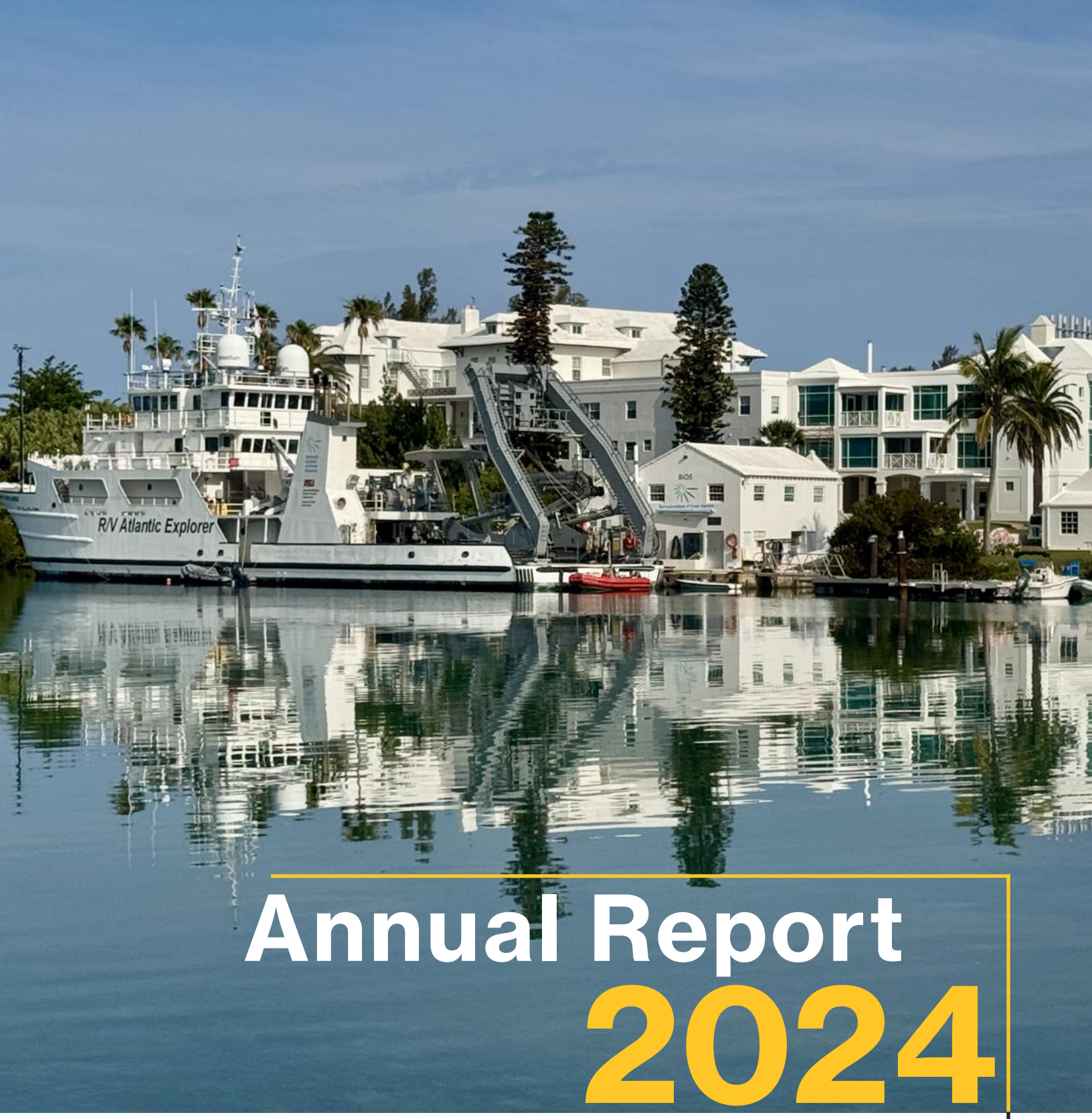


Annual Report 2024

Bermuda Institute of Ocean Sciences

Julie Ann Wrigley Global Futures Laboratory
Arizona State University

Letter from the Chair 2024

Dear colleagues and friends,

I am pleased to provide an annual update on our activities and accomplishments throughout 2024. This has been a year marked by steady progress, successful planning, and growth in both our research and academic offerings. As we continue to develop our integration with Arizona State University, including ASU's Global Futures Laboratory and School of Ocean Futures, we remain committed to our mission of excellence in research, education, and community engagement.

Research

In terms of faculty and academic development, we continued to strengthen our team of research staff to ensure our work addresses critical scientific questions and advances our mission through deep expertise. By investing in our team, we enhanced our collective knowledge base, fostered interdisciplinary collaboration, and increased our capacity to pursue innovative and impactful research. At the end of the year R/V Atlantic Explorer commenced scheduled maintenance at the shipyard in Jacksonville, Florida. We are pleased to report that the vessel passed all American Bureau of Shipping and U.S. Coast Guard inspections without the need for follow-up, with the next scheduled dry dock in early 2027. The vessel's operational outlook remains strong, with 208 operating days in 2024, and a projected 223 days in 2025, and 218 days in 2026. The NSF continues to serve as our primary funding partner with additional operational support funded by the BIOS-SCOPE project.

Education

Our course and program offerings have continued to grow. During summer, we offered Research Diving Methods and Coral Reef Ecology courses to 35 international students. The Fall Semester Program in Marine Biology attracted 16 students, with participants joining us from the University of Rhode Island and Roger Williams University in the U.S., and Dalhousie University in Canada. These courses have now been incorporated into the School of Ocean Futures' curriculum at ASU, and moving forward, we anticipate increased awareness and participation from ASU students.

Our internship and fellowship programs remain robust. We supported 42 international and local interns in 2024, including eight participants in the distinguished National Science Foundation Research Experiences for Undergraduates (REU) program, with one of these REU students from ASU. Further, nine local students joined our labs as interns under the mentorship of faculty and scientific staff through the Bermuda Program. Our internships successfully provided cross-disciplinary training in oceanographic and atmospheric sciences, immersing participants in research across field and laboratory settings.

Ocean Academy's K-12 outreach program continued to reach large numbers of local students and provide meaningful educational experiences. In 2024, 2,479 students and teachers participated in Ocean Academy, with 58% coming from Bermuda's public schools. Ocean Academy successfully equipped Bermuda's students and educators with the skills and knowledge necessary to thrive in an ever-evolving world. By leveraging the expertise of our researchers, Ocean Academy provided transformative learning experiences that bridged local challenges with global opportunities.

Community

Our efforts to strengthen community engagement and visibility culminated in a highly successful World Ocean Day Open House on June 8, following a Science Symposium and Reception on June 7. These events were guided by the Board's vision to celebrate our past, present, and future, and to introduce our community to the exciting opportunities ahead under the ASU BIOS partnership.

After year-end, we had the opportunity to honor and thank Bill Curry for his remarkable leadership as CEO. Our institution, the global marine science and education community, and Bermuda at large are deeply grateful to Bill for his dedication and vision. He guided us toward new opportunities, safeguarded our financial health, and fostered professional, educational, and scientific advancement.

As Chair, I am proud of the progress we have made. I remain grateful for the dedicated work of our staff, faculty, students, partners and colleagues at ASU, and for the ongoing support and commitment of our friends in the community. Thank you for your continued support and engagement. Together, we are shaping a dynamic and resilient future for ocean science research, education, and outreach.

Stephen Weinstein, Board of Trustees

Research Highlights

photo by stacy peltier

Year in review 2024

Ground Truthing for NASA

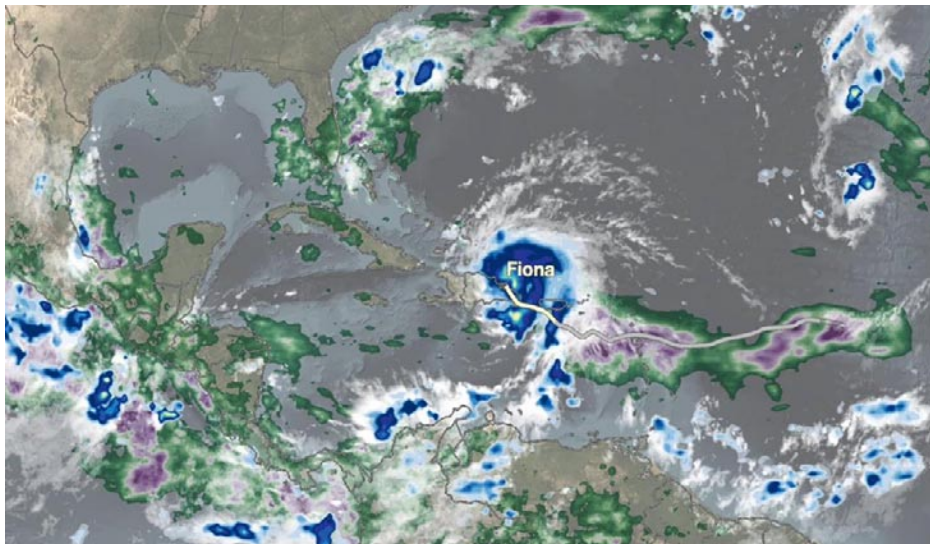
Researchers Selected to Validate Satellite Measurements of Plankton and Ocean Illuminance

NASA selected ASU BIOS to help validate satellite data from the upcoming PACE (Plankton, Aerosol, Cloud, ocean Ecosystem) mission, launching in July 2025. The project will advance understanding of ocean ecosystems, carbon cycling, and climate impacts. ASU BIOS teams will analyze plankton and ocean optics to ground-truth satellite observations, integrating this work with ongoing BATS research.

New Collaborative Rhizaria Research Project Underway

A new three-year, NSF-funded study is investigating the role of Rhizaria, a diverse group of single-celled marine organisms, in nutrient-poor ocean regions like the Sargasso Sea.

Using samples from the BATS site and advanced imaging tools like a FlowCam, the project aims to improve understanding of Rhizaria's contribution to carbon and nutrient cycling in the deep ocean, helping to fill key gaps in global biogeochemical models.



Bermuda Hurricane Model Expands to the Caribbean

Mark Guishard and colleagues are expanding research on how upper ocean heat affects hurricane intensity near Bermuda, building on Samantha Hallam's 2019 internship. Their earlier work led to the TOPIM (Tropical Cyclone Ocean-coupled Potential Intensity Model) model, which uses ocean heat content down to 50m to better predict storm strength. With new funding from Ireland's overseas development program, they are now adapting TOPIM for use in Caribbean Small Island Developing States.

Krill Provide Insights Into How Marine Species Can Adapt to Warmer Waters

An international study co-authored by zooplankton ecologist Leo Blanco-Bercial and published in *Nature Communications* reveals that Northern krill possess a genetically diverse and unusually large genome, six-times the size of the human genome, which enables them to adapt to both cold and warm ocean environments. Key findings highlight Scandinavian fjord populations as potential genetic "hot spots" for future climate adaptation. The research emphasizes the role of light sensitivity, not just temperature, in shaping species distributions under change, and underscores the importance of conserving genetic diversity to protect marine ecosystems.

2024 Year in review

Hydrostation ‘S’ Turns 70

Located southeast of Bermuda, Hydrostation ‘S’ — a set of unmarked geographic coordinates (32 degrees 10 minutes North, 64 degrees 30 minutes West) has yielded measurements of temperature, dissolved oxygen, salinity and other parameters every two weeks for seven decades.

We marked the 70th anniversary of Hydrostation ‘S’, the world’s longest-running open-ocean time-series, which has provided critical insights into ocean warming and climate change since 1954. Located off Bermuda, the station has yielded biweekly measurements of temperature, salinity, oxygen, and other key ocean parameters. Data show that the upper ocean is now over 1°C warmer than 40 years ago and reveal significant changes in pH, salinity, oxygen levels, and the ocean carbon cycle. These long-term records, foundational to over 600 scientific publications, continue to shape global understanding of climate impacts on ocean biology and chemistry.

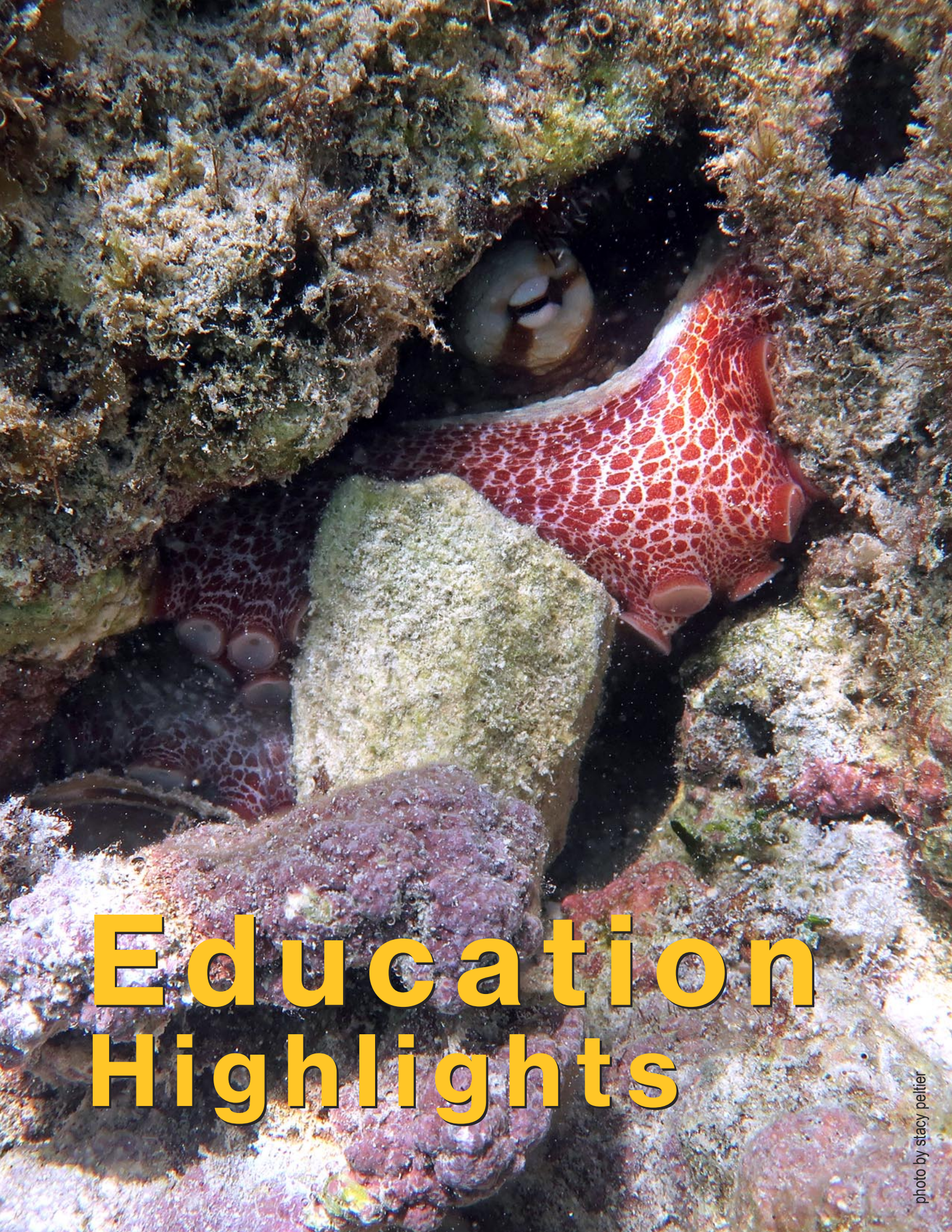
Beyond research, Hydrostation ‘S’ serves as a training ground for students, offering their first hands-on ocean science experiences and inspiring future marine scientists.

eDNA at Sea: New Grant Fuels Biodiversity Research on M/V Oleander

Tim Noyes received the 2024 Cawthorn Innovation Fund grant to study marine biodiversity using environmental DNA (eDNA) metabarcoding aboard the M/V Oleander III. In collaboration with Steve Saul (ASU) and Magdalena Andres (WHOI), Noyes will deploy the RoCSI eDNA Sampler — its first shipboard use — to collect DNA across North Atlantic. Integrated with existing oceanographic tools, the project will link biodiversity to currents and temperatures, expanding the Oleander Project’s research capacity and advancing regional biodiversity monitoring.

Helping Corals Thrive in Warmer Waters: New Study Explores the Value of Artificial Upwelling

A three-year study seeks to evaluate the potential of artificial upwelling and identify depth and intensity scenarios that mitigate coral bleaching effectively with minimal risk of unwanted side effects.



Education Highlights

photo by stacy peltier

james doughty

BIOS celebrates World Ocean Day with an Open House and announces new scholarship and pathway opportunities for Bermudian students

On June 7th and 8th, we marked **World Ocean Day and 120+ years of marine research** with a symposium, community reception, and open house. The symposium brought together scientists, policymakers, community leaders, and corporate partners to highlight innovations in marine science and the role of ocean research in addressing climate change. At the open house, the public toured the R/V Atlantic Explorer, engaged with interactive exhibits, and connected with researchers to learn about our programs.

Bermuda College signs agreement with ASU

The pathways and scholarships support Bermudians joining ASU in a number of different modalities – online, in-person 'immersion' and hybrid.

The opportunities offer access to ASU's entire catalogue of study: 400+ degree programs in person and 300+ degree programs online.

ASU offers scholarships for Bermudian students

Scholarships are available for Bermudians to study in-person at one of ASU's campuses, or remotely via online learning.

The ASU Bermuda Tuition Scholarship program offers five full-tuition scholarships per year for Bermudian students.

To apply visit: tuition.asu.edu/financial-aid/asu-bermuda-scholarships

ASU offers degrees to shape thriving ocean futures

Students have access to multiple experiential learning opportunities at BIOS and our courses in coral reef ecology, marine invertebrate zoology and scientific diving methods have been integrated into ASU's curriculum

Four new ocean-focused degree programs within the College of Global Futures — a Bachelor of Science in ocean futures, a Bachelor of Science in ocean futures with a concentration in coastal and marine sciences, an online Master of Science in coastal and marine science and management, and a PhD in ocean futures.

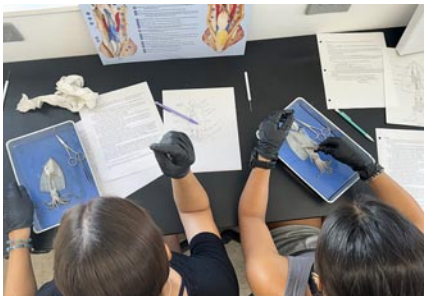
2024 Year in review

University Programs hosted a total of 84 students in 2024

Three courses were hosted in 2024 offering hands-on experience in:

- **Coral Reef Ecology: Functional Ecology of Coral Reefs Summer Course**
- **Research Diving Methods Summer Course**
- **Fall Semester Program in Marine Biology**

Summer



Each summer our courses for undergraduate and graduate students draw on the expertise of faculty and visiting scientists. These courses give participants the chance to explore marine science topics not typically offered at their home institutions, with each combining lectures, laboratory work, and field components for hands-on experience.

This summer featured a three-week Research Diving Methods course that combined theoretical instruction with open-water SCUBA training. Students gained practical skills in navigation, search and recovery, rescue diving, lift bag use, and mapping, while applying research techniques through underwater fieldwork. Activities included coral community and health surveys, coral recruitment monitoring, reef fish counts, seagrass assessments, restoration practices such as underwater cementing, blue-water diving to study plankton, and marine archaeology.

Fall

Fall Semester program students from the University of Rhode Island and Roger Williams University spent 15 weeks studying marine science over four disciplines.

Offering an ideal experiential learning environment, courses encouraged students to explore a variety of pathways in marine science while gaining hands-on experience in the field. Along with traditional lectures and laboratory sessions, easily accessible and diverse marine habitats allowed students to partake in frequent and informative field trips across the island. This program showcased what it's like to live and work at an active research station, interacting with leading scientists in the field, on a sub-tropical island.

Oxford University Field Course

In July, ten final-year Oxford University students spent a week in Bermuda for their annual marine and geology field trip.

Highlights included practicing sampling techniques at Blue Hole and joining a 24-hour Hydrostation 'S' cruise aboard the R/V Atlantic Explorer, where students assisted with CTD sampling 25 km off Bermuda's South Shore. The experience provided hands-on training alongside ASU BIOS researchers while celebrating Hydrostation 'S'— the world's longest-running dataset of its kind, now in its 70th year.

Black Girls Dive study abroad

Founded in 2017, Black Girls Dive Foundation empowers young girls and women in STEM and environmental stewardship.

Nine scholars and five educators joined a week-long field course in Bermuda, exploring coral reefs, shipwrecks, robotics, microplastic sampling, and VR wildlife tagging, an experience that proved transformative for participants, sparking new academic interests and fostering a strong sense of community.

Year in review 2024

230 middle-school students successfully complete Ocean Academy's Climate Classroom

The Climate Classroom returned to the station this spring, engaging students from across Bermuda in an immersive, gamified program on climate change. With exclusive donor support from HSBC, the program combined hands-on STEM activities, extended reality (XR), and student-led data collection to explore the impacts of climate change on marine ecosystems and Bermuda's coastlines, while also introducing students to future careers in ocean science.

Empowering the next generation of engineers: students tackle ROV design and environmental challenges

Innovation for the Environment program hosted a successful week-long session for students ages 14–17, who designed, built, and deployed ROVs (remotely operated vehicles) while tackling challenges that encouraged innovation and creative problem-solving.

Robotics program inspires two scholars

Guyen Bean (Bermuda Institute) and Zahari Burgess (The Berkeley Institute) interned with visiting professor Dr. Brennan Phillips, gaining hands-on experience in underwater robotics, coding, and engineering. Their internships, inspired by the Innovations for the Environment Program, opened pathways to future studies — Guyen in theology and analytical chemistry, and Zahari in mechanical or aerospace engineering.

Ocean Academy

Local education and outreach programs

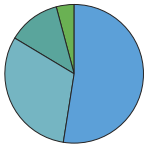
2,479 students and teachers served

2,256 (91% students 223 (9%) teachers

Student Diversity

1,438 (58%) attend public schools

1,240 (50%) female
1,239 (50%) male



1,289 (52%) black
768 (31%) white
297 (12%) mixed
124 (5%) other

$365,000
Awarded in financial aid

10,330 Impact Hours

Ocean Academy has worked with over **25,700 students and educators** since 2010

2024

Education by the numbers

2,917 Students and their educators served
2,640 Students served
277 Educators served
70 Schools, colleges, and universities served
13 Countries students visited from

A total of 42 interns hosted in 2024

- Bermuda Program
- Canadian Associates of BIOS Internships
- Cawthorn Cambridge Intern
- Galbraith/Wardman Fellow
- Lehigh Iacocca International Internship
- Marine Advanced Technology Education (MATE) Internship
- NSF Research Experiences for Undergraduates (REU) Internships
- Princeton University High Meadows Environmental Institute (HMEI) Internship
- Research Internships
- UK Associates of BIOS Internships

Study abroad — Educational Expeditions

354 students & educators hosted

- 300 Students
- 54 Teachers
- 19 Schools, colleges, and universities served

Countries students visited from

- Barbados
- Bermuda
- Canada
- Colombia
- Cuba
- France
- Greece
- Ireland
- Italy
- Turkey
- UK
- USA

Bermuda schools served

- Berkeley Institute
- Bermuda College
- Bermuda High School for Girls
- Bermuda Institute
- CedarBridge Academy
- Dalton E. Tucker Primary School
- Dellwood Middle School
- East End Primary School
- Francis Patton Primary School
- Gilbert Institute
- Harrington Sound Primary School
- Mount Saint Agnes Academy
- Port Royal Primary School
- Prospect Primary School
- Saltus Grammar School
- Sandys Middle School
- Somersfield Academy
- St. George's Preparatory School
- Victor Scott Primary School
- Warwick Academy
- West End Primary School
- West Pembroke Primary School
- Whitney Institute

International schools served

Amity High School
Appalachian State University
Arizona State University
Bancroft Academy
BGDF (High)
Colby College
Dalhousie University
Dartmouth College
Delaware Valley University
Dwight Middle School
East Carolina University
East Lyme High School
Eckerd College
Georgia Institute of Technology
Germantown Friends School
Holy Cross University
Howard Community College
Laval University
Lehigh University
Louisiana State University
Lund University
Marine Research Center, University of Havana
Mass Maritime
Milton Academy
Newark Charter High
Oxford University
Princeton University
Queen's University
Roger Williams University
Souhegan High
Sound High School
University of British Columbia
University of Cambridge
University of Exeter
University of Florida
University of Guam
University of Guelph
University of Hawai‘i at Mānoa
University of Manchester
University of Milan
University of Rhode Island
University of Sheffield
University of Southampton
University of Waterloo
University of Western Ontario
Vernon Middle
Western Washington University

Financial Summary 2024

We are pleased to share the financial statements of the Bermuda Institute of Ocean Sciences. We're grateful to the many funders, both private and public, whose support makes our mission of ocean and atmospheric research and education possible.

In 2024, BIOS achieved significant progress across financial, operational, and integration efforts with Arizona State University.

Integration efforts advanced under Phase II of the Full Integration Plan. Key milestones included the launch of ASU's Workday Human Capital Management, local legal filings for ASU's Bermuda operations, continued reviews of benefits parity, and progress toward tailored health insurance solutions. Operational improvements are underway with hospitality system evaluations and ASU-funded IT upgrades.

- **Operating revenue is derived from research grants and contracts (55%), tuition and fees (5%), and auxiliary enterprises (3%). All other sources of revenue are considered as nonoperating revenues.**
- **Operating expenses include research (53%), instruction (9%), institutional support (18%), operation and maintenance of plant (5%), auxiliary enterprises (2%), academic support (3%), and depreciation (10%).**

Financially, the BIOS Endowment closed FY 2024 at $14.8M, reflecting an 8.89% return and $1.3M growth. While early 2025 volatility affected markets, new investment distribution policies will align with market trends and inflation.

Operationally, the NSF Cooperative Agreement for Ship Operations was renewed with a $24.8M five-year award, including $4.4M for FY 2025 and $2M for shipyard costs. A new five-year Ship Tech award was also secured.

Compliance programs advanced with the implementation of Bermuda's Personal Information Protection Act (PIPA), including appointment of a Privacy Officer, legal guidance, staff training, and ongoing risk assessments.

With more than 120 years of oceanographic research, we remain strongly positioned through global partnerships, interdisciplinary research, and continued integration planning to ensure long-term success.

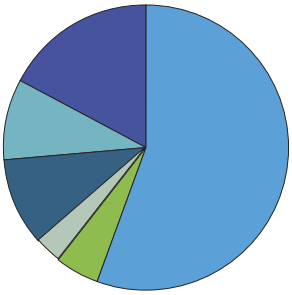
Victoria Millett
CPA,Treasurer, and Controller

Summary Financial Highlights

December 31, 2024

REVENUES & SUPPORT

Operating revenue is derived from research grants and contracts (**55%**), tuition and fees (**5%**), and auxiliary enterprises (**3%**). All other sources of revenue are considered as nonoperating revenues.

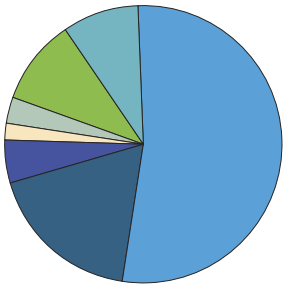


$18,201,140
Total revenue

- 55% Research Grants & Contracts **$10,008,748**
- 5% Tuition and Fees **$861,422**
- 3% Auxiliary Enterprises **$573,127**
- 10% Contributions **$1,887,812**
- 9% Investment Return **$1,710,038**
- 17% Affiliation & Services Revenues **$3,106,188**

EXPENSES

Operating expenses include research (**53%**), instruction (**9%**), institutional support (**18%**), operation and maintenance of plant (**5%**), auxiliary enterprises (**2%**), academic support (**3%**), and depreciation (**10%**). All other expenses are considered nonoperating.



$18,091,811
Total expense

- 53% Research **$9,528,664**
- 18% Institutional Support **$3,248,429**
- 9% Instruction **$1,702,397**
- 5% Operation & Maintenance **$991,094**
- 3% Academic Support **$494,546**
- 2% Auxiliary Enterprises **$273,234**
- 10% Depreciation **$1,759,995**

Summary Financial Highlights

December 31, 2024

Statements of Net Position

	2024	2023
Assets		
Current assets	$ 5,618,757	$ 6,792,060
Noncurrent assets	23,934,441	21,946,350
Capital assets, net	13,298,539	13,873,914
Total Assets	**42,851,737**	**42,612,324**
Liabilities		
Current liabilities	1,619,897	1,417,630
Noncurrent long-term obligations	668,122	740,305
Total Liabilities	**2,288,018**	**2,157,935**
Net Position		
Net Investment in capital assets	12,558,235	13,066,626
Restricted:		
Nonexpendable	10,248,216	10,222,241
Expendable	11,662,639	13,607,011
Unrestricted	6,094,629	3,558,511
Total Net Position	**$ 40,563,719**	**$ 40,454,389**

Statements of Revenues, Expenses and Changes in Net Position

Operating Revenues		
Research grants and contracts	$ $10,008,748	$ 10,308,528
Tuition and fees	861,422	1,049,871
Auxiliary enterprises	573,127	575,861
Total operating revenues	**11,443,296**	**11,934,260**
Operating Expenses	**17,998,357**	**16,987,471**
Operating Loss	(6,555,061)	(5,053,211)
Total nonoperating revenues	6,757,843	7,022,137
Total nonoperating expenses	(93,453)	(104,961)
Change in Net Position	**109,329**	**1,863,965**
Net Position		
Net position at beginning of the year	**40,454,389**	**38,590,425**
Net position at end of the year	**$ 40,563,719**	**$ 40,454,389**

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Antar Smith
Network and Systems
Administrator

Kenneth Trott
Truck/Bus Driver

LeeAnn Tuzo
Accounts Payable Clerk

Gregory Wade
General Maintenance

Kwe'shon Woods-Hollis
Small Boats, Docks Supervisor

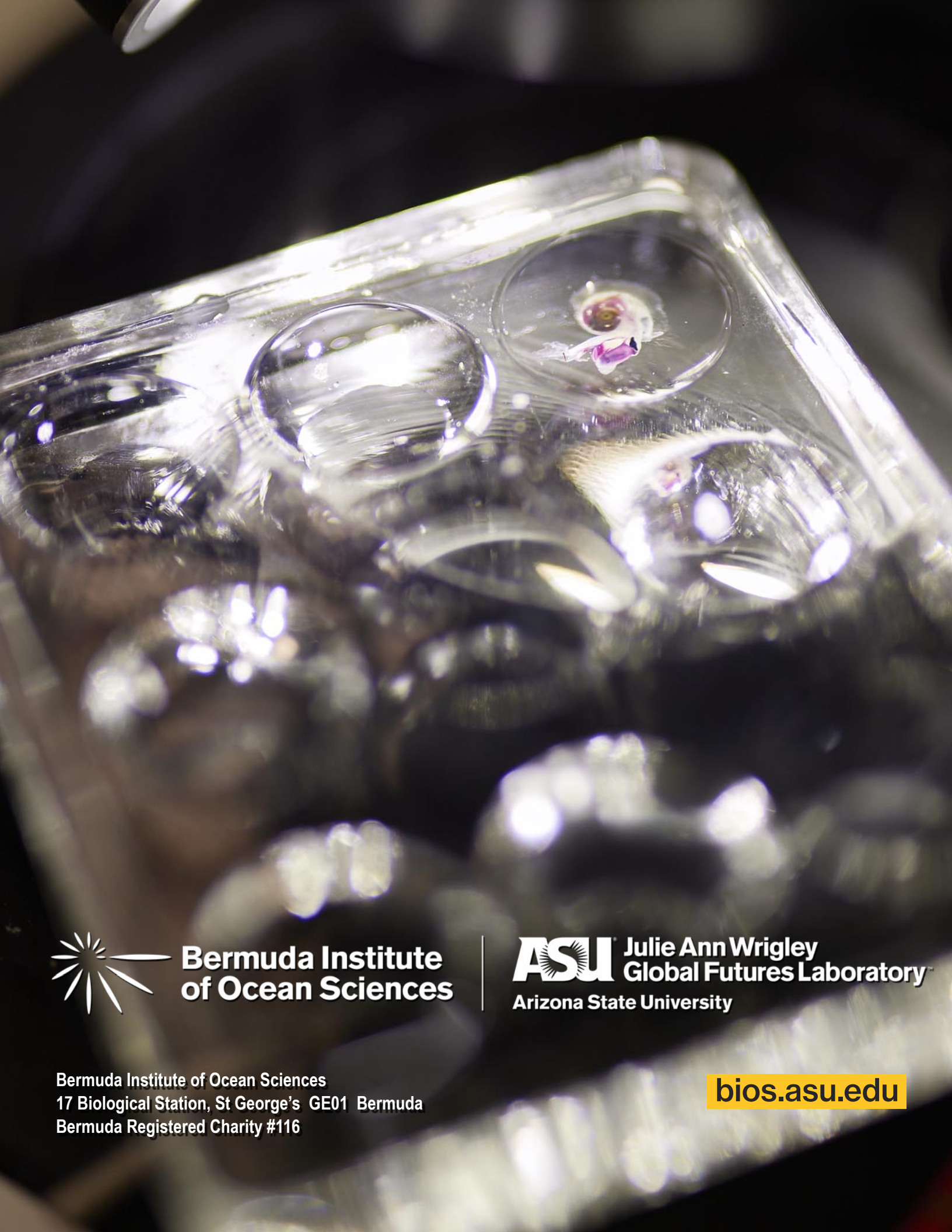
Advancement, Marketing, and Communications

Rosemarie McMahon, PhD
Director of Advancement

Tiffany Wardman
Marketing and Communications

Brittany Siddle
Content and Administration
Assistant

Khala Wolffe
Development Officer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