

**Oregon Chapter of the American Fisheries Society**  
**Draft Work Plan Fiscal Year 2014-15**  
(May 1, 2014 - April 30, 2015)

**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 continues to be a significant issue in Oregon. Constraints to local, state, federal, and tribal budgets has resulted in restricted travel and training opportunities and this directly impacts participation in Oregon Chapter sponsored functions. During the duration of this work plan we will not be hosting a chapter annual meeting. However, during this year, Oregon chapter members and executive committee representatives will be working closely with the national planning committee to co-host the American Fisheries Society National meeting in Portland, Oregon in August 2015.

**Response:** In these fiscally challenging times the Chapter will continue to operate frugally to meet our goals and objectives. The annual/national meeting, development of fishery professionals, and support of science-based conservation policies remain top priorities. The chapter will continue to provide training through workshops, information exchange through our website, social media, and list-serve, and award scholarships to assist our future generations. 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 vibrant and diverse 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 (a, b, etc.) planned to achieve them during FY 2014-15 are as follows:

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

- a) Host a high-quality annual meeting and workshop.
  - b) Secure a meeting location for the 2016 Oregon Chapter meeting.
  - c) Work with the national meeting planning committee see 1.6
- 1.1. Host workshops as part of annual meetings and as stand-alone events.
- a) In the absence of an annual meeting during FY14-15, work with ORAFS committees to host a workshop/event sponsored by the chapter (Hatchery Wild Symposium).
- 1.2. Sponsor and support workshops, events, and trainings organized by other groups and organizations that align with the mission of the Oregon Chapter.
- a) Network with and research appropriate organizations that complement the ORAFS mission (e.g., U.S. Fish and Wildlife Service, The Wildlife Society (TWS), Oregon Watershed Enhancement Board, Salmon and Trout Enhancement Program, Oregon Conservation Leaders, WaterWatch).

- b) Maintain a liaison between ORAFS and TWS on issues relevant to both organizations.
- 1.3. 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 the Piscatorial Press (PP), ORAFS website, and social media platforms.
  - b) Advertise ORAFS events in *Fisheries* magazine and on the Society website.
  - c) Encourage attendance at the Society and WDAFS annual meetings.
    - i. Provide financial support for the President (or designee) to attend the 2014 AFS National and 2014 WDAFS annual meetings to represent ORAFS.
    - ii. Provide financial support to the President (or designee) to attend the Western Division mid-year retreat and the WDAFS annual retreat.
    - iii. Encourage members to attend the 2014 AFS meeting in Quebec City, Canada.
  - d) Provide support for publications, meetings, and workshops that align with the ORAFS mission.
  - e) When available, provide support for ORAFS representatives to attend non-AFS workshops and meetings that complement the ORAFS mission.
- 1.4. Connect members with opportunities to publish and present scientific findings in appropriate forums through our newsletter, website, and social media platforms.
- 1.5. With Western Division, host the 2015 AFS National Meeting in Portland, OR.
- a) Work with the 2015 national planning committee to define participation needs to implement the AFS National Meeting.
- 1.6. Actively consider hosting Western Division AFS meeting in 2018 or 2019.
- a) Contact Western Division AFS to understand the process and timeline of hosting the Western Division meeting in Oregon.
- 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 by contracting a legislative liaison and keeping an active legislative external committee.
- a) Contract a legislative liaison in Salem to track bills that are important and relevant to the chapter, provide 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 the legislative liaison and external committee chairs to develop or update white papers (at least two) to support or refute legislative bills that are relevant to the chapter's interests.
  - d) Evaluate process to see if students can develop white papers and position papers.

- 2.2. Maintain awareness of, and ability to, respond to 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) 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.
- 2.3. Inform members through our newsletter, website, list serve, and social media platforms regarding opportunities to make personal contact with their local decision makers and to volunteer their expertise.
  - a) Create a section on the Chapter's website with web links to local, state, and federal legislative websites.

**3. Increase public awareness, understanding, and appreciation of fishery resources amongst chapter members and the general public.**

- 3.1. Ensure that resources are available to assist and promote fisheries 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.
  - b) Advertise and promote the ORAFS Education and Outreach grant to local schools.
  - c) Sponsor up to two teachers who need assistance to attend the annual meeting or related a professional fisheries workshop.
  - d) Support the development of the "Fishes of Oregon" book.
- 3.2. Maintain a user-friendly web page and an active presence amongst appropriate social media platforms.
  - a) Evaluate the performance of the current webhost.
- 3.3. Utilize social media platforms consistent with the Chapter's social media policy.
- 3.4. Participate in public forums to promote well-reasoned policies that maintain and enhance fishery and aquatic resources.
- 3.5. Advertise and promote nominations for Chapter awards amongst members of the general fisheries and aquatics community.

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

- 4.1. Provide competitive scholarships to student candidates.
  - a) Solicit and award (if warranted) four student scholarships of \$2,000 each at the annual meeting-one scholarship each for a Community College student, B.S. candidate, M.S. candidate, and PhD candidate.
  - b) Solicit and award (if warranted) the Carl Bond Memorial Scholarship (up to \$5000).
  - c) Explore opportunities to develop other scholarships for underrepresented groups.
  - d) With students' permission, publish winning presentations on website.
- 4.2. Encourage participation of students in annual meetings by offering cost-effective attendance options as well as events that facilitate interactions between students and fisheries professionals.
  - a) Develop a student volunteer program that will provide clear direction in regards to the number of student volunteers needed, specific tasks and duties, expectations. In exchange for service they will receive reduced or free registration and free lodging for annual meeting.
- 4.3. Outreach with Oregon colleges and universities with fishery, aquatics, and environmental programs with opportunities for students to participate in the Chapter.
- 4.4. Support a student subunit and encourage new members from diverse backgrounds and fields of study.
- 4.5. Encourage and promote active participation in the Oregon Chapter student subunit.
  - a) Maintain student representative as a member of the ExCom.
- 4.6. Maintain a portion of the web page that advertises career opportunities for students and young professionals.
  - a) Ensure that career opportunities websites have active and updated links.
  - b) Coordinate with student's subunit to create a student List serve to apprise students of career and scholarship programs.
- 4.7. Establish and refine a mentorship program between students and chapter members.

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

- 5.1. Maintain a portion of the web page that supports professionals through information exchange.
  - a) Develop tab that will post presentations from individuals or groups of common theme talks.
  - b) Develop a historic database of abstracts on website.
- 5.2. Maintain a portion of the web page that advertises career opportunities.
  - a) Ensure that web links have active and updated links.
  - 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 3 professional certifications (first come first serve).
  - b) Maintain a link on the ORAFS website to the AFS Professional Certification Program webpage, and promote in the Piscatorial Press
- 5.4. Offer Fish Out Of Water (FOOW) waivers to provide cost-effective options for young professionals and members without financial support to attend annual meetings.
  - a) Offer five (in aggregate) FOOW registration waivers for 2014 ORAFS Workshops.
- 5.5. Advertise and promote nominations for chapter awards for deserving professionals.
  - 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, and the Lifetime Achievement Award.
  - b) Solicit for and recognize those involved in "special events" with the Broken Oar Award.

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

- 6.1. Maintain an informative quarterly newsletter.
  - a) Actively solicit chapter members to provide feature articles on research/management issues.
  - b) Promote website, social media forums, and encourage list-serve sign up.
- 6.2. Promote membership to fishery and aquatic scientists from a variety of disciplines of the profession.
- 6.3. Target under-represented groups (gender, ethnicity, fishery specialty, etc.) and encourage participation.
- 6.4. Maintain and update recruiting tools to promote the benefits of membership at diverse and appropriate venues.
- 6.5. Actively recruit a diverse group of candidates for ExCom positions.
  - a) Develop guidelines regarding the election of new officers in the absence of a 2015 Annual Meeting.

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

- 7.1. Plan annual budgets to maintain two years of operating expenses in reserve.
- 7.2. Identify profitable but prudent options for utilizing budget surpluses to further the chapter mission without risking solvency.
  - a) Work with Investment Committee to identify options to maximize investment options
  - b) Review and implement the investment committee guidelines in the handbook.
  - c) At fall retreat, develop strategies to increase profits of the Oregon Chapter.
- 7.3. Develop a five-year investment plan consistent with 7.1 above.
  - a) Solicit the use of financial planner to create investment plan.

b) Explore the fiscal requirement of creating scholarship endowment.

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

8.1. Annually update Oregon Chapter AFS Administrative Handbook.

8.2. Update by-laws when appropriate to meet chapter objectives.