

No. 59	Executive Director Search Committee	Bill Taylor
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TO: John Boreman, **President**

FROM: Bill Taylor for AFS Executive Director Search Committee; Marissa Hammond, Assistant to Chair

DATE: July 23, 2013

I. Motion Report – NONE

II. Activity Report –

The contract for employing a search firm (JDG Associates, Ltd.) to work with the search committee to conduct the search for the Executive Director position was executed by AFS on December 15, 2012. JDG immediately, in concert with the search committee, began work on developing the needed AFS Executive Director Profile for the position which was approved by the search committee on Dec 20, 2012. The position announcement was approved shortly thereafter. The profile and the position announcement, as well as the search committee and AFS senior staff interviews, were drafted and conducted by Paul Belford, Principal-in-Charge of the AFS search at JDG Associates, Ltd.

During the search, JDG contacted directly by email or phone, well over 200 professionals in the NOAA/FWS community, over 300 association CEOS in DC, Chicago and NY as well as the full range of natural resources and environmental organizations across the country.

These contacts resulted in more than 76 telephone conversations with sources, more than 30 telephone development interviews with potential candidates, and in-person/Skype interviews with 15 candidates, 13 of whom were sent to the search committee for review. These development interviews consisted of introducing the opportunity of being the Executive Director of the AFS to the potential candidates, reviewing the candidates' interest and discussing the position announcement, which had been received and reviewed by each. All of these contacts were made by Paul Belford.

On February 5, the Search Committee met by conference call to review the interview reports, resumes and letters of interest of the 13 candidates presented to them. Following discussions, the committee selected 6 candidates to interview in person on February 14-15, 2013. Ultimately, only 5 interviewed for the position; one candidate accepted another position before the interview and thus withdrew. Candidate selection criteria was driven by the AFS Executive Director Profile in conjunction with detailed discussion of AFS needs by the committee members.

Following interviews on February 14-15, 2013, the Search Committee selected 1 finalist to meet with the Governing Board on March 1. That person being Dr. Doug Austen, was the unanimous

choice for the Executive Director position based on his background, experience and fit to our future needs. We presented Dr. Austen to the Governing Board at the mid-year meeting where he gave a 20 minute presentation regarding his vision for AFS and then addressed questions by the Board. Following Doug's presentation, Bill Taylor and Marissa Hammond gave a detailing of the search process to the members of the Governing Board.

On March 1, 2013, the Governing Board unanimously agreed to offer Dr. Austen the position as Executive Director for the Society. Since then, Doug has signed a contract with AFS and is the incoming Executive Director for the American Fisheries Society.

AFS ED Search Committee Members: Bill Taylor, Chair; Gwen White; Donna Parrish; Chris Moffitt; Gary Saul; Travis Neebling; Bob Hughes; Tom Bigford; Marissa Hammond, Assistant to Chair

AFS ED Search Firm: Paul Belford, Principle-in-Charge of JDG Associates, Ltd.