

ATLANTIC STATES MARINE FISHERIES COMMISSION

2023 Action Plan



Approved by the Business Session

November 9, 2022

Goal 1 – Rebuild, maintain and fairly allocate Atlantic coastal fisheries

Goal 1 focuses on the responsibility of the states to conserve and manage Atlantic coastal fishery resources for sustainable use. Commission members will advocate decisions to achieve the long-term benefits of conservation, while balancing the socio-economic interests of coastal communities. Inherent in this is the recognition that healthy and vibrant resources mean more jobs and more opportunity for those that live along the coast. The states are committed to proactive management, with a focus on integrating ecosystem services, socioeconomic impacts, habitat issues, bycatch and discard reduction measures, and protected species interactions into well-defined fishery management plans (FMPs). FMPs will also address fair (equitable) allocation of fishery resources among the states. Understanding global climate change and its impact on fishery productivity and distribution is an elevated priority. Improving cooperation and coordination with federal partners and stakeholders can streamline efficiency, transparency, and, ultimately, success. In the next five years, the Commission is committed to making significant progress on rebuilding overfished or depleted Atlantic fish stocks.

Fisheries management and stock assessment activities anticipated for 2023 and into 2024 are outlined below. Activities are divided into high priority species (those with significant management action, stock assessment activity, or are of critical importance to the states and their stakeholders) and medium-low priority species. For most species, there are several activities that occur on an annual or ongoing basis, including specification setting; FMP review and state compliance reports; and ensuring cooperation and consistent management programs among the states, regional councils, and NOAA Fisheries for shared resources. While ongoing activities are not listed below, they continue to be conducted. The focus of the Action Plan is to highlight new and high profile activities where the Commission will focus its resources and energies for the next two years.

HIGH PRIORITY SPECIES FOR 2023

American Eel

- Review benchmark stock assessment and peer review, developed in coordination with the U.S. Geological Survey (USGS) and Fisheries and Oceans Canada, and respond if necessary
- Monitor international action on the Convention of International Trade of Endangered Species through communications with US Fish and Wildlife Service (USFWS)

American Lobster

- Finalize Addendum XXVII to establish a trigger mechanism for management measures to increase the protection of spawning stock biomass of the Gulf of Maine/Georges Bank (GOM/GBK) stock
- Work with partners and ACCSP on implementing and integrating tracking device data collection as part of Addendum XXVIX
- Update annual indices of stock abundance and settlement and respond if necessary
- Continue to monitor and respond as necessary to NOAA rulemaking on Atlantic Large Whale Take Reduction Plan modifications
- Continue to work with the Law Enforcement Subcommittee, the states, and NOAA Fisheries to improve enforcement of management measures in both state and offshore waters

- Work with NOAA Fisheries to ensure consistency in state and federal regulations

Atlantic Striped Bass

- Finalize and implement Addendum I on voluntary transfers of commercial quota

Black Sea Bass

- Continue addressing recreational management reform in collaboration with the Mid-Atlantic Fishery Management Council (MAFMC), including:
 - Conduct scoping hearings and begin developing Recreational Sector Separation and Catch Accounting Amendment
 - Develop a recreational reform technical guidance document
 - Continue development of recreational harvest control rule options
- Review research track and management track stock assessments and peer reviews, and respond if necessary

Bluefish

- Continue addressing recreational management reform in collaboration with MAFMC, including:
 - Conduct scoping hearings and begin developing Recreational Sector Separation and Catch Accounting Amendment
 - Develop a recreational reform technical guidance document
 - Continue development of recreational harvest control rule options
- Review research track and management track stock assessments and peer reviews, and respond if necessary
- Develop management uncertainty policy in collaboration with MAFMC

Horseshoe Crab

- Review and update best management practices for handling biomedical catch
- Conduct the annual Adaptive Resource Management Framework update to support 2024 Delaware Bay specifications
- Secure long-term funding for the Horseshoe Crab Benthic Trawl Survey for use in the ARM Framework

Jonah Crab

- Work with partners and ACCSP on implementing and integrating tracking device data collection as part of Addendum IV
- Review benchmark stock assessment for peer review, and respond if necessary

Scup

- Continue addressing recreational management reform in collaboration with MAFMC, including:
 - Conduct scoping hearings and begin developing Recreational Sector Separation and Catch Accounting Amendment
 - Develop a recreational reform technical guidance document
 - Continue development of recreational harvest control rule options

- Review research track and management track stock assessments and peer reviews, and respond if necessary

Shad and River Herring

- Review river herring benchmark stock assessment and peer review, and respond if necessary
- Complete updates to shad and river herring sustainable fishery management plans
- Complete updates to shad habitat plans
- Monitor management activities of NEFMC and MAFMC including, but not limited to, shad and river herring catch caps and bycatch avoidance programs

Summer Flounder

- Continue addressing recreational management reform in collaboration with MAFMC, including:
 - Conduct scoping hearings and begin developing Recreational Sector Separation and Catch Accounting Amendment
 - Develop a recreational reform technical guidance document
 - Continue development of recreational harvest control rule options
- Review research track and management track stock assessments and peer reviews, and respond if necessary

MEDIUM-LOW PRIORITY SPECIES

Atlantic Croaker

- Conduct traffic light analysis, and respond if necessary
- Initiate benchmark stock assessment for peer review in 2024

Atlantic Herring

- Monitor and respond if necessary to New England Fishery Management Council (NEFMC) activities regarding Framework 7 development (spawning protections for Georges Bank and Nantucket Shoals), and potential changes to the Industry-Funded Monitoring Program
- Continue to improve coordination and collaboration with NEFMC
- Conduct meetings as necessary to establish state effort control (days-out) programs for Area 1A
- Explore funding options for biological sampling program

Atlantic Menhaden

- Implement Addendum I on quota allocations, episodic event set aside program, and incidental catch and small-scale fisheries provisions

Atlantic Sturgeon

- Initiate benchmark stock assessment for review in 2024
- Monitor state and federal activities in response to an Endangered Species Act listing, including 5-year status review and recovery plan
- Monitor federal activities in response to the Action Plan to Reduce Atlantic Sturgeon Bycatch in Federal Large Mesh Gillnet Fisheries

Black Drum

- Review benchmark stock assessment and peer review, and respond if necessary
- Update indicators of fishery performance and indices of abundance, and respond if necessary

Coastal Sharks

- Review SEDAR stock assessments and peer review for hammerheads, and respond, if necessary, in collaboration with NOAA Fisheries Highly Migratory Species (HMS) Division
- Monitor activities of NOAA Fisheries HMS Division with regards to coastal shark management actions and consider development of complementary management actions as needed for consistency, including monitoring HMS Amendment 14 (annual catch limits and accountability measures), and proposed rule to consider prohibiting retention of sharks listed as threatened under the Endangered Species Act

Cobia

- Explore reaction to emerging harvest in the Mid-Atlantic

Northern Shrimp

- Review results of 2023 traffic light analysis, and respond if necessary
- Continue to explore long-term management options given environmental changes in the GOM and depleted stock status
- Develop management triggers to indicate when the stock can support a commercial fishery

Red Drum

- Initiate benchmark stock assessment for peer review in 2024

Spanish Mackerel

- Review revised SEDAR stock assessment in response to South Atlantic Fishery Management Council (SAFMC) SSC recommendations, and respond, if necessary, in collaboration with the SAFMC
- Consider development of management action to address differences between state and federal management plans in collaboration with SAFMC

Spiny Dogfish

- Review benchmark stock assessment and peer review, and respond, if necessary, in collaboration with NEFMC and MAFMC
- Work in collaboration with the NEFMC and MAFMC on changes to the Commission FMP if changes to the Federal FMP are made in response to the Action Plan to Reduce Atlantic Sturgeon Bycatch in Federal Large Mesh Gillnet Fisheries

Spot

- Conduct the traffic light analysis. and respond if necessary
- Initiate benchmark stock assessment for peer review in 2024

Spotted Seatrout

No new tasks

Tautog

- Continue to monitor the implementation of the commercial harvest tagging program to reduce illegal harvest

Weakfish

No new tasks

Winter Flounder

- Review management track assessment and respond if necessary

CROSS CUTTING ISSUES

- Evaluate impacts of Marine Recreational Information Program's (MRIP) implementation of data presentation standards to Commission FMPs and stock assessments
- Continue to update existing management programs to address the concerns of the recreational community with regard to Commission-managed and jointly-managed species
- Continue to participate in and provide administrative support for scenario planning activities to address changes in stocks and fisheries due to climate and fisheries governance, and respond to Summit recommendations
- Evaluate COVID-19 impacts on fishery-dependent and fishery-independent data collection; develop strategies to adapt assessment methods
- Continue to work with the states and NOAA Fisheries on changes to the Take Reduction Plan for North Atlantic Right Whale
- Continue to participate on MAFMC's Research Steering Committee's effort to examine reestablishing the Research Set Aside program
- Monitor developments related to changing ocean conditions, ocean acidification, stock distributions, ecosystem services, ocean planning and potential fisheries reallocations
- Continue to evaluate and update the conservation equivalency process
- Continue to explore allocation strategies for the Commission's quota-managed species to reflect current fishery conditions
- Explore the development of a guidance or policy-level document on allocation and use of mode splits

Goal 2 – Provide the scientific foundation for stock assessments to support informed management actions

Sustainable management of fisheries relies on accurate and timely scientific advice. The Commission strives to produce sound, actionable science through a technically rigorous, independently peer-reviewed stock assessment process. Assessments are developed using a broad suite of fishery-independent surveys and fishery-dependent monitoring, as well as research products developed by a coastwide network of fisheries scientists at state, federal, and academic institutions. The goal encompasses the development of new, innovative scientific research and methodology, and the enhancement of the states' stock assessment capabilities. It provides for the administration, coordination, and expansion of collaborative research and data collection programs. Achieving the goal will ensure sound science is available to serve as the foundation for the Commission's evaluation of stock status and adaptive management actions.

Several fisheries science activities occur on an annual or ongoing basis, including development of stock assessments and conducting peer reviews; stock assessment scheduling and evaluation of scientists' workloads; updating Commission research priorities and distributing to funding agencies; external research proposal reviews; development of ecological reference points models; supporting multispecies/diet data collection; fish ageing and tagging programs; gear technology research; and participation in Marine Recreational Information Program (MRIP) catch estimation calibrations and Atlantic Coastal Cooperative Statistics Program (ACCSP) committees. While ongoing activities are not listed below, they continue to be conducted.

SCIENCE COMMITTEE ACTIVITIES

- Continue incorporating socioeconomic information in management documents and streamline processes for producing socioeconomic analyses through the Committee on Economics and Social Sciences
 - Participate in the development of Northeast Fisheries Science Center's (NEFSC) Ecosystem and Socioeconomic Profiles
 - Develop an American lobster socioeconomic data inventory to enhance current stock and fishery indicators
- Update the ASMFC Research Priorities; work with scientific committees to write proposals and pursue funding to conduct priority research
- Incorporate Risk and Uncertainty lessons learned for the next iteration of the tool (e.g., cobia)
- Create a centralized repository for archiving assessment modeling code and enhancing computational speed to run models

DATA COLLECTION

- Coordinate the Southeast Area Monitoring and Assessment Program (SEAMAP) South Atlantic component
 - Collaborate with the Southeast Coastal Ocean Observing Regional Association to host SEAMAP South Atlantic survey data
 - Seek increased funding support via budget discussions with Congressional staff

- Coordinate the Northeast Area Monitoring and Assessment Program (NEAMAP); implement action items stemming from annual NEAMAP committee meetings
 - Develop common methodology protocols for NEAMAP surveys
 - Conduct Maturity Staging Workshop
 - Conduct Trawl Survey Calibration Workshop
 - Seek increased funding support via budget discussions with Congressional staff
 - Communicate with offshore wind energy developers on use of the NEAMAP brand with regard to pre- and post-construction surveys and monitoring
- Collect new data to address stock assessment needs
 - Collect fishery-dependent data using black sea bass research fleet
 - Increase bycatch monitoring of sturgeon, shad and river herring, and sciaenids in state waters, as resources allow
 - Support the states, SAFMC, and ACCSP with the Citizen Science project to collect new recreational live release data from volunteer anglers
 - Leverage partnerships to increase diet data collection for ecosystem-based assessments and management through new or existing programs (e.g., SEAMAP), as resources allow, notably diets of larger offshore fish, birds, and marine mammals

FISHERIES RESEARCH

- Conduct Atlantic menhaden and Atlantic sturgeon ageing exchanges and workshops
- Conduct a Fish Ageing Quality Assurance Workshop among Atlantic coast state and university laboratories to ensure consistency between new and historical age data
- Assess fixed gear and right whale interactions in the Gulf of Maine
- Collaborate with university researchers to advance population dynamics models for use in stock assessments: ecological reference points, striped bass-menhaden harvest control rule, spot spatiotemporal model; lobster thermal habitat and growth model; and lobster simulation analysis for possible use in management strategy evaluation
- Work with federal partners to identify shared research priorities and opportunities for enhanced scientific support to the Commission
- Continue to participate in and co-chair with Fisheries and Oceans Canada the International Council for the Exploration of the Sea (ICES) Work Group for American Eel

ECOSYSTEM-BASED MANAGEMENT & CHANGING OCEAN CONDITIONS

- Evaluate the effects of changing ocean conditions on stock productivity and distribution; develop criteria for adding/subtracting states from fishery management boards when stock distributions change
- Provide input to NOAA Fisheries Atlantic Coast Science Coordination Initiative, and participate in East Coast Climate Change Scenario Planning Initiative
- Collaborate with NOAA Fisheries Northeast and Southeast Fisheries Science Centers to include Commission interests in Ecosystem Status Reports
- Track development of emerging science and tools related to changing ocean conditions and impacts to fisheries (e.g., Climate Vulnerability Assessments)

COMPETING OCEAN USES

- Determine the Commission's role in wind energy intersections with fisheries; continue to participate in Responsible Offshore Science Alliance and provide forum for the states to discuss interactions between fisheries resources and offshore energy development
- Continue the Commission's role in aquaculture research activities

Goal 3 - Produce dependable and timely marine fishery statistics for Atlantic coast fisheries

Effective management depends on quality fishery-dependent data and fishery-independent data to inform stock assessments and fisheries management decisions. While Goal 2 of this Action Plan focuses on providing sound, actionable science and fishery-independent data to support fisheries management, Goal 3 focuses on providing timely, accurate catch and effort data on Atlantic coast recreational, for-hire, and commercial fisheries.

Goal 3 will accomplish this through the Atlantic Coastal Cooperative Statistics Program (ACCSP), a cooperative state-federal program that designs, implements, and conducts marine fisheries statistics data collection programs and integrates those data into data management systems to meet the needs of fishery managers, scientists, and fishermen. ACCSP partners include the 15 Atlantic coast state fishery agencies, the three Atlantic Fishery Management Councils, the Potomac River Fisheries Commission, NOAA Fisheries, and the U.S. Fish and Wildlife Service (USFWS).

On a continuing basis, ACCSP does the following:

- Reviews and maintains coastwide standards for data collection and processing in cooperation with all program partners
- Provides funding to its Program Partners supporting data collection management and innovation through a competitive process and monitors funded projects
- Maintains commercial dealer reporting and commercial and for-hire fishermen catch reporting through the Standard Atlantic Fisheries Information System (SAFIS) electronic applications
- Coordinates state conduct of the Marine Recreational Information Program (MRIP) Access Point Angler Intercept Survey (APAIS) and the For-Hire Survey (FHS), including the Large Pelagics Telephone Survey (LPTS) add-on
- Consolidates and integrates partner data and provides user-friendly, on-line, public and confidential access to those data via the Data Warehouse
- Provides communication, outreach, and engagement resources to ACCSP Partners and system users in accordance with the ASMFC Communications Plan
- Maintains security protocols for ASMFC network and information systems to comply with Federal Information Security Management Act

PARTNERSHIPS

- Coordinate with Gulf and Pacific Commissions on data collection and data management initiatives
- Provide Atlantic regional coordination for MRIP

- Participate in the Fisheries Information Systems (FIS) program and promote Atlantic data modernization projects
- Coordinate data initiatives with Councils (NEFMC, MAFMC, SAFMC, Gulf Council), NOAA regional offices (GARFO, SERO), and Science Centers (NEFSC, SEFSC)

FISHERIES-DEPENDENT DATA COLLECTION

SAFIS

- Improve species reporting by implementing enhanced species-market-grade list selections in data reporting specific to Partner, reporting type (dealer/harvester), and trip type (commercial, charter, headboat, private recreational)
- Continue to provide data collection pathway for Southeast For-Hire Integrated Electronic Reporting (SEFHIER) implementation
- Extend One Stop Reporting initiative (e.g., expanded functionality across federal permits, convene workshop on state requirements)
- Support implementation of spatial data management (e.g., American lobster trip locations and VMS)
- Apply updated participant and permit database design to provide better resolution of individual and corporation fishing records
- Expand use of trip management system to incorporate universal trip ID into Partner systems

Recreational Surveys

- Share ACCSP developed software infrastructure with other MRIP regions (Gulf, West Pacific) to efficiently use MRIP resources to standardize and cooperatively maintain APAIS and FHTS
- Provide mentorship for Hawaii implementation of APAIS tablet data collection

DATA STANDARDS, DISTRIBUTION AND USE

Standards

- Convene workshops to identify best practices on data validation, reconciliation, and documentation designed to improve data integrity
- Refine for-hire program methodology with MRIP to more fully incorporate for-hire logbooks into catch statistics
- Establish policies and procedures for ACCSP Citizen Science data and data collection systems including SciFish projects

Data Distribution

- Expand data warehouse content, with emphasis on presentation of recreational estimates
- Establish new biological data feeds and create Data Warehouse queries for biological data linked to collection program details and metadata

Data Use

- Provide validated commercial landings data for Commission stock assessments (black sea bass, bluefish, Jonah crab, river herring, scup, and summer flounder) and SEDAR
- Respond to custom data requests, as necessary

Goal 4 – Promote compliance with fishery management plans to ensure sustainable use of Atlantic coast fisheries

Fisheries managers, law enforcement personnel, and stakeholders have a shared responsibility to promote compliance with fisheries management measures. Activities under the goal seek to increase and improve compliance with FMPs. This requires the successful coordination of both management and enforcement activities among state and federal agencies. Commission members recognize that adequate and consistent enforcement of fisheries rules is required to keep pace with increasingly complex management activity and emerging technologies. Achieving the goal will improve the effectiveness of the Commission’s FMPs.

The Commission’s Law Enforcement Committee (LEC) carries out much of Goal 4. Most of these activities occur on an annual basis or as part of the FMP development process. Proposed changes in management are evaluated to determine enforceability and effectiveness. The LEC provides managers with feedback on the practicality of regulations to foster stakeholder buy-in and compliance.

COMPLIANCE

- Explore methods for improved enforcement of offshore lobster regulations; work with states to implement vessel tracking devices, consistent with Addendum XXIX
- Incorporate revisions to and reference the revised “Guidelines for Resource Managers” in reviews and evaluations of proposed changes to management programs
- Annually review and comment on (as needed) NOAA Fisheries enforcement priorities to ensure they support the enforceability and effectiveness of Commission management programs
- Evaluate interagency measures to enhance traceability of fishery products across jurisdictional boundaries

PARTNERSHIPS

- Engage and support NOAA Fisheries and USFWS Offices of Law Enforcement, U.S. Department of Justice, and U.S. Coast Guard to facilitate the enforceability of Commission FMPs
- Work to sustain financial support for Joint Enforcement Agreements (JEAs)

STAKEHOLDER AWARENESS

- Use emerging communication platforms and tools to deliver real time information regarding regulations and the outcomes of law enforcement investigations
 - Explore the use of electronic tools to communicate real-time commercial and recreational regulations

Goal 5 – Protect and enhance fish habitat and ecosystem health through partnerships and education

Goal 5 aims to conserve and improve coastal, marine, and riverine habitat to enhance the benefits of sustainable Atlantic coastal fisheries and resilient coastal communities in the face of changing ecosystems. Habitat loss and degradation have been identified as significant factors affecting the long-term sustainability and productivity of our nation’s fisheries. The Commission’s Habitat Program develops objectives, sets priorities, and produces tools to guide fisheries habitat conservation efforts directed towards ecosystem-based management.

The challenge for the Commission and its state members is maintaining fish habitat in the absence of specific regulatory authority for habitat protection or enhancement. Therefore, the Commission will work cooperatively with state, federal, and stakeholder partnerships to achieve this goal. Much of the work to address habitat is conducted through the Commission’s Habitat and Artificial Reef Committees. In order to identify critical habitat for Commission managed species, each year the committee reviews existing reference documents for Commission-managed species to identify gaps or updates needed to describe important habitat types and review and revise species habitat factsheets. The Habitat Committee also publishes an annual issue of the *Habitat Hotline Atlantic*, highlighting topical issues that affect all the states.

The Commission and its Habitat Program endorses the National Fish Habitat Partnership (NFHP), and will continue to work cooperatively with the program to improve aquatic habitat along the Atlantic coast. Since 2008, the Commission has invested considerable resources, as both a partner and administrative home, to the Atlantic Coastal Fish Habitat Partnership (ACFHP), a coastwide collaborative effort to accelerate the conservation and restoration of habitat for native Atlantic coastal, estuarine-dependent, and diadromous fishes. As part of this goal, the Commission will continue to provide support for ACFHP, under the direction of the National Fish Habitat Partnership Board.

EDUCATE

- Educate Commissioners, stakeholders, and the general public about the importance of habitat to healthy fisheries and ecosystems
- Publish Habitat Management Series document on acoustics affecting fish habitat; initiate next Habitat Management Series document
- Identify mechanisms to evaluate ecosystem health for consideration by Technical Committees and Boards

INTEGRATE

- Complete Fish Habitats of Concern descriptions to be considered for integration into Commission FMPs
- Increase communication on ecosystem-based management with Commission committees to find overlap with fish habitat related issues
- Explore opportunities to integrate habitat data into stock assessments, where possible

LEVERAGE PARTNERSHIPS

- Engage local, state, and regional governments in mutually beneficial habitat protection and enhancement programs through partnerships
- Foster partnerships with management agencies, researchers, and habitat stakeholders to leverage regulatory, political, and financial support
- Engage in state and federal agency efforts to ensure response strategies to changing ocean conditions are included in habitat conservation efforts
- Work with ACFHP to foster partnerships with like-minded organizations at local levels to further common habitat goals
- Promote assessment and development of effective fish passage approaches and projects through state and federal collaboration
- Provide administrative home and support to the Atlantic Coast Fish Habitat Partnership, and identify partners to support restoration grant administration and project management
- Work with partners to develop standardized SAV monitoring protocols for the Atlantic coast
- Implement the new ACFHP 2023-27 Strategic Plan and annual Action Plan, including climate resilience and DEIJ initiative
- Work with partners to protect, restore, or maintain resilient Regional Priority Habitats to optimize ecosystem functions and services to benefit fish and wildlife
- Restore habitats by funding fish habitat conservation projects

Goal 6 – Strengthen stakeholder and public support for the Commission

Stakeholder and public acceptance of Commission decisions are critical to our ultimate success. For the Commission to be effective, these groups must have a clear understanding of our mission, vision, and decision-making process, as well as the opportunities that stakeholders have to participate in our process through advisory panels and public comment. The goal seeks to do so through expanded outreach and education efforts about Commission programs, decision-making processes, and its management successes and challenges. It aims to engage stakeholders in the process of fisheries management, and promote the activities and accomplishments of the Commission. Achieving the goal will increase stakeholder participation, understanding, and acceptance of Commission activities.

On a continuing basis, the Commission conducts outreach and stakeholder engagement through a number of products and activities. These include publications (e.g., bi-monthly Fisheries Focus, Annual Report to Congress), press releases, meeting summaries, stock assessment overviews, website and social media platforms, industry tradeshow and state festivals, and stakeholder engagement through the advisory panel process. Building strong relationships with local, regional and national media contacts, and networking/collaborating with our management partners from the Councils, states and federal agencies are also critical components of our outreach program, which occur on an ongoing basis.

INCREASE PUBLIC UNDERSTANDING AND SUPPORT OF ASMFC

- Further streamline content of Annual Report to highlight major accomplishments in a concise format
- Update *Guide to Fisheries Science and Stock Assessments*
- Highlight successes in ending overfishing and describe challenges (outside of controlling fishing mortality) in rebuilding efforts for depleted species
- Promote high profile species and stock assessment results through various outreach tools and platforms
- Provide focused outreach on: horseshoe crabs and ARM Framework Revision; climate change scenario planning, and risk and uncertainty tool
- Develop overviews for stock assessments for black sea bass, bluefish, Jonah crab, river herring, scup, and summer flounder.

MAXIMIZE USE OF CURRENT AND NEW TECHNOLOGIES

- Update/upgrade ASMFC website: modify to be https compliant; increase user friendliness; develop new content on climate change effects on managed species, recreational reform initiative, recreational data (MRIP), and best fishing practices
- Migrate ASMFC, NEAMAP, and SEAMAP websites to offsite host, and modify/update websites accordingly
- Use webinars, videos and story maps to engage and inform public about current activities (management, science, habitat, and data collection and management)
- Use new technologies and communication platforms to more fully engage the broader public in the Commission's activities and actions
- Use story mapping and photo journaling to better communicate science and management activities
- Monitor the success of website and social media platforms in reaching broader constituency and effectively communicating ASMFC mission, programs and activities

FACILITATE STAKEHOLDER PARTICIPATION

- Revise Advisory Panel primer
- Revitalize Advisory Panels American eel, bluefish, shad & river herring, summer flounder/scup/black sea bass to strengthen stakeholder input on pending management documents and stock assessments
- Explore additional tools to gather public comment on proposed management actions (e.g., online surveys)

MEDIA RELATIONS AND NETWORKING

- Finalize ASMFC Communications Plan to clarify staff roles and details of outreach program as well as provide vision for future outreach efforts across all Commission Programs, social media; and trade show participation. Conduct a survey of ASMFC outreach products/tools to assess effectiveness/success of products/tools and identify new platforms and opportunities for outreach moving forward

- Work with other Northeast Regional Coordinating Council (NRCC) communication members to coordinate outreach on shared stock assessments
- Work with communication leads from the NRCC and SAFMC to promote activities of the Climate Change Scenario Planning Initiative
- Continue to participate on the SAFMC Outreach Advisory Panel and seek to improve coordination with the MAFMC on communication and outreach activities, possibly through participation its newly established Outreach Committee
- Strengthen national, regional, and local media relations to increase coverage of Commission actions
- Track media communications and coverage through ASMFC-related news clippings and media tracking sheet; continue to respond to factual inaccuracies in news articles
- Work with Atlantic Coast Fisheries Communication Group, comprised of Public Information Officers from the Councils, states and federal agencies, to share successful tools, identify key media contacts and work cooperatively on joint projects

Goal 7 – Advance Commission and member states’ priorities through a proactive legislative policy agenda

State input is critical for a coherent national fisheries policy. The Commission recognizes the need to work with Congress, the Administration and partner organizations in policy formulation, and will be vigilant in advocating state interests to Congress. The Commission will pursue federal resources for states to implement and comply with the Atlantic Coastal Fisheries Cooperative Management Act (Atlantic Coastal Act) and to improve or maintain fisheries data collection. The importance of habitat restoration, research on the impacts of changing ocean conditions, and the need for effective marine enforcement will also be communicated to Congress and our management partners.

DEVELOP AND STRENGTHEN RELATIONSHIPS WITH MEMBERS OF CONGRESS AND STAFF

- Encourage Commissioners to communicate with Members of Congress as needed and facilitate in person meetings when possible
- Provide opportunities for the Executive Director to communicate with congressional staff on a regular basis
- Provide state-specific ‘ASMFC Meeting Previews’ to congressional staff ahead of quarterly Meetings

ENGAGE CONGRESS AND THE ADMINISTRATION ON FISHERY-RELATED LEGISLATION AND ISSUES

- Engage with the Administration and Congressional representatives following the November 2022 election on fisheries priorities and emerging issues
 - 118th Congress Welcome Letters (Atlantic coast members, committees of interest)
- Utilize the Legislative Committee to increase the Commission’s effectiveness on Capitol Hill

- Review pending legislation of interest to the Commission and make recommendations to the Executive Committee
- Explore authorizing legislation for fisheries independent surveys supporting ASMFC-managed species (horseshoe crab, Atlantic menhaden, NEAMAP and SEAMAP-South Atlantic trawl surveys)
- Monitor federal legislation affecting the Commission, including policy and annual appropriations bills and develop Commission positions on pending federal legislation
 - Existing laws: Atlantic Coastal Act, Interjurisdictional Fisheries Act, Anadromous Fish Conservation Act, Magnuson-Stevens Act, Federal Aid in Fish Restoration Act, and Endangered Species Act, and Bipartisan Infrastructure Law, Inflation Reduction Act
 - Pending legislation/emerging issues: forage fish management, user group and state-by-state allocations, disaster declarations, energy initiatives (offshore wind, hydropower, oil and gas exploration; fishery compensation/mitigation), shark fin trade, whale rulemaking, living shorelines, artificial reefs, Reinvesting in Shoreline Economies and Ecosystems, and Recovering America's Wildlife Act

PURSUE FEDERAL RESOURCES TO SUPPORT MANAGEMENT ACTIVITIES

- Communicate the Commission's federal funding needs to Congress and advocate for sufficient appropriations in fiscal years 2023 and 2024
- Priority line items under NOAA: Regional Councils and Fishery Commissions, Interjurisdictional Fisheries Act, Fisheries Data Collections, Surveys and Assessments, SEAMAP, and Fisheries Information Networks
 - Priority projects, programs, and activities include: Atlantic Coastal/National Fish Habitat Partnership, Cooperative Enforcement Joint Enforcement Agreements, NEAMAP and SEAMAP-South Atlantic trawl surveys, GOM lobster research, Mid-Atlantic Horseshoe Crab Trawl Survey, Chesapeake Bay Atlantic menhaden abundance, retrofitting South Carolina DNR's R/V Lady Lisa replacement, and fishery disaster assistance (when necessary)
- Priority line items under the U.S. Geological Survey (USGS): Ecosystem Mission Area
 - Priority projects, programs, and activities include: Eastern Ecological Science Center and Cooperative Research Units
 - Four Interstate Commissions/USGS science cooperative research funding
 - Seek federal funding support for long-term monitoring surveys and species-specific initiatives
- Engage the Administration (Commerce and Interior Departments) on funding and policy issues, including Secretarial implementation of the Atlantic Coastal Act
- Communicate state and Commission funding needs to NOAA Fisheries, USFWS, and USGS

PARTNERSHIPS

- Coordinate with the Gulf, Pacific, and Great Lakes Commissions on policy items of mutual interest including federal funding for fisheries programs. Executive Directors should continue to provide unified positions on funding and legislative priorities to lawmakers and federal agencies, where appropriate

- Continue participation on Marine Fisheries Advisory Committee, the Marine Fisheries Initiative and Association of Fish and Wildlife Agencies

Goal 8 – Ensure the fiscal stability and efficient administration of the Commission

Goal 8 will ensure that the business affairs of the Commission are managed effectively and efficiently, including workload balancing through the development of annual action plans to support the Commission’s management process. It also highlights the need for the Commission to efficiently manage its resources. The goal promotes the efficient use of legal advice to proactively review policies and react to litigation as necessary. It also promotes human resource policies that attract talented and committed individuals to conduct the work of the Commission. The goal highlights the need for the Commission as an organization to continually expand its skill set through training and educational opportunities. It calls for Commissioners and Commission staff to maintain and increase the institutional knowledge of the Commission through periods of transition. Achieving this goal will build core strengths, enabling the Commission to respond to increasingly difficult and complex fisheries management issues.

On a continuing basis, the Commission staff conservatively manages fiscal resources to achieve the proper balance between allocating funds to coastwide priorities and ensuring fiscal stability. Tasks performed to accomplish this balance include monitoring expenditures on a monthly basis; managing the reserve fund; fine-tuning meeting and travel policies; and preparing and participating in the annual audit and indirect cost proposal.

Human resources management is an ongoing process of recruitment and selection of employees; thoroughly orienting and introducing new employees to the culture of the Commission; maintaining good working conditions for all employees; managing employee relations; and training to enhance and increase their current skills. Ongoing tasks to accomplish this are annual review and revision of position descriptions; facilitating staff participation at national and regional conferences; and providing professional training opportunities. Additionally, human resource support is provided to cooperative programs such as APAIS and ACFHP. All human resources documents are reviewed at least annually to ensure compliance with federal regulations and consistency with current practices.

Further, Commission staff keeps abreast of changes in technology and evaluates the need for updating the Commission’s hardware and software. Ensuring consistency of resources and training across the Commission as well as documenting processes and verifying database information are ongoing tasks conducted by the staff.

The Commission process can be overwhelming to new Commissioners. The staff is committed to providing a thorough introduction and orientation to new Commissioners. Tasks conducted throughout the year include documenting institutional knowledge and updating on a regular basis the Commissioner Manual. Staff also provides this service to new members of Commission committees.

MANAGE OPERATIONS AND BUDGETS

- Manage all ongoing Cooperative Agreements, ensuring deliverables are completed and budgets are responsibly managed
- Evaluate equipment leases in light of hybrid work environment
- Utilize and update as necessary the Commission compensation plan, including job classifications and salaries based on location
- Expand the capacity of contracts database to capture the complete life-cycle of all Commission funding sources
- Work with financial advisor to implement revised Commission investment policy

UTILIZE CURRENT INFORMATION TECHNOLOGY

- Develop protocols for information retention; implement archive storage on the network
- Manage Commission inventory through accounting software, tracking acquisitions and disposals
- Develop and implement a Commission intranet to connect our hybrid workforce via seamless and transparent communication
- Revise SOPs for creating and conducting hybrid meetings
- Provide updates to staff, reviewing technology that has changed, been implemented or could be better-utilized
- Continue digitization of historical documents
- Update and maintain telephone directory for forwarding incoming calls; evaluate routing protocol and implement necessary changes
- Perform review of Commission technology, ensuring it is under support and is up-to-date with current technology needs

MANAGE HUMAN RESOURCES

- Continue to refine the telecommute policy
- Promote Commission's mission and programs, and recruit new and diverse talent through outreach meetings with various marine policy and marine science graduate programs
- Provide training opportunities for ASMFC staff, including National Conservation Training Center
- Refine secure paperless process for HR onboarding of new employees
- Conduct annual meeting with financial advisor to review retirement program performance with staff

ENGAGE AND SUPPORT COMMISSIONERS

- Conduct a meetings facilitation training workshop for technical committee members
- Conduct a workshop on parliamentary procedures and meeting management
- Continue process to welcome and orient new Commissioners to allow for full engagement in the Commission process
- Facilitate the retention and transfer of institutional knowledge among Commissioners

ENSURE THE LEGAL COMPLIANCE OF COMMISSION ACTIONS

- Utilize legal advice on new management strategies and policies, and respond to litigation as necessary, whether it be regarding challenges to Commission FMPs, a human resource issue, or access to confidential data