

# 2008 NOAA Fisheries Employee of the Year Nomination Narrative

Nominee's Name: Last, First, Middle:

Nomination Category:

\_\_\_\_\_ Berejikian, Barry A. \_\_\_\_\_

\_\_\_\_\_ Supervisor \_\_\_\_\_

## Address at Least One of the Following Factors in the Justification Below.

Contributions to NOAA and NOAA Fisheries programs that resulted in:

### For Non-Management:

- Enhanced economic viability of commercial and/or recreational fishing;
- Enhanced public appreciation for the mission of the agency;
- Enhanced safety or health of NOAA Fisheries workforce;
- Enhanced morale of the NOAA Fisheries workforce or inspired excellence in its members;
- Enhanced stewardship of NOAA Fisheries protected/managed species/associated habitats;
- Improved accuracy, reliability, or reproducibility of scientific results;
- Improved customer service;
- Increased efficiency and/or reduced cost of operations;
- Improved equal employment opportunity or diversity in NOAA Fisheries;
- Strengthened ties to other NOAA elements or NOAA Fisheries constituents; and/or
- Brought unusual credit to NOAA Fisheries or members of its workforce.

### For Management:

- Demonstrated exceptional leadership, development of the workforce, and/or program management.

Dr. Barry A. Berjikian is nominated as Employee of the Year for 2008 (Supervisor) for his exceptional scientific vision and leadership, and efforts to foster relationships with state, tribal, and federal partners in the Pacific Northwest. Barry has worked for NOAA since 1994. Dr. Berejikian is currently Team Leader of the Behavioral Ecology Team at the Northwest Fisheries Science Center's (NWFSC) Manchester Research Station. Dr. Berejikian conceived and developed the BE Team, which currently consists of nine individuals (4 Ph.D, 1 M.S., 3 B.S. and 1 contract employee), with a budget exceeding \$1M annually (the majority of which he has secured from competitive sources). Barry has shown superior skills in establishing and coordinating large-scale regional research efforts; negotiating reimbursable research contracts and science planning with multiple state, federal, and tribal entities; providing science advice on critical areas of hatchery reform; and providing research planning leadership within the northwest region and at national levels. Below are examples of how Barry has demonstrated exceptional leadership, development of the workforce, and/or program management.

**Contributions during 2008-** Barry's notable contributions during 2008 are largely his leadership roles in development of scientific programs to address important BiOP and ESA concerns relating to uses and impacts of artificial propagation. These exemplify his scientific knowledge, exceptional leadership skills, and positive management style, and reflect accomplishments of he and his team.

- Conducted research in areas of behavioral ecology, captive broodstocks, supplementation, hatchery reform, marine ecology. All research has direct application to NOAA regional goals for recovery efforts of ESA-listed populations.
- Led collaboration between NOAA/NWFSC and Washington Department of Fish and Wildlife, United States Fish and Wildlife Service, Skokomish Tribal Nation, Point No Point Treaty Council, Northwest Indian Fisheries Commission, and NGO's Long Live The Kings, Hood Canal Salmon Enhancement Group and Hood Canal Coordinating Council on a 16 year hatchery effectiveness experiment in Hood Canal Washington.
- All research conducted supported the NWFSC's Research Plan and was consistent with NOAA's Strategic Plan.
- Collaborated with other NWFSC scientists on five separate studies: *O. mykiss* life history and hatchery effects, jack male reproductive success, review of salmonid reproductive success, temperature and flow effects on steelhead behavior, chum salmon reproductive success.
- Co-Chaired the NWFSC Symposium and Workshop on supplementation effects.
- Served as a member of the USFWS Hatchery Review Team for Olympic Peninsula hatcheries.
- Assumed a leadership role in the Ad-Hoc Supplementation Workgroup to guide future research directions in the Columbia River Basin.
- Served as REUT representative on the NWFSC Research Planning Team to ensure Team and Center research meets highest priorities of NOAA, NWFSC, and constituents.
- Served as a NRC post-doc advisor for Jon Lee (through May 2008). Worked with Dr. Lee to establish new areas of behavioral research for salmonids and marine species (lingcod, rockfish, and steelhead).
- Mentored one UW undergraduate working on senior project at Manchester to develop a manuscript on acoustic telemetry tagging effects,
- Began mentoring program for Nez Perce tribal staff on artificial propagation issues.
- Collaborated with UC Davis post-doc on behavioral syndromes research.

# 2008 NOAA Fisheries Employee of the Year Nomination

## Narrative (continued)

**Nominee's Name: Last, First, Middle:**

**Nomination Category:**

\_\_\_\_\_ Berejikian, Barry A. \_\_\_\_\_

\_\_\_\_\_ Supervisor \_\_\_\_\_

- Served on six external (outside center) committees:
  - i) USFWS Hatchery Review Team (Olympic Peninsula)
  - ii) Regional Captive Broodstock Technical Oversight Committee: Stanley Basin Sockeye Salmon;
  - iii) Regional Captive Broodstock Technical Oversight Committee: Snake River Chinook Salmon;
  - iv) Hood Canal Technical Working Group: Hood Canal Steelhead, summer chum salmon, Chinook salmon;
  - v) Scientific Consortium for Ocean Replenishment (SCORE);
  - vi) Columbia River Basin Ad-Hoc Supplementation Workgroup
- Served on two internal NWFSC committees: Research Planning Team, and REUT promotion review board
- Worked with POST, Canadian and US scientists to extend the Pacific Coast Ocean tracking network for salmonids and other marine species into Puget Sound.
- Provided documentation of items such as ecological effects of hatchery fish, captive broodstock behavioral and reproductive fitness, and supplementation success to agency and constituent groups.
- Provided all staff with project or field operations leadership opportunities.
- Fostered high science quality with a team record of 11 peer reviewed articles submitted for publication.
- BE team made 18 Presentations: 9 invited oral as presenter, 4 invited oral co-author, 4 contributed oral co-author, 1 co-authored poster.
- Participated in or lead tours at Manchester Research Station on a regular basis including tours for legislative staff, NOAA headquarters staff, schools, visiting scientists, etc.
- Worked with Oregon Department of Fish and Wildlife to produce a feature article in the Oregon Hatchery Research Center's newsletter.
- Worked with LLTK to produce a feature article in their quarterly newsletter.
- Provided interview on hatchery effects to UW Northwest Science journal editor.
- Personal "Spotlight" in the NWFSC online newsletter.
- Two articles on steelhead research published in the Kitsap Sun newspaper.

Dr. Berejikian has provided vision for the direction of his Team and emphasized the importance of addressing important BiOP and ESA concerns relating to uses and impacts of artificial propagation. He has provided staff opportunities to learn and grow professionally by helping work out the technical, regulatory, and funding details for projects. He and his staff have provided valuable input and guidance to regional fisheries managers. Dr. Berejikian has developed his team and their science to be a cornerstone of the Manchester Research Station.