**Draft 2016 Annual Work Plan**

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Submitted to AFS President Ron Essig and

the AFS Management Committee on August 14, 2015

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| **Goal Summary** | **Specific Activities** | **Resource Needs, Committee or Other Involvement** | **Target or goal** |
| **Science Goal:** *(Advance and promote fisheries, aquaculture, and aquatic sciences).* |
| Annual Meeting Management | 1. Need to finalize transitional responsibility chart with KC and continually adjust for future meetings.
2. Re-align AFS staff responsibilities for supporting AFS meeting with particular emphasis on finance, information management, program, and scheduling.
3. Expand annual meeting podcasts and develop pricing and marketing of podcasts.
 |  | * Meet financial target for Kansas City meeting
* Increase podcasting of KC meeting from what was accomplished in Portland with goal of 1/3 to ½ of sessions podcast.
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| Review and enhancement of ***Fisheries*** magazine | 1. Continue to identify key synthesis article and theme issue topics as well as annual meeting synopses in ***Fisheries***
2. Fully incorporate PCG recommendations as allowed by resources
 |  | * At least two thematic issues of *Fisheries* published
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| Explore open access joint journal with TWS | Work with POC and TWS to evaluate potential or open access journal | POC and President Essig to take lead. | * Support POC and AFS leadership in developing concept document and evaluation report.
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| **Education Goal**: *(Support education and professional development in fisheries, aquaculture, and aquatic sciences).* |
| CE @ annual meeting  | Develop full slate of high quality Kansas City CE classes | CE committee and KC host team be involved to support AFS CE staff | At least 8 courses successfully offered at KC annual meeting |
| CE Distance Learning offerings | Continue to expand CE distance learning offerings | Acquisition of needed technology required. Support of CE committee needed. | At least one full CE course provided using distance learning technology |
| Education subgoal: Certification Program |
| Certification program assessment to better understand and document utilization and value certification | Certification assessment tool developed by Gail (Survey Monkey) but not deployed. Findings of survey can be used for improve and market certification program. | Gail Goldberg available to assist on with survey on contractual hourly basis as needed. Full engagement of Certification Committee is needed with survey and analysis. | Complete survey and provide report to CE committee and AFS leadership |
| Re-engineering of administrative aspects of certification program | Need to improve automation and business process of certification to reduce management time. | Will require integration with iMIS and possible other technology acquisition. |  |
| **Communication Goal**: *(Disseminate fisheries science information).*  |
| Science-Policy engagement | Expand policy reviews and utilize a variety of media outlets to convey science on policy issues, including potential OpEd development for national media  |  |  |
| Social media | Incorporate PCG recommendations with regard to establishing guidelines for each media type. Continue to expand social media presence of AFS |  | 1. Completed social media guidelines
2. Expanded number of social media engagements
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| Implementation of PCG recommendations | Continue to implement PCG recommendations in a prioritized basis utilizing GB/MC guidance | Needs will vary with recommendation | Utilize metrics provided by PCG and refine or develop additional metrics as appropriate |
| **Networking Goal**: *(Provide fora and networks to promote interaction among fisheries professionals and students).*  |
| Continue to expand AFS partnership efforts with other organizations | Expanded partnership with TRCP, in process of completing new cooperative agreements with USGS and USFWS. AFS joined CASS and has been participating regularly in coordination calls. Host 3nd Fisheries Leadership Dialogue | Expand fisheries leadership dialogue events and TRCP involvement. | Add at least two new cooperative agreements or significant partner engagements. |
| World Fisheries Congress | 8th WFC to be held in Busan, S. Korea in May 2016. Support program chair Donna Parrish and work with organizers to provide AFS support. |  |  |
| World Council of Fisheries Societies (WCFS) | 1. Manage process of selection of location and host for 2020 WFC.
2. Re-engage WCFS partners in reviewing and implementing strategic plan and related activities.
3. Improve administration of WCFS including completion of new web site, dues collection, more frequent communication among WCFS partners
 | Will propose that part-time AFS staff be engaged to support WCFS |  |
| **Advocacy Goal**: *(Promote the fisheries profession and support evidence-based decision making for the conservation, development, and sustainable use of fisheries resources and aquatic ecosystems).*  |
| Congressional briefings | Identify appropriate topics and successfully accomplish events. Work with new federal partners (USGS and USFWS) to finalize Cooperative Agreements for support of briefings |  | Meet obligations of the various cooperative agreements |
| Policy revisions | Develop timeline for review and revision of existing policies and advance effort to complete updates | RPC involvement. Funding needed for Policy Fellows. |  |
| Fully develop the AFS Policy Fellows Program | Expand funding for policy program in 2016 |  | Hire at least one policy fellow and two interns. |
| **Governance Goal**: *(Practice good governance of the Society and its member units).* |
| Development program | Staff and launch AFS development program with goal of $100,000 in new funds in CY2016 |  | $100,000 in new funds for AFS |
| Complete review and revision of the AFS Investment Policy | Investment committee convened but activities not completed (see report to Governing Board) | AFS Investment Committee will be fully engaged in completing this revision. |  |
| Evaluate performance of all AFS contractors | Initial discussions on contracts but no formal reviews completed. | Work with Audit Committee to develop new specifications for audit contractor and determine if new bid process is needed. Define review process for all other contracts to sequence re-bids over time. |  |
| Support of AFS Officers, MC, and GB activities | Improve quality and timeliness of support for various AFS leadership activities such as: minutes of meetings, submission of GB reports,  |  | 1. Provide to President, complete and accurate minutes of monthly MC calls within 7 days.
2. Provide to President complete and accurate minutes of Governing Board meetings within 30 days.
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| Marketing AFS membership  | Develop new programs and content to expand AFS membership including, but not limited to, working with chapters to move more affiliates into AFS membership status. |  | 10% increase in total member numbers for AFS in 2016 over 2015 |