

**Oregon Chapter of the American Fisheries Society**  
**Work Plan Fiscal Year 2018-19**  
(May 1, 2018 - April 30, 2019)

**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 Oregon Chapter of the American Fisheries Society (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. In addition, the Chapter will explore opportunities to grow our profession through mentoring, communication, and climate change initiatives, and take the necessary steps 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 and through the website, social media, and the listserv; and pursue mentoring opportunities and award scholarships to assist our students and early career professionals. 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. The Chapter will also develop a new Climate Change external committee tasked with keeping the Chapter at the forefront of emerging climate change science.

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 2018-19 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 years, with depth and diversity of topics, social and professional networking opportunities, and mentoring of students and early career professionals.
  - b) Continue recruiting participation from a broad spectrum of institutions, and reach out to marine biologists (e.g., participants in Western Ground Fish Conference).
  - c) Keep annual meeting fees and support options reasonable to encourage participation.

- 1.2 Host workshops as part of annual meetings and/or as stand-alone events.
  - a) Host workshops during the 2019 annual meeting to provide current and relevant training to our membership.
    - i. Consider implementing a diversity, equity, and inclusion workshop.
    - ii. Consider implementing workshops from the list of ideas provided by responders to the post-2018 annual meeting poll.
  - b) Host (co-host) workshop(s) or symposia separate from AM when relevant subjects and adequate support (personnel, financial) are available. Potential workshop topics include:
    - Climate change impacts in the Northwest
    - Cutthroat trout workshop
    - Native Fish Committee's workshop
    - Harnessing Diversity & Inclusion – Co-convene symposium at the 2018 National Meeting in Atlantic City, NJ
    - *Salvelinus confluentus* Curiosity Society Annual Meeting (Sept 2018)
- 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 that complement the ORAFS mission (e.g., The Wildlife Society, Oregon Watershed Enhancement Board, Oregon Conservation Leaders, Desert Fishes Council, Oregon Sea Grant, *Salvelinus confluentus* Curiosity Society, Salmon and Trout Enhancement Program, Salmon Watch). 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.
  - c) 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 the Piscatorial Press (PP), ORAFS website, and social media platforms, following ORAFS media policy.
  - 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 the AFS and WDAFS websites.
  - d) Encourage attendance at ORAFS and WDAFS annual meetings.
  - e) Provide \$1,500 in financial support for publications, meetings, and workshops that align with the ORAFS mission.
    - i. Provide \$1,000 to support other AFS membership initiatives, as requested.

- 
- 1.5 Represent ORAFS at AFS, WDAFS, and National annual meetings.
    - a) Provide financial support to the President (or designee) to attend the 2018 AFS Annual Meeting in Atlantic City to represent ORAFS.
    - b) Provide financial support to the President (or designee) to attend the Western Division annual meeting.
    - c) Provide financial support to the President (or designee) to attend the Western Division mid-year retreat.
    - d) President (or designee) will remotely attend the Western Division Annual retreat, if it is held.
  - 1.6 Connect members with opportunities to publish and present scientific findings in appropriate forums.
    - a) Maintain an Annual Meeting format and policy to accept the maximum amount of presentations and posters possible.
    - b) Solicit articles/research for inclusion in quarterly newsletter.
    - c) Solicit contributions to, or review of, White Papers from Chapter members, regardless of their membership on an external committee.
    - d) Maintain a list of current Hot Topics in the Piscatorial Press (e.g., Climate change research in the Pacific Northwest, Salmon predictions) and publish links to research on these topics being conducted by members of the Oregon Chapter.
  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) Maintain a legislative liaison in Salem to track bills that are important and relevant to the Chapter, and 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 legislative liaison and external committee chairs to develop or update White papers and position papers to support or refute legislative bills that are relevant to the Chapter's interests.
    - 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) 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. Provide financial support for work plans as needed.
  - iii. Under the direction of ExCom re-vitalize and repurpose inactive 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 on timely issues
  - ii. Other reference documents 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. Include pertinent link on ORAFS website.
  - b) Advertise and promote ORAFS Education and Outreach grants to local schools.
    - i. Award up to \$1,000 for participation grant(s) for K-12 school(s).
    - ii. Award up to \$1,000 for Education material project grant(s).
  - c) Sponsor up to two teachers who need assistance to attend the 2019 annual meeting in Bend or related fisheries workshop or training. 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 either the Northwest Fish Culture Concepts (NWFCC) Workshop or the 2019 annual meeting of Oregon AFS in Bend.
- 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) Use the ORAFS Facebook and Twitter sites to promote ORAFS and update the membership on ORAFS activities.
  - d) Utilize social media platforms consistent with the Chapter's social media policy.

- 
- e) Advertise and promote nominations for Chapter awards amongst members of the general fisheries and aquatics community.
- 3.3 Develop Communication 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 annual meeting – 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. See Restricted Funds Budget.
  - 4.2 Encourage participation of students in annual meetings by offering cost-effective attendance options and 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, and expectations. In exchange for service, students may receive free lodging for the annual meeting.
    - b) Outreach with Oregon colleges and universities with fishery, aquatics, and environmental programs with opportunities for students to participate in the Chapter.
    - c) Maintain mentorship program between students and Chapter members with mentor student mixer at annual meeting, through the Skills for All session, through meeting mentoring, and through the Career Counselors program.
  - 4.3 Encourage and promote active participation in the Oregon Chapter student subunits.
    - a) Maintain student representatives as members of the ExCom.
  - 4.4 Provide experience and educational support to student subunits to encourage their participation and interaction with Chapter professionals.
    - a) Provide financial support for specific ExCom-selected Student Subunit or student Activities.
      - i. Provide up to \$1,500 to OSU Student Subunit.
      - ii. Provide up to \$1,000 to MHCC Student Subunit.
      - iii. Provide up to \$1,000 to support other student activities, as requested.

4.5 Maintain a portion of the web page that advertises career opportunities for students and early career professionals.

a) Refine a mentorship program between students and Chapter members.

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

5.1 Host a high quality annual meeting 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 annual meeting 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 3 professional certifications (first come, first served).

b) Maintain link from ORAFS website to AFS Professional Certification Program webpage, and promote in the Piscatorial Press.

c) Collaborate with parent society and WDAFS leadership on benefits of AFS certification.

5.4 Offer up to 10 fish-out-of-water waivers (FOOW) to provide cost-effective options for participants without financial support to attend 2019 Annual Meeting.

5.5 Explore process to develop travel grant(s) to help Oregon Chapter members attend the Oregon AFS annual meeting, should funding be available.

5.6 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.

b) The Internal Director will assemble 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.

c) Award certificates to winners of best student paper and poster presentations for the Undergrad and Graduate Level (separate award) at Chapter annual meeting.

5.7 Create a new Climate Change External Committee tasked with positioning Oregon AFS as a thought leader in climate change science.

**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 and management issues.
  - b) Promote website, social media forums, and encourage listserv sign up.
  - c) Use current Chapter membership list to update email addresses used for listserv and other methods of correspondence.
- 6.2 Promote membership to fishery and aquatic scientists from a variety of professional disciplines of the profession.
  - a) Solicit annual meeting 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 annual meeting addresses diverse topics and disciplines.
  - d) Advertise the annual meeting among networks of diverse disciplines.
- 6.3 Target under-represented groups (gender, ethnicity, fishery and non-fishery specialty, etc.) and encourage participation. Increase outreach, recruitment, and retention of a membership reflective of the human diversity in Oregon.
  - a) Promote activities aimed at providing valuable ways of knowing that are not strictly science-based (in the Western European realm; e.g., Traditional Ecological Knowledge).
  - b) Revise the Chapter Code of Ethics (approved in 1995) to be more explicit about promoting and supporting diversity, equity, and inclusion, along with maintaining a safe and inclusive environment at all chapter events to foster the full and open expression of ideas and participation by all attendees.
  - c) Actively educate the Chapter about diversity topics and biases, and how biases can be overcome.
    - i. Convene workshops and sessions at the Chapter annual meeting as appropriate.

## **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 a two year reserve of the annual operating budget.
  - 7.3 Develop policy to determine how proceeds from investment portfolio (disbursement funds) will be used to further the mission of the Chapter.
  - 7.4 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 the Oregon Chapter AFS Administrative Handbook as needed.
  - 8.2 Update by-laws as needed.