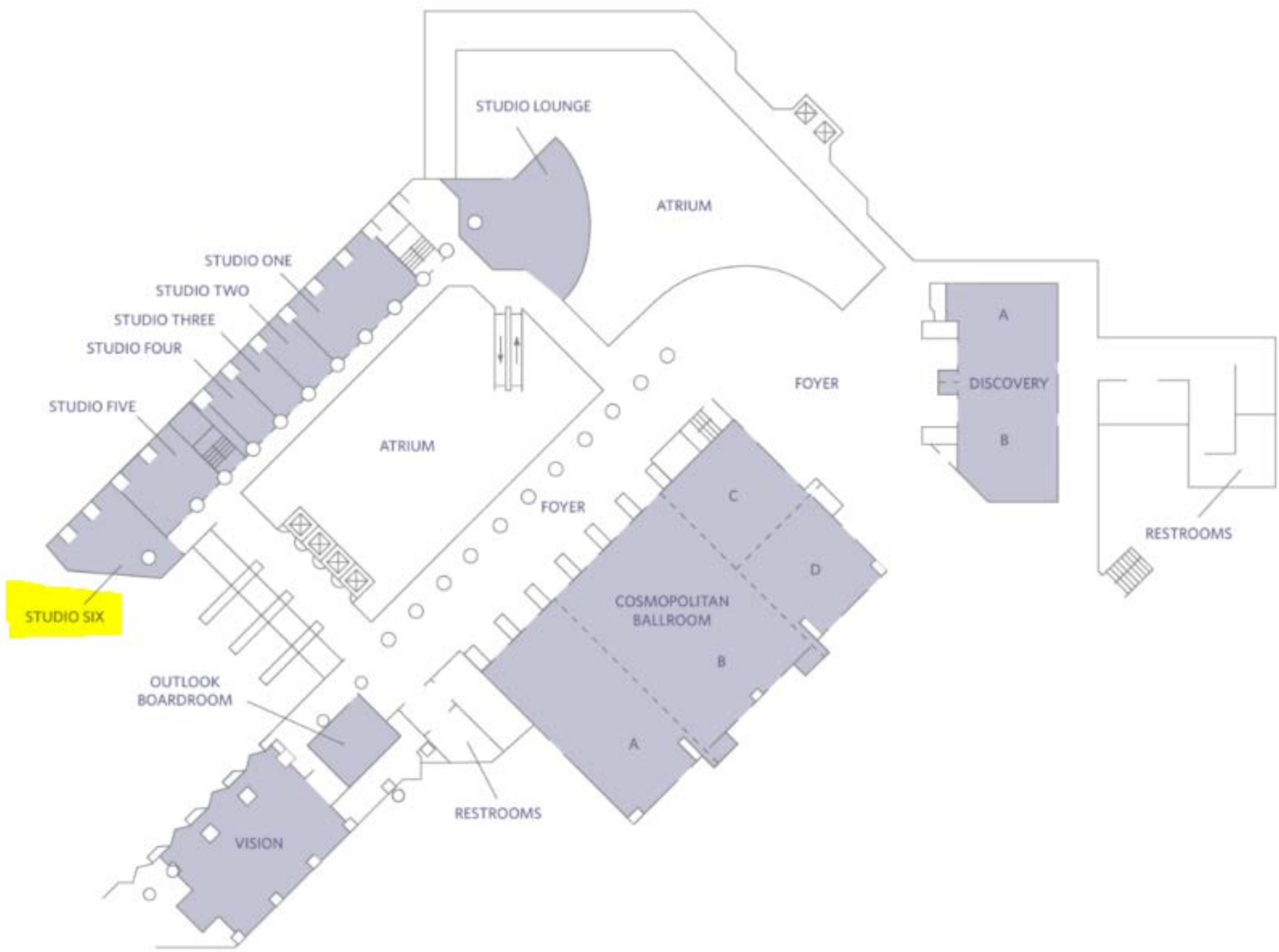


The Aquatic Plant Management Society



**Midyear Board Meeting
Indianapolis, IN
January 31, 2023**

FLOOR PLAN
Third Level



APMS Board Book – Jan 2023

Table of Contents	Chair/Contact	Noticed?	Received?
Board Book Cover	Giannotti	--	yes
Contents	Giannotti	--	yes
Agenda	Hartis	--	yes
BOD Chairs & Contact Info	Giannotti	--	yes
Minutes			
Approved	Giannotti	yes	yes
Draft	Giannotti	yes	--
Officer Reports			
President	Hartis	yes	yes
Treasurer	Nawrocki	yes	yes
Secretary	Giannotti	yes	yes
Editor	Leon	yes	yes
Committee Reports			
Awards	Wersal	yes	yes
Bylaws	Leary	yes	yes
Education/Outreach/Website	Hartis	yes	yes
Exhibits	Jones	yes	yes
Finance	Fuhrman	yes	yes
Meeting Planning	Warmuth	yes	--
Membership	Johnson	yes	yes
Nominating	Thum	yes	yes
Past Presidents' Advisory	Thum	yes	yes
Program	Ferrell	yes	yes
Proposal Review	Thum	yes	yes
Regional Chapters	Turnage/Slade	yes	--
Strategic Planning	Heilman	yes	yes
Student Affairs	Prince	yes	yes
Special Representatives			
AERF	Layne	--	--
BASS	Slade	yes	yes

CAST	Gettys	yes	yes
NALMS	McNabb	yes	yes
RISE	Johnson	yes	yes
WOA	Kay	yes	yes
WSSA	Sperry	yes	yes (in Pres Report)
Science Policy	Van Wychen	yes	yes
AdHoc Committee for Conduct	Goldsby	yes	yes

-- = No report provided.

AGENDA

**Mid-Winter Board of Directors Meeting
Tuesday, January 31st 9:00AM -4:00 PM
Hyatt Regency
Indianapolis, IN**

8:00AM-9:00AM - Breakfast

9:00AM CALL TO ORDER

APPROVAL OF MINUTES

REPORT OF THE PRESIDENT – Brett Hartis

REPORT OF THE TREASURER – Justin Nawrocki

REPORT OF THE SECRETARY – Amy Giannotti

REPORT OF THE EDITOR – Ramon Leon

COMMITTEE REPORTS

Awards – Ryan Wersal
Bylaws and Resolutions – James Leary
Education/Outreach/Website - Brett Hartis
Exhibits and Sponsorship - Dean Jones
Finance/Scholastic Endowment - Andy Fuhrman
Meeting Planning – Tom Warmuth
Membership – Matt Johnson
Nominating – Ryan Thum
Past President's Advisory – Ryan Thum
Program – Jay Ferrell
Proposal Review Committee – Ryan Thum
Regional Chapters – Jeremy Slade/ Gray Turnage
Strategic Planning - Mark Heilman
Student Affairs – Candice Prince

SPECIAL REPRESENTATIVE REPORTS

AERF - Carlton Layne
BASS – Jeremy Slade
CAST - Lyn Gettys
NALMS – Terry McNabb

RISE – Matt Johnson
Women of Aquatics - Amy Kay
WSSA – Ben Sperry
Science Policy Director - Lee VanWychen

OLD BUSINESS

1. Ad-Hoc Committee – Code of Conduct (Troy Goldsby)
2. Registration Cost Increase for Additional Items

NEW BUSINESS

ADJOURN

The Aquatic Plant Management Society, Inc.
PO Box 754
Holly Springs, NC 27540
www.apms.org

2022 - 2023 Board, Committee Chairs, and Special Representatives

Officers

President - Dr. Brett Hartis
Duke Energy

President Elect - Dr. Jason Ferrell
University of Florida

Vice President – Mr. Jeremy Slade
UPL NA, Inc.

Immediate Past President -Dr. Ryan Thum
Montana State University

Treasurer - Dr. Justin Nawrocki
UPL NA, Inc.

Secretary – Ms. Amy Giannotti
AquaSTEM Consulting LLC

Editor - Dr. Ramon Leon
North Carolina State University

Directors

Mr. Michael Greer
U.S. Army Corps of Engineers

Dr. Erika Haug
North Carolina State University

Dr. Toni Pennington
Environmental Science Associates

Mr. Matt Johnson
Aquatic Control

Mr. Troy Goldsby
Aqua Services, Inc.

Dr. Gray Turnage
Mississippi State University

Student Director

Maxwell Gebhart
Minnesota State University, Mankato

2022 - 2023 Committee Chairs and Special Representatives

Committee

Chair

Awards	Ryan Wersal
Bylaws and Resolutions	James Leary
Education and Outreach	Brett Hartis
Exhibits	Dean Jones
Finance	Andy Fuhrman
Meeting Planning	Tom Warmuth
Membership	Matt Johnson
Nominating	Ryan Thum

Past President's Advisory	Ryan Thum
Program	Jay Ferrell
Proposal Review	Ryan Thum
Regional Chapters	Gray Turnage & Jeremy Slade
Strategic Planning	Mark Heilman
Student Affairs	Candice Prince

Special Representative

BASS	Jeremy Slade
CAST	Lyn Gettys
NALMS	Terry McNabb
RISE	Matt Johnson
Women of Aquatics	Amy Kay
WSSA	Ben Sperry
Science Policy Director	Lee Van Wychen

Date	Start	End	Function	Room Assigned	Audio- Visual	Food & Beverage	Misc. Information	GTD	SET	Price per Person	F&B Cost per Event	Fees (Bartender or Attendent)	Audio - Visual Costs
Mon Jan 30, 2023	No APMS meetings scheduled for today. A few of the Board member will be checking in for Tuesday's meeting. XX Guest rooms are blocked for this evening												
Tuesday, January 31, 2023													
Date	Start	End	Function	Room Assigned	Audio- Visual	Food & Beverage	Misc. Information	GTD	SET	Price per Person	F&B Cost per Event	Fees (Bartender or Attendent)	Audio - Visual Costs
Tues Jan 31	8:00	9:00	Board Breakfast			THE AMERICAN BUFFET \$44 pp Orange, Grafepfruit, Tomato & Apple Juice, Seasonal Fruit & Berries, cold Cereals w/ milk, Scrambled Eggs, Sausage links, bacon, potatoes, danish, Muffins & Croissants	Please leave coffee, breads, croissants and muffins	12	15	\$ 44.00	\$ 528.00		
Tues Jan 31	9:00	7:00	Board Meeting		2 power strips in center of Hollow Square Wi-Fi		Hollow Square with access to center of hollow square, small table in the center of the hollow square						
Tues Jan 31	10:00	10:30	Morning Break			1 gal of Regular Coffee, Soft drinks on consumption \$6.50 each		1		\$ 105.00	\$ 105.00		
Tues Jan 31	12:00	1:30	Lunch			PERSONAL PREFERENCE LUNCH		12		\$ 35.00	\$ 420.00		
Tues Jan 31	1:00	1:30	Venue Tour										
Tues Jan 31	3:00	3:30	Afternoon Break			1 dozen cookies half dozen brownies Soft drinks on consumption		1.5		\$ 59.00	\$ 88.50		
Tues Jan 31	6:00		Dinner			Site visit DINNER at the Punchbowl Reservation for 6:00 PM confirmed with Julie Sheets	POC Julie Sheets (317) 348-3232 jsheets@punchbowlindy.com			\$ -	\$ -		
Wednesday, February 1, 2023													
Date	Start	End	Function	Room Assigned	Audio- Visual	Food & Beverage	Misc. Information	GTD	SET	Price per Person	F&B Cost per Event	Fees (Bartender or Attendent)	Audio - Visual Costs
Wed Feb 1							Hollow square for 10						
										\$ 1.00	\$ -		
										\$ 1.00	\$ -		
										\$ 1.00	\$ -		

THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED

Minutes of the Board of Directors Meeting

November 14, 2022

Virtual Meeting

The Board of Directors of the Aquatic Plant Management Society, Inc., met on Monday, November 14, 2022, over virtual platform. President Brett Hartis called the meeting to order at 2:04 p.m., Eastern.

Officers and Directors present at roll call were:

Brett Hartis, President
Jay Ferrell, President-Elect
Jeremy Slade, Vice-President
Ryan Thum, Immediate Past President
Justin Nawrocki, Treasurer
Amy Giannotti, Secretary
Michael Greer, Director
Erika Haug, Director
Toni Pennington, Director
Matt Johnson, Director
Gray Turnage, Director

Absent: Ramon Leon, Editor
Troy Goldsby, Director
Maxwell Gebhart, Student Director

There were no Proxies.

Others in attendance during all or portions of the meeting:
Candice Prince

MINUTES

None to approve.

PRESIDENT'S UPDATE

After Roll Call, President Hartis opened the meeting and wanted to reiterate that these quarterly meetings are mainly to keep the Board on task and preparing for the next Annual Meeting. He then called for Officer Reports.

TREASURER'S REPORT

Treasurer Nawrocki stated that he has been going through all of the financial records since the Annual Meeting and allocating monies into the appropriate accounts. For example, 50% of Sustaining Membership (\$5,500) and 20% of Individual Membership (\$2,470) funds need to go back into the MDNGSRG account, and APMS needs to reimburse SCAPMS for Annual Meeting monies. Nawrocki thanked the 5 of the 7 Regional Chapters that have contributed along with APMS (\$7,500 total) to the MDNGSRG (TAPMS, NEAPMS, MSAPMS, FAPMS, and SCAPMS). Nawrocki thanked Haug for her assistance with the prizes and donations (\$4,800) for the Annual Meeting and \$1,401.88 of that went to the MDNGSRG fund. Nawrocki also reported a record year for ticket sales, too (>\$4,000). Over \$21K went into the MDNGSRG fund this year, leaving over \$38K in the general account for operating needs. Nawrocki reports that everything is up-to-date and paid, and that APMS did well this year.

SECRETARY'S REPORT

Secretary Giannotti mentioned that she is assembling the Fall newsletter and that any content should be sent to her by COB on Friday, November 18.

EDITOR'S REPORT

No report from the Editor.

Jason Ferrell motioned the Board to approve the Officer Reports. Matt Johnson seconded the motion. The motion passed without dissent.

President Hartis called for Committee Reports:

AWARDS COMMITTEE – no report

BYLAWS COMMITTEE – no report

EDUCATION/OUTREACH/WEBSITE COMMITTEE – Hartis said several people have mentioned that the new website does not have a search function for the JAPM that used to be there. Slade also recommended having a search function for the website in general. Hartis will work with APEX on this.

Hartis thanked APMS leadership for representing at NAISMA (sponsorship and exhibitors) and NALMS (exhibitor and Ferrell, Heilman, McGauhey presented; shared a booth with MAPMS). Johnson offered to continue to nurture partnership with NALMS as he is on the 2023 Program Committee for NALMS. Pennington offered continued support for helping these other organizations have a featured special session on aquatic plants. Johnson will return APMS display to Giannotti after NALMS.

EXHIBITS COMMITTEE – no report

FINANCE COMMITTEE – APMS has signed paperwork for 501c3 status, and it has been submitted to the attorney. Fuhrman will update at Midwinter Board meeting. Articles of Incorporation will likely need to be changed, and Steve Zulinski (MAPMS) offered a document to assist with that process.

MEETING PLANNING COMMITTEE – Johnson said “Punch Bowl Social” would be an excellent place for the social gathering in Indianapolis (bowling, etc.), but expressed slight concern about their lack of responsiveness. Johnson will maintain communications and report back to the Board with dates and updates.

MEMBERSHIP COMMITTEE – Johnson has been developing a commercial applicator list with intent to send flyer about APMS to applicators nationwide. Hartis reminded to include other focus groups APMS can identify for engagement. Giannotti and Johnson will communicate about involvement with RISE. Johnson is co-chair of aquatic plant/HAB workshop at Midwest Fish and Wildlife Conference and he will collaborate with Ferrell on this.

NOMINATING COMMITTEE – Thum reminded everyone to submit nominations for director/board positions ideally reflecting representation from all regions. Some discussion about having one nominating member from each regional chapter, but consensus was it is already difficult to fill Committees. Giannotti suggested getting Thum access to MembershipWorks to verify nominees activity with the Society, etc. Pennington said WAPMS membership is linked to the annual meeting, but that is difficult to get attendance approval when meeting is out-of-state, etc. Thum will check on ballots for voting and best way to accommodate voting.

PROGRAM COMMITTEE – The Call for Papers will go out in Jan/Feb. A reminder that the Program Committee IS the Board of Directors. Ferrell recommended a 2-hour session at the beginning of the Annual Meeting with a focus on “Conflict Communication” to improve communications about what we do. Ferrell has proposed and is requesting the \$4K per OPS Manual to assist with securing speaker travel. Ferrell will put together a “Conference At A Glance” and send to Giannotti.

PROPOSAL REVIEW COMMITTEE – nothing urgent. Nawrocki will take responsibility of invoicing for dues renewals.

REGIONAL CHAPTERS COMMITTEE – Turnage reported a good turnout at Greenville. Suggests future Meetings don’t overlap with the poster session.

STUDENT AFFAIRS COMMITTEE – Prince suggested that the student luncheon next year would like a resume/CV formatting workshop as well as input from all parts of aquatic plant management about what hiring managers are looking for in a candidate. Leif Willey is planning a field trip to Geist Reservoir for Indianapolis. Prince would like to build the mentor/mentee networking within the Society. Prince suggested to include a clause during abstract submission that student participation is expected in exchange for Meeting discounts – that needs to be made clear.

SPECIAL REPRESENTATIVE UPDATES

RISE – Johnson said RISE is focusing on grassroots training. UF recently did this, and it requires a lot of work and cooperation, but is worthwhile.

BASS – Slade will have workup about BASS/APMS Minigrant for Midwinter mtg

Matt Johnson motioned the Board to approve the Committee Reports. Jason Ferrell seconded the motion. The motion passed without dissent.

Old Business:

Hartis announced that the Midwinter Board Meeting will be held on January 30 in Indianapolis. While in-person attendance is encouraged, there will be a virtual option for participating.

New Business:

Erika Haug took over WSSA Public Awareness Committee in 2020, and she is rotating off and would like to make sure aquatics stays on that committee upon her departure. Discussion about nominees for this occurred and will be investigated by those with connections to WSSA leadership.

Gray Turnage motioned the Board to adjourn the meeting. Ryan Thum seconded the motion. The motion passed without dissent.

The Board meeting adjourned at 3:30 eastern.

President's Report

APMS was recently a cosignatory for the Pesticide Registration Improvement Act (PRIA) Coalition, with backing from other National and Regional Weed Science Societies. The letter was sent to the House and Senate Agriculture Committees on December 12, 2022. More information on PRIA can be found below. APMS was also a cosignatory on a letter addressing FIFRA federal and state preemption issues regarding states requiring changes to pesticide labels or packaging- i.e. California requiring a Prop 65 statement on glyphosate labels even though the EPA has repeatedly concluded that glyphosate does not cause cancer. APMS along with the six national and regional weed science societies joined over 300 other organizations on this letter. This item is also attached below.

A huge thank you to those who recently presented APMS updates at our regional chapters and represented the Society at other meetings (NALMS, NAISMA, etc). We all have limited bandwidth when it comes to time and travel, so I greatly appreciate your willingness to step in and represent the Society. Interfacing with our own regional chapters and those outside of our current APMS membership is the only way we can grow.

Lastly, I want to thank those of you who have worked hard on our committees. This is where the meat of the work gets done for our Society, and I think each of you for your efforts and look forward to hearing more during our meeting.

INSERT ATTACHMENTS REFERENCES (ATTACHED TO EMAIL) HERE

Pesticide Registration Improvement Act
PRIA Coalition Reauthorization Proposal Summary
09/28/2022

Agency Resources

- Increase the total fees (registration and maintenance) paid by industry by 30%
 - Increase registration fees (Section 33 funds) by roughly \$6 million per year across all fee categories
 - Increase maintenance fees (Section 4 funds) by \$11 million per year, from \$31 million to \$42 million per year
- Increase the PRIA appropriations trigger by 30% from the current \$128 million per year to \$165 million per year to reflect an appropriate share of federal appropriations
- Proposed changes to **maintenance fees**:
 - Create *new* set asides to address the following needs:
 - Create a set aside for processing registrant submissions not covered by a PRIA code and to clear the current backlog
 - Create a \$500,000 set aside for EPA staff education and training to be conducted cooperatively through land grant institutions in partnership with HBCUs, 1890 institutions, or other minority-serving institutions
 - Create a \$500,000 set aside for Vector Expedited Review Voucher (VERV) to incentivize development of new insect disease vector control methods
 - Create a \$500,000 set aside for the development of public health pathogen efficacy methods for antimicrobial devices, prioritizing methods for devices used in medical facilities.
 - Create a \$500,000 set aside for education and training of clinicians
 - Create a set aside of \$500,000 per year to support the interagency agreement between EPA and CDC/NIOSH related to the NIOSH-SENSOR Pesticide Program with a goal of increasing the number of participating states and/or improving the reporting of existing participants; EPA shall prioritize expanding participation in states with the highest number of agricultural workers
 - Create a \$350,000 set aside per year for grant writing technical assistance
 - Continue *existing* set asides:
 - Increase worker protection activities to \$1,500,000 (currently funded at 1/17 Pesticide Registration Fund, but not less than \$1,000,000 per year)
 - Pesticide Education Safety Program (currently funded at \$500,000 per year)
 - Partnership grants (currently funded at \$500,000 per year)
 - Good Laboratory Practices (GLP) inspections (currently funded at \$500,000 per year)
 - *Eliminate* the following existing set asides:
 - Efficacy guidelines for public health pests (previously funded at \$500,000 per year)
 - Fast track and inert review set aside (previously funding at 1/8 to 1/9 of maintenance fees)
- Move all set asides to come from maintenance fees (Section 4 funds) to provide greater certainty and transparency of funding
- Proposed changes to **registration fees**:
 - Continue to incentivize the development of biological, reduced risk, minimum risk, and DfE products through lower fees and review timeframes

Process Improvements

- Include parameters and notification requirements for PRIA renegotiations
- EPA shall issue a competitive bid for an independent a third-party audit of the Agency's processes and performance and to make recommended process improvements. The audit must be completed within 2 years and must address, at a minimum, the following:
 - The 21-day content screen;
 - The 45/90 day technical screen;
 - Performance, processes, and progress towards reducing PRIA renegotiation rates and the average length of renegotiations;
 - Performance, processes, and progress towards eliminating the backlog of registrant submissions not covered by a PRIA code (non-PRIA actions);
 - Performance, processes, and progress towards ensuring that all registrant submissions not covered by a PRIA code are completed by the deadlines specified in PRN 98-10: Notifications, Non-Notifications and Minor Formulation Amendments (October 22, 1998, and as amended) and in other statutory language;
 - Compliance with the statute's provisions related to renegotiations of PRIA timelines and registrant submissions not covered by a PRIA code;
 - Information technology systems;
 - Recommended improvements to employee training; and
 - Performance, progress, and processes in completing registration review.
- Address delays in processing registrant submissions not covered by a PRIA code (non-PRIA actions) by establishing a set aside (see above)
- Require EPA to develop a policy for implementing Endangered Species Act (ESA) reviews for new use applications and other registration actions
- Specify that fee-based activities shall continue in the event of a government shutdown

IT Improvements/Annual Report

- Streamline the current 67 metrics required in the Annual Report to focus on those that provide insights into processing efficiencies and timelines
- Require EPA to establish a comprehensive IT system and dashboard that covers all registering divisions and provides real-time access tracking information

Bilingual Labels

- All currently registered **restricted use pesticides (RUPs)** must translate the parts of the label contained in the EPA *Spanish Translation Guide for Pesticide Labeling* and provide the information via scannable technology or other electronic methods readily accessible on the product label within 3 years of enactment
 - Registrants of **antimicrobial RUPs** may comply with the bilingual labeling requirement by providing safety data sheets (SDSs) in Spanish via scannable technology or other electronic methods readily accessible on the product label within 3 years of enactment
- All current and newly registered **non-RUP products that are designated as Toxicity Category 1** must translate the parts of the label the EPA *Spanish Translation Guide for Pesticide Labeling* and provide the information via scannable technology or other electronic methods readily accessible on the product label within 3 years of enactment

- Registrants of **non-agricultural use products** may comply with the bilingual labeling requirement by providing SDS in Spanish via scannable technology or other electronic methods readily accessible on the product label within 4 years of enactment
- All current and newly registered **non-RUP products that are designated as Toxicity Category 2** must translate the parts of the label the EPA *Spanish Translation Guide for Pesticide Labeling* and provide the information via scannable technology or other electronic methods readily accessible on the product label within 5 years of enactment
 - Registrants of **non-agricultural use products** may comply with the bilingual labeling requirement by providing the SDS in Spanish via scannable technology or other electronic methods readily accessible on the product label within 6 years of enactment
- All **other currently and newly registered products** must translate the parts of the label the EPA *Spanish Translation Guide for Pesticide Labeling* and provide the information via scannable technology or other electronic methods readily accessible on the product label within 8 years of enactment
 - Registrants of **non-agricultural use products** may comply with the bilingual labeling requirement by providing the SDS in Spanish via scannable technology or other electronic methods readily accessible on the product label within 8 years of enactment
- EPA shall allow the translation and the scannable technology or other electronic methods to be added to the pesticide label via non-notification and shall consult with States regarding implementation
- Within 6 months, EPA shall seek stakeholder input on ways to make bilingual labels available to farm workers and shall begin to implement a plan within 3 years
- Following the initial deadlines, changes to label translations will be made either (1) at the next time the end-product label is changed or amended or (2) within 1 year of publication of updates to the EPA *Spanish Translation Guide for Pesticide Labeling* for agricultural-use pesticide products or within 2 years of publication of the updates for non-agricultural use pesticide products, whichever comes first.

Transparency

- Direct EPA to post on the Agency's website aggregated information on a single webpage, all EPA guidance pertaining to risk assessment, risk mitigation, benefits assessments, and cost-benefit balancing
- Direct EPA to post on the Agency's website aggregated information on a single webpage, with links to resources, including organic farming (national list of allowed and prohibited substances); biopesticides and 25(b) minimum risk pesticides; IPM principles and technical assistance for implementation of IPM
- This aggregated information shall be posted within six months of enactment

November 14, 2022

The Honorable Nancy Pelosi
Speaker of the House
United States House of Representatives
H-232, The Capitol
Washington, D.C. 20515

The Honorable Chuck Schumer
Majority Leader
United States Senate
S-221, The Capitol
Washington, D.C. 20510

The Honorable Kevin McCarthy
Minority Leader
United States House of Representatives
H-204, The Capitol
Washington, D.C. 20515

The Honorable Mitch McConnell
Minority Leader
United States Senate
S-230, The Capitol
Washington, D.C. 20510

Dear Speaker Pelosi, Leader Schumer, Leader McCarthy, and Leader McConnell,

We write to express our great concern with recent misinterpretations of long-standing policy regarding the regulation and labeling of pesticide products, as some states have begun to regulate pesticides in a manner contradicting decades of scientific guidance from the Environmental Protection Agency (EPA). Lack of certainty on EPA-approved, science-based nationwide labels will erode access to current and future pesticides, threatening crops and grower incomes, conservation practices, public health, vital infrastructure, and ultimately raise food prices for families amidst record-high inflation. Growers and users need reaffirmation from Congress that states have every right to build on the federal government's baseline regulations but *cannot* directly contradict the scientific conclusions of the EPA.

The last several years have demonstrated how fragile our food production and infrastructure systems can be. Whether driven by war in Ukraine, extreme weather events, or COVID-19 disruptions, our economic wellbeing and access to a safe, affordable food supply relies on many factors. Pesticides are an essential tool for many growers and other users whose operations rely on them, and for consumers and our environment which benefit from their use. If left unchecked, some pests can inflict crop yield losses greater than 80 percent, destroy important infrastructure, harm public health through mosquito-borne disease or other outbreaks, among other harms. Additionally, pesticides are essential to maintaining and expanding vital conservation practices, such as cover crops or tillage reductions, which remove the equivalent of millions of cars from roadways annually, reduce soil erosion, and prevent nutrient loss to watersheds. Without access to safe, effective pesticides regulated with the best available science, food prices for American families will rise significantly and our ability to protect public health, infrastructure, and our environment will be greatly diminished.

Disturbingly, we are seeing in states an emerging threat that risks access to these essential tools on which farmers and other users rely. The Federal Insecticide, Fungicide and Rodenticide Act (FIFRA), the primary statute governing pesticides, places EPA in the authority to make foundational, science-based decisions on how pesticides can be labeled and used. States are permitted to regulate the sale and use of pesticides under FIFRA but are preempted from requiring additional or different pesticide labels or packaging. Nevertheless, in recent years we have seen actions from states that directly and unjustifiably contradict EPA's scientific findings on pesticide safety. These actions risk creating an unworkable, inconsistent patchwork of state or municipal pesticide labels that can quickly disrupt commerce and access to these much-needed tools. As concerning, this threatens to jeopardize public confidence in EPA's authority

and science-based regulation under FIFRA, as well as the continued availability of individual tools on which there are contradictory claims.

We urge Congress to seriously consider the far-reaching implications should this tension go unaddressed by federal policymakers. The ability of farmers, land managers, and other users to produce an abundant food, feed, and fiber supply, combat public health threats, implement important conservation practices, and maintain vital transportation and utility infrastructure will be significantly impaired. In turn, food prices will further increase for families; important infrastructure will fall into disrepair; our population will be increasingly vulnerable to vector-borne diseases; and our ability to combat climate change and other environmental challenges will be undermined. We strongly urge Congress to reaffirm that EPA is the primary, federal authority under FIFRA for making pesticide findings and decisions, and that states may regulate their use, but not impose additional labeling or packaging requirements. Congressional action on this important matter will ensure our nation's farmers and other users have reliable access to these vital tools in the years to come.

Sincerely,

Agribusiness Association of Iowa
Agricultural Council of Arkansas
Agricultural Council of California
Agricultural Retailers Association
Alabama Agribusiness Council
Alabama Farmers Federation
Alabama Soybean & Corn Association
Alaska Farm Bureau
Almond Alliance of California
American Agri-Women
American Farm Bureau Federation
American Feed Industry Association
American Horse Council
American Pulse Association
American Seed Trade Association
American Society of Agronomy
American Soybean Association
American Sugar Alliance
American Sugarbeet Growers Association
AmericanHort
Aquatic Ecosystem Restoration Foundation
Aquatic Plant Management Society
Arizona Farm Bureau
Arkansas Farm Bureau Federation
Arkansas Rice Growers Association
Arkansas Soybean Association
Association of Equipment Manufacturers
California Alfalfa & Forage Association
California Association of Wheat Growers
California Association of Winegrape Growers
California Cattlemen's Association
California Cherry Growers and Industry Association
California Citrus Mutual

California Citrus Quality Council
California Cotton Ginner & Growers Association
California Farm Bureau
California Fresh Fruit Association
California Grain and Feed Association
California Pear Growers Association
California Seed Association
California Specialty Crops Council
California State Floral Association
California Sweetpotato Council
California Warehouse Association
California Women for Agriculture
Carolinas Cotton Growers Cooperative
Cherry Marketing Institute
Colorado Association of Wheat Growers
Colorado Cattlemen's Association
Colorado Corn Growers Association
Colorado Farm Bureau
Colorado Fruit and Vegetable Growers Association
Colorado Livestock Association
Colorado Potato Legislative Association
Connecticut Environmental Council
Connecticut Farm Bureau
Connecticut Nursery and Landscape Association
Corn Growers Association of North Carolina
Corn Refiners Association
Cotton Warehouse Association of America
Council of Producers and Distributors of Agrotechnology
CropLife America
Dairy Producers of New Mexico
Dairy Producers of Utah
Delaware Farm Bureau
Delaware-Maryland Agribusiness Association
Delta Council
Empire State Potato Growers
Far West Agribusiness Association
Florida Citrus Mutual
Florida Farm Bureau Federation
Florida Fertilizer & Agrichemical Association
Georgia Agribusiness Council
Georgia Cotton Commission
Georgia Farm Bureau
Georgia Fruit & Vegetable Growers Association
Georgia Urban Agriculture Council
Georgia-Florida Soybean Association
Golf Course Superintendents Association of America
Grain and Feed Association of Illinois
Grower-Shipper Association of Central California
Hawaii Cattlemen's Council
Hawaii Crop Improvement Association
Hawaii Farm Bureau

Hop Growers of America
Hop Growers of Washington
Idaho Alfalfa and Clover Seed Commission
Idaho Alfalfa and Clover Seed Growers Association
Idaho Eastern-Oregon Seed Association
Idaho Farm Bureau Federation
Idaho Grain Producers Association
Idaho Hay and Forage Association
Idaho Heartland Coalition
Idaho Honey Industry Association
Idaho Hop Growers Association
Idaho Mint Growers Association
Idaho Noxious Weed Control Association
Idaho Nursery & Landscape Association
Idaho Oilseed Commission
Idaho Onion Growers Association
Idaho Pest Management Association
Idaho Potato Commission
Idaho-Oregon Seed Pesticide Council
Illinois Corn Growers Association
Illinois Farm Bureau
Illinois Fertilizer and Chemical Association
Illinois Soybean Growers
Indiana Corn Growers Association
Indiana Farm Bureau
Indiana Soybean Alliance
International Certified Crop Advisers
International Fresh Produce Association
Iowa Corn Growers Association
Iowa Farm Bureau
Iowa Soybean Association
Kansas Agribusiness Retailers Association
Kansas Association of Wheat Growers
Kansas Corn Growers Association
Kansas Farm Bureau
Kansas Grain Sorghum Producers Association
Kansas Livestock Association
Kansas Pork Association
Kansas Soybean Association
Kentucky Corn Growers Association
Kentucky Farm Bureau
Kentucky Small Grain Growers Association
Kentucky Soybean Association
Louisiana Agricultural Consultants Association
Louisiana Cotton & Grain Association
Louisiana Farm Bureau Federation
Maine Farm Bureau
Maine Potato Board
Maryland Farm Bureau
Maryland Grain Producers Association
Massachusetts Association of Lawn Care Professionals

Massachusetts Farm Bureau Federation
Michigan Agri-Business Association
Michigan Corn Growers Association
Michigan Farm Bureau
Michigan IPM Alliance
Michigan Soybean Association
Michigan State Horticultural Society
Michigan Vegetable Council
Mid Atlantic Soybean Association
Midwest Food Products Association
Midwest Forage Association
Minnesota AgriGrowth Council
Minnesota Area II Potato Growers Council
Minnesota Association of Wheat Growers
Minnesota Canola Council
Minnesota Corn Growers Association
Minnesota Crop Production Retailers
Minnesota Farm Bureau Federation
Minnesota Soybean Growers Association
Minor Crop Farmer Alliance
Mississippi Farm Bureau Federation
Mississippi Soybean Association
Mississippi Vegetation Management Association
Missouri Agribusiness Association
Missouri Corn Growers Association
Missouri Farm Bureau
Missouri Pork Association
Missouri Soybean Association
Montana Agricultural Business Association
Montana Farm Bureau Federation
Montana Grain Growers Association
Montana Potato Improvement Association
National Agricultural Aviation Association
National Alfalfa & Forage Alliance
National Alliance of Independent Crop Consultants
National Asparagus Council
National Association of Landscape Professionals
National Association of Wheat Growers
National Barley Growers Association
National Black Growers Council
National Cattlemen's Beef Association
National Corn Growers Association
National Cotton Council
National Council of Farmer Cooperatives
National Farmers Union
National Onion Association
National Pest Management Association
National Pork Producers Council
National Potato Council
National Roadside Vegetation Management Association
National Sorghum Producers

National Sunflower Association
National Turkey Federation
Nebraska Agri-Business Association
Nebraska Corn Growers Association
Nebraska Dry Bean Commission
Nebraska Farm Bureau
Nebraska Sorghum Producers Association
Nebraska Soybean Association
Nevada Farm Bureau Federation
New Hampshire Farm Bureau
New Jersey Farm Bureau
New Jersey Green Industry Council
New Mexico Farm & Livestock Bureau
New York Corn & Soybean Growers Association
New York Farm Bureau
New York Green Industry Council
New York State Agribusiness Association
NezPerce Prairie Grass Growers Association
North Carolina Christmas Tree Association
North Carolina Cotton Producers Association
North Carolina Egg Association
North Carolina Farm Bureau
North Carolina Peanut Growers Association
North Carolina Potato Association
North Carolina Soybean Producers
North Carolina State Grange
North Carolina SweetPotato Commission
North Central Weed Science Society
North Dakota Corn Growers Association
North Dakota Farm Bureau
North Dakota Grain Growers Association
North Dakota Soybean Growers Association
Northarvest Bean Growers Association
Northeast Agribusiness and Feed Alliance
Northeastern Weed Science Society
Northern Canola Growers Association
Northland Potato Growers Association
Ohio AgriBusiness Association
Ohio Corn & Wheat Growers Association
Ohio Farm Bureau Federation
Ohio Soybean Association
Oklahoma Agribusiness Retailers Association
Oklahoma Cotton Council
Oklahoma Farm Bureau
Oklahoma Sorghum Growers
Oklahoma Soybean Association
Oklahoma Wheat Growers Association
Oregon Association of Nurseries
Oregon Cattlemen's Association
Oregon Dairy Farmers Association
Oregon Farm Bureau

Oregon Hop Growers Association
Oregon Potato Commission
Oregon Wheat Growers League
Oregonians for Food & Shelter
Pacific Northwest Canola Association
Pacific Seed Association
Palmetto AgriBusiness Council
Panhandle Peanut Growers Association
PennAg Industries Association
Pennsylvania Cooperative Potato Growers
Pennsylvania Farm Bureau
Pennsylvania No-Till Alliance
Plains Cotton Growers, Inc.
Plant California Alliance
Potato Growers of Michigan, Inc.
Professional Dairy Managers of Pennsylvania
Public Lands Council
Puget Sound Seed Growers Association
Red River Valley Sugarbeet Growers Association
Rhode Island Farm Bureau
RISE (Responsible Industry for a Sound Environment)
Snake River Sugarbeet Growers Association
Society of American Florists
South Carolina Corn and Soybean Association
South Carolina Farm Bureau Federation
South Carolina Peach Council
South Dakota Agri-Business Association
South Dakota Corn Growers Association
South Dakota Farm Bureau
South Dakota Soybean Association
South Dakota Wheat Growers Association
South Texas Cotton & Grain Association
Southern Cotton Growers, Inc
Southern Crop Production Association
Southern Idaho Potato Cooperative, Inc.
Southern Weed Science Society
Southwest Council of Agribusiness
Sports Field Management Association
Tennessee Corn Growers Association
Tennessee Farm Bureau Federation
Tennessee Soybean Association
Texas Association of Dairymen
Texas Corn Producers Association
Texas Farm Bureau
Texas Grain Sorghum Association
Texas International Produce Association
Texas Soybean Association
Treasure Valley Water Users Association
U.S. Apple Association
U.S. Beet Sugar Association
U.S. Canola Association

U.S. Durum Growers Association
U.S. Peanut Federation
United Egg Producers
United Potato Growers of America
USA Dry Pea & Lentil Council
Vegetation Management Association of Kentucky
Vermont Dairy Producers Alliance
Vermont Farm Bureau
Vermont Feed Dealers & Manufacturers Association
Virginia Agribusiness Council
Virginia Cattlemen's Association
Virginia Christmas Tree Growers Association
Virginia Cotton Growers Association
Virginia Farm Bureau
Virginia Grain Producers Association
Virginia Peanut Growers Association
Virginia Soybean Association
Virginia Turfgrass Council
VTC Environmental Institute
Washington Association of Wheat Growers
Washington Blueberry Commission
Washington Farm Bureau
Washington Friends of Farms and Forests
Washington Mint Growers Association
Washington Oilseeds Commission
Washington Potato & Onion Association
Washington State Dairy Federation
Washington State Potato Commission
Washington Turfgrass Seed Commission
Weed Science Society of America
West Virginia Farm Bureau
Western Agricultural Processors Association
Western Alfalfa Seed Growers Association
Western Growers
Western Peanut Growers Association
Western Plant Health Association
Western Society of Weed Science
Wisconsin Agri-Business Association
Wisconsin Corn Growers Association
Wisconsin Pork Association
Wisconsin Potato & Vegetable Growers
Wisconsin Soybean Association
Wyoming Ag Business Association
Wyoming Farm Bureau

December **, 2022

The Honorable Debbie Stabenow
Chair
Committee on Agriculture, Nutrition & Forestry
United State Senate
Washington, DC 20510

The Honorable John Boozman
Ranking Member
Committee on Agriculture, Nutrition & Forestry
United States Senate
Washington, DC 20510

The Honorable David Scott
Chair
Committee on Agriculture
United States House of Representatives
Washington, DC 20515

The Honorable Glenn GT Thompson
Ranking Member
Committee on Agriculture
United States House of Representatives
Washington, DC 20515

Dear Chair Stabenow, Chair Scott, Ranking Member Boozman, and Ranking Member Thompson:

The organizations below are joined together in support of the immediate passage of the reauthorization of the Pesticide Registration Improvement Act (PRIA 5). PRIA 5 will provide the U.S. Environmental Protection Agency (EPA) with the resources it needs to process registrations, improve worker protections, and strengthen training for pesticide products for the benefit of farmers, farmworkers, household consumers and their pets, public health, and the environment.

In 2004, PRIA established a new section of the Federal Insecticide Fungicide and Rodenticide Act (FIFRA), which put in place a fee schedule for pesticide registration requests. PRIA provides for specific time periods for EPA to make a regulatory decision on pesticide registrations and tolerance actions submitted to the Agency. The goal of PRIA was to create a more predictable and effective evaluation system that promoted shorter decision review periods for reduced-risk applications. PRIA's enactment spurred process improvements and provided the pesticide industry, user groups, and interested stakeholders with more clarity and certainty on the registration process.

Since PRIA was first enacted, management challenges and resource constraints have eroded the progress achieved under the original law. Consequently, reauthorizing PRIA is a critical component to reversing the steady decline of mission-critical funding for EPA's pesticides program. Over the last decade, the program has lost over 200 full time equivalents while pesticide submissions have increased rapidly. Moreover, the Agency is struggling to resolve a backlog of over 11,000 related regulatory actions. Without adequate resources, innovations in conventional pesticides, antimicrobial disinfectant products, biopesticides, and emerging technologies could be delayed for years.

PRIA 5 reflects the input from regulated industry, environmental NGOs, and farmworker advocates who rely on EPA to serve as the leading authority on pesticide regulations. The Agency's work impacts America's growers, public health officials, pest control managers, lawn care professionals, golf course superintendents, restaurants, hospital, homeowners, and countless others who cope with emerging public health hazards, pest threats and pest resistance.

The Agency's capabilities administering the pesticide program are demonstrated in the resources and tools made available to EPA through PRIA. Accordingly, the undersigned strongly encourage Congress to pass the PRIA 5 reauthorization before the end of the 117th Congress.



PRIA 5: Importance of Funding the EPA's Office of Pesticide Programs

Why the Pesticide Registration Improvement Act Needs Clean Reauthorization

Some of the essential uses of pesticides regulated by the United States Environmental Protection Agency include:

- Keeping fleas off pets.
- Preventing bed bug infestations in hotels.
- Sanitizing surfaces and equipment in hospitals, restaurants and at the barber shop.
- Disinfecting surfaces in homes, workplaces and schools.
- Managing invasive and non-native species that impact ecosystems.
- Preventing rodent and termite damage to structures.
- Keeping utility and transportation rights of way clear.
- Creating firebreaks in forests.
- Growing our food.

Whether they are used by consumers, professional applicators or farmers, pesticides make our daily lives and our communities healthier and safer.

Current Situation

- The pesticide industry is advocating for higher annual federal appropriations funding for Office of Pesticide Programs, as well as looking towards the Pesticide Registration Improvement Act – **PRIA 5** – to give the United States Environmental Protection Agency (EPA) the necessary resources to register new and innovative pesticide products so the pesticide industry can continue to provide the products that protect people, places and our environment, and grow our food.
- PRIA 5 provides for sufficient funding for EPA to register pesticides in a predictable way so companies can provide the solutions customers need.
- PRIA is supported by the pesticide industry, environmental non-governmental organizations, federal and state regulators and pesticide applicators – all of whom remain committed to the continued success of the program.

PRIA Background

- First passed in 2004, the *Pesticide Registration Improvement Act*, otherwise known as PRIA, set up the fee-for-service program that funds part of the EPA's pesticide registration program. From its inception PRIA has had the support of pesticide manufacturers, environmental NGOs, professional pesticide applicators, growers and members of Congress.
- **The current PRIA expires on September 30, 2023.** It's authorized for five years at a time, to give industry and EPA a chance to review how it's working. It has been reauthorized three times since 2004, most recently in 2019, and has had bipartisan support each time.
- The fees collected from pesticide manufacturers support business predictability within the pesticide registration process, giving companies established timelines for bringing new products and new product uses to the marketplace.

The Ask

- Seeking bipartisan support for PRIA 5 in 2022.
- Passing a clean reauthorization of PRIA in 2022 with no extraneous issues attached.
- Funding EPA's Office of Pesticide Programs so it has the resources it needs to register new pesticides and new pesticide uses, which will give consumers, professionals and growers the tools they need to manage the pests in and around our homes, communities, environment, and on the farm.

#PRIAin2022

For more information visit www.pestfacts.org/pria



1/3/2023

2023-Midwinter Board Meeting

Treasurers Report

All accounts have been reconciled as of 1/1/2023 and that information is reflected in this report. The current balances of our accounts are as follows

Account	Balance
General Checking	\$31,543.95
Scholastic Checking	\$35,139.26
Scholastic Investment	\$173,171.86
General Investment	\$134,956.27
Reserve	\$100,000.00
Total	\$474,811.34

Our annual meeting is the largest money-making event we hold and our 2022 meeting was the most profitable at least since 2017 with a total profit of over \$55,000. In addition over \$21,000 was raised through the annual meeting and regional chapter support for the Michael D Netherland Research Grant (as seen below).

Source	Amount
50% Sustaining Membership	\$5,500.00
20% Individual Membership	\$2,470.00
Golf Outing	\$169.96
Raffle Tickets-Cash	\$1,895.00
Raffle Tickets-Credit	\$2,628.14
Contributions-Prizes	\$4,700.00
Contributions-Prizes	-\$3,298.12
Regional Chapter Donation	\$7,500.00
Total Deposit	\$21,564.98

Over the past few years we have dipped into the general investment account quite regularly to offset the financial shortfalls we had due in large part to Covid. In 2022 we took a minimal amount out of the account, just \$5,000 for general expenses and \$14,000 which was transferred into the MDN Research Grant account to cover our 2021 funding obligations. The JAPM has always been an asset without a positive financial return. However due in part to taking the journal digital APMS turned a small profit (\$1,400) in 2022 despite having to payout \$5,400 in subscription refunds.

Overall I feel we are on solid financial ground and 2022 has shown us how a few motivated people in charge of fundraising can drastically affect our accounts and the cost saving measures we put into place are finally starting to payoff.

Justin Nawrocki

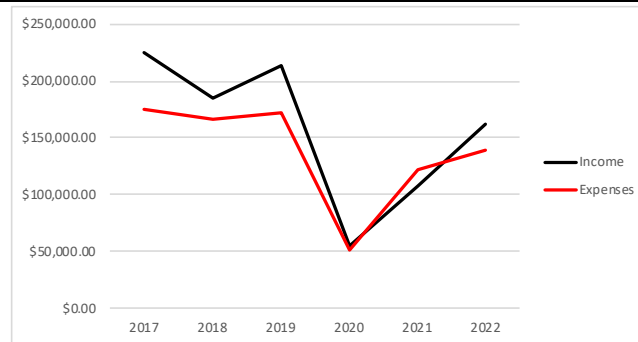
Attached:

5 Year Financial Breakdown

2022 Detailed Income/Expenses

2023 Estimated Expenses

Item	2017		2018		2019		2020		2021		2022	
	Income	Expense	Income	Expense	Income	Expense	Income	Expense	Income	Expense	Income	Expense
Annual Meeting	\$128,345.00	\$88,362.60	\$101,898.00	\$85,615.44	\$110,089.00	\$93,888.73	\$0.00	\$750.00	\$82,680.38	\$57,830.47	\$127,366.00	\$71,494.05
Journal	\$28,665.15	\$6,099.42	\$21,195.00	\$6,415.44	\$17,194.40	\$6,324.74	\$11,080.00	\$6,022.45	\$5,724.78	\$3,000.00	\$18,006.22	\$16,539.02
-Allen Press		\$14,390.11		\$27,083.79		\$13,513.76		\$16,987.77		\$13,044.30		
Membership	\$23,735.00		\$22,795.00		\$37,095.00		\$18,657.00		\$18,620.00		\$23,772.00	
Scholastic Endowment	\$44,509.00	\$40,309.72	\$38,643.00	\$50,000.00	\$44,768.20	\$54,600.00	\$13,300.00	\$20,000.00		\$20,000.00	\$13,173.14	\$23,298.12
Website		\$3,300.00		\$3,600.00		\$5,600.00		\$4,149.00		\$10,413.00		\$5,734.00
Refunds										\$2,775.00		\$10,371.46
Credit Card Processing		\$5,952.11		\$4,691.24		\$6,369.32	\$1,563.75			\$3,658.00		\$3,643.51
Society Sponsorship		\$8,278.00		\$8,511.36		\$9,575.00	\$8,640.00			\$10,853.55		\$6,368.35
Education/Outreach		\$17,517.80		\$5,000.00		\$3,000.00						
BASS Grant							\$1,500.00			\$3,000.00		
Insurance		\$1,729.32		\$1,765.00		\$1,834.32		\$1,851.32		\$862.00		\$1,263.00
Secretary Stipend		\$10,000.00		\$10,000.00		\$10,000.00		\$15,000.00		\$10,000.00		\$10,000.00
APMS Social Media						\$1,000.00		\$2,000.00		\$2,000.00		\$2,000.00
Tax Prep/Audit		\$8,000.00		\$6,000.00		\$6,675.00		\$1,500.00		\$3,050.00		\$1,541.07
MISC.		\$809.85		\$879.73	\$4,940.01	\$530.91	\$86.46	\$1,275.30		\$1,677.12		\$6,758.99
Board Travel/Booth Staff		\$1,607.02		\$1,905.56		\$3,780.97						\$209.91
Board Meeting		\$8,868.69		\$4,285.86		\$5,008.07		\$1,636.96				
Totals	\$225,254.15	\$215,224.64	\$184,531.00	\$215,753.42	\$214,086.61	\$221,700.82	\$54,827.21	\$71,172.80	\$107,025.16	\$142,163.44	\$182,317.36	\$159,221.48
Totals - Scholarship Payout	\$225,254.15	\$175,224.64	\$184,531.00	\$165,753.42	\$214,086.61	\$171,700.82	\$54,827.21	\$51,172.80	\$107,025.16	\$122,163.44	\$162,317.36	\$139,221.48



Tips for updating QuickBooks Desktop

You can export a report, change certain formatting, and reimport it into QuickBooks Desktop.

QuickBooks will update and keep these changes:

- 1 Renamed report titles
- 2 Font, Fill, and Number formatting
(in row & column headers only)
- 3 Resized columns
- 4 Renamed column & row headers
- 5 Inserted rows & columns
You must enter text or a formula in the row to preserve it.
- 6 New Excel formulas
The updated report must contain the row associated with y
- 7 Inserted text
Make your new text always appear next to a particular row
the text as a formula (e.g. ="inserted text")

QuickBooks will NOT support these changes:

- Font formatting in n
- Inserted rows that a
- Moved data cells

Desktop report in Excel

ting or add new formulas, and then update it with new QuickBooks c

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	A	B	C	D	E	F	G	H
1						My Company P&L		
2						Profit & Loss		
3						July through August 2012		
4							07/16/12	Aug
5						Ordinary Income/Expense		
6						MONEY IN (aka Income)		
7						40100 - Construction Income		
8						40110 - Design Income	3,054.02	3,90
9						40199 - Less Discounts given	0.00	-4
10						Total 40100 - Construction Income	3,054.02	3,75
11						40500 - Reimbursement Income		
12						40520 - Permit Reimbursement Income	0.00	48
13						Total 40500 - Reimbursement Income	0.00	48
14						Total Income	3,054.02	29,19
15						* Labor Income less Design Income	3,054.02	13,22
16						Cost of Goods Sold		

our formula
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on-header cells*
re left empty

- Renamed date columns
- Deleted columns
- Sorted columns
- Inserted columns in between QuickBooks row headers
- User-def supported updated

1.

I	J
TOTAL	
5,954.02	
-48.35	*
5,905.67	
487.00	
487.00	
5,343.45	
1,596.71	Labor Diff

7

Formulas may not be
collapsed reports when
the same excel sheet

The Aquatic Plant Management Society, Inc.
2022 Income and Expense Report
January through December 2022

	<u>Jan - Dec 22</u>
Ordinary Income/Expense	
Income	
Annual Meeting Income	
Banquet Ticket	486.00
Delegate 1-Day Registration	2,695.00
Delegate Pre-Registration	34,200.00
Delegate Registration	14,125.00
Exhibit Fees	19,500.00
Guest Pre-Registration	465.00
Guest Registration	1,395.00
Sponsorship	<u>54,500.00</u>
Total Annual Meeting Income	127,366.00
Journal Income	
Page Fees	14,325.00
Subscriptions	<u>3,681.22</u>
Total Journal Income	18,006.22
Membership Income	
Individual	12,540.00
Student	232.00
Sustaining	<u>11,000.00</u>
Total Membership Income	23,772.00
Refund	-4,971.46
Scholastic Endowment Income	
Contributions	8,200.00
Golf Outing	450.00
Raffle & Silent Auction	<u>4,523.14</u>
Total Scholastic Endowment Income	<u>13,173.14</u>
Total Income	177,345.90
Expense	
Annual Meeting Expense	
Deposit	46,490.58
Golf Tourney	280.04
Host Chapter Reimbursement	7,420.00
Meeting Planner	6,995.61
President's Reception	8,102.39
Signs	813.78
WSSA Rep Travel	<u>1,391.65</u>
Total Annual Meeting Expense	71,494.05
APMS Blog	2,000.00
Credit Card Merchant Processing	3,643.51
Dues	
CAST	1,500.00
RISE	575.00
WSSA	<u>4,293.35</u>
Total Dues	6,368.35
Insurance	
Board of Dir. & Gen. Liability	1,032.00

The Aquatic Plant Management Society, Inc.
2022 Income and Expense Report
January through December 2022

	<u>Jan - Dec 22</u>	
Insurance - Other	231.00	
Total Insurance	1,263.00	
Interest Expense		
Loan Interest	10,708.22	
Total Interest Expense	10,708.22	
Journal Expense		
Editing	6,953.62	
Editor Stipend	4,000.00	
Manuscripts	185.40	
Journal Expense - Other	5,400.00	EBSCO Refunds
Total Journal Expense	16,539.02	
Licenses and Permits	61.25	
Miscellaneous	2,573.64	
Postal Service		
Postage	156.00	
Supplies	27.83	
Total Postal Service	183.83	
Professional Fees		
Accounting	282.49	
Consulting	2,649.47	
Total Professional Fees	2,931.96	
Repairs		
Computer Repairs	856.93	
Total Repairs	856.93	
Scholastic Endowment Expense		
Graduate Assistantship	20,000.00	
Plaque	1,792.25	
Prizes	3,298.12	
Student Poster Award	600.00	
Student Presentation Award	600.00	
Total Scholastic Endowment Expense	26,290.37	
Secretary Stipend	10,000.00	
Supplies	151.38	
Tax Preperation	1,541.07	
Travel		
Registration Booth Staff	209.91	
Total Travel	209.91	
Website		
Administration	5,560.00	
Website - Other	174.00	
Total Website	5,734.00	
Total Expense	162,550.49	
Net Ordinary Income	14,795.41	
Net Income	<u>14,795.41</u>	

Aquatic Plant Management Society
Midyear Board of Directors Meeting
January 31, 2023

Secretary Report

Submitted by: Amy L. Giannotti

The following tasks have been completed:

Minutes: Uploading and archiving Minutes; working with APEX to streamline order/details of document titles per Jeff's recommendations in old minutes.

Membership & Membership Invoices: Reminder notices for Membership Dues and Sustaining Members will be sent out in March, May, and June 2023, 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 and November 2022 Newsletters were complete and posted to the website. Announcements were made on APMS social media channels with links included. Spring 2023 Newsletter will go out when the Call for Papers is ready to be distributed. You can view the full Newsletter on the web site at <http://www.apms.org/newsletters/>. If you have ideas or suggestions for articles, please let me know.

2022-2023 Expenditures: As outlined in the APMS Operating Manual, I have included a breakdown of AMEX credit card expenditures so far for APMS year 2022-2023 for the Office of the Secretary. Items shaded in gray are expected charges that have not yet been incurred as of January 13, 2023.

	Date	Expense/Expected in Gray	Amount
Amazon	June 29, 2022	Lanyards & badges for APMS 2022 Annual Meeting	\$125.32
--	July 2022	Fuel – travel to APMS 2022	\$153.68
--	July 2022	Parking for APMS 2022/Greenville	\$35.00
Publix	July 17, 2022	Office Supplies for APMS 2022 Registration Desk	\$21.23
NAISMA	October 27, 2022	NAISMA Booth for APMS	\$520.00
Southwest Airlines	December 2, 2022	Airfare to Indianapolis	\$449.97
Hootsuite	January/February 2023	Social Media Management	\$174/year
Hyatt Regency/Indianapolis	January/February 2023	Midyear BOD Meeting (\$149/night + 17% tax)	\$348.66
Hyatt Regency/Indianapolis	July 2023	Annual Meeting (\$169/night + 17% tax) + Airfare	\$790.92 + ~\$700ish

Editor's Report – Dr. Ramon Leon, JAPM Editor

My plan is to get a short 60(2) issue ASAP, and then try to get the 61(1) issue with the other papers we have in process. My goal is to get the journal publishing the issues at the right time 😊. We should have enough papers in the pipeline to accomplish this goal.

For the 2023 articles, we will include a DOI number for all articles. I registered JAPM in the Crossref system, and I am currently coordinating with Allen Press to automatically issue the DOI when the manuscript is accepted.

Also, I have a couple of changes that I want to propose to you. **First, now that the journal is online only, we do not need to continue with the traditional issue-page number system.** We can just use the DOI, while maintaining the separation by year for citations and on the website. This will allow us to upload and publish the manuscript as soon as the editorial process is complete. I get a lot of emails from authors asking when the paper will be published, so they can report it to their employers or include it in their CV.

The second change is to include the name of the AE in charge of the review. This is something that our peer journals are doing. I have no strong feelings about this issue, but I do think that this will recognize more publicly the work that all you do and will give more credibility to the papers, especially considering all those obscure journals and editorial boards that seem to be popping up every other day. Along the same lines, I would like to have a section with the composition of the editorial board on the website. This could be a simple list with name and affiliation, or we could include a small photo and a brief description of expertise.

This year, we'll continue the conversations to determine if we can move the journal to an Open Access format. I have looked at the numbers, and financially this seems to be feasible.

The last item is to remind the Committee to review the articles published in the 2022 issues, so we can determine the outstanding JAPM article.

Because I know all these topics will prompt a lot of discussion, and you already receive a lot of emails, I am going to send a poll, so we can have an idea of what the preferences of the group are before we start a more formal discussion. However, feel free to contact me if you need more details in the meantime.

Thanks so much to all for your hard work and support of the journal.

Best regards,

Ramon

APMS Awards Committee Report

Committee Chair: Ryan Wersal

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

The committee met virtually on November 17, 2022, and now submit the following individuals as nominees for APMS awards. The necessary documentation for the two Honorary Members has been compiled and submitted to Dr. James Leary, Chair of the Bylaws and Resolution Committee for final review.

2023 Awards Candidates

Honorary Members

John Madsen (Nominated by Ryan Wersal)

John Gardner (Nominated by Sam Sardes)

President's Award (Selected by President Hartis)

Max McCowen Friendship Award

Amy Kay (Nominated by Deborah Hofstra)

T. Wayne Miller Distinguished Service Award

Ryan Thum (Nominated by Ryan Wersal)

Outstanding Research/Technical Contributor Award

Mike Greer (Nominated by Bradley Sartain)

Mike demonstrates the true meaning of peer collaboration, partnering and consensus building - at all levels required to contribute, grow, and maintain a credible and influential research organization

Ryan Wersal (Nominated by Jason Ferrell)

Dr. Wersal has built a program on clarifying fundamental ecology principles for common aquatic plants. From pioneering improved sampling techniques to documenting the impact of background nutrients and water depth on plant growth/development, this work has greatly increased our knowledge and understanding of the most troublesome aquatic plants. But what separates Dr. Wersal from the bevy of other academic ecologists is that all his work is ultimately focused on how to improve plant management. His research isn't for the sake of research or for the sake of peer reviewed papers, it is all designed to inform the resource manager. It is designed to understand how to maximize consistency in plant management.

Outstanding Graduate Student Award

No submissions

Outstanding International Contributor Award

Tobias Bickel (Nominated by Deborah Hofstra)

Outstanding JAPM Article (Selected by Editor and Associate Editors)

Respectfully submitted,

A handwritten signature in black ink, reading "R. M. Wersal". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

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

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: Conrad Oberweger

ADDRESS: 7922 NW 71st St. Gainesville, FL 32606

TELEPHONE: 407-325-1720

EMAIL: coberweger@ufl.edu

YEARS OF MEMBERSHIP: 2

NOMINATOR

NAME: Stephen Enloe

TELEPHONE: 352-339-1319

EMAIL: sfenloe@ufl.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.



7922 NW 71st Street
Gainesville, FL 32653
352-392-6841

January 13, 2023

Ryan M. Wersal, Ph.D.
Chair, APMS Awards Committee
Associate Professor - Aquatic Weed Science
Minnesota State University, Mankato
Department of Biological Sciences
143 Trafton Science Center S

Dear Dr Wersal,

The purpose of this letter is to nominate Conrad Oberweger for the Aquatic Plant Management Society Outstanding Graduate Student Award. I have known Conrad since 2018, when he began working with my lab group at the UF/IFAS Center for Aquatic and Invasive Plants, during his undergraduate program at UF. I quickly saw his potential and offered him a graduate research assistantship as a Master's student in my program. I had high expectations in him and he has not disappointed. As a senior at UF, Conrad demonstrated a high degree of intellect, maturity and responsibility that I rarely see in undergraduates. I was able to put him in charge of a very intensive mesocosm study that literally got him a year ahead in his MS research. He was also awarded a WSSA John Jachetta Undergraduate Research Award and has not slowed down since. He has moved four major studies forward, balancing his academics with a mix of laboratory, greenhouse, and field work.

Conrad exemplifies the qualities we seek in graduate students and his contributions to the field of aquatic plant management are already making an impact. His work on a triclopyr acid formulation labeled in aquatics is raising the bar on triclopyr environmental stewardship. He has identified pathways of non-target injury for triclopyr in wetlands, isolating triclopyr release from flooding and not root exudation as the primary driver when problems arise. He has proposed and field tested alternative triclopyr application strategies to prevent non target damage and is set to complete this work in time for presentation at APMS 2023.

Conrad possesses excellent oral and written communication skills and has presented at APMS in 2021 and 2022. He has also placed 2nd in graduate student paper competitions at the Florida Aquatic Plant Management Society and the Southern Weed Science Society. He is set to defend his thesis in February 2023 and is on track to graduate in May. He is currently working on five manuscripts for publication, four from his MS research. I expect three of these to be submitted to JAPMS in 2023.

Finally, Conrad exhibits strong collegiality and has been a leader among graduate students at CAIP over the last two years. He is an extremely friendly individual and has worked well with everyone I have placed him with. I would also like to mention something about him that I have rarely experienced before. As a graduate student, Conrad inspires me to be a better advisor and professor. He is so on top of his projects with such a high degree of professionalism that you just want to go the extra mile for him. That quality is rare and I look forward to seeing his career progress after he leaves my program.

Thank you again for consideration of this nomination. I believe he is truly worthy of this award. Please feel free to reach out to me if you have any additional questions.

Regards,

A handwritten signature in black ink that reads "Stephen F. Enloe". The signature is written in a cursive, flowing style.

Stephen F. Enloe
Professor, UF/IFAS Center for Aquatic and Invasive Plants
University of Florida
352-339-1319
sfenloe@ufl.edu

Conrad Amadeus Oberweger

Email: Coberweger@ufl.edu

Phone: 407-325-1720

EDUCATION AND ACADEMIC PROGRAMS

University of Florida, Gainesville, Florida (2021-Present)

Seeking a Master of Science (thesis) degree in Agronomy

Seeking a graduate certificate in Weed Science

Expected graduation in May 2023

University of Florida, Gainesville, Florida (2017-2021)

Bachelor of Arts degree in Environmental Science

Minor in Soil and Water Science

Minor in Agricultural and Natural Resource Law

Diploma received in 2021

Dr. Phillips High School, Orlando, Florida

Diploma received in 2017

WORK EXPERIENCE

Graduate Research Assistant- UF/IFAS, Center for Aquatic and Invasive Plants (CAIP)

- 08/01/2021 - Present

Responsibilities and Experiences:

- Designed and conducted field and greenhouse research trials for improving herbicide efficacy and reducing non-target damage
- Conducted aquatic, wetland, and terrestrial vegetation surveys
- Recorded data in various field conditions and performed statistical analyses in RStudio to determine the effect of treatments
- Participated in extension activities by disseminating UF/IFAS research to the invasive plant industry through presentations of scientific information at meetings and conferences
- Performed water quality sampling and analyses with mass spectrometry for the quantification of pesticides in water samples
- Developed proposals, extension documents and research articles to enhance the dissemination of novel herbicide research to the public
- Collaborated and networked with partners at public and private agencies to enhance the development of research projects and to promote public awareness on invasive plant management
- Specific chemical control activities included conducting foliar, basal bark, cut-stump, girdle, hack and squirt, poodle cut, surface and submersed herbicide applications for the control of invasive plant species
- Aided additional staff in the weed science program as well as other faculty programs at CAIP by supporting the execution and evaluation of additional research and extension projects

Undergraduate Research Assistant- UF/IFAS, Center for Aquatic and Invasive Plants

- 08/01/2018 - 07/31/2021

Responsibilities and Experiences:

- Carried out horticultural care of plants used for experiments by seeding, potting, fertilizing, and watering when needed
- Provided maintenance to greenhouses and outdoor growing facilities through activities consisting of weed control, relaying heaters, pressure washing and mowing
- Assisted in experimental trials by following the directions of research scientists, enacting consistency across replication and collecting data from field experiments
- Mixed herbicides, insecticides, and other research chemicals in a laboratory setting
- Independently applied herbicides and insecticides through foliar applications
- Frequent use both on and off campus of 4-wheel drive University of Florida vehicles, regularly annotated mileage and assisted in maintenance of vehicles

Customer Service Associate- Publix Supermarkets

- 08/20/2012 - 08/15-2017

Responsibilities and Experience:

- Provided premier customer service and supported management by resolving customer complaints and food-related issues
- Handled tender accurately by maintaining cash stock and inventory balances, regularly created accurate monetary reports and records for upper level management
- Refilled and rotated items on shelves to maintain well-stocked inventory, unloaded boxes from shipments exceeding 50 pounds, and coordinated with associates to assure store conditions met customer standards
- Trained new associates in customer service and grocery departments
- Worked as a team leader and maintained a focus on assuring a clean and welcoming environment for customers
- Gained experience in food processing, marketing, communication, resource allocation and strategies to sustainability eliminate byproducts and waste

SERVICE

Florida Lakewatch Association

- Member of Florida Lakewatch Association since November of 2019
- Trained volunteer responsible for taking monthly water quality samples of Lake Tucker in Orlando, Florida
- Collected and filtered lake water to obtain algae samples fit for lab processing
- Obtained additional water samples to test nitrogen and phosphate loads
- Provided monthly Secchi disk readings (water clarity readings)

Nerhling Gardens, Gotha, FL

- Assisted in setting up and organizing stakeholder meetings
- Tended to the property by providing general maintenance and invasive species removal

- Provided upkeep for greenhouses and gardens

Bay Lakes Park, Orlando, FL

- Participated in restoration activities that promoted the growth of native species
- Regularly assisted in maintaining the ecological stability of aquatic habitats
- Supported the homeowner's association by organizing and participating in annual public events

Sigma Chi Fraternity, Gainesville, FL

- Member of Sigma Chi Fraternity since September of 2017
- Assisted in conducting cleanup activities on local community roads
- Contributed weekly to voting and election processes for the local chapter
- Promoted and participated in philanthropic events such as Dance Marathon and fundraisers for the Huntsman Cancer Foundation

INSTRUMENTATION EXPERIENCE

- Proficient knowledge of computers and software including RStudio, Microsoft Excel, Word, PowerPoint, Outlook, and Adobe
- Experienced with GPS technology, Arc GIS Pro, and Q GIS software for polygon mapping
- Jon-boat, airboat, swamp buggy, and ATV operation experience
- Ability to follow laboratory procedures and operate laboratory equipment

CONFERENCE PRESENTATIONS

- Aquatic Plant Management Society, 2022. Greenville, SC. Title: Chemical Control of Brazilian Peppertree (*Schinus terebinthifolia*) in Areas of Freshwater and Brackish Inundation.
- Aquatic Plant Management Society, 2021. New Orleans, FL. Title: Mechanisms of Triclopyr Non-Target Injury Following Basal Bark Treatments.
- Aquatic Weed Control Short Course- UF/IFAS Extension, 2022. Orlando, FL. Title: Triclopyr Use in Upland Settings: Overcoming Triclopyr Confusion.
- Florida Aquatic Plant Management Society, 2022. Daytona, FL. Title: Evaluating Modified Basal Bark Band Heights to Enhance Triclopyr Efficacy.
- North American Invasive Species Management Association, 2022. Title: Evaluating Modified Basal Bark Band Heights to Enhance Triclopyr Efficacy.
- Florida Aquatic Plant Management Society, 2021. St. Petersburg, FL. Title: Mechanisms of Triclopyr Non-Target Injury Following Basal Bark Treatments.
- Florida Weed Science Society, 2021. Online. Title: Mechanisms of Triclopyr Non-Target Injury Following Basal Bark Treatments.

- Southern Weed Science Society, 2022. Austin, TX. (Title: Evaluating the Efficacy and Non-Target Injury Potential of Triclopyr When Applied as a Basal Bark Treatment).

AWARDS

- Awarded the 2021 John Jachetta Undergraduate Research Award from the Weed Science Society of America (WSSA)
- Placed second in the 2021 student presentation competition for the Florida Aquatic Plant Management Society (FAPMS) conference
- Awarded second place in the 2022 student Master of Science paper competition at the Southern Weed Science Society (SWSS) conference
- Awarded with a travel grant in 2022 from the University of Florida's Graduate Student Council to support the dissemination of UF/IFAS research to the public
- Awarded Associate of the month at Publix Supermarkets for March of 2016

MANUSCRIPTS IN PREPARATION

- Oberweger C, Enloe SF, Sperry BP, Prince C. Basal Bark Applications with Triclopyr and the Potential for Non-Target Injury through the Pathway of Flooding. To be submitted to the Journal of Aquatic Plant Management.
 - Oberweger C, Enloe SF, Sperry BP, Prince C. Evaluation of three Native Species Responses to Triclopyr with in water applications. To be submitted to the Journal of Aquatic Plant Management.
 - Oberweger C, Prince C, Enloe SF. Chemical Control of Brazilian peppertree (*Schinus terebinthifolia*) in Areas of Freshwater and Brackish Inundation. To be submitted to the Journal of Aquatic Plant Management.
 - Oberweger C, Enloe SF, Sperry BP, Prince C. Basal Bark Applications with Triclopyr and the Potential for Non-Target Injury through the Pathway of Root Exudation. To be submitted to Invasive Plant Science and Management.
 - Oberweger C, Enloe SF, Sperry BP, Prince C. Evaluating Modified Basal Bark Band Heights to Enhance Triclopyr Efficacy. To be submitted to Invasive Plant Science and Management.
-

UF/IFAS
Agronomy Department
Center for Aquatic and Invasive Plants

Dr. Candice Prince
7922 NW 71st St
Gainesville, FL 32653
352-392-9614
cprince14@ufl.edu

January 14, 2023

Dear Dr. Wersal:

It is my pleasure to recommend Conrad Oberweger for the Aquatic Plant Management Society's Outstanding Graduate Student Award. I first met Conrad in 2019 when I was a lab manager for Dr. Stephen Enloe at the UF/IFAS Center for Aquatic and Invasive Plants (CAIP). Conrad worked under my supervision as an undergraduate research assistant. I serve on his graduate committee in my current position as an Assistant Professor of Agronomy. Conrad is one of the very best graduate researchers that I have worked with and continually impresses me with his maturity and research skills.

Overall, Conrad is highly intelligent and mature. He easily balances multiple research projects with classes and is eager to take on extra responsibility. For example, he volunteered to work with me on a research project that is outside of his thesis work and is currently leading the effort to write a manuscript for peer-review. Conrad has also presented eight conference talks during his time in graduate school, regularly assists other graduate students with their research, and volunteers to collect monthly water samples for the UF/IFAS Florida LAKEWATCH program. In addition, he has taken two of my graduate courses at UF (Aquatic Plant Management and Upland Invasive Plant Management). Each time, I was impressed with the quality of his assignments – he was usually the highest scoring student. He has told me that his goal in graduate school is to learn as much as possible, and from what I can tell he is more than succeeding in this goal.

On a personal level, Conrad is a well-disciplined, dependable student who is pleasant to be around. He communicates well and demonstrates good teamwork skills when working with other student researchers, and has taken on a mentorship role to our newer graduate students at CAIP. In addition, Conrad maintains a positive attitude even when working long hours under hot, uncomfortable conditions in the greenhouse. Based on my experiences with him, Conrad is unquestionably a great candidate for the APMS Outstanding Graduate Student Award. Please do not hesitate to contact me at 321-446-1035 or cprince14@ufl.edu if any further information is needed.

Sincerely,



Candice Prince



Institute of Food and Agricultural Sciences
Center for Aquatic and Invasive Plants

7922 NW 71st Street
Gainesville, FL 32653-3071
352-392-6807
<http://plants.ifas.ufl.edu/>

January 15, 2023

Dear APMS Awards Committee,

It is a pleasure to support Conrad Oberweger for the 2023 Aquatic Plant Management Society's Outstanding Graduate Student Award. I had the opportunity to work with Conrad during his time as an undergraduate research assistant at the UF Center for Aquatic and Invasive Plants as well as to serve as a committee member on his MS committee. I have worked closely with several students over the past several years, but never with someone of Conrad's caliber. Conrad is highly motivated and wants to make a difference. In his research, he is intelligent, curious, well-versed in the literature, organized, and timely. He has an impressive level of experience giving technical presentations at professional meetings. Not only has he given many presentations, but he also has a natural talent of delivering complex technical information in a form that can be easily digested by the audience. Evidence for this is also well reflected by the several awards he has received across multiple societies in student paper competitions. I have also worked with Conrad on his statistics and writing for his thesis. It is clear that he possesses the characteristics of an up-and-coming writer that will significantly contribute to the peer-reviewed literature, especially to the Journal of Aquatic Plant Management.

While Conrad's technical experience is of high enough quantity and quality to be considered for this award, I feel that technical competence is not the most important trait of a student for this award. There are two additional attributes Conrad has that must also be considered: 1) professionalism and 2) future direction. As a colleague, he is courteous and extremely professional. Conrad is well respected among the students, staff, and faculty at the Center. This is what drove me to heavily recruit him as a potential Ph.D. student or employee (full disclosure; but still to be determined pending his other options in this field). Conrad is someone I want to have as a colleague in the future. The second attribute of future direction is a sensitive subject in the APM field. There is a long history (and current issue) in APMS of training many students annually that leave the field. Essentially, we invest in students heavily in this discipline but for some reason can only retain a small percentage of them. That is not the case with Conrad as he wants to stay in the aquatic plant management field.

Conrad is very deserving of this award. I expect to see him not only as a member of this society, but a leader in the field of aquatic plant management within the next 10 years.

Sincerely,

Benjamin Sperry

Benjamin P. Sperry, Ph.D.
Research Biologist & Courtesy Assistant Professor
US Army Engineer Research and Development Center
University of Florida Center for Aquatic and Invasive Plants
bpsperry@ufl.edu | 352-400-2562

Bylaws Committee – Dr. James Leary, Chair

Two separate nominations for honorary membership were received on Nov. 22, and Dec. 07, 2022. The Chair of the Bylaws and Resolutions Committee reviewed and approved the applications for meeting the criteria to be eligible and notified the secretary and president on Dec. 20, 2022.

Currently, the Bylaws and Resolutions Committee is deficient of member to meet the requirement of “no less than five (5) member in good standing”. We are actively recruiting to bring in new members to serve on the committee

Submitted By: James Leary (Chair)

James Leary PhD | Assistant Professor
Agronomy Department | Center for Aquatic and Invasive Plants
University of Florida | Institute of Food and Agricultural Sciences
7922 NW 71st St., Gainesville, FL 32653

Education and Outreach Committee Report – Dr. Brett Hartis

The committee has begun working with Apex to develop a way to better handle payments, etc. The main item we are working on is developing a “shopping cart” for registration which includes the items below. Discussion needs to be had at our meeting to finalize these buckets (and add additional) so we can be setup for our annual meeting.

Membership:

- Individual
- Sustaining
- Student
- Honorary

Registration:

- Delegate
- Student
- One-day only (specify the day & remember if day of banquet that meal charges should be added on)
- Guest
- Banquet tickets only (adult and child – one attendee brought family members that attended banquet only and had some children with them...we need a way to account for this financially and for food order for Bill...that was almost a disaster – not the family, but the fact that we didn’t have a system in place to get this addressed ahead of time for the kitchen to prepare...almost ran out of food..and did run out of some dishes)

Sponsor:

Exhibitor:

Other:

- Golf or recreational outing
- Raffles (\$5 each or 5 for \$20)
- Scholastic Endowment donation (\$200)
- Option for companies (not individuals) to be Sustaining Members – ask Justin about this; most Sustaining Members ARE companies
- 50% of Sustaining Membership Dues goes directly to MDN Scholarship

We are also in process of adding descriptions to the list of committees and a description to the website. Originally, we wanted to point to the Ops manual by clicking on each committee, but there are issues with this (members only log-in, etc). David with Apex is coming up with a solution.

Lastly, we are working on getting photos and bios for those missing from the honorary members list.

Still need photos and bios for –

2006 – David Sutton

2016 – Jim Schmidt

2021 – Kurt Getsinger

2021 – John Rodgers, Jr.

2021 – Terry Goldsby

2020 – Ken Manuel

2020 – Steve Brewer

2020 – Linda Nelson

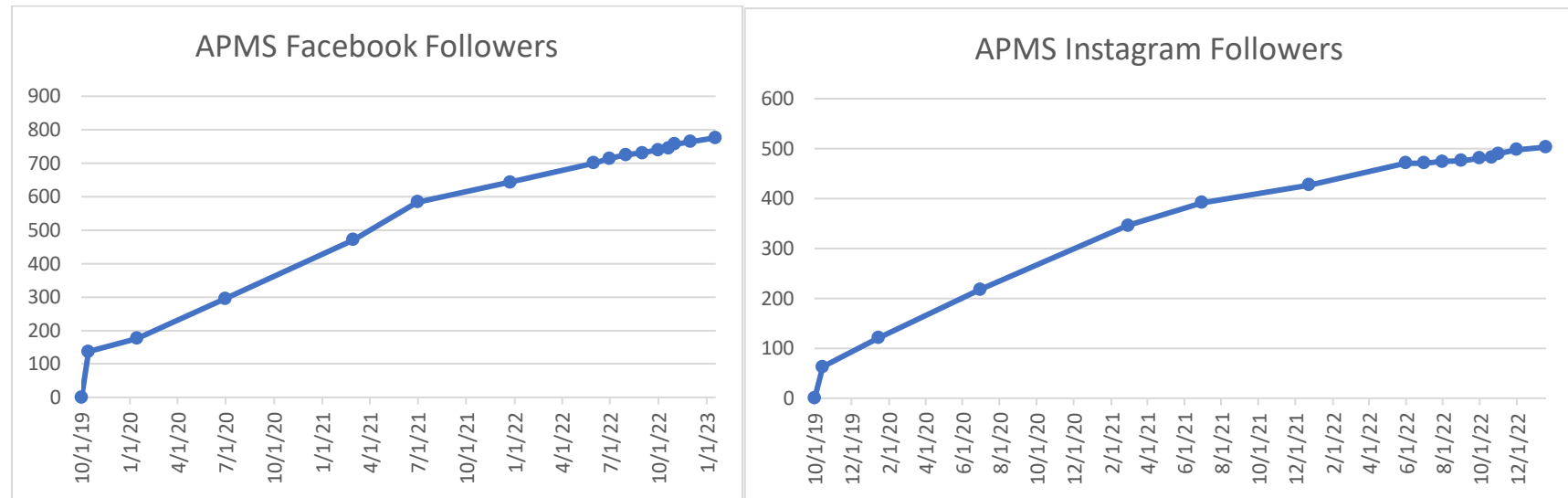
2019 – Eric P. Barkemeyer

Social Media Outreach Updates - Amy Giannotti & John Madsen (LinkedIn Group)

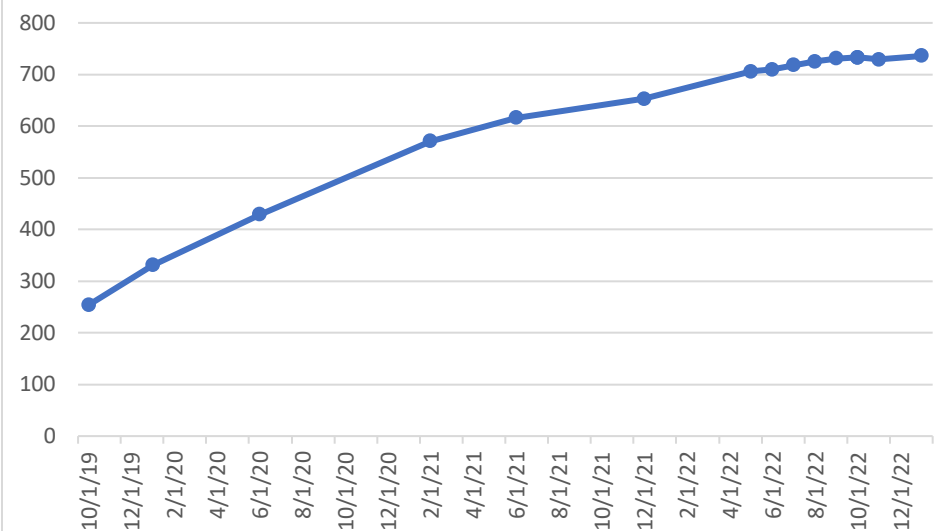
LinkedIn: The APMS Group on LinkedIn has 1580 members, which is an increase from last year. The analytics have changed for “Groups”, so detailed metrics are not available.

Number of Followers								
Account	10/1/19	10/14/19	1/14/20	6/30/20	2/28/21	6/30/21	12/31/21	1/17/23
Facebook	0	137	176	295	471	488/584	535/643	645/776f
Instagram	0	63	121	218	346	392	427	503
Twitter	254	--	331	429	571	616	653	736

All accounts are growing numbers of followers and expanding the reach of APMS.



APMS Twitter Followers



January 5, 2023

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

From: Dean Jones

Subject: Exhibits Report

Committee Members: Dean Jones, Todd Olson, Carl Della Torre, and Matt Johnson

This report summarizes exhibitor and sponsor participation for the meeting last July in Greenville, SC.

Exhibitors

Twenty-three exhibitors attended the meeting. Three of attendees were non-profit entities. The total income generated for APMS from Exhibitors was \$17,000. Exhibitor participation is on par with the historical numbers.

Sponsors

Sixteen sponsors contributed to the 2022 APMS meeting in Greenville, SC including one Platinum Sponsors (UPL NA) and three Gold Sponsors (Alligare, SePRO and Syngenta). There was also nine Bronze Sponsors and three Contributors. The total income to APMS from sponsors for the 2022 Annual Meeting was \$56,500. Sponsor participation is also very similar to the historical numbers.

Historical Summary

The total revenues generated from exhibitor and sponsor participation for the 2022 meeting is \$73,500. The following tables provides a comparison for sponsor and exhibitor contributions over the last 11 years. This is \$2,500 more than the 11-year average.

			Funding Source, Amount & Percentage for Meeting						Meeting Cost Analysis		
Year	Venue	Attend	Sponsor	%	Exhibitor	%	Registration	%	Income	Expense	Net
2021	New Orleans	85	39,300	49	7,200	9	33,130	42	79,630	53,609	26,021
2019	San Diego	202	53,389	49	18,400	17	36,900	34	110,089	95,558	14,531
2018	Buffalo	201	56,183	55	14,400	14	31,315	31	101,898	83,134	18,764
2017	Daytona Beach	217	71,065	56	18,400	14	38,880	30	128,345	80,447	47,898
2016	Grand Rapids	172	45,360	52	15,400	17	27,021	31	87,781	64,406	23,375
2015	Myrtle Beach	248	47,712	43	18,200	16	45,620	41	111,532	121,644	- 10,112
2014	Savannah	213	49,739	47	19,600	19	36,495	34	105,834	95,588	10,246
2013	San Antonio	208	52,472	48	18,900	18	37,180	34	108,552	85,598	22,954
2012	Salt Lake City	160	50,750	52	17,500	18	29,540	30	97,790	81,839	15,951
2011	Baltimore	180	59,652	55	16,800	15	32,860	30	109,312	97,009	12,303
2010	Bonita Springs	286	74,263	54	15,505	11	48,290	35	138,058	107,099	30,959
	Average	197	54,535	51	16,391	15	36,112	34	107,166	87,812	19,354

FINANC COMMITTEE REPORT JANUARY 30, 2023

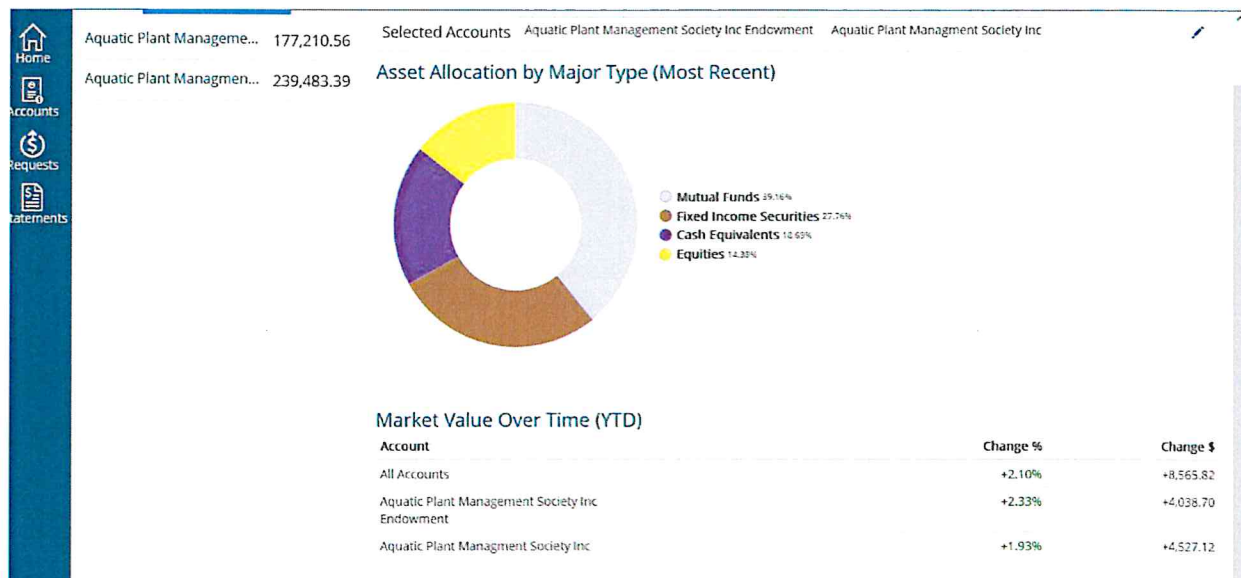
ANDY FUHRMAN COMMITTEE CHAIR

The Following is the summary through January, 2023

The total in our investment accounts is \$416,693.95 up \$7,933.98 since the November 14 report

Aquatic Plant Account- \$239,483.39- this account is up \$4,038.70 in 2023

Aquatic Endowment Account- \$177,210.56 - this account is up \$4,527.12 in 2023



Aquatic Plant Management Society Inc-

[Summary](#) [Holdings](#) [Performance](#) [Transactions](#) [Pending Transactions](#)

Account Balance Available Cash
\$239,483.39 \$27,907.69

My Portfolio Actual Allocation



Asset Class	Percentage	Market Value
Equities	21.57%	51,649
Fixed Income Securities	21.91%	52,478
Cash Equivalents	22.09%	52,908
Mutual Funds	34.43%	82,449
Portfolio Total	100.00%	239,483

Portfolio Performance (Previous Year)

Total Account Composite Index
-11.84% 0.00%

Contact Us

Admin Officer
Beverly J Hudson
beverly.hudson@thestatebank.com
810-714-3977
PO Box 725
Fenton, Michigan 48430-0725

Aquatic Plant Management Society Inc Endowment-

[Summary](#) [Holdings](#) [Performance](#) [Transactions](#) [Pending Transactions](#)

Account Balance Available Cash
\$177,210.56 \$14,971.76

My Portfolio Actual Allocation



Asset Class	Percentage	Market Value
Equities	4.67%	8,284
Cash Equivalents	14.09%	24,972
Fixed Income Securities	35.67%	63,207
Mutual Funds	45.57%	80,748
Portfolio Total	100.00%	177,211

Portfolio Performance (Previous Year)

Total Account Composite Index
-14.10% 0.00%

Contact Us

Admin Officer
Beverly J Hudson
beverly.hudson@thestatebank.com
810-714-3977
PO Box 725
Fenton, Michigan 48430-0725

Aquatic Plant Managment Society Inc-

Summary Holdings Performance Transactions Pending Transactions

Performance Report

Asset Class: Account

Date Range: YTD 1M 3M 6M 1Y 3Y 5Y

Print

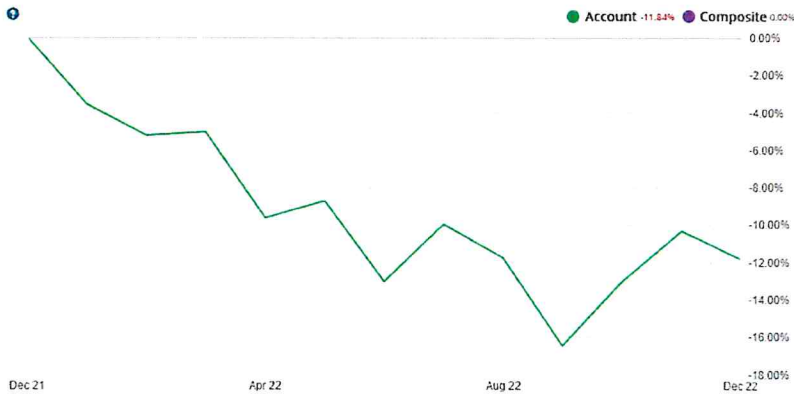
Returns

Total Account
-11.84%

Composite Index
0.00%

Account Performance

Beginning MV (1/1/2022)	\$286,573.80
Net Change	-19,100.00
Additions	0.00
Subtractions	-19,100.00
Ending MV (12/31/2022)	\$235,295.26
Net Change in MV	-\$32,178.54



Aquatic Plant Management Society Inc Endowment-

Summary Holdings Performance Transactions Pending Transactions

Performance Report

Asset Class: Account

Date Range: YTD 1M 3M 6M 1Y 3Y 5Y

Print

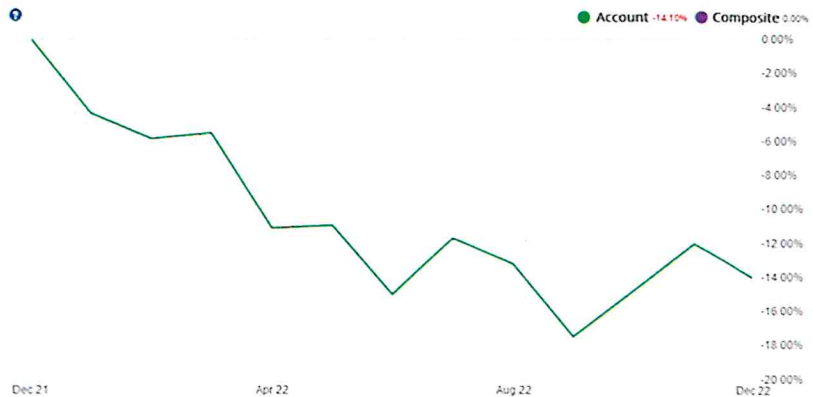
Returns

Total Account
-14.10%

Composite Index
0.00%

Account Performance

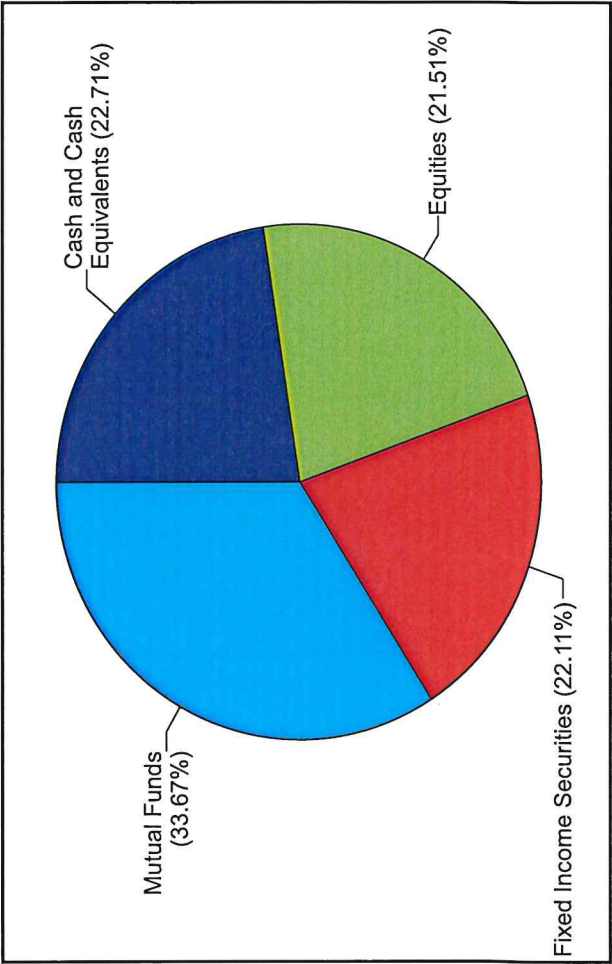
Beginning MV (1/1/2022)	\$187,272.64
Net Change	13,900.00
Additions	14,000.00
Subtractions	-100.00
Ending MV (12/31/2022)	\$173,378.29
Net Change in MV	-\$27,794.35





Account: 540

Asset Composition	12/31/2021 Valuation	% of Account	12/31/2022 Valuation	% of Account	Change in Value (\$)
Cash and Cash Equivalents	774.83	0.27	53,351.35	22.71	52,576.52
Equities	57,972.41	20.24	50,537.72	21.51	-7,434.69
Fixed Income Securities	105,562.92	36.85	51,945.59	22.11	-53,617.33
Mutual Funds	122,169.88	42.64	79,121.61	33.67	-43,048.27
Grand Total	286,480.04	100.00	234,956.27	100.00	-51,523.77



Aquatic Plant Management Society Inc



Account Overview

Account: 540

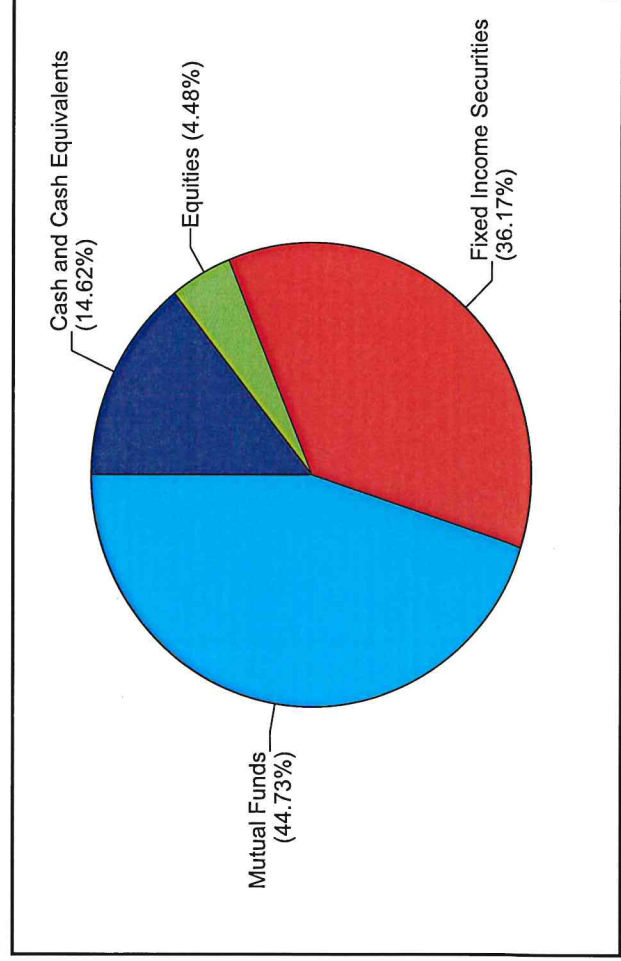
01/01/2022 to 12/31/2022

Account Value Change		Account Activity	
Beginning Account Value	\$286,480.04	Cash Receipts	
Account Activity for Period	(\$16,714.54)	Dividend - Ordinary	\$4,365.99
Realized Gains/Losses	\$7,794.74	Interest - Corporate	\$248.18
Unrealized Gains/Losses	(\$42,603.97)	Cash Receipts Total	\$4,614.17
Ending Account Value	\$234,956.27	Cash Disbursements	
Realized Gain/Loss Summary		Disbursement to or for Beneficiary	(\$19,000.00)
Long Term	\$13,562.33	Expense - Fiduciary Fees	(\$100.00)
Short Term	\$20.94	Trust Department Quarterly Fee	(\$2,228.71)
	\$13,583.27	Cash Disbursements Total	(\$21,328.71)
		Grand Total	(\$16,714.54)
Long Term	(\$5,264.45)		
Short Term	(\$524.08)		
	(\$5,788.53)		
Net Realized Gain/Loss	\$7,794.74		



Account: 550

Asset Composition	12/31/2021 Valuation	% of Account	12/31/2022 Valuation	% of Account	Change in Value (\$)
Cash and Cash Equivalents	3,458.70	1.85	25,316.47	14.62	21,857.77
Equities	8,320.73	4.44	7,756.40	4.48	-564.33
Fixed Income Securities	70,830.82	37.84	62,639.23	36.17	-8,191.59
Mutual Funds	104,599.61	55.87	77,459.76	44.73	-27,139.85
Grand Total	187,209.86	100.00	173,171.86	100.00	-14,038.00



Aquatic Plant Management Society Inc Endowmen



Account Overview

Account: 550

01/01/2022 to 12/31/2022

Account Value Change

Beginning Account Value	\$187,209.86
Account Activity for Period	\$15,105.36
Realized Gains/Losses	\$4,535.94
Unrealized Gains/Losses	(\$33,679.30)
Ending Account Value	\$173,171.86

Realized Gain/Loss Summary

Long Term	\$7,571.86
Short Term	\$64.53
	<u>\$7,636.39</u>
Long Term	(\$3,031.20)
Short Term	(\$69.25)
	<u>(\$3,100.45)</u>

Net Realized Gain/Loss

\$4,535.94

Account Activity

Cash Receipts	
Contribution - Deposit to Account	\$14,000.00
Dividend - Ordinary	\$2,332.23
Interest - Corporate	\$165.45
Interest - US Gov't Bond (State Tax Exempt)	\$200.00
Interest - US Treasury	\$150.00
Cash Receipts Total	<u>\$16,847.68</u>

Cash Disbursements

Accrued Interest Purchased	(\$38.32)
Expense - Fiduciary Fees	(\$100.00)
Trust Department Quarterly Fee	(\$1,604.00)
Cash Disbursements Total	<u>(\$1,742.32)</u>
Grand Total	<u><u>\$15,105.36</u></u>



www.apms.org

January 9, 2023 Board of Director Mid-Year Board Meeting

Membership Committee Report

One initiative that the committee has is to develop a more extensive list of professional applicators. Our committee is finalizing the contact list for the agencies by state for who oversees the licensing process by state. These should be finalized by the end of the month. We plan to electronically send the letter included in this report to each of these contacts by the end of January. We will follow up with a second request 2 weeks later. A final attempt with phone calls will be made one week after that.

As part of this effort, we will also invite the agencies that oversee the licensing process. Once we get through this process, we will work on identifying other government agencies that are responsible for aquatic plant management efforts and permitting. Finally, we will work on students and academia along with the Student Affairs committee.

Gray Turnage – LA, MS, AL, GA, TN, KY, AR – Thank you for offering!

Mirella Ortiz – AZ, CA, CO, ID, OR, NV, NM, MT, UT, WA, and WY– Thank you for offering!

Candice Prince, Amy Giannotti, and Jeremy Slade – FL, SC, NC, VA, WV, MD, DE, NJ, CT, RI, MA, NY, VT, NH, and ME.

Amy Kay, Brian Isaacs, and Matthew Johnson – ND, SD, NE, KS, OK, TX, MN, IA, MO, WI, IL, MI, IN, OH, and PA

This initial list does not include Hawaii or Alaska, but we can work on those as well if desired.

We should have a good feel for the level of success of this effort by the end of February. Depending on the size of the list, we can then determine what we do with these contacts. At a minimum, we should consider an electronic marketing campaign to encourage membership and conference attendance. I still feel that receiving physical mail is going to be more successful in a campaign where folks may have never heard of our society. We will evaluate and provide an update to the board when we know the size of the list we are dealing with.

Respectfully Submitted: Matthew Johnson (Chair), Jeremy Slade, Amy Giannotti, Gray Turnage, Amy Kay, Mirella Ortiz, Brian Isaacs, and Candice Prince.



THE AQUATIC PLANT MANAGEMENT SOCIETY, Inc.

December 19, 2022

Dear "State Licensing Administrator",

The Aquatic Plant Management Society, Inc. (APMS) is a professional organization of scientists, educators, students, commercial pesticide applicators, state and federal administrators, and individuals interested in the management and study of aquatic plants and algae on public lands and private property. APMS is a respected source of expertise in the field of biological, mechanical, and chemical aquatic plant management. Through annual meetings, newsletters, the Journal of Aquatic Plant Management, in-person and online educational outreach, members keep abreast of the latest developments in this field which constantly changes.

The objectives of the APMS are to assist in promoting the management of nuisance aquatic plants and harmful algae, to provide scientific advancement of members of the society, to encourage scientific research, to promote university research grant, and to extend and develop public interest in the aquatic plant science discipline. Our mission is to provide a forum for the discovery and dissemination of scientific information that advances aquatic plant and algae management policy and practice.

The APMS membership committee is working on an effort to publicize our non-profit organization to those that work in this discipline across the United States. **We are requesting you provide a contact list of the licensed aquatic pesticide applicators and businesses in your state.** If it can be found on a website, could you please provide that site for us. Let us know as well if there is a cost for obtaining the list of pesticide applicators. We will only send information to them promoting our annual conference and benefits of being a member of APMS. Please consider providing this contact list to us, and trust that we will keep it highly confidential and only accessible by our Board of Directors.

Our committee is also inviting you and your staff to become members and regular attendees of our annual conference. The 2023 Annual Meeting will be held at the Hyatt Regency, Indianapolis, IN July 24-27. We feel that knowledge of the most current and innovative management tools in the industry is invaluable to those responsible for sustaining and managing the world's most precious resource...water. Please visit our website www.apms.org and like, follow, and share our content on social media (Twitter, Instagram, LinkedIn, and Facebook) and learn more about what we do and how you can benefit from this partnership/cooperative effort. Our committee will follow-up in the next few weeks if we do not hear back.

Sincerely,



Matthew K. Johnson

2022-'23 APMS Membership Chair

2022-2023 Membership Committee:

Matthew Johnson – Chairman – mattj@aquaticcontrol.com – 812-497-2410

Jeremy Slade – jeremy.slade@upl-ltd.com – 662-617-4571

Amy Giannotti – amy@aquastemconsulting.com – 407-603-0700

Gray Turnage, Ph.D. – gturnage@GRI.MsState.Edu – 662-325-7527

Amy Kay – akay@clarke.com – 715-891-6798

Brian Isaacs – briani@aquaticcontrol.com – 812-497-2410

Mirella Ortiz, Ph.D. – Mirella.ortiz@usu.edu – 435-797-0139

Candice Prince, Ph.D. – cprince14@ufl.edu – 352-392-9614

Dear APMS Board of Directors,

The Nominating Committee has identified a proposed slate of candidates for the next iteration of the Board: two Director positions, and a Vice President (for the Presidential Cycle).

The Committee took care to consider the current composition of the Board, as well as who would be rotating off. The Committee made it a priority to identify a slate that represented a diverse set of stakeholders and members within the aquatic plant management community. The Ops Manual explicitly recommends that the Board balance Directors across the seven geographical regions that make up the regional chapters. We also made an effort to balance academia, industry, and government/agency, and gender.

For the Vice President nomination, the Committee felt that it was important to consider candidates with current or recent experience with the Board of Directors; either as a Director or an active Committee Chair or Special Representative. We believe that familiarity with how the Board operates is important for a leadership position on the Board of Directors. This naturally limits the pool of candidates for the VP role, but there were several viable candidates. It is also important to point out that APMS has only had two female Presidents in its history.

We first approached Amy Ferriter for the VP role. Amy gave it some careful consideration, but politely declined in the end. She mentioned that she would consider it again some time in the future, and we recommend that Nominating Committees in the next few cycles consider Amy for the VP position.

There were several viable candidates for Director that we did not put on our proposed slate at this time, and we encourage the next Nominating Committee to consider these when they make their recommendations next year. These include: JJ Ferris (MSAPMS), Amy Smagula (NEAPMS), and Nathalie Visscher (FAPMS). I can provide contact information for these if needed.

The proposed nominees all meet the requirements for their nominated positions. We trust that you will find them highly qualified, and their bios appear at the end of this document.

Assuming the proposed slate of nominees is confirmed, and considering the rotation of current members off of the Board (Thum, Haug, and Greer), the estimated new Board composition with respect to region/chapter would be (note, some Directors likely represent multiple chapters, so the numbers don't add up to the number of Board members): FAPMS – 4, MSAPMS – 3, SCAPMS – 2, WAPMS – 2, TAPMS – 1, MAPMS – 1, and NEAPMS – 0. We therefore recommend that next year's Nominating Committee focus on recruiting a Director from NEAPMS.

The new Board composition with respect to gender would be three female and nine male, which is the same distribution as the current Board. Next year's Committee might consider increasing the gender diversity represented on the Board.

Finally, the Nominating Committee considered recruiting as a Director someone with a focus/emphasis on algae. One of our candidates loosely fits that criteria, but the Committee may wish to consider another person with emphasis on algae in the next cycle. Alyssa Colomeni was one person that came to mind for this year's Committee.

Proposed Slate –

Vice President – Lyn Gettys (University of Florida; FAPMS)

Dr. Lyn Gettys is an Associate Professor of Agronomy (Aquatic and Wetland Plant Science) and has been based at the University of Florida IFAS Fort Lauderdale Research and Education Center in Davie since 2012. Prior to that, she spent more than four years working with Dr. Bill Haller as a post-doctoral researcher and a Research Assistant Scientist at the UF/IFAS Center for Aquatic and Invasive Plants in Gainesville. She holds a bachelor's degree in horticulture from the University of Florida, a master's degree in plant breeding from North Carolina State University and a Ph.D. in plant genetics from the University of Florida. Dr. Gettys' research is focused on the biology and ecology of native and introduced aquatic and wetland plants and evaluation of control methods for managing invasive species. She coordinates the UF/IFAS Aquatic Weed Control Short Course, which draws around 500 attendees annually. She also has statewide Extension responsibilities for aquatic weed control. Dr. Gettys has authored or co-authored more than 260 publications, including 69 refereed papers and 30 articles in *Aquatics* magazine, and was lead editor for the 2nd, 3rd and 4th editions of the Aquatic Ecosystem Restoration Foundation's Best Management Practices Manual. She is the 2022 President of the Florida Aquatic Plant Management Society and the 2022 President of the Florida Weed Science Society. Dr. Gettys served on the APMS Board of Directors from 2019 until 2022 and is the APMS representative to CAST.

Director 1 – Brittany Chesser (Texas A&M University Extension; TAPMS)

Brittany Chesser graduated from Delaware State University with her B.S. in Natural Resources and later went on to receive her M.S. in Wildlife, Fisheries, and Aquaculture at Mississippi State. Brittany joined her current role in 2019 as Aquatic Vegetation Management Program Specialist for Texas A&M Agrilife Extension Service. Her primary duties include providing technical expertise on aquatic vegetation management to the public through identifying plant species, recommending correct management practices, delivering presentations and outreach materials, and maintaining AquaPlant.tamu.edu. Additionally, she is the Lab Specialist for the TAMU Aquatics Diagnostic Laboratory where she performs routine water quality analyses and other diagnostics, produces client reports, and recommends amendments. In 2022, she served as President for the Texas Aquatic Plant Management Society (TAPMS). She continues to Chair the Awards Committee for Texas Chapter American Fisheries Society and Editor for TAPMS. She is currently working towards her Ph.D. in the Department of Rangeland, Wildlife, and Fisheries Management at Texas A&M University.

Director 2 – Damian Walters (US Army Corps of Engineers Walla Walla District, and currently on detail in Vicksburg, MS with ERDC)

Damian Walters has over 22 years' experience in federal service, majority with the Army Corps of Engineers. Currently on a detail with USACE Engineering Research and Development Center (ERDC) in Vicksburg, MS as a Research Toxicologist in the Aquatic Ecology and Invasive Species Branch. My permanent position is with Walla Walla District as the District Wildlife Biologist managing the district's wildlife and invasive species programs, while working extensively within the Northwest region on aquatic invasive species. I am a member of the USACE Invasive Species Leadership Team and assist on the National Aquatic Plan Control Program. Also, actively involved in the Columbia River Basin 100th Meridian Team and the USACE representative on

Western Regional Panel for Aquatic Nuisance Species. As an ISLT member I interact with USACE's Engineering Research Development Center through the Aquatic Plant Control Research Program and the Aquatic Nuisance Species Control Research Program along with assisting as needed in providing oversight on ERDC's Harmful Algae Blooms Research.

Prior to my time with USACE, I was involved in Academia both a Research Associate and Student, receiving a bachelor's at Pennsylvania State University in (Forest Science- minor in Wildlife and Fisheries Science), a masters at Clemson University in Environmental Toxicology with a focus in Wildlife Toxicology, and worked on a PhD at Texas Tech University as a Research Associate developing research for staff and students and at Oregon State University as a Pesticide Toxicologist and Research Associate.

I am extremely excited to hopefully have the opportunity as an Aquatic Plant Management Society Director due to my work experience and academic background. Over the last few years as my involvement in aquatic plant management has grown through various channels within USACE I have been interacting more and more with members and others connected to APMS. This opportunity will help develop me and build strong relationships with those having similar missions and goals to address aquatic plants. Thank you for this opportunity.

On behalf of the Nominating Committee,

Ryan Thum

(Lyn Gettys, Michael Greer, Erika Haug, Matt Johnson)

Dear APMS Board of Directors,

I have just a few things to touch on that are relevant to the Past Presidents' Committee.

First, and most importantly, please pass on at the Board meeting any suggestions for the Past Presidents' luncheon agenda/discussion.

Second, I have included a copy of the Ops Manual. Please review any sections that are relevant to you, and provide me with a list of comments and changes if you have any.

Third – and, I apologize that I am putting this here just to remind me – Bill, what do you need from me to set up the Past Presidents' reception at the conference venue?

Finally – and, again I apologize because I am putting this here to remind me – Amy, do you have an email list of the Past Presidents that you can share with me? [If you already have, and I have misplaced it, I apologize!]

Respectfully,

Ryan Thum

THE AQUATIC PLANT MANAGEMENT SOCIETY, INC. OPERATING MANUAL

June 2019

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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Commented [TR1]: To be added when it is completed

Mark Heilman had a question about whether we want to make this a 2023-2027 cycle.

Section I – Student Presentation Competition Evaluation Forms.....54

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.
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~~ second 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.

Commented [TR2]: This seems too early. We probably don't need to do anything until January through April. Do we want to change this language?

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. Serve as a member of the Membership Committee and the Strategic Planning Committee.
5. Strive to determine Society member interests and concerns.
6. 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 representatives, and other entities that have contributed funds to the Grant.

- c. Secure the assistance of the 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. 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 to promote membership participation in all events promoted by the Society.
12. Arrange for the final publishing 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.

Commented [TR3]: Should we include awards, honors, etc. -- the lists that are laid out in the Membership and Awards committees? See comments on those committees.

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. 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 ~~mail-deliver~~ Society dues notices by January 31st of 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.

Commented [TR4]: Is this what we want it to be?

From the Bylaws:
Membership Dues. Dues amounts for each membership category shall be proposed by the Board of Directors and voted upon by the membership at the Annual Business Meeting. Annual dues are due by Jan. 31st and shall in no case be paid later than the first full day of the annual meeting, to qualify for the full rights and privileges of membership in that calendar year.

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 approved motion at the 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.

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.

Commented [TR5]: Ramon, can you make changes to this now that the journal is completely digital, and the impending changes to open access only?

- 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 printer with an original, corrected manuscript for production of galley proofs.
 - f. Send galley proofs to author(s) for final checking along with reprint ordering information.
 - g. Send corrected proofs to the printer along with reprint order.
 - h. Review page proofs prior to printing of each Journal issue.
 - i. Secure envelopes and mailing labels from the Secretary for use by the printer for mailing the Journal and reprint orders.
 - j. Send invoices to authors for reimbursement for reprints and page charges covering approximately one-half the cost of the printing charges unless otherwise recommended by the Editor and approved by the Board.
2. (May) request a personal stipend requiring approval from the Board of Directors. 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 for the quality and quantity of all Society publications. Editorial policy is governed by the Committee, but 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.

8. 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.

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.

Commented [TR6]: Is there duplication of effort here with any other committees? Membership?

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. The Chair of this Committee shall serve as a member of the Strategic Planning Committee.
3. Identify specific educational needs appropriate for APMS sponsorship.
4. Solicit assistance and form sub-committees to deal with the identified educational needs and issues.
5. Assist the APMS in the coordination, development, and production of society-sponsored educational materials and programs.
6. Develop a social media strategy that includes an analysis of social media channels that are most appropriate to APMS.
7. Prepare and address funding strategies and budgetary needs at the Board of Directors Meeting.
8. Maintain the APMS Website and coordinate all structural modifications therein.

9. Approve all postings on the website.
10. Maintain a current copy of the Bylaws and the Operating Manual as provided by the respective responsible Committee(s).
11. Post all Annual Meeting announcements as soon as available prior to the meeting date and update appropriately as it approaches.
12. Post JAPM information and appropriate technical information with regular updates.
13. Update membership listings at least annually coordinating with the Secretary and the Treasurer to ensure accuracy.
14. 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.
15. Ensure all links to regional chapter websites are accurate and consistent.
16. Maintain highly visible social media buttons on the APMS landing page.
17. Update Board-approved links at least annually.
18. Provide the Board with detailed website analytics when requested.
19. Forward correspondence received on the site from the Webmaster to the Secretary in a timely manner for response.
20. Secure the services of a Webmaster, if needed, and provide budgetary information for such services to the Treasurer for Board approval.

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. Ensure that Exhibitor support is recognized at the Annual Meeting and sufficient time allotted on the Program to allow delegates to visit exhibits.

Finance Committee

1. Be comprised of not less than four (4) voting members of the Society, one of whom shall be the APMS Treasurer, and one of whom shall be the Chair of the Student Affairs Committee.
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. In conjunction with the Student Affairs Committee, coordinate fund raising activities for the Society's Scholastic Endowment Fund.
13. Assist the Vice President, as requested and when applicable, in the solicitation of funding and the administration of the Michael D. Netherland Graduate Student Research Grant.

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.

Commented [TR7]: This is something that we might want to revisit at some point.

Commented [TR8]: Is this duplicated with Awards?

It seems the bottom line is that this information should go to the Secretary. I wonder if we want to make this a Secretary duty to get this info and keep it updated?

Nominating Committee

1. Be composed of not less than five (5) voting members to be chaired by the Immediate Past President.
2. Be composed 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. The Nominating Committee should intentionally consider regional chapter representation when developing a candidate slate.
4. Determine that potential nominees meet the criteria of being a voting member for three (3) years prior to nomination for office.
5. Determine that the prospective nominee is willing to serve if elected.
6. Present a slate of nominees to the Board of Directors for approval at the mid-year Board Meeting.
7. 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.

Commented [TR9]: This is not in the current Bylaws, to my knowledge. This is a recommendation/preference, but not required. From the Bylaws:
No member shall be eligible for office who is not a current member in good standing, including Student Directors. Preference for Officers will be given to those members who have been voting members of the Society and/or members who have served the Society for the immediate past three (3) consecutive years.

Commented [TR10]: This also isn't how we do this.

Commented [TR11]: RAT to change this language.

Nothing in Bylaws says that it has to be done by ballot. It just says that we have to do this at the annual business meeting.

Can be by ballot, or orally at the business meeting.

We have not used ballots for a while.

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.
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. This Committee shall be responsible for reviewing and making recommendations to the Board for all externally (i.e., no parent committee) submitted funding requests/proposals to the Society, regardless of the funding amount, excluding proposals for the Society's Graduate Student Research Grant.
 - a) Proposals for less than \$5,000 from standing and ad hoc committees can be considered directly by the Board of Directors.
 - b) **Funding** recommendations and requests from Special Representatives must also be directed to the Proposal Review Committee for consideration.
3. Proposals must be submitted to APMS on the Proposal Submittal Form in Section G of the Operating Manual. These requests should be referred to the Proposal Review Committee at least four weeks before the next Board of Directors meeting.
4. Upon review of the proposals, the committee will provide a written recommendation with justification to the board for final decision before the next meeting of the Board of Directors.

Commented [TR12]: Does this include CAST and RISE dues?

5. 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.

Regional Chapters Committee

1. Be composed of at least one representative from each of the recognized regional chapters and will include the Vice-President of the Society ~~who shall serve as Chair~~.
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 concerning such requests.
 - 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.
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, and prepare an agenda and discussion items at each APMS Annual Meeting for the purpose of encouraging regional chapter 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.

Commented [TR13]: This is no longer correct. Can Amy find in the previous minutes the language that we used to change this? If so, I can update the language here. For now, I have just removed "who will serve as Chair"

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.

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 composed of no less than four (4) voting members of the Society. The Chair shall also serve as a member of the Finance 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. 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.
7. 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.
8. Coordinate student contestant housing provisions with the Meeting Planning Committee and the Meeting Planner.
9. 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.

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 be a current member of the AERF Board of Directors.
2. Communicate with the 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 (e.g., scholarships, technical document reviews, etc.).
5. Promote good will between the 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 ~~conference 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.

Commented [TR14]: Amy, can you suggest language for this? I want to make sure this is codified correctly, and I fear that I still have it incorrect; especially the latter details.

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

Procedures and Criteria	Honorary Member	Max McCowen Friendship Award	President's Award
Nomination	Covered in Bylaws	Any Member	President
Approval Process	Covered in Bylaws	Unanimous Board of Directors vote	Majority Board of Directors vote
Award Frequency	Discretionary	Discretionary	Discretionary
Recipient Qualifications			
Membership	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
General Criteria	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"
Specific Criteria	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.
Award/Honor Inscription and Format	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

Procedures and Criteria	T. Wayne Miller Distinguished Service Award	Student Presentation Awards	Best Poster Award (non-student)
Nomination	Any Member	Oral presentation and poster accepted by Program Committee	Submission accepted by Program Chair
Approval Process	Majority Board of Directors vote	Judging criteria set by Student Affairs Committee	Judging by assigned students
Award Frequency	Discretionary	Once per year at Annual Meeting	Once per year at Annual Meeting
Recipient Qualifications			
Membership	Member or Non-member	Not required but encouraged	Not required but encouraged
General Criteria	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
Specific Criteria	<p>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;</p> <p>2. Performance above and beyond the call of duty as an officer, chair, or special representative of the APMS; or</p> <p>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</p>	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 Student Affairs Committee and provided with rating criteria to determine a single "Best Poster" winner.
Award/Honor Inscription and Format	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	<p>Award Amounts (approved 2006)</p> <p>1st Place = \$300 2nd Place = \$200 3rd Place = \$100</p>	Award Amount (approved 2005) Best Poster = \$100 (check)

Procedures and Criteria	Exhibitors Excellence Award	Outstanding JAPM Article Award	Outstanding Graduate Student Award
Nomination	Current Exhibitor at Annual Meeting	Any Member	Any Member
Approval Process	Judges selected by Exhibits Committee	Majority Board of Director vote	Majority Board of Directors vote
Award Frequency	Once per year at Annual Meeting	Discretionary	Discretionary
Recipient Qualifications			
Membership	Not required but encouraged	Member or Non-member	Not required but encouraged
General Criteria	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.
Specific Criteria	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.
Award/Honor Inscription and Format	Plaque entitled "Exhibitors Excellence Award" with APMS logo; Date and Place	Plaque entitled: Outstanding Journal of Aquatic Plant Management Award in Recognition of (<u>Name</u>) for...Customized language... (Citation to be determined by Awards Committee); Date and Place	Plaque entitled: Outstanding Graduate Student Award in Recognition of (<u>Name</u>) 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
Nomination	Any Member	Any Member
Approval Process	Majority Board of Directors vote	Majority Board of Directors vote
Award Frequency	Discretionary	Discretionary
Recipient Qualifications		
Membership	Member or Non-member	Member or Non-member
General Criteria	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.
Specific Criteria	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.
Award/Honor Inscription and Format	Plaque entitled: Outstanding (<u>Research</u> OR <u>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

Section B – Aquatic Plant Management Society (APMS) 2017-2021 Strategic Plan¹

Vision

The vision of APMS is to be the leading international organization for scientific information on aquatic plant and algae management.

Mission

The mission of APMS is to provide a forum for the discovery and dissemination of scientific information that advances aquatic plant and algae management policy and practice.

Strategic Goals

Goal 1: Develop and adhere to a comprehensive financial management plan that aligns with the APMS mission.

Key Outcome: APMS will have the financial resources to support and sustain ongoing programs and new initiatives for advancing the society.

Action Steps:

1. Create a two-year reserve account of dedicated funds to be used only for emergency support if the annual meeting is cancelled or must be relocated.
2. Decide the dollar amount to be held in the reserve account.
3. Cycle through the currently authorized Graduate Student Research Grant (GSRG) and reevaluate the APMS budget before approving an additional grant award.
4. Create a stand-alone GSRG foundation/trust to fund a sustainable GSRG program.

Measures of Success:

- Balanced budget for annual expenses
- \$400-500K in a GSRG endowment
- \$120,000 held in an emergency reserve account
- Adequate remaining balance available for discretionary programs

Leadership Team:

Team Co-Leaders – Jeff Schardt and Jeremy Slade

Feedback Loop:

The leadership team will provide a written implementation progress report at the 2018 mid-year board meeting and the annual conference. Implementation concerns, needs, and challenges will be included in these reports. The financial management plan should be completed and in action by no later than the July 2018 annual meeting.

Budget Needed:

To be determined and voted upon by the Board of Directors

¹Approved by the APMS Board of Directors on May 17, 2017

Goal 2: Design and implement a broad marketing and outreach plan.

Key Outcome: APMS and its programs and impacts will be valued and well known by scientists, agency leaders, policymakers, applicators, and the general public.

Action Steps:

1. Form a five-member ad hoc committee charged with developing and overseeing implementation of the marketing plan.
2. Develop a Request for Proposals for developing the marketing plan.
3. Consider the feasibility of hiring a professional firm that offers a cost-effective approach for outreach.
4. Define the target audiences for the marketing and outreach plan, including regional chapter members, state resource agencies, students, reservoir operators, lake associations, government agencies, and universities.
5. Define and promote the APMS brand and its features and benefits. Consider developing a video to post on YouTube.
6. Develop two annual issue case studies or review papers that highlight the APMS brand. Provide an honorarium for the selected authors.
7. Design and implement a social media campaign. Consider appointing a paid social media leader under the Education and Outreach Committee.
8. Post highlights of every journal article on social media.

Measures of Success:

- A minimum of 1 and a goal of 2 white papers published each year
- At least 1,000 social media impressions each month
- A minimum of 2 *Journal of APM* press releases each year
- Marketing and outreach plan developed and implemented
- Target audiences defined and priority ranked

Leadership Team:

To be determined

Feedback Loop:

The leadership team will provide a written implementation progress report at the 2018 mid-year board meeting and the annual conference. Implementation concerns, needs, and challenges will be included in these reports. The marketing and outreach plan should be completed and in action by no later than the July 2018 annual conference.

Budget Needed:

To be determined and voted upon by the Board of Directors

Goal 3: Increase APMS membership and annual meeting participation.

APMS will be a vibrant organization for the exchange of information on aquatic plant and algae management with a membership that includes a high percentage of students, researchers, policymakers, and practitioners in the field.

Action Steps:

1. Connect with regional chapters to compare membership lists and identify potential new members at both the regional and national levels.
2. Update the membership brochure to highlight APMS membership benefits for regional chapter members and members of related professional societies.
3. Offer regional members a dues discount for membership in APMS.
4. Develop a plan for offering CEUs for workshops delivered at the conference or online.
5. Continue presentations at regional meetings by the APMS president or his/her designee.
6. Encourage members of related societies (e.g., NALMS) to become active member of APMS.
7. Establish one or more positions on standing committees or the board for representatives from the Women of Aquatics organization.

Measures of Success by 2021:

- 20 new members who have not been regional chapter members (Alternate Language: A net increase of 10 new members annually who have not been regional chapter members)
- 50 new members who have previously been only regional chapter members (Alternate Language aligned with point above: A net increase of 10 new members annually who have previously been only regional chapter members.
- 15% growth in female membership
- 15% increase in conference attendance

Leadership Team:

Mark Heilman, John Madsen, Chris Mudge

Feedback Loop:

The leadership team will provide a written implementation progress report at the 2018 mid-year board meeting and the annual conference. Implementation concerns, needs, and challenges will be included in these reports.

Budget Needed:

To be determined and voted upon by the Board of Directors

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

Key Outcome: The flow of young scientists into the field of aquatic plant and algae management will be increased as evidenced by more student members and enhanced placement in relevant employment in the discipline.

Action Steps:

1. Identify post-graduate opportunities.
2. Identify internships and incentives for undergraduate students.
3. Develop links between students and employers.
4. Utilize social media and the membership directory.
5. Contact faculty members who may have students interested in becoming APMS members.
6. Increase awareness of APMS in universities.
7. Contact fisheries and natural resource departments to identify potential student members.
8. Provide travel grants for undergraduate students to attend the annual meeting.

Measures of Success:

- 30% of student members continue as members after graduation
- 10 undergraduate student members
- 15% of student members become employed in the field

Leadership Team:

Brett Hartis, Ryan Thum, Sam Sardes

Feedback Loop:

The leadership team will provide a written implementation progress report at the 2018 mid-year board meeting and the annual conference. Implementation concerns, needs, and challenges will be included in these reports.

Budget Needed:

To be determined and voted upon by the Board of Directors

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
	Endowment
Solicit prizes for fund raising activities	Exhibits
Solicit exhibitors	Student Affairs
Solicit student papers	Meeting Planning
Provide Secretary with information of local area	Program
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
6 Months Ahead (Board of Directors Meeting)	
Provide status of meeting arrangement	Meeting Planning
3-6 Months Ahead	
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
2-3 Months Ahead	
Mail meeting information and program/agenda in newsletter	Secretary
6 Weeks Ahead	
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
4 Weeks Ahead	
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
2 Weeks Ahead	
Ship material to hotel	Meeting Planning
Review program with hotel	Meeting Planning
Day Prior to Meeting	
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
Each Day of the Meeting	
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

Committee	Number of Members	Designated Chair	Designated Committee Members	Comments
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	Reviewing and recommend decision to the Board for all externally (i.e., no parent committee) submitted funding requests/proposals, regardless of the funding amount, excluding proposals for the Society's Graduate Student Research Grant. Proposals for less than \$5,000 from standing and ad hoc committees can be considered directly by the Board of Directors. Funding recommendations and requests from Special Representatives must also be directed to the Proposal Review Committee for consideration.
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 st 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.

APMS Operating Manual. Updated July 2019

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
Total		100
Rank this Entry		
Does this proposal qualify for the program? <input type="checkbox"/> Yes <input type="checkbox"/> 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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E-7 – Evaluation Summary

APMS Graduate Student Research Grant Evaluation Summary

Reviewer	Date Returned	Concur	Proposal #1			Proposal #2			Proposal #3		
			Points	Rank	Qualified	Points	Rank	Qualified	Points	Rank	Qualified
					1=yes/0=no			1=yes/0=no			1=yes/0=no

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 71st Street
Gainesville, Florida 32653
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 30th and December 31st 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.

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.

Sincerely,

Jeffrey D. Schardt
APMS Secretary
810 Remington Avenue
Thomasville, GA 31792
Phone: 850-591-1242
jeff.schardt@gmail.com

APMS Operating Manual. Updated July 2019

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:

APMS Operating Manual. Updated July 2019

Section H – Exhibitor and Sponsor Forms

H-1 – Annual Meeting Sponsor Levels and Benefits *(approved by the Board January 25, 2017)*

Sponsor Levels and Benefits	Platinum	Gold	Silver	Bronze	Contributor	Silent Auction Contributor
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: _____

1) INTRODUCTION: 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
2) MATERIALS AND METHODS: Were they described in detail and with clarity, appropriate for the questions being addressed? <i>COMMENTS:</i>	/15
3) RESULTS: 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
4) ANALYTICAL MERIT: Are statistics appropriately used and expressed, were unfamiliar tests appropriately referenced, any major errors in analyses? <i>COMMENTS:</i>	/15
5) DISCUSSION: 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
6) PRESENTATION: 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
7) VISUAL AIDS: 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
TOTAL SCORE:	100
PAPER RANK:	/

OVERALL COMMENTS FOR PRESENTER: (use back if necessary)

Judges Initials _____

Section I - APMS Student Poster Presentation Evaluation Form

Student Author: _____

Title: _____

1) INTRODUCTION: Appropriate introduction. Need for study, objectives clearly stated. Terminology defined for viewers. <i>COMMENTS:</i>	/10
2) SCIENTIFIT MERIT: Originality of purpose and or/methodology. Appropriate experimental approach and design. Sufficient replication and use of controls. Contribution to APM. <i>COMMENTS:</i>	/40
3) FIGURES / VISUALS: Neat and uncluttered. Informative captions. Visible from appropriate distance. <i>COMMENTS:</i>	/25
4) CONCLUSIONS: Clearly stated. Logical interpretation supported by results. <i>COMMENTS:</i>	/10
5) OVERALL STYLE AND ORGANIZATION INCLUDING STUDENT INTERACTION: 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
TOTAL SCORE:	/100
POSTER RANK:	/

OVERALL COMMENTS FOR PRESENTER: (use back if necessary):

Program Committee
January 2023 Board Meeting
Jason Ferrell

As reported at the quarterly meeting, a symposium has been developed, "Navigating Conflict with Improved Communication". Speakers have been secured for all invited presentations.

The Call for Papers and Save the Date announcements have been developed for distribution by the Secretary.

A draft program has been developed, but is on hold until the call for papers has been accomplished. Will coordinate with Meeting Planning and Student Affairs committee to ensure those needs are being met.

Dear APMS Board of Directors,

The Proposal Committee took care of some RISE and CAST dues before the last quarterly meeting. As far as I am aware, we have not received any new proposals. If I have that incorrect, please let me know, and I will route through the Committee for review.

According to the Ops Manual, the Proposal Committee is responsible for reviewing and making recommendations to the Board for all externally (i.e., no parent committee) submitted funding requests/proposals to the Society, regardless of the funding amount, excluding proposals for the Society's Graduate Student Research Grant. Proposals for less than \$5,000 from standing and ad hoc committees can be considered directly by the Board of Directors. And, funding recommendations and requests from Special Representatives must also be directed to the Proposal Review Committee for consideration.

Therefore, at the upcoming meeting, the Board should pay attention to any funding requests and motions that fall underneath the above description.

Respectfully on behalf of the Proposal Review Committee,

Ryan Thum

(Jay Ferrell, Justin Nawrocki, Michael Greer, Andy Fuhrman)

63rd Annual Meeting of the Aquatic Plant Management Society

July 24-27, 2023

Hyatt Regency Indianapolis – Indianapolis, Indiana

Present Your Original Research

You are invited to submit a title and abstract for the 63rd Annual Meeting of the Aquatic Plant Management Society to be held at the Hyatt Regency in beautiful Indianapolis, IN. Oral and poster presentations are solicited for original research on the biology or ecology of aquatic and wetland plants and algae, control methods (biological, chemical, cultural, mechanical) for invasive, exotic or nuisance plant or algal species, and restoration projects involving wetland or aquatic plants and algae. Presentation of original research will be given preference and should be indicated by including results in the abstract. This year's meeting is in the region of the Midwest Aquatic Plant Management Society, so regional presenters are strongly encouraged to submit an abstract.

Oral presentations will be allotted a total of 15 minutes with an additional 5 minutes for questions and discussion. Contributed oral presentations should be scientific or technical in nature, which will be determined from the submitted abstract. All presenters will be required to upload their final PowerPoint presentation to the abstract submission portal prior to the meeting. Note: All presentations that include externally run programs; models or special animation, must be reviewed and approved by the Program Chair prior to the meeting. You will not be allowed to set up a personal computer for your presentation. A poster session will also be scheduled. Free-standing display boards (4' x 4') will be provided for posters.

Special Session – Navigating Conflict with Improved Communication

The society will be holding a special session discussing how to navigate difficult, and often contentious, conversations regarding invasive plant management. Invited speakers and submitted talks will drive discussions around finding common ground while remaining committed to data and the scientific process. Abstracts submitted for the special session should be indicated during the abstract submission process.

Students

The society will provide all student presenters with room accommodations and complimentary registration. First, 2nd, and 3rd place prize money will be awarded in separate contests for both oral and poster presentations. In addition, a student tour of local management sites and scenic places is being put together for student enjoyment. Students may contact the Program Chair (Dr. Jason Ferrell; jferrell@ufl.edu) or the Student Affairs Committee Chair (Dr. Candice Prince, cprince14@ufl.edu) with any questions.

COVID-19 Considerations

~~The APMS Board of Directors is carefully monitoring the ever evolving COVID-19 pandemic, paying close attention to all CDC guidance. Our hope is that the 2022 conference will be our first chance for everyone to get back to an all in person meeting, however we will be adjusting as needed as the conference nears. At the end of the day, the safety of our members and participants is of utmost importance we will doing all we can to make our meeting as safe as possible. We are working hard to maintain everything about the conference that makes it educational, informative, and fun. Check back on the website www.apms.org for up to date information.~~

Abstract Submission Information

Abstracts must be submitted on the WSSA abstract system at <https://weedscimeetingabstracts.com/>.

Instructions for abstract submittal are below. The WSSA Title and Abstract Submission System is now active and will remain open until **May 13, 2022**.

Acceptance of contributed papers will not occur until after the abstract deadline and will be confirmed by a separate e-mail.

Logging in to the WSSA System

If you have used this system before, enter your e-mail address and password to sign on to the system. If you cannot remember your password, click “Forgot your password?” to reset the password.

If you do not have an account with the WSSA abstract submission system, click “Register as a new user” and follow the instructions.

Once you are logged in, you will see a list of conferences that are open for Title and Abstract submissions. Click on “My Titles” at the top, and then click on “Create New”. You will be prompted to select a conference. Select “2022 APMS” and hit the “Continue” button.

Entering a Title: Type in the title capitalizing key words (e.g., Response of Eurasian and Hybrid Watermilfoil to Five Auxin-mimic Herbicides). Please do not submit your title in bold typeface or all caps. Just capitalize the major words in the title.

Students: Please indicate if you are a student. The society will provide all student presenters with room accommodations and complimentary registration. There will be a contest awarding 1st, 2nd, and 3rd place for both the oral and poster presentations.

Section: Indicate whether you are presenting an oral or poster presentation using the “Type” dropdown menu.

Presenter Biography: Please provide a short biography of the presenting author (200 word maximum).

Abstract: Type or copy the text of your abstract into the abstract box (300 word maximum).

Authors: Be sure to add the full names and contact information of all authors. Please indicate the presenting author with the checkbox. Please enter all authors in the correct order, and the order can be changed by dragging the boxes.

If you have any questions, please contact:

Dr. Jason Ferrell

2023 APMS Program Chair

jferrell@ufl.edu

APMS Strategic Planning Committee Report – January 2023 (Report issued by Chair Heilman)

Committee members: Mark Heilman (Chair), Ryan Thum, Jeremy Slade, Justin Nawrocki, James Leary, Brett Hartis, Candice Prince, Robert Richardson, Matt Johnson

Following the July planning session and development of a first draft by facilitator Dr. Ed Osborne, the Strategic Planning Committee provided extensive feedback during the fall. Several additional committee leaders were also asked for feedback. The resulting information was challenging to synthesize and I frankly experienced numerous mental blocks in the editorial process with limited time to focus. I have recently completed the edits to a form that I believe is much improved but the document has not received a second Committee review and potential motion to Board for adoption as of this report. At this stage, I invite further feedback from anyone reviewing the Board book (all of the Committee are in that category) in preparation for the Indianapolis meeting at the end of the month. I will tabulate any suggestions from the Committee members here and any Board or other APMS committee chairs or representatives who may also have feedback. I will review the latest proposed draft with the Board in person in Indianapolis to invite any final discussion to hopefully allow its adoption. If the discussion there suggests more changes than feasible to incorporate in Indianapolis, it will go through a final set of edits, Committee review, and Board action via email shortly after the meeting.

Of five original draft goals, Committee feedback indicated some redundancy and therefore, four focus areas are now proposed in the current draft:

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.

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.

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.

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.

In response to Committee feedback, a short review of the last 5-year plan and summary outcomes are now also included at beginning of the plan document as background along with a myriad of suggested actions and leading committees for each goal.

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

(Strategic Plan adopted on _____)

APMS Student Affairs Committee Report

Committee Members: Candice Prince (chair), Erika Haug, Chris Mudge, Leif Willey, and Max Gebhardt

1. Student Luncheon:
 - a. We propose to hold a resume and CV workshop during the student luncheon this year. This would entail a presentation about resume/CV formatting, and a panel of representatives from different aspects of APM (i.e., industry, academia, government, etc.) who can discuss what they look for in a potential employee.
2. Student Field Trip:
 - a. We propose a field trip to Geist Reservoir, which is a drinking water reservoir in Indiana and a popular bass lake. We are coordinating speakers from the Geist Lake Coalition and the Indiana Department of Natural Resources. We estimate the costs would be approximately \$200 per van rental, and \$400-450 for a pontoon boat rental (although a member of the Geist Lake Coalition may have one available).
3. Student Mentor Program:
 - a. We propose to create a Student Mentor Program for the APMS annual meeting. In this program, students would be paired with a mentor who has a job type or research focus that they are interested in. The mentor would meet with the student at the Student Meet and Greet to discuss careers in APM, and help the student network during the conference.
4. Student Participation in AV and Selling Raffle Tickets:
 - a. We request that a line is added to the student abstract submission website that notifies students that they will have to participate in AV and selling raffle tickets. This will hopefully make it easier for us to get students to participate in these activities.

We plan to meet again in Feb or Mar to solidify the field trip plans and coordinate for the annual meeting.

January 31, 2023

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

From: Jeremy G. Slade

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

Continued correspondence with B.A.S.S. conservation director, Gene Gilliland, on items within B.A.S.S. community that might necessitate APMS involvement. Nothing that needed addressing. APM social media items seem to be dwindling down compared to previous years.

2023 is the year to fund the co-sponsored grant between APMS/AERF for B.A.S.S. conservation group. I spoke with Gene and have attached the mini-grant announcement. He would like to get the announcement out in early February with a package submission deadline of May 31, 2023 or sooner. This would give time for the recipient to begin the project this summer.

As of submission of this report, I've reached out to AERF Executive Director, Carlton Layne, to determine if AERF will be able to participate in co-sponsoring the grant in 2023. The changeover in Board of Directors will need time to review the request and funding potential.

At a minimum, I would like to request APMS continued B.A.S.S. support for this initiative at the \$1,500 level, and possibly the full \$3,000 if AERF is not able to secure funding for this cycle. Hopefully, I will have an update at the in-person meeting.

Respectfully submitted,

A handwritten signature in black ink that reads "Jeremy Slade". The script is cursive and fluid, with the first letters of "Jeremy" and "Slade" being capitalized and prominent.

Jeremy Slade



**Submission for APMS-AERF Award for the Best Aquatic Plant Management Project
\$3000.00**

- Sponsoring member/agency
- Project Leader Contact
- Statement of Problem/Need
- Location of Project: (lake or reservoir name, location (GPS coordinates of dam, if available)
*lake or reservoir must be open to public access to be eligible
- What is the habitat or education issue that is being addressed by the proposal?
- A letter of support from a representative of the state fish and wildlife management agency must be included in the proposal.
- If available, include a copy of or link to a lake management plan that states this need (proposals which complement an existing plan for the lake will receive extra consideration).
- Describe the methods being used to address this need: State the type and amount of habitat that the project proposes to add/restore or education plan that will be implemented.
- Describe the methods used to accomplish the project.
- What are the expected outcomes?
- Partners: Provide a list of partners involved in the project; To be a considered partner, the group/company/agency must provide either direct monetary or in-kind (supplies, equipment, labor) to the project.
- Budget (the budget should be presented in the table format below; you can cut and paste this table directly into your proposal and fill in as appropriate.

Partner	Cash Contribution	In-kind Contributions (type: labor, supplies, equipment)	In-kind Contributions (cash value)
APMS-AERF	\$3,000.00		
Total			

- Outreach (Include an outreach plan); How do you propose to advertise the project (on-site signage, press release, websites, message boards, etc.)

Projects must be submitted to B.A.S.S. Conservation by May 31, 2023 to be eligible for the award.

Judging will be done by the B.A.S.S. Conservation Director, Drs. Brett Hartis and Jason Ferrell (APMS) and Rob Richardson (AERF).

January 2023 (APMS Winter Board Meeting)
CAST representative (Lyn Gettys) report

We have movement on the HABs paper! The full title of the paper is “Cyanobacterial Harmful Algal Blooms (cyanoHABs): Causes, Consequences and Management”. The paper’s seven coauthors were selected by Task Force Chair Dail Laughinghouse, who has received edits back from Megan Wickham, the CAST scientific editor, and is in the process of making corrections and adding figures. Once that’s completed the paper will go out for peer review. The structure of the paper is as follows:

1. Overview/introduction
2. Common cyanobacteria and their toxins
- 3a. What factors drive cyanobacterial bloom formation?
- 3b. What affects toxin production?
4. CyanoHAB Detection, Monitoring, and Forecasting
- 5a. What effects do HABs have on animal (including human) health, crops and food supplements?
- 5b. Negative effects of non-toxic compounds produced during HAB episodes
6. What are the economic impacts of algal blooms and HABs?
7. How to manage and mitigate blooms through prevention and treatment
8. Benthic cyanobacteria, an emerging cyanoHAB
9. Summary and conclusions

I’m excited that we’ve made progress in this paper and I hope it will be officially launched before the APMS meeting in July. I thank APMS members for their patience through this process and for their continued support of CAST.

NALMS Report – Terry McNabb

A couple of things to report.

1. We are again looking to share booth space at each other's meetings. I will arrange to get the NALMS booth to APMS 2023 and organize setting it up etc. The NALMS meeting this year will be in Erie Pennsylvania October 22-26th with the theme Great Lakes, Local Solutions. Should be good venue.
2. The NALMS 314 Working Group is moving forward. As a reminder Section 314 of the Clean Water Act was the third leg in protection of water resources. The first leg regulated point source pollution through NPDES permits. The second leg was non-point source pollution correction. Section 314 allowed for in lake restoration activities. 314 was largely defunded with money moving to nonpoint source projects. There are an extreme number of examples where millions of dollars have been spent in watersheds on non point sources mitigation and no change has occurred in the lake because of legacy phosphorus. This effort will be directed toward Congress to lobby for restoration of 314 funds for lake restoration projects. Attached is the poster we developed, it will be used at the Northeast APMS meeting this week for the first time. Mark Heilman is also representing APMS on this workgroup
3. I will be attending the Society of Lake Management Professionals meeting in Daytona Beach the week after next, might be time to think about representative for that group also (?)

Terry McNabb, CLM

Aquatic Biologist/Certified Lake Manager

www.aquatechnex.com

An Initiative to Restore Funding to Section 314 of the Clean Lakes Program

North American Lake Management Society (NALMS)

NALMS 314 Workgroup

Introduction

Section 314 of the US Clean Water Act has not been federally funded for the last 25 years. Several key features of the 314 program, also known as the Clean Lakes Program make it a good model for addressing the nation's lakes in crisis now, including:

- Mechanisms to fund basic lake trend and status monitoring, the underpinning of good lake management, which allows scientists to detect changes in lakes early, where smaller interventions can result in more favorable outcomes.
- Support for diagnostic studies on lakes where trends or status were not meeting standards
- Funding interventions that were based on findings from the diagnostic studies.
- Support for follow up monitoring to determine if the intervention succeeded.

Section 314 should be re-funded to support restoring the country's impaired lakes and enhanced to support a coordinated effort to address the many threats to lake water quality and prevent further degradation of existing healthy lakes.



Harmful algal bloom along dock of Vancouver Lake, WA (photo by M. Heilman)

History of the Section 314 Clean Lakes Program

The Clean Lakes Program was created in 1972 and was established under Section 314 of the Federal Water Pollution Control Act, later known as the Clean Water Act. Clean Lakes Program grants provided funds under Section 314 to help assess the water quality of lakes in a state or tribe, conduct diagnostic feasibility studies to identify the causes of pollution in the lake, implement projects to solve the problems and fund post restoration assessments. Between 1976 and 1995, the Clean Lakes Program awarded approximately \$145 million in grants, supporting projects across the United States. The program has not received any funding since 1995.

When the 314 Clean Lakes program funding was discontinued in 1995, Section 319 of the Clean Water Act, which provides funds for implementing projects that address nonpoint source water pollution was left to provide some funding for lake restoration.

Recent queries of the 319-tracking system indicate that only a small percentage of 319 funds are used for lake restoration activities. Limited Section 319 funding is available for lake diagnostic studies, protection of high-quality lakes, and in-lake measures.

The Problem

Lake water quality is declining across the nation. Emerging issues such as Harmful Algal Blooms, invasive species and climate change mean lakes are now more than ever at risk of being impacted. The number of healthy unpolluted lakes has also been declining across a number of rating categories.

A look at the 2017 data report from the National Lakes Assessment (NLA) provides context (Figure 1):

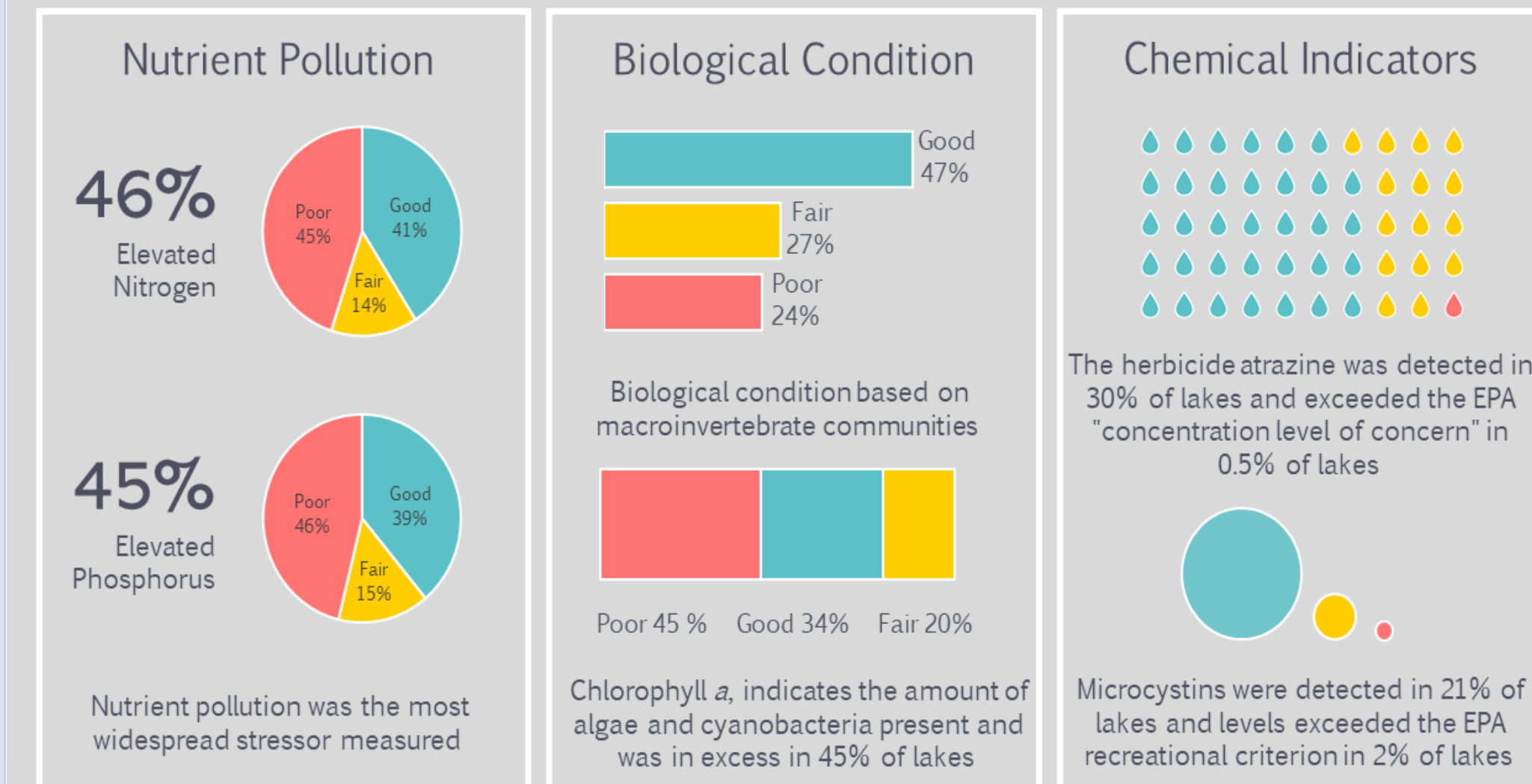
- **45% of the nation's lakes are in poor condition with elevated phosphorus concentrations;**
- **46% of the nation's lakes are in poor condition with high nitrogen concentrations;**
- **Nutrient pollution, high levels of algae growth, and diminished water clarity are increasing and were observed in 24% of the nation's lakes;**
- **The algal toxins known as microcystin, which can be harmful to humans and pets, were detected in 21% of lakes that were in the monitoring program, and,**
- **Based on biological indicators, 24% of lakes across the continental United States were in poor condition for aquatic life.**

Additionally, prior NLA surveys found that :

- **36% of the nation's lakes exhibited poor shoreline habitat.**
- **Lakes with poor lakeshore habitat were three times more likely to be in poor biological health.**

Key findings and full reports from the 2017 and prior National Lakes Assessments can be found online at www.epa.gov, under the National Aquatic Resource Surveys page.

2017 NATIONAL LAKES ASSESSMENT



<https://www.epa.gov/national-aquatic-resource-surveys/0>

Figure 1. Graphic depicting trends in lake water quality based on 2017 National Lakes Assessment (USEPA 2022)



Picture showing a cyanobacteria advisory, where water is unsafe to swim.

What is NALMS Doing?

The North American Lake Management Society (NALMS) 314 Workgroup has been developing the elements of an advocacy campaign related to restoring funding to Section 314 of the CWA, to once again allow for diagnostic-feasibility studies to be conducted on lakes and ponds across the country. Another component of the campaign is to enhance Section 314 by including funding for preservation and protection efforts for high quality waters.

Spending taxpayer money to fund interventions in lakes that do not have sufficient monitoring or that have not had adequate diagnostic studies to determine the cause of the poor or deteriorating water quality does not make sense. Few of these interventions have sufficient follow up monitoring to determine if they can be used as a model for other lake systems.

Lake management requires a comprehensive approach to be successful, and clean water is a necessity. To this end, NALMS has formed a 314 Workgroup to raise awareness about the need for new funding for an enhanced Section 314 of the Clean Water Act. We are connecting with stakeholders, to build momentum and recognition of this need.

Through our work, we are recommending these actions:

- NALMS recommends that Congress reauthorize funding for the Section 314 Clean Lakes Program, increase the annual appropriations, while maintaining funding for Section 319.
- NALMS recommends an 'Enhanced' Clean Lakes Program that will prioritize high quality lakes for protective management, as well as lakes in communities with environmental justice concerns.

To accomplish this work NALMS, with the support of an intern, is developing:

- Fact sheets, brochures and other informational resources geared to stakeholder groups related to this effort, and recommendations for mobilizing stakeholders;
- Packaged slideshows with narration for various audiences;
- A survey for state agencies and their collaborators on what is needed on the state level if funding is re-appropriated, and
- A template letter for constituents to use in contacting their congressional representatives to express their support for re-funding and enhancing Section 314 of the Clean Water Act.



Help support clean lakes for all aquatic life.

How Can you Help?

If you value clean water, you are an important voice in this initiative.

- NALMS has prepared a form letter that can be used to reach out to congressional representatives. Consider submitting a letter to your local congressional representative.
- Spread the word about this initiative with colleagues, clients and others who can help to build momentum.
- Visit <https://www.nalms.org/nalms-position-papers/enhanced-314-clean-lakes-program-position-statement/> to learn more about this initiative, and to find additional resources.
- Join the effort! If you would like to join the NALMS 314 workgroup to help out with this initiative, email Kellie Merrell, workgroup lead, at kellie.merrell@vermont.gov.

Summary

Lake management requires a comprehensive approach to be successful, and clean water is a necessity. Along with watershed-based strategies to reduce external nutrient loading, intervention within impaired lakes and reservoirs is required to address past nutrient pollution as part of comprehensive management.

Protecting and preserving healthy watersheds and high quality waters is essential to address the threats to water quality and prevent further deterioration of the nation's remaining high quality lake resources.

With renewed funding for an enhanced Section 314 Clean Lakes Program, lake managers can expand efforts to plan, implement, and assess lakes and their watersheds for restoration, rehabilitation and protection of our nation's aquatic ecosystems.



Clean and healthy lakes are a destination for many who like to relax by the shoreline and plunge into the inviting depths.

About NALMS

NALMS is a volunteer-based society established in 1980, which now has over 1,100 individual and organizational members across the borders. Members include lake management practitioners, researchers, water resource specialists at public agencies, lake and watershed associations, students, and citizens.

NALMS goals are to:

- 1) Promote the exchange of information on aspects of managing lakes and their watersheds;
- 2) Promote public awareness of lake ecosystems;
- 3) Encourage public support for promoting management of lakes and their watersheds;
- 4) Provide guidance to agencies involved in management activities for lakes and their watersheds, and
- 5) Boost the professional status of those engaged in managing lakes and their watersheds, and 6) to identify needs and encourage research on lake ecology and watershed management.

To learn more about NALMS and our initiatives, visit us at www.nalms.org.





www.apms.org

January 17, 2023 RISE Update

Board of Director Mid-Year Board Meeting

Final “Waters of the United States” Rule Publishes in Federal Register

EPA and the Army Corps of Engineers have revised the definition of “waters of the United States” under the Clean Water Act (CWA) with the publication of the final rule hitting the Federal Register Wednesday, January 18, 2023. The final rule will go into effect 60 days after publication, or March 19, 2023. Since it is a final rulemaking, there is no opportunity to comment. RISE is finalizing a one-pager detailing the differences in the 2022 rule versus the 2020 rule.

VETOED: New York Local Wetlands Regulation

Governor Kathy Hochul issued a veto on S.B. 8378-C, which would have granted local governments the authority to prohibit the use of pesticides in wetlands. The veto would not have been achieved without the support of RISE, New York Aquatic Management Association (NYSAMA) and other applicator groups in the state. The veto message can be seen [here](#).

Connecticut Aquatic Notification Law

RISE is working with applicators in the state of Connecticut to get guidance from the Department, on compliance with Public Act No. 22-83, which requires two notifications to shoreline owners and tenants prior to an application being made in a lake. This law originated from legislative language passed in last year’s state session. Before passing, the bill was amended by the sponsor with support from CTEC, RISE’s state partner in Connecticut. RISE is seeking clarification on vehicles for notification and how to identify which individuals require notification.

Vermont Aquatic Nuisance Control Bill

RISE is tracking legislation that would restrict aquatic nuisance control permits from being approved if using pesticides, chemicals other than pesticides, and other biological controls until a study committee can assess effects on the environment and public health from pesticides.

Proposed Legislation to Prohibit Pesticides on City and State Land

RISE is monitoring states which have introduced legislation that would prohibit the nonemergency use of a pesticide on municipal park lands and lands under jurisdiction of the state. As written, this could impact aquatic applications made on city or state waterbodies. Right now, in the Northeast, New York and Connecticut have introduced this legislation.

Respectfully Submitted: Matthew Johnson, Chair-Aquatics Committee; Megan Striegel, Manager, Government Affairs & Grassroots Engagement

**Women of Aquatics
APMS Board Book Report
January 2023**

Submitted by Amy Kay

Women of Aquatics Mission

Together we promote all women of aquatics, now and in the future, through inspiration and support to continually pursue their ambition and potential both professionally and personally.

Values

Celebrate & Inspire, Challenge the Status Quo, Promote Community

Areas of Focus

Career Advancement, Continuing Education, Work-Life Balance, Health & Wellness

Goals & Progress

- **WOA Events:**
 - Annual Members Retreat: January, Florida
 - Monthly Virtual Roundtable for Professional + Student Members and those interested in joining.
 - WAPMS/WSSA: February, Presentation + Happy Hour Event (open event)
 - MAPMS: March, Lunch or Happy Hour Event (open or closed TBD)
- **Membership:**
 - \$50 annual professional membership, \$50 affiliate membership, \$25 annual student membership, \$25 annual student affiliate membership. Payments can be accepted via cash, check, credit card and PayPal.
 - Annual membership includes:
 - WOA meeting events at APMS, it's chapters and any other approved (by the board) hosted gatherings.
 - Specialized Directory
 - Mentoring Program
 - Lapel Pin for new members
 - Invitation to Annual Members Retreat
 - Invitation to Monthly Virtual Round Table
- **Sponsorship:** Sponsorships are needed for 2023, current annual Sponsors include: Sprayco (Texas). The board will be asking for annual sponsors as well as seeking event sponsors. The WOA board would like to explore options with APMS as it relates to support and relationship between the two organizations.

*WOA would like to thank the APMS board for the continued participation and support.
Feedback and suggestions are continually encouraged.*

To the Board of Directors

Weed Science Society of America

Submitted by: Brett Hartis, President – Aquatic Plant Management Society

I hope this report finds each of you well. I wanted to share our recent activities as a Society and welcome and questions you may have.

Our membership recently held the 62nd Annual Meeting, July 18th-21st in conjunction with the South Carolina Aquatic Plant Management Society (SCAPMS) in Greenville, SC. The meeting was very well attended with over 250 registered guests and a multitude of vendors from industry, academia, and non-profit representation. The meeting opened with a session on Harmful Algal Blooms (HABs), featuring those from the cutting edge of HAB research in academia, state and federal regulatory agencies, and human health scientists. The three-day conference also featured oral and poster presentations of original research on the biology or ecology of aquatic and wetland plants and algae, control methods (biological, chemical, cultural, mechanical) for invasive, exotic or nuisance plant or algal species, and restoration projects involving wetland or aquatic plants and algae. We also had a tremendous showing from across the Country with our student members accounting for 15 oral presentations and more than half of our poster presentations. Our 2023 annual meeting will be held July 24-27 at the Hyatt Regency in Indianapolis, Indiana. We welcome any interested members of WSSA to attend. We were also able to recognize many of those who have served our society well through their distinguished service and/or academic contributions. A list of our most recent award recipients can be found below.

- Outstanding Research/ Technical Contributor – Stephen Enloe
- Honorary Membership – William Culpepper and Joe Bondra
- Max McCowen Friendship Award – Dean Jones
- T. Wayne Miller Distinguished Service Award – Mark Heilman
- President's Award – Ryan Wersal
- Outstanding Journal Article – John Madsen and Kurt Getsinger
- Outstanding Graduate Student – Jens Beets

Our Society also recently held strategic planning to guide the Society over the next 5 years. Those who participated identified several goals on which the Society will focus in the near future. These items, as well as an updated vision and mission statement can be found below.

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.

Goal 1: Build partnerships with external organizations.

Goal 2: Strengthen linkages with regional chapters.

Goal 3: Reimagine the Journal for international access and scope.

Goal 4: Fill the niche needs of APMS scientific expertise.

Goal 5: Increase membership and member engagement in society functions.

Lastly, we hope you have been able to visit our newly designed website featuring several new user functions and easy navigability via smart devices. Please take some time to get familiar with our site and take advantage of the newly available resources. For your members who are active on social media, you can also follow any society update via Instagram (@APMSociety), Facebook (@APMS1961), and LinkedIn.

As always, feel free to reach out with any questions or comments. I look forward to working with you all in the very near future.

All the best,

Brett M. Hartis

13339 Hagers Ferry Road

Huntersville, NC 28078

O: (980)-875-5424

M: (828)-442-7339

SCIENCE POLICY REPORT
2023 APMS Mid-Winter Meeting
January 13, 2023
Lee Van Wychen

Great News in FY 2023 Omnibus Appropriations Bill

The House and Senate passed a FY 2023 Omnibus spending bill just before they left town for the holidays. The table below includes the Omnibus Appropriations for FY 2023, as well as the final appropriations for FY 2021 and FY 2022 for various Federal programs important to weed science and aquatic plant management.

	Final	Final	Final	Percent
	FY 2021	FY 2022	FY 2023	Increase
	-----\$ millions-----			
USDA-ARS	\$1,492	\$1,633	\$1,744	6.8%
USDA-NIFA	\$1,570	\$1,637	\$1,701	3.9%
-AFRI Competitive Grants	\$435	\$445	\$455	2.2%
-Hatch Act (Exp. stations)	\$259	\$260	\$265	1.9%
-Smith Lever (Extension)	\$315	\$320	\$325	1.6%
-IR-4 Program	\$11.9	\$14.5	\$15	3.4%
-Crop Protection and Pest Management	\$20	\$20	\$21	5.0%
-SARE: Sustainable Ag Research & Educ.	\$40	\$45	\$50	11.1%
Army Corps- Aquatic Plant Control Research	\$7	\$8	\$8	0%
-CT River hydrilla control and research	n/a	n/a	\$6	∞%
EPA - Great Lakes Restoration Initiative	\$330	\$348	\$368	5.7%

I am **very excited** that the **House and Senate approved \$6 million in new funding** for a hydrilla research and control program for the Connecticut River Basin to deal with that new strain of hydrilla. Many thanks to Mark Heilman for his leadership and work on this as well!

Other noteworthy parts of the FY 2023 Omnibus Appropriations include:

- A \$9.9 billion, or **12 percent increase**, for the **National Science Foundation (NSF)**. This is largest dollar increase for NSF of all time and the largest percentage increase for NSF in more than two decades. NSF's funding level will support approximately 2,300 additional research and education grants and 35,000 more scientists, technicians, teachers, and students, compared to fiscal year 2022.
- The EPA's **Office of Pesticide Programs (OPP)** was funded at **\$140 million** for FY 2023. While this is not as high as we had asked for (\$163 million), this is still the highest funding for EPA OPP since 2010 and an **8.6 percent increase** over FY 2022.
- Finally, the **5th reauthorization of the Pesticide Registration Improvement Act (PRIA 5)** was included in the FY 2023 Omnibus bill. The APMS along with WSSA and other Regional Weed

Science Societies joined many other organizations in a [letter to House and Senate Ag Committee leaders urging them](#) to complete the reauthorization before it expired in 2023. First established in 2004, PRIA put in place pesticide registration service fees paid by registrants in exchange for specific time periods for EPA to make a regulatory decision on pesticide registrations and tolerance actions. The goal of PRIA is to create a more predictable and effective evaluation system that promotes shorter decision review periods for reduced-risk pesticides. Link to: [PRIA overview and history](#).

Next Congressional Visits to DC?

In November 2022, I organized 15 **in-person visits** on Capitol Hill for the weed science society president's who flew-in for 3 days. I forgot how effective in-person visits can be! We'll need to find a time frame that works for a fly-in for APMS leadership and who will be flying-in.

We will need to focus almost entirely on ACOE appropriations so that we don't lose the \$6 million for the Connecticut River hydrilla research and control project. We'll also need to advocate for the appropriations for the programs that were re-authorized in the WRDA 2022 bill (see WRDA 2022 below).

How does the last week of March look for an APMS fly-in to DC?

Aquatic Plant Management Appropriations Leadership: 118th Congress (not confirmed yet)

Senate Energy & Water

Diane Feinstein (D-CA), Chair

John Kennedy (R-LA), Ranking Member

House Energy & Water

Mike Simpson (R-ID) Chair

Marcy Kaptur (D-OH) Ranking Member

WRDA 2022 Signed Into Law as Part of National Defense Authorization Act

The Senate passed the 2022 Water Resources Development Act (WRDA) by a vote of 83-11 in early December, well after the House passed their version of WRDA last summer. The WRDA bill conference agreement was attached to the massive \$858 billion National Defense Authorization Act (NDAA) for a ride to the President's desk where he signed it into law on December 23, 2022, despite his opposition to a military non-vaccination clause in NDAA.

WDRA has been reauthorized by Congress every two years since 2014 to fund projects and research carried out by the Army Corps of Engineers (ACOE). Overall, WDRA will authorize more than \$37 billion in funds for inland waterways projects. The 2022 WRDA language is included under "Division H – Water Resources" in the much larger NDAA law (P.L. No. 117-263). Under Section 8305, Invasive Species, the following aquatic invasive species provisions were added with WRDA 2022 (**highlighted in yellow**):

- Amends 33 USC 2263a: Aquatic invasive species research by **adding hydrilla** to the list of priority species, which now reads:
"In general- As part of the ongoing activities of the Engineer Research and Development Center (ERDC) to address the spread and impacts of aquatic invasive species, ACOE shall undertake research on the prevention, management, and eradication of aquatic invasive

species, including Asian carp, elodea, **hydrilla**, quagga mussels, and zebra mussels.”

- Increases from \$50 million to **\$75 million per year through FY 2028** for ACOE invasive species partnerships with states and other Federal agencies to carry out actions to prevent the introduction of, control, or eradicate 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. Priority shall be given to projects that are intended to control or eradicate **Russian olive** (*Elaeagnus angustifolia*), **hydrilla** (*Hydrilla verticillata*) or **saltcedar** (*Tamarix spp*).
- The Harmful Algal Bloom (HAB) demonstration program adds 8 new focus areas to the original 6 focus areas. The **HAB demonstration program is authorized for \$25 million total until expended** by ACOE to determine the causes of, and implement measures to effectively detect, prevent, treat, and eliminate HABs associated with water resources development projects. The HAB demonstration program focus areas now include:
 - (1) the Great Lakes;
 - (2) the tidal and inland waters of the State of New Jersey, including Lake Hopatcong, New Jersey;
 - (3) the coastal and tidal waters of the State of Louisiana;
 - (4) the waterways of the counties that comprise the Sacramento-San Joaquin Delta, California;
 - (5) the Allegheny Reservoir Watershed, New York;
 - (6) Lake Okeechobee, Florida;
 - (7) **the Caloosahatchee and St. Lucie Rivers, Florida;**
 - (8) **Lake Sidney Lanier, Georgia;**
 - (9) **Rio Grande River Basin, Colorado, New Mexico, and Texas;**
 - (10) **lakes and reservoirs in the State of Ohio;**
 - (11) **the Upper Mississippi River and tributaries;**
 - (12) **Detroit Lake, Oregon;**
 - (13) **Ten Mile Lake, Oregon; and**
 - (14) **the coastal waters of the United States Virgin Islands.**
- Adds the **Sacramento-San Joaquin Delta, California** to federally authorized water resources development projects. Specifically, ACOE shall periodically update the Invasive Species Policy Guidance, developed under section 104 of the River and Harbor Act of 1958 (33 U.S.C. 610) and the Nonindigenous Aquatic Nuisance Prevention and Control Act of 1990 (16 U.S.C. 4701 et seq.), in accordance with the most recent National Invasive Species Council Management Plan developed pursuant to Executive Order 13112 to include specific efforts at federally authorized water resources development projects located in:
 - (1) high-altitude lakes;
 - (2) the Tennessee and Cumberland River basins; and
 - (3) **the Sacramento-San Joaquin Delta, California.**

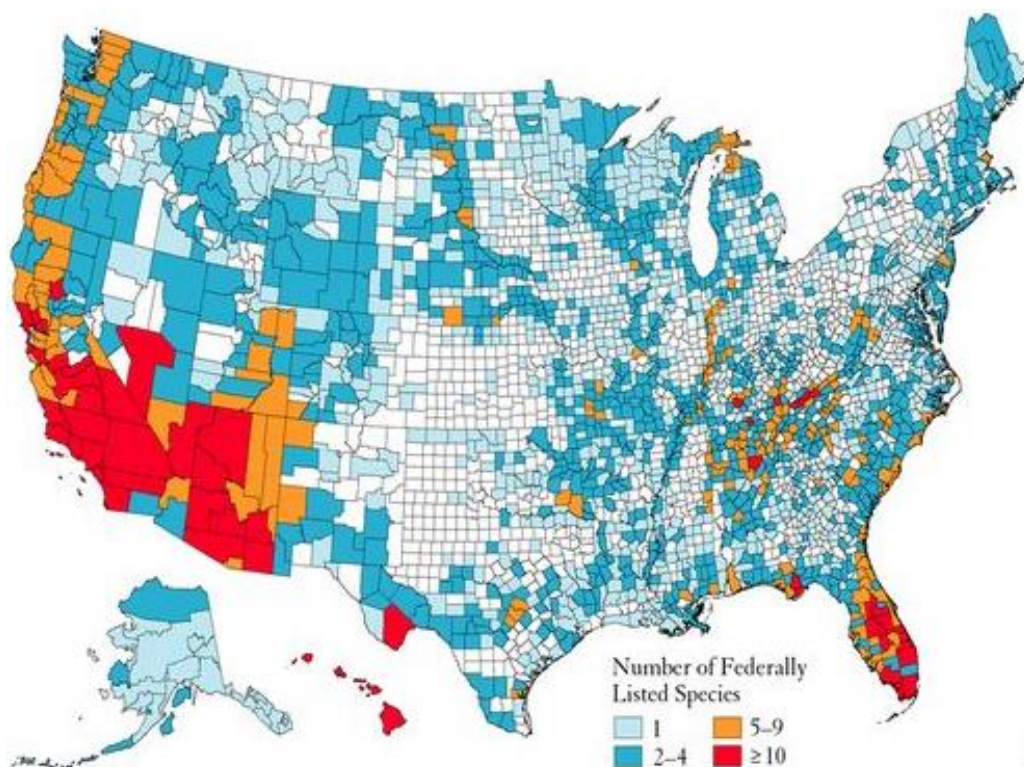
Do We Need to Meet With Michael Connor?



Michael Connor is the Assistant Secretary of the Army for Civil Works who oversees all civilian work for the U.S. Army Corps of Engineers. Connor held the number-two position at the Department of the Interior from 2014 to 2017 during the Obama administration. Before that, he was commissioner of Interior's Bureau of Reclamation, from 2009 to 2014. Connor was a partner in the law firm Wilmer Cutler Pickering Hale and Dorr LLP. He also worked on Capitol Hill from 2001 to 2009, as counsel to the Senate Energy and Natural Resources Committee.

FIFRA and Endangered Species Act Compliance

FIFRA compliance with ESA will be a HUGE issue for years to come, with the potential to lose many herbicide uses. The WSSA Endangered Species Act (ESA) Committee, chaired by Bill Chism, is hosting a workshop at the WSSA meeting on January 30 to determine how weed scientists can provide useful science-based information to regulators for ESA compliance to FIFRA approved herbicides. There are approximately 1,700 endangered species of which approximately 900 are plants, plus another 700 critical habitats. It is anticipated that glyphosate and other herbicides will impact almost all of those.



Endangered Species by County. Source: Precious Heritage: The Status of Biodiversity in the United States.

On November 16, the EPA released an [Updated ESA Workplan](#) that provides more details about how EPA plans to impose various mitigation measures that will be required on pesticide labels to meet its ESA obligations when registering a pesticide. There are concerns about some of the mitigation options such as “buffers to reduce pesticide drift and water runoff” or “do not use when rain is expected in the next 48 hours” -- which raises other issues such as what or how compliance might be proven or enforced.

EPA has previously stated that by using the current ESA compliance approaches, they could only theoretically complete about 5 percent of the ESA required reviews in about 18 years. This means that it **would take EPA about 360 years** to complete its ESA compliance reviews for all pesticides, which is clearly not acceptable.

The Updated EPA Workplan released in November describes mitigation strategies that are “reasonable and prudent alternatives” (RPAs) for ESA compliance to help streamline the process and reduce the unacceptable timeframe of 360 years. However, these updated strategies might lead to fears among some stakeholders that in a “rush” to complete this work, EPA will make overly conservative label restrictions and reduce availability of the pesticide without adequate and legally defensible ESA protections.

The ESA Workplan Update also describes initiatives that, according to EPA, will help it and other federal agencies improve approaches to mitigation under the ESA and improve the interagency consultation process outlined in the ESA Workplan. These initiatives include EPA’s work to [identify ESA mitigation measures for pilot species](#), incorporate early ESA mitigation measures for groups of pesticides (e.g., broadleaf herbicides), and develop region-specific ESA mitigations.

Comments on the proposed set of interim mitigation measures and the proposed revisions to label language are now **due on February 14, 2023** after EPA granted a 15 day extension. This will allow us to summarize the results of the ESA symposium and workshop being held on Jan. 31 at the WSSA meeting. Please **submit comments at [EPA-HQ-OPP-2022-0908](#)**.

NISAW: February 20-26, 2023

National Invasive Species Awareness Week (NISAW), <https://www.nisaw.org/> will be digital again in 2023 (although there is the potential for some groups flying in to DC to advocate on Capitol Hill). The WSSA is a Partner Sponsor (\$2,500) of NISAW, its 24th year of supporting NISAW. If you have topics or issues of concern, or would just like to get involved with NISAW planning, please let me know

Biden Administration’s Revised WOTUS Rule Now Final

On December 30, 2022, the Biden administration finalized its rendition of the WOTUS rule.

Here is my take on the rule:

- Land managers, farmers and property owners will face continued uncertainty as they attempt to comprehend and comply with the unclear regulations.

- EPA failed to listen to numerous stakeholders that called on the agency to stay rulemaking on a new WOTUS rule until the Supreme Court ruled on the Sackett case, expected this spring.
- The Biden version of WOTUS is not a complete return to the unworkable Obama rule adopted in 2015. EPA's listed exemptions at least try to address some of agriculture's concerns over lack of clarity.
- Even so, EPA is reintroducing considerable ambiguity in this version of the rule as it attempts to determine what is a WOTUS as seen in the treatment of ditches, ephemeral streams and groundwater, all of which were largely categorically excluded under Trump's WOTUS rule. There is no doubt that continued litigation will occur as a result of this rule.
- It is now clear that four successive administrations of both political parties have been unable to resolve this matter in a way that satisfies the broad range of stakeholders and provides long-term regulatory certainty which is badly needed.
- Depending on the outcome of the Sackett case this spring, it may be time for Congress to step in in a bipartisan manner to provide clarity regarding which bodies of water are under the jurisdiction of the Clean Water Act.

Thoughts from other APMS members? Carlton?

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Meetings of the National and Regional Weed Science Societies

Jan. 23 - 26, 2023 Southern Weed Science Society (SWSS), Baton Rouge, LA www.swss.ws
 Jan. 30 - Feb. 2, 2023 Northeastern Weed Science Society (NEWSS), Arlington, VA www.newss.org
 Jan. 30 - Feb. 2, 2023 Weed Science Society of America (WSSA), Arlington, VA www.wssa.net
 Feb. 27 - Mar 2, 2023 Western Society of Weed Science (WSWS), Boise, ID www.wsweedscience.org
 Jul. 24 - 27, 2023 Aquatic Plant Management Society (APMS), Indianapolis, IN www.apms.org
 Dec. 11 - 14, 2023 North Central Weed Science Society (NCWSS), Minneapolis, MN www.ncwss.org

AdHoc Committee Report for APMS Code of Conduct – Troy Goldsby, Chair

It came to light, after the 2022 APMS conference in Greenville, SC, that remarks were made that would be contrary to any code of conduct. Specifically, remarks were made, by a man, to women, that would certainly be considered sexual harassment. In light of that, it is apparent that the APMS is lacking in a written code of conduct. An ad hoc committee was formed to address not only this situation but other conduct issues that may arise from time to time.

Through that process we looked at several organizations' codes of conduct and found that the WAPMS has an excellent code of conduct. After vetting this code of conduct with my attorney it is my recommendation that the APMS adopt this code of conduct. We will also have to continue with a code of conduct committee, provide emails and web forms for complaints, and have committee members that can, and will, address grievances as they arise. It is truly shameful that this is needed, but it is the world in which we live. Please review this document for any questions, concerns, or changes that may be needed.

<https://wapms.org/Code-of-Conduct> (also attached in hardcopy)

Western Aquatic Plant Management Society
Code of Conduct

Final version approved by the Board on 2/14/20

The Western Aquatic Plant Management Society commits to promoting a welcoming environment while fulfilling our mission of providing a forum for members in Western North America to share interdisciplinary information related to aquatic plant and algae identification, detection, management and control. We intend to do this during daily operations, which includes the WAPMS Annual Meeting, by fostering environments that are safe, collaborative, supportive, and productive for all members and attendees, including sponsors, exhibitors, guests of members, invited speakers, students, guests and members of the media. We intend to conduct our business in a fair, honest, and ethical manner that values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among our membership and all conference and event attendees.

All attendees, speakers, sponsors, guests and volunteers at our conference are required to abide by the following Code of Conduct. Organizers will be available for those that need to report an incident or concern. We expect cooperation from all participants to help ensure a safe, welcoming and inclusive environment for everyone. This Code of Conduct is not intended to be a comprehensive rulebook and cannot address every situation. Always use good judgment and treat others with dignity.

Expected Behavior

- Treat everyone with respect.
- Communicate openly and thoughtfully and be considerate of varying views, opinions, levels of experience, and backgrounds.
- Be respectful in your critique of ideas and avoid personal attacks directed toward other attendees, participants, WAPMS staff, sponsors, and vendors.
- Respect the rules and policies of the symposium venue, hotels, WAPMS contracted facilities, or any other venue.
- Be mindful of your surroundings and fellow participants. Alert a WAPMS board or committee member or designated contact person if you notice unacceptable or offensive behavior, a dangerous situation or someone in distress.

Unacceptable Behavior

- Harassment and intimidation, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another attendee, speaker, volunteer, student, exhibitor, WAPMS board or committee member, service provider or other meeting guest.
- Discrimination based on sex, pregnancy, gender, gender identity, gender expression, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, culture, or any other protected characteristic under federal, state, or local laws.
- Physical or verbal abuse of any attendee, speaker, volunteer, student, exhibitor, WAPMS board or committee member, service provider or other meeting guest.
- Excessive alcohol consumption.
- Examples of unacceptable behavior also include but are not limited to: inappropriate use of nudity and/or sexual images in public spaces or in presentations; threatening or stalking any WAPMS meeting participant; or sexually harassing any WAPMS meeting participant or guest.
- Disruption of talks at oral or poster sessions, in the exhibit hall or at other events organized by WAPMS at the meeting venue, hotels, or other WAPMS contracted facilities is not allowed.
- Retaliation against a person who, in good faith, reports a violation of this Code of Conduct.

Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The WAPMS Board (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning and potentially without refund.
- WAPMS reserves the right to prohibit attendance at any future meeting.

Reporting Unacceptable Behavior

- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a WAPMS board member, organizer, or other designated contact person.
- Notification should be done by contacting a WAPMS board member, organizer, or other designated contact person on-site or by e-mailing your concern to one of the designated contact persons.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at the symposium location or other WAPMS event is advised to either tell a security guard or locate a house phone and ask for security.
- Reporting should never be done via social media.

Administration

- Any reports of unacceptable behavior will be handled on a case-by-case basis by one or more of the designated contact persons.
- The Code of Conduct, including contact information for the designated contact persons, will be made available to all members and conference attendees as follows: inserted into the conference program, posted to the WAPMS website, and included in the WAPMS Strategic Plan.
- WAPMS Board Members and designated contact persons will be introduced at the beginning of the conference and will make every effort to be visible and available to attendees at the annual symposium.
- The list of designated contact persons will be updated annually prior to publication in the conference program.

This Code of Conduct is not a contract. WAPMS reserves the right to amend or supplement this Code of Conduct without prior notice, at any time.

Code of conduct adapted from North American Lake Management Society, International Marine Conservation Congress (IMMC) and Ecological Society of America (ESA).

<https://wapms.org/Code-of-Conduct>

<http://conbio.org/mini-sites/imcc-2016/registration-participation/code-of-conduct/>

<https://www.esa.org/events/code-of-conduct-for-esa-events/>