

2019

FROM THE OFFICE OF THE DIRECTOR
Alaska Department of Fish and Game
Division of Commercial Fisheries



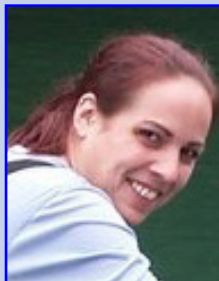
DIRECTOR'S ACHIEVEMENT AWARDS

The Division of Commercial Fisheries recognizes employees with two types of Director's Achievement Awards. The Meritorious Service Award is the highest award given by the division to an employee who has shown excellence in his or her work over an extended period of service. Outstanding Service Awards are given to employees whose performance is clearly superior to that of others in similar positions or to employees who have made significant contributions to the division over the last year. Candidates are nominated by staff through their respective Regional Supervisors or Section Chiefs. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2019.

Anne Reynolds Manney
Fishery Biologist IV • Southeast Region
Meritorious Service Award



Sara Conrad
Research Analyst II • Southeast Region



Jan Rumble
Fisheries Biologist III • Central Region



Colton Lipka
Fisheries Biologist II • Arctic-Yukon-
Kuskokwim Region



Miranda Westphal
Fisheries Biologist III • Westward
Region



Sara Gilk-Baumer
Fisheries Geneticist III • Statewide



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Director's Achievement Award for

MERITORIOUS SERVICE

Anne Reynolds Manney Fishery Biologist IV • Southeast Region

Anne Reynolds Manney is the Southeast Alaska port sampling supervisor—managing and coordinating all port sampling projects throughout the region. In addition, she is the primary point of contact for Pacific Salmon Treaty grant administration, and she represents Alaska on both the Pacific Salmon Commission's Northern Boundary Technical Committee and the Chinook Technical Committee. She started at the Alaska Department of Fish and Game in 1996 as a Fish and Wildlife Technician I port sampler. She now has 23 years of experience with commercial port sampling—15 of those years as a supervisor. She has been the principal investigator on a number of externally funded projects through Alaska Sustainable Salmon Fund, the Pacific Salmon Commission, and the Saltonstall-Kennedy Grant Program, to name a few.

Anne displays the utmost dedication to her duties, and always has the best interest of fisheries resources and the people who use them in mind. She is passionate about her job, and her role in achieving department goals. She actively seeks to improve data collection and quality, and under her guidance the port

sampling personnel have achieved some of the highest sampling rates on the west coast. Anne strives to grow and mentor biologists and technicians for long-term success, maintaining high morale and motivating staff to maintain high productivity and data quality. Anne never hesitates to put on her rain gear and head to the processing plants to sample fish and shellfish when she is needed, even in cold winter months. Her roots in the field have allowed her to understand the challenges faced at every level, and this has allowed her to offer advice that can only be given by someone who sees and understands the entire picture. She constantly seeks ways to

respond to the emerging needs of management and does not hesitate to speak up on technical issues relevant to policy matters in the best interest of the State of Alaska. Anne represents the best of the Alaska Department of Fish and Game and serves as an inspiration for those who work with her.

In recognition of her contributions and achievements, the division is honored to present her with the Director's Award for Meritorious Service for 2019.



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Director's Achievement Award for **OUTSTANDING SERVICE**

Sara Conrad
Research Analyst II • Southeast Region

Sara Conrad began her career at the Alaska Department of Fish and Game in Sitka with the Division of Sport Fish in 2001 conducting creel surveys. The following season, she took a Fish and Wildlife Technician position with the Divisions of Sport Fish and Wildlife Conservation walking streams, helping with mark-recapture studies, sealing bears, and other duties. In the fall of 2003, she accepted a position with the Division of Commercial Fisheries in Sitka as an admin clerk assisting fisherman in registering for fisheries, editing fish tickets, and learning about fishery regulations. She moved to Juneau in 2005 to take a position as permit coordinator with the Division of Commercial Fisheries at Headquarters where she worked with multiple agencies in the fish resource and fish transport permitting process, as well as in school classrooms teaching children about the incubation permitting process. In 2012, she moved to her current position as a Research Analyst II in Douglas.

Sara is the quintessential behind-the-scenes employee, playing a multifaceted role in all regional commercial fishery openings. She crafts over 350 news releases from narratives prepared by 20 area management biologists for 24 fisheries and finalizes over 200 emergency orders every year. These fisheries include over 20 species and at least 10 gear types. Her knowledge of fisheries and regulations coupled with an excellent memory for past practices ensure continuity and consistency. She edits all outgoing documents for content, grammar, punctuation, and clarity ensuring that our communications with the public and commercial fishermen are clear and precise.

Sara also plays a key role in reconciling, finalizing, and archiving fish tickets. If any of the eight Southeast field offices are experiencing difficulties with data entry and submission of fish tickets, Sara steps in to help. She runs error reports and organizes the files so that each area office can easily make the needed corrections. When fish tickets are finalized, she works with IT staff to refine database queries to produce 27 harvest tables and 20 figures for two annual fishery management reports, one of which she coauthors. Sara has extensive knowledge of software and is the go-to person for stubborn formatting issues, database queries, and document problems.

Sara regularly edits 12 annual regional information and fishery management reports, as well as Alaska Board of Fisheries reports and staff comments along with numerous memos and other written communications. Her edits are thorough and contribute to readability, accuracy in cross-referencing from text to tables and figures, and proper formatting of tables and figures. Sara's work often includes weekends and hours outside the normal workday. She anticipates these needs and works them into a

busy personal schedule. In addition, she responds to emails and texts from management staff at nearly all hours when unforeseen emergencies arise and issues the necessary announcements from a home work station. Sara is eager to learn and take on new challenges. Her hard work and positive attitude along with her dedication make her a pleasure to work with and a highly appreciated asset to the division. She is truly deserving of the Director's Outstanding Service Award for 2019.



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Director's Achievement Award for **OUTSTANDING SERVICE**

Jan Rumble Fisheries Biologist III • Central Region

Like so many Alaska Department of Fish and Game employees, Jan began her career as a technician. She started in 1993 collecting important fisheries research data, mostly in Southcentral Alaska. A few years later, Jan moved to Southeast Alaska, where as a fishery biologist she was integrally involved in management and research of Dungeness, Tanner, and king crab; as well as management and research of shrimp fisheries. Her duties included stock assessment, research, and aiding with management of commercial dive fisheries. In fact, her diverse background led her to becoming the dive fisheries project leader in the Southeast Region. While filling these responsibilities, Jan was featured in an Alaska Seafood Marketing Institute video promoting responsible and sustainable management of Alaska's fisheries resources (<https://www.wildalaskaseafood.com/people-behind-the-fish/jan-rumble/>)

In 2012, Jan became the Shellfish/Groundfish Area Management Biologist for Prince William Sound and Lower Cook Inlet, stationed in Homer. Her duties now include stock assessment and management of crab, shrimp, scallops, and a variety of groundfish species. Jan's current responsibilities include serving on both the Groundfish Plan team and the new Rockfish Group, and working

tirelessly at Board of Fisheries meetings. She has demonstrated an ability to promote cooperative projects with the Division of Sport Fish (e.g., Lower Cook Inlet Tanner crab survey) that have benefitted multiple user groups.

Jan's approach to her duties can be summarized in one term: passionate. This depiction mirrors her modus operandi on life. If you ever have chance to visit the Homer ADF&G office during the morning hours, you likely won't find Jan at her desk. You will have to get in your boat and head out into the pristine waters of beautiful Kachemak Bay. This is where you often will find Jan on one of her

regular morning swims. It wouldn't surprise those of us who know Jan to learn that while conducting her morning exercise she was combining it with some kind of shellfish/groundfish survey. Jan is definitely passionate regarding the important responsibilities she has been tasked with. She values the natural resources of this state and is not shy about promoting their responsible management.

In recognition of Jan's spirited and energetic dedication to Alaska's shellfish and groundfish resources, the division is honored to present her with the Director's Award for Outstanding Service for 2019.



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Director's Achievement Award for **OUTSTANDING SERVICE**

Colton Lipka Fisheries Biologist III • Arctic-Yukon-Kuskokwim Region

Colton Lipka began working for the Alaska Department of Fish and Game as a high school intern at the Anchorage Division of Sport Fish Information Center in 2003. Since then, Colton has worked in various fisheries positions within the department. After cutting his teeth as an intern, he shifted to the greater Anchorage area as a fisheries technician with the urban coho crew and stocked lakes program. From there, he flew out to Western Alaska to provide top-notch physical labor and test fishing expertise to various run assessment and test fishery projects. Upon completing his education, he was promoted in 2013 to a fishery biologist and worked in the Kuskokwim Area. After a quick cup of coffee in the Westward Region as the Area M assistant manager, he returned to his roots on the Kuskokwim River in 2017 in the same role. As the Kuskokwim assistant manager, Colton was responsible for test fishery and run assessment programs and helped manage the Kuskokwim Area subsistence and commercial fisheries. After receiving this award, Colton accepted a promotion with Sport Fish and currently serves as the Area Management Biologist for the Northern Kenai Peninsula.

Colton has set himself apart over the years through his hard work, professionalism, and regard for fellow coworkers. His unique work history has allowed him to easily evolve into each new role and quickly make the adjustments needed to excel. He also maintains a very "safety first" attitude and instills that into the

crews he has been a part of. Each field season brings challenges and stressful moments, but the 2018 season was one that exhibited why Colton is an integral and highly valued member of the ADF&G family. He was able to handle the events of a trespasser at the Bethel bunkhouse in a calm, professional, and tactful way and helped his staff, supervisors, and leadership navigate the law enforcement and legal complexities of this situation as it transpired over the weeks that followed. Shortly after these events there was a life-threatening boating accident involving the Bethel test fishery crew on the Kuskokwim River. His clear-headed and decisive actions following a late-night phone call from a member of the crew were nothing short of outstanding. Those actions can best be described as heroic—actions that saved the life of an ADF&G crew member. Colton's calm and clear-headed demeanor in the face of highly stressful situations and his attention to safety at all times are what brought the crew home that fateful night. Following the incident, Colton continued supporting the crew to ensure their professional and personal needs were being met.

Colton Lipka is an exceptional employee who is dedicated to maintaining the sustainability of Alaska's salmon resources and making sure everyone around him remains safe and goes home at the end of the day. It is with pride that ADF&G recognizes him for his work in the Arctic-Yukon-Kuskokwim Region for the Division of Commercial Fisheries with the Director's Achievement Award for Outstanding Service in 2019.



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Director's Achievement Award for **OUTSTANDING SERVICE**

Miranda Westphal Fisheries Biologist III • Westward Region

Miranda Westphal is the Bering Sea and Aleutian Islands area management biologist for groundfish and shellfish fisheries in Dutch Harbor. After growing up exploring rural Michigan and earning a Bachelors degree in marine biology, she started her shellfish research and management career focusing on Eastern oysters in Florida and blue crab in Chesapeake Bay. She first came to Alaska in 2008 to attend graduate school at the University of Alaska Fairbanks. After completing her thesis on growth physiology of juvenile Alaskan red king crab, she started her career with the Alaska Department of Fish and Game as the assistant statewide mariculture coordinator in Juneau. Prior to transitioning to Dutch Harbor in 2014, Miranda worked as an ADF&G crab research biologist in Kodiak focusing on St. Matthew Island blue king crab survey and stock assessment. In her current role, Miranda provides leadership in support of the high-profile commercial crab fisheries that are among to nation's largest and most dynamic. Her responsibilities range from overseeing day-to-day operations of the Dutch Harbor field office to serving on the North Pacific Fishery Management Council's Crab Plan Team.

Miranda's commitment to science-based decision making and excellent communication skills allow her to navigate the complexities of state and federal comanaged fisheries without losing focus on sustainability or the

economic importance of the Bering Sea Aleutian Island crab stocks to the fishing industry. She is equally comfortable independently collecting data on the back deck of commercial fishing boat in the Bering Sea, mentoring young biologists, or delivering guest lectures on crab stock assessment and management practices to seafood marketing associations across the country.

In addition to her responsibilities as a crab manager, Miranda oversees the largest state-managed Pacific cod fishery in the state. Notably, she has guided development of a newly established Pacific cod fishery in the Bering Sea that when first opened was larger in size than all other state-managed Pacific cod fisheries combined. During this process, she was responsible identifying and

developing inseason management practices that provided new fishing opportunities for a rapidly expanding and high-capacity fishing fleet. She accomplished this task with few additional resources—highlighting her resiliency and commitment to her work.

Miranda firmly believes the fishery management process should be transparent and accessible for all users. Her strength as a leader, desire to learn, and willingness to provide assistance allows her to effectively represent ADF&G in the largest fishing port in the nation. It is with pride the division recognizes her with the Director's Achievement Award for Outstanding Service in 2019.



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Director's Achievement Award for **OUTSTANDING SERVICE**

Sara Gilk-Baumer
Fisheries Geneticist III • Statewide

After growing up in Idaho, Sara moved to Alaska to pursue a graduate degree from the University of Alaska Fairbanks. For her graduate research, she studied outbreeding depression in pink salmon and painstakingly learned the fundamentals of population genetics by spending countless hours in the lab, where she visually scored every genotype, one fish after another.

After completing her Master's degree, Sara needed a break from genetics and worked with the U.S. Fish and Wildlife Service as a technician in King Salmon before finding a home with ADF&G on the Kuskokwim River. Starting as a Fishery Biologist I, she worked her way up into higher level positions under the guidance of Doug Molyneaux, who taught her the art of communicating with stakeholders, ensuring that research informs management, and the value of a quality pair of waders.

After 5 years of working remotely, the allure of genetics beckoned and she accepted a Fisheries Geneticist II position with the Gene Conservation Lab. In this role, Sara focused on Southeast Alaska issues and served as a member of the Pacific Salmon Commission's Transboundary Technical Committee. In 2016, Sara was promoted to the Statewide Stock

Status Geneticist, where she currently leads a complex genetic research program on commercially important fish and shellfish species to inform management and U.S. Canada Treaty issues.

Sara's pragmatism, critical thinking, and sound judgment makes her highly respected within the Gene Conservation Lab, the department, and the broader scientific community. Sara has also been invaluable in partnering with the Principal Geneticist to usher the lab into the increasingly complex era of genotyping-by-sequencing.

Although Sara excels at technical work, it's her people skills that really sets her apart. She is a great communicator with an open-door policy and an open-mind attitude. Sara is a natural mentor and goes out of her way to help others, including working with the Alaska Fisheries Society to increase opportunities for minorities and women in fisheries. Sara is always there for staff and coworkers with an empathetic ear and a generous laugh that can be relied upon to ease tension and bolster spirits.

For all these reasons, and her commitment to the fisheries resources of the state, the division is proud to award Sara Gilk-Baumer the Director's Achievement Award for Outstanding Service in 2019.

