



Gill Raker Gazette

The Newsletter of the Idaho Chapter of the American Fisheries Society

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Editor: Joe DuPont



PRESIDENT'S MESSAGE, CALLING FOR LEADERS TO FILL THE DEMOGRAPHIC HOLE

BY JASON VOGEL, ICAFS PRESIDENT

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Natural resource agencies (including fisheries) are facing increased competition in attracting and retaining a workforce capable of providing effective leadership to fulfill their missions. This competition is exacerbated by a convergence of several trends and factors; including the expectation that 30 to 40% of our workforce will retire by 2015-20 (baby boomers are on their way out). However, as workers age and retire, fewer younger people are entering natural resources professions to replace them. These multiple factors have been referred to as the *demographic hole*. The emerging leadership in natural resources agencies is transitioning; younger workers generally are more diverse and have a different set of core values than those currently in power. To be effective and competitive in transitioning to new leadership, it is important to understand generational differences. The values of each generation were shaped by the historic, social, and economic times in which they were raised. Although the exact dates and names of these groups sometimes vary, they include the Baby Boomers (born from 1946 to 1964), Generation X (1965 to 1978), and Generation Y (NETsters) (1979 to 1997).

Baby Boomers (1946 to 1964), the largest generation in history, have shaped the way we do business today in our agencies. In general, Baby Boomers are loyal to their organizations and often expect to remain with one employer

for their entire career. Due to their sheer numbers, Boomers' collective desires, values, ideals, and purchasing power have defined our culture and tend to be considered the norm.

Generation X (1965 to 1978) experienced a different economic, social, and historical environment than Baby Boomers, making their view of the world and the workplace greatly different. Xers parents exhibited the highest divorce rates in history, mothers went to work, and permissive parenting became the style. Xers graduated from colleges during the late 1980's when the economy was faltering. This added to the belief from childhood that they had to take care of themselves, as organizations simply would not. Xers tend to be goal oriented, entrepreneurial, and adaptable.

Generation Y (1979 to 1997) came of age during the most expansive economy in 30 years. As children of the Baby Boomers, they are optimistic and believe they have the power to change the world. Parents brought these children to soccer games, scouts, gymnastics, band, and many other activities where they learned to function in groups. They are often the best team players in the workforce, treating their coworkers as partners instead of rivals. Like Xers, Yers have an ease with technology and acquire information rapidly, are very mobile, and will likely change employment every three to five years.



Table 1. Key Generational Differences of the Evolving Workforce (synthesized from Kennedy 1999, Brova and Kroth 2001, Levy et al. 2005).

	Baby Boomer	Generation X	Generation Y (NETster)
Year of Birth	1946 to 1964	1965 to 1978	1979 to 1997
Employment Philosophy	Loyal to employer	3-5 years with one employer	3-5 years with one employer
Loyalty	To the organization	Meeting individual career goals	To the people involved with the project
Work/Family	Work comes first	Value work/life balance	Value blending personal life into work
Work Style	Want others to work with them	Prefer to work alone	Like small groups
Authority	Strong chain of command	Everyone is equally approachable and respected	Everyone is equally approachable and respected
Leadership	Respect for power and accomplishment	Collaboration is important	Value autonomy and less inclined to pursue formal leadership positions
Recognition/Reward	Public acknowledgement and career advancement	A balance of fair compensation and ample time off as a reward	Individual and public praise and opportunity for broadening skills
Technology	Necessary for progress	Practical tool for getting things done	What else is there?
Current percentage of the population	40% of population	20% of population	12% of population
Current percentage of the workforce	40% of workforce	18% of workforce	2% of workforce

During the next 50 years, the U.S. population is projected to increase by 50 percent, and minority groups will make up nearly half the population. The makeup of natural resource agencies will change accordingly.

Agency Responsibilities

Current leaders are retiring. Their positions will be filled with people from more diverse backgrounds or younger individuals not necessarily from within the agency. This will result in an agency with a broader demographic make-up (age, race, gender) of the current agency. Agencies need to make nurturing future leaders, and ensuring continuity of institutional knowledge a priority. Key ways to ensure that new leaders are in the works and have the skills to be successful are training and mentoring programs that will lead to well-informed and better-equipped staff.

Training is often conducted haphazardly or using a “one size fits all” approach, without a plan suited to each individual employee’s career goals in mind. Mandatory training often leads to disinterested attendees. Investing in the long-term success of employees will help ensure an adequate pool of qualified new leaders.

- Develop core training or employee development recommendations for all job classifications so employees will be able to better chart their career course.
- Conduct skills and abilities analyses for all positions, including leadership training and formal mentoring opportunities.
- Develop individual development plans with all employees to help enable them to realize their career goals. Review and discuss progress on development plans, at a minimum, during performance evaluations.
- Provide incentives for employees to engage in and complete training. Incentives may include pay raises; cash bonuses, trips, time off, or other merit based rewards, in addition to the possibility of career advancement.

Mentoring can bridge the knowledge, relationship and experience gaps between new and seasoned employees. Mentoring will help new employees feel they are a part of a team. An effective mentor can help new employees foster productive relationships within and outside of an agency.



- Develop training modules to teach the art of mentoring and being mentored.
- Conduct agency history courses and training to underscore the importance of institutional memory and foster the passing on of that knowledge to younger employees.
- Develop an expectation of mentoring for all employees and formalize accountability evaluation at all levels.

Current Employee Responsibilities

Current and up and coming leaders, it is your job to understand that the landscape of employment is going to change in the future with the transition from the Baby Boomers to the Gen Yers. Be mindful of the different values of each generation that were shaped by the historic, social, and economic times they were exposed to. Understanding the institutional knowledge and taking the opportunities to explore current management issues and challenges and engage in the decision-making process will provide insights into understanding the importance and complexity of natural resource decision making. Take advantage of leadership and training opportunities and make sure to work at being a lifelong learner.

Yet to be Hired and Newly Hired Employee Responsibilities

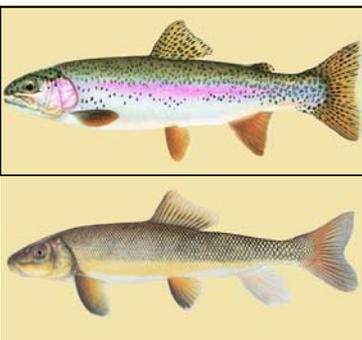
The principles of science, management, math, accounting, and psychology provide some of the fundamental underpinnings of many disciplines in the natural resource field. Participation in these courses helps develop decision-making skills, critical thinking skills, and abilities to work within a diverse workforce, that maximize your chances of weaving yourself into the current fabric of current natural resources agencies. Fisheries jobs are scarce and the minimum qualifications are becoming more stringent in order to maximize successful recruitment of top candidates. Education alone is not enough, a diversity of experience is paramount in landing a and excelling in this current job climate. Networking with professionals at AFS meetings or other professional meetings and events will pay dividends, because “who you know” and not burning bridges still matters in the fisheries field.

The next ten years will usher in a younger, more diverse demographic to natural resource agency management positions. Agencies must begin to understand how generational and cultural differences in decision-making philosophies, styles and motivators are influencing the way we do business. Concentrating on recruiting, and then retaining talented and knowledgeable employees is central to ensuring sound leadership for the future. Providing career and personal development opportunities and mentoring at all levels, emphasizes the importance of investing in employees. This builds trust, loyalty, a sense of real community, and demonstrates to employees their value to the organization. A positive work environment where employees feel connected and appreciated has a strong influence on whether an applicant chooses to accept a job offer and later, whether an employee remains with the agency. Students work hard to gain a diverse skill set, with multidisciplinary classes and varied work experience and in a lot of cases the “who you know” is also important. So keep active in our student fisheries units and the Idaho and National AFS organizations.

The interest and values of a younger and more culturally-diverse generation will shape what natural resource management will look like in the future. This new generation of employees thinks and acts differently than the established power base. We have to ensure natural resource values are considered important by young people and then draw on their youthful enthusiasm and new idea generation for the benefit of the resource.

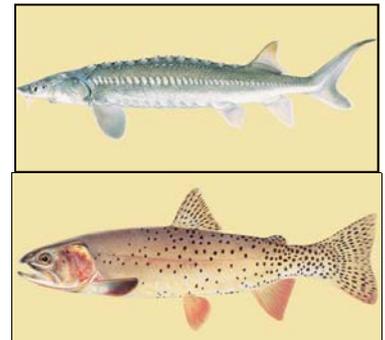
I personally am very excited for what the future brings and look forward to the transition from the Baby Boomers to the Gen Xers (that’s me), to the Gen Yers.

Jason Vogel



**Check out the Idaho Chapter
AFS website. A lot of good
work has gone into making this
a top notch site.**

<http://www.idahoafs.org>



Mark Your Calendars!!

The 2012 Idaho Chapter AFS Meeting

will be held

March 6-9, 2012

at the

Coeur d'Alene Resort

115 South Second Street

Coeur d'Alene, Idaho 83816

208-765-4000

◆ Online registration for meeting attendance opens the first week in January
www.idahoafs.org

Register by February 6 and save \$50

◆ Room reservations are open now, but availability may be limited so make your reservations soon.
A block of rooms will be held until Feb 6, please indicate you are with AFS when making your reservations!!

Call for Papers!!

Non-Native Species - Managing the Uncertainties

◆ Deadline for paper submission is January 6, 2012!

Please submit papers (using the guidelines on the next page) to
Dmitri Vidergar, 2012 Annual Meeting Chair at dvidergar@usbr.gov

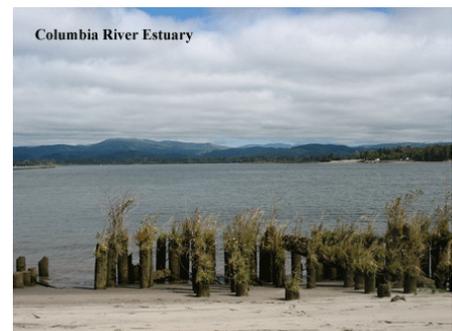
Workshop

“Fish without Borders”

This workshop is being organized by the Anadromous Fish Committee to precede the 2012 Annual Meeting. “Fish without Borders” will focus on factors affecting survival of populations of anadromous fish after they leave Idaho as juveniles until they return as adults”.

Topics to be presented include:

- Outmigration survival/research (hydrosystem/estuary)
- Ocean survival/research
- Adult return survival/research (estuary/hydrosystem)



This workshop will be held on Tuesday March 6th, 2012 at the Coeur d'Alene Resort and will be beneficial to anybody either working with or interested in anadromous fish populations. Contact Mike Peterson (mike.peterson@idfg.idaho.gov) or Mike Edmondson (mike.edmondson@osc.idaho.gov) for more information.

Guidelines for Paper & Poster Submissions

Please use the following guidelines when submitting a paper or poster.

Title: The title should be short and concise and represent your research.

Type of Paper: Papers may be submitted in one of the following three categories:

1. Oral Presentation, Contributed Paper, Related to Plenary Session: The afternoon following the morning plenary session we will be holding one or two sessions for papers relating to the theme of the plenary session. The theme of the plenary session is "Non-Native Species – Managing the Uncertainties". Papers presented in these sessions must be related to the theme of the plenary session and there is room for up to eight papers in these sessions. These papers will be presented on the afternoon of Wednesday, March 7.
2. Oral Presentation, Contributed Paper, General: These papers may be on any subject related to fisheries or aquatic science, policy, or management. These papers will be presented on the afternoon of Wednesday, March 7; Thursday, March 8; or the morning of Friday, March 9 with the specific time of each paper determined by the program chair.
3. Poster: Posters may be on any subject related to fisheries or aquatic science, policy, or management. Posters and other materials should be capable of fitting onto a 4x3 foot table space. You will be provided a rigid backing on which to hang the poster whereas you must provide materials for hanging such as tape or push pins. At least one author should be present during the poster session to answer questions. The timing of the poster session is yet to be determined.

Type of Presenter: Presenters should be identified as one of the following:

1. Professional: Any presenter not qualifying as a student
2. Student: A presenter qualifies as a student if he/she 1) conducted or assisted with the study while a student and 2) has not been employed in a professional level position (e.g. biologist, manager, etc.) for more than 4 years.

Presenters must also provide their affiliation, phone number, and email address.

Abstract: The abstract must be a single paragraph and be 300 words or less. The abstract should clearly and concisely state why you did the study, what you did, what you found, and what your results mean.

PLEASE HELP MAKE THIS AS EFFICIENT AS POSSIBLE FOR THOSE PUTTING THE AGENDA TOGETHER. USE THE 2012 Idaho Chapter Annual Meeting Paper Submission example (below) to submit a paper or poster.

Submit forms to: dvidergar@usbr.gov

Submissions that do not contain the information required above will be returned.

2012 Idaho Chapter Annual Meeting Paper Submission Example:

Demographic and genetic analysis revealed a significant, but highly variable, impact of hatchery-origin fish on the population structure of Chinook salmon in the South Fork Salmon River, ID.

John Q. Doe, Presenter, Nez Perce Tribe, 208-555-5555, johnd@whatever.org.

Coauthors: Jane Q. Doe, Nez Perce Tribe, Jean Doe, Columbia River Inter-Tribal Fish Commission, Hagerman Genetics Lab, Jill Doe, Columbia River Inter-Tribal Fish Commission, Hagerman Genetics Lab, Jacob Doe, Nez Perce Tribe

Oral Presentation, Contributed, General

Professional

In this study, demographic and genetic analysis results were used to evaluate the impact of hatchery-origin (HOR) Chinook salmon on the genetic stock structure of natural-origin (NOR) Chinook salmon in the upper South Fork Salmon River ... up to 300 words.

2012 Idaho Chapter Annual Meeting Poster Submission Example:

Use of Thermal Marking for Age Determination of Salmonids.

Joshua Dent, Presenter, Idaho State University, 208-555-5555, johuad@isu.edu.

Coauthors: Jane Q. Doe, Idaho State University

Poster

Student

Thermal marking of salmonids ... up to 300 words.



Call For Award Nominations

The Executive Committee is soliciting nominations for awards to be presented at the 2012 meeting in Boise. These awards are independent from awards presented by the Native Fish, Mentoring, and Aquaculture committees. This is a great opportunity to recognize those who have made important contributions to improve the conservation and sustainability of fishery resources and aquatic ecosystems. Please send nominations to Ernest Keeley no later than **Friday, January 31, 2012** at keelern@isu.edu. If you have any questions please contact Ernest via e-mail or at (208) 282-3145.

The awards, criteria, and nomination process are as follows:

Lifetime Achievement Award:

Criteria: Awarded to individuals who are either retired or within five years of retirement and have made *significant* and *sustained* contributions to improve the conservation and sustainability of fishery resources and aquatic ecosystems. This work may include, but is not limited to, making significant contributions in advancing fisheries and aquatic science, implementing important fish and aquatic management, or promoting the development of fisheries professionals.

Nomination Process: Submit a one to three page nomination detailing how the individual meets the criteria. The nomination **must** be supported by at least five Chapter members and their names and contact information should be listed on the nomination.

Distinguished Service Award:

Criteria: Awarded to individuals who have made significant contributions in furthering the work of the Chapter. This award is specific to service **within** the Chapter.

Nomination Process: Submit a nomination not longer than one page detailing how the individual meets the criteria. Although not required, nominations supported by more than one Chapter member will receive the strongest consideration. List the names and contact information of Chapter members supporting the nomination on the nomination.

Outstanding Fish Professional:

Criteria: Awarded to individuals who have made a significant contribution to improve the conservation and sustainability of fishery resources and aquatic ecosystems. This award is specific to service **outside** of the Chapter.

Nomination Process: Submit a nomination not longer than one page detailing how the individual meets the criteria. Although not required, nominations supported by more than one Chapter member will receive the strongest consideration. List the names and contact information of Chapter members supporting the nomination on the nomination.

Richard L. Wallace Native Fish Conservationist of the Year

Each year the Native Fish Committee sponsors the Richard L. Wallace Native Fish Conservationist of the Year Award. It's time to start thinking about the 2012 Conservationist of the Year. This award is given in recognition for outstanding achievements in the theatre of native fish conservation in Idaho. Achievements can be for a lifetime of work or extraordinary achievements throughout the past year. It can apply to a single individual or a group, or even an outstanding organization. This award is extremely prestigious and of extreme significance to all of us. Each year there are deserving individuals that quietly go unrecognized, so with that thought, please take a few moments to recognize your peers by drafting a paragraph or two outlining the accomplishments of your nominee and send it to Cori Laude at cori.laude@idfg.idaho.gov or call (208) 267-2714. This award will be presented at the 2012 business meeting. **Nominations must be received by January 31, 2012.**



Call For Award Nominations

Outstanding Mentor Award

The Mentoring Committee is currently soliciting nominations for the 2012 Outstanding Mentor for ICAFS. Recognition by our peers can be one of the most gratifying rewards we receive during our careers and past winners of this award have been humbled by the recognition the Chapter has given them.

Take a minute and reflect on the mentors in your career, or folks you have seen go out of their way to mentor students and/or young professionals within our organization.

Please submit nominees for the 2012 Outstanding Mentor Award to recognize a fisheries professional who has shown substantial devotion to assisting or mentoring Idaho fisheries students or professionals. The recipient of this award will be selected based on the following criteria:

- A current or previous fisheries professional.
- Provided substantial assistance to Idaho fisheries professionals/students, with preference given to those who are or were active in ICAFS.
- Demonstrated a sincere interest/devotion in seeing students and professionals succeed.
- Provided ample learning and training opportunities for students and professionals to gain experience otherwise unobtainable without the assistance of the nominated professional.

Selection will be based solely on the above criteria and not on other things such as professional achievements. Nominations should describe how the nominee has met the criteria listed above. Please include the name, workplace, and contact information for the nominee. **Nominations must be received by January 31, 2012.** Please send nominations to Steve Elle at steve.elle@idfg.idaho.gov.

Excellence in Aquaculture Award

This ICAFS award is given in recognition for outstanding achievement in the field of aquaculture or aquaculture related research (i.e. fish health, hatchery research, fisheries conservation, etc). Achievements may include a lifetime of work or exceptional accomplishments in the past year. This award can apply to an individual or a particular facility (i.e. hatchery, lab, research station, university, etc). Please take a moment to recognize an individual or facility that uses aquaculture as an integral tool in order to meet program goals or conduct their research. Nominations should be submitted in the form of a single-page letter outlining why the nominee(s) deserve to be the recipient of this award. Please include workplace and contact information for the nominee(s). **Nominations must be received by January 31, 2012.** Please send nominations to Doug Munson at: 1800 Trout Rd., Eagle, ID 83616 or doug.munson@idfg.idaho.gov.



Call For Award Nominations

ICAFS Scholarships & Support Grant Deadline: January 31!

The Idaho Chapter is pleased to announce four annually awarded scholarships and a student support grant for students attending Idaho schools. These are as follows:

- **Idaho High School Student Scholarship:** This \$250 scholarship will be awarded annually to an Idaho High School Senior that is planning to attend a college or university located in Idaho.
- **Idaho Undergraduate Student Scholarship:** This \$500 scholarship will be awarded annually to an undergraduate student that is enrolled at any college or university located in Idaho.
- **Idaho Graduate Student Scholarship:** This \$500 scholarship will be awarded annually to a graduate student that is enrolled at any college or university located in Idaho.
- **Susan B. Martin Scholarship:** This \$1000 scholarship is in memory of Susan B. Martin who led a distinguished career in natural resource management in Idaho. The scholarship is awarded annually to a graduate student attending any college or university located in Idaho.
- **TOP (Travel and Opportunity) Grant:** This \$50-750 grant will be awarded annually to any student enrolled at any Idaho school to assist the student's pursuit of activities consistent with the mission of the American Fisheries Society.

These scholarships and the support grant were developed by the Mentoring Committee, are funded by the Idaho Chapter, and are administered by the Public Education Committee. Information and application materials are available on the Chapter website (<http://www.idahoafs.org/scholarships.php>). The application deadline is January 31, 2012. Winners will be announced during the business luncheon at the 2012 annual meeting. For more information, please visit the Chapter website (<http://www.idahoafs.org/>) or contact Lauri Monnot, Public Education Committee Chair, at lauri.monnot@deq.idaho.gov or (208) 373-0461.

Fundraising Committee needs your help!!!

Time to "Pony Up" Fish Folks!

The fundraising committee is now compiling items for the 2012 Annual Meeting. As you all know, the Idaho Chapter AFS does not charge annual fees or solicit funds except for the fundraising event at the Annual Meeting.

Money generated from this fundraiser helps the chapter operate and provides support for scholarships and other important endeavors. You can contribute by joining us and spending some big bucks at the fundraiser, or you can contribute with a donation. Donations can be anything from money, artwork, gift certificates, fishing trips, tackle (fish-o-flies), or miscellaneous donated items. Please help our chapter by giving a donation today. When you decide how you can help, contact Patrick Kennedy at pat.kennedy@idfg.idaho.gov or Chris Sullivan at chris.sullivan@idfg.idaho.gov. They can be reached during the day at (208) 465-8404.



Donate a
Fishing Trip!



Upcoming Events!!

**Unique Winter Training Opportunity for Acoustic Tag & Hydroacoustic Assessments
Hosted by University of Washington Student Chapter of the American Fisheries Society**

Using Acoustic Tags to Track Fish

**2-3 February 2012
9:00 am to 5:00 pm**

This short course addresses all aspects of tracking fish movement with acoustic tags, including three-dimensional tracking with sub-meter resolution. The course includes hands-on-operation and a variety of applications are covered. Lunch is provided. .

Using Hydroacoustics for Fisheries Assessment

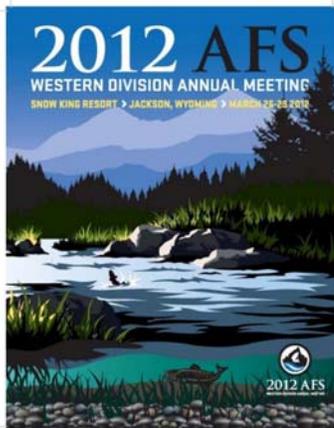
**9-10 February 2012
9:00 am to 5:00 pm**

The hydroacoustic short course covers mobile and fixed-location survey techniques, and subjects include basic hydroacoustic theory, deployment logistics, data collection and processing, as well as typical results. Split-beam, single-beam, and multi-beam frequency techniques are discussed in detail. Lunch is provided.

Both courses will be held at:

The University of Washington School of Aquatic Fishery Sciences, Seattle, WA

For more info or to save a seat, email support@HTIsonar.com and check out the website
http://www.HTIsonar.com/ha_short_course.htm



Don't Forget, Western Division AFS

**It will be hosted by the Colorado-Wyoming Chapter
and held at**

**Snow King Resort, Jackson, Wyoming
March 26-29, 2012**

Theme: "Ecosystem Management in a Twitter World"

For more Information see: <http://www.cowyafs.org/>



Student Corner

AFS Portneuf Unit: Student Profiles



The Portneuf Student Subunit is composed of undergraduate and graduate students from Idaho State University and Brigham Young University - Idaho. Our goals are to stimulate professional development of students through interactions with professionals, as well as taking interest in our local community. We accomplish this through varying activities, including:

- Assisting government agencies with stream and fish surveys
- Sponsoring elementary school classes through the Trout in the Classroom program
- Participating in community fairs and river cleanup programs
- Sponsoring guest speakers for public seminars on fisheries related issues
- Fundraising to provide assistance to students to attend the Idaho Chapter's annual meeting
- Allow all students interested in fisheries to get together and communicate about research, school, and future goals during regular potluck events

2011-2012 Officers



Matt Green-President: Matt is a master's student at ISU working in Dr. Ernest Keeley's Fish Ecology Lab. He is conducting his research on the impacts of pelican predation on cutthroat trout. He has been involved with the unit since 2009 as a member and acting as Vice President in 2010-2011. Matt has enjoyed being involved with both the student unit and the Idaho Chapter. He believes AFS offers a tremendous opportunity for students to be mentored by professionals in fisheries and for undergraduate

students to get involved with fisheries by learning from fellow graduate students about choosing it as a career. Upon graduation, Matt plans to begin his career as a fisheries Biologist in Idaho, with goals of becoming a biologist with the Idaho Department of Fish and Game.



Lori Burchard- Vice President: Lori is an undergraduate student at ISU pursuing her B.S. in Earth and Environmental Systems with a Biological Systems Track and a Minor in Ecology. She has been a member of the Idaho AFS Chapter since 2009 and the Portneuf Unit since 2010.



Student Corner

AFS Portneuf Unit: Student Profiles



Ryan Blackadar-Treasurer: Ryan is a second-year master's student in Dr. Colden Baxter's Stream Ecology Lab. He has been a member of AFS since 2010. His research seeks to evaluate the direct and indirect consequences of climate-induced shifts in ice regimes for a variety of consumer-resource relationships that link aquatic and terrestrial food webs. He is conducting his research on Big Creek in the heart of Idaho's Frank Church River of No Return Wilderness. Upon graduation in December 2012, Ryan plans to return to seasonal work and spend more time on Idaho's rivers. Eventually, he plans to start his own video-science company to document current research and distribute the scientific results to the general public, a major hurdle for many scientists not familiar in presenting complex, scientific results in a manner that even schoolchildren can understand.



Alex Bell-Secretary

Alex is an undergraduate student at ISU majoring in biology. Alex has been a member of AFS since 2009. Alex has worked in Dr. Baxter's lab for the past two years.

**The Portneuf Units Annual Fundraiser event was a success once again!!
Chesterfield Reservoir Ice Fishing Debruy**

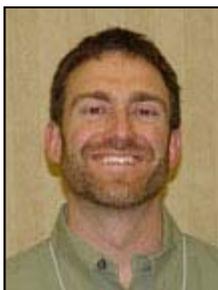


Current Chapter Officers

Executive Committee



Jason Vogel,
President
(208)843-7145



Dmitri Videgar,
President-Elect
(208)989-1905



Joe DuPont,
Vice-President
(208)799-5010



Ernest Keeley,
Past President
(208)282-3145



Tim Copeland,
Treasurer
(208)465-8404



Bill Horton,
Secretary
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Mary Faurot,
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Samuel Bourret
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(860)508-3565

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(208)465-8404 x 1551



Mike Edmondson,
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