

2025 WA-BC Conference Workshops

As of November 7, 2025

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1. Bull Trout Biology and Importance of Connectivity (½ day)
 2. Transitioning into the Professional Workforce (½ day am; 30 attendees max)
 3. Resumes, Cover Letters, and Letters of Recommendations (½ day pm; 30 attendees max)
 4. Design, Construction and Operation of PIT Tag Monitoring Systems (full day)
 5. Advanced Conflict Resolution Skills for Natural Resource Professionals (full day; 24 attendees max)
 6. Hatchery Genetic Management Plans
 7. Barriers to Implementation of Adaptive Management
 8. Salmon Forecasting Workshop
 9. Tracking hatchery data from eggs to spawners across watersheds and other boundaries
 10. Fishing for Clarity: Data Exchange via Controlled Vocabularies and Ontologies in Salmon Science
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1. Bull Trout Biology and Importance of Connectivity

Facilitator:

- Judy Neibauer, jneibauer9395@gmail.com

Abstract

Education and hands on information about the biology of native bull trout or char can be confusing in the shadow of trout and salmon. More emphasis is placed on salmon education in the Pacific Northwest rather than char. Understanding our native fish assemblages is important for applying good restoration and conservation in overlapping habitats. Because of the emphasis on salmon education, many people or communities do not know about the bull trout or char, or what a native fish assemblage is. Understanding the overlap and use of habitat and prey base between bull trout, char, and other native fish, will be important for biologists creating future conservation actions and developing permits and fishing regulations. This workshop is part of a communication plan to help increase knowledge and reduce misunderstandings about bull trout and char. I hope to have a series of native fish workshops that help to further the people and community knowledge about the lesser-known fish in our native fish assemblages.

This workshop has the goal of increasing knowledge and understanding of our native bull trout biology, habitats, migration patterns, and conservation needs and pathways.

2. Transitioning into the Professional Workforce

Facilitator:

- Josh Williams, josh.williams@dfw.wa.gov

Abstract

This ½ day workshop is designed to help students and young professionals navigate the hiring process for their first permanent job. We will help identify potential employers, talk about navigating job boards, and the potential benefits of advanced degrees or certificates. We will also give insight into how starting pay is assigned and ideas on how to negotiate start date, moving expenses, official duty station (remote vs in person) assignment along with other tips and tricks to help make this transition smoother.

3. Resume/CV, Cover Letters, and Letters of Recommendations

Facilitator:

- Josh Williams, josh.williams@dfw.wa.gov

Abstract

This ½ day workshop is a continuation of the Transitioning into the Professional Workforce workshop (not a prerequisite). During this workshop we will provide ideas on how to make your documents more professional and market yourself in the best possible way. We will also give advice on how to avoid some of the common errors hiring managers encounter. As time allows we will also look over and provide edits to any of these documents.

4. Design, Construction and Operation of PIT Tag Monitoring Systems

Facilitators:

- Warren Leach, warren@oregonrfid.com
- Hugo Marques

Abstract

A one-day course about design, construction, and operation of PIT tag monitoring systems for fish passage, with a focus on antenna design, including practical demonstrations.

5. Advanced Conflict Resolution Skills for Natural Resource Professionals (24 max attendees)

Facilitator:

- Michael Fraidenburg, fraidenburg@outlook.com

Abstract

Dive into an immersive, one-day workshop designed to transform the way you handle conflicts in natural resource settings. Led by Michael Fraidenburg, a Certified Fishery Professional, Certified Mediator, and Principal of The Cooperation Company, this course will deepen your understanding of the cognitive processes that influence decision-making and provide you with practical tools for managing conflicts effectively.

You'll learn how interest-based bargaining can be applied specifically to natural resource conflicts, explore the latest brain science on decision-making behavior, and practice the art of persuasive communication. New this year, we'll introduce a module on using AI to design your conflict management interventions, showcasing how technology can enhance your personal effectiveness. Please bring your computers or tablets for use during the AI portion of the course.

Our teaching model—Tell, Show, Do, Teach Back—ensures you not only learn these skills but also practice and teach each other how to apply them in the real world. Expect engaging, infotainment-style delivery with personal stories, interactive activities, and real-life scenarios that connect with both your head and heart. Mini practicum sessions throughout the day will provide hands-on experience in resolving conflicts, tailored to your field of work.

By the end of this workshop, you will have gained advanced skills in conflict resolution, practical experience applying your new skills, experience with AI tools, and increased confidence managing conflicts with less stress. This workshop is a good way to rid yourself of that “Yucky” feeling when you encounter a conflict because you will know what to do. Improve your fishery management effectiveness by improving your conflict management fitness.

Join us to elevate your conflict resolution skills and make a lasting impact in your profession.

6. Hatchery Genetic Management Plans

Facilitators:

- Adrian Spidle, aspidle@nwifc.org
- Phil Sandstrom

Abstract

Hatchery Genetic Management Plans (HGMPs) are documents for planning the operation of fish hatcheries. They are required for salmonid hatcheries under the Endangered Species Act (ESA) in the United States. The format of HGMPs was finalized in 1999 when Chinook salmon were first listed under the ESA. Comanagers now have 25 years of experience in preparing HGMPs and guiding them through the regulatory process to get “take authorizations” to operate hatchery programs under the ESA. This workshop is an opportunity to explain how HGMPs work with the ESA consultation process and how such a planning document might work outside of the ESA framework. We will discuss how comanagers have worked with federal regulators to get their programs authorized. We will discuss what seems to work, and what could use revision, and we will discuss the importance of comanagers working with regulators to ensure that the program is properly understood and that regulatory requirements are reasonable in allowing the hatchery program to meet its goals. This workshop will be useful for people who want to see what a standardized hatchery planning document might look like, people who manage hatchery programs that have federal regulation in their future and want to prepare for it, for people who want to share how their experience with federal regulators went, including how they ensured their programs could meet their goals, and for regulators who might want to hear how a long-standing standardized document might work well and might benefit from revision.

7. Barriers to Implementation of Adaptive Management

Facilitators:

- Alf Leake, Alf.Leake@bchydro.com
- Steve McAdam

Abstract

This workshop is designed for practitioners and would-be practitioners of fisheries adaptive management. It will cover the range of challenges that are commonly encountered when trying to implement adaptive management project to address uncertainties in fisheries management practices.

8. Salmon Forecasting Workshop

Facilitator:

- TBD

Abstract

This list of topics is too expansive to fit into 4 hours in a detailed, meaningful way. Maybe lead with a 15 minute “tour of concepts” to provide a broad introduction to how the pieces fit together. Maybe present a work-flow graphic or Venn diagram that we can return to so that participants can orient to what is needed, and what we’ll emphasize.

9. Tracking hatchery data from eggs to spawners across watersheds and other boundaries

Facilitators:

- Jen Bayer, jbayer@usgs.gov
- Mari Williams

Abstract

To support management and recovery of salmon and steelhead, significant efforts have been made to enhance access to information about these species for the Columbia River Basin and the wider Pacific Northwest. A number of data systems have been developed to support

structured data sharing among multiple partners, including Tribes, federal and state agencies. This data standardization and accessibility has allowed the development of automated tools for data access and processing, facilitating open, reproducible science. For example, the Coordinated Assessments data exchange (CAX), supported by the Coordinated Assessments Partnership (CAP), provides a system for sharing high level indicators such as Natural Origin Spawner Abundance (NOSA), Recruits per Spawner (R/S) and Smolt to Adult Returns (SAR). Recently the CAX was expanded to include hatchery data, including hatchery program information, SARs for hatchery runs, and hatchery releases. In this workshop, you will:

- Understand development process and elements of data standards (the technical specifications that describe how data should be stored or exchanged for consistent collection and interoperability across different systems and users) using CAP's Hatchery Coordinated Assessment (HCA)
- Learn about data availability, with emphasis on hatchery data
- Learn how to access data via CAX (and potentially other systems)
- Understand the metadata included in CAX, which provides the necessary information to support proper data citation and attribution
- Provide input to inform future data systems

10. Fishing for Clarity: Data Exchange via Controlled Vocabularies and Ontologies in Salmon Science

Facilitators:

- Tomas Bird, tom.bird@dfo-mpo.gc.ca
- Shirley Stephen
- Jen Bayer

Abstract

International agencies tasked with supporting management and recovery of salmon and steelhead now recognize that current local-scale management and decision processes are at odds with global-scale forces of change. Salmonid monitoring and research efforts are typically undertaken at local scales, giving rise to bespoke data results. Addressing large-scale challenges such as climate change and cumulative effects will require bringing together diverse data sources to draw large-scale insights. To achieve this, it is essential to ensure data compatibility with international partners, First Nations, Tribes, government agencies, and private research groups. A significant barrier to interoperability is the lack of standardized data exchange mechanisms. One solution is to develop shared, accessible tools for discovering, standardizing, and managing salmon methods metadata. A building block for such a tool is an

ontology: a formal structure for describing things and how they are related, consisting of different classes of things and a hierarchy of subclasses. Ontologies are essential for maintaining knowledge, particularly in support of large data aggregation projects or transferring knowledge between entities and domains. The Monitoring Methods Ontology (MMO) is a proposed crowdsourced, open-source ontology for labelling monitoring data collection methods and resulting data types, enabling improved compatibility between different data holders. Our objectives are to support agencies in creating their data structure ontologies, combining them into common standards, and maintaining them in an open-source repository. In this workshop, you will:

- Learn what is an ontology, controlled vocabulary, data standard
- See how ontologies and controlled vocabularies are used to describe things (and how they are related) and learn how ontologies are applied
- See progress towards the Monitoring Methods Ontology (MMO), which is a proposed crowdsourced, open-source ontology for labelling monitoring data collection methods and resulting data types
- Learn how the MMO might apply to your own setting
- Provide input and feedback in order to evaluate the feasibility of joining individual ontologies into a common standard that is suitable as a data exchange mechanism
- Help plan the next steps and join in collaboration with an international salmon data mobilization interest group and large-scale data aggregator projects for real-world application