

<b>No. 45</b>	<b>Membership Committee</b>	<b>Donna L. Parrish</b>
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TO: **John Boreman**, President  
 FROM: Donna L. Parrish, Membership Committee, Chair  
 DATE: 7 August 2013

### **I. Motion Report –**

(A.1) Recommended Motion: The Membership Committee requests that the AFS Governing Board support establishing a Young Professionals Mentorship Program fund and that the Society contributes up to \$2,000 annually to this fund. If established, up to four candidates would be selected to receive up to \$500 each to support travel expenses associated with coming to the annual AFS meeting 2–3 days early to attend the Governing Board Retreat, Governing Board Meeting, and AFS Leadership Workshop.

(B.1) Minority View: None

(C.1) Background for Motion: The Membership Committee is currently responsible for the Young Professionals Mentorship Program, but see Motion A.2. To date, there have been two Program cohorts. Currently, there is no dedicated funding to support this Program. At the urging of an AFS Officer, financial support (i.e., \$500 per candidate) for these cohorts previously came from funds in the Past President’s Advisory Council.

The purpose of the Program is to develop future leaders of the Society, and the fisheries profession as a whole, by providing an opportunity to selected candidates to participate for one year in activities of the AFS Governing Board. Participants in the program are selected based on their level of involvement in AFS, as well as their potential for assuming leadership of AFS units in the future. A candidate must be an AFS member in good standing and be supported in writing by an AFS member in good standing who has held or is holding a leadership position in AFS. Priority will be given to those in the young professional category, however, advanced graduate students and members a few years (i.e., 3–4) removed from this category will be considered. All candidates will initially be deemed either qualified or not qualified by the chair of the Membership Committee. Qualified Candidates will be ranked based on demonstrated history of active involvement in AFS and strength of their letter of support, and up to four will be selected for financial assistance.

The Governing Board is responsible for naming a member of the board to serve as a mentor for each selected candidate. A selected candidate’s obligations include (a)

attending the Governing Board meeting and retreat, and AFS leadership training session(s) immediately prior to the annual meeting, (b) attend as many other sessions as possible at the annual meeting associated with the Governing Board (e.g., Management Committee meeting, Incoming Governing Board Breakfast) and other meetings (e.g., Journal Editors meeting, Fisheries Science Editor breakfast), (c) potentially participate in monthly conference calls of the Management Committee, and (d) prepare a report to the Governing Board prior to the following year's annual meeting that summarizes her/his experience as a Young Professionals Mentee during the past year and provides recommendations for improving the program.

It is crucial for AFS to support developing young professionals so that they are better suited to assume Unit leadership roles and ultimately be involved in the governance of the Society. Establishing a stable source of funding to support travel for up to four candidates will allow the Young Professionals Mentorship Program to continue.

(A.2) Recommended Motion: The Membership Committee requests that the AFS Governing Board support moving the responsibilities of administering the Young Professionals Mentorship Program to a subcommittee of the Awards Committee, which will be responsible for administering mentorship awards for the Hutton and the YPM awardees.

(B.2) Minority View: Most of the committee supports the establishment of a new Awards subcommittee. However, if the motion does not pass we would want some other entity (e.g., the Management Committee) to administer the YPM program.

(C.2) Background for Motion: The AFS Membership Committee was designated as the home of the Young Professionals Mentorship Program several years ago as a default. It is our opinion that the Membership Committee is not a good home for the YPM Program because this is not a membership issue. We recommend that the Governing Board assign a new mentorship committee with the responsibility for administering mentorship programs (e.g., the YPM and Hutton programs). An important consideration for this subcommittee is that the mentoring program needs AFS staff support to be successful.

(A.3) Recommended Motion: The Membership Committee requests that the AFS Governing Board support combining the Membership and Membership Concerns committees.

(B.3) Minority View: There is a concern that the Membership Concerns committee was not consulted about the merger of the committee until very recently. Some think combining the committees will create substantially more work for the new

committee and that designated AFS staff support would be required for the new committee to function successfully.

(C.3) Background for Motion: See attached document (AFS Procedures Membership Committee changes 2013.docx).

## **II. Activity Report**

(A) The Membership Committee (Jim Bowker, John Cooper, Ron Essig, Julie Defilippi, Steve Lochmann, Hilda Sexauer, Doug Workman, and Donna Parrish) focus has been on updating, enhancing, and addressing who should administer the YPM program in the future. We also reviewed and support a draft motion to combine the Membership and Membership Concerns committees.

(B) Recommendations or Suggestions for Future Consideration. We recommend that the Governing Board support combining the Membership and Membership Concerns committees and change the composition of the committee to support continuity through two-year staggered terms. The chair would be a person whose major interest and service responsibility to AFS is this committee during her/his term.

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