Executive Officer, Sanctuary Programs Office.

**LEADERSHIP IN CONSERVATION**

Dr. Jameson is extremely active — as initiator, advisor, manager and/or contributing consultant — in several high-profile, large-scale endeavors involving breakthrough national and international conservation initiatives, marine conservation organizations, and related organizations and programs. Highlights include:

- **Protected Area and Land Management (PALM) Project** — Retained by world-class environmental consulting firm (Tetra Tech, Inc.) to serve on the PALM Proposal Team for USAID-sponsored Coral Reef Marine Park and Watershed Management programs in Jamaica (“Ridge to Reef” follow-up project). Contributed expertise in marine and coastal science, policy and conservation.
- **Montego Bay Marine Park DEMO Project** — Principal consultant to Montego Bay Marine Park to restructure the management team and turnaround operations (management challenges included lack of staff, training and funding; environmental challenges included history of severe over-fishing and nutrification from neighboring sewage treatment plant). Produced business/finance plans, park management plan and trained staff. Coordinated with government and industry to reduce fishing and sewage pressures.
- **Red Sea Sustainable Tourism Initiative** — Subcontracted to PA consulting, a large US environmental consulting firm, in USAID-sponsored project for environmentally conscientious development of tourism along the Red Sea coast. Produced coral reef monitoring and assessment guidelines for the new Egyptian environmental impact assessment regulations in cooperation with the Egyptian Environmental Affairs Agency and Tourism Development Authority.
- **Egyptian Environmentally Sustainable Tourism Project** — Partnered with large international environmental consulting firm (Winrock International) in USAID-sponsored project for environmentally sustainable tourism development along the Red Sea coast. Conducted strategic environmental assessments along Red Sea Riviera and produced first Dive Site Management, Enforcement, Administration and Diving Safety Action Plans for Red Sea Islands Protectorate.
- **Red Sea Marine Peace Park** — Produced zoning plan, regulations and research strategy, and installed demarcation and mooring buoys for bi-national marine park between Jordan and Israel — a major and one of the few lasting success stories of the US Middle East Peace Initiative.
- **Miskito Coast Marine Reserve, Puerto Cabezas, Nicaragua** — Retained by USAID and NOAA to produce a comprehensive biosphere reserve concept analysis (including coral reef ecosystem rapid ecological assessment, voucher coral collection, and staff training in species identification) for the Environmental Initiative of the Americas Fisheries Project — to determine feasibility and strategy for integrating Miskito Coast Marine Reserve into a larger global marine reserve network. Presented findings and made recommendations.

**LEADERSHIP IN CONSERVATION** — *continued*

- **US Marine Sanctuary Designation & Management** — As NOAA Sanctuary Programs Office Executive Officer and Associate Director of Operations and Enforcement played integral role in piloting and gaining Presidential designation of the Channel Islands, Gulf of the Farallones and Cordell Bank; Grays Reef; and Looe Key National Marine Sanctuaries. Served as manager/superintendent of Key Largo, USS MONITOR and Channel Islands National Marine Sanctuaries.
- **Design and Development of Conservation Tools** — Transformed scientific information into new ways to develop the following innovative conservation tools: decision support modeling for the integrated coastal zone management/ICZM; Quantitative morphometric key to Caribbean Porites coral species; The Coral Damage Index; and Coral Reef Index of Biotic Integrity and Biological Response Signatures (under development).

**EXCELLENCE IN TRAINING & EDUCATION**

In formal and informal settings, Dr. Jameson has designed, developed, wrote and/or presented education and training programs on a variety of life sciences topics. He has also managed peer review process for scientific institutions and events. Highlights:

- **Joint EPA, NOAA, USGS & DOI Workshop, Honolulu, Hawaii** — Produced background paper on “Indicators of Pollution Stress on Coral Reefs: Available and Potential Tools for Monitoring and Assessment” presented to audience of 200+ scientists, researchers and coral reef managers from around the world. Delivered keynote presentation.
- **World Wildlife fund/World Bank Healthy Mesoamerican Reef Workshop** — Keynote speaker on: “Translating complex data into usable information and tools for management: creating coral reef indexes of biotic integrity and biological response signatures.”
- **Smithsonian Museum of Natural History Lecture Series** — Keynote speaker on: “Applied taxonomy - three new tools for coral reef management: a quantitative key to the Poritidae off Belize, a coral reef index of biotic integrity using benthic invertebrates and a coral damage index.”
- **National Geographic Society, “Jason” Projects** — Voyage IX, Bermuda, Monterey Bay and Mexico’s Sea of Cortez and Voyage VII Key Largo, Florida. Served as Guest Scientist for the Jason Project marine education interactive network site. The “Jason” Voyages were transmitted nation-wide to elementary and high school students.
- **Middle East Peace Initiative’s Red Sea Marine Peace Park, Aqaba, Jordan and Eilat, Israel** — Delivered training to Aqaba Region Authority personnel in marine park management, enforcement, operations and mooring buoy installation.
- **International Society for Reef Studies, 9<sup>th</sup> and 10<sup>th</sup> International Coral Reef Symposia, Bali, Indonesia and Okinawa, Japan** — Served as Mini-Symposium Chairman and Proceedings Editor. Reviewed, edited, selected topics and presenters, and managed the peer review process for this high-profile international event.
- **Los Marineros Marine Education Program** — Awarded NOAA Corps Commendation Medal for efficient and effective management of the Channel Islands National Marine Sanctuary’s/Santa Barbara Museum of Natural History marine education program. Increased student enrolment by 400% and donor contributions by 250%. Awarded The National Environmental Awards Council "Certificate of Environmental Achievement" that recognizes this outstanding program in the Renew America 1992 Environmental Success Index; a unique marine education program, which educates fifth and sixth grade students in the Santa Barbara School district via a specially designed curriculum guide and Los Marineros trained teachers — has become a model for the nation.
- **The Sea Center** — Channel Islands National Marine Sanctuary’s Santa Barbara Museum of Natural History Cooperative Marine Aquarium and Marine Education Center on Stern’s Warf, Santa Barbara, CA. Developed and implemented sell-out innovative new visitor programs — outdoor touch tank, whale watching, and special-focus natural history cruises for the public — for this major beach tourist attraction.
- **Santa Barbara City College, Marine Technology Department Underwater Video/ROV Cruises** — As Superintendent of Channel Islands National Marine Sanctuary designed and implemented cooperative underwater video and remotely operated vehicle (ROV) cruises to Santa Cruz Island — popular, innovative program allowing diver naturalists to describe the underwater world of the Channel Islands National Marine Sanctuary via video/microphone link to tour boat.
- **Montego Bay Marine Park, Jamaica** — Developed position descriptions, work plans and performance objectives for the Education Coordinator and the Park Scientific Officer. Assessed personnel potential, and delivered on-the-job training and mentoring (on business, education and scientific matters) to these key individuals and other members of the staff (including park enforcement personnel).

**EXCELLENCE IN TRAINING & EDUCATION** — *continued*

- **Channel Islands National Marine Sanctuary Education Innovations (CINMS)** — As superintendent, developed the following new educational products: “Window to the Channel” book describing sanctuary resources; Sanctuary Lecture Series focusing on locally relevant marine policy issues, and natural and Native American history; beautiful postcard calendar using photo contest winners and highlighting CINMS resources and the National Marine Sanctuary Program; new slide/video shows highlighting CINMS and “Shipwrecks”; appeared in and helped produce two television programs as part of the “Challenge of the Seas” series with actor Ted Dansen that focused on the CINMS and the National Marine Sanctuary Program, and provided vessel and diver support for PBS television special “Marine Life Miracles” hosted by actor Peter Horton airing nationwide on PBS pledge week. Enhanced visitor experience via the design, construction and installation of new exhibits at CINMS and Channel Islands National Park headquarters (Ventura). Upgraded and improved CINMS brochures, traveling displays and marketing materials.
- **Marine Mammal Center, Santa Barbara, California** — Established cooperative working relationship with the Marine Mammal Center to provide rescue services for marine mammals in distress — caught in gill nets or otherwise indisposed — and ancillary educational programs and press releases.

**EXCELLENCE IN STRATEGIC RELATIONSHIPS**

Dr. Jameson has developed and maintained a large network of professional relationships among many of the globe’s leading science and conservation organizations, federal and foreign government agencies, academic institutions, world-class consulting firms, and subject matter experts in marine science, integrated coastal management and other scientific disciplines. Selected working relationships include:

- United States Environmental Protection Agency — EPA
- National Oceanic & Atmospheric Administration — NOAA
- United States Agency for International Development — USAID
- United States Department of the Interior — DOI
- US Geological Survey — USGS
- The World Bank, Organization of American States, World Resources Institute
- National Science Foundation, US Fish & Wildlife Foundation, World Wildlife Fund
- Smithsonian Institution, Museum of Natural History
- Conservation International, The Nature Conservancy, The Ocean Conservancy
- National Geographic Society, International Society for Reef Studies
- Egyptian Environmental Affairs Agency (EEAA) and Egyptian Tourism Development Authority (TDA)
- Aqaba Region Authority (ARA), Jordan
- Consulting firms: Tetra Tech, Chemonics, ARD, PA Consulting, RDI, EDAW, Winrock Intl, ENTRIX, TSS, DHI

**PERSONAL ENDORSEMENTS** — *selected*

**NOAA Corps Commendation Medal** — “Lt. Cdr. Jameson has established a friendly and cooperative relationship with the Channel Islands National Park (DOI) that was non-existent when he reported as sanctuary superintendent. This new relationship improved management of the unique resources around the Channel Islands that both agencies are charged with protecting. It also shows the public that the CINMS and CINP are working as a team. These many accomplishments in a short period of time are a tribute to Lt. Cdr. Jameson’s knowledge of marine resource management, his ability to organize limited resources efficiently and supervise people effectively, so they function harmoniously and productively.” — *Franklin D. Christilf, Pacific Regional Manager, Sanctuary Programs Office, Office of Coastal Zone Management, NOAA*

**NOAA Corps Director Ribbon** — “Lieutenant Commander Jameson has performed his duties as manager of the Channel Islands National Marine Sanctuary in an exemplary fashion. In addition to his solid management skills, his knowledge of marine resources, and his competence in supervising staff, troubling shooting, and day-to-day operations, Lieutenant Commander Jameson has shown extraordinary vision and creativity in seeking opportunities to further the goals of the sanctuary. He sought new and creative solutions to management challenges; he strengthened old and forged new relationships with the user and research communities; and he captured the imagination and interest of the public through timely, relevant, and artistic presentation of information and issues. His contribution to the national marine sanctuary program and NOAA has truly been meritorious and is deserving of the NOAA Corps Director’s Ribbon.” — *Rafael V. Lopez, Pacific Regional Manager, Sanctuary Programs Office, Office of Ocean and Coastal Resource Management, NOAA*

**Promotion Recommendation** — “Lt. Cdr. Jameson possesses an exceptional ability to motivate people to perform at higher levels and achieve results while still maintaining a friendly relationship and pleasant work environment. His outstanding management ability is recognized not only by me and other ORCA managers, but as importantly, by the staff he supervises.” — *Charles N. Ehler, Director, Office of Ocean Resources Conservation and Assessment, NOAA*

**Letter of Recommendation Request** — “Thank you for agreeing to write a letter of recommendation for me. My best memories of working for the Sanctuary will surely be under your management. I appreciate your collaborative working style and the confidence you had in me to be effective in my work. I increasingly realize how important it is for staff to feel the support of management. People produce better work when they know that there is a strong foundation of belief behind them. I felt that support from you and achieved a lot under your guidance. I hope to find a position that will again provide me with the environment necessary to create great results.” — *Stephanie A. Brown, Publications Coordinator, Channel Islands National Marine Sanctuary*

**Commendation/Thank you from NOAA Chief Scientist** — “It was so exciting to witness the enthusiasm of the participants and a pleasure to be a part of the action. Please convey my thanks, admiration and best wishes to all concerned with last week’s arrangements. I especially enjoyed our brief but memorable dip at Arctic Rock, and look forward to other occasions, about the surface and below.” — *Sylvia A. Earle, The Chief Scientist, NOAA*