



AMERICAN FISHERIES SOCIETY



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NEWSLETTER

MARCH 2001

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*We would appreciate your comments on this electronic version of the NC Chapter Newsletter.*

*Please send all responses to [Joe Hightower \(jhightower@ncsu.edu\)](mailto:jhightower@ncsu.edu)*

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## ***PRESIDENT'S MESSAGE***

*It seems like just yesterday we were at Sunset Beach for our annual meeting and I assumed the leadership role for the Chapter. Isn't that scary! It's been a whirlwind of activity so far; a genuine learning experience for me and one that has humbled me as I see the true behind-the-scenes activities that make our Society work.*

*The Society has a strategic plan that all unit leaders are encouraged to use as a guide to meet the ultimate goals and objectives for the Society. Each unit president is encouraged to select some topics from the strategic plan to fit into their unit action plan for the year. The idea is that if all the Chapters work to accomplish parts of the strategic plan, then the division and ultimately, the Parent Society, will reach their goals.*



*I selected the following items from the AFS Strategic Plan for my action plan for 2001:*

### ***Information Transfer and Outreach***

- *Mentoring – broaden our involvement with mentoring students, including both high school and college levels, and young professionals*
- *Expand our “professional” scope to include resource disciplines outside of the fisheries field*
- *Seek venues to take our message to the public and let them know who we are*
- *Seek out ways to recognize organizations or individuals who exemplify leadership in making the public aware of aquatic resource issues*

### ***Member Services***

- *Increase Chapter membership by 10%*
- *Provide continuing education workshops at Annual Meetings*
- *Develop a mechanism to assist students and new professionals to become involved in AFS meetings, committees and activities*
- *Continue highlighting young professionals in our newsletter*
- *Encourage student involvement in Chapter committees and activities*

### ***Aquatic Resources***

- *Reactivate the Environmental Concerns Committee and select issues important to good aquatic stewardship for which the Chapter can take a stand*

*I urge each member to review the plan to see how you can help the Chapter successfully complete this year's plan. The many activities that occur at the Chapter level cannot be completed without the leadership and participation from the membership at large.*

*I have asked many people to consider chairing or serving on one of the many standing and ad hoc committees. I have been astounded at the spirit of cooperation and assistance that I have encountered so far. Everyone I have contacted has been more than willing to help and I want to thank you for your willingness to serve our Chapter. If you wish to serve on a committee, please contact me at (919) 733-3633 x 280 or email me at [curryrl@mail.wildlife.state.nc.us](mailto:curryrl@mail.wildlife.state.nc.us) and we'll work together to find a way that you can help.*

*I look forward to a challenging year as your Chapter president.*

*Bob Curry*

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### **2001 NCAFS President-Elect**

E-mail balloting produced a large voter response and an extremely close race for the position of President-Elect. Shari Bryant was declared the winner by Scott Van Horn, Nominating Committee Chair. Shari promptly bumped 'deadwood' off the Executive Committee and started to make plans for next year's Annual Chapter Meeting. *Congratulations Shari!*

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**2001 Joint Annual Meeting with SCAFS and the SC Fishery Workers Association** The 2001 Joint Meeting featured a beautiful Conference Center situated in the middle of the SeaTrails Resort in Sunset Beach, NC. A total of 90 members and 25 students attended the meeting. Thirty-eight papers were presented, 19 from North Carolina. Ten student papers were presented, 6 from North Carolina. A number of awards were presented:



*Rich Fulford, newly elected Student Subunit*



*Dr. Tom Kwak, NCSU, won the 2000 Don*

*President, won the best student paper award for his presentation titled "Scaling up in the Study of Recruitment Dynamics: An Example from Lake Michigan".*



*The Chapter recognized the outstanding efforts of Chad Thomas for his four years as Secretary-Treasurer and as a major driving force behind the 1999 National AFS Meeting in Charlotte. Chad kept every National Meeting Committee to a tight budget and eventually brought the meeting in under budget! Chad was presented with an Outstanding Service Award plaque.*

*Baker Award for best paper entitled "Modeling Effects of Watershed Land Use and Climate Change on a Large-River Smallmouth Bass Population" by Tom Kwak and James T. Peterson. Tom also won the 1999 Don Baker Award and has been a regular contributor to the newsletter!*



*John Crutchfield had a very active year in 2000, here he is presented with the Past-President's Plaque by President Bob Curry. Congratulations and thanks for ALL of your hard work!*

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## **The 2001 NCAFS Executive Committee**



*From Left: Rich Fulford (Student Subunit President), John Crutchfield (Past-President), Shari Bryant (President-Elect), Bob Curry (President), and Kim Baker (Secretary and Treasurer)*

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## **Constitution and Bylaws Changes**

The Bylaws changes were completed and forwarded to Joe Margraf, the AFS Constitutional Consultant, for review. Joe has reviewed our changes and he has determined that they are consistent with the AFS Constitution. Our revised Bylaws are on the March Governing Board agenda and we anticipate that they will breeze through the approval process. The new Bylaws will not become effective until the Governing Board approves them and the AFS Executive Director notifies us by letter that they are approved.

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## **2003 SDAFS Mid-Year Meeting**

The North Carolina Chapter AFS will host the 2003 Mid-Year Meeting!! The 2003 Southern Division AFS Mid-Year Meeting is scheduled for February 12-16, 2003 at the Hilton Wilmington Riverside in Wilmington, North Carolina. Kent Nelson has volunteered to serve as the General Chair for this meeting. John Crutchfield and Keith Ashley are co-chairs of the Local Arrangements Committee and Dr. Tom Kwak has volunteered to be the Program chair.

Kent, Keith and Bob Curry met with Donna Rabon, the Hilton's sales representative, on March 14 to finalize the hotel contract. Several items from the Jacksonville contract, which also happened to be a Hilton as well as a sister hotel with the Wilmington Hilton, were incorporated into the revised contract. We feel that the contract is fair and will meet our needs. A final draft will be mailed out for our review soon and we hope to have everything signed by the end of March.

If you are interested in serving as a committee chair or simply help out with the meeting, contact Kent Nelson by phone at (252) 752-5425 or Email: [Nelsonk3@earthlink.net](mailto:Nelsonk3@earthlink.net)

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## NCSU Student Subunit Report



*Bill Pine, Jessica Finley and other members of the Student Subunit worked hard selling raffle tickets at the Chapter meeting at Sea Trails Resort.*

The North Carolina Student Subunit at North Carolina State University is reemphasizing its commitment to student involvement in the American Fisheries Society. They began 2001 by electing new officers. Outgoing president Chris Taylor is to be commended for his two years of selfless service to the subunit. He passed the helm over to the president-elect, Richard Fulford at the January meeting. Other new officers are Dave Hewitt (graduate-vice-president), Joshua Arnott (undergraduate-vice president) and Regan McNatt (secretary-treasurer). Six subunit members made presentations at the Annual Chapter Meeting held in Sunset Beach, NC in January. The Subunit held their annual fund raising raffle at the North Carolina Chapter meeting and raised over \$800 to fund subunit activities. This money will be used to fund student travel to professional meetings and summer research enrichment programs, and sponsor speakers for monthly meetings.

In February, Shane Hanlon of the NCSU Veterinary School came and spoke about his research into the reproductive biology of freshwater mussels in North Carolina. He brought some great video of fish mimicry in mussels, which can be viewed on the web <http://courses.smsu.edu/mcb095f/gallery/>. The subunit theme for spring 2001 is marine fisheries issues in North Carolina. In March, Jerry Schill of the North Carolina Fisheries Association came and spoke to the subunit about the interests of commercial fishers. Dr. Louis Daniel of the North Carolina Division of marine Fisheries will present a special seminar on NCSU campus in March entitled, 'Fisheries Science and Management: Perceptions, Misconceptions, and Reality.' To round out the series, Kurt Fickling of the Coastal Conservation Association will speak at the next regular subunit meeting on April 3rd. Mr. Fickling is an advocate of recreational fishing interests in North Carolina

In addition, the subunit plans to participate in several volunteer efforts to monitor fish populations in urban streams and ponds around the NCSU campus area, including regions of the ever-expanding Centennial Campus. It should be a busy year for the North Carolina Student Subunit, so stay tuned for more.

The Subunit's web page is always being updated with new information and images of the recent events and a tour of fisheries research in North Carolina currently being conducted by faculty and students at NC State. The web page can be linked from the Chapter home page or directly at [http://www.ncsu.edu/stud\\_orgs/sfs/](http://www.ncsu.edu/stud_orgs/sfs/). If you have any questions or comments for the student Subunit, please contact the current president, Rich Fulford. (Email: [rfulfor@unity.ncsu.edu](mailto:rfulfor@unity.ncsu.edu), Snail-mail: NCSU Dept. of Zoology, Campus Box 7617, Raleigh, NC 27695).

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### **AdHoc Awards Committee**

An Ad Hoc Awards committee was established to review the criteria for evaluating our student and professional papers at the Annual Meeting. The Committee will be charged to review and report on the following items:

- Review the existing criteria and determine if changes are necessary to fairly evaluate student and professional papers
- If changes are necessary, recommend new criteria to be approved by the EXCOM at the December 2001 EXCOM meeting
- Determine if the best "student" paper should be renamed
- Seek out nominations for the Chapter's Conservationist of the year award and provide the EXCOM with a list of candidates by the December EXCOM meeting

Dr. Jim Rice has volunteered to chair this committee. If you have any ideas or comments regarding the evaluation criteria or if you are interested in serving on the committee, contact Jim at (919) 515-4592 Email: [jim\\_rice@ncsu.edu](mailto:jim_rice@ncsu.edu).

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### **AdHoc Membership Committee**

A Chapter Ad Hoc Membership Committee was established to work with the Society's Membership Committee to increase AFS membership by 10% over the next two years. Christian Waters has volunteered to chair this committee. He will coordinate with AFS second Vice-President Ira Adleman to identify incentives to increase Chapter membership. If you have any ideas on how to increase AFS membership at either the Chapter or Society level, contact Christian by phone at (252) 208-7764 or Email: [Watersct@coastalnet.com](mailto:Watersct@coastalnet.com).

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### **Environmental Concerns Committee**

Chair Danielle Pender reports that the committee currently has four members, Chris Taylor (NCSU Student Sub-unit), Judy Johnson (NCWRC), Duane Harrell (Duke Power) and Peter Rand (NCSU). The committee plans to submit a mission statement to the EXCOM.

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## Education Committee

*New Chair Lawrence Dorsey reports* - I would first like to start by thanking John Crutchfield for his hard work as chairman of the education committee. John has left the committee in good shape and I look forward to continuing the excellent work of this committee. Along with developing continuing education opportunities for chapter members, I have been asked to construct a chapter history for the website. John has already sent me some information but I may be calling some of you "old-timers" for specific information on our chapter history. I would also ask that any member who has ideas or suggestions about the work of the education committee contact me at the email address below or via telephone at 704-986-6109. I look forward to serving as your education committee chairman in the coming years!

*Continuing Education Courses at the 2001 NCAFS Meeting* - Once again, continuing education courses were offered in conjunction with the annual NCAFS Chapter meeting. Two courses were offered this year and they included a non-parametric statistics course taught by Dr. Jackie Dietz of the NCSU Department of Statistics and a reservoir limnology course taught by Dr. Jon Knight of Duke Power Company. Both courses were well attended with 20 attendees in the statistics course and 10 participants in the reservoir limnology course. At the conclusion of each course, participants were asked to fill out a course evaluation questionnaire.

*Reservoir Limnology* - Participants in this course showed favorable responses to all questions. In response to the question of "Did this course meet your expectations in terms of the description of course objectives?" (The scale ranged from 1 (not at all satisfied) to 10 (extremely satisfied)), participants were satisfied with the course content (mean = 8.6, n = 10). Participants indicated that the amount of material covered in the course was slightly more than enough (1 as not enough covered material, 5 as just enough material, and 10 as too much covered material) for the length of the course (mean = 5.8, n = 10). The instructor for this course was rated as very effective with a score of 9.25 (1 as not very effective, 5 as somewhat effective, and 10 as very effective). Using the same criteria, the presentation of material was rated to be effective (mean = 8.5, n = 10). Handouts used by the instructor were scored (1 as not very useful, 5 as somewhat useful, and 10 as very useful) as effective as well (mean = 7.5, n = 10). Finally, participants felt the cost of the course (1 as too low of a fee, 5 as about right fee, and 10 as too much of a fee) was about right (mean = 5, n = 10).

*Non-Parametric Statistics* - Participants in this course were also pleased with all aspects of this course. The mean score for the question "Did this course meet your expectations in terms of the description of course objectives?" (The scale ranged from 1 (not at all satisfied) to 10 (extremely satisfied)) was 9.3 (n = 20). Participants felt the amount of material covered in the course was slightly more than enough (1 as not enough covered material, 5 as just enough material, and 10 as too much covered material) for the time allowed (mean = 6.15; n = 20). The instructor for this course was rated as very effective (1 as not very effective, 5 as somewhat effective, and 10 as very effective) with a mean score of 9.3 (n = 20). Participants rated the presentation of the material as effective (mean = 8.9, n = 20) using the same criteria as in the previous question. The handouts distributed in this course were scored (1 as not very useful, 5 as somewhat useful, and



10 as very useful) as very effective (mean = 9.25, n = 10). As with the other course, most participants felt the amount (1 as too low of a fee, 5 as about right fee, and 10 as too much of a fee) charged for the course was about right (mean = 4.9, n = 20).

Almost all participants (n = 29) indicated they would like to see additional course offerings at future meetings. Ideas for additional courses included GIS/GPS, age and growth of fishes, regression techniques, experimental design, power analysis, sociology, and stream and lake invertebrate review. If you have other ideas for courses, please contact me at E-mail: [dorseylg@vnet.net](mailto:dorseylg@vnet.net)

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### **Finance Committee**

Based on the dismal performance of the stock market in recent months, the Chapter's mutual funds are 'just holding on', according to Secretary-Treasurer Kim Baker. The turn-around of the financial markets are eagerly anticipated!

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### **Nominating Committee**

The 2001 Chapter Nominating Committee will be chaired by Chad Thomas, NCWRC. Assisting Chad will be Hugh Barwick, Duke Power, and Jim Rice, NCSU (both former Chapter Presidents). The committee has diverse representation from across the Chapter and will be soliciting candidates later this summer.

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### **News from around North Carolina (and the Southeast)**

*NC State Museum News from Wayne Starnes* - The data base structure for the museum collection of fishes is finally completely modified and in place and data basing has begun in concert with physical curation and reorganization of the collections and backlogs. Within the constraints of the rather tight budget we are experiencing of late, we have made considerable progress. We hope to obtain an NSF grant next year to speed the process. Within the not-too-distant future, we hope to be able to respond quickly and accurately to requests of many kinds from resource managers and scientists with regard to fish diversity and occurrence across North Carolina, as well as other states from South Carolina to New Jersey from which we have significant holdings.

In the cool new records department, a couple of things that have come the Museum's way over the past year or so are the first vouchered Jewfish record for North Carolina (a young 90-pounder from Ocracoke area) and a five-foot Channel Scabbardfish (cutlessfish relative) from south of Frying Pan light that represents the first Atlantic record for continental U.S. waters and only about the fifth or sixth record in the world!

*SDAFS News from Tom Kwak* - Faculty and students from NC State University attended the AFS Southern Division Mid-Year Meeting, 22-25 February in Jacksonville, FL. They presented three papers (see below) and attended technical committee and section meetings, as well as educational workshops. In addition to the three presenting faculty, PhD students Bill Pine and Ozcan Ozen participated in the meeting and enjoyed the scenery along the St. Johns River.

- Comparison of spawning migrations for striped bass and American shad before and after dam removal. Steve Bowman, Chris Beasley, and Joe Hightower (presented by Hightower).
- Detecting agricultural animal waste in stream food webs using stable isotope techniques. Tom Kwak.
- Live fast, die young: Can Puerto Rico largemouth bass be managed effectively? Rich Noble, Wes Neal, Scott Waters, and Ozcan Ozen (presented by Noble).

Next year's Mid-Year Meeting (2002) will be held 20-24 February in Little Rock, AR, and will be the 50th anniversary of the Southern Division. The following year (12-16 February 2003), we (NC Chapter) will host the Mid-Year in Wilmington -- plan to attend!

*AFS 2001 Annual Meeting News from Heidi Blasius, Arizona. Game and Fish Dept.* - The American Fisheries Society's (AFS) annual meeting is a professional meeting of aquatic scientists from around the world. It is AFS's primary public event for the year, and it is used to help scientists share information on freshwater and marine fishes and fisheries. The 2001 meeting will be held at the Crowne Plaza Hotel and Phoenix Civic Plaza in beautiful downtown Phoenix, Arizona on August 19-23, 2001.

The American Fisheries Society will be organizing a student job fair and social during the annual meeting in Phoenix. The student job fair is being held on Tuesday, August 21, from 6-7:30pm, and the student job fair social will follow directly after from 7:30-10:00pm. If you are interested in employment or graduate school opportunities at this time, I recommend you attend both events. The AFS meetings are attended by representatives from state and federal government agencies, universities, and private organizations. Last year's meeting in St. Louis had representatives from 18 countries and 48 states including the District of Columbia attending. As in the past, a job board will be displayed with employment vacancies and graduate school opportunities. All interested students are encouraged to bring at least 20 resumes triple hole punched. These resumes will be placed into binders for potential employers and graduate mentors to view before the student job fair and social. The student social, besides having free food and drink, will provide an opportunity to talk one on one with potential employers or graduate student mentors. All employers and graduate student mentors will be strongly encouraged to bring extra copies of their job or graduate school announcements and be prepared to discuss their openings with prospective students.

The opportunity to attend the meeting and earn some extra money to offset the cost is also available. As in the past, a student work program will be available for highly motivated students who want the chance to work and earn money for the meeting and gain invaluable experience. Students will be paid \$8.00 per hour and must agree to work at least six hours during the meeting. Students who agree to work will be able to recoup the cost of their registration and may

even be able to cover the partial costs for meals, lodging, and other expenses. All work assignments will be based on experience, conference needs, and student availability. Student assignments will include operation of audio/visual equipment, selling raffle tickets, registration assistance, transportation assistance, entertainment assistance, poster assistance, and general help as needed.

The registration fee for student members is only \$85.00, which includes membership into the AFS Student Subsection (Education). Non-member student registration is only \$115.00. Special hotel room rates are available at the Ramada Inn (\$59.00 single/double, \$69.00 triple, \$79.00 quad) and the Hotel San Carlos (\$77.00 single/double). The Crowne Plaza Hotel is the host hotel and also has very reasonable Room rates - \$80.00 for a single or double with a \$10.00 extra charge per person per night. Please mention that you are a student when making reservations at the Ramada Inn and Hotel San Carlos. To reserve a room call the hotels directly: Crowne Plaza 1-602-333-5000, Ramada Inn 1-602-275-5746, Hotel San Carlos 1-602-253-41.

Students wanting to work during the meeting or requiring further information should contact Student Affairs Chair Heidi B. Blasius at E-mail: [hblasius@gf.state.az.us](mailto:hblasius@gf.state.az.us) as soon as possible. Heidi can also be reached by telephone (520) 628-5672, EXT. 136, Fax (520) 628-5080, or regular mail at Arizona Game and Fish Department, 555 North Greasewood Road, Tucson, Arizona 85745.

*SEAFWA News from Jeff Ross, Ky. Dept. of Fish and Wildlife Resources* - The Kentucky Department of Fish and Wildlife Resources in conjunction with the Southern Division of AFS would like make this fantastic offer to students who attend the 55th Annual SEAFWA Conference. Just for attending, students will receive the following:

- Free Lodging!! The Southern Division of AFS has been gracious enough to provide rooms for up to 40 students (4 students per room). In order to secure a room, you must send your name, address, contact phone number, email address, school status (graduate or undergraduate), AFS member number (if you are a member), and a statement of why you wish to attend the conference. If we receive more requests than available rooms, priority will be given to those who present a paper or poster, those who have not attended a SEAFWA conference before, AFS members.
- Reduced Registration Fee!! Registration for students will be substantially reduced. At this time, we do not have a set fee, but it will not be higher than \$75.00 (it could possibly be lower).
- Job Fair / Student Social. You don't want to miss this. Plans are underway for a super pig roast blowout. Come hang out with fellow students while you eat and drink Kentucky Style. Sound pretty good? What if we add a live band? Still want more? How about a job faire. While at the student social, you'll have the opportunity to meet with representatives from Southeastern state fisheries organizations. Discuss job openings, give them your resume, show off your skills. It's a once in a lifetime chance to mingle with potential employers in a relaxed atmosphere (at least until the band starts).

Now let's get serious for a second ... Students should really think about presenting a paper or poster at the 55th Annual SEAFWA conference. There are many benefits to doing so:

- By presenting either a paper or poster you will acquire Professional Development Quality Points (PDQP) towards professional certification by the American Fisheries Society.
- Presenting is also a great way of showcasing your skills and interests. In addition it adds to the strength of your resume.
- You will be eligible for "Best Student Paper" and "Best Student Poster" awards.

If you feel you are not ready to present a manuscript, construct a poster presentation instead. With a poster presentation, you can even present "unfinished" projects. To find out more about presenting a paper or poster please visit our web site [Meetings of Interest](#).

*Robust Redhorse News from John Crutchfield* - A second effort to survey the Pee Dee River for the rare sucker species, the robust redhorse *Moxostoma robustum*. This sampling effort will get underway later this spring during the late April to early May timeframe. The cooperative effort will include several agencies, companies, and other parties in North Carolina and South Carolina. Participants include the N.C. Wildlife Resources Commission, the N.C. Museum of Natural Sciences, the S.C. Department of Natural Resources, the U.S. Geological Survey cooperative research unit at N.C. State University and University of Georgia-Athens, the U.S. Fish & Wildlife Service, Carolina Power & Light Company, and Duke Power Company. Additional participants with electrofishing boats capable of sampling shallow river shoal habitat are welcomed to participate in this effort.



This sampling effort will involve intensive electrofishing in two reaches of the Pee Dee River over a week period, the fall line zone reach below the Blewett Hydroelectric Plant and Cheraw, SC, and the piedmont reach from the Tillery Hydroelectric Plant to Blewett Falls Reservoir. Sampling will focus on shoal habitat where the robust redhorse spawns during the spring.

Individuals interested in the Pee Dee River sampling effort can contact John Crutchfield, CP&L at (919) 362-3557 or E-mail: [john.crutchfield@cplc.com](mailto:john.crutchfield@cplc.com). For more information on the Robust Redhorse Conservation Committee, contact Terry Demeo, chair, at (706) 542-2808 or E-mail: [demeo@cviog.uga.edu](mailto:demeo@cviog.uga.edu).

*Educational Outreach News from John Crutchfield* - An informational, lay person article on the role of biologists in protecting the environmental and the role of the N.C. AFS Chapter in these efforts has been published on the AFS parent society web page under the Aquatic Stewardship section ([http://www.fisheries.org/stewardship/st\\_crutchfield.shtml](http://www.fisheries.org/stewardship/st_crutchfield.shtml)). The article, penned by former Chapter Education Chair, John Crutchfield, discusses the various jobs held by biologists throughout the state, the roles biologists play in protection and conservation of fisheries and the environment, other job opportunities afforded to individuals with biology degrees, and how to get into the fisheries/environmental profession. The article also discusses the role that the AFS

plays in the environmental profession, both at the national and state level. This article is also slated to be published in *Carolina Adventure*, a popular hunting and fishing magazine during 2001.



*Visiting Russian Biologist News, from John Crutchfield* - The Wildlife Society of North Carolina is sponsoring the visit of Mr. Vladimir (Vlad) Khokhriakov, a biologist from Russia, to the North Carolina during April. Mr. Khokhriakov is employed at the Smolensk Lakelands National Park, Russia. During his stay in North Carolina, Mr. Khokhriakov will visit and participate in sampling rivers and reservoirs, pond management, a stream conservation tour, and fishing trips throughout the state with participating agencies and companies. Mr. Khokhriakov will also tour some fish culture facilities. The intent of the visit is to promote international goodwill and to help with understanding of environmental sampling techniques and conservation techniques employed by biologists in the United States and Russia. The Wildlife Society also plans to purchase a basic water quality sampling kit and other equipment that Mr. Khokhriakov can take back to Russia for use in his job.

The N.C. AFS Chapter has helped sponsor this visit with funds and several members are either hosting or participating in Mr. Khokhriakov's visit. A reception will be held in the at the Butner Depot, north of the Raleigh-Durham area on April 21st, and an e-mail invitation will be sent out by The Wildlife Society to Chapter members to attend this reception, if interested. Details about Mr. Khokhriakov's visit will be published in later editions of the Chapter newsletter in 2001.



Mr. Carl Betsill can be contacted if Chapter members are interested about details related to Mr. Khokhriakov's visit or members who are interested in making monetary donations to purchase sampling equipment for him. Carl Betsill's e-mail address is [BETSILCW@MAIL.WILDLIFE.STATE.NC.US](mailto:BETSILCW@MAIL.WILDLIFE.STATE.NC.US).

*Southeastern Fishes Council News from Peggy Shute, Treasurer* - The SFC is an organization of aquatic scientists who are "dedicated to the conservation of southeastern fishes". It will now be easier for students to participate in this organization because the SFC exec. committee recently decided to hold its meetings in conjunction with Southern Division AFS every other year (except when ASIH, Ichs and Herps, is meeting in the southeast). You will also benefit from the organizations publication "Proceedings of the Southeastern Fishes Council". Please consider

joining this organization, it only costs \$10.00 for students (\$20 annual dues for regular members). More information about the SFC can be found at the following web address <http://www.flmnh.ufl.edu/fish/organizations/sfc/SFCDefault.htm>

## Spotlight on Students and Young Professionals



*Spotlight on Chad Hallyburton and NRAT Students, Museum of Life and Science in Durham, by Chad Hallyburton* - I am a native of NC, and grew up in Oak Ridge, which is located between Greensboro and Winston-Salem. I received an undergraduate degree in Biology from NCSU in 1991, and a MS in Biology from Western Carolina University in 1997. My MS project was a study of the biology of the fatlips minnow, *Phenacobius crassilabrum*, and I worked under the guidance of Dr. Jerry West. I was also involved in genetic inventories of brook trout populations in the upper Pigeon River watershed.

My interest in involving young people in ichthyology and fisheries, and my commitment to the value of this task, began while serving as an instructor for the Upward Bound Science and Math program at WCU, where I led a group of high-school students through a summer-long fisheries research project. I then went on to teach Fish and Wildlife Management for high-school students at Haywood Community College in Waynesville, NC.

I came to the Museum of Life and Science in Durham as an Educator in 1998, and began involving my high-school teaching assistants in stream research projects. In 1999 I took the position of Youth Programs Manager and developed the Natural Resources Action Team (NRAT) to build further opportunities for urban youth to gain experience working with natural resources. Though most of my time is spent as an administrator (developing community partnerships, managing grant-funded programs, etc.), the most enjoyable part of my job comes when I'm able to take NRAT kids outside to explore the natural world. Past NRAT projects have included evaluation of underwater photography as a fish survey method and comparing the health and aquatic biodiversity of urban and rural streams. Among other future projects, NRAT members will assist with the construction and maintenance of an artificial stormwater wetland at the Museum this year.



NRAT members have given several other presentations on aquatic science. They presented a poster session on underwater photography at the Museum in 1999, presented their comparisons of urban and rural streams at the NC-AFS meeting in 2000, and spoke on "Youth as a Force for

Change in Urban Streams” at the Piedmont Environmental and Conservation Symposium in 2000.

I also serve as a member of the Board of the Ellerbe Creek Watershed Association in Durham. My primary role with this group is biotic monitoring/surveying and community education. In 2001, I plan to work with the Neuse River Foundation to begin a fish survey of upper Neuse watersheds. In 30 years, I hope to still be working towards the conservation of native stream fishes. As part of that goal, I want to continue working in close partnerships with young people (if they’ll hang out with an old bald guy).

NRAT members are:

- Elizabeth Wise is a senior at Riverside High School in Durham. She manages to balance academic and extracurricular commitments with paid and volunteer work at the Museum. Elizabeth will attend the University of the South beginning in fall 2001, and hopes to study biology to prepare for a career in education.
- Elizabeth Shirley is a sophomore, also at Riverside High School. She is interested in attending NCSU to begin a career in veterinary medicine. Elizabeth is also a very talented visual artist.
- Mary Hooke is an 8th grade home-school student from Durham. She is interested in studying to become a rheumatologist.
- Lukas Parkin is an 8th grade student at Durham Academy in Durham. He is interested in environmental science, and is currently conducting an independent research project on the health of a small stream in his neighborhood. Many other volunteers at the Museum have participated in the NRAT in the past.

*Spotlight on Vann Stancil, CP&L Assistant Biologist* - Vann Stancil is a new member of the North Carolina AFS Chapter, completing his Master of Science Degree at Virginia Tech in June 2000. At Virginia Tech, he studied fish community relationships with land practices in the upper Roanoke River watershed under the direction of Dr. Don Orth. Vann presented his research findings at the AFS Southern Division Mid-Year Meeting in Savannah, GA, during February 2000. Vann was very active in the Virginia Tech AFS Chapter while a graduate student, serving as vice-president in 1994. He was co-editor of the AFS Southern Division newsletter in 1998-1999 and served as chair for the ad hoc Student Needs Committee.



Vann completed his undergraduate education at N.C. State University and received a double degree with a B.S. degree in Fisheries and Wildlife Sciences and a B. A. degree in multidisciplinary studies with a concentration in environmental ethics and policy. Vann helped with numerous research projects while at NCSU, including research by Dr. Joe Hightower and Christian Waters on river herring and research by Dr. Richard Noble on fish population dynamics on the Puerto Rico and Lake Jordan projects. As part of the Puerto Rico research, Vann co-authored a paper with Dr. Noble on reproduction and feeding characteristics of threadfin shad.

Vann was also very active in several committees while at N.C. State. He served as President of the Leopold Wildlife Club; was the NCSU chapter representative to the N.C. Wildlife Society during 1994-1995. He was treasurer of the Thomas Jefferson Scholars Program at NCSU. Vann was also a recipient of the N.C. Wildlife Federation Endowment and Education Fund Scholarship in 1995.

Vann currently lives in the Clayton area with his wife, Amy. His interests include fishing photography, canoeing, hiking, and snorkeling. He is currently employed as an assistant biologist by Carolina Power & Light Company. His duties at CP&L include assistance with CP&L's environmental monitoring programs conducted throughout the state. He is also involved with fish taxonomy and age-and-growth studies.

The Chapter welcomes Vann and wishes him the best in his career in the environmental profession.

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### **Meetings of Interest**

*DarterFest* - April 28-30, Valle Crucis, NC. The fishes unit at the NC State Museum is hosting this annual meeting. It provides a forum for formal and informal presentations and discussions on the biology and systematics of darters which has been held somewhere in the Southeast over the past several years and has gained considerable interest and attendance. Anyone interested can contact Gabriela Hogue at E-mail: [gabriela.hogue@ncmail.net](mailto:gabriela.hogue@ncmail.net) The entire cost of registration, lodging, and food is only \$80.

*Annual National Forum on Contaminants in Fish* - May 6-9, 2001, Chicago, IL. The U.S. Environmental Protection Agency (EPA) sponsors an annual forum on contaminants in fish for the purpose of bringing together fish consumption advisory program managers from around the country to hold technical discussions. This year, for the first time, the Forum is coupled to a risk communication conference focused on effectively communicating health risks from chemically-contaminated fish . <http://www.fishrisk.com/approved/FishHome.htm>

*SHAD 2001: A Conference on the Status and Conservation of Shads Worldwide* - May 20-23, 2001, National Aquarium, Baltimore, MD. <http://www.hudsonriver.org/>

*Fish Bioacoustics: Sensory Biology, Behavior, and Practical Applications* - May 30-June 2, 2001, Chicago, IL. <http://www.life.umd.edu/biology/popperlab/fhm/index.htm>

*81st Annual Meeting of the American Society of Ichthyologists & Herpetologists* - July 5-10, 2001, State College, PA. <http://www.outreach.psu.edu/c&i/ichher/>

*Fourth International Symposium on Sturgeon* - July 8-13, 2001, Oshkosh, WI. <http://www.sturgeonsymposium.org/>



*131st Annual AFS Meeting* - Aug. 19-23, 2001, Phoenix, AZ.  
<http://www.fisheries.org/aznm/annual2001/default.htm>

*Wetlands Engineering and River Restoration Conference 2001* - Aug. 27-31, 2001, Reno, NV.  
<http://www.asce.org/conferences/wetlands2001/home.html>

*55th Annual SEAFWA Conference* - Oct. 13-17, 2001, Louisville, KY.  
<http://www.kfwis.state.ky.us/afs/kyafs.htm>

*Fourth Annual North Carolina Stream Restoration Conference* - Oct. 16-19, 2001, Raleigh, NC.  
The theme of this year's meeting will be Stream Repair and Restoration: A Focus on the Urban Environment. <http://www5.bae.ncsu.edu/programs/extension/wqg/sri/>

*2002 SDAFS Mid-Year Meeting* - Feb. 20-24, 2002, Little Rock, AR.  
<http://www.sdafs.org/meetings/02sdafs/2002home.htm>

*2003 SDAFS MidYear Meeting* - Feb. 12-16, 2003, Wilmington, NC. Stay tuned!!

If you are aware of meeting information that would be beneficial to the membership of the NCAFS, please send it to the newsletter editor for inclusion in the next newsletter. E-mail: [djcoughl@duke-energy.com](mailto:djcoughl@duke-energy.com)

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## **Employment Opportunities**

*Newsletter Editor's Note* - There has been a deluge of summer positions, assistantships, and 'real' jobs that have been forwarded to me since the last newsletter. These have all been the result of a very active Student Subunit at NCSU. The fishery folks there have a listserv that gets this information disseminated rapidly, a lot faster than this 'once a quarter' newsletter! I will do my best to provide the appropriate information and web addresses for these announcements, however, anyone wanting to respond quickly to these postings may want to subscribe to the listserv. I would ask anyone interested in this process to contact Rich Fulford, the Student Subunit President at: [rfulfor@unity.ncsu.edu](mailto:rfulfor@unity.ncsu.edu) for instructions on connecting to the listserv. Good Luck with your employment search!

*Summer Fisheries Jobs Available* 4-8 full-time (40 hrs/week) summer technicians needed by the U.S. Forest Service Center for Aquatic Technology Transfer. Pay Rate: \$9.02 per hr; GS-3. Duration: May 22 - August 25, 2001. Job Description: As a member of our summer field crew your primary duties will include performing habitat and fish surveys in headwater mountain streams. During the surveys you will typically wade several miles of stream while measuring habitat characteristics, backpack electrofishing, and recording data. Other opportunities, such as working on radio telemetry and PIT tagging projects may arise during the summer. The crew will spend extended periods of time (occasionally two weeks or more) away from Blacksburg, will travel extensively throughout the southeastern US, and may often camp. The crew will travel in

Forest Service vehicles and other travel expenses will be reimbursed. All field equipment (waders, tents, etc.) will be provided.

To apply: Send or deliver a cover letter, resume, and two references to one of the addresses listed below. Resume should include name, social security number, phone and email, QCA, relevant classwork, past work experience, scholarships/awards, and volunteer work. Send or deliver applications to: E-mail: [jwhalen@vt.edu](mailto:jwhalen@vt.edu) (Microsoft Word or Corel Wordperfect documents only please), or to the designated box in room 100 Cheatham Hall, or to Robin Stidham, Brooks Forest Products Center, 1650 Ramble Rd., Blacksburg VA, 24061. No applications will be accepted after April 2nd, 5PM. Questions? Contact Craig Roghair or Keith Whalen (540) 953-3579.

*Bob Hines (NC Sea Grant) has a potential research opportunity for a fisheries graduate student.* A proposal was submitted through the Fishery Resource Grant program to study the effects of shedding operations on the mortality of bluecrabs. Specifically, the project would involve working closely with crab fishermen in a couple to several target regions in NC, assessing condition of crabs captured in the field (handling and transportation stress) and in the tanks (water quality). The student would be in charge of designing the experiment, overseeing data collection by the fishermen and work with the co-PI (a fishermen) on data analysis and writing the reports. Any portion or all of this project could be used as a thesis for the student. If a suitable student is found, the proposal would include a full stipend and associated benefits and would last for up to 2 years. If you know of anybody who would be interested they can contact Bob Hines (E-mail: [rjhines@unity.ncsu.edu](mailto:rjhines@unity.ncsu.edu), 252.222.6312) or Steve Rebach (NC Sea Grant Research Coordinator, E-mail: [srebach@ncsu.edu](mailto:srebach@ncsu.edu), 919.515.9104).

*The Virginia Department of Transportation (Environmental Section) Environmental Specialist I (SERP) Position 59031-21089* - Seeking entry level candidate to assist with management of the Staunton District State Environmental Review Program (SERP), prepare permit determinations (Corps, DEQ, VMRC), maintain extensive paperwork in an organized manner, update computer project monitoring systems, and provide technical guidance and recommendations on environmental matters. Requires knowledge of state and federal environmental laws and regulations, experience identifying environmental resources and assessing environmental impacts, and knowledge of water quality permits (Corps, DEQ, VMRC). Ability to read highway plans, communicate effectively, write technical reports, perform field reviews, and use MS Office. Prefer degree in Environmental Science or related field. DMV check. Hiring Range \$26,722 - \$54,842 or negotiable based on training and experience. Obtain application <http://www.dhrm.state.va.us> or any state office. Application must be received by 5 p.m. on March 30, 2001 by VDOT, Human Resources, POB 2249, Staunton, VA 24402, or FAX to 540-332-9192. For assistance, call 540-332-9087.

*The Virginia Department of Transportation (Environmental Section) Environmental Specialist II (Water Quality & Documents) Position 59032-21088* - Provide leadership, environmental engineering, and project management as it relates to the preparation of complex water quality permits (Corps, VMRC, and DEQ) and NEPA documents. Negotiate with other agencies to meet environmental program requirements and laws. Maintain computer project monitoring system. Requires knowledge and demonstrated work experience in preparation of complex water quality

permits (Corps, DEQ, and/or VMRC), preparation of NEPA and Section 4(f) documents, wetland delineation, identification of environmental resources and impacts, plus ability to read highway plans, communicate effectively, write technical reports, and use MS Office. Prefer degree in Environmental Science or related field. DMV check. Hiring Range \$34,910 - \$59,953 or negotiable based on training and experience. Obtain application <http://www.dhrm.state.va.us> or any state office. Application must be received by 5 p.m. on March 30, 2001 by VDOT, Human Resources, POB 2249, Staunton, VA 24402, or FAX to 540-332-9192. For assistance, call 540-332-9087.

*MS and PhD Graduate Assistantships in Fish Ecology at Utah State* - I am seeking two enthusiastic students to study effects of landscapes on fish assemblage structure in arctic lakes. NSF-supported project will examine linkages between landscape position, nutrient cycling regimes, biota, and ecosystem processes in the lakes near the Toolik Lake LTER site in northern Alaska. A strong quantitative background, excellent writing skills, and ability to conduct strenuous field work is essential. Please e-mail a letter of interest, CV, copies of transcript, GRE scores and the names of three references to Chris Luecke, E-mail: [luecke@cnr.usu.edu](mailto:luecke@cnr.usu.edu) Department of Fisheries and Wildlife, Utah State University, Logan, UT 84322-5210.

*2-year postdoctoral position for a stream ecologist interested in biotic assessment* - The project goal is to examine the utility of selected fish-community attributes in assessing ecological health of streams across the United States. The research associate's main responsibilities will include data management and analysis, consultation with out-of-state experts, report preparation, and publication in peer-reviewed literature. Applicants must have a PhD (or equivalent experience) in aquatic ecology, fisheries, ichthyology, or a related discipline. Additional requirements include research experience with stream fishes, working knowledge of statistical analyses (including multivariate techniques), excellent writing skills, and demonstrated research productivity. Preference will be given to applicants with experience in managing large data sets, applying GIS methods, and assessing environmental quality (especially via multimetric indices). Salary is \$30,000/yr. Applicants should submit a cover letter describing their interest in and qualifications for the position, curriculum vitae including all academic experience and employment history for the past five years, college transcripts, and names of three professional references with phone numbers and e-mail addresses. Send applications to Paul L. Angermeier, Department of Fisheries and Wildlife Sciences, Virginia Tech, Blacksburg, VA 24061-0321. Review of applications will begin 26 March, 2001 and continue until the position is filled. We encourage a broad spectrum of qualified candidates to apply including women, minorities, and persons with disabilities. Those needing help with the application process should notify Paul L. Angermeier (voice 540-231-4501, fax 540-231-7580).

*Full-time Summer Research Technician Position* - Chesapeake Biological Laboratory, Solomons Island, MD. We are seeking an undergraduate student interested in ecotoxicology and/or fisheries ecology to help on various projects under Dr. Thomas Miller. Primary responsibilities: Primary lab responsibilities include monitoring laboratory experiments, maintaining cultures of amphipods and fish species, and assisting in sampling of experimental tanks for amphipods. Field work will include collecting mud samples and/or amphipods for the CERP project and participation in research cruises for other projects. Closing date: March 30, 2001, or when a suitable candidate is found. Starting date: May 1 or after Salary: stipend of \$320/week Contact:

Send resume and 3 references to Dawn Davis, Chesapeake Biological Laboratory, 1 Williams St., PO Box 38, Solomons, MD 20688-0038 or email to E-mail: [davis@cbl.umces.edu](mailto:davis@cbl.umces.edu). For further information, Dawn can be reached at 410 326-7420.

*Stream Biologist* - Jordan, Jones & Goulding, Inc., a multidiscipline consulting firm headquartered in Atlanta, Georgia, seeks a full-time stream biologist for immediate employment in the Atlanta office. The selected applicant should have 4 or more years of experience in stream restoration design and implementation. Applicants should have completed Rosgen or similar training relating to fluvial geomorphology and stream restoration. In addition to stream mitigation experience, fisheries, aquatic surveys, and Section 404 permitting experience is preferred.

Qualified applicants should have a M.S. in the environmental sciences (aquatic biology, fisheries, etc.). The position will include both office and field work, as well as project management. This position will include long field days that could require overnight travel. Office work will include report preparation, data analysis, agency coordination, and general project coordination. Experience with Word and Excel is preferred. JJ&G offers an excellent pay and benefits package (medical/dental, life, 401K, flex time, ESOP) as well as the opportunity to work for an employee owned company. We are an equal opportunity, affirmative action employer. Please send resumes to: E-mail: [mballard@jgg.com](mailto:mballard@jgg.com) or Jordan, Jones & Goulding, Inc., Department of Human Resources, 6801 Governors Lake Parkway, Building 200, Norcross, Georgia 30071. 678-333-0445.

*Short-term full time temporary employees to assist with freshwater mussel field studies* - North Carolina State University is conducting a study to assess the impact of bridges and road runoff on freshwater mussel populations. Two technicians are needed to help conduct field work from the beginning of March through the end of August 2001. Technicians will conduct mussel surveys by wading and snorkeling in second and third order streams in the northern Piedmont of North Carolina. Other duties may include collection of physical and chemical data at study sites, data entry, collection of tissue samples, and other tasks as needed. The job pays \$8/hour, and 40 hours/week is expected.

Applicants should have a background and interest in aquatic biology. Applicants must possess a willingness and ability to wade and snorkel in streams for long hours and possess good data collection skills. They must be able to work well with others and without direct supervision. Experience working in streams is desired, and experience with mussels would be welcomed. Interested individuals should, as soon as possible, send a letter of interest, career goals, resume, and contact information for three references to: Chris Eads, E-mail: [chris\\_eads@ncsu.edu](mailto:chris_eads@ncsu.edu), Phone: 919-513-6302.

*Pennsylvania Fish Biologist Positions* - The Pennsylvania Fish and Boat Commission is seeking applicants for fisheries biologist positions. These positions are the beginning level professional work in fisheries research or management. Employees conduct studies in fish pathology, fish culture, water chemistry and fish nutrition and conduct stream and impoundment surveys. They compile, analyze, and report technical data, and recommend how to preserve and enhance the Commonwealth's aquatic resources. Fisheries Biologists present aquatic resource information to

the public and other professionals. Employees also investigate the effect of water pollution on aquatic life, and assist other state and federal agencies in establishing water quality criteria, conservation education and joint resource management. For the most recent information on job opportunities contact: The Pennsylvania Fish and Boat Commission, P.O. Box 67000, 1601 Elmerton Avenue, Harrisburg, PA 17106-7000, Telephone (717) 705-7820.

How to apply: Applications, Application Supplement No. 1994-579-3 and further information can be obtained from: <http://www.scsc.state.pa.us>. Mike Hendricks, PA Fish and Boat Commission, 1225 Shiloh Rd., State College, PA 16801, (814) 355-4837, E-mail: [mhendric@lazerlink.com](mailto:mhendric@lazerlink.com).

*Columbia River Project* - Thirteen positions are currently posted for the project: Adult Salmon, Steelhead, and Pacific Lamprey in the Columbia River Basin. This project is a telemetry study looking at the migration of fishes in the Columbia river basin. A variety of positions will be offered, including: salmon and steelhead tagging, assisting in lamprey flume study, telemetry boat-tracking, and data processing. Position descriptions and job application information can be found on our web page: <http://www.its.uidaho.edu/adultsalmon/>.

*Canon National Parks Science Scholars Program* - Eight \$25,000 per year scholarships (good for three years) are awarded to doctoral students to conduct dissertation research in the National Parks. <http://www.nps.gov/socialscience/waso/acts.htm#Canon>

*Kentucky Department of Fish and Wildlife Resources Streams (Watershed) Biologist*  
Responsibilities: Administer a new stream mitigation fund and develop fund allocation system. Coordinate Fisheries Division activities associated with Kentucky Watershed management Framework, a new interdisciplinary approach for the state's river basins. Specifically, this position will serve on multi-river basin teams establishing monitoring and assessment strategies, coordinating field activities with District Biologists, and preparing river basin management plans.

Qualifications: M.S. degree in fishery biology/management or an equivalent degree and 1 year professional experience with warm water streams, preferably with watershed management. Candidate must have a strong aquatic ecology background, a working knowledge of GIS capabilities, and knowledge of fluvial geomorphology process and natural stream channel design. Good planning, organizational, and communicative skills will be necessary to perform this vital coordinator's role. Salary: \$31,334-43,554/year with full benefits package, 5% pay increase following 6-month probationary period. Salary above the entry level is negotiable and contingent on watershed experience. Closing Date: 2 April 2001. Contact: Send resume to Benjy Kinman, KY Dept. of Fish and Wildlife, #1 Game Farm Road, Frankfort, Kentucky 40601; E-mail: [benjy.kinman@mail.state.ky.us](mailto:benjy.kinman@mail.state.ky.us)

*M.S. and/or Ph.D. Assistantship, Institute for Coastal and Marine Resources, East Carolina University* - RESEARCH BEGINS IN MARCH, APPLY SOON FOR TUITION WAIVER. Recruiting for M.S. or Ph.D. fisheries/aquatic-oriented student to conduct research at the Institute for Coastal and Marine Resources, East Carolina University. The Institute is affiliated with the Department of Biology and the PhD program in Coastal Resources Management (CRM). The

incumbent is expected to develop a thesis topic within the framework of a project addressing larval fish distribution and abundance in the lower Roanoke River and distributary system in northeastern North Carolina. Applicants with knowledge of ichthyoplankton or zooplankton communities will be given priority. The incumbent will be expected to assist in field sampling periodically throughout the year, and in sample processing in the laboratory. The level of graduate stipend will depend on whether the incumbent is an MS or PhD candidate. Applicants must meet ECU and either Department of Biology or CRM admission requirements. Out-of-state tuition wavers are available to all students on a first-come first-served basis. To be considered, please email a resume, a letter of research interests and courses taken, and names and phone numbers of two references to: Dr. Roger A. Rulifson, Institute for Coastal and Marine Resources, Mamie Jenkins Bldg., East Carolina University, Greenville, NC 27858-4353, Voice 252-328-1757. E-mail: [rulifsonr@mail.ecu.edu](mailto:rulifsonr@mail.ecu.edu)

*Temporary Biological Science Technician* - Announcement Number: GRSM0145 Positions to be filled: 1, Position Title: GS-0404, GRADE 5. Location: Great Smoky Mountains National Park Division of Resource Mgmt and Science, Gatlinburg, TN. Opening Date: March 16, 2001, Closing Date: March 29, 2001. The website address for access to the full text announcement through the INERNET access, is <http://www.usajobs.opm.gov>.

*The Lake Ontario Biological Station is recruiting for a Research Fishery Biologist.* Permanent full time position, GS-11, starting salary \$43,326. Open Period: 03/09/2001 - 03/30/2001. Also, the Great Lakes Science Center in Ann Arbor, MI will be posting job openings shortly for one or more Research Fishery Biologists. For additional information see: <http://www.usgs.gov/ohr/oars/> or <http://www.usajobs.opm.gov>

Fishery related jobs can be found on the AFS web site at: <http://www.fisheries.org/jobs.html> This site also offers links to job postings on non-AFS web sites.

If you have a fishery-related job opening and would like to post it in the next NCAFS Newsletter, please send your announcement to the newsletter editor. E-mail: [djcoughl@duke-energy.com](mailto:djcoughl@duke-energy.com)

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### **Valuable Links - Courtesy of AFS**

The American Fisheries Society Home Page offers a wealth of links to assist you in your fishery endeavors. Information on ordering AFS books, public outreach, annual meetings, chapter links and joining the AFS can be found at <http://www.fisheries.org/>

Additional links can be found courtesy of Dr. Mike Allen and the Southern Division, AFS. <http://www.sdafs.org/links/msallen1.htm>

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