

#4C

**From:** Sally McGee [mailto:smcgee@TNC.ORG]  
**Sent:** Tuesday, May 31, 2011 3:49 PM  
**To:** Paul Howard  
**Cc:** John Pappalardo; Rip Cunningham  
**Subject:** management review highlights

Highlights I gleaned from the management review:

**Defining clear, objective criteria for determining the success of management decisions.**

*Recommendation: Directly from the report: Design a cost-effective performance management system to track the progress of decisions and capture lessons learned and best practices. Develop new metrics for evaluation of FMPs that will be reported on periodically (annually?). This could be publicly reviewed prior to each annual priority setting discussion. Metrics may include – Adherence to management goals, adherence to timelines, “freshness” of data that management decisions are based on.*

*Recommendation: Develop new SOP for performance reviews with metrics related to those above.*

*Recommendation: To keep meetings focused;; 1) develop new SOPs that keep the Council on topic, and on deadline 2) post the current agenda item visible for all to see throughout the debate*

**Developing a shared vision and strategy to guide the process.**

*Recommendation: Do this, across all three bodies. NEFMC would develop a straw man to start the discussion. 50 words or less.*

**Eliminating redundancies:**

*Recommendation: Refine SSC SOPs to clarify its role in comparison to NEFSC. Define an “appeal” process (with a clear final decision) where there is disagreement about science.*

**Creating a more welcoming environment at the Council meetings.**

*Recommendation: Consider MAFMC approach to open agenda item for public comment in a more conversational and less formal style. This could be done off the record, not at the microphone, roundtable format.*

**Simplifying NMFS outreach and communications.**

*Recommendation: Even though this recommendation is for NMFS, the NEFMC could also implement a proactive outreach and communications strategy.*

*Recommendation: simplify and standardize reading and decisional material for Council members.*

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Sally McGee  
Northeast Marine Program Director

smcgee@tnc.org  
860 271-3922  
Mobile/Office

**The Nature Conservancy**  
**Eastern U.S. Conservation Division**  
55 Church Street  
New Haven, CT 06510

[nature.org](http://nature.org)