

**Oregon Chapter of the American Fisheries Society**  
**Work Plan Fiscal Year 2017-18**  
(May 1, 2017 - April 30, 2018)

**Mission**

*Improve the conservation and sustainability of Oregon fishery resources and their aquatic ecosystems for long-term public benefit by advancing science, education, and public discourse concerning fisheries and aquatic science and by promoting the development of fisheries professionals.*

**Situation:** The Chapter will be led by an experienced and dedicated Executive Committee (ExCom) that is motivated to continue the Chapter's pursuit of excellence. As part of this effort, the Chapter will continue providing high-quality communications, meetings, and legislative input. To stay vibrant, active, and relevant, the Chapter will maintain current functions that have proven effective, and explore areas to improve communications, diversity, and take steps necessary to realize new opportunities.

**Response:** To achieve these goals, the Chapter will continue to provide training through workshops and information exchange at the Annual Meeting (AM) and through the website, social media, and the listserv. The Chapter will continue to encourage participation in meetings and other Chapter activities from federal, tribal, state, private, non-governmental, and academic institutions to increase and maintain a vital, active, and effective membership.

To accomplish our mission and serve our members, the Chapter's goals and objectives as stated in the Strategic Plan for 2014-2019, and the actions planned to achieve them during FY 2017-18 are as follows:

**1. Develop programs that advance understanding of fishery science and responsible stewardship of fishery resources.**

**1.1 Host a high-quality AM.**

- a) Maintain a meeting format and content similar to recent years, with depth and diversity of topics, social and professional networking opportunities, and mentoring of young professionals.
- b) Keep AM fees and support options reasonable to encourage participation.

**1.2 Host workshops during the 2018 AM to provide current and relevant training to our membership.**

- a) Host (co-host) workshop(s) or symposia separate from AM when relevant subjects and adequate support (personnel, financial) are available. Potential workshop topics include:
  - Harnessing Diversity & Inclusion – Co-convene symposium at the 2017 Annual Meeting in Tampa, FL.
  - State of the Coast (Fall 2017).
  - Salvelinus confluentus Curiosity Society Annual Meeting (Sept 2017).

- Northwest Fish Culture Workshop (Dec 2017).
- 1.3 Encourage crossover with other professional fish and wildlife organizations with an emphasis this year on exploring options with marine organizations.
    - a) Research and network with appropriate organizations. (The Wildlife Society, Oregon Watershed Enhancement Board, Oregon Conservation Leaders, Desert Fishes Council, Oregon Sea Grant, Salvelinus confluentus Curiosity Society). Create a document to track organizations and points of contact.
    - b) Maintain an AFS/TWS liaison between the ORAFS and TWS on issues relevant to both organizations. Explore other liaison opportunities.
  - 1.4 Connect members with opportunities to participate in regional and national fishery events and activities through our newsletter, website, and social media platforms.
    - a) Advertise regional and national events, activities, and volunteer opportunities via newsletter, ORAFS website, and social media platforms.
    - b) Ensure Chapter member, meeting attendee, and the Chapter listserv are maintained, kept up-to-date, and used for targeted messaging.
    - c) Advertise ORAFS events in Fisheries magazine and on AFS and WDAFS websites.
    - d) Encourage attendance to AFS and WDAFS AMs.
      - i. Provide financial support to the President (or designee) to attend the AFS AM.
      - ii. Provide financial support to the President (or designee) to attend the WDAFS mid-year retreat, annual retreat, and AM.
      - iii. Provide financial support, when available, for ExCom or committee chairs to attend select fishery events, meetings, workshops that align with ORAFS mission.
    - e) Provide \$1,500 in financial support for publications, meetings, and workshops that align with the ORAFS mission.
  - 1.5 Encourage members to publish and present scientific findings in appropriate forums.
    - a) Maintain an AM format and policy to accept the maximum amount of presentations and posters possible.
    - b) Solicit articles/research for inclusion in quarterly newsletter.
- 2. Advocate policies and laws that benefit the conservation and sustainability of Oregon fishery resources and their aquatic ecosystems.**
- 2.1 Maintain a presence in the Oregon legislative process and subsequent development of administrative rules.
    - a) Continue to support a Legislative Liaison to serve as the ORAFS eyes and ears in Salem to track bills relevant to the Chapter, and provide weekly or monthly reports and suggestions as warranted.
    - b) Respond as appropriate, to Oregon legislative actions, and to policies that affect conservation and sustainability of Oregon fishery resources.

- c) Coordinate with legislative liaison and external committee chairs to develop or update white papers, policy statements, etc.
- 2.2 Maintain awareness of policies developed for use by fishery managers at local, state, and federal levels. Coordinate with Chapter external committees and/or membership to respond orally or in writing when appropriate
- a) Encourage participation in and increase activity of external committees to address relevant topics and issues.
    - i. Under the direction of the External Director, develop and complete annual work plans for each external committee.
    - ii. Under the direction of ExCom, re-vitalize external committees to maximize membership participation and effectiveness for achieving the Chapter's mission. Plan face-to-face meeting with External Committee Chairs and members to discuss increasing participation.
  - b) Create reference documents.
    - i. White paper - Herbicide/Pesticide Use and Effects on Aquatic Ecosystems and Organisms in Oregon.
    - ii. Other reference document(s) if and as required.
  - c) Review regional and national-level information from AFS and other sources for potential action by ORAFS.

### **3. Increase public awareness, understanding, and appreciation of fishery resources.**

- 3.1 Ensure that resources are available to assist and promote fishery and aquatic education in schools, and maintain and update education materials as needed.
- a) Promote involvement of Oregon youth in the Hutton Junior Fisheries Biology Program.
    - i. Fund one Hutton scholar in OR during fiscal year 2017-2018 (\$4,000) with funds received from ORAFS Investment Account gains.
  - b) Advertise and promote ORAFS Education and Outreach grant to local schools.
    - i. Award a \$1,000 participation grant for K-12 school.
    - ii. Award a \$1,000 Education material project grant.
  - c) Sponsor up to two teachers who need assistance to attend the 2018 AM or related professional fisheries workshop. Total award not to exceed \$1,000.
  - d) Sponsor up to \$1,500 for two fish culture staff and one fish culture student to attend the Northwest Fish Culture Concepts (NWFCC) Workshop.
- 3.2 Maintain a user-friendly web page and an active presence amongst appropriate social media platforms.
- a) Periodically update the website including home page photos to maintain user interest.
  - b) Distribute features of interest, information on conferences via the Piscatorial Press, ORAFS listserv and social media platforms (see 6.1.c).

- c) Continue use of ORAFS Twitter and Facebook accounts and consider other social media venues.
- d) Utilize social media platforms consistent with the Chapter's social media policy.
- e) Develop Communications Strategy and Plan.

#### **4. Promote development of fishery and aquatic science students.**

- 4.1 Provide competitive scholarships to student candidates.
  - a) Solicit applications for and award (if warranted) four student scholarships of \$2,000 each at the AM – one scholarship each for an Associate's degree candidate, Bachelor's degree candidate, M.S. candidate, and Ph.D. candidate.
  - b) Solicit for and award (if warranted) the Carl Bond Scholarship for \$2,000.
  - c) Provide a diversity scholarship of \$2,000 from funds donated by an ORAFS member.
- 4.2 Encourage student participation at AM by offering cost-effective attendance options and events that facilitate interactions between students and fisheries professionals.
  - a) Continue student volunteer program that provides specific tasks, duties, and expectations. In exchange for service, students may receive free lodging for the AM.
  - b) Outreach with Oregon colleges and universities with fishery, aquatics, and environmental programs with opportunities for students to participate in the AM.
  - c) Maintain mentorship program between students and Chapter members with mentor-student mixer at AM and through the Career Counselors program
- 4.3 Encourage and promote active participation in the Student Subunit.
  - a) Provide financial support for specific ExCom selected Student Subunit activities.
  - b) Provide experience and educational support to student subunit to encourage their participation and interaction with Chapter professionals.
- 4.4 Maintain a portion of the web page and use social media platforms to advertise career opportunities for students and young professionals.

#### **5. Support and encourage development of professional members.**

- 5.1 Host a high quality AM with networking and information sharing opportunities.
- 5.2 Maintain a portion of the web page that supports professionals through information exchange and career opportunities.
  - a) Post AM and workshop abstracts to the website.
  - b) Maintain a job announcement page.
- 5.3 Support and encourage member participation in the AFS professional certification program.
  - a) Provide reimbursement of up to three professional certifications through AFS (first come, first served).

- b) Collaborate with parent society and WDAFS leadership on benefits of AFS certification.
- 5.4 Offer fish-out-of-water waivers (FOOW) to provide cost-effective options for young professionals and members without financial support to attend AMs. Offer up to 10 FOOW registration waivers for AM.
- 5.5 Advertise and promote nominations for Chapter awards for deserving professionals.
  - a) Recognize professionals for outstanding accomplishments and present awards at the AM as warranted.
  - b) The Internal Director will maintain a “legacy document” that outlines when/why/how a scholarship/grant/award was created and how long it is expected to continue and will update the information on the website.

## **6. Maintain an active and diverse membership.**

- 6.1 Promote membership to fishery and aquatic scientists from a variety of professional disciplines.
  - a) Solicit AM planning and participants from a broad range of members and potential members.
  - b) Solicit participation on the ExCom from a broad range of members.
  - c) Ensure AM addresses diverse topics and disciplines.
  - d) Advertise the AM among networks of diverse disciplines.
- 6.2 Increase communication/audience base.
  - a) Publish quarterly newsletter and promote website, social media forums, and encourage listserv sign up.
  - b) Establish a system to track communications and readership to help inform communication strategy.
- 6.3 Target under-represented groups (gender, ethnicity, fishery and non-fishery disciplines, etc.) and encourage participation. Increase outreach, recruitment, and retention of a membership reflective of the human diversity in Oregon.

## **7. Fiscal Responsibility and Investments.**

- 7.1 Plan annual budget based on recent 3-year average Annual Meeting profit.
- 7.2 Implement chapter Financial Sustainability Plan and Investment Policy to promote annual budget solvency and long-term chapter financial sustainability.
  - a) Maintain the Financial Sustainability Committee and following the Chapter’s Financial Sustainability Plan and Investment Policy.
    - i. Update the investment policy in the Administrative Handbook as necessary.
    - ii. Invest funds in excess of the annual operating budget.

- b) Develop policy to determine how proceeds from investment portfolio will be used to further the mission of the Chapter.
- c) Promote meetings and open communication with the Financial Sustainability Committee. Work collaboratively to develop strategies, timelines, and implementation for investment practices and long-range planning.

**8. Regularly assess Executive Committee operational structure to optimize chapter productivity and efficiency.**

- 8.1 Update Oregon Chapter AFS Administrative Handbook as needed.
- 8.2 Update by-laws as needed.