



United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240



September 8, 2020

In Reply Refer to:  
FWS/ASCI/

To: Service Directorate

From: Assistant Director, Science Applications

Subject: 2020 U.S. Fish and Wildlife Service Science Awards – Call for Nominations  
**(Response Due: November 13, 2020)**

It is my honor to announce the 2020 call for nominations for the U.S. Fish and Wildlife Service's Science Awards. This is the 13<sup>th</sup> year of the Service's annual recognition of our agency's scientists and technical staff for their outstanding achievements in the conservation of fish, wildlife, plants, and their habitats in the public trust.

The *Rachel Carson Award for Exemplary Scientific Accomplishment* recognizes scientific achievement through the rigorous practice of science applied to a conservation problem – this nomination may be for an individual or a group.

The *Sam D. Hamilton Award for Transformational Conservation Science* recognizes those who are working on big picture challenges, developing collaborative partnerships, and improving how the Service creates and delivers science for conservation – an individual or a group may be nominated for this award.

The *Science Leadership Award* recognizes supervisors who champion the use of science in conservation decision making and who empower their staff to accomplish scientific work and engage in the scientific community – this award is for an individual.

Full descriptions of the awards and their criteria are attached, including a table that explains the differences between the awards and offers examples of qualifying types of work.

The awards consist of a certificate signed by the Director and a medallion. Notice of the award will be published in Fish and Wildlife News and/or in other news outlets. The Director or Deputy Director will present the award at a Headquarters or regional office ceremony. The Director, at her discretion, may provide additional funds (up to \$50,000) to the organizational unit of the recipient(s) for one fiscal year.

### **Submitting Nominations**

Nominations must be submitted online via the [Science Awards SharePoint site: https://doimsp.sharepoint.com/sites/fws-science-awards/](https://doimsp.sharepoint.com/sites/fws-science-awards/). The site includes award descriptions, nomination forms, examples of winning nominations, submission guidance, and frequently asked questions.

### **Nomination Process**

There are four steps to the nomination process:

1. Initial nominations can be submitted by anyone in the Regions/HQ Programs. These are due in the SharePoint nomination site by **October 16, 2020**.

2. Region/HQ Program Review must be completed by **November 13, 2020** and the results updated in SharePoint. All nominations must be approved by the Regional or Assistant Director and each RD or AD may approve up to two nominees for each of the three awards (for a total of six nominations). Region/Program Review is led by their respective Science Awards Coordinator (see attached list). Please note that nominations will be submitted for each Interior Region, not Legacy Region.
3. National Review – A Screening Committee will review nominations to determine whether they meet award criteria and requirements and will forward eligible nominations to an external Selection Committee that reviews and recommends winners to the Director.
4. Winner Recognition – Once winners are selected, the Science Awards contact will be asked to provide photos of the winner. Awards will be presented in early 2021 at a Headquarters or Regional ceremony.

We acknowledge that winners have not fully represented the diversity of our scientific workforce. We are making every effort to ensure each nominee is given fair consideration and that we eliminate potential unconscious bias in the review and selection process.

Please circulate this announcement to your staff and encourage them to nominate their Service colleagues for one of our prestigious awards in recognition of their commendable efforts, leadership, and dedication to science excellence.

Attachments



## U.S. Fish and Wildlife Service Science Awards

### **2020 RULES & REQUIREMENTS**

#### **NOMINATION PROCESS FOR ALL AWARDS**

There are two phases to the nomination process – initial submission by anyone interested in nominating, followed by review by the Region/Program to determine which nominations it will put forward for national consideration. Each Region/Program is limited to submitting two nominations per award type per year (for a total of six per Region/Program). Anyone may submit a nomination for their Region or Program to consider; however, only nominations approved by the Regional Director or Assistant Director will be included in the national review process.

We acknowledge that winners have not fully represented the diversity of our scientific workforce. We are making every effort to ensure each nominee is given fair consideration and that we eliminate potential unconscious bias in the review and selection process.

General information on the Science Awards can be found on the Service Intranet site at <https://doimsp.sharepoint.com/sites/fws-FF09S00000/SitePages/Science-Awards.aspx>.

#### SharePoint Submission Site

The Science Awards SharePoint site (<https://doimsp.sharepoint.com/sites/fws-science-awards/>) has been designed to accommodate the Region/Program review process in addition to the national process.

#### Initial Nomination Submission

Complete an online nomination package at the SharePoint site; you can save a partially completed nomination and finish it later. Detailed instructions are available on the site.

Nominations must be completed by **16 October 2020** so they can be reviewed and approved at the Region/Program level.

#### Region/Program Review

This process is managed by the Region/Program Science Awards Coordinator. To be eligible for national consideration, a nomination must complete the Regional/Program review process and be marked “Selected for national review” in SharePoint by **13 November 2020**. These nominations must include a Science Awards Review Form that is signed by the appropriate Regional or Assistant Director.

#### *For nominations selected as national winners*

After the national review process is complete and the winners are selected, the winning Regions or Programs will be required to provide high-quality photographs of the winning nominee.

#### **Summary of Changes for 2020**

- Nominations will be made by Interior Region, not FWS Legacy Region. The Science Awards Points of Contact will be responsible for coordinating among Regional Directors to submit nominations for each Interior Region.



## U.S. Fish and Wildlife Service Science Awards

### ***Rachel Carson Award for Exemplary Scientific Accomplishment***



#### **AWARD DESCRIPTION**

The *Rachel Carson Award for Exemplary Scientific Accomplishment* is an honorary award recognizing a Service employee, or group of employees, who exemplifies the best in the Service's tradition of scientific contributions applied to achieve conservation results for fish, wildlife, and plants.

There is one award each year, from either of the following:

- an individual award to a Fish and Wildlife Service employee
- a group award to a set of Fish and Wildlife Service employees, which may include a combination of field, regional, or Headquarters employees.

The award consists of a certificate signed by the Director and a medallion. Notice of the award will be published in Fish and Wildlife News and/or in other news outlets. The Director or Deputy Director will present the award at a Headquarters or regional office ceremony. The Director, at his/her discretion, may provide additional funds (up to \$50,000) to the organizational unit of the recipient(s) for one fiscal year.

#### **AWARD CRITERIA**

The *Rachel Carson Award* recognizes scientific excellence through the rigorous practice of science applied to a conservation problem. The award criteria are: (1) statement of a clear conservation problem that the nominee(s)'s efforts address, (2) demonstration of extraordinary scientific accomplishment (60%), and (3) resulting conservation outcomes (40%).

#### **Conservation Problem**

Clearly describe the conservation issue of importance to the Fish and Wildlife Service that was addressed by the nominee(s)'s scientific efforts. Be specific. What was the problem? What resource management decisions were affected by the problem? What were the key information needs, uncertainties, or methodological barriers to improving the situation?

#### **Extraordinary Scientific Accomplishment**

Describe the nominee(s)'s specific scientific accomplishment. Clearly specify the *outputs*, which are the products that resulted from the nominee's scientific activities. For example, an innovative analytical method, design of a monitoring program, a new captive breeding or propagation system, or an influential publication.

Include at least one, but no more than five, citations or scientific products that summarize or demonstrate the nominee(s)'s scientific accomplishment. For group nominations, include a list of all members and briefly describe each member's role and contribution.

(This criterion accounts for 60% of the evaluation)

#### **Conservation Outcomes**

Describe the direct application of the nominee(s)'s scientific output to the decision making associated with the conservation problem. What was the *outcome* relative to how the Service conducts its work?

*Outcomes* are the conservation actions, decisions, or benefits that resulted from the nominee(s)'s outputs. For example: a prairie restoration, the decision to list an endangered species, increased survival at a fish passage, modification of hunting regulations, etc. If possible, describe the conservation impacts, such as measurable improvements in species, populations, ecosystems, or habitats.

(This criterion accounts for 40% of the evaluation.)

To be eligible, the scientific accomplishment must have occurred in the last five years.

**A COMPLETED NOMINATION PACKAGE FOR THE RACHEL CARSON AWARD CONTAINS:**

- A. Name(s) and contact information for nominee(s), including each group member if applicable.
- B. For group nominations, a list of all group members that briefly describes each member's role and contribution.
- C. A completed nomination form that clearly justifies how each of the award criteria were met. Include at least one, but no more than five, citations or scientific products that summarize or demonstrate the nominee(s)'s scientific accomplishment. Provide the supporting documentation by either (i) including references or links directly in the text of the criteria or (ii) uploading the documents and listing the names of the relevant attachments in the nomination form.

**AWARD SCOPE**

- A. Up to one award will be presented per fiscal year;
- B. Assistant Directors may each submit up to two nominations per award type per year;
- C. Each Interior Region may each submit up to two nominations per award type per year, coordinated through the Regional Directors and Science Awards Points of Contact;
- D. Scientific accomplishments must have been achieved in the last five fiscal years;
- E. Nominees may include biologists, hydrologists, forensic scientists, planners, habitat specialists, attorneys, economists, IT specialists, and any other discipline that meets the evaluation criteria;
- F. One or more of the top nominees not selected for an award may be given an Honorable Mention certificate;
- G. Award recipients will not be eligible to compete again for two years following receipt of the award;
- H. Award solicitation will be announced in October and the selection process will be completed by late January. Award presentation timing may vary.

**QUESTIONS**

If you have any questions, please contact Jason Goldberg, Science Applications, at 703-358-1866 or Jason\_Goldberg@fws.gov.



## U.S. Fish and Wildlife Service Science Awards

### ***Sam D. Hamilton Award for Transformational Conservation Science***



#### **AWARD DESCRIPTION**

The *Sam D. Hamilton Award for Transformational Conservation Science* is an honorary award recognizing a Service employee, or group of employees, who exemplify the best in the Service's tradition of innovation in conservation through scientifically-based natural resource management. The award emphasizes improving scientific quality, capability, and efficiency; and facilitating cultural and institutional change in support of sound science. For example:

- Increasing coordination and collaboration of scientific activities, either across programs within the Service or with conservation partners;
- Developing innovative approaches to large scale conservation science problems or decisions; or
- Improving the Service's scientific capacity and infrastructure for more effective and/or efficient resource management decision making.

There is one award each year, from either of the following:

- an individual award to a Fish and Wildlife Service employee
- a group award to a set of Fish and Wildlife Service employees, which may include a combination of field, regional, or Headquarters employees.

The award consists of a certificate signed by the Director and a medallion. Notice of the award will be published in Fish and Wildlife News and/or in other news outlets. The Director or Deputy Director will present the award at a Headquarters or regional office ceremony. The Director, at his/her discretion, may provide additional funds (up to \$50,000) to the organizational unit of the recipient(s) for one fiscal year.

#### **AWARD CRITERIA**

The Sam D. Hamilton Award for Transformational Conservation Science recognizes innovative application of science. The award criteria are: (1) statement of a clear conservation problem that the nominee(s)'s efforts address, (2) demonstration of extraordinary contribution to the scientific community (60%), and (3) resulting conservation outcomes (40%).

#### **Conservation Problem**

Clearly describe the conservation issue of importance to the Fish and Wildlife Service that was addressed by the nominee(s)'s scientific efforts. Be specific. What was the problem? What resource management decisions were affected by the problem? What were the key information needs, uncertainties, or methodological barriers to improving the situation?

#### **Extraordinary Contribution to the Conservation Science Community**

Describe the nominee(s)'s contribution to transforming the production or application of science to the resolution of the conservation problem. Clearly specify the *outputs*, which are the products that resulted from the nominee(s)'s efforts. For example, developing a scientific community of practice, convening science partners to collaboratively address a shared conservation problem, developing a decision support tool or framework, building new data management systems, completing a landscape conservation design, etc.

Include a list of at least one, but no more than five, related materials (e.g., publications, websites, news articles, etc.) that summarize or demonstrate the nominee(s)'s scientific contribution. For group nominations, include a list of all members and briefly describe each member's role and contribution (required).

(This criterion accounts for 60% of the evaluation.)

### **Conservation Outcomes**

Describe the *outcomes* that were achieved and were due, in some significant way, to the nominee(s)'s efforts. Clearly specify how these *outcomes* are applicable to conservation or management decisions on the ground. *Outcomes* are the conservation actions, decisions, or benefits that resulted from the nominee(s)'s outputs. For example, strengthened partnerships (engagement, commitment, support for decisions, leveraging of resources, coordination among partner activities); improved landscape-scale conservation delivery (e.g., targeting conservation activities on identified priority areas or priority species), enhanced production and delivery of scientific information resulting in faster or better informed resource management decision processes (e.g., reduction of critical uncertainties, access to previously unavailable data, better documented decision processes), etc. If possible, describe the conservation impacts, such as measurable improvements in species, populations, ecosystems, or habitats.

(This criterion accounts for 40% of the evaluation.)

To be eligible, accomplishments must have occurred in the last five years.

### **A COMPLETED NOMINATION PACKAGE FOR THE SAM D. HAMILTON AWARD CONTAINS:**

- A. Name(s) and contact information for nominee(s), including each group member if applicable.
- B. For group nominations, a list of all group members that briefly describes each member's role and contribution.
- C. A completed nomination form that clearly justifies how each of the award criteria were met. Include a list of at least one, but no more than five, related materials (e.g., publications, websites, news articles, etc.) that summarize or demonstrate the nominee(s)'s scientific contribution. Provide the supporting documentation by either (i) including references and/or links directly in the text of the criteria or (ii) uploading documents and listing the names of the relevant attachments in the nomination form. Include no more than five supporting documents.

### **AWARD SCOPE**

- A. Up to one award will be presented per fiscal year;
- B. Assistant Directors may each submit up to two nominations per award type per year;
- C. Each Interior Region may each submit up to two nominations per award type per year, coordinated through the Regional Directors and Science Awards Points of Contact;
- D. Accomplishments must have been achieved in the last five fiscal years;
- E. Nominees may include biologists, hydrologists, forensic scientists, planners, habitat specialists, attorneys, economists, IT specialists, and any other discipline that meets the evaluation criteria;
- F. One or more of the top nominees not selected for an award may be given an Honorable Mention;
- G. Award recipients will not be eligible to compete again for two years following receipt of the award;
- H. Award solicitation will be announced in October and the selection process will be completed by late January. Award presentation timing may vary.

### **QUESTIONS**

If you have any questions, please contact Jason Goldberg, Science Applications, at 703-358-1866 or [Jason\\_Goldberg@fws.gov](mailto:Jason_Goldberg@fws.gov).



## U.S. Fish and Wildlife Service Science Awards

### ***Science Leadership Award***

#### **AWARD DESCRIPTION**

The *Science Leadership Award* is an honorary award to recognize a Fish and Wildlife Service project leader, branch chief, division chief, or other comparable supervisor who exemplifies the best in practicing and supporting scientific activities to improve the Service's knowledge and management of fish and wildlife resources.

There is one award per year.

The award consists of a certificate signed by the Director and a medallion. Notice of the award will be published in Fish and Wildlife News and/or in other news outlets. The Director or Deputy Director will present the award at a Headquarters or regional office ceremony. The Director, at his/her discretion, may provide additional funds (up to \$50,000) to the organizational unit of the recipient(s) for one fiscal year.

#### **AWARD CRITERIA**

The *Science Leadership Award* recognizes supervisors who empower their staff to accomplish scientific work and engage in the scientific community and who champion the use of science in conservation decision-making.

##### **Support for Scientific Activities of Staff**

This criterion assesses the nominee's support for his/her staff's involvement in scientifically-based work that advances the Service's mission. Clearly describe, using specific examples, how the nominee enables the development of their staff's scientific contributions, engagement, and growth through:

- Encouraging staff to gain and maintain scientific proficiencies; participate in scientific societies; collaborate with scientists (internal and/or external to FWS); and gather, analyze, and present scientific results relevant to important Service issues.
- Fostering a productive working environment by providing staff with needed resources and removing barriers to conducting scientific activities.

(This criterion accounts for 60% of the evaluation)

##### **Using Science to Support Decisions**

This criterion assesses the nominee's leadership on the use of science in the organizational unit s/he supervises. Clearly describe, with specific examples, how the nominee:

- Seeks scientific resources, information, or results to inform fish and wildlife conservation issues;
- Objectively evaluates the credibility and relevance of scientific information; and
- Makes conservation management decisions and recommendations that are scientifically defensible.

(This criterion accounts for 40% of the evaluation)

To be eligible, accomplishments must have occurred in the last five years.

**A COMPLETED NOMINATION PACKAGE FOR THE SCIENCE LEADERSHIP AWARD CONTAINS:**

- A. Name and contact information for the individual being nominated.
- B. A completed nomination form that clearly justifies how each of the award criteria were met. Provide (optional) supporting documentation, such as publications, reports, awards, news articles, photos, etc., by either (i) including references and/or links directly in the text of the criteria or (ii) uploading documents and listing the names of the relevant attachments in the nomination form. Include no more than five supporting documents.

**AWARD SCOPE**

- A. Up to one award will be presented per fiscal year;
- B. Assistant Directors may each submit up to two nominations per award type per year;
- C. Each Interior Region may each submit up to two nominations per award type per year, coordinated through the Regional Directors and Science Awards Points of Contact;
- D. Accomplishments must have been achieved in the last five fiscal years;
- E. Nominees may include project leaders, branch chiefs, division chiefs, or any other comparable supervisory level employee from any organizational unit in the Service;
- F. One or more of the top nominees not selected for an award may be given an Honorable Mention certificate;
- G. Award recipients will not be eligible to compete again for two years following receipt of the award;
- H. Award solicitation will be announced in October and the selection process will be completed by early January. Award presentation timing may vary.

**QUESTIONS**

If you have any questions, please contact Jason Goldberg, Science Applications, at 703-358-1866 or Jason\_Goldberg@fws.gov.

### Comparison of FWS Science Awards

Award Type	Award Criteria	Who is Eligible?	Examples of Work that Qualifies
<p><b>RACHEL CARSON AWARD for Exemplary Scientific Accomplishment</b></p> <p>The Rachel Carson Award recognizes scientific excellence through the rigorous practice of science applied to a conservation problem.</p> <p>This award can be given to an individual or to a group.</p>	<p><b>Conservation Problem</b> Clearly describe the conservation issue of importance to the Fish and Wildlife Service that was addressed by the nominee(s)'s scientific efforts. Be specific. What was the problem? What resource management decisions were affected by the problem? What were the key information needs, uncertainties, or methodological barriers to improving the situation?</p> <p><b>Extraordinary Scientific Accomplishment (60%)</b> Describe the nominee(s)'s specific scientific accomplishment. Clearly specify the outputs, which are the products that resulted from the nominee's scientific activities. For example, an innovative analytical method, design of a monitoring program, a new captive breeding or propagation system, or an influential publication.</p> <p>Include at least one, but no more than five, citations or scientific products that summarize or demonstrate the nominee(s)'s scientific accomplishment. For individual nominations, include the nominee's CV (no more than two pages), highlighting publications or presentations relevant to this accomplishment. For group nominations, include a list of all members and briefly describe each member's role and contribution.</p> <p><b>Conservation Outcomes (40%)</b> Describe the direct application of the nominee(s)'s scientific output to the decision making associated with the conservation problem. What was the outcome relative to how the Service conducts its work? Outcomes are the conservation actions, decisions, or benefits that resulted from the nominee(s)'s outputs. For example: a prairie restoration, the decision to list an endangered species, increased survival at a fish passage, modification of hunting regulations, etc. If possible, describe the conservation impacts, such as measurable improvements in species, populations, ecosystems, or habitats.</p>	<p>The <i>Rachel Carson Award for Exemplary Scientific Accomplishment</i> is an honorary award recognizing a Service employee, or group of employees, who exemplifies the best in the Service's tradition of scientific contributions applied to achieve conservation results for fish, wildlife, and plants.</p> <p>There is one award each year, from either of the following:</p> <ul style="list-style-type: none"> <li>• an individual award to a Fish and Wildlife Service employee</li> <li>• a group award to a set of Fish and Wildlife Service employees, which may include a combination of field, regional, or Headquarters employees.</li> </ul> <p>The nominated Service employees must play an active and substantive role in the scientific work that defines the extraordinary accomplishment.</p> <p>To be eligible, accomplishments must have occurred in the last five years.</p>	<p>Creating a genetic and GIS framework to evaluate how habitat and historic events influence genetic diversity of Pacific salmon at different spatial scales to determine optimal habitat requirements at a landscape scale.</p> <p>Pioneering propagation methods for endangered Hawaiian plants to provide habitat for native forest birds.</p> <p>Developing innovative propagation methods for imperiled freshwater mussels for reintroduction and restoration in the wild.</p> <p>Demonstrating and characterizing the ecosystem degradation from an invasive species, resulting in better informed management decisions and partner support for species removal.</p>

Award Type	Award Criteria	Who is Eligible?	Examples of Work that Qualifies
<p><b>SAM D. HAMILTON AWARD for Transformational Conservation Science</b></p> <p>The Sam D. Hamilton Award recognizes innovative application of science.</p> <p>The award emphasizes improving scientific quality, capability, and efficiency; and facilitating cultural and institutional change in support of sound science. For example:</p> <ul style="list-style-type: none"> <li>Increasing coordination and collaboration of scientific activities, either across programs within the Service or with conservation partners;</li> <li>Developing innovative approaches to large scale conservation science problems or decisions; or</li> <li>Improving the Service’s scientific capacity and infrastructure for more effective and/or efficient resource management decision making.</li> </ul> <p>This award can be given to an individual or to a group.</p>	<p><b>Conservation Problem</b> Clearly describe the conservation issue of importance to the Fish and Wildlife Service that was addressed by the nominee(s)’s scientific efforts. Be specific. What was the problem? What resource management decisions were affected by the problem? What were the key information needs, uncertainties, or methodological barriers to improving the situation?</p> <p><b>Extraordinary Contribution to the Conservation Science Community (60%)</b> Describe the nominee(s)’s contribution to transforming the production or application of science to the resolution of the conservation problem. Clearly specify the outputs, which are the products that resulted from the nominee(s)’s efforts. For example, developing a scientific community of practice, convening science partners to collaboratively address a shared conservation problem, developing a decision support tool or framework, building new data management systems, completing a landscape conservation design, etc.</p> <p>Include a list of no more than 10 related materials (e.g., publications, websites, news articles, etc.) that summarize or demonstrate the nominee(s)’s scientific contribution. For individual nominations, include the nominee’s CV (no more than two pages), highlighting publications or presentations relevant to this contribution. For group nominations, include a list of all members and briefly describe each member’s role and contribution.</p> <p><b>Conservation Outcomes (40%)</b> Describe the outcomes that were achieved and were due, in some significant way, to the nominee(s)’s efforts. Clearly specify how these outcomes are applicable to conservation or management decisions on the ground. Outcomes are the conservation actions, decisions, or benefits that resulted from the nominee(s)’s outputs. For example, strengthened partnerships (engagement, commitment, support for decisions, leveraging of resources, coordination among partner activities); improved landscape-scale conservation delivery (e.g., targeting conservation activities on identified priority areas or priority species), enhanced production and delivery of scientific information resulting in faster or better informed resource management decision processes (e.g., reduction of critical uncertainties, access to previously unavailable data, better documented decision processes), etc. If possible, describe the conservation impacts, such as measurable improvements in species, populations, ecosystems, or habitats.</p>	<p>The <i>Sam D. Hamilton Award for Transformational Conservation Science</i> is an honorary award recognizing a Service employee, or group of employees, who exemplify the best in the Service’s tradition of innovation in conservation through scientifically-based natural resource management.</p> <p>There is one award each year, from either of the following:</p> <ul style="list-style-type: none"> <li>an individual award to a Fish and Wildlife Service employee</li> <li>a group award to a set of Fish and Wildlife Service employees, which may include a combination of field, regional, or Headquarters employees.</li> </ul> <p>To be eligible, accomplishments must have occurred in the last five years.</p>	<p>Developing partnership networks to work across agencies and jurisdictions to implement science-based conservation activities at a landscape scale to address issues such as habitat fragmentation, migratory bird conservation, or climate change impacts.</p> <p>Leading a data management initiative that elevates the quality of, and access to, the Service’s scientific information.</p> <p>Implementing an adaptive management approach to a pressing conservation problem and guiding sound management choices.</p> <p>Standardizing protocol development across all monitoring programs, leading to more efficient use of resources and integrated data analysis.</p>

Award Type	Award Criteria	Who is Eligible?	Examples of Work that Qualifies
<p><b>SCIENCE LEADERSHIP AWARD</b></p> <p>The <i>Science Leadership Award</i> recognizes supervisors who empower their staff to accomplish scientific work and engage in the scientific community and who champion the use of science in conservation decision making.</p> <p>This award is for an individual.</p>	<p><b>Support for Scientific Activities of Staff</b>  This criterion assesses the nominee’s support for his/her staff’s involvement in scientifically-based work that advances the Service’s mission. Clearly describe, using specific examples, how the nominee enables the development of their staff’s scientific contributions, engagement, and growth through:</p> <ul style="list-style-type: none"> <li>• Encouraging staff to gain and maintain scientific proficiencies; participate in scientific societies; collaborate with scientists (internal and/or external to FWS); and gather, analyze, and present scientific results relevant to important Service issues.</li> <li>• Fostering a productive working environment by providing staff with needed resources and removing barriers to conducting scientific activities.</li> </ul> <p>(This criterion accounts for 60% of the evaluation)</p> <p><b>Using Science to Support Decisions</b>  This criterion assesses the nominee’s leadership on the use of science in the organizational unit s/he supervises. Clearly describe, with specific examples, how the nominee:</p> <ul style="list-style-type: none"> <li>• Seeks scientific resources, information, or results to inform fish and wildlife conservation issues;</li> <li>• Objectively evaluates the credibility and relevance of scientific information; and</li> <li>• Makes conservation management decisions and recommendations that are scientifically defensible.</li> </ul> <p>(This criterion accounts for 40% of the evaluation)</p>	<p>The <i>Science Leadership Award</i> is an honorary award to recognize a Fish and Wildlife Service project leader, branch chief, division chief, or other comparable supervisor who exemplifies the best in practicing and supporting scientific activities to improve the Service’s knowledge and management of fish and wildlife resources.</p> <p>To be eligible, accomplishments must have occurred in the last five years.</p>	<p>Consistent record of supporting employees to publish their work in peer-reviewed journals and to present at professional conferences</p> <p>Empowering employees to obtain and maintain scientific credentials and training</p> <p>Seeking and applying the best scientific information to inform conservation management decisions</p>



# 2020 Science Awards

## Science Awards Coordinators

Each Interior Region and Program has a designated Science Awards contact to serve as your first point of contact for any questions and who will coordinate the Region/Program's review process.

Region	Coordinator	HQ Program	Coordinator
<b>Interior Region 1</b>	Rick Bennett Rick_Bennett@fws.gov	<b>Fish &amp; Aquatic Conservation</b>	Joel Bader joel_bader@fws.gov
<b>Interior Region 2</b>	Laura Brandt Laura_Brandt@fws.gov	<b>Migratory Birds</b>	Dave Gordon david_gordon@fws.gov
<b>Interior Region 3</b>	Ryan Drum Ryan_Drum@fws.gov	<b>NCTC</b>	Karene Motivans Karene_Motivans@fws.gov
<b>Interior Region 4</b>	Laura Brandt Laura_Brandt@fws.gov	<b>HQ Science Applications</b>	Jason Goldberg Jason_Goldberg@fws.gov
<b>Interior Region 5</b>	Samantha Brooke Samantha_Brooke@fws.gov	<b>HQ Refuges</b>	Shaun Sanchez Shaun_Sanches@fws.gov
<b>Interior Region 6</b>	James Broska James_Broska@fws.gov	<b>HQ Ecological Services</b>	Gina Shultz Gina_Shultz@fws.gov
<b>Interior Region 7</b>	Samantha Brooke Samantha_Brooke@fws.gov	<b>HQ External Affairs</b>	Christina Meister Christina_Meister@fws.gov
<b>Interior Region 8</b>	James Broska James_Broska@fws.gov	<b>HQ Wildlife &amp; Sportfish Restoration</b>	Bob Curry Robert_Curry@fws.gov
<b>Interior Region 9</b>	Jim Unsworth James_Unsworth@fws.gov	<b>HQ Law Enforcement</b>	Victoria Owens Victoria_Owens@fws.gov
<b>Interior Region 10</b>	Larry Rabin Larry_Rabin@fws.gov	<b>HQ International Affairs</b>	Daphne Carlson Bremer Daphne_CarlsonBremer@fws.gov
<b>Interior Region 11</b>	Charla Sterne Charla_Sterne@fws.gov		
<b>Interior Region 12</b>	Jim Unsworth James_Unsworth@fws.gov		

For more information about the 2020 Science Awards and to submit a nomination, please visit: <https://doimsp.sharepoint.com/sites/fws-science-awards/>. Additional information can be found at <https://doimsp.sharepoint.com/sites/fws-FF09S00000/SitePages/Science-Awards.aspx>.

Thank you in advance for your attention and time supporting the Service's Science Awards.