

# Ryan R. Germain

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## BACKGROUND

### 2024-current **Tenure-Track Researcher (Assistant Professor)**

Section for Arctic Ecosystem Ecology, Department of Ecoscience  
Aarhus University, Denmark

### 2019-2023 **Postdoctoral Scientist**

Center for Macroecology, Evolution and Climate, Globe Institute  
University of Copenhagen, Denmark  
Supervisor: Prof. David Nogués-Bravo

### 2017-2019 **Natural Sciences and Engineering Research Council of Canada Postdoctoral Fellow**

Lab of Ornithology,  
Cornell University, USA  
Supervisor: Prof. Mike Webster

### 2015-2017 **Postdoctoral Scientist**

School of Biological Sciences  
University of Aberdeen, UK  
Supervisor: Prof. Jane Reid

### 2010-2015 **PhD – Forest & Conservation Sciences,**

University of British Columbia, Canada  
Supervisor: Prof. Peter Arcese

### 2007-2009 **MSc – Biology**

Queen's University, Canada  
Supervisors: Prof. Laurene Ratcliffe, Dr. Peter Marra

### 2003-2007 **BSc (Hons) – Biology**

Queen's University, Canada  
Honour's Thesis supervisors: Dr. Matthew Reudink, Prof. Vicki Friesen

## PUBLICATIONS

ORCID: 0000-0002-2473-0070

Google Scholar profile: <https://scholar.google.ca/citations?user=EdXkq4AAAAAJ&hl=en&oi=ao>

(citations >1275, *h* index = 18, *i-10* index = 22)

†equal authorship contributions

#corresponding author

\*undergraduate trainee

## Published Journal Articles

35. **Germain RR<sup>†#</sup>**, Feng S<sup>†</sup>, Chen G, Graves GR, Tobias JA, Rahbek C, Lei F, Fjeldså J, Hosner PA, Gilbert MTP, Zhang G, Nogués-Bravo D (2023) Species-specific traits mediate avian demographic histories under past climate change. *Nature Ecology and Evolution* 7: 862–872

34. Nelson-Flower MJ, Grieves L, Reid JM, **Germain RR**, Lazic S, Taylor SS, MacDougall-Shackleton EA, Arcese P (2023). Immune genes, immune responses, and survival in a wild bird population. ***Molecular Ecology*** 32: 3044–3059
33. **Germain RR**<sup>#</sup>, Feng S, Buffan L\*, Carmona CP, Chen G, Graves GR, Tobias JA, Rahbek C, Lei F, Fjeldså J, Hosner PA, Gilbert MTP, Zhang G, Nogués-Bravo D (2023) Changes in the functional diversity of modern bird species over the last million years. ***Proceedings of the National Academy of Sciences USA*** 120: e2201945119
32. Higgins T\*, Wilcox R, **Germain RR**, Tarwater CE (2022) Behavioral traits vary with intrinsic factors and impact local survival in Song Sparrows (*Melospiza melodia*). ***The Wilson Journal of Ornithology*** 134: 278–290
31. Odom KJ, Araya-Salas M, Morano JL, Ligon RA, Leighton GA, Taff CC, Dalziel AH, Billings AC, **Germain RR**, Pardo M, Guimarães de Andrade L, Hedwig D, Keen SC, Shiu Y, Charif RA, Webster MS, Rice AN (2021) Comparative bioacoustics: a roadmap for quantifying and comparing animal sounds across diverse taxa. ***Biological Reviews*** 96: 1135–1159
30. **Germain RR**<sup>#</sup>, Hallworth MT, Kaiser SA, Sillett TS, Webster MS (2021) Variance in within-pair reproductive success influences the opportunity for selection annually and over the lifetimes of males in a multi-brooded songbird. ***Evolution*** 75: 915–930
29. Delmore KE, Van Doren BM, Conway G, Curk T, Garrido-Garduño T, **Germain RR**, Hasselmann T, Hiemer D, van der Jeugd HP, Justen H, Ramos JSL, Maggini I, Meyer BS, Phillips RJ, Remisiewicz M, Roberts GCM, Sheldon BC, Vogl W, Liedvogel M (2020) Individual variability and versatility in an eco-evolutionary model of avian migration. ***Proceedings of the Royal Society B*** 287: 20201339
28. Schuster R<sup>†</sup>, **Germain RR**<sup>†</sup>, Bennett JR, Reo NJ, Arcese P (2019) Vertebrate biodiversity on Indigenous-managed lands in Australia, Brazil, and Canada equals that in protected areas. ***Environmental Science & Policy*** 101: 1–6
27. Nelson-Flower MJ, **Germain RR**, MacDougall-Shackleton EA, Taylor SS, Arcese P (2018) Purifying selection in the toll-like receptors of song sparrows *Melospiza melodia*. ***Journal of Heredity*** 109: 501–509
26. **Germain RR**<sup>†#</sup>, Wolak ME<sup>†</sup>, Reid JM (2018) Individual repeatability and heritability of divorce in a wild population. ***Biology Letters*** 14:20180061
25. Tarwater CE, **Germain RR**, Arcese P (2018) Context-dependent effects of natal traits on lifetime reproductive success using a long-term study of a temperate songbird. ***The Auk: Ornithological Advances*** 135: 609–621 (recognized with the Brina C. Kessel Award for most outstanding article published in *The Auk* [2018-2020])
24. Johnson KM\*, **Germain RR**, Tarwater CE, Reid JM, Arcese P (2018) Demographic consequences of invasion by a native, controphic competitor to an insular bird population. ***Oecologia*** 187: 155–165
23. **Germain RR**<sup>#</sup>, Arcese P, Reid JM (2018) The consequences of polyandry for sibship structures, distributions of relationships and relatedness, and potential for inbreeding in a wild population. ***The American Naturalist*** 191: 638–657
22. **Germain RR**<sup>#</sup>, Schuster R, Tarwater CE, Hochachka WM, Arcese P (2018) Adult survival and reproductive rate are linked to habitat preference in territorial, year-round resident Song Sparrows *Melospiza melodia*. ***Ibis*** 160: 568–581
21. Visty H, Wilson S, **Germain RR**, Krippel J, Arcese P (2018) Demography of sooty fox sparrows following a shift from a migratory to resident life history. ***Canadian Journal of Zoology*** 96: 436–440

20. Losdat S, **Germain RR**, Nietlisbach P, Arcese P, Reid JM (2018) No evidence of inbreeding depression in sperm performance traits in wild song sparrows. ***Ecology and Evolution*** 8: 1842–1852
19. Duthie AB, Bocedi G, **Germain RR**, Reid JM (2018) Evolution of pre-copulatory and post-copulatory inbreeding behaviour and associated polyandry. ***Journal of Evolutionary Biology*** 31: 31–45
18. Crombie M<sup>†</sup>, **Germain RR<sup>†</sup>**, Arcese P<sup>†</sup> (2017) Nest-site preference and reproductive performance of song sparrows nesting in historically-extant and invading shrub species. ***Canadian Journal of Zoology*** 95: 115–121
17. **Germain RR<sup>#</sup>**, Wolak ME, Arcese P, Losdat S, Reid JM (2016) Direct and indirect genetic and fine-scale location effects on breeding date in song sparrows. ***Journal of Animal Ecology*** 85: 1613–1624
16. Delmore KE, Toews DPL, **Germain RR**, Owens GL, Irwin DE (2016) The genetics of seasonal migration and plumage color. ***Current Biology*** 26: 2167–2173
15. Wilson MJ, Ramey TL, Donaldson MR, **Germain RR**, Perkin EK (2016) Communicating science: sending the right message to the right audience. ***FACETS*** 1: 127–137
14. Delmore KE, Kenyon HL, **Germain RR**, Irwin DE (2015) Phenotypic divergence during speciation is inversely correlated with differences in seasonal migration. ***Proceedings of the Royal Society B*** 282: 20151921
13. **Germain RR<sup>#</sup>**, Schuster R, Delmore KE, Arcese P (2015) Habitat preference facilitates early breeding in an open-cup nesting songbird. ***Functional Ecology*** 29: 1522–1532
12. Reid JM, Arcese P, Keller LF, **Germain RR**, Duthie AB, Losdat S, Wolak ME, Nietlisbach P (2015) Quantifying inbreeding avoidance through extra-pair reproduction. ***Evolution*** 69: 59–74
11. Gow EA, **Germain RR**, Krippel J, Arcese P (2015) Book Review – Climate change and birds: impacts and conservation responses. ***Journal of Field Ornithology*** 86: 85–88
10. Tonra CT, Marini KLD\*, Marra PP, **Germain RR**, Holberton RL, Reudink MW (2014) Color expression in experimentally regrown feathers of an overwintering migratory bird: implications for signaling and seasonal interactions. ***Ecology and Evolution*** 4: 1222–1232
9. Nietlisbach P, **Germain RR**, Bousquet CAH (2014) Observations of Glaucous-winged Gulls preying on passerines at a Pacific Northwest colony. ***The Wilson Journal of Ornithology*** 126: 155–158
8. **Germain RR<sup>#</sup>**, Arcese P (2014) Distinguishing individual quality from habitat preference and quality in a territorial passerine. ***Ecology*** 95: 436–445
7. Schuster R, Römer H, **Germain RR** (2013) Using multi-scale distribution and movement effects along a montane highway to identify optimal crossing locations for a large-bodied mammal community. ***PeerJ*** 1: e189
6. Osmond MM\*, Reudink MW, **Germain RR**, Marra PP, Nocera JJ, Boag PT, Ratcliffe LM (2013) Relationships between carotenoid-based female plumage and age, reproduction and mate colour in the American Redstart (*Setophaga ruticilla*). ***Canadian Journal of Zoology*** 91: 589–595
5. Bulté G, **Germain RR**, O'Connor CM, Blouin-Demers G (2013) Sexual dichromatism in the Northern Map Turtle, *Graptemys geographica*. ***Chelonian Conservation and Biology*** 12: 187–192
4. **Germain RR<sup>#</sup>**, Reudink MW, Marra PP, Boag PT, Ratcliffe LM (2012) Delayed maturation of multiple signals in a migratory songbird. ***Behavioral Ecology and Sociobiology*** 66: 419–431

3. **Germain RR<sup>#</sup>**, Marra PP, Kyser TK, Ratcliffe LM (2010) Adult-like plumage coloration predicts winter territory quality and timing of arrival on the breeding grounds of yearling male American Redstarts. *The Condor* 112: 676–682
2. **Germain RR<sup>†#</sup>**, McKellar AE<sup>+</sup> (2010) Species Account – The American Redstart/Paruline Flamboyante. *Opinicon Natural History*. Published online 6 October 2010. URL: (<http://opinicon.wordpress.com/species-accounts/american-redstart>)
1. **Germain RR<sup>#</sup>**, Reudink MW, Marra PP, Ratcliffe LM (2010) Carotenoid-based male plumage predicts parental investment in the American Redstart (*Setophaga ruticilla*). *The Wilson Journal of Ornithology* 122: 318–325

### Published Technical Reports

3. Sørensen IH, **Germain RR**, Johnson FA, Baveco H, Koffijberg K, Madsen J (2025). Population Status and Assessment Report 2025 AEWA European Goose Management Platform Technical Report No. 26. United Nations Environment Programme, Bonn, Germany
2. Sørensen IH, Johnson FA, **Germain RR**, Madsen J (2024) Estimating Greylag Goose breeding population size and productivity: Status and recommendations for post-breeding population counts and age ratio surveys in breeding range states of Management Unit 1 of the NW/SW European population of Greylag Goose: Denmark, Norway, Sweden, and Finland. AEWA European Goose Management Platform Technical Report No. 23. United Nations Environment Programme, Bonn, Germany
1. Johnson FA, Sørensen IH, Baveco H, Koffijberg K, **Germain RR**, Madsen J (2024) Population Status and Assessment Report 2024. AEWA European Goose Management Platform Technical Report No. 22. United Nations Environment Programme, Bonn, Germany

### PRESENTATIONS & CONFERENCES

**2024 Oral presentation** – 9<sup>th</sup> meeting of AEWA European Goose Management International Working Group. Tromsø, Norway. ‘*The use of GPS tags to account for potential bias in Pink-footed Goose population counts*’

**Invited speaker** – Department of Biology, Trent University. *Quantifying the drivers of individual fitness and population demography under environmental change*

**Invited speaker** – Department of Biology, University of Saskatchewan. ‘*Disentangling the drivers of individual fitness and population demography under climate change*’

**Invited speaker** – Department of Zoology & Physiology, University of Wyoming. ‘*Quantifying drivers of life-history variation in avian communities*’

**2023 Invited speaker** – Department of Applied Mathematics and Computer Science, Technical University of Denmark. ‘*Applying advanced computational methods to key questions in conservation biology*’

**Oral presentation** – Congress of the European Society for Evolutionary Biology. Prague, Czech Republic. ‘*Changes in global avian functional diversity over the past million years*’

**2022 Invited speaker** – Department of Life Sciences, Imperial College London. ‘*Quantifying genetic vs. environmental drivers of life-history variation under climate change*’

**Invited speaker** – Zoology Department, University of Aberdeen. ‘*Changes in the functional diversity of modern bird species over the last million years*’

**Oral presentation** – 140<sup>th</sup> Stated Meeting of the American Ornithological Society. San Juan, Puerto Rico. *Changes in global avian functional diversity over the last million years*

**Invited speaker** – Department of Environmental Science and Technology, University of Maryland, College Park. *‘Quantifying environmental drivers of fitness under changing climate regimes’*

**Invited speaker** – Department of Animal Ecology, Netherlands Institute of Ecology (NIOO-KNAW). *‘Environmental vs genetic drivers of variation in fitness: applying lessons from population studies’*

**Invited speaker** – School of Natural Sciences, Trinity College Dublin. *‘Quantifying genetic versus habitat-based drivers of fitness in wild populations’*

**2021 Oral presentation (Early Career Researcher Award Plenary Presentation)** – American Ornithological Society/Society of Canadian Ornithologists Joint Meeting. Online. *‘The role of life-history traits in mediating demographic sensitivity to past periods of climate change’*

**2020 Oral presentation** – 7<sup>th</sup> North American Ornithological Conference. Online. *‘Genomic data reveal demographic history of over 300 avian species under past climate change’*

**Invited speaker** – Center for Ocean Life, Technical University of Denmark. *‘Trait-based drivers of population responses to one million years of climate change’*

**Invited speaker** – Konrad Lorenz Institute of Ethology, University of Veterinary Medicine Vienna. *‘Unlocking the past to predict the future: genomic data reveal how bird populations have responded to one million years of climate change, and how species may respond to the current climate crisis’*

**Invited speaker** – Department of Biology, University of Copenhagen. *‘The demographic history of bird species over the past million years of climate change’*

**2019 Invited speaker** – Department of Biological Sciences, Southeastern Louisiana University. *‘Life-history variation and its consequences for animal mating systems’*

**Invited speaker** – School of Biological Sciences, Queen’s University Belfast. *‘Using long-term, individual-based studies to inform evidence-based ecological management’*

**Poster presentation** – Congress of the European Society for Evolutionary Biology. Turku, Finland. *‘Within-pair reproduction and the opportunity for sexual selection in a double-brooded species’*

**Oral presentation** – American Ornithological Society Meeting. Anchorage AK, USA. *‘Within-pair reproduction and the opportunity for sexual selection in black-throated blue warblers’*

**2018 Oral presentation** – International Ornithological Congress. Vancouver BC, Canada. *‘Territory quality drives sexual selection in a migratory, socially-monogamous warbler’*

**Oral presentation** – The American Naturalist 150<sup>th</sup> Anniversary Meeting. Pacific Grove CA, USA. *‘The effects of polyandry on population relatedness structure and future inbreeding risk’*

**2017 Invited speaker** – Department of Neurobiology and Behavior, Cornell University. *‘Death, divorce, inbreeding, and cheating: the effects of alternative mating tactics on population relatedness structure’*

**Oral presentation** – European Ornithological Union Conference. Turku, Finland. *‘Is divorce heritable? The quantitative genetic basis to divorce in a wild sparrow population’*

**2016 Oral presentation** – British Ecological Society Annual Meeting. Liverpool, United Kingdom. *‘The consequences of polyandry for the distribution of relatedness and potential for inbreeding in a wild population’*

**2015 Invited speaker** – Zoology Department, University of Aberdeen. *‘Effects of habitat preference, environmental heterogeneity, and inter-individual variation on fitness’*

- 2014 Oral presentation** – Wild Animal Model Biennial Meeting. Perthshire, United Kingdom. *‘Habitat-based vs. genetic components of variance in timing of breeding’*
- 2013 Poster presentation** – Congress of the European Society for Evolutionary Biology. Lisbon, Portugal. *‘Uncoupling individual intrinsic quality from habitat preference and quality in a territorial songbird’*
- Invited speaker** – Pacific Wildlife Research Centre, Environment Canada. *‘Individual and environmental influences on habitat preference and fitness’*
- 2012 Oral presentation** – 5<sup>th</sup> North American Ornithological Conference. Vancouver BC, Canada. *‘Habitat preference and nesting success under exotic plant invasion in island song sparrows’*
- 2011 Oral presentation** – American Ornithologists’ Union Annual Meeting. Jacksonville FL, USA. *‘Long-term occupancy predicts nesting site quality independent of female quality in song sparrows’*
- Invited speaker** – Department of Forest & Conservation Sciences, University of British Columbia. *‘Location, location, location: competition for and benefits of high-quality habitat in songbirds’*
- 2010 Oral presentation** – SFU, UVic, UBC Ecology/Evolution Retreat. Brackendale BC, Canada. *‘Delayed maturation of multiple signals in yearling male American redstarts (Setophaga ruticilla)’*
- 2009 Oral presentation** – American Ornithologists’ Union Annual Meeting. Philadelphia PA, USA. *‘Blacker subadult males occupy superior winter territories in the American redstart’*
- Oral presentation** – Ontario Ecology and Ethology Colloquium. Kingston ON, Canada. *‘Ornamental plumage and parental care in a migratory bird, the American redstart’*
- Invited speaker** – Department of Biology, Queen’s University. *‘The awkward phase: delayed maturation of secondary sexual signals in juvenile male American redstarts’*
- 2007 Oral presentation** – Society of Canadian Ornithologists Annual Meeting. Chaffey’s Locks ON, Canada. *‘Male plumage predicts female parental investment in the American redstart’*
- Poster presentation** – Animal Behavior Society Annual Meeting. Burlington VT, USA. *‘Male plumage as an indicator of female parental investment in the American redstart’*

## GRANTS AND FELLOWSHIPS

### Awarded

- 2017-2019 Cornell Lab of Ornithology Postdoctoral Research Grant**  
Institutional grant for independent research funding (USD \$20,000 over 2 years)
- 2017-2019 NSERC Postdoctoral Fellowship**  
National postdoctoral fellowship (CAD \$90,000 over 2 years)
- 2015-2017 Lawskis Foundation Scholarship in Genetics**  
National (Swedish) postdoctoral fellowship (SEK 218,400 kr over 2 years – declined in favour of ERC-funded postdoctoral position [University of Aberdeen])
- 2014 NSERC Michael Smith Foreign Study Supplement**  
National supplement for PhD research project abroad (CAD \$6,000)
- 2012-2014 NSERC Alexander Graham Bell Canada Graduate Scholarship**  
National PhD scholarship (CAD \$70,000 over 2 years)

- 2012, 2013 Nature Trust of British Columbia, Bert Hoffmeister Scholarship in Forest Wildlife**  
Institutional grant for PhD research (CAD \$10,000 in total, awarded twice)
- 2012, 2013 University of British Columbia, Mary and David Macaree Fellowship**  
Institutional grant for PhD research (CAD \$2,000 in total, awarded twice)
- 2012 University of British Columbia, W. and H. Hesse Fellowship in Ornithology**  
Institutional fellowship for PhD stipend (CAD \$2,000)
- 2011 University of British Columbia, George S. Allen Memorial Scholarship**  
Institutional fellowship for PhD stipend (CAD \$1,100)
- 2011 University of British Columbia Hesse Biodiversity Research Fellowship**  
Institutional grant for PhD research (CAD \$2,000)
- 2010-2014 University of British Columbia, Four Year Doctoral Fellowship**  
Institutional fellowship for PhD stipend (CAD \$40,500 over 4 years)
- 2009-2013 Government of Ontario, Ontario Graduate Scholarship**  
Provincial award for PhD funding (CAD \$45,000 over 4 years– declined in favour of UBC Four Year Fellowship)
- 2008 Queen's University, Biology Research Grant**  
Institutional grant for MSc research (CAD \$2,000)
- 2003 Government of Ontario, Queen Elizabeth II Aiming for the Top Tuition Scholarship**  
Provincial undergraduate academic scholarship (CAD \$3,500)

## **AWARDS**

- 2021 Early Career Researcher Award, Society of Canadian Ornithologists**  
Annual society award for outstanding early career researchers
- 2020 Brina C. Kessel Award, American Ornithological Society**  
Biennial society award for the most outstanding paper published in *The Auk*. Awarded 2018-2020 to Tarwater, Germain, and Arcese (USD \$1,000)
- 2019 Postdoctoral Travel Award, American Ornithological Society**  
Society award for conference travel (USD \$265)
- 2011 Student Research Award, American Ornithologists' Union**  
Annual society award for high research achievements in ornithology (USD \$2,500)
- 2011 Taverner Student Research Award, Society of Canadian Ornithologists**  
Annual society award for high research achievements in ornithology (CAD \$1,500)
- 2011 Paul A. Stewart Student Research Award, Wilson Ornithological Society**  
Annual society award for high research achievements in ornithology (USD \$500)
- 2005 Academic Achievement & Community Service Award, Your Credit Union – Cornwall, ON**  
Municipal award for academic achievement and community service (CAD \$500)



## UNDERGRADUATE INSTRUCTION

### Course Design & Instruction

- 2023**      **COMP02429 Analysis of Correlated Data: Mixed Linear Models, primary instructor** (Technical University of Denmark)
- 2021-2022**    **NBIA08004U: Evolutionary Medicine, co-primary instructor** (University of Copenhagen)
- 2015**      **FRST 495: Biological Diversity and Forest Management, lab coordinator** (University of British Columbia)

### Teaching Assistantships

- 2011-2014**    **CONS 451: Integrated Field School** (University of British Columbia)
- 2009**      **BIOL 202: Diversity of Life II** (Queen's University)
- 2008-2009**    **BIOL 323: Vertebrate Diversity and Evolution** (Queen's University)
- 2008-2009**    **BIOL 321: Animal Behaviour** (Queen's University)
- 2007-2008**    **BIOL 302: Population and Evolutionary Ecology** (Queen's University)
- 2007-2008**    **OUPFB Field Course: Applied Wildlife Ecology** (University of Ottawa)

### Guest Lectures

- 2022**      **NBIK14021U: Evolutionary Ecology** (University of Copenhagen) '*How we study the demography of wild populations*'
- 2019**      **BIONBB 2210: Introduction to Behavior** (Cornell University) '*Sexual selection and mate choice*'
- 2014-2015**    **FRST 495: Biological Diversity and Forest Management** (University of British Columbia) '*Habitat quality*'
- 2011**      **Biol 4160: Principles of Conservation Biology** (Thompson Rivers University) '*Conservation and natural history of small populations*'
- 2009**      **Biol 321: Animal Behaviour** (Queen's University) '*Ornamentation and sexual selection*'
- 2008**      **Biol 323: Vertebrate Diversity and Evolution** (Queen's University) '*Birds of two worlds*'
- 2008**      **Biol 321: Animal Behaviour** (Queen's University) '*Sexy birds: or how I learned to stop worrying and love field biology*'
- 2007**      **OUPFB Field Course: Applied Wildlife Ecology (University of Ottawa)** '*From mist-nets to data sets: applying field techniques to behavioural research*'

## MEMBERSHIPS, PROFESSIONAL ACTIVITIES, OUTREACH, TRAINING

### Society Memberships

Society of Canadian Ornithologists (SCO), American Ornithological Society (AOS – elected member class of 2020), American Society of Naturalists (ASN), European Society for Evolutionary Biology (ESEB), British Ecological Society (BES), Animal Behavior Society (ABS)

### Editorial Roles

- 2020-2023**    **Associate Editor, *The Condor: Ornithological Applications***



## Peer Reviewing and External Evaluation

**Peer reviewer:** *Proceedings of the National Academy of Sciences of the USA, Nature Communications, Evolution, Ecology, Ornithological Advances (The Auk), Ornithological Applications (The Condor), Molecular Ecology, Journal of Animal Ecology, Behavioral Ecology, Animal Behaviour, Ecological Monographs, Biological Journal of the Linnean Society, Frontiers in Ecology and Evolution, Oecologia, The Science of Nature, Ecology & Evolution, Behaviour, Journal of Avian Biology, Journal of Ornithology, Journal of Field Ornithology, Acta Ethologica, PLOS One, The Wilson Journal of Ornithology*

**2023** **External grant reviewer**, National Science Foundation (USA), Division of Environmental Biology, Long Term Research in Environmental Biology Grant

**2015** **External report reviewer**, Assessment of fish biodiversity in large lakes within the A2A region, Algonquin to Adirondacks (A2A) Collaborative

## Committees, training, professional development, outreach

**2025-current** **Duck Specialist Group member**, International Union for Conservation of Nature (IUCN) Species Survival Commission

**2024** **Search committee**, Faculty search: Tenure-track researcher in Arctic Avian Ecology, Department of Ecoscience, Aarhus University

**2024** **Research supervisor**, Gymnasium (Danish high school) Forskerspirer program for budding researchers

**2023-2024** **Expert panel member and scientific program committee**, Novo Nordisk Foundation Cross-Cluster Collaboration in Data Science Conference '*Data science for planetary and human health*'

**2021-2023** **Committee member**, Biology postdoc network, University of Copenhagen

**2020** **Research Integrity and Publication Ethics Course**, University of Copenhagen

**2019** **Oral presentation awards judge**, American Ornithological Society annual meeting

**2017** **Local organizing committee**, Scottish Ecology, Environment and Conservation Conference

**2014** **Student travel awards selection committee**, AOS/SCO joint meeting

**2012-2014** **Student affairs co-ordinator**, Society of Canadian Ornithologists

**2012** **Chair – Student affairs committee**, 5<sup>th</sup> North American Ornithological Conference

**2008** **Chair – EEB seminars committee**, Department of Biology, Queen's University

**2007** **Local organizing committee**, Society of Canadian Ornithologists annual meeting