

**Oregon Chapter of the American Fisheries Society**  
**Work Plan Fiscal Year 2011-12**  
(May 1, 2011 - April 30, 2012)

**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 is slow in Oregon. Employers are experiencing budget cuts, resulting in travel restrictions and limited support for employees interested in attending ORAFS functions. Unemployment, furloughs, and pay cuts are further restricting participation.

**Response:** Operate frugally while supporting members as possible. Our top priority is the Annual Meeting (AM) and related communication, student support, awards, scholarships, and workshop programs. Also important is improving low-cost communication with our membership via website, listserve, and social media (e.g., Twitter, Facebook, etc.).

To accomplish our mission and serve our members, the chapter goals (#) and objectives (##) as stated in the Strategic Plan for 2009-2013 and the actions (a, b, etc.) planned to achieve them during FY 2011-12 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.

- 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) Keep annual meeting fees and support options reasonable to encourage participation.

1.2. Host workshops as part of annual meeting to provide current and relevant training to our membership.

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

- Fisheries Science and Policy (Salem, September 2011)
- Renewable Energy (Fall 2012)
- Riparian Corridors and Connections (Fall 2012)

1.4. 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) and ORAFS website.
- b) Advertise ORAFS events in *Fisheries* magazine and on the AFS website.
- c) Invite Western Division AFS (WDAFS) and AFS representatives to address the membership at the AM.
- d) Provide financial support to the President (or designee) to attend the AFS annual meetings to represent ORAFS.

- e) Provide financial support, when available, for ExCom to attend selected fishery events, 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) Provide awards to students for best and runner-up paper and poster presentations.

1.6. Encourage crossover with other professional fish and wildlife organizations

- a) Research and network with appropriate organizations (The Wildlife Society, Desert Fishes Council, American Institute of Fishery Research Biologists, etc.).
- b) Establish funding support to send a representative from ORAFS to the respective annual meeting or bring a representative from another organization to our annual meeting.
- c) Consider two such crossover events for this fiscal year.

1.7. Target hosting a Western or National AFS annual meeting

- a) Target 2016 to host WDAFS, unless an earlier opportunity occurs.
- b) Assist WA/BC Chapter with 2011 National AFS annual meeting in Seattle.
- c) Periodically re-evaluate Oregon facilities for ability to accommodate a national meeting.

**2. Advocate policies and laws that benefit the conservation and sustainability of Oregon 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, whom 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) Develop new, and update white papers as needed to be proactive during the Oregon legislative process.

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) Encourage participation in and increase activity of External Committees to address relevant topics and issues.
- c) Review regional and national-level information from AFS and other sources for potential action by ORAFS.
- d) Encourage members to make ORAFS aware of local policy development as warranted and assist ORAFS with formulating appropriate responses.
- e) Refine the process for effectively communicating, reviewing, prioritizing, and addressing resource issues and opportunities on short notice.
- f) Identify members that are prepared to respond orally or in writing on behalf of ORAFS to Oregon legislative actions, and to local, state, or federal policies that affect conservation and sustainability of Oregon fishery resources.
- g) Take steps to ensure that ORAFS is on the appropriate mailing lists (electronic and otherwise) relating to projects and aquatic resource management issues.

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

- 3.1. Use available resources to assist and promote fishery and aquatic education in schools.
  - a. Promote involvement of Oregon youth in the Hutton Junior Fisheries Biology Program.
  - b. Seek feedback from Education and Outreach grant recipients regarding benefits derived.
  - c. Sponsor up to two primary or secondary teachers who need assistance to attend the annual meeting
  - d. Increase awareness and readership of the Piscatorial Press (PP).
  - e. Increase cultural outreach and sponsor cultural events as warranted.
  
- 3.2. Produce materials and workshops that aid teachers, watershed councils, and other educational entities.
  - a) Encourage and support the development of the “Fishes of Oregon” book project
  - b) Include in the annual meeting at least one session focused on Education and Outreach content and case histories
  - c) Encourage and support the development of educational media (video, audio, handbooks, etc.).
  
- 3.3. Maintain a user-friendly Web page.
  - a) Keep the ORAFS website easily accessible to the public
  - b) Update webpage to reflect more current style while maintaining ease of local maintenance
  - c) Maintain a home page that is public-friendly
  - d) Consider creation of an on-line forum to facilitate information exchange
  
- 3.4. 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 and Facebook accounts
  - b) Expand number of authorized tweeters within ExCom
  - c) Consider other social media venues as they arise
  - d) Develop social media policy

**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) Offer partial sponsorships for up to two ORAFS members-in-need to attend ExCom-selected events, such as:
    - Northwest Fish Culture Conference
    - River Restoration Northwest
  - c) Sponsor a relevant plenary speaker at the ORAFS AM.
  - d) Provide a “Fish out of Water” 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, Bill Wingfield Memorial Award in Fish Culture, and Past President’s Award

- b) Award certificates to winners and first runner-ups of best student paper and poster presentations at annual meeting of the Chapter. Lead author winners of best paper and best poster will also be awarded 1-year AFS student memberships
  - c) Solicit for and recognize those involved in “special events” with the Broken Oar Award
- 4.3. Maintain a portion of the Web page that advises career opportunities.
- a) Maintain postings or links of relevant career opportunities for all levels of professionals
  - b) Continue to conduct and improve a Student-Mentor Mixer at the Annual Meeting with the goal of introducing students to a diversity of fishery professionals and opportunities
- 4.4. Provide information and assist members who participate in the AFS Professional Certification Program by increasing awareness of the certification process and its benefits and offering classes for continuing education credit.
- a) Maintain link from ORAFS website to AFS Professional Certification Program webpage
  - b) Consider conducting a certification workshop at the annual meeting to facilitate certification process (free)
  - c) Advertise that funds are available to pay for certification (three scholarships)
- 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 PhD candidate – each to be accompanied by a 1-year student membership to AFS and ORAFS
  - b) Solicit for and award (if warranted) one Carl Bond Memorial Scholarship in the amount of \$5,000
  - c) Consider re-structuring scholarship program, such as awards for under-represented groups, or other measures to increase appeal and importance of scholarships.
  - d) Evaluate previous year’s responses and develop a plan for improving student participation.
- 4.6. Distribute information to membership through the Piscatorial Press (PP, quarterly), Website (continuously), and listserv (periodically) as the primary communication devices with members.
- 4.7. Encourage participation in leadership roles in the chapter as an opportunity for professional growth.
- a) Ensure that ExCom functions in an efficient, rewarding, 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 AM planning and participation from a broad range of members and potential members.
  - b) Solicit participation on the ExCom from a broad range of members
  - c) Ensure that the AM addresses diverse topics and disciplines
  - d) Advertise the AM among networks of diverse disciplines
- 5.2. Support a student chapter and encourage new members from diverse backgrounds and fields of study.

- a) Provide financial support for specific ExCom-selected Student Subunit activities.
- b) Provide AFS and ORAFS memberships to the Student Subunit liaison.
- c) Actively involve students in the AM and promote attendance by providing volunteer opportunities and financial support (e.g. registration and lodging discounts).
- d) Actively solicit participation of students from a wide array of Oregon schools by nurturing contacts with instructors and communicating student opportunities to these groups.

- 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, including considering changing the annual meeting venue as appropriate, to increase membership diversity.
- 5.5. Investigate development of a Membership Committee.

## **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-years operating capital in low-risk investments
- 6.3. Develop a 5-year investment plan consistent with 6.1

## **7. Evaluate ORAFS ExCom operational structure**

- 7.1. Update ORAFS Administrative Handbook as needed
- 7.2. Update by-laws when needed