

Gill Raker Gazette

Newsletter of the Idaho Chapter of the American Fisheries Society

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Editor: Joe Kozfkay

President's Message - Idaho AFS, Mentoring, and Being a Leader

While preparing to write my third and final President's Column article, I came across a quote from our 6th US President, John Quincy Adams, who said, "If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

That quote really hit me. It's probably not what would first come to mind for most of us as the key components of leadership. I think when most of us ponder what makes a great leader, or who we consider to be great leaders, we think about powerful figures in history, such as Sir Winston Churchill, General Patten, and Dr. Martin Luther King. Or perhaps, they think of great leaders of sports teams, such as Michael Jordan or Tom Brady, or even great leaders in the world of business or entertainment, like Warren Buffet or Oprah Winfrey. People who have seemingly climbed to the top of the world.

But leaders come in all shapes and sizes and they materialize in all walks of life. One of the greatest lessons I ever learned came from my high school crosscountry coach, Mr. Rinckey. He stressed that everyone on the team can contribute to victory, not just the best runners. He drilled into us that our 5th best runner beating their 5th best runner was just as important as our fastest runner beating their fastest runner. He also taught us that no matter how hard you think you are trying, you can always try harder; no one EVER gives 100%, despite what you might hear in interviews and soundbites. Despite only coaching



Kevin Meyer & Eric Stark (ICAFS President & Secretary, respectively), and family members creating fun fishing memories.

me two years in one autumn sport, there are perhaps no bigger lessons of true leadership I ever learned than those two from Mr. Rinckey – they have unquestionably helped me dream more, learn more, do more, and become more.

In the earlier cited quote by President Adams, the key words are "your actions". You must lead by example. If you want your staff to work passionately, YOU must work passionately. They probably won't if you don't. I say this as a lead-in to another leadership quote, from John Wooden, perhaps the greatest sports coach in US history. John Wooden said "The most powerful leadership tool you have is your own personal example." We all know that kids emulate their parents; the same is true of the people we are "leading", whether that be in the world of business, politics, or fisheries conservation and management.

In light of these quotes and life lessons, questions come to mind. Are we being good leaders in our fisheries profession? Are we helping to motivate and mentor our less talented staff as vigorously as our top performers, or do we show favoritism? Are we inspiring others to give as close to 100% of their effort as they can? Are we leading by example, or by empty words? And even if we answer affirmatively to all of these questions, we must always remember that we can still do a little bit more. So let's all look for extra opportunities to help a mentee or peer achieve their dreams. Let's look for opportunities to continue to learn, and help others learn, through workshops, cross training, conferences, seminars, or other learning opportunities. Let's find someone at the annual meeting that may be new or is not comfortable introducing themselves to new people, and let's facilitate those introductions. Let's help ICAFS do more and become more than it already is. Let's all be leaders in our own way. Being your President has gone by quickly, but it has been such a privilege and blessing, and I thank you all for this opportunity. The talents, dedication, passion, camaraderie, empathy, and sincerity I have witnessed at every ICAFS gathering has been inspirational to me for decades, but being more deeply immersed in that for the last three years - as VP, President-Elect, and President – has cemented a feeling of pride and admiration for this organization and membership like never before. Give your time and your talents to Idaho AFS and you will receive more than you give, that I can guarantee you.

Sincerely, Kevin Meyer (ICAFS President)



Details for the Joint WA-BC & ICAFS Annual Meeting!

April 29-May 2, 2024 at the Centennial, Spokane, WA

Register now!

To register, please visit our meeting website by following this <u>link</u>.

Registration rates are \$450 for professionals who are AFS members and \$550 for non-AFS members. Early registration ended on April 5th. There are drastically reduced rates for students and retired fisheries professionals, as well as for young professionals. Young professionals are those who are no longer students but are not yet in a situation where their employer will pay registration costs. Examples include college graduates working part-time or seasonal positions. If you are uncertain if you qualify as a young professional, contact Lauren Andrews at <u>presidentelect@idahoafs.org</u> for further information.

Guests (e.g., spouses, partners, friends) are welcome to join us for the fundraising banquet on Wednesday, May 1st! The banquet will be held at The Centennial and will include a plethora of live auction, silent auction, and raffle items. Come prepared to frustrate your friends and coworkers by out-bidding them. Food as well as alcoholic and non-alcoholic beverages will again be provided. To register guests, go to this <u>link</u>. <section-header><section-header>

Hotel accommodations are available at The Centennial. The room block closed April 5th, but more rooms may be available. Click <u>here</u> for the hotel website.



Meeting Theme and Plenary Session

"Returning Home: Anadromous Fisheries in the Pacific Northwest"

Joining with the Washington-British Columbia Chapter for our annual meeting is an excellent opportunity to explore outside the borders of Idaho as well as focus on anadromous fisheries, a topic our chapter has not centered on as a main meeting theme in quite some time. We will be able to hear from colleagues in the Pacific Northwest about anadromous fisheries outside the Columbia River Basin while showcasing our chapter members' work regarding the unique anadromous issues in Idaho.



Plenary Speakers

<u>Monica Tonasket</u> is the Secretary of the Spokane Tribal Business Council and is also an enrolled Member of the Spokane Tribe of Indians. Monica will provide a "Welcome to Spokane, and an overview of Salmon Reintroduction to Upper Columbia River Basin."



<u>Jay Hesse</u> serves as the Director of Biological Services for the Nez Perce Tribe Department of Fisheries Resources Management. Jay will speak on conservation issues and opportunities important to the Nez Perce Tribe.



<u>**Russ Thurow**</u> is an Emeritus Fisheries Scientist with the US Forest Service - Rocky Mountain Research Station. Russ will provide a presentation on, "Urgency and Adequacy: Rebuilding Snake Basin Fish Stocks."



Jonathan Armstrong is an Associate Professor in the Department of Fisheries, Wildlife, and Conservation Sciences at Oregon State University and will provide and an overview of, "How cold-water fishes survive summer in warm river basins: examples of adaptive capacity from Oregon."



<u>Christopher Caudill</u>, is an Associate Professor of Fisheries in the Department of Fish and Wildlife Sciences at the University of Idaho and will provide a presentation on "Linking concepts of adaptive capacity to trout and salmon in the Pacific Northwest."



<u>Scott Hinch</u>, is an Associate Dean of Students in the Department of Forest and Conservation Sciences at the University of British Columbia and will discuss, "Exceptionally high mortality of migrating adult female salmon: a large-scale pattern and a conservation concern."



American Fisheries Society Code of Conduct

The American Fisheries Society has a <u>Code of Conduct</u> for participants in all AFS activities, including Division and Chapter meetings. The purpose of the Code of Conduct is to ensure a safe, productive, and welcoming environment for all meeting participants, including vendors and non-AFS guests. The AFS Ethics and Professional Conduct Committee (EPCC) is responsible for handling complaints related to potential violations of the Code of Conduct, while helping to ensure consistent treatment of members across all AFS units. The EPCC has created an <u>online reporting form</u> for meeting attendees to submit complaints directly to the EPCC chair. Please take time to familiarize yourself with the Code of Conduct and its purpose.

Schedule At A Glance

As of April 5th, 2024, times are tentative but will likely not change more than 20-30 minutes. All meeting rooms are at The Centennial and specific rooms for workshops and contributed presentations are still TBD. The only offsite events are the Alphabet and Welcome Socials on Monday, April 29th at the Wonder Market and the Spawning Run on Wednesday, May 1st on the Centennial Trail.

	Monday, April 29, 2	2024
0730-1700	Registration	Prefunction
0800-1700	Workshops (2 full day, 5 half day)	Centennial, various locations
1200-1700	Vendor Setup	Audubon/Manito/Riverfront A
1200-1700	Poster Setup	Prefunction
1200-1700	Speaker Presentation Uploading	Prefunction
1700-1800	WA-BC & ID EXCOM Pre-Meeting	Centennial, TBD
1700-1730	Volunteer & Moderator Meeting	Prefunction
1730-1830	Alphabet Social	Wonder Market
1830-2100	Welcome Social	Wonder Market
	Tuesday, April 3	0
0730-1700	Registration	Prefunction
0730-1700	Speaker Presentation Uploading	Prefunction
0730-1830	Vendor Booths	Audubon/Manito/Riverfront A
0730-1830	Poster Displays	Prefunction Area
0730-1830	Fundraising Displays	Audubon/Manito/Riverfront A
0800-0940	Meeting Opening and Plenary	Riverfront B/C/D
0940-1000	Refreshments w/vendors/posters/fundraising	Audubon/Manito/Riverfront A/Prefunction
1000-1140	Plenary	Riverfront B/C/D
1200-1340	WA-BC Annual Business Lunch	Skyline Ballroom
1200-1340	Idaho Committee Breakout Lunches	Centennial, TBD
1340-1520	Symposia (6 concurrent sessions)	Centennial, TBD
1520-1540	Refreshments w/vendors/posters/fundraising	Audubon/Manito/Riverfront A/Prefunction
1540-1720	Symposia (6 concurrent sessions)	Centennial, TBD
1730-1830	Trade Show with refreshments	Audubon/Manito/Riverfront A
1730-1830	Student-Mentor Panel	Riverfront D
1830-2100	Student-Professional Mixer	Riverfront B/C

Wednesday, May 1				
0730-1700	Registration	Prefunction		
0730-1700	Speaker Presentation Uploading	Prefunction		
0730-1830	Vendor Booths	Audubon/Manito/Riverfront A		
0730-1830	Poster Displays	Prefunction		
0730-1830	Fundraising Displays	Audubon/Manito/Riverfront A		
0800-1000	Symposia (6 concurrent sessions)	Centennial, TBD		
0940-1000	Refreshments with vendors/posters/fundraising	Audubon/Manito/Riverfront A/Prefunction		
1000-1140	Poster Session	Prefunction		
1200-1340	Idaho Annual Business Lunch	Riverfront B/C		
1200-1340	WA-BC Working Groups Breakout Lunches	Centennial, TBD		
1340-1520	Symposia (6 concurrent sessions)	Centennial, TBD		
1520-1540	Refreshments w/vendors/posters/fundraising	Audubon/Manito/Riverfront A/Prefunction		
1540-1720	Symposia (6 concurrent sessions)	Centennial, TBD		
1730-1830	Spawning Run & Creature Crawl	Pavilion/Centennial Trail		
1730-1830	Eastern Washington University Alumni Social	Centennial, TBD		
1830-2100	Grand Social & Auction	Audubon/Manito/Riverfront A/B/C/D		

Thursday, May 2				
0730-1200	Vendor Booths	Audubon/Manito/Riverfront A		
0730-1200	Poster take-down	Prefunction		
0800-1000	Symposia (5 concurrent sessions)	Centennial, TBD		
0940-1000	Refreshments with vendors	Audubon/Manito/Riverfront A		
1000-1200	Symposia (5 concurrent sessions)	Centennial, TBD		
1200-1440	Vendor take-down	Audubon/Manito/Riverfront A		
1200-1220	Meeting Close and Best Paper/Poster Awards	Centennial, TBD		
1240-1440	WA-BC & ID EXCOM Post-Meeting	Riverfront D		

Judges and moderators needed!

Want to help the meeting organizers put on a top-notch meeting? You can participate by volunteering to be a presentation judge or a session moderator. Contact Jim Chandler at <u>jchandler@idahopower.com</u> if you want to help with judging oral presentations or posters.

Contact Lauren Andrews at <u>president-elect@idahoafs.org</u> if you would like to volunteer to be a moderator for an oral presentation session.

Workshops on Monday, April 29

Get ready to learn at one of our seven workshops offered by instructors specializing in a wide variety of disciplines across multiple organizations. Workshops are free of charge but are filling up fast! As of April 5th, only five workshops are still open for registration so register soon to secure your spot. Contact <u>continuing-education@idahoafs.org</u> if you have any questions.

Available Workshops:

- <u>Genetics 101</u> (8:00-17:00) Limit: 35
- Aquatic connectivity, flood capacity, and structural integrity associated with road-stream crossings: Concepts and tools for management (8:00-12:00 classroom, 13:00-17:00 field) *Limit: 30*
- Nutrition in Aquaculture: What are we feeding our fish and why? (8:00-12:00) Limit: 50
- <u>The Lamprey Lens Incorporating lampreys into restoration and monitoring projects</u> (8:00-12:00) *Limit: 30*
- <u>Predicting Salmon Returns A survey of existing models and an exploration of new methods for build</u> ing better predictions (8:00-12:00) *Limit: 50*

Full Workshops:

- Communicating Science: A guide to scientific storytelling (8:00-12:00) Limit: 15
- All about PIT Tagging (13:00-17:00) Limit: 30

Lactation Room

For nursing caregivers, the Comstock Room will be provided for nursing, milk storage, or other nursing needs. A refrigerator will be provided, but bottles and a breast pump will not.

Fundraising

We will have numerous items in silent auctions and available for raffle this year including an Alpacka pack raft, multiple fly rods, and numerous other fantastic items. We will be using the GiveSmart platform again this year to run our fundraising efforts, but we will have the items on display at the conference. In addition to the raffle at the banquet, we will also have a raffle during the Trade Show! Only individuals that attend the Trade Show will have a chance to win. Chat with our vendors to find out more. We look forward to seeing you all at the conference.

Spawning Run and Carcass Crawl

Whether you are a running salmon or prefer a more relaxed stroll, we have options for all your spawning needs. Sponsored by Biomark, this year's event will have a 5k run or 1.5k walk option along the Spokane River Centennial Trail/Riverfront Park at 4:00 P.M. on Wednesday, May 1st. It's a great chance to get outside during the meeting to stretch your legs. Fishy costumes are encouraged!



2024 ICAFS Executive Committee Candidates

Vice President

Tom Bassista—Tom is a Natural Resource Program Coordinator for the Technical Assistance Program with the Idaho Department of Fish and Game (IDFG) and a Certified Public Manager for the State of Idaho. His position is within the newly formed Technical Services Bureau housed at Headquarters in Boise. In this capacity Tom provides statewide support and expertise on fisheries and aquatic habitat issues centered around water and land use, development, and extraction. Critical for this position is successful collaboration with IDFG Fisheries Managers and biologists and effectively working with many state and federal agencies to help achieve positive outcomes for fisheries resources. After receiving his master's degree in Fisheries and Wildlife Resources from West Virginia University (WVU) and working 4 years with the WV Division of Natural Resources as an Aquatic Ecologist, Tom moved to Idaho in 2001 and started working for IDFG in Northern ID. Tom moved to Eastern ID in 2006 and took a slight turn in his career and worked as a Stream Channel Protection Specialist for Idaho Department of Water Resources. Tom returned to IDFG in 2010 and has remained since, splitting that time working in regions and Headquarters. Tom first joined AFS in 1996. In graduate school Tom was the President for the WVU Chapter of the Wildlife and Fisheries Society (1997-1998). Tom happily served as the ICAFS Membership Chair (2005-2007) and Nominations Chair (2007). Tom is Idaho's Governing Council Member for the Instream Flow Council (IFC), serving in that capacity since 2015. He has served as Secretary for the IFC and currently serves as IFC's Regional Director, which provides him with the privilege to sit on the IFC Executive Committee. Tom would be thrilled to bring his gre-



garious nature, diverse skill set, and experience back to the ICAFS and would be honored and humbled to be selected as the Vice President.



Paul Kusnierz—Paul is a Fisheries Biologist with Avista. He is responsible for implementing multiple fishery and water quality programs associated with the operation of Cabinet Gorge Dam on the lower Clark Fork River in Idaho. This work involves extensive interaction and collaboration with the Idaho Department of Fish and Game, Idaho Department of Environmental Quality, Kalispel Tribe of Indians, U.S. Fish and Wildlife Service, and U.S. Forest Service and includes performing and supporting fisheries sampling and research in the Clark Fork River-Lake Pend Oreille watershed. With the goal of making fish a part of his employment, Paul earned a B.S. in Biology with a Minor in Fisheries from the University of Maine and then an M.S. in Biology at Northern Michigan University. His graduate work involved studying the movement and growth of Coaster Brook Trout in tributaries of Lake Superior. Paul has attended American Fisheries Society meetings and served on committees at the Chapter, Division, and Society levels;

most recently serving as the President of the Society's Water Quality Section. Paul has benefitted from AFS through interaction with other fisheries professionals, reading and contributing to AFS journals, and volunteering at meetings. Paul has seen first-hand the value that the Idaho Chapter provides to its members. As a member of the Excom, Paul would support the high-quality learning and professional opportunities that the Chapter provides, encourage membership growth and retention through engagement of students and non-fisheries aquatic professionals, and work to ensure that the Chapter's activities are known and recognized at the Society level.



2024 ICAFS Executive Committee Candidates





Jake Hughes – Jake is a Fisheries Biologist with Idaho Power Company, based in Boise. Born and raised in Alaska, Jake ventured south to earn a B.S. in Biology from Eastern Oregon University (2007), working seasonal fish jobs in Alaska, Oregon, and Idaho along the way. Jake then went East, earning his M.S. in Fisheries, Wildlife and Conservation biology at North Carolina State University (2012). It was in NC when he was first introduced to AFS. Jake was an active member and co-president of the NCSU Student Subunit, helping the subunit earn the AFS Outstanding Student Subunit Award (back-to-back, go Wolfpack!). While he found fish research in North Carolina fascinating and an unforgettable experience, Jake returned West for a brief stint with IDFG before joining Idaho Power Company's White Sturgeon Program as a Fisheries Biologist in 2013. Since 2014, Jake has been an active member and governing board member (2021-2022) of the North American Sturgeon and Paddlefish Society. Since his return to Idaho, Jake has also been an ICAFS member, contributing as a volunteer during annual meetings, meeting planning committee participant (2017-2022), and co-chair of the Public Education Committee (2018-2022; although he's quick to point out that no one is on the level of his co-chair, Lauri Monnot, she's an absolute rockstar). Jake says his involvement with AFS has been invaluable to his career and feels blessed to have experienced such great leadership and professionalism from ICAFS leaders and members. Looking to further his involvement, Jake is excited for an opportunity to serve the Idaho Chapter as ICAFS Secretary/Treasurer.

Zak Robinson — Zak is a Fisheries Geneticist with the Columbia River Inter-Tribal Fish Commission (CRITFC), based in Hagerman, Idaho. In 2022, Zak earned his Ph.D. in Fish and Wildlife Biology from the University of Montana and started work for CRITFC. Since his undergraduate days as a fisheries technician for the U.S. Forest Service, Zak has primarily focused on researching small, isolated populations of inland salmonids. He is excited about his recent transition to the world of big-river, anadromous salmon and is proud to call the Gem State home. In his current role, Zak contributes to the long-term genetic monitoring of anadromous salmon in the Columbia River Basin using parentage-based tagging and genetic stock identification. Additionally, he leads diverse research projects that not only cater to the informational needs of tribal partners but also address enduring questions in fisheries science and management. Zak has been an active member of the American Fisheries Society for 11 years. Throughout this time, he has co-organized symposiums, volunteered at state and divisional meetings, and presented at numerous conferences. Zak is highly motivated to serve and contribute to an organization that has been integral to his educational and professional development. He is dedicated to advancing the mission of ICAFS and appreciates the opportunity to serve on the Executive Committee as Secretary/Treasurer.





2024 ICAFS Executive Committee Candidates

Nominations

Katie McBain—Katie is an M & E biologist for hatchery steelhead programs with the Idaho Department of Fish and Game. She was born and raised in Idaho and has spent the last 14 years dedicated to fisheries and conservation. Prior to landing a permanent position, she held multiple positions as a fisheries technician throughout Idaho. Katie earned Bachelor of Science degrees in Fishery Resources and Wildlife Resources from the University of Idaho (2015) and was an active member of the Palouse Student sub-unit during her time there. She then moved to Blacksburg, Virginia to pursue a M.S. degree in Fish Conservation from Virginia Tech. During her time at Virginia Tech, she served as the President of the Virginia Tech Chapter (2019-2020). AFS has played an integral part in her professional development and has afforded her opportunities to network and collaborate with passionate people. Katie is looking forward to giving back to her "home" chapter and is excited for the opportunity to serve as the ICAFS Nominations Chair.





Brett Kelly – Brett is a Regional Fisheries Biologist with Idaho Department of Fish and Game based out of Salmon, ID. His primary responsibilities include investigating sportfish populations in rivers, streams, high mountain lakes, and community ponds to improve fishing opportunities and inform native fish conservation. Previously, Brett was based out of Lewiston, ID from 2020 to 2022 where he worked for the Pacific States Marine Fisheries Commission with IDFG to help implement and monitor habitat restoration projects aimed towards steelhead recovery in the Potlatch River. Brett grew up in South Carolina and received his B.S. in Wildlife and Fisheries Biology from Clemson University in 2017. During his time in the southeast he worked a variety of seasonal jobs involving wildlife habitat improvement, water quality monitoring, stream and wetland restoration, stream fish ecology, and a large-scale assessment of riverine fish populations throughout South Carolina. Brett then earned his M.S. degree in Fisheries Biology from Iowa State University in 2020 where he studied the distribution and habitat associations of Brook Trout and Brown Trout in the Iowa Driftless Area. Brett has been a national AFS member since 2016 and has been associated with and held positions for multiple student sub-units (Clemson University and Iowa State University) and state chapters (South Carolina, Iowa, and now ICAFS). Brett has also presented undergraduate and graduate research at state and divi-

sion level AFS meetings. Aside from work, Brett enjoys rowing rivers, fishing alpine lakes, and learning about big game and bird hunting with his wife and two dogs. Brett is excited for the opportunity to hold an ICAFS Executive Committee position for the first time and serve as the Nominations Chair.



Student Spotlight



Ryan Vosbigian, Palouse Subunit

M.S. Candidate (College of Natural Resources), University of Idaho

Thesis Title: Snake River Steelhead Run Reconstruction and Fishery Evaluation

Biography: Ryan obtained his bachelor's degree from Cal Poly San Luis Obispo. He is now a second-year master's student in the Falcy Lab at the University of Idaho, where he studies Snake River steelhead. He is working on a model used to assess the effect of the fishery on ESA-listed steelhead stocks. Additionally, he is investigating the influence of bag limits on harvest and catch-and-release mortalities using an integrated model for angler effort and catch. Ryan is involved in the Palouse Unit at University of Idaho as the secretary and mentors an undergraduate student on an independent research project.

Cade Crookshanks, Palouse Subunit



Senior Fisheries Resources, University of Idaho

Undergraduate Research Title: Eyes in the Sky: A case study evaluating the accuracy of UAS enumerations of Chinook salmon (Oncorhynchus tshawytscha) redds using orthomosaic models.

Biography: Growing up in my home state of Nevada with a father who worked as a fisheries biologist, I had an early introduction to this field. Through my own experiences exploring outdoors, I have developed a deep passion for native fish and the places they call home. I am currently conducting an undergraduate research project evaluating the utility of drones in redd survey applications. Within my project, our drone captures thousands of images which are stitched together into digital orthomosaic models for us to then observe and count Chinook Salmon redds within. These models are comparable through different spawning periods and across survey years, giving professionals another useful tool to evaluate redd data.



Announcements, Updates, and Opportunities

Palouse Subunit Update

The Palouse Unit has been busy this spring and we're closing out the semester with lots of action! Throughout the semester, PUAFS students have volunteered with the spawning of steelhead at Dworshak National Hatchery and burbot at the University of Idaho's Aquaculture Research Institute. We have a field trip planned for April 22nd to the steelhead weir at Fish Creek where students will help collect data on wild spawning fish. Here in Moscow, we have had several excellent speakers this semester and many of our students attended the local IDFG public meeting. Additionally, we will be helping with educating young anglers at a local Kids' Fishing Derby in Pullman, WA this month.

Lastly, on April 19th we are hosting the Wild Game Feed, our annual banquet and auction. For more information, please see: <u>https://givebutter.com/c/WGF2024</u>. Proceeds from this event help to fund student travel for field trips, the ICAFS annual meeting, and other costs associated with hosting our regular research seminars. Please consider participating in our event to



support the Palouse Unit either in person or via the attached online auction link! The auction is open as of April 4th and will remain open until 7:30pm PST on Friday, April 19th. We have some incredible donated art and outdoor gear that are certainly worth your attention. This is a new online auction platform that ICAFS may use in the future so we would love feedback about your experience.

Thank you all for your support and we're looking forward to seeing you in Spokane!



Volume 43, Issue 2

Executive Committee



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Palouse Student Unit President Courtnie Ghere <u>courtnie.ghere@gmail.com</u>



BYU Idaho Student Unit President Robert Gregory robegreg16@gmail.com

The EXCOM wants your ideas!

Please do not hesitate to contact any EXCOM member about questions or ideas.

This is your Chapter!

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