

# **The Aquatic Plant Management Society**



## **Midyear Board Meeting Providence, RI February 4, 2025 In-person & virtual**

**08:00 AM – 5:00 PM Eastern Time (US and Canada)**

**Microsoft Teams Link for Virtual Participation:**

**[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ZmVkOGQ1NzMtNDJiZi00MDMyLThhOWUtZDRkNTZmMTI1Mzhj%40thread.v2/0?context=%7b%22Tid%22%3a%228bc97f9a-ea86-472e-8ab7-19db58c4c8af%22%2c%22Oid%22%3a%222c74d03c-fa82-45e0-addd-ecd32641ca6a%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZmVkOGQ1NzMtNDJiZi00MDMyLThhOWUtZDRkNTZmMTI1Mzhj%40thread.v2/0?context=%7b%22Tid%22%3a%228bc97f9a-ea86-472e-8ab7-19db58c4c8af%22%2c%22Oid%22%3a%222c74d03c-fa82-45e0-addd-ecd32641ca6a%22%7d)**

## APMS Board Book – Feb. 2025

Table of Contents	Chair/Contact	Noticed?	Received?
Board Book Cover	MacDonald	--	yes
Contents	MacDonald	--	yes
Agenda	Slade	--	yes
BOD Chairs & Contact Info	MacDonald	--	yes
<b>Minutes</b>			
Approved	Giannotti	yes	none
Draft	Giannotti	yes	yes
<b>Officer Reports</b>			
President	Slade	yes	At meeting
Secretary	MacDonald	yes	yes
Treasurer	Nawrocki	yes	yes
Editor	Leon	yes	no
<b>Committee Reports</b>			
Awards	Wersal	yes	yes
Bylaws	Hyde	yes	yes
Education/Outreach/Website	Wixom	yes	yes
Exhibits	Jones	yes	no
Finance	Fuhrman	yes	yes
Meeting Planning	Warmuth	yes	no
Membership	Johnson	yes	yes
Nominating	Ferrell	yes	yes
Past Presidents' Advisory	Ferrell	yes	no
Program	Gettys	yes	yes
Proposal Review	Ferrell	yes	no
Regional Chapters	Turnage/Greer	yes	no
Strategic Planning	Heilman	yes	yes
Student Affairs	Howell	yes	yes
<b>Special Representatives</b>			
AERF	Layne	yes	no
BASS	Slade	yes	yes

	<b>CAST</b>	Turnage	yes	yes
	<b>NALMS</b>	McNabb	yes	no
	<b>RISE</b>	Johnson	yes	no
	<b>WOA</b>	Kay	yes	no
	<b>WSSA</b>	Howell	yes	no
	<b>Science Policy</b>	Van Wychen	yes	yes
<b>AdHoc Committee for</b>				
<b>Conduct</b>		Goldsby	yes	yes

## AGENDA

**APMS Midwinter Board Meeting  
Omni Providence Hotel  
1 W Exchange Street  
Providence, RI 02903**

**Tuesday February 4, 2025 – 9:00 am to 5:00 pm, Eastern**

Microsoft Teams Link for Virtual Participation:

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ZmVkOGQ1NzMtNDJiZi00MDMyLTlhOWUtZDRkNTZmMTI1Mzhj%40thread.v2/0?context=%7b%22Tid%22%3a%228bc97f9a-ea86-472e-8ab7-19db58c4c8af%22%2c%22Oid%22%3a%222c74d03c-fa82-45e0-addd-ecd32641ca6a%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZmVkOGQ1NzMtNDJiZi00MDMyLTlhOWUtZDRkNTZmMTI1Mzhj%40thread.v2/0?context=%7b%22Tid%22%3a%228bc97f9a-ea86-472e-8ab7-19db58c4c8af%22%2c%22Oid%22%3a%222c74d03c-fa82-45e0-addd-ecd32641ca6a%22%7d)

**8:00 – 9:00 Breakfast**

**9:00 – CALL TO ORDER**

**Approval of Minutes** - Available online at <https://apms.org/member-login/>

**REPORT OF THE PRESIDENT** – Jeremy Slade

**REPORT OF THE SECRETARY** – Greg MacDonald

**REPORT OF THE TREASURER** – Justin Nawrocki

**REPORT OF THE EDITOR** – Ramon Leon

### **COMMITTEE REPORTS –**

Awards – Ryan Wersal  
Bylaws and Resolutions – Shaun Hyde  
Education and Outreach/Website – Sonja Wixom  
Exhibits and Sponsorship – Dean Jones  
Finance – Andy Fuhrman  
Meeting Planning – Tom Warmuth  
Membership – Matt Johnson  
Nominating – Jay Ferrell  
Past President's Advisory – Jay Ferrell  
Program – Lyn Gettys  
Proposal Review – Jay Ferrell  
Regional Chapters – Gray Turnage & Michael Greer  
Strategic Planning – Mark Heilman  
Student Affairs – Andrew Howell & Corrina Vuillequez

### **SPECIAL REPRESENTATIVE REPORTS –**

AERF – Carlton Layne  
BASS – Jeremy Slade  
CAST – Gray Turnage  
NALMS – Terry McNabb  
RISE – Matt Johnson  
Women of Aquatics – Amy Kay  
WSSA – Andrew Howell



Science Policy Director – Lee VanWychen

**OLD BUSINESS**

- APMS Exhibit Banners – approved design and budget – Ferris/Slade provide update from FAPMS
- Nomination confirmation (special membership vote) for Ramon Leon as APMS Editor for another term (this was inadvertently left off of the Annual Business Meeting Agenda at the July 2024 Annual Meeting) – **Email sent to membership September 9, 2024. Motion “passed”**
- Tasks from Pre- and Conference Board of Directors Meetings – July 2024
- WSSA Meeting Abstract Portal – Lyn Gettys

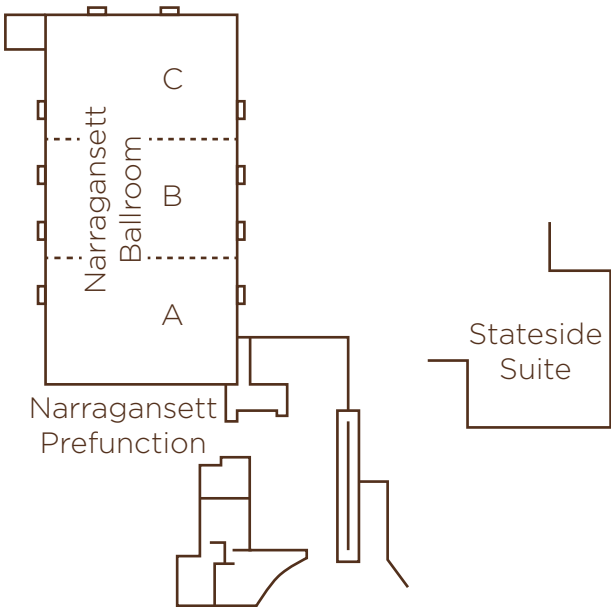
**NEW BUSINESS**

- APMS Social Media Coordinator – open position – solicitation
- MDN GSRG Co-sponsored offering with APMS regional chapter(s)

**ADJOURN**



# *Providence Ground Floor*



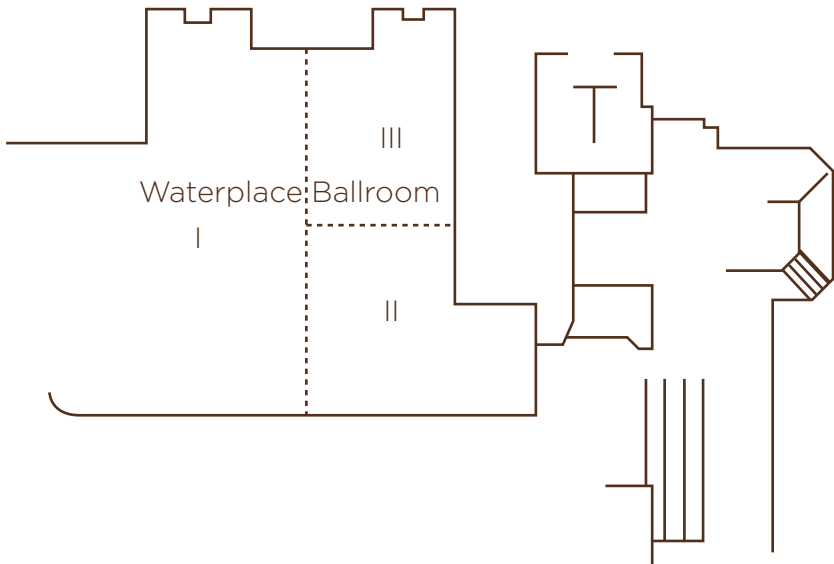
# *Providence Rotunda*



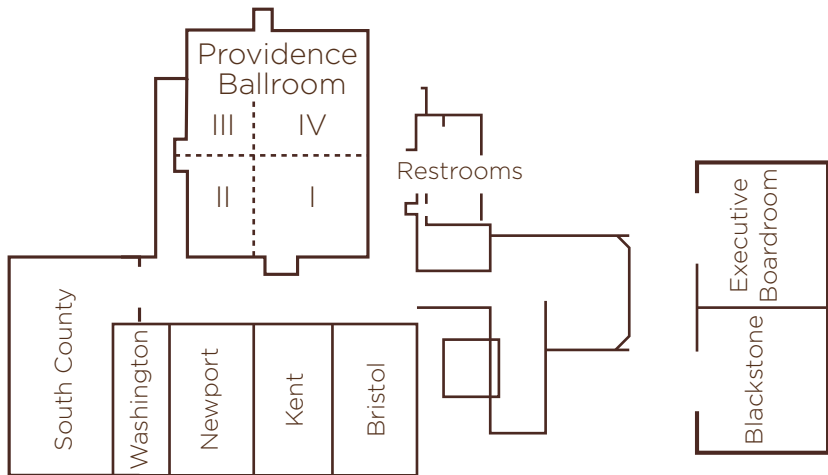
A floor plan diagram of the Providence Rotunda Room. The room is rectangular with a brown border. The text "Rotunda Room" is centered in the middle. The top wall has two small rectangular protrusions. The left and right walls have four small rectangular protrusions each. The bottom wall has a small rectangular protrusion on the left side.

Rotunda  
Room

*Providence Second Floor*



# *Providence Third Floor*



**The Aquatic Plant Management Society, Inc.**  
**PO Box 754**  
**Holly Springs, NC 27540**  
**[www.apms.org](http://www.apms.org)**

**2024 - 2025 Board, Committee Chairs, and Special Representatives**

**Officers**

**President – Mr. Jeremy Slade**  
SePRO Corporation

**President Elect – Dr. Lyn Gettys**  
University of Florida

**Vice President – Mr. Mike Greer**  
US Army Corps of Engineers

**Immediate Past President - Dr. Jay Ferrell**  
University of Florida

**Secretary – Dr. Greg MacDonald**  
University of Florida

**Treasurer - Dr. Justin Nawrocki**  
UPL NA, Inc.

**Editor - Dr. Ramon Leon**  
North Carolina State University

**Directors**

**Ms. Amy Smagula**  
New Hampshire Department of Natural  
Resources

**Mr. J.J. Ferris**  
Cygnet Enterprises

**Mr. Troy Goldsby**  
Jones Lake Management

**Dr. Gray Turnage**  
Mississippi State University

**Ms. Brittany Chesser**  
Texas A&M University AgriLife Extension

**Mr. Damian Walter**  
USACE-ERDC Walla Walla District

**Student Director**

**Ms. Corrina Vuillequez**  
University of Florida

### 2024 - 2025 Committee Chairs and Special Representatives

<b><u>Committee</u></b>	<b><u>Chair</u></b>	<b><u>Affiliated Societies</u></b>	<b><u>Representative</u></b>
Awards	Ryan Wersal	AERF	Carlton Layne
Bylaws and Resolutions	Shaun Hyde	BASS	Jeremy Slade
Education and Outreach	Sonja Wixom	CAST	Gray Turnage
Exhibits	Dean Jones	NALMS	Terry McNabb
Finance	Andy Fuhrman	RISE	Matt Johnson
Meeting Planning	Tom Warmuth	Women of Aquatics	Amy Kay
Membership	Matt Johnson	WSSA	Andrew Howell
Nominating	Jay Ferrell	Science Policy Director	Lee Van Wychen
Past President's Advisory	Jay Ferrell		
Program	Lyn Gettys		
Proposal Review	Jay Ferrell		
Regional Chapters	Gray Turnage and Michael Greer		
Strategic Planning	Mark Heilman		
Student Affairs	Andrew Howell		

# **THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED**

## **Minutes of the Board of Directors Meeting July 15, 2024 Annual Pre-Conference Board of Directors Meeting In-Person and Virtual Hilton Bayfront St. Petersburg, FL**

The Board of Directors of the Aquatic Plant Management Society, Inc., met on Monday, July 15, 2024, at the Hilton St. Petersburg. Several attendees joined virtually as well. President Jay Ferrell called the meeting to order at 8:29 a.m., Eastern.

Officers and Directors present at roll call or joined shortly thereafter virtually include:

Jay Ferrell, President  
Jeremy Slade, President-Elect  
Lyn Gettys, Vice-President  
Justin Nawrocki, Treasurer  
Amy Giannotti, Secretary  
Ramon Leon, Editor  
Brett Hartis, Past-President  
Toni Pennington, Director  
Matt Johnson, Director  
Troy Goldsby, Director  
Gray Turnage, Director  
Brittany Chesser, Director

Others in attendance during all or portions of the meeting:

Andy Fuhrman, Finance Committee Chair  
Lee Van Wychen, WSSA Science Policy Director  
Mark Heilman, Strategic Planning Committee Chair  
Dean Jones, Exhibits Committee Chair  
Rob Richardson  
Carlton Layne, AERF  
Greg Dahl, WSSA

### **MINUTES AND PRESIDENT'S UPDATE**

After Roll Call and sound checks for virtual attendees, President Ferrell asked Secretary Giannotti to call for a review of and vote on the Minutes included in the Board Book. With a few suggestions to correct typos (change Hartis to Ferrell on pg. 4, place SePRO next to Slade on pg. 8, change Plant to Plan under Exhibits, and change 2023 to 2024 in motion on pg. 13), Ferrell called for a motion to approve the Minutes presented.



*Brett Hartis motioned to approve the Pre-Conference Board Meeting Minutes. Gray Turnage seconded the motion. The motion passed without further discussion or dissent.*

## **TREASURER'S UPDATE**

Treasurer Nawrocki is pleased that APMS now has an upward trend in balances and investments. Although the Society had to dip into the Scholastic Endowment checking account, it was reimbursed when the CD matured (Feb/Mar). As of July 1, MDNGSRG Scholarship balance is \$101,600 so has increased since last year. Now that APMS is 501c3, and has a DR-14, APMS should save money this year and going forward on Meeting expenses. SCAPMS, MSAPMS, and MAPMS have paid into the MDNGSRG so far.

As far as the Annual Meeting expenses are concerned, the Society typically brings in \$120-130K in a good year. Nawrocki emphasizes that better planning in advance is needed.

## **SECRETARY'S UPDATE**

Giannotti shared the planned annual expenses for the Secretary position and reminded the Board that her resignation is effective September 30, 2024. Ferrell said the Nominating Committee will be meeting next week to nominate a new Secretary. **IS THERE ANYTHING ELSE HERE??**  
**CHECK BOARD BOOK.**

## **EDITOR'S UPDATE**

Editor Leon welcomed new Associate Editors. He is working to decrease review time for proposed JAPMS articles. Current review time is around 27-30 days, but he would like to move to a pace similar with other journals.

The open access system is going well for it being the first year. Articles are immediately available to the public, are free, and include the Digital Object Identifier (DOI). APMS has increased the number of people that go and check our site...there were around 18 people using DOI from another journal or database, now there are around 70-120, so that is a significant increase. Lots more journals are now citing the JAPM (6-7% up to 20% of citations today came from JAPM). With open access and DOI being cited by major journals, it is increasing the frequency, diversity, and visibility with huge audiences – including international ones.

The Editorial Board has been expanded to increase gender diversity, geographic representation, specialists, and interaction between restored and natural systems. The goal is to increase the JAPM projection internationally.

Flat rate authors pay should cover any publication cost.

Slade asked how APMS can better notify the public about JAPMS issues being published? Leon is working on that with the Editorial Board and are evaluating the following: email lists, latest article features, can sign up for Google Alerts for JAPM, ask Regional Chapters to push out, outreach on APMS socials (contact Giannotti for this), etc. Gettys said that the *American Society for Horticultural Science* requires authors to write a 100-word summary overview of their article to have ready for social media sharing.

Leon said impact factor is increasing (1.2 = number of citations in relation to publication) and is on par with *Biological Invasions*, *Aquatic Botany*, etc. *Weed Science* is 2.0 and *Weed Technology* is 1.3.

Gettys asked now that we have a DOI, can it be applied to older articles as well? Leon replied that it can and that APMS will do that. Leon said that since every request for DOI is “logged”, APMS will see if we can include DOI in older versions of pdf.

***Matt Johnson motioned to approve Officer reports. Lyn Gettys seconded the motion. The motion passed without further discussion or dissent.***

## **COMMITTEE UPDATES**

Ferrell asked for Committee updates.

**Awards** – No report.

**Bylaws and Resolutions** – Ferrell stated that this committee is now being chaired by Shaun Hyde.

**Education/Outreach/Website** – Giannotti shared social media analytics and noted that all accounts are continuing to grow and reach broader audiences. Giannotti has submitted a proposal to continue social media management for APMS for the October 2024 to September 2025 year.

The Committee has been investigating getting new exhibit banners printed. Nawrocki requested quotes so the Board can approve an amount for spending.

Giannotti will update the Board Business Motions and task lists before the end of her term on September 30, 2024. General discussion about securing some kind of cloud-based/server online system for photo archives and such, but no decision was made.

**Exhibits** – Jones said that we have 35 Exhibitors registered for this year’s conference, which is 10-12 above the average. Also have some new customers/vendors in boat maintenance, fountains, environmental companies, etc. As a reminder, there is no judging of exhibitors this year, and Jones will adjust the SOPs to account for this. Jones plans to send out a survey after the conference to

increase engagement and see how APMS can better serve exhibitors. Jones will coordinate with Education/Outreach Committee for this.

**Finance** – Fuhrman reiterated that this has been a good year. As of June 24<sup>th</sup>, we are up \$32K, and another \$7K since then. The overall goal is to not have to pay expenses from investment accounts.

The 501c3 transition was challenging, but it is good for recruiting donations, tax exempt status, etc.

All Board of Directors are asked to complete a Conflict of Interest statement.

Ferrell thanked the Finance Committee for their efforts over the last several years.

Greg Dahl (guest from WSSA) – said other organizations are experiencing challenges and encouraged holding joint meetings whenever possible.

Slade asked if APMS has paid back the Scholastic account yet. Nawrocki said APMS will have over \$20K in that account.

Ferrell accepted the Conflict of Interest statement from Fuhrman and Nawrocki, and stated all BOD members need to review and sign before leaving today.

**Meeting Planning** – Johnson provided a review of banquet and food planning that Bill Torres has done. Slade reminded the Board that Oak and Stone reception is from 6-7 pm for students, and everyone else from 7-9 pm. Johnson said there will be beer and wine only at the poster reception.

Ferrell stated the following meeting locations/regions for upcoming years:

- 2025 – Providence
- 2026 – Phoenix/Hilton
- 2027 – Texas
- 2028 – MidSouth
- 2029 – South Carolina
- 2030 – Midwest
- 2031 - Florida

**Membership** – Johnson submitted a detailed report in the Board Book and said the Committee has sent Condolence letters to APMS Member families who had lost loved ones. The flyer created has been distributed at various locations and to organizations and seems to be helpful in getting APMS messaging and outreach out.

**Nominating** – Ferrell offered a Slate of Nominees to include Directors Amy Smagula and JJ Ferris and Vice-President Michael Greer. A student director will be announced in several weeks.

**Past President** – The luncheon for Past Presidents will be held on Tuesday from 12:10 to 1:30 pm, and so far, 10 are planning to attend.

**Program** – Slade thanked the CAIP staff at UF for the cover design for the Program. APMS continues to use the WSSA Abstract portal for updates. This year's meeting has 14 sponsors, 48 oral presentations, 35 exhibitors, and 26 posters.

**Proposal Review** – Hartis noted that this year's proposals included covering the attendance for 4 EPA regulators and assisting with travel expenses for two international members (Hofstra and Clements). All were approved.

**Regional Chapters** – no report, but Gettys thanked Regional Chapters who have contributed to the Michael D. Netherland Graduate Student Research Grant. APMS received 11 applicants and had 6 really good judges. This year's recipient is Del Hannay, a graduate student of Dr. Ryan Thum, who is working on *Myriophyllum* identification.

**Strategic Plan** – Heilman stated that the next strategic plan will take place in 2-3 years, and that the goal of APMS is to complete a new plan every 5 years.

**Student Affairs** – Howell was out with students on the student tour, so Ferrell thanked him for his responsiveness and helpfulness in organizing the field trip.

*Troy Goldsby motioned to accept Committee Reports. Justin Nawrocki seconded the motion. The motion passed without dissent or further discussion.*

**AERF** – Layne said AERF had a meeting recently with participants from the USA EPA and Canada; included USACOE, SFWMD, Lee County, etc. and featured drone demos, etc. Layne thanked Gettys and Goldsby for being there.

Ferrell asked where AERF is with travel stipends. Layne said still viable as AERF is building back operations and completed strategic planning last fall. Goldsby added that AERF is working on social media to be centered on aquatic plants, herbicides, and all aquatic ecosystems.

**BASS** – Slade said the relationship between APMS and BASS remains strong; had close to 100 participants this year focusing on tech developments, biotypes, registrations, etc. Slade stated that APMS has had a relationship with them for the last 30 years and over last 5 conservation directors.

Goldsby added that BASS is competing with Major League Fishing (MLF) and that MLF has great messaging and outreach. Will reach out to Ducks Unlimited and Delta Waterfowl, too.

**CAST** – Turnage said the HABs paper is about to be rolled out and they are examining possible venues. APMS edits were passed on and that Turnage and Gettys are reviewers.

CAST has a poster at APMS this year.

Turnage said important for APMS to stay involved to educate others about aquatics.

Ferrell asked about funding. Turnage said CAST now has funding in place (was a ~\$35K ask) and Turnage will pass along membership dues.

**NALMS** – no report

**RISE** – Johnson said new contact for APMS is Kylie Gregory. Local governments in NY looking at PFAS legislation; recommend that APMS watch state and federal regulatory issues.

Nawrocki mentioned that APMS was asked to renew RISE dues.

***Matt Johnson motioned to accept renew RISE membership dues for \$575.00. Troy Goldsby seconded the motion. The motion passed without dissent or further discussion.***

**WOA** - no report

**WSSA** – Andrew Howell is now the rep for WSSA. Guest Greg Dahl (from WSSA) added a few comments for consideration and handed out “weed science deputy” badges to the Board to motivate members to promote outreach and education about invasive plants.

WSSA is getting a new software platform called Confex – details will be shared with APMS about membership and licensing. Eric Gustafson and Don ?? have the specifics, and Ferrell will reach out to learn more for APMS.

NCFAR is a consortium of 70+ groups working to maintain and improve ag health and research.

WSSA/CWSS will be meeting jointly in Vancouver in February 2025.

**SCIENCE POLICY** – Van Wychen has asked APMS to participate in the 2024 Survey of the Most Common and Troublesome Weeds. This survey happens every three years and is due by Labor Day.

There are two science policy fellows – Sarah from TAMU, and Josh from Oregon State.

Van Wychen has been working hard to get money for USACOE for CT River hydrilla, Lake Champlain hydrilla and flowering rush.

Several pieces of legislation coming forward in 2025 – he will monitor.

Six WSSA societies signed off on letter for drift reduction strategy as a mitigation strategy which is not currently listed in the herbicide strategies for endangered species.

Science advisory panel on atrazine – Ferrell and Madsen participating in evaluation of concentration changes from 3.4 to 9.7 micrograms/L. Ferrell said it is a weeklong Zoom including science, evaluation, and education.

### **Old Business:**

There is no duck race this year, but there is a nice raffle. Please encourage attendees to buy tickets. Ferris received monetary donations from 30 companies totaling \$8050.00 with \$7K in prizes (paid \$4300) including concert tickets.

**Ad Hoc Committee on Code of Conduct** – Goldsby suggests adopting the Code of Conduct as proposed. Nawrocki wants to run through scenarios to see how this would play out when reports are received and questions if we need an HR attorney to review. Goldsby's attorney has already reviewed.

*Lyn Gettys motioned to accept the Code of Conduct presented by the Ad Hoc Committee to the Board. Brett Hartis seconded the motion. The motion passed without dissent or further discussion.*

The Ad Hoc Committee will be tasked with input to update the SOPs in the details.

### **New Business:**

Travel stipends – Slade recommends creating an Ad Hoc Committee or have the Proposal Review Committee evaluate and bring to Midyear Board meeting with a suggested deadline of April 1. Nawrocki said EPA needs to submit a request for possible assistance. Slade said first time attendees and students are not included in this consideration. Discussion about how to handle logistics, timeline, should a sponsor facilitate conversations and collaborations, MOU, etc.

*Andy Fuhrman motioned to create an Ad Hoc Committee to determine the logistics and details of travel assistance stipends, with recommendations submitted to the Board by Midyear meeting or sooner. Brett Hartis seconded the motion. The motion passed without dissent or further discussion.*

Questions arose this year about attendees misusing the APMS Membership Directory and using it to solicit business.

*Justin Nawrocki motioned to put a “no solicitation clause/verbiage” on the Membership Directory headline Lyn Gettys seconded the motion. The motion passed without dissent or further discussion.*

For updating the SOPs, Ferrell, Hartis, and Thum should meet and discuss the track changes and comments.

Amy Giannotti from AquaSTEM Consulting has been serving as social media manager for APMS since 2019. She submitted a proposal to the Education and Outreach Committee to

continue with the services from October 2024 to September 2025 for \$4400.00 on Instagram, X, Facebook, and LinkedIn.

***Gray Turnage motioned the Board to accept the proposal for social media management services from AquaSTEM Consulting for \$4,400/year. Troy Goldsby seconded the motion. The motion passed without dissent or further discussion. Giannotti abstained from this vote.***

Heilman asked if APMS should consider an endowment or other ways to generate revenue for the Michael D. Netherland Graduate Student Research Grant (MDNGSRG), etc. in the strategic plan.

***Mark Heilman motioned the Board to task the incoming Vice President to update the SOPs with help of Finance and Strategic Planning Committees around support for the MDNGSRG. Gray Turnage seconded the motion. The motion passed without dissent or further discussion.***

Giannotti asked about who will take responsibility for writing gift-in-kind letters for donations for APMS. Nawrocki offered to take on this task as donations will come in via the Treasurer.

Nawrocki mentioned the SCAPMS/APMS scholarship collaboration. He suggested an Ad Hoc Committee with Regional Chapter Chairs and MDNGSRG/Scholastic Chairs to see if it works. Review off cycle or on, appetite for support, come back to post-conference meeting, provide clarity.

Discussion about the payout timing of the MDNGSRG – should it be at the beginning of the year instead of July/August? Because \$20K could go into a CD at 5% and make money until the recipient is paid.

Nawrocki asked for ideas and ways to differentiate and diversify outside the meeting when it comes to raffles, auction items, planning, etc.

Slade would like to explore different ways to interact at meetings – like interactive discussions, “speed dating”, roundtables, etc.

***Jeremy Slade motioned to adjourn the meeting. Troy Goldsby seconded the motion. The Board meeting adjourned at 2:00 p.m., Eastern.***

# **THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED**

## **Minutes of the Annual Business Meeting**

**July 17, 2024**

**Hilton Bayfront**

**St. Petersburg, FL**

The Annual Business Meeting of the Aquatic Plant Management Society, Inc. was held on Wednesday, July 17, 2024. President Jason Ferrell called the meeting to order at 4:52 p.m. EDT.

### **PRESIDENT'S REPORT**

Ferrell thanked everyone for attending, including sponsors and vendors, and stressed the need to expedite the Business Meeting as the room needs to be readied for the banquet.

### **TREASURER'S REPORT**

Treasurer Justin Nawrocki welcomed lots of new people to APMS this year and thanked participants for their support. Last year's meeting in Indianapolis was difficult, and APMS could only cover the costs. As of July 1, 2024, we are off to a much better start and will make a profit of at least \$20K. Prizes donated from outside and help was offered to students, and we still maintain a \$100K balance in reserve.

### **SECRETARY'S REPORT**

Secretary Amy Giannotti reminded everyone to update Profiles in the Membership portal and please share social media content.

### **EDITOR'S REPORT**

Ferrell presented for Editor Ramon Leon. Ferrell explained that now all JAPM articles receive a DOI designation, which makes them easily searchable and citable. Impact factor for JAPM was 0.1 in 2022, 1.2 in 2023 (which is in the 30% quartile for plant science and freshwater science journals and is on par with WSSA and other weed science journals.). Stephen Enloe said the JAPM needs reviewers and that the current 62 days submission to response time is too slow. Sam Sardes asked what criteria are needed, and Ferrell said someone doesn't need a Ph.D. but does need to be an expert in their field.

***Brett Hartis motioned to accept the Officer Reports. Justin Nawrocki seconded the motion. The motion was approved without dissenting vote and without discussion.***



## COMMITTEE AND SPECIAL REPRESENTATIVE REPORTS (*Select Only*)

Finance Chair Andy Fuhrman stated that in January, APMS converted from a 501c5 to a 501c3. This means that APMS is tax exempt and will save money...we are saving \$6K on taxes from this meeting alone. This will also be encouraging for estate planning and large corporate donations.

Ferrell thanked Fuhrman and said that he is skilled and gifted when it comes to investing. This entire process was a lot of work.

President Jason Ferrell presented the slate of officer candidates for voting by the Membership in attendance and requested a verbal 'aye' or 'nay' for voting. The slate of candidates includes:

- Vice President – Michael Greer, USACOE ERDC
- Director – Amy Smagula, NH Dept of Environmental Services, NEAPMS
- Director – JJ Ferris, Cygnet, SCAPMS

No nominations from the floor were received.

***Brett Bultemeier motioned to close the nominations and accept the slate of nominees. Sam Sardes seconded the motion. The motion was approved without dissenting vote and without discussion.***

***Andy Fuhrman motioned to approve and accept the Committee Reports. Gray Turnage seconded the motion. The motion was approved without dissenting vote and without discussion.***

***Gray Turnage motioned to adjourn the 2024 Annual Business Meeting for APMS. Brett Hartis seconded the motion. The motion passed without dissent.***

The meeting adjourned at 5:09 p.m. EDT.

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***\*\*\*\*Secretary Giannotti realized after the Business Meeting closed that Ramon Leon was inadvertently omitted from the Slate of Nominees for Editor. This was communicated to all APMS 2024 Meeting Attendees, and results of the vote will be recorded with President Slade\*\*\*\****

**THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED**  
**Minutes of the Board of Directors Meeting**  
**August 19, 2024**  
**Annual Post-Conference Board of Directors Meeting**  
**Virtual**

The Board of Directors of the Aquatic Plant Management Society, Inc., met virtually on Monday, August 19, 2024. The meeting was called to order at 9:02 am Eastern by President Slade. Roll call confirmed the presence of a quorum.

The Minutes from the APMS Pre-Conference Board, Business Meeting, and Post-Conference Board will be sent out for review in the coming weeks to be approved at the midyear Board Meeting in early 2025.

**President's Report:**

Slade thanked everyone for participating in the Annual Meeting and serving as it helps to keep the Society productive. He welcomed new board members – Vice President Michael Greer, Directors Amy Smagula and JJ Ferris, Student Representative Corrina Vuillequez, and Shaun Hyde as the Bylaws Committee Chair. Slade reminded all on the Board to please read the SOPs to understand their roles and responsibilities.

**Secretary's Report:**

Giannotti reported several new members at the Annual APMS Meeting that were already expressing an interest in participating more. Several of the new members found out about APMS via the social media accounts, and that content recruited both attendants and presenters. Several glitches were noted with the APMS Meeting Registration portal, but APMS will work with APEX to address those.

Slade thanked Giannotti and Nawrocki for their service and support, especially during the Annual Meeting.

**Treasurer's Report:**

Nawrocki sent out an update with finances from the Meeting, but despite being really concerned in June, annual meeting numbers picked up and it was a success. Annual meeting income was \$154, 861, and expenses for food and rooms were less this year than last, resulting in a total profit of \$66,394.21. APMS still owes \$59K to the St. Petersburg Hilton, and Nawrocki will

complete that payment ASAP. Current balance in the checking account is \$115,359, and Fuhrman will address investing in a few minutes. APMS paid Bill Torres his \$9,000.

### **Editor's Update:**

No official update, but Past President Ferrell encouraged everyone to go and look at *Journal of Aquatic Plant Management* and think about how APMS can increase visibility.

***Lyn Gettys motioned to accept the Officer Reports as is. The motion was seconded by Gray Turnage. The motion passed without discussion or dissent.***

### **Slade called for Committee Reports:**

Awards: Slade noted that Director plaques need to recognize ALL THREE years of service on outgoing Directors.

Bylaws and Resolutions: No Report.

Education/Outreach/Website: Wixom stated that the Officers, Directors, Committee Chairs, and Special Representatives for 2024-25 have been posted and added to the website. Wixom is still working on a draft of the APMS Exhibit Booth banners to pare down text and get quotes from various printers. She asked if the Board would like the amount for the Michael D. Netherland Graduate Student Research Request to be printed on the banners in case that amount should ever change. Discussion indicated that if it changes, a new banner can easily be printed. Wixom has 9 new Committee members, and they are working on new goals. Wixom asked the Board for an approved budget to get the new exhibit banners made.

***Amy Giannotti motioned to approve up to \$1,000 for the production and printing of two sets of tradeshow banners. The motion was seconded by Sonja Wixom. The motion passed without discussion or dissent.***

Slade asked the Committee to please get the 2025 and 2026 Meeting dates and info posted to the website. Slade also recommended including a "Donate Now" button on the homepage to encourage people to donate.

Exhibits: Jones said the 2024 Annual Meeting had 14 sponsors (which is average), 34 exhibitors (average has been 20-30 in the past), so it was a good year. Jones plans a survey to evaluate how

APMS can best meet the needs of exhibitors and sponsors and sustain their participation and support.

Finance: Fuhrman stated that 2023-24 was a very good year financially. He and Nawrocki have been working together to move money into a short-term CD (which they are evaluating now) and put money into a money market fund (yielding just under 5%). Fuhrman stated APMS has just over \$500K total in accounts, with ~\$250K in the endowment and ~\$260K in the general and reserve accounts. Fuhrman said he will closely watch the markets since it is an election year and plan accordingly if necessary. Giannotti asked who is responsible for writing the gift-in-kind letters to donors now that APMS is a 501c3. Nawrocki said he will handle this.

Meeting Planning: No report. Slade added that brighter screens are needed for presentation sessions, and microphones are needed for Q & A for audience members.

Membership: No report.

Nominating: No report.

Program: Gettys reports that the HABs white paper will be launched before next year's APMS Meeting. CAST wants it publicized to feature 9 authors and what fits in well with APMS's "Special Session". Hydrilla is likely to be the "Special Session" for 2025 given the recent problems with it in the northeast.

Proposal Review: No report. The travel assistant stipend will be recommended at the Midyear BOD Meeting.

Regional Chapters: Turnage said that one hour breakfast was not enough time to meet and discuss Regional Chapter updates. He would like to see the amount of time increased, whether it is a luncheon or a breakfast does not matter to him, but some people expressed an interest in luncheon. Turnage stated that the Chapters now have a rotational person in charge of coordinating information to submit to the APMS Newsletter and to *Aquatics* magazine. This should streamline content delivery to those respective publications. There was some discussion

about a new scholarship opportunity that one chapter wants to support. (My sound cut out briefly and I missed a comment from Greer).

Student Affairs: Howell said the student tour had excellent participation, and that Corrina will be sending a survey out to gauge feedback on their experience. Howell is sending thank you notes to Jiggs Landing for their boats, staff, and luncheon that made the tour possible. There was an article about the student tour featured in a local paper (INSERT LINK HERE). Reminder to plan for sun, water, transportation in advance and maintain communications with the Board and Bill Torres.

***Gray Turnage motioned to accept the Committee Reports as presented. The motion was seconded by Troy Goldsby. The motion passed without discussion or dissent.***

### **Special Representatives:**

WSSA: Howell stated that the Summer Board Meeting is being held in Vancouver CA ahead of the Annual Meeting scheduled for Feb. 24-27, 2025 (same time as MAPMS). WSSA has a new abstract portal and APMS can buy in to it if interested (cloud-based and presenters can upload directly). Base fee is \$800 + \$4 per abstract fee ....so around \$1200-1400/year for APMS to use this. The new system is called CONFEX. Howell said there may be an aquatics only session this year at WSSA. Turnage said that WSSA has a tendency to lump aquatics in with other non-ag talks, and he recommends having a list of speakers ready to go so that doesn't happen. Slade nominated himself and Heilman to speak on behalf of APMS. Greer said it is also a joint meeting with the Canadian Weed Science Society, and he will also try to attend.

AERF: No report.

BASS: No report.

CAST: Gettys and Turnage said the HABs paper will feature a multi-tiered approach and roll-out initiatives are being discussed. Turnage also thanked Greg Dahl for attending APMS 2024 on behalf of CAST and WSSA...was great to have him here.

NALMS: APMS has a complimentary booth space and several members are attending. Slade asked Giannotti to register APMS booth and to list herself as the Point of Contact.

RISE: Johnson said the 2024 Annual Meeting will be occurring concurrently with CropLife America in San Diego, CA, at the Intercontinental.

WOA: Wixom mentioned the upcoming retreat taking place after NALMS, and that WOA will have a booth at NALMS represented by Giannotti.

Science Policy: Van Wychen reminded everyone to complete the 2024 Survey of Most Common and Troublesome Weeds by Labor Day.

### **Old Business:**

Slade recommended that Giannotti send a note to all meeting attendees asking them to vote and confirm the election of Ramon Leon as Editor.

Secretary Solicitation is accepting applications through October. Dr. Greg MacDonald at University of Florida has agreed to serve as interim Secretary if needed.

Giannotti will send out a task list before the Midyear Board Meeting.

### **New Business:**

Slade introduced and welcomed new Board Members.

Slade said the Bear Lake Virtual Symposium is happening October 18 with invited presenters and no financial commitment. APMS has offered support via advertisement and PR. The other supporters include Bear Lake Watch and AERF. This meeting is being held to assist with the development of a management plan for Eurasian watermilfoil.

Slade said the Midyear Board Meeting will be held in Providence, RI, either the last two weeks of January or the first two weeks of February. Slade will send out a poll to determine which dates are best.

***With no further business to discuss, Lyn Gettys motioned to adjourn. The motion was seconded by Gray Turnage. The motion passed without discussion or dissent, and the meeting adjourned at 10:13 am Eastern***

DRAFT

Aquatic Plant Management Society  
Midyear Board of Directors Meeting  
February 4, 2025

Report of the President – Jeremy Slade

A verbal report will be provided at the meeting



Aquatic Plant Management Society  
Midyear Board of Directors Meeting  
February 4, 2025

**Secretary Report, Greg MacDonald**

**Transition of Duties:** Amy Gianotti resigned as APMS secretary effective September 30, 2024. Prior to her departure the following items were completed:

1. Registered APMS for NALMS and list Amy Giannotti as point of contact for the registration
2. Sent email to all 2024 Annual Meeting attendees asking them to vote for Editor (Ramon was inadvertently omitted from Slate of Nominees in Business Meeting)
3. Post Business Motions through 2024
4. Completed Draft Minutes from Pre, Business, and Post Conference Meetings
5. Post Conference Newsletter – Issue 136 was published September 2024

All digital files and physical materials were transferred in December 2024, after considerable delays. These have been reviewed and cataloged. A few email exchanges, phone calls and zoom meetings have helped to understand the MembershipWorks platform, however this is still a work in progress. Justin Nawrocki worked to provide a new American Express Card for purchases, beginning December 2024.

In addition to the transition of secretary, the web services of Apex WebStudio LLC and David Krueger were transferred to 368 Durham and Brian Rutherford. The email notification of that transfer and associated items/changes is posted on the following page. This has been a smooth process thus far and Brian is very prompt in responding.

**Membership & Membership Invoices:** Reminder notices for Membership Dues and Sustaining Members will be sent out in March, May, and June 2025, prior to the Annual Meeting. Sustaining Members need to be paid in full and provide logo and company description no later than June 15 to be included in the Annual Meeting Program.

**Newsletter:** The September 2024 newsletter was completed and posted to the website. Spring 2024 Newsletter will go out when the Call for Papers is ready to be distributed, and Meeting Plans and Registration links are finalized. Newsletters can be viewed on the web site at <http://www.apms.org/newsletters/>. I am always welcome for ideas or suggestions for articles.

**2024-2025 Expenditures:** As outlined in the APMS Operating Manual, I have included a breakdown of AMEX credit card expenditures so far for APMS year 2024-2025 for the Office of the Secretary. Items shaded in gray are expected charges that have not yet been incurred as of February 4, 2025.

	Date	Expense/Expected in Gray	Amount
Omni Hotel Providence, RI	Feb. 2-3	Midyear BOD Meeting	TBD
Rental	Feb 2-4, 2025	Travel to Midyear BOD Meeting	TBD

Email sent to President Jeremy Slade, Treasurer Justin Nawrocki and Secretary Greg MacDonald on 9/30/2024.

Hi Everyone,

Just a reminder that as of tomorrow (October 1, 2024) - 368 Durham is the new contact for any website changes or updates for your organization. Any existing contracts and service agreements you previously had with Apex Web will transfer over and no changes are needed on your end.

Here's a few quick items to mention:

- Everything is remaining the same with your website. I have received all the login information and access needed from David.
- The best way to contact us is via email (brian@368durham or [design@368durham.com](mailto:design@368durham.com)) but you can also reach us via phone/text/whatsapp at (1)905-924-5801
- We aim to make any requested updates within one day (including weekends). If anything is considered urgent - please let us know in the subject line.
- In the last few weeks we have updated your website to include daily backups, malware scanning and advanced firewalls. We have also done security audits of each website and ensured all plugins are updated and running securely.
- The invoices for each quarter are generated automatically. If you need any adjustments to the invoices, or the invoice in an additional format please let us know.

If you have any questions - please let us know. We look forward to working with you!

Regards,



**Brian Rutherford**

905-924-5801 | [brian@368durham.com](mailto:brian@368durham.com)

Book Appointment: <https://bit.ly/3aF4sTm>

1/13/2025

# 2025-Midwinter Board Meeting

## Treasurers Report

All accounts have been reconciled as of 1/13/2025 and that information is reflected in this report. The current balances of our accounts are as follows

Account	Balance
General Checking	\$29,729.38
Scholastic Checking	\$4,176.80
Scholastic Investment	\$256,118.09
General Investment	\$165,968.09
Reserve	\$100,000.00
Total	\$555,992.40

The 2024 meeting was a success with more income being made than expense. We cleared roughly \$27,000 as well as over \$26,000 being raised for the scholarship. Our investment accounts are trending upward and I feel we are on a solid foundation for moving forward.

Source	2022	2023	2024
Delegate Registration	\$33,950	\$31,670	\$37,640
Sponsorship	\$53,500	\$36,000	\$41,500
Exhibitors	\$18,500	\$13,115	\$22,460
Total	\$105,950	\$80,785	\$101,600

Justin Nawrocki

Attached:

2024 Detailed Income/Expenses

2025 Proposed Budget

	Jan 1, '24 - Jan 1, 25
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>Annual Meeting Income</b>	
Banquet Ticket	650.00
Delegate 1-Day Registration	1,565.00
Delegate Pre-Registration	38,110.00
Delegate Registration	11,865.00
Exhibit Fees	26,460.00
Guest Pre-Registration	1,070.00
Sponsorship	49,000.00
Student Registration	400.00
<b>Total Annual Meeting Income</b>	129,120.00
<b>Journal Income</b>	
Page Fees	9,260.00
Subscriptions	2,592.09
<b>Total Journal Income</b>	11,852.09
<b>Membership Income</b>	
Individual	15,339.85
Student	225.00
Sustaining	14,875.00
<b>Total Membership Income</b>	30,439.85
Refund	-5,363.36
<b>Scholastic Endowment Income</b>	
Grand Prize Contribution	8,625.00
Raffle & Silent Auction	10,985.00
Regional Chapter Contributions	6,500.00
<b>Total Scholastic Endowment Income</b>	26,110.00
<b>Total Income</b>	192,158.58
<b>Gross Profit</b>	192,158.58
<b>Expense</b>	
<b>Annual Meeting Expense</b>	
Deposit	19,000.00
Meeting Planner	8,866.24
President's Reception	11,868.00
Shipping of Materials	103.62
Signs	1,777.91
WSSA Rep Travel	805.87
Annual Meeting Expense - Other	59,599.43
<b>Total Annual Meeting Expense</b>	102,021.07
APMS Blog	2,100.00
<b>Awards</b>	
Plaques/Certificates	2,475.63

<b>Total Awards</b>	2,475.63
<b>Credit Card Merchant Processing</b>	4,139.33
<b>Dues</b>	
<b>CAST</b>	1,500.00
<b>RISE</b>	575.00
	<hr/>
<b>Total Dues</b>	2,075.00
<b>Education/Outreach</b>	1,500.00
<b>Insurance</b>	
<b>General Liability</b>	1,358.00
	<hr/>
<b>Total Insurance</b>	1,358.00
<b>Journal Expense</b>	
<b>Editing</b>	7,783.54
<b>Journal Expense - Other</b>	275.00
	<hr/>
<b>Total Journal Expense</b>	8,058.54
<b>Licenses and Permits</b>	61.25
<b>Postal Service</b>	
<b>Postage</b>	170.00
	<hr/>
<b>Total Postal Service</b>	170.00
<b>Professional Fees</b>	
<b>Accounting</b>	696.05
	<hr/>
<b>Total Professional Fees</b>	696.05
<b>Scholastic Endowment Expense</b>	
<b>Graduate Assistantship</b>	20,000.00
<b>Prizes</b>	4,963.05
<b>Reverse Raffle</b>	-100.00
<b>Student Presentation Award</b>	1,200.00
	<hr/>
<b>Total Scholastic Endowment Expense</b>	26,063.05
<b>Secretary Stipend</b>	5,000.00
<b>Shipping</b>	184.09
<b>Supplies</b>	107.24
<b>Tax Preperation</b>	1,543.22
<b>Travel</b>	
<b>Registration Booth Staff</b>	763.88
<b>Student Tour</b>	426.63
	<hr/>
<b>Total Travel</b>	1,190.51
<b>Website</b>	
<b>Administration</b>	4,000.00
<b>Website - Other</b>	594.00
	<hr/>
<b>Total Website</b>	4,594.00
<b>Winter Board Meeting</b>	
<b>Meals</b>	630.16
<b>Travel</b>	217.49
	<hr/>
<b>Total Winter Board Meeting</b>	847.65

<b>Total Expense</b>	<u>164,184.63</u>
<b>Net Ordinary Income</b>	27,973.95
<b>Other Income/Expense</b>	
<b>Other Income</b>	
<b>Other Income</b>	
<b>Refund</b>	<u>369.44</u>
<b>Total Other Income</b>	<u>369.44</u>
<b>Total Other Income</b>	<u>369.44</u>
<b>Net Other Income</b>	<u>369.44</u>
<b>Net Income</b>	<u><u>28,343.39</u></u>

# 2025 Proposed Budget

Item	Amount
+Journal	
-Allen Press	\$8,000
-Editor Stipend	\$6,000
<b>Total</b>	<b>\$14,000</b>
+APMS Meeting	
-Food and Beverage	\$75,000
Presidents Reception	\$10,000
-Meeting Planner	\$6,000
-AV	\$9,500
-Signs	\$1,000
-Student Rooms	\$8,000
-EPA, NIWA Rooms	\$3,600
-Plaques	\$4,500
<b>Total</b>	<b>\$117,600</b>
+Operating Expenses	
-CC Processing	\$3,000
-Tax Prep/Audit	\$1,500
-Insurance	\$1,500
-Secretary Stipend	\$0
-Social Media Stipend	\$2,100
-Website Admin	\$4,000
<b>Total</b>	<b>\$12,100</b>
+Sponsorships	
-CAST	\$3,000
-RISE	\$575
-WSSA + Lee	\$7,200
-BASS Grant	\$1,500
<b>Total</b>	<b>\$12,275</b>
<b>Grand Total</b>	<b>\$155,975</b>

APMS Annual Account Balances 2009 - 2024

Date	General Account			Scholastic Endowment			TOTAL
	Checking	Investment	Total*	Checking	Investment	Total	
07-1-24	110,314.98	257,041.13	367,356.11	14,056.30	215,474.86	229,531.16	596,887.27
07-06-23	121,846.41	242,584.88	364,431.29	9,839.26	190,532.38	200,371.64	564,802.93
07-08-22	114,802.59	234,169.80	348,972.39	15,074.28	172,590.10	187,664.38	536,636.77
07-09-21	82,869.95	278,196.50	361,066.45	31,574.28	174,520.54	206,094.82	567,161.27
07-07-20	8,605.18	269,518.72	278,123.90	49,474.28	151,648.49	201,122.77	479,246.67
07-02-19	148,724.22	263,977.98	412,702.20	873.08	146,899.41	147,772.49	560,474.69
07-02-18	128,279.12	244,487.42	372,766.54	7,855.08	137,580.65	145,435.73	518,202.27
06-30-17	114,478.45	226,044.17	340,522.62	16,546.08	124,316.20	140,862.28	481,384.90
07-06-16	88,134.33	223,502.07	311,636.40	28,208.88	151,851.42	180,060.30	491,696.70
07-02-15	108,710.17	214,963.17	323,673.34	37,607.38	176,826.41	214,443.39	538,106.83
07-02-14	105,065.99	362,015.83	467,081.82	177.08	76,347.72	76,524.80	543,606.62
07-01-13	112,016.50	317,506.89	429,523.39	47.08	65,622.89	65,669.97	495,193.36
07-05-12	48,911.54	289,835.77	338,747.31	3,047.08	49,003.86	52,050.94	390,798.25
07-15-11	62,796.75	315,109.39	377,906.14	2,347.08	44,490.29	46,837.37	424,743.51
07-11-10	92,462.22	244,890.88	337,353.10	3,547.08	30,534.79	34,081.87	371,434.97
07-01-09	90,310.00	200,992.59	291,302.59	4,747.08	21,634.60	26,381.68	317,684.27

\*Includes \$120,000 in emergency reserve funds approved by the Board on January 25, 2017. **In 2023 this was changed from \$120,000 to \$100,000, but I could not find language in the minutes to note this change.**

*John Rodgers motioned the Board to create a \$120,000 account for emergency reserve funds that can only be accessed by Board Action. Ryan Thum seconded the motion. The motion passed without dissenting vote.*



From Jeff Schardt: 8/10/2020

Hello All. I am cleaning out APMS files and came across the attachment that Jeremy and I started. I updated the table with info from recent BOD meetings. With the frequent Board turnover comes frequent questions from new Board members about current and historic account balances.

The General Investment Account includes \$120,000 in emergency reserve funds. This was approved by the Board on January 25, 2017. A stand-alone Emergency Reserve Account has not been created. Therefore, the Board and Members need to be aware that funds in the General Account cannot be accessed if the balance would drop below \$120,000 without Board action.

January 25, 2017

*John Rodgers motioned the Board to create a \$120,000 account for emergency reserve funds that can only be accessed by Board Action. Ryan Thum seconded the motion. The motion passed without dissenting vote.*

Jeff

January 20, 2025

## **Journal of Aquatic Plant Management**

### **Annual report 2024**

#### **Editorial Board**

##### **Editor**

Dr. Ramon Leon - North Carolina State University

##### **Associate editors**

Dr. Alyssa Calomeni-Eck - US Army Corps of Engineers  
Dr. Julie Coetzee - Rhodes University  
Dr. Rodrigo Diaz - Louisiana State University  
Dr. Stephen Enloe - University of Florida  
Dr. Brenda Grewell - USDA-ARS  
Dr. Nathan Harms - US Army Corps of Engineers  
Dr. John Madsen - retired  
Dr. Christopher Mudge - US Army Corps of Engineers  
Dr. Wes Neal - Mississippi State University  
Dr. Robert Richardson - North Carolina State University  
Dr. Ryan Thum - Montana State University  
Dr. Ryan Wersal - Minnesota State University  
Dr. Bin Zhu - University of Hartford

#### **Journal statistics**

Issues 62(1) and 62(2) had five and six articles, respectively. The editor maintained the number of articles per issue low to speed up publication and bring the publication of each issue to its respective month (i.e., January and February).

In the first issue, three articles were about plant biology/ecology and two about control.

In the second issue, there were four articles focused on control and two on biology. One of the articles in the latter category was about the effect of an aquatic weed and its impact on fisheries.

During the reported period, there were 25 submissions, and the acceptance rate after all reviews were completed was 52%.

The turnaround time from submission to first decision was 63 days, which is consistent with the last two years.

#### **Activities and results**

Generation of DOIs for older articles was initiated. This will make it easier for users to find articles via search engines such as Google Scholar and Scopus.

Stablishing a single open access publication fee did not decrease the number of submissions. In fact, during the last few months of 2024, there was an increase in submissions for articles that will be published in 2025.

Articles are being published on the journal's website as soon as the editorial process is finished. Authors have expressed their satisfaction with this approach.

A search function was added to the website, but it still needs to be developed to make it more accurate with searches.

**Future goals**

There are two main goals for next year:

- 1) Promote the journal internationally.
- 2) Publish invited reviews.
- 3) Review the publication frequency policy.

## **APMS Awards Committee Report**

Committee Chair: Ryan Wersal

Committee Members: Deborah Hofstra, Sam Sardes, John Madsen, Bradley Sartain

The committee met virtually on October 24, 2024, and now submit the following individuals as nominees for APMS awards. The necessary documentation for the Honorary Member has been compiled and submitted to Shaun Hyde, Chair of the Bylaws and Resolution Committee for final review.

### **2025 Awards Candidates**

#### **Honorary Members**

Carlton Layne (Nominated by John Madsen)

#### **President's Award**

(Selected by President Slade)

#### **Max McCowen Friendship Award**

Jeremy Slade (Nominated by Ryan Wersal)

#### **T. Wayne Miller Distinguished Service Award**

Sherry Whitaker (Nominated by Bradley Sartain)

#### **Outstanding Research/Technical Contributor Award**

Gray Turnage (Nominated by Sam Sardes)

#### **Outstanding Graduate Student Award**

Sam Schmid (Nominated by Gray Turnage)

#### **Outstanding International Contributor Award**

Kevin Murphy (Nominated by Deb Hofstra)

#### **Outstanding JAPM Article**

(Selected by Editor and Associate Editors)

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "R. M. Wersal".

Ryan M. Wersal, Ph.D.  
Awards Committee Chair

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### **AWARD: Please Select 1**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Honorary Membership        | <input type="checkbox"/> Outstanding Graduate Student                |
| <input type="checkbox"/> Max McCowen Friendship Honor          | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution      |

### **NOMINEE**

NAME: Carlton Layne

---

ADDRESS: Marietta, GA

---

TELEPHONE: 678-773-1364

---

EMAIL: layn1111@bellsouth.net

---

YEARS OF MEMBERSHIP: >10

---

### **NOMINATOR**

NAME: John Madsen

---

TELEPHONE: 662-722-0157

---

EMAIL: john.d.madsen86@gmail.com

---

#### **I. Cover letter:**

Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.

#### **II. Curriculum Vitae**

Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.

#### **III. Supporting Evaluation Letters.**

Include letters from individuals expressing support of candidate for this award.

**From:** [Shaun Hyde](#)  
**To:** [Wersal, Ryan M](#)  
**Cc:** [Jeremy Slade](#); [John Madsen](#); [Deborah Hofstra](#); [Bradley.T.Sartain@erdc.dren.mil](mailto:Bradley.T.Sartain@erdc.dren.mil); [samantha.sardes@upl-ltd.com](mailto:samantha.sardes@upl-ltd.com)  
**Subject:** RE: Carlton Layne - Honorary Member Award  
**Date:** Tuesday, December 17, 2024 4:41:00 PM

---

**CAUTION:** This e-mail originated from outside the Minnesota State System. Only click links or open attachments from trusted sources. Please report suspicious messages using the "Report Message Button".

Ryan,

Mr. Layne meets the criteria and eligibility. The Bylaws and Resolutions committee will include this nominee in our report to the BOD for their vote (per Article XII. Section A.5.d.) at the winter meeting.

Thanks,  
Shaun

*Article XII. Section A.5.d.*

*Nominees for honorary membership shall be submitted to the Bylaws and Resolutions Committee in the form of a petition signed by no less than ten (10) active members or may originate within the Bylaws and Resolutions Committee. Nominees will be evaluated by the Bylaws and Resolutions Committee to ascertain that they meet the criteria for eligibility as an honorary member. Eligible nominees will be presented to the Board of Directors by the Bylaws and Resolutions Committee. Honorary membership shall be approved by a majority vote of the Board of Directors.*

---

**From:** Wersal, Ryan M <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>  
**Sent:** Tuesday, December 17, 2024 4:30 PM  
**To:** Shaun Hyde <[shaunh@sepro.com](mailto:shaunh@sepro.com)>  
**Cc:** [Jeremy Slade <jeremy.slade@sepro.com>](mailto:jeremy.slade@sepro.com); [john.d.madsen86@gmail.com](mailto:john.d.madsen86@gmail.com); [Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>](mailto:Deborah.Hofstra@niwa.co.nz); [Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>](mailto:Sartain, Bradley T ERDC-RDE-EL-MS CIV); [Samantha Sardes <samantha.sardes@upl-ltd.com>](mailto:Samantha.Sardes@upl-ltd.com)  
**Subject:** Carlton Layne - Honorary Member Award

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---

Shaun,

Please see the attached nomination packet (including votes) in support of Carlton Layne's Honorary Member Award. As Chair of the Bylaws Committee you need to review and make sure Mr. Layne meets the criteria for the award.

If you have any questions or need additional information please let me know.

Once you have a final decision please let the Awards Committee know (which is me as Chair of the committee).

Thanks,

## Wersal, Ryan M

---

**From:** john.d.madsen86@gmail.com  
**Sent:** Thursday, December 12, 2024 1:37 PM  
**To:** Wersal, Ryan M; 'Andrew Howell'; 'Bo Burns'; Clyde Smith; craig.aguillard@alligare.com; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; 'Justin Nawrocki'; 'Lyn Gettys'; 'Rob Richardson'; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Honorary Membership Petition

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I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

## Wersal, Ryan M

---

**From:** Wersal, Ryan M  
**Sent:** Thursday, December 12, 2024 1:41 PM  
**To:** john.d.madsen86@gmail.com  
**Subject:** Re: Honorary Membership Petition

Yes

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---

**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 1:37:19 PM  
**To:** Wersal, Ryan M <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan M <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** Honorary Membership Petition

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If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen



## Wersal, Ryan M

---

**From:** Bo Burns <bo.burns@alligare.com>  
**Sent:** Thursday, December 12, 2024 1:43 PM  
**To:** john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; Clyde Smith; Craig Aguillard; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; 'Justin Nawrocki'; 'Lyn Gettys'; 'Rob Richardson'; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Re: Honorary Membership Petition

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Yes

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---

**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; Craig Aguillard <Craig.Aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** Honorary Membership Petition

I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

**Wersal, Ryan M**

---

**From:** Rob Richardson <rob\_richardson@ncsu.edu>  
**Sent:** Thursday, December 12, 2024 1:51 PM  
**To:** john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; terryg@aquaservicesinc.com; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

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Yes

On Thu, Dec 12, 2024 at 2:37 PM <john.d.madsen86@gmail.com> wrote:

I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

--

Robert J. Richardson  
William H. Culpepper Distinguished Professor of Aquatic Weed Science  
Aquatic and Noncropland Weed Science  
Co-chair NCSU Weed Science Program  
Crop and Soil Science Department  
North Carolina State University  
Box 7620, Williams Hall  
Raleigh, NC 27695-7620



## Wersal, Ryan M

---

**From:** Clyde Smith <clyde.smith@upl-ltd.com>  
**Sent:** Thursday, December 12, 2024 1:54 PM  
**To:** john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; 'Bo Burns'; craig.aguillard@alligare.com; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; 'Lyn Gettys'; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Re: External :Honorary Membership Petition

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Yes

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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith/Field Research & Technical Development/FIELD <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** External :Honorary Membership Petition

EXTERNAL SENDER - be CAUTIOUS.

---

I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

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## Wersal, Ryan M

---

**From:** Craig Aguillard <Craig.Aguillard@alligare.com>  
**Sent:** Thursday, December 12, 2024 1:56 PM  
**To:** Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; 'Lyn Gettys'; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Subject:** Re: External :Honorary Membership Petition

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Definite Yes!!

---

**From:** Clyde Smith <clyde.smith@upl-ltd.com>  
**Sent:** Thursday, December 12, 2024 1:54 PM  
**To:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>; Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <aawhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Craig Aguillard <Craig.Aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; rob\_richardson@ncsu.edu <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** Re: External :Honorary Membership Petition



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clyde.smith@upl-ltd.com

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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <aawhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith/Field Research & Technical Development/FIELD <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com



**Wersal, Ryan M**

---

**From:** Lyn Gettys <lgettys@ufl.edu>  
**Sent:** Thursday, December 12, 2024 2:12 PM  
**To:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Subject:** RE: External :Honorary Membership Petition

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Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314



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---

**From:** Craig Aguillard <[Craig.Aguillard@alligare.com](mailto:Craig.Aguillard@alligare.com)>  
**Sent:** Thursday, December 12, 2024 2:56 PM  
**To:** Clyde Smith <[clyde.smith@upl-ltd.com](mailto:clyde.smith@upl-ltd.com)>; john.d.madsen86@gmail.com; Wersal, Ryan Michael <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>; Andrew Howell <[aawhowell@ncsu.edu](mailto:aawhowell@ncsu.edu)>; Bo Burns <[bo.burns@alligare.com](mailto:bo.burns@alligare.com)>; 'Deborah Hofstra' <[Deborah.Hofstra@niwa.co.nz](mailto:Deborah.Hofstra@niwa.co.nz)>; 'Gray Turnage' <[grayturnage@gmail.com](mailto:grayturnage@gmail.com)>; John Rodgers <[jroddgers@nctv.com](mailto:jroddgers@nctv.com)>; 'JJ Ferris' <[jferris@cygnetenterprises.com](mailto:jferris@cygnetenterprises.com)>; Justin Nawrocki <[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)>; Lyn Gettys <[lgettys@ufl.edu](mailto:lgettys@ufl.edu)>; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee

**Wersal, Ryan M**

---

**From:** jrodgers@nctv.com  
**Sent:** Thursday, December 12, 2024 2:19 PM  
**To:** John.d Madsen86  
**Cc:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Subject:** Re: External :Honorary Membership Petition

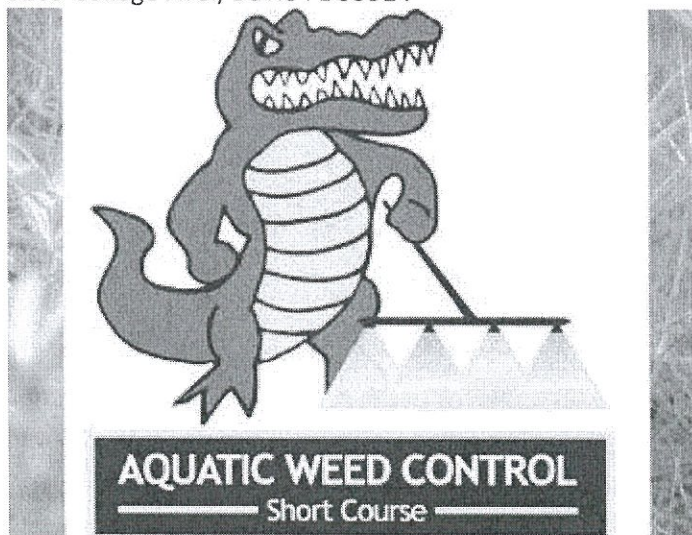
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Yes

On 2024-12-12 20:11, Lyn Gettys wrote:

Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314



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## Wersal, Ryan M

---

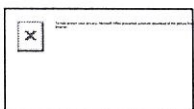
**From:** JJ Ferris <jj.ferris@cygnetenterprises.com>  
**Sent:** Friday, December 13, 2024 6:42 AM  
**To:** john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; Rob Richardson; terryg@aquaservicesinc.com; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

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Yes

## JJ Ferris

Regional Sales Manager



*Cygnet Enterprises, Inc.*

132 Parcel Dr.

Statesville, NC 28625

Office (704) 883-8833

Fax (704) 883-0505

Mobile (810) 210-8685

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On Thu, Dec 12, 2024 at 2:37 PM <john.d.madsen86@gmail.com> wrote:

## Wersal, Ryan M

---

**From:** Troy Goldsby <troyg@aquaservicesinc.com>  
**Sent:** Thursday, December 12, 2024 4:17 PM  
**To:** jrodgers@nctv.com; John.d Madsen86  
**Cc:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; Terry Goldsby; Turner, Stephen Lee  
**Subject:** Re: External :Honorary Membership Petition

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Yes!

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**From:** jrodgers@nctv.com <jrodgers@nctv.com>  
**Sent:** Thursday, December 12, 2024 2:18:51 PM  
**To:** John.d Madsen86 <john.d.madsen86@gmail.com>  
**Cc:** Craig Aguillard <Craig.Aguillard@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>; Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; Andrew Howell <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; rob\_richardson@ncsu.edu <rob\_richardson@ncsu.edu>; Terry Goldsby <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; Troy Goldsby <troyg@aquaservicesinc.com>  
**Subject:** Re: External :Honorary Membership Petition

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Yes

On 2024-12-12 20:11, Lyn Gettys wrote:

Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314



## Wersal, Ryan M

---

**From:** Terry Goldsby <terryg@aquaservicesinc.com>  
**Sent:** Friday, December 13, 2024 7:35 AM  
**To:** JJ Ferris; john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; Rob Richardson; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

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YES!

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**From:** JJ Ferris <jj.ferris@cygnetenterprises.com>  
**Sent:** Friday, December 13, 2024 6:41:44 AM  
**To:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; Andrew Howell <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Gray Turnage <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; JJ Ferris <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Lyn Gettys <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; Terry Goldsby <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; Troy Goldsby <troyg@aquaservicesinc.com>  
**Subject:** Re: Honorary Membership Petition

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Yes

## JJ Ferris

Regional Sales Manager



# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### AWARD: Please Select 1

- |  |  |
|--|--|
| <input type="checkbox"/> Honorary Membership                     | <input type="checkbox"/> Outstanding Graduate Student                |
| <input checked="" type="checkbox"/> Max McCowen Friendship Honor | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service   | <input type="checkbox"/> Outstanding International Contribution      |

### NOMINEE

NAME: Jeremy Slade

ADDRESS: 14909 NW 60th Avenue, Alachua, FL 32615

TELEPHONE: 662.617.4571

EMAIL: jeremyslade510@gmail.com

YEARS OF MEMBERSHIP: almost 20?

### NOMINATOR

NAME: Ryan Wersal

TELEPHONE: 507-351-5582

EMAIL: ryan.wersal@mnsu.edu

- I. **Cover letter:**  
Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.
- II. **Curriculum Vitae**  
Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.
- III. **Supporting Evaluation Letters.**  
Include letters from individuals expressing support of candidate for this award.

Ryan M. Wersal, PhD  
Aquatic Weed Science  
Department of Biological Sciences  
Minnesota State University, Mankato  
[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)  
507-389-5728

December 9, 2024

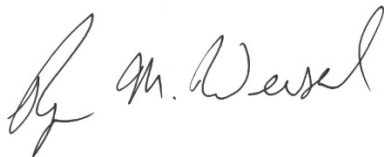
APMS Awards Committee;

I am writing this letter in support of Mr. Jeremy Slade's nomination for the Max McCowan Friendship award. I have known Mr. Slade for almost 20 years as we met as graduate students at Mississippi State University, and started involvement with APMS at roughly the same time. Mr. Slade has a passion for APM and has served the industry in university, federal, and corporate roles. Mr. Slade has been instrumental on the Board of Directors, the Presidential succession, and numerous committee membership. He has always valued the role APMS plays in the industry and brings his experiences to keep APMS moving in the right direction.

The Max McCowen award is a special recognition given to an APMS member whose demeanor and actions display sincerity and friendship in the spirit of being an ambassador for the APMS. Individuals who have been honored with this award have displayed warmth and outgoing friendship, sincerity and genuine concern, gracious hospitality, positive attitude and smile.

Jeremy is always smiling and is welcoming to everyone especially new faces to the Society. He not only values APMS but, more importantly, he values the people in the Society and has continually gone above and beyond in order to do what is best for those involved and for APMS as a whole.

Sincerely,



Ryan M. Wersal, PhD

# Jeremy G. Slade

14909 NW 60<sup>th</sup> Avenue Alachua, FL 32615 | 662.617.4571 | [jeremyslade510@gmail.com](mailto:jeremyslade510@gmail.com)

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## PROFILE

- Experienced manager with a demonstrated track record of leading and managing a diverse group of technically trained sales professionals and consistently achieving sales goals in a highly profitable multi-faceted business segment.
- Broad spectrum of experience that include sales, service, management, technical stewardship, business acumen, coaching, and leadership.
- Strong focus on consultative sales, relationship management, results oriented for mutual benefit of all parties. YoY “high performer” through performance review process.
- Dedicated industry steward through involvement and participation in various trade organizations and government advocacy.
- Professional, highly motivated, goal and detail oriented, passionate person seeking to be successful in every aspect of my professional endeavors.

## PROFESSIONAL EXPERIENCE

**SEPRO CORPORATION – CARMEL, IN (GAINESVILLE, FL; REMOTE) – November 2023 – Present**

**Business Development Leader | November 2023 through Present (1 yr)**

As Business Development Leader at SePRO, my responsibilities include identifying, pursuing, and developing business opportunities with new and existing customers, supporting sales team through lead generation, and develop and implement strategies to increase sales of products, services, and technologies in SePRO portfolio.

**UPL NA INC – KING OF PRUSSIA, PA (GAINESVILLE, FL; REMOTE) – January 2011 – September 2023**

**Commercial Business Lead, Environmental Solutions – Aquatics | April 2019 through September 2023 (4 yrs 6 mos)**

Led, managed, and coached a team of five aquatic technical territory sales managers to achieve gross revenue of approximately \$40M annually. Worked directly with various end-users, hundreds of commercial applicators, retailers, government customers, regional and national distributors (n=12), and UPL Aquatics sales team to consistently deliver sales targets and expectations both internally and externally. Member of the Environmental Solutions (ES) Business Operations Leadership Team (BOLT) working cross functionally within the ES team to identify and expand sales opportunities, marketing strategies, field development opportunities, and focus on short- and long-range plans for business expansion. Responsible for monitoring, delivering, and adhering to individual and division sales targets, SG&A, and T&E budgets. Worked closely with all business support functions. Specifically with finance and marketing functions to develop simple yet robust programs and pricing strategies for various go-to-market strategies of business subsegments (distributor, government, irrigation, B2B), supply chain and production to ensure product availability during peak purchase periods (EOP) and seasonal needs,

regulatory to make timely submissions of label updates, amendments, or new submissions. Partnered with field development and technical services to evaluate new chemistries, services, or formulations internally and externally along with execution of NDA/MTAs, development, or supply agreements for these projects. Sought and executed partnerships or collaborations to strengthen business alliances and evaluated opportunities for growth and sustainability including sourcing, sub-registrations and private labels. Worked closely with advocacy (lobby) groups in multiple states to educate legislators and decision makers on the importance of aquatic plant and algae management including impacts of nuisance plants and potential outcomes to changes to currently available management techniques.

**Accounts Manager, Aquatics | January 2011 through March 2019 (8 yrs 3 mos)**

Managed, developed, and fostered sales activities in the aquatic plant and algae market through strong interpersonal and technical skills with end-users, commercial applicators, retailers, government entities, and distribution partners in a 9-state territory (southeast US) with gross revenues  $\geq$ \$15M annually. Significant focus on key account management of government entities in Florida to development and stewardship novel adoption of herbicide (i.e., endothall) use patterns. In cooperation with distribution partners, identified business opportunities including marketing strategies and tactics to accomplish sales objectives for entire portfolio offering. Also worked directly with key strategic accounts to achieve market penetration when otherwise thought unachievable. Reviewed and submitted monthly and annual sales forecast for territory including key accounts on distributor and customer level. Worked cohesively and provided technical support to other UPL sales team members in their respective territories. Responsible for monitoring, delivering, and adhering to individual sales targets, SG&A, and T&E budgets. Attended and participated by creating and delivering compelling presentations in various professional organizations (e.g., regional chapters of Aquatic Plant Management Society (APMS)) throughout the territory.

**UNIVERSITY OF FLORIDA, CENTER FOR AQUATIC AND INVASIVE PLANTS – GAINESVILLE, FL – July 2008 through December 2010**

**Senior Biological Scientist | July 2008 through December 2010 (2 yrs 6 mos)**

Monitor operational scale hydrilla management treatments throughout the state of Florida. Coordinate hydrilla management evaluations with Florida Fish and Wildlife Conservation Commission (FWC) Regional Biologists, County, and Water Management District personnel. Field sample collection of herbicide residues, water quality, and plant surveys for data analyses of pre- and post-treatment condition of submersed and emergent aquatic plant communities. Additional duties include: 1) implement and perform laboratory/mesocosm/greenhouse studies, 2) report preparation, 3) presentation of findings at professional meetings, 4) herbicide assay analyses, and 5) preparation of findings for peer-review journals.

**U.S. ARMY ENGINEER RESEARCH AND DEVELOPMENT CENTER (ERDC)/MISSISSIPPI STATE UNIVERSITY – VICKSBURG, MS – SEPTEMBER 2005 – JULY 2008**

**Research Scientist/Research Associate II | September 2005 through July 2008 (2 yrs 11 mos)**

Worked under an Intergovernmental Personal Agreement between Mississippi State University and the U.S. Army Corps of Engineers, U.S. Army Engineer Research and Development Center where research efforts were directed at examining the effects of herbicides on aquatic plants at multiple spatial scales (i.e., bench, mesocosm, and field scales). This work was conducted by coordinating with private (e.g., Aquatic Ecosystem Restoration Foundation), state (e.g., Florida FWC), and federal (e.g., U.S. Bureau of Reclamation) agencies in a collaborative effort to develop technology to control nuisance aquatic

vegetation. Additional duties included: 1) perform concentration/exposure treatments of herbicides in a controlled environment, 2) assist with herbicide efficacy and field dissipation trials, 3) presentation of findings at professional meetings, 4) preparation of findings for internal reports and peer-review journals, and 5) peer reviewer of manuscripts submitted to professional journals.

## **SOFT SKILLS**

- Detailed, clear, transparent communicator, self-motivated, results oriented
- Effective communicator used to delivering complicated and extensive trainings and knowledge of pesticide and plant relationships in simplified terms to other professionals, public stakeholders, lobbyists and legislators.
- Extensive experience in public speaking – presented on many national and state platforms including Aquatic Plant Management Society, Florida Aquatic Plant Management Society, Florida Lake Management Society, Florida Environmental Health Association, UF IFAS Aquatic Plant Management Short Course, and others.
- Experience in Microsoft products, including Excel, Outlook, PowerPoint, Teams, and Word
- Salesforce, Business Analyzer, Concur, Certify
- Strong organizational and time management skills

## **EDUCATION**

- Mississippi State University | Master's of Science in Wildlife and Fisheries Science | August 2005
- University of Mississippi | Bachelor's of Science in Biology | December 2002

## **SALES AND LEADERSHIP DEVELOPMENT**

- Business Made Simple – 2024 – Story Brand and Negotiation Online Training Modules
- UPL Power Up Leadership Program – 2023 – Ride the Wave - Professional Coach Training
- NuVue Sales Training – 2023 – Wilson Learning: The Counselor Salesperson
- Actitud Pro Sales Force Excellence Program – 2020 – Effective Leadership and Virtual Sales
- Florida Atlantic University – 2018 – College of Business: Leadership Boot Camp

## **PROFESSIONAL SOCIETY AFFILIATIONS**

### **Aquatic Plant Management Society (APMS)**

- Presidential track
  - Vice President 2022-2023
  - President-Elect 2023-2024
  - President 2024-2025
  - Immediate Past President 2025-2026
- APMS/Bass Anglers Sportsman (B.A.S.S.) Society Special Representative 2019-present
- Treasurer 2014-2020

### **Florida Aquatic Plant Management Society (FAPMS)**

- President 2020-2021
- Secretary/Treasurer FAPMS Scholarship & Research Foundation 2018-2022
- Director 2015-2017

### **Midsouth Aquatic Plant Management Society (MSAPMS)**

- President 2018-2019
- Director 2013-2015
- Treasurer 2007-2008

## AWARDS AND COMMENDATIONS

- 2015 UPI Outstanding Achievement Sales Leader Award
- 2020 Aquatic Plant Management Society T. Wayne Miller Distinguished Service Award
- 2010 Aquatic Plant Management Society Outstanding Research Award
  - *For the development of new strategies for aquatic plant management*
- 2016 Midsouth APMS President's Award
- 2006 U.S. Army ERDC Certificate of Appreciation for Technical Briefing to the Environmental Advisory and Coastal Engineering Research Boards

## PUBLICATIONS AND RESEARCH

Getsinger, K.D., A.G. Poovey, L. Glomski, **J.G. Slade**, and R. J. Richardson. 2011. Utilization of herbicide concentration/exposure time relationships for controlling invasive plants on Lake Gaston, Virginia/North Carolina. ERDC/EL TR-11-5. Vicksburg, MS: U.S. Army Engineer Research and Development Center.

Kovalenko, K.E., E.D. Dibble and **J.G. Slade**. 2010. Community effects of invasive macrophyte control: role of invasive plant abundance and habitat complexity. *Journal of Applied Ecology* 47(2):318-328.

**Slade, J.G.**, A.G. Poovey and K.D. Getsinger. 2008. Concentration-exposure time relationships for controlling sago pondweed (*Stuckenia pectinatus*) with endothall. *Weed Technology* 22(1):146-150.

Poovey, A.G., **Slade, J.G.** and M.D. Netherland. 2007. Susceptibility of Eurasian watermilfoil (*Myriophyllum spicatum*) and a milfoil hybrid (*M. spicatum* x *M. sibiricum*) to triclopyr and 2,4-D amine. *Journal of Aquatic Plant Management* 45(2):111-115.

**Slade, J.G.**, A.G. Poovey and M.D. Netherland. 2007. Efficacy of fluridone on Eurasian and hybrid watermilfoil. *Journal of Aquatic Plant Management* 45(2):116-118.

Poovey, A.G., **J.G. Slade** and J.G. Skogerboe. 2006. Cisco Chain of Lakes: Invaded Eurasian watermilfoil's unwelcome presence. *Lakeline* 26(1):44-48.

**Slade, J.G.**, E.D. Dibble and P.C. Smiley Jr. 2005. Relationships between littoral zone macrophytes and the fish community in four urban Minnesota lakes. *Journal of Freshwater Ecology* 20(4):635-640.

**Slade, J.G.** 2005. Evaluation of fish-habitat relationships following a species-specific herbicide treatment in Minnesota. M.S. Thesis. Mississippi State University. Mississippi State, MS, USA, 83 pp.

REFERENCES AVAILABLE UPON REQUEST.

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### AWARD: Please Select 1

- |   |  |
|---|--|
| <input type="checkbox"/> Honorary Membership                              | <input type="checkbox"/> Outstanding Graduate Student                |
| <input type="checkbox"/> Max McCowen Friendship Honor                     | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input checked="" type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution      |

### NOMINEE

NAME: Sherry Whitaker

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ADDRESS: 104 Eastview Drive, Vicksburg, MS 39183

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TELEPHONE: 601-831-2204

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EMAIL: sherry.l.whitaker@usace.army.mil

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YEARS OF MEMBERSHIP: 23

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### NOMINATOR

NAME: Bradley Sartain

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TELEPHONE: 601-540-7041

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EMAIL: Bradley.T.Sartain@erdc.dren.mil

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- I. **Cover letter:**  
Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.
- II. **Curriculum Vitae**  
Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.
- III. **Supporting Evaluation Letters.**  
Include letters from individuals expressing support of candidate for this award.



December 1, 2024

Dear Aquatic Plant Management Society Awards Committee:

I am writing in support of Ms. Sherry Whitaker as a nominee for the Aquatic Plant Management Society T. Wayne Miller Distinguished Service Award.

Ms. Whitaker's unparalleled service towards APMS began in 2000 when she attended her first annual meeting in San Diego, CA. Although it was her first meeting, she willingly volunteered to work the registration desk and provide technical support during presentation sessions. Since 2000, Ms. Whitaker has continued to serve the APMS for the past 24 years. In 2008, she was first elected as Treasurer at the annual meeting in Charleston, SC and served two terms from 2008 to 2014. After stepping down as Treasurer, Ms. Whitaker continued to oversee conference registration and the registration desk until 2023 and served as a member of the APMS meeting and planning committee for many years. In the 23 years from 2000 to 2023 Ms. Whitaker only missed one annual meeting in 2022 due to unforeseen circumstances. Her level of involvement and leadership has without a doubt led to the advancement of goals, objectives, and membership of APMS at the National and Regional level.

Ms. Whitaker consistently demonstrates an enthusiasm for serving APMS and has performed above and beyond the call of duty as Treasurer, a committee member, and representative of the APMS at all levels required to contribute, grow, and maintain a credible and influential organization. Most importantly, however, she always has a positive attitude and commitment to improve the well-being of people and the environment, and I fully support his nomination.

Sincerely,

A handwritten signature in black ink, reading "Bradley Sartain". The signature is written in a cursive, flowing style.

Bradley Sartain, PhD  
Research Biologist  
USAERDC

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### **AWARD: Please Select 1**

- |  |   |
|--|---|
| <input type="checkbox"/> Honorary Membership                   | <input type="checkbox"/> Outstanding Graduate Student                           |
| <input type="checkbox"/> Max McCowen Friendship Honor          | <input checked="" type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution                 |

### **NOMINEE**

NAME: Gray Turnage

ADDRESS: 2 Research Blvd., Starkeville, MS 39759

TELEPHONE: (601) 331-0119

EMAIL: gturnage@GRI.MsState.Edu

YEARS OF MEMBERSHIP: 11 (since 2014)

### **NOMINATOR**

NAME: Sam Sardes

TELEPHONE: (561) 201-0713

EMAIL: samantha.sardes@upl-ltd.com

#### **I. Cover letter:**

Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.

#### **II. Curriculum Vitae**

Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.

#### **III. Supporting Evaluation Letters.**

Include letters from individuals expressing support of candidate for this award.

10 January 2025

Greeting APMS Awards Committee members,

I would like to nominate Dr. Gray Turnage of Mississippi State University for the Outstanding Research/Technical Contributor Award for the 2025 conference. Dr. Turnage has been a very active member of APMS since 2014. I feel that his work over the last eight years on Cuban bulrush has been exceptional and has contributed greatly to our industry and management of our natural world. He has helped to bring in over \$3,000,000 towards research of this invasive species that spans across many states. More than \$1 million of this funding was specifically targeting this species while the rest included this species and others. To date, he has published at least 4 peer-reviewed articles pushing our knowledge of this target specifically and over 40 non-peer reviewed articles, fact sheets, technical bulletins, and posters including this species.

Dr. Turnage's advancement of our knowledge on Cuban bulrush was not performed solo but with the help of many collaborators, his graduate students, and his team at Mississippi State University. While a good amount of his work over the last 8 years has been focused of this species, he continues to support and conduct research of others to improve our knowledge base in the management of aquatic plants. His efforts to lead and collaborate on such an important invasive species (Cuban bulrush) that has far reaching impacts across our discipline make him a great candidate for this award.

Thank for you time and consideration,

Sam Sardes

UPL Environmental Solutions

561-201-0713

Tampa, FL

## Turnage Biography, Grants, and Products specific to Cuban bulrush research

### Biography

Gray is an Assistant Research/Extension Professor at Mississippi State University's GeoSystems Research Institute that has been active in the field of aquatic plant management since 2011. In that time, as PI or Co-PI, he has secured over \$9M in grant funding, published 30 peer review journal articles, 11 peer review conference proceedings, 1 book, 67 factsheets, 45 technical reports, delivered over 225 oral and poster presentations at conferences and workshops, served as reviewer for a dozen scientific journals, served on 9 graduate committees (2 as major advisor), won 6 professional awards, and was named in a Resolution of Commendation for efforts to assist with giant salvinia eradication on the Ross Barnett reservoir near Jackson, MS.

As PI for Cuban bulrush research projects, Gray has secured \$1.18M in funds solely targeting Cuban bulrush research and another \$2.68M in funds that include Cuban bulrush as an ancillary species of interest. This funding has generated, 4 peer review journal articles, 27 professional presentations, 5 posters, 15 technical reports, 1 factsheet, and 3 trade journal articles. Additionally, this funding has directly trained 4 Masters students (2 in Minnesota, 1 in MS, and 1 in FL), and provided field experience for another 18 undergraduate and 6 graduate students in MS.

### Grants – Targeting Cuban bulrush (\$1,184,381)

1. Florida Fish and Wildlife Conservation Commission. **Turnage, G** (PI). 2017. Control of Cuban bulrush (*Oxycaryum cubense*) through submersed herbicide applications - \$34,843
2. Florida Fish and Wildlife Conservation Commission. **Turnage, G** (PI). 2018. Investigation of reduced herbicide rates and herbicide tank mixes applied via submersed injection for the control of Cuban bulrush (*Oxycaryum cubense*) - \$37,691
3. Army Corps of Engineers ERDC. **Turnage, G.** (PI) and R.M. Wersal (co-PI). 2019-2021. Phenology and starch allocation patterns of Cuban bulrush (*Oxycaryum cubense*) harvested from field locations - \$317,716
4. Florida Fish and Wildlife Conservation Commission. **Turnage, G** (PI). 2020-2021. Development of BMP Strategy for Cuban bulrush - \$62,272
5. Army Corps of Engineers ERDC. **Turnage, G.** (PI) and R.M. Wersal (Co-PI). 2021-2023. Cuban bulrush growing degree day estimation in the Southeastern U.S. - \$242,478
6. Department of Defense ACOE ERDC. **Turnage, G** (PI) and S.F. Enloe (Co-PI). 2024-2028. Research and Development for Cuban Bulrush Management - \$489,381

### Grants – Includes Cuban bulrush (\$2,686,131)

1. Florida Fish and Wildlife Conservation Commission. **Turnage, G** (PI). 2020-2021. Assessment of Procellacor combination treatments on invasive aquatic plants - \$55,558
2. Army Corps of Engineers ERDC. **Turnage, G** (PI), R.J. Moorhead (Co-PI), S. Samiappan (Co-PI), J. O'Neil-Dunne (Co-PI), and P. Brochu (Co-PI). 2022-2026. Automated mapping of non-indigenous aquatic plant species. - \$2,499,448

3. MS Dept. of Environmental Quality/US Fish and Wildlife Service. **Turnage, G** (PI). 2021-2025. Investigation of novel control strategies to provide long-term control of aquatic invasive plant species in Mississippi - \$131,125

### **Peer review products**

#### **Journal Articles**

1. Clarke, M., R.M. Wersal, and **G. Turnage**. 2023. Seasonal phenology and starch allocation patterns of Cuban bulrush (*Oxycaryum cubense*). Aquatic Botany 186: <https://doi.org/10.1016/j.aquabot.2023.103627>.
2. Squires, A., **G. Turnage**, and R.M. Wersal. 2024. Modeling accumulated degree-days for the invasive aquatic plants *Oxycaryum cubense* and *Eichhornia crassipes* in Mississippi. Journal of Aquatic Plant Management. DOI: 10.57257/JAPM-D-23-00006.
3. Squires, A., **G. Turnage**, R.M. Wersal, C.R. Mudge, and B.P. Sperry. 2024. Modeling accumulated degree-days for the invasive aquatic plant *Oxycaryum cubense* in the southeastern United States. Journal of Freshwater Ecology DOI: <https://doi.org/10.1080/02705060.2024.2346646>.
4. Squires, A., R.M. Wersal, **G. Turnage**, C.R. Mudge, and B.P. Sperry. 2024. Seasonal phenology and starch allocation patterns of *Oxycaryum cubense* in the southeastern United States. Invasive Plant Science and Management. DOI: <https://doi.org/10.1017/inp.2024.15>.

### **Non-peer review products**

#### **Presentations** (Contributed)

1. **Turnage, G.** 2019. Investigation of Reduced Herbicide Rates and Herbicide Tank Mixes Applied Via Submersed Injection for the Selective Control of Cuban Bulrush (*Oxycaryum cubense*). Presented at the Florida Fish and Wildlife Conservation Commission Research Symposium, March 5-6, 2019, Orlando, FL.
2. **Turnage, G.** and R.M. Wersal. 2019. Phenology and starch allocation patterns of Cuban bulrush (*Oxycaryum cubense*) harvested from field locations. Presented at the Army Corps of Engineers (ERDC) Aquatic Plant Control Research Program review, Vicksburg, MS, September 24-25, 2019.
3. **Turnage, G.** 2019. Control of Cuban bulrush with submersed herbicide applications. Presented at the Midsouth Aquatic Plant Management Society annual conference, Baton Rouge, LA, November 4-6, 2019.
4. **Turnage, G.** 2020. Investigation of Reduced Herbicide Rates and Tank Mixes Applied via Submersed Injection for the Selective Control of Cuban Bulrush (*Oxycaryum cubense*). Presented at 46th Annual Meeting of the Mississippi Chapter of the American Fisheries Society, Gulfport, MS, February 12-14, 2020.
5. **Turnage, G.,** R. M. Wersal, and M. Kjellesvig. 2020. Phenology and starch allocation patterns of Cuban bulrush (*Oxycaryum cubense*) harvested from field locations. Presented (virtually) at the Army Corps of Engineers (ERDC) Aquatic Plant Control Research Program review, Vicksburg, MS, September 29 – October 1, 2020.

6. **Turnage, G.** 2021. Preliminary assessment of Procellacor combination treatments on invasive aquatic plants. Presented (virtually) at the 2021 Florida Fish and Wildlife Conservation Commission bi-annual symposium, March 10-11, 2021.
7. **Turnage, G.** 2021. Production of a Best Management Practices handbook for Cuban bulrush – compilation phases. Presented (virtually) at the 2021 Florida Fish and Wildlife Conservation Commission bi-annual symposium, March 10-11, 2021.
8. McLeod, A. and **G. Turnage.** 2021. Short term effects of florpyrauxifen-benzyl alone and as tank mixtures on invasive aquatic plants. Presented (in-person) at the Aquatic Plant Management Society annual conference, New Orleans, LA, July 12-16, 2021.
9. Kjellesvig, M., **G. Turnage,** and R.M. Wersal. 2021. Phenology and starch allocation patterns of Cuban bulrush harvested from field locations. Presented (virtually) at the Aquatic Plant Management Society annual conference, New Orleans, LA, July 12-16, 2021.
10. **Turnage, G.,** Wersal, R.M., Kjellesvig. 2021. Phenology and starch allocation patterns of Cuban bulrush (*Oxycaryum cubense*) harvested from field locations. Presented (virtually) at the U.S. Army Corps of Engineers ERDC annual Aquatic Plant Control Research Program review, Vicksburg, MS, Oct 5-7, 2021.
11. **Turnage, G.** and A. McLeod. 2021. Effects of florpyrauxifen-benzyl alone and as tank mixtures on invasive aquatic plants. Presented at the South Carolina Aquatic Plant Management Society annual conference, North Myrtle Beach, SC, October 6-8, 2021.
12. **Turnage, G.** and A. McLeod. 2022. Meso-scale and field evaluations of Cuban bulrush response to select herbicide treatments. Presented (in-person) at the Southern Weed Science Society annual conference, Austin, TX, Jan 24-27, 2022.
13. **Turnage, G.** 2022. Field Evaluations of Cuban Bulrush Response to Select Herbicide Treatments. Presented (in-person) at the Aquatic Plant Management Society annual conference, Greenville, SC, July 18-22, 2022.
14. Squires, A., **G. Turnage,** R.M. Wersal, C.R. Mudge, and B. Sperry. 2022. Seasonal resource Allocation and Comparative Analysis of Accumulated Degree-Day Models for the Invasive Aquatic Plant Cuban bulrush (*Oxycaryum cubense*). Presented at the 2022 ACOE Aquatic Plant Control Research Program Review, Vicksburg, MS, October 4-6, 2022.
15. **Turnage, G.** 2023. Development of Best Management Strategies for Cuban bulrush. Presented virtually at the Florida Fish and Wildlife Conservation Commission biennial research symposium. March 15-16, 2023.
16. **Turnage, G.** 2023. Cuban bulrush biotype response to herbicide treatments in Florida field locations. Presented virtually at the Florida Fish and Wildlife Conservation Commission biennial research symposium. March 15-16, 2023.
17. **Turnage, G.** 2023. Assessment of Procellacor combinations on invasive aquatic plants. Presented virtually at the Florida Fish and Wildlife Conservation Commission biennial research symposium. March 15-16, 2023.
18. Gebhart, M.G., A. Squires, **G. Turnage,** R.M. Wersal, C.R. Mudge, and B.P. Sperry. 2023. Seasonal resource allocation and accumulated degree day estimation for Cuban bulrush (*Oxycaryum cubense*) in the Southeastern U.S. Presented at the annual South Carolina Aquatic Plant Management Society annual conference, North Myrtle Beach, SC, Oct. 9-11, 2023. (*Student presentation award*)

19. **Turnage, G.**, J. O’Neil-Dunne, and S. Samiappan. 2023. Automated mapping of non-indigenous aquatic plant species. Presented at the USACE ERDC APCRP annual program review, Vicksburg, MS, Nov. 7-8, 2023.
20. **Turnage, G.**, R.M. Wersal, and A. Squires. 2023. Seasonal resource allocation and comparative analysis of accumulated degree-day models for the invasive aquatic plant Cuban bulrush. Presented at the USACE ERDC APCRP annual program review, Vicksburg, MS, Nov. 7-8, 2023.
21. **Turnage, G.**, A. Squires, and R.M. Wersal. 2023. Ecology and management of Cuban bulrush in the United States. Presented at the 2023 meeting of the International Aquatic Plants Group in Antwerp, Belgium, Nov. 13-17, 2023.
22. Gebhart, M.G., A.C. Squires, R.M. Wersal, **G. Turnage**, C.R. Mudge, and B.P. Sperry. 2024. Accumulated degree days of Cuban bulrush (*Oxycaryum cubense*) in the Southeastern U.S. Presented at the Aquatic Plant Management society annual conference, St. Petersburg, FL, July 15-18, 2024 (*2nd Place Student Oral Presentation Award*).
23. Belk, P., S.F. Enloe, **G. Turnage**, and C.R. Mudge. 2024. Assessing the State of Cuban Bulrush Management across Florida and the Southeastern United States. Presented at the MidSouth APMS annual Conference, Chattanooga, TN, Oct. 29-31, 2024.
24. Schmid, S., M. Gebhart, and **G. Turnage**. 2024. Using machine learning techniques to predict the spread of invasive species: Cuban bulrush (*Cyperus blepharoleptos*) as a case study. Presented at the MidSouth APMS annual Conference, Chattanooga, TN, Oct. 29-31, 2024.
25. **Turnage, G.**, S. Samiappan, R.J. Moorhead, D. McCraine, L. Hathcock, P. Brochu, and A. Zylka. 2024. Automated mapping of non-indigenous aquatic plant species. Presented at the USACE ERDC APCRP annual program review, Vicksburg, MS, Nov. 19-20, 2024.
26. Mudge, C.R., B.P. Sperry, B.T. Sartain, **G. Turnage**, S. Schmid, S.F. Enloe, P.A. Belk, and D.A. Williams. Cuban bulrush management strategy development and demonstration. Presented at the USACE ERDC APCRP annual program review, Vicksburg, MS, Nov. 19-20, 2024.

#### Presentations (Invited)

1. **Turnage, G.** 2022. Development of an operational control strategy for aquatic weeds: using Cuban bulrush as a model. Presented (virtually) to the California Weeders group, August 8, 2022.

#### Posters

1. **Turnage, G.** 2018. Short term control of Cuban bulrush (*Oxycaryum cubense*) through submersed herbicide applications. Presented at the Aquatic Plant Management Society annual conference, Buffalo, NY, July 15-18, 2018.
2. Shah, A., S. Samiappan, and **G. Turnage**. 2021. Automated classification of invasive aquatic plants using deep learning models and visible spectrum imagery. Presented at the MSU Undergraduate Research Symposium, Mississippi State, MS, August 8, 2021.
3. Shah, A., S. Samiappan, and **G. Turnage**. 2022. Nuisance Aquatic Plant Species Identification on Nvidia Jetson Nano Using Computer Vision and Deep Learning. Presented at the MSU Undergraduate Research Symposium, Mississippi State, MS, April 14, 2022.
4. **Turnage, G.** 2023. Integrated management of Cuban bulrush grown in mesocosms. Presented at the Aquatic Plant Management Society annual meeting, Indianapolis, IN, July 24-27, 2023. – 2023 APMS Professional Poster Presentation Award.

5. Gray, N., S. Samiappan, and **G. Turnage**. 2023. Invasive aquatic plants. Presented at the Mississippi Academy of Sciences Summer Research Symposium, Mississippi State, MS, July 25, 2023.

#### Fact Sheet

1. **Turnage, G.** 2020. Invasive plant factsheet: Cuban bulrush (*Oxycaryum cubense* (Poepp. & Kunth) Lye). Mississippi State University: Geosystems Research Institute. 4 pp.

#### Technical Reports

1. Sartain, B. T., **G. Turnage**, and J. D. Madsen. 2014. Aquatic Plant Community and Invasive Plant Management Assessment of the Ross Barnett Reservoir, MS in 2013. GRI Report #5062. Mississippi State University, Mississippi State, MS: Geosystems Research Institute. 34 pp.
2. **Turnage, G.** and J. D. Madsen. 2015. Aquatic Plant Community Assessment of the Ross Barnett Reservoir, MS in 2014. GRI Report #5064. Mississippi State University: Geosystems Research Institute. 28 pp.
3. **Turnage, G.** 2017. Control of Cuban Bulrush (*Oxycaryum cubense*) through submersed herbicide applications – Interim Report. GRI Report # 5075. Mississippi State University: Geosystems Research Institute. 9 pp.
4. **Turnage, G.** 2018. Investigation of reduced herbicide rates and herbicide tank mixes applied via submersed injection for the control of Cuban bulrush (*Oxycaryum cubense*) – Interim Report. Geosystems Research Institute Report 5082, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. December 2018. Pp 7.
5. **Turnage, G.** and C. M. Shoemaker. 2018. 2017 survey of aquatic plant species in Mississippi waterbodies. Geosystems Research Institute, Mississippi State University, Mississippi State, MS. February 2018. GRI Report # 5077. 69 pp.
6. **Turnage, G.** 2018b. Control of Cuban Bulrush (*Oxycaryum cubense*) through submersed herbicide applications – Final Report. GRI Report # 5080. Mississippi State University: Geosystems Research Institute. 10 pp.
7. **Turnage, G.**, A. Lazaro-Lobo, S. L. Sanders, and M. Thomas. 2019. 2019 survey of aquatic plant species in Mississippi waterbodies. Geosystems Research Institute, Mississippi State University, Mississippi State, MS. February 2018. GRI Report # 5085. 35 pp.
8. **Turnage, G.** 2019. Control of Cuban bulrush (*Oxycaryum cubense*) through submersed herbicide applications – Final Report. Geosystems Research Institute Report 5083, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. June 2019. 7 Pp.
9. **Turnage, G.** 2020. Development of BMP strategy for Cuban bulrush – Year 1 Interim Report. Geosystems Research Institute Report 5087, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. December 2020. 4 Pp.
10. **Turnage, G.** 2020b. Assessment of Procellacor Treatments on Invasive Aquatic Plants – Year 1 Interim Report. Geosystems Research Institute Report 5088, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. December 2020. 4 Pp.
11. **Turnage, G.** 2021. Cuban bulrush biotype response to herbicide treatments in Florida field locations – Interim report. Geosystems Research Institute Report 5091, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. December 2021. 8 pp.



12. **Turnage, G.** and A. McLeod. 2021. Assessment of procellacor combination treatments on invasive aquatic plants – Final report. Geosystems Research Institute Report 5092, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. December 2021. 8 pp.
13. **Turnage, G.** 2022. Best Management Practices for Cuban bulrush (*Oxycaryum cubense*). Geosystems Research Institute Report 5095, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. June 2022. 18 pp.
14. **Turnage, G.** 2022b. Assessment of Procellacor combination treatments on invasive aquatic plants. Geosystems Research Institute Report 5096, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. June 2022. 9 pp.
15. **Turnage, G.** 2022c. Cuban bulrush biotype response to herbicide treatments in Florida field locations – Year 1 report. Geosystems Research Institute Report 5097, Geosystems Research Institute, Mississippi State University, Mississippi State, MS. June 2022. 8 pp.

Trade Journals

1. **Turnage, G.** 2018. Cuban bulrush (*Oxycaryum cubense*) control strategies. MidSouth Aquatic Plant Management Society newsletter. Spring issue, 37 (1): 14.
2. **Turnage, G.** 2019. Control of Cuban bulrush – Research Update. MidSouth Aquatic Plant Management Society newsletter. Fall issue, 37 (3): 10-11.
3. **Turnage, G.** 2022. Cuban bulrush response to herbicide treatments in field sties and potential integrated control with prescribed fire. Aquatics Magazine. Summer 2022.

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### **AWARD: Please Select 1**

- |  |  |
|--|--|
| <input type="checkbox"/> Honorary Membership                   | <input checked="" type="checkbox"/> Outstanding Graduate Student     |
| <input type="checkbox"/> Max McCowen Friendship Honor          | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution      |

### **NOMINEE**

NAME: Samuel Schmid

---

ADDRESS: 2 Research Blvd., Starkville, MS 39759

---

TELEPHONE: 662-325-8804

---

EMAIL: Sas1237@msstate.edu

---

YEARS OF MEMBERSHIP: 2

---

### **NOMINATOR**

NAME: Gray Turnage

---

TELEPHONE: 662-325-7527

---

EMAIL: Gturnage@gri.msstate.edu

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- I. **Cover letter:**  
Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.
- II. **Curriculum Vitae**  
Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.
- III. **Supporting Evaluation Letters.**  
Include letters from individuals expressing support of candidate for this award.



P.O. Box GY  
295 E Lee Blvd  
Mississippi State, MS 39762

P. 662.325.3120

F. 662.325.7939

[www.biology.msstate.edu](http://www.biology.msstate.edu)

14 Nov 2024

**Letter of Support for Sam Schmid**  
**RE: APMS Outstanding Graduate Student Award**

Sam Schmid joined my lab in August 2021 to work as a graduate research assistant on a grant project to evaluate the combined effects of herbicide and biological control on alligatorweed. This has been a complex project, in that it involves an insect biocontrol agent (alligatorweed thrips) about which relatively little was known at the beginning of Sam's dissertation research. Fortunately, Sam came to my lab well prepared and very interested in taking on the challenge of managing this research.

Sam has a strong innate curiosity about natural history that allowed him to quickly accumulate background knowledge of alligatorweed and its potential biocontrol agents. In fact, he produced a nice review paper on these topics as part of a graduate-level class that I taught during his first semester at Mississippi State.

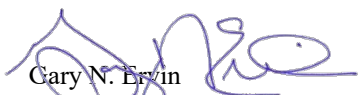
Shortly after arriving at Mississippi State, Sam established multiple field sites for conducting observational studies of alligatorweed and the thrips, including multiple field locations of the insect. In the time since beginning his work at MSU, Sam has published two peer-reviewed journal articles, and just this past week, he received notification that a third paper is to be accepted (pending minor revisions). These papers represent important findings from Sam's field work, from multiple rounds of experimental work investigating integrated control of alligatorweed (herbicide + thrips), and from some environmental niche modeling that Sam conducted in collaboration with two scientists in the thrips' native range in Argentina.

Because part of his work aimed at understanding environmental limits of the thrips, Sam also has worked closely with US Army Corps of Engineers scientists at the USACE ERDC in Vicksburg, MS. That work has been aimed at designing a series of laboratory studies to complement work already completed by the USACE team. Sam has plans to complete those studies during 2025.

In summary, Sam has been very active and productive as a student and as a scientist during his three years at MSU. He has completed his comprehensive exams, achieved candidacy, and plans to begin working towards developing his dissertation during the coming year.

Sam has my complete support in his nomination for this award!

Sincerely,

  
Gary N. Ervin  
Professor of Biological Sciences



**MISSISSIPPI STATE**  
UNIVERSITY™

**COLLEGE OF ARTS & SCIENCES**  
DEPARTMENT OF BIOLOGICAL SCIENCES

P.O. Box GY  
295 E Lee Blvd  
Mississippi State, MS 39762

Award committee members:

December 17, 2024

I would like to recommend Sam Schmid for the Outstanding Graduate Student Award. Sam is a top graduate student in our Biological Sciences program at Mississippi State. I first met Sam in August 2021 when he contacted me before the first day of his first semester at Mississippi State. At that time, he sent a note of interest in working with the collections of the Mississippi State herbarium which I run.

Since that time, I have had Sam in a plant taxonomy class, served on his PhD committee, worked with him in the herbarium, and had numerous informal research discussions as well as botanical outings. As a graduate student, Sam is sharp and productive, as well as more intellectually curious than most. As a naturalist, Sam is also well above average and has rapidly taken to expertise in the flora of the American Southeast although he had no prior background before coming here. Already he has published several state/county records and other important plant distributional information, including aquatic plants of management concern. In the course of this, he has deposited hundreds of vouchers in the herbarium, all carefully prepared with extensive scientific labels, thus performing a major service to his department and Mississippi botany. In the course of his dissertation, he has displayed expertise as an experimentalist and in statistics and R coding.

My understanding is that Sam's career aspiration lay in both research and teaching, and that he intends to continue work in applied aquatic botany when he lands a permanent position. I have no doubt that he will be ultimately professionally successful. In summary, I thank you for accepting my warm and unhesitant recommendation for Sam.

Sincerely,

Ryan Folk, Assistant Professor and Herbarium Curator, Mississippi State University

## SAMUEL A. SCHMID, M.S.

High Performance Computer  
Collaboratory - Office 233-A

2 Research Blvd.  
Starkville, MS 39759

Mailing: Mailstop 9627  
Miss State, MS 39762

Office: (662) 325-8804  
Cell: (952) 769-6731  
[samuel.schmid@msstate.edu](mailto:samuel.schmid@msstate.edu)

### CURRENT POSITION

---

MISSISSIPPI STATE UNIVERSITY, Geosystems Research Institute

Research Associate ..... July 2024 - present

### EDUCATION

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MISSISSIPPI STATE UNIVERSITY - Mississippi State, Mississippi, USA

*Doctor of Philosophy*, Biological Sciences ..... Aug 2021 - present

*Dissertation:* Ecology and management of alligatorweed (*Alternanthera philoxeroides*)  
and an associated thrips biological control agent (*Amynothrips andersoni*)

MINNESOTA STATE UNIVERSITY, MANKATO - Mankato, Minnesota, USA

*Master of Science*, Biological Sciences - Ecology ..... Jan 2019 - May 2021

*Thesis:* Aquatic macrophyte communities in five Sibley County (MN) lakes and the  
factors that affect their distribution

*Bachelor of Science*, Biological Sciences - Ecology ..... Aug 2014 - Dec 2018

### PAST EMPLOYMENT

---

MISSISSIPPI STATE UNIVERSITY, Department of Biological Sciences

Graduate Assistant, Plant Ecology Lab ..... Aug 2021 - July 2024

MISSISSIPPI STATE UNIVERSITY, Geosystems Research Institute

Research Assistant ..... May 2023 - Aug 2023

MINNESOTA STATE UNIVERSITY, MANKATO, Department of Biological Sciences

Graduate Assistant, Aquatic Weed Science Lab ..... Jan 2019 - May 2021

Herbarium Assistant, Darlene & William Radichel Herbarium ..... May 2018 - Dec 2018

Lab Technician, Plant Physiological Ecology Lab ..... Aug 2017 - May 2018

**PEER-REVIEWED PUBLICATIONS**

---

*Published*

Johanson, C. J., S. A. Schmid, and N. D. Mundahl. 2024. Fire history and woody encroachment influence saxicolous macrolichen community composition on dolomite outcrops in dry bluff prairies of the Minnesota Driftless Area. *Prairie Naturalist* 56: 56-70

Schmid, S. A. and G. Turnage. 2024. Scientific Note: *Utricularia macrorhiza* LeConte (common bladderwort; Lentibulariaceae) recorded in the Mississippi Delta. *Castanea* 89: 190-195

Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Submersed herbicides and thrips biological control methods effectively reduce biomass of *Alternanthera philoxeroides* (alligatorweed), a widespread aquatic invasive plant. *BioControl* 69:471-481. <https://doi.org/10.1007/s10526-024-10262-5>

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Rare production of seeds by invasive *Alternanthera philoxeroides* (alligator weed) in North America observed in terrestrial populations. *Wetlands* 43:1-7. <https://doi.org/10.1007/s13157-023-01662-x>

Schmid, S. A., R. M. Wersal, and J. P. Fleming. 2022. Abiotic factors that affect the distribution of aquatic macrophytes in shallow north temperate Minnesota lakes: a spatial modeling approach. *Aquatic Ecology* 56:917-935. <https://doi.org/10.1007/s10452-022-09969-3>

Schmid, S. A., and R. M. Wersal. 2021. Aquatic macrophyte community shifts in five shallow lakes in Sibley County, MN. *Journal of Aquatic Plant Management* 59:72-78.

Madsen, J. D., R. M. Wersal, S. A. Schmid, R. A. Thum, M. E. Welch, and V. Phuntumart. 2021. The identification of watermilfoil, discovery of hybrid watermilfoil, and their implications for aquatic plant management in the Clark Fork River, Western MT, USA. *Journal of Freshwater Ecology* 36:111-124. <https://doi.org/10.1080/02705060.2021.1908919>

*In review/press*

Gebhart, M. G., S. A. Schmid, S. Turner, D. Webb, R. Thum, J. Beets, and G. Turnage. Invasive eelgrass hybrid, *Vallisneria* × *pseudorosulata* in the southeastern United States. *Invasive Plant Science and Management* - in press

Schmid, S. A., A. F. Sánchez-Restrepo, A. J. Sosa, G. Turnage, and G. N. Ervin. Thrips biological control agent (*Amynothrips andersoni*) shows greater niche overlap with invasive alligatorweed (*Alternanthera philoxeroides*) than conventional agent in current and future climate scenarios. *BioControl* - in review

Schmid, S. A., C. R. Mudge, and G. Turnage. Noteworthy collections: Aquatic and wetland flora of Mississippi, Alabama, and Arkansas. *Castanea* - in review

**GRANTS AND FUNDING**

---

## SAMUEL A. SCHMID, M.S.

### RESEARCH GRANTS

#### *Attempted*

Ervin, G. N. and S. A. Schmid. 2022. A phenological study of invasive alligator weed (*Alternanthera philoxeroides*) and an associated phytophagous thrips. US Geological Survey, Mississippi Water Resources and Research Institute.....\$26,883

### TRAVEL GRANTS

#### *Awarded - \$1,000 total*

Schmid, S. A. 2023. Biology Faculty Fund Travel Award - Fall 2023. Department of Biological Sciences, Mississippi State University .....\$500

Schmid, S. A. 2023. Biology Faculty Fund Travel Award - Spring 2023. Department of Biological Sciences, Mississippi State University .....\$500

### SCHOLARSHIPS AND AWARDS

---

Student Poster Contest – Third Place Award. 2024. National Aquatic Plant Management Society Annual Meeting

*Awarded to the student whose poster presentation was voted third place at the national meeting of the Aquatic Plant Management Society.*

*Presented:* Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Integrating chemical and biological control of alligatorweed (*Alternanthera philoxeroides*): submersed herbicides and thrips. Aquatic Plant Management Society Joint Annual Conference. St. Petersburg, FL, USA

Student Poster Contest – Third Place Award. 2023. National Aquatic Plant Management Society Annual Meeting

*Awarded to the student whose poster presentation was voted third place at the national meeting of the Aquatic Plant Management Society.*

*Presented:* Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Alligator weed produces seeds in North America: Implications for invasive alligator weed reproduction. Aquatic Plant Management Society Joint Annual Conference. Indianapolis, Indiana, USA

MSAPMS Student Scholarship. 2022. MidSouth Aquatic Plant Management Society Annual Meeting .....\$2,500

*An annual scholarship awarded to a graduate student who conducts influential research on management of aquatic plants in the southern United States.*

Phillip M. Fields Scholarship Award. 2022. South Carolina Aquatic Plant Management Society Annual Meeting .....\$5,000

## SAMUEL A. SCHMID, M.S.

*An annual scholarship awarded to a graduate student whose research contributes to management of aquatic plants, particularly those of interest to South Carolina.*

### CONFERENCE PAPERS AND POSTERS

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*\*Presenter when not first author.*

#### CONFERENCE PAPERS

##### *Upcoming titles*

Mudge, C. R., B. P. Sperry, B. T. Sartain, G. Turnage, S. A. Schmid, S. Enloe, P. Belk, and D. Williams. 2024. Cuban bulrush management strategy development and demonstration. Aquatic Plant Control Research Program Annual Review. Vicksburg, Mississippi, USA

Ervin G. N., S. A. Schmid, and G. Turnage. 2024. Integrating Chemical and Biological Controls for the Aquatic Weed *A. philoxeroides* (Alligatorweed). Gulf and South Atlantic Regional Panel on Aquatic Invasive Species Fall Meeting. Austin, Texas, USA

##### *Presented titles*

Schmid, S. A., and G. Turnage. 2024. Mississippi macrophyte monitoring: Routine surveys of aquatic plant communities. MidSouth Aquatic Plant Management Society Annual Conference. Chattanooga, Tennessee, USA

Schmid, S. A., M. G. Gebhart, and G. Turnage. 2024. Using machine learning techniques to predict the spread of invasive species: *Cyperus blepharoleptos* as a case study. MidSouth Aquatic Plant Management Society Annual Conference. Chattanooga, Tennessee, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Ecology of alligatorweed: Historic pest and future threat. Aquatic Plant Management Society Joint Annual Conference. St. Petersburg, FL, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Latitude and community robustness primarily predict invasion probability of three widespread, invasive plants in Mississippi lakes. Association of Southeastern Biologists Annual Meeting. Chattanooga, Tennessee, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Testing new chemical control methods on invasive alligator weed in the Southeast. MidSouth Aquatic Plant Management Society Annual Conference. LaGrange, Georgia, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Testing new chemical control methods on invasive alligator weed in the Southeast. South Carolina Aquatic Plant Management Society Annual Conference. Myrtle Beach, South Carolina, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Testing new chemical control methods on invasive alligator weed in the Southeast. Aquatic Plant Management Society Joint Annual Conference. Indianapolis, Indiana, USA



## **SAMUEL A. SCHMID, M.S.**

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Chemical and biological control of alligator weed (*Alternanthera philoxeroides*): An invasive aquatic plant in Mississippi. Mississippi Water Resources Conference. Starkville, Mississippi, USA

Schmid, S. A., G. N. Ervin, and G. Turnage. 2022. New research questions on invasive alligator weed (*Alternanthera philoxeroides*) and an understudied biocontrol agent. MidSouth Aquatic Plant Management Society Annual Conference. Mobile, Alabama, USA

Schmid, S. A., G. N. Ervin, and G. Turnage. 2022. Invasive alligator weed (*Alternanthera philoxeroides*) in the southeastern United States: a future research plan. Aquatic Plant Management Society Joint Annual Conference. Greenville, South Carolina, USA

Schmid, S. A., G. N. Ervin, and G. Turnage. 2022. Invasive alligator weed (*Alternanthera philoxeroides*) in the southeastern United States: a future research plan. Mississippi Water Resources Conference. Starkville, Mississippi, USA

Schmid, S. A. and R. M. Wersal. 2021. Aquatic macrophyte communities in five Sibley County (MN) lakes and the factors that affect their distribution. Aquatic Plant Management Society Joint Annual Conference. Remote

### CONFERENCE POSTERS

#### *Presented titles*

Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Integrating chemical and biological control of alligatorweed (*Alternanthera philoxeroides*): submersed herbicides and thrips. Aquatic Plant Management Society Joint Annual Conference. St. Petersburg, FL, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2024. Alligator weed produces seeds in North America: Implications for invasive alligator weed reproduction. Association of Southeastern Biologists Annual Meeting. Chattanooga, Tennessee, USA

Schmid, S. A., G. Turnage, and G. N. Ervin\*. 2023. Alligator weed produces seeds in North America: Implications for invasive alligator weed reproduction. Society of Wetland Sciences South Central Chapter meeting. Cave City, Kentucky, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Alligator weed produces seeds in North America: Implications for invasive alligator weed reproduction. Aquatic Plant Management Society Joint Annual Conference. Indianapolis, Indiana, USA

Schmid, S. A., G. Turnage, and G. N. Ervin. 2023. Integrating chemical and biological control for management of alligator weed (*Alternanthera philoxeroides*; Amaranthaceae). XVI International Symposium on Biological Control of Weeds. Puerto Iguazú, Misiones, Argentina

Schmid, S. A., E. Moseman, and C. T. Ruhland. 2018. Assessing the role of UV-B radiation and litter position on bulk-soluble phenylpropanoid concentrations in *Typha angustifolia*.

## **SAMUEL A. SCHMID, M.S.**

Minnesota State University, Mankato Undergraduate Research Symposium. Mankato,  
Minnesota, USA

### **INVITED REVIEWS**

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#### *Peer-reviewed journals*

<i>Biocontrol Science and Technology</i> .....	2024
<i>Journal of Freshwater Ecology</i> .....	2024
<i>Aquatic Botany</i> .....	2023

### **TEACHING EXPERIENCE**

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MISSISSIPPI STATE UNIVERSITY, Department of Biological Sciences.

Lab Instructor.....	2021 - 2024
Plant Biology (BIO 2113)	Spring 2023 - Spring 2024
Biology II (BIO 1144)	Fall 2022 - Spring 2023
Biology I (BIO 1134)	Fall 2021 - Spring 2022
Aquatic Botany (BIO 4224/6224)	Fall 2022

MINNESOTA STATE UNIVERSITY, MANKATO, Department of Biological Sciences.

Lab Instructor.....	2019 - 2021
General Biology II (BIOL 106)	Spring 2020 - 2021
General Ecology (BIOL 215)	Fall 2019 - 2020
Our Natural World (BIOL 100)	Spring 2019

### **OTHER PUBLICATIONS**

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#### *Published*

Schmid, S. A., and G. Turnage. 2023. 2023 survey of aquatic plant species in Mississippi waterbodies. 60 pp. Technical report, Mississippi State University, Geosystems Research Institute, Mississippi State, MS

Lee, M., S. A. Schmid, and G. Turnage. 2023. 2022 survey of aquatic plant species in Mississippi waterbodies. 42 pp. Technical report, Mississippi State University, Geosystems Research Institute, Mississippi State, MS

## **SAMUEL A. SCHMID, M.S.**

Schmid, S. A., and R. M. Wersal. 2020. Seasonal changes in aquatic vegetation within five Sibley County lakes. 15 pp. Technical report, Minnesota State University, Mankato, Mankato, Minnesota, USA

Schmid, S. A., and R. M. Wersal. 2019. Aquatic plant surveys of five waterbodies in Sibley County, MN. 14 pp. Technical report, Minnesota State University, Mankato, Mankato, Minnesota, USA

*In press*

Schmid, S. A. and G. Turnage. The value of vouchers. *Aquatics*

## **PRESENTATIONS AND LECTURES**

---

Schmid, S. A. 2023. Fires, Floods, and Foreign Invaders: How Humans Alter the Landscape. Invited Lecture - Living with Global Change (BIO 4233). Mississippi State University. Miss State, Mississippi, USA

Schmid, S. A. 2022. Lessons in Invasion Ecology from Aquatic Plants. Invited lecture - Aquatic Botany (BIO 4224/6224). Mississippi State University. Miss State, Mississippi, USA

Schmid, S. A. 2022. Influence of Wetlands. Invited lecture - Living with Global Change (BIO 4233). Mississippi State University. Miss State, Mississippi, USA

Schmid, S. A. 2021. Aquatic macrophyte communities in five Sibley County (MN) lakes and the factors that affect their distribution. Invited seminar. Minnesota State University, Mankato. Mankato, Minnesota, USA

Schmid, S. A. 2020. Particle Size Analysis - The Hydrometer Procedure. Invited lecture - Soil Ecology (BIOL 412). Minnesota State University, Mankato. Mankato, Minnesota, USA

Schmid, S. A. 2019. Potamogetonaceae. Invited lecture - Flora of Minnesota (BIOL 442). Minnesota State University, Mankato. Mankato, Minnesota, USA

## **OTHER PROFESSIONAL ACTIVITIES**

---

Mississippi State University Herbarium (MISSA). Volunteer Botanist. Mississippi State, Mississippi, USA. ....2021 - present

United Campus Workers of Mississippi. Organizing Committee Member. Mississippi State, Mississippi, USA. ....2022 - present

Grad Guide Peer Mentor Program. Mentor. Mississippi State University, The Graduate School. Mississippi State, Mississippi, USA .....2024

Planting Science. Scientist Mentor. Botanical Society of America. Remote. ....2024

## **SAMUEL A. SCHMID, M.S.**

Interactive Aquatic Plant Workshop. Volunteer. MidSouth Aquatic Plant Management Society.  
LaGrange, Georgia, USA.....2023

Noxubee Wildlife Refuge Bioblitz. Attendee. Sam D. Hamilton Noxubee National Wildlife  
Refuge, Mississippi, USA.....2022

Biological Sciences Undergraduate Research Program Symposium. Judge. Mississippi State  
University. Mississippi State, Mississippi, USA. ....2022

Pollinators in Prairie Reconstructions – field day. Attendee. Minnesota Department of Natural  
Resources, Windom, Minnesota, USA. ....2019

### **CURRENT PROFESSIONAL MEMBERSHIPS**

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Aquatic Plant Management Society.....Since 2021

Association of Southeastern Biologists .....Since 2022

Mississippi Native Plant Society .....Since 2022

Society of Wetland Scientists .....Since 2022

Southern Appalachian Botanical Society.....Since 2024

# The Aquatic Plant Management Society, Inc. Award Nomination Form

## **AWARD: Please Select 1**

- |  |  |
|--|--|
| <input type="checkbox"/> Honorary Membership                   | <input type="checkbox"/> Outstanding Graduate Student                      |
| <input type="checkbox"/> Max McCowen Friendship                | <input type="checkbox"/> Outstanding Research/ Technical Contributor       |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input checked="" type="checkbox"/> Outstanding International Contribution |

## **NOMINEE**

NAME:

Dr Kevin Murphy

---

ADDRESS:

University of Glasgow, University Avenue, Glasgow, G12 8QQ

---

TELEPHONE:

---

EMAIL:

[mearnskevin1@gmail.com](mailto:mearnskevin1@gmail.com)

---

YEARS OF MEMBERSHIP:

Not a member (unconfirmed)

---

## **NOMINATOR**

NAME:

Dr Deborah Hofstra

---

TELEPHONE:

+64 27 542 3576

---

EMAIL:

Deborah.Hofstra@niwa.co.nz

**I. Cover letter:**

Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.

**II. Curriculum Vitae**

Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.

**III. Supporting Evaluation Letters.** Include letters from individuals expressing support of candidate for this award.



10 December 2024

Dr Ryan Wersal  
Associate Professor - Aquatic Weed Science  
Minnesota State University, Mankato  
Department of Biological Sciences  
143 Trafton Science Center S

Dear Dr Wersal,

Re: Outstanding International Contribution Award

I am writing to you in your role of Chair of the Awards Committee for the Aquatic Plant Management Society. Specifically, I wish to nominate Dr Kevin Murphy for consideration for the International Contribution Award.

Dr Murphy is a retired Senior Lecturer from the University of Glasgow, Scotland. His research emphasizes plant and freshwater ecology, particularly the role of vegetation in the biodiversity support functioning of aquatic ecosystems, and the macroecology of freshwater macrophytes. He has extensive experience in applied ecological work on sustainable development issues in a range of temperate, tropical and sub-tropical aquatic and wetland habitats (primarily in Europe, Africa, and South America), plus applied studies of vegetation management and eutrophication management in aquatic habitats worldwide. He was involved in a series of studies in South America, concentrating on the ecology of the Rio Paraná, one of the world's largest regulated river systems.

Since his retirement a decade ago from the university, he has been integral to several collaborative macrophyte projects on an international scale. For example, in 2017 he set up an informal international research network dedicated to advancing macroecological knowledge of freshwater macrophytes. This has to date produced a number of well-received publications authored by network collaborators. Most recently he was one of four authors on the World Atlas of Freshwater Macrophytes, dicotyledonous species II. Please see the attached list of references as evidence of the international scale of these collaborative projects.

Thank you for your consideration of this nomination.

Yours sincerely

Dr Hofstra  
Principal Scientist, Freshwater Ecology

National Institute of Water &  
Atmospheric Research Ltd  
PO Box 11115  
Hamilton 3251

Phone +64 7 856 7026  
enquiries@niwa.co.nz  
www.niwa.co.nz

Climate, Freshwater & Ocean Science

**Dr Kevin Murphy, Senior lecturer (retired), University of Glasgow. Institute of Biodiversity, Animal Health and Comparative Medicine. Glasgow, United Kingdom.**

Publications since retirement

Lobato-de-Magalhaes, T., Murphy, K., Otte, M., Molina-Navarro, E. 2024. World Atlas of Freshwater Macrophytes. Dicotyledonous species I (Acanthaceae – Menyanthaceae) - Volume 1. doi.org/10.1007/978-3-031-52749-4

Lobato-de-Magalhaes, T., Murphy, K., Grimaldo, J., Davidson, T., Molina-Navarro, E., de Nova, J., Efremov, A. (2024). Global hotspots of endemism, rarity and speciation of aquatic macrophytes. *Marine and Freshwater Research*, 75, MF23. doi.org/10.1071/MF23.

Lobato-de Magalhães T, Murphy K, Efremov A, Davidson TA, Molina-Navarro E, Wood KA, Tapia-Grimaldo J, Hofstra D, Fu H, Ortegón-Aznar I (2023). How on Earth did that get there? Natural and human vectors of aquatic macrophyte global distribution. *Hydrobiologia* 850, 1515–1542. doi:10.1007/s10750-022-05107-0.

Murphy K, Carvalho P, Efremov A, Tapia Grimaldo J, Molina-Navarro E, Davidson TA, Thomaz, S., (2020) Latitudinal variation in global range-size of aquatic macrophyte species shows evidence for a Rapoport effect. *Freshwater Biology* 65, 1622–1640. doi:10.1111/fwb.135

Murphy, K., Efremov, A., Davidson, T., Molina-Navarro, E., Fidanza, K., Crivelari Betiol, T., Chambers, P., Grimaldo, J., Varandas Martins, S., Springuel, I., Kennedy, M., Mormul, R., Dibble, E., Hofstra, D., Lukacs, A., Gebler, D., Bastrup-Spohr, L., Urrutia-Estrada, J. (2019) World distribution, diversity and endemism of aquatic macrophytes. *Aquatic Botany*, 158, 103127. doi: 10.1016/j.aquabot.2019.06.006.

Al-Shehabi, Y. and Murphy, K. (2017) Flora richness as an indicator of desert habitat quality in Kuwait. *Journal of Threatened Taxa*, 9(2), pp. 9777-9785. doi: 10.11609/jott.3364.9.2.9777-9785

Tapia Grimaldo, J., Bini, L. M., Landeiro, V. L., O'Hare, M. T., Caffrey, J., Spink, A., Martins, S. V., Kennedy, M. P. and Murphy, K. J. (2016) Spatial and environmental drivers of macrophyte diversity and community composition in temperate and tropical calcareous rivers. *Aquatic Botany*, 132, pp. 49-61. doi: 10.1016/j.aquabot.2016.04.006

Kennedy, M., Lang, P., Grimaldo, J., Varandas martins, S., Bruce, A., Hastie, A., Lowe, S., Ali, M., Sichingabula, H., Dallas, H., Briggs, Murphy, K. (2015) Environmental drivers of aquatic macrophyte communities in southern tropical African rivers: Zambia as a case study. *Aquatic Botany*, 124, pp. 19-28. doi: 10.1016/j.aquabot.2015.03.002

Moore, I. E. and Murphy, K. J. (2015) Evaluation of alternative macroinvertebrate sampling techniques for use in a new tropical freshwater bioassessment scheme. *Acta Limnologica Brasiliensia*, 27(2), pp. 213-222. doi: 10.1590/s2179-975x8813



## Bylaws and Resolutions Committee Report

The Committee is proposing one change to the Bylaws language regarding qualification criteria for Honorary Membership (see below). We also present two nominees for the 2025 Honorary Member Award (attached).

Thank you,

Shaun

Current Honorary Member qualification criteria include this statement *“The individual should be retired and no longer employed in the field of aquatic vegetation management, except that part-time work as a consultant shall be permissible.”* However, there are at least three people who deservingly received this award yet remain/remained actively working in the industry, Dr. Getsinger, David Tarver and Terry Goldsby. The Committee recommends APMS improve the language to be more inclusive of active members who have long served APMS, will continue to be active participants of the Society and at annual meeting, can mentor younger APMS members and students, and continue to advocate for the valuable work we do as aquatic vegetation management professionals. Why wait until they retire to recognize them and miss learning from these experienced professionals?

The Committee proposes the current language highlighted in yellow, be replaced by the language in blue.

Article XII. Section A.5.

*“Honorary Member. An Honorary member shall hold in perpetuity all rights of active membership. Before being considered for honorary membership a person must meet the following criteria:*

*a. The nominee must have contributed significantly to the field of aquatic vegetation management. (The individual should be retired and no longer employed in the field of aquatic vegetation management, except that part-time work as a consultant shall be permissible). The individual should be at least 55 years of age or have been employed in the field of aquatic vegetation management for a minimum of 25 years.*

*b. The nominee must have been a voting member of the Society for no less than ten (10) years.*

*c. The nominee must have actively promoted the Society and its affairs during their membership.*

*d. Nominees for honorary membership shall be submitted to the Bylaws and Resolutions Committee in the form of a petition signed by no less than ten (10) active members or may originate within the Bylaws and Resolutions Committee. Nominees will be evaluated by the Bylaws and Resolutions Committee to ascertain that they meet the criteria for eligibility as an honorary member. Eligible nominees will be presented to the Board of Directors by the Bylaws and Resolutions Committee. Honorary membership shall be approved by a majority vote of the Board of Directors”*

## Honorary Members

Awarded to persons who have been voting members of the Society for no less than ten years, have contributed significantly to the field of aquatic vegetation management, and must have actively promoted the Society and its affairs during their membership.

William E. Wunderlich	1967
F. L. Timmons	1970
Walter A. Dun	1976
Frank S. Stafford	1981
Robert J. Gates	1984
Herbert J. Friedman	1987
John E. Gallagher, Luciano “Lou” Guerra	1988
Max C. McCowen	1989
James D. Gorman, T. Wayne Miller, Jr.	1995
A. Leon Bates, Richard Couch	1997
N. Rushing	1997
Alva P. Burkhalter	2002
J. Lewis Decell	2004
Paul C. Myers	2005
David L. Sutton	2006
Dean F. Martin	2007
Robert C. Gunkel, Jr.	2008
Allison M. Fox, Randall K. Stocker, Steven J. de Kozlowski	2010
Carole Lembi	2011
Lars W.J. Anderson, David Tarver	2012
Don Doggett, Richard Hinterman	2013
David Spencer	2015
Jim Schmidt	2016
Joseph C. Joyce, Jeff Schardt	2017
David A. Issacs, Vernon V. Vandiver	2018
Eric P. Barkemeyer	2019
Linda Nelson, Ken Manuel, Steve Brewer	2020
Kurt Getsinger, John Rogers, Jr., Terry Goldsby	2021
William Culpepper, Joe Bondra	2022
John Gardner, John Madsen	2023

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

### **AWARD: Please Select 1**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Honorary Membership        | <input type="checkbox"/> Outstanding Graduate Student                |
| <input type="checkbox"/> Max McCowen Friendship Honor          | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution      |

### **NOMINEE**

NAME: Carlton Layne

---

ADDRESS: Marietta, GA

---

TELEPHONE: 678-773-1364

---

EMAIL: layn1111@bellsouth.net

---

YEARS OF MEMBERSHIP: >10

---

### **NOMINATOR**

NAME: John Madsen

---

TELEPHONE: 662-722-0157

---

EMAIL: john.d.madsen86@gmail.com

---

#### **I. Cover letter:**

Include contributions of the candidate to the discipline of aquatic plant management and qualifications for this award.

#### **II. Curriculum Vitae**

Include relevant work experience and also special honors or awards that demonstrate the impact to the profession that this candidate has provided during in his or her career to the profession.

#### **III. Supporting Evaluation Letters.**

Include letters from individuals expressing support of candidate for this award.

## Wersal, Ryan M

---

**From:** john.d.madsen86@gmail.com  
**Sent:** Thursday, December 12, 2024 1:37 PM  
**To:** Wersal, Ryan M; 'Andrew Howell'; 'Bo Burns'; Clyde Smith; craig.aguillard@alligare.com; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; 'Justin Nawrocki'; 'Lyn Gettys'; 'Rob Richardson'; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Honorary Membership Petition

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I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

## Wersal, Ryan M

---

**From:** Wersal, Ryan M  
**Sent:** Thursday, December 12, 2024 1:41 PM  
**To:** john.d.madsen86@gmail.com  
**Subject:** Re: Honorary Membership Petition

Yes

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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 1:37:19 PM  
**To:** Wersal, Ryan M <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan M <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** Honorary Membership Petition

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If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

## Wersal, Ryan M

---

**From:** Bo Burns <bo.burns@alligare.com>  
**Sent:** Thursday, December 12, 2024 1:43 PM  
**To:** john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; Clyde Smith; Craig Aguillard; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; 'Justin Nawrocki'; 'Lyn Gettys'; 'Rob Richardson'; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Re: Honorary Membership Petition

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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; Craig Aguillard <Craig.Aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** Honorary Membership Petition

I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen



**Wersal, Ryan M**

---

**From:** Rob Richardson <rob\_richardson@ncsu.edu>  
**Sent:** Thursday, December 12, 2024 1:51 PM  
**To:** john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; terryg@aquaservicesinc.com; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

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Yes

On Thu, Dec 12, 2024 at 2:37 PM <john.d.madsen86@gmail.com> wrote:

I am petitioning APMS to bestow an honorary membership on Carlton Layne. Carlton is a past APMS board member and officer, active in APMS, and the long-time Executive Director of the Aquatic Ecosystem Restoration Foundation. He retired many years ago; AERF is a part-time consulting position.

If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

--  
Robert J. Richardson  
William H. Culpepper Distinguished Professor of Aquatic Weed Science  
Aquatic and Noncropland Weed Science  
Co-chair NCSU Weed Science Program  
Crop and Soil Science Department  
North Carolina State University  
Box 7620, Williams Hall  
Raleigh, NC 27695-7620

## Wersal, Ryan M

---

**From:** Clyde Smith <clyde.smith@upl-ltd.com>  
**Sent:** Thursday, December 12, 2024 1:54 PM  
**To:** john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; 'Bo Burns'; craig.aguillard@alligare.com; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; 'Lyn Gettys'; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Cc:** Wersal, Ryan M; john.d.madsen86@gmail.com  
**Subject:** Re: External :Honorary Membership Petition

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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <awhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith/Field Research & Technical Development/FIELD <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Subject:** External :Honorary Membership Petition

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If you approve, please reply with YES

If you do not approve, either do not reply or reply with NO

Thank you

John Madsen

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## Wersal, Ryan M

---

**From:** Craig Aguillard <Craig.Aguillard@alligare.com>  
**Sent:** Thursday, December 12, 2024 1:56 PM  
**To:** Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; 'Andrew Howell'; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; 'Lyn Gettys'; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Subject:** Re: External :Honorary Membership Petition

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Definite Yes!!

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**From:** Clyde Smith <clyde.smith@upl-ltd.com>  
**Sent:** Thursday, December 12, 2024 1:54 PM  
**To:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>; Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <aawhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Craig Aguillard <Craig.Aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; rob\_richardson@ncsu.edu <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; 'Troy Goldsby' <trgoldsby@jonesfish.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
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**From:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Sent:** Thursday, December 12, 2024 2:37:19 PM  
**To:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; 'Andrew Howell' <aawhowell@ncsu.edu>; 'Bo Burns' <bo.burns@alligare.com>; Clyde Smith/Field Research & Technical Development/FIELD <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; 'Lyn Gettys' <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; terryg@aquaservicesinc.com

**Wersal, Ryan M**

---

**From:** Lyn Gettys <lgettys@ufl.edu>  
**Sent:** Thursday, December 12, 2024 2:12 PM  
**To:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; John Rodgers; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
**Subject:** RE: External :Honorary Membership Petition

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Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314



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**From:** Craig Aguillard <[Craig.Aguillard@alligare.com](mailto:Craig.Aguillard@alligare.com)>  
**Sent:** Thursday, December 12, 2024 2:56 PM  
**To:** Clyde Smith <[clyde.smith@upl-ltd.com](mailto:clyde.smith@upl-ltd.com)>; john.d.madsen86@gmail.com; Wersal, Ryan Michael <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>; Andrew Howell <[aawhowell@ncsu.edu](mailto:aawhowell@ncsu.edu)>; Bo Burns <[bo.burns@alligare.com](mailto:bo.burns@alligare.com)>; 'Deborah Hofstra' <[Deborah.Hofstra@niwa.co.nz](mailto:Deborah.Hofstra@niwa.co.nz)>; 'Gray Turnage' <[grayturnage@gmail.com](mailto:grayturnage@gmail.com)>; John Rodgers <[jroddgers@nctv.com](mailto:jroddgers@nctv.com)>; 'JJ Ferris' <[jferris@cygnetenterprises.com](mailto:jferris@cygnetenterprises.com)>; Justin Nawrocki <[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)>; Lyn Gettys <[lgettys@ufl.edu](mailto:lgettys@ufl.edu)>; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee



**Wersal, Ryan M**

---

**From:** jrodgers@nctv.com  
**Sent:** Thursday, December 12, 2024 2:19 PM  
**To:** John.d Madsen86  
**Cc:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; terryg@aquaservicesinc.com; Turner, Stephen Lee; 'Troy Goldsby'  
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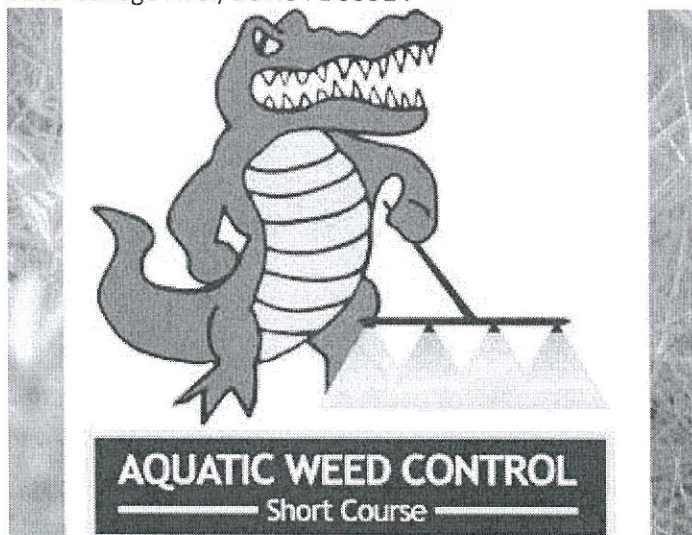
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On 2024-12-12 20:11, Lyn Gettys wrote:

Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314



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## Wersal, Ryan M

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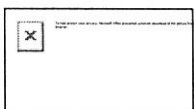
**From:** JJ Ferris <jj.ferris@cygnetenterprises.com>  
**Sent:** Friday, December 13, 2024 6:42 AM  
**To:** john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; Rob Richardson; terryg@aquaservicesinc.com; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

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Yes

## JJ Ferris

Regional Sales Manager



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On Thu, Dec 12, 2024 at 2:37 PM <john.d.madsen86@gmail.com> wrote:



## Wersal, Ryan M

---

**From:** Troy Goldsby <troyg@aquaservicesinc.com>  
**Sent:** Thursday, December 12, 2024 4:17 PM  
**To:** jrodgers@nctv.com; John.d Madsen86  
**Cc:** Craig Aguillard; Clyde Smith; john.d.madsen86@gmail.com; Wersal, Ryan M; Andrew Howell; Bo Burns; 'Deborah Hofstra'; 'Gray Turnage'; 'JJ Ferris'; Justin Nawrocki; rob\_richardson@ncsu.edu; Terry Goldsby; Turner, Stephen Lee  
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**From:** jrodgers@nctv.com <jrodgers@nctv.com>  
**Sent:** Thursday, December 12, 2024 2:18:51 PM  
**To:** John.d Madsen86 <john.d.madsen86@gmail.com>  
**Cc:** Craig Aguillard <Craig.Aguillard@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>; Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; Andrew Howell <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Gray Turnage' <grayturnage@gmail.com>; 'JJ Ferris' <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; rob\_richardson@ncsu.edu <rob\_richardson@ncsu.edu>; Terry Goldsby <terryg@aquaservicesinc.com>; Turner, Stephen Lee <sltturner7@tva.gov>; Troy Goldsby <troyg@aquaservicesinc.com>  
**Subject:** Re: External :Honorary Membership Petition

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Yes

On 2024-12-12 20:11, Lyn Gettys wrote:

Yes!

Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314

## Wersal, Ryan M

---

**From:** Terry Goldsby <terryg@aquaservicesinc.com>  
**Sent:** Friday, December 13, 2024 7:35 AM  
**To:** JJ Ferris; john.d.madsen86@gmail.com  
**Cc:** Wersal, Ryan M; Andrew Howell; Bo Burns; Clyde Smith; craig.aguillard@alligare.com; Deborah Hofstra; Gray Turnage; John Rodgers; JJ Ferris; Justin Nawrocki; Lyn Gettys; Rob Richardson; Turner, Stephen Lee; Troy Goldsby  
**Subject:** Re: Honorary Membership Petition

**CAUTION:** This e-mail originated from outside the Minnesota State System. Only click links or open attachments from trusted sources. Please report suspicious messages using the "Report Message Button".

YES!

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**From:** JJ Ferris <jj.ferris@cygnetenterprises.com>  
**Sent:** Friday, December 13, 2024 6:41:44 AM  
**To:** john.d.madsen86@gmail.com <john.d.madsen86@gmail.com>  
**Cc:** Wersal, Ryan Michael <ryan.wersal@mnsu.edu>; Andrew Howell <awhowell@ncsu.edu>; Bo Burns <bo.burns@alligare.com>; Clyde Smith <clyde.smith@upl-ltd.com>; craig.aguillard@alligare.com <craig.aguillard@alligare.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Gray Turnage <grayturnage@gmail.com>; John Rodgers <jrodgers@nctv.com>; JJ Ferris <jferris@cygnetenterprises.com>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Lyn Gettys <lgettys@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; Terry Goldsby <terryg@aquaservicesinc.com>; Turner, Stephen Lee <slturner7@tva.gov>; Troy Goldsby <troyg@aquaservicesinc.com>  
**Subject:** Re: Honorary Membership Petition

You don't often get email from [jj.ferris@cygnetenterprises.com](mailto:jj.ferris@cygnetenterprises.com). [Learn why this is important](#)

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Yes

## JJ Ferris

Regional Sales Manager



12/13/2024

**Aquatic Plant Management Society**

**Awards & Bylaws and Resolutions Committees**

Subject: Nomination of Terry McNabb for Honorary Membership in the Aquatic Plant Management Society

Dear Committee Chairs, Dr. Ryan Wersal and Mr. Shaun Hyde,

We are writing to formally nominate Mr. Terry McNabb, a highly respected and accomplished professional in the field of aquatic plant management, for honorary membership in the Aquatic Plant Management Society (APMS).

Terry has been an integral part of the aquatic plant management industry for nearly 50 years. His extensive knowledge, experience, and dedication to the field have made him a valuable asset to the industry and a respected figure among his peers.

Throughout his career, Terry has consistently demonstrated a commitment to excellence and innovation in aquatic plant management. He has been instrumental in developing and implementing effective and environmentally sound strategies for controlling invasive aquatic plants. His expertise in various control methods, monitoring technologies, research, and innovation has contributed significantly to the successful management of aquatic ecosystems.

Terry's contributions to the APMS have been equally impressive. He has actively participated in various society activities, including attending conferences, presenting research findings, and serving on committees and as special representatives, and as President in 1996. His involvement has enriched discussions and collaboration among fellow professionals.

In recognition of his outstanding contributions to the field and the APMS, we strongly recommend Terry McNabb for APMS honorary membership. His induction would be a well-deserved honor and would further demonstrate the strong positive impact of APMS membership on the discipline.

Thank you for your time and consideration.

Sincerely,



Scott W. Shuler

Director, Technology & Operations

EutroPHIX



Dr. Mark Heilman

Vice President, Restoration and Advocacy

SePRO Corporation

## PAST AWARDS & ACCOMPLISHMENTS

- 50 years of aquatic plant, cyanobacteria, and nutrient pollution research, development, and implementation of management programs
- 50 years of successful operation of a water resource management firm (Aquatechnex, 1972)
- Pioneering the use of GIS for aquatic resource mapping & management (ReMetrix, 2000)
- US Army Corps of Engineer research partner for aquatic herbicide studies for the development of Concentration Exposure Time and invasive aquatic weed control programs
- APMS Past President - 1996
- WAPMS Past President – 1982, 1983, 2004
- NALMS Past President -2013
- Certified Lake Manager (NALMS)
- 1<sup>st</sup> Annual Golden Coot Award- lifetime of leadership and innovation (Society of Lake Management Professionals, 2024)
- Seminar instructor on aquatic resource management, Golf Course Superintendents Association of America (1996-2008, 2019-present)



## Education and Outreach Report – Sonja Wixom

- Posted 2025 and 2026 meeting dates and locations on website
- APMS banners were printed and picked up
- Got wet at the FL APMS conference from an unplanned waterfall, but still made their way to SLMP and NEAPMS
- waiting for reprint orders, or do we just keep these?

From Greg – I mentioned to Sonja in a followup email that the other tasks included verbiage on MembershipWorks regarding no solicitation, and also a “donate button” on the website. I gave her the information for our new web person

Committee Chair  
 Dean Jones  
 863-209-4015  
[dean.jones@upl-ltd.com](mailto:dean.jones@upl-ltd.com)

Treasurer  
 Justin Nawrocki  
 919-429-2185  
[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)

<b>2024 APMS Sponsor Levels and Benefits</b>	<b>Platinum</b>	<b>Gold</b>	<b>Silver</b>	<b>Bronze</b>	<b>Contributor</b>	<b>Silent Auction Contributor</b>
Contribution	\$10,000	\$7,500	\$5,000	\$2,500	\$500	
Complimentary meeting registration(s)	4	3	2	1		
Complimentary booth space(s)	2	1				
Present current data on research / operations related to plant management	10 min	5 min				
Acknowledgement on APMS Website with direct link to your company's home page	✓	✓	✓	✓	✓	✓
Acknowledgement on APMS Meeting Sponsors Program Page	✓	✓	✓	✓	✓	
Acknowledgement on APMS Meeting Sponsors Signs	✓	✓	✓	✓	✓	
Acknowledgement on APMS Sponsor Sign for Refreshment Breaks	✓	✓	✓	✓		
Acknowledgement on APMS Sponsor Sign for Continental Breakfast	✓	✓	✓	✓		
Acknowledgement on APMS Sponsor Sign for Poster Session Reception	✓	✓	✓			
Acknowledgement on APMS Sponsor Sign for President's Reception	✓	✓	(✓)			
Acknowledgement on APMS Sponsor Sign for Awards Reception and Banquet	✓	(✓)	(✓)			
Acknowledgement in APMS newsletter following the annual meeting	✓	✓	✓	✓	✓	✓

(✓) – Acknowledgement applied to Gold or Silver level sponsors if there is no Platinum sponsor

# APMS Exhibitor and Sponsor Survey

The Aquatic Plant Management Society (APMS) exhibitor and sponsor survey was distributed to gain a better understanding of their experiences and expectations at the annual meeting. The survey had a 55% response rate, with 22 survey respondents of the 40 APMS exhibitors and sponsors. Most of the survey respondents were from private companies (82%) participating as exhibitors and sponsors (68%).

Overall, survey respondents were satisfied with the organization, accessibility, and support at the APMS annual meeting. Most respondents (53%) rate their return on investment (ROI) for participating in the annual meeting as “Good” whereas others selected “Excellent” (16%) and “Average” (31%). Although ROI ratings vary, most of them (84%) believe that the meeting provides “Excellent” (42%) or “Good” (42%) engagement opportunities.

## Sponsorship Incentives

About 73% of respondents were sponsors, at the “Platinum” (23%), “Gold” (8%), “Silver” (23%), “Bronze” (23%), or “Contributor” (23%) level. When asked about their satisfaction with sponsorship privileges, about 31% of respondents were “Extremely Satisfied”, 46% were “Somewhat Satisfied”, and 23% were “Neither Satisfied nor Dissatisfied.” One respondent suggested “offer[ing] conference registration with [their] exhibit sponsorship.”

## Attendee Engagement

Six respondents wrote comments about adding an attendee engagement activity to the APMS annual meeting. Four of them shared ideas (see pg. 3 for details) that included incorporating plant I.D., bingo, a scavenger hunt, and a mapping demonstration. One respondent described a “moderately successful” activity at the Florida Lake Management Society meeting that had, “a raffle using a ‘bingo card’ or something where the attendees need to visit the vendors to get a stamp and collect all the stamps to enter to win a prize.”

Two respondents shared concerns related to the cost and commitment associated with facilitating an activity. One of them explained that “...we have meetings scheduled during the conference. While I see the benefits of an activity, it requires the exhibit to be manned the majority of the time making it more difficult to schedule the other meetings.”

## Conclusion and Recommendations

Based on the survey results, exhibitors and sponsors are generally satisfied with their participation in the APMS annual meeting. However, there is an opportunity to address exhibitor/sponsor incentives and attendee engagement based on the survey comments. Depending on the organization’s financial goals, APMS could offer a discounted registration rate for exhibitors and sponsors or other opportunities for additional incentives. An engagement activity could increase exhibitor/sponsor satisfaction while increasing networking opportunities among all APMS members in attendance during meeting breaks. APMS could incorporate an activity that encourages attendees to explore exhibits and other event offerings. However, APMS should consider the cost and commitment associated with facilitating an activity. It is important to gain support from the exhibitors/sponsors if an activity were to be implemented. It would be advantageous for APMS to collaborate with exhibitors/sponsors to create an activity that serves their membership and goals.

### Type of Organization (n= 22)

18%	Academic Institution
82%	Private Company

### Level of participation with APMS (n= 22)

27%	Exhibitor Only
68%	Exhibitor and Sponsor
5%	Sponsor Only

### Level of sponsorship with APMS (n= 13)

23%	Platinum
8%	Gold
23%	Silver
23%	Bronze
23%	Contributor

### How satisfied are you with your sponsor level privileges offered by APMS? (n= 13)

31%	Extremely Satisfied
46%	Somewhat Satisfied
23%	Neither Satisfied nor Dissatisfied

### Please share any feedback you have on sponsorship with APMS below. (n= 1)

1. *Offer registration with exhibit sponsorship.*

### How would you rate the APMS Annual Meeting location and accessibility? (n= 19)

47%	Excellent
47%	Good
6%	Average

### How would you rate the overall return on investment for participating in the APMS Annual Meeting? (n= 19)

16%	Excellent
53%	Good
31%	Average

### How would you rate the meeting's networking opportunities with other exhibitors/sponsors and attendees? (n= 19)

42%	Excellent
42%	Good
10%	Average
6%	Poor

How satisfied were you with the overall organization of the Annual Meeting? (n= 19)

63% Extremely Satisfied  
37% Somewhat Satisfied

How satisfied were you with the level of support provided by the APMS Annual Meeting organizers? (n= 19)

63% Extremely Satisfied  
31% Somewhat Satisfied  
6% Neither Satisfied nor Dissatisfied

How would you rate the quality of engagement by attendees at your exhibit? (n= 18)

22% Excellent  
28% Good  
50% Average

How would you rate the booth space, set up, and facilities? (n= 18)

22% Excellent  
45% Good  
33% Average

How interested are you in incorporating a conference activity to increase attendee exhibit engagement? (n= 18)

33% Very Interested  
45% Somewhat Interested  
22% Neutral

Please share any specific ideas or concerns you might have on adding an engagement activity below. (n= 6)

1. *Plant I.D. workshop*
2. *In the field mapping demo*
3. *Raffle during break or scavenger hunt with items located at booths to increase booth visits.*
4. *A raffle using a "bingo card" or something where the attendees need to visit the vendors to get a stamp to collect all of the vendors to enter to win a prize. (Maryann from FLMS used this and it was moderately successful)*
5. *Cost*
6. *As a Territory Manager for a manufacturer, we have meetings scheduled during the conference. While I see the benefits of an activity, it requires the exhibit to be manned the majority of the time making it more difficult to schedule the other meetings.*

Would you be interested in participating in the APMS Annual Meeting again in the future? (n= 19)

100% Yes

Please share any additional feedback you have on the APMS annual meeting... (n= 2)

*APMS provides an excellent opportunity to network with national industry leaders as well as Government agencies, academia, and customers that you are not always able to get facetime with.*

*We would like to give a presentation at the next conference.*

*Would like to see the booths assigned and not first come first serve.*

# Finance Committee Report January 2025

## Andy Fuhrman Chair

The following is the summary as of January 1,2025

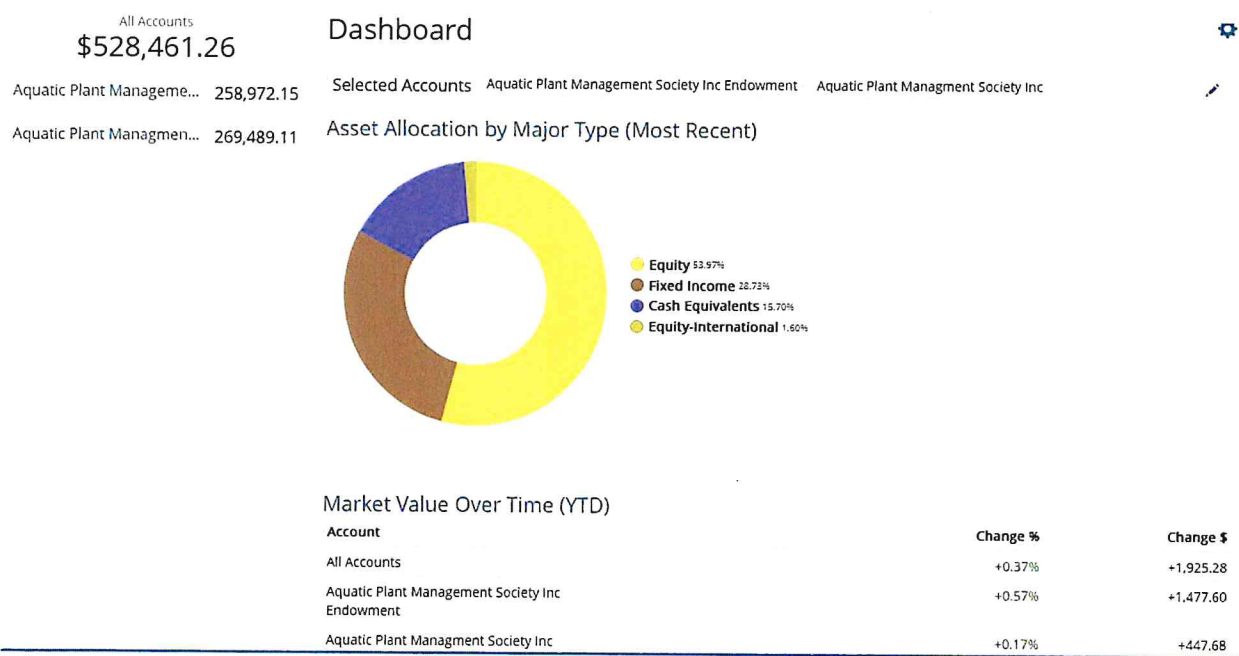
Total currently in our investment accounts is \$526,535.98 up \$67,282.19

Aquatic Endowment Account is \$257,494.55

Aquatic Plant Account is \$269,041.43 (\$20,000 transferred from this account on March 12,2024 to cover operating expenses)

Below is the chart showing accounts as of January 9,2025

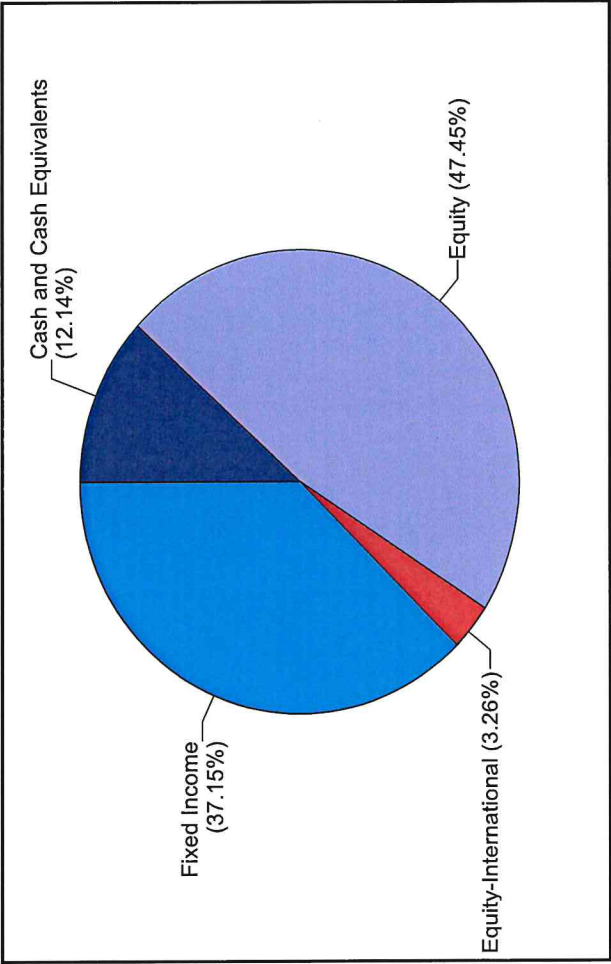
Accounts up \$1,925.28 YTD





Account: 550

Asset Composition	12/31/2023 Valuation	% of Account	12/31/2024 Valuation	% of Account	Change in Value (\$)
Cash and Cash Equivalents	30,134.45	14.84	31,251.28	12.14	1,116.83
Equity	104,498.91	51.45	122,180.03	47.45	17,681.12
Equity-International	9,043.22	4.45	8,409.35	3.26	-633.87
Fixed Income	59,436.20	29.26	95,653.89	37.15	36,217.69
Grand Total	203,112.78	100.00	257,494.55	100.00	54,381.77





Aquatic Plant Management Society Inc Endowmen



Account Overview

Account: 550

01/01/2024 to 12/31/2024

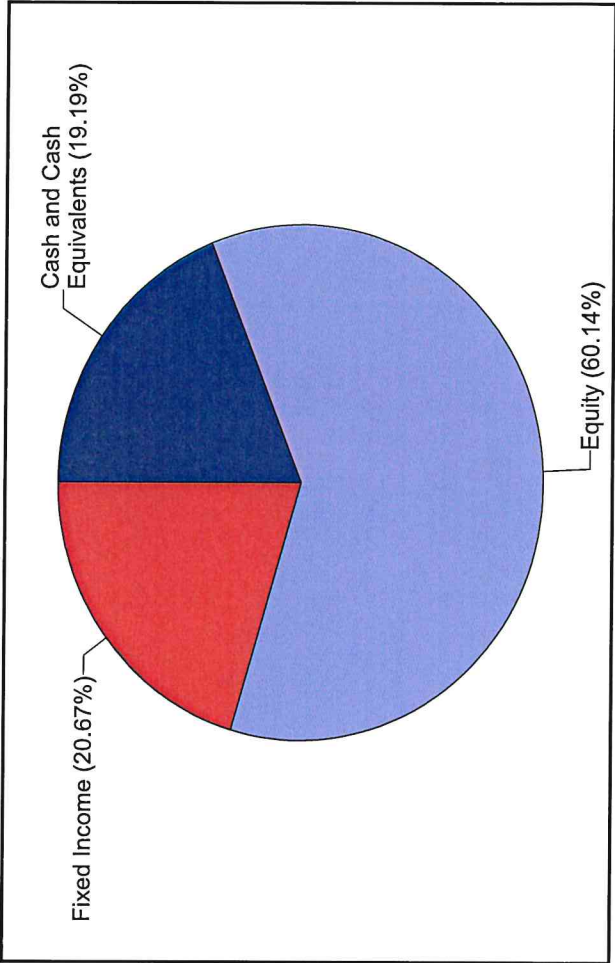
Account Value Change	
Beginning Account Value	\$203,112.78
Account Activity for Period	\$34,158.17
Realized Gains/Losses	\$9,053.35
Unrealized Gains/Losses	\$11,170.25
Ending Account Value	\$257,494.55
Realized Gain/Loss Summary	
Long Term	\$7,217.23
Short Term	\$1,895.13
	<u>\$9,112.36</u>
Long Term	(\$59.01)
Short Term	\$0.00
	<u>(\$59.01)</u>
Net Realized Gain/Loss	\$9,053.35

Account Activity	
Cash Receipts	
Contribution - Deposit to Account	\$30,000.00
Dividend - Ordinary	\$3,806.21
Interest - Corporate	\$1,830.24
Interest - US Gov't Bond (State Tax Exempt)	\$600.00
Interest - US Treasury	\$300.00
Cash Receipts Total	<u>\$36,536.45</u>
Cash Disbursements	
Expense - Fiduciary Fees	(\$100.00)
Trust Department Fiduciary Fee	(\$2,278.28)
Cash Disbursements Total	<u>(\$2,378.28)</u>
Grand Total	<u><u>\$34,158.17</u></u>



Account: 540

Asset Composition	12/31/2023		12/31/2024		Change in Value (\$)
	Valuation	% of Account	Valuation	% of Account	
Cash and Cash Equivalents	63,742.32	24.89	51,633.87	19.19	-12,108.45
Equity	152,595.14	59.57	161,806.62	60.14	9,211.48
Fixed Income	39,804.52	15.54	55,600.94	20.67	15,796.42
Grand Total	256,141.98	100.00	269,041.43	100.00	12,899.45



Aquatic Plant Managment Society Inc



Account Overview

Account: 540

01/01/2024 to 12/31/2024

Account Value Change		Account Activity	
Beginning Account Value		Cash Receipts	
Account Activity for Period		Dividend - Ordinary	\$5,294.81
Realized Gains/Losses		Interest - Corporate	\$2,298.11
Unrealized Gains/Losses		Cash Receipts Total	\$7,592.92
Ending Account Value		Cash Disbursements	
		Disbursement to or for Beneficiary	(\$20,000.00)
		Expense - Fiduciary Fees	(\$100.00)
		Trust Department Fiduciary Fee	(\$2,638.05)
		Cash Disbursements Total	(\$22,738.05)
		Grand Total	(\$15,145.13)
Realized Gain/Loss Summary			
Long Term	\$13,747.34		
Short Term	\$365.82		
	\$14,113.16		
Long Term	(\$160.15)		
Short Term	\$0.00		
	(\$160.15)		
Net Realized Gain/Loss	\$13,953.01		

## APMS – Meeting Planning – Tom Warmuth

- The board will be testing a location for the Presidents reception, **The Vig** - located/attached at the **Hilton Providence** (right next door to the Omni, where the APMS meeting will be held)
- The meeting for 2026 is set to be in Phoenix AZ - at the **Renaissance Phoenix Downtown Hotel** . Being in the center of downtown, the venue is a short ride from the airport and there are many options for lunch and after-hours food and entertainment in the center of downtown Phoenix. We have not established a location for the Presidents reception yet.
- The 2027 APMS meeting will be in TX as a joint meeting with TAPMS (TX APMS) - we have looked at several of the large cities TX to hold the meeting (Houston, Dallas, Austin, etc).... Myself and others feel that Austin may be the best option to "draw" people in, including students. The Omni is located in an area near 6<sup>th</sup> street - known to have several restaurants and entertainment options and all walkable from the hotel.



[www.apms.org](http://www.apms.org)

## **2025 Mid-Winter Board of Director Meeting**

### **Membership Committee Report – January 27, 2025**

Most recent report from the treasurer is that we have 177 paid members. We have 385 “past due” members. These are people that have been members at one time but have not renewed. Some additional time needs to be dedicated to this opportunity list. We updated our digital piece for the 2025 conference and membership (Included with Report). That piece has been distributed to all APMS chapters as well as AERF, NALMS, the International Aquatic Plants Group’s membership, and we will be working with the secretary and treasurer to get this to all the 385 past members we mentioned above, along with the current membership. If there was a desire, we could send around 500 postcards out as a meeting/membership reminder to see if snail mail moved the needle any better. The committee would propose a budget not to exceed \$750 if we wanted to try this. Finally, assuming that Amy Gianotti is still handling APMS social media, we plan to send this digital piece out to her to share via social media a few times between now and the time of our 2025 annual conference.

Given that the next conference will be at the NEAPMS, we’ve continued to stay in touch, and they have been sharing our upcoming conference with their membership. We recently were able to get them to share their contact list so that we can keep them in the loop for the 2025 annual conference. We have not communicated with them at this point, but we will be sending our digital flyer out to them within the next week and will also share with them again when more of the conference becomes available on the website.

Please let us know if you have any government, university, or industry contacts so that we can keep them updated by sending them this digital piece. The committee is also assisting in getting the website updated with board of director photos. Once those are all collected (hopefully by the time of this board meeting) we will have all the updated headshots and will share those with the Education and Outreach committee responsible for keeping the website updated as well as with our website consultant.

We recently learned of the passing of Dave Petty, a long-time member of APMS and contributor to the APM industry. Dave worked with many of the manufacturers, US Army Corp of Engineers, APMS, AERF, as well as many other companies on research on many of the products that we have on the market today. The membership committee is working on a memorial update to send to membership and likely place in the next newsletter. Any information, stories, contributions, or pictures of Dave would be greatly appreciated to help pull this recognition together.

The committee values all input from other board members on what we could be doing to better the society and increase membership and attendance at the annual conference.

**Respectfully Submitted:** Matthew Johnson (Chair), Lyn Gettys, Greg MacDonald, Gray Turnage, Mirella Ortiz, Brian Isaacs, and Candice Prince.



# APMS

The Aquatic Plant Management Society

## 2025 ANNUAL MEETING

July 14 - 17 in Providence, Rhode Island



Register Here

## About Us

The Aquatic Plant Management Society is a respected source of expertise in the field of biological, mechanical, and chemical aquatic plant management and aquatic plant species.

The Society has grown to include several regional and state chapters. Through these affiliates, annual meetings, newsletters, and the Journal of Aquatic Plant Management, members keep abreast of the latest developments in the field.

## Our Objectives

Promote the management of nuisance aquatic plants, algae, and cyanobacteria, provide for the scientific advancement of members of the society, encourage scientific research, promote university scholarship, and stir public interest in the aquatic plant science discipline.



**Home of the  
Michael D. Netherland  
Graduate Student Research Grant**



## The Why?



network with  
industry  
professionals



boost your  
knowledge and  
skillset



contribute to the  
industry by sharing  
knowledge



stay plugged  
into industry  
trends

**Why Not?**

APMS Nominating Committee  
Jason Ferrell – Chair and Immediate Past President  
January 3, 2025

The nominations committee would suggest the following candidates:

Matt Johnson (Aquatic Control) – Vice President

Mirella Ortiz (Utah State University) – Director

Carl Della Torre (Orion Solutions) – Director

APMS Past Presidents Advisory Committee  
Jason Ferrell – Chair and Immediate Past President  
January 20, 2025

Bill Torres has been contacted to reserve space and schedule a luncheon for the past presidents.

The past presidents have been contacted and asked to RSVP for this event. A second reminder will be sent on April 2.

There are currently no agenda items for this group and suggestions would be welcomed.



## Program Meeting Report - Lyn Gettys

- working with Jeremiah Foley to get a recorded presentation from Senator Blumenthal regarding the new hydrilla (the Senator will be in session and unable to attend in person)
- working to develop a “new hydrilla-centric session” and will be recruiting speakers from the New England area/NEAPMS for this and other more general topics
- working with Confex to get the abstract submission system set up; started that before the holidays, once operational will put out a call for papers

APMS Proposal Review Committee  
Jason Ferrell – Chair and Immediate Past President  
January 20, 2025

No proposals have been submitted.

## Regional Chapters Report – Gray Turnage

Nothing to report at this time

## Strategic Planning Committee Report – Mark Heilman

From Mark - a few activities relative to a goal or two of the strategic plan could be commented on, but they should be covered by other reports. I would encourage all committees with described engagement with plan goals to keep track of those initiatives. Strategic planning should begin again in 2027 (last year of current plan).

# Aquatic Plant Management Society

## 2023-2027 Strategic Plan

### Introduction

Since 1961, APMS has supported the management of aquatic plants and algae—starting with water hyacinth—through several key ongoing efforts:

- a uniquely-focused scientific journal to disseminate APM research,
- an annual meeting to gather together the diverse scientists and practitioners engaged with aquatics to foster technical exchange and new collaboration,
- student support primarily through its Dr. Michael D. Netherland APMS Graduate Student Research Grant (GSRG) and actions to encourage student participation at the annual meeting,
- other education, outreach, and advocacy to inform the public and policymakers about the APM discipline and its positive impact on the ecology, economic value, and diverse uses of aquatic resources.

In the last iteration of its Strategic Plan, APMS had four goals, which will be briefly reviewed here along with summary achievements and status as background to inform the next plan cycle moving ahead:

1. Develop and adhere to a comprehensive financial management plan

*Key accomplishments and status:* Financial plan developed, including 2-year emergency reserve, and steps taken to achieve 501(c)(3) tax-exempt status to encourage better private donations to the Society. The aftereffects of the COVID-19 pandemic, current economic uncertainty, potential increases in future annual meeting costs due to inflation, and possible attrition in sponsorship due to industry consolidation and other factors may put pressure on future Society finances. However, improving federal funding may provide indirect financial benefits in the future.

2. Design and implement a broad marketing and outreach plan

*Key accomplishments and status:* An outside marketing firm was enlisted to provide help with an initial marketing plan in 2017. Many activities were then internalized to update the Society's logo and website. A Social Media Coordinator was enlisted, which has dramatically enhanced APMS internet presence. Despite the pandemic, there have been successful new efforts to partner with other organizations such as NALMS, NAISMA, and AWWA and continue collaboration with B.A.S.S. and other longer-standing partners. Some proposed outreach actions in the last strategic plan such as creation of a short video about the Society and other updated promotional materials remain to be fully implemented.

3. Increase APMS membership and annual meeting participation

*Key accomplishments and status:* Efforts to offer CEUs for the annual meeting have been enhanced, which fits best with practitioner needs at joint meetings with regional chapters.

An APMS diversity statement was adopted in 2020 but additional steps should be considered to promote a diverse membership. Support continues for Women of Aquatics through a special representative and meeting events. New membership has been promoted at events such as virtual collaborative webinars and other society conferences such as NALMS and the 2022 Joint Aquatic Sciences Meeting (JASM). Membership has been relatively stable for many years but has been disrupted to some degree by the pandemic and its effects on the last several annual meetings. Membership growth targets from 2017 planning of up to 10 new members per year have likely not been met. Better tracking of membership changes and demographics to identify source of new members, ensure renewals—particularly by regional chapter participants as annual meeting rotates geographically, a possible regional chapter affiliate membership category, and generation of new member benefit promotional materials are not fully implemented.

4. Enhance the society's sustainability by sponsoring student initiatives and stimulating increased job opportunities in the field

*Key accomplishments and status:* The Netherland GSRG and strong incentives (room, registration etc) given to students for annual meeting participation continue as excellent activities to promote student engagement. Other planned activities to promote post-graduation job opportunities and retention in the field and outreach to academic institutions described in the past 5-year strategic plan are mostly unimplemented. The pandemic did disrupt student attendance at recent annual meetings but 2022 was more normal. Due to pandemic and other factors, there has been no post-conference student field tour since the 2018 meeting in Buffalo, but that positive student initiative should resume in 2023 in Indianapolis.

Below is the updated 2023 – 2027 APMS Strategic Plan developed through an initial facilitated session before the 2022 Annual Meeting in Greenville, South Carolina. This planning session was attended by a majority of the current APMS Board of Directors, several invited Past Presidents, and a handful of other Society leaders able to participate. Following the planning session, the session facilitator drafted a preliminary draft that was further refined by the Strategic Planning Committee before final review and adoption by the APMS Board of Directors at its January 2023 mid-winter meeting in Indianapolis, Indiana.

# **Aquatic Plant Management Society 2023-2027 Strategic Plan**

## **Vision**

*To be the leading international organization for science and technology related to aquatic plant and algae management.*

## **Mission**

*To provide a forum for the discovery and dissemination of scientific and technical information that advances aquatic plant and algae management policy and practice.*

## **Core values**

Science-driven  
Mentorship  
Diversity and inclusion  
Collaboration  
Integrity  
Professionalism

## **Strategic Goals**

### **Goal 1: Build partnerships with external organizations in the aquatic sciences**

*Key Outcome: APMS collaboration with multiple organizations creates more effective advocacy for resources supporting research and management, fosters expanded interdisciplinary research and more comprehensive management strategies, and promotes the APM discipline to other aquatic disciplines and the public.*

#### **Action Steps:**

1. North American Lake Management Society (NALMS)
  - a. Pursue co-advocacy for renewed appropriation of Clean Water Act's Section 314 program to support more comprehensive in-lake management strategies including algaecide management to address acute effects of harmful algal blooms (HAB).
  - b. Develop other new collaborative opportunities such as special sessions at existing meetings and a new joint symposium on HAB management that foster research collaboration on comprehensive strategies and informs national policy and practice.
2. North American Invasive Species Management Association (NAISMA)
  - a. Collaborate on National Invasive Weed Awareness Week (NISAW) and other outreach in support of improvements to Water Resources Development Act (WRDA) authorizations and related Energy and Water Development appropriations supporting US Army Corps of Engineers' aquatic plant control research, cost-sharing, and coordination with state agencies.

- b. Sustained funding for Great Lakes Restoration Initiative (GLRI) actions relevant to APM would also be supported.
  - c. Work jointly on other national funding and policy issues relevant to APM (e.g., Coast Guard boat registration fee conflict in NH and several other states needing a long-term legislative solution)
- 3. Aquatic Nuisance Species Task Force (ANSTF) and its Regional Panels (e.g., Great Lakes Panel, NE Aquatic Nuisance Species (NEANS) Panel)
  - a. Expand participation in and/or provide more direct feedback to ANSTF on invasive aquatic plant management to promote focus on the discipline relative to other national efforts to address aquatic invasive species (AIS).
  - b. Encourage APMS regional chapters to officially participate to a greater degree in each regional Panel to promote APM activities and benefits.
- 4. Other organizations: Society of Lake Management Professionals (SLMP), Responsible Industry for a Sound Environment (RISE), Bass Anglers Sportsman Society (B.A.S.S.), American Fisheries Society (AFS) and its regional chapters, Council for Agricultural Science and Technology (CAST), the Aquatic Ecosystem Restoration Foundation (AERF) and other organizations that touch on APMS mission
  - a. Hold discussions to review current joint activities, confirm each group's future objectives, and propose/implement new partnership activities where mutually aligned
  - b. Contribute content to partner events that reviews current collaboration, supports technical exchange about APM, or otherwise promotes improved partnership.
- 5. International
  - a. Engage with organizations focused on research and operational management in Australia, New Zealand, Canada, and other nations to identify latest needs in APM
  - b. Develop new collaborative strategies with key APM stakeholders in each relevant country that foster expanded international management and APMS membership.

#### Measures of Success:

- Dialogue with each targeted organization by mid-2023, and new objectives and activities described and implemented adaptively starting in early 2024.
- Renewed CWA Section 314 appropriations or other new federal 'in-lake' management funding achieved by end of the 5-year strategic plan with documented advocacy annually.
- Continued improvements in biannual Water Resources Development Act (WRDA) authorization language and related Energy and Water Development appropriations and policies funding aquatic plant and algae management. Sustained funding for Great Lakes Restoration Initiative (GLRI) actions relevant to APM would also be supported.
- Special sessions or webinars jointly offered by APMS and strategic partner organizations at least once annually.
- 1 or more new or renewed international collaborations formalized with specific additional activities to enhance science and practice outside the US and attract new international members.

Leadership Team: Strategic Planning Committee with appropriate special representatives and Science Policy Director



## **Goal 2: Strengthen collaboration with regional chapters**

*Key Outcome: Regional chapters and their members are better engaged with APMS programs and initiatives and supported in new ways by the national chapter for mutual benefit of all APM Societies.*

### Action Steps:

1. Explore and initiate an APMS affiliate membership structure with regional chapters. The affiliate membership would come at a reduced fee (e.g., \$20) with description of a narrower but valuable set of member benefits than a full membership.
2. Work with Membership Committee to enhance retention of commonly regional chapter-only members as affiliate or full members following any meeting in a given region and particularly following joint conferences with a specific regional chapter.
3. Explore current meeting and program planning approaches across all APM Societies to seek new efficiencies including further use of common platforms such as WSSA program development software.
4. Work with Florida APMS to enhance national content, availability, and impact of *Aquatics* magazine as a continued valuable resource for APM information.
5. Identify and support at least one novel collaborative education and outreach activity between national APMS and each regional chapter over the course of the 5-year plan. These may include special workshops, plant camps, field tours, regional agency interactions etc.
6. Support Nominating Committee as needed to seek representation as feasible of all APM regional chapters on the national APMS Board of Directors and also the APMS Nomination Committee.

### Measures of Success:

- Develop an affiliate membership program by early 2024 and add at least 50 additional affiliate members by end of the 5-year strategic plan.
- Increase overall participation of historically regional-only APMS members through new affiliate or full national membership by 10% of regional chapter total membership by end of 5-year plan. In other words, if a regional society has 200 members and 20 (10% of total) currently are members of their regional chapter and also the national chapter, seek to increase dual membership by another 20 regional chapter members (added 10%).
- Continue/expand solicitation of *Aquatics* content to achieve at least one submission of original material from/directly relevant to each regional APMS chapter each year of publication (i.e., one of 4 issues). Develop other metrics in collaboration with FAPMS if other initiatives emphasized.
- Every regional chapter is represented on the national APMS Board of Directors by at least one Director active in that regional chapter at some point during the 5-year plan.

Leadership Team: Regional Chapters Committee

### **Goal 3: Foster growth of scientific expertise in aquatic plant and algae management**

*Key Outcome: More scientists are newly trained in the discipline or put greater intellectual focus on APM through continued student engagement and improved academic access and impact of the Society's publications and programs.*

#### Action Steps:

1. APMS Editor and Associate Editors with support of other APMS leadership as needed develop a novel plan to enhance access and academic impact of the Journal of Aquatic Plant Management. This plan should also include new strategies to solicit submission of original research in algae management.
2. Develop and implement a new funding model for the Netherland GSRG that takes advantage of pending 501(c)(3) status to enhance private donations and other sponsorship funding sources, pursues annual grant cycles (versus alternate year), and expands maximum grant support to \$50,000 per year versus \$25,000.
3. Focus Netherland GSRG solicitation on algae management research in alternate years.
4. Appoint an ad hoc committee to further develop strategies to define and address specific APM needs in scientific expertise. Activities of this advisory group may include identification and outreach to individuals or programs with subject matter expertise relevant to aquatics (ecotoxicology, economics, regulatory, etc.). The outreach could include personalized invitations to participate in Society meetings through invited papers and broadly solicit new collaborative research that could be supported through student research supported by an enhanced Netherland GSRG. The ad hoc committee would also identify university programs in regions where greater research and extension focus and collaboration is critically needed and help the APMS Board promote expanded focus and possible new positions at these institutions.
5. Resume student tour and continue dedicated luncheons and other student-focused events at annual meetings. A novel strategy to further link students with prospective employers in aquatics such as an online jobs fair will be planned and offered.

#### Measures of Success:

- New plan for journal improvement developed by July 2023 and fully implemented in 2024 leading to a notable increase in JAPM submissions and impact factor by the end of the 5-year plan.
- New Netherland GSRG funding plan designed by Finance Committee in 2023 (or based on specific timeline of 501(c)(3) transition) and implemented in 2024 with goal to sustainably fund annual, larger grants by the end of the 5-year plan.
- Successfully solicit and fund novel graduate student research focused on algae management a minimum of once during the five-year plan.
- Student tour successfully offered in all years of the strategic plan with an additional activity fostering student employment initiated annually by 2024.

Leadership Team: JAPM Editor/Associate Editors for JAPM effort, Finance Committee on new revenue generation strategy with 501(c)(3) transition, new ad hoc committee focused on scientific expertise, Student Affairs Committee for tour and jobs event

**Goal 4: Increase APMS membership and enhance member engagement in society functions**

*Key Outcome: APMS quantifies growth and retention of a more diverse membership through improved outreach to specific groups of current non-member stakeholders. APMS also documents enhanced member engagement in the activities of the society.*

Action Steps:

1. The Membership Committee will lead design and implementation of a new membership development plan that describes ongoing or new strategies to promote the growth and diversity of the Society. The plan will include improved tracking of membership demographics and trends to identify important areas of focus for new outreach such as promoting APMS membership to state or national regulatory staff or seeking to attract more commercial applicators as members. Relative to Strategic Goal #2, the plan should incorporate steps for expanded regional chapter member participation in collaboration with the Regional Chapters Committee. The plan will also present steps to further encourage Society diversity as determined by the Board of Directors with feedback from the Women of Aquatics special representative and a potential *ad hoc* committee.
2. As a component of this plan, the Society will promote APMS membership benefits through updated materials such as a Society benefits brochure and video content to utilize at partner society conferences and other events. New forms of targeted social media outreach and other marketing steps should also be considered and implemented. Membership marketing activities will be designed and implemented in collaboration with the Education and Outreach and Student Affairs Committees.
3. The Board of Directors will implement a simple but effective member engagement plan under direction of the President that identifies committee chairs within one month of annual meeting, publishes full committee rosters by two months post meeting, and promotes and tracks regular committee activity through monthly or at least quarterly progress checks. Some actions may align with guidance in APMS operations manual but others may merit inclusion in future operational updates.

Measures of Success:

- New membership development plan developed and initiated by early 2024.
- All committee appointments, meetings and reports completed/submitted in a regular, timely manner.
- Committee responsibilities more routinely shared by all members (e.g., a new committee member leads agenda development and moderation for each meeting), reducing the heavy workload of committee chairs and expanding member involvement within each committee.

- Regional chapter representation is effectively considered and achieved as feasible on all committees to promote greater regional feedback on each committee's activities.
- 25% increase in overall APMS membership by end of 5-year plan with approximately 1/3 of that growth occurring in new full membership (versus new regional affiliate or other membership categories).

Leadership Team: Membership Committee

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(Strategic Plan adopted by APMS Board of Directors on January 31, 2023)

## **Student Affairs Committee: Midyear Meeting Report**

*Committee Members:* Andrew Howell (Chair), Erika Haug, Chris Mudge, Alyssa Eck, Leif Willey, Jens Beets, Sam Sardes, Brittany Chesser, and Corrina Villequez (Student Rep)

### **1. Field Trip:**

- We propose a field trip for students to view active aquatic management occurring within 1-hr of Providence. We are coordinating with public and private partners to provide insight of management sites (e.g., water chestnut; hydrilla; parrotfeather) and boating equipment to conduct the tour. Following the participation success of last year's student tour, we suggest the tour to remain at the beginning of the conference (Monday) since many students will likely travel to RI over the weekend prior.

### **2. Student Meet-and-Greet:**

- We propose this year's meet-and-greet to include a series of social games (BINGO-esque name finder), which should help increase engagement between students and the society more holistically. The goal is to facilitate interaction and provide an icebreaker event that is less dependent upon the location and available space of the President's reception.

### **3. Student Luncheon:**

- We propose conducting the student luncheon as was done in the past where 3-4 invited speakers, representing varying sectors of APMS, provide an overview of their role/career in aquatics. We feel this more structured luncheon design will improve student participation and provide an opportunity to hear from the all corners of the society. Our goal is to facilitate interaction with different sectors and increase student engagement and understanding of mentors/contacts that might help guide their career path.

### **4. Change Judging Form to Electronic Submission:**

- We suggest that the student judging forms should be modernized as an electronic format to aid in judging standards/provide more definitive responses for any judged student competition. The format of this online judging platform would closely mimic existing forms utilized currently by Texas A&M and WSSA.

### **5. Student Participation in Audio/Video and Selling Raffle Tickets:**

- We request that a line/checkbox to be embedded within the new CONFEX abstract submission portal that notifies students of their requirement to participate/sign-up to help with A/V during the conference.

\*\*\*We plan to meet again as a committee in March to solidify the field trip plans and continue coordination for the annual meeting.

## AERF Update – Carlton Layne and Matt Johnson

Attached is a document that you can use as the AERF report (second page provides an overview of recent accomplishments and goals for the future). It hopefully can also be used by the board of directors to move forward with supporting The AERF for 2025 through sponsorship. AERF and APMS have worked very closely with each other over the last several years. AERF helped get EPA attendees to the last annual conference as well as educated EPA and PMRA staff through an aquatic weed tour in 2024. APMS was no doubt promoted through this tour as well as consistently through our educational activities each year. We appreciate the society continuing to support AERF and the efforts that we all benefit from.



The Aquatic Ecosystem Restoration Foundation is committed to sustainable water resources through the science of aquatic ecosystem management in collaboration with industry, academia, government and other stakeholders.

our name  
says it all

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## Greetings!

Fresh water resources are precious and becoming more so. In the United States, freshwater resources provide a variety of services and provisions ranging from drinking water to fish and energy. These resources are notably attractive for people, and management of these resources is becoming more important with the reliance and pressure on them. Successful management of water resources requires thorough and ongoing threat assessment and planning prior to impact or crisis. The Aquatic Ecosystem Restoration Foundation (AERF) needs your financial support to continue our efforts to improve and restore aquatic ecosystems.

The AERF is committed to science-based solutions for management and restoration of aquatic ecosystems. We offer and support outreach and educational programs targeting all aspects of water quality and aquatic ecosystem restoration. The AERF also takes a proactive approach in evaluating potential issues for the aquatics industry.

The AERF reorganized in 2023 and developed a long-term strategic plan with stakeholder input. Plan implementation began in 2024, with planned projects as well as opportunities that presented themselves during the year. Some successes from 2024 include:

- **EPA/PMRA Regulator Tour in Florida** – educating regulators on the utility of pesticides in managing mosquitoes and aquatic weeds
- **Bear Lake Symposium** – co-sponsored with APMS, Bear Lake Watch, and Utah State University – A virtual event to evaluate challenges and opportunities to protect Bear Lake
- **Keynote Address** for Minnesota Coalition of Lakes Association (MNCOLA) – “Management planning for invasive aquatic plants”
- **Developed a White Paper** on “History and Implementation of the Waters of the United States (WOTUS)” and published on the AERF Website
- **The AERF Science Advisory Panel** reviewed more than twenty manuscripts for publication in peer-reviewed aquatic journals
- The AERF assisted in developing a research proposal with Mote Marine Laboratories on HABs
- Established a Cooperative Research and Development Agreement (CRADA) with the United States Army Corps of Engineers to facilitate and encourage future collaboration
- Updated and refreshed the **AERF website and Facebook page** to increase exposure

Looking to 2025, AERF has several projects on the horizon. These include:

- Collaborating with the **Tennessee Valley Authority** to develop and conduct a **Plant Camp Educational Event**
- Developing and conducting a **workshop on HAB management** for water managers.
- Developing a manuscript on the relationship between wildfires and HABs: **“Wildfire, Nutrients, and Algal Blooms”**
- Collaborating with **Wallace State University** in Alabama to develop a curriculum for **Aquatic Plant Control Technicians**
- Expanding to additional social media sites (**Instagram, X, and LinkedIn**)
- Investigating the effects of implementation of Endangered Species Act (ESA) on registration of Aquatic Pesticides
- Evaluating the impact of Bulletins Live! Two on the protection of ESA habitat destruction due to invasive species spread

continued on next page





The AERF would also like to continue supporting the placement of undergraduate interns in academic programs to attract new talent to aquatic ecosystem management careers. This program was last implemented in 2022 and funded eight internships in university-based aquatic research programs, but was paused due to a lack of funding. This successful program led several participants to move into aquatic positions or degree programs. The AERF has assisted many organizations throughout the country by providing travel funding for students and government agencies to attend educational symposiums or workshops. These endeavors continue to increase in cost, but we want to continue these valuable programs if we are able.

Supporting education and outreach requires coordination from the AERF Executive Director, its many volunteers, and valued donors throughout the aquatics ecosystem industry. As we develop new goals for the future, additional funding from stakeholders outside of our traditional network is critical to ensure the successful accomplishment of our goals. Increasing our funding base will allow us to provide more opportunities for quality programs that reach more stakeholders.

The AERF also supports **Research** in aquatic ecosystems by:

- Providing input in developing research programs with cooperators
- Pairing industry challenges with university researchers
- Developing research proposals and funding for specific objectives

We at the AERF believe that coordinated research with multiple cooperators provides information that can be readily applied to management plans for aquatic ecosystems. Do you have a research idea that could positively impact aquatic ecosystem restoration? What can the AERF do to help you?

If you have supported the AERF in the past...THANK YOU! Please consider being a part of our efforts in 2025 by joining our donor list. Together, we can make a difference.

Sincerely,



**Carlton R. Layne**  
Executive Director, AERF



Or Go To  
[aquatics.org](https://aquatics.org)



## Summary

The Aquatic Ecosystem Restoration Foundation (AERF), an IRS designated 501(3)(c) non-profit organization has reorganized and restructured. Contributions to AERF are tax deductible. AERF is now governed by a nine-member elected Board of Directors composed of aquatic plant management professionals: academics, application companies, distributors and manufacturers. While keeping many of the activities for which AERF has become known – EPA regulatory tours, the Best Management Practices Manual, supporting student and Aquatic Plant Management Societies, and others – the AERF has adopted three strategic objectives:

### EDUCATION

Develop educational resources to improve the understanding of aquatic ecosystem restoration. This goal encompasses much of AERF's traditional educational role in the aquatics management community. Educational resources and activities targeting teachers, undergraduate and graduate students, state and federal regulators and local government and business leaders will help create informed decisionmakers who will use the sound science provided to underpin decisions affecting aquatic-related activities.

### RESEARCH

Support research to enhance the management and restoration of aquatic ecosystems through science-based solutions. AERF's research arm has been opened to all donors. Sponsors can now fund research through AERF and utilize the foundation's Science Advisory Panel (SAP) as needed to help develop protocols, identify primary investigators, and determine appropriate locations for projects. The SAP has assumed an important role in identifying research gaps and needs within the newly defined scope of the foundation and has become a resource to professionals and the public alike where questions regarding aquatic ecosystem restoration can be answered without bias using the published science as its source.

AERF has broadened the scope of the research it conducts and supports to encompass the whole of all that "Ecosystem Restoration" implies. There is an emphasis on managing invasive aquatic species with all due consideration to endangered and threatened species. Research projects may include the management and improvement of fishery resources, habitat restoration, and the development of improved methods and tools for plant and algae management.

### COMMUNICATION

Develop effective communication by leveraging research and education to create a concise message around aquatic ecosystem restoration. The educational resources and the research results have limited value if they are not communicated to those who should have or need to have the information. AERF has created a Communication Strategy to effectively accomplish this goal. Partnering with sponsors to accurately inform the general public about aquatic ecosystem restoration is part of this effort.

The AERF is seeking partners to work with to implement these shared goals and identify new ones.



# AERF

## SPONSORSHIP IMPACT PERKS

### » Gold - \$10,000 Level Or Above

- Formal introduction of Gold Sponsors provided during any AERF update at any conference.
- Company name displayed on AERF booth whenever exhibiting at any conference.
- Acknowledgement on AERF Website with a large logo, direct link to your company's home page, and up to 150-word company overview.
- Acknowledgement on AERF Meeting Agenda for annual meeting
- Acknowledgement in AERF newsletter with a full-page ad in newsletter
- Access to executive Director assistance in regulatory issues.

### » Silver - \$5,000 Level Or Above

- Formal introduction of Silver Sponsors provided during any AERF update at any conference.
- Company name displayed on AERF booth whenever exhibiting at any conference.
- Acknowledgement on AERF website with large logo
- Acknowledgement in AERF newsletter with a ½ page ad in newsletter

### » Bronze - \$2,500 Level Or Above

- Formal introduction of Bronze Sponsors provided during any AERF update at any conference.
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- Acknowledgement on AERF website with small logo
- Acknowledgement in AERF newsletter with a ¼ page ad in newsletter

### » Affiliate - \$1,000 Level Or Above

- Acknowledgement on AERF website with text listing acknowledgement
- Company name displayed on AERF booth whenever exhibiting at any conference.

### » Friends of AERF - \$300 Level or Above

All donations are accepted and greatly appreciated to support the work that we do. The above sponsorship levels all have voting rights for board of directors.



**Become A Sponsor Today**

## Fresh water is vital to all life. Pressure mounts on the unique aquatic ecosystems we depend on...

Although traditional management techniques and tools are available, there is a pressing need to develop new strategies and refine existing ones that can selectively control this aggressive vegetation in an environmentally compatible fashion.

### DID YOU KNOW?



#### **Invasive Aquatic Plants & Harmful Algal Blooms:**

- Threaten native aquatic ecosystems
- Degrade water quality, causing health problems for people and animals, loss of habitat for fish and wildlife, and a decrease in property values.
- Impacts recreational activities.

**The Aquatic Ecosystem Restoration Foundation is committed to sustainable water resources through the science of aquatic ecosystem management in collaboration with industry, academia, government and other stakeholders.**



*AQUATIC PLANT  
MANAGEMENT  
BEST PRACTICES*



*SPONSORSHIP  
OPPORTUNITIES*

### **Accomplishments & On-Going Efforts**

- **Best Management Practices Handbook on Biology & Control of Aquatic Plants**
- **Research partnerships: Private – Government – Academia**
- **Regulatory Education Tours**
- **Educational Symposia, Summits, & Seminars**
- **EPA Liaison**
- **Science Advisory Panel For Managers & Consultants**
- **Contributor To Plant Camps For Educators**
- **White Paper Development**
- **Graduate Student Assistantships**
- **Regulatory Engagement & Support**
- **Connection To World-Leading Scientists In The Discipline**
- **Webinars For Management & Policy Decision Makers**
- **Funding For Student Internships**
- **Travel Assistance For Government & Student Education Opportunities**
- **B.A.S.S. Alliance & Support**



February 4, 2025

To: Board of Directors of the Aquatic Plant Management Society (APMS)

From: Jeremy G. Slade, President APMS

Subject: Report of the B.A.S.S. Special Representative

Continue to have dialogue with B.A.S.S. Conservation Director, Gene Gilliland. Most recent correspondence below. In odd years APMS has historically supported a co-sponsored mini-grant, and even years the conservation summit/symposium.

*Thanks for reaching out, Jeremy. I still think the grant is a good idea. It does help those clubs that are doing aquatic plant introductions, and it keeps APMS top-of-mind as a partner with the B.A.S.S. Nation. We hope to announce other grants like the AFTCO and Bass Fishing Hall of Fame by the end of this month. An APMS grant in February could potentially be a good supplement to those other grants if a club wins one of them. Posting the Bassmaster.com announcements after those other grants will prevent overlap so it will get more stand-alone exposure.*

*As to other aquatic plant issues, there is the never-ending discourse in Florida such as a recent fish kill on the Harris Chain that is being blamed on errant spraying, and continued questioning about the unnecessary treatments on the St. Johns River where the eelgrass has been so slow to recover. The issue of long-term viability of herbicides in the water and sediment continues to be a topic despite information put out by FWC and UFL.*

*The other hot spots where we have been getting more requests to "help" are at 1) Cayuga Lake in New York where the hydrilla treatment is being blamed on the general poor condition of a lot of what were extensive beds of native plants (goes back to that "How far does this stuff spread/drift and does it kill plants for weeks or months after an application"); and 2) homeowners association push for milfoil control on lakes like Bomoseen and others in Vermont (and New England states in general). Many of the anti-herbicide factions are pointing to ProcettaCOR as being just another "poison" being put into drinking water supplies that has not been fully tested over the long term to determine if there are threats to human health. Of course, the anglers that what less plant control, side with the anti-herbicide environmentalists on these issues (strange bedfellows).*

*We really appreciate your continued support. Sorry you will miss the Ft. Worth Classic. It is shaping up to be a big one. The EXPO is already 99% sold out and the City is planning a lot of extra activities to coincide with the tournament.*

Gene Gilliland

Conservation Director

B.A.S.S.

405-317-9488

[ggilliland@bassmaster.com](mailto:ggilliland@bassmaster.com)

**I make a recommendation, request, motion to provide \$2,000 (\$500 increase from prior years) to award a B.A.S.S. Conservation ([Conservation News - Bassmaster](#)) affiliate mini-grant for an aquatic vegetation/habitat restoration project submitted through B.A.S.S. and reviewed by APMS BOD for selection of winning project.**

Friendly reminder, check out the B.A.S.S. conservation website: [Conservation News - Bassmaster](#). Gene and B.A.S.S. do their best to represent APMS activities as required but as an organization representing the angling community it's sometimes difficult to play "favorites" to APM items especially with their members' expectations. Another page to join is the Facebook group: [\(1\) B.A.S.S. Conservation | Groups | Facebook](#)

CAST Update – Gray Turnage

Nothing to report



NALMS Update – Terry McNabb

No report

## APMS Board of Directors Meeting: RISE Update

Prepared by Kylie Gregory, RISE Staff

Presented by Matt Johnson, RISE Aquatics Committee Chair

February 2025



### State Legislative and Regulatory Issues:

#### **1. PFAS: Minnesota (2025)**

- a. In 2023 Minnesota passed an expansive “PFAS in Products Law,” that will impact availability of all products available for sale in the state that meet its definition of containing “intentionally added” perfluoroalkyl or polyfluoroalkyl chemistry at the “one fully fluorinated carbon atom” level. Products meeting these criteria will be prohibited for sale and distribution beginning January 1, 2032.
- b. The law will impact certain pesticide products that contain fluorinated chemistry to enhance performance. Under Minnesota’s law, it is possible that some 90 active ingredients meet the state’s definition.
- c. The Minnesota Department of Agriculture has delegated authority to make decisions about pesticides and to grant time-limited “currently unavoidable use” status for pesticides. Registrants will need to petition the department, making the case that pesticide products are “essential for health, safety, and the functioning of society.”
- d. Minnesota’s definition differs significantly from the Environmental Protection Agency’s “two carbon” structural definition.
- e. All pesticides, including those formulated with fluorinated chemistry, must be assessed before they can be registered by the Environmental Protection Agency prior to applying for and receiving a state registration.
- f. The Environmental Protection Agency states on its website that “regardless of the evolving definition of PFAS, pesticides undergo a rigorous scientific assessment prior to registration” and that “fluorinated pesticides in commerce have met appropriate risk-based standards for registration.”

#### **2. Connecticut HB 6247 (2025)**

- a. This bill aims to prohibit the use of herbicides, pesticides, and fertilizers in watershed areas and near water bodies.
- b. Introduced on Jan. 23, 2025 and referred to Joint Committee on Environment on Jan. 23, 2025.

#### **3. South Carolina H 3116 (2025)**

- a. This bill requires the Department of Environmental Services to create rules within 180 days to stop harmful chemicals called PFAS, including PFOA and PFOS, from entering state waterways or drinking water. It also allows the department to enforce these rules with help from other state agencies like Public Health, Agriculture, and Commerce.
- b. Introduced on Dec. 5, 2024 and referred to the Committee on Agriculture, Natural Resources and Environmental Affairs on Jan, 14, 2025.

#### **4. Iowa Regulation 567-60 (2025)**

- a. The Environmental Protection Commission is proposing changes to wastewater and pesticide management rules. The proposal includes replacing outdated regulations in Chapters 60, 64, and 66 of the Iowa Administrative Code with a streamlined and updated Chapter 60. The new chapter combines and clarifies rules for wastewater construction and operation permits, aligning them with federal requirements under the Clean Water Act.

## APMS Board of Directors Meeting: RISE Update

Prepared by Kylie Gregory, RISE Staff

Presented by Matt Johnson, RISE Aquatics Committee Chair

February 2025



### 5. Idaho Regulation 02.03.01 (2025)

- a. The Idaho State Department of Agriculture has adopted a pending rule to update its pesticide management plan for groundwater protection, which is now under review by the 2025 Idaho State Legislature. This rule aims to remove redundant language from the statute and clarify procedures for testing and monitoring groundwater for pesticide contamination. It also outlines the actions the department will take if there is noncompliance. The rule, as proposed, will become effective on July 1, 2025, if approved by the legislature

### 6. New York A 9712 (2024)

- a. For the third year in a row, the New York legislature sent a bill to the Governor that would have allowed local municipalities to regulate pesticide use in freshwater wetlands.
- b. RISE led a coalition opposing the bill throughout the legislative session and later sent a letter to the Governor's office to secure a complete veto.
- c. The New York Governor vetoed the legislation on November 22 and emphasized the Governor's strong support for the state's existing regulatory framework.

## Federal Legislative and Regulatory Issues:

### 1. President Trump Takes Office

- a. Donald Trump was inaugurated as the 47th president of the United States on January 20, 2025, in a ceremony held indoors at the Capitol Rotunda due to cold weather concerns. Following the ceremony, he promptly signed numerous executive orders, including withdrawing from the Paris climate accord and the World Health Organization, reinstating strict immigration policies, strengthening the energy industry, and redefining the federal workforce.
  - i. [Putting People Over Fish: Stopping Radical Environmentalism to Provide Water to Southern California](#): Trump directed federal agencies to spread water from the Sacramento-San Joaquin Delta to other parts of the state of California. The order was framed to chide California politicians whom Trump has accused of prioritizing fish conservation policies over human water needs throughout the state.
  - ii. [Establishing and Implementing the President's "Department of Government Efficiency"](#): This order officially launched Trump's "Department of Government Efficiency," which he said would significantly downsize the federal workforce and scale back federal regulations. The order itself says the department will "moderniz[e] Federal technology and software to maximize governmental efficiency and productivity," potentially signaling a smaller scope for the department than rhetoric in the transition implied.
  - iii. [Hiring Freeze](#): Trump issued a broad hiring freeze for federal civilian employees. He directed the head of various executive offices, including

## APMS Board of Directors Meeting: RISE Update

Prepared by Kylie Gregory, RISE Staff

Presented by Matt Johnson, RISE Aquatics Committee Chair

February 2025



DOGE, to submit a plan within 90 days on reducing the size of the federal workforce.

- iv. **Return to In-Person Work**: All federal employees must return to in-office work full time under this new order. The directive bumps up against union agreements that allow staff in certain agencies to telework.
- v. **Regulatory Freeze Pending Review**: The White House froze all pending regulations from the Biden administration — a typical measure for incoming presidents. The freeze halts a number of environmental rules in the midst of their rollout.
- vi. **America First Trade Policy**: Trump directed a number of agencies to draft plans to assess American trade agreements and implement policies that center domestic investment and manufacturing.

### 2. The 119<sup>th</sup> Congress

- a. The 119th Congress was officially sworn in on January 3, 2025, ushering in a new era of legislative activity. Members of the U.S. House of Representatives and U.S. Senate, including newly elected and re-elected lawmakers, took their oaths of office, setting the stage for key legislative priorities in the months ahead. Representative Mike Johnson (R-LA-04) was reelected as Speaker of the House while Senator John Thune (R-SD) is the new Senate Majority leader.
- b. RISE is engaging with Members of Congress to advocate for policies that are important to the speciality pesticide and fertilizer industry.

### 3. Federal Funding for Office of Pesticide Programs

- a. PRIA 5 raised the minimum funding level to \$166 million. Congress is still currently kicking the can on the FY 2025 appropriations until March 14. The Continuing Resolution that was signed in December 2024 keeps funding at FY 2024 levels for the Office of Pesticide Programs but not reaching the \$166 million mark.
- b. While the formal process for FY 2026 has yet to begin, RISE has started working with partners and individuals to build an advocacy campaign targeted at the Appropriations Subcommittee responsible for allocating funds for the Office of Pesticide Programs.
  - i. We encourage your members to join us for our informational webinar in March!

### 4. Endangered Species Act (ESA) Implementation

- a. RISE's regulatory work continues to be focused on ESA actions as EPA moves towards compliance, particularly in the Office of Pesticide Programs.
  - a. In 2024, EPA finalized the Vulnerable Species Action Plan (VSAP) and the Herbicide Strategy. The Insecticide, Rodenticide, and Hawaii Strategies are still underway and not yet final.
    - i. Rodenticide, Hawaii, and VSAP include specialty uses.
  - b. The changes will occur as products go through registration and re-registration and final Biological Evaluation (BE). There are only about 2 or 3

**APMS Board of Directors Meeting: RISE Update**

Prepared by Kylie Gregory, RISE Staff

Presented by Matt Johnson, RISE Aquatics Committee Chair

February 2025



products (all ag) that have gone through the process with the finalized Herbicide Strategy.

- c. RISE continues to educate applicators to check the label and Bulletins Live Two.

**Respectfully Submitted:** Matthew Johnson, Chair- RISE Aquatics Committee; Kylie Gregory, RISE, Manager, Government Affairs

Women of Aquatics Update – Amy Kay

No report

Weed Science Society of America – Andrew Howell

No report, but will provide an update after the meeting next month

## **APMS WASHINGTON REPORT**

February 1, 2025

Lee Van Wychen

### **WRDA 2024 Signed Into Law on Jan. 4, 2025**

The bipartisan Water Resources Development Act (WRDA) was signed into on January 4, 2025, a month after the leaders of the House Transportation and Infrastructure Committee and the Senate Environment and Public Works Committee announced a final agreement on December 3, 2024. Congress has passed WRDA legislation on a biennial basis since 2014. WRDA 2024 maintains the regular consideration of this infrastructure legislation, and it provides Congress the opportunity for input into the projects undertaken by the U.S Army Corps of Engineers (ACOE).

Section 104 of the River and Harbor Act of 1958 (33 U.S.C. 610) directs the Secretary of the Army to enter into partnerships with applicable States and other Federal agencies to carry out actions to prevent the introduction of, control, or eradicate, to the maximum extent practicable, invasive species that adversely impact water quantity, water quality, or ecosystems in the Platte River Basin, the Upper Colorado River Basin, the Upper Snake River Basin, the Lake Erie Basin, the Ohio River Basin, and the Upper Missouri River Basin. The Secretary of the Army shall give priority to projects that are intended to control or eradicate Russian olive (*Elaeagnus angustifolia*), hydrilla (*Hydrilla verticillata*), or saltcedar (of the genus *Tamarix*).

WRDA 2024 directs the Secretary of the Army to include the Connecticut River Basin to its list of priority areas to carry out actions to prevent the introduction of, control, and eradication of hydrilla.

### **House Transportation and Infrastructure Committee Members for 119<sup>th</sup> Congress**

The House T&I Committee oversees the Army Corps of Engineers and their activities.

#### **Republicans**

##### **Rep. Sam Graves (R-MO) - Chairman**

Rep. Rick Crawford (R-AR)

Rep. Daniel Webster (R-FL)

Rep. Thomas Massie (R-KY)

Rep. Scott Perry (R-PA)

Rep. Brian Babin (R-TX)

Rep. David Rouzer (R-NC)

Rep. Mike Bost (R-IL)

Rep. Doug LaMalfa (R-CA)

Rep. Bruce Westerman (R-AR)

Rep. Brian Mast (R-FL)

Rep. Pete Stauber (R-MN)

Rep. Tim Burchett (R-TN)

Rep. Dusty Johnson (R-SD)

Rep. Jeff Van Drew (R-NJ)



Rep. Troy E. Nehls (R-TX)  
Rep. Tracey Mann (R-KS)  
Rep. Burgess Owens (R-UT)  
Rep. Eric Burlison (R-MO)  
Rep. Mike Collins (R-GA)  
Rep. Mike Ezell (R-MS)  
Rep. Kevin Kiley (R-CA)  
Rep. Vince Fong (R-CA)  
Rep. Tony Wied (R-WI)  
Rep. Tom Barrett (R-MI)  
Rep. Nick Begich (R-AK)  
Rep. Rob Bresnahan (R-PA)  
Rep. Jeff Hurd (R-CO)  
Rep. Jefferson Shreve (R-IN)  
Rep. Addison McDowell (R-NC)  
Rep. Dave Taylor (R-OH)  
Rep. Brad Knott (R-NC)  
Rep. Kim King-Hinds (R-MP)  
Rep. Mike Kennedy (R-UT)  
Rep. Bob Onder (R-MO)  
\*vacancy

#### Democrats

#### **Eleanor Holmes Norton (D-DC) Ranking Member**

Jerrold Nadler (D-NY)  
Steve Cohen (D-TN)  
John Garamendi (D-CA)  
Henry C. Johnson. Jr. (D-GA)  
André Carson (D-IN)  
Dina Titus (D-NV)  
Jared Huffman(D-CA)  
Julia Brownley (D-CA)  
Frederica S. Wilson (D-FL)  
Mark DeSaulnier (D-FL)  
Salud O. Carbajal (D-CA)  
Greg Stanton (D-AZ)  
Sharice Davids (D-KS)  
Jesús García (D-IL)  
Chris Pappas (D-NH)  
Seth Moulton (D-MA)  
Marilyn Strickland (D-WA)  
Pat Ryan (D-NY)  
Val Hoyle (D-OR)  
Emilia Sykes (D-OH)

Hillary Scholten (D-MI)  
Valerie Foushee (D-NC)  
Chris Deluzio (D-PA)  
Robert Garcia (D-PA)  
Nellie Pou (D-NJ)  
Kristen McDonald Rivet (D-MI)  
Laura Friedman (D-CA)  
Laura Gillen (D-NY)  
Shomari Figures (D-AL)  
Republican Members

### **USFWS Proposes Listing Monarch Butterfly as Threatened Under ESA**

The U.S. Fish and Wildlife Service (USFWS) published a 12-month finding on the endangered species listing status of the monarch butterfly as “threatened” in December 2024. The USFWS is seeking public input on a proposal under [section 4\(d\) of the Endangered Species Act \(ESA\)](#). A 4(d) rule is one of many tools in the ESA for protecting threatened species. These rules get their name from section 4(d) of the ESA, which directs the Secretary of the Interior to issue protective regulations deemed “necessary and advisable to provide for the conservation of” threatened species.

Public comments will be accepted on the proposal until **March 12, 2025**. The Service will then evaluate the comments and any additional information on the species and determine whether to list the monarch butterfly.

With monarchs being listed as “threatened” (as compared to “endangered”), the USFWS 4(d) rule offers more flexible regulations, including special rules to tailor protections to the specific needs of the threatened species. A 4(d) rule can modify or exempt certain species protections to balance conservation efforts with economic impacts. It allows flexibility to incentivize positive conservation actions. Public comment is critical to shape the 4(d) rule.

With the monarch butterfly being proposed as a threatened species under the ESA by USFWS, the EPA must include it within its standard process for pesticide label registrations under its **Herbicide Strategy**, treating it with the same consideration as other protected species. If the USFWS proposal to list the monarch as a threatened species becomes final, impacts to pesticide labels will likely be seen starting in **2026** as new and previously registered active ingredients undergo registration review.

The monarch has two U.S. populations, a western one that overwinters in coastal California and an eastern one that migrates to central Mexico. The USFWS is proposing critical habitat for the **western monarch** at a portion of its overwintering sites in coastal California, but not for the eastern monarch. In total, the USFWS is proposing 4,395 acres of **critical habitat** for the western monarch population across Alameda, Marin, Monterey, San Luis Obispo, Santa Barbara, Santa Cruz and Ventura counties in **California**. A critical habitat designation does not

impose additional requirements on the state or private land owners, unless the action involves federal funding, permits or approvals.

### **INFORMATION THE USFWS IS LOOKING FOR ON MONARCHS**

The USFWS intends that any final action resulting from their proposed rule will be based on the best scientific and commercial data available and be as accurate and as effective as possible. Therefore, they request comments or information from governmental agencies, Native American Tribes, the scientific community, industry, or any other interested parties concerning this proposed rule. In particular, they are seeking comments concerning:

**(1) The species' biology, range, and population trends, including:**

- a) Biological or ecological requirements of the monarch species, including habitat requirements for feeding, breeding, and sheltering;
- b) Genetics and taxonomy;
- c) Historical and current range, including distribution patterns, alternative migratory pathways, and the locations of any additional populations of this species;
- d) Population dynamics and contributions from the nonmigratory populations, specifically resident monarchs in southern Florida, the Gulf Coast, the southern Atlantic Coast, and the southern Pacific Coast;

**(2) Threats and conservation actions affecting the species, including:**

- a) Factors that may be affecting the continued existence of the species, which may include habitat modification or destruction, overutilization, disease, predation, the inadequacy of existing regulatory mechanisms, or other natural or manmade factors;

**(3) Additional information concerning the historical and current status of this species.**

**(4) Information to assist us with applying or issuing protective regulations under section 4(d) of the Act that may be necessary and advisable to provide for the conservation of the monarch butterfly.** In particular, we seek information concerning:

- a) The extent to which we should include any of the Act's section 9 prohibitions in the 4(d) rule;
- b) **Whether the provisions related to the maintenance, enhancement, removal, or establishment of milkweed should be revised to include spatial or temporal restrictions or deferments;**
- c) **Whether we should include an exception for the use of pesticides and, if so, what measures are reasonable, feasible, and adequate to reduce or offset pesticide exposure to monarchs from agricultural and non-agricultural uses (e.g., rangeland, rights-of-way, forestry, commercial areas, and mosquito control), including measures for specific classes of pesticides (e.g., herbicides, insecticides), pesticide uses, and application methods;**

**(5) Specific information related to critical habitat, such as the following:**

a) The amount and distribution of monarch butterfly habitat (i.e. *Asclepias spp.*)

**(6) Land use designations and current or planned activities in the subject areas and their possible impacts on proposed critical habitat.**

**(7) Any probable economic, national security, or other relevant impacts of designating any area that may be included in the final designation, and the related benefits of including or excluding specific areas.**

**(8) Information on the extent to which the description of probable economic impacts in the economic analysis is a reasonable estimate of the likely economic impacts and any additional information regarding probable economic impacts that we should consider.**

**(9) Whether any specific areas we are proposing for critical habitat designation should be considered for exclusion under section 4(b)(2) of the Act, and whether the benefits of potentially excluding any specific area outweigh the benefits of including that area. If you think we should exclude any additional areas, please provide information supporting a benefit of exclusion.**

**(10) Whether we could improve or modify our approach to designating critical habitat in any way to provide for greater public participation and understanding, or to better accommodate public concerns and comments.**

To review the proposed rule and submit comments by **March 12, 2025**, please go to:

<https://www.regulations.gov/search?filter=FWS-R3-ES-2024-0137&withinCommentPeriod=true>

#### **Joint Statement of Cooperation Between EPA and FWS to Protect ESA Species**

On January 14, 2025, the EPA and U.S. Fish and Wildlife Service signed a Joint Statement of Cooperation to enhance endangered species protections while supporting sustainable agriculture. This agreement streamlines consultations under the Endangered Species Act (ESA), helping ensure compliance while giving farmers more flexibility to use pest management tools like pesticides.

Key actions include improving efficiency in pesticide-related consultations, advancing species conservation under ESA section 7(a)(1), and implementing multi-chemical approaches like the Herbicide Strategy to minimize impacts on endangered species. Improving consultation efficiency increases flexibility for the agricultural community and keeps pest management tools in farmers' hands, while protecting endangered species.

The Joint Statement of Cooperation was co-signed by Ed Messina, EPA's Director of the Office of Pesticide Programs and Jake Li, Assistant Director of Ecological Services for USFWS.

[Read the EPA's section 7\(a\)\(1\)/7\(a\)\(2\) Plan \(pdf\)](#) (596.23 KB)

[Read the Joint Statement of Cooperation \(pdf\)](#) (407.53 KB)

### **USFWS Lists Petitions to Add 7 New Species and Remove 1 Species From ESA List**

On January 19, 2025, the U.S. Fish and Wildlife Service (USFWS) announced 90-day findings on seven petitions to add species to, and one petition to remove a species from the Lists of Endangered and Threatened Wildlife and Plants under the Endangered Species Act (ESA) of 1973. Based on USFWS's review, they petition to list the Amargosa toad (*Anaxyrus nelsoni*), Carson Valley monkeyflower (*Erythranthe carsonensis*), large marble butterfly (*Euchloe ausonides*) (including the large marble butterfly type subspecies (*Euchloe ausonides ausonides*), Mohave ground squirrel (*Xerospermophilus mohavensis*), Morrison bumble bee (*Bombus morrisoni*), Oasis Valley population of Amargosa speckled dace (*Rhinichthys nevadensis nevadensis*), Tennessee bottlebrush crayfish (*Barbicambarus simmonsii*), and one petition to delist the golden-cheeked warbler (*Setophaga chrysoparia*).

If you have new scientific or commercial data or other information concerning the status of, or threats to these species, please contact the USFWS

<u>Common name</u>	<u>Location</u>	<u>Docket#</u>
Amargosa toad .....	Southern Nevada	FWS-R8-ES-2024-0176
Carson Valley monkeyflower.....	Reno, NV	FWS-R8-ES-2024-0100
Large marble butterfly.....	Sacramento, CA	FWS-R8-ES-2024-0097
Mohave ground squirrel .....	Carlsbad, NM	FWS-R8-ES-2024-0098
Morrison bumble bee .....	New Mexico	FWS-R2-ES-2024-0099
Oasis Valley speckled dace .....	Southern Nevada	FWS-R8-ES-2024-0177
Tennessee bottlebrush crayfish ..	Alabama	FWS-R4-ES-2024-0101
Golden-cheeked warbler .....	Austin, TX (delist)	FWS-R2-ES-2024-0179

### **GLRI Funding Proposed at \$500 Million**

The Great Lakes Restoration Initiative (GLRI) accelerates efforts to protect and restore the largest system of fresh surface water in the world – the Great Lakes. The GLRI is a collaborative effort on behalf of the EPA and 15 other federal agencies, including U.S. Fish and Wildlife Service, to address the most significant environmental concerns of the region. The Great Lakes provide drinking water, transportation, power and recreational opportunities to 30 million people who call the Great Lakes basin “home.”

As the largest group of freshwater lakes on Earth, the Great Lakes hold 95% of the United States' surface fresh water. The GLRI creates jobs and revitalizes struggling communities across the eight-state region.

Communities are benefiting from economic recovery and re-investment. A 2018 University of Michigan study found that the investments in the region will have a long-term impact on our regional economy. Every dollar spent under the initiative is projected to generate more than three dollars in additional economic activity.

The EPA is a proud partner in the implementation of the initiative and works with conservation partners to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people.

The GLRI identifies five major focus areas to serve as a guide for collaborative restoration work. The USFWS is a major partner in the implementation of the GLRI, and manages projects in the following focus areas.

- Toxic Substances and Areas of Concern
- Invasive Species
- Nonpoint Source Pollution Impacts on Nearshore Health
- Habitats and Species
- Foundations for Future Restoration Actions

More than 180 non-native species are considered established in the Great Lakes. The most invasive of these reproduce and spread so quickly that they out-compete native species, degrading habitat where they live and disrupting food webs. We work to control and eradicate harmful non-native species in the Great Lakes. The GLRI funding has been allocated for work specifically concerning invasive carp control and management, with additional funding allocated for state projects.

Work on nonpoint source pollution includes funding provided to the National Fish and Wildlife Foundation to support projects aimed at reducing environmental impacts from contaminated stormwater runoff in urban areas.

Given the current development of activities along the shores of the Great Lakes, a multitude of threats are affecting the health of the Great Lakes habitats and native wildlife. Projects include bringing wetlands and other habitat back to life, and the first-ever comprehensive assessment of the entire 530,000 acres of Great Lakes coastal wetlands for the purpose of strategically targeting restoration and protection efforts in a science-based manner.

U.S. Senators Gary Peters (MI) and Debbie Stabenow (MI) introduced bipartisan legislation in the 118<sup>th</sup> Congress to extend federal funding for the GLRI of 2024 by reauthorizing it from \$475 to \$500 million through FY 2031. While that legislation has expired, we await to see how Michigan's new Senator, Elissa Slotkin, supports this important initiative.

#### **Congress Punts Farm Bill and Government Funding Decisions into 2025.**

- The House Ag Committee passed their Farm Bill draft on May 24, 2024. The Senate Ag Committee did not release their draft of the Farm Bill until November 19, 2024, almost two weeks after the elections.
- The 2023 Farm Bill extension expired on Sep. 30, 2024.
- On December 21, 2024, the U.S. Senate passed a continuing resolution by a vote of 85 to 11, extending FY 2024 funding levels for three months, authorizing a one-year farm bill

extension to Sep. 30, 2025, and securing farm and disaster aid. The legislation extends FY 2024 appropriations levels to March 14, 2025.

- The next session of Congress, the 119<sup>th</sup>, began on Jan. 3, 2025 with a Republican House, Senate and Administration.

### **House Agriculture Committee Members for the 119<sup>th</sup> Congress**

On December 17, the House Republican Steering Committee selected the Republican members who will serve on the House Committee on Agriculture for the 119th Congress.

Republican House Agriculture Members:

#### **Rep. Glenn "GT" Thompson (PA-15), Chairman**

Rep. Frank Lucas (OK-03)  
Rep. Austin Scott (GA-08)  
Rep. Rick Crawford (AR-01)  
Rep. Michael Bost (IL-12)  
Rep. Scott DesJarlais (TN-04)  
Rep. Doug LaMalfa (CA-01)  
Rep. David Rouzer (NC-07)  
Rep. Trent Kelly (MS-01)  
Rep. Don Bacon (NE-02)  
Rep. Dusty Johnson (SD-AL)  
Rep. Jim Baird (IN-04)  
Rep. Tracey Mann (KS-01)  
Rep. Randy Feenstra (IA-04)  
Rep. Mary Miller (IL-15)  
Rep. Barry Moore (AL-02)  
Rep. Kat Cammack (FL-03)  
Rep. Brad Finstad (MN-01)  
Rep. Monica De La Cruz (TX-15)  
Rep. Ronny Jackson (TX-13)  
Rep. John Rose (TN-06)  
Rep. Zach Nunn (IA-03)  
Rep. Derrick Van Orden (WI-03)  
Rep. Dan Newhouse (WA-04)  
Rep. Tony Wied (WI-08)  
Rep. Rob Bresnahan (PA-08)  
Rep. Mark Harris (NC-08)  
Rep. Mark Messmer (IN-08)  
Rep. David Taylor (OH-02)

### **Angie Craig Wins Vote to Lead House Agriculture Democrats**

Representative Angie Craig (D-Minn.) will lead Democrats on the House Agriculture Committee in the 119th Congress after winning a caucus vote on December 17, 2024. Craig, 52, beat out Rep. Jim Costa (D-Calif.), 72, for the role by a vote of 121 to 91.

She will become the first woman ranking member of the House Agriculture panel and is part of a larger generational shift among House Democrats, who have forced out a number of aging committee leaders in the wake of their November election losses.

An interesting side note is that Rep. Craig's fellow Minnesotan, Senator Amy Klobuchar (D-MN), will take over as the top Democrat on the Senate Agriculture Committee in 2025.

Democratic House Agriculture Members:

**Rep. Angie Craig, Minnesota, Ranking Member**

Rep. David Scott, Georgia

Rep. Jim Costa, California

Rep. Jim McGovern, Massachusetts

Rep. Alma Adams, North Carolina

Rep. Jahana Hayes, Connecticut

Rep. Shontel Brown, Ohio

Rep. Sharice Davids, Kansas

Rep. Andrea Salinas, Oregon

Rep. Don Davis, North Carolina

Rep. Jill Tokuda, Hawai'i

Rep. Nikki Budzinski, Illinois

Rep. Eric Sorensen, Illinois

Rep. Gabe Vasquez, New Mexico

Rep. Jonathan Jackson, Illinois

Rep. Shri Thanedar, Michigan

Rep. Adam Gray, California

Rep. Kristen McDonald Rivet, Michigan

Rep. Shomari Figures, Alabama

Rep. Eugene Vindman, Virginia

Rep. Josh Riley, New York

Rep. John Mannion, New York

Rep. April McClain Delaney, Maryland

\*Two open seats remain to be filled at a later date.

Republican Senate Agriculture Committee Members

**Sen. John Boozman, Arkansas, Chairman**

Sen. Mitch McConnell, Kentucky

Sen. John Hoeven, North Dakota

Sen. Joni Ernst, Iowa

Sen. Cindy Hyde-Smith, Mississippi,

Sen. Roger Marshall, Kansas

Sen. Tommy Tuberville, Alabama

Sen. Jim Justice, West Virginia

Sen. Charles Grassley, Iowa



Sen. John Thune, South Dakota  
Sen. Deb Fischer, Nebraska  
Sen. Jerry Moran, Kansas

Democratic Senate Agriculture Committee Members

**Sen. Amy Klobuchar, Minnesota- Ranking Member**

Sen. Michael Bennet, Colorado  
Sen. Tina Smith, Minnesota  
Sen. Richard Durbin, Illinois  
Sen. Cory Booker, New Jersey  
Sen. Ben Ray Lujan, New Mexico  
Sen. Raphael Warnock, Georgia  
Sen. Peter Welch, Vermont  
Sen. John Fetterman, Pennsylvania  
Sen. Adam Schiff, California  
Sen. Elissa Slotkin, Michigan

#### **WSSA and NAICC Host EPA and FWS on Endangered Species Issues Tour in Wisconsin**

During the first week of September, the National Alliance of Independent Crop Consultants (NAICC) and WSSA hosted staff from the U.S. EPA Office of Pesticide Programs (OPP), the U.S. Fish and Wildlife Service (FWS) and the USDA NRCS to examine the challenges and opportunities for implementing and improving EPA's "**Herbicide Strategy**" for protecting endangered and threatened species and their critical habitat as specified in the Endangered Species Act (ESA).

The first herbicides that are going through the new "Herbicide Strategy" process this fall includes Liberty Ultra (a new herbicide registration) as well as herbicide re-registration decisions for oxyfluorfen, metribuzin, and possibly atrazine.

The tour covered multiple cropping systems and production scenarios across Wisconsin, including corn, soybean, alfalfa, potato and cranberry cropping systems. We discussed habitat requirements for two ESA species: the eastern massasauga rattlesnake and the rusty patched bumble bee and focused on how to improve ESA mitigation measures. We also saw the abundance of non-crop habitat available next to crop production fields and discussed how "habitat offsets" could be a viable option for protecting ESA species, as compared to Pesticide Use Limitation Areas (PULAs) and spray drift and runoff/erosion mitigation measures.



*Wisconsin ESA Tour Participants (L to R, first row): Dawn Wyse-Pester, Director of Innovation, Research & Development at WinField United with Land O' Lakes; Hilary Sandler, WSSA President-Elect; Lori Nordstrom, Assistant Regional Director for Wisconsin and Minnesota, U.S. Fish & Wildlife Service (FWS); Jan Matusko, Director EPA Office of Pesticide Programs (OPP) Environmental Fate & Effects Division (EFED); (second row): Lee Van Wychen, WSSA Executive Director of Science Policy; Matt Eich, NAICC Independent Crop Consultant, South Dakota; Kris Garber, Senior Science Advisor, EPA OPP EFED; Sarah Chu, WSSA Science Policy Fellow; Josh Miranda, WSSA Science Policy Fellow; Kaitlin Picone, Senior Advisor for Stakeholder Engagement, EPA OPP; Ian Olson, NAICC Independent Crop Consultant, South Dakota; Steven Hoffman, NAICC Independent Crop Consultant, Wisconsin; (back row): Kevin Pontel, NAICC Independent Crop Consultant, Wisconsin; Neil Anderson, Acting Director, EPA OPP Biological and Economic Division (BEAD); Mark VanGessel, WSSA-EPA Liaison; Charles "Billy" Smith, Director, EPA OPP Registration Division (RD); Bill Chism, WSSA ESA Committee Chair; Greg Dahl, WSSA President; Ed Messina, Director, EPA OPP; James Todd, NAICC Independent Crop Consultant, Texas; Tim Kiely, Deputy Director, EPA OPP Pesticide Re-Evaluation Division (PRD). The photo was taken at the last stop of tour at the WinField United Innovation Center in River Falls, WI.*

### **EPA Updates Process for Developing Maps to Protect Endangered Species**

On December 19, 2024, the EPA took another step to reduce potential impacts to farmers from implementing endangered species protections while continuing to protect endangered species by publishing a process (<https://www.epa.gov/endangered-species/process-epa-uses-develop-core-maps-pesticide-use-limitation-areas>) that it will use to develop maps for protecting species designated as threatened or endangered (listed) by the U.S. Fish and Wildlife Service (USFWS) and their designated critical habitats. These maps allow EPA to protect listed species from the use of pesticides through **geographically specific** mitigations. The process identifies areas where listed species are likely to be located and areas where they are not, which ensures that additional measures to protect listed species are only required in these areas.

A huge amount of credit for this improvement goes to **Dr. Stanley Culpepper and Dr. Taylor Randell-Singleton** at the University of Georgia for their work on refining habitat maps for two endangered salamander species in their state. When the Enlist Duo label was published in 2022 for ESA mitigations, almost one million acres in 11 Georgia counties were restricted due to two endangered salamanders' habitat. They worked through a process that defined actual salamander habitat. After refining the maps and identifying actual salamander habitat, they found that only 0.37% of the area (i.e. 3,700 acres out of 1,000,000) should be restricted due to salamander habitat.

As EPA assesses pesticide impacts on listed species, the agency may find that some mitigations are only needed to protect listed species. In those cases, EPA will only apply those mitigations where appropriate and necessary in geographically specific areas (referred to as Pesticide Use Limitation Areas or PULAs). PULAs are areas where pesticide exposures are likely to impact the continued existence of a listed species, which may include a reduction in survival or recovery of the species.

When developing a PULA for a specific species, EPA starts by developing a "core map." A core map identifies areas that are important to a species, which could be a refined range map. In cases where range maps are broad and include areas where a species is no longer thought to live, then core maps would only include areas within the species range where the species likely currently lives. The process released on December 19 is intended to identify such areas and exclude areas from EPA's core map where the species is not likely to live. After developing a core map for a species, EPA develops a PULA that accounts for pesticide movement from a use site (e.g., spray drift and run-off) by adding adjacent areas to the core map. Developing a core map or PULA does not alter FWS' range map.

EPA's goal is to develop core maps for all FWS listed species that may require protections with respect to pesticide exposures. The agency is focusing first on creating core maps for listed species identified in its [Vulnerable Species Action Plan \(VSAP\)](#), released in September 2024. This provides a framework for EPA to adopt early, meaningful protections to address potential impacts for listed species that the Agency identifies as particularly "vulnerable" to pesticides. EPA has developed core maps for several VSAP species, which can be found on the agency's website, and will be developing core maps for the remaining VSAP and other listed species and making them publicly available as they are completed. EPA has also prioritized a subset of listed species for core map development.

Additional information can be found in the core map development process document. Visit EPA's website to learn more about how [EPA's pesticide program](#) is protecting endangered species.

### **11 States Petition EPA on Rule Regarding Misbranded Pesticides**

The EPA is seeking public comment on a petition received from the Attorneys General of the states of Alabama, Arkansas, Georgia, Indiana, Iowa, Louisiana, Montana, Nebraska, North

Dakota, South Carolina, and South Dakota requesting that EPA initiate rulemaking to amend the existing regulations under FIFRA.

The Attorneys General believe that EPA should modify its requirements such that any state labeling requirements which are inconsistent with EPA's findings and conclusions from its human health risk assessments would constitute misbranding.

As an example, in 2017, California decided to require a Prop 65 label on glyphosate sold in their state, despite EPA repeatedly finding that glyphosate is unlikely to be a human carcinogen and that there are no risks of concern to human health when glyphosate is used in accordance with its label.

Comments must be received by **February 20, 2025**. Go to [www.regulations.gov](https://www.regulations.gov) and search docket #: **EPA-HQ-OPP-2024-0562**

### **Federal Court Judge Vacates APHIS Rule on Genetically Engineered Organisms**

On December 2, the federal district court for the northern district of California threw out streamlined regulations of bioengineered crops, creating uncertainty in ag biotech laboratories across the country. In 2020, USDA APHIS finalized a rule that simplified reviews of genetically engineered plants such as herbicide tolerant soybeans and Bt-cotton.

The rule also exempted from regulation crops made by editing the species own genes, on condition the gene-editing produces a trait that conventional crossbreeding could have created. In a lawsuit filed in 2023 by the National Family Farm Coalition, Friends of the Earth, Pesticide Action Network, Center for Environmental Health, Center for Biological Diversity, and Center for Food Safety, they argued that USDA had not followed procedures required when agencies create new regulations. The court agreed with plaintiffs that it was arbitrary and capricious for APHIS not to incorporate its noxious weed authority in its final rule, and to exempt from regulatory review GE plants with changes that could have been achieved through conventional breeding techniques without adequate substantiation for these positions in the final rule record. The court vacated the rule as of December 2, 2024 and ordered the parties to meet on outstanding issues in the case. USDA may revert to its prior rules until the case is fully resolved, which could take years.

### **Bonanno Honored with the IR-4 Project SOAR Award**

The [SOAR Award](#) honors external partners of the USDA IR-4 Project who exemplify the areas of Service, Outreach, Altruism and Research (SOAR), while supporting specialty crop growers and the mission of The IR-4 Project.



**Rich Bonanno**, is currently the Executive Director of the Association of Southern Region Extension Directors (ASRED). He has also served in the roles of former Associate Dean of NC State CALS, Director of NC State Cooperative Extension, and Vice Provost for Outreach and Engagement at NC State. Dr. Bonanno has been a long time member of the weed science societies and served as chair of WSSA's Science Policy Committee for many years.

Dr. Bonanno's legendary career and dedication to the land-grant mission has benefited countless growers and research units, including IR-4. As a specialty crop grower himself, Bonanno has a deep understanding of fellow growers' needs. Bonanno also has a long history of collaboration with IR-4; he was a charter member of IR-4's Commodity Liaison Committee (CLC) beginning in 1992, and chaired this committee from 2014-2016 (until he began his influential time at NC State). More recently, Bonanno played a pivotal role in advocating for and supporting IR-4's move from Rutgers University to NC State. As Dr. Bonanno transitions from NC State to an influential new role with ASRED, the IR Project celebrates his commitment to the growers and researchers of our region and thank him for being an exceptional ally to IR-4.

#### **Brooke Rollins Nominated to Lead USDA**

Rollins, 52, is a lawyer with agriculture ties who grew up in Glen Rose, TX where she was involved in 4-H and FFA. She graduated from Texas A&M University with an undergraduate degree in agricultural development in 1994 before completing law school at the University of Texas. While at Texas A&M, Rollins was the first woman to be elected student body president.



After graduating from law school, Rollins worked for several years at Hughes & Luce, LLP in Dallas and clerked under U.S. Federal District Court judge Barbara M. Lynn. Rollins previously served as deputy general counsel, ethics advisor, and policy director to Texas governor Rick Perry.

Rollins was the president and CEO of the Texas Public Policy Foundation (TPPF) from 2003 through 2018. During her tenure at TPPF, the think tank grew from having a staff of three to a staff of 100. In 2011, Texas Monthly named Rollins one of the 25 most powerful Texans.

She served as domestic policy chief during Trump's first term, a portfolio that included agricultural policy. After leaving the White House, she became president and CEO of the America First Policy Institute. This is one of the earliest nominations for a USDA Secretary that I can remember following a presidential election.

Lee Van Wychen, Ph.D.  
Executive Director of Science PolicyS  
Weed Science Society of America

5720 Glenmullen Pl, Alexandria, VA 22303  
Cell: 202-746-4686

**Meetings of the National and Regional Weed Science Societies**

Jan. 20 - 23, 2025 Southern Weed Science Society (SWSS), Charleston, SC [www.swss.ws](http://www.swss.ws)  
Feb. 24 - 27, 2025 Weed Science Society of America (WSSA), Vancouver, BC [www.wssa.net](http://www.wssa.net)  
Mar 10-13, 2025 Western Society of Weed Science (WSWS), Seattle, WA [www.wsweedscience.org](http://www.wsweedscience.org)  
Jul. 14 - 17, 2025 Aquatic Plant Management Society (APMS), Providence, RI [www.apms.org](http://www.apms.org)  
Dec 15-18, 2025 North Central Weed Science Society (NCWSS), Grand Rapids, MI [www.ncwss.org](http://www.ncwss.org)  
Jan. 5 - 9, 2025 Northeastern Weed Science Society (NEWSS), Hershey, PA [www.newss.org](http://www.newss.org)

## **2025 Science Policy Fellow (SPF)**

The WSSA science policy fellow (SPF) program is designed to assist the WSSA Executive Director of Science Policy (EDSP) while providing the SPF with a short-term, robust experience dealing with a broad array of weed science policy issues. The SPF must be a WSSA member.

Preferred applicants are graduate students or postdocs in weed science or related disciplines with an interest in public policy and advocacy. The duration of the fellowship is expected to be about a semester with the SPF contributing approximately 5-10 hours per week on average. The SPF will perform duties and activities that are relevant to the WSSA Science Policy Committee and the EDSP.

The SPF will be under the supervision and guidance of the EDSP, who is subsequently under the supervision of the WSSA Board of Directors. The SPF will receive compensation from the WSSA based on agreement between the EDSP and the WSSA Board of Directors.

### **Examples of Potential Activities for the Science Policy Fellow**

- Assist the EDSP in coordinating, researching, and writing science policy statements and comments on proposed federal rules and regulations.
- Analyze and publish data from WSSA's Survey of the Most Common and Troublesome Weeds.
- Pursue, promote, and improve initiatives of the national and regional weed science societies.
- Record notes for weed science meetings and conference calls.
- Help coordinate activities for National Invasive Species Awareness Week (NISAW).
- Participate in Congressional hearings and other meetings of interest.
- Assist the EDSP in implementing WSSA's strategic plan.

### **Reporting of the Science Policy Fellow**

- The SPF will provide updates as needed to the EDSP.
- The SPF will write a report on a weed science policy issue as directed by the EDSP for distribution via the WSSA Newsletter.
- The SPF will provide a final report to the WSSA Board of Directors and Science Policy Committee and give a presentation on their experience at the WSSA Annual Meeting.

### **Responsibilities of the Executive Director of Science Policy and the Science Policy Fellow**

- The EDSP will establish a list of work priorities and deadlines for the SPF.
- The SPF will use his/her own laptop and cell phone.
- The SPF will book his/her own travel and accommodations as needed.
- The SPF will not receive vacation time, sick leave, health insurance, or a retirement account.

### **Start and Finish of the Science Policy Fellowship**

Start time for the Science Policy Fellow is negotiable. However, the candidate must be able to attend the North American Invasive Species Forum in Washington, DC during May 12–15, 2025.

The candidate will finish the fellowship by attending the 2026 WSSA annual meeting in Raleigh, NC, February 9-12, 2026.



### **Compensation of the Science Policy Fellow**

The SPF will receive two stipends of \$2,500 for a total of \$5,000 to help cover the cost of travel and compensate for their time. Travel will include at least one trip to Washington DC, as well as attendance at the WSSA annual meeting following completion of the fellowship. Additional reimbursement of travel expenses may be available depending on need.

### **TO APPLY**

Please email the following documents to Lee Van Wychen ([Lee.VanWychen@wssa.net](mailto:Lee.VanWychen@wssa.net)) by Saturday, **February 22, 2025**.

- 1) Resume or Curriculum Vitae
- 2) A writing sample, one page maximum, on one of the following weed science policy issues:
  - Biological aspects of weed control
  - Physiological aspects of weed control
  - New technologies in weed management
  - The value of weed genomics in weed management
- 3) Two letters of reference



Ad Hoc Committee on Conduct – Troy Goldsby

No report.

**THE AQUATIC PLANT MANAGEMENT SOCIETY, INC.  
OPERATING MANUAL**

~~June 2019~~January 2025

Operating Task Calendar for Officers, Directors, Committees, and Special Representatives

**Preface**

This manual serves as a guide for officers, board members, committee chairpersons, special committees, and representatives of the Aquatic Plant Management Society in the discharge of their duties of office. These guidelines are intended to comply with the Bylaws yet be flexible enough to meet administrative and functional needs of this Society. This should not in any way stifle the creativity of officers or committee chairs in pursuing and accomplishing the goals and purpose of the Aquatic Plant Management Society, Inc.

Gratitude is extended to the Weed Science Society of America, Western Weed Science Society, and numerous members of the Aquatic Plant Management Society for their contributions to the formation and subsequent revisions of these guidelines.

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Update with 2022-2026 plan info (Heilman)

## CHAPTER I - DUTIES OF OFFICERS AND DIRECTORS

### **President**

1. Maintain and exercise general supervision over the affairs of the Society.
2. Preside over all business meetings of the Society, annual and special.
3. Preside over all Board of Directors meetings.
4. Approve all payments made by the Treasurer. If the President is unable to approve payments, the Past President may be appointed by the board to do so.
5. May sign checks in payment of obligations of the Society during the absence of the Treasurer.
6. Discharge such other duties as usually pertain to the Office of the President.
7. Uphold the spirit of the Constitution and Bylaws of the Society and cause the decisions of the Board of Directors to be carried out.
8. Upon assuming office, or soon thereafter, appoint Chairs to all Standing Committees listed in Chapter II, ad hoc special committees, and Special Representatives listed in Chapter III.
9. Maintain close liaison with all committees of the Society throughout the year to encourage and assist them in fulfilling their duties and responsibilities to the Society.
10. In conjunction with the Secretary, prepare an agenda for Board of Directors meetings.
11. Maintain liaison throughout the year with the Program Chair, Meeting Planning Chair, the Secretary and the Treasurer in planning the program for the Annual Meeting.
12. Keep the Board of Directors and Society members advised on matters of importance to them and their Society and solicit their suggestions and advice.
13. Maintain liaison with other societies and organizations with related interests and objectives of the Aquatic Plant Management Society.
14. Confer the President's Award upon any member, or non-member of the Society for distinguished service to the Society and meeting other criteria as may be set forth in Chapter IV, Section A of this Operating Manual. Such action requires a majority approval of the Board.
15. Provide names for the President's Award and/or any other special recognition designations to the Awards Committee in sufficient time for inscriptions of plaques or other honorary tokens.
16. Prepare cover letters and sign as Society President, resolutions passed at business meetings for distribution as designated by the resolutions.
17. Preside over the Annual Meeting General Session and the Annual Business Meeting.
18. Ensure that proposed Bylaws changes and biographies of Officers and Board of Directors nominees are published in the Newsletter at least thirty (30) days prior to the Annual Meeting.
19. Publish the list of Committee Chairs and committee members in the first newsletter following the Annual Meeting.

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20. Delegate and empower the Secretary to solicit written reports from Committee Chairs and Special Representatives about five (5) weeks prior to the mid-year and summer Board meetings in time to compile Board Books.
21. Request the Secretary send Board Books to Board members prior to Board meetings whenever possible.
22. Write articles for the newsletters to report information of interest to Society members.
23. The President may use all, or part, of the budgeted discretionary expenses set by the Board of Directors for costs incurred in preparation for, or at, the Annual Meeting and for approved support of travel associated with the business of APMS.
24. MC the Annual Meeting Awards function covering the following items:
  - a. Acknowledge the efforts of the Meeting Planning Committee.
  - b. Acknowledge all Past Presidents in attendance.
  - c. Present plaques/certificates of appreciation to outgoing Board members (Officers and Directors).
  - d. Introduce newly elected Board members and Officers.
  - e. Recognize all Honorary Members in attendance
  - f. Introduce Exhibits Committee Chair for presentation of exhibitor's award.
  - g. Introduce Student Affairs Committee Chair for student paper contest awards.
  - h. Present the President's Award, T. Wayne Miller Distinguished Service Award, Max McCowen Friendship Award, and all other awards (where applicable).
25. Ensure that a representative of the Aquatic Plant Management Society attends the Weed Science Society of America (WSSA) breakfast meeting of Presidents from WSSA affiliates.
26. As designated by the WSSA, serve as an ex officio member of the WSSA Science Policy Committee.
27. Forward President's files to the newly elected President within one (1) month of leaving office.
28. Work with the Treasurer to approve travel reimbursement requests from Officers and Directors, or invited Committee Chairs or Special Representatives, to attend board meetings.

#### **President-Elect**

1. Perform the duties and exercise the powers of the President in the absence or disability of the President; or in case of a vacancy in the office of President.
2. Perform duties assigned by the President, or the Board of Directors.
3. Serve as Chair of the Program Committee with the following responsibilities:
  - a. Develop the focus, objectives and/or theme for the Annual Meeting program.
  - b. Arrange for keynote speaker and other guest speakers.

- c. Keep the expenditures for stipends needed for key speakers' expenses within the \$4,000 allowance for this purpose (2011 allotment).
  - d. Coordinate with the Secretary, Treasurer, and the Meeting Planning Committee, to ensure all program needs are met; i.e. speaker rooms, visual aids equipment, audio equipment, poster session space and easels, etc.
  - e. Provide the Secretary with a "First Call for Papers" form to be published in the first newsletter following the Annual Meeting.
  - f. Coordinate with the Student Affairs Committee Chair to ensure sufficient speaker slots are available early in the meeting for student papers to allow time for judging decisions. Also ensure student presentations are designated as such within the program.
  - g. Provide the Secretary and Website Committee Chair with a preliminary draft program in ample time for printing in the spring newsletter and a final version in time for printing prior the Annual Meeting.
  - h. Provide the Secretary with a compilation of electronic copies of paper and poster abstracts coinciding with the meeting format in time for printing prior to the Annual Meeting.
  - i. Select session moderators and provide them with appropriate instructions regarding time limits, speaker introduction materials, etc.
  - j. Propose joint meetings and/or symposia whenever appropriate.
4. Forward the President-Elect files to the new President-Elect within one (1) month of leaving office.

#### **Vice President**

1. Exercise the powers and perform the duties of the President-Elect in the absence or disability of the President-Elect.
2. Perform duties assigned by the President or the Board of Directors.
3. Assist the President-Elect with program development and implementation.
4. ~~Upon assuming office, or soon thereafter, appoint Chairs to all Standing Committees in Chapter II, ad hoc special committees, and Special Representatives to the Annual Meeting.~~
- 4.5. Serve as a member of the Membership Committee, Publications Committee, and the Strategic Planning Committee.
- 5.6. Strive to determine Society member interests and concerns.
- 6.7. Take the lead for APMS in conjunction with the APMS Chapters (when applicable) to handle responsibilities associated with the APMS Graduate Student Research Grant to include but not be limited to:
  - a. Solicit APMS Chapters (and other potential sources) for funding.
  - b. Administer all aspects of this currently every other year award (depending upon the year and status) including an announcement of its anticipated availability and qualifications (via newsletters, websites, etc.), set proposal deadlines (follow suggested timeline in Chapter IV, Section E), collect and review submissions in conjunction with an ad hoc review committee mutually agreed upon between APMS, APMS Chapter

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representatives, and other entities that have contributed funds to the Grant.

- c. Secure the assistance of the ~~Scholastic Endowment Committee~~ Finance Committee to help with solicitation of donations within and outside of the Society.
- d. Update Chapter IV, Section E of the Operating Manual as necessary to reflect current information.

7.8. Support Regional APMS Chapters by:

- a. Serving as Chair of the Regional Chapters Committee (see duties).
- b. Initiate collaborative efforts in advancing Society goals through Regional APMS Chapters.

**Secretary**

- 1. Prepare and keep full and correct minutes of all meetings of the Society and Board of Directors.
- 2. Maintain complete Society membership records. Board of Directors approval is required for release of Society records to persons or organizations outside the APMS.
- 3. Prepare and distribute meeting notifications.
- 4. At the direction of the Board of Directors, serve as an alternate for access to Society bank accounts and co-signing of checks.
- 5. Ensure that the Society newsletter is assembled, published, and distributed at least three (3) times a year at times appropriate for the effective promotion of Society activities and objectives.
- 6. Conduct such correspondence for the Society as is appropriate for Secretaries of this type organization.
- 7. Maintain a calendar of events for the Society.
- 8. Assist the President by keeping the Board of Directors advised on significant activities of the Society.
- 9. Receive and fill orders for publications.
- 10. Provide mailing lists / labels as needed for Society business.
- 11. Conduct timely Society communications y mailings to promote membership participation in all events promoted by the Society.
- 12. Arrange ~~for the final printing~~ publication of the Annual Meeting Program and Abstracts as provided by the Program Committee Chair.
- 13. Make provision for registration at the annual meetings.
- 14. Serve as Archivist of the Society and carry out the following:
  - a. Accumulate new documents as they appear, catalog them, and periodically forward them to archives location at the storage location designated by the Board of Directors.
  - b. Establish guidelines and procedures for the deposition of Society records into the archives as appropriate.
  - c. Oversee the use of the archives by APMS members and by the general public.

16. Serve as an ex officio member of the Membership Committee and maintain a current (paid) membership mailing list in conjunction with dues payment verification by the Treasurer.

~~17. Serve as an ex officio member of the Publications Committee.~~

~~18.~~ 17. Submit a proposed annual budget request to the Finance Committee for incorporation into the Society budget for approval by the Board of Directors.

### **Treasurer**

1. Secure or maintain for the Society's Officers and Directors a good and sufficient surety bond in an amount not less than the total assets of the Society.
2. Collect and receipt all dues, assessments, and other income.
3. Deposit promptly all funds of the Society in such depository as shall be approved and designated by the Board of Directors. (Banking accounts currently held at The State Bank (175 N. Leroy Street), Fenton, Michigan)
4. Issue checks for payment of Society obligations as are necessary and approved incidental to the operation of the Society. All payments require approval by the APMS President or Past President if so appointed.
5. Prepare financial statements which accurately and clearly reflect the financial status of the Society for study by the Finance Committee prior to Board meetings, and for reporting to the membership at the Annual Meeting.
6. Provide for an annual audit of Society financial records by a Certified Public Accountant (Currently, Winston, Williams, Creech, Evans and Company, LLP, Oxford, NC).
7. File annual income tax returns with assistance by a Certified Public Accountant.
8. Provide documents to the Finance Committee Chair for annual internal audit.
9. Maintain Society "incorporation" status.
10. Perform such duties as are usually incident to the Office of Treasurer and as may be assigned by the Board of Directors.
11. In conjunction with duties and participation on the Finance Committee, prepare an annual budget for approval by the Board of Directors at the mid-year Board meeting.
12. Arrange for the President and the Secretary, if required, to be designated as legal alternates for access to Society bank accounts in the event of incapacitation of the Treasurer.
13. Immediately notify the Secretary of any changes in membership status and in conjunction with the Secretary prepare ~~and deliver and mail~~ Society dues notices each year.
14. Maintain complete, accurate financial records at all times.
15. Manage savings certificates and other financial resources of the Society to the best advantage of the Society with advisement from the Finance Committee.
16. Maintain records of property owned by the Society; e.g., back issues of publications, equipment, etc.
17. Serve as a member of the Strategic Planning Committee.

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18. Maintain Officer, Director, and general liability insurance (Currently with Brown and Brown Insurance, Rep. Sue Kimmerling, 1190 Torrey Road, Fenton, MI 48430; 810-714-4603).
19. Work with the President to approve travel reimbursement requests from Officers and Directors, or invited Committee Chairs or Special Representatives, to attend board meetings.
20. Track travel expenses for Board members to attend meetings as part of the Treasurer's report at the annual and mid-year meetings.

#### **Immediate Past President**

1. Serve as an advisor to the President.
2. Serve as Chair of the Nominating Committee.
3. Serve as Chair of the Past Presidents' Advisory Committee.
4. Serve as Chair of the Proposal Review Committee. ~~(per Board approval July 16, 2017 BOD meeting)~~
5. Serve as a member of the Strategic Planning Committee.
6. Review and make revision recommendations as deemed necessary for the APMS Operating Manual in compliance with the current Bylaws and policy decisions of the Board.
7. Make recommendations to the Bylaws and Resolutions Committee of proposed changes in operations of the Society requiring Bylaws changes.
8. Examine the aims, purposes, and goals of the Society to ascertain their relevance. If deemed important, make recommendations to the Strategic Planning Committee regarding implementation, increased concentration, or changes in aims, purposes, and/or goals of the Society.
9. Assist the Secretary with maintaining up-to-date addresses for all Past Presidents.
10. Arrange the Past Presidents' luncheon at the APMS Annual Meeting. Prepare a luncheon agenda and/or discussion items to encourage continued Past President involvement in the Society and to promote fellowship.
11. As designated by WSSA, serve as a member of the WSSA Nominating Committee.
12. Perform other duties delegated by the President or the Board of Directors.

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#### **Editor**

1. Serve as Editor for the *Journal of Aquatic Plant Management* (JAPM) and carry out the following:
  - a. Publish the Journal twice a year; January and July.
  - b. Receive manuscripts (solicited and unsolicited) from contributors.
  - c. Notify contributing authors of receipt of manuscript(s) and send to at least two (2) independent peer reviewers who are recognized authorities in their respective fields, or send to Associate Editor(s) for handling through the review stage.



d. Consider recommendation of reviewers, resolve different opinions, notify authors of requirements for continued publication considerations, and work with authors until the manuscript is ready for publication.

e. Provide the ~~publisher e-printer~~ with an original, corrected manuscript for production of galley proofs.

f. Send galley proofs to author(s) for final checking along with reprint information.

g. Send corrected proofs to the ~~publisher printer~~ along with reprint information.

h. Review page proofs prior to printing of each Journal issue.

i. Secure envelopes and mailing labels from the Secretary for use in mailing the Journal and reprint orders.

~~j. Send invoices to authors for reimbursement for reprints and payment of approximately one-half the cost of the printing charges unless approved by the Editor and approved by the Board.~~

2. (May) request a personal stipend requiring approval from the Board. As a guideline, the 2010-2011 approved stipend was \$4,000.

a. As incentive to retain the Editor after the first term, the Board may increase the stipend to \$6,000 per year to award exemplary performance and on-time journal production.

3. Recommend any changes in charges for library subscriptions to the Board for approval as may be deemed necessary to cover costs.

4. Ensure the printer provides an electronic copy of the Journal.

5. Publish and distribute other scientific publications of the Society.

~~6. Serve as Chair of the Publications Committee, accepting the responsibility and quantity of all Society publications. Editorial policy is governed by the Publications Committee. Final authority on matters of policy resides with the Board of Directors.~~

~~7.6.~~ Appoint, as deemed necessary, Associate Editor(s), who will serve on the Publications Committee to assist the Editor with the publication of the Journal by performing the following type of activities:

a. Solicit manuscripts for the Journal.

b. Conduct reviews as assigned by the Editor.

c. Furnish the Editor lists of reviewers used by the Associate Editor(s) in the review of manuscripts.

d. Become familiar with the procedures for publishing the Journal in order to continue the timely publication in case the Editor cannot discharge those duties.

As the Editor approaches the completion of the term(s) of service, he/she should consider and recommend to the Nominating Committee an Associate Editor as successor to the position. The Editor should work with that individual to make sure they can step in and serve as Editor upon election.

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7. The Editor, along with the Associate Editor(s) shall confer the Outstanding JAPM Article Award in accordance with procedures and criteria defined in Chapter IV, Section A of this Operating Manual. Such action requires a majority approval of the Board.
8. Serve as a member of the Strategic Planning Committee.

### **Directors**

1. Shall serve a three-year term on the Board of Directors (with the exception of the Student Director which shall be a one (1) year renewable term).
2. Shall assist in administering the affairs of the Society.
3. Shall attend all Board of Directors meetings during their term.

### **Board of Directors**

#### APMS Board Member Guidelines

1. The APMS Board of Directors shall be made up of academic, government, industry, and private business personnel. Regional considerations should be evaluated to include a diverse group of individuals to adequately cover an individual's regional location and employment. APMS Board members should be limited to no more than two (2) members at any time from the same business entity, university, or government agency. Manage the affairs of the Society and develop the policies and general programs.
2. Have full power of the Society in all matters demanding action between meetings.
3. Provide rules and regulations for the conduct of the affairs of this Society which are consistent with the provisions set forth in the Bylaws.
4. Submit for approval by the membership of the Society a report of all actions taken by the Board under the authority of the Bylaws.
5. Fill any vacancies among the Officers of the Society including membership of the Board of Directors in accordance with Bylaws provisions.
6. Prescribe the duties of the Officers not prescribed in the Bylaws or this Operating Manual.
7. Ensure the existence of a current surety bond in an amount not less than the total assets of the Society covering all Officers and Directors.
8. Secure and present reports from Standing Committees and Officers as necessary.
9. Complement the work of the officers of the Society as needed and requested.

## **CHAPTER II - DUTIES OF COMMITTEES**

Chairs of all Standing Committees are responsible for: 1) submitting written reports for the Board of Directors meetings in accordance with the Secretary's requested schedule, and; 2) providing an oral report on Committee activities during the Annual Business Meeting.

### **Awards Committee**

1. Be comprised of not less than three (3) voting members of the Society.
2. Prior to the Annual Meeting, the Chair shall solicit through the Newsletter and Website or shall make recommendations to the Board, nominations for membership awards qualifying in accordance with Chapter IV, Section A of this Operating Manual.
3. Prior to the Annual Meeting, arrange for the purchase and inscription of plaques, certificates, and other items to be presented at the Annual Meeting.
  - a. Honorary Member Award – check with the Bylaws and Resolutions Committee for candidates.
  - b. President's, T. Wayne Miller Distinguished Service, and Max McCowen Friendship Award – check with current President as to recipients, if any.
  - d. Outstanding Graduate Student Award – check with current President as to recipients, if any.
  - e. Outstanding Research and/or Technical Contributor Award – check with current President as to recipients, if any.
  - f. Outstanding International Contribution Award – check with current President as to recipients, if any.
  - g. Outstanding JAPM Article Award – check with current President or Editor as to recipients, if any.
  - h. Student Presentation Awards – coordinate with Student Affairs Committee.
  - i. Exhibitor's Excellence Award – coordinate with Exhibits Committee.
  - j. Outgoing Officers and Directors – coordinate with the Nominating Committee.
4. At the Annual Meeting, coordinate participation, qualifications, criteria and student panel judge selection for the (non-student) Best Poster Award.
5. Utilize and update, as necessary, the APMS Award/Honors Procedures and Criteria found in Chapter IV, Section A of this Operating Manual, and assist in determining copy on plaques, certificates, etc.
6. Provide the Membership Committee annual lists of Awards and Honor recipients for entry into the Society's permanent record and posting on the website. Complete biographies for newly recognized Honorary Members and ensure they are posted to the website.

### **Bylaws and Resolutions Committee**

1. Be comprised of not less than five (5) voting members of the Society.

2. Consider all resolutions and Bylaws changes and present worthy suggestions to the Society in a form appropriate for adoption consideration.
3. Provide the Secretary with a written notice of Board approved proposed Bylaws amendments in time for publication in the Newsletter to be published at least thirty (30) days prior to the Annual Business Meeting.
4. Present for consideration by the Board and Society membership, all petitions with ten (10) or more signatures of voting members
5. Present proposed Bylaws amendments, as previously published, to the membership at the Annual Business Meeting as a part of the Committee report for the President to call for a vote.
6. Ensure approved Bylaws Amendments become an official part of the current Bylaws by submitting the revised document including the Amendment month and year to both the Secretary and the Website Committee Chair.
7. Notify the Chair of any Committee affected by Bylaws amendments to ensure they provide updated tasks, duties, procedures for the Operating Manual in order to comply with these changes.
8. Receive petitions for or submit on behalf of the Bylaws and Resolutions Committee recommendations for nominees for Honorary Membership as specified in Article XII of the Bylaws.
9. Provide the Awards Committee with names of approved, new Honorary Members for preparation of plaques.
10. Prepare for adoption consideration such resolutions as may be appropriate; e.g. hotel services, outstanding service by members or non-members, local arrangements, etc.
11. The Chair of this Committee shall serve as a member of the Strategic Planning Committee.

### **Education and Outreach Committee**

- 1) Be comprised of no less than five (5) members, one of whom shall be the Chair of the Student Affairs Committee.
- 2) Identify specific educational needs appropriate for APMS sponsorship.
- 3) Solicit assistance and form sub-committees to deal with the identified educational needs and issues.
- 4) Assist the APMS in the coordination, development, and production of society-sponsored educational materials and programs.
- 5) Develop a social media strategy that includes an analysis of social media most appropriate to APMS.
- 6) Prepare and address funding strategies and budgetary needs at the Board Meeting.
- 7) Oversee the Website
  - a) Be comprised of no less than three (3) members.
  - b) Maintain the APMS Website and coordinate all structural modifications therein.

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- c) Approve all postings on the website.
  - d) Maintain a current copy of the Bylaws and the Operating Manual as provided by the respective responsible Committee(s).
  - e) Post all Annual Meeting announcements as soon as available prior the meeting date and update appropriately as it approaches.
  - f) Post JAPM information and appropriate technical information with regular updates.
  - g) Update membership listings at least annually, coordinating with the Secretary and the Treasurer to ensure accuracy.
  - h) Maintain as listing of Honorary Members and other Award Recipients (current and historical) with a designated roster. Biographies are to be completed and provided by the Awards Committee.
  - i) Ensure all links to reginal chapter websites are accurate and consistent.
  - j) Maintain social media buttons on the APMS landing page.
  - k) Update Board-approved links annually.
  - l) Provide the Board with detailed website analytics upon request.
  - m) Forward correspondence received on the site from the Webmaster to the Secretary in a timely manner for response.
  - n) Secure the services of a Webmaster, if needed, and provide budgetary information for such services to the Treasurer for Board approval.
- ~~6)~~
- 7) The Chair of this Committee shall serve as a member of the Strategic Planning Committee.

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### Exhibits Committee

1. Provide an exhibit fee schedule recommendation to the Board of Directors specifying what is included and excluded from the fees (e.g., delegate registration, discounts for members, space allotments, electricity, etc.).
  - a. Prepare sign-up forms with Hold Harmless Disclaimer to accompany payment.
  - b. Obtain from the Meeting Planning Committee and/or the Meeting Planner, a floor plan indicating area, layout, accessibility, electrical service, etc., at the facility to determine maximum exhibit spaces.
2. Solicit potential exhibitors in sufficient time to secure their commitment to display exhibits for the Annual Meeting of the Society. Exhibit space will be allotted on a first come first served basis based upon receipt of signed forms and payment.
3. Coordinate all activities and requirements through the Meeting Planner; the Meeting Planner is the primary point of contact with hotel management and staff.
4. Coordinate with exhibitors over their booth requirements prior approval from the Exhibits Committee Chair.
5. Provide an option on the Exhibitors' form for Board approved non-profit organizations to exhibit at no charge providing suitable space is available after accommodating all paid commercial exhibitors.
6. ~~Assign Exhibit Award judges (student paper and poster presenter judges to encourage their involvement with the Society), assist with Exhibit Award at the annual awards function.~~
7. Ensure that Exhibitor support is recognized at the Annual Meeting allotted on the Program to allow delegates to visit exhibits.

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Move this function to student affairs or student representative to organize as has been done in the past.

### Finance Committee

- 1) Be comprised of not less than four (4) voting members of the Society, one of whom shall be the APMS Treasurer.
- 2) Review the Society records at the close of each fiscal year prior to the mid-year Board meeting and the official annual audit.
- 3) The Finance Committee Chair will conduct an internal audit of the Society's financial records near the time of the Annual Meeting and report the results of this audit to the Board of Directors at the post-conference Board meeting (IRS requirement).
- 4) The Finance Committee Chair will consult with the Treasurer on all investment strategies, including any necessary changes to current investments to keep the Society in good financial standing and aligned with Society objectives. The return on investments and any significant changes in the investments should be reported at each Board of Directors meetings. (APMS investments and banking currently held at The State Bank, 175 N. Leroy Street, Fenton, Michigan, with assistance of Mr. Dennis E. Leyder, President of Wealth Management)

- 5) Prepare a report detailing the financial condition of the Society for the mid-year meeting of the Board of Directors.
- 6) Prepare an annual budget for consideration and approval by the Board of Directors at their mid-year meeting.
- 7) Assist the Treasurer with establishing, implementing, and maintaining accurate Society financial records.
- 8) Assist the Treasurer in producing timely, accurate, easy-to-understand financial reports for the Board of Directors and membership.
- 9) Prepare a Financial Planning Policy to be included in Chapter IV, Section F of this Operating Manual, and update as economic conditions warrant.
- 10) Serve the Treasurer and Society in an advisory role with all matters pertaining to finances.

11) Review APMS contracts on an annual basis and report to the Board of Directors as to status.

#### 12) Manage the Scholastic Endowment

- a) Select not less than four (4) advisors, one of whom shall be the Chair of the Committee.
- b) Be responsible for coordinating fund raising activities for the Scholastic Endowment Fund.
- c) Assist the Vice President, as requested and when applicable in the solicitation of funding and the administration of the APMS Graduate Student Grant.

11) —

#### Legislative Committee

1. Be comprised of not less than five (5) voting members of APMS.
2. Keep informed about existing, pending, or needed legislative or regulatory action of interest to the Society in order to make recommendations to the Board of Directors concerning the course of action to be considered.
3. Maintain a file on previously published legislative documents of interest to the Society and pass the file on to subsequent chair.
4. Consider the need for uniform state laws on aquatic weeds, herbicide labeling, and other subjects related to aquatic plant management.
5. Consider legislation involving the control of aquatic weeds on publicly owned land.
6. Recommend resolutions to the APMS Bylaws and Resolutions Committee as deemed appropriate.
7. Coordinate and communicate issues of national and/or regional concern with Special Representatives who may be involved with the same or similar activities.
8. Maintain liaison with the Animal Plant Health Service (APHIS) regarding the introduction of new plant species into the United States.
9. Provide an APMS representative for service on the WSSA Science Policy Committee. This individual should be able to attend the WSSA annual meeting and to participate in any

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~~educational endeavors regarding legislation and regulations favorable to APMS interests.~~

**Meeting Planning Committee**

1. Shall be comprised of at least three (3) voting members and shall include someone familiar and close to the region where the next meeting site is to be selected.
2. Solicit suggestions for meeting sites.



3. Direct the Meeting Planner to contact visitor and convention bureaus at candidate locations to obtain information useful for the site selection process.
4. Suggest three (3) candidate meeting sites utilizing the services of a Meeting Planner to secure associated costs for consideration by the Board of Directors including locations, facilities, approximate room and function costs.
5. Coordinate with the Meeting Planner in preparing the logistical aspects of the Annual Meeting.
6. Provide the Board of Directors with timely information useful in planning for the Annual Meeting.
7. Coordinate with the Meeting Planner all activities "outside" the hotel complex; e.g., the Tuesday night award function, tours, guest program, etc.
8. Solicit and secure donations/sponsorships for meeting functions from vendors, and other potential donors.
9. Assist in securing transportation for activities requiring this service.
10. Inform the Program Committee Chair of individuals who are potential meeting participants.
11. Provide the Secretary and the Website Committee with literature and contact information about local areas of potential interest to members attending the Annual Meeting (i.e., information about restaurants, scenic attractions, city maps, camping areas, etc.) for inclusion in the newsletter and on the website.
12. Suggest appropriate "local" speakers.
13. Coordinate its efforts with the Program Committee Chair.

#### **Membership Committee**

1. Be comprised of not less than five (5) voting members of APMS. Committee membership includes the Chair of the Student Affairs Committee and should include participation from the Regional Chapter members. The Secretary and Vice President will serve in an ex officio capacity.
2. Promote membership in APMS through the Regional APMS Chapters.
3. Investigate ways of increasing membership in APMS through other means and groups; e.g., WSSA, NALMS, international groups, etc.
4. Provide member information to the Awards Committee, as may be needed for inscriptions of plaques and certificates.
5. Inform the Society and assemble information on deceased members of the Society or others who have contributed significantly to the science of aquatic plant management.
6. Prepare letters of condolence for the President's signature to be sent to bereaved families of deceased members.
7. This Committee shall be responsible for retaining an official running list of Awards/Honors Recipients as provided annually by the Awards Committee. They will in turn provide the updated listing to the Website Committee Chair for posting on the website.

### **Nominating Committee**

1. Be comprised of not less than five (5) voting members to be chaired by the Immediate Past President.
2. Be comprised of members that have not served on this committee for more than two successive years or have had a break in membership on the committee of at least two years.
3. Determine that potential nominees meet the criteria of being a voting member for three (3) years prior to nomination for office.
4. Determine that the prospective nominee is willing to serve if elected.
5. Present a slate of nominees to the Board of Directors for approval at the mid-year Board Meeting.
6. Following Board approval, recommend to the Society (typically a newsletter article) at least thirty (30) days prior to the Annual Business Meeting, a slate of candidates for election to the several offices as follows:
  - a. Two (2) members for 3-year terms on the Board of Directors.
  - b. A Vice President for a 4-year term; one year as Vice President, and succeeding years as President-Elect, President, and Immediate Past President.
  - c. An Editor every three (3) years to serve a 3-year term.
  - d. A Treasurer every three (3) years to serve a 3-year term.
  - e. A Secretary every three (3) years to serve a 3-year term.
6. Prior to the Annual Meeting, secure the name of a qualifying student member nominee for Student Director to serve a one-year renewable term chosen by the Student Affairs Committee.
7. Prepare ballots and establish election procedures. For offices which have a floor nomination, provide ballot sheets at the registration desk immediately after the Annual Business Meeting. Members are checked for eligibility before receiving a ballot and return completed ballots to the registration desk. Members are allowed until the end of the last session of that day to vote. The Nominating Committee Chair is responsible for the collection and counting of ballots.
8. Prior to the Annual Meeting, provide a list of outgoing Officers and Directors to the Awards Committee for preparation of plaques/certificates of appreciation.

### **Past Presidents Advisory Committee**

1. Be comprised of all Past Presidents of the Society who are members in good standing.
2. Be chaired by the Immediate Past President.
3. Examine the goals and aims of the Society from time to time; and make recommendations to the Board as deemed expedient.
4. Annually review and suggest changes to the Operating Manual and the Strategic Plan as may be appropriate to maintain consistency with the Bylaws or procedural decisions of the Board.

4.

5. Develop policy statements related to pertinent issues concerning aquatic plant management.
6. Provide wise counsel to the Board and Society.

#### **Program Committee**

1. Consist of the members of the Board of Directors.
2. Be chaired by the President-Elect.
3. Develop the Program for the Annual Meeting of the Society.
4. Invite keynote speakers with expertise in the theme area wherein feasible.
5. Work within the established expense guideline (\$4,000) for paying stipends and expenses for outside invited speakers.
6. Work closely with the Meeting Planning Committee to arrange supplemental field trips relating to aquatic plant management wherein feasible.
7. Arrange for the Program to conform to the time schedule and schedule papers to fit subject area.
8. Coordinate arrangements for audio and visual aid equipment with the Meeting Planning Committee and the Meeting Planner.

#### **Proposal Review Committee**

1. Be comprised of five members, consisting of the Immediate Past President, President-Elect, Treasurer, one Director, and one member-at-large. The committee will be chaired by the Immediate Past President, who will appoint the Director and the member-at-large.
2. The committee will review all proposals to the society of more than \$5,000, and all proposals regardless of cost that do not originate from a standing committee. The committee will not; however, review the Graduate Student Research Grant.
3. Proposals must be submitted to APMS on the Proposal Submittal Form in Section G of the Operating Manual. Upon review of the proposals, the committee will provide a written recommendation with justification to the board for final decision.
4. Therefore, proposals or recommendations from standing committees and ad hoc that require more than \$5,000 in expenditure will be referred to the Proposal Review Committee for review before the next meeting of the Board of Directors. These requests should be referred to the Proposal Review Committee at least four weeks before the next Board of Directors meeting. Proposals for less than \$5,000 from standing and ad hoc committees can be considered directly by the Board of Directors.
5. All proposals, recommendations, or motions from Special Representatives will be referred to the Proposal Review Committee at least four weeks before the next Board of Directors meeting.

6. All funding requests and unsolicited proposals without a parent committee should be directed to the Proposal Review Committee for consideration.
7. The Proposal Review Committee may confer in person, by conference call, or by email communication as deemed appropriate by the Chair. Notwithstanding the mode of communication, the discussion of proposals should endeavor to follow Roberts Rules of Order and operations standards of the Society.

#### **Publications Committee**

1. ~~Be comprised of at least six (6) members including the Editor, As Secretary (ex officio member) and Vice President.~~
2. ~~Be chaired by the Editor.~~
3. ~~Assist the Editor in establishing editorial policy, publication format and procedures to assure timely publication of a high quality scientific journal, the *Journal of Aquatic Plant Management*.~~
4. ~~Assume the responsibility for quality, quantity, and type of APMS publications.~~
5. ~~A member of this Committee shall be assigned to serve on the Strategic Planning Committee.~~

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#### **Regional Chapters Committee**

1. Be comprised of at least one representative from each of the recognized regional chapters ~~and will include the Vice President of the Society who~~
2. Evaluate interest in new regional chapter formation in various geographic areas and report the findings to the Board.
3. Provide guidance and service to groups interested in forming new regional chapters.
4. Evaluate requests by regional chapters for recognized affiliation with the APMS according to the following criteria and make recommendations to the Board:
  - a. No other APMS-recognized regional chapter is currently in a position to serve the APMS mission in the geographic area covered by the proposed new chapter.
  - b. The mission statement, ideals, and goals of the proposed new chapter must be compatible with those of the APMS.
  - c. The proposed new chapter must establish governing bylaws.
  - d. The proposed new chapter must request official recognition via the APMS Regional Chapters Committee; and upon the committee's recommendation, the subject of the request must be approved by the APMS Board of Directors.
  - e. In cases where conflict of interest between a proposed new chapter and an existing chapter(s) arises, the APMS Board of Directors will adjudicate based upon petitions of the opposing chapters.

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5. Encourage regional chapter participation in the affairs of the Society including coordinating chapter representatives to present status reports as part of the Program at the Annual Meeting.
6. Encourage communication and the exchange of information among regional chapters and the APMS via Newsletters, etc.
7. Provide updated directories of regional chapter Board of Directors to the President, Secretary, and the Editor of the JAPM; and to each regional chapter.
8. Arrange for a regional chapters meeting-breakfast and prepare an agenda for the items at each APMS Annual Meeting for the purpose of encouraging contact and fellowship.
9. Encourage cooperation in activities which mutually benefit the APMS and the regional chapters such as: membership, education, outreach, scholarships, publicity, and legislative affairs.
10. Assist the Vice President in matters of regional chapter liaison and advancement of Society goals.
11. Consider Regional Chapter request for holding joint annual meetings. For joint meetings with Regional Chapters, APMS provides a payment to the host chapter of \$2,500. In addition, APMS will reimburse the host Chapter \$60 per full registration and \$30 for single day registrations for those that are members in good standing with the host Chapter. The host chapter should provide assistance at the registration desk for the duration of the conference and assist the Program Chair.

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#### Scholastic Endowment Committee

1. Consist of not less than four (4) members, one of whom shall be the Chairperson of the Affairs Committee.
2. Be responsible for coordinating fund raising activities for the Society Scholastic Endowment Fund.
3. Assist the Vice President, as requested and when applicable in the solicitation of funding and the administration of the APMS Graduate Student Grant.

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#### Strategic Planning Committee

1. Shall consist of no fewer than nine (9) members including the Immediate Past President, the Vice President, Treasurer; the following Committee Chairs: Bylaws and Resolutions, Education and Outreach and Student Affairs; a member of the Publications Committee; plus at least two (2) members-at-large selected for their long-standing support and/or historical perspective of the Society.
2. Purpose is to clarify the future focus of the Society by providing a framework for decision-making and recommending realignment of resources and establishment of priorities, as needed, in a practical, productive and responsive manner to meet current and future membership needs.

3. Should meet at least annually, preferably in conjunction with the mid-year Board meeting but also at the Annual Meeting, if deemed necessary.
4. Develop and update a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis of the Society.
5. Evaluate performance of APMS as it relates to the mission statement and operations within the context of its Bylaws.
6. Poll or survey the membership on a periodic basis to assess overall performance of APMS in its key areas including but not limited to member satisfaction.
7. Annually update a list of priority goals and their status with proposed timetables for completion for presentation at the July Board of Directors Meeting and submit approved changes in the document for inclusion in Chapter IV, Section B of this Operating Manual.

#### **Student Affairs Committee**

1. Be comprised of no less than four (4) voting members of the Society. The Chair shall also serve as a member of the Scholastic Endowment Committee, Membership Committee, and the Strategic Planning Committee.
2. Make recommendations to the Board as to means of enhancing and encouraging student participation in Society functions and activities.
3. Assist the Board in setting policy concerning criteria for determining student status as related to participation in Society activities.
4. Solicit student papers and posters from various educational institutions for presentation at the APMS Annual Meeting.
5. Conduct the student paper and posters contest at annual meetings of the Society to include the arrangements for judging, prizes, etc. and update the Student Awards section of the APMS Award/Honors Procedures and Criteria found in Chapter IV, Section A of this Operating Manual as may be necessary to reflect current information.
6. Prior to the Annual Meeting, provide information to the Awards Committee as to number of student participants giving poster and paper presentations such that appropriate certificates and other awards will be procured.
7. Coordinate student contestant housing provisions with the Meeting Planning Committee and the Meeting Planner.
8. Arrange with the Meeting Planning Committee and with the students attending the Annual Meeting a time and place to hold a discussion session for the purposes of:
  - a. Obtaining and documenting candid input from students on their opinion of APMS
  - b. Securing suggestions for improvements or changes to better accommodate and involve student participation.
  - c. Selecting a nominee for APMS Student Director to serve as a voting member at the APMS Board Meetings for the up-coming year (post-conference, mid-year and Annual Meeting). The name of the nominee shall be provided to the Nominating Committee as far in advance of the Annual Business Meeting as possible. Verification of current student status and APMS Membership is required for this position. Note – the APMS

will cover travel and lodging expenses for the mid-year Board Meeting and any additional required lodging day(s) at the Annual Meeting.

8. Assign Exhibit Award judges (student paper and poster presenters are typically chosen as judges to encourage their involvement with the Society), assist with criteria, and present the Exhibit Award at the annual awards function.

#### ~~Website Committee~~

- ~~1. Be comprised of no less than three (3) members.~~
- ~~2. Maintain the APMS Website and coordinate all structural modifications therein.~~
- ~~3. Approve all postings on the website.~~
- ~~4. Maintain a current copy of the Bylaws and the Operating Manual as provided by the respective responsible Committee(s).~~
- ~~5. Post all Annual Meeting announcements as soon as available prior to the meeting date and update appropriately as it approaches.~~
- ~~6. Post JAPM information and appropriate technical information with regular updates.~~
- ~~7. Update membership listings at least annually coordinating with the Secretary and the Treasurer to ensure accuracy.~~
- ~~8. Maintain a listing of Honorary Members and other Award Recipients (current and historical) within a designated roster. Biographies are to be completed and provided by the Awards Committee upon recognition.~~
- ~~9. Ensure all links to regional chapter websites are accurate and consistent.~~
- ~~10. Maintain highly visible social media buttons on the APMS landing page.~~
- ~~11. Update Board approved links at least annually.~~
- ~~12. Provide the Board with detailed website analytics when requested.~~
- ~~13. Forward correspondence received on the site from the Webmaster to the Secretary in a timely manner for response.~~
- ~~14. Secure the services of a Webmaster, if needed, and provide budgetary information for such services to the Treasurer for Board approval.~~

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### **CHAPTER III - DUTIES OF SPECIAL REPRESENTATIVES**

Special Representatives are responsible for: 1) submitting written reports for the Board of Directors meetings in accordance with the Secretary's requested schedule, and; 2) providing an oral report on Special Representative's activities at the Annual Business Meeting.

#### **Aquatic Ecosystem Restoration Foundation (AERF) Representative**

1. Be appointed by the President to serve renewable terms. The appointee must be a member of APMS and a current member of the AERF Board of Directors.
2. Communicate with APMS Vice President as a primary point of contact on matters of common benefit and concern.
3. Provide updated communication between the two organizations relating to shared areas of interest, funding, projects, and/or activities to avoid duplication of efforts or conflicts by ensuring clear understanding of their respective responsibilities on matters of mutual involvement.
4. Recommend members from the APMS for participation in AERF activities.
5. Promote good will between APMS and AERF.

#### **Council for Agricultural Science and Technology (CAST) Representative**

1. Be appointed by the President to serve renewable 3-year terms.
2. Attend CAST meetings to participate in the governance and guidance of CAST.
3. Represent APMS by informing CAST of problems or issues of concern to the membership of APMS.
4. Recommend members from the APMS for participation in CAST activities (e.g., task force reports, congressional testimony, etc.).
5. Keep the APMS informed of CAST activities of interest to the membership of APMS.

#### **Weed Science Society of America (WSSA) Representative**

1. Be appointed by the President to serve renewable 3-year terms.
2. Serve on the WSSA Board of Directors and represent the interest of APMS at WSSA meetings and functions.
3. Keep the APMS informed of WSSA activities of interest to the membership of APMS.
4. Recommend members from the APMS for participation in WSSA activities as deemed appropriate.
5. Promote good will between the APMS and WSSA.
6. Encourage WSSA members to join the APMS as opportunity and appropriate occasions arise.



7. As designated by WSSA, serve as the Board Liaison on the WSSA Terminology Committee and the Standardized Plant Names Subcommittee.

#### **North American Lake Management Society (NALMS) Representative**

1. Be appointed by the President to serve renewable terms.
2. Represent the interest of APMS at NALMS meetings and functions.
3. Keep the APMS informed of NALMS activities of interest to the membership of APMS.
4. Recommend members from the APMS for participation in NALMS activities as deemed appropriate.
5. Promote good will between the APMS and NALMS.
6. Encourage NALMS members to join the APMS as opportunity and appropriate occasions arise.

#### **Bass Anglers Sportsman Society (BASS) Representative**

1. Be appointed by the President to serve renewable terms.
2. Represent the interest of APMS at BASS meetings and functions.
3. Keep the APMS informed of BASS activities of interest to the membership of APMS.
4. Recommend members from the APMS for participation in BASS activities as deemed appropriate.
5. Promote good will between the APMS and BASS.
6. Encourage BASS members to join the APMS as opportunity and appropriate occasions arise.

#### **Responsible Industry for a Sound Environment (RISE) Representative**

1. Be appointed by the President to serve renewable 3-year terms.
2. Attend RISE meetings as deemed appropriate to gather information pertinent to aquatic plant management.
3. Represent APMS by informing RISE of problems or issues of concern to the membership of APMS.
4. Recommend members from the APMS for participation in RISE activities (e.g., task force reports, congressional testimony, etc.).
5. Keep the APMS informed of RISE activities of interest to the membership of APMS.

## **CHAPTER IV - GUIDELINES, POLICIES AND FORMS**

**Note:** This Chapter is reserved for insertion of documents and information pertaining to the duties and operation of the Society as may be generated by specific committees or Board actions and subject to periodic changes. Therefore, it is the responsibility of Committee Chairs and Officers to ensure these are properly updated as changes occur in policy or procedure. Sections are created in the order in which they are received, and an attempt has been made to cross-reference their existence in the appropriate procedures, duties and responsibilities above (Chapters I –III).

### **APMS Board Member Guidelines**

The APMS Board of Directors shall be made up of academic, government, industry, and private business personnel. Regional considerations should be evaluated to include a diverse group of individuals to adequately cover an individual's regional location and employment. APMS Board members should be limited to no more than two (2) members at any time from the same business entity, university, or government agency.

### **APMS Obligations and Liability with Joint Corporate Events**

The Society will not be found liable or obligated to assist entities with holding business meetings/events in conjunction before, during, or after any Society function. The entities will be solely responsible for all expenditures required to hold the event. The Society welcomes such events to be held before or after Society activities.

### **Annual Membership**

Annual APMS Membership corresponds with the calendar year. Invoice notices are sent each January 1 to existing Members. Dues must be paid prior to the Annual Meeting in order to participate in the APMS Annual Business Meeting held in July. You may join at any time during the year. Members who join after August will receive Membership privileges for the remainder of that year and for the entire next year to get onto the annual Membership cycle.

### **Section A - APMS Awards/Honors Procedures and Criteria**

### **Section B - APMS 2017-2021 Strategic Plan**

### **Section C - Annual Meeting Planning Timetable**

### **Section D - Committee Chair/Member Requirements**

### **Section E - APMS Graduate Student Research Grant**

### **Section F - Travel Reimbursement**

### **Section G - Proposal Submittal Form**

### **Section H - Exhibitor and Sponsor Forms**

### **Section I - Student Presentation Competition Evaluation Forms**

## **Section A - APMS Awards/Honors Procedures and Criteria**

<b>Procedures and Criteria</b>	<b>Honorary Member</b>	<b>Max McCowen Friendship Award</b>	<b>President's Award</b>
<b>Nomination</b>	Covered in Bylaws	Any Member	President
<b>Approval Process</b>	Covered in Bylaws	Unanimous Board of Directors vote	Majority Board of Directors vote
<b>Award Frequency</b>	Discretionary	Discretionary	Discretionary
<b>Recipient Qualifications</b>			
<b>Membership</b>	Current membership not required, but 10-year minimum prior membership required. Can be awarded posthumously. Annual meeting registration fees are waived for Honorary Members and spouses, in addition to membership dues. Travel reimbursement to attend the annual meeting may be considered if integral to the Program	Yes; must be a current and active member	Member or Non-member
<b>General Criteria</b>	Covered in Bylaws	A special recognition given to a member whose demeanor and actions display sincerity and friendship in the spirit of being an ambassador for the APMS at the Annual Meeting and all related functions, professional activities, etc.	An individual, designated by the current President, who has displayed "Many Years of Dedication and Contributions to the Society and the Field of Aquatic Plant Management"
<b>Specific Criteria</b>	Covered in Bylaws	Warmth and outgoing friendship, sincerity and genuine concern, gracious hospitality, positive attitude/smile. Maximum of one nominee per Annual Meeting (not mandatory). Cannot repeat.	1. Involvement and service to the profession and society over a minimum of 10 years. 2. Significant personal contribution in time and/or resources made to the science of APM and/or the operation of the APMS. 3. Expected on-going involvement and commitment.
<b>Award/Honor Inscription and Format</b>	Plaque and privileges provided under the Bylaws. Citation to be determined by Awards Committee	Originally an inscribed vase with fresh flowers but since has changed to a plaque with Citation to be determined by Awards Committee; include date and place with citation.	Plaque entitled "Presidents Award in Appreciation to: (Name) for Many Years of Dedication and Contributions to the Society and the Field of Aquatic Plant Management", Date and Place

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Procedures and Criteria	T. Wayne Miller Distinguished Service Award	Student Presentation Awards	Best Poster Award (non-student)
<b>Nomination</b>	Any Member	Oral presentation and poster accepted by Program Committee	Submission accepted by Program Chair
<b>Approval Process</b>	Majority Board of Directors vote	Judging criteria set by Student Affairs Committee	Judging by assigned students
<b>Award Frequency</b>	Discretionary	Once per year at Annual Meeting	Once per year at Annual Meeting
<b>Recipient Qualifications</b>			
<b>Membership</b>	Member or Non-member	Not required but encouraged	Not required but encouraged
<b>General Criteria</b>	An individual recognized for "Service to the Society and the Profession"	Student must be enrolled in an accredited college or university and actively engaged in undergraduate or graduate studies related to some aspect of aquatic plant management	Poster may be hard copy or an e-poster; contest open to non-student conference delegates only. Poster must be relevant to aquatic plant management
<b>Specific Criteria</b>	1. Successful completion of a relatively short-term project(s) taking considerable time, strategy and effort resulting in advancement of the science, educational outreach, and/or the APMS; 2. Performance above and beyond the call of duty as an officer, chair, or special representative of the APMS; or 3. Non-member achievement in the science of aquatic plant management and/or participation in the APMS leading to the advancement of its members, goals and objectives. Award under these criteria need not be limited to an individual, but may be used for agencies, corporations, institutions, or other organizations in recognition	Judges are selected by the Student Affairs Committee at the Annual Meeting (no less than 3) and provided with forms to judge content and delivery/presentation. Awards will be presented separately for both Oral and Poster Categories for 1st, 2nd and 3rd Places. An individual student can win a 1st Place award only once during their course of study (e.g., Masters or Doctoral program).	Student judges are selected by the Awards Committee and provided with rating criteria to determine a single "Best Poster" winner.
<b>Award/Honor Inscription and Format</b>	Plaque entitled: "T. Wayne Miller Distinguished Service Award in Recognition of (Name) for . . . Customized language . . . to be determined by President and provided to Awards Committee; Date and Place	Award Amounts (approved 2006)  1st Place = \$300 2nd Place = \$200 3rd Place = \$100	Award Amount (approved 2005) Best Poster = \$100 (check)

Procedures and Criteria	Exhibitors Excellence Award	Outstanding JAPM Article Award	Outstanding Graduate Student Award
<b>Nomination</b>	Current Exhibitor at Annual Meeting	Any Member	Any Member
<b>Approval Process</b>	Judges selected by Exhibits Committee	Majority Board of Director vote	Majority Board of Directors vote
<b>Award Frequency</b>	Once per year at Annual Meeting	Discretionary	Discretionary
<b>Recipient Qualifications</b>			
<b>Membership</b>	Not required but encouraged	Member or Non-member	Not required but encouraged
<b>General Criteria</b>	Current paid exhibitor fees; meet space allocation limitations	An author and co-author(s) recognized for research published in the JAPM that is unique and will further science	A graduate student recognized for outstanding achievement during graduate studies in the field of aquatic plant management.
<b>Specific Criteria</b>	Judges (typically students) are selected by the Exhibits Committee (no less than 3) and provided with forms to judge criteria including exhibit staffing, graphics, information presentation, key message delivery on products or services, etc.	1. The award will be determined by the Editor and Associate Editors 2. The individual(s) will be chosen from journal articles from the previous year. 3. Any member may recommend an article to any Editor for nomination.	1. Student must be enrolled in an accredited college or university and actively engaged in graduate studies related to some aspect of aquatic plant management. 2. An individual student can win award more than once, but only if being recognized for significantly different projects or contributions.
<b>Award/Honor Inscription and Format</b>	Plaque entitled "Exhibitors Excellence Award" with APMS logo; Date and Place	Plaque entitled: Outstanding Journal of Aquatic Plant Management Award in Recognition of (Name) for... Customized language... (Citation to be determined by Awards Committee); Date and Place	Plaque entitled: Outstanding Graduate Student Award in Recognition of (Name) for... Customized language... (Citation to be determined by Awards Committee); Date and Place

Procedures and Criteria	Outstanding Research and/or Technical Contributor Award	Outstanding International Contribution Award
<b>Nomination</b>	Any Member	Any Member
<b>Approval Process</b>	Majority Board of Directors vote	Majority Board of Directors vote
<b>Award Frequency</b>	Discretionary	Discretionary
<b>Recipient Qualifications</b>		
<b>Membership</b>	Member or Non-member	Member or Non-member
<b>General Criteria</b>	An individual recognized for a research project or technical contribution related to aquatic plant management that constitutes a significant advancement to the field.	An individual recognized for research and/or outreach activities that are international in nature.
<b>Specific Criteria</b>	1. Successful completion of research project or technical contribution with a substantial impact on the field of aquatic plant management. 2. Award need not be limited to an individual, but may be used for agencies, corporations, institutions or other organizations.	1. Completion of a research project or outreach mission involving multiple countries, international cooperation, or taking place in an underserved location. 2. Award need not be limited to an individual, but may be used for agencies, corporations, institutions or other organizations.
<b>Award/Honor Inscription and Format</b>	Plaque entitled: Outstanding ( <u>Research OR Technical</u> ) Contributor Award in Recognition of ( <u>Name</u> ) for...Customized language... (Citation to be determined by Awards Committee); Date and Place	Plaque entitled: Outstanding International Contributor Award in recognition of ( <u>Name</u> ) for... Customized language... (Citation to be determined by Awards Committee); Date and Place

\*\*Insert updated strategic plan here

## **Section C – Annual Meeting Planning Timetable**

### **Annual Meeting Management Timetable**

#### **24 Months Ahead (Board of Directors Meeting)**

Select region and dates	Board of Directors
Establish meeting objectives	Program

#### **18-24 Months Ahead**

Estimate total attendance	Meeting Planning
Estimate sleeping room needs	Meeting Planning
Develop preliminary program (daily function schedule)	Program
Prepare preliminary budget	Meeting Planning
Site inspection and selection	Meeting Planning

#### **18 Months Ahead (Board of Directors Meeting)**

Present meeting sites and make recommendation to Board of Directors	Meeting Planning
Present budget to Board of Directors	Meeting Planning

#### **12-18 Months Ahead**

Negotiate terms of meeting, review and sign hotel contract, ensure it meets needs	Meeting Planning
Identify and contact potential facilities for social functions	Meeting Planning
Contact transportation services	Meeting Planning
Refine budget	Meeting Planning

#### **12 Months Ahead (Board of Directors Meeting)**

Provide signed hotel contract to Board of Directors	Meeting Planning
Provide social function plans to Board of Directors	Meeting Planning
Provide refined budget to Board of Directors	Meeting Planning
Establish registration fee	Board of Directors

#### **9-12 Months Ahead**

Begin search for keynote speaker and other guest speakers	Program
Book social functions	Meeting Planning
Book transportation	Meeting Planning
Solicit meeting sponsors	Meeting Planning
	Scholastic
Solicit prizes for fund raising activities	Endowment
Solicit exhibitors	Exhibits
Solicit student papers	Student Affairs
Provide Secretary with information of local area	Meeting Planning
Provide Secretary with a "call for papers" form	Program
Mail meeting announcement, call for papers, and pre-registration in newsletter	Secretary

#### **6-9 Months Ahead**

Review program with key people involved in meeting planning	Meeting Planning
Review program with hotel	Meeting Planning
Revise specifications with hotel as necessary	Meeting Planning



## Annual Meeting Management Timetable

Revise specifications for social functions as necessary	Meeting Planning
Mail final call for papers, meeting information, and pre-registration in newsletter	Secretary
<b>6 Months Ahead (Board of Directors Meeting)</b>	
Provide status of meeting arrangement	Meeting Planning
<b>3-6 Months Ahead</b>	
Have signs prepared	Meeting Planning
Mail sponsor confirmation letter and invoice	Meeting Planning
Confirm social functions	Meeting Planning
Confirm transportation	Meeting Planning
Prepare preliminary agenda	Program
Select session chairpersons, projector and lighting operators	Program
<b>2-3 Months Ahead</b>	
Mail meeting information and program/agenda in newsletter	Secretary
<b>6 Weeks Ahead</b>	
Select final food and beverage requirements	Meeting Planning
Provide hotel with meeting specifications	Meeting Planning
Final agenda	Program
Provide Meeting Planning Committee Chair with student rooming list	Student Affairs
Name tags printed	Secretary
<b>4 Weeks Ahead</b>	
Provide hotel with VIP and student (comp rooms) rooming lists	Meeting Planning
Review program with key people involved in meeting planning	Meeting Planning
Review hotel meeting/banquet event order and advise of any changes	Meeting Planning
Have registration packets prepared	Meeting Planning
Obtain all material for shipping to hotel	Meeting Planning
<b>2 Weeks Ahead</b>	
Ship material to hotel	Meeting Planning
Review program with hotel	Meeting Planning
<b>Day Prior to Meeting</b>	
Walk through the program at hotel	Meeting Planning
Review all setups, including registration area	Meeting Planning
Review VIP rooming list with front desk	Meeting Planning
Have pre-conference meeting with appropriate hotel personnel	Meeting Planning
<b>Each Day of the Meeting</b>	
Check accuracy of hotel monitor/directory	Meeting Planning
Check room setups	Meeting Planning
Check A/V equipment	Meeting Planning
Check lighting	Meeting Planning

### Annual Meeting Management Timetable

Check cooling/heating system	Meeting Planning
Check food and beverage setups	Meeting Planning
Review and sign event tickets	Meeting Planning
Review next day's program with hotel and make necessary changes	Meeting Planning

#### After the Meeting

Review final bill with hotel and advise of any needed changes	Meeting Planning
Clear rooms of materials	Meeting Planning
Package and ship materials home	Meeting Planning
Send thank you letters to sponsors	Meeting Planning
Provide Meeting Planning Committee Chair with actual revenue figures	Treasurer
Revise budget with actual expenses and revenue	Meeting Planning
Get final sleeping room pickup from hotel, provide to Meeting Planning Committee Chair	Meeting Planning
Provide Meeting Planning Committee Chair with final attendance numbers	Secretary

### **Section D – Committee Chair/Member Requirements**

<b>Committee</b>	<b>Number of Members</b>	<b>Designated Chair</b>	<b>Designated Committee Members</b>	<b>Comments</b>
Awards	Comprised of at least 3 APMS members	President appointee		
Bylaws and Resolutions	Comprised of at least 5 APMS members	President appointee		
Education and Outreach	Comprised of at least 5 members	President appointee	Chair, Student Affairs	
Exhibits	Not specified	President appointee		
Finance	Comprised of at least 4 APMS members	President appointee	Treasurer	
Legislative	Comprised of at least 5 APMS members	President appointee		
Meeting Planning	Comprised of at least 3 APMS members	President appointee	Should include one member familiar with region of selected meeting site	Coordinates activities with Meeting Planner and Program Committee Chair
Membership	Comprised of at least 5 APMS members	President appointee	Chair, Student Affairs; should include members of Regional APMS Chapters	Secretary and Vice President serve as ex officio members
Nominating	Comprised of at least 5 APMS members	Immediate Past President		Committee members should not have served for more than 2 consecutive years or have had a break in membership on the committee of at least 2 years
Past Presidents Advisory	Comprised of all Past Presidents	Immediate Past President		
Program	Comprised of the members of the Board of Directors	President-Elect		Coordinates activities with the Meeting Planning Committee and the Meeting Planner
Proposal Review	Comprised of at least 5 members	Immediate Past President	President Elect, Treasurer, one Director, one member-at-large	Review Proposals in excess of \$5,000
Publications	Comprised of at least 6 members	Editor	Associate Editor(s), Vice President	Secretary serves as ex-officio
Regional Chapters	Comprised of at least one representative from each recognized APMS Chapter	Vice President		
Scholastic Endowment	Comprised of at least 4 members	President appointee	Chair, Student Affairs	
Strategic Planning	Comprised of at least 9 members + 2 members-at-large	President appointee	Immediate Past President, President, Vice President, Treasurer, a member of the Publications Committee, and the following Committee Chairs: Bylaws and Resolutions; Education and Outreach; and, Student Affairs	Members-at-large should be selected for their long-standing support and/or historical perspective of the Society
Student Affairs	Comprised of at least 4 APMS members	President appointee		Coordinates activities with the Meeting Planning Committee, Meeting Planner, Program and Awards Committees
Website	Comprised of at least 3 members	President appointee		

## **Section E – APMS Graduate Student Research Grant**

### **E-1 – Proposal Criteria and Timeline**

The Aquatic Plant Management Society (APMS) developed the Graduate Student Research Grant for the purpose of providing funding for a full-time faculty member and/or graduate student to conduct research in an area involving aquatic plant management techniques (used alone or integrated with other management approaches) or in aquatic ecology related to the biology or management of regionally or nationally recognized nuisance aquatic vegetation. Solicitation for this award occurs every 2 years. The Vice President administers the award process in accordance with duties outlined in the Operating Manual (Item 6 under duties for Vice President). Specific procedures, criteria, and a suggested timeline for initiating this Grant are as follows:

**Amount of Grant:** \$40,000; to be distributed over two (2) consecutive years (\$20,000 per year). It is the policy of the APMS not to pay overhead or indirect costs. Grant amount approved by the Board of Directors in 2009.

**Applicants:** Solicitation for proposals is open to any full-time faculty member and/or graduate student of an accredited U.S. academic institution. A faculty sponsor must be identified if the application is submitted by a graduate student.

#### **Proposal Criteria and Timeline**

1. In the years in which the APMS Graduate Student Research Grant (GSRG) is offered, the request for proposals, receiving, and evaluation process are handled by the APMS Vice President. If the Vice President wishes to submit a GSRG proposal to the program, the process will be handled by another APMS Officer selected by the President. Hereafter, the term Chair refers to either the APMS Vice President or the person designated to handle the program.

2. After the APMS Annual Meeting (held each year in July), the new Chair will revise and disseminate the Request for Proposals (RFP) if the GSRG will be offered and awarded at the next Annual Meeting. This RFP should be released and disseminated no later than October 1 before the award year. The deadline should be no later than the end of April to allow time for judges to evaluate the applications, and the Chair to communicate the results no less than six weeks before the Annual Meeting.

3. The RFP should be disseminated via the websites and newsletters of the national and regional APMS chapters, the national WSSA, and any other relevant society or group. In addition, the Chair should e-mail the RFP directly to the advisors of students attending the last two APMS national meetings (if known), and any other faculty members at graduate degree-granting institutions known to the Chair.

4. Proposal guidelines:

- a. Proposals should contain a concise statement of the project, including its purpose and justification, as well as sections that discuss study objectives, methodology, schedule, budget, and planned publication of results.
- b. The résumé of the faculty applicant and graduate student (if known) should not exceed two (2) pages each.

- c. Proposals should not exceed ten (10) pages (excluding citations), and must be signed by the applicant (principal investigator) and an appropriate university official.
  - d. Include copies of your five (5) most recent peer reviewed publications.
  - e. The faculty member supervising the student must submit the proposal through the College or University's sponsored programs office.
  - f. It is not necessary to designate a student beforehand, but the GSRG should specifically support at least one graduate student.
  - g. Applications should be in both printed and PDF format.
  - h. APMS does not pay any indirect costs.
5. The GSRG proposals will be reviewed on:
- a. Relevance to aquatic plant management (e.g., the biology, ecology, and management of aquatic plants),
  - b. Scientific rigor and adequacy,
  - c. Investigator qualifications, and
  - d. Potential contribution to aquatic plant management.
6. The proposal will be evaluated by a committee of at least six (6) and up to eight (8) reviewers, representing the national APMS and regional APMS chapters. While the Chair may choose to solicit the chapters for judges, it is also permissible for the Chair to select appropriate reviewers known to the Chair. The Chair should endeavor to select individuals knowledgeable about aquatic plant research, but they need not all be researchers.
7. Reviewers should indicate to the Chair by private ballot whether each candidate proposal is qualified for the program, if the proposal is scientifically adequate, and the ranking of proposals. The Chair need not ask for quantitative scores, but these scores may assist in the event of a close decision.
8. Once the results are tabulated by the Chair, the Chair should send the results to the committee to confirm their selections. If the decision is close, the Chair may convene a teleconference to discuss the proposals.
9. The Chair should then communicate the result to the Secretary and the President before the conference to prepare for the awards ceremony and ensure that the Principal Investigator (PI) of the proposal is present at the APMS Annual Meeting.
10. The agreement with the College or University will be signed by the President of APMS, with the correspondence to go directly to the APMS Treasurer. The University should invoice APMS after the first year and after the second year. Each increment should be one-half of the GSRG amount agreed to by the APMS Board of Directors, and included in the announcement.
11. Funding levels and GSRG frequency will be decided by the APMS Board of Directors prior to the end of the Post-Conference Board Meeting in the year before the GSRG RFP is released.
12. Report requirements.

- a. The GSRG recipient is expected to provide an update on the research in either a student or regular presentation, with the acknowledgement that the research is supported by APMS, at the APMS Annual Meetings after the first and second year of the GSRG award.
- b. The successful applicant is also expected to provide a short update to the APMS newsletter and webpage after the first and second year of the GSRG award.

13. If no proposals are deemed acceptable, then no GSRG will be awarded for that year.

14. A PI can only have one active APMS GSRG at any one time.

**Suggested Timeline for Initiating Award Process:**

Month	Task
August-April	Solicit funding support from Regional Chapters and other sources
October-March	Advertise the Grant in Newsletters, website, and other outlets
April	Grant applications/proposals due to Vice President
May	Applications reviewed by ad-hoc committee selected by Vice President
June	Award recipient announced to the APMS Board of Directors
	Vice President motions Board to accept the ad-hoc review committee recommendation
	Award recipient notified upon Board acceptance of review committee recommendation
July	Award presented at Annual Meeting
January	Treasurer submits 1 <sup>st</sup> year payment (by January 31) to recipient institution

## **E-2 – Instructions**

### **1) Reviewer Ranking Sheet**

Select a judge from each Regional Chapter and one for the National APMS.

It helps to have an odd number of judges. No ties.

You may want to have judges initially rank proposals, that should be adequate.

Judges simply fill in this table below and return to the GSRG Coordinator by e-mail no later than May 31 to have results computed and inform the winners at least four weeks before the Annual Meeting.

The review may be as simple as evaluating two parameters:

- a) First, does the proposal qualify for the APMS GSRG program? In general, that means does it relate somehow to the mission of APMS.
- b) Secondly, rank the proposals in your order of preference – first through last. No ties!

If you do respond with more detail, including comments, I will try to send these to the applicants, but I will be sure to remove the identity of the reviewers.

### **2) Reviewer Score Sheet**

Usually a ranking is all that is needed, but in 2017 there was a tie and all judges needed to re-evaluate and assign points.

### **3) Email requesting proposal reviewers.**

It is best to select a reviewer from each region rather than ask for a reviewer to be appointed.

Example request is provided below.

A sample spread sheet is also provided to record contact information for each reviewer candidate and dates of correspondence.

### **4) Proposal Submission Log**

Keep a submission log for GSRG proposals. Submissions must arrive on or before the deadline.

The proposals are accepted as a PDF by email. There is no need for paper copies.

The Committee Chair requires a letter from the Principal Investigator's grants office as well as the proposal, and no more than 5 published papers.

### **5) Evaluation Summary**

Record when each proposal review is received, summarize the evaluation results for each reviewer on Evaluation Summary Spreadsheet, then share with the reviewers.

Ask reviewers to verify their results, then have them vote as a Committee to concur with the conclusion. Usually, even those voting for a proposal that was not selected will agree with the decision.

Then write a report informing the Board of the decision of the Committee.

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The GSRG Committee is only informing the Board of the decision, not seeking their approval of the winner. The Board approved expending the funds; filling out the forms documents that the GSRG criteria were followed.

GSRG Award is presented at the Annual Meeting banquet.

**6) Example Notifications**

Notification examples or templates are provided for winning proposals as well as proposal submissions that were not selected.

**7) Example Award Acknowledgement to University – Proposal Submittal Package**

This is an example of the winning submission from Chris Mudge.

Note that the grant is awarded to the University and must have a qualified university Principle Investigator.



### E-3 – Graduate Student Research Grant Ranking Sheet

Reviewer: \_\_\_\_\_

Principal Investigator	Institution	Title	Qualified? (yes / no)	Rank 1 to 5 1 = highest 5 = lowest

#### **E-4 – Graduate Student Research Grant Score Sheet**

Principal Investigator:

Proposal Title:

\_\_\_\_1. Does Proposal meet the objective (20 points)

\_\_\_\_2. Scientific and technical feasibility (50 points)

\_\_\_\_a. Logical objectives (10)

\_\_\_\_b. Valid approach (10)

\_\_\_\_c. Level of effort (10)

\_\_\_\_d. Can work be completed (10)

\_\_\_\_e. Statistically sound and valid analyses (10)

\_\_\_\_3. Investigator and resource qualifications (20 points)

\_\_\_\_a. Faculty advisor qualifications (10)

\_\_\_\_b. Adequate facilities and equipment (10)

\_\_\_\_4. Will results be relevant to aquatic plant management or the restoration of aquatic ecosystems (10 points)

### Scoring Sheet

Principal Investigator:

Category	Score	Maximum Points
1		20
2a		10
2b		10
2c		10
2d		10
2e		10
3a		10
3b		10
4		10
<b>Total</b>		<b>100</b>
Rank this Entry		
Does this proposal qualify for the program?    ___Yes    ___No		

---

Printed Name of Reviewer

Signature of Reviewer

Date

### E-5 – Graduate Student Research Grant Review – Example Email Request

May 1, Year

I am requesting your assistance as a reviewer for the (Year) APMS Graduate Student Research Grant Proposals. I have (X) proposals for review.

I request reviews by May 20. While scoring and some comments are appreciated, a simple ranking of proposals is the primary need.

If you agree, I will send you the five proposals and review guidelines by e-mail.

Please let me know if you are able to assist APMS in this program.

Name - (Current APMS Vice President)  
APMS GSRG Committee Chair

#### Reviewers for APMS Graduate Student Research Grant Proposals

Society	Candidate	Candidate Email	Date Requested	Response	Date
APMS					
Florida APMS					
MidSouth APMS					
Midwest APMS					
Northeast APMS					
South Carolina APMS					
Texas APMS					
Western APMS					

**E-6 – Proposal Submissions**

**APMS Graduate Student Research Grant - Proposal Submissions**

Principal Investigator	Institution	Title	Received
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Reviewer	Date Returned	Concur	Proposal #1			Proposal #2			Proposal #3		
			Points	Rank	Qualified 1=yes/0=no	Points	Rank	Qualified 1=yes/0=no	Points	Rank	Qualified 1=yes/0=no
Total											
Average											
# of first ranks											

**E-8 – Notification – GSRG Awarded**



**Aquatic Plant Management Society  
7922 NW 71st Street  
Gainesville, FL 32653**

Date

Principal Investigator  
Affiliation  
Address  
Email

Dear Principal Investigator:

Thank you for submitting a proposal to the (YEAR) Graduate Student Research Grant co-sponsored by Aquatic Plant Management Society and APMS Regional Chapters.

We had (X) very competitive proposals submitted for the RFP, and after extended deliberation, your proposal was selected for funding. I congratulate you on your successful submission.

Please be sure to attend the banquet on Tuesday night of the APMS Annual Meeting to accept the award of this grant.

Thank you again for submitting your proposal.

Sincerely,

Chair, (YEAR) APMS Graduate Student Research Grant

**E-9 – Notification and Instructions - Example**



**THE AQUATIC PLANT MANAGEMENT SOCIETY, Inc.**  
**7922 NW 71<sup>st</sup> Street**  
**Gainesville, Florida 32653**  
**[www.apms.org](http://www.apms.org)**

September 23, 2016

Christopher R. Mudge, PhD  
Research Biologist  
U.S. Army ERDC  
LSU School of Plant, Environmental & Soil Sciences  
Baton Rouge, LA 70803

Dear Dr. Mudge:

As announced at the July 2016 Aquatic Plant Management Society (APMS) Meeting in Grand Rapids, Michigan, your research proposal entitled *Exploring Alternative Giant Salvinia (Salvinia molesta D.S. Mitchell) Management Strategies* was selected for funding from the APMS. A total of \$40,000.00 has been committed to this project and we ask that you send your first invoice for \$20,000 to the APMS Treasurer as soon as possible after January 1, 2017 to initiate the project. The invoice for the remaining \$20,000 can be submitted beginning in January 2018.

Semi-annual progress reports must be submitted to APMS before June 30<sup>th</sup> and December 31<sup>st</sup> of each year of the grant. The faculty member and student must participate in at least one annual APMS Board of Directors meeting and attend one APMS Annual Meeting. The student must present results of the funded research at least one time at the APMS Annual Meeting over the duration of the grant. Upon completion, a final report must be submitted to APMS.

The APMS Treasurer is Jeremy Slade. You can submit a hard copy of the invoice to him at the address above, or send an electronic copy of the invoice to him at: [apms14@hotmail.com](mailto:apms14@hotmail.com).

Good luck on the project and we look forward to seeing your results. If you have any questions, please call me at 850-591-1242 or send an e-mail to [jeff.schardt@gmail.com](mailto:jeff.schardt@gmail.com).

Sincerely,

Jeffrey D. Schardt  
APMS Secretary  
810 Remington Avenue  
Thomasville, GA 31792  
Phone: 850-591-1242  
[jeff.schardt@gmail.com](mailto:jeff.schardt@gmail.com)

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**E-10 – Notification – GSRG Not Awarded – Email Template**

**APMS Graduate Student Research Grant Notification**

Dear Applicant:

Thank you for submitting a proposal for the Aquatic Plant Management Society Graduate Student Research Grant. I am sorry to tell you that your proposal was not selected for this year's award. We had (X) excellent proposals, all of which were judged as qualifying for an award, and which received good marks from the judges. In the end, there can be only one winner.

I encourage you to submit another proposal in the next round scheduled two years from now.

Thank you again for submitting to the APMS GSRG.

Sincerely,

Committee Chair

**E-11 – Notification – GSRG Not Awarded – Letter Template**



**Aquatic Plant Management Society  
7922 NW 71st Street  
Gainesville, FL 32653**

Date

Principal Investigator  
Address  
City, State Zip  
Email

Dear Principal Investigator:

Thank you for submitting a proposal for the (YEAR) Graduate Student Research Grant. co-sponsored by Aquatic Plant Management Society and APMS Regional Chapters.

We had to decide among (X) very good and competitive proposals. Unfortunately, we could only make one award, and your proposal was not selected for funding in this instance. However, your proposal was considered very strong and I encourage you to resubmit a proposal, even this proposal with some revision, the next time APMS offers the GSRG. We are scheduled to have an open GSRG RFP in (YEAR).

Thank you again for submitting a proposal, and I hope that you will submit in the future.

Sincerely,

Chair, (YEAR) APMS Graduate Student Research Grant

## **Section F – Travel Reimbursement**

All Officers and Directors are eligible for travel support to both the annual meeting and mid-year board meeting if they do not have access to other funds to support travel. However, all Board members are encouraged to utilize any resources they have to pay for travel first.

Officers and Directors need only apply to the current President and Treasurer for their eligible travel, and with their approval can incur travel costs for reimbursements.

Included in this application is a statement of need with an indication of a lack of other travel resources. Reimbursement will follow standard procedures; including invoicing the Treasurer and including appropriate receipts. The President and Treasurer will both approve these expenses for reimbursement.

Travel support is not automatically available for committee chairs and special representatives to the Board for board meetings, except for the Science Policy Director. The President, however, may request the attendance of specific individuals to the board meetings, and authorize their travel expenses as needed through normal channels.

**Section G – Proposal Submittal Form**



**Proposal for Funding from the Aquatic Plant Management Society**

**Title of Proposal:** \_\_\_\_\_

\_\_\_\_\_

**Date Submitted to APMS:** \_\_\_\_\_

**Entity Requesting Funds:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

**Phone:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Amount of Funds Requested:** \_\_\_\_\_

**Will Other Entities Share Costs for this Project?** \_\_\_\_\_ (if yes, list each entity and amount) \_\_\_\_\_

\_\_\_\_\_

**Duration of Proposal:** (i.e. one-time, annual event, ongoing program) \_\_\_\_\_

**Attach a Detailed Description of Benefits to APMS Membership:**

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## **Section H – Exhibitor and Sponsor Forms**

### **H-1 – Annual Meeting Sponsor Levels and Benefits** *(approved by the Board January 25, 2017)*

<b>Sponsor Levels and Benefits</b>	<b>Platinum</b>	<b>Gold</b>	<b>Silver</b>	<b>Bronze</b>	<b>Contributor</b>	<b>Silent Auction Contributor</b>
Contribution	\$10,000	\$7,500	\$5,000	\$2,500	\$500	
Complimentary meeting registration(s)	4	3	2	1		
Complimentary booth space(s)	2	1				
Meeting Presentation	10 min	5 min				
Acknowledgement on APMS Website with direct link to your company's home page	✓	✓	✓	✓	✓	✓
Acknowledgement on APMS Meeting Sponsors Program Page	✓	✓	✓	✓	✓	
Acknowledgement on APMS Meeting Sponsors Signs	✓	✓	✓	✓	✓	
Acknowledgement on APMS Sponsor Sign for Refreshment Breaks	✓	✓	✓	✓		
Acknowledgement on APMS Sponsor Sign for Continental Breakfast	✓	✓	✓	✓		
Acknowledgement on APMS Sponsor Sign for Poster Session Reception	✓	✓	✓			
Acknowledgement on APMS Sponsor Sign for President's Reception	✓	✓	(✓)			
Acknowledgement on APMS Sponsor Sign for Awards Reception and Banquet	✓	(✓)	(✓)			
Acknowledgement in APMS newsletter following the annual meeting	✓	✓	✓	✓	✓	✓

(✓) – Acknowledgement applied to Gold or Silver level sponsors if there is no Platinum sponsor

Judges Initials \_\_\_\_\_

### Section I - APMS Student Oral Presentation Evaluation Form

Student Author: \_\_\_\_\_

Title: \_\_\_\_\_

<b>1) INTRODUCTION:</b> Does it develop justification for the study, clearly indicate the questions posed by the study, and did it leave you convinced of the value of pursuing the questions posed? <i>COMMENTS:</i>	/15
<b>2) MATERIALS AND METHODS:</b> Were they described in detail and with clarity, appropriate for the questions being addressed? <i>COMMENTS:</i>	/15
<b>3) RESULTS:</b> Are figures and graphs easy to read/understand, was unnecessary data eliminated, were results conveyed through data presentation, were findings outlined, were conclusions supported by data? <i>COMMENTS:</i>	/15
<b>4) ANALYTICAL MERIT:</b> Are statistics appropriately used and expressed, were unfamiliar tests appropriately referenced, any major errors in analyses? <i>COMMENTS:</i>	/15
<b>5) DISCUSSION:</b> Are conclusions clearly stated, did conclusions address all hypotheses, were opportunities for future research evident and mentioned, does study make a scientific contribution? <i>COMMENTS:</i>	/15
<b>6) PRESENTATION:</b> Was it organized and logically developed, could a non-specialist understand material presented, was speaker prepared, practiced, and composed, did speaker speak clearly, stay within time and answer questions succinctly? <i>COMMENTS:</i>	/15
<b>7) VISUAL AIDS:</b> Was print size readable and color scheme appropriate, was too much information presented, did presenter read text from slides instead of using as a reference, was presentation cluttered, was there any information shown but not discussed? <i>COMMENTS:</i>	/10
<b>TOTAL SCORE:</b>	100
<b>PAPER RANK:</b>	/

OVERALL COMMENTS FOR PRESENTER: (use back if necessary)

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Judges Initials \_\_\_\_\_

**Section I - APMS Student Poster Presentation Evaluation Form**

Student Author: \_\_\_\_\_

Title: \_\_\_\_\_

<b>1) INTRODUCTION:</b> Appropriate introduction. Need for study, objectives clearly stated. Terminology defined for viewers. <i>COMMENTS:</i>	/10
<b>2) SCIENTIFIT MERIT:</b> Originality of purpose and or/methodology. Appropriate experimental approach and design. Sufficient replication and use of controls. Contribution to APM. <i>COMMENTS:</i>	/40
<b>3) FIGURES / VISUALS:</b> Neat and uncluttered. Informative captions. Visible from appropriate distance. <i>COMMENTS:</i>	/25
<b>4) CONCLUSIONS:</b> Clearly stated. Logical interpretation supported by results. <i>COMMENTS:</i>	/10
<b>5) OVERALL STYLE AND ORGANIZATION INCLUDING STUDENT INTERACTION:</b> Poster's ability to catch eye of casual observer. Proper flow to provide information to the reader. Student comfort with the subject matter (logical presentation of methods, findings, data, and statistics). Composure. <i>COMMENTS:</i>	/15
<b>TOTAL SCORE:</b>	/100
<b>POSTER RANK:</b>	/

OVERALL COMMENTS FOR PRESENTER: (use back if necessary):