



**American Fisheries Society**  
**September 2020 Management Committee Meeting**  
**Wednesday, September 9, 2020**

Management Committee Participants:

Scott Bonar, Brian Murphy, Leanne Roulson, April Croxton, Jesse Trushenski, Jud Kratzer, Michelle Walsh, Dan Dauwalter, Todd Pearsons, Tom Kwak, Joe Conroy, Jim Fredericks, Ed Hale, Trent Sutton, Randy Schultz (Constitutional Consultant, non-voting), Doug Austen (Executive Director, non-voting)

Emerging Leaders: Heather Stewart, Janessa Esquibble-Hussion, Mike Lawrence, Corbin Hilling

Guests: Kerry Flaherty Walia, Stan Moberly, Cecil Jennings, Brian Missildine

AFS Staff: Dan Cassidy

**Minutes of the Meeting:**

1. **Welcome/Determination of Quorum** – Quorum established by Schultz. Meeting called to order by Bonar at 1:04 p.m. The new Emerging Leader Mentorship Awardees introduced themselves and were welcomed to the Management Committee
2. **Agenda accepted** with no changes.
3. **Review and approval of minutes** from the Joint Management Committee/Governing Board meeting on August 17, 2020. Moved to accept without change by Conroy, 2<sup>nd</sup> by Roulson. Approved by unanimous consent.
4. **Officer reports:**
  - a. President Scott Bonar The Statement of the Worlds Aquatic Societies on Climate Change has been completed and will be publicly announced at the opening session of the Virtual Annual Meeting (VAM). The next challenge will be to get media coverage and staff, Scott and others have prepared a press release and associated materials
  - b. President Elect Brian Muprhy – deferred his comments until the Governing Board (GB) Meetng. Announced that Brooke Penaluna has agreed to chair the Diversity, Equity and Inclusion Committee that was recently approved as an AFS standing committee.
  - c. 1<sup>st</sup> Vice President Leanne Roulson – reported on the continuing work of CASS and, in particularly the Maui Supreme Court case. The Meetings Oversight Committee report on annual meeting inclusion challenges and recommendations was noted as a strong accomplishment. The Southern Division Women in Conservation group is also being shared as a model for other AFS divisions to emulate as they build inclusion programs. Finally, Leanne noted initiation of work with the Western Division and WA/BC chapter for the 2022 Spokane AFS annual meeting.

- d. 2<sup>nd</sup> Vice President April Croxton – continues work with the Diversity Joint Venture (DJV) where AFS was one of the founding members and April serves on the DJV Management Board. April also is completing her term as President of the Equal Opportunities Section. April also noted the recent White House Executive Order on diversity training and the unclear impacts that it will have on rolling back training efforts among federal agencies.
- e. Past President Jesse Trushenski – Is finishing up her duties as Past President and will be working with the Past Presidents Council on the Past Presidents Endowment Fund, the Standards Committee and several other tasks.

## 5. **Executive Director Report**

Austen briefly reviewed several accomplishment and challenges addressed by AFS over the past year and in looking into the near future.

- a. The development and upcoming sessions of the VAM have been an immense task of volunteers, AFS leaders and staff and we anticipate well over 1,000 registrants and an excellent program. This is in addition to the normal set of activities including AFS webinar series, the policy efforts, books and journals, the development of the Strategic Partners Program and involvement in four successful Multistate Conservation Grants (MSCG).
- b. The AFS fiscal situation has been surprising solid despite the pandemic. This has been attributable to being awarded a federal Paycheck Protection Program loan (which is anticipated to be nearly fully forgiven), cost cutting measures and several staff retirements with positions not being refilled.
- c. AFS is challenged with the task for fully reviewing and possibly revisioning its future with regard to finances and programmatic directions. Several of our main funding streams (membership, journals and books) show little opportunity for growth and possibly will see either stable or declining revenues. The Society needs to evaluate, and hopefully endorse, its current efforts on outside contracting (e.g., MSCG) and meeting management (e.g. JASM2022 and the World Fisheries Congress), among other activities, to generate new opportunities to advance AFS mission as well as to build new revenue streams. This should be one of the discussion focus areas for the new AFS special committee on Strategic Positioning.

## 6. **Financial report and presentation of 2021 budget:**

- a. 2021 budget proposal (**Attachments A1 and A2**) - Cassidy provided the proposed 2021 AFS budget with an emphasis on the assumptions that underly the budget projections utilized in developing the model.  
**Motion to accept the 2021 proposed AFS budget** by Murphy; 2<sup>nd</sup> by Croxton. Adopted with unanimous consent.
- b. Financial Review Committee (**Attachment B**) – The structure and function of the established special committee on Finance was reviewed and it was noted that this body will convene after the Virtual Annual Meeting

- 7. **Membership Committee** report and motion for 2021 membership dues (**Attachment C**)  
Membership Committee chair Kerry Flaherty Walia presented the report and motion of the Membership Committee which included a \$5 increase in regular membership dues and a \$2

increase for all other categories. This will be linked to a cost-of-living adjustment . Moved to accept recommendation by Michelle Walsh; 2<sup>nd</sup> by Brian Murphy. Adopted with unanimous consent.

**8. Annual Meeting Report – Review by Austen**

- a. The Virtual Annual Meeting is nearing 1,300 registrants which doesn't include the expected several hundred participants in the free sessions on Diversity, Latin American Fisheries, Canadian Fisheries and the panel and session on the Consortium of Aquatic Science Societies.
- b. Future AFS annual meeting were briefly reviewed and the relevant AFS Officer and respective Divisions and Chapters were encouraged to maintain open discussions about planning. These meetings include:
  - i. Spokane 2022 – Leanne Roulson, Western Division, Washington-British Columbia Chapter.
  - ii. Grand Rapids 2023 – April Croxton, North Central Division, Michigan Chapter.
  - iii. Honolulu 2024 – Cecil Jennings, Western Division, no existing chapter.
- c. Additional related meetings were reviewed
  - i. JASM2022 – June 2022, Grand Rapids, MI
  - ii. Latin American Fisheries Congress – May-June 2023
  - iii. World Fisheries Congress 2024, Seattle, WA
- d. The site selection for AFS2025 has been initiated but is in the very early stages. Staff are employing the selection guidance adopted in 2019 from the Meetings Oversight Committee as modified and approved by the Governing Board.

9. Performance Evaluation of Executive Director (ED) – This annual review is led by the AFS President in conjunction with the Governing Board. This process is specified in the AFS Rules and Procedures as well as in the contract with Executive Director Austen. Included in the process is for Austen to provide a self-assessment and a 2019-2020 Accomplishments report on plan-of-work (**Attachment D**). The AFS President also conducts staff interviews and asks for comments relative to the ED performance from the Governing Board Query. All of the compiled material is reviewed by the officers and a final report is provided to the ED at the completion of the annual meeting. A letter is provided to AFS Human Resources officer with the results of the review.

**10. Constitutional Consultants report and motions**

a. Climate Committee (Attachment E)

Motion: That the AFS Rules (Section 14. Standing Committees) be amended to designate Climate Change as a Standing Committee of the American Fisheries Society.

*Wording to be inserted in AFS Rules, Section 14. Standing Committees:*

CLIMATE CHANGE COMMITTEE provides leadership and oversight for AFS communications, outreach, policy, programs, and activities related to the effects of climate change on fisheries and other aquatic resources.

Motion by \_\_\_\_\_; 2<sup>nd</sup> by \_\_\_\_\_ (recordings are being checked to get names)

Discussion:

Relationship between Climate Committee and other AFS Committees and Sections will be such that the Climate Committee will be tasked with establishing core approaches and guidance. It will also seek to ensure that climate issues are appropriately discussed and included in committee and section work.

Leanne Roulson noted that the Resource Policy Committee could be a model in that it has liaisons in all other AFS Sections to support, engage and assist Sections in policy discussions. Joe Conroy suggested that the motion background document focused more on general climate change and less on fisheries-specific issues. He recommended that a targeted fisheries approach would be preferred.

Motion adopted by unanimous consent.

b. Walleye Technical Committee (Attachment F)

Motion: To support the approval of a \$5,000 deferment for a special issue of NAJFM for the Walleye symposium at the 2021 Midwest fish and wildlife conference

Moved by Conroy; 2<sup>nd</sup> by Roulson.

Amendment to motion:

Trushenski moved an amendment to motion: replace deferment with "waiver or deferment" 2<sup>nd</sup> by Brian. Vote on amendment to motion: approved with UC

Vote on main amended motion: vote 2 in favor. Opposed 8.

**Motion fails.**

Next steps: Need to convey to the WTC on the rationale for this vote. Joe Conroy will convey the results and state that the MC is generally not supportive of these types of requests. These types of publications are expected to find funding sources that will allow the issue to be self-funded.

c. Cooperative Research with Stakeholders Section (Attachment G) -

Motion by Murphy to defer discussion and action to the next Management Committee meeting. 2<sup>nd</sup> by Fredericks. Motion passed with unanimous consent

11. **Approval of Executive Director Plan-of-Work** – this was deferred due to virtual annual meeting duties. A POW will be submitted to the Management Committee by the end of the year.
12. **Additional old business** - none
13. **New Business** - none
14. **Adjourn** at 5:09 p.m. ET

# Attachment A1



## American Fisheries Society

Organized in 1870 to Promote the Conservation, Development and Wise Utilization of Fisheries  
425 Barlow Place, Suite 110 \* Bethesda, Maryland 20814-2199  
301-897-8616 | FAX 301-897-8096 | www.fisheries.org

Scott Bonar, Ph.D.  
*President 2019-2020*

Douglas J. Austen, Ph.D.  
*Executive Director*

### 2021 Budget Report - September 4, 2020

The combination of an uncertain economy and unsettled virus situation makes preparing the 2021 Budget challenging and raises the possibility of whether these risks will carry over into next year. While certain parts of the U.S. economy continue to improve (jobs, real estate and technology) others parts continue to struggle (travel, retail, airlines). State budget revenues likely will be tighter and higher education is being squeezed as well. It certainly seems as if there are multiple economic currents affecting different parts of the economy, in an election year no doubt. The unknown questions are how will these trends impact AFS in the key areas of membership, publications and meeting attendance and whether people will feel comfortable traveling to attend meetings and generally getting back to a 'new normal'. As such, staff consider this budget a 'work-in-progress' and it should be revisited frequently to review assumptions during the upcoming year.

#### INCOME Assumptions:

1. Investments- only expected interest and dividends income was included and no provisions were made for unrealized and realized gains (departure from past practice).
2. Continuing education- budgeted at a typical east coast meeting level
3. Webinars- instituted nonmember registration fees in 2020 plus modest sponsorships
4. Hutton- budgeting for 25 students
5. Multi-state grants- included personnel cost reimbursements only for three of four grant applications (climate communications, gray literature and angler retention)
6. Other grants/contracts- represents accruals for the JASM management fee and the NOAA Coop agreement for personnel costs reimbursements
7. Annual meeting- target registration is 1,600 (similar to AC) with modest exhibitor and sponsors income
8. Membership- projected to get back to 2018 levels. Does not include dues increase nor institutional member growth from Strategic Partner's Program (SPP) launch.
9. Jobs- launch of enhanced jobs board this fall plus limiting comp job postings expected to lead to growth.
10. Books- includes slight reduction in title sales plus addition of five new eBook institutional subscribers
11. Journals- lowered subscriptions as Wiley is not anticipating changing renewal rates for the coming year.

#### EXPENSE Assumptions:

1. Administration- reduced general staff travel, otherwise essentially no change in office administration
2. Staff costs- not refilling office manager and membership coordinator; includes payment of exec-staff 2020 salary deferrals, no salary adjustments for all staff on hold, less than 5% benefits increase
3. Board- limited intl and domestic travel, officer retreat, and allocation for retired member travel award
4. Hutton- based on awards for 25 student
5. Annual meeting- capped F&B at \$200 per person, other costs on par
6. Membership- database support, licenses, and unit dues rebates
7. Books- removed travel, last year included production expense that weren't capitalized
8. Journals- includes editors stipends increase, lower travel and editorial costs
9. Fisheries- stipends only

#### What is NOT INCLUDED in the budget:

1. Individual membership dues increase



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*Executive Director*

2. Any growth from the new SPP
3. USGS Coop agreement
4. MSCG number four- instream flow proposal
5. Increase in annual meeting registration fees

# Attachment A2

## AMERICAN FISHERIES SOCIETY 2021 Budget Report

as of 9/3/2020

	2021	June to Date - Actuals		Budget	2019 Annual	2020 Budget	2021 Budget Assumptions
	Budget	2020	2019	2020 BUDGET	Actual	Forecast*	
<b>Revenue</b>							
Investments	\$45,000	(\$290,746)	\$492,216	\$213,000	\$699,811	421,000	Interest only, no gains
Web (unit hosting)	5,000	4,560	-	8,000	5,920	5,000	income represents unit hosting fees
Continuing Education	12,000	1,375	10,550	15,000	32,865	-	
Certification	5,000	2,750	3,250	5,000	5,150	5,000	
Webinars	8,000	-	-	12,000	-	4,000	NonMbr reg fees and sponsorships
Hutton	125,000	37,750	5,000	100,000	(20,000)	55,000	based on 25 students
Multi State Grants	163,000	38,800	-	-	68,182	359,000	Staff costs only for 3 of 4 grants proposals
Web Tool	-	9,250	-	-	-	-	
Cornell (completed in 2019)	-	-	-	-	22,616	-	
Other Grants & Contracts	198,000	-	-	87,000	-	-	JASM meeting mgmt; NOAA Co-op
Annual Meeting	966,000	19,810	316,685	1,119,000	1,246,326	-	1600 attendees ; no chng in reg rates
Membership	532,000	505,054	521,694	555,000	551,943	527,000	No Partners growth; Excid dues increase
Awards	3,000	3,184	3,429	5,000	3,112	4,000	
Mem Other/1870 Contributions	15,000	10,594	17,627	46,000	31,392	30,000	Lowered individual contributions to \$10,000
Jobs	55,000	15,200	21,700	45,000	47,282	45,000	New job site should bring in addl income
Policy	-	-	-	-	14,641	-	
Books	160,000	70,247	38,327	124,000	155,939	154,000	reduced book sales; added 5 new eSubs @ \$10,000 ea
Journals	1,141,000	574,950	560,796	1,185,000	1,137,506	1,115,000	Lowered subscriptions 3.5% from 2020 budget
Fisheries	0	-	25	-	105	-	
<b>Total Revenue</b>	<b>3,433,000</b>	<b>1,002,778</b>	<b>1,991,299</b>	<b>3,519,000</b>	<b>4,002,790</b>	<b>2,724,000</b>	
<b>Expenses</b>							
Administration	319,000	155,337	179,303	330,000	350,230	315,100	Office expenses, audit, bus. insurance, maintenance
Staff Costs	1,793,000	1,025,397	1,089,968	1,882,000	2,108,897	1,902,000	Two fewer pos than 2020; payout salary deferrals; no COLA
Technology	45,000	22,705	21,419	45,000	45,276	45,000	
Communication	7,500	1,482	2,605	9,000	2,605	5,000	
Web	34,500	18,714	18,309	20,000	39,385	41,000	website support, hosting and mainteance
Development	3,500	-	2,950	10,000	3,221	6,000	
Continuing Education	9,000	52	2	10,000	18,263	-	
Certification	500	70	63	1,000	125	1,000	
Webinars	3,000	-	109	-	2,149	3,000	
Board	31,000	23,588	22,499	55,000	44,266	17,500	Limited domestic and international travel
Hutton	101,000	19,051	58,948	82,000	110,140	31,000	
Multi State Grants	-	42,400	12,575	-	63,952	258,000	
Cornell	-	(1,307)	(453)	-	9,576	-	
Other Grants & Contracts	-	-	12,603	7,000	12,235	-	

**AMERICAN FISHERIES SOCIETY  
2021 Budget Report**

as of 9/3/2020

	2021	June to Date - Actuals		Budget	2019 Annual	2020 Budget	2021 Budget Assumptions
	Budget	2020	2019	2020 BUDGET	Actual	Forecast*	
Annual Meeting	743,000	39,268	55,852	665,000	633,922	25,000	Modest Exhibit sponsor income F&B limited \$200pp
Other Meetings	-	-	1,699	-	1,788	-	
WCF World Council of Fisheries	-	1,464	-	-	-	-	
Membership	94,000	52,656	94,174	128,000	107,683	123,000	
Awards	4,000	14,128	15,195	3,000	16,624	3,000	
Mem Other	1,000	589	723	1,000	873	1,000	
Jobs	12,000	4,334	-	-	13,948	12,000	
Units	-	69	-	-	-	-	
Policy	7,000	3,058	5,625	14,000	6,270	5,200	
Books	55,000	6,588	7,265	16,000	98,445	20,000	
Journals	143,000	36,560	33,397	174,000	117,874	174,000	Increase in editors stipends
Fisheries	10,000	7,818	1,568	27,000	9,134	27,000	
<b>Total Expenses</b>	<b>3,416,000</b>	<b>1,474,021</b>	<b>1,636,398</b>	<b>3,479,000</b>	<b>3,816,881</b>	<b>3,014,800</b>	
<b>Net Change from Operations</b>	<b>17,000</b>	<b>(471,243)</b>	<b>354,901</b>	<b>40,000</b>	<b>185,909</b>		
<b>Non Operating (net)</b>							
Restricted contribs/Disburse	-	29,115	12,952	-	224,481	-	
Total Non Operating	-	29,115	12,952	-	224,481	-	
<b>TOTAL NET CHANGE</b>	<b>17,000</b>	<b>(442,128)</b>	<b>367,853</b>	<b>40,000</b>	<b>410,390</b>	<b>(290,800)</b>	

\* prepared in Spring 2020 and doesn't include Virtual Meeting or CE income.

# Attachment B

## American Fisheries Society

### Proposal for Structure and Responsibilities for Finance and Strategy Work Groups

Effective 9/2020 through 8/2021

August 2020

Purpose: To address the absence of specific groups dedicated to financial planning and strategy interpretation and also to enhance effectiveness of Society governance, the modification of the Investment Committee and the formation of the Strategic Evaluation Special Committee are proposed. These two committees would be actively pursued and evaluated for the first year and considered for reappointment or full committee status in subsequent years. Chairs of the Investment and Audit committees are supportive of this approach.

#### Financial Planning and Procedures Committee

*Note – this would be an expansion of the roles of the Investment Committee as an interim step to assess the effectiveness of this approach. If successful, the Investment Committee charge in the Rules and Procedures Manual would be revised to reflect these and other, to be determined, new roles. The Audit Committee would remain as an independent Committee for now with the possibility of it becoming part of the Financial Planning Committee after further evaluation.*

#### Purpose:

To act as a singular body to work with AFS staff in assessing and evaluating the financial position and future of the Society and provide advice and guidance to the Management Committee, Governing Board and AFS leadership on such matters. This committee will work with the Audit Committee and AFS Investment Advisors to develop and promulgate appropriate financial plans for the Society.

#### Duties:

1. To engage with AFS staff, investment advisors and others to provide review, recommendations, and evaluate progress of AFS finances
2. Review AFS Procedures and update as appropriate
3. Develop training for MC to ensure that they can fully handle their fiduciary role
4. Develop better tools for reporting on AFS finances to the MC/GB
5. Act somewhat as role of “AFS Treasurer” – Primary partner to AFS staff on receiving and assessing financial reports, etc.
6. Help facilitate program assessments
7. Help review new program proposals

#### Composition:

Potential leadership: under the direction of the 1<sup>st</sup> and 2<sup>nd</sup> vice president

Members: Investment Committee members, MC representatives, past presidents, members at large or unit past treasurers  
Staff liaison: Dan Cassidy

### Strategic Evaluation and Positioning Committee

Note: AFS does not have a standing committee on strategic planning but, rather, the President appoints a Special Committee on Strategic Planning on a roughly five-year cycle to assess and develop a new strategic plan for the society. This proposal would establish the predecessor of a possible standing committee that would annually (or regularly) track the status of work towards the Strategic Plan as well as to develop the plan when appropriate.

#### Purpose:

To provide leadership, guidance and to regularly evaluate the progress of AFS in achieving its strategic objectives. On a five-year cycle, or a time period determined to be appropriate, lead the development of a new strategic plan for the society.

#### Duties:

1. Regularly review the AFS Strategic Plan to assess progress (or lack), provide guidance on revising priorities, etc.
2. Act to assess future strategic opportunities (scanning the landscape) for AFS and provide guidance on how to proceed.
3. Help to define a process, tools, procedures for ensuring that AFS understands our current environment as well as assesses future trends. This could include working with committees, units and other governance groups developing surveys, focus groups, etc. that will enable AFS to accurately understand the strategic position of the society.
4. Help monitor performance against goals and reporting through the GBRT
5. Coordinate efforts with the Strategic Plan Committee

#### Composition:

Potential leadership: under the direction of the President-elect and past-president

Members: Division GB representatives, past presidents, members at large or unit past presidents

Staff liaisons: Doug Austen, Dan Cassidy

# Attachment C

## AFS Membership Committee Motion

**Motion:** Individual Member Dues Increase for 2021

**Date:** September 8, 2020

**Background:**

(Provided by Kerry Flaherty-Walia, co-chair and Justin VanDehey, co-chair AFS Membership Committee)

The Membership Committee requests the Governing Board consider a proposal to raise individual member dues for the 2021 calendar year. Recall, membership dues were last increased in 2018 and since then, membership has steadily risen, likely reflecting greater member value (with the addition of journals, webinars, new books and other programs) and the enhanced marketing and communications efforts by staff. With the forthcoming new job board, gray literature database, webinars, new book titles and more, there is a strong case for a dues increase. For 2018, AFS conducted an extensive campaign to solicit input from across the Society and promote the new rates and benefits. We anticipate a subtler approach for communicating a dues change, if approved. With the annual renewal process typical beginning in October, a decision is needed in early fall in order to allow time to adjust rates and communicate the changes.

**Proposals:**

- For 2021, increase regular member dues by \$5 and student, retired, early career, and lifetime member dues by \$2.
- For future years, allow AFS staff to propose bi-annual or annual dues adjustments up to the inflation rate determined by the target Consumer Price Index (CPI) per year for each member category listed above for approval by the Management Committee.

**History.** The 2017/18 journal publisher change provided AFS a unique opportunity to reconsider how members access certain benefits. For example, the publisher contract included new features such as the ability to offer members open journal access and access to other publisher publications. These new offerings along with other new member benefits (gray literature database, names of fishes, etc), spurred interest in evaluating dues rates, particularly since rates hadn't been adjusted in eight years. Furthermore, AFS was facing declining royalties from online subscriptions and higher costs from implementing Reno recommendations for new Editor in chief positions and new editorial staff, to name a few. These factors combined with noting how comparable rates for similar organizations were generally higher than AFS's rates, led AFS to evaluate and eventually pass dues adjustments for the 2018 member year. Since 2018, member rates have remained the same.

### Individual Member Dues Rates History

Category*	2000-2003	2004-2005	2006-2009	2010 - 2017	2018 - 2020	2021 (Proposed)
Regular**	\$76	\$76	\$76	\$80	\$95	\$100
Student	\$38	\$38	\$19	\$20	\$25	\$27
Retired	\$38	\$38	\$38	\$40	\$50	\$52
Early Career	n/a	\$38	\$38	\$40	\$50	\$52
Lifetime	\$1,736	\$1,737	\$1,737	\$1,737	\$1,737	\$1,739

\* Low and Middle Income Country not listed as no changes are proposed for that category.

\*\* In the years leading up to 2000, dues were increased by \$1 to \$2 per year for regular members.

### Membership Counts by Year

Member types	2016	2017	2018	2019	2020 YTD
Regular	3403	3469	3313	3470	3212
Early Career	895	1094	1043	996	918
Student	1515	1632	1664	1721	1336
Retired	363	383	423	440	467
Lifetime	760	759	758	761	768
Totals	6936	7337	7201	7388	6701

### Total Individual

Member Dues Revenue	\$359,000	\$378,000	\$436,000	\$454,000	\$456,000 (budget)
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### Budget Impact from 2021 Dues Increase

\$5 regular / \$2 all others = **\$23,038** of additional revenue

### Comparable Society Dues Rates

#### The Wildlife Society Dues Rates (2020)

- Regular (\$83 USD annually)**  
 Wildlife professionals and all others interested in supporting wildlife science, management and conservation.  
[Click here to join today!](#)
- New Professional (\$52 USD annually)**  
 Graduates of a full-time, college-level wildlife or directly-related curricula and who have less than three years employment experience in the wildlife profession.  
[Click here to join today!](#)
- Student (\$42-\$37 USD annually), Sponsored by the Boone and Crockett Club**  
 Full-time or part-time college students pursuing a career in wildlife conservation and management. Student membership may not exceed seven years.  
[Click here to join today!](#)
- Retired (\$42 USD annually)**  
 Individuals who are retired from full-time employment and have been a TWS member for 25 or more years.  
[Click here to join today!](#)
- Family (\$127 USD annually)**  
 Family Membership is available to any two wildlife professionals residing at the same address and includes a single copy of the magazine. **Both individuals must complete separate application forms that use the same address.** Only one dues payment is made. Mail both forms with payment. The household receives one copy of *The Wildlife Professional* (and digital access) through this membership.  
[Click here to join today!](#)

#### ESA Member Dues Rates (2020)

##### Membership pricing

##### 2020 Regular Membership

Annual Income	Dues
Under \$40,000	\$70
\$40,001 – \$60,000	\$108
\$60,001 – \$100,000	\$130
\$100,001 – \$150,000	\$160
Over \$150,001	\$185

##### Student Membership

\$37 – copy of valid student ID card required by email to the [ESA membership office](#). Please also inform us your anticipated degree (BA, MS, PhD, etc.) and anticipated degree year in the email.

##### Life Membership

\$2,750 – Enjoy lifetime membership benefits offered through the Society. Chapter and section memberships must be renewed on an annual basis.

##### Contributing Membership

\$300 – provides an additional level of annual support to ESA.

##### Developing Country Membership

Developing Country	Dues
Developing Country Student	\$23
Developing Country	\$57

Developing Country Memberships are available to individuals who are citizens of a developing country and currently residing in that country. For a list of developing countries, select the following link.

[Worldbank™ Country Classifications](#)

# Attachment D

## ACCOMPLISHMENTS REPORT

### 2019-2020 Executive Director Proposed Annual Work Plan

Submitted by AFS Executive Director Doug Austen but reflecting a compilation of work by all AFS staff

Submitted to AFS President Scott Bonar, the AFS Management Committee and the AFS Governing Board  
AFS 2020 Virtual Annual Meeting, September 2020

<b>Objective 1. Advance fisheries disciplines, conservation, and management</b>			
<i>Goal Summary</i>	<i>Specific Activities</i>	<i>Target or Goal</i>	<i>Accomplishments 2019-2020</i>
<b>Strategy 1.1</b> Annual Meeting Management, Coordination, and communications planning for the AFS150 <sup>th</sup> Meeting	<ol style="list-style-type: none"> <li>1. Work with Ohio Chapter and 150<sup>th</sup> Committee to deliver a well-managed, stimulating and profitable annual meeting in Columbus.</li> <li>2. Evaluate and incorporate review of financial targets and management for future annual meetings</li> <li>3. Help to establish the Meetings Oversight Committee and work with them to develop a work plan and initial set of activities. Rewrite AFS Procedures on meeting management.</li> <li>4. Sesquicentennial year-long events and Columbus celebration planned and ready to implement</li> <li>5. Launch of the nation-wide, multi-division Annual Meeting Sponsorship Committee</li> </ol>	<ol style="list-style-type: none"> <li>1. Meet the annual meeting financial and participation targets.</li> <li>2. Develop new revenue and profit goals including exploration of sponsorship options and other revenue sources.</li> <li>3. Implement approved recommendations of the MOC. Work with MOC to identify and address next round of key issues.</li> <li>4. Using efforts and larger pool for sponsors and fundraisers to help Annual Meeting meet its sponsorship goal.</li> </ol>	<ol style="list-style-type: none"> <li>1. Transitioned annual meeting to virtual including full revision to registration rates, sponsorship, design, and inclusion of new activities.</li> <li>2. Sponsorship coordination continues to evolve under the new division net revenue share model. Committee charter in place.</li> <li>3. Meetings Oversight Committee has been successfully implemented under leadership of Dave Ward. Primary recommendations for annual meeting location process were revised based upon staff comments and adopted by the Governing Board at Reno meeting.</li> <li>4. 150<sup>th</sup> events continue to be rolled out with highly successful series of articles I Fisheries, year-long social media</li> </ol>

			presence, and transition of activities from Columbus to Baltimore  5. Working on developing a national committee with reps from each division for program and fundraising.
	1. Fully developed communication plan integrated with work of the 150 <sup>th</sup> planning Committee and the Columbus planning team.	1. Basic framework and concepts developed with significant activities (e.g. video or book) with scoping documents available at AC meeting. 2. Continue efforts to explore AFS branding in conjunction with the 150 <sup>th</sup> anniversary	1. 150 <sup>th</sup> planning committee in conjunction with Beth Beard, Peter Turcik and others have continued to push sesquicentennial information through all AFS sources
<b>Strategy 1.2</b> Hold events to encourage stewardship of fisheries resources; engage with various fisheries disciplines and educators to increase impact	1. Further develop TIA partnership and engage chapters with TU and IWL to create opportunities for initial program pilot efforts  2. Develop concept paper for a 1-2 day topical event in D.C. focusing on a critical fisheries issues with policy-science interface. Event should result in a high-level report or synthesis paper, possibly invitation only, in partnership with appropriate other NGO's, foundations, or agencies	1. Continue to be engaged with TIA Alliance.  2. Concept paper developed and submitted to AFS leadership for discussion	1. Most of TIA plans to certify teacher under the pilot program for 2020 were put on hold due to Covid-19 issues. <a href="https://www.tu.org/conservation/outreach-education/headwaters-youth-program/explore-watersheds/sosclub/">https://www.tu.org/conservation/outreach-education/headwaters-youth-program/explore-watersheds/sosclub/</a>  2. AFS engaged as full partner in the development of a National Fisheries Summit being led and designed by federal agencies to develop collective vision for fisheries challenges and opportunities. No additional work on the 1-2-day D.C. based event
<b>Strategy 1.3</b> Foster use of standards/best practices for fisheries conservation and management	1. Work to successfully fund the 2nd part of the Standard Sampling book. 2. Work to successfully fund MSCG proposal for Blue Book fish health diagnostics		Both projects are moving forward with AFS successful recipient of funds for both projects. AFS submitted two proposals and partnered on two additional proposals for 2021 MSCG funding cycle

**Objective 2. Develop Fisheries Professionals**

<i>Goal Summary</i>	<i>Specific Activities</i>	<i>Target or Goal</i>	<i>Accomplishments 2019-2020</i>
<b>Strategy 2.1</b> Provide continuing education by offering training and courses at affordable prices for AFS members	1. Work with CE Committee to develop a long-term vision for CE (see charge letter to CE Chair) throughout AFS and in relation to other providers (e.g. NCTC, universities, MAT)	Develop a work plan for reviewing CE and creating new vision. Present general charge and approach at mid-year GB meeting. Provide full report and recommendations at Columbus meeting. <i>(note that this exercise may incorporate part of all of #2 and #3 below)</i>	CE committee has expanded their vision of CE to reflect full society approach but no accomplishments on developing a society-wide plan. Work with NCTC placed on hold due to Covid-19 issues.
	2. Support for working group (possible Special Committee or assignment to CE committee) on CE “success skills” course development.	Establish Special Committee and provide support as needed.	No action
	3. AFS SP35 CE course. Have fully developed and available, the distance learning course for AFS Special Publication 35	By July 1, 2020 have course available to users.	On hold due to Covid-19 issues
	4. Work with AFS leadership to explore the development of a substantial Leadership Academy program for AFS members.	Concept paper to AFS leadership by mid-year GB meeting	No action
<b>Strategy 2.2</b> Promote the fisheries sciences professional certification program	Develop and implement survey or other tool to assess status, utilization, and possible future needs of certification program.	Initial update at mid-year GB meeting. Due to staff time commitments, full assessment may not be completed until 2020 unless volunteer committee can manage process.	Survey questions (largely demographic questions) were sent to 2019 certification recipients and this will be done at the end of 2020 as well. Initial contact was made to committee regarding a more detailed survey. Follow up is needed.
	Need to improve automation and business process of certification to reduce management time.	Assessment of processes completed by June 1, 2020. Recommendations to be implemented as appropriate from that point forward.	Initial conversations regarding automation via iMIS showed there may not be a solution in the existing system. Follow up conversations are needed to determine if other alternatives should be explored.
<b>Strategy 2.3.</b> Utilize novel techniques to encourage greater participation in annual and other meetings	Utilize engagement tracking functionality in iMIS.		Full transition to virtual annual meeting for 2020 is forcing the development of new approaches for remote engagement. Successful implementation of virtual spring AFS meeting allowed AFS to test out and implement some virtual approaches. With

			over 1,000 unique attendees, the virtual meeting was wonderful success.
<b>Objective 3. Communicate the importance of both the science and the value of fisheries discipline</b>			
<b>Goal Summary</b>	<b>Specific Activities</b>	<b>Target or Goal</b>	<b>Accomplishments 2019-2020</b>
<b>Strategy 3.1</b> Develop products and online resources to promote the value of fisheries sciences, aquatic habitat and other fisheries disciplines through a web site redesign	Determine website upgrade needs to address WordPress Gutenberg release. Make updates as needed.	Work with ESAB to develop assessment of AFS web site. Present assessment at mid-year GB meeting with possible upgrade approaches. Based upon assessment, develop RFP for design and coding work. Have full proposal with budget for review and approval at Columbus meeting	Gutenberg upgrade not needed due to delays in implementation and modifications to requirements. No work yet on the total AFS website upgrade.
<b>Strategy 3.2</b> Strengthen relationships and partnerships with other professional societies, etc. Develop collaborative projects and programs with like organizations	Build new cooperative agreements or other partnership agreements with organizations with shared interests and goals.	<ol style="list-style-type: none"> <li>1. Develop new agreement with USGS and renew expired agreements as needed (e.g. BLM)</li> <li>2. Identify at least one new federal agency to develop cooperative agreement</li> </ol>	<ol style="list-style-type: none"> <li>1. Have near final draft of MOU with National Association of University Fish and Wildlife Programs. Anticipate final approval in fall 2020</li> <li>2. In process of new MOU with USGS</li> <li>3. Completed new agreement with NOAA</li> <li>4. Provided support for the development of the Climate Statement by AFS and the World Aquatic Societies.</li> </ol>
	Expand WCFS funding and programming to make the Council more effective and expand partnership. Explore with AFS leadership submitting a bid for hosting WFC2024	<ol style="list-style-type: none"> <li>1. Build new partnership and identify potential WCFS members.</li> <li>2. Complete new budget, dues formula, and improve financial management of WCFS</li> <li>3. By or at Reno have decision on WFC2024</li> </ol>	Little action with WCFS due to Covid-19 and postponement of WFC2020 from October 2020 to September 2021
	CASS support and JASM-2	Complete RFP process for JASM-2 and successfully select and contract meeting location	Full planning process for JASM2 underway with a meeting planning team well developed and very active. Contracts in place, meeting design moving forward, logo developed and much more.

<b>Strategy 3.3</b> Publish high-quality technical journals, books, and proceedings on recent advances, reviews, and synthesis of fisheries topics	1. Complete work of Books Special Committee  2. Solicit new titles and expand book authorship by AFS Sections and others  3. Update AFS Online Bookstore.	1. Complete report and provide recommendations at mid-year meeting (Little Rock) 2. Develop new books brochure targeted to authors. Work with AFS Sections and others to identify and nurture book proposals. 3. Develop RFP for design and coding. Work with ESAB and MC/GB to obtain approval for use of Publications funds possibly without repayment or by restarting the additional book charge that built the fund.	1. Books special committee report completed and accepted. 2. Development of a contract for assigning DOI's to all AFS books. Work to begin in September 2020. 3. Completed transition of six books to e-book format as test of contractor performance and customer interest. 4. Development of book PDF subscription program completed, and three purchase contracts completed. 5. Bookstore responsiveness improved due to placement on different server. 6. Developed and printed new books brochure targeted at authors.
	Increase Journals Impact Factor or other relevant indicators of journal value or importance.	Work with Wiley, EICs, CASS, etc. to expand subscribers and impact factor	Too early to determine if EIC and other journal improvements have resulted in IF improvement
	Gray Literature Clearinghouse – finish development of initial phase to prove concept. Seek funds for continuation of program	Successfully complete MSCG funded project for clearinghouse and populate system with state agency documents where feasible and within limits of funding. Develop proposal for MSCG funding or other sources for maintenance and expansion of program.	Gray Literature Clearinghouse successfully developed and online with over 3,000 records ( <a href="https://graylitreports.fisheries.org/">https://graylitreports.fisheries.org/</a> ) Proposal submitted to MSCG for funding in the 2021 year.
<b>Strategy 3.4</b> Develop and disseminate science-based communications	Expand AFS policy advocacy efforts through training of AFS members at unit level and work with them to be actively involved in key AFS relevant issues	1. Deliver at least one national webinar on policy engagement. 2. Develop and deliver at least one live training program in policy engagement.	1. Marine Aquaculture science and policy recommendations

materials that reflect AFS’s mission to share its collective expertise with political leaders, decision-makers, educators, stakeholders and the public			
<b>Strategy 3.5</b> Advance AFS’s promotion of scientific research and sustainable fisheries management by expanding science communication knowledge and skills			<ol style="list-style-type: none"> <li>1. Communications training established for AFS 2020 Virtual Annual Meeting.</li> <li>2. Funding successfully obtained as part of NOAA grant to develop “Climate Ambassadors” program based on communications training on climate change message.</li> <li>3. Developed and submitted MSCG proposal on climate communications.</li> </ol>

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

<i>Goal Summary</i>	<i>Specific Activities</i>	<i>Target or Goal</i>	<i>Accomplishments 2019-2020</i>
<b>Strategy 4.1.</b> Develop/maintain process and practices to promote diversity within the Society and the fisheries profession	Develop pilot program of Hutton university partnership. Complete a review of Hutton Program impacts; further develop funding options; further develop pipeline concept by connections with universities and potential internship employers	<ol style="list-style-type: none"> <li>1. Fully develop pilot program with Virginia Tech and possible other partners. Implement in summer 2020.</li> <li>2. Develop proposal for review of Hutton program.</li> </ol>	<ol style="list-style-type: none"> <li>1. VT program designed but postponed due to Covid-19. Plan is to deliver in 2021.</li> <li>2. Substantial Diversity symposium at AFS VAM</li> </ol>
	Support Equal Opportunities Section (EOS) and others to continue work of Diversity Joint Venture (DJV) and enhance diversity efforts of AFS	Participate in DJV meetings when possible; link Hutton program to other DJV partner programs to provide for pathway to college programs and internships for Hutton scholars	<ol style="list-style-type: none"> <li>3. DJV meetings have been postponed, due to a current vacancy in the coordinator position.</li> </ol>
<b>Strategy 4.2</b>	<ol style="list-style-type: none"> <li>1. High School Membership category development. Development of working group</li> </ol>	<ol style="list-style-type: none"> <li>1. Establish working group and have first session by end of 2019. Develop initial set</li> </ol>	<ol style="list-style-type: none"> <li>1. High School membership program working team identified but no report</li> </ol>

Enhance participation of all groups in AFS to enhance recruitment, retention and reactivation, and develop future AFS leaders	<p>to craft membership benefits, programs and resources for HS members</p> <ol style="list-style-type: none"> <li>2. Re-design Organizational Membership categories to better address needs of potential members. Review and seek approval of Strategic Partners Program (SPP)</li> <li>3. Continue to improve member on-boarding and refine the member renewal process</li> </ol>	<p>of concept for discussion at mid-year GB meeting. Work with TIA to initiate at least pilot HS program in select Virginia high school(s)</p> <ol style="list-style-type: none"> <li>2. Propose SPP at Reno, refine over fall and seek full approval for implementation in 2020.</li> <li>3. Create/revise content for new member welcome for 2020 renewal period</li> </ol>	<p>or recommendations available at time of this review.</p> <ol style="list-style-type: none"> <li>2. Strategic Partners Program (SPP) fully developed and ready for implementation for the 2021 membership year.</li> <li>3. New renewal process allowing members to change membership types and add/delete units membership.</li> </ol>
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**Objective 5. Provide effective governance of AFS and high-quality service to AFS members**

<i>Goal Summary</i>	<i>Specific Activities</i>	<i>Target or Goal</i>	<i>Accomplishments 2019-2020</i>
<p><b>Strategy 5.1</b> Practice transparent “good governance” through elections, planning, sound financial management of assets, revenues, and expenses and periodical review of governing documents</p>	AFS financial health	<ol style="list-style-type: none"> <li>1. Complete balanced budget in 2019; implement practices and programs to return to revenue positive budget in 2020.</li> <li>2. Review and update Investment Committee role and relevant AFS Procedures to more effectively engage IC and Audit Committee in AFS financial management. Propose changes at mid-year GB meeting</li> </ol>	<ol style="list-style-type: none"> <li>1. Ended CY2019 with a positive budget partially as a result of a strong Reno annual meeting but also due to cost reduction measures.</li> <li>2. Received CARES Act Paycheck Protection Program loan for \$381,000 with anticipated minor payback obligation.</li> <li>3. Investment and Audit Committees working on updating AFS financial policies with expected completion through the 2020-2021 AFS year.</li> </ol>
	Development program maturation	Support and expand AFS Development activities through application of fundraising cycle (identification, cultivation, solicitation, stewardship) to result in new and expanded support	Completion and implementation of the Strategic Partners Program (SPP) completely revisions AFS institutional support programs. Full deployment had begun with SPP officially starting with the new 2021 calendar year.

	Support of AFS Officers, MC, and GB activities	Complete Governing Board report submission tool and develop strong Officer retreat agenda and mid-year GB program.	All MC/GB and Officer meetings were completed throughout the year with a significant mid-year meeting in Little Rock resulting in development of key program activities on climate change and policy efforts.
<b>Strategy 5.2</b> Recognize achievements and contributions of members, partners, and Units through awards.	Redesign the management of certificates for the awards program in order to reduce staff time, improve efficiency and provide units with automated system.	Evaluate and propose options by April 1, 2020	Staff has proposed to eliminate unit certificate creation/fulfillment by the national office. Online resources will be made available for units to create their own branded certificates. The next steps would be to determine if further action is needed by AFS leadership.
<b>Strategy 5.3</b> Evaluate opportunities for ensuring financial stability	Implement the proposal for the Annual Meeting Sponsorship Program to replace individual meeting fundraising committees	Draft a Meeting Sponsorship Committee Charter and recruit broad representation from LAC, divisions and at-large members reflecting new revenue sharing model	Only partially developed with establishment of Division representatives on the Annual Meeting Sponsorship Committee
<b>Strategy 5.4</b> Use best available techniques such as surveys, focus groups, social media and other means to determine and respond to the needs, interests and opinions of AFS members	Work with Meetings Oversight Committee to develop improved and standardized annual meeting survey with implementation at Columbus	Have draft survey by May 1, 2020 with final survey completed by August 1, 2020 for implementation at Columbus	MOC completed work on Diversity and Inclusion survey for annual meetings that will result in important improvements beginning with the 2021 Baltimore meeting.

# Attachment E

**MOTION:** That the AFS Rules (Section 14. Standing Committees) be amended to designate Climate Change as a Standing Committee of the American Fisheries Society.

***Wording to be inserted in AFS Rules, Section 14. Standing Committees:***

CLIMATE CHANGE COMMITTEE provides leadership and oversight for AFS communications, outreach, policy, programs, and activities related to the effects of climate change on fisheries and other aquatic resources.

**BACKGROUND:**

1. As a professional society, AFS has been at the forefront of climate science for over 40 years. Some of the early work on climate change impacts on fisheries and aquatic systems was presented at AFS meetings and printed in AFS books and journals.
2. A Special Committee on Climate Change was designated by AFS President Scott Bonar with three working subcommittees (Science, Policy, and Communications). These committees have provided highly valuable service in further developing actions for AFS on climate change.
3. AFS has led an international effort to develop a statement by the world's fisheries and aquatic societies on climate change. This has been endorsed by over 100 societies from throughout the world.
4. AFS and its members have clearly recognized that climate change will impact our fisheries and aquatic resources for decades to come if not in perpetuity. The need to fully engage the Society in addressing this issue is paramount and requires a formal body to focus efforts of members and staff.
5. The Standing Committee on Climate Change would serve several ongoing roles:
  - Develop training, symposiums, workshop, and other events to bring together experts and the membership to advance work on climate change.
  - Develop communications tools, outreach efforts, and other activities to help appropriate audiences understand the effects of climate change.
  - Produce regular communication with AFS members and others describing climate change activities within AFS by including article in AFS publications, use of AFS social media channels and other means as appropriate.
  - Develop partnerships with organizations to enhance our collective ability to engage in and support science, communications, policy, outreach and other efforts to advance work on climate change issues.
  - Assess the state of ongoing AFS programs on climate change to determine effectiveness and to offer recommendations for program improvement and for additional new programs.
  - Work with staff, AFS members and others to obtain funding to support climate change efforts through proposal writing, engaging with foundations and other funding sources, working with AFS Development staff, and other activities as appropriate.

**PROCEDURE:**

1. Creation of a new Standing Committee requires amendment of the AFS Rules.

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2. The Rules may be amended by a simple majority of Active Members voting at an annual or special Society meeting.

# Attachment F



North Central Division  
of the  
American Fisheries Society  
Walleye Technical Committee



Proposal for deferment of \$5,000 in NAJFM costs associated with publishing upcoming 2021 Midwest Fish & Wildlife Conference Walleye Technical Committee Symposium Papers

August 27, 2020

To The American Fisheries Society's Management Committee and Governing Board members:

The Walleye Technical Committee (WTC) of the North Central Division (NCD) of the American Fisheries Society is currently organizing a symposium at the upcoming 2021 Midwest Fish and Wildlife Conference in Saint Paul, MN. The symposium, entitled "Effects of System Change on North American Percid Populations," is identified as Symposium 3 on the meeting website:

<http://www.midwestfw.org/html/2021symposia.shtml>. As part of the symposium, the WTC will be selecting choice papers for publication in an issue of North American Journal of Fisheries Management (NAJFM). Dr. Daniel Isermann, fellow WTC member and editor within NAJFM, will be leading our publication effort.

We're excited about what this symposium effort might yield with respect to the advancement of fisheries science and management surrounding our highly-valued Percid fisheries across North America. Potential symposium contributions are anticipated to highlight emerging research, management strategies, and challenges facing some of North America's premier Percid resources (e.g. Lake Erie, Saginaw Bay, Green Bay, Lake Winnipeg, Mille Lacs, and more).

The WTC has been working on this effort additionally behind the scenes by actively reaching out to potential paper contributors, while initiating in efforts to assist with covering the associated symposium publication costs. At present time, we anticipate the potential of publishing 15 peer-reviewed papers (or more) at an estimated NAJFM publishing cost of \$30,000 or more.

We, as members of the WTC, are asking for your consideration to support our symposium publication efforts by considering approval of a \$5,000 deferment in the associated publishing costs.

We thank you for your time and consideration to support this important endeavor to advance our understanding and management Percid populations.

Sincerely,

Lawrence Eslinger (current WTC chair), on behalf of the entire NCD AFS Walleye Technical Committee

# Attachment G

Proposed Motion for AFS Membership Vote:

Establish a Cooperative Research with Stakeholders Section (CRSS) of the American Fisheries Society.

Background: The purpose of the new section is to advance the Society's promotion of scientific research and sustainable management of fisheries resources by encouraging and facilitating research partnerships among scientists, stakeholders, and resource users, especially commercial fishermen/harvesters and recreational anglers. Specifically, the CRSS will undertake a variety of important activities that currently are not the primary focus of other Society sections, including:

- Supporting on a regular basis innovative annual meeting symposium topics and formats, including panel discussions, to raise the profile of scientists and stakeholders involved in cooperative research, increase general awareness of such research, and share lessons regarding cooperative research successes and challenges.
- Promoting the integration of fisheries science information end users (including managers and stock assessment biologists) into cooperative research endeavors to ensure research project success and greater understanding of scientific processes (including stock assessments) among stakeholders.
- Supporting annual meeting attendance and Society membership for fishermen, anglers, and other collaborative research stakeholders.
- Partnering with other Society sections to ensure that various aspects of cooperative research are highlighted and enhanced.
- Developing blogs, webinars, workshops, and continuing education courses to further the objectives of the CRSS.
- Leveraging resources from industry partners to increase a greater variety of stakeholder involvement at annual meetings.
- Expanding Society membership diversity by exploring additional membership levels for fishery stakeholders including fishermen and anglers.

The section will be open to all active members of AFS.

Establishment of a new section of the American Fisheries Society necessitates an amendment to the existing AFS Rules, which requires approval by a simple majority of AFS members. The AFS Management Committee and AFS Governing Board have approved the proposed bylaws for the new section (attached), and AFS Headquarters has certified a petition of more than 100 signatures of AFS members in good standing.