

My name is Sue Salveson. I was a co-worker and friend of Jay's for many years. Thank you Jane for tasking me to speak in honor of Jay and participate in this celebration of his life.

Jane, Sarah, Jason and other family members; I hope you take some comfort in looking around this room and how it is filled with people who knew Jay, respected him as a man of integrity, honor, and dedication to whatever he put his mind to. Jay will not be forgotten by all us of here and many more who could not join us here today.

I first met Jay and Jane in 1985 when they moved to Juneau. I had left National Marine Fisheries Service to stay home with my small children and Jay was hired to take my place. I knew immediately the feds had snagged a good one! Several years later when I returned to NMFS, Jay and I began a long partnership and friendship working together in fisheries management.

Jay and I got to know each others working habits intimately given we shared adjacent offices for over 20 years. I would like to share with you several aspects of Jay's dedication as a federal employee and fishery manager that give an insight to the man he was. First, Jay never stopped learning and communicating knowledge; I think he was an academic at heart. He enjoyed mentoring employees and sharing knowledge and providing guidance with university students interested in the field of marine resource management. He took the time to listen, encourage, guide, and explain complicated issues in a manner that could be easily understood.

Jay was a leader and expert in a type of fishery management called limited entry and quota share programs. These concepts involved limiting access to fishery resources only to persons who met certain qualifications and generally result in reducing the number of fishery participants so that resources could be harvested in a safer more economic manner as well as allow consumer access to fresh fish for a longer period of time during a fishing year. If you want to understand more about these programs, you can read one of Jay's published papers on the issue! These programs are not always popular because there are winners and losers--all of whom likely talked to Jay on the phone! But Jay's role in the successful implementation of a very successful quota share program for the Alaska halibut and sablefish fishery was a highpoint in his career as well as for NMFS. I have to honestly say that each time I buy fresh halibut or sablefish that now is available for over 8 months of the year, I think of Jay who helped make this possible for many of us.

Many academic and fishery professionals recognize Jay as a national and international leader with expertise in these types of programs. As many of you know, the University of Washington created the "Jay Ginter Memorial Scholarship Fund" in Jay's honor. Dr. Dave Fluharty spearheaded this endeavor and wrote an essay he shared with Jane and others as a contribution to today's celebration of Jay's life. I would like read to you a few excerpts from Dr. Fluharty's letter:

"Jay was always at the forefront of the fisheries issues of the day but in a way that did not draw attention to his person. His attention was to the issue at hand and how to resolve it in a clever, fair and long-term sustainable manner. I am privileged to be one, among many colleagues, stakeholders, process participants, questioning researchers, resource managers, who benefitted greatly from Jay's knowledge, persistence, equanimity, optimism and general good cheer as we all fought to improve fisheries management. Jay was a trusted advisor when I was first appointed to the North Pacific Fishery Management Council and he remained so through my full nine-year membership.

It is in Alaska where Jay's sustained professional engagement produced significant

progress in fisheries management. Jay was never an overt advocate of programs he might personally have endorsed but through his thoughtful explanations, neutral examination of consequences of one policy or another he was able to engage all parties in thinking about what was the appropriate long-term policy. In this regard, Jay is perhaps best known and respected for his roles in the development of the halibut/sablefish IFQ program and the Community Development Quota system in Alaska. No, Jay did not invent the concepts -- others did that. Jay made them work. His constant availability to all parties in these issues ensured that participants understood the regulatory consequences of what they were thinking to do. Jay's interests in these programs led him to develop and publish a widely cited paper in 1995 in the prominent peer review journal *Ocean and Coastal Management* that revealed the details of these Alaska programs to an international audience. Jay's national and international renown was expanding although he would not admit or acknowledge it. Needless to say, there are very few NMFS administrative employees who take the responsibility to explain in international peer journals about innovations in fisheries management occurring in Alaska.

Dave goes on to remind us of numerous other professional contributions Jay made both in collaboration with other UW faculty as well as individually. He concludes with this statement:

“Thus, as Jay passes the torch to another generation of University of Washington graduates and all of us, I would call attention to his career and to the opportunity to be inspired by one of our own whose persistence, intellect, commitment to detail and ability to relate civilly to diverse interests and issues has made an enormous difference in Alaska, to the nation and to international deliberations.”

Thank you Dave Fluharty for your contribution to this celebration of Jay's life and I know you wish you could be here today with us.

As Dave mentioned, Jay always made time in his busy day to talk with members of the public on the phone, in person, by e-mail. Most of us probably have had less than satisfying experiences trying to have an effective conversation with someone in a state or federal bureaucracy. But, if someone was fortunate enough to have Jay on the other end of the phone, they received his time, good information and candid guidance. People who have worked closely with Jay over the years often fall back on the word “gentleman” to describe him. They even go so far to say he was always calm, never lost his temper or got upset. I believe that to be the case 99 percent of the time, but remember, I lived next door to Jay for 20 years. Every now and then some situation went just too far for this patient gentleman and he let it fly but always in a professional respectful manner and he never ever used cuss words--probably the lady next door to him used enough for both of us. Of course, Jay's dedication to meeting the needs of the public, or to NMFS staff dependent on him for guidance often meant that he worked long hours to clear off other demanding workload sitting on his desk.

Jay's sense of dedication to meeting these obligations meant he worked evenings and on weekends. He and I talked about the toll this level of dedication can take on domestic tranquility and after these conversations we might both try to rebalance our lives a bit. I don't think either of us were very successful at that, but at least we were often able to enjoy late hour conversations and opportunity to vent, wail, problem solve, and wax eloquent on all the problems facing with federal fisheries management. I will always cherish those conversations and the experienced perspective Jay provided me. Jane told me earlier this week that out of frustration, she got Jay to commit to limiting his late night work hours to only 4 nights a week and only one day each weekend. She suspects he agreed to those conditions not fully capturing the fact Jane was laying them out in jest knowing full well

that attempts to throttle him back would likely not be successful. Even during these past three years when Jay was tired from chemotherapy and other cancer treatment, he still would show up at the office. Several of us would stand at his door at the end of day with his coat and boots in hand to chauffer him out the door. We weren't always successful.

Last, Jay was a good friend. We could talk about our similar trials and tribulations in both our professional and personal lives. He took on the challenge of his illness with incredible courage and fortitude and frequently expressed to me his gratitude and love for his family. Jay was realistic about his illness but did not dwell on the fact that his time here was likely going to be limited to some unknown extent. Instead, he and Jane made the most of each day and took steps toward exciting plans for the future. Although those plans were truncated, I think we all can be reminded by Jay's courage, and the love between he and Jane, that life is good and precious, but not always fair. To not take our time here for granted--make each day count, even in the smallest of ways.

Jane, Sarah and Jason, thank you for sharing your husband and Dad over the years he worked for NMFS. I miss Jay and like many of us in this room, will think of him often.