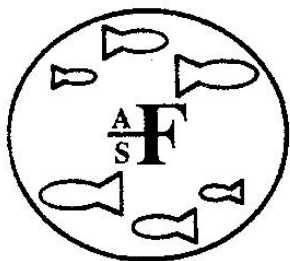


Demographic Diversity Symposium 2009



The Equal Opportunities Section of the American Fisheries Society and the University of Maryland Eastern Shore Living Marine Cooperative Science

Center invites you to the 2009 AFS Diversity Symposium: **“Demographic Diversity in Natural Resource Science Professions: Towards an Inclusive Scientific Democracy,”** to be held 2-3 September 2009, at the 139th annual AFS meeting in Nashville, Tennessee.

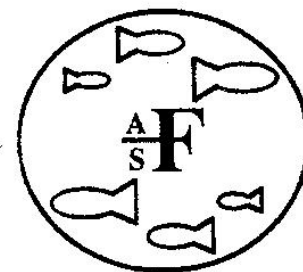
The American Fisheries Society recognizes the fundamental value of a diverse scientific community with regards to its workforce, student population and governing body to achieve its mission as defined in the current five-year strategic plan. Efforts to increase demographic diversity in the natural resource and fisheries science professions have increased since the mid-1960's, primarily for women. A recent report released by the American Association for the Advancement of Science (AAAS) indicates a 50 % increase in the average annual numbers of PhD's awarded to under-represented groups in natural sciences and engineering

from 2001-2008. In spite of these advances, significant challenges remain in attracting, educating and retaining scientists from under-represented groups.

This symposium is **designed to address some of the academic and occupational realities faced by under-represented groups.** It will address the questions of why certain communities are disconnected from the sciences and how to foster the importance of environmental stewardship through better scientific communication in a culturally relevant context. Furthermore, the symposium will highlight some of the challenges and successes of existing programs for students from under-represented groups with aptitudes for the sciences. It will also evaluate

the role of family and community structure in encouraging and defining educational pathways in fisheries and natural resource fields.

This symposium offers amazing presenters and promises to be full of information. We hope you will join us in what will be an exciting and enlightening session in Nashville. For more information on the symposium, contact Larry Alade at larry.alade@noaa.gov. If you still need to register for the conference, please do not forget to do so at <http://www.fisheries.org>.



2009 SPRING NEWSLETTER

Equal Opportunities Section
Strength in Diversity ~ Strength through Diversity

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EOS Travel Applications Due Soon!

Don't miss the travel award application deadline!

If you are aware of students from underrepresented groups who need funds for travel to the 2009 Annual Meeting in Nashville, TN, please have them visit the EOS website or contact Gwen White (GWhite@dnr.IN.gov) by May 15, 2009. **The application can be found on the EOS website at (www.fisheries.org/units/eos/).** Please post or forward it to students in your unit. **Application deadline is May 15, 2009!**

The AFS Equal Opportunities Section (EOS) annually solicits contributions to assist students from underrepresented groups in their travels to the

AFS Annual Meeting.

We are grateful to the nine AFS units that have contributed at total of \$3,350 to support six student travel awards so far this year. Any donations received through June 1 will increase the number of awards we can provide.

Checks may be written to the "Equal Opportunities Section" designated for the EOS Travel Award Fund. Units have typically sent \$100 to \$500, although any amount would be greatly appreciated. Contributions may be sent to the EOS Treasurer Julie Claussen (juliec@uiuc.edu or 217-244-5113).

With your help, we have distrib-

uted \$25,000 over the past seven years to assist 49 students from 34 institutions in 6 countries. Through our combined efforts, the Society is gradually becoming more diverse.

Representation of women in the Society has climbed from only 5% in 1982 to over 24% today. We still have a long way to go to reflect the broad range of perspectives and skills needed to address complex fisheries issues, but these trends are clearly improving!

Application Request for the EOS Mentor Award Program

Mentors play an enormous role in the lives of both students and professionals. Often times, it goes unrewarded. EOS is trying to change that trend by recognizing those individuals who provide support and guidance to increasing professional diversity in fisheries and natural resources fields of study. We are now accepting applications for the annual **EOS Mentor Award in Professional Diversity in Fisheries and Natural Resources**. The purpose of the award is to recognize a member of AFS who has contributed to increasing the diversity in fisheries by being a mentor to fisheries students or professionals from underrepresented groups, including women, ethnic groups, and people with disabilities. We encourage you to nominate your professor or colleague whom you think is worthy of this esteemed award. **Closing date for applications is June 15, 2009.**

For more details, please visit www.fisheries.org/units/eos/pages/mentoringforprofessionaldiversity.html or contact:

Michele Traver, Chair
NMFS/NEFSC, Population Dynamics Branch
166 Water Street, Woods Hole, MA 02543
Phone: 508-495-2195
E-mail: michele.traver@noaa.gov

In order to be eligible, all nominees must meet the following criteria:

- Nominees should provide academic and/or professional guidance with networking, goal setting, and career development.
- Nominees should challenge and provide intellectual growth and support to individuals.
- Nominees should provide advocacy and be a positive role model.
- Nominees should provide encouragement, support (Academic, professional and personal), and acknowledgment of accomplishments to individuals.
- Nominees should foster long-term

development with individuals.

Please submit:

- Application
- Summary of nominee's qualities (less than 500 words or **one** page)
- A letter of recommendation from a colleague of the nominee

The 2008 Profession Diversity in Fisheries Award recipient was Patrick Kocovsky, from the USGS Great Lakes Science Center, Lake Erie Biological Field Station, and he was nominated by Catilin O'Brien, an undergraduate from Oberlin College.



Nominate your outstanding mentor today!

Western Division Announces Annual Meeting

The Arizona-New Mexico Chapter is excited to offer a meeting filled with excellent symposia and contributed papers relevant to the issues that we all encounter professionally in today's fisheries management realm. Join us in culturally diverse Albuquerque, New Mexico for Western Division and Cinco de Mayo at the city's aquarium!

Visit <http://www.aznmfishsoup.org/wdafs09/> and get all the information you need regarding registration, the hotel, New Mexico, Continuing Education, the Plenary Session, and more!



American Fisheries Society
Western Division Annual Meeting
Evolution of the Western Landscape:
Balancing Habitat, Land, and Water Management for Fish.
Albuquerque, New Mexico
May 3-7, 2009

Attention Education Section Members



Nominees Needed for President-Elect, Secretary-Treasurer, and Southern and Western Division Representatives

Each of the above is for a 2-year term. Please consider running yourself or nominating someone for these positions.

I would like to receive nominations by **May 31, 2009.**

Thanks, Donna Parrish

Email: Donna.Parrish@uvm.edu

AFS Announces The Emmeline Moore Prize

The American Fisheries Society (AFS) has established a new award, named after the first female AFS president, **Emmeline Moore (1927-1928)**, to **recognize career achievement in the promotion of demographic diversity in the society.** This award will be presented to an individual who demonstrates strong commitment and exemplary service to ensuring equal opportunity access to higher education in fisheries and/or professional development in the broad range of fisheries science disciplines. Qualified nominees must exhibit **clear evidence of service and commitment to diversity initiatives**, including a strong research or fisheries management leadership background, public understanding of diversity issues, technical and popular writing, and inspirational leadership. Candidates should also have enunciated principles that lead to greater involvement of under-represented groups in fisheries science, education, research or management.

Nominees for the award are restricted to AFS members.

"...presented to an individual who demonstrates strong commitment and exemplary service to ensuring equal opportunity access to higher education in fisheries..."

A nomination package should include a detailed letter of support (maximum three pages) describing the nominee's accomplishments and including evidence of involvement in diversity initiatives given the criteria noted above. The main letter of nomination can be supported through several signatures or up to three additional letters of support can be submitted. Please include in the

nomination letter, the nominee's title and full contact information (i.e. address, e-mail, phone etc.) to complete the package.

Nomination Deadline: *May 31st 2009* For more information about the Emmeline Moore Prize, or to submit nominations (electronic format preferred),

Contact

Larry A. Alade, Chair
Research Fisheries Biologist
National Marine Fisheries Service
Northeast Fisheries Science Center
Woods Hole Laboratory/Population Dynamics
166 Water Street, Woods Hole, MA 02543
508 495-2085 (voice)
508 495-2393 (fax)
E-mail: larry.alade@noaa.gov
<<mailto:larry.alade@noaa.gov>>

EOS Seeking Contributions for 2009 Travel Awards by Gwen White

We are grateful to the AFS units who continue to support the student travel fund administered by the Equal Opportunities Section (EOS) of the American Fisheries Society. Your contributions help us achieve the goals of the AFS Strategic Plan to "create a climate in which diversity is welcomed, acknowledged and appreciated."

With all of our efforts, the Society is gradually becoming more diverse. Nearly a quarter of AFS members are now women, as indicated by the 2008 Membership Survey, up from only 13 female members in 1964 (0.6%). As recently as 1982, only 5% of AFS members were women. We still have some distance to go with equal representation from minorities and women, but these trends are improving!

If you are aware of students from underrepresented groups who need funds for travel to the 2009 Annual Meeting in Nashville, TN, please have them visit the EOS website or contact me by May 15, 2009.

With your help, we have distributed \$25,000 over the past seven years to assist 49 students from 34 institutions in 6 countries! As an example of student response to receiving an award, **Caitlin O'Brien**, a B.A. student at Oberlin College, Ohio, wrote the following:

I was thrilled to hear that I have been selected as one of the recipients of the 2008 EOS award! Before I wasn't sure I'd be able to attend, but now I will definitely be able to experience my first professional conference. I am very excited! Thanks for your help!

Your contribution for student travel to the 2009 AFS Annual Meeting in Nashville, Tennessee, will enable us to continue ensuring that more **minority and female students will be able to participate** in annual conferences and develop professionally through associations with AFS. Checks may be written to the "Equal Opportunities Section" designated for the *EOS Travel Award Fund*. Units have typically sent \$100 to \$500, although any amount would be greatly appreciated.

"...help us achieve the goals of the AFS Strategic Plan to 'create a climate in which diversity is welcomed, acknowledged and appreciated.'"

Contributions may be sent to:

Julie Claussen, AFS-EOS Treasurer
IL Natural History Survey
1816 S. Oak St.
Champaign, IL 61820
(217) 244-5113
juliec@uiuc.edu

Tennessee is within driving distance of a large part of the US population. Therefore, we anticipate that a record number of students may apply for funding. Out of 25 applicants for the San Francisco meeting, we provided \$500 travel awards to 11 students, including three students from Mexico. Next year, we hope to exceed that number.

The luncheons that we have co-sponsored over the past few years with the International Fisheries Section or Fish History Section have been consistently attended by over 60 guests. The presentations have been well-received, encouraging AFS to continue supporting programs that give

young people from diverse backgrounds an opportunity to explore their interests in fisheries as a profession.

We anticipate hosting a similar luncheon and a symposium in Nashville. There is no fee for students at the luncheon, due to generous contributions by mentors in the Society. However, all participants must **RSVP by August 1** due to limited space and menu planning needs. We hope to see you there!

The list of 2008 student recipients and AFS unit contributors is located within the winter newsletter posted on the EOS website, along with the 2009 travel award application at: <http://www.fisheries.org/units/eos/>. Please take a moment to read comments from past year's recipients (pg. 3 in the winter newsletter), note their enthusiasm and help us encourage more students this year.

Thank you for providing leadership in the promotion of professional and social diversity in the fisheries profession. If you have any questions or suggestions about how the EOS may more effectively promote diversity throughout AFS units and events, please contact the current section president, Dr. Larry Alade.

We look forward to hearing from you!

Sincerely,
Gwen White, Ph.D.
EOS Travel Awards Chair

EOS Grateful to Contributors for 2009 and 2008

The EOS Travel Award is entirely dependent on annual solicitations for funds from units across the American Fisheries Society and to external organizations. We are very grateful to one division, two sections, five chapters, and one student subunit for their contributions in 2009.

It's not too late for additional contributions. Annual line items in unit budgets are especially appreciated! **Please contact Gwen White** (gwhite@dnr.in.gov) with contributions or leads.

2009 EOS Travel Award Contributors

(to date)

Annual line item:

Fisheries Management Section (\$500)
North Central Division (\$500)
Indiana Chapter (\$100)

Additional contributions:

Education Section (\$1000)
Minnesota Chapter (\$100)
Montana Chapter (\$500)
Tidewater Chapter (\$300)
Ontario Chapter (\$250)
Univ. of Maryland Eastern Shore Student Subunit (\$100)

2008 EOS Travel Award Contributors

Education Section (\$1,000)
Fisheries Management Section (\$500)
North Central Division (\$500)
Southern Division (\$500)
Alaska Chapter (\$300)
Ontario Chapter (\$250)
Fish Health Section (\$250)
Michigan Chapter (\$250)
Estuaries Section (\$175)
Arizona-New Mexico Chapter (\$100)
Indiana Chapter (\$100)



EQUAL OPPORTUNITIES SECTION

STRENGTH IN DIVERSITY ■ STRENGTH THROUGH DIVERSITY

2009 SPRING NEWSLETTER

Send Newsletter Updates
to the Editor:
Robin DeBruyne (rld87@cornell.edu)

Send Website Updates and Postings
to the Webmaster:
Justin Chiotti (jac544@cornell.edu)

We won't know if you don't tell!

2008-2009 EOS Officers and Committees

President

Larry A. Alade
NMFS/NEFSC
Population Dynamics Branch
larry.alade@noaa.gov

President-Elect

Robin L. DeBruyne
Ph.D. Student
Cornell Biological Field Station
rld87@cornell.edu

Secretary-Treasurer

Julie Clausen
Illinois Natural History Survey
juliec@uiuc.edu

Student Travel Award Committee Chair

Gwen White
Lake & River Enhancement Biologist
Indiana DNR
gwhite@dnr.in.gov

Mentoring for Professional Diversity Committee Chair

Michele Traver
NMFS/NEFSC
Population Dynamics Branch
Michele.traver@noaa.gov

EOS Webmaster

Justin Chiotti
Cornell University
Dept. of Natural Resources
jac544@cornell.edu

Check out our website
www.fisheries.org/units/eos/
and EOS on Facebook

EOS Luncheon/Business Meeting

Make your plans early to attend the Equal Opportunities Section Luncheon and Business Meeting at the Annual Meeting in Nashville, TN. The luncheon will be on **Monday, August 31, 2009 in Fisk Two Room of the Renaissance Nashville Hotel from 12:30 pm to 2:30 pm**. There is no fee for students at the luncheon, due to generous contributions by mentors in the Society. However, all participants must **RSVP by August 1** to limited space and menu planning needs. **Please RSVP to Robin DeBruyne** (rld87@cornell.edu). We hope to see you there!

Skinner Award Applications Due Soon!

The John E. Skinner Memorial Fund was established in memory of John Skinner, former Chapter and Western Division American Fisheries Society President. The fund provides monetary travel awards for deserving graduate students or exceptional undergraduate students to attend the American Fisheries Society (AFS) Annual Meeting. The 2009 meeting will be held in Nashville, Tennessee from August 30 to September 3, 2009.

Any student who is active in fisheries or related aquatic disciplines is eligible to apply. Awardees are chosen by a committee of the AFS Education Section. Selection is based on academic qualifications, professional service, and reasons for

attending the meeting. **Travel support up to US\$800.00** will be made available to successful applicants. Award winners will also receive a one year paid membership to the American Fisheries Society.

The 2009 Skinner Award Application form can be found on the AFS website (www.fisheries.org) or contact:

Dr. Joseph E Hightower
U.S. Geological Survey
NC Cooperative Fish and Wildlife Research Unit
Campus Box 7617, NC State University
Raleigh, NC 27695-7617
Phone: (919) 515-8836
Email: jhightower@ncsu.edu

"... provides monetary travel awards for deserving graduate students or exceptional undergraduate students ..."

Both parts of the completed application must be received no later than May 8, 2009 at midnight. Note that there are two sections (Part I and Part II) to this ap-

plication and each section is a separate document. This is Part I of the application and should be filled out by the applicant. Limit all answers to the space provided. Additional material will not be considered in evaluating applicants.

Please complete the form and email (preferred) OR send one hard copy to the address above.