

#4A

Karen Roy

From: Paul Howard
Sent: Monday, May 23, 2011 8:52 AM
To: Karen Roy
Subject: FW: Management Review Report
[For Exec Cte agenda.](#)

From: Ellen Goethel [mailto:egoethel@comcast.net]
Sent: Sunday, May 22, 2011 10:09 AM
To: Paul Howard
Subject: Re: Management Review Report

Hi Paul,

From my reading of both reports, I think many of the initiatives have to come from NERO and NEFSC. I still personally think the major overarching problem is narrow, inconsistent, or non-existent legal advice from both NERO general Counsel and the numerous lawyers who review documents at headquarters. Issues should be identified and concrete advice given early in the process. If guidelines are not law then the Council should be able to bypass them with justification to manage the fisheries.

On specific Council issues, I think we need more information on how Touchstone defines low performing staff so we can formulate a plan to solve the issue. I think we need a discussion of the positive aspects of staff working on the same fishery for many years, such as institutional knowledge, versus the negatives, such as complacency and attitudes of superiority that may develop. I think we need to find a way to more fully integrate new or junior staff into writing our plans so that they have a feeling of importance as well as sufficient experience to take on challenges when senior staff retires.

I think all staff should review all management plans to identify regulations that are outdated and ineffective. I would suggest that this be done by staff reviewing plans that they are not assigned to.

At the committee and PDT level, votes that are not unanimous or where consensus is not reached, the minority views should be clearly communicated to the full council before votes. I believe the Council is suffering from a tyranny of the majority where minority views are not given due consideration. At least reporting on minority views at council meetings would give the public some sense that there is real and substantive debate.

Last, at the June council meeting I would like to hear a report from the science center on Mike and Brian's report. Some of the conclusions drawn are surprising to me, but certainly cannot be discounted given the expertise of the two men.

Hope this helps,
David

----- Original Message -----

From: [Paul Howard](#)
To: [Council](#)
Sent: Friday, May 20, 2011 1:32 PM
Subject: Management Review Report

To Members:

Please recall that at the last Council meeting we took delivery of the NMFS' Management Review and you decided the following:

- Council members should read the full report and send comments to Paul Howard
- Executive Committee will review comments and discuss a course of action to recommend to the full Council at our June meeting

The report is attached for your review and comments by June 6th. Your comments will be discussed at the June 8th Executive Committee meeting and there will be a specific agenda item on this subject at our June Council meeting. Thanks,

Paul