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EDUCATION

- 2018-Present **PhD candidate, Ecology and Evolutionary Biology**, University of California Irvine (UCI)
2021 **MS Biology**, Sorte Lab, University of California Irvine
2018 **MSc Biodiversity, Conservation, and Management**, University of Oxford, Oxford, UK
2017 **BS Biology**, University of Central Florida (UCF), Orlando, FL, Burnett Honors College

PUBLICATIONS

Peer-reviewed

3. **Waite, H.R.**, and C.J.B. Sorte. 2022. Negative carry-over effects on larval thermal tolerances across a natural thermal gradient, *Ecology* 103, e03565.
2. **Waite, H.R.**, M.J. Donnelly, and L.J. Walters. 2018. Quantity and types of microplastics in the organic tissues of the eastern oyster *Crassostrea virginica* and Atlantic mud crab *Panopeus herbstii* from a Florida estuary. *Marine Pollution Bulletin* 129:179-185.
1. **Waite, H.R.**, K.G. Sanchez, and R.B. Forward, Jr. 2016. Entrainment of the circadian rhythm in larval release of the crab *Dyspanopeus sayi* by temperature cycles. *Marine and Freshwater Behaviour and Physiology* 1:41-54.

Book Chapters *all authors contributed equally

1. *Sorte, C.J.B., Beshai, R.A., Henry, A.K., Mahanes, S.A., Rangel, R.E., **Waite, H.R.** 2021. Interactions between climate change and species invasions in the marine realm. *Invasive Species and Global Climate Change*.

White Papers

1. Ambrose, R.F., [and 19 others, including **H.R. Waite**]. Impacts of climate change on rocky intertidal communities: research needs. Hosted by Southwest Climate Adaptation Science Center, in prep.

GRANTS

- 2021 \$3,000 A blast from the past: carry-over effects from early life stage experiences on juveniles and beyond. *Mildred E. Mathias Graduate Student Research Grant*.
- 2019 \$1,800 Preparing the next generation for climate change: are parental effects on larval thermal tolerance adaptive or maladaptive? *Conchologists of America Grants to Malacology*
- 2019 \$2,000 Preparing the next generation for climate change: are parental effects on larval thermal tolerance adaptive or maladaptive? *International Women's Fishing Association Research Scholarship*
- 2016 \$500 Investigating the quantity and types of microplastics in Florida oysters and crabs. *UCF Office of Undergraduate Research Grants*
- 2016 \$1,000 Investigating the quantity and types of microplastics in Florida oysters and crabs. *College of Sciences Honors in the Major Research Grant*

HONORS & AWARDS (selected)

- 2022 American Institute of Biological Sciences' Emerging Public Policy Leadership Award
- 2022 American Geophysical Union Voices for Science Advocate
- 2022 Ecological Society of America's Katherine S. McCarter Graduate Student Policy Award
- 2021 Presidential Graduate Opportunities for Leadership Development (GOLD) Fellowship
- 2020 Ford Foundation Predoctoral Fellowship (\$81,000)
- 2020-22 The Loh Down on Science Fellowship (\$500/term)
- 2018-20 UCI, Ecology & Evolutionary Biology Distinguished Scholar Fellowship (\$30,000 x 3 years)
- 2017-18 Frost Scholarship, University of Oxford (£14,553)
- 2018 Founders Day Honors in the Major Outstanding Thesis Award, UCF (\$500)
- 2017 Distinguished Undergraduate Researcher Award, UCF (\$200)
- 2017 T-Minus Research Presentation Competition 1st Place (\$50)

RESEARCH

- Present **University of California Irvine: Investigating how species with complex life cycles build their environmental tolerances under climate change conditions**
(*Current, Adviser: Dr. Cascade Sorte*)
- Investigating how intertidal invertebrates with complex life cycles build up their environmental tolerances, allowing them to cope with climate change
 - Chp 1: evaluated the role of parental effects in determining larval thermal tolerances for the intertidal mussel, *Mytilus californianus*
 - Chp 2: tested the effects of critical time windows on transgenerational plasticity
 - Chp. 3: investigated reproductive output of two range shifting marine whelk species *Mexacanthina lugubris* and *Acanthinucella spirata*
- 2018 **University of Oxford: Effects of Logging and Altitude on Vegetation Composition in the Atlantic Forest** (*Masters Research, Adviser: Dr. Imma Oliveras*)
- Analyzed the effect of past logging events in the Atlantic Brazilian Forest on vegetation structure, diversity, and community composition
 - Used census data collected by the BIOTA-FAPESP program over ~10 years in R using time-series analyses
- 2016-17 **University of Central Florida: Quantity and Types of Microplastics in Florida Oysters and Crabs**
(*Honors in the Major Undergraduate Thesis, Adviser: Dr. Linda Walters*)
- Analyzed and compared the abundance and diversity of microplastics in the organic tissues of eastern oysters and Atlantic mud crabs in the Indian River Lagoon
 - Presented and published my study; interviewed with local reports about my research (see Press section)
- 2016 **Duke University Marine Laboratory: Circadian Rhythms in the Larval Release of a Subtidal Crab**
(*Research Experience for Undergraduates Student Researcher, Adviser: Dr. Richard Forward*)
- Conducted independent research on the larval release circadian rhythm of the subtidal crab *Dyspanopeus sayi*. Investigated whether the circadian rhythm responsible for larval release could be entrained by a diel light cycle
- 2015-17 **University of Central Florida: Oyster Reef Restoration and Conservation in the Indian River Lagoon** (*CEE Lab Research Assistant*)
- Assisted with oyster and spat monitoring in the field; counted oyster spat on collected mats to analyze the recruitment success of the different reef locations; made oyster mats for oyster reef restoration
 - Led and assisted with outreach programs for middle school students about coastal environment, oyster mat making, and coastal conservation

PRESENTATIONS (~talk, †poster presentation, *received awards)

- Oct 2022 *†**Waite, H.R.**, and C.J.B. Sorte. A blast from the past: effects of early life stage experiences in a range shifting intertidal snail. SACNAS National Diversity Conference, San Juan, Puerto Rico.
- Sep 2022 ~**Waite, H.R.**, and C.J.B. Sorte. Preparing the next generation for climate change: parental effects on larval thermal tolerance in the California mussel (*Mytilus californianus*). OCOMPAC Symposium.
- Jul 2021 ~**Waite, H.R.**, and C.J.B. Sorte. Too hot to handle? Climate change & conserving California's coastal ecosystems. UC Center Sacramento Wednesday Speaker Series, virtual, joint talk.
[Link to recording.](#)
- Nov 2020 ~**Waite, H.R.**, and C.J.B. Sorte. Preparing the next generation for climate change: parental effects on larval thermal tolerance in the California mussel (*Mytilus californianus*). WSN Conference, virtual.
- Oct 2020 †**Waite, H.R.**, and C.J.B. Sorte. Preparing the next generation for climate change: parental effects on larval thermal tolerance in the California mussel (*Mytilus californianus*). SACNAS National Diversity Conference, virtual.

- Oct 2020 †**Waite, H.R.**, and C.J.B. Sorte. Preparing the next generation for climate change: parental effects on larval thermal tolerance in the California mussel (*Mytilus californianus*). Ford Foundation Conference, virtual.
- Nov 2019 †**Waite, H.R.**, and C.J.B. Sorte. Does the apple not fall from the tree? Parental effects on larval thermal tolerance in the mussel, *Mytilus trossulus*. Environmental Research Symposium, UCI, Irvine, CA.
- Oct 2019 †**Waite, H.R.**, and C.J.B. Sorte. Does the apple not fall from the tree? Parental effects on larval thermal tolerance in the mussel, *Mytilus trossulus*. Western Society of Naturalists, Ensenada, MX.

TEACHING EXPERIENCE

Teaching Assistant

- Fall 2022 Quantitative Methods (master's level), EE207
 Spring 2022 Marine Biology, BIO SCI E120
 Fall 2021 Quantitative Methods (master's level), EE207

Guest Lecturer

- Spring 2022 Review and Synthesis, BIO SCI E120
 Fall 2021, 2022 Owl Limpets and Field Survey Techniques, EE207
 Spring 2021 Population and Community Ecology Lab, E185L

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- 2019-20 **English as a Second Language (ESL)** (*Tutor, Irvine, CA*)
- Created, plan, and execute weekly 2-hr lessons on English grammar, vocabulary, and idioms for Level 3 (intermediate) ESL students using games and activities.
- 2018 **Varsity Education, Oxbridge Summer Program** (*Biological Science Instructor, Cambridge, UK*)
- Developed and taught original lectures about ecology and conservation to students (ages 15-18); led small group tutorials on subject matter. Marked and gave feedback on written work; facilitated Oxbridge college application activities and workshops (e.g., personal statements, interviewing).
- 2013 **University of Central Florida: Summer Research Academy** (*Teaching Assistant, Orlando, FL*)
- Planned icebreakers, led small group activities and discussions, served as a guide and mentor for undergraduate students interested in getting involved in research at UCF. Marked and gave feedback on practice emails, personal statements, and resume/CVs. Assisted in activities and workshops (e.g., personal statements, lab visits, preparing for graduate school).

MENTORING

Undergraduate Research Mentoring (*academic credit, †received research grants, ‡poster presentation)

- 2021 – present: Caitlyn Cortes*†‡ - Summer Undergraduate Research program fellowship (\$2,000), Undergraduate Research Opportunities grant (\$360)
- 2021 – present: Abigail Gonzalez* - Undergraduate Research Opportunities grant (\$1,125 & \$425)
- 2019 – 2020: Jolene Viramontes*† - Undergraduate Research Opportunities grant (\$400)
- 2019: Joseph Connor Basile*†‡ - Undergraduate Research Opportunities grant (\$350), Summer Undergraduate Research program fellowship (\$1,200)

SCIENCE POLICY

- Oct 2022 **Speaking Up for Science and Policy in Your Community** – Session Co-lead
- Collaborated with Union of Concerned Scientists to organize a panel for a session at the 2022 SACNAS National Diversity Conference in San Juan, Puerto Rico
 - Created and led the activity on getting scientists involved on a local level
- Apr 2022 – 23 **American Geophysical Union (AGU) Voices for Science** – Awardee/Advocate
- Trained in science communication and outreach
 - Collaborated with AGU staff to conduct monthly outreach activities (e.g., meeting with local representative office, organizing guest policy speakers) for twelve months

- Mar 2022 **Ecological Society of America’s Graduate Student Policy Award** – Awardee
- Trained in science and policy communication, congressional culture and federal budgets
 - Engaged policymakers and led Hill visits
- 2022 – 23 **American Institute of Biological Sciences’ (AIBS) Emerging Public Policy Leadership Award** – Awardee
- Lead Hill visits with congressional delegations, communication and policy training, and paid trip to Washington DC to meet with policy makers
- Jun-Aug 2021 **Ocean Science Trust** – *Intern*
- As UC Center Sacramento’s summer Presidential Graduate Opportunities for Leadership Development (GOLD) fellow, I assisted Ocean Science Trust on several policy projects.

SCIENCE COMMUNICATION

- Editor: Nov 202 – Oct 2022* **The Loh Down on Science**
- Writer: Mar 2019 – Oct 2021*
- Wrote 180-word, radio-ready scripts that transform complex science papers into easy listening for the public.
 - Founding member of the Loh Down on Science: Pandemic Edition in Spanish; translated and recorded radio scripts on subjects related to the pandemic.
- Apr 2021* **Guest speaker:**
- *Skype a Scientist*– led and engaged students (3rd & high school) in active learning about the intertidal habitat and animal adaptations
- Dec 2020*
- Nov 2020 – May 2021* **Transcriber: NOAA Voices Oral History Archives**
- Received training on transcription guidelines and transcribe interviews from the archive.
- 2018 – 20* **UCI: CLEAN Education**
- Lead lectures, games, and hands-on activities about climate science topics (e.g., greenhouse gases, biodiversity) in high minority-serving middle schools in Orange county.
- Feb 2020* **Girls in Ocean Science Conference, Ocean Institute**
- Organized and led a mini 40 min lesson on mussel ecology for middle school girls.
- April 2019* **CLEAN Education Earth Science Day at Vista Verde**
- Co-organized the “Ocean” room portion of this event. Created several stations (tide pool touch tank, ocean plastic pollution game, ocean acidification simulation, and water sampling techniques) that K-8 students could engage with and learn about the ocean.

SERVICE

- Jun 2019 – Jun 2022* **SACNAS at UCI – Board Member: President, Secretary, VP**
- Assisted with logistical organization of general meetings and events to benefit the graduate and undergraduate underrepresented groups at UCI; collaborated with Social Chair on marketing; organized and led an informational session and panel on REU programs for undergraduate students.
- Sep 2020 – Dec 2021* **Fellowship Mentor**
- Provided one-on-one consultations and peer reviews to graduate student applicants for the Ford and NSF fellowships; hosted within the UCI Graduate Division.
- Panelist**
- Women’s Network Chapter UCSB – Women in STEM research and careers
 - E107 Seminar – Why Graduate School?
 - LearnServe Student Action Summit – STEM careers and social change and climate (Zoom)
 - EarthTeam, Arroyo High School, CA – Undergraduate research and careers (Zoom)
- Oct 2021*
- Oct 2021*
- Jan 2021*
- May 2020*

- Mar 2019 – Sep 2021* **Graduate InterConnect Mentor**
- Mentored and assisted incoming international graduate students transition to graduate studies at UCI and to the American culture; provided resources and organize social events; hosted within the UCI Graduate Division.
- Jan 2020 – May 2021* **CSLA Mentor**
- Mentored 1st year Latinx undergraduate students through the Chican@/Latin@ Staff Association (CSLA); met with mentee regularly, provide university resources for success, career advice, and overall support.
- Sept 2019 – Apr 2021* **DECADE Student Representative**
- Served as a liaison between academic departments, the Office of Inclusive Excellence, and Graduate Division; collaborate with DECADE faculty mentors to plan and organize events that bring graduate students and faculty together; attended monthly meetings and participate in discussions that inform initiatives and programming that aim to improve retention of underrepresented minorities in graduate programs; Coordinator/Manager of the Social Media DECADE Team; organized and delegate tasks to team members.
- Mar 2020* **Guest speaker: EarthTeam, Skyline High School Oakland, CA**
- Gave a short lecture on my career path and current research to high school students via Zoom
- Jun 2020 – Aug 2020* **Competitive Edge Mentor**
- Supported incoming doctoral students in the Competitive Edge Program (summer program for incoming doctoral students that aims to integrate graduate students into campus). As a peer mentor, I helped incoming graduate students acclimate to campus and their programs. I supported mentees in professional development, communication, and health and wellness.
- Apr 2020* **What to do with my PhD? Symposium, Committee Member**
- Organized a symposium for graduate students to explore possible careers after graduating. As a committee member, I helped organize the event by: inviting guest speakers, making flyers, and facilitating the panel.

PRESS

2017 **Microplastics plague the lagoon**
<https://theguardiansofmartincounty.com/microplastics-plague-the-lagoon/>

SKILLS AND COURSES

<i>Software</i>	<ul style="list-style-type: none"> ● Statistical programming in ● GIS experience (ArcMap) 	<ul style="list-style-type: none"> ● Adobe Photoshop ● Adobe Illustrator ● Adobe InDesign 	<ul style="list-style-type: none"> ● Microsoft Office ● Express Scribe Transcription
<i>Field</i>	<ul style="list-style-type: none"> ● Oyster spat identification ● Logging thermometer deployment (Omega HH506RA, Maxim Integrated iButtons) 		
<i>Lab</i>	<ul style="list-style-type: none"> ● Vacuum filtration ● Aquarium husbandry experience (e.g., filters, feeding, tank cleaning) ● Experience in Aquaengineering recirculating seawater system 		
<i>Certifications</i>	PADI Scuba Open Diver Certification		
<i>Languages</i>	Spanish		

Graduate Courses: TidyR (Spring 2020), GIS for Environmental Science (2020, audited), Larval Biology of Marine Invertebrates (Friday Harbor Laboratories, 2019), Physiology (2019), Statistics and R Studio (2018), Ecology (2018), Analytical Skills in GIS (2017) **Seminars:** Anti-blackness in the United States: Change the Culture through Personal, Professional, and Institutional Accountability (2021), Outreach Education (2019), Science Communication Skills (2019)
Certification Programs: Inclusive Excellence (2021), Management Beyond the Classroom (2020), Mentoring Excellence (2019)
Symposiums attended: Science Policy Symposium (Mar 2019)