

# **The Aquatic Plant Management Society**



## **Midyear Board Meeting St. Petersburg, FL January 30, 2024 In-person & virtual**

Time: Jan 30, 2024 08:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://ufl.zoom.us/j/92652107907?pwd=OGdtNWpNK3REcDR0Z3TGJoaldhQT09>

Meeting ID: 926 5210 7907

Passcode: 587688

One tap mobile

+13052241968,,92652107907# US

+16465588656,,92652107907# US (New York)

## APMS Board Book – Jan 2024

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

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

## **AGENDA**

**Mid-Winter Board of Directors Meeting  
Tuesday, January 30th 9:00AM-4:00 PM  
Hilton St. Petersburg Bayfront  
St. Petersburg, FL**

**8:00AM-9:00AM - Breakfast**

**9:00AM CALL TO ORDER**

**APPROVAL OF MINUTES**

**REPORT OF THE PRESIDENT – Jay Ferrell**

**REPORT OF THE SECRETARY – Amy Giannotti**

**REPORT OF THE TREASURER – Justin Nawrocki**

**REPORT OF THE EDITOR – Ramon Leon**

### **COMMITTEE REPORTS**

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

### **SPECIAL REPRESENTATIVE REPORTS**

AERF - Carlton Layne  
BASS – Jeremy Slade  
CAST – Gray Turange  
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. Update on Transition to 501c3 & Associated Bylaws Changes (James Leary, Justin Nawrocki, and Andy Fuhrman)

### **NEW BUSINESS**

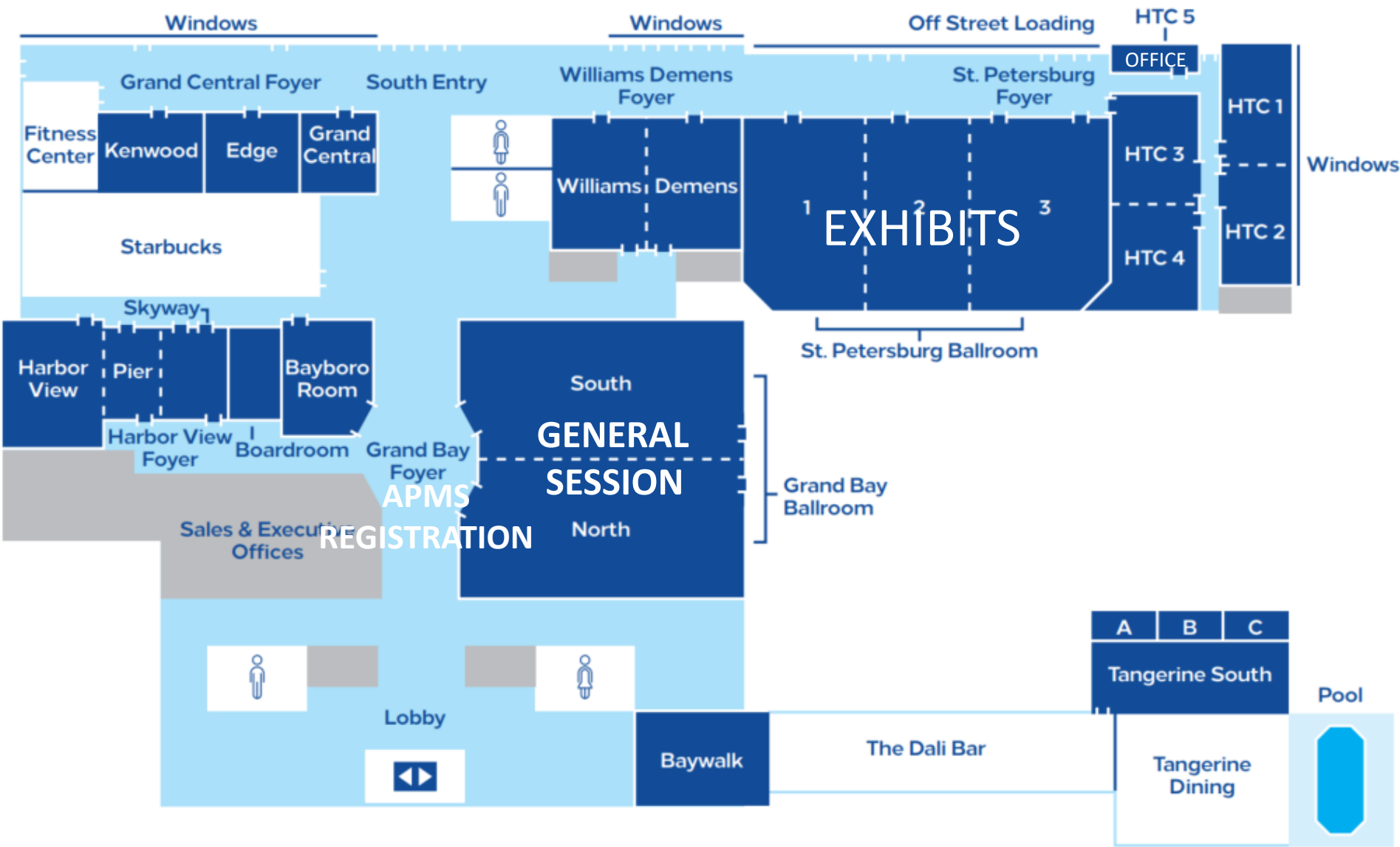
1. Federal appropriations presented from RISE (Jay Ferrell, Matt Johnson and Megan Striegel)
2. Update on vendors supporting APMS (Dean Jones, Jeremy Slade)
3. Meeting planning update and details for July (costs, social options, break costs, room block details, etc.) (Meeting Planning Committee and Bill Torres)
4. Renewing CAST Membership (Gray Turnage)
5. Exhibit Chair Dean Jones proposes to eliminate the Exhibitor Award, realizing this may need to happen in the Exhibits Committee

### **ADJOURN**

FLOOR MAP KEY

- Meeting/Conference Rooms
- Amenities
- Public Space
- Private

Lobby Level



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

**2023 - 2024 Board, Committee Chairs, and Special Representatives**

**Officers**

**President - Dr. Jason Ferrell**  
University of Florida

**President Elect – Mr. Jeremy Slade**

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

**Immediate Past President -Dr. Brett Hartis**  
Duke Energy

**Secretary – Ms. Amy Giannotti**  
AquaSTEM Consulting LLC

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

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

**Directors**

**Dr. Toni Pennington**  
Environmental Science Associates

**Mr. Matt Johnson**  
Aquatic Control

**Mr. Troy Goldsby**  
Jones Lake Management

**Dr. Gray Turnage**  
Mississippi State University

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

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

**Student Director**

**Dr. Andrew Howell**  
North Carolina State University

**2023 - 2024 Committee Chairs and Special Representatives**

**Committee**

**Chair**

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

Past President's Advisory	Brett Hartis
Program	Jeremy Slade
Proposal Review	Brett Hartis
Regional Chapters	Gray Turnage & Lyn Gettys
Strategic Planning	Mark Heilman
Student Affairs	Andrew Howell

**Special Representative**

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

# THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED

## Minutes of the Board of Directors Meeting

July 24, 2023

### Annual Pre-Conference Board Meeting

The Board of Directors of the Aquatic Plant Management Society, Inc., met on Monday, July 24, 2023, in Indianapolis, IN, and some participants attending virtually. President Brett Hartis called the meeting to order at 9:00 a.m., EDT.

Officers and Directors present at roll call were:

Brett Hartis, President  
Jay Ferrell, President-Elect  
Jeremy Slade, Vice-President  
Justin Nawrocki, Treasurer  
Amy Giannotti, Secretary (virtual)  
Ramon Leon, Editor  
Michael Greer, Director  
Erika Haug, Director (virtual)  
Toni Pennington, Director (virtual)  
Matt Johnson, Director  
Troy Goldsby, Director  
Gray Turnage, Director  
Max Gebhart, Student Director

Others in attendance during all or portions of the meeting:

James Leary, Bylaws & Resolutions Committee Chair  
Andy Fuhrman, Finance Committee Chair  
Lee Van Wychen, WSSA Science Policy Director  
Dean Jones, Exhibits Committee Chair  
Mark Heilman, Strategic Planning Committee Chair  
Carlton Layne, AERF  
Jeremy Slade, BASS  
Lyn Gettys, CAST  
Amy Kay, WOA  
Bill Torres, Meeting Coordinator  
Damian Walter  
JJ Ferris

**\*\*SOUND WAS INAUDIBLE THROUGHOUT MOST OF THE MEETING, SO  
MINUTES WERE DRAFTED COLLECTIVELY AND FROM BOARD BOOK  
REPORTS\*\***

## MINUTES

After Roll Call, President Hartis asked for approval of the Minutes from Meeting dated April 20, 2023.

***Justin Nawrocki motioned to approve the Minutes in the Board Book from 20 April 2023. Ramon Leon seconded the motion. The motion passed without further discussion or dissent.***

## PRESIDENT'S UPDATE

President Hartis thanked everyone for attending the Annual Meeting and noted that a number of members are having travel delays and flight cancellations.

Hartis mentioned two topics for New Business:

1. Discussion of Membershipworks and strategies for the future
2. Scholarship/fundraising strategies

## TREASURER'S UPDATE

Treasurer Nawrocki stated 2022 saw 169 registrations, and 2023 has 139 registrations.

Nawrocki is preparing for the audit and tax preparation.

### 2023-Annual Meeting Board Meeting Treasurers Report – 7/1/2023

All accounts have been reconciled as of 7/1/2023 and that information is reflected in this report. The current balances of our accounts are as follows

Account	Balance
General Checking	\$110,121.04
Scholastic Checking	\$9,839.26
Scholastic Investment	\$190,853.36
General Investment	\$142,584.88
Reserve	\$100,000.00
Total	\$553,398.54

2022 was near a record year for annual meeting revenue. Comparing what we have brought in as of July 1st compared to the same time frame in 2022 we are roughly \$25,000 below that value, as can be seen below. The majority of the difference can be attributed to sponsors and exhibitors. A quick analysis of the previous Midwest APMS showed a similar trend with lower than usual sponsorship and exhibitor revenue. Perhaps APMS should look at more tourist friendly locales that may increase attendance for the next Midwest meeting

Source	2022	2023
Delegate Registration	\$33,950	\$31,670
Sponsorship	\$53,500	\$36,000
Exhibitors	\$18,500	\$13,115
Total	\$105,950	\$80,785

Financially speaking we likely will not have as great a year as we did in 2022 however we have a healthy amount in our general checking to pay for the annual meeting, in addition we have also paid out \$12,391.28 in deposits to the hotel and Presidents reception venue. We likely will not have to dip into our investment account to cover operating expenses but also should be cognizant of our decreased revenue compared to 2022 going forward.

Justin Nawrocki

Attached:

2022 Detailed Income/Expenses

2023 Estimated Expenses

	<u>Jan 1 - Jul 3,</u> <u>23</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>Annual Meeting Income</b>	
Delegate 1-Day Registration	235.00
Delegate Pre-Registration	27,570.00
Delegate Registration	3,865.00
Exhibit Fees	13,115.00
Guest Pre-Registration	155.00
Guest Registration	155.00
Sponsorship	36,000.00
Student Registration	160.00
<b>Total Annual Meeting Income</b>	<u>81,255.00</u>
<b>Journal Income</b>	
Page Fees	1,527.53
Subscriptions	1,200.00
<b>Total Journal Income</b>	<u>2,727.53</u>
<b>Membership Income</b>	
Individual	10,785.00
Student	60.00
Sustaining	12,600.00
<b>Total Membership Income</b>	<u>23,445.00</u>
Refund	-375.38
<b>Scholastic Endowment Income</b>	
Contributions	4,500.00
Grand Prize Contribution	1,950.00
<b>Total Scholastic Endowment Income</b>	<u>6,450.00</u>
<b>Society Sponsorship</b>	<u>2,500.00</u>
<b>Total Income</b>	<u>116,002.15</u>
<b>Expense</b>	
<b>Annual Meeting Expense</b>	
Deposit	12,391.28
<b>Total Annual Meeting Expense</b>	<u>12,391.28</u>
<b>APMS Blog</b>	1,000.00
<b>Credit Card Merchant Processing</b>	2,091.52

<b>Journal Expense</b>	
Editing	1,998.34
Manuscripts	148.32
Journal Expense - Other	<u>275.00</u>
<b>Total Journal Expense</b>	2,421.66
<b>Licenses and Permits</b>	61.25
<b>Meeting Planner</b>	
Travel reimbursement	<u>1,468.29</u>
<b>Total Meeting Planner</b>	1,468.29
<b>Professional Fees</b>	
Accounting	<u>964.87</u>
<b>Total Professional Fees</b>	964.87
<b>Scholastic Endowment Expense</b>	
Graduate Assistantship	20,000.00
Prizes	<u>699.56</u>
<b>Total Scholastic Endowment Expense</b>	20,699.56
<b>Secretary Stipend</b>	5,000.00
<b>Shipping</b>	103.20
<b>Supplies</b>	107.24
<b>Tax Preperation</b>	402.55
<b>Travel</b>	
Registration Booth Staff	<u>490.40</u>
<b>Total Travel</b>	490.40
<b>Website</b>	
Administration	3,000.00
Website - Other	<u>294.00</u>
<b>Total Website</b>	3,294.00
<b>Winter Board Meeting</b>	
Meals	271.72
Travel	42.95
Winter Board Meeting - Other	<u>2,399.83</u>
<b>Total Winter Board Meeting</b>	<u>2,714.50</u>
<b>Total Expense</b>	<u>53,210.32</u>
<b>Net Ordinary Income</b>	<u>62,791.83</u>
<b>Net Income</b>	<u><u>62,791.83</u></u>

## 2023 Proposed Budget

Item	Amount
+Journal	
-Allen Press	\$4,000
-Editor Stipend	\$6,000
<b>Total</b>	<b>\$10,000</b>
+APMS Meeting	
-Food and Beverage	\$43,000
Presidents Reception	\$7,000
-Meeting Planner	\$6,000
-AV	\$3,500
-Signs	\$1,000
-Student Rooms	\$2,000
-Plaques	\$4,500
<b>Total</b>	<b>\$67,000</b>
+Operating Expenses	
-CC Processing	\$3,000
-Tax Prep/Audit	\$6,500
-Insurance	\$2,000
-Secretary Stipend	\$10,000
-Social Media Stipend	\$2,000
-Website Admin	\$4,000
<b>Total</b>	<b>\$27,500</b>
+Sponsorships	
-CAST	\$3,000
-RISE	\$575
-WSSA	\$7,200
-BASS Grant	\$1,500
<b>Total</b>	<b>\$12,275</b>
<b>Grand Total</b>	<b>\$116,775</b>

### SECRETARY'S UPDATE

Secretary Giannotti reminded the Board that all Minutes are can be found online. Members should also log in and update their profile on the new APMS Website to facilitate networking and helping newer members get to know the Society.

Giannotti mentioned that APEX has now archived Minutes from all previous APMS Meetings and has streamlined the format online for consistency.

Giannotti recommended that Sustaining Membership dues and Abstract deadlines be submitted by early to mid-May next year, not mid-June as this year. Makes it difficult to get all logos and business descriptions in the Program.

The Spring Newsletter was posted to the website at <https://apms.org/wp-content/uploads/Aquatic-Plant-News-Issue-Number-132-April-2023-final.pdf>

Giannotti mentioned that the post-conference newsletter will be prepared in August and asked that any content be sent to her by end of the month.

Giannotti presented a summary of expenses for the 2022-23 operating year.

	Date	Expense/Expected in Gray	Amount
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	\$294/year
Hyatt Regency/Indianapolis	January/February 2023	Midyear BOD Meeting (\$149/night + 17% tax)	\$348.66
Amazon	June 26, 2023	Lanyards & badges for APMS 2022 Annual Meeting	\$160.65
Southwest Airlines	June 26, 2023 for July 23-27, 2023	Roundtrip airfare to Indianapolis	468.96 + cab/Uber
Hyatt Regency/Indianapolis	July 23-27, 2023	Lodging in Indianapolis (\$169/night + 17% tax)	\$790.92

Giannotti's flights were cancelled, and Southwest wouldn't guarantee an arrival into Indianapolis until Wednesday evening. All name badges were prepared and registration desk supplies shipped in advance to Bill Torres, so everything is on site. Giannotti thanked Sherry Whitaker for managing the Registration desk.

**EDITOR'S UPDATE** - Editor Leon provided the following:

From JAPM, we have to report:

1. Immediate publishing of articles after proofs are ready is already in place.
2. We moved to open access only starting with the next issue. Publication fee is \$1,100 per article regardless of number of pages.
3. An international special issue is being planned to engage more international researchers.
4. Open access option will be advertised in related societies.

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

## COMMITTEE UPDATES

**Awards** – Wersal will be presenting the Awards. A reminder that The Honorary Members page needs to be updated with photos and bios on the website. Some of that info is still missing. JJ Ferris has been selected to receive the President's Award.

**Bylaws and Resolutions** – Leary stated that APMS is in the process of transitioning to a 501c3 status. Fuhrman said that necessary updates associated with the transition will be added to the SOPs and Bylaws, and that everything will be reviewed by the attorney. Slade hopes that this will be completed by the end of the year to match the finances. Ferrell suggested bringing this before the business meeting and membership. Fuhrman will provide info as informational bullets.

**Education and Outreach** – Hartis said the new Meeting Registration platform provided by APEX seemed to work well. We still have a few glitches that need to be addressed: banquet only option, an option for non-profit when the delegate is already registered with another company, admin signs up the company and then has to switch browsers to login and register another, Sustaining Memberships should appear in the Meeting registration log (for signage and Program planning) even if not coming to the meeting.

Hartis would like to remind everyone to update photo and bio for the website directory.

Hartis is working through Committee descriptions but needs abbreviated/condensed version for the website. Leary offered truncated language in Bylaws for this.

Hartis reiterated the Journal article search feature needs to be re-established.

Hartis asked for other ideas for outreach. Right now, Hartis reiterated the main impact APMS has is through social media and asked for Board and Membership to support by sharing, cross-posting, etc. Hartis asked everyone to follow the Professional LinkedIn Page which is new. This site is particularly useful for job opportunities and searching for qualified employees. Heilman asked if APMS should consider joining Threads. Hartis reminded everyone that social media is dynamic and fluid and to be mindful of changes.

Room Block and Hotel info for next year (St. Petersburg) should be posted and announced earlier.

Giannotti presented an update on social media accounts. All accounts are growing and the new LinkedIn Professional Page is an added resource.

**Exhibits** – Jones

Summary of exhibitor and sponsor participation for meeting. Income from sponsors and exhibits was \$68,300. This is approximately \$3000 below the 10-year avg.

#### Exhibitors

- 27 exhibitors
- 20 paid, 4 non-profit, 3 Platinum and Gold Sponsors
- \$22,300 in revenue
- ~\$6,000 above 10-year avg
- Usually avg 24 exhibitors

#### Sponsors

- 12 sponsors
- Included two platinum and 1 gold
- \$46,000 in revenue
- ~\$8,500 less than 10-year avg
- Fewer sponsors in general, fewer Contributor level sponsors, several surprise no shows due to no regional coverage in this area.

**Finance** – Inaudible. Please refer to summary in Board Book.

**Meeting Planning** – Johnson said Presidential Reception is at Punch Bowl Social.

**Membership** – Johnson discussed the push for membership by reaching out to certified applicators in some states. Suggested the idea of mailing a postcard.

Johnson reminded the Board that Joe Bondra and David Isaacs passed this year.

Johnson welcomes strategies for increasing attendance next year in St. Petersburg.

**Nominating** – No report

**Past-President's Advisory** – No report

**Program** – Ferrell suggested we close Abstracts, etc. way earlier next year. He also mentioned travel difficulties are interfering with a number of Members' attending this year. The digital program seems to be working out well, and he reminded the Board that anyone wanting a printed copy should print it out in advance per his email suggestions.

**Proposal Review** – Amy Kay (from WOA) led discussion about lunch support. I could not hear details.

**Regional Chapters** –

**Strategic Planning** – Heilman stated that APMS is trying to implement and adopt the new goals set in the 2022 Strategic Planning Session. Details for implementing these new strategic goals should be incorporated as they are finalized and pursued.

**Student Affairs** – There were 16 student presenters at the meeting this year. Ten students were paired with a working professional for the networking mentorship program and we had a CV/resume workshop at the student luncheon on July 25<sup>th</sup>. We secured four judges for the poster contest and four judges for the oral presentations. On July 27<sup>th</sup>, six students will be attending the field trip at the TW Moses Filtration Plant at Eagle Creek.

*Gray Turnage motioned to approve Committee reports. Justin Nawrocki seconded the motion. The motion passed without further discussion or dissent.*

## **SPECIAL REPRESENTATIVE REPORTS**

**AERF** – Layne said that AERF has been reconstituted with a new Board and elections planned for the Fall along with a Strategic Planning Session. Traditional activities of AERF (like cooperative effort with BASS/APMS grant) are set to resume. Goldsby added that AERF plans to revamp their conservation outreach.

**BASS** – Slade emphasized a 25-year relationship with BASS. BASS appreciates the APMS members outreach at their events.

*Jeremy Slade motioned to support BASS at the 2024 Bassmaster Conservation Summit for \$1500. Jay Ferrell seconded the motion. The motion passed without further discussion or dissent.*

**CAST** – Gettys said the HABs paper is out for peer review, and she will keep APMS posted. Once final reviews are complete, then fundraising for printing and launch will commence. If anyone is interested in serving as the CAST Rep, please see Gettys.

**NALMS** – Johnson has been working with NALMS to continue trading display space and participation at trade shows. APMS exhibit space has been reserved for the upcoming NALMS conference. Not sure if others from the APMS board are attending, but we need to coordinate who will get the display there, setup, etc. Johnson mentioned that he will have staff going to the conference and could help if needed. **I believe that Mark Heilman stated that he would be attending and could help. Not sure if he was willing to setup the display or just help be present during tradeshow hours.** Johnson has also been working on APMS behalf as a member of the NALMS program committee. He was successful in getting an APM session added to the program. Finalizing some of those details and timing on the program. For the immediate future, APMS should probably not focus on HABs as much in APM offerings to NALMS program because NALMS has been doing that on their own and their membership surveys indicate that is well covered and other APM information is desired. Sara Peel from

NALMS is here attending for one day and tabling in the Exhibit Hall, please stop by and tell her hello and thank you for the support of APMS.

McNabb emailed Giannotti the 314 update after the Board Book was sent out. If you'd like to see NALMS Summary of the Legislative History behind 314 update, please email Secretary Giannotti with your request. It's a large file.

**RISE** – Johnson covered State engagement on behalf of the aquatic industry including NY, VT, and WI of recent news as far as legislative engagements. He also touched briefly on WOTUS including the Supreme Court decision in favor of Sacketts; EPA appealing court block of WOTUS Rule Implementation; and proposed settlement on PGP's under NPDES. Full details are in the written report submitted and further details will be covered by Lee Van Wychen in the Science Policy report.

**WOA** – Kay approached APMS with Proposal to support the Women of Aquatics luncheon and provided costs for keeping it within the Hotel as this prevents attendees from missing the next speaking session. Meeting offsite is cheaper but takes women away from the conference hotel and may compromise session attendance. Approximately 30 women are in attendance here, and luncheon could accommodate 5-23 based on previous meetings. WOA Board has been meeting biweekly.

*Jay Ferrell motioned to support the WOA luncheon on site at the hotel for an amount totaling \$1500. Ramon Leon seconded the motion. The motion passed without further discussion or dissent.*

**WSSA – No report**

**Science Policy – Van Wychen –**

**2023 APMS Annual Meeting, Indianapolis, IN**

**Science Policy Report**

**Lee Van Wychen**

**New Science Policy Fellows (SPFs)**

- Annu Kumari- USDA-ARS Auburn. Ph.D. expected May 2024; Advisor: Dr. Andrew Price.
- Cynthia Sias – Virginia Tech. Ph.D. expected Dec. 2023; Advisor: Dr. Michael Flessner.

**APMS Leaders Meeting**

-Brett Hartis, APMS President; Jay Ferrell, APMS President-Elect; Rob Richardson, APMS Science Policy Rep, and I attempted to meet in Washington DC the week of March 27. However, due to 106 Congressional committee hearings during that week and not being able to secure enough appointments on Capitol Hill (I was only able to schedule 6 appointments out of 31 requests), we decided to cancel their visit a few days prior.

- Our meeting with Stacey Brown, Deputy Assistant Secretary of the Army for Civil Works Management and Budget still occurred via Zoom, even though the meeting was originally scheduled as an in-person meeting at the Pentagon.

-We discussed why there has not been a request in the President's budget (for at least the past 20 years) for funding for the Army Corps Aquatic Plant Control program. Instead, Congress adds this line item to their Energy and Water appropriations every year. Need to meet with OMB.

-The House FY 2024 appropriations for the **Aquatic Plant Control (APC) program is \$16.5M, only half of the \$33.5M received in FY 2023, with no money for hydrilla control in the CT river basin.** The Senate FY 2024 appropriation for APC is \$27M, with \$6.3M for CT river hydrilla.

### **LSU and Army Corps of Engineers Host Aquatic Weed Tour in Louisiana**



*Touring Dr. Chris Mudge's mesocosm research trials on giant salvinia at LSU. Pictured (L to R): **Kristy Crews**, Product Manager, EPA Office of Pesticide Programs (OPP) Registration Division (RD), Fungicide Branch; **Jessica Post**, Economist, EPA OPP Biological and Economic Analysis Division, **Francisco Llarena-Arias**, Environmental Protection Specialist, EPA OPP RD, Fungicide and Herbicide Branch; **Chris Mudge**, Research Biologist: U.S. Army Engineer Research &*

*Development Center and Adjunct Professor: LSU School of Plant, Environmental & Soil Sciences; **Jeremy Crossland**, US Army Corps of Engineers, Land Uses and Natural Resources Program Manager; and **Lee Van Wychen**, WSSA Executive Director of Science Policy.*

During the week of June 5, I had the chance to tour Dr. Chris Mudge's aquatic weed research trials at LSU along with staff from the EPA and Army Corps of Engineers. We also got to explore the different aquatic weed problems they face in the Atchafalaya National Wildlife Refuge (NWR) and Lake Henderson. From August through October, Lake Henderson is lowered to 6 feet MSL. These draw-downs expose the lake bottom, which helps to control aquatic plant infestations like water hyacinth, hydrilla, giant salvinia and Cuban bulrush.

I would like to send a **huge thank you to Dr. Mudge** and his staff for organizing the tour and sharing their knowledge and expertise on aquatic weed management.



*Touring Belle River in the Atchafalaya National Wildlife Refuge. Dr. Mudge attempts to drive his boat through an untreated area full of giant salvinia. Note: behind us is open water that has been treated by the Louisiana Department of Wildlife and Fisheries.*

### **WRDA 2022 Signed Into Law**

The 2022 Water Resources Development Act (WRDA) was signed into law on December 23, 2022. WRDA 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, WRDA authorizes more than \$37 billion in funds for inland waterways projects. The 2022 WRDA contains the following invasive species provisions, with changes:

- Amends 33 USC 2263a: Aquatic invasive species research by **adding hydrilla** to the list of priority species: *"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:

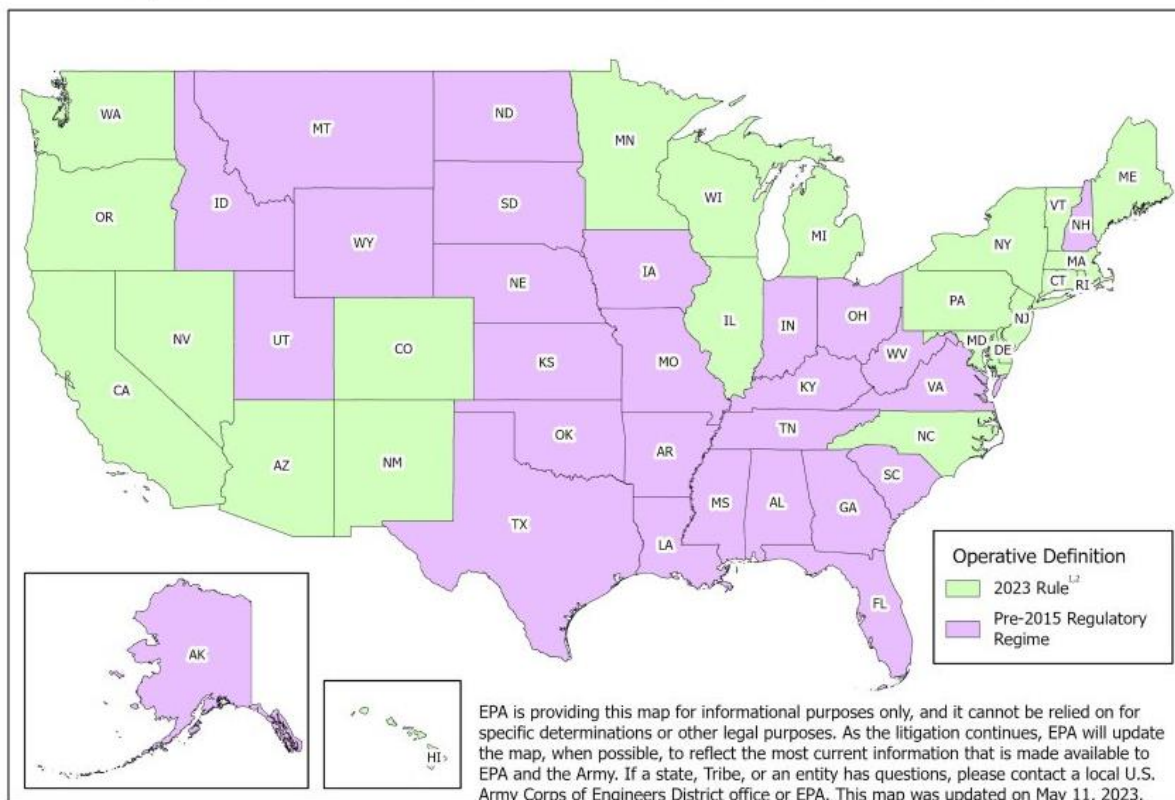
- (1) the Great Lakes;
  - (2) the tidal and inland waters of the State of New Jersey, including Lake Hopatcong, New Jersey;
  - (3) the coastal and tidal waters of the State of Louisiana;
  - (4) the waterways of the counties that comprise the Sacramento-San Joaquin Delta, California;
  - (5) the Allegheny 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.**

### **Supreme Court Rules on Waters of the United States**

The US Supreme Court released its opinion on May 25 in *Sackett v. EPA* and ruled in

favor of the Sacketts. All **nine members of the court rejected** the federal government's "**significant nexus**" test, which was crafted by former Justice Anthony Kennedy in the 2006 *Rapanos* decision. In other words, the "significant nexus test" is no longer an appropriate measure to determine a Water of the United States (WOTUS). Although there was a 5-4 split over what the test should be, not one justice attempted to defend "significant nexus" as an appropriate test.

## Operative Definition of "Waters of the United States"



<sup>1</sup>Also operative in the U.S. territories and the District of Columbia

<sup>2</sup>The pre-2015 regulatory regime is operative for the Commonwealth of Kentucky and Plaintiff-Appellants in *Kentucky Chamber of Commerce, et al. v. EPA* (No. 23-5345) and their members (Kentucky Chamber of Commerce, U.S. Chamber of Commerce, Associated General Contractors of Kentucky, Home Builders Association of Kentucky, Portland Cement Association, and Georgia Chamber of Commerce).

As a result of on-going litigation, 27 states (in purple) should use the **pre-2015 regulatory rule** where WOTUS are:

1. Traditional interstate navigable waters
2. Relatively permanent bodies of water connected to traditional interstate navigable waters
3. Wetlands that have a continuous surface connection with either (1) or (2)

-EPA said it expects to release post-*Sackett* guidance by September 1 for their 2023 Rule where they can no longer use the "significant nexus test" to determine what is a WOTUS.

### EPA Floats Rule To Help States And Tribes Gain CWA Powers

In the *Sackett* case, the Supreme Court also affirmed that states have the "primary" responsibility to prevent water pollution. Under the Clean Water Act (CWA) states can get EPA

authorization to take over wetlands permitting. which is generally handled by the Army Corps of Engineers. Three states currently have such authority – **New Jersey, Michigan and Florida.**

On July 19, the EPA announced a proposed rule to revise the CWA Section 404 Tribal and State Program Regulations. EPA says the proposed regulatory revision will streamline and clarify the requirements and steps necessary for states and Tribes to administer their own programs from protecting waterways from discharges of dredged or fill material without a permit.

The proposal also provides direction on how a state or Tribe can demonstrate their program is consistent with and no less stringent than federal requirements, and how they can ensure that their permits they issue are consistent with the substantive environmental permit review criteria as laid out by EPA for section 404 permits.

**Proposed Rule:** [Clean Water Act Section 404 Tribal and State Program Regulation EPA-HQ-OW-2020-0276; FRL-6682-02-OW \(pdf\)](#)

#### **EPA FIFRA SAP on Atrazine is a Virtual Meeting from August 22 – 24.**

The Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) Scientific Advisory Panel (SAP) provides independent scientific advice to the EPA on health and safety issues related to pesticides. There was a call for nominations this summer for an SAP on the “**Examination of Microcosm/Mesocosm Studies for Evaluating the Effects of Atrazine on Aquatic Plant Communities**”.

I have verified that four of the “approximately 8-12 members” of the SAP are WSSA and APMS members: 1) Aaron Hagar, University of Illinois; Jay Ferrell, University of Florida; John Madsen, retired USDA-ARS, and Kurt Getsinger, US Army Corps of Engineers. The SAP will take place August 22-24, 2023, from 10 a.m. to approximately 5:30 p.m. (ET). The public virtual meeting will be held via a webcast platform. You must register to receive the links. More info at: <https://www.regulations.gov/document/EPA-HQ-OPP-2023-0154-0001>

#### **A Survey of Weed Research Priorities: Key Findings and Future Directions**

- The WSSA Research Priorities Committee published the results of their weed research priorities survey from the fall and winter of 2021 / 2022. The last time there was a published report of weed science research priorities was in 2007.
- Authors: Daniel C. Brainard, Erin R. Haramoto, Ramon G. Leon, James J. Kells, Lee R. Van Wychen, Pratap Devkota, Mithila Jugulam, Jacob N. Barney. [DOI: 10.1017/wsc.2023.24](#)
- **ABSTRACT**  
*We conducted an online survey of weed scientists in the US and Canada to 1) identify research topics perceived to be important for advancing weed science in the next 5-10 years, and 2) gain insight into potential gaps in current expertise and funding sources needed to address those priorities. Respondents were asked to prioritize nine broad research areas, as well as five to ten subcategories within each of the broad areas. We received 475 responses, with the majority affiliated with academic institutions (55%) and working in cash crop (agronomic or horticultural) study systems (69%). Results from this survey provide valuable discussion points for policymakers, funding agencies, and academic*

*institutions for allocating resources for weed science research. **Notably, our survey reveals a strong prioritization of Cultural and Preventative Weed Management (CPWM) as well as the emerging area of Precision Weed Management and Robotics (PWMR).** Although Herbicides remain a high-priority research area, continuing challenges necessitating integrated, non-chemical tactics (e.g., herbicide resistance) and emerging opportunities (e.g., robotics) are reflected in our survey results. Despite previous calls for greater understanding and application of weed biology and ecology in weed research, as well as recent calls for greater integration of social science perspectives to address weed management challenges, these areas were ranked considerably lower than those focused more directly on weed management. **Our survey also identified a potential mismatch between research priorities and expertise in several areas including CPWM, PWMR, and Weed Genomics, suggesting that these topics should be prime targets for expanded training and collaboration.** Finally, our survey suggests an increasing reliance on private-sector funding for research, raising concerns about our discipline's capacity to address important research priority areas that lack clear private-sector incentives for investment.*

### **WSSA Endangered Species Committee**

- Chaired by Bill Chism, retired after 20+ years with EPA Office of Pesticide Programs (OPP) Biological and Economics Analysis Division (BEAD). Bill is doing a phenomenal job.
- Committee members are: Cameron Douglass, USDA OPMP; Stanley Culpepper, WSSA Past President; Taylor Randell-Singleton, grad student rep; Brad Hanson, UC-Davis; Mark VanGessel, WSSA-EPA Liaison; Sarah Lancaster, Kansas State, and me.
- **Would an APMS member be interested in serving on committee?**
- The committee is proposing a communications webpage and is also looking to find a new graduate student representative
- ESA Label Format – Culpepper, Chism, and I met with Billy (Charles) Smith, Director of the Registration Division in EPA OPP to talk about a **standard label format**. OPP had proposed a standard format back in 2019 but the project never really took off. Proposing a standard format should be doable and would reduce the time for users to find key information.
  - o Ideally our suggestions would end up in the Label Review Manual where they are visible to everyone.
  - o Step one: review the format and make suggestions with a small group of weed scientists as they prepare their state recommendations in the spring.
  - o Step two: walk registrants, crop consultants, USDA through the format and any suggestions; and step three: take suggestions to EPA OPP.
- IR-4 has been collecting crop efficacy data for 60 years. Need to make sure EPA is aware of the data and use it for ESA surrogate species. EPA should select representative crop groupings for an herbicide's efficacy trial. Don't do herbicide trials on every crop. Not necessarily a need to do it on every endangered species.
- EPA's Vulnerable Species Pilot Project strategy, i.e. List of 27 endangered species EPA is considering most representative and how they hope to organize some sort of framework. Expect an update by end of July on EPA's "herbicide strategy".

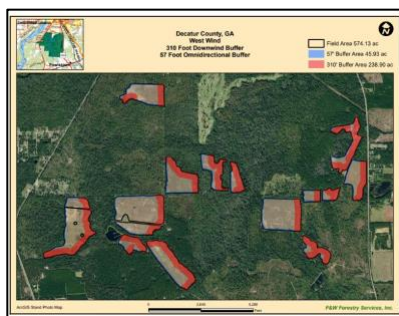
### **Organized a Capitol Hill Seminar on July 11: "Protecting Endangered Species While Feeding the World" presented by Culpepper and Chism.**

-Very well received. Approximately 75 staffers.

This was the first in-person NCFAR Lunch-n-Learn seminar on Capitol Hill since 2019 (boo Covid). The event sponsors were: WSSA, National Association of State Departments of Agriculture (NASDA), Extension Committee on Policy (ECOP), CropLife America (CLA), and Syngenta. Additional collaborators were the National Corn Growers Association (NCGA) and American Soybean Association (ASA). **One-Page Leave Behind:**

*Fifty years ago, the **Endangered Species Act** (ESA) was signed into law to protect and conserve imperiled species from extinction. Few understand the complexities and challenges associated with this Act and how it potentially threatens agriculture, family farm sustainability, and having an ample supply of food, feed, and fiber needed by humankind.*

*In an abundance of caution to protect species listed under the ESA and help minimize the risk of litigation, the U.S. EPA has been inserting large spatial buffers on certain pesticide labels that restrict applications in counties where listed species may be present. For example, an herbicide was eliminated from use on approximately one million acres in 11 counties in Georgia. However, after further research, only 0.37 percent of the total acres in those counties represented suitable habitat. Although the effort of protection is important and supported by agriculture, current label restrictions are excessive in some situations as restrictions are not based on high-resolution data where a species likely occurs nor where and how pesticides are applied.*



**In-field downwind buffers (in red)**

*While entire counties have been removed from some product labels, EPA has also imposed in-field restrictions to mitigate potential off-target movement such as conservation practices to reduce runoff and no-spray buffers to reduce spray drift.*

*For example, some required downwind buffers could eliminate as much as 49.6% of the field from a product application. These restrictions are preventing the use of tools needed to control threatening weedy pests in fields that are nowhere near the documented historical habitats of concerned species.*

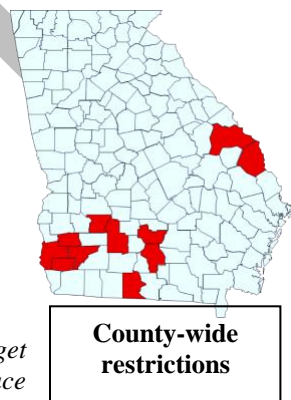
*As the **number of farms decline** rapidly and the **loss of U.S. agricultural land** exceeds 200 acres every hour, there is an expectation that we will need to **produce 70% more food by 2050** to sustain a growing population. This monumental task will only be accomplished if economically effective tools are available helping farmers prevent pests from stealing food, feed, and fiber.*

*Methods developed from sound science can protect both concerned species and agriculture; in fact, protecting agriculture is the key to providing healthy habitats for wildlife. **Funding is needed to help educate farmers on ways to protect endangered species, create better maps of where species occur, and research additional ways to reduce the risks from pesticides.***

### **Weed Science Society Presidents Visit Washington DC.**

During the week of April 17, the presidents from the four regional weed science societies and WSSA traveled to Washington DC to advocate on behalf of weed science policy initiatives and help WSSA achieve its mission of promoting research, education, and awareness of weeds in managed and natural ecosystems. Our primary mission during the week was meeting with the president's elected members of Congress and their staff from their home states. Talking points included:

- Support \$8 billion in mandatory agricultural research funding in the next Farm Bill. U.S funding peaked in 2002 and has declined by 1/3 since then, hitting the lowest levels since 1970. While U.S. investments decline, China's funding for ag research has grown to more



**County-wide restrictions**

than \$10 billion – **double of what the U.S. currently spends**. Current U.S. ag research funding is just under \$5 billion and most of that is discretionary funding that relies on year-to-year appropriations from Congress.



*Pictured (L to R): **Wes Everman**, NC State, NEWSS President; **Curtis Rainbolt**, BASF, WSWWS President; **Carroll Moseley**, Syngenta, WSSA President; **Eric Castner**, FMC, SWSS President; and **Reid Smeda**, University of Missouri, NCWSS President*

Some of the main issues we discussed during the week included:

- Support USDA-NIFA IR-4 Project funding at \$25 million in FY 2024. The IR-4 Project was funded at \$15 million in FY 2023.
  - o There is a phenomenal need for specialty crop protection products to help feed the world. The IR-4 Project was established in 1963 by USDA to conduct research and develop the data needed to facilitate the registration of crop protection products, including reduced risk and bio-based pesticides, for minor use crops such as fruits, vegetables, herbs, spices, ornamental plants and other horticultural crops. The IR-4 Project provides an incredible return on investment as it contributes \$8.97 billion to the annual U.S. GDP.
- Support the USDA-NIFA Crop Protection and Pest Management (CPPM) program at \$25 million in FY 2024. The CPPM program was funded at \$21 million in FY 2023.
  - o The CPPM program is a highly effective competitive grant program that tackles real world weed, insect, and disease problems with applied solutions through the concepts of integrated pest management (IPM). The CPPM also funds the Regional IPM Centers and Extension IPM programs.
- Amend the definition of a “plant pest” in the Plant Protection Act so that it includes noxious weeds and invasive plants. Currently, only “parasitic plants” are listed in the definition of “plant pest” ([7 USC 104, S.7702 – Definitions, \(14\) Plant Pest, \(C\)](#)).
  - o USDA-APHIS receives almost \$400 million per year in their Plant Health account to prevent the introduction and spread of “plant pests” in the U.S., but only a fraction goes toward weed prevention and surveillance. One example is their “Plant Pest”

and Disease Management and Disaster Prevention (PPDMDP) program,, which directs \$75 million a year to state governments, universities, non-profit institutions, industry, and tribal nations – to support projects that protect specialty crops, nursery systems, forestry, and other agricultural production systems and natural resources from harmful and exotic “plant pests.” Very few of the 300+ “plant pest” projects supported by the PPDMDP involve noxious weeds or invasive plants.

- Working on a letter to House and Senate Appropriations Subcommittee for Transportation to get funding for the Invasive Plant Elimination Program authorized in the 2021 Infrastructure Law. Was authorized at \$50M annually from FY 2022 – 2026, but has not been appropriated any money yet. We are requesting \$10M to start a pilot program. [Link: Section 11522 - Invasive Plant Elimination Program description in 2021 Infrastructure Law](#)
- Organizations can read and endorse the letter [here](#).
  - o All weed science societies have endorsed the letter. Currently at 45 groups.
- NOTE: It was the first time that all the society presidents stayed in an Air-BnB close to DCA airport. Compared to staying in hotels, it was at least 50% cheaper. Presidents commented that it was a good experience overall. Will consider in future.

### **2023 Farm Bill**

There is less than a 50% chance the Farm Bill will be completed this year. Expect a one-year extension. There is a concentrated effort among ag research stakeholders to make ag research spending in Title 7 of the Farm Bill **mandatory** spending instead of discretionary spending.

### **FY 2024 House Agriculture Appropriations**

-USDA research accounts stayed level for the most part in the House bill (which is considered a victory this year), plus ARS received a slight increase. However, the \$4.7M Area-Wide Pest Management (AWPM) account in ARS was not in the president’s budget request. This program is used to fund large-scale projects such as [Getting Rid Of Weeds Through Integrated Weed Management](#) (GROW). We are working with other stakeholder groups, like the Entomology Society of America to make sure AWPM funding is not cut from the USDA-ARS.

### **FY 2024 House Interior, Environment and Related Agencies Appropriations**

- Sets funding levels for EPA and the US Fish and Wildlife Services (FWS) programs. The committee cut EPA’s budget to its lowest level since 1991. However, many of the provisions that the national and regional weed science societies supported, along with many other stakeholder groups, were in the House bill. Here is a summary:
- Pesticide Program Funding – The Committee report recommended funding the pesticide licensing program at \$120.2M for FY24, which is the same as the final funding level enacted for FY23. While it may seem disappointing not to have received an increase given that we requested \$145M, please note that the entire Environmental Programs and Management account, where the pesticide licensing program is housed, received a \$857M cut.

- FWS Consultation Funding – The Committee report recommended providing no less than \$2M for pesticide-specific ESA consultations at FWS. While we requested \$3M, this is still a significant accomplishment given that the report recommends cutting \$12.1M or 10.0% from FY23 enacted levels for the whole FWS planning and consultation account.
- FIFRA Labeling Language – We requested bill language specifying that no funds may be used by EPA to approve labels inconsistent with the agency’s human health findings under FIFRA. That language was included in the bill text.
- EPA Pesticide Implementation Language – We requested several language related provisions related to 1) what types of data EPA must consider in its ESA effects determinations (existing conservation data, pesticide usage data, real-world spray drift and water concentration studies, etc.) 2) directing the agency to consult with USDA/impacted stakeholders on mitigations and pilot projects pre-publication, and 3) direct the agency to ensure that epidemiological studies used by EPA meet data quality standards and can be independently verified. All this language was included in the report as well as directives for the agency to update its guidance on these matters as necessary.
- Sub-County Species Level Maps Language – We requested language directing FWS to, when possible, develop subcounty level species range maps. This language was included in the House Interior Appropriations committee report as well.
- NOTE: The House Interior Appropriations Committee bill is **only the first step** in this process!

### **National Invasive Species Awareness Week (NISAW)**

NISAW 2023 was held virtually from February 20-26 and organized by the North American Invasive Species Management Association (NAISMA). Sponsors included the WSSA, Wyoming Weed and Pest Council, Washington Invasive Species Council, SePRO, UPL, Pacific States Marine Fisheries Commission, and Bayer.

**NISAW 2024** is scheduled for **February 26 – March 3, 2024** in Washington DC. This will be the 25<sup>th</sup> anniversary and planning is already under way. My hope is that all the invasive species stakeholder groups traveling to Washington DC will make **establishing an invasive species management fund** their #1 priority. (see below)

### **Establishing an Invasive Species Management Fund**

A common theme during the **Invasive Species Advisory Committee (ISAC)** meeting held virtually on March 6 – 8, and the first ISAC meeting since 2019, is that we need a consolidated all-purpose **source of funding for invasive species prevention, research, and management**.

Global trade provides many benefits to us as consumers, but there is no question that one of the indirect costs is the importation of invasive species, whether intentional or unintentional. I have begun work on Capitol Hill discussing legislation similar to what Hawaii passed into law in 2008 ([HB2843](#)) where an inspection, quarantine, and eradication service fee was assessed on

the net weight of freight, computed on the basis of **50 cents for every 1,000 pounds of freight** brought into the state.

- As an example, there would be a \$3 fee assessed for a 6,000 pound SUV imported into the U.S. A rough estimate of U.S. import data suggests that this inspection, quarantine, and eradication service fee would **generate about \$1 billion per year** for a federal invasive species management fund. Please email me with suggestions.
- After speaking with the Congressional Invasive Species Caucus co-chairs, Reps. Elise Stefanik-R-NY and Mike Thompson-D-CA, as well as the Senate Interior & Environment Appropriations staff, the bigger question may be who gets the money and how to prioritize invasive species management projects.

*Jeremy Slade motioned to accept the Special Representative updates. The motion was seconded by Troy Goldsby. The motion passed without dissent.*

### **Old Business:**

Hartis presented the issue of using paper ballots to vote in the Business Meeting versus raising of hands. Apparently guidelines dictate paper ballots, but that has not been done in recent memory. Hartis has asked the Nominating Committee to evaluate and strategize.

Ad Hoc Committee on Code of Conduct: Goldsby said that his attorney suggested a revision to the Conduct that was proposed. Details included removing listed classes of protection because the attorney says being this specific is not acceptable. Section headers were also removed. Hartis asked if APMS should seek independent legal counsel as the Committee has questions about the language and changes suggested. Goldsby recommends that more Committee conversations are needed. Pennington said that removing Section headers makes rationale confusing. Haug and Giannotti agreed. Pennington thanked everyone for their help. Hartis offered to consult APMS attorney and thanked Goldsby for his attorney's assistance. Kay asked if this Meeting will utilize the reporting system that Haug created – should Kay and Goldsby be monitoring the reporting email. Goldsby said no because nothing has been passed and implemented. Greer asked Hartis to make announcement about appropriate behavior in opening session.

Hartis reminded everyone again to update profiles in Membership database.

Johnson has been working with NALMS to continue training and support at trade shows. APMS should probably not focus on HABs as much because NALMS has been doing that and their membership surveys indicate a lack of interest in that. Sara Peel from NALMS is here attending for one day and tabling in the Exhibit Hall.

Ferrell, Slade, and maybe Turnage are planning to attend the International Symposium on Aquatic Plants. Nothing is requested from APMS.

### **New Business:**

Hartis asked Giannotti to present the new proposed social media management agreement. Giannotti said the contract has remained the same since 2020 (\$2000/annually to manage 3 platforms). Giannotti has proposed \$4200 annually to account for time creating content, managing comments and questions, and to add a 4<sup>th</sup> platform (LinkedIn Professional Page). Giannotti uses money from this agreement to pay Meeting registration and membership – which totals about \$600.

***Gray Turnage motioned to accept the Social Media agreement proposed by Giannotti for \$4200/annually. The motion was seconded by Matt Johnson. The motion passed without dissent. Giannotti abstained from this vote.***

Hartis asked for strategies for improving fundraising and scholarship efforts. Ferrell mentioned that supporting grad students at UF is now closer to \$35K or more. Turnage said Mississippi State is pushing \$45K which also includes insurance. Continued discussions on this are welcomed and encouraged.

Increasing Membership: Nawrocki said 139 people are registered for this Meeting.

Nawrocki suggested doing an alcohol auction to raise monies for APMS, however, the Society needs to confirm the 501c3 before exploring issues like shipping alcohol into certain states and whether or not this is a viable proposition.

The Midwest hosting city for APMS always sees low attendance as it is their busy field season. Suggestions included looking for a smaller city, or what about meeting in Canada. APMS leadership has 5 years to think about it and work with Bill Torres.

Last year, APMS was joint meeting with SCAPMS with 175+ attendees. Different audiences are targeted. Prince's presentation last year indicated that .....??? Discussion of the challenges of CEUs at national meeting. Should content be regionally-based or subjectively-based?

***Ramon Leon motioned to adjourn the meeting. Troy Goldsby seconded the motion. The Board meeting adjourned at 1:57 p.m., EDT.***

# THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED

## Minutes of the Annual Business Meeting

July 25, 2023

Hyatt Regency

Indianapolis, IN

The Annual Business Meeting of the Aquatic Plant Management Society, Inc. was held on Tuesday, July 26, 2023. President Brett Hartis called the meeting to order at 4:34 p.m. EDT.

### MINUTES

The Minutes for previous Board Meetings are available online for review and consideration by the general membership. There was no discussion regarding these Minutes.

### PRESIDENT'S REPORT

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

- Vice President – Lyn Gettys
- Director – Brittany Chesser
- Director – Damian Walters

No nominations from the floor were received.

***Ryan Wersal motioned to close the nominations. Jeremy Slade seconded the motion. The motion was approved without dissenting vote and without discussion.***

***Ryan Wersal motioned to accept the slate of nominees. Jeremy Slade seconded the motion. The motion was approved without dissenting vote and without discussion.***

### TREASURER'S REPORT

Treasurer Justin Nawrocki shared account balances with the Membership and explained that APMS is almost done with the audit. Taxes will be filed in the coming weeks.

### SECRETARY'S REPORT

No report.

### EDITOR'S REPORT

No report.

## COMMITTEE AND SPECIAL REPRESENTATIVE REPORTS

**Awards** – Ryan Wersal, Chair: Ryan asked for nominations from the Membership and explained the importance of doing so to support the Society. Award eligibility and criteria forms are available on the website.

**Bylaws** – James Leary, Chair: The Bylaws Committee has been petitioned by members to modify the Bylaws in order to qualify for 501c3 status. The Committee is coordinating with the Treasurer and Finance to streamline this process.

**Education/Outreach/Website** – Brett Hartis, Chair: This year, the Meeting Registration online was hopefully improved and more efficient. We do still have some ‘bugs’ we are working on and welcome any ideas or suggestions for improvement for next year. Social media accounts are all trending upwards. APMS has a new Professional Page on LinkedIn – great way to follow new job opportunities, etc. Please follow the accounts. If anyone is interested in taking over as Chair of this Committee, please see Brett.

**Exhibits** – Dean Jones, Chair: 2023 Annual Meeting has 12 sponsors and 26 exhibitors present. Thanks to all for supporting this event. If there are other potential sponsors/exhibitors APMS should reach out to, please let Dean or Carl della Torre know.

**Finance** – Andy Fuhrman, Chair: APMS has approximately \$429K in the investment account, which is up about \$21K this year. APMS is in the process of converting to a 501c3 for tax purposes and to encourage donations.

**Meeting Planning** – Tom Warmuth, Chair: Thank you to Matt Johnson, Regional Coordinator for Meeting Planning. Next year, APMS will be working on plans for St. Petersburg (FL) and Providence (RI) for 2025. Thank you to all who have contributed to the Scholastic Endowment as well.

**Membership** – Matt Johnson, Chair: Membership Committee has been accumulating a list of all professional applicators by state to recruit for APMS meeting attendance and for membership. The Committee is also expanding this collective to include government agencies, international aquatic plant groups, and is working with Student Affairs to target audiences in academia as well.

**Nominations** – Ryan Thum, Chair: No report

**Past Presidents** – Ryan Thum, Chair: No report

**Program** – Jay Ferrell, Chair: Thank you to the presenters who are participating in this year’s Meeting. Next year, the Program Chair will be Jeremy Slade, and if you have topics or ideas for presentations and/or special sessions, please direct those suggestion to him. Jay asked the audience for feedback on the electronic vs. printed program, and audience responded in favor of keeping the electronic version of the program. This saves the Society about \$2-3K in printing costs.

**Proposal Review** – Ryan Thum, Chair: No report

**Regional Chapters** – Gray Turnage, Co-Chair: Regional Chapter breakfast was held this morning, and there was a good turnout. All regional chapters have offered full support for the Michael D. Netherland Graduate Student Research Grant. Lyn Gettys will be the Co-Chair next year, and the Committee welcomes any ideas for further engagement.

**Strategic Planning** – Mark Heilman, Chair: Mark reminded the membership of the goals of the most recent Strategic Plan and cited examples of active implementation already underway (e.g., partnering with NALMS, NAISMA, working to improve member engagement, increase Society membership, etc.). Mark reminded the membership in the audience that all have a responsibility to make a contribution to the Society.

**Student Affairs** – Candice Prince, Chair: APMS 2023 has 11 oral presentations and 7 poster presentations present. Candice thanked the competitors and judges. This year was the initial launch of a mentorship program whereby students attending the Annual Meeting were paired with a mentor to help facilitate networking and understanding the professional opportunities within aquatic plant management. It was a huge success. Student Affairs Committee has arranged a field trip to the TW Moses Filtration Plant on Thursday to learn about operational algaecide treatments. Candice reminded the membership that tomorrow is the Student Luncheon where topics of discussion will include how to write a CV, resume, etc.

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**AERF** – Carlton Layne, Special Representative: No report

**BASS** – Jeremy Slade, Special Representative: No report

**CAST** – Lyn Gettys, Special Representative: No report

**NALMS** – Terrence McNabb, Special Representative: No report

**RISE** – Matt Johnson, Special Representative: No report

**Women of Aquatics** – Amy Kay, Special Representative: Amy thanked the Membership for supporting the WOA luncheon which was held today. 15 of the 30 women present attended, and many of those were new to APMS and to WOA. That emphasizes the important role that WOA can have in welcoming, recruiting, and retaining women in APMS. WOA will be attending FAPMS and NALMS in the fall and will be updating the Strategic Plan in November. The website is active and able to accept payments and donations for those who would like to offer support or sponsor.

**WSSA** – Lee Van Wychen, Special Representative: There are two new important areas of focus in Washington DC now – regulatory and funding. Van Wychen highlighted the EPA strategy for herbicide use relative to endangered species, and public comments on the proposed legislation are due September 22, 2023. Explanations were also provided about current budgetary challenges and Van Wychen emphasized the importance of continued support for funding.

*Ryan Wersal motioned to approve and accept the Officer, Committee, and Special Representative Reports. Jay Ferrell seconded the motion. The motion was approved without dissenting vote and without discussion.*

*Ryan Wersal motioned to adjourn the 2023 Annual Business Meeting for APMS. Gray Turnage seconded the motion. The motion passed without dissent.*

The meeting adjourned at 4:58 p.m. EDT.

DRAFT

To the APMS 2023-2024 Board of Directors,

The Past Presidents met for a luncheon at the APMS meeting in Indianapolis on July 26, 2023. The following are minutes from the discussion.

#### Meeting attendance –

The sense was that meeting attendance was down. Several factors seem to be at play.

Venue. It was noted that Indianapolis is a ‘fine’ venue, but perhaps isn’t one that is likely to draw people to it. One suggestion was to look for venues that are more destination/”resort-y” than traditional hotel conference venues. It was noted that Bill Torres may use some sort of consortium system, and that resort/destination venues may not be in that system. In that case, time and location/meeting planning committees may need to put some effort into looking into places, and then pass that on to Bill for exploration and negotiation.

Potentially low participation from Midwest APMS practitioners because of conflicts with the management season.

Some companies appear to be sending fewer people to meetings because of financial limits/priorities.

Costs may be potentially limiting, and one recommendation was to cut down on meeting costs by reducing/eliminating free alcohol at the Society functions.

#### Recruiting new members –

The majority of the discussion focused on recruiting new faculty to come give presentations, with the thinking that they may then join the Society, and that their students will follow.

The most obvious way of recruiting faculty is to reach out to them personally, invite them to give a talk, and cover some/all costs of doing so. [This is synergistic with faculty retention, tenure, and promotion incentives, because invited talks count towards that stuff!] This is one way that regional chapters could interact with APMS – by identifying relevant schools and faculty to target for invitations.

There are likely a suite of other factors that limit recruitment of new faculty. Some of it is undoubtedly just people not knowing that we exist. In some cases, faculty may not be motivated by connecting to management, and may even avoid it for any number of reasons. Funding seems to me to be a limitation, and there aren’t many federal (or otherwise “large”) pots of money to pursue.

We could probably have gone on and on about this topic, with no resolution. So, my recommendation based on my synthesis of the discussion is that the Board may want to have an ad hoc committee specifically focused on how to recruit new faculty into the Society. In my view, this should be highly reflective, and should consider questions like how many faculty the society actually wants, why, and how those faculty would be resourced and incentivized to participate in the Society (among other facets).

Minor notes –

Make sure strategic plan is on the website

One commented that there is a large amount of focus on – and financial investment in – students. A question that came up was whether all students should have their costs covered. For example, if a student is really working on something aquatic plant management related, perhaps they should be lower priority. [This wasn't explicitly said; this is my interpretation of the implication.]

We had some minor discussion about keeping the fund raising interesting, and keeping good track of how effective different models are for raising funds. There were no explicit details to consider here, as far as I could tell.

Respectfully submitted,



Ryan Thum

DRAFT

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

## **Minutes of the Board of Directors Meeting**

**August 31, 2023**

### **Annual Post-Conference Board Meeting**

The Board of Directors of the Aquatic Plant Management Society, Inc., met on Thursday, August 31, 2023, over virtual platform. President Jay Ferrell called the meeting to order at 1:03 p.m., EDT.

Officers and Directors present at roll call were:

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

Others in attendance during all or portions of the meeting:

James Leary, Bylaws & Resolutions Committee Chair  
Andy Fuhrman, Finance Committee Chair  
Lee Van Wychen, WSSA Science Policy Director  
Mark Heilman, Strategic Planning Committee Chair  
Tom Warmuth, Meeting Planning Committee Chair

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

After Roll Call, President Ferrell reminded all Board and Committee Members to review the Minutes from the APMS Pre-Conference Meeting (July 24, 2023) and complete the summary as requested for areas shaded in yellow. This meeting was held in a hybrid format, and the sound was not audible for much of the discussion. Please send the summary for your section to Secretary Giannotti. Ferrell stated the Board would discuss and approve these Minutes at the Mid-year Board Meeting in January.

## **SECRETARY'S UPDATE**

Giannotti thanked everyone for their assistance with the 2023 Annual Meeting. Her flight was cancelled, and she appreciated the help with Registration, photos, and assisting with Meeting Minutes.

## EDITOR'S UPDATE

Editor Leon was unable to attend the Meeting, but President Ferrell reminded the Board that Leon is planning to take the *Journal of Aquatic Plant Management* fully open access for 12 months on a trial run and will review metrics during that time. No discussion and no questions related to this decision...Board is supportive.

## TREASURER'S UPDATE

Treasurer Nawrocki stated that he and Finance Committee Chair Fuhrman to move \$80K liquid cash into two Treasury bills with a 6-month maturity and 5% return.

Nawrocki shared the financial update from the Annual Meeting.

| Category               | Cost       | Category                        | Cost        |
|------------------------|------------|---------------------------------|-------------|
| <b>2022 Greenville</b> |            | <b>2023 Indianapolis</b>        |             |
| Presidents Reception   | \$8,102.39 | Presidents Reception            | \$10,306.78 |
| Student Rooms          | \$4,346.68 | Student, EPA, Room Block        | \$11,042.46 |
| BOD Coffee             | \$317.71   | BOD Breakfast                   | \$1,212.93  |
| BOD Lunch              | \$883.69   |                                 | \$1,455.52  |
| 1st day Coffee         | \$397.14   |                                 | \$302.23    |
| Student Luncheon       | \$1,074.32 |                                 | \$1,334.22  |
| 2nd day Breakfast      | \$3,177.12 |                                 | \$4,803.20  |
| 2nd day Coffee         | \$1,985.70 |                                 | \$3,638.79  |
| Past Presidents Lunch  | \$1,575.32 |                                 | \$800.53    |
| 2nd day Coffee         | \$2,250.46 |                                 | \$4,002.01  |
| Regional reception     | \$353.45   |                                 | \$654.98    |
| Post Reception         | \$3,999.44 |                                 | \$16,350.96 |
| 3rd day Breakfast      | \$3,309.50 |                                 | \$4,584.88  |
| 3rd day Coffee         | \$1,985.70 |                                 | \$3,784.34  |
| 3rd day Coffee         | \$2,250.46 |                                 | \$4,646.67  |
| Banquet-Drinks         | \$5,481.38 |                                 | \$8,566.51  |
| Banquet-Food 4-100ppl  | \$5,824.72 | Banquet-Food 4-120ppl           | \$11,353.02 |
| 4th day Breakfast      | \$2,541.70 |                                 | \$4,366.55  |
| 4th day Coffee         | \$1,558.56 |                                 | \$2,838.26  |
| AV                     | \$3,147.53 |                                 | \$11,974.69 |
|                        |            | Office Storage                  | \$62.53     |
|                        |            | Exhibit Hall Setup              | \$242.59    |
|                        |            | WOA Lunch                       | \$1,091.64  |
|                        |            | Difference in Highlighted areas |             |
|                        |            | 2022 vs 2023                    | \$35,607.15 |

Meeting revenue in 2022 was \$54K, and updated records from 2023 yielded a meeting revenue of only ~\$9K (excluding the contracted Meeting Planning services). Hartis asked how this compares to other meeting locations. Nawrocki stated that attendance at Midwest locations is historically the lowest – probably because MAPMS has their own regional meeting where all of the applicators attend. He also added, though, that expenses for this year seemed exorbitant – A/V, room block, many other hotels nearby, banquet & poster costs, etc. Nawrocki said the deposits seemed to be changing once on site, and he kept having to connect with Torres to pay required fees. He estimates he paid \$15K-17K in deposits during the meeting. Johnson asked to review a copy of the contract and suggested that the Meeting Planning Committee be more involved in this to assist Torres. In the past, Meeting Planning has been tasked with finding a venue for the Presidential Reception, and that was about it. Gettys noted the banquet tickets were only \$30/person, but Nawrocki said very few (<5) ‘banquet only’ tickets were purchased, so banquet costs were assumed by regular delegate tickets.

Ferrell asked the Meeting Planning Committee to review what happened and coordinate with Torres. As this is the sole source of revenue for the Society, it is an important fundraiser to keep the organization afloat. With all expenses considered, this Meeting only netted APMS about \$500. Moving forward, we need to be mindful of what we decide to fund and support. Nawrocki echoed those concerns and reminded the Board that we need to be careful about decisions to fund everything that we are asked to support because investments aren't there to justify overspending by the Society.

Giannotti asked if there was a way to remedy the room block overage the Society was charged for. Need to find a way to encourage meeting attendees to stay in the designated hotel in order to meet this minimum. Johnson suggested reinforcing this in a newsletter announcement prior to next year's meeting. Gettys offered that some organizations charge an 'off-site' accommodation fee for those who choose to stay elsewhere so the Society doesn't have to cover those costs. The other option to consider is to host the meeting in a smaller town where resort venue is the accommodation of choice without competition from 'vacation points' hotels.

Fuhrman asked to see a breakdown of costs to ensure checks/balances on the itemized charges and to make sure a clerical error wasn't made. Also suggested paying for wine and beer only, not providing Red Bulls at breakfast, etc...focus on removing those extras that are costly. Meeting Planning Committee should assist Torres with what extras are and are not important to the Society.

*Gray Turnage motioned to approve Officer reports. Justin Nawrocki seconded the motion. The motion passed without further discussion or dissent.*

## **COMMITTEE UPDATES**

Ferrell asked that an update from the Bylaws Committee only be presented in this Meeting.

**Bylaws and Resolutions** – Leary presented an update from the Bylaws and Resolutions Committee. Their recommendation is about 80% complete, but they are struggling with how to incorporate the new language with the existing Bylaws and have it properly structured for legal purposes. The Committee has asked for legal assistance with this. Fuhrman suggested the Committee submit the recommendations/notes to him, and he will consult with the attorney and ask for a meeting between Bylaws Chair, Finance Chair, and Treasurer.

Ferrell asked for any other Committee updates. Hartis mentioned he had someone contact him about taking over Education and Outreach, but that the interested person was not interested in managing the Website, too. Because this is a singular committee now, perhaps there can be co-chairs responsible for these two parts of outreach. Hartis will confirm with the potential new Chair and report back to the Board.

### **Old Business:**

Ferrell asked Hartis for an update on the paper ballots for voting question originally posed by past-president Ryan Thum in 2022. Hartis said there is no evidence that paper ballots have ever been used, and the Bylaws require that paper ballots are only required if an unanticipated nomination comes to the floor in the Annual Business Meeting.

Ferrell asked the AdHoc Committee for Code of Conduct for an update. Chair Goldsby was absent from the call at this time, so Ferrell asked Pennington to provide an update. She said the Committee is still working on the language and they have some questions that the Committee feels should be sent to an attorney who specializes in this for review. As soon as the questions and language are finalized, the Committee will circle back to the Board for a professional legal opinion.

### **New Business:**

Ferrell asked the Board if the quarterly meeting should continue and if they are helpful. The Bylaws state that the Board must meet no fewer than three times annually. Giannotti stated she prefers quarterly meetings, and given the surprises with this last meeting, perhaps meeting more frequently could help alleviate some of those issues. Hartis offered that perhaps requiring the Board and invited committee chairs is a better alternative. Ferrell will plan one-hour quarterly meetings with officers and any necessary invited committee chairs.

Ferrell asked who will be attending regional meetings:

FAPMS/MSAPMS – Ferrell

WAPMS – Slade; possibly Warmuth and Pennington

NEAPMS – Heilman

TAPMS – Jones and Warmuth; possibly Pennington

Those who are attending will provide the APMS update to the meeting attendees and will be responsible for setting up the APMS display. Giannotti will coordinate shipment of the banners.

Deadlines for the 2024 Annual Meeting (abstracts, sponsors, etc.) will be May 17, 2024 in order to be included in the Program and for appropriate advertising signage.

Slade will secure a write-up with photo about the St. Petersburg venue for 2024 and submit that to Giannotti.

Slade suggests including language on website and in registration that attendees that stay elsewhere will incur a fee. Ferrell said that since this is a policy issue, a vote is necessary. Gettys provided example language that another professional society (ASHS) uses for this: *“We know that, for many attendees, finding the lowest possible hotel rate is paramount, and we are aware that often people choose to stay on the outskirts of town and then choose to drive to the conference each day. However, before you book your hotel room for the ASHS Annual Conference, we want to mention the following...the American Society for Horticultural Science continues to make every effort to keep costs at a minimum for those attending the ASHS Annual Conference. One way this is done is to make a commitment to*

the host hotel(s) that a specified number of hotel rooms will be occupied by our conference attendees in the ASHS Hotel Room Block. In exchange for the hotel room occupation, the property provides ASHS with complimentary meeting space and other discounts which in turn keeps registration rates lower. The \$500 Facilities Usage Fee will apply only to those who register (including exhibitors, speakers, students, etc.) for the conference, but choose not to stay at the host hotel(s) or choose to book outside of the ASHS Hotel Room Block at the hotel (the hotel does not give ASHS credit for any reservations that are booked with third parties such as Hotels.com, Orbitz.com, Expedia.com, etc. We encourage all conference attendees to avoid this Facilities Usage Fee and stay at the host hotel(s) and booking their reservation via the ASHS hotel link provided by the hotel to secure the ASHS negotiated hotel rate. Please be aware that if you are sharing a room with another delegate, both names must appear on the room reservation by the hotel reservation cut-off date, otherwise you will be assessed this fee and obligated to pay it in order to pick up your registration credentials.”

Ferrell reminded the Board that they are expected to read the SOPs, Bylaws, and that reports need to be submitted for every meeting.

Slade reminded the Board that this next year is the Michael D. Netherland Graduate Student Research Grant year, so solicitations will be activated on the website and social media.

Van Wychen reminded the Board that WSSA Public Relations is happy to coordinate press releases for any necessary announcements. Van Wychen said he would be meeting with Science Policy Fellows soon and would also like to connect with Goldsby regarding a delegate from TN.

Johnson said that NALMS is coming up soon and asked who may be attending that would set up the APMS display, etc. Goldsby may be attending as well as Nawrocki. They will confirm with Johnson.

Johnson said NAISMA is being held in Lincoln, NE, in October, and he asked if APMS would like to cost-share (\$260 each) with MAPMS for having a booth. Turnage offered support for this as there seems to be growing interest in the Plains states for aquatic plant management, and not one particular regional chapter serves them well. It would be good exposure for APMS. Heilman and Johnson’s colleagues will be attending.

***Matt Johnson motioned to support the 50/50 display with MAPMS for \$260 at the 2023 NAISMA Conference. Gray Turnage seconded the motion. The motion passed without dissent.***

Turnage said that at the Annual Regional Chapters Meeting, Will Stevenson asked for a 2-page document to assist regional chapters in outreach. The Committee will have something for the Board to review by the Midyear meeting in January.

Giannotti reminded the Board that there needs to be a solution for the nonprofit groups that register for the Annual Meeting and their delegate is already registered with another company. Hartis will look into this.

***Matt Johnson motioned to adjourn the meeting. Gray Turnage seconded the motion. The Board meeting adjourned at 2:32 p.m., EDT.***

President's Report – Jay Ferrell

Comments will be made in the meeting. No report at this time.

Aquatic Plant Management Society  
Midyear Board of Directors Meeting  
January 3, 2024

**Secretary Report**

Submitted by: Amy L. Giannotti

The following tasks have been completed:

**Strategic Plan:** The latest version (2023-2037) has been uploaded to the website under the Society Document.

**Membership & Membership Invoices:** Reminder notices for Membership Dues and Sustaining Members will be sent out in March, May, and June 2024, 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 December 2023 Newsletters were complete and posted to the website. Announcements were made on APMS social media channels with links included. Spring 2024 Newsletter will go out when the Call for Papers is ready to be distributed and Meeting Plans and Registration links are finalized. 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.

**2023-2024 Expenditures:** As outlined in the APMS Operating Manual, I have included a breakdown of AMEX credit card expenditures so far for APMS year 2023-2024 for the Office of the Secretary. Items shaded in gray are expected charges that have not yet been incurred as of January 3, 2024.

|                        | Date             | Expense/Expected in Gray                       | Amount     |
|------------------------|------------------|------------------------------------------------|------------|
| Amazon                 | June 26, 2023    | Lanyards & badges for APMS 2022 Annual Meeting | \$160.65   |
| Hootsuite              | Feb 2024         | Social Media Management                        | \$294/year |
| Hyatt Regency/St. Pete | January 29, 2024 | Midyear BOD Meeting                            |            |
| Hyatt Regency/St. Pete | July 2024        | Annual Meeting                                 |            |

1/2/2024

## 2024-Midwinter Board Meeting

### Treasurers Report

All accounts have been reconciled as of 1/2/2024 and that information is reflected in this report. The current balances of our accounts are as follows

| Account               | Balance      |
|-----------------------|--------------|
| General Checking      | \$1,338.21   |
| Scholastic Checking   | \$12,556.30  |
| Scholastic Investment | \$203,112.78 |
| General Investment    | \$136,141.98 |
| Reserve               | \$120,000.00 |
| Total                 | \$473,149.27 |

It must be noted \$15,000 was transferred from the Scholastic Checking into the General Checking to cover expenses until the investment CD matures in early 2024 and the money will be transferred back.

| Source                     | Amount      |
|----------------------------|-------------|
| 50% Sustaining Membership  | \$5,300     |
| 20% Individual Membership  | \$2,647.04  |
| Raffle Tickets             | \$4,946     |
| Regional Chapter Donations | \$6,500     |
| Contributions-Prizes       | \$6,750     |
| Purchasing Prizes          | -\$3,926    |
| Total Deposit              | \$22,217.04 |

The Annual meeting once again was very profitable for the scholarship, as can be seen above. I will give credit to the Scholastic Endowment committee and their solicitation of donations so we can offer outstanding prizes. On the other hand we had a rather lackluster Annual Meeting as compared to previous years, where we essentially broke even. The society has quite a bit of general operating expenses through the year that we rely on the annual meeting to cover. We will no doubt have to dip into the General Investment account to cover bills for 2024.

The common denominator for our bad financial years is having the meeting in the Midwest region. This event is not co-hosted by MAPMS and attendance by local applicators has always been poor. I feel with 5 years before we potentially will be back to that region we could have a brain storming session on how to get increased attendance in this area such as choosing a more resort type location, co-host with another society etc.

Justin Nawrocki

APMS Annual Account Balances 2009 - 2023

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

\*Includes \$120,000 in emergency reserve funds approved by the Board on January 25, 2017.

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

From Jeff Schardt: 8/10/2020

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

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

January 25, 2017

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

Jeff

Editor's Report – Ramon Leon

No report.

## **APMS Awards Committee Report**

Committee Chair: Ryan Wersal

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

The committee met virtually on November 13, 2023, and now submit the following individuals as nominees for APMS awards. The necessary documentation for the Honorary Member has been compiled and submitted to Dr. James Leary, Chair of the Bylaws and Resolution Committee for final review.

### **2024 Awards Candidates**

#### **Honorary Members**

Scott Nissen (Nominated by Mirella Ortiz)

**President's Award** (Selected by President Ferrell)

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

Matt Johnson (Nominated by Gray Turnage)

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

Brett Hartis (Nominated by Bradley Sartain)

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

Deb Hofstra & Paul Champion (Nominated by John Madsen)

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

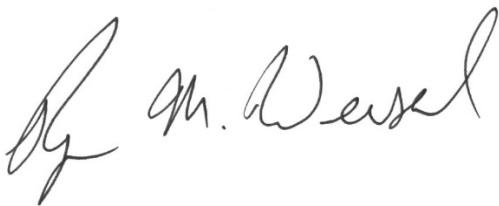
Alyssa Anderson (Nominated by Ryan Wersal)

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

Daniel Clements (Nominated by Gray Turnage)

#### **Outstanding JAPM Article (Selected by Editor and Associate Editors)**

Respectfully submitted,

A handwritten signature in black ink, appearing to read "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 checked="" type="checkbox"/> Honorary Membership        | <input type="checkbox"/> Outstanding Graduate Student                |
| <input type="checkbox"/> Max McCowen Friendship Honor          | <input type="checkbox"/> Outstanding Research/ Technical Contributor |
| <input type="checkbox"/> T. Wayne Miller Distinguished Service | <input type="checkbox"/> Outstanding International Contribution      |

### NOMINEE

NAME: Scott J Nissen

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ADDRESS: 2819 Blackstone Dr. Fort Collins, CO 80525

---

TELEPHONE: 970-222-6159

---

EMAIL: scott.nissen@colostate.edu

---

YEARS OF MEMBERSHIP: 2006 - 2021

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### NOMINATOR

NAME: Mirella F Ortiz

---

TELEPHONE: 435-797-0139 / 970-402-3491

---

EMAIL: mirella.ortiz@usu.edu

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

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

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

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

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

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



December 8, 2023

Dr. Ryan Wersal, Chair  
Awards Committee  
Aquatic Plant Management Society

Dear Dr. Ryan Wersal and Awards Committee,

I am writing to nominate Dr. Scott J Nissen for the prestigious Honorary Member Award in recognition of his outstanding contributions to the Aquatic Plant Management Society (APMS). Scott has been an active and dedicated member of the society for 16 years, leaving an indelible mark on the field of aquatic plant management through his exemplary research, leadership, and commitment.

Scott's tenure as a member of the APMS spans from 2006 to his retirement in December 2021, marking a significant period of engagement and involvement within the organization. His dedication to advancing the knowledge and understanding of aquatic weed management is exemplified through his numerous accomplishments and contributions.

In 2014, Scott received the Michael D Netherland Graduate Student Research Grant, and his impact within the society was further recognized in 2018 when he received the Outstanding Research Contributor award, a testament to the excellence and significance of his research endeavors. This acknowledgment reflects the high regard in which his peers hold him and his substantial contributions to the field.

Notably, Scott's mentorship has been instrumental in the success of his graduate students. Two of his students, Dr. Joe Vassios in 2011 and myself in 2021, were honored with the Outstanding Graduate Student Award. Scott's commitment to nurturing and guiding the next generation of professionals in aquatic plant management has left an enduring legacy within the APMS community.

Over his 16 years of dedicated service, Scott has authored and coauthored over 10 peer-reviewed articles and coauthored several dozens of conference presentations, including posters and oral presentations. His extensive body of work also includes fact sheets, extension talks, and other impactful contributions that have enriched the knowledge base of the society.

Scott's retirement in December 2021 marked the conclusion of an era, but his impact on aquatic plant management and the Aquatic Plant Management Society will undoubtedly endure. As such, I believe that he is highly deserving of the Honorary Member Award, which would serve as a fitting tribute to his exceptional career and contributions to the society.

Thank you for considering my nomination of Scott J Nissen for this prestigious recognition. I am confident that his legacy will continue to inspire and benefit the APMS community for years to come.

Sincerely,

A handwritten signature in purple ink that reads 'Mirella Ortiz'.

Mirella F Ortiz  
Assistant Professor  
Utah State University

## Wersal, Ryan M

---

**From:** Wersal, Ryan M  
**Sent:** Friday, December 8, 2023 1:11 PM  
**To:** Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Brett Hartis; Turnage, Gray; Justin Nawrocki; 'Ramon Leon'; tpennington@esassoc.com; Matthew Johnson; Troy Goldsby; Enloe, Stephen; Rob Richardson; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu; jeremy.slade@sepro.com  
**Cc:** John Madsen; Deborah Hofstra; Samantha Sardes; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** Scott Nissen Honorary Member Award  
**Attachments:** ScottNissenHonoraryMemberCoverLetter.pdf

All,

Dr. Mirella Ortiz has nominated Dr. Scott Nissen for the Honorary Member Award (letter attached). According to the Bylaws the nomination has to be accompanied by 10 votes from current APMS members.

**Please reply to me "yes" or "no"**

I will then finalize the nomination packet and forward to Dr. Leary and the Bylaws Committee for approval.

The Awards Committee is copied here as well (they can vote too) if you have any questions.

Regards,  
Ryan

Ryan M. Wersal, Ph.D.  
Associate Professor - Aquatic Weed Science  
Minnesota State University, Mankato  
Department of Biological Sciences  
143 Trafton Science Center S  
Office: 507-389-5728  
Email: [ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)  
<https://cset.mnsu.edu/departments/biological-sciences/faculty-and-staff/ryan-wersal/>  
<https://www.facebook.com/biologyMNStateMankato>

Shipping Address:

Minnesota State University, Mankato  
Department of Biological Sciences  
415 Malin St.  
Mankato, MN 56001

## Wersal, Ryan M

---

**From:** Turnage, Gray <gturnage@GRI.MsState.Edu>  
**Sent:** Friday, December 8, 2023 1:13 PM  
**To:** Wersal, Ryan M  
**Subject:** Re: Scott Nissen Honorary Member Award

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**From:** Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Sent:** Friday, December 8, 2023 1:10:36 PM  
**To:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett.hartis <Brett.hartis@duke-energy.com>; Turnage, Gray <gturnage@GRI.MsState.Edu>; justin.nawrocki <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com <tpennington@esassoc.com>; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe, Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; amy.kay@blacklagoon.us <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com <afuhrman@allstatemanagement.com>; brittany.chesser@tamu.edu <brittany.chesser@tamu.edu>; damian.j.walter@usace.army.mil <damian.j.walter@usace.army.mil>; pineacre@ufl.edu <pineacre@ufl.edu>; jeremy.slade@sepro.com <jeremy.slade@sepro.com>  
**Cc:** John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdcdren.mil>  
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Regards,  
Ryan

Ryan M. Wersal, Ph.D.  
Associate Professor - Aquatic Weed Science  
Minnesota State University, Mankato  
Department of Biological Sciences  
143 Trafton Science Center S  
Office: 507-389-5728  
Email: [ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)  
<https://cset.mnsu.edu/departments/biological-sciences/faculty-and-staff/ryan-wersal/>

## Wersal, Ryan M

---

**From:** Jeremy Slade <jeremy.slade@sepro.com>  
**Sent:** Friday, December 8, 2023 1:14 PM  
**To:** Wersal, Ryan M; Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Brett Hartis; Turnage, Gray; Justin Nawrocki; 'Ramon Leon'; tpennington@esassoc.com; Mattj; Troy Goldsby; Enloe, Stephen; Rob Richardson; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** John Madsen; Deborah Hofstra; Samantha Sardes; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** RE: Scott Nissen Honorary Member Award

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Thank you,

Jeremy Slade | *Business Development Leader, Aquatics*



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M: 386.628.8500

[jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)

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**Sent:** Friday, December 8, 2023 2:11 PM  
**To:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gtturnage@GRI.MsState.Edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe, Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu; Jeremy Slade <jeremy.slade@sepro.com>  
**Cc:** John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** Scott Nissen Honorary Member Award

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## Wersal, Ryan M

---

**From:** Rob Richardson <rob\_richardson@ncsu.edu>  
**Sent:** Friday, December 8, 2023 1:15 PM  
**To:** Wersal, Ryan M  
**Cc:** Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Brett Hartis; Turnage, Gray; Justin Nawrocki; Ramon Leon; Toni Pennington; Matthew Johnson; Troy Goldsby; Enloe, Stephen; amy.kay@blacklagoon.us; Andy Fuhrman; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Gregory E <pineacre@ufl.edu> Macdonald; jeremy.slade@sepro.com; John Madsen; Deborah Hofstra; Samantha Sardes; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** Re: Scott Nissen Honorary Member Award

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Yes

On Fri, Dec 8, 2023, 2:10 PM Wersal, Ryan M <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)> wrote:

All,

Dr. Mirella Ortiz has nominated Dr. Scott Nissen for the Honorary Member Award (letter attached). According to the Bylaws the nomination has to be accompanied by 10 votes from current APMS members.

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Regards,

Ryan

Ryan M. Wersal, Ph.D.

Associate Professor - Aquatic Weed Science

## Wersal, Ryan M

---

**From:** afuhrman@allstatemanagement.com  
**Sent:** Friday, December 8, 2023 1:17 PM  
**To:** 'Jeremy Slade'; Wersal, Ryan M; 'Jason Ferrell'; 'Lyn Gettys'; 'Thum, Ryan'; 'Brett Hartis'; 'Turnage, Gray'; 'Justin Nawrocki'; 'Ramon Leon'; tpennington@esassoc.com; 'Mattj'; 'Troy Goldsby'; 'Enloe,Stephen'; 'Rob Richardson'; amy.kay@blacklagoon.us; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** 'John Madsen'; 'Deborah Hofstra'; 'Samantha Sardes'; 'Sartain, Bradley T ERDC-RDE-EL-MS CIV'  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

Andy Fuhrman  
Vice President  
954-382-9766 p  
954-382-9770 f  
[afuhrman@allstatemanagement.com](mailto:afuhrman@allstatemanagement.com)  
[www.allstatemanagement.com](http://www.allstatemanagement.com)



---

**From:** Jeremy Slade <jeremy.slade@sepro.com>  
**Sent:** Friday, December 8, 2023 2:14 PM  
**To:** Wersal, Ryan M <ryan.wersal@mnsu.edu>; Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@GRI.MsState.Edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** RE: Scott Nissen Honorary Member Award

Yes

Thank you,

**Jeremy Slade | Business Development Leader, Aquatics**

---

## Wersal, Ryan M

---

**From:** Brittany Chesser <Brittany.Chesser@ag.tamu.edu>  
**Sent:** Friday, December 8, 2023 1:17 PM  
**To:** Wersal, Ryan M  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes.

Thank you,

**Brittany Chesser**  
Aquatic Vegetation Management Program Specialist  
Texas A&M AgriLife Extension Service

Lead Diagnostic Scientist, TAMU Aquatic Diagnostics Laboratory  
TAMU 2138, Office 308  
495 Horticulture Dr.  
College Station, TX 77843-2138  
[Brittany.chesser@tamu.edu](mailto:Brittany.chesser@tamu.edu)

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**From:** Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Sent:** Friday, December 8, 2023 1:11 PM  
**To:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@GRI.MsState.Edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe, Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu; jeremy.slade@sepro.com  
**Cc:** John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdcdren.mil>  
**Subject:** Scott Nissen Honorary Member Award

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All,

## Wersal, Ryan M

**From:** Amy Kay <amy.kay@blacklagoon.us>  
**Sent:** Friday, December 8, 2023 1:17 PM  
**To:** afuhrman@allstatemanagement.com; 'Jeremy Slade'; Wersal, Ryan M; 'Jason Ferrell'; 'Lyn Gettys'; 'Thum, Ryan'; 'Brett Hartis'; 'Turnage, Gray'; 'Justin Nawrocki'; 'Ramon Leon'; tpennington@esassoc.com; 'Mattj'; 'Troy Goldsby'; 'Enloe,Stephen'; 'Rob Richardson'; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** 'John Madsen'; 'Deborah Hofstra'; 'Samantha Sardes'; 'Sartain, Bradley T ERDC-RDE-EL-MS CIV'  
**Subject:** Re: Scott Nissen Honorary Member Award

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**From:** afuhrman@allstatemanagement.com <afuhrman@allstatemanagement.com>  
**Sent:** Friday, December 8, 2023 1:16:34 PM  
**To:** 'Jeremy Slade' <jeremy.slade@sepro.com>; 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>; 'Jason Ferrell' <jferrell@ufl.edu>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Thum, Ryan' <ryan.thum@montana.edu>; 'Brett Hartis' <Brett.Hartis@duke-energy.com>; 'Turnage, Gray' <gturnage@GRI.MsState.Edu>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com <tpennington@esassoc.com>; 'Mattj' <Mattj@aquaticcontrol.com>; 'Troy Goldsby' <troyg@aquaservicesinc.com>; 'Enloe,Stephen' <sfenloe@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; Amy Kay <amy.kay@blacklagoon.us>; brittany.chesser@tamu.edu <brittany.chesser@tamu.edu>; damian.j.walter@usace.army.mil <damian.j.walter@usace.army.mil>; pineacre@ufl.edu <pineacre@ufl.edu>  
**Cc:** 'John Madsen' <john.d.madsen86@gmail.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Samantha Sardes' <samantha.sardes@upl-ltd.com>; 'Sartain, Bradley T ERDC-RDE-EL-MS CIV' <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

Andy Fuhrman  
Vice President  
954-382-9766 p  
954-382-9770 f  
[afuhrman@allstatemanagement.com](mailto:afuhrman@allstatemanagement.com)  
[www.allstatemanagement.com](http://www.allstatemanagement.com)



## Wersal, Ryan M

---

**From:** Lyn Gettys <lgettys@ufl.edu>  
**Sent:** Friday, December 8, 2023 1:18 PM  
**To:** Wersal, Ryan M  
**Subject:** RE: Scott Nissen Honorary Member Award

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Lyn Gettys, PhD – [lgettys@ufl.edu](mailto:lgettys@ufl.edu)  
Associate Professor of Agronomy  
Aquatic and Wetland Plant Science Extension Specialist  
University of Florida IFAS FLREC  
3205 College Ave., Davie FL 33314  
Office 954-577-6331



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---

**From:** Wersal, Ryan M <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>  
**Sent:** Friday, December 8, 2023 2:11 PM  
**To:** Ferrell, Jason <[jferrell@ufl.edu](mailto:jferrell@ufl.edu)>; Lyn Gettys <[lgettys@ufl.edu](mailto:lgettys@ufl.edu)>; Thum, Ryan <[ryan.thum@montana.edu](mailto:ryan.thum@montana.edu)>; Brett Hartis <[Brett.Hartis@duke-energy.com](mailto:Brett.Hartis@duke-energy.com)>; Turnage, Gray <[gturnage@GRI.MsState.Edu](mailto:gturnage@GRI.MsState.Edu)>; Justin Nawrocki <[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)>; 'Ramon Leon' <[rleon@ncsu.edu](mailto:rleon@ncsu.edu)>; tpennington@esassoc.com; Matthew Johnson <[MattJ@aquaticcontrol.com](mailto:MattJ@aquaticcontrol.com)>; Troy Goldsby <[troyg@aquaservicesinc.com](mailto:troyg@aquaservicesinc.com)>; Enloe, Stephen <[sfenloe@ufl.edu](mailto:sfenloe@ufl.edu)>; Rob Richardson <[rob\\_richardson@ncsu.edu](mailto:rob_richardson@ncsu.edu)>; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Macdonald, Gregory E <[pineacre@ufl.edu](mailto:pineacre@ufl.edu)>; jeremy.slade@sepro.com  
**Cc:** John Madsen <[john.d.madsen86@gmail.com](mailto:john.d.madsen86@gmail.com)>; Deborah Hofstra <[Deborah.Hofstra@niwa.co.nz](mailto:Deborah.Hofstra@niwa.co.nz)>; Samantha Sardes

## Wersal, Ryan M

---

**From:** Toni Pennington <TPennington@esassoc.com>  
**Sent:** Friday, December 8, 2023 1:22 PM  
**To:** Amy Kay; afuhrman@allstatemanagement.com; 'Jeremy Slade'; Wersal, Ryan M; 'Jason Ferrell'; 'Lyn Gettys'; 'Thum, Ryan'; 'Brett Hartis'; 'Turnage, Gray'; 'Justin Nawrocki'; 'Ramon Leon'; 'Mattj'; 'Troy Goldsby'; 'Enloe,Stephen'; 'Rob Richardson'; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** 'John Madsen'; 'Deborah Hofstra'; 'Samantha Sardes'; 'Sartain, Bradley T ERDC-RDE-EL-MS CIV'  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

**Toni Pennington, PhD**  
Senior Aquatic Biologist

**ESA | Environmental Science Associates**  
503.381.7892 cell

---

**From:** Amy Kay <amy.kay@blacklagoon.us>  
**Sent:** Friday, December 8, 2023 11:17 AM  
**To:** afuhrman@allstatemanagement.com; 'Jeremy Slade' <jeremy.slade@sepro.com>; 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>; 'Jason Ferrell' <jferrell@ufl.edu>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Thum, Ryan' <ryan.thum@montana.edu>; 'Brett Hartis' <Brett.Hartis@duke-energy.com>; 'Turnage, Gray' <gtturnage@GRI.MsState.Edu>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; Toni Pennington <TPennington@esassoc.com>; 'Mattj' <Mattj@aquaticcontrol.com>; 'Troy Goldsby' <troyg@aquaservicesinc.com>; 'Enloe,Stephen' <sfenloe@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu  
**Cc:** 'John Madsen' <john.d.madsen86@gmail.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Samantha Sardes' <samantha.sardes@upl-ltd.com>; 'Sartain, Bradley T ERDC-RDE-EL-MS CIV' <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** Re: Scott Nissen Honorary Member Award

Yes.

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**Sent:** Friday, December 8, 2023 1:16:34 PM  
**To:** 'Jeremy Slade' <[jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)>; 'Wersal, Ryan M' <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>; 'Jason Ferrell' <[jferrell@ufl.edu](mailto:jferrell@ufl.edu)>; 'Lyn Gettys' <[lgettys@ufl.edu](mailto:lgettys@ufl.edu)>; 'Thum, Ryan' <[ryan.thum@montana.edu](mailto:ryan.thum@montana.edu)>; 'Brett Hartis' <[Brett.Hartis@duke-energy.com](mailto:Brett.Hartis@duke-energy.com)>; 'Turnage, Gray' <[gtturnage@GRI.MsState.Edu](mailto:gtturnage@GRI.MsState.Edu)>; 'Justin Nawrocki' <[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)>; 'Ramon Leon' <[rleon@ncsu.edu](mailto:rleon@ncsu.edu)>; [tpennington@esassoc.com](mailto:tpennington@esassoc.com) <[tpennington@esassoc.com](mailto:tpennington@esassoc.com)>; 'Mattj' <[Mattj@aquaticcontrol.com](mailto:Mattj@aquaticcontrol.com)>; 'Troy Goldsby' <[troyg@aquaservicesinc.com](mailto:troyg@aquaservicesinc.com)>; 'Enloe,Stephen' <[sfenloe@ufl.edu](mailto:sfenloe@ufl.edu)>; 'Rob Richardson' <[rob\\_richardson@ncsu.edu](mailto:rob_richardson@ncsu.edu)>; Amy Kay <[amy.kay@blacklagoon.us](mailto:amy.kay@blacklagoon.us)>; [brittany.chesser@tamu.edu](mailto:brittany.chesser@tamu.edu) <[brittany.chesser@tamu.edu](mailto:brittany.chesser@tamu.edu)>; [damian.j.walter@usace.army.mil](mailto:damian.j.walter@usace.army.mil) <[damian.j.walter@usace.army.mil](mailto:damian.j.walter@usace.army.mil)>; [pineacre@ufl.edu](mailto:pineacre@ufl.edu) <[pineacre@ufl.edu](mailto:pineacre@ufl.edu)>

## Wersal, Ryan M

**From:** Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Sent:** Friday, December 8, 2023 1:54 PM  
**To:** Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; 'Jeremy Slade'; Wersal, Ryan M; 'Jason Ferrell'; 'Lyn Gettys'; 'Thum, Ryan'; 'Brett Hartis'; 'Turnage, Gray'; 'Justin Nawrocki'; 'Ramon Leon'; 'Mattj'; 'Troy Goldsby'; 'Enloe,Stephen'; 'Rob Richardson'; brittany.chesser@tamu.edu; Walter, Damian J CIV USARMY CENWW (USA); pineacre@ufl.edu  
**Cc:** 'John Madsen'; 'Deborah Hofstra'; 'Samantha Sardes'  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

---

**From:** Toni Pennington <TPennington@esassoc.com>  
**Date:** Friday, Dec 08, 2023 at 13:21  
**To:** Amy Kay <amy.kay@blacklagoon.us>, afuhrman@allstatemanagement.com <afuhrman@allstatemanagement.com>, 'Jeremy Slade' <jeremy.slade@sepro.com>, 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>, 'Jason Ferrell' <jferrell@ufl.edu>, 'Lyn Gettys' <lgettys@ufl.edu>, 'Thum, Ryan' <ryan.thum@montana.edu>, 'Brett Hartis' <Brett.Hartis@duke-energy.com>, 'Turnage, Gray' <gtturnage@GRI.MsState.Edu>, 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>, 'Ramon Leon' <rleon@ncsu.edu>, 'Mattj' <Mattj@aquaticcontrol.com>, 'Troy Goldsby' <troyg@aquaservicesinc.com>, 'Enloe,Stephen' <sfenloe@ufl.edu>, 'Rob Richardson' <rob\_richardson@ncsu.edu>, brittany.chesser@tamu.edu <brittany.chesser@tamu.edu>, Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>, pineacre@ufl.edu <pineacre@ufl.edu>  
**Cc:** 'John Madsen' <john.d.madsen86@gmail.com>, 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>, 'Samantha Sardes' <samantha.sardes@upl-ltd.com>, Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** RE: Scott Nissen Honorary Member Award

Yes

**Toni Pennington, PhD**  
Senior Aquatic Biologist

**ESA | Environmental Science Associates**  
503.381.7892 cell

---

**From:** Amy Kay <amy.kay@blacklagoon.us>  
**Sent:** Friday, December 8, 2023 11:17 AM  
**To:** afuhrman@allstatemanagement.com; 'Jeremy Slade' <jeremy.slade@sepro.com>; 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>; 'Jason Ferrell' <jferrell@ufl.edu>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Thum, Ryan' <ryan.thum@montana.edu>; 'Brett Hartis' <Brett.Hartis@duke-energy.com>; 'Turnage, Gray' <gtturnage@GRI.MsState.Edu>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; Toni Pennington <TPennington@esassoc.com>; 'Mattj' <Mattj@aquaticcontrol.com>; 'Troy Goldsby' <troyg@aquaservicesinc.com>; 'Enloe,Stephen' <sfenloe@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>;

## Wersal, Ryan M

**From:** Hartis, Brett <Brett.Hartis@duke-energy.com>  
**Sent:** Monday, December 11, 2023 6:20 AM  
**To:** Rob Richardson; Wersal, Ryan M  
**Cc:** Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Turnage, Gray; Justin Nawrocki; Ramon Leon; Toni Pennington; Matthew Johnson; Troy Goldsby; Enloe,Stephen; amy.kay@blacklagoon.us; Andy Fuhrman; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Gregory E <pineacre@ufl.edu> Macdonald; jeremy.slade@sepro.com; John Madsen; Deborah Hofstra; Samantha Sardes; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** RE: [EXTERNAL] Re: Scott Nissen Honorary Member Award

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Yes

**From:** Rob Richardson <rob\_richardson@ncsu.edu>  
**Sent:** Friday, December 8, 2023 2:15 PM  
**To:** Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Cc:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Hartis, Brett <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Toni Pennington <tpennington@esassoc.com>; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; amy.kay@blacklagoon.us; Andy Fuhrman <afuhrman@allstatemanagement.com>; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Gregory E <pineacre@ufl.edu> Macdonald <pineacre@ufl.edu>; jeremy.slade@sepro.com; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** [EXTERNAL] Re: Scott Nissen Honorary Member Award

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Yes

On Fri, Dec 8, 2023, 2:10 PM Wersal, Ryan M <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)> wrote:

All,

Dr. Mirella Ortiz has nominated Dr. Scott Nissen for the Honorary Member Award (letter attached). According to the Bylaws the nomination has to be accompanied by 10 votes from current APMS members.

Please reply to me "yes" or "no"

## Wersal, Ryan M

---

**From:** Samantha Sardes <samantha.sardes@upl-ltd.com>  
**Sent:** Monday, December 11, 2023 8:11 AM  
**To:** Hartis, Brett; rob\_richardson@ncsu.edu; Wersal, Ryan M  
**Cc:** Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Turnage, Gray; Justin Nawrocki; Ramon Leon; Toni Pennington; Matthew Johnson; Troy Goldsby; Enloe,Stephen; amy.kay@blacklagoon.us; Andy Fuhrman; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Gregory E <pineacre@ufl.edu> Macdonald; jeremy.slade@sepro.com; John Madsen; Deborah Hofstra; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** Re: External :RE: [EXTERNAL] Re: Scott Nissen Honorary Member Award

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Yes.

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**From:** Hartis, Brett <Brett.Hartis@duke-energy.com>  
**Sent:** Monday, December 11, 2023 7:19:43 AM  
**To:** Rob Richardson <rob\_richardson@ncsu.edu>; Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Cc:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Turnage, Gray <gtturnage@gri.msstate.edu>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Toni Pennington <tpennington@esassoc.com>; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; amy.kay@blacklagoon.us <amy.kay@blacklagoon.us>; Andy Fuhrman <afuhrman@allstatemanagement.com>; brittany.chesser@tamu.edu <brittany.chesser@tamu.edu>; damian.j.walter@usace.army.mil <damian.j.walter@usace.army.mil>; Gregory E <pineacre@ufl.edu> Macdonald <pineacre@ufl.edu>; jeremy.slade@sepro.com <jeremy.slade@sepro.com>; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes/Sales & Commercial/FIELD <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** External :RE: [EXTERNAL] Re: Scott Nissen Honorary Member Award

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Yes

---

**From:** Rob Richardson <rob\_richardson@ncsu.edu>  
**Sent:** Friday, December 8, 2023 2:15 PM  
**To:** Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Cc:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Hartis, Brett <Brett.Hartis@duke-energy.com>; Turnage, Gray <gtturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Toni Pennington <tpennington@esassoc.com>; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; amy.kay@blacklagoon.us; Andy Fuhrman <afuhrman@allstatemanagement.com>; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; Gregory E

## Wersal, Ryan M

---

**From:** Matthew Johnson <MattJ@aquaticcontrol.com>  
**Sent:** Friday, December 8, 2023 2:16 PM  
**To:** Wersal, Ryan M; Jason Ferrell (jferrell@ufl.edu); Lyn Gettys; Thum, Ryan; Brett Hartis; Turnage, Gray; Justin Nawrocki; 'Ramon Leon'; tpennington@esassoc.com; Troy Goldsby; Enloe,Stephen; Rob Richardson; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu; jeremy.slade@sepro.com  
**Cc:** John Madsen; Deborah Hofstra; Samantha Sardes; Sartain, Bradley T ERDC-RDE-EL-MS CIV  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes.



**Matthew Johnson**  
President

1(812) 497-2410 Ext: 2620  
MattJ@aquaticcontrol.com  
418 W State Road 258  
Seymour, IN 47274  
[www.aquaticcontrol.com](http://www.aquaticcontrol.com)

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---

**From:** Wersal, Ryan M <ryan.wersal@mnsu.edu>  
**Sent:** Friday, December 8, 2023 2:11 PM  
**To:** Jason Ferrell (jferrell@ufl.edu) <jferrell@ufl.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gtturnage@GRI.MsState.Edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; tpennington@esassoc.com; Matthew Johnson <MattJ@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; amy.kay@blacklagoon.us; afuhrman@allstatemanagement.com; brittany.chesser@tamu.edu; damian.j.walter@usace.army.mil; pineacre@ufl.edu; jeremy.slade@sepro.com  
**Cc:** John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>; Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Subject:** Scott Nissen Honorary Member Award

## Wersal, Ryan M

---

**From:** Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>  
**Sent:** Friday, December 8, 2023 2:17 PM  
**To:** Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; 'Jeremy Slade'; Wersal, Ryan M; 'Jason Ferrell'; 'Lyn Gettys'; 'Thum, Ryan'; 'Brett Hartis'; 'Turnage, Gray'; 'Justin Nawrocki'; 'Ramon Leon'; 'Mattj'; 'Troy Goldsby'; 'Enloe,Stephen'; 'Rob Richardson'; brittany.chesser@tamu.edu; pineacre@ufl.edu  
**Cc:** 'John Madsen'; 'Deborah Hofstra'; 'Samantha Sardes'  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

---

**From:** Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Sent:** Friday, December 8, 2023 11:54 AM  
**To:** Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; 'Jeremy Slade' <jeremy.slade@sepro.com>; 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>; 'Jason Ferrell' <jferrell@ufl.edu>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Thum, Ryan' <ryan.thum@montana.edu>; 'Brett Hartis' <Brett.Hartis@duke-energy.com>; 'Turnage, Gray' <gturnage@GRI.MsState.Edu>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; 'Mattj' <Mattj@aquaticcontrol.com>; 'Troy Goldsby' <troyg@aquaservicesinc.com>; 'Enloe,Stephen' <sfenloe@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>; pineacre@ufl.edu  
**Cc:** 'John Madsen' <john.d.madsen86@gmail.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Samantha Sardes' <samantha.sardes@upl-ltd.com>  
**Subject:** RE: Scott Nissen Honorary Member Award

Yes

---

**From:** Toni Pennington <[TPennington@esassoc.com](mailto:TPennington@esassoc.com)>  
**Date:** Friday, Dec 08, 2023 at 13:21  
**To:** Amy Kay <[amy.kay@blacklagoon.us](mailto:amy.kay@blacklagoon.us)>, [afuhrman@allstatemanagement.com](mailto:afuhrman@allstatemanagement.com) <[afuhrman@allstatemanagement.com](mailto:afuhrman@allstatemanagement.com)>, 'Jeremy Slade' <[jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)>, 'Wersal, Ryan M' <[ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu)>, 'Jason Ferrell' <[jferrell@ufl.edu](mailto:jferrell@ufl.edu)>, 'Lyn Gettys' <[lgettys@ufl.edu](mailto:lgettys@ufl.edu)>, 'Thum, Ryan' <[ryan.thum@montana.edu](mailto:ryan.thum@montana.edu)>, 'Brett Hartis' <[Brett.Hartis@duke-energy.com](mailto:Brett.Hartis@duke-energy.com)>, 'Turnage, Gray' <[gturnage@GRI.MsState.Edu](mailto:gturnage@GRI.MsState.Edu)>, 'Justin Nawrocki' <[justin.nawrocki@upl-ltd.com](mailto:justin.nawrocki@upl-ltd.com)>, 'Ramon Leon' <[rleon@ncsu.edu](mailto:rleon@ncsu.edu)>, 'Mattj' <[Mattj@aquaticcontrol.com](mailto:Mattj@aquaticcontrol.com)>, 'Troy Goldsby' <[troyg@aquaservicesinc.com](mailto:troyg@aquaservicesinc.com)>, 'Enloe,Stephen' <[sfenloe@ufl.edu](mailto:sfenloe@ufl.edu)>, 'Rob Richardson' <[rob\\_richardson@ncsu.edu](mailto:rob_richardson@ncsu.edu)>, [brittany.chesser@tamu.edu](mailto:brittany.chesser@tamu.edu) <[brittany.chesser@tamu.edu](mailto:brittany.chesser@tamu.edu)>, Walter, Damian J CIV USARMY CENWW (USA) <[Damian.J.Walter@usace.army.mil](mailto:Damian.J.Walter@usace.army.mil)>, [pineacre@ufl.edu](mailto:pineacre@ufl.edu) <[pineacre@ufl.edu](mailto:pineacre@ufl.edu)>  
**Cc:** 'John Madsen' <[john.d.madsen86@gmail.com](mailto:john.d.madsen86@gmail.com)>, 'Deborah Hofstra' <[Deborah.Hofstra@niwa.co.nz](mailto:Deborah.Hofstra@niwa.co.nz)>, 'Samantha Sardes' <[samantha.sardes@upl-ltd.com](mailto:samantha.sardes@upl-ltd.com)>, Sartain, Bradley T ERDC-RDE-EL-MS CIV <[Bradley.T.Sartain@erdc.dren.mil](mailto:Bradley.T.Sartain@erdc.dren.mil)>  
**Subject:** RE: Scott Nissen Honorary Member Award

Yes

## Wersal, Ryan M

---

**From:** Ferrell, Jason <jferrell@ufl.edu>  
**Sent:** Friday, December 8, 2023 2:19 PM  
**To:** Walter, Damian J CIV USARMY CENWW (USA)  
**Cc:** Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; Jeremy Slade; Wersal, Ryan M; Lyn Gettys; Thum, Ryan; Brett Hartis; Turnage, Gray; Justin Nawrocki; Ramon Leon; Mattj; Troy Goldsby; Enloe,Stephen; Rob Richardson; brittany.chesser@tamu.edu; Macdonald,Gregory E; John Madsen; Deborah Hofstra; Samantha Sardes  
**Subject:** Re: Scott Nissen Honorary Member Award

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Yes

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On Dec 8, 2023, at 3:17 PM, Walter, Damian J CIV USARMY CENWW (USA)  
<Damian.J.Walter@usace.army.mil> wrote:

[External Email]

Yes

---

**From:** Sartain, Bradley T ERDC-RDE-EL-MS CIV <Bradley.T.Sartain@erdc.dren.mil>  
**Sent:** Friday, December 8, 2023 11:54 AM  
**To:** Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; 'Jeremy Slade' <jeremy.slade@sepro.com>; 'Wersal, Ryan M' <ryan.wersal@mnsu.edu>; 'Jason Ferrell' <jferrell@ufl.edu>; 'Lyn Gettys' <lgettys@ufl.edu>; 'Thum, Ryan' <ryan.thum@montana.edu>; 'Brett Hartis' <Brett.Hartis@duke-energy.com>; 'Turnage, Gray' <gturnage@GRI.MsState.Edu>; 'Justin Nawrocki' <justin.nawrocki@upl-ltd.com>; 'Ramon Leon' <rleon@ncsu.edu>; 'Mattj' <Mattj@aquaticcontrol.com>; 'Troy Goldsby' <troyg@aquaservicesinc.com>; 'Enloe,Stephen' <sfenloe@ufl.edu>; 'Rob Richardson' <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>; pineacre@ufl.edu  
**Cc:** 'John Madsen' <john.d.madsen86@gmail.com>; 'Deborah Hofstra' <Deborah.Hofstra@niwa.co.nz>; 'Samantha Sardes' <samantha.sardes@upl-ltd.com>  
**Subject:** RE: Scott Nissen Honorary Member Award

Yes

---

**From:** Toni Pennington <[TPennington@esassoc.com](mailto:TPennington@esassoc.com)>  
**Date:** Friday, Dec 08, 2023 at 13:21

## Wersal, Ryan M

---

**From:** Thum, Ryan <ryan.thum@montana.edu>  
**Sent:** Friday, December 8, 2023 3:59 PM  
**To:** Ferrell, Jason; Walter, Damian J CIV USARMY CENWW (USA)  
**Cc:** Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; Jeremy Slade; Wersal, Ryan M; Lyn Gettys; Brett Hartis; Turnage, Gray; Justin Nawrocki; Ramon Leon; Mattj; Troy Goldsby; Enloe,Stephen; Rob Richardson; brittany.chesser@tamu.edu; Macdonald,Gregory E; John Madsen; Deborah Hofstra; Samantha Sardes  
**Subject:** RE: Scott Nissen Honorary Member Award

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Yes

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**From:** Ferrell, Jason <jferrell@ufl.edu>  
**Sent:** Friday, December 8, 2023 1:19 PM  
**To:** Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>  
**Cc:** Bradley T. Sartain <Bradley.T.Sartain@erdc.dren.mil>; Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; Jeremy Slade <jeremy.slade@sepro.com>; Wersal, Ryan M <ryan.wersal@mnsu.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gtturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; Macdonald,Gregory E <pineacre@ufl.edu>; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>  
**Subject:** Re: Scott Nissen Honorary Member Award

**\*\*External Sender\*\***

Yes  
Sent from my iPhone

On Dec 8, 2023, at 3:17 PM, Walter, Damian J CIV USARMY CENWW (USA) <[Damian.J.Walter@usace.army.mil](mailto:Damian.J.Walter@usace.army.mil)> wrote:

[External Email]

Yes

---

**From:** Sartain, Bradley T ERDC-RDE-EL-MS CIV <[Bradley.T.Sartain@erdc.dren.mil](mailto:Bradley.T.Sartain@erdc.dren.mil)>  
**Sent:** Friday, December 8, 2023 11:54 AM  
**To:** Toni Pennington <[TPennington@esassoc.com](mailto:TPennington@esassoc.com)>; Amy Kay <[amy.kay@blacklagoon.us](mailto:amy.kay@blacklagoon.us)>; afuhrman@allstatemanagement.com; 'Jeremy Slade' <[jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)>; 'Wersal, Ryan M'

## Wersal, Ryan M

---

**From:** Justin Nawrocki <justin.nawrocki@upl-ltd.com>  
**Sent:** Friday, December 8, 2023 4:53 PM  
**To:** Thum, Ryan; Ferrell, Jason; Walter, Damian J CIV USARMY CENWW (USA)  
**Cc:** Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; Jeremy Slade; Wersal, Ryan M; Lyn Gettys; Brett Hartis; Turnage, Gray; Ramon Leon; Mattj; Troy Goldsby; Enloe,Stephen; rob\_richardson@ncsu.edu; brittany.chesser@tamu.edu; Macdonald,Gregory E; John Madsen; Deborah Hofstra; Samantha Sardes  
**Subject:** Re: External :RE: Scott Nissen Honorary Member Award

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Yes

Justin Nawrocki PhD  
Field Development/Tech Service Manager - ES Group  
(919) 429-2185

---

**From:** Thum, Ryan <ryan.thum@montana.edu>  
**Sent:** Friday, December 8, 2023 4:58:50 PM  
**To:** Ferrell, Jason <jferrell@ufl.edu>; Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>  
**Cc:** Bradley T. Sartain <Bradley.T.Sartain@erdc.dren.mil>; Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com <afuhrman@allstatemanagement.com>; Jeremy Slade <jeremy.slade@sepro.com>; Wersal, Ryan M <ryan.wersal@mnsu.edu>; Lyn Gettys <lgettys@ufl.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@gri.msstate.edu>; Justin Nawrocki/Field Research & Technical Development/FIELD <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu <brittany.chesser@tamu.edu>; Macdonald,Gregory E <pineacre@ufl.edu>; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes/Sales & Commercial/FIELD <samantha.sardes@upl-ltd.com>  
**Subject:** External :RE: Scott Nissen Honorary Member Award

This message is from an EXTERNAL SENDER - be CAUTIOUS, particularly with links, attachments and Sender Email Addresses. If you find this email suspicious, please report [here](#).

Yes

---

**From:** Ferrell, Jason <jferrell@ufl.edu>  
**Sent:** Friday, December 8, 2023 1:19 PM  
**To:** Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>  
**Cc:** Bradley T. Sartain <Bradley.T.Sartain@erdc.dren.mil>; Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; Jeremy Slade <jeremy.slade@sepro.com>; Wersal, Ryan M <ryan.wersal@mnsu.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby

## Wersal, Ryan M

---

**From:** Troy Goldsby <troyg@aquaservicesinc.com>  
**Sent:** Friday, December 8, 2023 5:51 PM  
**To:** Thum, Ryan  
**Cc:** Ferrell, Jason; Walter, Damian J CIV USARMY CENWW (USA); Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; Jeremy Slade; Wersal, Ryan M; Lyn Gettys; Brett Hartis; Turnage, Gray; Justin Nawrocki; Ramon Leon; Mattj; Enloe,Stephen; Rob Richardson; brittany.chesser@tamu.edu; Macdonald,Gregory E; John Madsen; Deborah Hofstra; Samantha Sardes  
**Subject:** Re: Scott Nissen Honorary Member Award

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

Yes

Troy Goldsby  
Jones Fish Southern Division Director of Interstate Contracts and Fisheries Biology  
615-557-5353  
trgoldsby@jonesfish.com



On Dec 8, 2023, at 2:59 PM, Thum, Ryan <ryan.thum@montana.edu> wrote:

Yes

---

**From:** Ferrell, Jason <jferrell@ufl.edu>  
**Sent:** Friday, December 8, 2023 1:19 PM  
**To:** Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>  
**Cc:** Bradley T. Sartain <Bradley.T.Sartain@erdc.dren.mil>; Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; Jeremy Slade <jeremy.slade@sepro.com>; Wersal, Ryan M <ryan.wersal@mnsu.edu>; Lyn Gettys <lgettys@ufl.edu>; Thum, Ryan <ryan.thum@montana.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Mattj <Mattj@aquaticcontrol.com>; Troy Goldsby <troyg@aquaservicesinc.com>; Enloe,Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; Macdonald,Gregory E <pineacre@ufl.edu>; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>  
**Subject:** Re: Scott Nissen Honorary Member Award

**\*\*External Sender\*\***

## Wersal, Ryan M

---

**From:** Macdonald, Gregory E <pineacre@ufl.edu>  
**Sent:** Friday, December 8, 2023 9:11 PM  
**To:** Troy Goldsby; Thum, Ryan  
**Cc:** Ferrell, Jason; Walter, Damian J CIV USARMY CENWW (USA); Bradley T. Sartain; Toni Pennington; Amy Kay; afuhrman@allstatemanagement.com; Jeremy Slade; Wersal, Ryan M; Lyn Gettys; Brett Hartis; Turnage, Gray; Justin Nawrocki; Ramon Leon; Mattj; Enloe, Stephen; Rob Richardson; brittany.chesser@tamu.edu; John Madsen; Deborah Hofstra; Samantha Sardes  
**Subject:** RE: Scott Nissen Honorary Member Award

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

yes

Greg MacDonald – Fulbright Scholar Guyana  
Professor of Weed Science and Agronomy  
2059 McCarty Hall, P.O. Box 110500  
University of Florida  
Gainesville, FL 32611-0500  
[pineacre@ufl.edu](mailto:pineacre@ufl.edu)  
cell – 352-262-8393

---

**From:** Troy Goldsby <troyg@aquaservicesinc.com>  
**Sent:** Saturday, December 9, 2023 1:51 AM  
**To:** Thum, Ryan <ryan.thum@montana.edu>  
**Cc:** Ferrell, Jason <jferrell@ufl.edu>; Walter, Damian J CIV USARMY CENWW (USA) <Damian.J.Walter@usace.army.mil>; Bradley T. Sartain <Bradley.T.Sartain@erdc.dren.mil>; Toni Pennington <TPennington@esassoc.com>; Amy Kay <amy.kay@blacklagoon.us>; afuhrman@allstatemanagement.com; Jeremy Slade <jeremy.slade@sepro.com>; Wersal, Ryan M <ryan.wersal@mnsu.edu>; Lyn Gettys <lgettys@ufl.edu>; Brett Hartis <Brett.Hartis@duke-energy.com>; Turnage, Gray <gtturnage@gri.msstate.edu>; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Ramon Leon <rleon@ncsu.edu>; Mattj <Mattj@aquaticcontrol.com>; Enloe, Stephen <sfenloe@ufl.edu>; Rob Richardson <rob\_richardson@ncsu.edu>; brittany.chesser@tamu.edu; Macdonald, Gregory E <pineacre@ufl.edu>; John Madsen <john.d.madsen86@gmail.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Samantha Sardes <samantha.sardes@upl-ltd.com>  
**Subject:** Re: Scott Nissen Honorary Member Award

[External Email]

Yes  
Troy Goldsby  
Jones Fish Southern Division Director of Interstate Contracts and Fisheries Biology  
615-557-5353  
[trgoldsby@jonesfish.com](mailto:trgoldsby@jonesfish.com)



# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

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

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

### **NOMINEE**

NAME: Matt Johnson

---

ADDRESS: 418 State Rd. 258

---

TELEPHONE: 812-497-2410

---

EMAIL: mattj@aquaticcontrol.com

---

YEARS OF MEMBERSHIP: >7

---

### **NOMINATOR**

NAME: Gray Turnage

---

TELEPHONE: 601-331-0119

---

EMAIL: gturnage@gri.msstate.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.

November 12, 2023

Max McCowen Friendship Award – Mr. Matt Johnson Letter of Recommendation

APMS Awards Committee,

I am writing to nominate Mr. Matt Johnson of Aquatic Control for the 2024 APMS Max McCowen friendship award. Matt currently serves as the chair of our membership committee and has continually looked for ways to serve the APMS community by ensuring that APMS is a positive resource for them as well as looked for ways to grow our membership.

Matt exhibits a positive professional attitude to those around him and generally wants the best for the people he interacts with. I've watched Matt engage other professional groups with similar interests on behalf of APMS and his positive demeanor immediately puts others at ease and makes them feel welcomed. This makes him an excellent candidate for this award and hope that you'll give him every consideration as you discuss his merits.

Sincerely,  
Gray Turnage, PhD  
Assistant Research/Extension Professor  
MSU, GeoSystems Research Institute  
Director – APMS  
President Elect – MidSouth APMS



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

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

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

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

### **NOMINEE**

NAME: Brett M. Hartis, PhD

---

ADDRESS: 10412 Porters Pond Lane NW, Huntersville, NC 28078

---

TELEPHONE: 828-442-7339

---

EMAIL: Brett.hartis@duke-energy.com

---

YEARS OF MEMBERSHIP: 12

---

### **NOMINATOR**

NAME: Bradley T. Sartain, PhD

---

TELEPHONE: 601-540-7041

---

EMAIL: Bradley.T.Sartain@usace.army.mil

---

#### **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.



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
ENGINEER RESEARCH AND DEVELOPMENT CENTER, CORPS OF ENGINEERS  
ENVIRONMENTAL LABORATORY  
WATERWAYS EXPERIMENT STATION, 3909 HALLS FERRY ROAD  
VICKSBURG, MISSISSIPPI 39180-6199

January 4, 2024

Dear Aquatic Plant Management Society Awards Committee:

I am writing in support of Dr. Brett M. Hartis as a nominee for the Aquatic Plant Management Society T. Wayne Miller Distinguished Service Award.

After becoming a member in 2012, Dr. Hartis has had a profound impact on the advancement of science, educational outreach, and the APMS. Since 2014, he has served or is currently serving as an officer and/or committee chair in APMS, Mid-South APMS, and South Carolina APMS. His level of involvement and leadership has without a doubt led to the advancement of goals, objectives, and membership of APMS at the National and Regional level.

Dr. Hartis consistently demonstrates an enthusiasm for aquatic plant management. As a Lead Scientist at Duke Energy Corporation, he regularly leads the development of cooperative funding and management activities with local, state, and Federal entities/agencies regarding aquatic plant management activities and serves as the Environmental Policy lead for ESA compliance and Conservation Planning. He is very well connected to the greater aquatic plant management community, including research scientists, state and Federal natural resource managers, real-world practitioners, registrants, and regulatory agencies. In addition, his contribution to educational outreach is exquisite as he has produced numerous extension bulletins, popular media articles, and instructed over 100 workshops relative to aquatic plant and invasive species management.

The record clearly shows that Dr. Hartis has performed above and beyond the call of duty as an officer, chair, and representative of the APMS at all levels required to contribute, grow, and maintain a credible and influential research organization. Most importantly, however, he always has a positive attitude and commitment to improve the well-being of people and the environment, and I fully support his nomination.

Sincerely,

A handwritten signature in cursive script, reading "Bradley Sartain", is located below the word "Sincerely,".

Bradley Sartain, PhD  
Research Biologist  
USAERDC

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

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

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

### **NOMINEE**

NAME: Dr. Deborah Hofstra & Dr. Paul Champion

---

ADDRESS: Gate 10 Silverdale Road Hillcrest Hamilton New Zealand

---

TELEPHONE: +64-7-859-1812

---

EMAIL: Deborah.Hofstra@niwa.co.nz

---

YEARS OF MEMBERSHIP: many

---

### **NOMINATOR**

NAME: John Madsen

---

TELEPHONE: 662-722-0157

---

EMAIL: john.d.madsen86@gmail.com

---

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

# 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: Alyssa J. Anderson

---

ADDRESS: 1902 Warren St. Apt. 307 Mankato, MN 56001

---

TELEPHONE: 763-772-8179

---

EMAIL: alyssa.anderson-2@mnsu.edu

---

YEARS OF MEMBERSHIP: 1

---

### **NOMINATOR**

NAME: Ryan Wersal

---

TELEPHONE: 507-351-5582

---

EMAIL: ryan.wersal@mnsu.edu

---

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



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

Jason Ferrell, Ph.D.  
President – The Aquatic Plant Management Society

Dear Dr. Ferrell,

I am writing this letter in support of Alyssa Anderson's nomination for the APMS Outstanding Graduate Student Award. Ms. Anderson joined my research lab almost 3 years ago as an undergraduate student and then intern for one semester to finish her Environmental Science degree. During her time in my lab, she has contributed to several lab-scale and field-scale projects pertaining to aquatic plant ecology and management: particularly projects on starry stonewort, flowering rush, and Cuban bulrush. The success of those projects is due to, in no small part, to the effort she put in. After graduation I recruited her to become a MS student in my lab. Here project "Differential Photosynthetic Yield and Accumulated Degree Day Estimation for Parrotfeather (*Myriophyllum aquaticum*)" looks to answer basic ecophysiology questions of whether parrotfeather can successfully invade the Midwest. Additionally, she is comparing photosynthetic efficiency and carbon assimilation rates of parrotfeather to both Eurasian watermilfoil and a hybrid watermilfoil strain from the Midwest. Our lab was the recipient of the Michael D. Netherland Graduate Student Research Grant for this project.

Ms. Anderson's research has required her to utilize new equipment recently developed by LiCOR, and to develop the methodology to adapt the equipment for use on macrophytes. She has done an outstanding job thus far and the data generated has been very informative. More importantly she has developed methodology that is scalable to multiple aquatic plants. Ms. Anderson presented her research at the 2023 APMS meeting in Indianapolis where she was awarded 2<sup>nd</sup> place in the student paper contest. She also presented at the 2023 MidSouth APMS meeting where she was awarded the Student Scholarship from the Society.

Ms. Anderson has developed into one of the leaders in my research lab. She has continued to accept greater responsibility and has consistently shown she can work at a high level. I think she is very deserving of this award. If you have any questions or need additional details, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Ryan M. Wersal".

Ryan M. Wersal, Ph.D.



To: Aquatic Plant Management Society

RE: Ms. Alyssa Anderson

Dear Award Committee,

It is my pleasure to write this letter of support for Dr. Ryan Wersal's nomination of Ms. Alyssa Anderson for the Outstanding Graduate Student Award. Ms. Anderson has taken my Introduction to Plant Science, Global Change Biology and Plant Physiology courses at Minnesota State University, Mankato, and I am currently a member of her graduate committee. I have worked closely with Alyssa for the past year, and I can speak to her academic preparedness, research potential, and her integrity.

Ms. Anderson is currently examining how temperature and light influences photosynthetic performance of emergent and submersed parrotfeather. Alyssa is using the newly introduced LiCor Biosciences aquatic chamber in combination with the Li6800 Infrared Gas Analyzer and Walz Pulse-Amplitude Modulated fluorometers. The gas exchange measurements she is performing are new and novel, and these techniques have never been used on aquatic macrophytes, to my knowledge. She quickly became very proficient in using both instruments, and her research will lend insight on future management strategies for this invasive species.

On a personal level, I have found Alyssa to be a very hard working, dedicated student. She puts a lot of thought and insight into her research and is a model for other students in the Department. In addition, she is very good at taking constructive criticism and can communicate her ideas effectively in both oral and written formats. It is my pleasure to highly recommend her for this award. Please feel free to contact me if you have any further questions or concerns.

Best regards,

A handwritten signature in blue ink, appearing to read "Chris Ruhland", written in a cursive style.

Christopher T. Ruhland, Ph.D.  
Professor of Biological Sciences

Phone: 507 389-1323

Email: [christopher.ruhland@mnsu.edu](mailto:christopher.ruhland@mnsu.edu)

DEPARTMENT of BIOLOGICAL SCIENCES  
242 TRAFTON SCIENCE CENTER S, MANKATO MN 56001  
PHONE 507-389-2786, FAX 507-389-2788  
An Affirmative Action/Equal Opportunity University  
[www.mnsu.edu](http://www.mnsu.edu)

**Alyssa J. Anderson**

1902 Warren St. Apt. 307

Mankato, MN 56001

(763) 772-8179

[alyssa.anderson-2@mnsu.edu](mailto:alyssa.anderson-2@mnsu.edu)

**Present Position:** Master of Biology Student and Teaching Assistant, Department of Biological Sciences, Minnesota State University, Mankato

**Previous Positions**

Watercraft Inspector, Watergaurds, Blue Earth and LeSuer County, Minnesota 2022.

Aquatic Ecology Assistant, Weed Science Lab, Department of Biological Sciences, Minnesota State University, Mankato 2021.

Quality Control Technician, Tony Down's, Madelia, Minnesota 2021

Greenhouse Worker, Green Barn Garden Center, Isanti, Minnesota 2017-2022

**Education**

Master of Science, Biology: Minnesota State University, Mankato, MN. May 2022 – Present.  
**Thesis title:** *Differential Photosynthetic Yield and Accumulated Degree Day Estimation for Parrotfeather (Myriophyllum aquaticum)*

Bachelor of Science, Environmental Science: Minnesota State University, Mankato, MN.  
December 2021. Graduated with honors, Cum Laude.

**Awards and Honors**

Awarded 2023 Midsouth Aquatic Plant Management Society scholarship - \$2,500

Awarded 2<sup>nd</sup>, Student Paper/Presentation at 2023 National APMS Conference

Bachelor of Science, Environmental Science, graduated with Cum Laude honors

**Teaching Experience**

Teaching Assistant, Minnesota State University, Mankato, MN 2022-present

Biology 106: Fall 2022

Biology 100: Spring 2023

Biology 215: Fall 2023

## **Professional Memberships**

Aquatic Plant Management Society

## **Presentations**

Anderson, A., C. T. Ruhland, and R. M. Wersal. 2023. Evaluating Photosynthetic Efficiency of Parrotfeather (*Myriophyllum aquaticum*) at a Range of Temperatures to Determine Invasive Potential in the Midwest. Aquatic Plant Management Society 63<sup>rd</sup> Annual Meeting. Indianapolis, Indiana. July, 2023.

Anderson, A., C. T. Ruhland, and R. M. Wersal. 2023. Evaluating Photosynthetic Efficiency of Parrotfeather (*Myriophyllum aquaticum*) at a Range of Temperatures to Determine Invasive Potential in the Midwest. Midsouth Aquatic Plant Management Society Annual Meeting. LaGrange, Georgia. October, 2023.

## **Funding**

Awarded 2022 Michael D. Netherland APMS Graduate Student Research Grant - \$40,000

## **Certifications**

Certificate in Geographic Information Systems (GIS), Minnesota State University, Mankato, Minnesota 2021.

## **References**

Ryan M. Wersal, PhD. Minnesota State University, Mankato: [ryan.wersal@mnsu.edu](mailto:ryan.wersal@mnsu.edu), (507) 851-5582

Christopher T. Ruhland, PhD. Minnesota State University, Mankato: [christopher.ruhland@mnsu.edu](mailto:christopher.ruhland@mnsu.edu), (507) 389-1323

Gray Turnage, PhD. Mississippi State University: [gturnage@GRI.MsState.Edu](mailto:gturnage@GRI.MsState.Edu), 325-9491

# The Aquatic Plant Management Society, Inc.

## Award Nomination Form

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

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

### **NOMINEE**

NAME: Daniel Clements

---

ADDRESS: Gate 10 Silverdale Road Hillcrest Hamilton New Zealand

---

TELEPHONE: +64-7-856-1746

---

EMAIL: Daniel.clements@niwa.co.nz

---

YEARS OF MEMBERSHIP:

---

### **NOMINATOR**

NAME: Gray Turnage

---

TELEPHONE: 601-331-0119

---

EMAIL: Gturnage@gri.msstate.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.

November 14, 2023

Outstanding International Contribution Award – Dr. Daniel Clements Letter of  
Recommendation

APMS Awards Committee,

I am writing to nominate Dr. Daniel Clements of the New Zealand National Institute for Water and Atmosphere for the 2024 APMS Outstanding International Contribution award. Dr. Clements has completed and published the results of multiple research projects over the last decade focusing on the growth, detection, and management of alligatorweed in Australia and New Zealand. This work has wide ranging effects for the international plant management community as alligatorweed is one of the most widespread aquatic invasive plants in the world and has invaded Asia, Australia, Europe, and North America. Additionally, Dr. Clements has successfully published research regarding the management of less well-known invasive aquatic plant species such as *Egeria densa* and *Cabomba caroliniana* that also impact the broader international community.

Dr. Clements has consistently exhibited a professional and courteous attitude and is more than willing to help other researchers as best he can. I feel that he is more than worthy of this award and hope your committee will give him every consideration.

Sincerely,  
Gray Turnage, PhD  
Assistant Research/Extension Professor  
MSU, GeoSystems Research Institute  
Director – APMS  
President Elect – MidSouth APMS



Report from Bylaws and Resolutions Committee (BRC) for January 30, 2024 APMS Board of Directors Meeting.

The BRC by unanimous vote made a recommendation to the president on 12/01/2023 to submit to the Board an amendment of the Bylaws to qualify for transition of the APMS from a 501(c)(5) to a 501(c)(3) tax-exempt status.

The BRC by majority vote made a recommendation to the president on 12/21/2023 to submit to the Board an amendment of the Bylaws to include a conflict of interest (COI) policy.

The BRC Chair made a recommendation to the president on 01/01/2024 to submit to the Board an application for Dr. Scott Nissen to become an honorary member of the Society. It was later determined that he is one year short of being a member. We are currently seeking how to overcome this.

Email transcript from BRC member to the rest of the committee dated 01/08/2024:

From: Jeff Schardt <jeff.schardt@gmail.com>  
To: Leary, James John Kalani <learyj@ufl.edu>  
Cc: Ferrell, Jason <jferrell@ufl.edu>; Amy Giannotti <amy@aquastemconsulting.com>; afuhrman@allstatemanagement.com; Justin Nawrocki <justin.nawrocki@upl-ltd.com>; Glueckert, Jonathan Scott <jglueckert@ufl.edu>; Rick Purcell <rpurcell@keycolour.net>; Nathan Long <NateL@aquaticcontrol.com>; Deborah Hofstra <Deborah.Hofstra@niwa.co.nz>; Shaun Hyde <shaunh@sepro.com>; John Madsen <john.d.madsen86@gmail.com>; Ray Newman <newma004@umn.edu>

*Happy New Year. Sorry for the delayed response to the draft APMS conflict of interest statement. I see that the draft COI has been forwarded to President Farrell. Is this only a step toward the Board discussing the implications of the draft COI? There still may be issues for the Board to address. I have read through the draft COI several times and don't understand certain requirements and have questions about others. This may be important for Board members because several places in the draft COI require that each Board member must read and annually affirm their understanding of the COI.*

*The draft COI reads like boilerplate language. Should it be tailored to meet APMS organizational structure, mission, and objectives? Reference the first and last sentences of the draft. Is APMS now a "charitable" organization? Or is APMS a scientific organization that may raise funds to award Graduate Student Research Grants to qualifying institutions to conduct research into aquatic plant management?*

*The website says APMS is a source of expertise and a forum for the discovery and dissemination of scientific information that advances aquatic plant management. The APMS Objectives are to: "Promote the management of nuisance aquatic plants, provide for the scientific advancement of members of the society, encourage scientific research, promote university scholarship, and stir public interest in the aquatic plant science discipline."*

*Some sections of the draft COI that may need further discussion are below:*

*Article I, Section 1 - The Organization is a public charity...*

*Article I, Section 2 - All directors, officers, and employees of the Organization must read, understand, and agree to abide by this Policy.*

*Article II, Section 3. - A "Disqualified Person" is any person who exercised substantial influence over the affairs of the Organization at any time during a five-year lookback period. This includes, but is not limited to, current and former directors, officers, and Related Parties.*

*- Would a Board member not be allowed to apply for a Grad Student Research Grant for 5 years after leaving the Board?*

*- Is a university a Related Party so that any professor at that university would have to wait 5 years if another professor at that university served on the APMS Board? (Article II, Section 6. e.)*

*Article II, Section 1. d. - The Board shall determine by majority vote whether a Conflict of Interest exists;*  
*Article III, Section 4. c. - Each director, officer, and employee is responsible for reporting to the Board any suspected failure to disclose by any Interested Person, regardless of position.*

- *Are all Board Members aware of this responsibility/accountability?*
- *Are there consequences for knowingly/unknowingly not reporting a suspected COI?*

*Article X - The Organization, by a petition to the Bylaws and Resolution committee, may amend, modify, or delete the provisions of this Policy at any time without notice.*

- *If the COI is an addendum to the Bylaws then is it subject to the Bylaws that require approval of the membership for proposed amendments and modifications?*

*Article XI - All directors, officers, and employees of the Organization shall annually affirm that such person:*

- a. Has received a copy of this Policy;*
  - b. Has read and understands this Policy;*
  - c. Has agreed to comply with this Policy;*
  - d. Has no Conflict of Interest to report or is reporting current and any previously unreported Conflicts of Interest; and*
  - e. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.*
- *Do current (will prospective) Board Members know and understand these requirements / accountabilities?*
  - *Have tax-exempt purposes been codified by APMS?*
  - *Does APMS have an action plan that supports 501(c) (3) designation?*

Submitted by: James Leary (Chair) 01/11/2024

# **AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED**

## **CONFLICT OF INTEREST POLICY**

The Board of Directors ('Board') of Aquatic Plant Management Society, Incorporated ('Organization') recognizes the need for a conflict of interest policy to govern its actions and decisions concerning conflict of interest issues. The Board adopts and establishes the following Conflict of Interest Policy ('Policy'):

### **Article I. Purpose and Construction**

The Organization is a public charity whose Directors, officers and **committee members** are chosen to serve the public purpose to which the Organization is dedicated. These persons have a duty to conduct the affairs of the Organization in a manner consistent with such purposes and not to advance their personal interests. This Policy is intended to permit the Organization and its board, officers and managers to identify, evaluate, and address any real, potential, or apparent Conflicts of Interest that might, in fact or appearance, call into question their duty of undivided loyalty to the Organization.

This Policy applies to transactions and arrangements that relate to people currently involved with the Organization as well as people who had a close relationship with the Organization in the past. All directors, officers, and employees of the Organization must read, understand, and agree to abide by this Policy.

This Policy is intended to be consistent with the state or federal laws governing conflicts of interest and prohibited transactions applicable to charities. If a provision in the Policy is inconsistent with applicable law, the law will take precedence.

### **Article II. Definitions**

Several terms are capitalized throughout this Policy. When capitalized, those terms shall have the following meanings:

#### **1. Conflict of Interest**

A "Conflict of Interest" arises when, in the judgment of the Board, any of the following apply:

- a. The outside interests or activities of an Interested Person interfere or compete with the Organization's interests;
- b. The stake of an Interested Person in a transaction or arrangement will reduce the likelihood that the Interested Person can exercise his or her influence impartially and in the best interests of the Organization;
- c. An Interested Person has divided loyalties; or

- d. An Excess Benefit Transaction would occur.

## 2. **Covered Interest**

A “Covered Interest” is any interest a person has with the Organization or with another entity that the Organization has or is considering a transaction or arrangement. The interest may be held directly or indirectly through business, investment, or family connections. These interests include:

- a. An ownership or investment interest;
- b. A potential ownership or investment interest;
- c. A compensation arrangement; or
- d. Any other legal commitment or financial incentive to act for the benefit of another entity or individual (including board appointments, employment positions, or volunteer arrangements).

For the purposes of this definition, compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

## 3. **Disqualified Person**

A “Disqualified Person” is any person who exercised substantial influence over the affairs of the Organization at any time during a five-year lookback period. This includes, but is not limited to, current and former directors, officers, and Related Parties.

## 4. **Excess Benefit Transaction**

An “Excess Benefit Transaction” is a transaction in which the Organization, directly or indirectly, provides an economic benefit to or for the use of a Disqualified Person *and* the value of the benefit exceeds the value of the consideration (including the performance of services) received by the Organization.

## 5. **Interested Person**

An “Interested Person” is any director, officer, or employee of the Organization who has a Covered Interest.

## 6. **Related Party**

A “Related Party” is:

- a. Any “relative” of an Interested Person, which for purposes of this definition includes the spouse, ancestors, children, grandchildren, great grand-children,

siblings (whether by whole or half-blood), and the spouses of ancestors, children, grandchildren, great grandchildren, and siblings;

- b. Any entity in which an Interested Person or relative of an Interested Person serves as a director, trustee, officer, or employee;
- c. Any entity in which an Interested Person or relative of an Interested Person has a thirty-five percent (35%) or greater ownership or beneficial interest; and
- d. Any partnership or professional corporation in which any Interested Person or relative of an Interested Person has a direct or indirect ownership interest in excess of five percent (5%).
- e. Any other entity in which an Interested Person or relative of an Interested Person has a material financial interest.

### **Article III. Conflicts of Interests and Excess Benefit Transactions**

#### **1. Duty to Disclose a Conflict of Interest**

If an Interested Person has a Covered Interest in connection with a transaction or arrangement that the Organization is considering, the Interested Person must disclose to the Board the existence of the Covered Interest and possible Conflict of Interest as soon as it becomes known.

#### **2. Determining Whether a Conflict of Interest Exists.**

After the **Board identifies or the** Interested Person discloses the possible Conflict of Interest, the Board shall apply the following procedures to determine whether a Conflict of Interest actually exists:

- a. The Board shall give the Interested Person an opportunity to disclose all material facts to the Board;
- b. The Interested Person may not participate in the Board's discussion or decision and must recuse him or herself from the meeting during the discussion or decision;
- c. The Board shall take into account the information the Interested Person provided along with any reports or recommendations from any applicable committee of the Board;
- d. The Board shall determine by majority vote whether a Conflict of Interest exists;
- e. If the Board determines that a Conflict of Interest does not exist, no further review shall be necessary beyond that required in the ordinary course of business;
- f. If the Board determines that a Conflict of Interest does exist, the Board shall address the Conflict of Interest as provided in Section 3 below; and

- g. A record of the Board's discussion and determination shall be made as outlined in Records of Proceedings Article.

### **3. Addressing a Conflict of Interest in a Proposed Transaction or Arrangement**

If the Board determines that a Conflict of Interest exists, the Board shall address the proposed transaction or arrangement giving rise to the Conflict of Interest using the following procedures:

- a. The Interested Person may make a presentation to the Board and be available to answer questions and provide additional information, but the Interested Person may not otherwise attempt to intervene with or influence the Board's discussion or decision on the transaction or arrangement;
- b. The Interested Person must excuse himself or herself during the discussion and decision process;
- c. The Board shall exercise due diligence in determining if the value of the proposed transaction or arrangement may be more or less advantageous when compared to the value of transactions or arrangements that would not give rise to the Conflict of Interest;
- d. As part of its investigation, the Board shall, if appropriate, appoint a disinterested person or committee to investigate market information and alternatives to the proposed transaction or arrangement, including obtaining comparability;
- e. If a more advantageous transaction or arrangement is not reasonably possible, then the Board shall decide, by majority vote, whether to approve the transaction or arrangement giving rise to the Conflict of Interest on the grounds that it is (1) in the best interests of, (2) is for the benefit of, and (3) fair and reasonable to the Organization; and
- f. A record of the discussion and the Board's determination shall be made as outlined in the Records of Proceedings Article.

### **4. Violation of the Duty to Disclose**

- a. If the Board has reasonable cause to believe an Interested Person has failed to disclose an actual or possible Conflict of Interest, the Board shall inform the Interested Person of the basis for the belief and afford the Interested Person an opportunity to explain the situation.
- b. If the Board, after hearing the Interested Person's response and making further investigation as warranted by the circumstances, determines the Interested Person

has failed to disclose an actual or possible Conflict of Interest, the Board shall take appropriate disciplinary and corrective action.

- c. Each director, officer, and employee is responsible for reporting to the Board any suspected failure to disclose by any Interested Person, regardless of position.
- d. Conduct that violates this Policy is always considered outside the scope of employment of any Employee acting on behalf of the Organization.

## 5. **Excess Benefit Transaction**

- a. The Organization may not engage in any transaction or arrangement that results in an Excess Benefit Transaction. Under Internal Revenue Code section 4958, the IRS can levy taxes, referred to as intermediate sanctions, on both the Disqualified Person who participated in the Excess Benefit Transaction and any manager of the Organization who knowingly approved the transaction.
- b. If an Excess Benefit Transaction has occurred, the Organization shall correct the violation following the rules of Code section 4958.

## **Article IV. Confidentiality**

- a. The Organization shall maintain the confidentiality of any disclosures made in connection with this Policy and limit access to the information.
- b. Each director, officer, and employee shall exercise care not to use, publish, or disclose confidential information acquired in connection with disclosures of actual, potential, or perceived Conflicts of Interest during or subsequent to his or her employment, time in office, or participation on the Board.

## **Article V. Records of Proceedings**

All discussion and decision-making under this Policy shall be recorded in the minutes of the Board and shall contain the following:

- a. Conflict of Interest Discussion and Determination. The names of the person(s) who disclosed or otherwise was found to have a possible or actual Conflict of Interest, the nature of the Conflict of Interest, any action taken to determine whether a Conflict of Interest was present, whether the Interested Person was present during the determination, any committee recommendations to the Board, and the Board's decision as to whether a Conflict of Interest in fact exists.
- b. Transaction or Arrangement Discussion and Decision. The names of the person(s) who were present for discussions and votes by the Board relating to a proposed transaction or arrangement giving rise to a Conflict of Interest or to an Excess Benefit Transaction, the content of the discussion (including any alternatives to the

proposed transaction or arrangement), and a record of any votes taken in connection with the proceedings.

- c. Comparability Data. All comparability data used to evaluate a transaction or arrangement.

The minutes shall be approved as reasonable, accurate, and complete either before the next meeting of the Board or within sixty (60) days after the final actions of the Board are taken, whichever is later.

## **Article VI. Compensation**

This Policy does not prohibit the Organization from providing reasonable compensation for services rendered to the Organization. For this purpose, “compensation” represents all direct and indirect forms of economic benefit, including, but not limited to, salaries, wages, bonuses, commissions, royalties, fringe benefits, deferred compensation, expense allowances, insurance coverages, and fees. When providing compensation to a director, officer, or employee, the Organization shall comply with the following procedures.

- a. All compensation, whether directly or indirectly provided, must be reasonable as determined by taking into account factors that include the levels of compensation paid by similar organizations within the community (tax-exempt and taxable) for functionally comparable services, the value of the services being rendered and pertinent experience of the individual providing the services. In general, compensation is reasonable if it is an amount that would be ordinarily paid for like services by like enterprises under like circumstances.
- b. Any director, officer, or employee who receives compensation, directly or indirectly, from the Organization is precluded from voting on matters pertaining to that compensation. The director, officer, or employee may, however, provide compensation data and information to the Board or any committee of the Board.
- c. Payments under a compensation arrangement are presumed to be reasonable if the following apply: (1) the terms of the arrangement are approved in advance by the Board and no person with a possible Conflict of Interest participates in the Board’s decision, (2) the Board relies upon appropriate comparability data in making its decision, and (3) a record of the Board’s discussion and decision is created in accordance with Records of Proceedings Article.
- d. Payments under a compensation arrangement that is not reasonable will be subject to the Excess Benefit Transaction provisions herein.

## **Article VII. Other Transfers of Property**

In addition to providing compensation, the Organization may engage in other transfers of assets with an Interested Person, Related Party, or a Disqualified Person if the transfer is addressed under the Conflict of Interest procedures above and the Board determines that the transfer is

reasonable and at a fair market value. Transfers are presumed to be reasonable if (1) the terms of the arrangement are approved in advance by the Board and no person with a possible Conflict of Interest participates in the Board's decision, (2) the Board relies upon appropriate comparability data in making its decision, and (3) a record of the Board's discussion and decision is created in accordance with Records of Proceedings Article. A transfer of property that is not reasonable will be subject to the Excess Benefit Transaction provisions herein.

#### **Article VIII. Periodic Reviews**

The Organization shall conduct periodic reviews to ensure that it is operating in a manner consistent with its charitable purposes and does not jeopardize its reputation or tax-exempt status. These periodic reviews shall include the review of:

- a. Any compensation arrangements and benefits to determine that they are reasonable, based on competent survey information, and the result of arm's length bargaining; and
- b. Any partnerships, joint ventures, or arrangements with any management organizations to ensure that they conform with the Organization's written policies (if any), are properly recorded, reflect reasonable investment or payments for goods and services, further the Organization's charitable purposes, and do not result in inurement, impermissible private benefit, or an Excess Benefit Transaction.

#### **Article IX. Use of Outside Experts**

When conducting a Conflict of Interest review and determination, the Organization may engage outside experts. The use of outside experts does not relieve the Board of its fiduciary duties or responsibilities when considering a possible transaction or arrangement with an Interested Person or Related Party, or for ensuring periodic Conflict of Interest reviews are conducted.

#### **Article X. Amendment of Policy**

The Organization, by a petition to the Bylaws and Resolution committee, may amend, modify, or delete the provisions of this Policy at any time without notice.

#### **Article XI. Annual Affirmation**

All directors, officers, and employees of the Organization shall annually affirm that such person:

- a. Has received a copy of this Policy;
- b. Has read and understands this Policy;
- c. Has agreed to comply with this Policy;

- d. Has no Conflict of Interest to report or is reporting current and any previously unreported Conflicts of Interest; and
- e. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

The undersigned hereby affirms that the foregoing policy was adopted and implemented at a meeting of the Board by unanimous written consent or by Board vote on the date below.

---

Jason Ferrell, President  
Aquatic Plant Management Society, Incorporated

Date:

Hello James: The draft COI not only addresses conflicts of interest, but also requires that 501(c)3 Directors and Officers annually acknowledge that APMS has engaged “primarily in activities which accomplish one or more of its tax-exempt purposes”. Does this indicate that APMS must identify activities before receiving, and to maintain 501(c)3 status? If so, below are some suggested recommendations for Board consideration regarding the draft COI.

- 1 Board identifies any APMS member(s) that have first-hand experience establishing or administering a 501(c)3 and a COI policy. Establish an ad hoc committee to work closely with an attorney.
  - a. To tailor a COI specifically to APMS. The draft COI seems to be boilerplate language and may have requirements that do not apply to APMS mission and objectives.
  - b. Work with a tax attorney to see which APMS expenditures are tax exempt.
    1. Are state sales tax and local hotel fees exempt? The draft COI refers to federal tax exempt status.
    2. Are only funds paid toward established charitable contributions exempt.
      - a. Is this why FAPMS created a standalone Scholarship Foundation? (separate business from charity)
- 2 If the Board proceeds with the current draft COI, ensure that all Board members have read and understand the responsibilities/accountabilities prior to forwarding to the general membership for approval to add to the Bylaws.
- 3 Create and post an obvious statement up front on the APMS website specifically addressing that APMS is a 501(c)3 entity. Explain why APMS seeks charitable contributions. It likely is not enough to sustain 501(c)3 status simply so people can donate to APMS and get a tax write-off or so APMS doesn't have to pay sales tax.
- 4 Identify activities / projects / purposes that APMS supports with funds donated or raised that justify the 501(c)3 designation. This seems to be a requirement in Article XI.e. of the draft COI. The APMS website currently highlights the GSRG program. Post similar information for other activities for which APMS currently contributes or plans to contribute funding. For ex:
  - a. Graduate Student Research Grant
  - b. Student support / development at annual meetings – lodging / field trip / registration for speakers
  - c. Waterway conservation initiatives with BASS
  - d. Contribute funds for forums where experts provide aquatic plant management-related information
    1. BASS Conservation Director Luncheons
    2. Travel for keynote speakers at APMS annual meetings
    3. APMS member speakers at significant HOA meetings / Legislative / Congressional testimony
- 5 Develop review and award criteria for each activity funded with charitable contributions to APMS.
- 6 Decide if APMS will actively solicit charitable contributions, or passively advertise that it accepts charitable contributions, or both.
- 7 Work with the State Bank to establish distinct accounts. This demonstrates to potential charitable contributors and auditors that charitable contributions go exclusively to charitable programs and never to general APMS business expenses.
  - a. General APMS Business Account.
    1. Pays operating expenses for APMS.
    2. “Surplus” funds can be transferred to the Charitable Contributions Account with Board approval.
  - b. Charitable Contribution Account.
    1. Receives and distributes funds only to identified charitable APMS programs.
    2. Funds cannot be transferred to pay general business expenses.

# **THE AQUATIC PLANT MANAGEMENT SOCIETY, INC.**

## **BYLAWS**

*AS AMENDED July 18, 2022*

## BYLAWS

### THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED

(A Corporation Not for Profit)

#### ARTICLE I. SOCIETY NAME

The name of this Society shall be THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED.

#### ARTICLE II. SOCIETY OBJECTIVES

The objectives of the Society shall be to:

1. Encourage scientific research and assist in promoting the control and management of aquatic plants through scientifically sound procedures.
2. Recognize and promote scientific advancement of the members and facilitate the education of aquatic plant scientists through scholarships and other assistance programs.
3. Publish the results of meritorious research and other information of value that pertains to aquatic plants and their management.
4. Extend and develop public interest in, and understanding of, aquatic plant management problems and solutions.
5. Cooperate with local chapters and other societies and organizations with similar and related interests.
6. The Society will operate under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding section of any future federal tax code.

#### ARTICLE III. PLACE OF BUSINESS

The principal place of business shall be located at such a place as the Board of Directors may decide.

#### ARTICLE IV. OFFICERS

Section A. The officers of the Society shall be the President, President Elect, Vice President, Secretary, Treasurer, Editor, and Immediate Past President. The Board of Directors of this Society shall consist of not more than fourteen (14) members and shall include the active officers of the Society. The Society shall maintain a good and sufficient surety bond in an amount not less than the total assets of the Society covering all Officers and Directors.

Section B. President. The President shall preside at all business meetings of the Society annual and special, and at all meetings of the Board of Directors. The President shall maintain and exercise general supervision over the affairs of the Society, may sign checks in payment of obligations of this Society during the absence or incapacitation of the Treasurer, shall appoint all Standing Committee and Special Committee Chairs and Special Representatives unless otherwise specified under ARTICLE XIII and shall discharge such other duties as usually pertain to the office of the President.

Section C. President Elect. The President Elect shall exercise the powers and perform the duties of the President in the absence or disability of the President, or in case of a vacancy in the office of the President. The President Elect shall serve as Chair of the Program Committee. The President Elect shall also perform such duties as may be assigned by the President or the Board of Directors.

Section D. Vice President. The Vice President shall exercise the powers and perform the duties of the President Elect in the absence or disability of the President Elect or in case of a vacancy in the office of the President Elect. The Vice President shall serve as Chair of the Regional Chapters Committee and shall also serve on the Membership, Publications, and Strategic Planning Committees. The Vice President shall also perform such duties as may be assigned by the President or the Board of Directors.

Section E. Secretary. The Secretary shall keep full and current minutes of all meetings of this Society and of the Board of Directors. This officer shall be responsible for the maintenance of membership records, shall issue notices of meetings, and shall conduct such part of the correspondence of the Society as is usually conducted by the Secretary of similar organizations. The Secretary shall also ensure that the Society Newsletter is assembled, published, and distributed. At the direction of the Board of Directors, the Secretary may maintain a separate Society bank account for the purpose of conducting the above stated business, and for the purpose of safeguarding and transferring to the Treasurer any such payments to the Society, including membership dues, that may be received via the Society mailbox. The Secretary shall serve as Archivist responsible for maintaining the security of important records of the Society. The Secretary shall establish guidelines and procedures for placing items in the archives.

Section F. Treasurer. The Treasurer shall collect and receipt all dues assessments and other income. The Treasurer shall deposit promptly all funds of the Society, including funds received for the Scholastic Endowment Fund, in such depository as shall be approved and designated by the Board of Directors. Checks in payment of obligations of this Society shall be signed by the Treasurer, who shall with the approval of the Board of

Directors, pay all bills of this Society and make such other disbursements as are necessary and incidental to the operation of the Society. The Treasurer shall at the annual meeting of the Society, and if directed by the Board of Directors at special meetings, make full and true report of the financial condition of this Society. The Treasurer shall provide for an annual audit of all books, vouchers, and necessary documents of the Society prior to each annual meeting of the Society, the cost of said audit to be borne by the Society. This audit shall be conducted by a Certified Public Accountant (CPA) and shall include an Opinion rendered by same CPA as to the condition of the Society's financial books and records. The financial statements as prepared during the audit shall be included as part of the annual proceedings of the Society. The Treasurer shall serve as a member of the Finance Committee and the Strategic Planning Committee and shall present an annual budget for approval by the Board of Directors at the Winter Board Meeting. This officer shall perform such other duties as are usually incident to the office of Treasurer and as may be assigned by the Board of Directors.

Section G. Editor. The duties of the Editor shall be to publish and distribute the Journal and other scientific publications of this Society and shall serve as Chair of the Publications Committee. The Editor may appoint Associate Editors to assist in the review and publication of manuscripts. The Editor may request an annual stipend allocation requiring the Board of Directors' approval for the preparation of APMS publications.

Section H. Immediate Past President. The Immediate Past President shall serve as an advisor to the President and the Board of Directors and shall serve as Chair of the Nominating and Past-Presidents Advisory Committees plus be a member of the Strategic Planning Committee. This officer shall perform such duties as specified herein and as may be assigned by the President or the Board of Directors.

Section I. Directors. The Directors shall assist in administering the affairs of this Society and shall include one student member nominated by his/her peers in accordance with Article XIII Item 15. The Student Director shall bring the interests of fellow student members to the Board of Directors.

## ARTICLE V. TERM OF OFFICE

The term of office of all officers of the Society, except the Editor, Secretary and the Treasurer, shall be one year, or until their successors shall be duly elected and qualified. The term of office of the Editor, Secretary and the Treasurer shall be three years. As described in ARTICLE XI, however, the Vice President automatically progresses from that office through the offices of President Elect, President, and Immediate Past President. The term of office in each is one year, so that the elected Vice President remains an officer for four consecutive years. Directors shall serve a three-year term on the Board of Directors with the exception of the Student Director who shall serve a one-year renewable term, if so appointed in accordance with Article XIII Item 15. Terms for all Officers and Directors shall begin at the close of the business meeting at which they were elected. Any Officer or Director of the Society who fails to fulfill the duties of the office without valid

reasons may be removed from office by a two-thirds vote of the Board of Directors. The vacant office shall be filled as described in ARTICLE XI, Section D.

## ARTICLE VI. BOARD OF DIRECTORS

Section A. The President of the Society shall chair the Board of Directors.

Section B. The Board of Directors shall meet upon the call of the President or upon the request of five or more members of the Board of Directors directed in writing to the Secretary. At least fifteen (15) days prior notice in writing shall be given by the Secretary to all members of the Board of Directors as to any meetings of the Board of Directors. The time and place of such meetings shall be designated by the President. A majority of the members of the Board of Directors shall constitute a quorum for the transaction of business, unless otherwise specified in the Bylaws. Proxies for absent Board Members requires verbal pre-notification of the President and Secretary, must be assigned in writing to a member in good standing and be provided to the Secretary for the record upon completion of roll-call. Qualifying Proxies will assume the privileges, duties and responsibilities of the absent Board Member during the course of the meeting including the right to vote on Board matters. An action of the Board of Directors shall be upon the vote of the majority of its members present. Except under extenuating circumstances (as approved by the Board) which may prevent it, the Board of Directors shall meet no fewer than three (3) times annually. One meeting shall be held immediately before the annual meeting of the Society; one meeting shall be held immediately after the annual meeting of the Society; and one additional meeting shall be held during the interim between the annual meetings.

Section C. The Board of Directors shall manage the affairs of the Society and shall have the power: (1) to fill any vacancies among the officers of the Society including the membership of the Board of Directors; except as provided in Article XI, Section D; (2) to prescribe the duties of the officers of the Society not otherwise prescribed in the Bylaws of the Society; (3) to provide rules and regulations for the conduct of the affairs of this Society on matters that may not be specifically covered within the provisions of the Bylaws; (4) to accept or reject applications for membership in this Society; (5) to increase the amount of the Officers' & Directors' bond if the Board deems the current bond insufficient; and (6) the Board of Directors shall have full power of the Society in all matters demanding action between meetings and shall submit at the next succeeding meeting of the Society a report on all actions taken by them under authority of this section.

## ARTICLE VII. QUORUM

A quorum of the business meeting of the Society shall consist of not fewer than forty (40) voting members, or ten percent (10%) of the membership, whichever is smaller, at least two (2) of whom shall be officers of the Society.

## ARTICLE VIII. MOTIONS AND RESOLUTIONS

All motions and resolutions presented at any annual meeting of the Society involving matters of policy, administration or business shall be referred to the Board of Directors who shall consider the same and report its recommendation back to the Society; provided, however, that should any matter require immediate action by the Society, such matters may be considered immediately and approved by consent of three-fourths of the active members present and voting.

## ARTICLE IX. MEETINGS

Section A. There shall be an annual meeting of the Society for the election of officers, the presentation of papers and discussion on aquatic plant control and management, uses of aquatic vegetation and related subjects and such other business as may be properly brought before it. Such annual meetings shall be held at such time and place as the Board of Directors may decide. At least sixty (60) days prior notice shall be given in writing to all members as to the time and place of the annual meeting.

Section B. Special meetings of the Society may be held whenever the Board of Directors deem such meetings necessary or whenever ten or more active members shall make a written request to the Secretary. Such requests shall be placed with the Board of Directors which shall designate a time and place for such special meetings. The Secretary shall give written notice of all special meetings of the Society to all members at least four (4) weeks prior to the date of such special meetings.

## ARTICLE X. FISCAL YEAR

The fiscal year of the Society shall be the calendar year.

## ARTICLE XI. ELECTION OF OFFICERS

Section A. The election of Officers and Directors of the Society shall be held as part of the annual business meeting held in conjunction with the regular annual meeting.

Section B. At each annual business meeting, elections shall be held for the office of Vice President, while elections shall be held at three-year intervals for the offices of Editor, Secretary and Treasurer, coincident to the three year terms of these offices. Elections will not be held for the offices of President Elect, President, or Immediate Past President, as the Vice President electee shall automatically progress through each of these offices, serving a one-year term in each as specified in ARTICLE V. Officers of the Society shall be elected by majority vote of the voting members present at the annual meeting of the Society and shall serve until the close of the annual meeting of the Society marking the

end of the term of their elected office, with the above stated exceptions that the Vice President shall automatically become the President Elect, the President Elect shall automatically become President, and the President shall automatically become Immediate Past President. Individuals in the offices of Secretary, Treasurer, and Editor may be elected to consecutive terms. Two (2) new Directors shall also be elected each year for a term of three (3) years and one Student Director for a one (1) year renewable term or until their successors shall be duly elected and qualified.

Section C. 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.

Section D. Vacancies in the office of President between terms shall automatically be filled through succession in the following order: President Elect, Vice President, Secretary, Treasurer, and Editor. All vacancies, other than that in the office of President, shall be filled through appointment by the Board of Directors.

## ARTICLE XII. MEMBERSHIP

Section A. Categories. All Membership categories shall be subject to the approval of the Board of Directors. There shall be the following Membership Categories:

1. Individual Member. Any person who is interested in the advancement of the Society and its goals.
2. Sustaining Member. Companies, institutions, or organizations interested in the advancement of the Society and its goals.
3. Student Member. Any full-time individual student who is interested in the advancement of the Society and its goals.
4. Subscription Member. Any Institution wishing to receive copies of the *Journal of Aquatic Plant Management*.
5. Honorary Member. An Honorary member shall hold in perpetuity all rights of active membership. Before being considered for honorary membership a person must meet the following criteria:
  - a. The nominee must have contributed significantly to the field of aquatic vegetation management. (The individual should be retired and no longer employed in the field of aquatic vegetation management, except that part-time work as a consultant shall be permissible).

- b. The nominee must have been a voting member of the Society for no less than ten (10) years.
- c. The nominee must have actively promoted the Society and its affairs during their membership.
- d. Nominees for honorary membership shall be submitted to the Bylaws and Resolutions Committee in the form of a petition signed by no less than ten (10) active members or may originate within the Bylaws and Resolutions Committee. Nominees will be evaluated by the Bylaws and Resolutions Committee to ascertain that they meet the criteria for eligibility as an honorary member. Eligible nominees will be presented to the Board of Directors by the Bylaws and Resolutions Committee. Honorary membership shall be approved by a majority vote of the Board of Directors.

Section B. Voting Privileges. All Individual, Student, Honorary and one designated representative from a Sustaining Membership who are members in good standing with current, paid-up dues shall have the right to vote. Subscription Members do not have voting rights.

Section C. 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.

## ARTICLE XIII. COMMITTEES and REPRESENTATIVES

Section A. Standing Committees. Standing Committee Chairs shall be appointed by the President. Additional Committee members not already designated in the Bylaws shall be voting members of the Society, selected by the Chair and approved by the President. The number of persons on each committee may be changed at the discretion of the President and the Board of Directors. Standing Committees shall perform all duties as defined in the Operating Manual. Standing Committees are as follows:

1. Awards Committee: This committee shall be responsible for overseeing and implementing the Society's awards program in accordance with the Bylaws and other established criteria documented in the Awards Criteria section of the Operating Manual, as approved by the Board of Directors. This shall include coordination with the APMS President and those committees designated to present awards for the purpose of ensuring appropriate, personalized plaques, certificates or other established forms of recognition are prepared by this committee for presentation at the annual meeting awards banquet or at other times as may be otherwise determined by the Board of Directors. This committee shall consist of no fewer than 3 members.

2. **Bylaws and Resolutions Committee.** This committee shall consist of not fewer than five (5) voting members of the Society. All resolutions and Bylaws changes to be considered shall be presented to this committee, who shall present worthy suggestions to the Society in a form appropriate for adoption, subject to Bylaws Article VIII. All petitions with ten (10) or more signatures of voting members shall be brought to the attention of the Society. Bylaws changes, adopted in accordance with ARTICLE VIII shall be incorporated into the current Bylaws by this committee and submitted to the Secretary for the official record. The Chair shall also serve on the Strategic Planning Committee.
3. **Education and Outreach Committee.** This committee shall be responsible for identifying specific educational needs and issues appropriate for APMS sponsorship. Once such needs are identified and verified, this committee shall direct the coordination, development, and production of Society sponsored educational materials including social media messaging and online programs as deemed appropriate by the Board of Directors. The Chair shall also serve on the Strategic Planning Committee. The committee shall consist of not less than five (5) members, one of whom shall be the Chair of the Student Affairs Committee.
4. **Exhibits Committee.** This committee shall be responsible for making all arrangements concerning commercial or other exhibits at annual meetings. The committee shall coordinate its activities with the Meeting Planning Committee, Meeting Planner, the Secretary, the Treasurer, and other relevant persons. The committee shall be responsible for establishing annual meeting levels of recognition, recommending exhibit fees, recognizing contributors at the meeting, securing names of the designated representative from each exhibitor attending and administering programs to give awards or prizes to exhibitors.
5. **Finance Committee.** This committee shall have at least five (5) members, one of whom shall be the Treasurer of the Society and one of whom shall be the Chair of the Student Affairs Committee. The committee shall 1) review all financial records at the end of each fiscal year, 2) prepare a report on the Society's financial status for presentation to the Board of Directors at the mid-year meeting, 3) prepare the annual budget of the Society, 4) advise and assist the Treasurer in maintaining Society financial records and in preparing reports for the Board of Directors and 5) coordinate fund raising activities for the Society's Scholastic Endowment Fund.
6. **Meeting Planning Committee.** This committee shall have at least three members. The committee shall investigate alternative sites within a region and provide a recommendation to the Board of Directors to aid in selecting the meeting site and property. Upon recommendation of this Committee and approval by the Board of Directors, this Committee may secure the services of a Meeting Planner firm or contractor via a competitive bid process for the purposes of assisting with carrying out their designated responsibilities.

7. Membership Committee. This committee shall consist of not fewer than five (5) active members of the Society; one of whom shall be the Secretary, one of whom shall be the Chair of the Student Affairs Committee and one of whom shall be the Vice President. This committee shall investigate and promote memberships in the Society. The committee shall inform the Society about the death of a member. The committee shall also assist in the preparation of letters of condolence sent on behalf of the Society by the President.
8. Nominating Committee. The Nominating Committee shall consist of not fewer than five (5) members, to be chaired by the Immediate Past President, and shall recommend to the Society candidates for election to the several offices. This committee shall inform the Society membership of the slate of nominees for office at least 30 days prior to the annual business meeting (an exception may be made for Student Director if selection of a nominee by the Student Affairs Committee cannot meet that deadline). Terms of membership in the Nominating Committee shall be for no more than two successive years, and a two-year break shall occur between periods of service on this committee.
9. Past Presidents Advisory Committee. This committee shall consist of all past Presidents of the Society who are members in good standing and shall be chaired by the Immediate Past President of the Society. The duties of this committee shall be to examine the aims and goals of the Society, make recommendations to the Board of Directors related to achieving these aims and goals, and to review and suggest changes to the Operating Manual, as may be appropriate.
10. Program Committee. The program committee shall consist of the members of the Board of Directors, chaired by the President Elect, and its duty shall be to provide programs for each annual meeting. It shall be at the discretion of the Board and at the option of the Program Chair (President Elect) to annually request approval for a capped monetary allocation to cover select invited speaker(s)' expenses for those presenting at the annual meeting who may be unable to attend without a stipend. These monies are to be used at the discretion of the President Elect / Program Chair.
11. Proposal Review Committee. This Committee shall be responsible for reviewing and making recommendations to the Board for all externally submitted funding requests / proposals to the Society, regardless of the funding amount, excluding proposals for the Society's Graduate Student Research Grant. The Committee shall consist 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 member at-large. Upon review of each proposal, the Committee will submit a written recommendation with justification to the Board for final decision.
12. Regional Chapters Committee. This committee shall be responsible for promoting and forming regional chapters of the Society. It shall evaluate requests from

groups wishing to affiliate with the Society as regional chapters. The committee shall be responsible for enhancing communications and coordination among the regional chapters and the Society. The committee shall be responsible for collecting and displaying information about job opportunities in the field of aquatic plant management. Appropriate information should be made available at the annual meeting and in the Newsletter. The committee shall consist of at least one representative of each recognized regional chapter and include the Vice President of the Society.

13. Strategic Planning Committee. This committee shall be responsible for clarifying 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. This Committee shall consist of no fewer than nine (9) members including the Immediate Past President, the Vice President, Treasurer; the following Committee Chairs: Bylaws & Resolutions, Education & Outreach and Student Affairs; a member of the Publications Committee; plus at least two members-at-large selected for their longstanding support and/or historical perspective of the Society.
14. Student Affairs Committee. This committee should consist of no fewer than four (4) members of the Society. The Chair of the Student Affairs Committee shall also serve as a member of the Scholastic Endowment Committee and the Strategic Planning Committee. The duties of this committee shall be to investigate and promote membership of students into the Society and make recommendations to the Board of Directors as to means of enhancing and encouraging student participation in the Society. Prior to the Annual Business Meeting, this Committee shall provide the Nominating Committee the name of their selected current student member willing to serve on the Board as a Student Director for the up-coming year.

Section B. Special Committees. Such other committees as from time to time may be deemed necessary shall be appointed by the President.

Section C. Special Representatives. The President shall appoint, with approval of the Board of Directors, special representatives of the Society. These persons shall attend meetings of organizations such as: AERF, CAST, WSSA, NALMS, RISE, BASS and other organizations to act as liaisons between these organizations and the Society.

#### ARTICLE XIV. RULES OF ORDER

Business sessions of the Society shall be conducted in accordance with Roberts' Rules of Order.

## ARTICLE XV. PUBLICATIONS

All publications of the Society shall be issued under the direction of the Editor and shall become the property of the Society.

## ARTICLE XVI. SCHOLASTIC ENDOWMENT

Section A. The Aquatic Plant Management Society Scholastic Endowment shall be used to fund the Aquatic Plant Management Society Graduate Student Research Grant program.

Section B. The Aquatic Plant Management Society Scholastic Endowment fund shall be maintained in a separate account, administrated by the Aquatic Plant Management Society Board of Directors, and shall be used in perpetuity solely to fund the Aquatic Plant Management Society Graduate Student Research Grant program. Payments shall be made to Graduate Student Research Grant recipients following recommendation by the Aquatic Plant Management Society Vice President and the Vice President's Graduate Student Research Grant Review Committee, with the approval of the Aquatic Plant Management Society Board of Directors.

## ARTICLE XVII. AMENDMENTS

These Bylaws may be amended by three-fourths vote of the active members present at any annual business meeting, provided the proposed amendment has been approved by the Board of Directors and given in writing to the Secretary, and that a written notice of said proposed amendment has been transmitted to active members thirty (30) days before the annual meeting, and further that notice of the time said amendments are to be voted on has been announced at least twelve (12) hours in advance.

## ARTICLE XVIII. DISSOLUTION

The society shall have perpetual existence, but if dissolved, its assets shall be donated to a non-profit organization or Institution, qualified under Section 501(c)(3) of the Internal Revenue Code of 1986 as amended, to be selected by the last Board of Directors to be used for research or educational outreach on aquatic plant management.

The above and foregoing Bylaws of THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED, were adopted on July, 15, 1986, revised July 1988, July 1989, July 1990, July, 1992, July 1995, July 1998, July 1999, July 2001, July 2002, July, 2003, July, 2004, July 2006, July 2008, July 2009, July 2011, July 2013, July 2015, July 2016, July 2018, July 2020. July 2022

Last Amended: July 18, 2022.

Amended by the B&R Committee on 12/01/2023

## Education Outreach/Website Committee – Sonja Wixom, Chair

Sonja Wixom recently stepped in as the committee chair and hosted a meeting to get familiar with previous efforts and how to prioritize future actions. One action that was identified as revitalizing was sending the hardcopy of Aquatics magazine as a value add to our membership. We followed up with the editor and were not able to make that action possible. Other items on the list to work towards in 2024 include collaboration with other societies, regular newsletters either digital or physical copies, student spotlights, publishing case studies from talks not presented, and working towards educational materials and programs.

January 2024

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

From: Dean Jones

Subject: Exhibits Report

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

No Report At This Time.

## FINANCE COMMITTEE REPORT JANUARY 2024

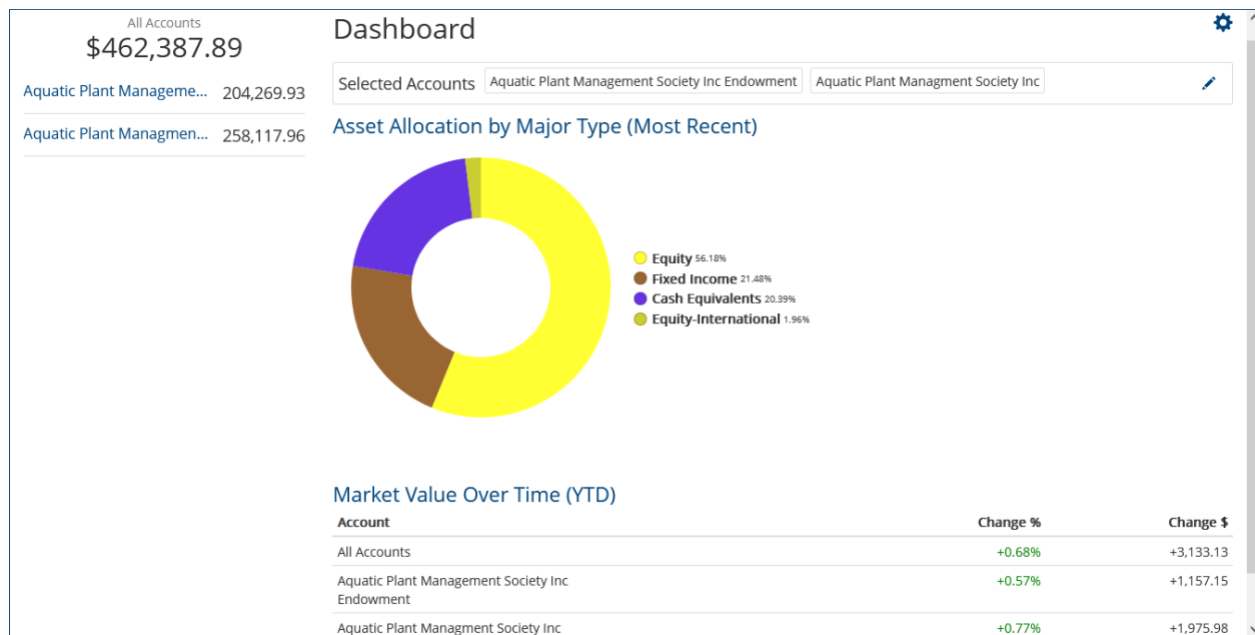
### ANDY FUHRMAN COMMITTEE CHAIR

The following is the summary as of January 9, 2024

Total currently in our investment accounts is \$462,387.89, up \$53,714.34 from 1/1/2023

**AQUATIC ENDOWMENT ACCOUNT-** As of 12/31/2023 we had \$203,627.83 up \$30,349.54 from 1/1/2023

**AQUATIC PLANT ACCOUNT-** As of 12/31/2023 we had \$256.618.10 up \$21,422.84 from 12/31/2023



# Aquatic Plant Management Society Inc Endowment-

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

**Account Balance**      **Available Cash**  
\$204,269.93      \$10,376.87

## My Portfolio

### Actual Allocation



| Asset Class          | Percentage | Market Value |
|----------------------|------------|--------------|
| Equity-International | 4.43%      | 9,043        |
| Cash Equivalents     | 14.87%     | 30,377       |
| Fixed Income         | 29.11%     | 59,456       |
| Equity               | 51.60%     | 105,394      |
| Portfolio Total      | 100.00%    | 204,270      |

# Aquatic Plant Management Society Inc Endowment-

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

## Performance Report

Asset Class:

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

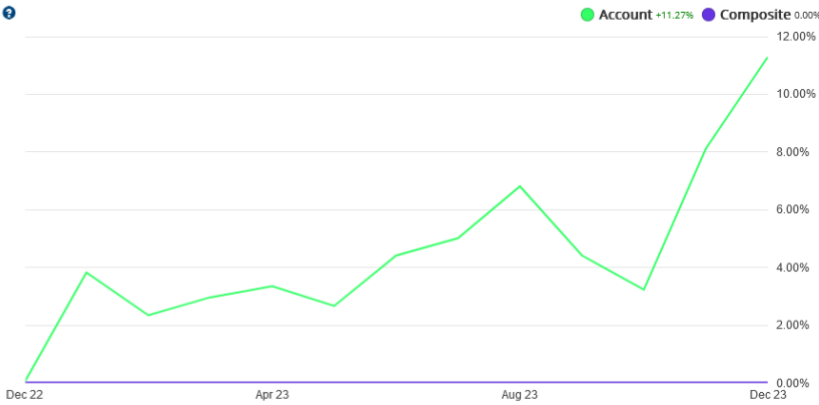
### Returns

Total Account  
11.27%

Composite Index  
0.00%

### Account Performance

|                         |              |
|-------------------------|--------------|
| Beginning MV (1/1/2023) | \$173,378.29 |
| Net Change              | 9,900.00     |
| Additions               | 10,000.00    |
| Subtractions            | -100.00      |
| Ending MV (12/31/2023)  | \$203,627.83 |
| Net Change in MV        | \$20,349.54  |



# Aquatic Plant Managment Society Inc-

Summary   Holdings   Performance   Transactions   Pending Transactions

Account Balance   Available Cash  
\$258,117.96   \$33,884.49

## My Portfolio Actual Allocation



| Asset Class      | Percentage | Market Value |
|------------------|------------|--------------|
| Fixed Income     | 15.44%     | 39,846       |
| Cash Equivalents | 24.75%     | 63,884       |
| Equity           | 59.81%     | 154,388      |
| Portfolio Total  | 100.00%    | 258,118      |

# Aquatic Plant Managment Society Inc-

Summary   Holdings   Performance   Transactions   Pending Transactions

## Performance Report

Asset Class: Account

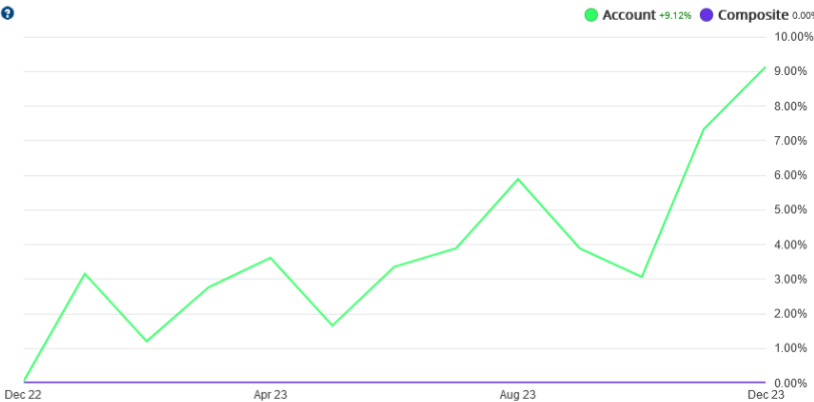
Date Range: YTD 1M 3M 6M 1Y 3Y 5Y

### Returns

Total Account 9.12%  
Composite Index 0.00%

### Account Performance

|                         |              |
|-------------------------|--------------|
| Beginning MV (1/1/2023) | \$235,295.26 |
| Net Change              | -100.00      |
| Additions               | 0.00         |
| Subtractions            | -100.00      |
| Ending MV (12/31/2023)  | \$256,618.10 |
| Net Change in MV        | \$21,422.84  |



## Meeting Planning Report – Tom Warmuth

No report.



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

## **2024 Mid-Winter Board of Director Meeting**

### **Membership Committee Report – January 10, 2024**

A general discussion point for the board of directors is whether or not there should be any recognition, moment of silence, etc. at the upcoming conference for an honorary member that passed since the last conference. David Isaacs, passed away June 16, 2023. As mentioned in prior report, a condolence letter was provided to the family. If there is a precedent established, we should continue that path, but I wasn't able to find it or recall what has been done in the past. I was also made aware that Greg Wall, long-time Helena employee and Mid-South APMS member passed away December 19, 2023. We need to determine if he was a member of APMS as well or just Mid-South chapter.

Most recent report from the secretary is that we have 159 paid members. We have 336 "past due" members. These are people that have been members at one time, but have not renewed. Some additional time needs to be dedicated to this opportunity list. Due to limited funds of the society, we are working on digital piece that we can e-mail to these past members as well as to new potential members. The plan is that it will provide a brief overview of the APMS, the upcoming conference, the Michael D. Netherland Memorial Research Grant, and offer encouragement to join APMS to not only receive benefits of networking and education, but also to support the ongoing outreach and industry development. As discussed in 2023, we do have an initial start to list of professional applicators, including 5 states with e-mail addresses. Thankfully, one of these states with a lot of e-mail addresses is Florida. The marketing sheet mentioned will be used to this group as well as state contacts, and possibly surrounding states where conferences will be held. Sending out postcard mailers or invoices with conference registration forms would be another thing to consider. Most professionals get hammered with e-mails everyday, and despite best intentions, solicitations sometimes get lost in the shuffle.

We are building government contacts as we move around the country. Currently we are working on Florida and possibly some of the northern border or proximity states for communication on the upcoming conference. We would welcome any contacts for any of these states as there are several board members from the region.

Given that the next conference will be at the NEAPMS, we've reached out and discussed that with the NEAPMS board of directors. The request was to share contact list or at least government memberships/contacts so that we could keep them in the loop for the 2025 annual conference. They returned the request with an offer to help publicize the 2025 annual conference. While this discussion was taking place, we also tried to gauge the potential interest in a joint conference. They stated that they planned on continuing to have their normal conference, due to the income and past successful attendance of their membership, but if there were other ways they could assist beyond the advertising and promotion, possibly helping with a session or something of that nature, they would be interested in

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



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discussing. Our plan would be to work on a similar sheet as previously mentioned. It would be worth considering to proceed in developing a placeholder on the website for the 2025 conference even if it just had the dates and location. We could utilize QR code to drive traffic to the website page.

To reach out to the international community, the meeting information will also sent to the members of International Aquatic Plants Group's membership. If any board of directors have other international contacts or organizations, please let us know so that we can add them to a list for connecting and keeping informed of our membership and annual conference opportunities.

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

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

## Nominating Committee Report

Submitted on behalf of the Nominating Committee,

Chair: Brett Hartis – Immediate Past President

Members: Lyn Gettys, Michael Greer, Erika Haug, Matt Johnson

The nominating committee was charged with replacing two director positions, Matt Johnson and Toni Pennington as well as recommending a Vice President. There are no other needs currently, as the existing treasurer and secretary are serving their terms. The committee considered the current board composition, which included existing affiliations, sector representation, and regional affiliation(s). These items are summarized below.

### CURRENT BOARD COMPOSITION (2023-2024)

| Role            | Name             | Affiliation             | Sector     | Regional Affil   |
|-----------------|------------------|-------------------------|------------|------------------|
| President       | Jay Ferrell      | University of Florida   | Academia   | FAPMS, others    |
| President-Elect | Jeremy Slade     | SePro Corporation       | Industry   | FAPMS, others    |
| Vice President  | Lyn Gettys       | University of Florida   | Academia   | FAPMS            |
| *Past President | Brett Hartis     | Duke Energy             | Utility    | SCAPMS           |
| Secretary       | Amy Gianotti     | AquaSTEM                | Consulting | FAPMS<br>SCAPMS, |
| Treasurer       | Justin Nawrocki  | UPL                     | Industry   | others           |
| Editor          | Ramon Leon       | NC State University     | Academia   | WSSA             |
| Director (1/3)  | Damian Walter    | USACE                   | Government | WAPMS            |
| Director (1/3)  | Brittany Chesser | Texas A&M               | Academia   | TAPMS            |
| Director (2/3)  | Troy Goldsby     | Aqua Services Inc       | Industry   | MSAPMS           |
| Director (2/3)  | Gray Turnage     | Mississippi State       | Academia   | MSAPMS           |
| *Director (3/3) | Toni Pennington  | Environmental Sci Assoc | Consulting | WAPMS            |
| *Director (3/3) | Matt Johnson     | Aquatic Control         | Industry   | MAPMS            |

\*term complete in 2024.

### REGIONAL REPRESENTATION AND CHANGE 2024

|               |      |
|---------------|------|
| <b>FAPMS</b>  | 4    |
| <b>SCAPMS</b> | 2(1) |
| <b>TAPMS</b>  | 1    |
| <b>MAPMS</b>  | 1(1) |
| <b>WAPMS</b>  | 2(1) |
| <b>MSAPMS</b> | 2    |
| <b>NEAPMS</b> | 0    |

(\*) change from 2024 post meeting

## **SECTOR REPRESENTATION**

|                   |      |
|-------------------|------|
| <b>Industry</b>   | 3(2) |
| <b>Academia</b>   | 4    |
| <b>Consulting</b> | 2(1) |
| <b>Government</b> | 1    |
| <b>Utility</b>    | 1(0) |

(\*) change from 2024 post meeting

Academia is pretty well represented across the current and future board. Industry is also well presented, however a spot will be lost going into 2024. Government/Utility representation is lowest, with only one spot in 2024. As has often been the case, non-chemical management focus is also underrepresented. As has also been the case in the past, there are no Board members that specialize in HAB research or management. It seems that it might be a good strategy to recruit someone in that space for the Board.

Given review of current board composition and current regional and national membership, the nominations committee suggests the following individuals be considered to serve as director 2024-2025. The committee is reaching out individually to each person to ascertain their availability to serve this term and will make a final recommendation at the mid-winter board meeting.

| <b>Name</b>     | <b>Affiliation</b> | <b>Sector</b> | <b>Regional Affil</b> |
|-----------------|--------------------|---------------|-----------------------|
| Alyssa Calomeni | USACE              | Government    | WSSA                  |
| JJ Ferris       | Cygnnet            | Industry      | Multiple              |
| Nate Long       | Aquatic Control    | Industry      | MAPMS                 |
| Amy Smagula     | NH Dept Environ.   | Government    | NEAPMS                |
| Jens Beets      | USDA               | Government    | WAPMS                 |
| Lynde Dodd      | USACE              | Government    | TAPMS                 |

Lastly, the nominations committee discussed the important position of Vice President. Our current presidential chain is representative of both academia and industry. This group is also highly active in Florida and the southeast. The committee thought that leadership from the government sector might help to diversify the current leadership.

Taking this into consideration, **Michael Greer (USACE)** has been recommended by the nominations committee to serve as Vice President for 2024-2025. Michael has years of experience working in aquatic plant management for the US Army Corps of Engineers Aquatic Plant Control Research Program (ARCRP) in the Engineer Research and Development Center (ERDC) of which he currently serves as the Program Manager. Michael has also been a devout member of the APMS Board of Directors and actively participates at both the national and regional levels. The nominations committee has spoken with Michael, who has indicated that he is able to serve if elected.

Past President's Committee – Brett Hartis, Chair

No Report

January 30, 2024

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

From: Jeremy G. Slade, President-elect APMS

Subject: Report of the Program Committee

Plans have been initiated for the 2024 APMS annual conference. I have met with APEX web studios multiple times to get the website content developed and updated with 2024 information including the first call for papers. The call for papers was sent out in the December 2023 newsletter to the APMS membership. I also sent the call for papers to the regional chapter secretaries for inclusion in newsletters, e-blasts, and announced as a reminder at the NEAPMS, MAPMS, and WAPMS chapter conferences. Currently, we have not had any title/abstract submissions, but I have been in communication with several speakers for the plenary session.

Idea for the plenary session entitled “Back to the Basics: Control Methods – Past, Present, and Future” is an idea and continuation from last year’s theme of stakeholder engagement, and what are we doing and plan on doing as it relates to aquatic plant and algae management (APAM). What are we innovating and how are we messaging the importance of APAM to stakeholders. Invited speakers for each of the control methods (chemical, physical/cultural, biocontrol, and mechanical) including technology improvement and implementation are:

Chemical control: Jason Ferrell – UFL CAIP

Physical/cultural control: Marc Bellaud – Solitude Lake Management

Biological control: Nathan Harms – USACE ERDC

Mechanical control: James Leary – UFL CAIP

Technology developments: Andrew Howell - NCSU

# **64<sup>th</sup> Annual Meeting of the Aquatic Plant Management Society**

## **July 15-18, 2024**

**Hilton St. Petersburg Bayfront – St. Petersburg, Florida**

### **Present Your Original Research**

You are invited to submit a title and abstract for the 64<sup>th</sup> Annual Meeting of the Aquatic Plant Management Society to be held at the Hilton St. Petersburg Bayfront in beautiful St. Petersburg, Florida. 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/physical, 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 Florida 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.

### **Plenary Session – Back to the Basics: Control Methods – Past, Present, Future**

The society will hold a special session to start the conference discussing the various aquatic plant and algae control methods, their development through the years including how they may have been used separately and integrated together, and what the future outlook is for optimal management outcomes. At the end of the session, each presenter will be available for a panel Q&A. Invited speakers and submitted talks will drive discussions around how weeds and algae are managed with these techniques (pros and cons), management objectives with stakeholder input, and more recent technology development. 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 (Mr. Jeremy Slade; [jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)) or the Student Affairs Committee Chair (Dr. Andrew Howell, [awhowell@ncsu.edu](mailto:awhowell@ncsu.edu)) with any questions.

### **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 Friday, **May 17, 2024**.

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 “2024 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 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> 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:

Mr. Jeremy Slade

2024 APMS Program Chair

[jeremy.slade@sepro.com](mailto:jeremy.slade@sepro.com)

Proposal Review Committee – Brett Hartis, Chair

No Report

Regional Chapters Update – Gray Turnage & Lyn Gettys

No report.

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

*Committee Members:* Andrew Howell (Chair), Candice Prince, Erika Haug, Chris Mudge, Alyssa Eck, Leif Willey, Jens Beets, Sam Sardes, and Hannah Brown (Student Rep)

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

- We propose a field trip for students to view active aquatic management occurring around the St. Pete area. A new non-native *Vallisneria* spp. was discovered in the Braden River (Manatee County) and is currently under management. The Braden is <1 hr from the conference hotel and cryptic *Vallisneria* spp. are becoming a hot topic around the country. We believe this tour provides a convenient location to visit and for students to engage with a plant that is becoming increasingly contentious to manage. We are coordinating with partners and managers involved in the Braden River project to provide boats and a tour of treatment sites. There was also discussion of moving the student tour to the beginning of the conference (Monday) since many students will likely travel to St. Pete over the weekend prior.

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

- We propose a speed-mentoring program to allow students the experience of small-group settings with invited speakers (~30 min total of the 1 hr M&G). The goal would be to have 3 to 4 students spend time with each invited speaker for 5 to 10 min so that they have initial familiarity with professionals during conference. We anticipate the small group setting will increase student engagement with non-students during conference events since the meet-and-greet provides a comfortable atmosphere for introductions.

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

- We propose to alter the student mentor program developed during last year's APMS conference and conduct the mentorship during the student luncheon. During the luncheon, students would be broken into small groups with mentor(s) having jobs or research focuses which relate to individual student interests. The goal is to improve interaction with different sectors and increase student engagement with potential mentors.

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

- We request that a line/checkbox be added to the student abstract submission website that notifies students the requirement of participation in A/V and selling raffle tickets. This is to ensure students realize the need to volunteer since the society is covering many costs of their conference experience. Additionally, this should allow the student affairs committee to more efficiently monitor A/V needs and scheduling student volunteers.

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

AERF Update – Carlton Layne

No report.

January 30, 2024

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

From: Jeremy G. Slade, President-elect APMS

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

Over the last several months I had limited communication with Gene Gilliland, BASS Conservation Director. However, more recently we've had discussions about the Bassmaster Classic, which is scheduled for the weekend of March 23, 2023, in Tulsa, Oklahoma. Gene confirmed there will be a Conservation Summit with sponsor solicitations going out soon. APMS motioned and approved at the July 2023 pre-conference BOD meeting to support BASS this year in the amount of \$1,500. After polling the state conservation directors for this year's summit topics, they wanted updates/information on "Bass Management", including tournament registration programs, fish care, stocking and impacts of technology. He also said the amount of time given for the Summit was cut back to only two sessions this year. So unfortunately, APMS won't have an opportunity to present this year. However, Gene did confirm that he would still like APMS representatives to attend the Summit because there will be an opportunity to meet with the conservation directors when presentations are not being given. In the past we've had multiple speakers talk about Aquatic Plant Management (APM) issues, distribution, and stakeholder engagement. In 2022, a plant ID was set up and very well received.

I will ask for a status update on the mini-grant awarded to the New Mexico B.A.S.S. nation club in 2023 while at the Classic. This would be a good item for the APMS newsletter. I will also see where APMS can support APM initiatives and educational opportunities that B.A.S.S. has gotten inquires on.

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

CAST Update – Gray Turnage, Chair

The HABs paper is still working through the CAST review and editorial system.

NALMS Update – Terry McNabb

No report.

RISE Update – Matt Johnson

No report.

WOA Update – Amy Kay

No report.

WSSA Update – Ben Sperry

No report.

## Science Policy Update

### 2024 APMS Midyear Board Meeting

Lee Van Wychen

#### 2023-2024 Science Policy Fellows

Carroll Moseley, Janis McFarland and I reviewed and selected two Science Policy Fellows for 2023-2024. **Cynthia Sias** is a third year Ph.D. student at Virginia Tech University studying under the direction of Dr. Michael Flessner and **Annu Kumari**, a third-year Ph.D. student at Auburn University, pursuing her doctorate degree with Dr. Andrew Price and co-advised by Dr. Steve Li. Deadline for 2024 Science Policy Fellow applications will be April 1, 2024.

#### APMS Congressional Visits in November



In November, I organized and conducted 14 Congressional meetings on aquatic plant management issues. These meetings included House and Senate staff from FL, TN, AL and NC and majority and minority committee staff for Energy and Water Appropriations in both the House and Senate. Many thanks to Jay Ferrell, APMS President, Troy Goldsby APMS Director and Rob Richardson, APMS Science Policy Committee rep. My Science Policy Fellows, Cynthia Sias and

Annu Kumari also attended meetings during the week. In addition to the Congressional visits, we also attended an EPA Pesticide Program Dialogue Committee (PPDC) meeting at EPA headquarters and the American Association for the Advancement of Science (AAAS) Charles Valentine Riley Memorial Lecture that featured Dr. Joe Cornelius, Chief Executive Officer at the Bill & Melinda Gates Agricultural Innovations (Gates Ag One).

Main issues we discussed on Capitol Hill included seeking appropriations for the Army Corps of Engineers (ACOE) Aquatic Plant Control line item in the ACOE Construction account that funds both the aquatic plant control research program and the watercraft inspection and decontamination program. We also discussed the importance of continuing funding for the hydrilla research and demonstration work in the Connecticut River basin and supporting funding of invasive species provisions in the 2020 and 2022 Water Resources Development Acts

(WRDA). Most Congressional staff don't realize that aquatic plant managers have a limited set of aquatic plant management tools including only 17 aquatic herbicides!

The House proposed \$16.5 million for the APC program in FY 2024, which is less than half of the \$33.5 million received in FY 2023. In addition, the House has proposed zeroing out funding for the Connecticut river basin hydrilla research and control in FY 2024. On the other side of the Hill, the Senate has proposed \$27 million for the APC in FY 2024, which includes \$6.3 million for CT river hydrilla. We obviously supported the Senate budget vs. the House budget and made good progress on these funding issues during our Congressional visits. We hope to see FY 2024 funding levels for the APC in line with FY 2023.

### **GAO Report on Army Corps Aquatic Invasive Species Program**

In November, the U.S. Government Accountability Office (GAO), an independent, nonpartisan agency that works for Congress, released a report titled "[Army Corps of Engineers: Better Data and Planning Needed to Combat Aquatic Invasive Species](#)".

The report focused on deficiencies in the Army Corps Watercraft Inspection and Decontamination (WID) program. The U.S. GAO recommended that the Corps: (1) in consultation with states, develop a system to collect timely, accurate, and consistent watercraft inspection and decontamination-related data from states in an effective and efficient manner; (2) update its internal guidance to better meet statutory requirements, including placing WID stations at locations with the highest likelihood of preventing the introduction or spread of aquatic invasive species; and (3) develop a strategic plan that incorporates all basins and waters the Army Corps is directed to protect under the WID program and that includes clear goals and objectives, measurable targets, and accountable milestones.

Another major concern with the WID program is its cost share with the states. Simply put, states are currently not able to use all the cost share money appropriated by Congress. For example, in FY 2022, Congress appropriated \$20 million for the Army Corps WID program. Of that amount, the states were only able to spend \$5.7 million. The Army Corps said the remaining \$14.3 million would have been available for use if the Army Corps was able to finalize economic and environmental impact evaluations. According to Army Corps officials, completing these two evaluations can be a lengthy process that involves multiple formal internal agency reviews. Army Corps officials told the U.S. GAO that they completed subsequent evaluations to allow them to add states from the South Platte, Upper Colorado, and Upper Missouri River Basins in June 2023. Regardless, \$14.3 million for the WID program was unspent.

This GAO report was released a week before our Congressional visits. We discussed how nice it would be if the Army Corps had the authority to transfer unspent WID program money to use as cost share money by the states for aquatic plant management. The topic came up in many of our Congressional visits and we suggested adding language that would allow the Army Corps more flexibility in using APC cost share dollars in the next Water Resources Development Act (WRDA) bill that is currently being drafted for 2024.

### **FY 2024 Appropriations and Farm Bill Status**

A second, relatively clean Continuing Resolution (CR) passed and was signed by President Biden prior to expiration of the first on November 17, 2023. This did not solve the FY 2024 funding problem, but it did prevent a government shutdown and gave Congress additional time to work toward a solution. All 12 appropriations bills must still be passed by both Houses and signed by the President. The current CR has two deadlines: January 19, 2024, for the following four appropriations bills: [USDA](#), [Energy & Water](#), Military Construction-VA and Transportation-HUD. The second CR deadline is February 2 for the other eight appropriation bills.

Both the House and the Senate are slated to return to session the week of January 8, meaning there is very limited time to reach the needed agreements. It seems likely that additional CRs will be needed if the government is to remain open. However, as I write this, the House and Senate just agreed to an overall spending cap of \$773 billion for non-defense discretionary programs. This is a critical first step deciding on the spending cap so that the appropriation committee chairs can then determine how to divide that money up among the 12 bills.

The current CR also extend the Farm Bill to September 30, 2024, providing added time to work on this. House and Senate Ag Committee leaders expressed hope that it can be completed by the end of the first quarter or shortly after. However, no draft Farm Bill language has been released, and it does not appear the Speaker of the House has entered into negotiations with the Senate. This means it is likely to be an extended process and with 2024 being an election year, there is a 50-50 chance that a new Farm Bill might not be passed until 2025.

### **Endangered Species, Endangered Species, Endangered Species**

In February, the WSSA, along with APMS, NCWSS, NEWSS, SWSS and WSWs [submitted comments](#) in response to EPA's request for information on its [draft Endangered Species Act \(ESA\) Workplan Update](#). This is a major step for EPA to harmonize its obligations under the ESA and FIFRA. EPA has stated previously as part of its earlier Workplan document, issued in April 2022, that using the present approaches, EPA would complete only 5 percent of the ESA required reviews in about 18 years -- implying that the current approach to get through re-registration of all herbicides would take about 360 years to complete.

The **draft ESA Workplan Update** 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. The [two main mitigation strategies involve reducing pesticide off-target movement from 1\) spray drift and 2\) runoff/erosion](#). 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.

The **draft 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 (e.g. American burying beetle,

Mead's milkweed), incorporate early ESA mitigation measures for groups of pesticides (e.g., herbicides, insecticides, fungicides), and develop region-specific ESA mitigations (e.g. Hawaii, Puerto Rico).

The WSSA issued a press release on April 4 titled "[WSSA Encourages Growers to Act Now to Understand the Impact of EPA's Endangered Species Act Compliance Initiatives](#)" trying to raise awareness of the coming changes. The bottom line - farmers and land owners need to become familiar with the EPA's updated workplan and how to access site specific application instructions online through EPA's [Bulletins Live! Two](#). As we found out in January 2022 on the revised ESA-compliant Enlist labels, applications might be prohibited in entire counties.

In June, EPA released its **Vulnerable Species Pilot (VSP)** project, which identified 27 species that are classified as either endangered or threatened based on documentation from the U.S. Fish and Wildlife Service (FWS) and the National Marine Fisheries Service (NMFS). EPA considers these species have a medium or high overall vulnerability to pesticides. **EPA's 27 VSP species includes:**

- Group of plant species in Lake Wales Ridge area of Florida (including [Avon park harebells](#) (*Crotalaria avonensis*), [Garrett's mint](#) (*Dicerandra christmanii*), [wireweed](#) (*Polygonella basiramea*), [scrub blazingstar](#) (*Liatris ohlingerae*), [short-leaved rosemary](#) (*Conradina brevifolia*), [scrub mint](#) (*Dicerandra frutescens*), [Florida ziziphus](#) (*Ziziphus celata*), and several other species that occur in this area)
- [Leedy's roseroot](#) (*Rhodiola integrifolia* ssp. *leedyi*)
- [Mead's milkweed](#) (*Asclepias meadii*)
- [Okeechobee gourd](#) (*Cucurbita okeechobeensis* ssp. *okeechobeensis*)
- [Palmate-bracted bird's beak](#) (*Cordylanthus palmatus*)
- [White bluffs bladderpod](#) (*Physaria douglasii* ssp. *tuplashensis*)
- [Madison cave isopod](#) (*Antrolana lira*)
- [Ouachita rock pocketbook](#) (*Arkansia wheeleri*)
- [Rayed bean](#) (*Villosa fabalis*; freshwater mussel)
- [Scaleshell mussel](#) (*Leptodea leptodon*)
- [Winged mapleleaf](#) (*Quadrula fragosa*)
- [Riverside fairy shrimp](#) (*Streptocephalus woottoni*) and [San diego fairy shrimp](#) (*Branchinecta sandiegonensis*)
- [American burying beetle](#) (*Nicrophorus americanus*)
- [Poweshiek skipperling](#) (*Oarisma poweshiek*)
- [Rusty patched bumble bee](#) (*Bombus affinis*)
- [Taylor's checkerspot](#) (*Euphydryas editha taylori*)
- [Ozark cavefish](#) (*Amblyopsis rosae*)
- [Attwater's prairie chicken](#) (*Tympanuchus cupido attwateri*)
- [Buena vista lake ornate shrew](#) (*Sorex ornatus relictus*)
- [Wyoming toad](#) (*Bufo hemiophrys baxteri*)

**“Pesticide Use Limitation Areas” or PULA’s.** In 2022, Enlist was banned in 11 Arkansas counties because of the American Burying Beetle. A similar “prevention” tactic will be tested in 2024 in Washington and Oregon, but **with a major difference.** In Arkansas, no critical habitat had been designated, but it will be in Oregon and Washington for **Taylor’s Checkerspot butterfly**. EPA has determined that the appropriate mitigation measure for Taylor’s Checkerspot butterfly is to **prohibit all broadcast and aerial spraying of pesticides** in the areas where the butterfly is found. These will be referred to as **“Pesticide Use Limitation Areas” or PULA’s**. This will essentially create large areas of Oregon and Washington where pesticides cannot be sprayed. The plan is slated to go into effect next year. Without any changes, it will have a massive impact on pest management in places like Oregon's Willamette Valley.

On August 6, 2023, the [WSSA submitted comments](#) on the **EPA’s VSP** project, requesting the agency consider the many benefits of developing WSSA-EPA working groups to cooperatively and more effectively address issues facing herbicides, including the ESA. The WSSA is also committed to working with the agency to 1) generate dependable, accurate, and usable science-based data, and 2) provide a direct connection to research and extension experts working with herbicides across environments in real-world situations.

On November 21, 2023, EPA published an update on its **VSP** project based on the 10,000 plus comments (200 unique comments) they received during the 45-day comment period. The following summarizes EPA’s current thinking on [revisions to the VSP framework](#):

- Narrow the areas within the endangered species range map to only include locations that are important to conserving a species.
- Clarify the scope of the VSP for non-agricultural uses;
- Clarify potential exemptions to the proposed mitigation and whether additional exemptions are needed;
- Revise some of the proposed mitigations and include additional mitigation options specific to non-agricultural uses and specialty crops;
- Revisit how EPA selected the pilot vulnerable species; and
- Develop a consistent approach to reduce pesticide exposure to listed species from spray drift and run-off.

EPA’s Office of Pesticide Programs said in an update to state regulators (SFIREG) on Dec. 4, 2023 that its **“current thinking for agricultural uses is that the proposed VSP mitigation would not need to include avoidance, but rather would focus on minimization.”** The full update, along with additional details regarding the **VSP project** and mitigation proposals, are available in the public docket [EPA-HQ-OPP-2023-0327](#). By fall 2024, EPA intends to provide additional updates on its **VSP project**.

On October 22, 2023, the National and Regional Weed Science Societies provided comments to improve **EPA’s “Herbicide Strategy”** for its ESA mitigations in its draft workplan. We suggested nine additional ways to mitigate the impact of herbicides on listed species due to spray drift,

which includes decreased buffers for ultra-coarse droplets, additional types of vegetation to intercept spray droplets and grower education.

We also suggest six additional ways to mitigate herbicide runoff and erosion, which also includes grower education, more specific terminology for agricultural vs specialty crops as well as assigning more compensatory mitigation points for fields with subsurface drainage or cover crop practices.

Most importantly, the National and Regional Weed Science Societies stressed that grower education will be the most effective way to implement **EPA's Herbicide Strategy**. We recommend a minimum of a 3-5 year phase-in period for the herbicide strategy ESA mitigation practices, which corresponds to the 3-5 year interval that pesticide applicators must be recertified.

The National and Regional Weed Science Societies also present the results of a survey of weed scientists from across the country that looked at the 13 crop scenarios for pesticide runoff and erosion mitigation points that the EPA provided, plus 2 additional crop scenarios. Alarming, only 2 of the 15 crop production scenarios, or 13%, could obtain the nine runoff/erosion mitigation points considered necessary to maintain existing weed control practices.

We provided additional information on conservation specialists and programs in different states as well as a rationale for why EPA should create a database of the mitigation points needed by crop, PULA, and herbicide. We also provide suggestions to enhance "Bulletins Live Two!" as well as a list of topics in dire need of research funding so we can best help protect threatened and endangered species and their critical habitat.

Finally, we provided a list of suggested education and training activities to successfully launch the ESA mitigation practices for pesticides.

The National and Regional Weed Science Societies' comments and suggestions to improve **EPA's draft herbicide strategy** are at: [https://wssa.net/wp-content/uploads/Weed-Science-Society-comments-on-EPA-Herbicide-Strategy\\_Final.pdf](https://wssa.net/wp-content/uploads/Weed-Science-Society-comments-on-EPA-Herbicide-Strategy_Final.pdf)

In addition to submitting comments on the various EPA mitigation proposals for their ESA Workplan, we worked to educate stakeholders and decision makers on the upcoming proposed changes through press releases and presentations at various conferences and events. This



included a Capitol Hill briefing I organized in July where Stanley Culpepper and Bill Chism presented a seminar titled “**Protecting Endangered Species While Feeding the World**”. The seminar was attended by approximately 70 Congressional staffers and interested stakeholders in the House Agriculture Committee hearing room. The event sponsors were: WSSA, the National Association of State Departments of Agriculture (NASDA), the Extension Committee on Organization and Policy (ECOP), CropLife America (CLA), and Syngenta. Additional collaborators were the National Corn Growers Association (NCGA) and the American Soybean Association (ASA).

Working to improve EPA’s ESA Workplan has truly been a coordinated and sustained effort by the National and Regional Weed Science Societies! I’d like to especially acknowledge the members of **WSSA’s Endangered Species Act Committee** for their tireless work on these issues:

**Bill Chism**, Chair, WSSA ESA Committee

**Stanley Culpepper**, University of Georgia, WSSA Past President

**Lee Van Wychen**, Executive Director of Science Policy, WSSA

**Taylor Randell-Singleton**, University of Georgia, 2022 WSSA Science Policy Fellow

**Mark VanGessel**, University of Delaware, WSSA-EPA Liaison

**Sarah Lancaster**, Kansas State University

**Aaron Hager**, University of Illinois

**Brad Hanson**, University of California - Davis

**Cameron Douglass**, USDA Office of Pest Management Policy

**Leah Duzy**, Compliance Services International

**Emily Unglesbee**, Getting Rid of Weeds (GROW)

**Sarah Chu**, Graduate Student Representative, Texas A&M

**Daewon Koo**, Graduate Student Representative, Virginia Tech

### **EPA Pesticide Label Reform is Finally Happening**

On November 15, EPA released a white paper titled “[Benefits of the Adoption of Structured Content and Digital Pesticide Labels](#)” and is requesting feedback on its plan to adopt digital pesticide labels that will make labeling information clearer, more consistent, and more accessible to users.

EPA’s plan for digital labels covers the creation of both a structured label—which would provide a framework for consistently placing and ordering label information—and a digital label, which would organize the label information as electronic data.

Currently, the pesticide product label registration process is mostly manual, with EPA staff reading through long, detailed label submissions to pull out specific information, like application rate, to enter into the EPA’s [Pesticide Product and Label System](#).

This has led to time-consuming reviews and high cost to registrants and regulators. Further, the increasing complexity of pesticide labels and lack of standardized label format and language can

create challenges for pesticide users and the public seeking information about which products to use and how to use them.

Moving from traditional labels to digital labels and providing a database of accepted label language would make submitting label content simpler and more consistent for all pesticide registrants and would improve the Agency's ability to review and access submissions efficiently.

EPA is requesting public comment on **all aspects of structured digital labels**, including:

- anticipated benefits
- risks and challenges
- key information fields (such as pesticide use site, formulation, and maximum application rate), and
- potential phases of adoption.

The [whitepaper](#) will be open for comment until **March 14, 2024** on docket [EPA-HQ-OPP-2023-0562](#).

### **EPA Releases Final Report from FIFRA SAP Regarding the Use of 11 Controversial Atrazine Cosm Studies**

The Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) Scientific Advisory Panel (SAP) provides independent scientific advice to the EPA on health and safety issues related to pesticides. The FIFRA SAP conducted in August was titled: “Examination of Microcosm/Mesocosm Studies for Evaluating the Effects of Atrazine on Aquatic Plant Communities”. Many thanks to **Aaron Hager, Jay Ferrell, John Madsen and Kurt Getsinger** for their service and data review for this SAP.

To protect aquatic plant communities from the effects of atrazine, EPA developed an aquatic plant community-based concentration-equivalent level of concern (CE-LOC). The CE-LOC is determined using a combination of single-species aquatic plant toxicity studies and microcosm/mesocosm (cosm) studies. The cosm studies included in the CE-LOC calculation can be defined as complex experiments used to examine aquatic plant communities under semi-controlled conditions that simulate natural environments. Endpoints for these cosm studies were defined as single determinations of the response of one or more components of the aquatic plant community (e.g., phytoplankton, periphyton, macrophytes) for a defined individual atrazine test concentration as it relates to the controls in the study.

From 2002 to 2016, EPA considered over 70 cosm studies. However, a FIFRA SAP conducted in 2012 identified 11 of those studies as warranting further review because of concerns about study design or performance flaws, as well as EPA’s interpretation of the results.

EPA received additional public comments about the 11 controversial atrazine cosm studies in its 2022 Proposed Revisions to the Atrazine Interim Registration Review Decision where they used a **CE-LOC of 3.4 ppb**. The CE-LOC for atrazine was previously 15 ppb. **When the atrazine CE-LOC**

**is exceeded, it triggers additional monitoring and/or mitigation to protect aquatic plant communities.**

After EPA issued the 3.4 ppb CE-LOC last year, many stakeholder groups, including WSSA, asked the EPA to conduct this independent FIFRA SAP on the use of the 11 controversial atrazine cosm studies in calculating the CE-LOC.

To EPA's credit, they published an excellent [white paper](#) earlier this year that presents EPA's reevaluation of the 11 controversial atrazine cosm studies. The [white paper](#) also provides an overview of atrazine, its history as it relates to the cosm studies, and the "Charge Questions" (pg 16) for the 2023 FIFRA SAP that met in August.

On November 16, 2023 the [FIFRA SAP final report on the use of the 11 atrazine cosm studies](#) was released. Based on the SAP's discussions, most of the 11 atrazine cosm studies in question **did suffer from various flaws and should not be used to calculate a CE-LOC for atrazine**. There are nearly 50 other cosm studies that meet EPA's criteria for inclusion in its cosm database. If EPA follows the 2023 FIFRA SAP's recommendations, they would be using the best available science to calculate the CE-LOC for atrazine, which would likely mean a higher atrazine CE-LOC.

#### **Weed Science Societies Support Agricultural Labeling Uniformity Act (HR 4288)**

Below is a support letter for H.R. 4288, the Agricultural Labeling Uniformity Act that was sent to Congressional leaders. This is a bipartisan bill sponsored by Reps. Dusty Johnson (R-SD) and Jim Costa (D-CA) regarding FIFRA pesticide labeling uniformity. The six national and regional weed science societies (APMS, WSSA, NCWSS, NEWSS, SWSS, and WSWs) endorsed the letter (below) along with 355 other organizations:

*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 while states have authority to regulate the sale and use of pesticides within their jurisdiction, they cannot impose labeling or packaging requirements in addition or different from the scientific conclusions of the EPA.*

*To that end, we support and urge Congress to enact **H.R. 4288, the Agricultural Labeling Uniformity Act**, bipartisan legislation which would reaffirm federal pesticide labeling uniformity and prevent state and local governments from adopting inconsistent labeling or packaging which would disrupt commerce and access to these vital tools.*

### **NISAW is February 26 – March 3, 2024.**

The 25th anniversary of [National Invasive Species Awareness Week](#) (NISAW) will occur from Feb. 26 – Mar. 3, 2024. The 2024 NISAW webinar series is listed below. There were initial plans for invasive species groups to travel to DC during NISAW, but due the House of Representatives scheduling an unexpected recess that week, in-person meetings have been tabled. Get more information and [NISAW events page](#).

- February 26, 2024 – [Annual USGS Invasive Species Research Forum](#)
- February 27, 2024 – [The Invasive Species Language Workshop in partnership with the National Sea Grant Law Center](#)
- February 28, 2024 – [The Federal Interagency Committee on the Management of Noxious and Exotic Weeds \(FICMNEW\)](#)
- February 29, 2024 – [Opportunities and Challenges for Preventing the Next Plant Invasion](#) (NOTE: this is a Council for Agricultural Science and Technology (CAST) white paper that was developed by the following representatives from WSSA and NIASMA: Jacob Barney, David Coyle, Erik Lehnhoff, Daniel Tekiela, and Paul Tseng.)
- March 1, 2024 – [Protecting North American Biodiversity from Invasive Species](#)

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### **Meetings of the National and Regional Weed Science Societies**

Jan. 8 - 11, 2024 **Northeastern Weed Science Society (NEWSS)**, Boston, MA [www.newss.org](http://www.newss.org)  
Jan. 22 - 25, 2024 **Southern Weed Science Society (SWSS)**, San Antonio, TX [www.swss.ws](http://www.swss.ws)  
Jan. 22 - 25, 2024 **Weed Science Society of America (WSSA)**, San Antonio, TX [www.wssa.net](http://www.wssa.net)  
Feb. 26–Mar. 3, 2024, 25th **National Invasive Species Awareness Week**, Washington DC [www.nisaw.org](http://www.nisaw.org)  
Mar 4 - 7, 2024 **Western Society of Weed Science (WSWS)**, Denver, CO [www.wsweedscience.org](http://www.wsweedscience.org)  
Jul. 14 - 18, 2024 **Aquatic Plant Management Society (APMS)**, St. Petersburg, FL [www.apms.org](http://www.apms.org)  
Dec. 9 - 12, 2023 **North Central Weed Science Society (NCWSS)**, Kansas City, MO [www.ncwss.org](http://www.ncwss.org)



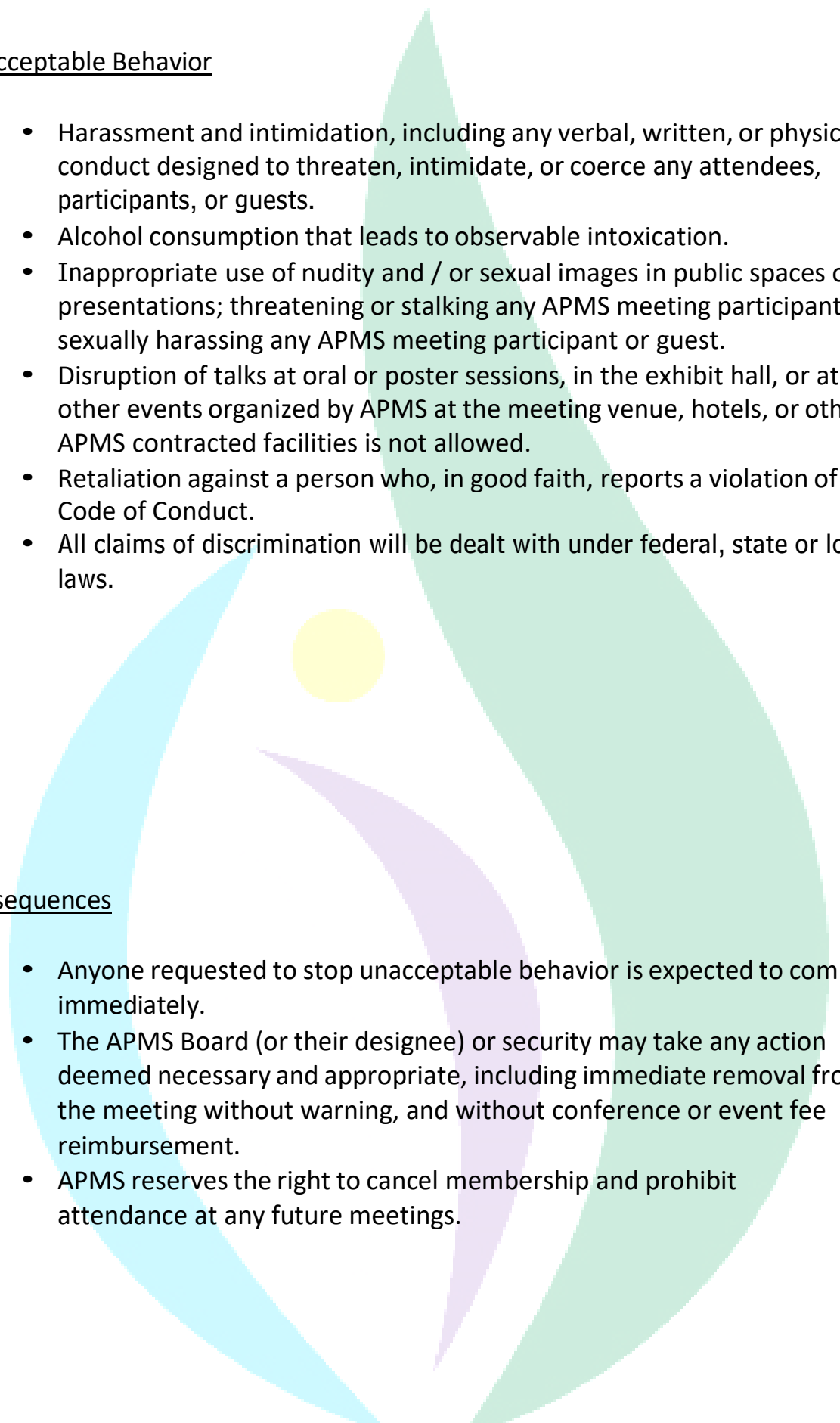
## **Aquatic Plant Management Society Code of Conduct**

The Aquatic Plant Management Society (APMS) is committed to promoting a welcoming environment while fulfilling our mission of providing a forum for members to share interdisciplinary information related to the identification, management, and control of aquatic plants and algae. All APMS operations, interactions, and gatherings will provide 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 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. APMS leadership is always 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 and respect.

### 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, APMS staff, sponsors, and vendors.
- Respect the rules and policies of the symposium venue, hotels, APMS contracted facilities, or any other venue.
- Be mindful of your surroundings and fellow participants. Alert an APMS board 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 any attendees, participants, or guests.
- Alcohol consumption that leads to observable intoxication.
- Inappropriate use of nudity and / or sexual images in public spaces or in presentations; threatening or stalking any APMS meeting participant; or sexually harassing any APMS meeting participant or guest.
- Disruption of talks at oral or poster sessions, in the exhibit hall, or at other events organized by APMS at the meeting venue, hotels, or other APMS contracted facilities is not allowed.
- Retaliation against a person who, in good faith, reports a violation of the Code of Conduct.
- All claims of discrimination will be dealt with under federal, state or local laws.

## Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The APMS Board (or their designee) or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning, and without conference or event fee reimbursement.
- APMS reserves the right to cancel membership and prohibit attendance at any future meetings.



## Reporting Unacceptable Behavior

- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify an APMS board member, organizer, or other designated contact person.
- Notification should be done by contacting an APMS board member, organizer, or other designated contact person on-site, by e-mailing your concern to the designated email, or by completing the complaint form available online.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at any APMS-sponsored 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 two 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 APMS website, shared at meeting registration desks, announced in the opening meeting session, and included in the APMS Strategic Plan.
- APMS 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 meetings.
- 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. APMS reserves the right to amend or supplement this Code of Conduct without prior notice, at any time.

Code of Conduct adapted from the [Western Aquatic Plant Management Society \(WAPMS\)](#), [North American Lake Management Society \(NALMS\)](#), [Society for Conservation Biology \(SCB\)](#), and [Ecological Society of America \(ESA\)](#).

### **Code of Conduct Reporting Form**

Description of the incident (Please be as detailed as possible - including the names and roles of the parties involved and any witnesses) (required): Text field - long

Date, time, and place of incident (required): Text field - short

Your Name (required): Text Field - short

Your Email (required): Text Field - short

Relevant photos, screenshots, or documents (if any): Upload button

Do you have any recommendations of how AFS should address this incident? Text field - long

Concerns or comments related to this incident moving forward? Text field - long

## APMS 2024 Pricing

Please verify that I have the correct registration prices: (you can also see these prices on the registration form when selecting a registration type):

- Each of these registration types include Membership dues and 1 delegate registration:
  - Sustaining - \$1075 early; \$1165 late
  - Delegate - \$590 early; \$680 late
  - Student Competing – free
  - Student Noncompeting - \$100
  - Honorary APMS member – free
  - One day registration (doesn't include meals) -- \$235
- This registration type is just used if someone wants to pay for their guest separately with a personal credit card:
  - Separate Guest Registration -- \$155
- Additional Add-on costs for each registration type:
  - Bringing a guest - \$155
  - Bringing Children to Banquet - \$30 per child
- Additional Add-on costs only for one-day registration:
  - President's Reception - \$80
  - President's reception with guest - \$160
  - Poster Reception - \$80
  - Poster Reception with guest - \$160
  - Banquet - \$80
  - Banquet with guest - \$160