

MEETING MINUTES
STRATEGIC PLANNING MEETING
April 27, 2007

ATTENDANCE: Forest Starr, Kim Starr, Mindy Wilkinson, Lloyd Loope, Steve Anderson, Jeremy Gooding, Randy Bartlett, Pat Bily, Sam Aruch, Nathan Varns, Daniel Tanaka, Joe Ward, Lono Dunn, Brooke Mahnken, Mike Ade, Teya Penniman, Joylynn Paman, Elizabeth Anderson

- Randy Bartlett, ML&P/Chair, called the meeting to order at 9:15 am. Introductions were made around the room.
- Minutes from the February 2, 2007 meeting were approved. They will be posted on the website.

ANNOUNCEMENTS

- Pat: TNC is entering into a contract with ProHunt, a professional eradication group from New Zealand. Plans for Maui involve Kapunakea in West Maui and some of the EMWP and TNC lands including Waikamoi in East Maui. The only potential conflict with MISC operations would be during pampas grass control in the makai area of Honomanu. They will be on the ground in that area for about a week. I will be coordinating the dates and will keep MISC informed. The contract has already been postponed several times. It may not start until after July. There is also some potential for airspace conflicts and you will want to know if they are flying when you are on the ground in the area. There should be no conflict on Maui with public hunting. They will be mostly working on private land where public hunting is not an option. There is no local group poised to do this. ProHunt has professional dog teams. The dogs will only go after pigs. They have their own insurance. Randy: when they fly, what will they be doing? Pat: there will not be any aerial shooting. They will use helicopters to transport hunters and gear from spot to spot for ground sweeps. They may try radio collaring and tracking to see if Honomanu is really a barrier to pigs. They will have their own helicopter. Steve: has there been any talk regarding where the helicopter will land to prevent seed spread? Pat: yes, there is a protocol and they will have different gear for each area. They will mostly be using standard landing zones and I don't anticipate them going into the lower weedy areas. They will work from the top down in West Maui. I am the assigned quarantine Nazi. They will not be cutting trails and we will work to minimize impact. Teya: once you have the flight schedule please provide it to Lissa. Pat: the scheduling will be pretty precise and Honomanu is the main area with potential for conflict – I doubt they will be there more than 3-5 days. The actual hunting will not be in conflict with regular hunting areas on Maui. They will hire local people to assist them. There will be training opportunities for local hunters.
- Forest: we completed roadside surveys of Lanai. The draft report is being passed around. We didn't find anything earth shattering.
- Mindy: we are negotiating with the Air Force and Navy on Guam for snake funding. The funding we normally receive for pre-departure inspections was lost this year. We are trying to make up the \$1.1 million shortfall. Wildlife Services in Guam is running at a deficit. By the end of next month, there will be no brown tree snake pre-departure inspections. We hope to come up with a solution. There is a possibility of \$2 million from the military, but that could all fall apart. For the past seven years, Senator Inouye chaired the Defense Committee and earmarked \$2 million per year that eventually went to Wildlife Services in Guam. That \$2 million did not happen this year. All the earmarks were taken out of the budget. We are trying to get them to recognize that the \$2 million is for Guam – the money is still there, but it is no longer earmarked. We should schedule snake training on Maui in June or July.

- Joy: on Sunday I flew back from San Francisco to Maui. Someone had reported an animal on the declaration form so we weren't allowed to get off the plane. The person had put down that he had 12 cobras as a joke. Pat: this means they are actually reading the forms. It is encouraging that the flight staff are paying attention. Lloyd: this shows that the HDOA inspectors take this very seriously.

BRIEF UPDATES

Staffing

- Teya: Brooke is our new data technician. He moved into this position from a field crew position. Aaron will continue on intermittent status to help us out during the transition. Brooke is doing a great job already. We have three temporary positions open on our frog crew. We hope to really ramp up on Maliko Gulch this summer. The positions are for June/July/August – no benefits. The recruitment is open until May 18. Please pass the word. We have a new crew member on Mike's crew, Catherine Berg. Chris Candito recently transferred from the vertebrate crew to the plant crew. We may have YCC interns this summer.

Funding

- Teya: the County budget will not be final until May. We asked for an additional \$500,000 in funding (\$300k for Hana crew salaries and \$200k for coqui). The additional funds are currently in the budget in addition to our annual grants – DWS \$250k, OED general \$250k, OED coqui \$50k, and OED BBTV \$50k. We submitted a proposal to the NRCS state program for \$75k for aerial miconia work and at the national level, we requested \$400k for bulldozing the core. Jeremy: we have \$70,000 from NAR we will begin using for heliops next month. The NPS contract is pau. There is \$50,000 from EPMT for aerial work this year, which we will use in the fall after the NAR funds are pau.
- Teya: at the state level, the bill with specific coqui frog funding died. Earlier this week we were informed that there will be \$800k statewide for coqui with \$200,000 for Maui. Mindy: HISC is back up to \$4 million - \$2 million from NARF and the \$2 million out of general funds.

STRATEGIC PLAN

- Teya: this is a big picture plan – not a detailed action plan. It should give us an overarching picture of what we are trying to accomplish. It is the blueprint for what we are supposed to do. We need the Committee's guidance to make sure we are heading in the right direction. I would like to come to a sense of conclusion by the end of the meeting and have a timeframe for completion. I have incorporated comments from the last strategic planning meeting. We want to end up with a plan that is specific, measurable, action oriented, realistic, and time based.

DRAFT STRATEGIC PLAN COMPONENTS

MAXIMIZING PROGRAM IMPACT

GOAL 1: PROTECTING MAUI NUI FROM INVASIVE SPECIES

- EARLY DETECTION
- RAPID RESPONSE
- ERADICATION / CONTROL
- PREVENTION
- BIO-CONTROL

MAXIMIZING PROGRAM QUALITY

GOAL 2: STRATEGIES & ACTIONS ARE SCIENCE-BASED, EFFICIENT & EFFECTIVE

- SCIENCE-BASED
- EFFICIENCY & EFFECTIVENESS
- DATA MANAGEMENT

MAXIMIZING OUR VOICE

GOAL 3: ENGAGING THE PUBLIC

- PUBLIC UNDERSTANDING & SUPPORT
- INDUSTRY PARTICIPATION
- EDUCATION

STRENGTHENING OUR CONNECTIONS

GOAL 4: MAUI NUI & STATEWIDE PERSPECTIVE

- MOLOKAI, LANAI & KAHOO LAWE
- ISCs & CGAPS

CREATING FINANCIAL SUSTAINABILITY

GOAL 5: ADEQUATE & STABLE FUNDING

- FINANCIAL STABILITY
- FISCAL PLANNING
- FISCAL RESPONSIBILITY
- PARTNERSHIPS

BUILDING A WORKFORCE TO ACHIEVE OUR VISION

GOAL 6: REWARDING WORKPLACE

- RETENTION
- PROFESSIONAL DEVELOPMENT
- LOCAL RECRUITMENT

MAXIMIZING PROGRAM IMPACT

GOAL 1: PROTECT MAUI NUI FROM THE HARM OF INVASIVE SPECIES.

Early Detection – Objective 1.1: New terrestrial invasive species are detected at the incipient stage of invasion – when control or eradication is still feasible.

Strategies:

1. USGS & MISC collaborate in implementing Maui-based early detection reporting system.
2. Conduct roadside surveys of Maui Nui for incipient plant species every __ years.
3. Conduct biennial vertebrate identification training for Maui Nui natural resource workers.
4. Implement “Eyes & Ears” program to expand public’s familiarity with target species.
5. Support public awareness of the statewide PEST hotline.

Performance Measures:

1. Public reports about invasive species via the state PEST hotline or directly to MISC increase.
2. Numbers of trained observers familiar with MISC targets and other identified incipient species.

Objective 1.1 Discussion

- Teya: there will be an early detection hui on Oahu on May 15. There are a number of excellent documents out there that are helpful concerning structural aspects. Historically we have focused on our legacy species. Mindy has really pushed us to be more early detection oriented.
- *Strategy #1* – Teya: this is stalled at present. Mindy: I paid for Sky and Roy to keep working on this, but they have a couple of other priorities first. This summer they should get back around to it. Lloyd: is the ball in their court? Teya: we have input we need to provide as well. Mindy: the trial website is up.
- *Strategy #2* – Teya: one round of surveys has been completed for all Maui Nui islands. Kim: it took six months to cover Maui. Lanai and Molokai took four days each. It would be good to add nursery surveys. Pat: nursery surveys should be lumped with roadsides. Kim: we could do them as target-based. Mindy: until we get a listing of what is being imported, general nursery surveys where everything is inventoried are the only way for us to get the information. This can be tied into the broader effort to implement the weed risk assessment and codes of conduct (move to Objective 3.2). Nursery surveys would complement existing efforts. Kim: we did some nursery surveys in 1999, but they were not comprehensive. The fieldwork for the Maui roadside surveys was completed in 2001 and it has been even longer for gardens/nurseries. Forest: in a month, you could get a pretty good list for the gardens/nurseries. Lanai took one week to survey and three weeks to write up. Randy: what is the ideal interval? Kim: that depends on funding. Teya: let’s agree to redo the Maui survey now and then revisit in two years. Kim: some places you don’t need to do every year. Botanical gardens don’t turn over very fast. Teya: please provide a proposal and cc Mindy.
- *Strategy #3* – Teya: this would include snake training with rubber snakes as well as information on other vertebrates. Mindy: a number of new vertebrates have been detected lately but after they were well established. We really need to take a closer look at early detection for vertebrates and invertebrates. Who is keeping track of what has been looked for and where? We need to be certain data is being shared and we need to identify gaps and fill them in. Kim: a statewide system where everyone can post alerts would be helpful. Mindy: we need to make sure new detections are highlighted on the early detection database. Forest: the manual of flowering plants is 15 years old now. We need a faster way to update information. New records need to be compiled somewhere.

- *Strategy #4* – Teya: we are making progress on this. We received good feedback on the early detection manual. We are breaking the material out into separate islands. We need enhanced training for our own staff. Pat: more field days as opposed to just looking at pictures would be a good start. I’m always happy to take the crew out.
- *Measure #2* – Teya: it may be difficult to measure this one. There is no basis for comparison. Other good measures would include number of miles surveyed and number of new island records.
- Mike: we are missing the utilities, MECO, the tree service people, cable companies, etc.

Rapid Response – Objective 1.2: Clear protocols guide agency responses to detections of new invasive plants, vertebrates, invertebrates and aquatic species.

Strategies:

1. Update and disseminate comprehensive Rapid Response Chart outlining agency responsibilities.
2. Develop a decision-support system for identifying response options and priorities.
3. Create feedback loops to ensure adequate response is maintained.

Performance Measures:

1. Action is taken quickly to suppress or eliminate new invaders, where feasible.
2. Key agency personnel have enhanced understanding of responsibilities for responding to invasive species reports.
3. Misguided referrals are reduced.

Objective 1.2 Discussion

- Teya: we need to look at how we define rapid response. You can measure the resources it did take vs. what it could have taken without the rapid response. An assessment phase is implied here.
- *Strategy #2* – Mindy: we found it - how do we decide if we do something and what we do? I would like a statewide standard on this. There is one being developed on Oahu. We will review it at the May early detection meeting. Teya: we should change this to “participate in development of a statewide decision support system...”
- *Measure #1* – Teya: time to response from report to action and from discovery to assessment is what is important here.

Eradication & Control – Objective 1.3: Maui Nui’s highest priority target species are eradicated or contained.

Strategies:

1. Target species are selected according to threat to native ecosystems, local agriculture, local economy, quality of life, feasibility of control, and cost to control.
2. Annually, control or eradicate highest priority species.
3. Participate in development of clear protocols guide decision-making for when to abandon work on a target species.

Performance Measures:

1. List of target species selected for work is consistent with prioritization criteria.
2. Decreased numbers of mature plant targets.
3. Decreased numbers of individual vertebrate or invertebrate targets.
4. Decreased number of infested acres by target.
5. Increased percent coverage of infested areas.
6. Decreased volumes of herbicide/labor used or applied on target species.

Objective 1.3 Discussion

- The Noxious Weed List may belong up here in the control section.
- *Strategy #1* – this is the matrix we’ve been talking about doing.
- *Strategy #3* – Teya: when do we modify effort, step-up, or scale back? Mindy: you never really abandon a species. The responsibility just shifts. If MISC abandons a species, the responsibility shifts to other entities. This may be inherent in the decision-making matrix. Steve: the dropping is often a phasing thing. You shrink the strategy. You stop working in a certain area. Lloyd: we can work with others on a statewide protocol and then ultimately we will have to use our heads. We need to be able to make our own decision.
- *Measure #6* – Pat: I used this to measure success with gorse control.

Prevention – Objective 1.4: Maui Nui has effective prevention programs to keep unwanted invasive species from breaching our harbors, ports and airports.

Strategies:

1. Annually review current knowledge about pathways and vectors.
2. Develop strategies to support Hawaii Department of Agriculture.
3. Support legislation to strengthen the ability of Maui County and Hawaii to improve quarantine measures for imported goods.

Performance Measures:

1. Number of inspectors on Maui increases.
2. Weed Risk Assessment protocols implemented to limit importation of high-risk species.
3. Noxious Weed List is updated to include MISC’s target species and other well-known invaders.

Objective 1.4 Discussion

- *Strategy #1* – Mindy: that is a huge task. There is not significant interisland quarantine. Do you want to review statewide or just your interisland risks? Teya: we need to know what is out there that is likely to come here and in what manner it is most likely to come. Lloyd: this is not a role for MISC, but we do need to be knowledgeable. If the pathway is known, we need to be aware. Mindy: we talk about getting data, but what about just talking to Anna Mae more often. Talk with the HDOA inspectors. Get a better idea what is happening (for example, the last coqui that got to Kauai was in flooring). Make sure you have ties to the agencies that should be at the table. Teya: we could schedule regular meetings with HDOA to discuss current pathways. Forest: what about vector assessment for your existing targets? Teya: I think we know that intuitively. Forest: are there any we can address? Pat: when a population reaches a threshold, the vectors will increase. It is tough to predict. Teya: the prevention key for us is public relations. We aren’t at the ports and harbors. Lloyd: Mach probably knows more about this than anyone else.
- *Strategy #3* – Teya: the idea of a County ordinance has been discussed. Mindy: what about a cooperative hot water treatment facility? Would MISC support something like this? Teya: yes. Add “and infrastructure” to this strategy.
- *Measure #1* – Lloyd: Maui has problems hiring inspectors. Nobody is qualified. Is there anything we can do to facilitate Maui people becoming inspectors? HDOA has the positions. The problem is getting qualified people. Mindy: was the Manoa curriculum transferred to MCC? Neil Reimer developed it for Manoa.
- *Measure #2* – Mindy: you are talking white list here.

Bio-control – Objective 1.5: MISC supports discovery of effective bio-control agents to address high priority target species that are not easily eradicated by chemical / mechanical means.

Strategies:

1. Develop annual campaign to support research on bio-control agents for selected priority target species.

Performance Measures:

1. Research on bio-control agents for selected targets increases.
2. Increased discovery and/or release of effective new bio-control agents for selected targets.

Objective 1.5 Discussion

- *Strategy #1* – Lloyd: it is important that MISC be perceived as an organization that supports this kind of thing. We need to testify in favor of bio-control whenever there is an opportunity. Mindy: you could offer to host the bio-control working group. They have found it difficult to meet. Pat: maybe internally this group can go through the various species that in our mind would be candidates for bio-control and then run our list by the Forest Service. We will need to thin it down - we will only get bio-control for a few species. They need to hear from us regarding our most pressing priorities. Teya: we can change this strategy to “support research on bio-control agents for selected priority target species and identify top priorities and strategies for bio-control on Maui.” Forest: I’d like to see follow-up monitoring on the bio-control releases that have already been done. Lloyd: the fungus reduces the leaf area of miconia by 1/3 in Tahiti. Post monitoring on Maui would be helpful. Teya: is this a MISC role?

MAXIMIZING PROGRAM QUALITY

GOAL 2: STRATEGIES AND ACTIONS ARE SCIENCE-BASED, EFFICIENT & EFFECTIVE.

Science-Based – Objective 2.1: Action Plans are based on the most current and reliable science available.

Strategies:

1. Annually review the most current scientific information and best management practices for each target species.
2. Hold periodic meetings to review current knowledge.
3. Publish MISC’s operations and experiments.

Performance Measures

1. Control methods are responsive to new information.
2. Committee members and staff report continued learning experience.

Objective 2.1 Discussion

- *Strategy #1* – Teya: this is in process. Members of our crews are taking on responsibility for specific target species. They are doing literature searches, researching what is known, etc. We have also been working with Kauai on development of a spread model based on information searches - what is known and potential range maps. Kim: for our species reports, I looked at distribution information from around the world.
- *Strategy #2* – Teya: we have been doing better at this. We periodically hold internal staff meetings to talk about strategy for individual species and take the information forward to the committee at the regular meetings.
- *Strategy #3* – this should include findings, discoveries, photos, etc.
- *Measure #2* – Mindy: do we want to publish an update of Phil Motooka’s control publication? Randy: we should support and participate in a revision.

Efficiency & Effectiveness – Objective 2.2: Survey and control actions are efficient and effective while minimizing non-target impacts.

Strategies

1. Annually review current control methodologies and efficacy.
2. Annually review potential for non-target impacts and identify ways to eliminate or reduce impacts.

Performance Measures

1. Control efficacy increases. Number of repeat visits to control target species decreases.
2. Efficiency of control work is increased. It takes less time to complete the same area or number of properties.
3. Non-target impacts are reduced.

Objective 2.2 Discussion

- *Strategy #1* – Teya: we do this at our annual priority setting meetings.
- *Strategy #2* – Pat: the TNC weeds website collects a lot of information on control methods, surfactants, herbicides, etc. MISC could have a direct link to them via email. It is a good resource. We are fairly satisfied overall with our methods, but there can be new things and better techniques, new products, etc. It is always helpful to have information that helps to reassure landowners that you are using sound methodology. We want to ensure that MISC keeps current on new products, technology, and approaches. Teya: we would like to establish a concrete action plan for each target species.
- *Measure #3* – Change to “Enhanced awareness of non-target impacts” or “Non target impacts are considered in all operations.” We need to document impacts. Pat: photo-documentation would work well. You can show how big an area is impacted around a treated plant. This is almost a moot point since we aren’t using residual impact chemicals.
- Add a performance measure “No mature/fruited plants found on revisit.”

Data Management – Objective 2.3: Accurate, current and relevant data provide the foundation for MISC’s daily operations and long-term strategies.

Strategies:

1. MISC’s integrated GIS-database system is consistent with statewide standards.
2. Data collected for each species is reviewed quarterly to ensure that data standards are being met.

Performance Measures:

1. Internal data consistency is enhanced; data errors are reduced.
2. Tabular and spatial data are fully portable to statewide system.
3. Data collected provide meaningful measures of success.

Objective 2.3 Discussion

- *Strategy #1* - add “in conjunction with USGS.”
- Add a performance measure “Quarterly data are available in a timely fashion for reporting purposes.”
- Forest: I would like to see maps that show progress including inactive sites.

MAXIMIZING OUR VOICE

GOAL 3: ENGAGING THE PUBLIC TO PROTECT MAUI NUI.

Public Understanding & Support – Objective 3.1: The public understands and supports MISC’s mission.

Strategies:

1. Communicate progress, value and relevance of MISC’s work to decision makers and funders.
2. Increase public awareness of MISC’s work and engage the public in our efforts through coordinated media campaigns.

Performance Measures:

1. Funding is maintained or increases.
2. Number of public contacts increases.
3. Landowner recalcitrance decreases.

Objective 3.1 Discussion

- Both strategies are actively happening. Randy and Brooke want bumper stickers.
- Add a performance measure regarding increased public awareness. Mindy: you can get information from the statewide surveys Christy has been coordinating. Make sure questions that address the Maui issues are being asked.

Industry Participation – Objective 3.2: The nursery and landscape industry are supportive partners.

Strategies:

1. Continue to promote and publicize the Malama i ka Aina award, FY07-09.
2. Develop and implement coqui-free certification program, FY07-08
3. Ongoing participation in industry-related events and associations.

Performance Measures:

1. Public is aware of and support annual award
2. Nurseries and plant providers demonstrate support for frog-free certification program.

Objective 3.2 Discussion

- Add a strategy re: supporting the adoption of the Codes of Conduct by MALP members and a performance measure that they adopt the code.

Education – Objective 3.3: The students of Maui Nui learn about invasive species and how to stop the spread.

Strategies:

1. Conduct educational programs for elementary, high school and college groups.
2. Actively promote implementation of the Hoike curriculum, FY07-09.
3. Develop the Hoike module on invasive species.
4. Continue to develop and implement the “Weed Warriors” program, FY07-09

Performance Measures:

1. Percentage increase in presentations to school groups.
2. Percentage increase in youth involvement in survey and control activities.
3. Percentage increase in recruitment of local youth to MISC positions.

Objective 3.3 Discussion

- Add a statement on fostering an appreciation for the native Hawaiian environment to the overall objective.
- *Strategy #4* – The “Weed Warriors” grant is pau, but we are continuing to offer the program.
- *Measures* – Use numbers of rather than an increase as the measure.

STRENGTHENING OUR CONNECTIONS

GOAL 4: MISC MAINTAINS A FOCUS ON MAUI NUI & CONTRIBUTES TO STATEWIDE NETWORK.

Molokai, Lanai & Kahoolawe – Objective 4.1: Support invasive species efforts on all islands of Maui Nui.

Strategies:

1. Provide financial and administrative and data support for MoMISC operations.
2. Provide training opportunities for MoMISC staff.
3. Prioritize actions for MISC work on all islands.
4. Strengthen the relationship with partners on each island.
5. Increase public awareness of MISC’s activities on each island.

Performance Measures

1. MISC has a regular presence on each island of Maui Nui.
2. MISC has positive working relationship with partners.
3. The public recognizes and supports MISC’s work.

Objective 4.1 Discussion

- *Strategy #1* – Teya: MoMISC now has two full-time and one part-time employee. We recently added a 40% FTE position to assist with outreach and administration. MoMISC also has a dedicated truck beginning this year. We assist them with financial management, data, payroll, etc.
- *Strategy #3* – Teya: we do this annually when we have our other island focus meeting.
- Add a strategy re: exploring the possibility of an on-island presence/position for Lanai.
- *Measure # 2* – Hours worked in cooperation with partner agencies.
- *Measure # 3* – Pat: how do we measure this? It is hard to quantify.

ISCs & CGAPS – Objective 4.2: Support statewide efforts to address invasive species.

Strategies:

1. Provide meaningful participation and/or leadership at meetings of the Invasive Species Committees and the Coordinating Group on Alien Pest Species.
2. Develop and foster inter-island exchange of information, including exchange of staff.
3. Identify and work to address barriers to communication among statewide agencies.

Performance Measures

1. MISC is valued as an active participant among the ISCs and CGAPS members.
2. Enhanced consistency among island programs. Enhanced understanding among staff of invasive species issues.
3. Increased agency cooperation.

Objective 4.2 Discussion

- Add a performance measure regarding the presence and participation of partners at MISC meetings.

GOAL 5: MISC HAS ADEQUATE AND STABLE FUNDING RESOURCES.

Financial Stability – Objective 5.1: Improve long-term financial stability while maintaining or increasing current level of funding.

Strategies:

1. Maintain positive relationship with current funding agencies by providing meaningful assessment of progress to date.
2. Aggressively seek out diversified sources of funding, including other public, private and nonprofit sources, FY06-09.
3. Resolve non-profit organization status, FY06.

Performance Measures

1. Funding from current sources maintained or increased through FY10.
2. New sources of funding secured
3. Endowment fund created by FY09.

Objective 5.1 Discussion

- *Strategy #3* – delete. Tri-Isle continues to meet our needs and is now accepting donations for us.
- Add a strategy on evaluating shared function across ICSs – administrative, data, and outreach functions.
- *Measure #3* – Nathan: Hawaii Community Foundation can set up endowments. We are exploring this.

Fiscal Planning – Objective 5.2: Budgets are based on operational need.

Strategies:

1. Prepare annual and long-term budgets based on estimated cost per target species.

Performance Measures

1. Enhanced understanding of control costs for each target species supports decision-making process.

Fiscal Responsibility – Objective 5.3: Resources are used efficiently and fiscal accountability is high.

Strategies:

1. Annually review operating budget to identify and implement potential cost-cutting measures.
2. Expenditures are thoroughly and accurately tracked and reported.

Performance Measures

1. Cost-cutting measures are implemented where feasible.
2. Funders and partners report satisfaction with fiscal accounting.

Partnerships – Objective 5.4: Acknowledge and utilize the contributions of our partners.

Strategies:

1. Annually celebrate the strength and contributions of our partners.
2. Identify potentially untapped resources within our partners.

Performance Measures:

1. Enhanced sense of contribution among partners.

Objective 5.4 Discussion

- This objective will be moved up and become #4.3.

BUILDING A WORKFORCE TO ACHIEVE OUR VISION

GOAL 6: MISC IS A REWARDING WORKPLACE

Retention – Objective 6.1: Improve employee retention.

Strategies:

1. Improve communication among all aspects of program.
2. Ensure salary structure is competitive.

Performance Measures:

1. Duration of employment increases.
2. Enhanced sense of connection among all staff members.

Professional Development – Objective 6.2: Provide meaningful opportunities for personal and professional growth.

Strategies:

1. Provide training to augment staff ability and interests.
2. Promote individual responsibility for species-based research and analysis.
3. Provide opportunities for cross-training with partner agencies.

Performance Measures:

Objective 6.2 Discussion

- *Strategy #1* - Teya: native species education/experience is important for our crew. Pat: let me know when you want to schedule Waikamoi trips
- Add a strategy re: providing opportunities for advancement. This includes moving staff into different roles within MISC.

Local Recruitment-Objective 6.3: Enhance recruitment of workforce from local communities.

Strategies

1. Increase career networking with local high schools, Maui Community College, FY08-09.
2. Develop intern program by exploring opportunities such as the UH-HIP program, AmeriCorps, and YCC, FY07-09.
3. Strengthen MISC's relationship with the University of Hawaii by exploring possible joint research possibilities, FY08-09.

Performance Measures

1. Percentage of crewmembers hired from local communities increases.
2. Number of internships increases.

EVALUATION

- Teya: has this been worthwhile? Randy: you laid things out really well. Lloyd: it was very worthwhile to be here. I am impressed, you are on the right track.

NEXT STEPS / TIMEFRAME

- Teya: I will send the plan out for formal review with a timeline. We hope to be able to adopt it at the next regular meeting.

NEXT MEETING

- June 8, 2007 from 9am to noon, Topic = Vertebrates