

Western Division American Fisheries Society
1st Annual Executive Committee Retreat
October 30-31, 2000
Sacramento, California

The Western Division EXCOM, which consists of Division officers and all Chapter Presidents, met to discuss a variety of topics on October 30-31, in Sacramento, California. Attendance was good, with the Alaska (Bill Bechtol), North Pacific International (Bill Mavros; Washington and British Columbia), Oregon (Denny Lassuy), California/Nevada (Larry Brown), Wyoming (Rob Gipson), Utah (Don Wiley), Humboldt (George Guillen), and Idaho (Mark Gamblin) Chapters represented. In addition to Division officers (Bill Bradshaw, Eric Knudsen, Ken Hashagen), the Time and Place (Dave Lentz) and Grants Funding Committee (Henry Booke) Chairs were also present.

The meeting provided an opportunity to network, exchange information between subunits, gain a better understanding of how the Western Division (WD) and Chapters can function together, and resulted in several action items. Healthy and lively discussions during the meeting continued into the evening at a fantastic gourmet dinner hosted by Past President Ken Hashagen. All agreed another retreat would be beneficial, and planning for the second Division retreat next fall was begun. Discussions are briefly summarized below but please contact one of the Division officers or your Chapter President for more detail.

AFS, Division, and Chapter governance

This was a general discussion of the Society's governing and guiding documents which began by noting the importance of effective and improved leadership promoted by AFS President Carl Burger. Awareness and use of these available resources should help all subunit leaders become more effective and help AFS and its various subunits move in common directions. The AFS Strategic Plan and WD by-laws were distributed at the start of the discussion. The AFS Strategic Plan was revised in 1999, provides a framework for moving towards common goals, can serve as a source of ideas for annual work plans. Ken suggested extracting key strategy elements from the AFS Strategic Plan to help focus WD efforts over each year. AFS is requesting that all subunits provide their annual reports in the format of the Strategic Plan to facilitate tracking progress towards goals. The strategic Plan can also serve to help identify needs or assess progress for Chapter officers. The WD by-laws provide guidance for Division officers and how the Division should operate. AFS and WD Mission Statements are also contained in the Strategic Plan. Strategic plans are generally absent from the WD and Chapters as are Chapter Mission Statements. Procedures Manuals were also discussed as a valuable addition to the resources available to help the Division and Chapters function. Periodically updating by-laws is important and necessary to ensure Chapters are operating as desired and that the difference between the rules (by-laws) and function is small. The AFS Constitutional Consultant is available to help with by-laws revisions and should be consulted early in the process.

- Ken Hashagen will spearhead development of a WD Strategic Plan with help from Bill Bradshaw, Eric Knudsen and Dirk Miller.
- Work will begin on a Division Procedures Manual for posting on the website (Ken Hashagen)

Putting the Division's money to work

This was a discussion about a proposal to develop a long term funding mechanism for the WD grants program. Between \$10-12k have been distributed to various Division subunits over the last several years. It's a good program but funding is derived from the annual income stream. The basic idea is to use \$30k the WD now has in low interest deposits to start an investment fund that would sustain the grants program at the current \$10/year level without depending on annual income. Ideally the \$30k investment by the WD would attract additional donations from corporations, foundations, subunits, etc. President Bill Bradshaw appointed an ad hoc Grants Funding Committee to explore possibilities and develop a proposal for presentation and decision at the next annual business meeting in Phoenix. The committee is chaired by Henry Booke and includes Ted Bjornn, Roy Whaley, and WD Secretary-Treasurer Ed Cheslak. Henry has experience with similar efforts on behalf of the NE Division and currently serves on the AFS Investments Committee. Henry discussed past efforts and noted the NE began earning between 7-12% returns on investments. His committee role is to think about the market and how to invest carefully, and offered "If you don't have, you don't spend" as a working motto; i.e.; "Never touch the principal". The idea that Chapters could eventually use the WD effort as a model led to discussing the possibility that Chapters could pool their financial resources into the WD investments if they so desired. The potential advantage of this arrangement stems from the basic investment fact that "volume begets volume". With a larger investment, each entity reaps larger returns. Administration was discussed as a potential hurdle. Future creation of an ad hoc fundraising committee was also discussed.

- Discussion ended with the consensus that the Grants Funding Committee proceed with developing an investment plan. Eventual, optional, participation by Chapters will also be explored.

Achieving a Quorum at Division, Chapter, and EXCOM meetings

Brief discussion of this topic revealed most Chapters achieve EXCOM quorums and are able to conduct business. Definition of quorum for annual meetings varies among chapters and can be more challenging to achieve. "Hot topic" issues sometimes attract more members to annual meetings. If meeting quorum is too high, this is an item that should be considered for change when by-laws are revised. Turnout at annual business meetings can be enhanced by offering incentives such as free meals, door prizes, etc.

Communication between Chapters and Division

Discussion started with the premise that effective communication is a "two-way-street". It requires effort and consideration on the part of all involved. Routine contact among Chapter and Division officers is a good first step. Phones, email, websites, and newsletters are all tools at our disposal and all should be used. Most Chapters routinely copy editors of other Chapter newsletters. Maintaining websites is a challenge. It was proposed that the WD would notify Chapter Presidents whenever the Division website was changed, but concern was expressed that such routine notification would add to the swamping most experience with email already. However, notification of "important" changes was welcomed and will be implemented. Relevant information will then be passed on to Chapter members as appropriate. The eventual use of a WD list server or potential capability to contact all WD members via email was discussed and will be explored. The Oregon Chapter is developing a promotional/informational brochure and will distribute to other Chapters as a model when completed.

- Division webmaster will begin notifying Chapter Presidents of significant website updates who will pass on information appropriately

Division and Chapter Committees

The WD website Committee page has been updated to recognize two types of committees; Standing Committees which are defined by Division by-laws, and Ad Hoc which are not discussed or defined in the bylaws or elsewhere. Updated committee chairs information for 2000-2001 was provided:

Standing committees:

- **Nominating:** Frank Rahel, 307-766-4212, frahel@uwyo.edu
- **Policy Review:** Dennis Tol, 907-271-3348, dtol@ak.blm.gov
- **Audits:** Lou Carufel, 907-452-6709, loucaye@mosquionet.com
- **Program for Annual Meeting:** Eric Knudsen, 907-786-3842, Eric_Knudsen@usgs.gov
- **Time and Place:** Dave Lentz, 916-358-2831, DLentz@dfg.ca.gov
- **Arrangements for Annual Meeting:** Eric Knudsen, 907-786-3842, Eric_Knudsen@usgs.gov
- **Membership:** Don MacDonald, 250-722-3631, sff-mesl@island.net
- **Environmental Concerns:** Bob Wunderlich, 360-753-9509, Bob_Wunderlich@fws.gov
- **Archivist:** Venice Beske, 307-777-7982, avbeske@prairieweb.com

Ad hoc committees:

- **AFS Certification Appeals:** Bill Bradshaw, 307-672-7418, Bill.Bradshaw@wgf.state.wy.us
- **Bull Trout:** Shelley Spalding, 360-753-7762, shelley_spalding@fws.gov (*corrected spelling of last name and email address*)
- **Division Awards/Nominations:** Ken Hashagen, 916-652-3512, Khashagen@mindspring.com
- **Eugene Maughan Graduate Student Scholarship Awards:** Robert Greswell, 541-750-7410, gresswellr@fsl.orst.edu
- **Grants Funding Committee:** Henry Booke, 541-745-9091, Inet:hnbooke@juno.com
- **Equal Opportunity:** Vacant
- **Native Peoples Fisheries:** Vacant
- **Riparian:** Vacant

Vacant Committees were discussed. These remain unfilled pending identification of potential chairs and developing missions for each of them. Three other ad hoc committees no longer functional or relevant to their original mission were absolved by President Bill

Bradshaw. Abolished committees were AFS Resolutions, Endangered Species, and Mining Reform.

- Bill Bradshaw will continue to explore the history of unfilled committees, develop missions if still appropriate, and appoint chairs.

Time and place of future Division meetings

The following planned and potential meeting dates and locations were discussed:

2001 in Phoenix was confirmed at the 1999 annual business meeting in Moscow as a joint meeting with AFS and the WD. Though we all know there is no such thing as a free lunch, it has always been unclear if free breakfasts exist. Turns out they do, and there will be one during the morning WD business meeting in Phoenix.

2002 in Spokane has been planned as a joint meeting between the WD, Sustainable Fisheries Foundation (SSF), and the North Pacific International Chapter. This will bring the annual WD meeting back to the West coast after two consecutive meetings held in interior states (Colorado, Arizona). The meeting is conceived as centering around the concept of Canadian/US transboundary interests in ecosystem approaches to fisheries recovery in the Columbia Basin. This meeting is planned for the spring which is a break from traditional WD meeting times. However, the meeting theme, strong support from the NPIC, and ongoing discussions about exploring alternative meeting times, all point to a well attended meeting. It was agreed to convene the WD EXCOM to formalize, by vote, the 2002 meeting proposal in late November.

2003 remains a question mark and options will be explored by the Time and Place Committee. One possibility raised in the recent past is the potential for co-hosting with the Western Association of Fish and Wildlife Agencies (WAFWA). The WD and WAFWA have co-hosted meetings in the past under the general guidance of an MOU between the two organizations.

Potential meeting locations and hosts for 2004 and beyond are unknown at this time but will be explored by the Time and Place Committee. The Time and Place Committee will also explore ways to determine from WD membership whether alternatives to the traditional July meeting time would better serve the Division and its members as approved by the WD EXCOM in Telluride. This project will be facilitated by an effort underway by the Computer Users Section.

Planned and potential joint meetings with WD involvement were discussed and include a co-hosted meeting with the Montana Chapter titled "Practical Approaches for Conserving Native Inland Fishes of the West" and scheduled for June 6-8, 2001. Brad Shepard is the contact for this meeting. Several discussions between officers of the Society for Range Management, the Wildlife Society, the WD, and AFS have made the interest, desirability, and potential for joint meetings clear and discussion will continue. The Oregon Chapter is also planning a joint meeting with the Wildlife Society on February 14-16, 2001. A potentially very large co-hosted meeting in Portland in 2005 was proposed by the Council of Aquatic Scientists to AFS over the last year, but AFS ultimately opted not to participate. Potential WD involvement remains an option and will be explored further. Division representation at 2000/2001 Chapter meetings was discussed and will be organized.

- Bill Bradshaw will convene the WD EXCOM for a vote on the 2002 meeting proposal.
- Bill Bradshaw will continue discussions with WAFWA representative and explore the potential for co-hosting future meetings.
- The Time and Place Committee will explore options for the 2003 and 2004 meetings, develop a calendar of related meetings to identify possible alternative WD meeting times, and develop a means of polling WD membership with regards to alternative meeting times.
- Bill Bradshaw will develop a 2001 Chapter meeting schedule to identify WD officers to attend Chapter meetings.

Division Awards

Discussion of the various WD awards. Information is posted on the WD website and will be updated with more detail for each award and with nomination deadlines. All were urged to nominate members to WD awards.

- Ken Hashagen will update awards information on the Division website.

Division funding assistance

Discussion of funding assistance offered by the WD. Simply the WD Student Scholarships previously, The Eugene Maughan Scholarships were renamed at the 2000 annual meeting to commemorate Dr. Eugene Maughan and his lifetime influence on many fisheries professionals. Eventual sponsorship has been discussed as a goal for these grants awarded for travel to the AFS annual meeting. The WD annually budgets \$500 to support a student mentoring luncheon at the annual AFS meeting. This grant is administered through the AFS Equal Opportunity Section and is directed towards increasing ethnic, racial, and gender diversity. Division EXCOM travel is an annual budget item and was used in part to fund participation in this retreat. The WD has distributed \$10-12k to Chapters and other fisheries related organizations over the last several years and will continue to do so in the foreseeable future. Applications are reviewed in January and July. In 1999, the Alaska Chapter was awarded \$5000 toward completion of an Alaska Stock Status report, pending securing additional funding. Apparently the additional funding has not materialized and the Chapter may ask to convert the \$5k grant toward an Alaska fish key that is nearing completion.

Division and Chapter Advocacy

This began with a brief overview of WD advocacy guidelines followed by discussion of several Chapter guidelines. Division and Chapter advocacy guidelines are similarly crafted to ensure careful deliberation before actions are taken, and to protect and enhance AFS credibility. WD comments on the NMFS Draft Biological Opinion (BiOp) addressing Columbia River hydropower operations and the range of responses to that action were reviewed, followed by an engaging discussion about effective advocacy. Prior to the meeting, several members had requested that the WD issue a press release in response to release of the NMFS BiOp, and after discussion, it was agreed to do so.

- Bill Bradshaw, Denny Lassuy, and Mark Gamblin will coordinate the Division response to release of the NMFS BiOp.

AFS, Division and Chapter Visibility

Ken Hashagen chairs the AFS Visibility Committee and outlined some of its activities. One effort underway is to identify ways that AFS can be more useful for secondary educators, to develop a strategy for doing this, and pursuing grant support for the program. AFS leaders have begun attending the Outdoor Writers Conference to promote AFS, and the Visibility Committee is developing a meeting between AFS and House and Senate Staffers during the mid-year meeting in March. Ken Hashagen will be involved with that meeting. Bill Bradshaw and two other WD members will explore possibilities for using the Western Governors Association and its ENLIBRA principles to increase visibility. ENLIBRA is the Association's guiding set of principles for approaching large-scale environmental issues. A key element is basing decisions on sound science and this element may offer some opportunity for AFS. Other professional societies will be approached with the idea of participation. Other discussion items included having Chapter officers meet with new agency directors to encourage cooperation and support among AFS and agencies. Sub-unit promotional brochures patterned after AFS publications (this is being done by the Oregon Chapter). The potential for an ad hoc "outreach" committee which could also dovetail with grants fund raising efforts if approved by the membership. A "selling the society" workshop that could include elements of fundraising, media relations, or grantsmanship. Ken Hashagen and George Guillen will pursue this last item as a workshop proposal for the 2001 annual meeting in Phoenix. Having WD hats made with the new official logo was deemed a good way to increase visibility and will be done.

- Ken Hashagen and George Guillen will develop a workshop proposal for the 2001 AFS meeting in Phoenix.
- Bill Bradshaw will work with University of Wyoming students to have Division hats made for future sale.

Chapter Issues and Concerns

This was a free ranging discussion that included issues on the horizon or that might otherwise engage the Division and Chapters and how the Division can serve the Chapters. One issue discussed that has received intense scrutiny in Oregon and has ramifications throughout the Northwest revolves around interactions between hatchery and wild salmon. Hatchery fish being destroyed to prevent their straying to streams supporting wild (and listed) populations was videotaped and ultimately caused great furor. The Oregon Chapter is currently developing a White Paper to explain the issues and convey the most current scientific information about the issues. All agreed this has the potential to become an even larger issue. Other issues discussed included ESA protection across the West, Canada's newly emergent "ESA" laws and their likely impacts, the continued use and introduction of non-native species like rainbow trout, Atlantic salmon, Warmwater species, exotic species in general, Atlantic salmon in the Northwest as a topic of a position paper; the NPIC is including this as a session topic at their annual meeting in April 2001 (Victoria, B.C.), potential spread of zebra mussels during the planned re-enactment of the Lewis and Clark expedition (Denny Lassuy and Bill Bradshaw will draft a letter to event organizers illustrating this potential), possible support of the 100th Meridian Initiative and potential extension throughout the West, Marine Protected Areas, and the potential for a WD workshop (Alaska included this in their annual meeting plans, and NPIC is exploring a similar inclusion).

The retreat was considered a good way the Division can serve/help the Chapters and was unanimously recommended for next year. Several locations were floated as potential sites but a decision was deferred to a later time. Helping increase diversity was suggested as a useful goal and Bill Bradshaw will explore options through EEO Committee development. A

suggested name change for the EEO Committee to the Diversity Committee was suggested and will be considered. It was also noted that women currently serve as officers for many Chapters. Educational outreach efforts to encourage people to consider natural resource careers was discussed, and it was noted that AFS is developing a Jr. Fisheries Biologist Program for minority high school students.

And finally, a call for potential WD nominees to run for Vice-President was solicited by Ken Hashagen.

- Denny Lassuy and Bill Bradshaw will draft a letter to organizers of the Lewis and Clark expedition re-enactment illustrating the potential to spread zebra mussels.