



Hatchery Reform: Managing for Success

Speaker and Moderator Biographies

Andy Appleby

Andy Appleby has worked for 26 years as a hatchery assessment biologist with the Washington Department of Fish and Wildlife (WDFW). During that time his work focused on conducting research on hatchery rearing and release methods and their affects on the survival and catch distribution of hatchery fish. In addition he served as the WDFW Hatchery Division representative on a number of technical teams developing plans for using hatcheries to recover selected salmon populations (White River Spring Chinook, Nooksack Spring Chinook, Dungeness Spring Chinook). Currently, he is responsible for elements of hatchery reform coordination, including oversight of Hatchery and Genetic Management Plan (HGMP) development for WDFW facilities statewide. During the last two years he has worked as a member of the technical team assisting the Hatchery Scientific Review Group in developing tools and methods to assist in Hatchery Reform implementation. He holds a B.S in Fish and Wildlife Resource Management from the University of Idaho.

Barbara Cairns

Barbara Cairns has been Executive Director of LLTK since 1997. She serves on the Development Committee of Shared Strategy for Puget Sound, on the Executive Committee of the Snohomish/King/Pierce tri-county salmon recovery effort, and is a member of the board of directors of the Nisqually River Foundation. Prior to returning home to Seattle, Barbara spent 8 years in Washington D.C. In 1995 and 1996, she was Deputy Director of the National Fish and Wildlife Foundation and was legislative assistant to U.S. Senator Joe Lieberman from 1989 through 1994, working on

environment, energy, public lands, public works, and transportation policy.

Don Campton

Don Campton is a member of the Hatchery Scientific Review group. He has a B.S. in Genetics (1974) from the University of California, Berkeley; a M.S. in Fisheries, 1981, University of Washington, Seattle; and a Ph.D. in Genetics, (1986) from the University of California, Davis. His employment includes:

- 1997-pres. Regional Geneticist, U.S. Fish & Wildlife Service, Longview, WA.
- 1986-1997 Assistant/Associate Professor, Department of Fisheries & Aquatic Sciences, University of Florida, Gainesville, FL.
- 1981-1986 Graduate Research Assistant, Department of Animal Science and Genetics Graduate Program, University of California, Davis, CA.
- 1978-1980 Fisheries Research Biologist, Washington State Department of Game, Mount Vernon, WA.
- 1976-1978 Graduate Research Assistant, School of Fisheries, University of Washington, Seattle.

Ken Currens

Ken Currens is the head of the Genetics and Ecology section of the Northwest Indian Fisheries Commission. He has an undergraduate degree (in English) from the University of Oregon, and M.S. and Ph.D. in fishery genetics from Oregon State University. He is chair of Washington's Independent Science Panel, a member of the Puget Sound Technical Recovery Team, and an editor of several

scientific journals. His publications, such as “A Framework for Assessing Genetic Vulnerability” (1995), “Genetic Risks and Hazards in Hatchery Operations: Fundamental Concepts and Issues” (1995), and “Practical Approaches for Assessing Risks of Hatchery Programs” (2005), with Dr. Craig Busack have been at the forefront of efforts to develop assessment tools for hatcheries.

Dan Diggs

Dan Diggs has been with the U.S. Fish and Wildlife Service (FWS) for 30 years. He has been Assistant Regional Director for Fisheries in the Pacific Region, (Oregon, Washington, Idaho, and Pacific Islands) since September of 1999. In this position he is responsible for development of programs, budget, and policy and line management of the FWS’ Fisheries activities in these states. Primary focus areas of the Fisheries Program include operation of National Fish Hatcheries, habitat restoration and recovery of native aquatic species and technical assistance in Fisheries management programs to other Federal, State, and Tribal agencies.

Trevor Evelyn

Trevor Evelyn is a member of the Hatchery Scientific Review Group. He retired from his position as head of the Fish Health and Parasitology Section at the Department of Fisheries and Oceans’ Pacific Biological Station (PBS) in Nanaimo in 1997 after an active 32-year career of research in the fish health field. Dr. Evelyn’s extensive studies on fish disease control have been widely published in leading fish health journals, and his expertise in his field is well recognized both nationally and internationally. At the request of various national and international organizations, he has undertaken projects in many parts of the world. In North America, he served the Fish Health Section of the American Fisheries Society (AFS) in a number of capacities, including that of its elected President. His work has earned him various honors including the SF Snieszko Distinguished Service Award and an Honorary Doctor of Letters degree from Malaspina University College. In his retirement, Dr. Evelyn

has remained active. His advice is still constantly sought after by individuals and agencies with fish health-related problems, by the editors of a number of science journals, by book publishers, by various Canadian and foreign science funding agencies, and by the Canadian Experts Services Organization. Currently, Dr. Evelyn enjoys post-retirement office facilities at PBS and has been accorded the title of Scientist Emeritus.

Mike Grayum

Michael Grayum is currently the Executive Director of the Northwest Indian Fisheries Commission (NWIFC). The Commission was created by the 20 treaty Indian tribes in western Washington to assist them in the management of their fisheries and to provide the member tribes with a single, unified voice on fisheries management and conservation issues. Mike has worked for the NWIFC for 29 years and with Indian tribes for 33 years in the management of their fisheries for salmon and other fish species important to tribes in the Pacific Northwest. He graduated from the University of Washington with both bachelors (1969) and masters (1971) degrees in fisheries science.

Billy Frank, Jr.

Billy Frank, Jr., has spent much of his life advocating for human rights for all, particularly the Indian people of western Washington. A Nisqually Tribal member, Frank grew up fishing for salmon and steelhead on the Nisqually River, and he was on the front line when the battle over treaty-guaranteed Indian fishing rights erupted in the 1960s and ‘70s. His perseverance landed him in jail more than 40 times, but this also helped guarantee Indian fishing rights when the “Boldt Decision” was made in the late 1970s. Cooperation – not confrontation – is what Frank advocates now. As chairman of the Northwest Indian Fisheries Commission (NWIFC), Frank has worked to achieve a number of key agreements between the tribes and various local, state and federal officials that further strengthen treaty-guaranteed fishing rights and environmental protection laws. His involvement in arenas like



the unique Timber-Fish-Wildlife Agreement, the Chelan Agreement (a water resources planning document), and the Centennial Accord, have placed Frank in a powerful leadership role for Indian and non-Indian alike. It's a leadership role that's been recognized from Olympia to Washington, D.C.

Thom Johnson

Thom Johnson has worked as a fish biologist with the Washington Department of Fish and Wildlife (WDFW) for 28 years. Thom is currently the District Fish Biologist in the Hood Canal District and is responsible for fish management in Jefferson, Kitsap, and Mason counties. He oversees supplementation programs and stock assessment management activities in the implementation of the Summer Chum Salmon Conservation Initiative, a co-manager plan to recover summer chum salmon in the Hood Canal and Strait of Juan de Fuca region. He represents WDFW on the summer chum salmon artificial production workgroup and is co-author of summer chum reports prepared by the co-managers. Thom received a B.S. in Fish and Wildlife Science from Utah State University in 1974 and an M.S. in Fishery Resources from the University of Idaho in 1977. Thom was recognized as WDFW Employee of the Year in 2003.

Kip Killebrew

Kip Killebrew received his Bachelor of Science Degree in Biology with a Minor in Marine Science from Penn State University in 1977. During his career, he has worked for NASA, University of Washington, NMFS, WDFW and Snohomish County. Kip has been a Fisheries Biologist with the Stillaguamish Tribe since 1987. As the Tribe's Enhancement Biologist, he has developed a regionally-recognized Chinook natural stock restoration program and oversees the tribe's other hatchery activities. He also provides technical advice and assistance to the tribal Natural Resources Manager, Fisheries Director and staff on salmon recovery and hatchery operation issues.

Jeff Koenings

Prior to joining the Washington Department of Fish and Wildlife in 1999, Koenings had a 20-year career with the Alaska Department of Fish and Game, which included working as a special assistant to the commissioner who heads that department. In that capacity, he served as Alaska's Pacific Salmon Treaty coordinator, coordinated Alaska's compliance with federal Endangered Species Act requirements and represented Alaska on the Pacific Fishery Management Council (PFMC) which manages ocean fisheries off the coasts of Washington, Oregon and California. Koenings joined the Alaska agency in 1978 and directed that agency's commercial fisheries management and development division as well as the agency's former fisheries and restoration and hatchery divisions. Since 1992, Koenings also served as an Associate Affiliate Professor with the University of Alaska. A native of Wisconsin, Koenings holds a Doctor of Philosophy degree in natural resources from the University of Michigan (Ann Arbor). He also earned a Master of Science degree in water resources and a Bachelor of Science degree in fisheries from that university. He completed a National Science Foundation post-doctoral fellowship at the University of North Carolina (Chapel Hill). He has authored more than 50 technical and scientific journal articles and book chapters.

Sara LaBorde

Sara LaBorde, Special Assistant to the Director of Washington Department of Fish and Wildlife, started with WDFW in 1987. Her current focus is statewide salmon recovery implementation. Sara was Regional Director for WDFW's Coastal and Hood Canal region before becoming Special Assistant to the Director to develop the agency's first strategic plan in 2000. Earlier in her career, she was Special Assistant to the Washington Department of Wildlife's Commission as well as the Public Involvement Coordinator. She began her career with Wisconsin Department of Natural Resources restoring trout streams and improving state forest lands. Before moving to Washington state, LaBorde spent three years with the Oklahoma Department

of Wildlife Conservation starting their wildlife education and Project WILD program. She recently returned from a two year hiatus as Chief Operations Officer with a small business in Puget Sound – gaining experience in private sector methods of driving performance through tracking, reporting and operational clarity. LaBorde received B.S. and M.S. degrees in Natural Resource Management from the University Wisconsin – Stevens Point.

Lars Mobrand

Lars Mobrand is the Chair of the Hatchery Scientific Review Group. He has been involved in Northwest fisheries issues as a researcher, manager, planner, and scientific advisor for over 30 years. He holds a Ph.D. in biomathematics from the University of Washington. Dr. Mobrand currently heads a consulting group involved with ecosystem planning, resource restoration, cumulative impact analysis, and facilitation of cooperative resource planning projects. Previous roles include Chief of Salmon Harvest Management and Chief of the Salmon Research Division for the Washington Department of Fisheries; Technical Mediator on inter-tribal harvest allocation issues in the US v Washington Case Area; and serving as Technical Advisor to the Federal Judge in the US v Washington fishing rights case (Boldt Case) and as Chairman of the Fisheries Advisory Board under US v Washington.

Larry Peck

Larry Peck has served as Deputy Director of the Washington Department of Fish and Wildlife since 1998. He began his career with WDFW in 1975 as a Fish Culturist and held the first environmental position established in the agency. He has been involved in key hatchery conservation efforts, including starting the Lyons Ferry Snake River Fall Chinook recovery and White River Chinook conservation programs. Peck has held senior management positions throughout his career with WDFW, including Hatchery Program Assistant Director and Acting-Director. Peck received a Bachelor's degree from Whitworth College in Spokane.

Kit Rawson

Kit Rawson, Senior Fishery Management Biologist for the Tulalip Tribes, has been a biometrician and fisheries management biologist for 24 years in Alaska and Washington State. Since 1986 he has been responsible for salmon stock assessment and monitoring, enhancement planning, development of harvest management plans, and coordination of management with other tribal managers, the State of Washington, and others for the Tulalip Tribes. Since 1998 he has been involved in developing the technical basis for salmon recovery plans for the Stillaguamish and Snohomish basins, especially focusing on the integrated effects of habitat, harvest, and hatchery management. The new Snohomish basin hatchery management plan is an important component of the salmon recovery plan for the basin. He holds a B.S. in biological sciences from the University of Arizona and M.S. in biomathematics from the University of Washington.

David Troutt

David Troutt has been the Natural Resources Director for the Nisqually Tribe since 1987 and Chair of the Nisqually River Council since 2003. Mr. Troutt also serves on the Executive Committee of the Tri-County Response to ESA, the Development Committee of the Shared Strategy for Puget Sound, the Steering Committee for the Hatchery Reform Project, and as a voting member of the Resource Advisory Committee for the Mount Baker/Snoqualmie National Forest. He is the current Chair of the Nisqually River Foundation and a board member of the Nisqually Land Trust and Long Live the Kings. Mr. Troutt received his Bachelor of Science from the University of Washington School of Fisheries.

Jim Scott

Jim Scott joined the Washington Department of Fish and Wildlife (WDFW) in 1999 to lead the newly created Fish Science Division. His primary area of expertise is biometrics, including computer simulation and analytical models of biological



systems. This expertise has been applied in a variety of applications in domestic and international forums. He served as co-chair of the Pacific Salmon Commission Chinook Technical Committee from 1991 through 2001, and was a technical advisor for the renegotiation off the Pacific Salmon Treaty in 1999. Since joining WDFW, his work has focused on developing procedures to evaluate the risks and benefits of artificial production and developing recovery plans for listed species of salmonids. As manager of the Science Division, comprised of over 130 FTEs, he has the responsibility of assuring that the production and management of fish resources by WDFW is grounded on a sound scientific basis.

Jim Waldo

Jim is a Seattle native, and a graduate of Whitman College in Walla Walla, Washington. Jim graduated from Oregon's Willamette College of Law in 1974 and accepted a position in the Ford Administration with the Labor Department. In 1976, he returned to Seattle to work in the United States Attorney's Office. Now at the law firm of Gordon, Thomas, Honeywell in Tacoma, Washington, Jim has pursued a career in complex negotiations and mediation. In 1999, Congress charged the Hatchery Scientific Review Group with the responsibility for recommending scientifically-based changes to fish hatchery operations in Puget Sound and Coastal Washington. For the last five years, Jim has been the lead facilitator on this project and has helped the scientists and state and tribal hatchery managers apply science and implement needed reforms. In 1999, the Northwest Public Power Council retained Jim to facilitate discussions among hatchery managers and interest groups on the Columbia River which resulted in the Council's Artificial Production Report (APR) to Congress. Currently, Jim is working on a number of water projects in California and Washington State. These include facilitating discussions in California among Kern County water districts on development of a regional Groundwater Management Plan. He also provides advice to the Seattle Public Utility on water issues in Washington State. Jim is regarded as one of the premier lawyers at resolving some of the most

contentious and complex public policy disputes without litigation.

Ron Warren

Ron Warren has worked for the Department of Fish and Wildlife for 25 years. He has worked at various hatcheries for over 18 years. He began as a Fish Culturist and progressed to the Complex Manager level at the Green River Complex. Ron is currently the Region 6 Fish Program Manager, responsible for the oversight and management of 186 FTEs, 24 hatcheries. Warren's region includes the Elwha, Dungeness and White River Chinook conservation and Hood Canal Summer Chum conservation programs. His work includes anadromous, inland, bivalve and crustacean management within this 8 county area. Ron is the WDFW Fish Program representative to Regional Fisheries Enhancement Groups, commercial and recreational fishery groups, and local and county governments. Ron also has high-level involvement in numerous issues with 14 tribal governments in the region.

Terry Williams

Terry Williams was appointed to the Northwest Indian Fisheries Commission in 1985 and served as Vice-Chair from 1992-95. He has served on the Pacific Salmon Commission, Southern Panel from 1985 to the present and chaired the panel for 6 of these years. He was selected by Washington and Oregon Treaty Tribes and appointed by the United States Department of Interior to represent Tribal interests in the United States-Canada Salmon Interception Treaty annual salmon harvest management and allocation deliberation at negotiations. He has also served on the International Association of Impact Assessment, Indigenous Peoples Committee as a co-chair since 1997. He was appointed to the Regional Interagency Executive Committee, by President Clinton in 1993 to respond to the Endangered Species Act by developing a regional forestry implementation plan for the Pacific Northwest. Terry was appointed by the Governor to the Puget Sound Water Quality

Authority to represent Washington Tribes in developing plans to improve the quality in Puget Sound from 1985-1995. He is a member of the Timber, Fish and Wildlife Advisory Group since 1986 and was co-chair from 1992-1993. Terry serves on the Board of Directors for the UW Institute of Environmental Studies, Adopt a Stream Foundation, Native American Fish & Wildlife Society, and People for Puget Sound. Terry is also on the Executive Committee of Tri-County ESA forum and the development committee for Shared Salmon Strategy for Puget Sound. Terry was elected to the Chairman of the Snohomish County Forum in June 2005.

Norm Winn

Norm Winn has been a member of the Mountaineers Conservation Division for over 20 years and is currently Chair of the fisheries committee. He was president of the Mountaineers in 1975 and 1976 and helped lobby for the passage of the Alpine Lakes Wilderness bill. In 1984, Norm was Chair of the Conservation Division and helped lobby for the 1984 Washington Wilderness bill. Norm was a climber for 25 years and is currently a kayaker and hiker.