

**Oregon Chapter of the American Fisheries Society**  
**Work Plan Fiscal Year 2012-13**  
(May 1, 2012 - April 30, 2013)

**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 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 need for chapters involvement in legislative processes and dissemination of scientific information, however, continues to grow.

**Response:** Work towards chapter goals and objectives while operating frugally. The annual meeting, development of fishery professionals, and support of science-based conservation policies remain top priorities. The chapter will 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 educational organizations in hopes to also increase membership.

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 2012-13 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) Keep annual meeting fees and support options reasonable to encourage participation.
- c) Host workshops during the annual meeting to provide current and relevant training to our membership.

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

- a) Host an anadromous run forecasting workshop in fall 2012.
- b) Co-Host the December 2012 Northwest Fish Culture Conference by providing arrangements assistance and sponsorship to the U.S. Fish and Wildlife Service.
- c) Begin planning to host a river restoration monitoring workshop in 2013.

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) Sponsor 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. Support members to attend the 2014 WDAFS meeting in Mazatlan, 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.

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., US Fish and Wildlife Service, The Wildlife Society, Oregon Watershed Enhancement Board, Salmon and Trout Enhancement Program).
- 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) Maintain an AFS/TWS liaison to serves as a liaison between the Chapter and the TWS on issues relevant to both organizations.

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

**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, 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) Coordinate with legislative liaison and external committee chairs to develop or update at least three white papers prior to the February 2013 Oregon legislative session.

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.
  - iii) 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.
- d) Review regional and national-level information from AFS and other sources for potential action by ORAFS.
- e) Subscribe to 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. 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.
- 3.2. Develop and maintain a user-friendly Website for the chapter
  - a) Update website to reflect more current style while maintaining ease of local maintenance.
  - b) Facilitate more information exchange by linking website to social media platforms.
- 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 and Facebook accounts in a way that disseminates information and recruits interest for the chapter.
  - b) Develop social media policy.
  - 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) Increase awareness and readership of the Piscatorial Press through distribution on social media platforms, and with individuals and groups connected to diverse media outlets (i.e. Public Information Officers, etc.).
  - c) Encourage and support the development of educational media (video, audio, handbooks, etc.).
- 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.
- 3.6. Archive the chapter's historical documents at the Oregon State University Library.

- a) Consolidate documents with chapter historian, and prioritize items of relevance and historical significance.
- b) Send to Oregon State University for cataloguing.

#### **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 to attend ExCom-selected events.
- c) Provide a “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, 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.
- c) Solicit for and recognize those involved in “special events” with the Broken Oar Award.
- d) Encourage more awards nominations through development of 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.
- b) Continue to conduct and improve a Student-Mentor Mixer at the AM with the goal of introducing students to a diversity of fishery professionals and career opportunities.

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

- a) Maintain link from ORAFS website to AFS Professional Certification Program webpage.
- b) Encourage participation by funding three members to certify in the program.
- c) Offer continuing education credit opportunities through workshops at the annual meeting

##### 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.
- 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, 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. Support a 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 (e.g. 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) Sponsor travel costs for student representative (or designee) to the WDAFS student colloquium.
- 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.

## **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 capitol 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.

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

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