



American Fisheries Society
August Incoming Governing Board and
AFS Business Meeting
Thursday, August 12, 2021

Summary of Action Items:

1. Conflict of Interest forms – All Governing Board members need to sign and return to Dan Cassidy (dcassidy@fisheries.org)
2. AFS Leadership Listing – Please review and send updates to Lauren Maza (lmaza@fisheries.org) or Mary Beth Banning (mbanning@fisheries.org)
3. Meetings Code of Conduct – applies to all AFS meetings (Annual, Division, Chapter, Sections and any special meetings) – Please ensure that all units are aware of the Code and make it readily available to all registrants at your events.

Participants

(note that this meeting included the Governing Board for 2020-2021 and the Incoming Governing Board for 2021-2022. For Divisions and Sections, the 2020-2021 Officer is listed first and the Incoming GB representative was listed second)

Governing Board Members

Society Officers (2020-2021)

President	Brian Murphy
President-Elect	Leanne Roulson
First Vice President	April Croxton
Second Vice President	Cecil Jennings
Second Vice President Elect	Miguel Bermudez Garcia
Past President	Scott Bonar
Constitutional Consultant (non-voting)	Randy Schultz
Executive Director (non-voting)	Doug Austen

Division Officers

Western Division President	Todd Pearsons
Western Division President Elect	Dan Brauch/Laurie Earley
Southern Division President	<i>absent</i>
Southern Division President Elect	Jason Olive/Mark Rogers
North Central Division President	Joe Conroy
North Central Division President Elect	Mark Fincel/Brian Nerbonne
Northeastern Division President	Ed Hale
Northeastern Division President Elect	Patrick Shirey

Section Presidents

Bioengineering	Dan Giza
Canadian Aquatic Resources	Caleb Hasler/Craig Purchase
Cooperative Research with Stakeholders	Lee Benaka
Early Life History	<i>absent</i>
Education	Melissa Wuellner

Student and Early Career Prof. Subsection
Estuaries
Equal Opportunities
Fish Culture
Fish Habitat
Fish Health
Fish History
Fisheries Administration
Fisheries Information and Technology
Fisheries Law
Fisheries Management
Genetics
Imperiled Aquatic Species Section
International Fisheries
Invasive and Introduced Fisheries
Marine Fisheries
Native Peoples Fisheries
Physiology
Science Communications
Socioeconomics
Water Quality

Macey Rowan
Catherine Johnston/John Mohan
Shivonne Nesbit/Lin Guo
Jeff Heindel
Kim Dibble/David Thorne
Gary Marty
absent
Gary Whelan
Paul Venturelli/Tiffany Hopper
absent
Nick Kramer, Proxy for Jeff Koch
Marlis Douglas
absent
Karin Limburg
Marybeth Brey
Joe Margraf
absent
absent
absent
Mackenzie Mazur
Paul Kusnierz

Emerging Leaders

Brian Gallagher
Christina Murphy
Kaylyn Zipp

AFS Staff

Dan Cassidy
Lauren Maza
Shawn Johnston
Drue Winters
Adrienne Vincent

Minutes of the Meeting –

(note that a recording of the meeting is available upon request to the AFS office)

1. **Quorum establish** by Randy Schultz and the meeting was called to order at 2:02 p.m. (EST) by AFS President Brian Murphy
2. **Agenda approved without changes.** Moved by Conroy, 2nd by Croxton
3. **Review of meeting minutes**
 - a. Governing Board Midyear Meeting Minutes: Motion to accept by Dan Brauch; 2nd by Mary Beth Brey. Motion passed by unanimous consent. It was noted that agenda item #6 (one-year contract extension for the Executive Director) needs to include the names of the members who made and seconded the motion. A subsequent review of the recording noted that the Governing Board went into closed session to discuss the contract and the recording was stopped during that time period. It was then reported by Brian Murphy the Governing Board had unanimously accepted the one year contract extension. No information was provided on the names associated with the motion to accept the contract extension.

- b. Management Committee minutes from May 2021. Motion to accept by Joe Conroy; 2nd by April Croxton. Motion passed by unanimous consent.
 - c. Management Committee minutes from July 2021. Motion to accept by Todd Pearsons; 2nd by Joe Conroy
- 4. **Conflict of Interest forms (Attachment A)** – All Governing Board members need to sign this form and return to Dan Cassidy (dcassidy@fisheries.org) This is required to comply with laws that establish AFS as a non-profit organization.
 - 5. **AFS Leadership Contact list (Attachment B)** – This simply guide to all AFS leadership positions requires review by all AFS leaders at the Officer, Division, Section, and Committee level to ensure correct names and email addresses. Updates can be sent to Lauren Maza (lmaza@fisheries.org) or Mary Beth Banning (mbanning@fisheries.org)
 - 6. **Report of the AFS President (Murphy)**
 - a. Establishment of the Diversity, Equity, and Inclusion Committee as an AFS Standing Committee was an important accomplishment of the society and will support continued and expanded focus on this important issue.
 - b. The September issue of Fisheries magazine will focus on climate change and include a series of articles, columns, and the full state of the world aquatic societies on climate change.
 - 7. **AFS Meetings Code of Conduct (Attachment C)** -
This document has been reviewed several times and the current version reflects all of the changes recommended by the Management Committee and the Governing Board.

Motion to approve the Meetings Code of Conduct by Scott Bonar; 2nd by Gary Whelan. Passed with unanimous consent.

Comments: The question was raised on record-keeping and how long AFS should retain records of violations of the Code. Specific guidance on this has not been determined other than that the records will be retained by the AFS Executive Director and the Constitutional Consultant. It was also noted that the AFS web page where this document is provided needs to provide specific contact information for Code violations.

- 8. **Authorization for AFS to engage in contracts in support of the Latin America and Caribbean Fisheries Congress (LACFC) (Attachment D)** -
As described in the attachment, a diverse group of AFS members from throughout Mexico, the Caribbean, several countries in South America, the AFS International Fisheries Section and the Western and Southern Divisions, are working on the organization of the LACFC. To move this forward, contracts with the Cancun Convention Center and the primary host hotel need to be signed.

Motion: AFS staff be authorized to proceed with contracting with convention facilities and hotels necessary for the successful hosting of the Latin America and Caribbean Fisheries Congress (LACFC).

Moved by Jason Olive; 2nd by Leanne Roulson. Passed with unanimous consent

Question on AFS financial exposure was raised. Response was that staff have worked to be very conservative with room block obligations and have an 80% attrition clause. The organization committee believes that AFS does not have sufficient hotel space and that we will have little

problem meeting the contractual obligations.

9. Officer Transition for 2021-2022 AFS Year

- Brian Murphy to Past President
 - Leanne Roulson to President
 - April Croxton to President Elect
 - Cecil Jennings to 1st Vice President
 - Miguel Garcia Bermudez to 2nd Vice President
 - Scott Bonar to guild of Past Presidents
-
- President Leanne Roulson presented her final Plan of Work for the 2021-2022 year (Attachment E).

10. Determine Management Committee (MC) – Following guidance in the AFS Rules, the process of nominating and selecting the 2021-2022 Management Committee was completed and the following members will serve on the MC

A. Serving as per Constitution:

Leanne Roulson (President), Chair
April Croxton (President Elect)
Cecil Jennings (1st Vice President)
Miguel Garcia (2nd Vice President)
Brian Murphy (Immediate Past President)
Doug Austen (Executive Director) Non-voting
Randy Schultz (Constitutional Consultant) Non-voting

B. Division Appointments:

Northeastern Division:	Patrick Shirey
North Central Division:	Brian Nerbonne
Southern Division:	Jason Olive
Western Division:	Laurie Earley

C. Nominate & elect four additional members from the Governing Board at large

1. Mark Fincel
2. Lian Guo
3. Mary Beth Brey
4. Melissa Wuellner

Additional Note: The ELMA members are invited to attend all MC and GB meetings and include the following:

NE: Christina Murphy christina.murphy@maine.edu (US)

NE: Brian Gallagher brian.kenneth.gallagher@gmail.com (Canada)

NCD: Dan Mosier dan.mosier@ks.gov

SE: Kaylyn Zipp kz00001@mix.wvu.edu

11. **Determine Nominating Committee** - Following guidance in the AFS Rules, the process of nominating and selecting the 2021-2022 Nominating Committee was completed and the following members will serve on the Committee

- A. John Jackson, Chair
- B. **Division Representatives**
 - Northeastern Division: Eisa Goerig
 - North Central Division: Jeff Kopaska
 - Western Division: Todd Pearsons
 - Southern Division: Kim Bonvechio
- C. Brian Murphy (Immediate Past President)
- D. Nominate & elect four AFS members-at-large.
 - 1. Joe Conroy
 - 2. Macey Rowan
 - 3. Jessica Mistak
 - 4. Tom Lang

12. **Designation of Mote Fellow Committee members** – The Governing Board by policy establishes the members of the Mote Committee from AFS Sections following the guidance below.

Committee Guidance: Six representatives from AFS Sections selected by the Governing board for three year terms. These will be selected each year at the Incoming Governing Board Breakfast. Initial appointment is for two Sections for 3- years, two Sections for 2-years, and two Sections for one-year. After that, all appointments would be for three years so that each year 1/3 of the committee would be new.

Current Committee Members

Anita Kelly (Chair), Fish Health Section
Julie Carter, Fisheries Administration Section
Jeff Koch, Fisheries Management Section
John Mohan, Estuaries Section
Caleb Hasler, Canadian Aquatic Resources Section
John Bowzer, Fish Culture Section
Taylor Zenobia, Student and Early Career Professionals Subsection of Education Section

Process: For this initial committee the terms of appointment were not established. For this appointment effort, prior to the GB meeting we will ask each of the current members if they would be willing to be re-appointed. If not, new members will be solicited from the Sections through their GB representatives. Once we have a full set of members, we will randomly assign them to periods of tenure. The Governing Board will approve the final selections and terms of appointment at the August meeting.

All current members have been contacted to ascertain their interest in continuing on the committee and to specify any preference for tenure. All have agree to continue and all have stated that they are open to any tenure with the exception of Taylor who has requested a two-year appointment. The remaining members were randomly assigned to one of the three appointment options with the results as follows:

One-year term: Julie Carter and Jeff Koch

Two-year term: Caleb Hasler, John Bowzer and Taylor Zenobia

Three-year term: Anita Kelly and John Mohan

Proposed Motion: To accept the slate of nominees and the terms of appointment for the Mote Committee as identified above.

Moved by Lee Benaka; 2nd by Gary Whelan. Passed with unanimous consent.

13. No additional business was presented to the Governing Board.

14. Adjourned at approximately 4:10 p.m. ET

Attachment A –

AFS Conflict of Interest Policy and Procedures

Approved by the AFS Governing Board on October 30, 2017

The purpose of the following policy and procedures is to prevent the personal interest of the American Fisheries Society (AFS) officers, board members, or staff from interfering with the performance of their duties in AFS, or resulting in Personal financial, professional, or political gain on the part of such persons at the expense of AFS or its members, supporters, and other stakeholders.

Definitions

1. **Conflict of Interest** (also Conflict) means a conflict, or the perception or appearance of a conflict, between the personal private interests and the official responsibilities of a person in a position of trust. Persons in a position of trust include staff member, officers, and board members of AFS.
2. **Board** means the AFS Governing Board.
3. **Management Committee** means the 13 members identified in the AFS Constitution (five officers, 4 division representatives and 4 members of the Governing Board elected to serve on the Management Committee)
4. **Officer** means elected or appointed officer of AFS.
5. **Staff Member or Employee (including adjunct staff)** means a person who receives all or part of her/his income from payments made by AFS.

Policy

It is the policy of AFS that the Board, officers, and employees are expected to avoid any actual or apparent conflict between their own personal interests and the interests of the Society. A conflict of interest can arise when a director, officer, or employee participates in decisions, take actions, or has personal interests that may interfere with his or her objective and effective performance of work for the organization. For example, directors, officers, and employees are expected to avoid actual or apparent conflict in dealings with members, suppliers, customers, competitors, government agencies, and other third parties.

Procedures

1. Full disclosure, by notice in writing, shall be made by the interested parties to the President and the Executive Director in all cases where conflicts of interest may exist, including but not limited to the following:
 - a. An officer or board member is related to another officer, board member or staff member by blood, marriage or domestic partnership.
 - b. A staff member in a supervisory capacity is related to another staff member whom she/he supervises.
 - c. A board member, an organization in which the board member has an interest, or a staff member of such organization, stands to benefit from an AFS-related transaction or receives payment from AFS for any subcontract for goods or services other than as part of her/his regular job

responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy.

2. Following full disclosure notification to the AFS President and Executive Director of a possible conflict of interest or any condition listed in item 1 above, the President, in consultation with the Executive Director, shall make an initial determination as to the nature of the conflict of interest. If substantive, it will be referred to the Ethics and Professional Conduct Committee for further review. The Ethics and Professional Conduct Committee shall determine whether a conflict of interest exists and, if so, shall notify the President and make a recommendation to the Management Committee which shall vote to authorize or reject the transaction or take any other action deemed necessary to address the conflict and protect the best interests of AFS. Both votes shall be by a majority vote without counting the vote of any interested director. Any actions taken shall be reflected in the official minutes of the Management Committee and Board.
3. A Board member who is formally considering employment with AFS must take a temporary leave of absence from the Board until the position is filled. [This procedure also applies in the case of a relative of a Board member by blood, marriage or domestic partnership seeking employment with AFS]. Such a leave will be taken within the Board member's elected term, which will not be extended because of the leave. A Board member who is formally considering employment with AFS [or is related to an individual seeking employment] must submit a written request for a temporary leave of absence to the Executive Director will inform the AFS President of such a request. The President will bring the request to the Management Committee for action. The request and any actions taken shall be reflected in the official minutes of the Management Committee and Board.
4. An interested Board member, Officer, or staff member shall not participate in any discussion or debate of the Management Committee or Governing Board, or of any committee or subcommittee thereof, in which the subject of discussion is a contract, transaction, or situation in which there may be a perceived or actual conflict of interest. However, they may be present to provide clarifying information in such a discussion or debate unless objected to by any present Board or committee member.
5. Anyone in a position to make decisions about spending AFS resources (i.e., transactions such as purchases or contracts) – who also stands to benefit from that decision other than as part of her/his regular job responsibilities or as reimbursement for reasonable expenses incurred as provided in the bylaws and board policy – has a duty to disclose that conflict as soon as it arises (or becomes apparent); s/he should not participate in any final decisions on the actions.
6. A copy of this policy shall be given to all Board members and staff members upon its adoption and/or upon commencement of such person's relationship with AFS or at the official adoption of the stated policy. Each Board member, officer, and staff member shall sign and date the Conflict of Interest – Disclosure Form upon its promulgation and/or at the beginning of her/his term of service or employment, and once each year thereafter. Failure to sign does not mollify the policy.

This policy and disclosure form must be filed annually by all specified parties. If during the course of the Board member's, officer's, or employee's term of office or employment there is a change in circumstances that may be a potential conflict of interest, the person is required to notify the President and Executive Director of those circumstances within 10 days in order to allow the procedures for evaluating the conflict of interest to be exercised.

Conflict of Interest – Disclosure Form

This form must be filed annually by all specified parties as identified in the above AFS Conflict of Interest Policy Statement. By signing this form, I acknowledge that I have read the AFS Conflict of Interest Policy and Procedures as approved by the AFS Governing Board on October 30, 2017.

Please complete, print and sign the form, and return it to AFS headquarters as indicated below.

_____ I have no conflict of interest to report

_____ I have the following conflict of interest to report (please specify)

By affixing my signature, I certify my understanding of the implications of this policy.

Signature

Full Name

Date

Completed form to be returned as a pdf or signed paper document

Attn: Daniel Cassidy
American Fisheries Society
425 Barlow Place Ste. Suite 110
Bethesda, MD 20814
dcassidy@fisheries.org
g

Attachment B – AFS Leadership Listing

AFS AFS Leadership 2021-2022

Complete contact information for committee chairs can be found in the online Membership Directory. If you have any questions about committee activities, please feel free to contact the committee chair.

GOVERNING BOARD

** indicates the Board Member is also a member of the Management Committee*

Officers:

*President: Leanne Roulson, lroulson@fisheries.org

*President-Elect: April Croxton, april.croxton@noaa.gov

*1st Vice President: Cecil Jennings, cjennings@fisheries.org

*2nd Vice President: Miguel “Tono” Garcia, mgarcia@fisheries.org

*Immediate Past President: Brian Murphy, bmurphy@fisheries.org

*Executive Director: Doug Austen, dausten@fisheries.org (Non-voting)

*Constitutional Consultant: Randy Schultz, randy.schultz@dnr.iowa.gov (Non-voting)

Division and Section Representatives:

Northeastern Division President: Patrick Shirey, patrickdshirey@gmail.com

Northeastern Division President-Elect: Susan Cushman, cushman@hws.edu

North Central Division President: Mark Fincel, Mark.Fincel@state.sd.us

North Central Division President-Elect: Brian Nerbonne, brian.nerbonne@state.mn.us

Southern Division President: Cindy Williams, cawranch@protonmail.com (through Feb 2022); Jason Olive, Jason.Olive@agfc.ar.gov

Southern Division President-Elect: Jason Olive (through Feb ‘22); Mark Rogers, MWRogers@tntech.edu

Western Division President: Dan Brauch, danbrauchafs@gmail.com

Western Division President-Elect: Laurie Earley, laurieearley@outlook.com

Bioengineering Section: Daniel Giza, dgiza@asaac.com

Canadian Aquatic Resources Section: Caleb Hasler, c.hasler@uwinnipeg.ca; Craig Purchase (incoming pres)

Cooperative Research with Stakeholders Section: Lee Benaka, lee.benaka@noaa.gov

Early Life History Section: Claire Paris-Limouzy, c.parislimouzy@miami.edu

Education Section: Melissa Wuellner, wuellnermr@unk.edu

Student and Early Career Professionals Subsection of the Education Section: Mike Lawrence, m_lawrence27@live.ca (non-voting)

Equal Opportunities Section: Shivonne Nesbit, shivonne@nesbit.net

Estuaries Section: John Mohan, jmohan@tamu.edu

Fish Culture Section: Jeff Heindel, heindel@mcmjac.com

Fish Habitat Section: Kim Dibble, klellisdibble@gmail.com (at Baltimore new President is David Thorne, david.w.thorne@wv.gov)

Fish Health Section: Gary Marty, Gary.Marty@gov.bc.ca

Fisheries Administration Section: Gary Whelan, whelang@michigan.gov

Fisheries Information and Technology Section: Tiffany Hopper, Tiffany.Hopper@tpwd.texas.gov

Fisheries Management Section: Jeff Koch, Jeff.Koch@ks.gov

Genetics Section: Marlis Douglas, mrd1@uark.edu

International Fisheries Section: Karin Limburg, klimburg@esf.edu

Invasive and Introduced Species Section: Marybeth Brey, mbrey@usgs.gov

Marine Fisheries Section: Jessica Miller, jessica.miller@oregonstate.edu

Physiology Section: Sue Edwards, edwardssl@appstate.edu

Science Communication Section: Sean Landsman, landsman.sean@gmail.com

Socioeconomics Section: Mackenzie Mazur, mackenzie.mazur@maine.edu

Water Quality Section: Henriette “Yetta” Jager, myjgoo@gmail.com; Paul Kusnierz (incoming president)

Emerging Leaders (non-voting):

Brian Gallagher, brian.kenneth.gallagher@gmail.com

Dan Mosier, dan.mosier@ks.gov

Christina Murphy, christina.murphy@maine.edu

Kaylyn Zipp, Kz00001@mix.wvu.edu

STANDING COMMITTEES

Annual Meeting: General Meeting Co-Chair, Dan Brauch danbrauchafs@gmail.com and Alf Haukenes ahaukenesafs@gmail.com

- Program: Chairs, Laurie Earley laurieearley@outlook.com

Awards: Overall Co-Chairs, Mark Pyron, mpyron@bsu.edu and Sara Turner, sara.turner@state.ma.us

- Award of Excellence: Chair, Mary Fabrizio, mfabrizio@vims.edu
- Carl R. Sullivan Fishery Conservation Award: Chair, TBD
- Chapter Awards: Dan Dauwalter, ddauwalter@tu.org
- Distinguished Service Award: Chair, Dale Burkett, dburkett@glfc.org
- Emmeline Moore Prize: Chair, Maggie Chan, nlchan@alaska.edu & Chante Davis, davis.chanted@gmail.com
- Emerging Leaders Mentorship Award: Michael Colvin, michael.colvin@msstate.edu
- Fellows Selection Committee: Chair, Barbara Knuth, barbara.knuth@cornell.edu
- Meritorious Service Award: Chair, Patrick Hanchin, hanchinp@michigan.gov
- President's Fishery Conservation Award/William E. Ricker Resource Conservation Award/Retired Member Travel Award: Chair, Scott Bonar, scott_bonar@msn.com
- Stanley Moberly Award: (past pres of Habitat section) Kim Dibble, klellisdibble@gmail.com

Audit: Chair: Tim Copeland, tim.copeland@idfg.idaho.gov

Board of Appeals: Chair, Justin VanDeHey, Justin.VanDeHey@uwsp.edu

Board of Professional Certification: Chair: Justin VanDeHey, Justin.VanDeHey@uwsp.edu

- Education Subcommittee: Chair, Mike Colvin, michael.colvin@msstate.edu
- Experience Subcommittee: Chair, Lillian Herger, herger.lillian@epa.gov
- Professional Development Subcommittee: Chair, Trina Hedrick, trinahedrick@utah.gov

Climate Change Committee: Co-chairs Sue Colvin scolvin4@atu.edu Daphne Monroe dmunroe@hsrl.rutgers.edu

Communications: Julie Simpson, julie.simpson@accsp.org

Constitutional Consultant: Randy Schultz, randy.schultz@dnr.iowa.gov

Continuing Education: Chair, Heidi Blasius, hblasius@blm.gov

Diversity and Inclusion: Chair, Brooke Penaluna, brooke.penaluna@oregonstate.edu

Electronic Services Advisory Board: Jason Doll, jcdoll20@hotmail.com

Endangered Species: Chair, Howard L. Jelks, hjelks@usgs.gov

- Crayfish Subcommittee: Chair, Christopher A. Taylor, ctaylor@inhs.illinois.edu
- Gastropod Subcommittee: Chair, Paul D. Johnson, leptoxis@hotmail.com
- Mussel Subcommittee: Chair, Nathan A. Johnson, najohnson@usgs.gov

Ethics and Professional Conduct: Chair, Brian Missildine, brian.missildine@dfw.wa.gov

Hutton Junior Fisheries Biology Program: Kathy Guindon, kathy.guindon@myfwc.com and Karlisa Callwood, callwoodk@gmail.com

Investment: Chair, Troy Brandt, tbrandt@riverdesigngroup.net

Membership: Co-chairs, Kerry Flaherty-Walia, kerry.flaherty-walia@myfwc.com and Joshua Raabe, joshua.raabe@gmail.com

Meetings Oversight Committee: Gary Whelan WHELANG@michigan.gov and Paul Venturelli paventurelli@bsu.edu

Names of Fishes: Chair, Larry Page, lpage1@ufl.edu and Tom Dowling, thomas.dowling@wayne.edu

Nominating: Chair, John Jackson, jjackson@atu.edu

Past Presidents' Advisory Council: Chair, Scott Bonar, scott_bonar@msn.com

Publications Overview: Chair, Brandon Peoples, peoples@clemson.edu

Resource Policy: Chair, Joanna (Jodi) Whittier, whittierj@missouri.edu

Vote Auditor: Co-Chairs, Taylor Lipscomb, tlipscomb@ufl.edu and So-Jung Youn, younsoju@msu.edu

SPECIAL COMMITTEES

Emerging Leaders Mentorship Award Program: Chair, Mike Colvin, michael.colvin@msstate.edu

Financial Planning and Procedures Committee: Troy Brandt, tbrandt@riverdesigngroup.net

Fish Management Chemicals: Co-Chairs, Brian Finlayson, briankarefinlayson@att.net and Don Skaar, dskaar@mt.gov

Strategic Evaluation and Positioning Committee: TBD

LIAISONS

American Institute of Fishery Research Biologists: Doug Zemeckis, zemeckis@njaes.rutgers.edu

American Society of Civil Engineers: Mike Garello, mike.garello@hdrinc.com

American Society of Ichthyologists and Herpetologists: Mike Douglas, med1@uark.edu and Marlis Douglas, mrd1@uark.edu

Brazilian Society of Ichthyology: TBD

China Society of Fisheries: Yushun Chen, yushunchen@ihb.ac.cn

Coastal and Estuarine Research Federation: Karin Limburg, klimburg@esf.edu

The Coastal Society: Tom Bigford, tebigford@gmail.com

Consortium of Aquatic Science Societies: Leanne Roulson, lroulson@fisheries.org and April Croxton, april.croxton@noaa.gov

Desert Fishes Council: David L. Ward, dlward@usgs.gov

Eastern Brook Trout Joint Venture: John Magee, john.magee@wildlife.nh.gov

Freshwater Mollusk Conservation Society (FMCS): Jeremy Tiemann, jtiemann@illinois.edu

National Fish Habitat Action Plan Board: Doug Austen dausten@fisheries.org

Society for Conservation Biology: TBD

Society for Freshwater Science: Shannon Brewer, shannon.brewer@okstate.edu

United States Society of Ecological Economics, Karin Limburg, klimburg@esf.edu

World Aquaculture Society: Carl Kittel, carl.kittel@twpd.texas.gov

World Council Fisheries Society: Donna Parrish, dparrish@uvm.edu

Attachment C

AFS Meetings Code of Conduct: Expectations and Implementation

Document Purpose:

American Fisheries Society (AFS) meetings are among the most respected scientific meetings of fisheries professionals in the natural resource scientific community. AFS values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees, and is committed to providing a safe, productive, and welcoming environment for all meeting participants and AFS staff. All participants, including, but not limited to attendees, speakers, volunteers, exhibitors, staff, service providers, and others are expected to abide by this Meetings Code of Conduct. This guidance applies to all AFS meeting-related events, including national, division, chapter, section, and any virtual meetings and associated applications such as chat rooms and those sponsored by organizations other than AFS but held in conjunction with AFS events, in public or private facilities.

Expected Behaviors:

- Respectful and considerate treatment of all participants, attendees, AFS staff, and vendors; valuing a diversity of views and opinions, critiquing ideas rather than individuals.
- Abstinence from demeaning, discriminatory, or harassing behavior and speech directed toward other attendees, participants, AFS staff, and suppliers/vendors.
- Attention to surroundings and fellow participants. Immediately alert AFS staff or venue event staff if you notice a dangerous situation or someone in distress.
- Observance of the rules and policies of the meeting venue, hotels, AFS-contracted facility, or any other venue.
- Actions that foster a welcoming, supportive environment. If and when necessary, assist AFS members with impaired physical or cognitive abilities.
- Appropriate and responsible use of photographs or posts to social media of another individual's oral presentation, poster, or likeness is acceptable unless permission is specifically denied by the individual.

Unacceptable Behaviors:

- Harassment, intimidation, or discrimination in any form.
 - Harassment includes speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another; use discretion to be sure respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Regardless of your intent, if you are advised directly or by another party that some aspect of your speech or behavior at an AFS meeting is harassment, you are expected to immediately stop engaging in such speech or behavior.
- Any form of physical or verbal abuse to any attendee, speaker, volunteer, exhibitor, AFS staff member, service provider, or other meeting guest.
- Disrupting talks at oral or poster session or activities in the exhibit hall or at other events organized by AFS at the meeting venue, hotels, or other AFS-contracted facilities.

- Any retaliation against participants for reporting unacceptable behavior will not be tolerated. Retaliation against reporting poor behavior will be subject to consequences.
- *Examples* of unacceptable behavior include, but are not limited to, unwelcome or offensive verbal comments related to age, appearance, or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion. Harassment can also include the use of sexual and/or discriminatory images in public spaces or in presentations; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; bullying behavior; inappropriate physical contact or physical altercation; and unwanted sexual attention.

Responses to Unacceptable Behavior:

Reporting:

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at any time should contact local law enforcement (by calling 911) and notify facility security immediately.
- If you are not in immediate danger but feel that you are the subject of unacceptable behavior, you are encouraged to file a formal complaint to the AFS Ethics and Professional Conduct Committee (EPCC) and/or an AFS officer (including division, chapter, or section officers) or the AFS Executive Director. Complaints will ultimately be assessed by the EPCC.

AFS Response Process:

- Once a complaint has been filed, a written* description of the action(s) will be delivered by the EPCC to the accused within 15 days.
- Witnesses and/or those directly involved, including the accuser and accused, will each be asked to provide a written statement about the incident(s) to the EPCC within 15 days of the accused's receipt of written complaint (see prior bullet). Only the EPCC, AFS Executive Director, and AFS officers (potentially including division, chapter, or section officer) are to know the names of those involved.

Consequences:

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- Consequences of unacceptable behavior will be determined by the AFS EPCC in conjunction with AFS officers and the AFS Executive Director. Notification of consequences will be provided by in writing* from the AFS President. Consequences may include one or more of the following actions and will be decided by majority vote of the EPCC:
 - Verbal or written censure
 - Dismissal from the meeting without refund
 - Reporting to accused's employer
 - Exclusion from any future AFS (subunit/chapter/division) meetings for up to five years

- Revocation of AFS membership without the opportunity for renewal for up to five years
- Loss of any AFS certification
- If the offense is criminal in accordance with the laws of the state where the offense occurred, local law enforcement will be contacted and any criminal consequences will be decided by the local law enforcement jurisdiction. AFS will not be responsible for any legal fees associated with consequences resulting from local law enforcement response. This includes, but is not limited to, bail, attorney fees, court costs, or restitution.

Appeals Process:

- An appeal of AFS-related consequences can be submitted in writing to the Chair of the EPCC, AFS President, and/or AFS Executive Director. The written appeal must be received within 30 days of the notification of the final decision letter provided by the AFS President. No appeal will be accepted if the actions involve local law enforcement or court decision (i.e. jail, restitution, etc).
- The AFS Executive Director, AFS President, or the AFS Management Committee in consult with the EPCC has the discretion to overrule any EPCC decision which can include dismissal of the consequences, lesser consequences, or additional consequences as they see necessary.

Documentation:

- Records of all actions of the EPCC where any consequence greater than a written or verbal censure is enacted will be conveyed to the AFS Executive Director and the Constitutional Consultant for formal record-keeping.
- At the start of each calendar year, the EPCC, AFS Executive Director, AFS President, and Constitutional Consultant will review any outstanding censures, ensure that appropriate parties are notified of their status, and confirm that all reasonable actions are taken to ensure that the censure(s) is/are completed.

*Conveyed via email or U.S. Postal Service.

Attachment D –



American Fisheries Society

Organized 1870 to Promote the Conservation, Development and Wise Utilization of the Fisheries

MEMORANDUM

TO: AFS Governing Board

FROM: Doug Austen and Miguel Garcia-Bermudez

DATE: August 6, 2021

RE: Motion for approval for AFS to proceed with contracts associated with the Latin America and Caribbean Fisheries Congress (LACFC) Congreso Latinoamericano y del Caribe de Pesquerias

Proposed Motion:

Move that AFS staff be authorized to proceed with contracting with convention facilities and hotels necessary for the successful hosting of the Latin America and Caribbean Fisheries Congress (LACFC).

Background:

A planning team supported by AFS staff (names provided below) has been working since approximately June 2020 to develop the vision, organizational structure, and key elements of Congress location and host hotels for an event to address fisheries conservation, science, and management issues throughout the entirety of Latin America including the Caribbean. The Congress theme is, “**Bridging Fish, Fisheries Science, and Conservation Across the America’s**” and it is proposed to be held May 15-18, 2023, in Cancun, Mexico. Key elements of the Congress include:

- Focus on marine and freshwater fisheries issues of all of Latin America which includes Mexico, Central and South America, and the Caribbean.
- Place science at the core of the event, including the fundamental roles of sharing science, building collaboration, and building relationships.
- Include continuing education, technical training, professional development, and capacity building for individuals and organizations.
- Fully engage students, educators, and fisheries professionals at all levels.
- Support remote participation for those who cannot travel and address, to the greatest degree possible, language needs in Spanish, Portuguese and English.

The primary hotel is recommended to be the Aloft (<https://www.marriott.com/hotels/travel/cunal-aloft-cancun/>) with supplemental rooms at the Krystal Grand (<https://www.krystal-cancun.com/?card=1>). Additional research will explore low cost options for students. The meeting activities will be held at the Cancun Convention Center (<https://www.cancuncenter.com/>).

The planning committee is reaching out to a vast group of potential sponsors and partners including but not limited to the following

1. Centro de Investigación Científica de Yucatán (CICY),
2. Sociedad Ictiologica Mexicana. SIMAC <http://www.sociedadictiologicamexicana.org/>
3. National Resilience Laboratory (LANRESC)
4. National Autonomous University of Mexico (UNAM)
5. Southwest Coastal Ecosystems Network (RECORECOS).
6. X'caret park (<https://www.xcaret.com/en/>).
- a. All supporters of the World Fisheries Congress bid for Cancun
- b. USFWS –SE Regional Director support (Leo Miranda Castro) and Washington, DC office
- c. U.S. State Department
- d. USFS – Fisheries Program and International Office
- e. Caribbean Fisheries Management Council (<https://www.caribbeanfmc.com/>) – Have indicated support
- f. USGS – Cooperative Fish and Wildlife Units, Fisheries Program
- g. NSF – National Fisheries Program and International Program
- h. US AID
- i. International Commission for the Conservation of Atlantic Tuna (<https://www.iccat.int/en/>)
- j. InterAmerican Convention for the Protection and Conservation of Sea Turtles (<http://www.iacseaturtle.org/defaulteng.htm>)
- k. CeDePesca (<https://cedepesca.net/>) -Have indicated support
- l. FAO
- m. Smithsonian
- n. Ecologists Without Borders – Have indicated support.
- o. Bonefish and Tarpon Trust
- p. Eastern Pacific Tuna Commission
- q. Conservation International Director - Costa Rica office
- r. NOAA
- s. Federation of Sport Fishing of Costa Rica

Financial Liability and Related Issues:

AFS is being asked to be the Congress organizer and assume the primary financial responsibility for the event. This includes managing all aspects of the site selection and negotiating contracts for hotels, the convention center, service providers and all other aspects associated with hosting such an event. AFS will work with local contractors where possible but also use existing AFS contractors when appropriate and cost effective. Initial cost will include a deposit for the Cancun Convention Center of \$13,415 (due by August 25). Fundraising will begin immediately upon approval of the event by the AFS Governing Board and it is anticipated that support for this event will be extensive.

As with all AFS sponsored meetings, AFS staff will manage the budget, develop registration rates, and work with the coordinating committee and partners to develop sponsorships to offset as much of the Congress cost as possible. In particular, with this event, we will be seeking substantial support to offset registration rates due to the economic challenges faced by fisheries professionals and students throughout the region. AFS will endeavor to fully recover all costs (meeting expenses, staff time, contractual support, etc.) necessary to successfully conduct the event. It is expected that any revenue generated after expenses will be used to support further development of a potential AFS unit developed to address membership needs in the Latin America area.

Current Planning Committee Contacts (note that not all listed have been actively involved)

Name	Organization	email
Miguel Garcia-Bermudez	Puerto Rico Chapter AFS/2nd VP AFS and USFWS	mgarcia@fisheries.org
Felipe Amezcua	Universidad Nacional Autonoma de Mexico	famezcua@ola.icmyl.unam.mx

Ramon Martin	USFWS	rmartinvargas@gmail.com
José Adán Caballero Vázquez	Centro de Investigación Científica de Yucatán, A.C.	adan.caballero@cicy.mx
Topiltzin Contreras-MacBeath	Universidad Autónoma del Estado de Morelos	topis@uaem.mx
Norman Mercado Silva	Universidad Autónoma del Estado de Morelos	norman.mercado@uaem.mx
Allan Brown	USFWS - Assistant Regional Director - Fish and Aquatic Conservation, South Atlantic-Gulf and Mississippi Basin Unified Regions	allan_brown@fws.gov
John Galvez	Project Leader, Peninsular Florida Fish and Wildlife Conservation Office (FWCO), USFWS	John_Galvez@fws.gov
Eva Salas	Fishbio (https://fishbio.com/)	evasalas@fishbio.com
Dra. Carla Polaz	President. Brazilian Society of Ichthyology (Sociedade Brasileira de Ictiologia)	carlapolaz@gmail.com
Kirk Winemiller	Texas A&M University	k-winemiller@tamu.edu
Tom Kwak	President, AFS Southern Division	tkwak@ncsu.edu
Dan Dauwalter	President, AFS Western Division	Daniel.Dauwalter@tu.org
Karin Limburg	President, AFS International Fisheries Section	klimburg@esf.edu
Andrea Reid	President Elect, AFS International Fisheries Section	a.reid@oceans.ubc.ca
Patrick Cooney	Past President, AFS International Fisheries Section	pcooney@smith-root.com
Brian Murphy	AFS President	bmurphy@fisheries.org
Leanne Roulson	AFS President Elect	lroulson@fisheries.org
April Croxton	AFS 1st Vice President	acroxton@fisheries.org
Cecil Jennings	AFS 2nd Vice President	cjennings@fisheries.org
AFS Staff and Contractors		
Shawn Johnston	AFS Director of Meetings	sjohnston@fisheries.org
Steve Kambouris	AFS Meetings and Program Manager	skambouris@fisheries.org
Rachel Bruce	Meetings Coordinator	rbruce@fisheries.org
Doug Austen	Executive Director, American Fisheries Society	dausten@fisheries.org
Dan Cassidy	AFS Deputy Director	dcassidy@fisheries.org



United States Department of the Interior

FISH AND WILDLIFE SERVICE

1875 Century Boulevard
Atlanta, Georgia 30345



In Reply Refer To:
FWS/IR2+4/FAC/075215

July 13, 2021

Dr. Brian Murphy, President
American Fisheries Society
425 Barlow Place, Suite 110
Bethesda, Maryland 20814

Dear Dr. Murphy:

We applaud the organizers of the first **Latin America and Caribbean Fisheries Congress** and the American Fisheries Society (AFS) for developing a unique event to share science, provide unique educational opportunities, and create a community among fisheries professionals, students, and others interested in the fisheries of the region. We are excited to express our support for the proposed work of the Congress to:

- Focus on marine and freshwater fisheries issues of all of Latin America which includes Mexico, Central and South America, and the Caribbean.
- Place science at the core of the event including the fundamental roles of sharing science, building collaboration, and building relationships.
- Include continuing education, technical training, professional development, and capacity building for individuals and organizations.
- Fully engage students, educators, and fisheries professionals at all levels.
- Support remote participation for those who cannot travel and address, to the greatest degree possible, language needs in Spanish, Portuguese, and English.

With the Congress scheduled for May 15-18, 2023, in Cancun, Mexico, we will maintain communications with the Planning Committee, share information about the event with our staff, coordinate with our International Affairs program, and engage where possible and appropriate. As the Congress develops, we will work with the Planning Committee to explore other means of support.

We look forward to working with you and the diverse and extensive fisheries interest of the region to make this Congress a success.

Sincerely,

Leopoldo Miranda-Castro
Regional Director

Attachment E –

DRAFT President's Plan of Work

Leanne H. Roulson

August 2021 – August 2022

To be presented to the AFS Governing Board

As the Society's President my goals are to support AFS in our mission to:

To improve the conservation and sustainability of fishery resources and aquatic ecosystems by advancing fisheries knowledge and promoting the development of fisheries professionals.

However, as a member of a fluid leadership team, I know that my term must retain ties to past work and look to the future to try to sense where AFS needs to go next. To that end, I have noted how my primary goals link to those of the immediate past president, Brian Murphy, and to the multistate grant programs that constitute substantial efforts by AFS staff and our partners. I hope to continue to the work of past presidents to pursue our vision to:

Advance fisheries knowledge and strive to be the home society for all fisheries disciplines. In that pursuit, AFS seeks to be recognized as the pre-eminent organization providing fisheries information to decision makers in all arenas. While fulfilling our vision, we will recruit and develop new fisheries professionals by offering learning and training opportunities crucial to maintaining a well-trained profession, support programs and efforts to increase diversity and inclusion, and enhance the value of AFS professional certification.

I have identified five high-priority areas of focus for my term as President of AFS:

- 1. Increase AFS engagement and interactions with other professional societies on large-scale issues such as environmental policy and climate change.**
- 2. Continue to address the need for support of scientists from diverse demographic groups in fisheries, specifically to increase long-term retention of scientists who are members of one or more marginalized groups.**
- 3. Continue work of past presidents to encourage outreach and communication of fisheries science by fisheries professionals to the general public and policy makers.**
- 4. Support the JASM 2022 and AFS 2022 Meetings and plan for a successful transition to in-person meetings and/or continued blended meeting formats**
- 5. Keeping the organization of AFS up to date and provide resources relevant to our members and leadership**

6. These goals are intentionally connected to the 2020-2024 Strategic Plan (Bowker et al. 2019), which was revised to guide the Society forward and includes the following specific objectives:

Objective 1. Advance fisheries disciplines, conservation, and management.

Objective 2. Develop fisheries professionals

Objective 3. Communicate the importance of both the science and the value of fisheries discipline.

Objective 4. Increase diversity among fisheries professionals and promote an inclusive environment in AFS.

Objective 5. Provide effective governance of AFS and high-quality service to AFS's members.

I discuss each focus area in more detail below. Although as president, I am to be a key leader for AFS, I understand that AFS Staff have finite time available to support my plan of work. Where relevant, I have identified the staff who I believe I would need to rely on to accomplish my action items.

Increase AFS engagement and interactions with other professional societies on large-scale issues such as environmental policy and climate change.

AFS is a source for fisheries knowledge, but knowledge in isolation has limited utility. I have never understood the friction between research, academia, and resource managers since the health and sustainability of our fishery resources is a common goal among pretty much every AFS member I have met. To that end, I would like to continue to promote AFS as a source of information on how quality science is the best support for effective policy and fisheries management practice.

<i>Specific Actions Proposed</i>	<i>AFS Staff Involvement?</i>
<ul style="list-style-type: none">Continue the involvement of AFS with the Consortium of Aquatic Science Societies (CASS) including supporting the planning and programming for the 2022 JASM Meeting.	Doug
<ul style="list-style-type: none">Promote awareness of the links between national and international resource management policy and the health and sustainability of fisheries resources	
<ul style="list-style-type: none">Host or attend at least one Hill briefing on a key environmental policy action and provide scientific information to decision makers on implications for fisheries resources (<i>focus TBD- based on political policy actions under consideration during my term</i>).	Drue
<ul style="list-style-type: none">Identify three specific policy issues to prioritize for the 2021-2022 year and develop webinars for each issue.	Drue

<ul style="list-style-type: none"> • Include symposiums, workshops, and policy forums on large scale issues such as climate change at the 152nd annual meeting in Spokane. 	
<ul style="list-style-type: none"> • Charge the Climate Ambassador's program participants to report on how they are using the training they received in 2021 	Beth
<ul style="list-style-type: none"> • Stress positive benefits of climate-aware management 	

Strategic Plan Objectives: 1, 3, 5

Link to Multistate Grant: Communicating the effects of climate change on fish and fisheries (\$118,870)

Tie to B. Murphy's plan of work: Increase public visibility and trust in the work of our profession and of our Society.

Continue to address the need for support of scientists from diverse demographic groups in fisheries, specifically to increase **long-term retention** of scientists who are members of one or more underrepresented groups.

Brian's POW referenced the Penaluna et al. 2017 article and in reviewing the nine action items listed, one that did not seem to have been addressed so far was (#8) related to tracking our progress towards increasing diversity. As scientists, we know that **measurable indicators are key** to understanding progress or lack thereof. After several years of working towards DEI goals, I'd like to be able to talk about whether AFS has made progress, and if not, address the questions I get asked a lot, "what can AFS actually DO/ What has AFS actually DONE?"

Specific Actions Proposed	AFS Staff Involvement?
<ul style="list-style-type: none"> • Charge the DEI Committee to recruit member representatives from each Division. Request that they identify 2-5 measurable indicators that AFS can track or is tracking to assess DEI goals. 	
<ul style="list-style-type: none"> • Coordinate with the EOS to identify support resources for scientists who identify with one or more underrepresented groups and resource management agency supervisors looking to retain this talent pool. 	
<ul style="list-style-type: none"> • Speak to membership on the links between DEI and social science. Stress benefits of reflecting societal diversity in our fisheries research and management staff and programs 	
<ul style="list-style-type: none"> • Follow up with Hutton applicants and participants- Support/ continue collaboration between the Hutton Program and university fisheries programs (possibly through the Education Section and NAUFWP) to provide information to all Hutton applicants regarding university fisheries programs and careers in 	Mary Webb/ Lauren

fisheries science.	
<ul style="list-style-type: none"> • Provide a plenary (Spokane 2022) /webinar/ training for agency supervisors that addresses reasons that people leave our profession with examples of actions they can take/ others have shown to reduce attrition. 	Doug
<ul style="list-style-type: none"> • Work with Membership Committee to collect information on demographics of our membership to enable AFS to measure movement on this issue. This takes its cue from the “Diversity Scorecard” 	Eva

Strategic Plan Objectives: 2, 4, 5

Link to Multistate Grants: Propose a grant for 2021 to address one of the action items above (open to ideas from other officers/ EOS/ DEI)

Tie to B. Murphy’s plan of work: To redouble our efforts to increase diversity and improve equity and inclusion within our profession and our Society

Continue work of past presidents to encourage outreach and
communication of fisheries science by fisheries professionals to the
general public and policy makers.

This area of focus will continue to build upon the work in progress during Presidents Scott Bonar and Brian Murphy’s terms. During my presidential term, we will further implement strategies to increase communication of large-scale issues affecting fisheries and the fisheries profession. This includes educating the general public, policy makers, and anglers.

<i>Specific Actions Proposed</i>	AFS Staff Involvement?
<ul style="list-style-type: none"> • Provide science communication training via webinars/ continuing education at annual meetings 	Mary Webb
<ul style="list-style-type: none"> • Coordinate with the <i>Fisheries Podcast</i> creators to spotlight connections between research and community value of fish and fisheries 	Beth?
<ul style="list-style-type: none"> • Continue work on Climate Change website resources page 	Beth
<ul style="list-style-type: none"> • Work with Resources Policy Committee to develop short, accessible summaries of policy issues that AFS prioritizes 	Drue
<ul style="list-style-type: none"> • Complete the Climate Ambassadors Program myself, and promote the next year’s class and increased involvement. 	
<ul style="list-style-type: none"> • Report on CAP participants’ outreach efforts in at least one President’s hook 	
<ul style="list-style-type: none"> • 	
<ul style="list-style-type: none"> • 	

Strategic Plan Objectives: 1, 3

Link to Multistate Grants: Retaining 2020's Surge of Licensed Anglers (AFS is managing this grant after RBFF withdrew due to conflict of interest issues. Total amount is \$188,712 and we will work with Southwick Associations and Responsive Management)

Tie to B. Murphy's plan of work: Increase public visibility and trust in the work of our profession and of our Society.

Support the JASM 2022 and AFS 2022 Meetings and plan for a successful transition to in-person meetings and/or continued blended meeting formats

As President, I will work to promote the JASM 2022 meeting as an opportunity to spotlight the commonality among the JASM and CASS members. For the Spokane 2022 meeting, my goal is to develop a theme promoting diversity in fisheries professionals and "walking the talk" of creating a meeting that is welcoming and that celebrates the value of diverse voices in fisheries research and management.

Specific Actions Proposed	AFS Staff Involvement?
<ul style="list-style-type: none">Implement the recommendations of the Meetings Oversight Committee on making meetings more accessible (as practicable)	Shawn, Steve
<ul style="list-style-type: none">Plan the Spokane Plenary to include voices from tribal members and the information on DEI retention roadblocks mentioned in #2	
<ul style="list-style-type: none">Actively participate in the JASM 2022 planning to encourage cross-society symposia	Doug
<ul style="list-style-type: none">Actively work to engage our international partners and strengthen/ renew relationships that may have faded during the past year(s)	
<ul style="list-style-type: none">	

Strategic Plan Objectives: 2, 4

Link to Multistate grant: Instream Flow and Water Level Conservation Training and Research Center (\$119,325 with the Instream Flow Council) - AFS is a partner and Doug is co-chair of the committee but in reality all of the work is done by a group of instream flow experts. AFS does get a major workshop and symposium at the Baltimore meeting funded through this grant- so not JASM or Spokane, but these meetings could build on the work at Baltimore

Keeping the organization of AFS up to date and provide resources relevant to our members and leadership

As an organization of action, it is hard to keep our documentation up to date. This is not as glamorous as some of the other items I have listed, but given recent discussions, I think I need to spend effort to get our governing documents (Procedures, Constitution, Rules) current and perhaps discuss ways to make this less onerous for future Executive Committees.

My predecessors have written books and developed programs that have done this for our role as a source for fisheries information, so I will not attempt to continue that work, except to support the many multistate grants we have in process.

Specific Actions Proposed	AFS Staff Involvement?
<ul style="list-style-type: none">Update the AFS procedures manual- charge a committee with oversight or create a special committee to oversee this effort.	
<ul style="list-style-type: none">Provide information to our membership on the Multistate grants AFS has secured/ progress on these	Aaron? /Peter?
<ul style="list-style-type: none">Update Unit Leader's Guide (?)	
<ul style="list-style-type: none">	

Strategic Plan Objectives: 5

Multistate Grants:

1. The **AFS Fish Disease Diagnostics "Blue Book"** for \$83,406. Jesse is one of the leads on this with the Fish Health Section.
2. **Research Web Tool** for \$84,373. This project is actually moving along well but travel funds will be redesignated for additional software development. Grant Price (the AFS contracted web developer) is the lead and we have a national advisory team of about 20 people who provide project guidance.
3. **Research Agenda Assessment and Guidance** for \$90,872. This project is a partner to the Web Tool project above. In fact, they have the same advisory committees. We are contracting Andy Loftus to assist with much of the work of this project.
4. (Likely completed in 2021?)Part 2 of **Scott Bonar's standard sampling book** (\$97,399) - this finishes out the research components as well as funds the complete publishing process for Scott's book including all of the AFS staff time and costs for editing, layout, design, indexing and printing. Essentially, all sales of the book will be AFS profit since the entire publishing cost will be covered through this grant and the original 2019 grant.

References:

Bowker, J., T. Bigford, S. Bonar, J. Defilippi-Simpson, R. Essig, J. Jackson, S. Midway, and M. Murphy. Charting the course for the American Fisheries Society: Strategic Plan for 2020-2024. *Fisheries* 44(3):119-122.

Penaluna, B. E., I. Arismendi, C. M. Moffitt, and Z. L. Penney. 2017. Nine proposed action areas to enhance diversity and inclusion in the American Fisheries Society. *Fisheries* 42(8):399-402.



President's Plan of Work

Leanne Roulson

2021-2022

1. Policy work
2. DEI work
3. Science communication and outreach

Things to continue

Double tap to add text

POLICY

- CASS (Consortium of Aquatic Science Societies)
- Reinforce link between policy and fisheries sustainability
- Climate aware management and policy

DEI

- Increase membership of DEI committee
- Engage with HBCUs as part of Baltimore meeting and follow up
- Engage with Tribal Colleges as part of Spokane meeting planning
- Measurable metrics for AFS

SCIENCE COMMUNICATION

- Complete Climate Ambassadors Program as a participant
- Charge CAP members to pursue outreach opportunities and report on training

INTERSECTIONAL THINGS

- Plenary at Spokane on retention of diverse scientists in fisheries
- Replicate the Hutton “meet-up” from Murphy’s presidency

Support JASM 2022

Joint Aquatic Sciences Meeting

Rapid Changes~ Collaborative Solutions

Moving Forward

Double tap to add text



JASM 2022

GRAND RAPIDS, MICHIGAN, MAY 14 - 20

WDAFS and WA/BC Chapter
Developing the Meeting team

Theme to focus on diverse
perspectives in and around
fisheries

Looking for program division
representatives

Spokane
2022



August 21-25

Care and Feeding of AFS

PROCEDURES MANUAL UPDATE

- Will be asking Unit leaders to review relevant sections and assist with changes
- All updates will go through the GB/MC
- Make it more functional and helpful

FINANCES

- Covid has really affected AFS (not a unique issue)
- Address membership lag
- Assess student needs
- Plan for a operating reserve



Keep moving
forward

Double tap to add text