Version 2021-001 [draft]

Standard Operating Procedure for
Legends in Canadian Fisheries Science and Management Award

Contents

Background

Canada has a long and illustrious history in fisheries science and management. Indeed, many scientific discoveries, assessment tools, and even contemporary management strategies can be attributed to Canadian fisheries professionals. The foundational work, much of it conducted decades ago, still underpins our thinking of biological processes and is the basis for today's conservation and management. The Canadian Aquatic Resources Section of the American Fisheries Society (CARS) instituted an award to recognize the accomplishments of these distinguished fisheries professionals in Canada called "Legends of Canadian Fisheries Science and Management". In addition to recognizing the individual for outstanding achievements, the award will ensure that the next generation of fisheries professionals remain connected to the past.

"Legends" will typically have completed (i.e., be retired) or be near the end of their professional career. "Legends" can also be recognized posthumously. Our purpose is not to recognize achievements of early-career scientists or singular accomplishments but rather recognize legendary figures in Canadian fisheries science and management. There is no monetary compensation associated with the recognition, however, those recognized will have their profiles featured on the CARS website. In addition, the CARS communication team will share profiles via social media (Facebook, Twitter), AFS newsletters, and Fisheries magazine where appropriate. "Legends" will be nominated and voted on by CARS members, and will be formally announced at the CARS annual meeting (typically held during the Canadian Conference for Fisheries Research). Unsuccessful nominations receiving substantial votes will be carried forward for consideration in future years along with new nominations received. CARS recognizes that fisheries science in Canada has not always been equitable, diverse, and inclusive (EDI) but, with ongoing concerted efforts, this is changing. We expect the outcomes of these changes will be represented in our future Legends.

Legends Chair

The CARS Past-President will serve as the Legends Chair. The Chair is responsible for several key action items (see action item table): working with the CARS Communication Officer to ensure communications are sent out by deadline dates, receiving nominations, and ensuring biographies and voting mechanisms are in place. The CARS Executive Committee will review the results of the voting and make a decision on which nominees will be named Legends. The Chair will inform the new living Legends recipients and work with CARS Communications Officer to disseminate Legend information via e-mail and social media. The Chair will also facilitae ordering of the certificate by providing mailing details to the Treasurer so that certificants can be ordered and shipped from AFS.

Nominations

Nominations will be accepted at any time of the year, however, only those received by July 1 will be consider in the voting process for the year. Nominations are sent to the CARS gmail account, or to the Legends Chair. Nomination 'packages' (see Appendix 1) will ideally include a biography that highlights the nominees contributions, major awards, and training; as well as letters of reference if the nominator wishes to provide them, examples of works (URLs are great for this), and any other document that might be useful. The nominator should complete this work, however, the Executive Committee or its designates (e.g., a student) may edit or complete as necessary.

The annual call for nominations (see Appendix 2) should include background on the program, instructions on how to nominate, indicate the timeline of the process, highlight that members will be voting, address EDI, and provide a link to the Legends page.

Eligibility

Anyone that has made significant contributions to Canadian fisheries science or management can be nominated (i.e., the nominee does not have to be Canadian but should have completed the significant work in Canada). Nominees should be near the end of their career or retired. Exceptional candidates may be considered earlier at the discretion of the Chair. We recognize that the eligibility biases the list of nominees to those that made up the fisheries workforce in the past several decades. This is why we ask members to consider EDI in their nominations and why we task the Executive Committee with searching for exceptional nominees that help address the bias. Nominees that do not suite the "near the end of their career or retired" criteria may be more appropriate for other AFS unit awards, and the Legends Chair may recommend nominators consider those awards.

Voting

The voting call will include instructions on how to vote, indicate the deadline for voting, remind members to consider EDI, and include details on how the scoring, ranking, and decision will be made (see Appendix 3). A link to a webpage with nominees and their bios will also be provided. The vote will be conducted using Google Forms (or another online voting system). Voting should commence on July 15 and end on August 15.

Scoring, Ranking Applicants, and Decision

The Communications Officer will receive the votes and import them into a spreadsheet. Members are asked to rank order three candidates and scoring is based on the number of first, second, and third place votes each nominee receives. Votes are weighted based on rank of the vote and summed. To facilitate the review of the results, the nominees should then be sorted from highest to lowest. The Communicaitons Officer will then share the spreadsheet with the Chair and the rest of the Executive Committee. At the next monthly meeting, the Executive Committee will discuss the result and decide on which nominees will be named Legends. The decision is made at the discretion of the Executive Committee. The committee will consider natural breakpoints (i.e., broken stick method), total score, and EDI. The Executive Committee by a simple majority vote will select the Legends. There is no stipulation as to the number of allowable Legends each year, and the committee can elect to name no Legends in any year.

Carryover of Nominees

All nominees will be carried over to the next year's ballot; however, those receiving on average fewer than 5% of the votes over a three-year period will be dropped. Dropped nominees can be re-nominated.

Notification, Certificates and Plaque

The Chair will notify the new Legends (living only) and any nominators. If the Chair is able to, the family of any posthumously winners can also be notified. The President will announce new Legends at the annual business meeting and then announce via an email to the membership.

The Chair should ask new Legends (living only) to provide a current mailing address that will be provided to the CARS Secretray/Treasure. They will order the appropriate certificates from AFS (https://fisheries.org/about/awards-recognition/award-ordering/) (Appendix 4). The certificates are typically mailed directly to the recipients from AFS headquarters. The certificate is printed on AFS letterhead and the CARS Secretary/Treasurer also requests that the CARS logo be included (and sends the high resolution CMYK CARS logo image to AFS).

The Chair should inform Aaron Zolderdo (ajz2@queensu.ca). Aaron will update the plaque that is held at the Queen's University Biological Station, and he provides a receipt to the CARS Secretary/Treasurer for any costs.

Obligations of Awardees and Runner-ups

The Chair (please cc CARS Communications Officer) will inform the living awardees. Living awardees will be asked to provide a mailing address so that a certificate can be mailed to them from AFS.

Key Action Items

Action Item	Mode	Persons Responsible	Latest Date For Completion*
Kick-off email (we will be asking for…)	Social media + membership email list	Communication Officer	April 30
First call for nominations	Social media + membership email list	Communication Officer	May 15
Second call for nominations	Social media + membership email list	Communication Officer	June 1 (nominations close on July 1)
Bio preparation and spreadsheet updating	n/a	Legends Chair, Student Rep	July 15
Voting set-up	Google Forms	Communication Officer	July 15
Voting announced	Social media + membership email list	Communication Officer	July 15 (ends August 15)
Review of results	Monthly meeting	Commincation Officer will tally/Legends Chair/Excom	September 30
Inform new Legends	Email	Legends Chair	October 31
Certificates	AFS HQ form	Legends Chair/Treasurer	November 15
Plaque	Email to Aaron Z	Legends Chair/Treasurer	November 15
Announcement of Legends	Social media + email + annual meeting	CARS President/Communications Officer (SM)	November 15

Appendix 1: Example Nomination Package

Dear Chair,

I would like to nominate Dr. Bev Scott.

Without any doubt the most important of Bev's manifold contributions to Canadian Fisheries were made during his long tenure at the ROM, where over the years he personally dealt with the Atlantic and Central Canadian fishes and arranged for his eventual colleague at the ROM, E.J. Crossman, to deal with the Pacific fishes. This phase of his work is best exemplified by the massive book "Freshwater Fishes of Canada", which was co-authored with E.J. Crossman, and is often simply referred to as "Scott & Crossman" rather than by the actual book title. Typical of his cheerful enthusiasm, at retirement from the ROM he moved east from Toronto to St Andrews, New Brunswick, with his wife Milly, and started his second career as the Director of the Huntsman Marine Lab. During Bev's "retirement" he completed a major revision to his earlier book Fishes of the Atlantic Coast of Canada, (Leim & Scott, 1966) producing the completely reworked book "Atlantic Fishes of Canada" (Scott & Scott, 1988), which was co-authored with Milly.

Bev lived life to the end in a full and graceful way, characteristic of his whole life. Not many fisheries scientists can say that they have had an extensive, nearly exhaustive summary of their life published before they pass away, but Bev was in that select category, with an excellent summary of many of his accomplishments documented in Smith (2006). It is unnecessary to repeat here what is already available in the Copeia article, but interested readers should certainly follow up with this detailed and highly laudatory summary of Bev's career.

[picture and caption optional]

Appendix 2: Call for Nomination Email

Re: first call for nominations for CARS Legends Program

Dear CARS members,

The Canadian Aquatic Resources Section of the American Fisheries Society launched the Legends recognition program in 2014 and to date, have recognized over 30 individuals (https://cars.fisheries.org/legends-of-canadian-fisheries-science-and-management/). We are looking forward to recognizing more Legends this year and are thus asking you to once again nominate individuals that you feel are deserving of this honour.

Anyone that has major contributions to Canadian fisheries science or management can be nominated (i.e., the nominee does not have to be Canadian but should have completed the significant work in Canada). Nominees should be near the end of their career or retired. Exceptional candidates may be considered earlier at the discretion of the Chair. We recognize that the eligibility biases the list of nominees to those that made up the fisheries workforce in the past several decades. This is why we ask members to consider EDI in their nominations and why we task the Executive Committee with searching for exceptional nominees that help address the bias. CARS is committed to increasing gender, ethnic, disciplinary, and cultural diversity of its membership. CARS aims to promote equity, diversity, and inclusion within the section and the fisheries profession in Canada. Doing so is vital to maintaining relevance and responding to the challenges facing Canadian fisheries science and management.

Please send a brief bio of your nominee to CHAIRS Name and email by July 1. An online vote will be initiated on July 15. All CARS members are eligible to vote, and unsuccessful nominees are carried forward.

Thanks,
Name of Chair

Appendix 3: Call for Voting

Re: CARS Legends Program Voting now open

Dear CARS members,

It is my pleasure to share with you that the 2020 Legends of Canadian Fisheries Science and Management election [link this to the Google Form, ensure bios are in the form] is now open and is awaiting your votes.

The Canadian Aquatic Resources Section of the American Fisheries Society launched this recognition program in 2014 and to date, have recognized over 30 individuals (https://cars.fisheries.org/legends-of-canadian-fisheries-science-and-management/). We are looking forward to recognizing more Legends this year from our great list of nominees. Please consider your selections carefully and be sure to send us nominations for next year's competition. Also note that nominees remain on the list from year-to-year if they are not successful.

We recognize that the eligibility biases the list of nominees to those that made up the fisheries workforce in the past several decades. CARS is committed to increasing gender, ethnic, disciplinary, and cultural diversity of its membership. CARS aims to promote equity, diversity, and inclusion within the section and the fisheries profession in Canada. Doing so is vital to maintaining relevance and responding to the challenges facing Canadian fisheries science and management.

Thanks,
Name of Chair

CANADIAN AQUATIC RESOURCES SECTION

Legends of Canadian Fisheries Science and Management Award

is hereby presented to

Miles Keenleyside

in recognition of life-long achievements which have shaped Canadian fishery science and management.

2020

AFS Executive Director