

### **Community Engagement with Hands-On Fish Printing**

Organizer: Bruce Koike ([koike.bruce@gmail.com](mailto:koike.bruce@gmail.com))

Date & Time: Monday (May 4, 2026), Session 1: 9am – noon, Session 2: 1 – 4pm

Participants will learn the Japanese art of Fish Printing (Gyotaku) through a hands-on approach. Each printer will contribute to highlighting Community Engagement strategies. All materials including fish will be provided. Choose from one of two sessions 9:00-noon or 1:00-4:00. Enrollment limited to 12 individuals per session. Cost \$115 for Professionals or \$95 for Students

### **Your Career, Your Canvas: Strategies to Paint a Bold Future**

Organizers: Shivonne Nesbit ([Shivonne.nesbit@noaa.gov](mailto:Shivonne.nesbit@noaa.gov)), Demain Ebert ([ebert@mcmillen.com](mailto:ebert@mcmillen.com))

Date & Time: Monday (May 4, 2026), 8am – 5pm

In today's dynamic professional and social landscape, developing and navigating a career path requires foresight, planning, and proactive work. This workshop is designed to provide you with insight from successful professionals, illuminate career options, and equip you with the tools needed to effectively advance your career. This workshop is targeted at students and early career professionals who are interested in learning more about career pathways, employers (including state, federal, private, academia, and others), communications, resumes, interview skills, networking, and more.

### **Innovasea Acoustic Telemetry Training**

Organizer: Stephanie Smedbol ([stephanie.smedbol@innovasea.com](mailto:stephanie.smedbol@innovasea.com))

Date & Time: Monday (May 4, 2026), 1 – 5pm

Please join us for a free half-day training on how to effectively use acoustic telemetry technology to understand aquatic animal behavior. Along with describing how acoustic telemetry works, Innovasea professionals will guide you through the basics of study design, range testing, deployment, data retrieval and analysis. Learn how our Fathom suite of software tools has revolutionized data management – from collection and curation to analysis and storage. Finally, we will take you on the NexTrak as we describe the world's most advanced acoustic telemetry system and other new product offerings that will take aquatic animal tracking to new levels.

### **How to Get Your Message Across and Make It Stick - Persuasive Communication for Fisheries Professionals**

Organizer: Michael Fraidenburg ([Mike@cooperationcompany.com](mailto:Mike@cooperationcompany.com))

Date & Time: Monday (May 4, 2026), 8am – noon

Clear, persuasive communication is now a core fisheries skill. Whether you are briefing leadership, presenting research, or helping the public understand a complex decision, the way you frame information determines whether your message lands or gets lost. This

training gives fisheries biologists, managers, and scientists a practical, fast-moving system for shaping messages that resonate with real—not ideal—audiences.

After this 3-part training, attendees will be able to craft messages that are clearer, stickier, and more likely to influence decisions in their organizations and communities.

### 1. Target Right and Tight: Understanding Audience Fears and Reflex Objections

Fisheries messages rarely fail because the science is wrong—they fail because audiences filter information through their own concerns, pressures, and reflex reactions. This module provides a simple way to decode audience receptivity: how far an audience realistically needs to move, and how to anticipate two widespread resistance patterns—generic criticisms of government programs and the natural human pushback against change. Attendees learn how to tailor messages to meet audiences where they actually are.

### 2. Plan Right and Tight: Designing Messages with Purpose

A strong message requires a sharp core idea and a solid logical framework. This module helps participants define the true purpose of a communication (“What must this message achieve?”) and then use two planning tools—Message Maps and Mind Maps—to simplify complexity, organize thinking, and build message clarity under pressure.

### 3. Speak Right and Tight: Delivering Information that Sticks

When the clock is short and the stakes are high, structure is everything. This module teaches two simple but powerful speaking frameworks—PPF (Past–Present–Future) and the Comprehensive Management System—to help fisheries professionals respond to fact- and time-based questions with confidence, relevance, and precision.

## **Succeed in fisheries: Navigate an uncertain future and adapt to challenges through Strategic Positioning**

Organizers: Marlis Douglas ([mr dp539@gmail.com](mailto:mr dp539@gmail.com)), Gary Whelan ([gwhelan@fisheries.org](mailto:gwhelan@fisheries.org))

Date & Time: Monday (May 4, 2026), 8am – 5pm

**WHY:** The future is uncertain and cannot be predicted. But future outcomes can be shaped through Strategic Positioning, a 2-step process. First, Futurecasting helps identify strategic goals that guide decisions. Second, Adaptive Planning ensures actions progress toward these goals, while adjusting to unforeseen challenges. Combined, these two processes ensure long-term success in fisheries – and life.

AFS has adopted Futurecasting and Adaptive Planning to strategically position AFS units for future success. By coordinating unit activities at all levels with the long-term vision, AFS can improve communication and helps all members contribute and succeed.

**WHAT:** The training will first cover a short introduction to Futurecasting. Participants will then practice Futurecasting in small break-out groups to (1) create strategic goals that align with a long-term AFS vision, (2) identify resources needed to build that future, and (3) formulate an action plan to implement this future. Ideas from each group will be discussed

to identify potential challenges and how to use adaptive planning to succeed.

**HOW:** The training is based on active-learning principles, with participants absorbing preparatory materials beforehand (~1 h), minimizing lecture time. Emphasis is on experiential learning during small-group activities, followed by whole-group interactive discussions to share and synthesize ideas.

**Learning Outcomes:**

Participants will learn how to (1) develop long-term strategic thinking to set themselves up for future success, (2) adaptively plan to deal with uncertainty, (3) confidently articulate ideas, and (4) effectively communicate visionary goals and strategic actions.

**Intended Audience:**

AFS members at any career stage, from students to late-career professionals are invited. The training is organized by the AFS Strategic Positioning Committee to introduce Futurecasting and Adaptive Planning approaches.

**Introduction to the FishSET R package: A guide to spatial economics modeling and policy simulation**

Organizers: Paul Carvalho ([paul.carvalho@noaa.gov](mailto:paul.carvalho@noaa.gov)), Lisa Pfeiffer ([lisa.pfeiffer@noaa.gov](mailto:lisa.pfeiffer@noaa.gov))

Date & Time: Monday (May 4, 2026), 8am – 5pm

Fisheries management involves complex decision-making in a changing environment. Policy objectives can be achieved more effectively with information about the potential impacts of proposed regulations. The Spatial Economics Toolbox for Fisheries (FishSET) is an R package for end-to-end economic policy analysis using discrete choice models applied to fisheries management. FishSET allows users to organize and visualize fisheries-dependent data, apply cutting edge econometric models of location choice, and simulate the effects of alternative policy scenarios to understand redistribution of fishing effort and welfare consequences of those policies. FishSET helps researchers overcome a variety of challenges in this modeling framework, including standardizing data management, guiding model selection, and organizing code to facilitate transparency and innovation.

This training will guide users through their own data analysis and policy questions using their own data, or sample datasets can be provided if needed. FishSET facilitates the analysis of potential impacts on fisheries under various scenarios, including fishing ground closures resulting from regulations; new ocean uses, such as marine protected areas or offshore aquaculture or wind energy projects; changes in fish stock distribution; and significant events, such as hurricanes or oil spills. The training is intended for data-savvy policy analysts and practitioners. A Graphical User Interface (GUI) is available for participants without significant programming experience.

**The Lamprey Lens - Incorporating Lampreys into Restoration and Monitoring Projects**

Organizers: Monica Blanchard ([monica.blanchard@dfw.wa.gov](mailto:monica.blanchard@dfw.wa.gov)), Jennifer Poirier ([jennifer\\_poirier@fws.gov](mailto:jennifer_poirier@fws.gov)), Ann Grote ([ann\\_grote@fws.gov](mailto:ann_grote@fws.gov)), Christina Wang ([christina@benthosconsulting.com](mailto:christina@benthosconsulting.com)), Ralph Lampman ([lamr@yakamafish-nsn.gov](mailto:lamr@yakamafish-nsn.gov))  
Date & Time: Monday (May 4, 2026), 8am – 5pm

The west coast of North America is home to around one-third of the world's lamprey species. Because of their cryptic nature and broad lack of awareness, native lampreys are often assumed to be invasive, excluded from projects, or simply overlooked despite their importance. In many areas, their populations have declined in concert with Pacific salmonids, but they are rarely incorporated into stream monitoring projects and restoration efforts. Lack of awareness has been identified as a key threat to the protection and restoration of Pacific Lamprey and other native lamprey species across their historical range. The goal of this training is to address this lack of awareness and teach biologists and practitioners to evaluate projects through a "lamprey lens". This training will educate participants about native lamprey species, basic biology, habitat use, ecological and cultural importance, and known distributions. Participants will learn how to incorporate lampreys into project planning and implementation, with a focus on restoration and passage projects. The training will also provide tools that participants can apply in their home watersheds, including hands-on experience with identification of lamprey species and life stage, techniques for monitoring, as well as best management guidelines for incorporating lampreys into projects. There will also be information on project funding and collaboration opportunities through the Pacific Lamprey Conservation Initiative.

### **Survey Design: How to Develop a Cohesive Survey Design to Support Robust Analysis and Inference while Balancing Design Tradeoffs**

Organizers: Leigh Ann Starcevich ([lstarcevich@west-inc.com](mailto:lstarcevich@west-inc.com)), Jared Swenson ([jswenson@west-inc.com](mailto:jswenson@west-inc.com))  
Date & Time: Monday (May 4, 2026), 8am – noon

Developing a robust and statistically sound survey design is challenging as funding often limits sample sizes and study lengths, leaving data insufficient for the intended inference. The goal of this training is to provide guidance and considerations for ecologists who are designing surveys so that the available resources are optimized to provide the basis for sound inference. This training will review types of inference (e.g., design-based and model-based inference), membership designs, temporal revisit designs, replication, and survey design choices. We will discuss nonsampling error sources, which occur when the survey design cannot be implemented as planned due to frame error, nonresponse error, or detection error. We will review methods for determining the appropriate sample size for a study and how to balance competing objectives in a survey design. The training will provide hands-on activities for drawing samples in the programming language R, identifying sources of nonsampling error, conducting a power analysis, and developing an ecological survey design. Participants will leave the training with a deeper understanding of the tradeoffs and iterative nature of survey design. Participants should use laptops with an installed copy of R/RStudio ([rstudio.com](http://rstudio.com)) and the `spsurvey` package.

### **Putting the Human Back into the Scientist**

Organizers: Jessie Masterman ([jmaster3@uoregon.edu](mailto:jmaster3@uoregon.edu)), Kellum Tate-Jones ([kellum@refugiumconsulting.com](mailto:kellum@refugiumconsulting.com))

Date & Time: Monday (May 4, 2026), 8am – noon

Earth systems scientists work across multiple realms, spanning government, nonprofit, research, and academic institutions. But across all these systems, we share a common misstep: we have widely sought to disconnect our human-ness from our science. The traditional culture of science has erroneously and detrimentally posited the process of science as objective. But science is inextricable from the humans who practice it. Those humans decide which questions to ask and how to ask them, and these decisions are necessarily informed by the backgrounds of questioners. By failing to acknowledge the indelible connection between science and the identity-based biases of its practitioners, the scientific community also fails to account for the way those biases influence the science they produce.

In this training, facilitators and Earth systems scientists Dr. Jessie Masterman and Dr. Kellum Tate-Jones will equip participants with a toolset for reframing our science within the context of our humanness. First, we will interactively explore the ways in which our personal experiences, backgrounds, identities, and biases influence the work we do and how we do it. Next we will investigate why and how systems of power compel us to disconnect our humanity from our scientific work. Finally, we will collaboratively develop a set of actionable strategies for rebuilding the connection between our human selves and the systems we study. Participants will leave with a framework that will 1) advance scientific practice by elucidating the underlying values and worldviews that inform it and 2) enhance our wellbeing as practitioners by creating space for the full diversity of the human experience.

### **Meet (And Paint!) Oregon's Marine Habitats and Fishes**

Organizer: Natalie Donato ([Natalie.h.donato@gmail.com](mailto:Natalie.h.donato@gmail.com))

Date & Time: Monday (May 4, 2026), 1 – 5pm

Observations are the foundation of scientific inquiries. Looking closer at organisms and their habitat can spark new questions and collaborations, helping ideas and stakeholders connect across ecosystems. Exploring the vibrant marine ecosystems of the coastline of the state hosting the conference, participants will dive into the details of what makes these salty ecosystems so special through art. The training will introduce Oregon's coasts through a guided watercolor painting for all art skill levels, featuring information from rocky reefs and the associated marine fishes, and help build creative skills with sketching and painting techniques. From illustrating flora to fauna, participants can connect with the coastal ecosystems and people across the conference, and enjoy a relaxing, creative break!

### **Bull Trout & Char Biology/Ecology**

Organizer: Judy Neibauer, Retired USFWS and incoming President of WA-BC AFS Chapter  
[jneibauer9395@gmail.com](mailto:jneibauer9395@gmail.com)

Date & Time: Monday (May 4, 2026), 1 – 5pm

In the Pacific Northwest, education and hands on information about the biology of native Bull Trout, Char, can be confusing in the shadow of trout and salmon. More emphasis is placed on salmon education rather than char. Understanding our native fish assemblages is important for applying conservation and good restoration in overlapping habitats. Because of the emphasis on salmon education, many people or communities do not know about the Bull Trout, Char, or what a native fish assemblage is. Understanding the overlap in habitat, prey base, and management between Bull Trout, Char, and other native fish, is important for biologists creating future conservation actions and developing permits and fishing regulations. This training is part of a communication plan to help increase knowledge and reduce misunderstandings about Bull Trout and Char. The goal of this training is to help to further connect the people and communities with knowledge about the lesser-known fish in our native fish assemblages. This training has the goal of increasing knowledge and understanding of basic biology, habitats, migration patterns, and conservation needs of our native Char.

### **Mastering Your Professional Portfolio: CV/Resume and Cover Letter Workshop**

Organizers: Tawni Firestone ([tawni.firestone@state.co.us](mailto:tawni.firestone@state.co.us)), Kristina Morben  
([kristina.morben@state.co.us](mailto:kristina.morben@state.co.us))

Date & Time: Wednesday (May 6, 2026), 10am – noon

Ready to make your professional portfolio shine? The WDAFS Early Career Professionals Committee is thrilled to invite you to our workshop: Mastering Your Professional Portfolio: CV/Resume and Cover Letter Workshop! This isn't your average career advice session. We've assembled a fantastic panel of professionals at various stages of their careers – including past graduate students! They hail from a diverse range of agencies and are eager to share their insights into career paths and the often-mysterious job application process. Curious about the differences between a CV and a resume? Wondering what employers in different sectors look for? Whether you're a tech whiz, a budding biologist, an administrative guru, a dedicated researcher, or a driven graduate student, you'll gain valuable knowledge by seeing real-world examples of CVs, resumes, and cover letters.

Here's what you can expect:

See diverse examples: Our panelists will share their own CVs, resumes, and cover letters, highlighting different styles and content.

Learn about career paths: Get the inside scoop on various career trajectories and what it takes to succeed in different fields.

Ask your burning questions: This is your chance to directly address specific requirements and application strategies with experienced professionals.

Optional resume review: Want personalized feedback? Bring your own resume, and our

panelists will be happy to offer suggestions based on their experience in the job search process.

Don't miss this incredible opportunity to gain practical skills and connect with professionals who have navigated the job market successfully. Invest in your future and come prepared to take your professional portfolio to the next level!