

No. 58	Hutton Junior Fisheries Biology Program Committee	Cindy A. Williams
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American Fisheries Society

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

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Executive Director

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TO: **John Boreman**, President
FROM: Cindy A. Williams, Chair, Hutton Committee
DATE: July 17, 2013

I. Motion Report – (2 pages max)

(A) Recommended Motion: Change the Hutton Committee from a Special Committee to a Standing Committee

(B) Minority View: None.

(C) Background for Motion: Special Committees are intended to be temporary, only serving to accomplish a task prior to being dissolved. Standing Committees, on the other hand, are considered a permanent part of an organization and, as such, are listed in the AFS Constitution. The Hutton Committee has been a Special Committee for over 10 years; arguably well past the timeframe needed to accomplish the task of organize the Hutton Program. The Hutton Committee has been acting as a Standing Committee for a number of years and they have fulfilled this unofficial role by helping the President and Governing Board conduct AFS affairs.

By establishing the Hutton Committee as a new Standing Committee, we will not only be following protocol, but also be asserting the commitment of AFS to this program. We are hopeful that this commitment will lead to increased staff support and partnership funding.

As more emphasis has been placed on diversity throughout employing agencies, we believe AFS members fully recognize the need to attract skilled scientists of diverse backgrounds. The Hutton Program is one of the best ways to encourage young

people to explore Fisheries as a profession and the Committee overseeing the program should be memorialized as a permanent part of AFS.

II. Activity Report (5 pages max)

(A) Summary of Outcomes and Accomplishments Organized by Focus Area in Strategic Plan.

Goal 1: Global Fisheries Leadership

Objective 1.2. Increase science-based fisheries conservation by increasing interactions with AFS members and government policy makers.

The Hutton Committee Chair and several Committee members have continued to follow 3 Strategies from the Strategic Plan to benefit AFS and the Hutton Committee. Contributions to the Hutton Junior Fisheries Biology Program have been declining the last few years as state and federal budgets have continued to decline. The Chair and members were not successful in establishing a funding mechanism with the US Fish and Wildlife Service (Service) due to significant internal changes within the Service's Fisheries Program Leadership and significant cuts to the Program at the national level. However, we are hopeful things are improving and plan to work with the new Assistant Director with assistance from other branches of Headquarters staff. Committee member Amy Unthank, US Forest Service has also continued to work toward securing funding from the Forest Service, and is assisting the Chair in approaching other agencies.

Goal 2: Education/Continuing Education

Objective 3.2. Enhance participation of students and professionals at all levels of the society to assure recruitment, retention, and leadership development into the future.

The Hutton Committee has created and implemented a policy to invite a former Hutton Scholar from the local area wherever the Annual Meeting will be held to participate with the Hutton Committee during the Annual Meeting and serve as an honorary member of the Committee for the year. Ms. Kathryn Winkler, Hutton staff, is responsible for identifying the Hutton Alumni to participate in the Annual Meeting. Several former Hutton scholars are currently attending the University of Arkansas at Pine Bluff, and Steve Lochmann has promised two Hutton Alumni would attend, including Ms. Sunflower Wilson, who will be the non-voting HOC Member at the meeting

Goal 2: Education/Continuing Education

Strategy 3. Promote and encourage academic excellence, public leadership, and youth development in fisheries through science programs at all educational levels.

While Hutton applicants are scored based upon several criteria, including GPA, there have been several cases where the Committee selected minority applicants with low GPAs and paired them with exceptional Hutton mentors, such as Scot Gilmore (CO Division of Wildlife), who was able to work with lower achieving students and encourage them to pursue a college education. Ms. Winkler pointed out we could print Hutton materials in native language and foster an affinity with guest speakers would be additional ways to reach out to minority students. Currently, Ms. Winkler is having the brochure translated in to Spanish.

In 2012, the Committee selected 2 non-minority males for the first time since the Committee was established, due to the extremely low total scores of the minority candidates. This year, the Committee struggled with the best method for selecting applicants to meet the intent of the Hutton Program. Typically, the highest total scores are from Non-minority females, followed by Non-minority males, Minority females, and Minority males. This year, minority scores were higher. The Committee discussed how minority students often struggle with grades and GPA for a plethora of reasons, and therefore decided to conduct an experiment for the class of 2013. The Committee decided to award scholarships to all minority applicants with a total score of 3.0 and higher. A total of 61 applicants competed for the 25 scholarships available. The Committee awarded scholarships to all 7 minority male applicants, 12 of the 13 minority female applicants, 5 (of 29) non-minority females, and 1 (of 12) non-minority male. Feedback from mentors will confirm the success of this strategy for attracting diverse students to the Fisheries Profession.

ASF Hutton Committee staff member, Ms. Kathryn Winkler contacted all of the scholars who were selected. One declined the scholarship, and one could not be matched with a mentor. The final demographic breakdown for Hutton Class of 2013 is as follows:

Minority females	11
Minority males	4
Non-minority females	8
Non-minority males	2
Total:	25 scholarships awarded

These two scenarios demonstrate a dichotomy of actions taken by the Committee, both with the intent of implementing the Goals and Objectives of the Strategic Plan, and meeting the purpose, goals, and intent for the Hutton Program. The Committee members used their best professional judgment to address each incidence and will continue to do so in the future, taking in to account the data from applicants for each year. The Committee is committed to expanding outreach efforts to minority school systems to encourage minority applicants to the scholarship program, and recognizes attendance at AFS meetings may not be a good representation of the diversity of the Society.

Goal 3: Value of Membership

AFS will serve its members and fisheries, aquaculture, and aquatic science constituencies to fulfill the mission of the Society.

Objective 3.3. Promote diversity within AFS and the fisheries profession.

The Hutton Committee is comprised of 19 members, plus one AFS staff member. Most members have served on the Hutton Committee for the last several years, including former

Chair Dr. Steve Lochmann, University of Arkansas, Pine Bluff, an 1890 Historically Black College. The 2013 Committee is dominated by members from academic and federal institutions, a total of 6 members each, 2 State agencies, 1 Tribe, 1 contractor, 2 retired and 1 unknown affiliation.

The Hutton Committee supports all the strategies listed under Objective 3.3 through its goals and activities to the full extent of the Committee's influence. Discussion at the 2012 Annual Meeting and during conference calls in 2013 raised new interest in re-examining how Hutton solicits and selects scholars. The Committee has adjusted selection techniques the last 3 years based upon the pool of applicants, and will likely continue to do so if our experience this year is not completely successful.

Discussion during the 2012 Annual Meeting, Mr. Ambrose Jearld suggested the HOC review how well we are doing in achieving "the principal goal" of the Hutton Junior Fisheries Biology Program, "...to stimulate interest in careers in fisheries science and management among groups underrepresented in the fisheries professions, including minorities and women" (Hutton brochure) and ask ourselves how we can improve upon our efforts. Further discussion among the Committee members questioned how well we are reaching underrepresented groups to pursue fisheries education and careers. Attendance at Annual meetings may suggest we are not reaching diverse groups, after 12 years of efforts by Hutton, and where are we sending recruitment and marketing materials. Ms. Winkler reported she had reviewed the list of schools Hutton has targeted in the past and discovered through online research, the demographic and economic composition of many of these schools were not in line with the principle goal of Hutton. As a result, Ms. Winkler sent this year's recruitment materials to public schools only, and targeted schools with large minority populations and a high percentage of students receiving lunch vouchers. Mr. Jearld suggested building relationships with guidance counselors and other individuals who work closely with students.

In 2011, the Chair requested Ms. Winkler to provide data on past Hutton scholars to track whether or not they went on to pursue a college education in Fisheries. According to Ms. Winkler, data is inconsistent. In December, 2012, former Chair Ken Beal, requested whatever information is available for his use in preparing a book chapter he was asked to write on mentoring. Ms. Winkler to date has not provided this information. The Chair hopes to resolve these issues with the Executive Director in 2013-2014 because this data would be a key marketing tool to solicit funds from various organizations to support the Hutton Scholarship and Endowment funds.

(B) Recommendations or Suggestions for Future Consideration. Briefly include any suggestions you have for other individuals or units within AFS to respond to your unit's activities, to provide additional information that your unit needs, to consider future activities that AFS might engage in, or to challenge other units to take on certain initiatives.

The Hutton Committee, and likely AFS, needs professional fund raising expertise to support our mission(s). The Hutton Committee respectfully requests assistance from the Governing Board in seeking accountable and skilled support from AFS Staff. AFS staff and Hutton Committee members are not professional fund-raisers. The Hutton Committee would like the Governing Board to work with the Executive Director to address personnel issues and add fund raising as a skill set for AFS staff

positions. The Hutton Committee would also recommend the Governing Board use their networks to help secure contributions from state and federal agencies for Hutton. The Hutton Committee would welcome additional support for these students.

Ms. Winkler explained why it has been difficult to obtain additional funds from private sources:

1. Many do not accept unsolicited funding requests.
2. They often have very narrow-themed yearly plans for funding and Hutton may not match up with the company goals for a particular year.
3. Many companies prefer to grant funding to local communities surrounding their businesses/factories and Hutton covers a geographic area that is too large for them to consider.
4. Ms. Winkler was originally hired by AFS in the capacity of administrative office support staff and although she has tried to obtain private funding for Hutton, she has generally not been successful, due in part to a lack of experience/training in fund-raising and development. Ms. Winkler also pointed out that the Hutton Program was originally run by two people, Janet Lubeck and an assistant, Danielle Hawkins. When Ms. Winkler took over the Hutton Program, it was being coordinated by Danielle Hawkins alone, and funding for the Hutton Program was obtained by Tia Hollis and Gus Rassam. Shortly after Ms. Winkler was promoted to Hutton Program Coordinator in 2007, she was given the added responsibility of Continuing Education Program Coordinator. Now, with the help of new staff member, Kevin Lynch, (Policy & Development Coordinator,) she is anticipating more funding for the Hutton Program will again be possible.

Felipe Amezcua suggested we look to Canadian and Mexican companies for funding.

2. Other Potential Funding Partners
 1. The Turner Foundation
 2. AFWA
 3. National Geological Survey
 4. National Aquaculture Association (NAA)
 5. Lacey Foundation

Submit the electronic Word document for the Briefing Book to:

John.Boreman@ncsu.edu and sjohnston@fisheries.org. Shawn Johnston will submit your report for you.