

# **American Fisheries Society Governing Board Meeting**

August 18, 2018

Atlantic City Convention Center, Atlantic City, NJ

## **Minutes of the Meeting**

### **Participants:**

#### **Governing Board Members**

Steve McMullin – AFS President  
Jesse Trushenski – President-Elect  
Scott Bonar – First Vice President  
Brian Murphy – Second Vice President  
Joe Margraf – Past President  
Justin Davis – President Northeastern Division  
John Magee – President-Elect Northeastern Division  
Mark Pyron – President North Central Division  
Heather Hettinger – President-Elect North Central Division  
Craig Bonds – President Southern Division  
J. Wesley Neal – President-Elect Southern Division  
Brian Missildine – President Western Division  
Jackie Waters – President-Elect Western Division  
Mark Fincel – President Education Section  
Lynn Waterhouse – President Estuaries Section  
Steve Lochmann – President Fish Culture Section  
Esteban Soto – President Fish Health Section  
Joe Larscheid – President Fisheries Administration Section  
Rebecca Krogman – President Fisheries Information and Technologies Section  
Randy Schultz – President Fisheries Management Section  
Wendylee Stott – President Genetics Section  
Steven Cooke – President International Fisheries Section (Proxy for Nick Mandrake, President Canadian Aquatic Resources Section)  
Abigail Lynch – Vice President International Fisheries Section  
Bill Stewart – President Introduced Fish Section  
Kevin Irons – President-Elect Introduced Fish Section  
Cynthia Jones – President Marine Fisheries Section  
Christopher Myrick – President Physiology Section  
Solomon David – President Science Communication Section  
Syma Ebbin – President Socioeconomics Section  
Andrew Todd – President Water Quality Section  
Daniel Weaver – President Student and Early Career Subsection of Education Section  
Dana Postlewait – President-Elect Bioengineering Section  
Tom Lang – President Fish Habitat Section  
Mark Poesch – Past President Canadian Aquatic Resources Section

## **Guests**

Leanne Roulson – Incoming Second Vice President

Julie Defilippi Simpson – Communications Committee Chair

Christine Moffitt – Hutton Committee Co-Chair

## **Non-Voting**

John Boreman – Constitutional Consultant

Doug Austen – Executive Director

## **Emerging Leaders**

Hilary Meyer

Sara Turner

Dan Dauwalter

Patrick O'Rourke

Nathaniel Lederman

Cheyenne Owen

## **AFS Staff**

Dan Cassidy, Erin Del Collo, Katrina Dunn, Eva Przygodzki, Shawn Johnston, Steve Kambouris, Lauren Maza, Peter Turcik, Kurt West, Martha Wilson, Drue Winters

## **Minutes of the Meeting**

**1. Quorum confirmed by Boreman and called to order at 8:00 AM by McMullin.**

**2. Roll Call and Announcement of Proxies**

**3. Approval of Agenda**

Agenda approved with revisions by unanimous consent

**4. Approval of Minutes – June. 2018 Governing Board Summer conference call**

- Correction: Misspelling of Syma Ebbin's name
- The Summer call minutes stand unanimously approved with corrections

**5. President's Opening Remarks**

After reviewing the protocols for the meeting, President McMullin noted that the agenda for the meeting reflected the Annual Meeting theme, bringing attention to the special networking event held for local fisheries stakeholders who were given the opportunity to

attend the AFS Annual Meeting at a reduced-rate cost for Tuesday. McMullin also highlighted the revision of the society's Strategic Plan, which was on the agenda to be further discussed later in the Governing Board Meeting. McMullin was also pleased to inform the Board that the Management Committee renegotiated the working contract with Executive Director Austen, allowing him to continue working with AFS for another five years. With no other changes to the other officers' reports, McMullin also welcomed incoming AFS Second Vice President Leanne Roulson to the Board.

## **6. Approval of President-Elect's Plan of Work**

President-Elect Jesse Trushenski briefly outlined her plan of work for the 2018–2019 term, focusing on 5 main priorities that continue the work of previous administrations:

- Address gaps in the professional development of fisheries professionals – including putting together courses that will address the limitations of formal fisheries education
- Make fisheries relevant to the public and increase accessibility of fisheries science to lay audiences – involves working together with the Communications Committee to produce a media package for AFS to communicate science more effectively to lay audiences and decision makers
- Continue efforts to increase diversity within the fisheries profession
- Strengthen AFS publications by fostering mentorship and professional development of editorial board members and emphasizing the importance of quality experience for authors – including generating publications that are impactful and meaningful to the Society and the profession while also ensuring that submitting authors have a fair, predictable, and positive experience working with AFS
- Finalize and prepare for implementation of the 2020–2024 Strategic Plan

**Motion:** Trushenski motioned to approve the Plan of Work, Brian Missildine seconded the motion. The Incoming President Plan of Work was approved by unanimous consent.

## **7. Executive Director's Report**

Executive Director Austen expressed his pleasure at the opportunity of working with the Board for the next 5 years and provided a brief overview of the past year's accomplishments, explaining that the Executive Director's Plan of Work was an integration of the President's Plan of Work and those of the Committees as well as AFS Staff. A few of the highlights include:

- Wiley Transition – Austen noted that AFS publications constitute a third to a fourth of AFS' revenue and more importantly are a reflection of the Society's identity. Fortunately, the transition from Taylor & Francis to Wiley as the AFS journals and magazine publisher has been done very well. AFS now has additional resources with Wiley it did not have with T&F. The creation of new Editor-in-Chief positions are also in place to ensure that submitted papers are being directed to the appropriate publication.
- Climate Science Centers – Austen highlighted the Society's recent involvement with Climate Science Centers, demonstrating the Society's

ability to use its capacity to work on bigger conservation projects with other partners (such as with Cornell University); this has opened the doors for AFS to be more engaged in other national programs and is able to uniquely contribute its resources and knowledge.

Austen also listed areas for the Society to improve, including:

- Education and Distance-learning – positive feedback has been given for the courses that have been offered, and this should be continued. Austen noted that more opportunities were forthcoming, with plans for a Mussel and Fish Kill Continuing Education course to be done soon.
- 150<sup>th</sup> Meeting Planning – the Society’s 150<sup>th</sup> meeting presents a unique opportunity to act as a springboard to discuss what direction AFS wants to take in the future.
- Raise Congressional Advocacy Issues – for the past 4 years, AFS has been focusing on how to become a relevant entity to bring science issues to the table as AFS has had a unique position to convey fisheries science issues to decision-makers
- Austen also noted needs for improvement in the areas of societal financial health, development, and working out the mechanics of the Governing Board Reporting Tool

#### Plan of Work 2018–2019

Executive Director Austen provided a summary of his 2018–2019 Plan of Work and highlighted the following items:

- Books – Just as with journals, the Society will be taking a closer look at the books program to see how it can be improved and better utilized
- Capitol Hill engagement – Austen supported the idea of creating an iconic focal activity or meeting that would be timely and relevant and bring to the D.C.-area and would help decision-makers make well-informed decisions
- Leadership Workshop – Current training programs are not directed towards fisheries professionals; the Society needs to create programs that would specifically build skills and enable fisheries professionals to thrive in their profession
- Continue to support the Governing Board
- Develop and implement a new membership strategy

#### AFS Financial Report

Deputy Executive Director Dan Cassidy provided a brief review of the financial state of the Society. A few highlights of the overview follow:

- AFS received a signing bonus as part of the transition to Wiley
- Overall AFS stocks are doing well; the Society has over \$4 million in net assets

- Asset growth is down in 2018 with net assets being about the same as last year; the anticipated bump in membership due to open access journals has not been seen, and the registration pattern has changed with a higher percentage of student-registrants and early-registrants
- The proposed Budget for the next fiscal year is at \$4.2 million, which excludes potential new capital from ongoing projects (membership upgrades, 150<sup>th</sup> Annual Meeting activities, etc.)
- Key income assumptions include lower administration costs, staffing a new editorial position, and working with The Wildlife Society this coming year

**Summary:** AFS is still in a strong financial position and the proposed 2019 budget is close to breaking even.

#### Questions/Comments:

Questions revolved around how investments were distributed as well if AFS was able to vet a portfolio for more environmentally/socially-conscious funds, though Cassidy explained that this process was too difficult and perhaps not financially wise to pursue.

#### Development

Development Director Katrina Dunn presented the Board with a proposal to start a donor club called the “1870 Society,” which would be based on the same donation model that many other societies and universities follow (**See Appendix A for presentation slides**). The model would outline levels of giving with appealing and attractive rewards (such as recognition) for those giving levels. The specific rewards were still being worked out, but Dunn explained that the purpose of the 1870 Society would be a place to house unrestricted giving that would allow the Society to fund different areas as needed or for timely and limited uses (e.g. disaster relief funds)

Next Steps: further development of the donor club include determining initial levels of benefits, develop collateral, create a dedicated area on the AFS website for giving, and distribute information about the club for unit meetings prior to the Reno meeting so that the foundations are set up in time for the 150<sup>th</sup> Meeting in Columbus.

#### Questions/Comments:

Questions focused on initial giving levels as well as how the donor club would work with other established giving arrangements such as Friends of Fish. Both of these areas still require more research. Other suggestions included focusing on how to not only focus on recognizing individuals but institutions as well.

#### Reno Planning

Austen communicated to the Board that the dates for the Reno Joint Annual Meeting with The Wildlife Society (TWS) was set for September 29 to October 3, 2019. In

anticipation of the historical significance of it possibly being the largest meeting of Fisheries and Wildlife professionals, Austen encouraged the Board to reach out to their respective chapters and sections to think about what session topics to bring to Reno. Trushenski revealed the joint-meeting theme to be “Common Pathways for Conservation” and also encouraged the Board to bring jointly-themed topics to the meeting. International Fisheries Section Incoming President Abigail Lynch informed the Board that IFS identified a joint-topic working group (Ecosystems Transformation) with TWS counterparts for the meeting, which is anticipated to result in syntheses papers for publication. Austen also acknowledged the challenge of working with TWS on the logistics end as well as continued and potential challenges with attendees obtaining approvals to attend the joint meeting.

### Meeting Selection

In regards to the selection of the location of the next Annual Meeting in rotation for 2022, Austen explained that Spokane, Washington was selected due to its ideal location, rates, and MeetSpokane’s desire for hosting an AFS meeting (**See Appendix B for presentation slides**). The location was approved by the Management Committee the day prior. Although meeting in Spokane would upset the traditional rotation of meeting locations between Divisions, Austen pointed out there is nothing in the Constitution binding the Society to maintain this order. McMullin also added that the Management Committee approved a new policy to hold meetings on a looser rotation schedule so that the meetings would rotate around to each division every 6 years instead of every 4, thereby allowing greater flexibility in planning. This change was met with no opposition from the Board.

### Joint Aquatic Science Meeting (JASM-2)

As AFS has become a part of the Consortium of Aquatic Science Societies (CASS), AFS will be lead planner of the next meeting to be held in Summer 2022.

### World Fisheries Congress (WFC) 2024

Austen drew attention to AFS involvement in the upcoming WFC meeting in Australia in October 2020, which will be hosted by the Australian Society of Fisheries Science. The next meeting is scheduled for 2024.

**Motion:** Abigail Lynch of IFS proposed a motion for AFS to develop a proposal through IFS to host the 2024 WFC meeting. Trushenski seconded the motion. With no opposition, the motion carried.

## 8. Constitutional Consultant's Report

Constitutional Consultant Boreman introduced 2 motions to be presented to the Board:

1. The formation of a new Egypt Chapter of AFS as part of the Northeastern Division

**Motion:** Northeastern Division President Justin Davis proposed a motion to approve formation of a new Egypt Chapter under the Northeastern Division. Jackie Watson seconded the motion.

**Substitute Motion:** Trushenski proposed a substitute motion to endorse the efforts to create an Egypt unit and to refer the establishment of international units to IFS as an IFS subunit. The substitute motion was seconded by Brian Murphy. Discussion followed.

### Questions/Comments:

Many questions about this substitute motion revolved around motion procedures as well as the differentiation between a chapter and a unit. There were questions about how the differences between the two would be perceived and what differences in roles and responsibilities there would be. Trushenski emphasized the desire to integrate Egypt as much and as positively as possible and the desire to set a positive precedent for possible future international chapters/units. Davis recognized the proposal as a good solution to issues of physical boundaries and organization. Lynch communicated IFS' willingness to serve as an umbrella organization to support and foster Egypt and hopefully numerous international units to come and will be involved in creating a more robust structure for bringing new groups into the organization. Lynch also communicated that IFS will move forward with reaching out to Egypt for revising the proposal.

The Substitute Motion was carried.

2. **Motion:** Boreman put forth the recommended motion to disband the External Affairs Committee and Resolutions Committees due to responsibility and duty overlap.

Trushenski seconded the motion to discuss. Austen provided additional background on the motion, revealing that the two committees in question were duplicative of other functions carried out by other sections and AFS staff.

The motion to recommend the motion to AFS membership was carried.

President McMullin also brought attention to the need for a Constitutional Consultant apprentice. Recommendations or volunteers should contact President-Elect Trushenski.

## 9. Publications: AFS Books Program

On behalf of Publication's Director Aaron Lerner, Austen presented a background of the AFS books program and laid the foundation for the discussion on where the books



program should go and what recommendations to take to the special committee that will be appointed to affect changes to the program. Austen presented Lerner's assessment of the strengths and weaknesses of the current program:

**Strengths:**

- The program is financially self-sustaining; the titles for sale are very affordable and often have funds associated with their development
- The experienced in-house book coordinators operate well and the cost of producing books is low
- AFS books have an excellent reputation among fisheries professionals
- The books serve the primary audience of fisheries professionals; many AFS titles would be passed on by big publishers
- Both print and electronic versions are available for many titles – for entire books and individual chapters
- Possibly able to provide the service of allowing organizations to buy electronic access to all AFS titles, as was the case with the Army Corps of Engineers

**Weaknesses:**

- The number of book proposals is down and most are based on niche-interest symposia
- The program is experiencing declining sales and revenue, which is reflected in the lower number of titles
- Marketing of titles is very limited, mostly directed at AFS members
- There is a great need to revamp the online bookstore; PDFs are currently offered but not e-book options
- Publishing time can be slow (publication time depends on the slowest author)

**Task Questions:**

- Should books continue to be produced in both print and electronic formats?
- How do we solicit more proposals?
- Should AFS partner with commercial providers to run the books program?
- Should AFS broaden the books program by establishing co-publishing arrangements with other institutions?
- Should AFS look to move into new categories of titles that extend beyond the profession?
- Can we identify subjects of high interest and actively pursue authors?
- Can we match book titles with possible funding sources (federal partners, etc.)?

**Discussion:**

There was general agreement that the books program should pursue new categories of titles to reach out to a wider audience, possibly through Amazon or other media. It was suggested that disseminating more detailed information to potential authors could be improved. It was also discussed that authors may prefer to publish with journals because of greater visibility and searchability;



books don't have the same kind of impact factors as journals. FITS President Krogman suggested AFS look into a website called addall.com, which lists all publication titles and which students use often; it or a similar media might be useful for increasing the books' marketability online. Krogman also suggested print books come with value-added content, such as discs, programs, etc.

## 10. Membership

Membership Services/ Engagement Manager Eva Przygodzki reported on the findings of the Membership Committee and AFS staff on AFS membership modifications. The Committee focused on two groups: institutions and students/young professionals.

Six distinct types of institutions were identified: academic, tribal organizations, natural resource agencies, NGOs, private companies that serve AFS, and companies that serve private sectors. These institutions were reached out to in order to ascertain what benefits they value and would like to see in the future. There are plans to possibly create different tier groups of membership, allowing there to be individual members under institution member umbrellas.

The Committee also looked closely at students and young professionals since those groups typically do not retain membership. As a result of the focus group, the Committee suggested having a specific-targeted page on the website for students and young professionals that would have be easy to find and contain testimonials from current student members. The page should be easy to find and be designed to draw in the younger crowd.

Przygodzki also reported on Life Membership, which has not been revised in 15 years and the benefits must be updated with *Fisheries* now being available to all members. She also shared that Society membership is down 3% compared to last year, although August numbers had not yet been recorded.

### Questions/Comments:

Aside from questions regarding clarification, the overall suggestion of the Board was to extend the students category to include high school students and expand the year-limit so as to encourage student membership. Discussion also arose concerning affiliate membership vs. society membership and the problems it creates. There was encouragement for the Board to continue to look into and find a resolution for this issue.

## 11. Development of Standard Procedures of AFS

AFS First Vice President Scott Bonar introduced the discussion on whether or not AFS should be standardizing its practices and methods (**See Appendix C for presentation slides**). Standardization was defined as conducting certain activities and procedures in

the same agreed-upon manner. Bonar found from his research that just about every society has standardization and laid out some of the benefits.

**Benefits of Standards:**

- Responsible for human progress (in medicine for example)
- Adds credibility to efforts of members and others who use standards
- Helps in arbitration
- Increases safety
- Provides needed information to those unsure about which procedure to adopt
- Assists communication in increasingly global and large-scale activities

Bonar also admitted that standards have the potential to be contentious and posed the following questions to the Board:

- What standards are AFS currently developing, and which others should be added?
- How can we increase the visibility of AFS as a developer of standards?
- How can we develop formal procedures for updating select standards?

**Discussion:**

Trushenski voiced her support for Bonar's initiative. Suggestions were given for what AFS publications should be added to the list of AFS standards. The question arose as to how compliance to these standards would be enforced. Bonar responded that the goal was to get a diverse group to see the benefits of the standards, which would replicate, not necessarily force anyone to use a particular standard.

## **12. Hutton**

Hutton Committee Co-Chair Christine Moffitt provided a brief report on Hutton as background to the upcoming motion (**See Appendix D for presentation slides**). The program has been in place since 2000 to stimulate interest in fisheries science careers among underrepresented groups. The application and selection process has been tough online application; students and mentors apply separately, are reviewed by the Hutton Oversight Committee, and selected students are matched with mentors. Currently the Hutton program lacks structure for linking placement and mentoring to other units in AFS, and the motion calls for greater efforts to connect and to improve communication and synergy between the program and the society. Moffitt appealed to the Board for assistance from the Society to help with linking student mentees to the greater Society and future fisheries career opportunities.

**Motion:** The recommended motion was for the Governing Board to provide Hutton with appropriate contact persons within each unit and subunit of AFS. Justin Davis called for the motion, which was seconded by Steve Lochmann. The motion was carried.

### 13. Strategic Planning

Strategic Planning Special Committee Chair Jim Bowker presented on the revision of AFS current 2015–2019 Strategic Plan. The goal of the new Strategic Plan is to encapsulate the AFS vision of raising up global fisheries leaders, providing quality continuing education, and providing value to members. Bowker described the process of reviewing previous strategic plans as well as revisiting past AFS presidents' plans of work to integrate into the 2020–2024 Strategic Plan. Bowker also addressed the importance of properly utilizing the Governing Board Reporting Tool to mine data of the society and capture information in order to see where the society has been and where it is going, stressing the focus on unit activities and the need for quantifiable measurements of unit achievements, publications, etc.

Bowker also handed out Strategic Plan document drafts as an example of having a usable, standalone product that could be given to incoming Board officers and could also possibly be useful for handing out to stakeholders and others outside of the society. Currently, the Plan is in its second draft.

A timeline/to-do list provided by Bowker follows:

- Work through 1<sup>st</sup> draft comments
- Incorporate Board feedback (open through the end of December)
- Incorporate PCG report (January–March 2019)
- Send Final Draft to the Governing Board (February–April 2019)
- Comment/Vote on Plan (May–July 2019)
- Adopt 2020–2024 Strategic Plan (August 2019)

Communications Committee Chair Julie Defilippi Simpson provided a Gap Analysis of the Society's strength and weaknesses in current strategies, describing the process of using affinity diagramming among the Strategic Planning Committee as well as unit leader survey responses to determine which ranked as most important among the Society. The results revealed that "Organizing and sponsoring meetings" placed the highest, followed by "enhance participation of students and young professionals," with "providing continuing education as third. There was much variation in responses for the other strategies. Next steps included coming up with a game plan for enhancing the bottom-ranked strategies and publishing the findings in Fisheries as well as reissuing the survey to garner more responses.

#### Questions/Comments:

The majority of questions asked were in regards to the reissuing of the survey and the effect of additional responses.

### 14. Sesquicentennial Celebration

Bonar and Lochmann presented an outline of ideas for the 150<sup>th</sup> Annual Meeting in Columbus in 2020, communicating a desire to hold events before, during, and after the

actual meeting. The goal of the events would be to celebrate, to acknowledge where the society has come from, and imagine where it is going. They would also provide an opportunity for outreach to the city and the public. Ideas included bringing in an old fish transportation railcar and having a dedicated issue of Fisheries to include “100 Years From Now” society vision essays. Lochmann instructed Board members to choose the top 3 events from the list that they would want to see realized for the 150<sup>th</sup> celebration.

## 15. Policy Update

AFS Policy Director Drue Winters presented the Board with an update (**See Appendix E for presentation slides**) for the progress of 2018, touching on the 3 policy priorities for the year:

- 1) *Recovering American’s Wildlife Act (RAWA)* – the Senate bill introduced this summer had 81 co-sponsors and a broad coalition of supporters. The Senate bill that came out did not match the House bill as it authorized funding but does not provide a dedicated source of funding.
- 2) *Waters of the United States (WOTUS)* – is attempting to be repealed and replaced with a narrower rule by the current administration. A replacement rule is expected to come out August–October. Winters warned that a narrower replacement rule that AFS membership will not be happy about is expected, but said that AFS will continue to challenge it.
- 3) *Magnuson-Stevens Act (MSA) Reauthorization* – the special committee of marine fisheries experts were charged with developing a new AFS policy for MSA; it has been reviewed by the Marine Fisheries Section, and the Board would need to approve it for it to become AFS Policy.

Winters put forth a list of possible 2019 policy priorities and asked for the Board’s feedback:

- Marine Aquaculture – emphasized by the current administration
- Endangered Species Act – a bill is currently in the Senate but is not a bi-partisan bill; a special committee would have to be convened to address this
- Offshore Wind Energy – there is a panel taking place during the Annual Meeting; AFS could be utilized to help inform regional monitoring
- Federal Budget – AFS could advocate for areas that need funding
- Aquatic Research Priorities – there is a need to prioritize aquatic research and look across federal resource agencies

### Feedback:

Among the priority recommendations, the Endangered Species Act and Offshore Wind Energy rose to the top. Climate Change was also repeatedly endorsed as a 2019 policy priority. Boreman suggested the Society look into the implications of a possible federally-mandated combining of NOAA and USFWS so that AFS could be in a good position to advise the U.S. President’s advisors and AFS members.

Boreman also suggested sending a letter to the POTUS, which has not been done in the last few years.

#### Magnuson-Stevens Act Policy Update

Marine Fisheries Section President Cynthia Jones presented the Board with the recommendation of the MSA Special Committee (**See Appendix F for presentation slides**), which was summed up in five categories:

- 1) Best Scientific Information Available – there is a concern for the bias introduced in self-reporting methods, such as mobile technologies
- 2) Catch Limits – the Committee supports annual catch limits founded on scientific basis and recommends that the MSA be adaptable but also flexible in setting overfishing limits
- 3) Rebuilding – the Committee supports adaptability and flexibility in the transition into and out of overfishing
- 4) Habitat and Ecosystems – the Committee recommends the continued focus on habitat and ecosystem based management as a way of improving stability
- 5) Adapting to Environmental Change – Jones reasoned that this topic affects everything that AFS does, and resources should be directed to monitor and evaluate climate-related factors. The Committee also recommended there to be active outreach by NMFS and the Councils to encourage fishermen to participate in collection, assessment, and management

**Motion:** Jones motioned for the report of recommendations to be accepted by the Governing Board. Chris Myrick seconded the motion. Discussion followed.

#### Questions/Comments:

Much of the discussion revolved around the semantics of the word “advocacy” and if the Society should be and “advocate” or not. Neal suggested using the word “outreach” to communicate science-based recommendations without connotations of bias.

With no objections raised, the motion was carried.

## **16. Diversity and Inclusion**

On behalf of Special Committee chair April Croxton who could not make it to the Governing Board meeting, President McMullin shared an update on the charge of the Special Committee on Diversity and Inclusion. Some of the recommendations of the committee were:

- Establish a professional code of conduct – this should be established in the Society to be proactive in addressing sexual harassment and to make clear that there will be zero tolerance for such actions; the process should make

reporting easy and safe; the Board discussed the draft Code of Conduct for the Western Division

- Highlight diversity in outreach – as President McMullin offered, “make sure all of our photos aren’t of old white guys.”
- Provide diversity and inclusion training – such as the Uncomfortable Conversations workshop in Tampa and Unconscious Bias workshop at the Governing Board mid-year meeting
- Address Unconscious Bias – make members aware of unintentional bias and how to resolve that
- Eliminate structural bias – such as being purposeful about diversity and inclusion in Society award nominations and evaluation rubrics
- Encourage more interactions at meetings – make people feel welcome, encouraging AFS “veterans” to initiate introductions
- Making meetings user-friendly for a variety of attendees – some suggestions include providing child care, nursing rooms, gender-neutral bathrooms, etc.
- Develop mentoring guides – such as the Unit Leaders Guide

#### Questions/Comments/Discussion:

There was broad support for the direction of this initiative. It was suggested that diversity training could be Society-wide, such as disseminating implicit bias tests to the membership. Brian Missildine and Cheyenne Owen of the Western Division talked about their division’s diversity strategy and the importance of establishing some baseline as an indicator of whether the society is moving forward or not.

### **17. Round-Robin Review of Other Reports**

In the interest of time, President McMullin asked that only pertinent reports be shared.

- Steve Lochmann – the Fish Culture Section has done away with affiliate membership; bylaw changes to come
- Chris Myrnik – acknowledged the Education Section fund contribution for enabling students to attend the meeting
- Rebecca Krogman – the FITS travel award was started to help new people get involved in Society leadership, seeking award applicants
- Daniel Weaver – the Student Education Section launched a pen pal program to link up Hutton scholars; the efforts are leading to long term impacts
- Dana Postlewait and Wendylee Stott – both the Bioengineering Section and Genetics Section expressed gratitude to AFS Staff member Beth Beard for help putting together their websites
- Steve Cooke – IFS is starting a new series of articles for *Fisheries*, highlighting different countries and telling stories that will make connections between fish and people
- Solomon David – expressed the Science Communication Section’s desire to help out any unit needing communication pushed out to the Society

- Jesse Trushenski – challenged the Board to foster relationships with other organizations and to make the experience of international guests and others welcome
- Brian Murphy – highlighted international outreach and developing connections with Africa
- Steve McMullin – the Management Committee tentatively scheduled the Governing Board mid-year meeting time and place at Cleveland, Ohio, January 30

**18. New Business**

NONE

**19. Governing Board Meeting Adjourned at 4:09 PM**



# Appendix A: The 1870 Society



## THE 1870 SOCIETY

Proposal for  
establishing a donor  
club



### 1870 SOCIETY

Participation in the 1870 Society is open to all individuals, regardless of membership in AFS.

Membership in the 1870 Society begins with the first annual gift above \$100, and continues with ongoing annual support.

The donor is able to pick a level of giving within their budget.

Members of the 1870 Society will be recognized publicly throughout various channels of AFS. Recognition and benefits will be varied based on level of gift and/or cumulative contribution to AFS.



## NEXT STEPS

### **Fall 2018**

- Initial levels and benefits to be determined
- Collateral to be developed
- Dedicated area on the AFS website

### **Early 2019**

- Distributing information for Unit meetings throughout winter and spring 2019

## Appendix B: 2022 Meeting Site Selection

# 2022 Meeting Site Selection

AFS Governing Board Meeting  
August 18, 2018

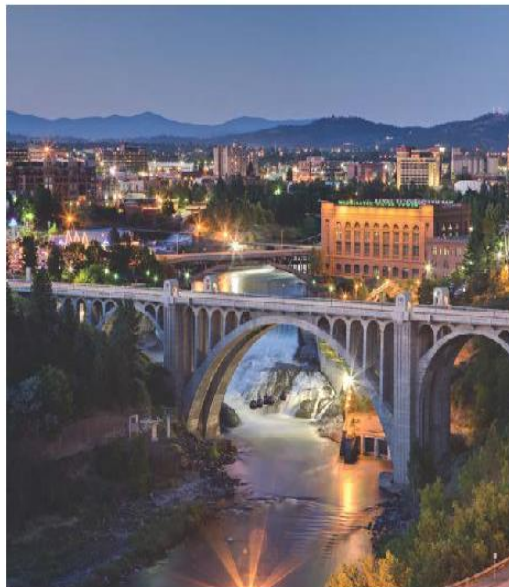
### Meeting Pattern

Year	City	WD	NCD	NED	SD
2022	???				
2021	Baltimore, MD				X
2020	Columbus, OH		X		
2019	Reno, NV (w/TWS)	X			
2018	Atlantic City, NJ			X	
2017	Tampa, FL				X
2016	Kansas City, MO		X		
2015	Portland, OR	X			
2014	Quebec, Canada			X	
2013	Little Rock, AR				X

## Site Selection Process

- Based on our meeting pattern, considered west coast cities
- Spokane, WA;
- Sacramento, CA
- Long Beach, CA
- and to a lesser degree San Diego, CA Seattle, WA and Portland, OR.
- Apart from Reno, meetings on east coast / mid-atlantic 2017-2021

Spokane, WA





## Spokane, WA

- Walkable city accessible by car
  - four hour's drive from Seattle and 6 hours from Portland
  - 130 daily flights, 29 direct and continuing
- Over 80 restaurants within an 8-block area and countless outdoor professional and recreational opportunities within a short drive.
- Undergoing redevelopment of its riverfront area, which is already very nice.

## Convention Center Area



## **Hotel Rooms and Rates**

- Visit Spokane has coordinated 929 rooms (700 peak for a total of 3,365 over the meeting) for AFS in three nearby/attached hotels.
- Davenport Grand, Doubletree and Hotel RL.
- Rates for per diem (govt) are \$102 while regular rates range from \$149 to \$189 and include a \$20 rebate.
- Per diem rooms are eligible for a \$2.50 per night rebate (note: all rooms rates are priced 4+ years out).
- Room attrition is up to 20%

## Appendix C: AFS Standards Procedures

### Development of Standard Procedures at AFS



**Standardization: Conducting certain activities or procedures in the same, agreed upon manner.**





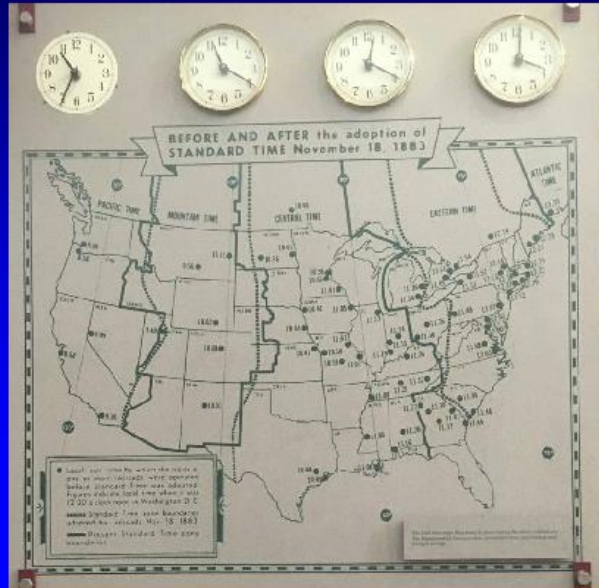
## Professional Organizations and Societies have been instrumental in standards development and maintenance

- American Chemical Society – Standard nomenclature, analytical procedures, education.
- American Medical Association – Standards in medical ethics, physician specialties
- American Psychiatric Association – Standard methods to diagnose and treat illnesses; educational standards.
- American Society of Civil Engineers – Founding society of the American National Standards Institute (ANSI), and developed engineering standards, education.
- American Public Health Association (APHA), the American Water Works Association (AWWA), and the Water Environment Federation (WEF) – Standard methods for the examination of water and wastewater.
- American Trucking Association – Vehicle maintenance reporting standards.
- Drum Corps International – Standard code of conduct.
- The Geological Society of America – Standard stratigraphic nomenclature in North America.
- Observational Health Data Sciences and Informatics – Standard electronic medical records.
- Some societies built just to develop standards – ASTM, ANSI, ISO, etc...

## Benefits of Standards

- Responsible for great human progress (industry, medicine, legal, data collection)
- Adds credibility to efforts of members and others who use (standard methods, names, monetary values etc.).
- Helps in arbitration.
- Increases safety.
- Provides needed information to those unsure about which procedures to adopt.
- Assists communication in increasingly global and large-scale activities.
- Many others...

## But...Standards can be contentious



## Questions about AFS Standards

- What standards are AFS currently developing for fisheries profession, and which others should we add? (today will start discussion)
- How can we increase visibility of AFS as a developer of standards and advertise AFS standards?
- How do we develop formal procedures for updating (i.e., institutionalizing) select standards?

## Standards at AFS –Additions? Modifications?

- Formal process for development/approval at AFS
  - Guidelines for the Use of Fishes in Research
  - Investigation and Monetary Values of Fish and Freshwater Mollusk Kills
  - Standard Methods for Sampling North American Freshwater Fishes
  - Common and Scientific Names of Fishes from the United States, Canada, and Mexico, 7th edition
  - Planning and Standard Operating Procedures for the Use of Rotenone in Fish Management: Rotenone SOP Manual, 2nd Edition
  - Common and Scientific Names of Aquatic Invertebrates from the United States and Canada: Mollusks 2nd Edition
  - Common and Scientific Names of Aquatic Invertebrates from the United States and Canada: Decapod Crustaceans
  - AFS Fisheries Professional Certification.
  - American Fisheries Society Special Committee on Educational Requirements
- Formal process at AFS?
  - Common and Scientific Names of Aquatic Invertebrates from the United States and Canada: Cnidaria and Ctenophora 2nd Edition (CD only)
  - Salmonid Field Protocols Handbook: Techniques for Assessing Status and Trends in Salmon and Trout Populations
  - Glossary of Aquatic Habitat Inventory Terminology
  - Aquatic Habitat Assessment: Common Methods
  - Fishery Assessment Techniques Creel Surveys: Clerk Orientation

## Appendix D: Hutton



### Hutton Program Overview

Increasing Nodes of Support  
to Provide a Path for Growth  
and Stability

#### Hutton Junior Fisheries Biology Program

- Stimulate interest in careers in fisheries science and management among underrepresented groups in the fisheries professions, including minorities and women.
- 11th and 12th grade high school students for summer-long, hands-on experience.
- \$4,000 stipend in 2018 for 8 weeks.

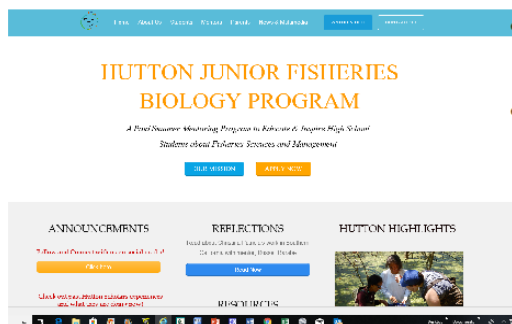


# History of Program

- Approved by GB in 2000, named in honor of the Dr. Robert F. Hutton, Society First ED (1965 - 72), and AFS president 1976-77.
- Concept developed with members of EO and ED Sections lead by Ken Beal and Gene Fritz.
- Funding strategy: target US Federal agencies supplement from some AFS units
- Administration in AFS office, handling stipends, liability and oversight.

## Application and Selection

Students  
Mentors



- On line application open to all on AFS Hutton Web
- Applications compiled by AFS Staff
- All review and ranking by oversight committee
- Selected students are matched with mentors after evaluation and ranking process.

## Hutton Makes a Difference

**Natalia Quintana Parrilla**

**Fish and Wildlife Service, San Juan, Puerto Rico**

**Mentors: Brent Murry and Miguel Toño**

“After Hurricane Maria, I knew that Puerto Rico as a whole was affected. However, I failed to recognize that not only was the coral reef evidently destroyed but the native species’ entire ecosystem was completely altered... I learned about how connected every system is, how every factor affects an environment on a large scale; to learn about one organism is to learn about all those that surround it.”



## Alice Keating, Coos Bay, OR

**Mentor: Stephanie Messerle BLM**



“This program hasn’t only affected me in regards to my academic and professional future, it has also had a large personal impact on me. .... I have worked with people from the Bureau of Land Management (BLM), Oregon Department of Fish and Wildlife (ODFW), and South Slough National Estuarine Research Reserve, and we’re going to be working with both the Coos and Coquille Watershed Associations...I feel incredibly fortunate to be a part of this program as it has helped me to understand more about natural science and the area I live in. The program has helped me explore different career options as well as to improve upon myself personally.”



## Diego De La Fuente: A.E. Wood Fish Hatchery, San Marcos, Texas

Mentor: Michael Matthews

“On my first day, I helped stock Florida Largemouth Bass fry into ponds to be raised to fingerlings. On the third day, I began my own project and stocked my own pond with around 35,000 Florida Largemouth Bass. .... Just this week, the geneticist taught me about micro satellite loci and how they are used to identify the influence of Florida Bass on Largemouth Bass populations...I even learned the ins and outs of a tractor engine and how important equipment maintenance is to functional hatcheries



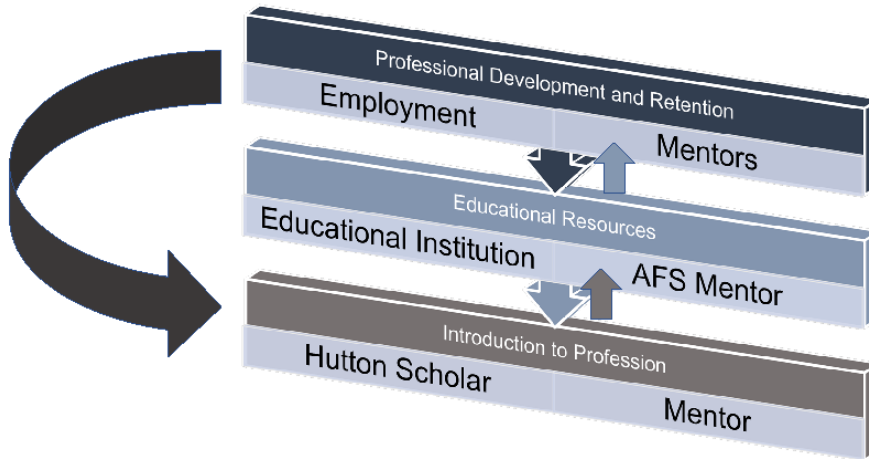
### AFS



- Hutton Program lacks a structure for linking placement and mentoring to other units in AFS.
- Need a way to connect efforts to improve communications and synergy.



## The Layers and Process of Success



## S.W.O.T.

### *Strengths:*

- Quality internships for students with a well paid summer opportunity.
- Exposes the students, but brings an important message to the local community, family and friends

### *Weakness:*

- Placement takes significant time to find mentors in locations nearby student homes.
- Limited numbers funded each year.
- AFS staff has turned over frequently and momentum is lost.

## S.W.O.T.

### *Opportunities:*

- Students and process would benefit from a more integrated and regionally connected program
- Integrated program will increase communications and opportunities for additional mentoring.
- Create a more defined pipeline for students to visualize a career
- Other funding mechanisms including endowment opportunities could assure financial solvency and growth

### *Threats:*

- Annual funding and depending on Federal programs in uncertainty.

## Looking Forward - create a visible and lasting pipeline for students

- Increase linkage with Chapters and Divisions, Sections, and Diversity and Inclusion Committee
- Increase connections of alumni from the program, and continue to provide mentoring support beyond summer
- Vehicles to connect with educational institutions and agencies for potential further support and opportunities

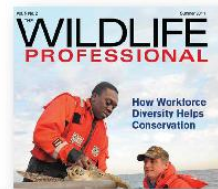


Increase opportunities to work in urban areas through partnerships with other agencies and NGOs

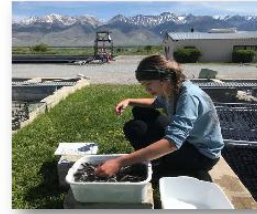


## Communicate with Other Professional Society Efforts

- 



## Hutton Needs You!



## Appendix E: Policy Update

### AFS POLICY UPDATE



AFS Governing Board  
August 2018

Drue Banta Winters  
Policy Director



### OVERVIEW

- ✓ Update on 2018 Policy Priorities
- ✓ Setting 2019 Priorities
- ✓ Building for the Future





# 2018 POLICY PRIORITIES



Recovering America's Wildlife Act



Magnuson-Stevens Act Re-Authorization

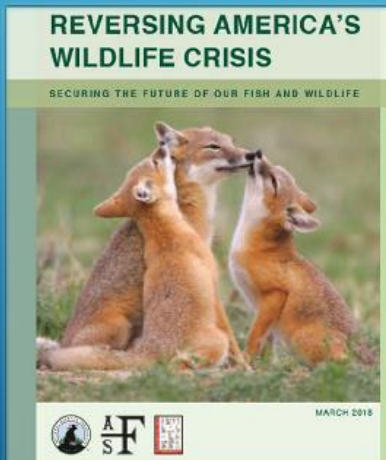


Clean Water Act: Waters of the U.S.

AF  
SF

## RECOVERING AMERICA'S WILDLIFE ACT

*Advance legislation to provide dedicated funding for proactive conservation of imperiled species*



- Bi-partisan legislation introduced in House in December 2017
  - Dedicates \$1.3 billion for proactive conservation of imperiled species from oil and gas revenue
  - 81 co-sponsors
- Senate bill introduced this summer -authorizes funding
- Partnership Activities and Outreach

AF  
SF

# WATERS OF THE U.S.

*Oppose efforts to “repeal and replace” 2015 Waters of the U.S. Rule*

- 2015 rule clarified the definition of “Waters of the U.S.” and provided Clean Water Act protections for headwater streams and wetlands
- Admin conducting 2-step process to repeal and replace rule with narrower rule
  - Attempt to completely repeal rule after delay tactic
  - Replacement rule expected in August
- Headwaters Working Group



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# MAGNUSON-STEVENS ACT

*Develop policy recommendations to inform Congressional efforts to re-authorize and amend law governing federal fisheries management.*



- Special Committee of Marine Fisheries experts charged with developing new AFS policy
  - Marine Fisheries Section review
  - GB approval needed
- Legislative update
- Outreach

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# MAGNUSON-STEVENS ACT

## *Special Committee Recommendations*



- Best Scientific Information Available
- Catch Limits and Rebuilding
- Habitat and Ecosystems
- Changing Ocean Conditions



# SETTING 2019 POLICY PRIORITIES

- ✓ Marine Aquaculture
- ✓ Endangered Species Act
- ✓ Offshore Wind Energy
- ✓ Federal Budget
- ✓ Aquatic Research Priorities



# GROWING PAINS

## Success

- Defined Priorities
- Partnerships
- Visibility
- Chapter Engagement



## Challenges

- Role of RPC and Sections in setting policy
- Limited portfolio
- Conservation Affairs Network
- Chapter Guidance



# QUESTIONS?



## Appendix F: Magnuson-Stevens Act Reauthorization

### MAGNUSON-STEVENS ACT POLICY



AFS Governing Board Meeting  
Atlantic City, NJ  
August 2018



Cynthia Jones  
President  
Marine Fisheries Section



## MSA SPECIAL COMMITTEE

*Develop policy recommendations to inform Congressional efforts to re-authorize and amend law governing federal fisheries management.*



- Special Committee of Marine Fisheries experts charged with developing new AFS policy
- Marine Fisheries Section given opportunity to review and comment
- GB approval needed

AFS

## MAGNUSON-STEVENS ACT

*Special Committee Recommendations*

AFS



Best Scientific Information Available



Catch Limits and Rebuilding



Habitat and Ecosystems



Adapting to Environmental Change

## BEST SCIENTIFIC INFORMATION AVAILABLE

- ▶ AFS strongly endorses continued reliance on Best Scientific Information Available Standard (BSIA), as a best practice in managing the nation's fisheries.
- ▶ AFS is concerned that data from self-reported sources (i.e. mobile technologies) are not sufficiently reliable to estimate catch without a valid sampling frame and should not be mandated in legislation.
- ▶ AFS supports the inclusion of citizen science into fisheries management and encourages the development of innovative survey sampling methods to enable collection of reliable and unbiased data from anglers.



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## CATCH LIMITS

- ▶ AFS believes science-based management is the cornerstone of fisheries management and recommends the continued separation of scientific and socioeconomic decision-making. AFS supports the requirement that the ABC must be less than the OFL.
- ▶ AFS supports maintaining the ACL requirement for recreational fisheries, but recommends a flexible approach to defining "Optimal Yield" in individual fisheries.
- ▶ Revisions to the MSA should allow for adaptable and responsive management to account for new developments in science and management.



- ▶ AFS supports increased flexibility in MSA with regard to setting OFLs, ABCs, and ACLs for data-poor stocks.
- ▶ AFS urges innovative approaches to managing mixed-stock fisheries and encourages exploration of emerging technology to better manage for "choke" species.

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## REBUILDING

- Rebuilding timelines should be based on the biology of the stock.
- AFS supports adaptability and flexibility in transitioning into and out of a period of overfishing or rebuilding.
- AFS supports the call of the National Research Council to look towards management of exploitation rates in a rebuilding context rather than abundance (biomass).
- Using harvest control rules that have been simulation tested in a management strategy evaluation to reduce fishing mortality before a species becomes overfished could eliminate the need for rebuilding plans and could reduce the need for accountability measures.



Rebuilding

AFS

## HABITAT AND ECOSYSTEMS

- AFS recommends continued focus on habitat and Ecosystem Based Fisheries Management as ways of improving stability and value of the nation's fisheries.
- Clearer policy guidance regarding the objectives of EBFM is necessary for it to be more widely used.



Habitat and Ecosystems

AFS

## ADAPTING TO ENVIRONMENTAL CHANGE

- ▶ Precautionary catch limits and realistic rebuilding timeframes will be necessary to account for uncertainty and change in the climate and ecosystem.
- ▶ Future re-authorizations should focus on adaptability and flexibility to reflect the fact that fisheries productivity is changing.
- ▶ Resources must be directed to monitor and evaluate the effects of climate-related factors on population structure and biological rates and resulting information should be incorporated into stock assessments and scientific advice.
- ▶ AFS recommends active outreach by NMFS and the Councils to encourage fishermen to actively participate in collection, assessment and management.



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## DISCUSSION



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