



STUDENT & EARLY CAREER PROFESSIONALS  
SUBSECTION OF THE EDUCATION SECTION  
OF THE AMERICAN FISHERIES SOCIETY

Preparing the future scientists of fisheries:  
How to become a more a-lure-ing job candidate

**Thursday, September 17th**

Time (EDT)	Presenter	Affiliation
10:00-10:10 AM	Introduction to workshop	
	Federal and State Government-University partnership programs	
10:10-10:25 AM	Donna Parrish	U.S. Geological Survey Vermont Cooperative Fish and Wildlife Research Unit
10:25-10:40 AM	Patricia (Pat) Mazik	U.S. Geological Survey West Virginia Cooperative Fish and Wildlife Research Unit
10:40-10:55 AM	Gayle Zydlewski	Sea Grant
10:55-11:25 AM	Discussion and panel questions	
11:25-11:35 AM	Break	
Government		
11:35-11:50 AM	Rowshyra A. Castañeda	Great Lakes Laboratory for Fisheries and Aquatic Sciences/Fisheries and Oceans Canada (DFO)
11:50-12:05 PM	Rebecca Krogman	Iowa Department of Natural Resources
12:05-12:20 PM	April Croxton	NOAA Fisheries
12:20-12:35 PM	Zach Penney	Columbia River Inter-Tribal Fish Commission
12:35-12:50 PM	Jay Hesse	Nez Perce Tribe's Department of Fisheries Resources Management
12:50-1:35 PM	Discussion and panel questions	
1:35-2:35 PM	Break	
Non-governmental Agencies		
2:35-2:50 PM	Austin Happel	Daniel P. Haerther Center for Conservation and Research, John G. Shedd Aquarium
2:50-3:05 PM	Molly Payne Wynne	The Nature Conservancy
3:05-3:20 PM	Laura Miller	Conservation Alliance for Seafood Solutions
3:20-3:50 PM	Discussion and panel questions	
3:50-4:00 PM	Closing remarks	
4:00-4:10 PM	Break	
4:10-5:10 PM	Student and Early Career Professionals Subsection Business Meeting and Student Awards Presentation	
5:10-6:30 PM	Break	
6:30-8:30 PM	Student Networking Event	

**Dr. Donna L. Parrish**  
**Unit Leader of the Vermont Cooperative Fish and Wildlife Research Unit**  
**Research Professor in the Rubenstein School of Environment and Natural Resources at the**  
**University of Vermont**



Donna L. Parrish is the Unit Leader of the U.S. Geological Survey, Vermont Cooperative Fish and Wildlife Research Unit at the University of Vermont (UVM) in Burlington, VT, USA. She received her B.S. in biology from Southeast Missouri State University, M.S. in biology from Murray State University, and Ph.D. in zoology from The Ohio State University. She began her U.S. federal career as one of the first scientists at S.O. Conte Anadromous Fish Research Center in Turners Falls, MA. In 1991, she moved to Vermont as the first Assistant Unit Leader-Fish for the new Vermont Unit and she has been in the leader position since 1995. As a scientist in the Cooperative Research Units program, Donna conducts fisheries research projects in which she mentors graduate students on projects that are developed to address unit cooperators' needs. Over the last 29 years, her research has focused mainly on two ecosystems within Vermont: Lake Champlain and the Connecticut River. Donna has authored or co-authored the results of her research in peer-reviewed publications and technical reports. In addition, she has contributed to many presentations at national and international scientific meetings. Donna has served on review panels and as associate editor for two journals.

Donna has been a member of the American Fisheries Society (AFS) since 1982. Prior to being elected a Society officer, Donna served on many AFS committees and was elected and served as division (Northeastern, 1997-1998) and section (Education, 2005-2007) presidents. She served as President of AFS in 2014-2015. During her years as an AFS officer, Dr. Parrish worked to strengthen the ties of AFS with other fisheries societies. She served as Chair of the Program Committee for the 7<sup>th</sup> World Fisheries Congress that was held in Busan, South Korea in 2016 where she was elected a Co-Vice President of the World Council of Fisheries Societies (WCFS). She will serve in that role until the next Congress is held in Adelaide, Australia in 2021.

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**Dr. Pat Mazik**  
**Unit Leader of the West Virginia Cooperative Fish and Wildlife Research Unit**  
**Adjunct Instructor at West Virginia University**



Dr. Mazik received her BS from the University of Mount Union, MS from Univ. of Texas at San Marcos and PhD from the University of Memphis. She has been at the Coop Unit since 1998. Dr. Mazik's research emphasis is stress physiology and the effects of contaminants on fish. Dr. Mazik teaches classes in Fish Physiology and Aquatic Toxicology.

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**Dr. Gayle Zydlewski**  
**Director of Maine Sea Grant**  
**Faculty at University of Maine**



Dr. Gayle Zydlewski has been the Director of the Maine Sea Grant College Program since July 1, 2018. Zydlewski has more than 20 years of academic experience as a researcher and faculty member at UMaine, Washington State University, and University of Massachusetts. She also served as the supervisory fishery biologist at the United States Fish and Wildlife Service in Longview, Washington.

She has been the Graduate Coordinator of the Marine Biology Program at the UMaine School of Marine Sciences since 2016. Zydlewski serves on the Maine Ocean School Board of Trustees and the Maine Agricultural and Forest Experiment Station Research Council. She is a faculty member of the flagship Mandela Washington Fellows Public Management Institute at UMaine. Zydlewski's research seeks to understand the impacts of environmental conditions on fish behavior, physiology, and their relationship with population dynamics. Her most recent research focuses on shortnose and Atlantic sturgeon in the Penobscot River and the broader Gulf of Maine. This includes incorporating effects of various components of the ecosystems (prey presence, interspecific interactions, and water chemistry) on fish behavior and population dynamics. She also leads a research program focused on the environmental effects of tidal power development in partnership with state and national natural resource regulators and marine renewable energy industry partners in the U.S. and Canada. She has authored and co-authored more than 100 papers in journals and conference proceedings.

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**Dr. Rowshyra A. Castañeda**  
**Post-doctoral fellow at Great Lakes Laboratory for Fisheries and Aquatic Sciences,**  
**Fisheries and Oceans Canada**



Rowshyra is currently a Postdoctoral Fellow at the Great Lakes Laboratory for Fisheries and Aquatic Sciences at Fisheries and Oceans Canada (DFO). She completed her BSc in Biology at McGill University (2010), where participated in two field semesters abroad, in Panama and in East Africa (Kenya, Tanzania, and Uganda), to attain a minor in Field Studies. She completed an MSc supervised by Prof. Anthony Ricciardi at McGill University (2013). Her Master's research was focused on the population dynamics of an invasive bivalve, Asian clam, that was limited to a thermal plume created by a nuclear power plant. She then worked as a lab manager for the Ricciardi Lab for a year and completed a project on microplastics population in the St. Lawrence River. She went on to complete her PhD at the University of Toronto and University of Toronto Scarborough with Prof. Nicholas Mandrak (November 2019). She was co-supervised by Prof. Olaf Weyl at the South African Institute for Aquatic Biodiversity (SAIAB), where she was affiliated and spent two semesters. Rowshyra's research was focused on developing the use of underwater cameras to detect and quantify rare freshwater fishes (imperiled and early invaders). She did her field work in waterbodies in Ontario, Canada and in multiple provinces in South Africa. Her current research is focused on threats and recovery of imperiled freshwater fishes and the ecology and impacts of invasive freshwater fishes and invertebrates. She is an Associate Editor for the journal "Biological Invasions". Aside from research, Rowshyra is passionate about creating inclusive and diverse spaces and has volunteered on several committees and for non-profit organizations that promote and take action on increasing equity, diversity, and inclusion in STEM.

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**Rebecca Krogman**  
**Fisheries Biologist at Iowa Department of Natural Resources**



Rebecca Krogman is the Large Reservoir Research Biologist for Iowa Department of Natural Resources. She oversees special projects statewide that are focused on reservoir management and has been working for DNR for 6 1/2 years. Her team's studies include evaluating fish movement and passage through dams and hydropower turbines; Walleye stocking practices; Hybrid Striped Bass sampling, stocking, and management practices; adoption of standard methods; lake restoration and fishery renovation; and fish health associated with tailwater discharge conditions. Rebecca oversees a graduate student through DNR's research internship program and serves as an adjunct professor for University of Florida. She is the state's representative on the Reservoir Fisheries Habitat Partnership and Reservoir Technical Committee of AFS NCD, as well as serving on numerous other DNR and AFS committees. She is an active member of AFS and served as President of the Fisheries Information and Technology Section (2017-2019).

Rebecca graduated from Iowa State University with a B.S. in Animal Ecology (Fisheries and Aquatic Sciences), and Mississippi State University with a M.S. in Wildlife and Fisheries Science (Fisheries).

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**Dr. April N. Croxton**  
**Program analyst at NOAA Fisheries**



April Croxton is a Program Analyst with the National Oceanic and Atmospheric Administration (NOAA) in Silver Spring, MD. During her 17 years with NOAA, April has served as a Research Fisheries Biologist, Program Coordinator for the NOAA RESTORE Act Science Program, and Aquaculture Lead for the National Sea Grant Program Office. April's current research interests include shellfish physiology and improving communication between researchers and decision-makers.

April holds a B.S. in Biology from Virginia Union University, in Richmond, VA, and a Ph.D. in Environmental Sciences from Florida A&M University, in Tallahassee, Florida. During her time as an AFS member, April has served as the Secretary, Vice-President, and President of the Equal Opportunities Section; a member of the Northeastern Division, Southern Division, Mid-Atlantic Chapter; and numerous committees. She is currently the Second Vice-President of AFS.

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**Dr. Zachary L. Penney**  
**Columbia River Inter-Tribal Fish Commission**



Zach is the Fishery Science Department Manager for the Columbia River Inter-Tribal Fish Commission (CRITFC) and is a member of the Nez Perce Tribe.

Zach received a BS in Aquatic Resources from Sheldon Jackson College in Sitka, Alaska, an MS in Earth and Ocean Science from the University of Victoria, BC, and a PhD in Natural Resources (Fisheries) from the University of Idaho. After his PhD, Zach served as a Knauss Legislative Fellow for Representative Jared Huffman (CA-2), where he staffed the Congressman on a variety of environmental and tribal issues. Zach accepted his current position with CRITFC at the end of the fellowship in early 2015.

At CRITFC, Zach manages a diverse team of tribal and non-tribal scientists and professionals that provide technical and scientific support to the four treaty tribes of CRITFC. Zach serves the tribes in numerous technical and policy roles that include, but are not limited to, the Columbia Basin Partnership Task Force, StreamNet Executive Committee, Oregon SeaGrant Advisory Board, and Independent Scientific Advisory Board under the Northwest Power and Conservation Council. Zach is an active member of the American Fisheries Society and served as President of the Equal Opportunities Section (2016-2017). Zach remains highly active with the Equal Opportunities Section and their efforts to improve diversity, equity, and inclusion within AFS.

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**Jay A. Hesse**  
**Nez Perce Tribe's Department of Fisheries Resources Management**



Jay Hesse is the Director of Biological Services for the Nez Perce Tribe's Department of Fisheries Resources Management; and has worked for the Nez Perce Tribe for 26 years. He helps manages the Tribe's Research Division, a team of over 60 staff, working on fish population status and trends monitoring and hatchery evaluation projects. Mr. Hesse has expertise in anadromous fish population dynamics, hatchery effectiveness research, strategic planning, effective communications and multi-entity collaboration. He provides technical and management representation for the Nez Perce Tribe in multiple Columbia River basin fisheries co-management forums. Mr. Hesse is a member of the American Fisheries Society; Idaho, Oregon and Michigan chapters and served as Idaho Chapter president (2016-2017). He is recipient of the John Robertson Award for outstanding leadership, routinely mentors students, and has co-authored multiple peer reviewed publications.

Mr. Hesse graduated from Michigan State University with Bachelor of Science and Master of Science degrees in Fisheries and Wildlife.

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**Dr. Austin Happel**  
**Research Biologist at the Daniel P. Haerther Center for Conservation and Research, John G. Shedd Aquarium**



Austin Happel joined the Daniel P. Haerther Center for Conservation and Research at Shedd Aquarium in 2019. His research focuses on how we can better conserve, manage and restore freshwater aquatic ecosystems to promote thriving and diverse fish communities.

Happel's research focuses on several urban freshwater ecology initiatives and draws on his Great Lakes region expertise. He is especially interested in investigating what benefits restoration activities, such as Shedd's floating island in the Chicago River's "Wild Mile," provide below the surface and how these benefits can be amplified in other areas. Happel also has an interest in understanding the role forest preserves have in structuring fish communities.

Happel's previous research involved figuring out what fishes eat and how their diets affect them or their offspring. He has become an expert in the use of fatty acids in trophic ecology and worked to try to decipher what sea lampreys prey on, how salmon and trout diets differ across the Great Lakes and how formulated diets affect growth and spawning of hatchery-raised trout. Before coming to Shedd, Happel was an instructor in fish, wildlife and conservation biology at Colorado State University, where he taught courses on fisheries science and fish biology. Happel earned his Ph.D. and M.S. from the University of Illinois, where he focused on feeding ecology of fishes. He received his bachelor's degree from Purdue University in fisheries and aquatic sciences.

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**Molly Payne Wynne**  
**The Nature Conservancy**



Molly leads the Maine Freshwater Program of The Nature Conservancy which focuses on statewide restoration of connectivity between the Gulf of Maine and priority rivers, lakes, ponds, and headwater streams for the benefit of native sea-run and resident fish, freshwater and marine food webs, and local human communities. Molly manages implementation of fisheries and ecological monitoring of the Penobscot River Restoration Project, collection of road-stream crossing data, and a myriad of public outreach, education, and citizen science efforts including organizing and garnering support of World Fish Migration Day.

In addition to her work with the freshwater team, Molly co-leads staff learning in engaging and partnering with Indigenous Communities. “I am particularly interested in how our conservation and restoration actions can have lasting benefits for local people, especially indigenous communities. If we look to the intersections of scientific information, local knowledge, community values, that is where opportunities lie to make a valuable positive impact on Maine’s tremendous aquatic resources.”

Molly has experience in academia and working for other environmental non-profit organizations. Prior to working with the Conservancy, Molly worked for the Penobscot River Restoration Trust, a collaborative effort to restore sea-run fish to Maine’s largest river through dam-removal, improved fish passage, and rebalanced hydropower. She has pursued a variety of research topics in fisheries including river herring habitat use in Maine coastal rivers, marine fisheries ecology in Iceland, endangered humpback chub life histories in the Colorado River, and larval eel growth in the Sargasso Sea.

Molly received her Master of Science in Biology from the University of Southern Maine and Bachelor of Science in Environmental Biology at the SUNY College of Environmental Science and Forestry (ESF) in Syracuse, New York. Her deepest learning in life continues through raising her young daughter Clara, with her husband Ryan, and by spending time on or near the water as much as possible.

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**Laura Miller**  
**Conservation Alliance for Seafood Solutions**



The Conservation Alliance for Seafood Solutions is a global community working together to drive changes in seafood production that support the health of our oceans and the well-being of people dependent on them. Laura works to keep the Alliance community connected and engaged by leading the Alliance's communications and coordinating collective action efforts. Before joining the Alliance, Laura helped launch the world's very first Fair Trade Certified seafood with the team at Fair Trade USA and also worked in Development at WWF-Canada. Her love of this spectacular planet has led her to work on-the-ground in marine conservation projects in Africa, Asia, and Latin America doing scientific diving, research, and community engagement. Laura holds a Master's degree in Marine Management from Dalhousie University and a Bachelor's degree in Environmental Studies from York University.

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