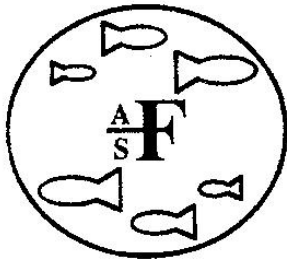


Equal Opportunities Section
Strength in Diversity ~ Strength through Diversity



President's Message



Greetings from the Equal Opportunities Section of the American Fisheries Society. I hope this issue finds you in good spirit as we move forward to the beginning a new year.

This past year has been a period of transition and adjustment for the section. In spite of this, I am pleased to say that we had a productive year in 2008. Our joint annual luncheon meeting in Ottawa with the Fishery History Section was quite a success with outstanding presentations delivered both by **Dr. Ambrose Jearld**, director of academic programs at the Northeast Fisheries Science Center in Woods Hole, Massachusetts and **Dr. Christine Moffit**, Professor at the University of Idaho and past AFS president. Professor Moffit took



the audience back in time to underscore the history of women and minorities in fisheries science while Dr. Ambrose engaged the audience on the issue of inclusion and how to bridge the gaps for next generation

fisheries scientists. These talks were not only impressive but stimulated a great depth of discussions among members of the audience.

In addition to our annual luncheon meeting, we successfully resurrected our mentor award program "Mentoring for Professional Diversity in Fisheries" to recognize outstanding mentors who contribute to the effort of increasing diversity in fisheries professions. Dr. Patrick Kocovsky from the USGS Lake Erie Biological Station was our 2008 recipient. His selfless dedication to his students exemplifies extraordinary mentorship and we congratulate him for his efforts on a job well done. The EOS believes that mentorship is a selfless and honorable act and therefore, I encourage all students and professionals to take the opportunity to show how much they appreciate their mentors as we will be soliciting applications as soon as January 2009. For more information, you can visit the EOS website at <http://www.fisheries.org/units/eos/>.

Our eight 2008 travel award recipients and two of the three J. Francis Allen Scholarship honorees were also in attendance for the luncheon and presentations. Since 2001, EOS has been able to provide \$25,000 in travel assistance to 48 students from 34 institutions in 6 countries! Testaments

from this year's travel award recipients are located later in the newsletter. We thank all of our generous contributors (Education Section, Fisheries Management Section, North Central Division, Southern Division, Alaska Chapter, Ontario Chapter, Fish Health Section, Michigan Chapter, Estuaries Section, Arizona-New Mexico Chapter and Indiana Chapter) and appreciate your continued support in the future. For additional information about the travel award program next year, please visit the section's website.

As we are always trying to find ways to improve communication with our members and interested professionals, I would like to announce that EOS is officially on Facebook. The site is open membership to individuals with a Facebook account. It is a fantastic way to keep up to date with events or to communicate with others in the section. If you have yet to join the site, I urge you to join as soon as you can and actively participate in any of the discussions. We hope this new way will greatly facilitate how we get information to you and continue to help us gain exposure to public about who we are and our mission. Since this is a fairly new platform for us, we appreciate any comments or suggestions you have about the site. **HAPPY POSTING!!!**

Bob Wartendorff who has done an outstanding job
Continued on back page...

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Special points of interest:

- *Study Abroad in the British Isles or Australia ~ page 3*
- *Summary of 2008 Stock Assessment Undergraduate/Graduate Program ~ page 4*
- *Successful Acoustics Workshop ~ page 5*
- *Graduate Student Opportunities ~ page 6*

Congratulations to the 2008 Travel Award Recipients

Out of 13 applicants, we were able to provide awards to 8 students this year, focusing primarily on students who demonstrate academic excellence, have been involved in leadership positions in AFS subunits or sections and who presented a paper or poster at the 2008 meeting.

2008 Recipients: **Julie Harris** (North Carolina State University), **Beth Holbrook** (University of Minnesota-Duluth), **Kristen Homel** (Montana State University), **Heidi Lewis** (Southern Illinois University), **Caitlin O'Brien** (Oberlin College, Ohio), **Ashlee Paver** (University of Arkansas at Pine Bluff), **Kristen Pitts** (Kansas State University), **Elizabeth Romero Hernandez** (Universidad Autónoma de Baja California), and **Sara Seidel** (Utah State University). You can read about their meeting experiences on page 3.

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 two divisions, four sections, and five chapters for their contributions to the 2008 EOS Travel Awards. We are currently soliciting contributions towards the **2009 EOS Travel Awards**. Please consider continuing or beginning support of our efforts to increase diversity and ensure that **under-represented 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.

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



Mentoring for Professional Diversity in Fisheries Award

The Equal Opportunities Section of the sponsors an award for mentoring in professional diversity in Fisheries.



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. **The 2008 Profession**

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

'I am honored to be the 2008 recipient of the Mentoring for Professional Diversity In Fisheries award. My experience as an undergraduate mentee was an important element of my professional development, which is why I strive to provide similar experiences to

"My experience as an undergraduate mentee was an important element of my professional development, which is why I strive to provide similar experiences..."

other ambitious undergraduates. Ms. Caitlin O'Brien, my mentee and the person responsible for my nomination, is an enthusiastic, dedicated, hard-working young professional with a bright future. I am privileged to have had the opportunity to work with her and I have learned much about the mentoring process as a result of our interactions. The positive experience of working with Caitlin and past mentees and of receiving this award ensures that I will continue to mentor aspiring fisheries professionals of diverse backgrounds well into the future.' ~Patrick Kocovsky

2009 J. Francis Allen Scholarship Announced

The **American Fisheries Society** is pleased to announce that applications are being accepted for the **J. Frances Allen Scholarship**, to encourage women's involvement in AFS and in the field of fisheries. The applicant must be a female doctoral student conducting aquatic research in line with society objectives, which include all branches of fisheries science, including but not limited to aquatic biology, engineering, fish culture, limnology, oceanography, and sociology. Qualified applicants must be AFS members as of December 31, 2008. The dead-

line for applications is March 6, 2009. A complete description of this opportunity may be found on the AFS website: <http://www.fisheries.org/afs/index.html#awards>. Click on the award nominations link for application submission details.

Additional information can be obtained from:

Shannon Brewer, Chair, J. Frances Allen Scholarship Committee
US Fish and Wildlife Service
4001 North Wilson Way
Stockton, CA 95205

(209) 946-6400 x343
shannon_brewer@fws.gov

The J. Frances Allen Scholarship Recipient for 2008 was **Melissa Wuellner**, a Ph.D. student from South Dakota State University. There were two honorable mentions as well; **Karen Murchie** is an NSERC Ph.D. student in the Department of Biology at Carleton University and **Michelle Staudinger** is a Ph.D. candidate in the School of Marine Science / Department of Natural Resources Conservation at the University of Massachusetts Amherst. Congratulations ladies!

How Did They Fare? Travel Recipients Recount the Experience



The AFS meeting in Ottawa was the first national meeting I have attended and I

had a wonderful time. Without the travel grant, I would not have been able to attend the meeting. I enjoyed attending the presentations and the poster session and was able to gain insight on the latest fisheries research. Attending the socials was a great opportunity for me to meet and network with fisheries professionals. I especially enjoyed all the student activities that were available. I attended the student mentor lunch ... I also gained valuable information at the student colloquium that will help me ... upon the completion of my Master's thesis. ~**Ashlee Paver**

I greatly appreciate the Equal Opportunities Section travel award which helped me attend and present my research at the 2008 annual meeting of the American Fisheries Society in Ottawa. My experience at the meeting was excellent! I attended a variety of interesting and inspiring presentations—there is so much good work being completed! I got the chance to attend section meetings, meet scientists from all over, and reconnect with friends and colleagues... I think student travel to national AFS meetings is incredibly valuable for professional development and I sincerely thank the Equal Opportunities Section for giving me this opportunity. ~**Julie Harris**



I am extremely grateful for the travel assistance provided by the EOS to attend the AFS Annual Meeting in Ottawa. I take pride in the quality of science being conducted currently in fisheries, and work hard to fully showcase these advancements. To be acknowledged for my achievements and given the opportunity to network with fisheries professionals from all around the world is wonderful. In Ottawa, I received honorable mention recognition for my oral presentation during the "Best Student Paper Symposium". This would not have been possible without the moral and financial support provided by the Section and the Southern Illinois University Carbondale Fisheries and Illinois Aquaculture Center. The AFS annual meeting provides common ground for fisheries professionals of all disciplines to interact and learn from one another. The conversations I have had with colleagues at AFS meetings have helped me develop into a more well-rounded fisheries professional, and for this I am grateful. Equal Opportunity Section, thank you for providing me and many other students this amazing opportunity! ~**Heidi Lewis**

The 2008 Annual Meeting of the American Fisheries Society was an excellent experience and I am grateful to the Equal Opportunities Section for providing funding that enabled me to travel to this meeting. I attended the AFS annual meeting as the only person from my university. Despite the fact that I knew so few attendees, or perhaps because of it, I met many new people throughout the week, including graduate students, young professionals, and established scientists. Since the meeting, I have kept in touch with several of these



contacts who have similar research interests and who have provided valuable insights into my graduate work ... It was also helpful to present my research during a contributed session and to receive feedback on ways that I can improve my methods and analyses. While I was at the annual meeting, I attended many of the student functions, including the student-mentor lunch, the student colloquium, and the job fair ... attending these functions was helpful in understanding the many different professions within the field of fisheries. ~**Beth Holbrook**



International Student Exchange Opportunities

The International Fisheries Section is looking for applications from students interested in our **membership exchange program with the Fisheries Society of the British Isles and the Australian Society of Fish Biology**. Any student may apply but those entering or in a graduate program with an interest in international activities will receive preference. There is no cost except a short note of interest and C.V. (not to exceed three

pages).

We would like the **applications by April 1, 2009**. The membership exchange is good for three years and provides a great opportunity for those interested. Selection is made by the IFS annual business meeting each year.

For further information please contact:

Glen Contreras
International Fisheries Section

glenifsfish@aol.com
or by telephone (703)352-8109

Encourage your students to apply and become involved. The IFS is also looking to recruit new members and fill committee



2008 Program in Fisheries Stock Assessment for Undergraduate and Graduate Students

by Paulinus Chigbu, Ambrose Jearld, and Michael Fogarty

In summer 2008, the LMRCSC in collaboration with scientists at NOAA Northeast Fisheries Sciences Center (NEFSC), Woods Hole Laboratory, began a fisheries stock assessment program at the University of Maryland Eastern Shore (UMES) consisting of a four week course followed by an internship at a NOAA laboratory. The objective of the program, which

will be offered every year, is to recruit and introduce undergraduate students to fish stock assessment in order to encourage them to pursue further studies in the area. There

is a shortage of fish stock assessment scientists and fisheries socio-economists in the United States. The shortage has been considered so critical that NOAA/NMFS has developed a pre-doctoral fellowship in the area, NOAA Northeast Fisheries Science Center established a fishery stock assessment program at Jackson State University, MS from 2002 to 2005, and NOAA Southeast Fisheries Science Center has organized yearly, beginning in 2004, a two weeks workshop in "Marine Resources Population Dynamics" for undergraduate and graduate students in collaboration with Virginia Tech. A recent report submitted to the United States Congress, suggests a more severe shortage of stock assessment scientists in the United States over the next decade, judging from the current level of production of scientists with expertise in the area.

Eight undergraduate and graduate students from seven institutions (University of Arkansas Pine Bluff; Savannah State University; Delaware State University; Jackson State University; Elizabeth City State University, N.C.; Eckerd College and Nova Southeastern University) took part in the course. Students were recruited from various disciplines: mathematics, computer science, biology, and marine/environmental science. To participate in the program, students were required to have a minimum cumulative GPA of 3.0 and to have successfully completed college algebra, calculus, statistics, and at least an introductory level biology. Applicants were required to submit completed application forms along with official transcripts, two

letters of recommendation, and a 1-2 page essay discussing prospective career goals and how they expected the summer fisheries stock assessment course to help them reach those goals.

The course was team-taught by scientists from the NOAA/NMFS Northeast Fisheries Science Center Laboratories and UMES. It was organized into 50 minute lectures interspersed with hands-on problem solving, discussions, assignments and tutorial sessions five days a week, and ended with student projects and group presentations. Each student earned four credit hours upon successful completion of the course and was paid a stipend of \$1,000. **In addition, room and board was covered, and tuition for the course and travel expenses to and from UMES were paid.**

"Students were recruited from various disciplines: mathematics, computer science, biology, and marine/environmental science."

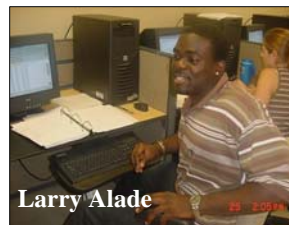


Summer 2008 fish stock assessment course undergraduate participants with Shari Wiley (second from left).

The LMRCSC course was fashioned after a similar course thought by the same team of scientists from NOAA NEFSC Woods Hole Lab and Jackson State University (JSU) from 2002 to 2004. This partnership for training undergraduates in quantitative fisheries began in 2001, the year that NOAA/NMFS NEFSC organized a five-day fish stock assessment planning workshop in Woods Hole, MA. It eventually led to the development of a joint proposal to establish a stock assessment program at JSU. With funding from NOAA Educational Partnership Program and NEFSC, the program was run for three years. Forty-one (41) students from seventeen (17) institutions and laboratories took the course, and twenty-eight (28) of them interned at NOAA laboratories in Woods Hole, MA; Miami, FL; Beaufort,

NC; Pascagoula, MS; and Seattle, WA or Panama City, FL, for four to eight weeks after successfully completing the short course.

Among the students who took part in the course in 2002 were graduate students **Larry Alade**, who recently completed a Ph.D. at UMES LMRCSC, **Shari Wiley**, a Ph.D. student in Applied Mathematics at Howard University (HU), and **Robert Leaf**, a Ph.D.



Larry Alade

candidate at Virginia Tech. Larry, whose dissertation work was co-advised by Dr. Steve Cadrin (NOAA) and

Dr. Eric May (UMES), was a recipient of the NOAA EPP Graduate Sciences Program Fellowship in 2004. He is currently working as a Fisheries Biologist at NOAA NEFSC, Woods Hole Laboratory. Shari's

dissertation work is co-advised by Dr. Mike

Fogarty (NOAA) and Dr. Abdul Aziz Yakubu (HU). Robert,



Shari Wiley

a recipient of the NMFS-Sea Grant Graduate fellowship in Population Dynamics in 2006, is being advised by Dr. Yan Jiao (Virginia Tech).



Robert Leaf

Both Robert Leaf and Shari Wiley served as guest speakers to the summer 2008 participants in

the stock assessment course. They shared their graduate school experiences with the students, assisted them in assignments and projects, and discussed how the course they took in 2002 influenced their choice of graduate program and research work. We encourage students interested in taking the summer course to **visit the website: www.umes.edu/lmrcsc for more information.**

Successful 1st Annual WDAFS Student Colloquium!

By Kris Homel and Lora Tennant

The Montana State University AFS (MSU-AFS) student subunit hosted the first annual, Western Division AFS Student Colloquium October 23-25, 2008 in Bozeman. Students came from four universities and participated in a variety of social and professional activities designed to foster networking among fisheries students.

The event kicked off on Thursday with a well-attended opening social at a local brew pub. Students, MSU professors, and local fisheries professionals gathered over appetizers and beverages to discuss fisheries research, potential graduate positions, the nuances of fisheries careers, and to make new acquaintances.

On Friday, students participated in a field trip to Yellowstone National Park. The trip into the Park rewarded students with sights of geysers in the Norris Geyser Basin, waterfalls in Yellowstone River Canyon, and wolves roaming through a 1988 burn area. The Park was serene and quiet with the winter season fast approaching. The day was concluded with a relaxing soak in Boiling River.

MSU-AFS was delighted by the ex-

cellent participation in the presentation section of the Colloquium on Saturday. Kris Homel (MSU-AFS

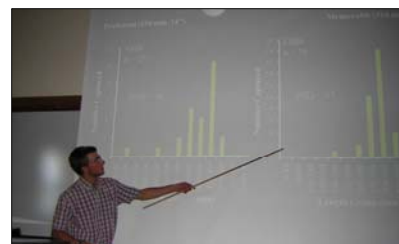
Pres.) and Lora Tennant (MSU-AFS VP) welcomed students to the meeting. Leanne Roulson, President-Elect of the Western Division, gave an update of WDAFS activities and opportunities, specifically those related to students. After the welcome, the day was filled with 4 sessions of oral presentations and a poster session. A lot of time went into preparing the presentations and the quality was impressive! At the end of the presentations, attendees voted on the location of next year's Colloquium and it was determined that the Colorado State University student subunit will host the Student Colloquium in fall of 2009.

The Colloquium closed with a social at a local hot spring, where students soaked and listened to live folk music. The combination of social and professional activities allowed students many opportunities to forge new friendships that will grow



Field trip to Yellowstone National Park.

stronger through future professional interactions. Furthermore, by bringing students together from throughout the Western Division, everyone had the opportunity to learn about fisheries issues, research, and academic programs from other regions.



Adam Hansen, president of CSU-AFS student subunit, presents his research.

The MSU-AFS subunit would like to thank all of the participants in this year's Student Colloquium and would particularly like to thank the Western Division of AFS, the Montana Chapter of AFS, and Montana State University for their generous contributions. Thanks to the effort of so many, the first annual WDAFS Student Colloquium was a success!

Workshop on Designing an Acoustic Study with Marine Fishes

By Andrea Johnson

On November 20, 2008, Mary Fabrizio and her Ph.D. student, Mark Henderson from the Virginia Institute of Marine Science (VIMS) conducted an acoustic telemetry workshop in the Department of Natural Sciences at the University of Maryland Eastern Shore. The workshop, entitled "Designing an Acoustic Study with Marine Fishes", included a seminar on acoustic tagging followed by a surgical demonstration on Atlantic croaker.

During the seminar, students and faculty were introduced to basic acoustic telemetry concepts: when to use it and how it works. The importance of careful planning and background research were emphasized during the seminar and the speakers offered expert

advice and shared their experiences with designing acoustic projects. Costs, transmitter selection, range tests, active versus passive tracking, human impacts, permits and avoiding impact on endangered species were some of the many things to consider when designing an acoustic telemetry study. To

wrap up the presentation, Mary talked about field implementation guidelines, fish anesthetics and surgical techniques for implanting transmitters.

Mary and Mark demonstrated how to set-up and perform surgery for the acoustic study. Two live Atlantic croakers were used for the demonstration; one was implanted with a transmitter and sutured and the other received sutures only. Students and faculty were able to gain an understanding of the process for setting up

and performing fish surgery. After the surgeries, students were then given a chance to practice their suturing techniques on faux fish they made using foam covered with chamois.

The workshop was a great success with over 30 faculty and students in attendance. The faculty and students would like to thank Mary and Mark again for making this an informative and memorable experience.



Graduate student, Lonnie Gonsalves observing Mark's surgical techniques.

"The workshop was a great success with over 30 faculty and students in attendance."

NOAA's Graduate Science Program Soliciting Applicants

The Graduate Sciences Program (GSP) is aimed primarily at increasing opportunities for students in NOAA-related fields to pursue research and educational training in atmospheric, environmental, remote sensing and oceanic sciences at minority serving institutions (MSI) when possible. The GSP offers between two years (master's candidates) to four years (doctoral students) of NOAA-related research and training opportunities. Qualified candidates must have and maintain a minimum GPA of 3.0 or higher every semester/quarter.

Prior to acceptance into the program, students must be enrolled in an accredited graduate school and obtain a letter of recommendation by a school official. NOAA requires proof of acceptance in an accredited graduate program.

This program provides for formal periods of work, study, and structured classroom training. **The GSP pays for tuition, books, lab fees, housing allowance at the selected university, travel expenses, and salary during 16 weeks of NOAA work**

experience per year for each participant at a NOAA research facility. NOAA scientists are assigned as mentors to graduate scientists during the training period.



To be eligible to apply for the Graduate Sciences Program, at the time of application you must (1) Be a U.S. citizen; (2) Be currently enrolled as either a full-time student in an undergraduate program and be graduating in the Spring term or as a full-time student in a graduate program at an accredited college or university within the U.S. or U.S. territories. The undergraduate degree must be in the NOAA sciences, including but not limited to, biology, chemistry, physics, physical science, geology, geography, mathematics, law, social science, environmental science or engineering with a cumulative GPA of at least 3.0 in all undergraduate courses; (3) Have a minimum 3.0 grade point average on a 4.0 scale (or equivalent) in all completed undergradu-

ate and graduate courses each semester or quarter, as well as cumulatively and in your major field of study. The grade point average requirement applies to every semester or quarter, cumulative, and in your major field of study prior to and at the time of application for a scholarship, for the period between application and award notification, and after award distribution; (4) At the graduate level, have declared a major in a discipline including, but not limited to, oceanic, environmental, biological, and atmospheric sciences, mathematics, engineering, remote sensing technology, physical and social sciences including geography, physics, hydrology, or geomatics that support NOAA's programs and missions; and, (5) Progressed in coursework such that required course work and assignments for targeted position must be completed within two years for a Master's degree and four years for a PhD.

The instructions and application can be found at: http://www.epp.noaa.gov/ssp_grad_sciences_page.html. **Deadline is January 30, 2009.**

Woods Hole Institutions Offer Summer of Science at Cape Cod

A consortium of Woods Hole science institutions has established a summer program for college students who want practical experience in marine and environmental science. The new Partnership Education Program (PEP) consists of a four-week course in the sea-side village of Woods Hole, followed by six-to-eight week research projects.

Designed primarily for **college juniors and seniors**, PEP is being launching in 2009 by six world-renowned science and teaching institutions. The new program is an effort to increase diversity and broaden the pipeline that brings talented students to the Woods Hole science community.

PEP will bring 12-15 students to the village for an integrated program of internships and academic work, beginning with a four-week (June 2-30) course offered through the University of Maryland Eastern Shore. The interdisciplinary course, "Ocean and Environmental Sciences: Global Climate Change," will be taught by faculty from six Woods Hole science institutions, providing the students with points of con-

tact and potential mentors throughout the Woods Hole science community. Non-UMES students may register for the course through UMES or through their own home institution.

When the course ends, each PEP participant will work on a research project at one of the Woods Hole science institutions. The projects will employ some of the techniques and explore some of the issues presented in the course. At the end of the summer (in mid-August), students present results from their research in a 20-minute public presentation during a one-day PEP seminar.

Students may apply to the program online at www.woodsholediversity.org. **Funding is available to cover the cost of tuition, travel, room and board, and a stipend.** Students who apply by January 31 will have priority for admissions and finan-

cial support.

PEP welcomes applications from students of all backgrounds. Students from groups under-represented in marine and environmental sciences are especially encouraged to apply – this includes African American, Hispanic, Native American, Asian Pacific Island, and Alaska Natives students.

PEP is a project of the Woods Hole Diversity Initiative. Participating institutions are: NOAA's National Marine Fisheries Service, Woods Hole Oceanographic Institution, U. S. Geological Survey, Sea Education Association, Marine Biological Laboratory, and Woods Hole Research Center.

For more information, contact PEP Director **Dr. Ambrose Jearld, Jr.**, NOAA Fisheries (Ambrose.Jearld@NOAA.gov or 508-495-2318) or **Dr. Paulinus Chigbu**, UMES (pchigbu@umes.edu or 410-621-3034).

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 this newsletter and posted to the AFS 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), 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
AFS Equal Opportunities Section

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 two divisions, four sections, and four chapters for their contributions.

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:

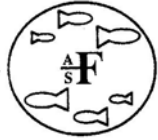
Fisheries Management Section (\$500)
North Central Division (\$500)
Indiana Chapter (\$100)

Additional contributions:

Tidewater Chapter (\$300)
Univ. of Maryland Eastern Shore Student Sub-unit (\$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

2008-2009 WINTER 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!

Check out our website
www.fisheries.org/units/eos/

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President

Larry A. Alade
Research Fisheries Biologist
National Marine Fisheries Service
Northeast Fisheries Science Center
Population Dynamics Branch
larry.alade@noaa.gov

President-Elect

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

Secretary-Treasurer

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Illinois Natural History Survey
juliec@uiuc.edu

Student Travel Award Committee Chair

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



Members' Update

Ayeisha Brinson, an EOS member from the University of Miami, Rosenstiel School of Marine and Atmospheric Science defended her Ph.D. dissertation in November. Ayeisha's dissertation, Incorporating recreational and artisanal fishing fleets in Atlantic Billfish Management, characterized recreational and artisanal fleets that target Atlantic Billfish in Venezuela, the U.S., Senegal and Ghana. Her dissertation also evaluated the effects of an economic allocation strategy in Ghana for these fleets and the policy effects of various management strategies. Ayeisha plans to continue her research at UM-RSMAS as a post-doc.

President's Message continued...

supporting the section's website is handing over the reigns to our new webmaster, Justin Chiotti. We cannot thank Bob enough for his commitment and dedication to the section's website and we certainly look forward to his future involvements with the section. To his credit and generosity, Justin has offered to redesign the section's website, so stay tuned for Spring 2009 as we continue to improve how we deliver information to all our members and interested parties. In the meantime, please help me welcome Justin to the team. We are very appreciative of his initiative to contribute to the section's operations and look forward to working with him. Speaking of operations, I would like to take this opportunity to encourage section members to renew their dues and memberships. Our ability to financially operate is partly due to your diligences to keep-up with your annual dues (\$5.00). To renew your dues, simply visit the AFS website at <http://www.fisheries.org/afs/index.html#membership>.

This year, the EOS and University of Maryland Eastern Shore's Living Marine Resource Cooperative Science Cen-

ter (LMRCSC) are jointly collaborating on a **symposium to address the issue of diversity in fisheries profession at the annual meeting in Nashville, Tennessee**. The goal of this symposium is to highlight what progresses have been made in the fisheries science profession in terms of expanding opportunities to underrepresented groups, and also examine some of the barriers that exists both in the educational and occupational sectors in maintaining long-term recruitment and career sustainability. We ask you to look out for the announcements in the early part of the spring. We are also welcoming more participants to **join the planning team for the symposium**. There are a lot of great ideas on the table and we are always looking for more and bigger ideas. If you are interested, do not hesitate to contact any of our officers. We look forward to what will be an enlightening event and I hope that the symposium will encourage the scientific community by adopting a more active culture of inclusion and to engage unexploited talents when dealing with issues related to our natural resources.



In closing, I would like to thank our members and officers for their unwavering commitment and intensity in supporting the efforts of the section. I am fortunate to be a part of this team as I am only the gem polisher but the true diamonds and emeralds are these individuals devoted to running the activities of the section. I look forward to what will be another productive and exciting year and I encourage everyone to actively participate and bring your great ideas to the table. If you have suggestions on how we might improve on the services we deliver, please do not hesitate to contact any of the officers. We are committed to the continuous growth, excellence and to the creation of a welcoming a supportive environment for all ideas and people who come together to share those ideas.

Larry A. Alade, EOS President