

CURRICULUM VITAE

Roger J. Haro, Ph.D.

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Office Address

University of Wisconsin - La Crosse
Department of Biology
River Studies Center
4028 Cowley Hall
La Crosse, WI 54601

Daytime: (608) 785-6970
Evenings: (608) 783-5148
FAX: 608-785-6959
e-mail: haro.roge@uwlax.edu
<http://www.uwlax.edu/Biology/Aquatics/rjharo01.html>

Education

Doctor of Philosophy in Natural Resources and Environment, September 1994, University of Michigan, Ann Arbor, Michigan. **Dissertation title:** The ecological significance of sexual size dimorphism in two predatory stonefly nymphs: *Isogenoides frontalis* and *I. olivaceus*.
Dissertation Chair: Dr. Michael J. Wiley.

Master of Science in Entomology, December 1988, University of Idaho, Moscow, Idaho. **Thesis title:** Agricultural nonpoint source pollution impacts on macrobenthic fauna within the Lapwai Creek Watershed, Idaho. Thesis Chair: Dr. Merlyn A. Brusven.

Bachelor of Science in Fisheries Biology, June 1984, Humboldt State University, Arcata, California. Senior thesis title: Trout egg survivorship in a groundwater supplied stream-side salmonid incubation box. Senior Advisor: Dr. George Allen.

Work Experience

Associate Professor of Biology, River Studies Center, Department of Biology & Microbiology, University of Wisconsin - La Crosse, La Crosse, WI 54601 (August 1999 - present). Lecturer and laboratory instructor for courses in general biology, animal biology, freshwater invertebrate zoology, and watershed ecology. My research program focuses on the ecology of benthic macroinvertebrates and fishes, non-point source pollution impacts on stream ecosystems, and the application of geographical information systems in watershed analysis.

Assistant Professor of Biology, River Studies Center, Department of Biology & Microbiology, University of Wisconsin - La Crosse, La Crosse, WI 54601 (August 1996 - July 1999).

Research Associate in Stream Ecosystems and Landscape Ecology, Center for Water and the Environment (CWE), Natural Resources Research Institute, University of Minnesota, Duluth, MN 55811 (June 1994 - August 1996): Coordinated field research and GIS/hydrological modeling efforts for the development of ecological criteria for Midwestern watersheds. Other responsibilities included 1) writing and editing research manuscripts, 2) developing and writing research grant proposals for extramural support; 3) supervising technical staff and work-study students, and 4) coordinating professional research seminars for CWE.

Work Experience (Continued)

University Lecturer, University of Michigan, School of Natural Resources & Environment, University of Michigan Biological Station, Pellston, MI (Summer Semester 1991 and 1992): Conducted a field course in introductory aquatic ecology.

University Lecturer, University of Idaho, Department of Plant, Soil, and Entomological Sciences, Moscow, Idaho (Spring Semester 1987): Conducted a graduate-level lecture and laboratory sections in aquatic entomology.

Teaching Assistant, University of Idaho and the University of Michigan (13 semesters between Sept. 1987 - October 1993): Courses included General Entomology, Aquatic Entomology, Introductory Aquatic Ecology, Stream Ecology, and Ecological Issues.

Environmental Technician, Freshwater Physicians, Brighton, MI (May - Sept. 1990): Responsible for conducting 24- hour larval fish entrainment surveys at an Edison power plant on the St. Claire River, MI.

Fisheries Seasonal Aid, Institute for Fisheries Research, Michigan Department of Natural Resources, Ann Arbor, MI (May 1989 - Sept. 1989): Surveyed bluegill spawning habitat and collected larvae in a southeastern Michigan lake. Participated in electro-fishing and trap net survey for bluegill abundance and growth estimation. Sorted and identified benthos samples from 33 Michigan lakes managed for bluegill.

Fish & Wildlife Seasonal Aid, San Francisco Bay-Delta Study, California Department of Fish and Game, Stockton, CA, (June 1984 - March 1985): Participated in monthly boat trawling and beach seining surveys monitoring the response of fish (including ichthyoplankton) and invertebrate populations to agricultural water diversion. Other duties included: processing benthic and midwater samples; tabulating and analyzing data; and aiding biologists with report preparation.

Scientific Papers

Gray, B. R., **R. J. Haro**, J. T. Rogala and J. S. Sauer. 2005. Modelling habitat associations with fingernail clam (Family: Sphaeriidae) counts at multiple spatial scales using hierarchical count models. *Freshwater Biology* 50:715–729.

Cavanaugh, J., **R. J. Haro** and S. Jones. 2004. Conspecific cases as alternative grazing surfaces for larval *Glossosoma intermedium* (Trichoptera: Glossosomatidae). *Journal of the North American Benthological Society* 23(2):297-307.

R. J. Haro, R. Gillis and S. T. Cooper. 2004. First report of a terrestrial slug (*Arion fasciatus*) living in an aquatic habitat. *Malacologia* 45(2):451-452.

Richards, C., **R. J. Haro**, L. B. Johnson, and G. E. Host. 1997. Catchment and reach-scale properties as indicators of macroinvertebrate species traits. *Freshwater Biology* 37:219-230.

Haro, R. J., K. Edly, and M. J. Wiley. 1994. Body size and sex ratios in emergent stonefly nymphs: variation between cohorts and populations. *Canadian Journal of Zoology* 72:1371-1375.

Haro, R. J. and M. A. Brusven. 1994. Effects of cobble embeddedness on the microdistribution of the sculpin *Cottus beldingi* and its stonefly prey. *Great Basin Naturalist* 54:64-70.

Scientific Papers (Continued)

Haro, R. J. and M. J. Wiley. 1992. Secondary consumers and the thermal equilibrium hypothesis: insights from Michigan spring brooks. Pages 179-188 in J. A. Stanford and J. J. Simons [eds.], Proceedings of the First International Conference on Groundwater Ecology. American Water Resources Association, Bethesda, Maryland, 420 pp.

Submitted Manuscripts

Haro, R. J. and M. J. Wiley. Life history and production of two perlotid stoneflies (*Isogenoides frontalis* and *I. olivaceus*) with sex-specific growth trajectories. Aquatic Insects (Acceptance pending revision).

Manuscripts in Progress

Burgess, A., **Haro, R. J.** and P. H. Gowda. The relationship among landscape characteristics, stream habitat and composition of benthic macroinvertebrate communities in two Midwestern agricultural watersheds. To be submitted to the Journal of Environmental Management.

Haro, R. J., J. Saros, and J. Cavanaugh. Diatom community structure on two heavily grazed microhabitats: Stream substrates and caddisfly cases. To be submitted to the Journal of Freshwater Biology.

Gray, B. J., **R. J. Haro**, J. S. Sauer, and J. T. Rogala. Modeling benthic macroinvertebrate abundance from a large river using zero modified count distribution assumptions. To be submitted to Environmental Monitoring and Assessment.

Kalish, T., **R. J. Haro**, and M. B. Sandheinrich. Brown trout fry from naturalized and stocked populations: relationships between emergence time and food availability. To be submitted to either the Canadian Journal of Fisheries and Aquatic Sciences or The Journal of the North American Benthological Society.

Wasley, D., Sobale, D., and **R. J. Haro**. Regional and annual variations of nitrogen loads from tributaries to upper Mississippi River. To be submitted to Regulated Rivers.

Other Publications

Gowda, P. H., **R. J. Haro**, and T. Napier. 2001. Final Report of Water & Watershed Project- An integrated ecological and socio-economic approach to evaluating and reducing agricultural impacts on Upper Mississippi River watersheds. Submitted to U. S. Environmental Protection Agency, Office of Research and Development.

Haro, R. J. 1992. Michigan rivers: a heritage worth exploring. Michigan Natural Resources Magazine, September/October:26-29.

Professional Presentations

Gray, B., **R. J. Haro**, J. Rogala and J. Sauer. Zero-inflated count models. Presentation at the annual meeting of The International Environmetrics Society, Portland, Maine, USA, June 2004.

Haro, R. J., B. D. Campbell, and W. B. Richardson. Concordance among chironomid assemblages in constructed and natural ponds varying in nutrient level and adjacent land use. Poster presentation at the 52nd Annual Meeting of the North American Benthological Society, Vancouver, British Columbia, Canada, June 2004.

Professional Presentations (Continued)

- Haro, R. J.**, D. Sutherland, and D. T. Gerber. High school scientific research: moving beyond the science fair and towards the undergraduate research experience. Invited presentation at the 98th Annual Western Wisconsin Education Conferences, La Crosse, WI, February 20, 2004.
- Campbell, B. D., **R. J. Haro**, M. G. Knutson and W. B. Richardson. Land-use effects on chironomid community structure in natural and constructed wetlands. Poster presentation at the XV International Symposium on Chironomidae, University of Minnesota, Minneapolis, MN, August 2003.
- Haro, R. J.**, B. R. Gray, J. S. Sauer, and J. T. Rogala. Developing a habitat model for large-river mayfly abundance that accommodates over-dispersion and extra zeroes. Poster presentation at the 51st Annual Meeting of the North American Benthological Society, Athens, Georgia, June 2003.
- Gray, B. R., J. S. Sauer, J. T. Rogala, and **R. J. Haro**. Using negative binomial and zero-inflated count distributional assumptions to model benthic macroinvertebrate abundance data. Poster presentation at the 51st Annual Meeting of the North American Benthological Society, Athens, Georgia, June 2003.
- Gillis, R., **R. J. Haro**, and S. T. Cooper. First report of a terrestrial slug (*Arion* sp.) from a lotic habitat. Poster presentation at the 51st Annual Meeting of the North American Benthological Society, Athens, Georgia, June 2003.
- Campbell, B. D., **R. J. Haro**, M. M. Knutson, and W. B. Richardson. Rarefaction analysis to determine subsampling effort for estimating chironomid diversity in Minnesota farm ponds. Poster presentation at the 2003 Annual Meeting of the Mississippi River Research Consortium, La Crosse, WI, April 2003.
- Gray, B. R., J. S. Sauer and **R. J. Haro**. Using zero-modified count distributional assumptions to model abundance data with "extra zeroes." Poster presentation at the Wildlife Society Annual Conference, Burlington, Vermont, April 2003.
- Williams, K. and **R. J. Haro**. Behavioral responses of larval *Glossosoma intermedium* (Trichoptera: Glossosomatidae) to added case load. Poster presentation at the 2003 Annual Meeting of the National Conference on Undergraduate Research (NCUR 2003), Salt Lake City, UT, April 2003.
- Danielson, T. and **R. J. Haro**. Nitrogen flux in near-channel groundwater during an experimental draw down of Pool 8 on the Mississippi River. UW-L Undergraduate Research Day, La Crosse, WI, April 10, 2002.
- Gray, B., J. S. Sauer, J. T. Rogala and **R. J. Haro**. Modeling mayfly monitoring data from the Upper Mississippi River as a function of ecological predictors. US EPA, Environmental Monitoring and Assessment Program Symposium, Washington, DC, April 2002.
- Cripps, M., B. Johnson, M. Sandheinrich, **R. J. Haro**, A. Elfessi and T. Koel. Ecosystem factors influencing fish species richness within aquatic habitats of the upper Mississippi River. Mississippi River Research Consortium, La Crosse, WI, April 25-24, 2002.
- Cavanaugh, J. C., J. E. Saros, and **R. J. Haro**. Diatom community structure on two heavily grazed microhabitats: streambed substrates and caddisfly cases. Poster presentation at the 16th Annual Meeting of the North American Diatom Symposium, Ely, Minnesota, September 7-9, 2001.

Professional Presentations (Continued)

- Cavanaugh J. C., and **R. J. Haro**. Conspecific cases as alternative grazing surfaces for *Glossosoma intermedium*. Platform presentation at the 49th Annual Meeting of the North American Benthological Society, La Crosse, WI, June 2001.
- Cavanaugh J. C., **R. J. Haro** and J. E. Saros. Temporal changes in diatom community structure in two heavily grazed microhabitats: stream-bed substrates and caddisfly cases. Poster presentation at the 86th Annual Meeting of the Ecological Society of America, Madison, WI, August 2001.
- Jones S. N., **R. J. Haro** and J. C. Cavanaugh. Effect of periphyton level on conspecific case-mounting behavior among larval *Glossosoma intermedium* (Trichoptera: Glossosomatidae). Poster presentation at the 49th Annual Meeting of the North American Benthological Society, La Crosse, WI, June 2001.
- Kalish, T. G. and **R. J. Haro**. Effects of emergence time on food availability of brown trout, *Salmo trutta*, fry. Poster presentation at the 49th Annual Meeting of the North American Benthological Society, La Crosse, WI, June 2001.
- Haro, R. J.**, A. F. Burgess and P. H. Gowda. Relationships between tillage practices and the biological integrity of tributary streams of the Upper Mississippi River. Platform presentation at the 48th Annual Meeting of the North American Benthological Society, Keystone, CO, May 2000.
- Haro, R. J.**, A. F. Burgess and P. H. Gowda. Conservation tillage practices and the biological integrity of tributary streams of the Upper Mississippi River. Platform presentation at the Meeting of the Mississippi River Research Consortium, La Crosse, WI, April 2000.
- Burgess A. F., **R. J. Haro** and P. H. Gowda. Relationships between watershed sediment delivery rate and local macroinvertebrate community structure. Poster presented at the 47th Annual Meeting of the North American Benthological Society, Duluth, MN, May 1999.
- Deuschle, D. R. and **R. J. Haro**. Temporal responses of macroinvertebrate riffle communities to deposited sediments and a dominant herbivore. Poster presented at the 47th Annual Meeting of the North American Benthological Society, Duluth, MN, May 1999.
- Wasley, D. M., D. M. Soballe, D. Deuschle and **R. J. Haro**. Regional and annual variations of nitrogen loads from tributaries to upper Mississippi River. Poster presented at the 47th Annual Meeting of the North American Benthological Society, Duluth, MN, May 1999.
- Miesbauer, J. M., D. Dueschle and **R. J. Haro**. Movement patterns of a larval caddisfly over tile and sand substrates in artificial flumes. Poster presented the Meeting of the Minnesota Academy of Science, Winchell Undergraduate Symposium, Macalester College, St. Paul, MN, April 1999.
- Deuschle, D. R. and **R. J. Haro**. Terminal body size for *Glossosoma intermedium* (Trichoptera: Glossosomatidae): variation within and among populations from southwestern Wisconsin streams. Poster presented at the Meeting of the Mississippi River Research Consortium, La Crosse, WI, April 1999.
- Wasley, D. M., D. M. Soballe, D. Deuschle and **R. J. Haro**. Nitrogen mass balance budget for the upper Mississippi river basin. Platform presented at the Meeting of the Mississippi River Research Consortium, La Crosse, WI, April 1999.

Professional Presentations (Continued)

- Burgess A. F., **R. J. Haro** and P. H. Gowda. Ordination of local macroinvertebrate community structure across gradients of watershed area and sediment delivery rate. Poster presented at the Joint Meeting of the American Water Resources Association (Wisconsin Chapter) and the Midwest Chapter of the Society of Environmental Toxicology and Chemistry, La Crosse, WI, March 1999.
- Deuschle, D. R., K. J. McElroy and **R. J. Haro**. Influence of nonpoint source sedimentation on *Glossosoma* spp. (Trichoptera: Glossosomatidae) foraging behavior in southwestern Wisconsin streams. Platform presentation at the Annual meeting of the Mississippi River Research Consortium, La Crosse, WI, April 1998.
- Wasley, D. M., D. M. Soballe and **R. J. Haro**. Seasonal and annual variations of nitrogen loads in pools eight and thirteen of the upper Mississippi River. Poster presentation at the Annual meeting of the Mississippi River Research Consortium, La Crosse, WI, April 1998.
- Haro, R. J.**, C. Richards, L. B. Johnson and G. Host. Catchment and stream-reach properties as indicators of macroinvertebrate species traits. Presentation at the 45th Annual Meeting of the North American Benthological Society, San Marcos, Texas, May 1997.
- Haro, R. J.**, G. Host and C. Richards. Estimating the effect of catchment geology and landuse on the Index of Biological Integrity. An invited presentation for the symposium "Applying the Landscape Perspective to the Study of Fishes in Midwestern Rivers" at the National Meeting of the American Fisheries Society, Detroit, Michigan, August 1996.
- Haro, R. J.**, C. Richards, L. B. Johnson and G. Host. Simulating regional hydrologic responses for ungauged watersheds differing in surficial geology and landuse. Presentation at the American Water Resources Association Symposium on "Watershed Restoration Management", Syracuse, New York, July 1996.
- Haro, R. J.**, D. Breneman and C. Richards. Longitudinal patterns in lotic fish diversity: comparisons between two different types of catchment geology. Tenth Annual U. S. Landscape Ecology Symposium, University of Minnesota, Minneapolis, Minnesota, April 1995.
- Haro, R. J.** and M. J. Wiley. Ration distribution and the development of sexual size dimorphism in predatory stonefly nymphs: an individual-based simulation model. Forty-third Annual Meeting of the North American Benthological Society, Keystone, Colorado, June 1995.
- Haro, R. J.** Quantifying stonefly foraging behavior using a video analysis system. Invited presentation to the Large Rivers Program, Winona State University, Winona, Minnesota, December 1994.
- Haro, R. J.** and M. J. Wiley. Are the sand cases of larval caddisflies effective refuge from stonefly predation? 1993 Annual Meeting of the Ecological Society of America, Madison, WI, August 1993.
- Haro, R. J.** Sexual size dimorphism and life history tactics of two predaceous stoneflies *Isogenoides frontalis* and *I. olivaceus* (Perlodidae: Plecoptera). An invited presentation to the 40th Annual Meeting of the North American Benthological Society, Calgary, Alberta, Canada, May 1993.
- Haro, R. J.** and M. J. Wiley. Secondary consumers and the thermal equilibrium hypothesis: insights from Michigan spring brooks. First International Conference on Groundwater Ecology, Tampa, FL, April 1992.

Waite, I. R., **R. J. Haro** and M. A. Brusven. Sampling stream benthos using substrate particles: a comparative assessment of methods. Platform presentation at the 38th Annual Meeting of the North American Benthological Society, Blacksburg, Virginia, May 1990.

Professional Presentations (Continued)

Haro, R. J. and M. A. Brusven. Lotic macroinvertebrate response to catastrophic disturbances in an agriculturally perturbed watershed. Platform presentation at the 37th Annual Meeting of the North American Benthological Society, Guelph, Ontario, Canada, May 1989.

Grant Proposals: Research

United States Department of Agriculture, Integrated Research, Education, and Extension Projects. Source and fate of agriculturally derived nitrogen in watersheds under multiple land management. E. A. Strauss, **R. J. Haro**, W. B. Richardson, and C. Kendall (Not funded, FY 2003-2004: \$598,153)

Wisconsin Water Resources Institute, Groundwater Research Program. Source and fate of agriculturally derived nitrogen in the Coon Creek watershed. **R. J. Haro**, E. A. Strauss, J. E. Saros, and W. B. Richardson (Not funded, FY 2003-2004: \$69,829).

U. S. Environmental Protection Agency, Nutrient Science of Improved Watershed Management Program. Source and fate of agriculturally-derived nitrogen in a karstic watershed under multiple land management. **R. J. Haro**, E. A. Strauss, J. E. Saros and P. H. Gowda (with eight federal collaborators). (Not funded, FY 2002 – 2005: \$695,129).

National Science Foundation, Research in Undergraduate Institutions/Major Research Instrumentation Grant. Saros, J., **R. J. Haro**, K. R. Rolfhus and M. B. Sandheinrich. Acquisition of equipment to support research and undergraduate training in aquatic ecology. Washington, DC. (**Funded**, FY 2002 – 2005: \$213,937).

University of Wisconsin SeaGrant Program. Methylmercury production and transfer to benthic food webs in nearshore and wetland environments of southern Lake Superior. J. G. Wiener, K. R. Rolfhus, **R. J. Haro** and D. P. Krabbenhoft. (**Funded**, FY 2003 – 2006: \$318,016).

Pre-proposal to the Aquatic Nuisance Species Program, National SeaGrant. *Dreissena polymorpha* as mediators of nitrogen cycling: sediment microbial processes. B. Bratina, **R. J. Haro** and W. Richardson. (Not funded, FY 2002: \$370,900).

Minority Faculty Research Proposal, the Institute on Race and Ethnicity, University of Wisconsin System, Madison, Wisconsin. Trade-offs in grazing behavior by a macroinvertebrate keystone herbivore in southwestern Wisconsin streams. **R. J. Haro**. (**Funded**, FY 2001: \$13,500).

National Science Foundation/U. S. Environmental Protection Agency Watershed Research Grant. An integrated ecological and socio-economic approach to evaluating and reducing agricultural impacts on upper Mississippi River watersheds. P. H. Gowda, T. L. Napier, A. D. Ward, and **R. J. Haro**. (**Funded**, FY 1997 - 2000: \$658,000).

Legislative Commission on Minnesota Resources Grant Program, State of Minnesota. Miller Creek watershed comprehensive management plan. **R. J. Haro** and C. Richards. (**Funded**, FY 1996: \$153,748).

Grant Proposals: Research (Continued)

- National Science Foundation/U. S. Environmental Protection Agency Watershed Research Grant. Ecological and socioeconomic factors controlling the maintenance and recovery of stream biodiversity in agricultural catchments: an inter-regional approach. **R. J. Haro**, L. J. Johnson, C. Richards, G. Host, M. A. Brusven and D. J. Walker. (Not Funded, FY 1996: \$1,074,901).
- National Research Initiative Competitive Grants Program. Assessment of ecological risk in terrestrial and aquatic ecosystems of the Great Lakes: A multi-scale approach to reducing uncertainty. G. Host, G. J. Niemi, L. B. Johnson, **R. J. Haro**, J. M. Hanowski, C. Richards, and S. M. Bartell. (Not funded, FY 1996: \$591,496).
- Forest/Range/Crop/Aquatic Ecosystems of the National Research Initiative Competitive Grant Program, Cooperative State Research Service, United States Department of Agriculture. Biotic and abiotic controls of nutrient flux across riparian ecotones. L. B. Johnson, **R. J. Haro**, D. Zak, and G. Host. (Not funded, FY 1995: \$322,940).
- Clean Water Partnership Grant, Minnesota Pollution Control Agency, State of Minnesota. Miller Creek watershed preservation and restoration project (Assessment Phase). **R. J. Haro** with several state and municipal resource agencies. (**Funded**, FY 1995: \$39,399).
- Special Research Grants Program, Cooperative State Research Service, United States Department of Agriculture. Landscape-scale decision support and agricultural systems for protecting water quality. L. B. Johnson, **R. J. Haro** and G. Host. (Not Funded, FY 1995: \$1,763,149).
- Minnesota Sea Grant, Regents of the University of Minnesota. The impact of development on a small great lakes watershed: identification of annual patterns in urban runoff, summer temperature regimes, and critical brook trout (*Salvelinus fontinalis*) habitat. **R. J. Haro** and G. Merrick. (Not Funded, FY 1995: \$38,094).
- Michigan Natural Heritage Grant, Michigan Department of Natural Resources: Support for writing the text for a riverine education poster. **R. J. Haro**. (**Funded**, 1992: \$500).
- Rackham Dissertation Grant, University of Michigan. The ecological significance of sexual size dimorphism in two predatory stonefly nymphs: *Isogenoides frontalis* and *I. olivaceus*. **R. J. Haro**. (**Funded**, FY 1991: \$2,200).
- Student Thesis Research Award, School of Natural Resources & Environment, University of Michigan. Construction of a bioenergetic model for a predaceous stream insect. **R. J. Haro**. (**Funded**, FY 1990: \$250).

Grant Proposals: Educational

- Cooperative Educational Agreement, USGS Upper Midwest Environmental Sciences Center. R. Tyser, M. Sandheinrich and **R. J. Haro**. (**Funded**, FY 2004: \$208,809)
- Cooperative Educational Agreement, USGS Upper Midwest Environmental Sciences Center. R. Tyser, M. Sandheinrich and **R. J. Haro**. (**Funded**, FY 2003: \$491,168)
- Cooperative Educational Agreement, USGS Upper Midwest Environmental Sciences Center. R. Tyser, M. Sandheinrich and **R. J. Haro**. (**Funded**, FY 2002: \$690,197).
- Cooperative Educational Agreement, USGS Upper Midwest Environmental Sciences Center. R. Tyser, M. Sandheinrich and **R. J. Haro**. (**Funded**, FY 2001: \$623,598).

Grant Proposals: Educational (Continued)

- Cooperative Educational Agreement, USGS Upper Midwest Environmental Sciences Center.
R. Tyser, M. Sandheinrich and **R. J. Haro**. (**Funded**, FY 2000: \$591,394).
- Undergraduate Teaching Improvement Grant, University of Wisconsin System Grant Program.
Developing student self-testing and video imaging capabilities for the animal biology and human anatomy & physiology web sites. R. Gillis and **R. J. Haro**. (**Funded**, FY 2000-2001; \$33,447).
- University of Wisconsin - La Crosse, Fund for Innovations in General Education Grant. Creation of Bio 103 and 105: new introductory biology courses with inquiry-based laboratories. **R. J. Haro** with six other faculty members. (**Funded**: FY 2000: \$16,000).
- College of Science and Allied Health Faculty Development Grant. Funding to attend the Sigma Xi forum – "Reshaping Undergraduate Science and Engineering Education: Tools for Better Learning" held November 4-5, 1999 at the Hyatt Regency in Minneapolis, MN. **R. J. Haro**, B. Seebach and R. Tyser. (**Funded**, FY 1999: \$1,059).
- Unified Grant Program, University of Wisconsin System. The virtual biology Laboratory: websites for animal biology and human anatomy and physiology. R. Gillis and **R. J. Haro**. (**Funded**, FY 1999 - 2000: \$20,500). These projects can be viewed at <http://bioweb.uwlax.edu/zoolab/index.htm> and <http://bioweb.uwlax.edu/aplab>.
- Undergraduate Teaching Improvement Grant, University of Wisconsin System Grant Program.
Animal biology and human anatomy & physiology websites. **R. J. Haro** and R. Gillis. (**Funded**, FY 1999 - 2000: \$23,406). These projects can be viewed at <http://bioweb.uwlax.edu/zoolab/index.htm> and <http://bioweb.uwlax.edu/aplab>.
- Eagle Grant Project, University of Wisconsin – La Crosse Faculty Development Grant Program.
ZooLab: The UW-L Animal Biology Web site. R. Gillis and **R. J. Haro**. (**Funded**, FY 1999-2000: \$10,011).

Awards

- Students Advocating Potential Ability, Most Accessible [Instructor] Award Nominee, University of Wisconsin – La Crosse (2002)
- The Fishery Alumni Memorial Award, School of Natural Resources & Environment, University of Michigan (1993)
- Honorable Mention, Ford Foundation Doctoral Fellowship Program for Minorities, National Research Council, Washington, D. C. (1992 and 1993)
- Rackham Merit Fellowship, University of Michigan (1989-1992)
- Manis Award for Excellence in Entomological Research, University of Idaho (1988)
- Iddings Research Fellowship, University of Idaho (1986)
- National Hispanic Scholar, (1985, 1987, 1992, and 1993)
- Graduated Cum Laude (1984), Humboldt State University, Arcata, California

Service[‡]

Scientific peer-reviewer (various occasions between 1987 – present, * = multiple reviews) – Aquatic Insects, Canadian Journal of Fisheries and Aquatic Science, Ecology, Journal of Freshwater Biology*, Journal of Freshwater Ecology, Journal of the North American Benthological Society*, and Transactions of the American Fisheries Society*.

Research Proposal Reviewer (1997-present) - Environmental Monitoring and Assessment Program, United States Environmental Protection Agency; Small Business Innovation Research Program, U.S. Department of Agriculture

Member (1996-2003) - Human Resources Committee of the North American Benthological Society.

Co-program Chair, (1998 - 2001) - 49th Annual Meeting of the North American Benthological Society in La Crosse, Wisconsin - June 2001.

Member (1998 – 2001, 2003-2004) - Joint Minority Affairs Committee, University of Wisconsin-La Crosse. I was a member of the committee that drafted the University of Wisconsin – La Crosse's Plan 2008: educational quality through racial and ethnic diversity. I served as chair of this committee in 2000 & 2003-2004 and as co-chair in 2004-2005.

Editor (1998-1999) - Equal Opportunities Section Newsletter, American Fisheries Society

Member (1997 - 1999) University Library Committee, University of Wisconsin-La Crosse

Member (1994 - 1998) - Miller Creek Rehabilitation Task Force, Duluth, Minnesota.

Scientific Advisor (1991-1994) - The Huron River Watershed Council, Ann Arbor, Michigan.

Research Mentor (July - August 1991) - University of Michigan's Minority Internship Program.

Member (1991) - Faculty Tenure and Promotions Committee, School of Natural Resources & Environment, University of Michigan.

Project Instructor (June 1990) - National Science Foundation's Women in Science Program, School of Natural Resources & Environment, University of Michigan.

Member (1990) - Executive Committee, School of Natural Resources & Environment, University of Michigan.

Member (1989-1992) - Committee for Diversity, School of Natural Resources & Environment, University of Michigan.

Graduate Student Liaison to the Faculty (1986-1987) - Entomology Division, College of Agriculture, University of Idaho.

President (1987) - Aldrich Entomology Club, University of Idaho.

[‡] **Note:** College, departmental and community service is documented in annual reports that are available upon request.

Professional Memberships

Sigma Xi, The Ecological Society of America, The North American Benthological Society, and The Mississippi River Research Consortium