

Oregon Chapter of the American Fisheries Society
Work Plan Fiscal Year 2013-14
(May 1, 2013 - April 30, 2014)

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: Economic recovery still remains slow in Oregon resulting in reduced funds for fishery management and conservation, and reduced job opportunities for our members. Employer budgetary constraints restrict travel and training opportunities, and limits support for and participation in chapter functions. The federal sequestration will result in less discretionary funds for training, travel and restoration projects. The need for chapter involvement in legislative processes and dissemination of scientific information continues to grow with the chapter's increased presence via Sue Marshall.

Response: Work towards chapter goals and objectives while continuing to operate frugally. The annual meeting, development of fishery professionals, and support of science-based conservation policies remain top priorities. The chapter will continue to provide training through workshops, low-cost communication tools, and scholarships to serve our members impacted by the current economy. The chapter will continue recruiting members and participants in meetings and other chapter activities from non-governmental and academic institutions to increase membership.

To accomplish our mission and serve our members, the chapter's goals (#) and objectives (##) as stated in the Strategic Plan for 2009-2013, and the actions (a, b, etc.) planned to achieve them during FY 2013-14 are as follows:

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

1.1. Host a high-quality annual meeting (AM).

- a) Maintain a meeting format and content similar to recent successful years, with depth and diversity of topics and sufficient social and professional networking opportunities.
- b) Host workshops during the annual meeting to provide current and relevant training to our membership.
- c) Continue to conduct and improve the Student-Mentor Mixer at the AM with the goal of introducing students to a diversity of fishery professionals and career opportunities.
- d) Integrate the 50th anniversary celebration into the 2014 AM.

1.2. Host workshop(s) separate from the AM when relevant subjects and adequate support (personnel, financial) are available.

- a) Explore options for future workshop(s).

1.3. Encourage member participation in regional and national events and activities that further the mission of ORAFS.

- a) Advertise regional and national events, activities, and volunteer opportunities via the Piscatorial Press (PP), ORAFS website, and social media platforms.
- b) Advertise ORAFS events in *Fisheries* magazine and on the Parent Society website.
- c) Invite Western Division AFS (WDAFS) and Parent Society representatives to address the membership at the AM.
- d) Encourage attendance to the Parent Society and WDAFS annual meetings.
 - i. Provide financial support for the President (or designee) to attend the AFS Parent Society and WDAFS annual meetings to represent ORAFS.
 - ii. Provide financial support to the President (or designee) to attend the Western Division mid-year retreat.
 - iii. Send President or designee to the WDAFS annual retreat (October 2013).
 - iv. Encourage members to attend the 2014 WDAFS meeting in Mazatlán, Mexico.
- e) Provide support for publications, meetings, and workshops that align with the ORAFS mission.
- f) When available, provide support for ORAFS representatives to attend non-AFS workshops and meetings that complement the ORAFS mission.

1.4. 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.
- b) Provide awards to students for best and runner-up paper and poster presentations.
- c) Provide awards for best professional poster award.

1.5. Encourage crossover with other professional fish and wildlife organizations

- a) Research and network with appropriate organizations that complement the ORAFS mission (e.g., U.S. Fish and Wildlife Service, The Wildlife Society, Oregon Watershed Enhancement Board, Salmon and Trout Enhancement Program, Oregon Conservation Leaders-).
- b) Maintain an AFS/TWS liaison between the ORAFS and TWS on issues relevant to both organizations.

1.6. Continue planning efforts to host the 2015 parent society meeting in Portland.

- a) Work with the planning committee to determine the program Chair representing the Oregon chapter on or around August 1, 2013.

2. Advocate policies and laws that benefit the conservation and sustainability of Oregon's fishery resources.

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 ORAFS's eyes and ears in Salem, who provides weekly or monthly reports and suggestions as warranted.
- b) Respond orally or in writing, as appropriate, to Oregon legislative actions, and to local, state, or federal policies that affect conservation and sustainability of Oregon fishery resources.
- c) Continue to coordinate with legislative liaison and external committee chairs to develop or update white papers for bills before the legislature that are germane to the chapter's interests.

- 2.2. Maintain awareness of policies developed for use by fishery managers at local, state, and federal levels, and respond as necessary.
 - a) Implement 2.1.
 - b) Participate in forums focused on Oregon natural resource and conservation policies, such as the Oregon Conservation Leader's meeting.
 - c) 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. Continue to re-evaluate external committee meeting structure to maximize participation.
 - d) Review regional and national-level information from AFS and other sources for potential action by ORAFS.
 - i. Reaffirm the chapter's support of the Klamath Basin agreements to the current Secretary of Interior.

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

- 3.1. Distribute information to membership through the Piscatorial Press (quarterly), ListServe (periodically), website (continuously), and social media platforms (continuously) as the primary communication devices with members.
 - a) Encourage membership to forward the Piscatorial Press through their distribution mechanisms and with individuals and groups connected to diverse media outlets (i.e. agency Public Information Officers, etc.).
- 3.2. Maintain a user-friendly Website for the chapter.
 - a) Continue updates to the website to incorporate new technology and social media links while maintaining ease of local maintenance.
- 3.3. Participate in public forums that focus on fishery and aquatic science issues, advocating well-reasoned policies that maintain and enhance fishery and aquatic resources.
 - a) Continue use of ORAFS Twitter, Facebook, and LinkedIn accounts in a way that disseminates information and recruits interest for the chapter.
 - b) Update the chapter's social media policy as needed.
 - c) Consider other social media venues as they arise.
- 3.4. Use available resources to assist and promote fishery and aquatic education in schools.
 - a) Sponsor up to two primary or secondary teachers who need assistance to attend the annual meeting.
 - b) Support the development of educational media (video, audio, handbooks, etc.) by awarding a small grant for outreach materials consistent with the chapter mission.
- 3.5. Produce materials and workshops that aid teachers, watershed councils, and other educational entities.
 - a) Support the development of the "Fishes of Oregon" book project.
 - b) Include education and outreach content and case histories as part of the AM program.
 - c) Fund new iteration of the Stream continuum poster.

3.6. Continue to archive the chapter's historical documents at the Oregon State University Library.

4. Promote development of fishery and aquatic science professionals.

4.1 General:

- a) Encourage agencies and other employers to support participation in the ORAFS AM and other AFS activities, actively solicit AM sponsorships and provide value to their staff.
- b) Continue the "Fish out of Water (FOOW)" sponsorship for up to ten ORAFS members who need assistance to attend the ORAFS AM.

4.2. Promote understanding of and adherence to professional standards and ethics.

- a) Recognize professionals for outstanding accomplishments and present awards at the annual meeting as warranted for: Fishery Worker of the Year, Fishery Team of the Year, Awards of Merit, the Bill Wingfield Memorial Award in Fish Culture, Lifetime Achievement and Past President's Award.
- b) Solicit for and recognize those involved in "special events" with the Broken Oar Award.
- c) Develop criteria for "Lifetime Achievement" award.
- d) Encourage more award nominations through an on-line submission form.

4.3. Maintain a portion of the Website dedicated to career opportunities.

- a) Maintain postings or links of relevant career opportunities for all levels of professionals.

4.4. Provide information and increase awareness of the AFS Professional Certification Program.

- a) Maintain link on ORAFS website to AFS Professional Certification Program webpage.
- b) Encourage participation by reimbursing three members annually to certify and or re-certify in the program.

4.5. Provide scholarships to worthy student candidates.

- a) Award four student scholarships of \$2,000 each at the AM - one scholarship each for a Community College student, B.S. candidate, M.S. candidate, and Ph.D. candidate.
- b) Award one Carl Bond Memorial Scholarship in the amount of \$5,000.
- c) Award two scholarships to attend the Northwest Fish Culture Conference – one for a student and one for a hatchery technician.

4.6. Encourage participation in leadership roles in the chapter as an opportunity for professional growth.

- a) Ensure that ExCom functions in an efficient, rewarding, and fun manner.
- b) Actively solicit for members willing and able to serve on committees and ExCom.

5. Maintain an active and diverse membership.

5.1. Promote membership to fishery and aquatic scientists from a variety of professional disciplines.

- a) Solicit a broad range of members and potential members to participate in the ExCom and support the AM planning effort.
- b) Ensure that the AM addresses diverse topics and disciplines.
- c) Advertise the AM among networks of diverse disciplines.

- 5.2. Continue support of the student subunit and encourage new members from diverse backgrounds and fields of study.
 - a) Provide financial support for student subunit activities.
 - b) Actively involve students in the AM and promote attendance by providing volunteer opportunities and financial support (i.e., registration and lodging discounts).
 - c) Actively solicit participation of students from a wide array of Oregon schools by nurturing contacts with instructors and communicating student opportunities.
 - d) Defray travel costs for student representative (or designee) to the WDAFS student colloquium.
 - e) Develop active mentoring between students, graduate students, and membership.
- 5.3. Encourage retirees to maintain membership and active involvement by soliciting participation in committees and ExCom.
- 5.4. Target under-represented groups (gender, ethnicity, fishery specialty, etc.) to encourage participation and to increase membership diversity.
 - a) Explore creating a \$ 2000 scholarship for under-represented groups.

6. ORAFS Investments

- 6.1. Identify prudent options for utilizing budget surpluses to further the chapter mission without risking chapter solvency.
- 6.2. Maintain 2-year's operating capital in low-risk investments.
- 6.3. Develop a 5-year investment plan consistent with 6.1, which includes investigating opportunities to endow scholarships and awards, the required principal, and estimated timeframe.
 - a) Charge the investment committee to find a suitable financial adviser and develop an endowment plan.

7. Evaluate ORAFS ExCom operational structure

- 7.1. Update ORAFS Administrative Handbook as needed.
- 7.2. Update bylaws as needed.