

## **ANN RUZOW HOLLAND, PH.D. AICP. WBE.**

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### EDUCATION

Antioch University New England, Keene, New Hampshire  
**Ph.D. in Environmental Studies** **2010**  
Specialty: Environmental Decision-Making  
Dissertation: "Participatory Planning for a Promised Land:  
Citizen-led, Comprehensive Land Use Planning in New York's Adirondack Park"

Plattsburgh State University, Plattsburgh, New York  
**C.A.S. Certificate of Advanced Study in Administration & Supervision** **1994**

Plattsburgh State University, Plattsburgh, New York  
**M.A. Environmental Studies** **1978**  
Specialty: Natural Science-Natural History  
Thesis: "Using Landscape & Water to Teach Environmental Concepts"

Plattsburgh State University, Plattsburgh, New York  
**B.A. Environmental Science** **1976**  
Area of Concentration: Field and Freshwater Ecology

### AWARDS AND CERTIFICATIONS

**Environmental Studies Research Scholar Antioch University, New England** **2017**  
**American Institute of Certified Planners (AICP)** **2015**  
**New York Upstate Chapter APA Professional Award-Public Outreach** **2015**  
**Harriet Tubman Humanitarian Achievement Award** **2002**  
**NYS Rural Housing Coalition Community Service Award** **2002**  
**Power of Preservation Award, Preservation League of New York State** **1998**  
**Eleanor Roosevelt Community Service Award, New York State Governor's Office** **1984**

### CURRENT MEMBERSHIPS

IUCN World Commission on Protected Areas (2017-2020)  
American Planning Association  
    APA's Sustainable Communities Division SCD Newsletter-Editorial Board  
    Upstate Chapter of the American Planning Association  
    Comprehensive Plan Standards Working Group  
Grant Professionals Association  
Land Trust Alliance Professional Partner  
Adirondack Research Consortium  
Society for Conservation Biology  
Adirondack GIS Users Group  
Lake Champlain Committee-Board of Directors  
League of Women Voters, Plattsburgh, Clinton, and Essex Counties  
New York Main Street Alliance, Inc.-Board of Directors

Northern Forest Center-Board of Directors, Program Committee, New York Delegation

## TEACHING EXPERIENCE

*Note: In all teaching assignments, responsibilities included the development of curricula, course structure, and administrative-related functions.*

Plattsburgh State University, Plattsburgh, New York

**Adjunct Faculty: Center for Earth and Environmental Science and  
Political Science Department**

**2017-2018**

ENV340A Environmental Science Seminar

ENV 310A Environmental Planning

PSC383A Domestic Policy

PSC 356A Environmental Policy

PSC 380A Public Administration

**Adjunct Faculty, Center for Earth and Environmental Science**

**1992-1998,**

ENV 340: Environmental Science Seminar

**2008-2011**

**Adjunct Faculty, Geography Department**

**2005-2012**

GEG 301: Global Planning Principles

**Adjunct Faculty, Political Science Department**

**State & Local Government, New York State Politics, Environmental Politics**

**1992-1998**

Antioch University New England

**Environmental Studies Research Scholar**

**2017**

**Adjunct Faculty: Environmental Studies; Resource Management and  
Conservation Master's Program**

**2011-2014**

RMC 532: **Quantitative and Qualitative Research Techniques**

**Adjunct Faculty: Environmental Studies: Ph.D. Program**

**2017**

LD 2 Spring 2017: The Learning Domain Seminar II is designed to support students in the completion of the second phase of the ES doctoral program. The second phase is devoted to individualized study aimed at building a theoretical, conceptual, and methodological foundation for dissertation research. Specific focus on preparations for the qualifying exam, dissertation proposal, and on strategies for benefiting from and working effectively with the dissertation committee.

Paul Smiths College, Paul Smiths, New York

**Adjunct Faculty, Natural Resources Department**

**Dispute Management in Natural Resources, Environmental Law, Policy,  
& Regulatory Processes**

**2003**

Developed syllabi, overall course structures, and administered all grades.

North Country Community College, Saranac Lake, New York

**1981**

**Adjunct Faculty, Arts and Sciences**

**Intro to Sociology**

Developed syllabus, overall course structure, and administered all grades.

## PROFESSIONAL EXPERIENCE

Ann Ruzow Holland, Ph.D. AICP Consultant, Willsboro, New York

### **Freelance Independent Consultant**

**(A NYS Certified Woman Based Enterprise WBE)**

**2002 – Present**

My company provides a comprehensive and evolving range of management consulting and planning services to government institutions, non-profits, and private sector companies. Over \$750 million dollars raised through federal, state, and private grant proposals for clients. Provide interdisciplinary services across all natural, cultural, socio-economic, and services spectrums.

Services include:

- Decision-making Processes and Protocols.
- Project Management and Implementation.
- Troubleshooting, Intervention, & Realignments
- Change Management and Mentoring
- Grant writing and Grants Management for all funding sectors.
- Remote and field-based multi-disciplinary, quantitative and qualitative research, and report writing.
- Meeting Facilitation, conflict resolution, and participatory stakeholder engagement.
- Environmental Permitting, SEQRA/NEPA Compliance
- Organizational planning and development, including strategic planning, grant writing & management, intervention, and change management.
- Planning for people, places, and spaces. Collaborative place-based environmental planning and economic development work involving land use planning, sustainable economic, and community development at the municipal and regional scales.

Company registered with SAM.GOV and NYS Business Registry and NYS WBE

Sample client list:

IBM Corporation, Global Energy & Utility Industries Division, Water Works Engineers, Arizona, California & Utah, College For Every Student, Essex, New York, Northern Forest Center, Concord, New Hampshire, Yellow Wood Associates, St. Albans, Vermont, Museum of the Confederacy, Richmond, Virginia, Syracuse University, New York, CATS-Champlain Valley Conservation Trust, Westport, New York, Town of Fayston, Vermont, Towns of Willsboro, Essex, and Franklin, Village of Margaretville, New York, Ausable River and Boquet River Associations, New York, Adirondack North Country Association, Saranac Lake, New York, , National Museum of Racing, Saratoga Springs, New York, North Country Cultural Center for the Arts, Plattsburgh, New York, Smith House Health Care Center, Willsboro, New York, CAP-21, Old Forge, New York, Adirondack Experience, Lake Placid, New York, Champlain Valley Conservation Partnership, Westport, New York, Champlain Valley Film Society, Willsboro, New York, Adirondack Gateway Council, City of Glens Falls,

New York, Essex County Public Health Department, Elizabethtown, New York, Adirondack Foundation, Lake Placid, New York, Land Trust Alliance, Saratoga Springs, New York, Town of Essex, New York.

## PROFESSIONAL PLANNING HIGHLIGHTS

**Land Trust Alliance Advanced Circuit Rider-New York Groups (2017-2018).** Land Trust Alliance, Northeast Program, New York, Saratoga Springs, New York. Technical Assistance, training, research and analysis, and organizational coaching to New York's Land Trusts.

**Indian River Lakes Conservancy (2018). Strategic Planning.** Redwood, NY.

**Adirondack Foundation Birth-to-Three Alliance: Development (Grants) and Sustainability Planning. (2016-2018)** Adirondack Foundation, Lake Placid, New York  
Lead Development/Management Consultant to the BT3 Initiative

**Essex, New York: Environmental and Associated Project Permitting (SEQRA). (2016-2018)**  
Town of Essex, New York.  
Lead Consultant for permitting: Water System Improvements and Planning Board Actions

**Essex County Public Health, Preventative Services Workforce Development Planning (2016-2017)**  
Essex County Department of Public Health, Elizabethtown, New York  
Lead Consultant for Competency Assessment, and Workforce Development Planning.

**Adirondack North Country Association, Adirondack Competitive Regional Strategy Reconnaissance Analysis. (2016)** Adirondack North Country Association, Saranac Lake, New York

**Boquet River Watershed Management Plan-Phase 2. (2016-2017)**  
Boquet River Association, Elizabethtown, New York  
Lead Consultant: Design and Execution of a Participatory 5-Town Engagement Process to Produce a set of Findings and Recommendations for the Management Plan.

**Adirondack Foundation Philanthropy Assessment: Phase One--Issues and Opportunities (2016)**  
**A Regional Reconnaissance Analysis.** Adirondack Foundation, Lake Placid, New York  
Lead Consultant, Principal Researcher, Phase 1 Report.

**Land Trust Alliance / Conservation Partnership Program Grants Committee Adjunct for the 2015-16 round of the New York State Conservation Partnership Program.** Land Trust Alliance, Saratoga Springs, New York. (2016)  
Voluntary Reviewer

**Essex County Medical Reserve Corps (ECMRC): Strategic Direction, Capacity Building, Recruitment, and Retention Plan (2015),** Essex County Public Health, Elizabethtown, New York.  
Lead Consultant, Principal Researcher, Report, Recruitment Plan, and Event Calendar Development

**Adirondack Health Institute Population Health Improvement Program (PHIP) (2015-2016)**

Key Informant-Member of Stakeholder/Focus Group. Attend quarterly meetings and webinars

**Adirondack Gateway Council: Pathways to Progress: A Course for the Adirondack Gateway Region**

Lead Consultant-Overall Project Management, Adirondack Gateway Council, Inc. Glens Falls, New York. (2012-2015)

Fiscal, Compliance, Reporting, Indicators, Troubleshooting. \$1M Project.

Lead Consultant-Regional Housing, Transportation, and Fair Housing Equity Assessment

Design and execution of a regional Deliberative Stakeholder Engagement Strategy

Mixed Methods Research, Report Writing

Design and Supervision of a publicly accessible 75+ GIS Map Atlas.

Publish Date: July 2015

HUD FY 11 Sustainable Communities Program

One of 56 Grantees part of National Learning Network

**Boquet River Watershed Management Plan-Phase I Report**

Lead Consultant to the Boquet River Association and the Town of Westport (2013-2015)

Mixed Methods Research, Public Participation, GIS Database, Report Writing to support development of a multi-town watershed management plan. Designed and Supervised creation of a publicly accessible 75+ GIS Map Atlas.

Publish Date: October 2015

**Environmental Permitting-Essex, New York Zoning Amendments SEQRA Process**

Lead Consultant to the Town of Essex on SEQRA Compliance for Zoning Amendments (2015)

**HUD FY10 Challenge Grant 2014**

City of Glens Falls, Glens Falls, NY.

Assisted Community Development Director with HUD Compliance activities and project closeout.

**First Wilderness Scenic Byway Corridor Management Plan 2013**

Warren County Planning Office, Warrensburg, NY & Adirondack North Country Association, Saranac Lake, NY.

Principal Researcher and Author of NYS DOT funded multi-community regional Corridor Management Plan for a designated Science Byway.

**Champlain Valley Regional Outdoor Education Action Plan 2012**

Champlain Valley Conservation Partnership/Champlain Area Trails, Westport, NY

Principal Researcher and Author.

Principal outreach and engagement coordinator.

**WaterWorks Engineers, Scottsdale, Arizona. 2012.**

Lead Consultant: Facilitation and Strategic Planning.

**Town of Willsboro Comprehensive Land Use and Action Plan 2011**

**Adoption Process: SEQRA GEIS**

Town of Willsboro, NY.

Principal Researcher and Author of Town Comprehensive Plan.

Author/researcher for Comprehensive Natural Resource Inventory  
 Designed and Supervised Creation of Comprehensive, publicly accessible 100+ GIS Map Atlas  
 Principal outreach and engagement coordinator. SEQRA Compliance.

**Ausable River Association, 2010-2011.**

Lead Consultant: Strategic Plan. Funding Lake Champlain Basin Program.

**Northern Forest Center, 2010-2011.**

Fund Development Plan and Federal Grants readiness study. Funding Northern Forest Center.

**Champlain Valley Film Society, 2011, Willsboro, NY**

Fund Development Plan. Funding: Private

**North Country SPCA, 2010-2011, Westport, NY**

Fund Development Plan. Funding: Private

**Whallonsburg Grange Hall, 2010-2011, Essex, NY**

Fund Development Plan. Funding: Private

**Smith House Health Care Center, Willsboro, NY.**

Lead Consultant 2005-2010 FQHC Look Alike Application, U.S. HHS.

Grant Optimization Planning and Execution

**Village of Margaretville Comprehensive Land Use and Action Plan 2009**

**SEQRA GEIS**

Village of Margaretville, NY.

Principal Researcher and Author of Comprehensive Plan.

Designed and Supervised creation of GIS Map Atlas

Principal outreach and engagement coordinator. SEQRA Compliance

**Northern Forest Sustainable Economy Initiative 2008:**

***Strategic Options: New York and Vermont Analysis and Evaluation of Strategic Options and Opportunities for Sustainable Development (February 2007).***

***Agricultural Sector: Economic Analysis (April, 2008)***

***Creative Economy: Economic Sector Analysis (May, 2008)***

***Existing Studies Inventory Vermont and New York (February, 2007)***

***Agricultural Best Practices (April, 2008)***

***Creative Economy Best Practices (May, 2008)***

Northern Forest Center, Concord, NH.

Principal Researcher and Author of listed technical reports.

**North America/United Kingdom Countryside Exchange: *The Caerlaverock Experience***

Team Member October 2004. Funding: Countryside Institute

## PUBLICATIONS, PRESENTATIONS AND PAPERS

- “Adirondack Gateway Sustainable Development Plan”* **2015**  
*“Fair Housing Equity Assessment”*  
*“Integrated Housing & Transportation Analysis”*  
 August 2015  
 Adirondack Gateway Council, Inc. Glens Falls, NY.
- External Reviewer. Loyola University-Chicago, Institute of Environmental Sustainability  
 5-Year Combined Bachelor’s and Master’s Program **2014**
- “Phase 1: Boquet River Watershed Management Plan”* **2014-2016**  
 Town of Westport, New York  
 Boquet River Association, Elizabethtown, NY.
- “Planning in New York’s Adirondack Park:  
 The Legal and Ethical Landscape of Sacred Space”* **2014**  
 Abstract Accepted by the IPSA 2014 Montreal, Closed Conference Panel:  
 Environmental Activism and Policy in New York
- “Equity, Discourse, and Action: An Inflective Paradigm Linking Land Use Planning,  
 Participation and Natural Science. A Case Study in Town-Level  
 Land Use Planning in New York’s Adirondack Park”* **2014**  
 Research in Social Problems and Public Policy (RSPPP) Volume 21, 2014  
 Gedenkschrift in Honor of William R. Freudenburg, A Life in Social Research
- “Participatory Planning For a Promised Land:  
 Citizen-Led, Comprehensive Land Use Planning in New York’s Adirondack Park”* **2014**  
 Rural Society. Exploring the Human-Environment Connection:  
 Rurality, Ecology and Social Well-being.  
 Rural Society, Vol. 23, No. 2, 2014: 133-150.
- “Town of Willsboro Comprehensive Land Use and Action Plan”* **2012**  
 Town of Willsboro, N.Y. Co-Funded with NYS Department of State.  
 Protected Area Plan using Participatory Action Research
- “Central Champlain Valley Outdoor Education Action Plan”* **2012**  
 Champlain Area Trails (CATS) and Champlain Area Conservation Partnership, Westport, N.Y.  
 Participatory Action Research
- “First Wilderness Scenic Byway Corridor Management Plan”* **2012**  
 Adirondack North Country Association, Saranac Lake and Warren County, N.Y.
- “The Legal and Ethical Landscape of Sacred Space: Participatory Planning For a  
 Promised Land: Citizen-Led, Comprehensive Land Use Planning in New York’s Adirondack Park”* **2012**  
 Interdisciplinary Scholarship in Land Use and Ethics  
 SUNY College of Environmental Science and Forestry’s Northern Forest Institute Symposium program

Session topic: Innovative models of Community Planning for Towns and Intentional Communities  
Newcomb, N.Y. June 1 – 3, 2012

*"At the Tipping Point: Private Land Use Planning in the Adirondacks"* **2012**

Adirondack Journal of Environmental Studies, From Peer Review - Volume 17 (2011) (2011)

Volume 17 at: <http://www.ajes.org/v17/holland2011.php>

*"Tales of the Adirondacks: Cooperation and Conflict in Protected Area Land Management"*

Symposia Chair and Presenter, Association for Environmental Studies and Sciences,

2011 Annual Meeting, University of Vermont, Burlington, VT.

Friday, June 24, 2011.

**2011**

*"Participatory Planning for a Promised Land: Citizen-led, Comprehensive Land Use Planning in New York's Adirondack Park"*

Paper Presentation, Adirondack Research Consortium, 2011 Annual Conference,

Lake Placid, NY. Thursday, May 19, 2011.

**2011**

*"Participatory Planning for a Promised Land: Citizen-led, Comprehensive Land Use Planning in New York's Adirondack Park"*

Antioch University New England, Keene, NH. Colloquium Speaker

**2010**

*"Village of Margaretville Comprehensive Land Use and Action Plan"*

Village of Margaretville, N.Y.

**2009**

*"Getting Smart: Smart Growth, Energy Efficiency and Public Facilities."*

Municipal World Magazine. St. Thomas, Ontario, CA. August 2008. Volume 118, Number 8. **2008**

*"Northern Forest Sustainable Economy Initiative: Agricultural Sector Analysis & Best Practices Database"*

North Country Council and Northern Forest Center, Concord, N.H.

**2008**

*"Northern Forest Sustainable Economy Initiative: Creative Economy Sector Analysis & Best Practices Database"*

North Country Council and Northern Forest Center, Concord, NH.

**2008**

*"Theory and Practice meet on Main Street: The Comprehensive Plan, Civics and Land Preservation in the Northern Forest Region of the United States"*

Antioch University New England, Keene, NH. Integrated Essay

**2008**

*"Innovation Economy Comes to Eight Towns:*

*The GCT Process and the Triple Bottom Line"*

**2007-2008**

➤ ICMA Public Management Magazine. Washington, D.C. August 2007. Volume 89, Number 7. ICMA.org/pm.

➤ Empire State Magazine. New York. July/August 2007.



- Adirondack Journal of Environmental Studies. Winter 2007-2008. Vol.14. No. 2.
- Environmental Planning Journal, American Planning Association, Environment, Natural Resources and Energy Division, Vol. 19 No. 2, Winter, 2008
- The Yankee Planner, American Planning Association, Northern New England Chapter, July 2008.

- “Strategic Options: New York and Vermont: Analysis and Evaluation of Strategic Options and Opportunities for Sustainable Development”*  
Northern Forest Center, Concord, N.H. **2007**
- “New York and Vermont Literature Review, Index of Related Studies for the Northern Forest Sustainable Economy Initiative”*  
Northern Forest Center, Concord, N.H. **2006**
- “Environmental History of the Central Adirondack Trail”*  
Antioch University New England, Keene, N.H. **2006**
- “Let the People Judge: Wise Use and the Private Property Rights Movement.”*  
Antioch University New England, Keene, N.H. **2006**
- “Corridor Management Plan for the Central Adirondack Trail Scenic Byway”*  
Adirondack North Country Association, Saranac Lake, N.Y. **2005**
- “The Caerlaverock Experience: The Report of the North America/United Kingdom Countryside Exchange Team”*  
Scottish Natural Heritage, Dumfries, Scotland, UK. **2004**
- “The Greening of Community Infrastructure: A Match Made in Heaven.”*  
Talk of the Town Topics. Volume 18. No. 2. **2004**  
Association of Towns of the State of New York. Albany, N.Y.
- “All Roads Lead to Keeseville: A Thoroughly Awake Little Village”*  
Adirondack Research Consortium, Adirondack Journal of Environmental Studies.  
Volume 6. No. 1 Spring/Summer 1999. **1999**
- “People and Their Influence on Settlement in the Champlain Valley Region of New York State”*  
U.S. National Park Service, Boston Support Office, Boston, MASS. **1998**
- “Community Based Approaches: Bringing Business to Town”*  
Friends of the North Country, Keeseville, N.Y. **1990**

## PAST PROFESSIONAL EMPLOYMENT

Friends of the North Country, Inc., Keeseville, New York

**Executive Director**

**1981 – 2002**

Founded non-profit organization. Provided program direction, design, and project development in multiple-scaled settings throughout the Adirondack Park, an internationally recognized protected area. Projects involved collaborative land use planning, housing, creative economy, community development, hazard mitigation and disaster relief, historic preservation, green infrastructure, renewable energy and economic restructuring. Instituted and developed cooperative, consensus building relationships with local and regional organizations, governments and institutions. Worked with Counties, Towns, and Villages throughout the 14-county region. Expanded revenues from \$38,000, to \$1 million. Raised and administered over \$60 million from federal, state, and private sources. Supervised a staff of 13 and managed contracts with 12+ local governments located in Northern New York.

Clinton County Planning Office, Plattsburgh, New York

**Community Resource Planner**

**1981**

Provided circuit rider, collaborative place-based community planning services to local governments throughout Clinton County, New York

Essex County Planning Office, Elizabethtown, New York

**Senior Community Resource Planner**

**1977-1980**

Established and staffed the circuit rider, cooperative, place-based community planning and grants program for local governments for Essex County, New York.