**Oregon Chapter of the American Fisheries Society**

 **Work Plan Fiscal Year 2023-24**

(May 1, 2023 - April 30, 2024)

**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 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.

To accomplish our mission and serve our members, the Chapter’s goals (#) and objectives (#.#) as stated in the Strategic Plan for 2020-2025, and the actions (a, b, etc.) planned to achieve them during FY 2023-24 are as follows:

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

## Host a high-quality annual meeting.

### 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.

1. Continue recruiting participation from a broad spectrum of institutions, and reach out to marine biologists (interest from the 2023 Annual Meeting).
2. Keep annual meeting fees and support options similar to other fisheries meetings in the region.

## Host/sponsor professional development workshops as part of annual meetings and as stand-alone events.

### Host workshops during the 2024 annual meeting to provide current and relevant training to our membership.

### Consider implementing workshops from the list of ideas provided by responders to the post-2023 annual meeting survey.

1. Host (co-host) workshop(s) or symposia separate from Annual Meeting when relevant subjects and adequate support (personnel, financial) are available. Potential workshop topics include:
	* Native Fish Committee’s workshop
	* Diversity, Equity, & Inclusion

## Sponsor and support other groups and organizations workshops, events, trainings that advance the mission of the Oregon Chapter.

### Research and network with appropriate organizations that complement the ORAFS mission (e.g., The Wildlife Society, Oregon Sea Grant, Pacific Northwest Aquatic Monitoring Partnership).

### Maintain an AFS/TWS liaison between the ORAFS and TWS on issues relevant to both organizations.

### Explore other liaison opportunities.

## Connect members with opportunities to participate in regional and national fishery events and activities through our newsletter, website, and social media platforms.

### Advertise regional and national events, activities, and volunteer opportunities via the Piscatorial Press (PP), ORAFS website, and social media platforms, following ORAFS media policy.

### Ensure Chapter member, meeting attendee, and the Chapter listserv are maintained, kept up-to-date, and used for targeted messaging.

### Advertise ORAFS events in *Fisheries* magazine and on the AFS and WDAFS websites.

### Encourage attendance at ORAFS and WDAFS annual meetings.

### Provide $1,000 in financial support for publications, meetings, and workshops that align with the ORAFS mission.

## Actively consider hosting Society and Western Division AFS meetings.

#### Provide financial support to the President (or designee) to attend the 2023 AFS Annual Meeting in Grand Rapids, Michigan to represent ORAFS.

1. Provide financial support to the President (or designee) to attend the Western Division annual meeting in Boise, Idaho.
2. Provide financial support to the President (or designee) to attend the Western Division mid-year or annual retreat.

## Connect members with opportunities to publish and present scientific findings in appropriate forums through our newsletter, website, and social media platforms.

* 1. Maintain an Annual Meeting format to the maximum the number of presentations and posters possible.
	2. Solicit articles/research for inclusion in quarterly newsletter.
	3. Solicit contributions to, or review of, White Papers from Chapter members, regardless of their membership on an external committee.

## Host quarterly webinar lunch talks with relevant subjects with adequate support.

## Maintain active external committees.

## Provide $1,250 in financial support for external committee functions/activities.

# Advocate policies and laws that benefit the conservation and sustainability of Oregon fishery resources and their aquatic ecosystems.

## 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.

### 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 (up to $10,500).

### 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.

### 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.

## 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.

### Encourage participation in and increase activity of external committees to address relevant topics and issues (up to $150 for mileage).

#### Under the direction of the External Director, develop and complete annual work plans for each external committee.

#### Provide financial support for work plans as needed.

####  b) Create reference documents.

#### White paper on timely issues

ii. Other reference documents if and as required

### 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 amongst chapter members and the general public.**

* 1. Ensure that resources are available to assist and promote fishery and aquatic education in schools, and maintain and update education materials as needed.

### Promote involvement of Oregon youth in the Hutton Junior Fisheries Biology Program.

1. Include pertinent link on ORAFS website.

### Advertise and promote ORAFS Education and Outreach grants to local schools.

### Award up to $4,000 for participation and educational materials grant(s) for K-12 school(s).

### (Blank for tracking purposes)

### Sponsor up to $1,000 for two fish culture staff and one fish culture student to attend either the Northwest Fish Culture Concepts (NWFCC) Workshop or the 2024 annual meeting of Oregon AFS in Bend.

## Maintain a user-friendly web page and an active presence amongst appropriate social media platforms consistent with the chapter’s social media policy.

### Periodically update the website including home page photos to maintain user interest.

### Distribute features of interest, information on conferences via the Piscatorial Press, ORAFS listserv, and social media platforms.

### Utilize social media platforms to promote ORAFS and update the membership on ORAFS activities.

## Advertise and promote nominations for Chapter awards amongst members of the general fisheries and aquatics community.

## Develop Communication Strategy and Plan.

# Promote development of fishery and aquatic science students.

## Provide competitive scholarships to student candidates.

### 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.

### Solicit for and award (if warranted) the Carl Bond Scholarship if funding becomes available.

### Diversity support

### Provide a diversity scholarship of $2,000 from funds in the Albert G. Lassuy Memorial DEI Endowment. See Restricted Funds Budget.

## Through outreach, encourage participation of Oregon college and university students in annual meetings by offering cost-effective attendance options as well as events that facilitate interactions between students and fisheries professionals.

### Continue 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.

## Outreach with Oregon colleges and universities with fishery, aquatics, and environmental programs with opportunities for students to participate in the Chapter.

1. Maintain mentorship program between students and Chapter members with student mentor mixer at annual meeting.

## Encourage and promote active participation in Oregon Chapter student subunits.

### Maintain student representatives as members of the ExCom.

## Provide experience and educational support to student subunits to encourage their participation and interaction with Chapter professionals.

1. Provide financial support for specific ExCom-selected Student Subunit or student Activities.
	* 1. (i)Provide up to $900 to OSU Student Subunit.
		2. (ii)Provide up to $1,500 to MHCC Student Subunit.
		3. (iii)Provide up to $500 discretionary support for other student activities such as the Western Division Student Colloquium, as requested.

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

# Support and encourage development of professional members.

## Host a high quality annual meeting with networking, training, and information sharing opportunities.

## Maintain a portion of the web page that supports professionals through information exchange and career opportunities.

### Post annual meeting and workshop abstracts to the website.

### Maintain a job announcement page.

## Promote and support member participation in the AFS professional certification program.

### Provide reimbursement of up to 3 professional certifications (first come, first served).

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

1. Collaborate with AFS and WDAFS leadership on benefits of AFS certification.

## Provide financial support (e.g. Registration Fee Assistance Waivers) or other mechanisms to reduce barriers (financial, transportation, etc.) and increase access for early professionals and members to attend ORAFS annual meetings and programs.

## a) Offer up to 10 Registration Fee Assistance Waivers and up to 10 Registration Fee Assistance Waivers for Tribal Members and Indigenous Peoples to provide cost-effective options for participants without financial support to attend 2024 Annual Meeting.

## Advertise and promote nominations for Chapter awards for deserving professionals, including non-traditional members of the fisheries and aquatic communities.

### Recognize professionals for outstanding accomplishments and present awards at the annual meeting, as warranted.

### ExCom will update as needed the Administrative Handbook 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.

### Award certificates to winners of best student paper and poster presentations at Chapter annual meeting.

# Promote an inclusive fisheries professional environment to create and maintain diverse membership.

## Maintain an informative quarterly newsletter with quarterly features.

### Actively solicit Chapter members to provide feature articles on research and management issues.

### Promote website, social media forums, and encourage listserv sign up.

### Use current Chapter membership list to update email addresses used for listserv and other methods of correspondence.

## Promote membership to fishery and aquatic scientists from a variety of professional disciplines of the profession.

1. Solicit annual meeting planning and participants from a broad range of members and potential members.
2. Solicit participation on the ExCom from a broad range of members.
3. Ensure annual meeting addresses diverse topics and disciplines.
4. Advertise the annual meeting among networks of diverse disciplines.

## Encourage participation of under-represented groups and increase outreach, recruitment, and retention of a membership reflective of the human diversity of Oregon.

### Actively educate the Chapter about diversity topics and biases, and how biases can be overcome.

#### Convene workshops and sessions at the Chapter annual meeting as appropriate.

6.3.1 Engage a DEI Consultant to assess needs for creating a more inclusive, equitable and diverse chapter, and create an action plan.

 a) Work with DEI Committee to formulate next steps to improve on being a more inclusive, equitable, and diverse chapter.

6.3.2 Initiate capital campaign to supplement Lassuy Endowment and maintain a permanent fund for promotion of inclusion, equity, and diversity (nexus with Objective 7 strategies)

# Maintain Financial Responsibility and Investments.

## Plan annual budget based in accordance with the Financial Sustainability Plan and Investment Policy (FSPIP).

## Administer chapter finances to maintain annual budget solvency and long-term chapter financial sustainability in accordance with FSPIP.

## Maintain the Financial Sustainability Committee and following the Chapter’s Financial Sustainability Plan and Investment Policy.

#### Update the investment policy in the Administrative Handbook as necessary.

#### Invest funds in excess of a two year reserve of the annual operating budget.

## Identify prudent options for utilizing annual disbursement funds consistent with the FSPIP.

# Regularly assess Chapter and Executive Committee operational structure to optimize chapter productivity and efficiency.

## Annually review and update the Internal and External Committee structure (e.g. expand or consolidate) and Oregon Chapter AFS Administrative Handbook as needed.

## Update by-laws when appropriate and needed to meet chapter objectives.