

# BYLAWS

# American Institute of Fishery Research Biologists

An association incorporated in 1956 to establish and maintain high professional standards and recognition of achievement and competence



## Institute Charter Bylaws & Policy Statements

Amended August 20, 2017

ARTICLES OF INCORPORATION  
OF  
AMERICAN INSTITUTE OF FISHERY RESEARCH BIOLOGISTS

KNOW ALL MEN BY THESE PRESENTS:

That the undersigned, WILLIAM F. THOMPSON and CLINTON E. ATKINSON, both being of full age and citizens of the United States, have associated themselves together for the purpose of forming a corporation under the laws of the State of Washington, and in pursuance thereof do hereby sign and acknowledge the following Articles of Incorporation in triplicate originals, and do state as follows:

ARTICLE I - Name of Corporation

The name of this corporation, hereinafter referred to as Institute, is and shall be the AMERICAN INSTITUTE OF FISHERY RESEARCH BIOLOGISTS.

ARTICLE II - Registered Office

The location and post office address of the registered office of this Institute shall be c/o Fisheries Research Institute, University of Washington, and Seattle 98105 Washington.

ARTICLE III – Membership

This Institute is incorporated as a scientific society without capital stock. Admission to membership shall be by election by the Board of Control of the Institute.

In general, membership shall be available to scientists of competence and of proven achievement in the field of fishery biology, subject to the specific provisions of the Bylaws.

There shall be three grades of members: (1) Fellows, (2) Members, and (3) Associates; Associates shall not be entitled to vote in the affairs in this Institute. The detailed requirements for membership, and the procedures for election, shall be set forth in the Bylaws to be adopted by this Institution.

The honorary incorporators named in Article VIII hereof shall be known as the Founding Members. The Founding Members shall be awarded citations as Fellows, after incorporation, if otherwise qualified under this Article and under the Bylaws.

ARTICLE IV – Purposes

The purposes for which this Institute is incorporated are the following:

1. To advance the theory, practice and application of the science of fishery research biology; and thereby to promote the conservation and proper utilization of fishery resources.
2. To maintain high professional standards in fishery research biology, by recognition of achievement and by adherence to a code to be known as “Principles of Professional Conduct for Fishery Biologists.”

3. To do everything necessary, suitable and proper for the accomplishment of any of the foregoing purposes; provided it be consistent with the provisions expressed herein and with the laws under which this Institute is incorporated.
4. In pursuing these purposes, the primary role of the Institute shall be concerned with the professional development and performance of its members, and the recognition of their competence and achievement.

#### ARTICLE V - Board of Control and Officers

The affairs of this Institute shall be managed by its Board of Control.

The two incorporators hereafter named, William F. Thompson and Clinton E. Atkinson, shall meet as the original Board of Control, on January 15, 1957, and shall adopt Bylaws for the Institute and shall prepare a slate of first officers and directors. The two incorporators shall submit the slate promptly by mail to all of the Founding Members. The Founding Members shall elect the first officers and directors for this Institute.

The elected officers shall be a President and Vice-President.

The Board of Control shall consist of the aforementioned officers and of one Director from each district (as defined in the Bylaws), and of the two surviving Past Presidents who have held that office the most recently.

The number, qualifications, terms of office, time and manner of election, time and place of meeting, and powers and duties of the officers and directors shall be prescribed by the Bylaws of this Institute.

#### ARTICLE VI - Amendment of Articles

Prior to December 31, 1957, these Articles may be amended by a majority vote of the Fellows and Members of the Institute. Amendments may be proposed by any Fellow or Founding Member, to a special committee which shall consider the proposed amendments and report upon them to the Fellows and Members of the Institute. The committee shall be appointed by the President, subject to approval by the Board of Control.

After December 31, 1957, these Articles may be amended by a two-thirds vote of at least fifty per cent of the membership (Fellows and Members). Amendments may be proposed by written petition signed by not less than ten Fellows and forty Members, or by resolution adopted by two-thirds vote of the Board of Control. The proposed amendments and argument thereupon must be mailed to the entire voting membership within sixty days after proposal. Ballots shall be returned to the Secretary within sixty days thereafter. Results shall be announced promptly. A two-thirds vote of at least fifty per cent of the membership shall be required to make an amendment.

#### ARTICLE VII – Bylaws

Authority to make Bylaws for this Institute is hereby expressly vested in its original Board of Control, as set forth hereinabove in Article V. The Bylaws may be amended by majority vote of the Board of Control, or of the Fellows and Members of this Institute.

## ARTICLE VIII - Honorary Incorporators

The honorary incorporators of the Institute, who shall be known as the Founding Members, and their addresses, are as follows:

CLINTON E. ATKINSON, U.S. Fish and Wildlife Service, 2725 Montlake Boulevard,  
Seattle 2, Washington

F. HEWARD BELL, International Pacific Halibut Commission, Fisheries Hall No. 2,  
University of Washington, Seattle 5, Washington

KENNETH DIXON CARLANDER, Department of Zoology, Iowa State College,  
Ames, Iowa

FREDERICK CLEAVER, U.S. Fish and Wildlife Service, 2725 Montlake Boulevard,  
Seattle 2, Washington

ALBERT WALKER COLLIER, JR., Gulf Fishery Investigations, U.S. Fish and Wildlife  
Service, Galveston, Texas

HENRY A. DUNLOP, International Pacific Halibut Commission, Fisheries Hall No. 2,  
University of Washington, Seattle 5, Washington

DONALD H. FRY, JR., California Department of Fish and Game, North Rotunda,  
Museum Building, Stanford, California

JOHN B. GLUDE, U.S. Fish and Wildlife Service, P.O. Box 151, Annapolis, Maryland

HERBERT WILLIAM GRAHAM, U.S. Fish and Wildlife Service, Woods Hole,  
Massachusetts

J. A. R. HAMILTON, Pacific Power and Light Co., Portland, Oregon

JOHN LAWSON HART, Atlantic Biological Station, St. Andrews, N.B., Canada

CLARENCE PURVIS IDYLL, University of Miami Marine Laboratory, 439 Anastasia  
Avenue, Coral Gables 34, Florida

DONALD R. JOHNSON, Washington State Department of Fisheries, 4015 20th Avenue  
West, Seattle 99, Washington

JOHN LAURENCE KASK, Fisheries Research Board of Canada, West Block, Parliament  
Building, Ottawa, Ontario, Canada

KARL FRANK LAGLER, Department of Fisheries, 2122 Natural Sciences Building,  
University of Michigan, Ann Arbor, Michigan

DONALD L. MCKERNAN, U.S. Fish and Wildlife Service, Box 2021, Juneau, Alaska

JAMES WILLIAM MOFFET, U.S. Fish and Wildlife Service, Box 640, Ann Arbor,  
Michigan

EDWARD COWDEN RANEY, Department of Conservation, Cornell University,  
Ithaca, New York

MILNER B. SCHAEFER, Inter-American Tropical Tuna Commission, Scripps Institution of  
Oceanography, La Jolla, California

OSCAR ELTON SETTE, U.S. Fish and Wildlife Service, 450-B Jordan Hall, Stanford,  
California

WILLIAM SMOKER, Alaska Department of Fisheries, Juneau, Alaska

GERALD BYRON TALBOT, U.S. Fishery Laboratory, Beaufort, N.C.

ALBERT LEWIS TESTER, University of Hawaii, Honolulu, Hawaii

WILLIAM FRANCIS THOMPSON, Fisheries Research Institute, Fisheries Hall No. 2,  
University of Washington, Seattle 5, Washington



**BY LAWS**  
of the  
**AMERICAN INSTITUTE OF FISHERY RESEARCH BIOLOGISTS**

Article I - For clarification of Article IV and V of Articles of  
Incorporation

Section 1 – Article IV Clarification: The Institute is organized exclusively for charitable, religious, educational, and/or scientific purposes under section 501(c)(3) of the Internal Revenue Code.

No part of the net earnings of the Institute shall inure to the benefit, or be distributable to its members, trustees, officers, or other private persons, except that the Institute shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the Institute shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Institute shall not participate in, or intervene in including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of this document, the Institute shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Section 2 – Article V Clarification: The Institute’s governing body is formally referred to as the Board of Control. All formal documents issued by AIFRB will maintain this language. Informal correspondence does not need to hold to this language and may refer to the governing body at “The Board” or “Board of Directors.”

Article II - Membership and Activities

Section 1 - Election of Fellows

The Membership Committee may elect as a Fellow any person meeting all of the following qualifications:

- (a) Actively engaged in research concerned with the fishery sciences;
- (b) A baccalaureate degree from a recognized university or college;
- (c) Experience in the field of fishery biology of at least 15 years;
- (d) Distinguished achievement in the fields of fishery sciences.

Distinguished achievement is measured by:

1. A record of continuous publications in recognized peer reviewed scientific journals;
2. Growth in responsibility and/or advancement on the job;
3. Duties and responsibilities of present positions:
  - As evidenced by publications; such as those in agency journals and technical memoranda.

- As evidenced by instruction and training of students and acquisition of research grants or contracts.
  - Sought after for advice from peers.
  - Chairman of various committees.
  - Invited to present papers.
  - Major editing responsibilities.
  - Participation in fisheries organizations.
4. Significant contributions to resource conservation such as:
    - An expert advisor on international commissions
    - Participation by consultation, if asked, in local fisheries management activities.
  5. Evidence of strong support of the profession and professional integrity.

Election of a Fellow by the Membership Committee shall be considered after application by a Member eligible for advancement, or by the candidate to substantiate his/her qualifications. An affirmative vote by four members of the Membership Committee shall be required for election.

## Section 2 - Election of Members

The Membership Committee may elect as a Member any person meeting all of the following qualifications:

- (a) Actively engaged in research concerned with the fishery sciences;
- (b) A baccalaureate degree from a recognized university or college;
- (c) Experience in the field of fishery biology of at least 5 years;
- (d) Competence in the field of fishery biology as demonstrated by publications, growth of the individual or by other professional achievements which are significant to the advancement of fishery biology. These are further explained under Policy Statement II - Criteria to Membership.

Election of a Member by the Membership Committee shall be considered after his/her written application is received, or after submission of qualifications of an Associate eligible for advancement. Majority vote of the Membership Committee shall be required for election.

## Section 3 - Election of Associates

The Membership Committee may elect as an Associate any person meeting all of the following qualifications:

- (a) Actively engaged in research concerned with the fishery sciences; (professional) or engaged in a graduate degree program in a fishery science related field (student);
- (b) A baccalaureate degree from a recognized university or college;
- (c) Professional promise indicative of growth in achievement and competence in fishery science.



Election to Associate rank should be by the Membership Committee after review of the written application.

#### Section 4 - Emeritus Status

Any Fellow or Member may request Emeritus Status. Any Fellow or Member who has obtained the age of 62 years or more, who has been a member in good standing for at least five years immediately prior to application, and who has retired from professional employment in fishery biology, shall on application to the Membership Committee be granted Emeritus Status at their current rank of Fellow or Member. In case all these requirements are not met, the Membership Committee shall consider any extenuating circumstances for or against granting Emeritus Status, and they shall present a recommendation to the Board of Control on the question of granting Emeritus Status. The Board of Control may grant Emeritus Status to any applicant by majority vote.

Those members granted Emeritus Status shall retain all rights and privileges accorded regular members of the same rank.

#### Section 5 - Membership Committee

A Membership Committee consisting of a Chairperson and four Fellows or Members, shall be appointed annually by the President with the approval of the Board of Control. The Membership Committee will review and vote on applications for membership and advancement: a minimum of four votes are required for a decision. In cases where qualifications of an applicant deviate from those specified in Article II Sections 1, 2, 3, and 4, a unanimous vote of the Board of Control will be required for election.

#### Section 6 - Diplomas

The Membership Committee shall confer a Diploma upon each member and for rank attained and upon each member serving on the Board of Control. The form of the Diploma shall be such as the Board of Control deems appropriate.

#### Section 7 - Fees and Dues

Admission fees and annual dues shall be determined by a majority vote of the Board of Control. Annual dues shall be payable on January 1st. The Board of Control can also establish a special rate for dues paid in advance for one or more years and can establish rates for advancement in rank from Associate to Member and from Member to Fellow.

Any member in arrears for two years for all or part of dues shall be dropped from membership.

#### Section 8 - Annual and Special Meetings

Meetings of the members may be called by the Board of Control at such time and place and upon such notice as it shall designate. All such meetings shall be conducted in accordance with Roberts Rules of Order. Attendance in person or by written proxy of at least 50 voting members shall be necessary to constitute a quorum.

## Article III - Board of Control

### Section 1 - Membership

The Board of Control shall consist of the President, the two most recent surviving Past Presidents, the President Elect, the Secretary and Treasurer and all District Directors. All Standing Committee Chairs, Editor and Production Editor of the Institute's newsletter, Capital Investment Chair, AIFRB-AFS Liaison, and the Young Professionals Representative shall serve as ex-officio voting members of the Board of Control.

### Section 2 - Meetings

The Board of Control shall hold an annual meeting. The date and place of each subsequent meeting shall be determined by the Board of Control at its preceding meeting. Special meetings may be called by the President upon obtaining a majority vote of the Board of Control.

### Section 3 - Quorum

Attendance in person of at least one elected officer and four District Directors representing at least three regions shall constitute a quorum.

For balloting by mail or telephone, responses by two-thirds of the members of the Board of Control shall constitute a quorum, providing at least three regions are represented.

## Article IV – Officers and Directors

### Section 1 - President

The President shall be the Institute's chief executive officer and shall preside at all meetings of the Board of Control and of the general membership. The President shall report to the Board of Control, and, subject to its authorization, shall have general charge and supervision of the affairs of the Institute. The President may sign and execute, or delegate authority to the Secretary or Treasurer to sign and execute, all bonds, contracts, deeds, or obligations in the name of the Institute, upon authorization of the Board of Control.

The President shall be elected to office as provided in Section 8 below, and the term of office shall be three years. The President shall provide an annual report to members, communicating major accomplishments, a synopsis of activities by standing and ad hoc committees, and the financial statement. The report should include a list of the chairpersons and members of standing committees and a list of District and Regional Directors. The annual report is to be distributed to the membership within three months after the annual meeting of the Board of Control.

### Section 2 - President-Elect (Vice President, *sensu* Article V of Articles of Incorporation)

The term of office of the President Elect shall be during part of the second and all of the third year of the term of the incumbent President. The President Elect shall report to the President and the Board of Control.

### Section 3 - Past President

The term of the office of the Past President shall be during the three-year term of the incumbent President. The Past President shall be the person who has most recently held the office of the President, and shall report to the President and the Board of Control.

### Section 4 - Secretary, Treasurer, Chairperson of the Membership Committee, Editor and Production Editor of the Newsletter.

The President shall appoint from the membership a Treasurer, Membership Committee Chairperson and its committee members, an Editor and Production Editor of the Institution's newsletter. Their terms of office shall coincide with the President's term. The President shall also appoint a Secretary, whose term of office shall begin in the second year of his/her term of office and extend into the first year of the succeeding President's term of office. This provides for a transition period of one year.

The Secretary shall keep the minutes of all meetings of the Board of Control and of the general membership. The Secretary shall attend to the giving of all notices, and may sign and execute in the name of the Institute, as delegated by the President, all instruments authorized by the Board of Control, and when so directed shall affix the seal of the Institute thereto.

The Treasurer shall keep the financial records and accounts, shall collect and preserve all fees, dues and other receipts, and shall make its disbursements as directed and authorized by the Board of Control. The treasurer may sign and execute in the name of the Institute, as delegated by the President, all instruments authorized by the Board of Control. The Treasurer shall be bonded in an amount in excess of the gross assets of the Institute. The accounts of the Treasurer shall be audited annually by a recognized accounting firm or by a committee consisting of at least two members (Fellows or Members) appointed by the President.

The Chairperson of the Membership Committee shall collect nominations for membership, shall collect and retain all information on the professional histories of those nominated for and elected to membership, and shall be responsible for the processing of the applications for membership as defined by the Bylaws and by direction of the Board of Control.

The Editor of the Newsletter shall be responsible for the publication of the Newsletter. The Production editor will be responsible for its distribution to the membership. The frequency of publication, the format, and the number of pages shall be as directed by the President and as approved by the Board of Control.

### Section 5 - District Directors

The Director for each district shall serve on the Board of Control. District Directors shall exercise full and equal power as voting members of the Board of Control, and shall share in administering the affairs of the Institute, and be responsible for furthering the purposes of the Institute in their respective districts.

The District Directors shall be responsible for the recruitment of new members and advancement in rank of members in their respective districts and shall report annually thereon to the Board of Control. Their terms of office shall be two years.

## Section 6 - Regional Directors

The President shall appoint annually one District Director in each region to serve as Regional Director. If said region includes more than one district, the office of Regional Director shall rotate annually between such districts, or as directed by the President. Regional Directors shall not only represent the interests of their respective districts, they shall also further the interest of the unaffiliated members within their regions. They shall be responsible for recruitment of new members and the advancement in rank of all members in their region and shall report annually thereon to the Board of Control. They shall be responsible for initiating new districts in their regions.

## Section 7 - Eligibility and Compensation

Only Fellows and Members shall be eligible to serve as officers or directors. No officer or director shall receive any salary or other compensation for personal services.

The Board of Control may encourage representation at annual or special meetings by compensating when necessary for the travel costs of officers and Regional Directors. Travel costs of other persons may be covered by the Institute as may be deemed necessary by the President.

## Section 8 - Elections

Early in the first year of the three-year term of the President, a nominating committee appointed by the President shall nominate two or more Fellows/Members for President Elect. Nominees for President Elect must be from different district than those of the incumbent President and Past President. The slate, together with biographical data and ballots, shall be circulated to all Fellows and Members within 30 days of issuance to the Secretary or Chairman of the Nominating Committee to be counted and the results promptly announced.

A Director shall be elected from each district every two years. When a vacancy is to occur, a slate of one or more Fellows or Members shall be nominated at a district meeting, or by a nominating committee appointed by, and reporting to, the District Director. The slate, together with biographical data and ballots, shall be circulated to all Fellows and Members in the district within 15 days. Ballots shall be returned within 30 days of issuance to the Chairman of the District Nominating Committee to be counted and the results promptly announced. If a district fails to nominate a slate of names for District Director by the end of the incumbent's term of office, the President may appoint an Interim Director to serve until an election is held, or until the district is inactivated by the Board of Control.

The three-year term of the President shall commence at the end of the annual meeting of the Board of Control held in the following year of the election of the President-Elect.

The term of the President-Elect shall commence immediately upon election by the membership and notification by the President.

The two-year terms of District Directors shall commence at the end of the annual meeting of the Board of Control in the year of their election.

## Section 9 - Vacancies of Elected Offices

If an elected officer cannot fulfill or complete the term of office, the Board of Control is authorized to appoint a replacement until an election is held. The term of this newly appointed Officer commences immediately upon appointment and continues for two years

beyond the end of the Annual Meeting of the Board of Control in the year of the election.  
Section 10 - Regions and Districts

The Institute shall be organized into six regions consisting of:

- (a) ALASKA and WESTERN CANADA including Alaska, Alberta, British Columbia, Northwest Territories, and Yukon;
- (b) NORTHWESTERN States including Idaho, Montana, Oregon, and Washington;
- (c) SOUTHWESTERN States and WESTERN MEXICO including Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah, Western Mexico, and Wyoming;
- (d) CENTRAL States and MIDDLE CANADA including Illinois, Indiana, Iowa, Kansas, Kentucky, Manitoba, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, Ontario, Saskatchewan, South Dakota, and Wisconsin;
- (e) NORTHEASTERN States and EASTERN CANADA including Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Brunswick, Newfoundland, New Hampshire, New Jersey, New York, Nova Scotia, Pennsylvania, Prince Edward Island, Quebec, Rhode Island, Vermont, Virginia, and West Virginia;
- (f) SOUTHEASTERN States and EASTERN MEXICO including Alabama, Arkansas, Eastern Mexico, Florida, Georgia, Louisiana, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Texas, and Virgin Islands.

The boundaries of said regions shall from time to time be defined by the Board of Control. All members residing or practicing in a region shall be members of said region.

A district may be designated by the President upon petition by Fellows and Members residing therein, subject to approval by the Board of Control. Approval shall be granted, provided that the proposed district is a logical geographical unit and its recognition will further the purposes of the Institute. All members residing or practicing in a district shall be members of said district.

#### Article V - Fiscal Year

The fiscal year of the Institute shall be from September 1 through August 31.

#### Article VI - Amendment of Bylaws

These Bylaws may be amended by majority vote of the Board of Control or of the Fellows and Members of the Institute.

#### Article VII - Distribution of Assets upon Dissolution

Upon dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

#### Article VIII - Form of Corporate Seal

The seal of the Institute shall be an impression in the form of a seal bearing the following words and figures:

American Institute of Fishery Research Biologists  
Corporate Seal  
1956 Washington

a true and correct impression of which is affixed hereto.

Adopted by the Board of Control the 1<sup>st</sup> day of August, 1957.

WILLIAM F. THOMPSON  
President

F. HEWARD BELL  
Secretary-Treasurer

Amended by the Board of Control the 14<sup>th</sup> day of September 1977.

ROBERT L. BOROVIKA  
President  
F. HEWARD BELL  
Secretary-Treasurer

Amended by the Board of Control the 13<sup>th</sup> day of January, 1983.

BERNARD E. SKUD  
President

GEORGE H. LAWLER  
Secretary

Amended by the Board of Control the 17<sup>th</sup> day of August, 1983.

BERNARD E. SKUD  
President

GEORGE H. LAWLER  
Secretary

CHARLES F. COLE  
Acting Secretary

Amended by the Board of Control the 28<sup>th</sup> day of August, 1993.

VAUGHN C. ANTHONY  
President

KATHERINE W. MYERS  
Secretary

Amended by the Board of Control the 21<sup>st</sup> day of August, 1994.

VAUGHN C. ANTHONY  
President

KATHERINE W. MYERS  
Secretary

Amended by the Board of Control the 19<sup>th</sup> day of August, 2000.

GARY T. SAKAGAWA  
President

BARBARA E. WARKENTINE  
Secretary

Amended by the Board of Control the 18<sup>th</sup> day of August, 2001.

GARY T. SAKAGAWA  
President

BARBARA E. WARKENTINE  
Secretary

Amended by the Board of Control the 22<sup>nd</sup> day of August 2004.

RICHARD SCHAEFER  
President

BARBARA E. WARKENTINE  
Secretary

Amended by the Board of Control the 20<sup>th</sup> day of August 2017.

KIM ANTHONY  
President

BARBARA E. WARKENTINE  
Secretary

Amended by the Board of Control the 16<sup>th</sup> day of October 2017.

KIM ANTHONY  
President

BARBARA E. WARKENTINE  
Secretary

## POLICY STATEMENTS

### I - Principles of Professional Conduct for Fishery Biologists

The principles are directed to maintaining a high level of ethical conduct, and to provide standards for fishery biologists in aspects of professional life and in relations with the public, employers, employees, and fellow scientists. The 22 principles are:

#### In Professional Life

1. Promote conservation of fishery resources through development of scientific knowledge.
2. Use acquired knowledge and skills for the benefit of society as a whole.
3. Uphold the honor and dignity of the profession and avoid all conduct likely to injure it.
4. Extend the effectiveness of the profession by designating and conducting investigations in conformity with scientific methods.
5. Report, in full, results of investigations, basing conclusions solely upon an objective interpretation of the evidence.
6. Do not publish or otherwise disclose data, new techniques or new theories which have been given in confidence.
7. Give due credit to all who aid in the research.
8. Discourage anonymous reports that do not provide credit and/or define responsibilities.

#### In Relations with the Public

9. Endeavor to disseminate information to the public concerning the science of fishery biology.
10. Discourage the spreading of untrue, unfair, and exaggerated statements with respect to fishery biology.
11. Advertise your work in a dignified manner only, with truthful statements about the services that you can render.
12. Indicate the extent to which your statements are speculative.

#### In Relations between Employers and Employees

13. Act forthrightly in professional matters for each employer and, to the very best of your ability report the pertinent facts to the employer, but resist publication of premature or misleading statements of findings.
14. Recognize an obligation to complete, to the satisfaction of each, the analysis and reporting of information when leaving such employment and realize that data, records, and reports obtained while under employment, belong to the employer.
15. Realize an obligation to serve as a consultant, provided it does not (a) involve the biologist or the employer in unwholesome controversy, (b)



subject other professionals to unfair competition, (c) Interfere with normal duties, or (d) involve anyone in unethical conduct.

16. As an employer, do not suppress findings of employees except for legitimate security reasons.

#### In Relations with Fellow Scientists

17. Strive to prevent admission to the profession of all who lack good character, and challenge illegal or unethical conduct of fellow members of the profession.
18. Recognize that the proper forums for scientific debate are professional journals and scientific meetings.
19. Seek consultation of qualified experts in situations requiring specialized knowledge or skills beyond those normally required of a fishery biologist.
20. Uphold as being in the public interest, the principle of adequate compensation for all fishery biologists comparable with that for positions in other sciences requiring similar education, experience, and responsibility.
21. Encourage the professional development and advancement of fishery biologists. Be fair in all recommendations concerning the ability of others.
22. Resist the continued employment of professionally educated competent biologists in sub-professional positions; and conversely, resist the continued employment of professionally uneducated and incompetent persons in professional positions.

#### II - Criteria to Membership

Membership in the American Institute of Fishery Research Biologists shall be available to scientists of competence and of proven achievement in the field of fishery biology, subject to their participation in the profession, and years of experience as defined in the Bylaws of the Institute.

In nominating new members the following criteria of competence and achievement will be given primary consideration.

(a) The quality and quantity of publication. Papers which are published in recognized journals or agency publications shall be given greater weight than routine annual reports and reviews of activities. The quality of the science and usefulness of the research to conserve and utilize our resources will be properly evaluated, however, regardless of where the information is published.

(b) The growth of the individual in responsibility and professional development. Responsibility will not be measured in terms of size of staff or number of students, but will be judged by the caliber, enlightenment and conduct of the fishery program or programs under the nominee's supervision.

(c) Contribution outside the published record to the profession and to the conservation and proper utilization of fishery resources. This contribution may be in the form of providing expert scientific advice to management councils, international commissions, state management agencies, etc., teaching, developing effective programs of instruction, editing,

or promotion of legislation and such other activities concerned with proper management and conservation of fishery resources.

Affiliation with and participation in the activities of fishery societies shall serve as a measure of an individual's awareness of fisheries as a profession. Service to the profession through leadership roles within a professional society will serve as a measure of the nominee's desire and ability to advance the goals of the profession. Strong support of the profession and professional integrity are requisites.

### III - Educational Standards

Fishery management includes everything which is done to maintain or improve fishery resources and their utilization. There are sociological, economic, biological, political, legislative and technological aspects. Specialists and special knowledge in all these areas are required in proper management of a fishery. Although fishery biology is not independent from the other aspects, it is concerned with the biological aspects of a fishery and with maintaining and improving the production of usable fishery resources. It may be distinguished from fish biology and ichthyology by its emphasis upon the resource and its fishery rather than upon the organism. Fishery biology must involve knowledge of the taxonomy, biology and environment of the fish. However, a fishery biologist puts more emphasis upon the factors affecting production rates and population dynamics, which relate to fisheries exploitation.

A fishery research biologist is a scientist who works to provide more information on and more understanding of fishery resources and their production. He/She also develops and improves research and management techniques.

Research techniques and philosophy are best learned doing graduate research in a university or working in a research laboratory or field program. A good library is an important asset, and should be used frequently. A research biologist needs to be familiar with developments in not only fishery biology, but in associated fields.

Since research experience will usually not be secured until after graduation from a college program, the undergraduate curriculum should be aimed at giving the student a strong basic education in communicative skills in mathematics, statistics and computer science, and in the natural sciences with a major in biology or zoology. This biology curriculum should emphasize ecology or environmental science, and include courses in fisheries, limnology and oceanography. The curriculum should also include courses in economics, sociology, government and humanities because the student needs a background in these areas to provide perspective. The curriculum should condition the student to continued study. A good research worker must be a scholar throughout his/her active career. Neither a baccalaureate nor a doctorate degree produces a finished product.

Specialized courses in fish biology, fishery biology or fishery management should not be permitted to multiply at the expense of a strong base in the sciences or of other fields indicated above. Most specialization should come at the graduate level, and most fishery research biologists should expect to take graduate work.

Fishery biology has an expanding body of knowledge, and has developed theories of the effect of fishing on populations and catches, and has specialized techniques which are taught in special courses and which should be included in a fishery research biologist's curriculum mostly at the graduate level. Courses may be desirable in the undergraduate

program to acquaint the student with the field, to stimulate his interest, and to prepare him for research. Although most large research laboratories and graduate programs in fisheries can probably provide students who are well-trained in the basic sciences the necessary fishery information to initiate research, they will usually grant preference, in filling positions, to students who have had fishery courses.

Summer experience with state or federal agencies in survey, management, or research projects is very valuable during the undergraduate years.

Many research biologists transfer to positions in fishery management or administration. It is, therefore, not wise to train too narrowly for a research career even though it is recognized that many of the most significant advances have, and will continue to come from intense specialization.

The program should be flexible enough to permit and promote such specialization in those with such aptitudes and interests.

The transfer of qualified fishery research biologists to fishery management and administration is important because the planning and administration of fishery management programs require interpretation of fishery research and of the interrelations of various factors affecting production of the resources as well as administrative ability and an understanding of the political, economic and social factors relating to utilization of the resource.

Much work in fishery management, surveys, and research can be done by persons without a thorough understanding of the complexity of biological production or the interrelations of factors affecting management. Under proper supervision, valuable research data may be efficiently collected by conscientious, but not highly trained, technicians. Some conservation agencies have not been aware of the complexity of the problems which are assigned to such personnel, and of the need to provide adequate supervision and direction. The field biologist and fishery manager is often the one who is closest to the fishermen and public and who might interpret the management program to them.

Special undergraduate curricula in fishery biology and fishery management have been developed at many universities. While these are not specifically designed for fishery research biologists they are of concern to our Institute, in our goals to manage fishery resources properly. They serve to attract young people to the field and to inform them of opportunities for careers. The programs should be flexible enough so that students planning to go on to graduate work leading to a career in fishery research need not drop basic science courses because of too many required fishery courses. These undergraduate curricula, again, should be strong in the sciences and statistics and particularly in communication skills. Failure to communicate is a major cause of failure of many biologists in fishery management or research.

Fishery biology and management involve so many scientific disciplines and are concerned with the interrelationship of so many aquatic organisms and their environment that a comprehensive program to manage the resources wisely requires a variety of specialists. The program must be directed by scientists with the breadth of training to recognize the complexity of the problems. We, therefore, do not specify in detail the curriculum to be followed. We do claim that the management of our fishery resources for commercial and recreational benefits is a goal worthy of the most imaginative and most industrious scientists and presents a challenge to capable young people preparing for a career of service.

#### IV - Declaration of Affiliation

Consideration of the problems raised by affiliation of the American Institute of Fishery Research Biologists with other biological organizations, and of the role of the American Institute of Fishery Research Biologists demonstrates the continuing need for an independent, fully professional organization. Accordingly the American Institute of Fishery Research Biologists will not affiliate or merge with any other group.

This decision is based upon action of the Board of Control at its meeting in 1964 not to affiliate, upon a review of policy by special committee which reported to the Board of Control at its meeting in 1970, as well as upon the distinctive functions of the American Institute of Fishery Research Biologists defined in Article IV of the Articles of Incorporation, and upon the limitation of our membership to professional fishery biologists. This policy was reaffirmed by the Board of Control at the 1991 and 1992 meetings.

#### V - Criteria for Actions of Public and Professional Interest

Actions of public and professional interest may be adopted by districts by a majority vote of the total membership of the district provided those actions are consistent with the Articles of Incorporation and Bylaws of the American Institute of Fishery Research Biologists and have the approval of the President of the Institute.

For such actions to be adopted as policies of the Institute as a whole they must have approval of the Board of Control.