

The Aquatic Plant Management Society



**Board Meeting
Held via Video Conference
July 20, 2020**

AGENDA

Aquatic Plant Management Society, Inc. Board of Directors Meeting Held via Video Conference July 20, 2020 (all times EDT)

8:00 am	Call to Order
10:00 am	Morning Break
12:00 pm	Lunch
12:45 pm	Reconvene Board Meeting
2:30 pm	Afternoon Break
4:30 pm	Adjourn

8:00 am - CALL TO ORDER - President Mark Heilman

ROLL CALL - Secretary Jeffrey Schardt
Recognition of Visitors

MINUTES - Approval of Minutes from the January 28, 2020 Board of Directors Meeting and subsequent email votes since the January 28, 2020 BOD meeting.

REPORT OF THE PRESIDENT - Mark Heilman

REPORT OF THE TREASURER - Jeremy Slade

REPORT OF THE SECRETARY - Jeffrey Schardt

REPORT OF THE EDITOR - Jay Ferrell

Approval of Officer Reports

COMMITTEE REPORTS

Awards - Jay Ferrell
Bylaws and Resolutions - James Leary
Education and Outreach - Brett Hartis / Social Media Coordinator - Amy Giannotti
Exhibits - Dean Jones
Finance - Andy Fuhrman
Legislative - Rob Richardson
Meeting Planning - Rob Richardson / Meeting Manager - Bill Torres
Membership - Marc Bellaud
Nominating - Craig Aguillard
Past President's Advisory - Craig Aguillard
Program - Ryan Wersal

Proposal Review - Craig Aguillard
Publications - Jay Ferrell
Regional Chapters - Ryan Thum
Scholastic Endowment - Tom Warmuth
Strategic Planning - Mark Heilman
Student Affairs - Sam Sardes
Web Site - Brett Hartis

SPECIAL REPRESENTATIVE REPORTS

AERF - Carlton Layne
BASS - Jeremy Slade
CAST - Lyn Gettys
NALMS - Terry McNabb
RISE - Sam Barrick
Women of Aquatics - Amy Kay
WSSA - Rob Richardson
Science Policy Director - Lee Van Wychen

Approval of Committee and Special Representative Reports

OLD BUSINESS

1. Award 2020 Michael D. Netherland Graduate Student Research Grant - Stephen Enloe

NEW BUSINESS

1. Discussion on Aquatic Symposia Proposal - Rob Richardson
2. Ad hoc committee report on APMS online seminars/symposia - Mark Heilman
3. Ad hoc committee report on equity, diversity, and inclusion - Mark Heilman

ADJOURN - President Mark Heilman

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THE AQUATIC PLANT MANAGEMENT SOCIETY, INCORPORATED

Minutes of the Board of Directors Meeting January 28, 2020 And Post Midyear Board Online Board Meetings and E-votes Hampton Inn - Orlando International Airport Orlando, Florida

The Board of Directors of the Aquatic Plant Management Society, Inc., met on Tuesday, January 28, 2020 at the Hampton Inn, Orlando International Airport, Orlando, Florida. President Mark Heilman called the meeting to order at 8:00 a.m., EDT.

Officers and Directors present at roll call were:

Mark Heilman, President
Ryan Wersal, President Elect
Ryan Thum*, Vice President
Craig Aguillard, Immediate Past President
Jeremy Slade, Treasurer
Jeffrey Schardt, Secretary
Jason Ferrell, Editor
Amy Kay, Director
Marc Bellaud, Director
Amy Ferriter, Director
Lyn Gettys, Director
Chris Mudge, Director
Jens Beets*, Student Director

*Attended via teleconference. There were no Proxies.

Others in attendance during all or portions of the meeting:

Andy Fuhrman, Finance Committee Chair
Amy Giannotti, APMS Social Media Editor
Brett Hartis, Education and Outreach Committee Chair
Scott Jackson, FAPMS President
Carlton Layne, AERF Representative
Rob Richardson, Legislative Committee Chair, WSSA Special Representative
Bill Torres, Meeting Planning Committee Chair

MINUTES

After Roll Call, President Heilman asked for approval of the three sets of Minutes from the July 2019 pre- and post-conference Board Meetings and the Annual Business Meeting held in San Diego, California.

Ryan Wersal motioned the Board to approve the Draft Minutes as submitted from the July 2019 pre- and post-Annual Meeting Board meetings and the Annual Business Meeting in San Diego, California. Jay Ferrell seconded the motion. The motion passed without dissenting vote.

PRESIDENT'S REPORT

President Heilman advised that he had attended all Chapter annual meetings so far and introduced initiatives he would like the Society to pursue including expanding the Michael D. Netherland Graduate Student Research Grant (GSRG), improved interactions with Chapters, and the importance of highlighting benefits of aquatic plant control. Heilman discussed interactions with the North American Lake Management Society (NALMS) and American Fisheries Society (AFS), especially related to harmful algal blooms (HAB) since APMS has included algae as a mission focus. He is working with key personnel to assemble a joint NALMS / APMS working group to provide scientific information / guidance in dealing with HAB. Heilman has attended or will attend several other weed or aquatics-related meetings, symposia, seminars, etc., addressing the expertise and willingness of APMS to collaborate with other groups.

Heilman closed with informing the Board of the video tribute to Mike Netherland produced by the U.S. Army Corps of Engineers at the San Diego Annual Meeting. He will draft an introduction to the video and post on the APMS web site.

TREASURER'S REPORT

Treasurer Jeremy Slade provided the following summary of General and Scholastic Accounts as of December 31 (below). The General Investment Account includes \$120,000 in emergency funds that are not available for general business of the Society. The GSRG Account is only available for the GSRG and not general scholastic expenditures.

General Accounts	
Checking (general operating)	\$16,011.37 (12-31-19)
Investment (emergency)	\$275,410.22 (12-31-19) – incl. \$120,000 emergency
Total General Accounts	\$291,421.59
Scholastic Accounts	
Checking	\$58,474.28 (12-31-19)
GSRG	\$153,118.99 (12-31-19)
Total Scholastic Accounts	\$211,593.27
Total General and Scholastic Accounts	\$503,014.86

The GSRG total above includes funds that Slade recently moved from other accounts and donations that are assigned to the GSRG. These include:

20% of 2019 Individual Memberships:	\$24,863
50% of Sustaining Memberships:	\$6,500
AERF donation in the name of Mike Netherland:	\$30,000
Other donations in the name of Mike Netherland:	\$9,920
Professional Lake Managers Association:	\$408
Annual Meeting Raffle and Silent Auction:	<u>\$5,910</u>
Total:	\$57,601

Slade provided and Income and Expense Report for 2019. The report shows a net negative income of -\$7,590.89 for 2019; however, interest income totaling \$56,716.53 offset these losses for a net income of \$49,125.64 for 2019. Slade also provided a projection of income and expenses for 2020 that shows a projected negative income of -\$48,875.00. The Society is finishing an APMS-only funded GSRG designed to pay down the APMS Accounts. Slade advised that with current expenditures and commitments, APMS is operating in the black only with the addition of excellent investment returns in 2019. The Society needs to carefully consider additional financial expenditures and commitments.

SECRETARY'S REPORT

Secretary Jeff Schardt reported that he is working on scanning Minutes from previous meetings and will soon have Minutes posted on the web site dating from the late 1970s to present. Schardt has also posted business-related motions of the Society from 2009 to present with financial expenditures highlighted to see where funds have been spent.

Annual dues invoices were sent to Student and Individual Members on January 6, 2019. Schardt also emailed individual annual dues invoices to Sustaining Members with a letter thanking them for their Membership and outlining APMS accomplishments and commitments to the GSRG from Sustaining Membership dues. There are currently 26 APMS Sustaining Members. Half of their \$500 annual dues are deposited in the GSRG account.

Schardt reported that APMS picked up 50 new members at the 2019 Annual Meeting via a one-year (next year-2020) membership tied to meeting registration. He advised that we may lose many of these new members if we do not actively solicit their continued membership. The next three Annual Meetings will be joint meetings with Chapters, so APMS should continue to pick up new members via meeting registration. Total APMS Membership is at 287 at the date of the Midyear Board Meeting.

APMS membership used to be much higher than today. A big decline in membership is in the library subscriptions that once totaled 129. That figure has dropped to about 30. Most libraries buy Journal packages for a high expense that include highly sought-after journals. The Journal of Aquatic Plant Management has a very small and focused audience so is not included in library packages. Schardt also pointed out that many governments in Florida actively managed aquatic plants via in-house staff in the 1960s-1980s. Most governments now contract management activities and no longer have need of the Journal to educate staff. Finally, Schardt observed in the archive Minutes that APMS membership once 607 in 1979. That number dropped for years as Regional Chapters formed and people became Chapter Members where local needs and strategies are addressed vs. Members of APMS that focuses on new research and developing tactics. Schardt pointed out the total membership under the APMS umbrella may now exceed 1000.

Schardt ended his report indicating that although he has two years left in his current term, he will be stepping down as Secretary after the 2020 Annual Meeting. Schardt has served on the Board for 18 years as Director, President, and as Secretary from 2009-2020.

EDITOR'S REPORT

Editor Jay Ferrell advised that in 2019 there were 45 total submissions to the Journal, some of which will be included in the supplemental Journal on the Delta Region Areawide Aquatic Weed Research

Program that is being organized by John Madsen. Submissions to the regular Journal remain at about 35 annually with a high acceptance rate of about 70%.

There was discussion on possible savings if the Journal was published online vs. paper copy. Ferrell indicated that the printing and shipping costs may be minimal compared to the processing and handling. Total savings may be a couple thousand dollars per year.

Marc Bellaud motioned the Board to accept the Officer Reports. Craig Aguillard seconded the motion. The motion passed without dissenting vote.

COMMITTEE AND SPECIAL REPRESENTATIVE REPORTS

Awards: Chair Jay Ferrell asked the Board to contact members and nominate candidates for 2020 awards. Ferrell will work with the awards company to incorporate the new APMS logo.

Bylaws and Resolutions Committee: The Chair was open at the time of the meeting. Secretary Schardt provided a report. The Bylaws Committee reviews Honorary Membership nominations to ensure conformity with Bylaws criteria. There have been no nominations for 2020; however, Honorary Membership will be awarded to Ken Manual at the July 2020 meeting. He was approved at the 2019 meeting but fell ill and could not attend the Awards Banquet. His Honorary Membership will be presented in 2020.

There is a proposed Bylaws amendment to post in the June Newsletter for consideration by the General Membership at the July Annual Business Meeting. The Board voted at the July 14, 2019 BOD meeting to amend the ARTICLE XIII of the Bylaws (see below). This vote was too late to advertise in the Newsletter 30 days prior to the July 15, 2019 Annual Business Meeting as required in the Bylaws. It will now be advertised and voted on by the membership at the 2020 Annual Meeting.

Jeff Schardt motioned the Board to amend Article XIII, No. 12. of the Bylaws to reflect the Board's desire for the Proposal Review Committee to review and make recommendations to the Board for all external proposals submitted to APMS that include APMS funding. Scott Nissen seconded the motion. The motion passed without dissenting vote.

ARTICLE XIII. COMMITTEES and REPRESENTATIVES

12. Proposal Review Committee. This Committee shall be responsible for reviewing and making recommendations to the Board for all proposals externally submitted funding requests / proposals to the Society ~~equal to or in excess of \$5,000~~, 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.

President Heilman advised that Linda Nelson is retiring in January 2020. She was the heart of the Society for many years serving as Secretary and President. Nelson was a frequent winner of the APMS Non-student Poster Competition at the Annual Meeting, setting the standard for content and presentation. Schardt advised that Nelson meets all criteria for Honorary Membership. Board approval would serve as the required 10-member petition to accompany Honorary Member nominations.

Amy Ferriter recommended awarding Honorary APMS Membership to Linda Nelson for her many years of service and dedication to the science of aquatic plant management with the U.S Army Corps of Engineers and as President, Secretary and Committee Chair of the Aquatic Plant Management Society. Mark Heilman seconded the motion. The motion passed without dissenting vote.

Education and Outreach Committee: Chair Brett Hartis provided a written report and introduced the new APMS Social Media Editor, Amy Giannotti. Giannotti provided a review of the analytics of posting social meeting content so far. She will encourage more interaction with Regional Chapters. She suggested APMS purchase a membership with Hootsuite to organize and coordinate social meeting postings.

Craig Aguillard motioned the Board to pay a \$29/month membership for Hootsuite to facilitate social media content posting and distribution. Jay Ferrell seconded the motion. The motion passed without dissenting vote.

There was considerable discussion on previous APMS education initiatives, including Florida and TVA Plant Camps and the APMS Understanding Invasive Aquatic Weeds workbook. The Board is interested in the information presented in the workbook, but discussed that the content, especially photos, need to be updated. Many ideas were discussed to counter incorrect information posted on the internet or media. APMS is not well positioned with staff or resources to address each negative or incorrect comment. APMS should have a few positive messages regarding aquatic plant and algae management and routinely post these messages via social media.

Exhibits Committee: No discussion on the written report.

Finance Committee: Chair Andy Fuhrman reported a good return on investments for 2019, reiterating the Treasurer Report of \$56,716 on investments. Fuhrman said APMS is not aggressively invested and the balanced portfolio may be beneficial during an election year.

Legislative Committee: Chair Rob Richardson reported on the glyphosate issue and legal cases connecting Roundup with Non-Hodgkin's Lymphoma. There may be settlements in the amounts \$9-10 billion soon. The lawsuit premise in the Roundup case is that Monsanto did not include label language advising that Roundup may cause cancer. However, Monsanto cannot put this language on the EPA label since EPA reported that the use of Roundup according to label directions does not cause cancer. EPA has not been invited to testify in court. It was ruled that EPA is a regulatory body, not a scientific body and therefore has no basis for testifying.

Meeting Planning Committee: Chair Rob Richardson reported that Bill Torres supplied the Meeting Planning Committee with 10 detailed hotel comparisons. After review, the Committee decided the Hyatt Regency in Indianapolis, IN was a good option and felt that the other options should not be considered. The Committee therefore referred the Hyatt Regency Indianapolis to the Board for the 2023 Annual Meeting. The hotel is downtown in a good location.

There was discussion that the negotiated dates for the 2023 Annual meeting are Saturday, July 8 through Wednesday July 12. This is right after the 4th of July weekend and may interfere with attend-

ance at the meeting. There was lengthy discussion on moving the APMS Annual Meeting to a different time of year to accommodate Regional Chapter memberships. It was pointed out that several APMS membership polls dating back to the 1980s have resulted in no preference for any month. Another discussion ensued about moving the Annual Meeting from the current Sunday-Wednesday format to Monday-Thursday – with the Board meeting on Monday and the Program from Tuesday-Thursday afternoon.

The Meeting Planning Committee (Rob Richardson, Chair) motioned the Board to approve the Hyatt Regency, Indianapolis as the best option to hold the 2023 APMS Annual Meeting, pending Meeting Manager Bill Torres' results in negotiating the food and beverage costs. Lyn Gettys seconded the motion. The motion passed without dissenting vote.

Ryan Wersal motioned the Board to direct Meeting Manager Bill Torres to negotiate with the conference hotels, moving the 2021 and 2022 Annual Meeting dates from the Sunday-Wednesday format to Monday-Thursday. Lyn Gettys seconded the motion. The motion passed without dissenting vote.

Bill Torres raised a couple issues regarding entertainment at the 2020 Annual Meeting. The Mad Dog bar next to the Hyatt has a lower cost than the Hyatt for a President's Reception. It could be a savings of \$4,000-\$5,000 below the Hyatt by eliminating hotel service charges.

A solo guitarist, Rhett Butler, who charges \$1,000 per night and room accommodations, is available to play at one of the Annual Meeting functions. Several Board Members have seen him perform and said he is very good. There was discussion that the savings from moving the President's Reception offsite could pay for the entertainment. There was also discussion that the savings could be applied to funding the Student Tour. Additionally, there is entertainment all along the Riverwalk and there may be entertainment at the Mad Dog provided by the venue. Bill Torres will research and provide further details.

Membership Committee: Chair Marc Bellaud provided a breakdown by affiliation for the 2019 Membership. He suggested these may be target areas for new member recruitment. Bellaud suggested providing incentives to engage/recruit Regional Chapter Members to APMS. He also suggested focusing on recruiting new members who have interest in HAB issues, especially university faculty and students.

Affiliation	No.
University/Academia	70
Management - Applicators/Consultants	69
Industry - Manufacturers/Distribution	68
Agency - Federal/State/Municipal	42
Unknown - Lake Association/Individual	17
District - Water/Irrigation	11
Utility - Water/Power	6

Nominating Committee: Chair Craig Aguillard reported that the 2020 Slate of Officers and Directors will include Vice President, Treasurer, Secretary and two Directors. The Nominating Committee

tried to get a balanced Slate considering affiliations and geographical areas along with APMS Membership and willingness to serve on the Board.

Office	Name	Affiliation	City	State
Vice President	Brett Hartis	Duke Energy Carolinas	Huntersville	North Carolina
Treasurer	Justin Nawrocki	UPL NA	Holly Springs	North Carolina
Secretary	Amy Giannotti	AquaSTEM Consulting LLC	Winter Park	Florida
Director	Michael Greer	U.S. Army Corps of Engineers	Buffalo	New York
Director	Erika Haug	North Carolina State University	Raleigh	North Carolina

The Nominating Committee (Craig Aguillard, Chair) motioned the Board to accept the Committee's slate of Officers and Directors for General Membership approval at the 2020 Annual Business Meeting. Jeremy Slade seconded the motion. The motion passed without dissenting vote.

Past President's Advisory Committee: Chair Craig Aguillard reported that he sat in for John Rodgers at the San Diego Past President's Luncheon. There was some discussion on topics like evaluating perceived value on memberships with AERF, BASS, CAST, RISE, and NALMS. However, there was not much time for discussion after eating. That led to perhaps a more pertinent discussion related to the Annual Meeting Luncheons. Aguillard suggested that the Society is not getting much return for the cost of the three formal Luncheons at the meeting. Torres advised that the luncheons for San Antonio will cost \$55 per plate plus service charges plus tax – about \$75 per plate.

There were suggestions to hold some or all of the meetings that are now luncheons (Past Presidents, Regional Chapter Presidents, Student Affairs) concurrent with talks. For these meetings to be meaningful, they need to be longer than the 45 or so minutes now allotted at the Luncheons. With the current Program setup, there are no vacant slots to hold such gatherings.

Program Committee: Chair Ryan Wersal held a conference call with Texas Chapter representatives. Jason Chapman is the TX representative for the APMS Annual Meeting. Chapman is working to schedule a local Keynote Speaker. Wersal is working toward an endangered / invasive species issues theme for the meeting with a half to full day Session on this topic. Wersal is also working with EPA representatives to attend and speak.

Schardt advised that the Abstract Submittal platform has been revised and APEX will hold a tutorial to train APMS members. Schardt commented that the upgrades were responsive to APMS requests and will streamline the administrative portion of Program assembly. This may be a platform that APMS Chapters could share to bring the Society closer together.

Proposal Review Committee: Chair Craig Aguillard reported there were two funding proposals received since the 2019 Annual Meeting; one from Debra Hofstra to sponsor the 16th International Symposium on Aquatic Plants at the \$2,000 level, and one from Lee VanWyche for \$2,500 to support National Invasive Species Awareness Week (NISAW) 2020. There was considerable discussion on the requests. Each would support meetings that would disseminate information on plant management, but neither supplied direct benefit to APMS members. Ferrell offered that he had addressed having a co-meeting perhaps in Orlando with an upcoming International Symposium (that meets about every other year). There was little interest expressed by organizers of the International Symposium.

NISAW was originally organized as the National Invasive Weed Awareness Week (NIWAW) to draw attention to invasive plants only. Invasive animal species have now become the focus. In recent years, there have been few to no definable benefits to APMS or members. NISAW has been restructured. The Board suggested seeing how the 2020 NISAW meeting turns out and address for 2021. There were no motions to support either conference.

Publications Committee: The Research Methods for aquatic plant management supplemental Journal issue is nearly out of print. The Board decided to go web site-only availability for the Book. It is currently under Members Only but can be moved to general access.

Regional Chapters Committee: Chair Ryan Thum pointed out that the Vice President is the Chair of the Regional Chapters Committee. Often, the Vice President has not served on the Board, so may not be current with issues affecting the Chapters. Thum suggested the Vice President can serve on the Committee but not be Chair. Schardt suggested that the Vice President could still Chair the Committee if there were long-term Committee Members that are aware of Chapter issues. Someone on the Committee should have ability to attend many of the Chapter meetings.

Scholastic Endowment Committee: No report.

Strategic Planning Committee: President Heilman informed that APMS is about halfway through the five-year cycle. Many initiatives have been completed but work still needs to be done. The Student Luncheon was discussed as the most useful of the luncheons. Student Director Jens Beets suggested that young speakers who have just entered their fields may be more informative than older folks at the Student Luncheon.

There was considerable discussion on marketing APMS. One of many thoughts presented was press releases through the APMS social media outlet. Heilman suggested picking three recent Journal articles that link research to management; summarize the content and post on APMS social media as a product/service APMS offers to Members. There was also discussion to require future Journal authors to submit a ~100-word synopsis of their article for distribution via APMS social media.

Student Affairs Committee: No report.

Website Committee: Heilman advised that Web Site Committee needs a new Chair and the web site itself needs to be revised.

Jay Ferrell motioned the Board to approve the Committee Reports. Amy Ferriter seconded the motion. The motion passed without dissenting vote.

AERF: Representative Carlton Layne advised that AERF is considering an abbreviated tour of EPA and FL Legislative staff in 2020 regarding aquatic plant management in Florida. The 4th Edition of the AERF Best Management Practices book is nearing completion. If all chapter reviews go well, the BMP may be available in summer 2020.

BASS: Representative Slade has corresponded with Gene Gilliland about continuing APMS and AERF joint contributions of \$1,500 toward the BASS Conservation Directors Summit Luncheon and the BASS Conservation Project Grant. APMS members have been invited to speak at the Conservation Directors Luncheon for several years. The Directors then take information back to each state to

disseminate to their members. Gilliland has been presenting information on aquatic plant management to BASS members across the country and he participates on the Technical Advisory Group that is addressing aquatic plant management issues in Florida. APMS is on the review panel that selects the recipient of the Conservation Grant.

The Conservation Directors Summit and the Conservation Project Grant are held/awarded in alternate years. Together these projects represent a \$1,500 commitment per year each from APMS and AERF. The Board identified these efforts along with the formal relationship with BASS signed in 1995, as among the most important APMS initiatives.

CAST: Representative Lyn Gettys attended the CAST meeting in October 2019. The HAB Commentary Paper, begun approximately nine years ago, has now been through review and returned to the Board of Trustees. The process with CAST continues to be extremely slow. There was discussion by the Board that APMS withhold annual dues to CAST until the HAB Paper is produced. Wersal reminded that publication of a CAST Commentary Paper costs ~\$25,000 – APMS would need to generate a portion/all of the cost. The Board discussed supporting alternative initiatives to produce an HAB paper if CAST does not move soon.

NALMS: Heilman reiterated previous discussion on initiatives to work with NALMS on HAB issues.

RISE: No discussion on the report submitted by Representative Sam Barrick. The new RISE Director has been invited to speak at the APMS Annual Meeting.

Women of Aquatics: Representative Amy Kay advised WOA sponsored a Members Retreat prior to the BOD meeting. WOA has 51 members now and has a goal to push that number over 100.

WSSA/Science Policy: Science Policy Director Lee VanWyche provided information from the federal level. The USACE Aquatic Plant Control Program was funded at \$5 million. Harmful Algal Blooms are getting much attention in Congress.

Representative Rob Richardson provided an update on WSSA. Richardson advised that three aquatics papers are scheduled for the 2020 Annual Meeting. The 2023 WSSA meeting will be in Arlington VA. This would be a good opportunity for APMS to network with WSSA and EPA. WSSA has produced a White Paper on glyphosate. Richardson and Ferrell contributed to this initiative.

Ryan Wersal motioned the Board to approve the Special Representative Reports. Jay Ferrell seconded the motion. The motion passed without dissenting vote.

Old Business: President Heilman open discussion regarding changing APMS status as a 501 (c)(5) organization to a 501(c)(3) tax exempt entity. Slade and Layne reminded that APMS cannot lobby or risk losing the tax-exempt status. Slade sought advice on steps needed to set up a tax-exempt endowment to receive and manage funds for the Michael D. Netherland Graduate Student Research Grant. Slade, Heilman and others will reach out to the Midwest APMS Chapter that recently converted to 501(c)(3) status to identify steps and procedures.

New Business:

Amy Kay motioned the Board to amend Article XIII. Committees and Representatives, 14. Regional Chapters Committee to remove the requirement that the Vice President chairs the Committee (see below). Ryan Wersal seconded the motion. The motion passed without dissenting vote.

ARTICLE XIII. COMMITTEES and REPRESENTATIVES

14. 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 ~~who shall be Chair.~~

Lyn Gettys motioned the Board to adjourn the meeting. Jeremy Slade seconded the motion. The motion passed without dissenting vote.

The Board meeting adjourned at 4:18 p.m., EDT.

Online Board Meetings and Email Vote Tabulations Post January 28, 2020 Board of Directors Meeting

1) Renegotiate 2020 Annual Meeting Contract with Hyatt Regency San Antonio Riverwalk

Following is a chronology of events that ultimately led to canceling the 2020 APMS Annual Meeting due to uncertainties related to the COVID-19 pandemic.

March 26, 2020

President Mark Heilman scheduled a teleconference of the APMS Board of Directors at 3:00 pm EDT on March 26, 2020 to discuss options for the 2020 APMS Annual Meeting in light of concerns and restrictions regarding the coronavirus pandemic. The entire Board was in attendance in addition to Rob Richardson (Meeting Planning Committee Chair), Bill Torres (APMS Meeting Manager), and Sam Sardes (Student Affairs Committee Chair).

The Meeting Planning Committee had met two days prior to recommend a course of action for the Board's consideration. Excerpts from their discussion and recommendation follows:

Due to the large-scale impacts of the coronavirus pandemic, committee participants agreed that a July 2020 meeting could not be successful. Many members will not be able to get travel approval even if conditions improve rapidly. Participants expressed that Bill Torres should discuss options with TAPMS and the hotel for moving forward in a manner that postpones or cancels the July meeting and tries to accommodate needs of TAPMS and APMS.

Recommended Motion to the Board from Program Committee Chair Ryan Wersal:

Ryan Wersal motioned to the Board that due to the coronavirus pandemic, we authorize Bill Torres to renegotiate dates for the July meeting. Amy Kay seconded the motion.

After considerable discussion Wersal amended his motion:

Ryan Wersal motioned the Board that due to the coronavirus pandemic; we authorize Bill Torres to renegotiate with the Hyatt Regency San Antonio Riverwalk to evaluate best options for the planned APMS Annual Meeting currently scheduled for July 19-22, 2020. Amy Kay seconded the motion. The motion passed without dissenting vote.

April 6, 2020

President Heilman called a teleconference of the Board of Directors on April 6, 2020 to discuss options for the 2020 Annual Meeting after Meeting Manager Bill Torres negotiated possible scenarios with representatives of the Hyatt Regency San Antonio Riverwalk Hotel. Torres confirmed that cancelling the meeting now would result in an ~\$82,000 cancellation fee. The Hotel offered options to hold the meeting including honoring the meeting dates as scheduled in July or moving to September or December 2020 with reduced lodging and food and beverage commitments to APMS. If APMS stays with the July 2020 meeting date, the Hotel offered to waive the room number and food and beverage requirements, meaning essentially no liabilities to APMS. The Board asked Torres to verify with the Hotel via a signed amendment to the contract confirming the Hotel will waive the lodging and food and beverage requirements.

April 10, 2020

President Heilman circulated an addendum to the contract proposed by the Hyatt in San Antonio following interactions with Bill Torres. Heilman scheduled a teleconference for April 14, 2020 for the Board to approve a course forward for the 2020 Annual Meeting.

April 13, 2020

Lyn Gettys advised the Board that APMS needed to respond to the addendum offered by the Hyatt Regency Riverwalk San Antonio by April 15 if APMS wanted to accept the revised terms. Accordingly, Gettys put forth the following motion and President Heilman called for a second. After receiving a second, Heilman allowed for a period of discussion until noon on April 14.

Given that we need to return the signed addendum to the hotel by April 15 (this Wednesday), I would like to make a motion to authorize signing of the addendum so it can be returned to the hotel before the April 15 deadline. Debra Hofstra seconded the motion.

April 14, 2020

Bill Torres provided additional information and a clarification to the addendum. The motion was restated by Lyn Gettys, and President Heilman called for a vote.

Given that we need to return the signed addendum to the hotel by April 15 (this Wednesday), I would like to make a motion to authorize signing of the addendum so it can be returned to the hotel before the April 15 deadline. Debra Hofstra seconded the motion. The Motion passed on a 12-0-0 vote (no abstentions).

President Heilman then opened discussion about holding an online event in place of the physical gathering Annual Meeting. There may need to be an external collaborator to help with logistics for an online conference. There also was discussion that if we cannot meet in July, then write off the 2020 Annual Meeting and begin focusing on 2021. Some indicated they would present information online if that would help Texas Chapter members to get CEUs. A Program Committee meeting was

scheduled for April 16 to vet options for a 2020 Annual Meeting. Heilman indicated he will work with other Board members and APEX to revise language on the web site about the Annual Meeting.

Awards Committee Chair Jay Ferrell asked for input on 2020 awards. Some awards are time-sensitive, for example Outstanding Graduate Student Award and Outstanding Journal Article. Others can be awarded in 2020, posted on web site and recipients recognized at the next Annual Meeting gathering.

May 6, 2020

President Heilman forwarded the following message related to continuing negotiations with the Hyatt.

APMS Board,

I am writing to convey an important update this evening and we'll work on related details in the coming days. Bill Torres negotiated further with the Hyatt Regency San Antonio late this afternoon to reach an agreement with the hotel to allow APMS to move its San Antonio meeting to 2023. There will be a minor increase in hotel room nightly rate looking out another 3 years but otherwise contractual conditions on attrition, F&B etc., for a 2023 conference would be identical as the original contract signed several years ago. When Bill has the new contractual information in hand from the hotel, it will be routed for final review and acceptance.

May 11, 2020

President Heilman sent the following message to the Board:

Please immediately review the attached addendum received this afternoon by Bill Torres from the Hyatt. Two items to point out:

- 1. Room rate increase from 2020 base room cost of \$169/night to 2023 base room cost of \$185/night, and*
- 2. Cancellation fee of \$85,600 (80% of room minimum and 60% food and beverage minimum) that would not be tiered over time like a more typical extended contract we have signed in the past. Because we have been through almost a full 3 years of time in the original 2017 contract before this action to move to 2023, the Hyatt would charge us the \$85.6k cancellation fee any time after the signature of this addendum until the first day of the 2023 conference. Bill did interact with Hyatt to reconfirm this condition. It effectively locks us in strongly to the 2023 dates, which is understandable from the hotel's position.*

Other conditions of the original 2017 contract remain the same. I have included copy of the original 2017 contract and April 15 addendum in case you wish to review those documents. I have made a few minor clarifications regarding which previous document language is referenced in the draft addendum.

I invite a motion and second to accept the new addendum. To move things along, I also request discussion as needed.

Ryan Wersal motioned the Board to accept the new contract addendum. Lyn Gettys seconded the motion.

After discussion, especially related to the untiered \$85,000 cancellation fee, Gettys withdrew her second and Wersal withdrew his motion. Meeting Manager Bill Torres was directed to continue negotiations with the Hyatt and report back to the Board as soon as possible.

May 15, 2020

After negotiations by Bill Torres and communications among Torres, Heilman, various APMS Officers and representatives for the TAPMS, President Heilman sent the following notice to the Board.

Since the last communications to the full Board on this subject, a variety of efforts were made by the 'Executive Officers' (myself, Dr. Wersal, Jeremy, Jeff, and Jay) to work with Bill Torres to get to a better position from the initial 2023 offer made by the Hyatt. That 2023 offer was deemed to be difficult in regards to its cancellation requirements and the relatively high room minimums given uncertainty regarding what future conferences (2021 - 2023) look like with longer-term impacts of COVID situation. Efforts were made on three fronts:

- secure a better offer than the original 2020 to 2023 move (FYI – we did but still notable minimums and cancellation fee...untiered),*
- re-examine with TAPMS the possibility of a joint conference in July with some potential APMS help to avoid negative financial outcomes for TAPMS with a July option (not best time for their members), and*
- consideration of what the 'no-minimums' July option might look like without any TAPMS engagement.*

Ultimately, after discussions with TAPMS and their own consideration of scenarios, TAPMS had decided that a July option was not feasible and they were pointed to an early November event for which they just had secured a 'no-minimums' offer from the Hyatt. The APMS Executive group verbally offered to TAPMS to collaborate on a November event including some possible financial 'backstopping' and TAPMS was supportive of considering this scenario. At this point, Bill Torres was asked to go back to the Hyatt to review the situation and ultimately he came back with the offer from the Hyatt he describes below. In summary, the Hyatt would allow the July 2020 APMS meeting to be fully cancelled without any fees or rebooking requirements. APMS will be free and clear of any contractual obligation with Hyatt. TAPMS will be the only contracted entity moving forward with the Hyatt. The Hyatt understands unofficially through Bill's negotiations that there is APMS willingness to help TAPMS as it is able to have a successful November regional chapter meeting (but not a joint meeting). Based on all of the great partnership effort from TAPMS to try to work through the COVID disruption for the original July meeting, the Executive group remains supportive of providing 'financial backstopping' to help TAPMS to have a break-even, successful separate regional conference that originally was not on their radar for 2020. TAPMS holds the same 'no room minimum / no food & beverage minimum' offer from the Hyatt for their early November meeting. Therefore, with time to plan and organize a solid meeting and secure appropriate sponsor support, TAPMS should be able to have a successful event without direct help from APMS but the partnership to date merits solid recognition and continued collaboration by APMS to support TAPMS efforts.

Therefore, I will now invite a motion that accepts the cancellation offer from the Hyatt and also introduces the approach for a support offer to TAPMS. Since President-Elect Ryan Wersal has been engaged throughout this process, was engaged on an earlier, rescinded motion on this situation early in the week, and has a clear understanding of the past and recent interactions with TAPMS, I offer him the opportunity to provide this motion. Immediately following the motion, I request a second to the motion. Once the second is received, I will invite a brief period of discussion but move as quickly as possible to a vote with hopes to have decision by end of the day (pending our NZ Director's ability to respond).

President Elect Ryan Wersal offered the following motion:

APMS accepts the verbal offer from the Hyatt Regency San Antonio communicated by FL Event Planning & Meeting Service (Bill Torres) on the afternoon of May 14, 2020 to fully cancel the July 2020 conference without penalty (i.e., the hotel will waive all cancellation fees with no requirement for rebooking) based on the disruption caused by COVID-19. Due to the strong cooperation of TAPMS to work with APMS to evaluate potential collaborative alternatives to the originally-planned 2020 joint meeting, and in recognition of TAPMS now seeking to implement an unscheduled 2020 regional conference to serve their members now planned for early November, APMS offers up to \$10,000 of post-conference financial

support from the APMS emergency reserve fund to TAPMS should they encounter unexpected challenges due to COVID-19 that despite careful planning result in them losing money on their 2020 conference. For awareness of TAPMS planning efforts to have a financially successful meeting, APMS will ask TAPMS for consistent communications on their November 2020 plans. Also, APMS will communicate that it cannot be held liable for the health and safety of any November 2020 TAPMS conference attendees and assumes that TAPMS will take all precautions necessary following relevant health guidelines to hold a safe and successful event. Amy Ferriter seconded the motion. The motion passed without dissenting vote (13-0-0).

During the discussion period, President Heilman clarified the rationale for APMS financial support to TAPMS if needed to schedule and hold a 2020 Annual Meeting.

... "the up to \$10k suggested support is notable to show strong backing for TAPMS given their efforts to work with us on this issue but also it is unlikely that support will be needed. If COVID strongly disrupts an early November event, TAPMS can still describe force majeure with Hyatt and with 'no minimums', TAPMS and Torres should be able to manage event finances effectively. As the motion states, we are asking for good communications from TAPMS so we can also help avoid financially unsuccessful outcomes. With Torres planning role with TAPMS, that should not be a problem."

After the vote was tabulated, President Heilman sent the following message to the San Antonio Hyatt.

To: Tania Tadevic
Director of Sales and Marketing
Hyatt Regency San Antonio
From: The Aquatic Plant Management Society

On behalf of the Board of Directors of the Aquatic Plant Management Society, I am writing to officially request cancellation of the July 2020 conference in response to the disruption associated with COVID-19. Per discussions yesterday between the hotel and our agent FL EPMS (Bill Torres), APMS submits this request with the understanding that the Hyatt will release APMS from all cancellation fees and any obligation for future re-booking. We greatly appreciate the Hyatt's efforts to work with the Society to consider various contingencies and will certainly keep the Hyatt Regency as a viable candidate site to host a potential future APMS meeting in San Antonio.

Sincerely,

Mark Heilman
APMS President
317-775-3309

APEX was notified to post the following notice on the APMS web site. The notice was also distributed via APMS social media content and through an email to current APMS members. The email included a reminder to cancel any room reservations that may have been made with the Hyatt.

After a period of evaluating feasibility of a smaller July 2020 in-person meeting led primarily by Texas APMS in response to disruption by COVID-19, the APMS Board of Directors determined that option to not be feasible and worked with its meeting planner to negotiate full cancellation of the July 2020 conference. The next planned APMS Annual Meeting is now July 12-15, 2021 at the Hilton New Orleans Riverside. In the interim, additional online strategies are being considered for the Society to disseminate valuable, national-level technical information to APMS members and other interested parties. The APMS Board would like to thank the

Texas APMS Board for their collaboration to evaluate alternatives for the original planned joint conference. Texas APMS now plans to hold a separate regional meeting of their society in November 2020, and while not a joint meeting, APMS members are invited to participate.

For more details on the cancelation please see the APMS web site (www.apms.org). As a reminder, if you have made hotel reservations with the Hyatt for July, you may want to contact the hotel to cancel your reservations as soon as possible. 888-421-1442 or 800-233-1234.

*Best regards,
APMS Board of Directors*

2) Steve Brewer Honorary Membership

Background:

On May 6, 2020, James Leary, Bylaws and Resolutions Committee Chair wrote:

Good Afternoon President Heilman:

I'm speaking as a member of the of the Bylaws and Resolution Committee. In lieu of an assigned petition, I am attaching ten email correspondences on behalf of the Award Committee supporting the nomination of Steve Brewer, owner of Brewer International, to be posthumously selected as APMS Honorary Member. Steve has faithfully supported APMS as a vendor for 30 years and has been a fixture at annual meetings. Jeff has confirmed that has met all of 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.*

Petition for Steve Brewer Honorary Membership - 2020. Email signatures compiled by James Leary, Bylaws and Resolutions Committee Chair / confirmed by Secretary Jeffrey Schardt.

Verified Email Signatures	
Amy Kay	John Madsen
Jens Beets	Chris Mudge
Marc Bellaud	Jeff Schardt
Jay Ferrell	Jeremy Slade
Amy Ferriter	Ryan Wersal

During a teleconference Board meeting on June 4, 2020, Mark Heilman called for a motion and second for Board approval. All members of the Board were in attendance.

Jay Ferrell motioned the Board to approve Steve Brewer for APMS Honorary Membership. Craig Aguillard seconded the motion. The motion passed without dissenting vote.

3) APMS Diversity Statement

Background:

On June 2, 2020, President Heilman sent the following message to the APMS Board:

Our Social Media Coordinator Amy G brought it to my attention that many science societies are making official statements in social media and on their websites about the violence and unrest over the last week and the racial division behind these problems. This is obviously a complicated subject for a technical Society to consider commenting upon but the broader societal call for action is very strong and merited. Reflecting how APMS can in some way promote positive change is a worthy subject to consider for official comment by this Board. Do we wish to echo the thoughts of other Societies pondering how their future actions can help this wider societal challenge? I propose that we do and submit the following language for Board consideration. The gravity of the issue merits an official Board action so I also invite a motion and a second, which would then be followed by a period of discussion to make sure any statement is carefully assessed. Thank you for your consideration...and general thoughts and prayers about this issue.

Saddened and deeply troubled by the events of the last week, the Aquatic Plant Management Society (APMS) recognizes the continued urgent need to end racial discrimination of all forms in the United States and wherever it occurs around the world. In addition to the personal responsibility we all share to consider and act to create positive change, relative to the Society's mission, APMS asks its members to reflect and take strong action to foster diversity in the science and practice of managing our aquatic resources. The APMS Board of Directors will look for specific new opportunities to promote inclusiveness and diversity in our discipline and invites feedback from its members to help take effective steps forward for the future.

There was some discussion among individual Board members. Director Amy Ferriter addressed discussing issues without full participation of the Board and offered the following thoughts and motion.

These types of discussions need to be held in the open. And each Board member should be given an equal opportunity to provide feedback. To that end, I move that the language you provided in your first email this morning (6/2/2020) be considered as an official statement from the APMS Board of directors.

Saddened and deeply troubled by the events of the last week, the Aquatic Plant Management Society (APMS) recognizes the continued urgent need to end racial discrimination of all forms in the United States and wherever it occurs around the world. In addition to the personal responsibility we all share to consider and act to create positive change, relative to the Society's mission, APMS asks its members to reflect and take strong action to foster diversity in the science and practice of managing our aquatic resources. The APMS Board of Directors will look for specific new opportunities to promote inclusiveness and diversity in our discipline and invites feedback from its members to help take effective steps forward for the future.

On June 3, President Heilman scheduled a teleconference for June 4 at 4:00 pm EST. Shortly afterwards Ryan Thum seconded the motion put forth by Amy Ferriter and offered to start discussion. On the morning June 4, Amy Ferriter withdrew her motion.

June 4, 2020

The teleconference commenced at 4:00 pm EST on June 4. This was an official Board meeting and roll was taken. All Board members were present during the discussion period on the diversity message. President Heilman allowed time for each Board member to provide comments beginning with Amy Ferriter and Ryan Thum. Many opinions were voiced. All expressed a desire to convey that APMS supports diversity, tolerance, and justice, but were unsure how to present the message. APMS

is an international organization and there are a myriad number of potential social, economic, and environmental issues that could prompt responses. Releasing a one-time statement like that in the aforementioned motion may go unnoticed while upgrading the APMS web site, Mission Statement, and Bylaws demonstrates APMS commitment to diversity and open-mindedness. President Heilman began efforts to create an ad hoc committee to suggest revisions to the APMS Mission and Bylaws that clearly states APMS support of inclusiveness and diversity in our Society.

4) 2020 APMS Awards Approvals

Background:

On June 3, 2020, President Heilman called for a teleconference among the APMS Board of Directors, scheduled for 4:00 pm on June 4. This was an official Board meeting and roll was taken. All Board members were present during the meeting with the note that Marc Bellaud and Amy Kay joined shortly into the meeting. Among discussions were Board votes on recipients for 2020 APMS Awards presented by the Awards Committee. Awards Committee Chair Jay Ferrell presented the following proposed list of APMS Award recipients for 2020. Each award requires majority Board approval except that the Max McCowen Friendship Award requires unanimous Board approval. President Heilman reviewed each nominee and asked for discussion, and then for a motion.

- Outstanding Student – Gray Turnage
- Max McCowan Friendship – Tom Warmoth
- T. Wayne Miller Distinguished Service – Jeremy Slade
- Outstanding Research and/or Technical Contributor – Delta Region Project Team
 - Plaque to Patrick Moran
- Outstanding JAPM Article – Melaney A. Dunne and Raymond M. Newman

Effect of light on macrophyte sprouting and assessment of viable seedbank to predict community composition.
- President's Award – Rob Richardson / Dave Petty / Bill Torres

Jay Ferrell motioned the Board to accept all 2020 APMS Award recipients presented by the Awards Committee. Lyn Gettys seconded the motion. The motion passed without dissenting vote.

APMS President's Report

Mark Heilman

8 Jul 2020

Since the January 2020 APMS BOD meeting in Florida, simply put, the world has changed. Presidential activities for the last 6 months have been strongly focused on various adaptive responses to COVID-19. The Board is aware of the extensive work put in by our Meeting Planning Committee and Meeting Planner Bill Torres, and I will again thank Bill and group for their efforts. For the purposes of noting my activities for this report, I was engaged frequently through the spring with Bill, the Committee, and the Board in the host hotel negotiations and decision-making process to ultimately cancel the July 2020 meeting in San Antonio and communicate the action to our members. We all regret the necessary step and hope that the 2021 conference in New Orleans is in better position for success as that event gets closer.

Coming out of the cancellation, a variety of actions were initiated by different members of the Board and other Society leadership including adjustments to upcoming business meeting approach, online voting procedures, and alternate Society award processes. Another important activity has been consideration of new online strategies for providing technical information on aquatic plant and algae management to our membership and other interested parties as an alternative to the cancelled physical conference. We also now see many of our regional chapters cycling through the same assessment of feasibility and structure of potential near-term physical conferences with some cancelling or postponing their meetings while others further out in time (late fall or early next year) still assessing the ever-evolving situation with COVID. An ad hoc APMS committee was formed shortly after the San Antonio meeting cancellation to consider possible new online strategies and that subject will be a key topic of discussion during our upcoming BOD meeting. In work and life in general, the switch to enhanced use of online platforms for communications was rapid and dramatic this spring and represents an opportunity for APMS to engage differently with members and the world-at-large. The ad hoc committee met twice in the last two months and has a handful of ongoing actions in progress to help inform Board consideration of possible directions for online activity. Notes from the ad hoc group meetings are provided separately for the Board book. In general, the ad hoc group sees possible steps to assist regional chapters with addressing the continuing education needs of their members and also the opportunity to provide summary content on key management topics helpful to a wider audience including various decision makers and the regulatory community. How all that might look merits further dialogue including engagement with our regional chapter leaders, who I have also recently invited into future interaction on the subject. In addition to the discussions of the ad hoc group, I also had the opportunity to facilitate two successful online events aligned with our mission that I mentioned in our recent newsletter: 1) a late May overview of aquatic plant management by Dr. Rob Richardson offered through the NAISMA (North American Invasive Species Management Association) and their NISAW Phase II (National Invasive Species Awareness Week) outreach efforts, and 2) an early June webinar by Dr. Ken Wagner (past NEAPMS President) on Harmful Algal Bloom (HAB) Management that was sponsored by WSSA as part of the National Coalition of Food and Agricultural Research (NCFAR) seminar series (Thanks once again, Dr. Van Wychen). Both events had 130-150 attendees, many of whom are not APMS members, which reinforces that online efforts can reach a much broader audience than our

traditional meetings and be a mechanism to recruit new members. APMS should continue to look for opportunities like these to raise awareness of Society expertise and impact.

I have also continued to foster continued partnership with NALMS (North American Lake Management Society). NALMS leadership did provide informal feedback to improve Dr. Wagner's webinar from their Society's perspective. There also remains a plan with NALMS to co-host a special session on HAB management at future conferences of each Society. With cancellation of our meeting, the now online conference of NALMS in November will be the first venue for this joint session that I believe already has several talks submitted by APMS members who are also involved with NALMS (an extended abstract deadline for the online conference is now 7/31). NALMS will attempt a full virtual conference with most details still developing. I have also been invited by NALMS conference program co-chair Chris Doyle (NEAPMS Editor) to give a plenary presentation on the general topic of partnership and collaboration, which will certainly be an interesting challenge (subject matter and also doing it online to a diverse audience). There are a variety of ways that APMS might further engage with NALMS and their virtual conference. The ad hoc committee noted above believed the APMS:NALMS session collaboration to be a source of valuable content on HAB management for many groups and a specific activity to pursue as part of near-term online efforts. During the NALMS Special Representative update of our director meeting, the NALMS online conference and our collaboration there can be further discussed to determine how APMS can best participate and interact.

Finally, late this spring, major social upheaval occurred in the US around the subject of race relations and topics of equality, diversity, and inclusion (I will abbreviate the subject as EDI). Numerous companies and groups, including multiple societies involved in the aquatic sciences, made public statements regarding EDI. The Board visited earlier on a conference call this spring to consider the subject. Coming out of that productive discussion, an ad hoc group was formed to further consider EDI topics and how APMS might take action. The notes of the ad hoc EDI committee from its recent initial gathering and interactions are separately provided. I ask our Board to closely consider the ideas of the committee to foster productive discussion during the upcoming BOD meeting. Our Board should seek to reach initial consensus on first step(s) on 7/20 with the foundation set for other positive steps later in 2020 and beyond.

In conclusion, I wish to thank the Board and our various committee chairs and special representatives personally for their efforts during this unusual year. I'd also like to recognize here the outstanding service of our outgoing Secretary Jeff Schardt and our outgoing Treasurer Jeremy Slade. These have always been recognized as the most intensive positions in societies and Jeff and Jeremy, your contributions have been invaluable to APMS sustained success over many years. Thank you again!

Mark Heilman

APMS President (2019-2020)

July 8, 2020

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

From: Jeremy G. Slade

Subject: Report of the Treasurer

General and Scholastic Accounts

Enclosure 1. Summary of the General and Scholastic Checking and Investment Accounts. Totals are as of 7/7/2020.

Investment Portfolio Performance: See Finance Committee Report.

2020 Income and Expenses Report

Enclosure 2. Summary of income and expenses for the period January 1, 2020 through July 2, 2020.

APMS Audit and Federal Return

All APMS financial records and related information has been provided to Winston, Williams, Creech, Evans & Company, LLP to conduct the tax preparation of our financial statements as of December 31, 2019. They are in the process of reviewing and preparation of federal return. Estimated fee is \$1,500.

Accounts Payable Items of Interest left for 2020:

WSSA dues \$6,565

July 2020 JAPM \$6-8K

Secretary Stipend \$5K

Tax Preparation \$1,500

Website Admin \$900

Journal abstract monthly submissions \$600 (\$100/month)

Total: **\$21,565**

2 Enclosures

The Aquatic Plant Management Society, Inc.
General and Scholastic Accounts
July 7, 2020

General and Scholastic Accounts

General Accounts

Checking (general op.)	\$8,605.18
Investment (including reserve)	\$269,518.72

Total General Accounts	\$278,123.90
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Scholastic Accounts

Checking (discretionary)	\$49,474.28
Investment (disc. subaccount)	\$151,648.49

Total Scholastic Accounts	\$201,122.77
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Total General and Scholastic Accounts	\$479,246.67
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5:10 PM
 July 7, 2020
 Cash Basis

The Aquatic Plant Management Society, Inc.

2019 Income and Expense Report

January 1 through July 7, 2020

	Jan 1 - Jul 7, 20
Ordinary Income/Expense	
Income	
Annual Meeting Income	
Delegate Pre-Registration	0.00
Total Annual Meeting Income	0.00
Journal Income	
Page Fees	5,900.00
Subscriptions	1,200.00
Total Journal Income	7,100.00
Membership Income	
Individual	5,797.00
Student	80.00
Sustaining	13,895.00
Total Membership Income	19,772.00
Miscellaneous Income	2.00
Scholastic Endowment Income	
Graduate Assistantship	11,000.00
Netherland Memorial	50.00
Total Scholastic Endowment Income	11,050.00
Secretary Award	330.00
Total Income	38,254.00
Expense	
American Express Annual Fee	140.00
Corporation Annual Report Fee	61.25
Credit Card Merchant Processing	
Card Fees	745.21
Total Credit Card Merchant Processing	745.21
Dues	
CAST	1,500.00
RISE	575.00
Total Dues	2,075.00
Education/Outreach	2,500.00
Insurance	
Board of Dir. & Gen. Liability	509.00
Board of Directors Liability	828.00
General Liability	283.32
Total Insurance	1,620.32
Interest Expense	
Loan Interest	50,440.70
Total Interest Expense	50,440.70
Journal Expense	
Editor Stipend	6,000.00
Manuscripts	9,678.79
Printing & Postage	22.45
Total Journal Expense	15,701.24
Meeting Planner	
Meeting 3 years out	750.00
Total Meeting Planner	750.00
Printing and Reproduction	268.75
Scholastic Endowment Expense	
Graduate Assistantship	20,000.00
Total Scholastic Endowment Expense	20,000.00
Secretary Stipend	5,000.00
Supplies	39.14

5:10 PM
July 7, 2020
Cash Basis

The Aquatic Plant Management Society, Inc.
2019 Income and Expense Report
January 1 through July 7, 2020

	Jan 1 - Jul 7, 20
Website	
Administration	3,075.00
Website - Other	174.00
Total Website	3,249.00
Winter Board Meeting	
Audio Visual Equipment	200.00
BOD Hotel Rooms	840.27
Meals	449.29
Travel	147.40
Total Winter Board Meeting	1,636.96
Total Expense	104,227.57
Net Ordinary Income	-65,973.57
Other Income/Expense	
Other Income	
Interest Income	
General	26,155.15
Scholastic	16,923.55
Total Interest Income	43,078.70
Total Other Income	43,078.70
Net Other Income	43,078.70
Net Income	-22,894.87

Secretary Report
APMS Board of Directors Meeting
July 20, 2020

Submitted by: Jeffrey D. Schardt, Secretary

Membership:

I sent a thank you letter on January 2 to each 2019 Sustaining Member, summarizing APMS activities from the previous year and asking for their continuing membership. Sustaining Members are recognized in the Annual Meeting Program, in the Newsletter and on the APMS web site where their company statement is linked to their web site. Because there was no 2020 Annual Meeting Program, I posted logos and company statements in the June 2020 Newsletter. There are 25 Sustaining Members for 2020. Sustaining Membership dues are \$500 per year, half of which is deposited into the Scholastic Endowment Fund.

APMS Membership is fluid as new members join throughout the year. Existing members pay dues from January through registration at the Annual Meeting. In 2020, I emailed invoice notices to Student and Individual Members on January 2, February 16, and June 18. I sent a final notice on June 18 via email to members that had not paid dues since 2018 (26) and 2019 (43). Three responded after the final June email and renewed for 2020.

Since July 30, 2019 (after the 2019 Annual Meeting) we have eight new members (as of July 8) that have paid 2020 dues. Five are from Florida. Individual and student registration at Annual Meetings now includes an APMS membership for the following year. Accordingly, the 2019 San Diego Annual Meeting registration accounted for 50 new members for 2020. With that as a reference, APMS may have picked up 40-50 (x \$95) members for 2021 through the Annual Meeting registration process in 2020. Total membership for APMS as of July 9, 2020 is ~240 and breaks down as follows:

2020 Total	Type	2012	2013	2014	2015	2016	2017	2018	2019	2020
235 USA	Individual	223	265	248	244	213	205	220	180	169
5 International	Honorary	16	17	19	19	21	22	24	26	25
240 Total	Student	26	33	25	30	32	33	38	32	21
+	Sustaining	17	16	16	18	21	26	27	25	25
26 Subscription	Total	282	331	308	311	287	286	308	263	240

Newsletter:

Three Newsletters were published since the last Annual Meeting – two since the Midyear BOD meeting. The 2020-2021 officer and director slate and proposed Bylaws amendments require general membership vote associated with the Annual Business Meeting. The slate and amendments were published in the June Newsletter which was posted on the APMS web site and members notified by email on June 15; more than 30 days prior to the Annual Meeting. Newsletters take me about 15-20 hours to collect information, draft text, format, create links, and edit for each of the three annual issues. Many thanks to those who send content, especially Science Policy Director Lee Van Wychen who provides the Washington Report!

Annual Business Meeting Voting:

I worked with President Heilman and APEX to set up an online voting platform for the proposed 2020-2021 slate of officers and directors and two Bylaws amendments. On July 1, I notified members how to access information on the slate, amendments, and the voting ballot. The voting period is from July 1 - 15 with a reminder sent midway during the two-week interval.

Expenditures:

Following are Secretary expenditures for the current Board year – since the close of the 2019 Annual Meeting.

Secretary Expenditures - July 17, 2019 - July 8, 2020

Date	Shipping / Postage	Supplies	Amount
07/17/19	Ship APMS Display to Thomasville		75.31
09/24/19	Mail New Member Research Methods		7.35
01/21/20	Mail New Member Journal/Research Methods		7.35
01/22/20		Update APMS Display Banners	268.75
01/24/20	Mail New Member Journal/Research Methods		7.35
02/25/20	Mail New Member Journal/Research Methods		7.75
07-09-20	Total		\$373.46

Secretary Time Distribution:

Most of the Secretary's work between the Midyear and July Board meetings historically focused on membership updates, Newsletter publication, and assisting with the Annual Meeting Program. This year, there was a little time spent working on a draft 2020 Program format in January and February prior to the COVID-19 events that lead to the Annual Meeting cancellation.

Much of the Secretary time in 2020 (~212 hours) has been spent organizing, scanning, and posting archival documents on the APMS web site. I met with Bill Haller in early March, prior to social distancing, to pick up APMS Newsletter, Program, Board Book, photo, and other archival documents. He delivered four boxes of information donated by members over 60 years. I collated by subject and by year, discarding duplicates and retaining the best copy from each event. I scanned Newsletters and Programs as well as Minutes from the Board Books, editing out water stains and other clutter from each page. I also created files under the Society tab on the web site called "Board & Committee Chairs" for each year dating to 1961, including a photo of the Board where available.

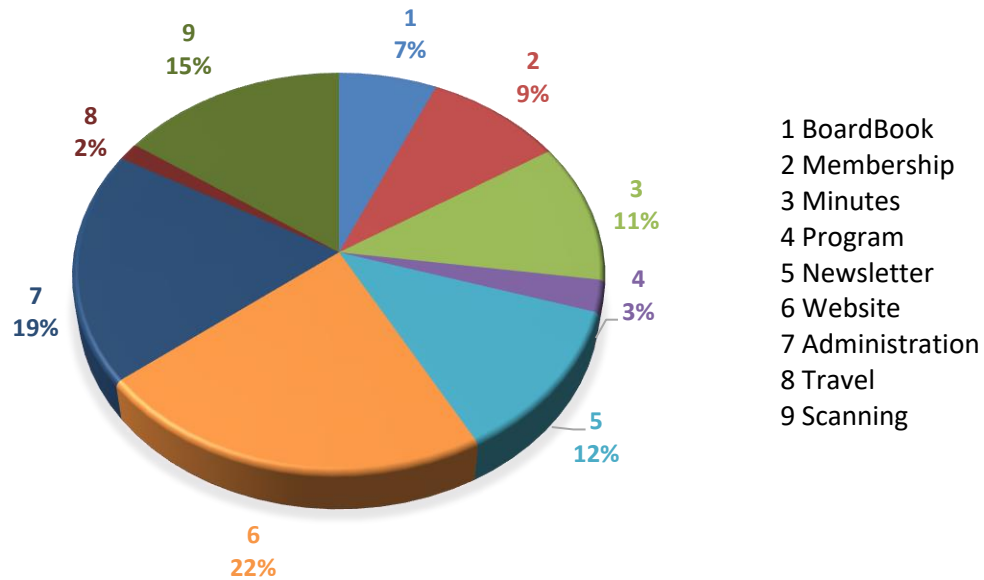
APMS now has the complete set of Journals and Newsletters posted on the web site along with a complete file of paper copies of these documents. Minutes, documenting the business of the Society, are posted on the web site under Members Only / Documents from 1982 to 2020, with a few intermittent years prior to 1982. APMS also has paper or electronic files of Board Books from 1982 to present. Other documents scanned and posted under the Documents and Archives tab on the web site include Articles of Incorporation and a dozen iterations of the Bylaws, Operating Manuals (dating to the first OP Manual in 1986), Strategic Plans, Membership Lists, and Directories (dating to 1966).

Don Doggett recently forwarded thousands of digital and scanned images from 1985-2013 Annual meetings. I am sorting these to cull duplicates and poor-quality images. My goal is to post ~50 photos from each Annual Meeting if available on the web site under Annual Meeting Archives / Photo Album. Bill Haller and Ken Langeland previously sent slides from the 1980s that are already posted. I picked up several hundred more slides from Bill Haller on July 8. As of July 9, there are photos from 19 Annual Meetings on the web site.

I have been logging time spent on APMS Secretarial duties since January 2015 to account for issues handled by the APMS Secretary and approximate times associated with these efforts. See table and graph below for 2019-2020 Secretary hours from July 18, 2019 through July 9, 2020.

Brd. Book	Mbrshp.	Minutes	Program	Travel	Website	Scan	Admin.	Newsltr.	Total
37.25	52.50	63.50	14.50	8.00	126.25	86	106.25	69	563.25

2019-2020 APMS SECRETARY TIME DISTRIBUTION



Thoughts on Exiting the Board:

I have served on the APMS Board for 19 years, as Director, President, and Secretary. During that period, I have attended more than 55 Board meetings, nearly 20 Annual Business meetings, and three Strategic Planning sessions. I have thoroughly enjoyed my time on the Board and am honored to have worked with friends and colleagues providing information to APMS members and others interested in aquatic plant management.

After reading through 55 years of archival Newsletters and 30 years of Board Books during the past several months, I see that most Society membership and participation issues that we discuss today have either confronted or have been deliberated by previous Boards. Following are a few observations on APMS administrative processes for consideration that may improve future Board meeting efficiency and effectiveness and the overall functioning of the Society. Coincidentally, most have been expressed by previous Newsletter Editors / Secretaries.

Strategic Planning

- Keep Goals and Tasks to a minimum that are achievable in a short time.

Strategic planning is held in an unhurried, low-stress environment where many ideas get incorporated into the plan. Participants then return to full-time jobs with little time to organize the people and actions that are needed to implement tasks. Within a couple years, new Board members and committee chairs no longer have connection to the original tasks.

- Focus future APMS funding on the GSRG and student initiatives.

There are increasing requests for APMS conference or symposium sponsorship. These events may provide information, but there is usually little or no direct benefit to the APMS membership. It is easier to say no to all than try to pick events that would benefit the most APMS members.

Committees

- APMS has 18 committees and 8 special representatives. This number should be reduced. APMS is a small society with fewer than 300 members so there is a relatively small pool to staff each committee with 4-5 active members. Several committees frequently do not submit reports. By the time all 30 officer, committee and representative reports are covered during Board meetings, there is

little energy left for Old or New Business. Some committees can be combined, and others deleted if they are not functioning regularly.

- APMS pays a considerable stipend to the WSSA Science Policy Director who provides a lengthy and detailed report for Board meetings, in the Newsletter, and as an Annual Meeting Program presentation. Content in the Legislative Committee, CAST, WSSA, and RISE Board Reports are often duplicative or refer to information in the Science Policy Director Report.
- Consider deleting the Publications Committee. This committee is chaired by the Editor and there is rarely anything to report that is not covered in the Editor Report. Any publication projects outside the Journal can either be covered by the Editor or the Education and Outreach Committee.
- Committees must be well staffed and not function as a committee of one.
The new President should have committee chairs appointed and chairs should have a diverse staff of committee members identified within two weeks after the Annual Meeting and published in the October Newsletter (see attached draft committee ID spreadsheet for 2019-2020). This was done from the early 1960s through the 1980s.
- Be professional and respectful by filing Board Reports on time.
Board members need time to contemplate information for meaningful interaction at the meeting. Reports submitted after the due date require considerable time to insert and reformat the Board Book and repost on the web site. A report submitted the night before or day of the meeting consumes valuable time to read at the meeting and gets little meaningful attention from the Board.
- Board meeting vs. committee meeting.
Committee work needs to be done well in advance of the Board meeting. Committees need to be prepared and make recommendations to the Board; not ask the Board for advice or direction at the Board meeting. The Board then becomes a 14-member (+ guests) committee and little gets done.

Email votes

Limit email votes to the bare minimum; to issues that cannot wait until the next regularly scheduled, full Board meeting. Unless all Board members can participate in a teleconference, email alone offers a poor format for substantive discussion. E-votes also require considerable work for the Secretary to collate, interpret, and summarize discussion that leads to e-votes – for inclusion in the Minutes.

Annual Meeting Luncheons

Annual Meeting Luncheons can be expensive. Even with 1.5 hours set aside for working luncheons, after participants get settled and eat, there usually is no more than 45 minutes for productive discussion. Committee chairs for the Past Presidents Advisory and Regional Chapter Presidents Luncheons need to prepare well before the Annual Meeting. Like strategic planning, the chair should limit discussion to one or two topics that can be addressed in the allotted timeframe. Like Board reports, participants should be briefed in advance of the subjects that will be discussed and the guidance the Board is soliciting from them to formulate constructive advice.

Historically, APMS sponsored the first Past Presidents Luncheon in 2003. The Regional Chapter Luncheon began as a breakfast in 1987 and became a luncheon in 2014. The Student Affairs Luncheon has been sponsored by APMS since 2007. Consider deleting the Past President's Luncheon and expanding the Regional Chapter Presidents Luncheon. For Student Affairs Luncheons, limit to one or two speakers and focus on interacting with students' needs, questions, or suggestions vs. telling students what the speaker does for a living.

Committee/Members	Chair (Bold Req.)	Email	Members (Bold = Required in Bylaws)
Awards/3	Jay Ferrell	jferrell@ufl.edu	Rob Richardson, Brett Hartis, Lohn Madsen, Ryan Wersal
Bylaws/5	James Leary	learyj@ufl.edu	Jeff Schardt
Education & Outreach/5 Social Media Coordinator	Brett Hartis AMY Giannotti	brett.hartis@duke-energy.com amy@aquastemconsulting.com	Sam Sardes, Jeff Schardt, Amy Ferriter, Amy Giannotti
Exhibits/ (5?)	Dean Jones	dean.jones@upl-ltd.com	Todd Olson (Coord w/ Meeting Planning Chair, Meeting Planner, Secretary, Treasurer)
Finance/4	Andy Fuhrman	afuhrman@allstetemanagerent.com	Jeremy Slade
Legislative/5	Rob Richardson	rob_richardson@ncsu.edu	
Meeting Planning/3	Rob Richardson	rob_richardson@ncsu.edu	Bill Torres
Membership/5	Marc Bellaud	mbellaud@solitudelake.com	Sam Sardes, Jeff Schardt, Ryan Thum
Nominating/5	Craig Aguillard	caguillard@landolakes.com	Bill Haller, Jeff Schardt
Past Presidents Advisory	Craig Aguillard	caguillard@landolakes.com	All Past Presidents in good standing
Program/Board	Ryan Wersal	ryan.wersal@mnsu.edu	M. Heilman, J. Schardt, A. Skibow, B. Sperry, C. Mudge, J. Leary, J. Chapman
Proposal Review/5	Craig Aguillard	caguillard@landolakes.com	Ryan Wersal, Jeremy Slade, Jeff Schardt
Publications/6	Jay Ferrell	jferrell@ufl.edu	Associate Editors, Jeff Schardt, Ryan Thum
Regional Chapters/7	Ryan Thum	ryan.thum@montana.edu	One Rep from each Chapter
Scholastic Endowment/4	Tom Warmuth	twarmuth@biosafesystems.com	Sam Sardes
Strategic Planning/9	Mark Heilman	markh@sepro.com	C. Aguillard, R. Thum, J. Slade, J. Leary, J. Ferrell, B. Hartis, S. Sardes
Student Affairs/4	Sam Sardes	sardes23@gmail.com	Brett Bultemeier, Chris Mudge, Leif Wiley, and Jens Beets

Web Site/3	Brett Hartis	brett.hartis@duke-energy.com	Amy Giannotti, Amy Ferriter, Jeff Schardt, Mark Heilman
AERF	Carlton Layne	layn1111@bellsouth.net	
BASS	Jeremy Slade	APMS14@hotmail.com	
CAST	Lyn Gettys	lgettys@ufl.edu	
NALMS	Terry McNabb	tmcnabb@aquatechnex.com	
RISE	Sam Barrick	samb@sepro.com	
Women of Aquatics	Amy Kay	akay@cleanlakesmidwest.com	
WSSA	Rob Richardson	rob_richardson@ncsu.edu	
Science Policy	Lee VanWychen	lee.vanwychen@wssa.net	

Editor Report – Journal of Aquatic Plant Management
Summer 2020 Board Meeting
Jason Ferrell

JAPM 58:2 (July 2020) is fully edited and with the printer. It contains 10 manuscripts (9 papers and 1 note) and has an estimated delivery date of July 18, 2020.

Special Publication

The DRAAWP (Delta-Region Areawide Aquatic Weed Project) has made great strides and Dr. Madsen has asked if a special issue can be produced to capture these efforts. Madsen has confirmed that USDA will cover the cost of this production through increased page charges. We hope to have this in production by January 2021.

Tasks assigned to JAPM Editor in January 2020 Board Meeting

Task: Jay Ferrell will request a cost comparison from Allen Press to move the Journal of Aquatic Plant Management from paper publication vs. an online only version.

- It appears the savings would be significant – approximately 50%. The cost to edit, print, and ship Vol 58-1 was \$8,700. If the same issue was online only, the cost would have been \$4,700.

Task: Jay Ferrell will work with APEX to provide an introduction and list the Research Methods by chapter title on the web site under Journal.

- This has been completed and updated on the website.

Task: Jay Ferrell will work with the Associate Editors to identify the three most pertinent JAPM articles that demonstrate how research directly supports operational resource management - to post on the APMS social media page.

- I have made suggestions to the AEs, but there is general confusion about what sort of papers and messages we are wanting to convey. A few papers were suggested, but they did not appear to fit the model that was envisioned. There is a need for renewed conversation what exactly is the goal for this effort and how to best select papers to address that mission.

**APMS Mid-Winter Board of Directors Meeting
July 2020**

Report of the Awards Committee

Chair: Jason Ferrell

Committee Members: Rob Richardson, John Madsen, Brett Hartis, and Ryan Wersal

The APMS recognizes members for various contributions via the presentation of awards during our banquet at the annual meeting. Criteria for the various awards are listed in the ops manual. The recognition of our members is an important function of APMS and the Awards Committee is planning to honor the follow recipients:

President's Award

Presented to

Dave Petty

For sustained scientific contributions to our knowledge of the environmental fate of aquatic herbicides and countless supporting efforts throughout the world of aquatic plant management. Your experience in the design, implementation, and reporting of aquatic field dissipation studies for new management technologies is unparalleled, and you have played a critical role in the process to register new aquatic herbicides for improved integrated management strategies for aquatic invasive plants. Your behind-the-scenes collaboration in education and outreach regarding best management practices in aquatics and promotion of science-based public awareness has also been invaluable.

July 2020

President's Award

Presented to

Bill Torres

For many years of effective support of the scientific conferences of APMS and its regional chapters and in recognition of your career of public service associated with the management of exotic aquatic plants and other invasive species. Through service in multiple public agencies, you helped coordinate management of multiple problem invasive species in Florida. Your contributions in meeting planning reflect your general passion for APMS and its mission and have been essential to numerous successful scientific conferences.

July 2020

President's Award

Presented to

Rob Richardson

For academic research excellence, successful partnership, and effective extension translating new scientific findings into impactful operational programs for management of aquatic invasive plants. Your strong mentorship of numerous students has helped develop a new generation of young scientists in the discipline. Your ongoing leadership and many contributions have helped maintain a strong Society and fostered its continued future success.

July 2020

Outstanding Graduate Student Award

Presented to

Gray Turnage

Your development as a scientist and a leader is evident. Though technically still a student, you are already considered a colleague by many seasoned researchers. We look forward to you finishing your doctoral degree at Mississippi State and interacting with this Society for years to come.

July 2020

T. Wayne Miller

Distinguished Service Award

Presented to

Jeremy Slade

For your long-term dedication and support of the Aquatic Plant Management Society, serving two terms as treasurer and being a liaison between APMS and numerous regional societies. You are a recognized leader in this field and a true ambassador for APMS. Thank you for your dedication and service.

July 2020

Max McCowan Friendship Award

Presented to

Tom Warmuth

As chair of the Scholastic Endowment since 2014, we have watched you work with vendors, help students, and organize a raffle – all the while smiling and enjoying the opportunity. Your openness and engagement have made you a friend to APMS and an ambassador for the entire industry.

July 2020

Honorary Member of APMS

Presented to

Linda Nelson

APMS Honorary Membership is for those that have contributed significantly as a scientist and a member. As an ERDC scientist and administrator, your work and reputation will continue to be cited and your leadership discussed for decades. As an APMS member, you have served as President and Secretary, as well as numerous committee posts. You have had a massive impact on the Society, personally and professionally, and APMS owes you a great debt of gratitude.

July 2020

Honorary Member of APMS

Presented to

Steve Brewer

Steve Brewer stands apart for his unfailing support of APMS for almost 30 years. Not only did he assist this society financially as a vendor and benefactor of the scholastic endowment, but more importantly he supported the society by his presence. He was a welcome sight and encourager to each member, every year. He will be remembered for his gracious spirit and great legacy of service.

July 2020

Outstanding Research/Technical Achievement Award

Presented to

USDA-ARS Delta Region Areawide Aquatic Weed Project

Executive Committee:

Dr. Patrick J. Moran, Chair, USDA-ARS

Dr. John Madsen, USDA-ARS

Dr. Paul Pratt, USDA-ARS

Dr. David Bubenheim, NASA

Edward Hard, DBW-CA Parks

DRAAWP advanced invasive aquatic weed management in the Sacramento-San Joaquin River Delta by developing and implementing a science-based Adaptive IPM approach.

July 2020

Outstanding JAPM Paper

Awarded to

Melaney A. Dunne and Raymond M. Newman

For the 2019 paper entitled

Effect of light on macrophyte sprouting and assessment of viable seedbank to predict community composition.

During the Banquet we also recognize our outgoing Directors and Officers. During the meeting we select awards for Student Presentation, Poster Winners, and the Exhibitors Excellence Award.

Additional Plaques:

2 Outgoing directors

2 Outgoing Officers

1 student director

1 President

1 gavel for new president

From the Ops Manual

Awards Committee

1. Be comprised of not less than three (3) voting members of the Society.
2. Prior to the Annual Meeting, the Chair shall solicit through the Newsletter and Website or shall make recommendations to the Board, nominations for membership awards qualifying in accordance with Chapter IV, Section A of this Operating Manual.
3. Prior to the Annual Meeting, arrange for the purchase and inscription of plaques, certificates, and other items to be presented at the Annual Meeting.
 - a. Honorary Member Award – check with the Bylaws and Resolutions Committee for candidates.
 - b. President's, T. Wayne Miller Distinguished Service, and Max McCowen Friendship Award – check with current President as to recipients, if any. APMS Operating Manual updated March 2013
 - d. Outstanding Graduate Student Award – Check with current President as to recipients, if any. Outstanding JAPM Article Award – check with current President or Editor as to recipients, if any.
 - h. Student Presentation Awards – coordinate with Student Affairs Committee.
 - i. Exhibitor's Excellence Award – coordinate with Exhibits Committee.
 - j. Outgoing Officers and Directors – coordinate with the Nominating Committee.
4. At the Annual Meeting, coordinate participation, qualifications, criteria and student panel judge selection for the (non-student) Best Poster Award.
5. Utilize and update, as necessary, the APMS Award/Honors Procedures and Criteria found in Chapter IV, Section A of this Operating Manual, and assist in determining copy on plaques, certificates, etc.
6. Provide the Membership Committee annual lists of Awards and Honor recipients for entry into the Society's permanent record and posting on the website.

Respectfully Submitted,
Jason Ferrell
Chair, Awards Committee

Report from **Bylaws and Resolutions Committee** for 7-20-20 APMS Board of Directors Meeting
Submitted By: James Leary
Committee Members: James Leary and Jeff Schardt

Honorary Membership – Steve Brewer

On May 6, 2020, an email petition initiated by the Awards Committee was submitted to the president supporting the nomination of Steven Brewer to be posthumously elected as APMS Honorary Member. Ten email replies in favor were submitted in lieu of signatures. The verified email signatures of APMS members included:

Amy Kay
John Madsen
Jens Beets
Chris Mudge
Marc Bellaud
Jeff Schardt
Jay Ferrell
Jeremy Slade
Amy Ferriter
Ryan Wersal

During a teleconference Board meeting on June 4, 2000, Mark Heilman called for a motion and second for Board approval. All members of the Board were in attendance. ***Jay Ferrell motioned the Board to approve Steve Brewer for APMS Honorary Membership. Craig Aguillard seconded the motion. The motion passed without dissenting vote.***

There were two proposed **amendments to the Bylaws** on the ballot for APMS membership vote (voting period July 1-15, 2020).

ARTICLE XIII. COMMITTEES and REPRESENTATIVES

12. Proposal Review Committee. This Committee shall be responsible for reviewing and making recommendations to the Board for all proposals externally submitted funding requests / proposals to the Society ~~equal to or in excess of \$5,000, 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.

ARTICLE XIII. COMMITTEES and REPRESENTATIVES

14. 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 ~~who shall be Chair.~~

Education and Outreach Committee Report (Brett Hartis, Amy Giannotti, Amy Ferriter, Jeff Schardt)

Task – *“Brett Hartis will work with Education and Outreach Committee members to review content of the APMS Understanding Invasive Aquatic Weeds activity booklet currently posted under Resources on the web site and decide its future, including updating content, posting a revised copy or removing the booklet from the web site.”* Understanding Invasive Aquatic Plants booklet previously available on the APMS Website (attached)

At the midwinter meeting the of APMS Board of directors, discussion centered around the value of the information in the booklet “Understanding Invasive Aquatic Plants – Florida Edition” and could it be revised into a usable message and put back online. The education and outreach committee reviewed the content, originally published in 2013 as a joint venture between the APMS and FWC. The booklet had previously been taken down since it was in a different format (Flash) and no longer supported by the web platform supported on www.apms.org. The booklet provides valuable definitions, information, and activities which cater mainly to students k-6. The booklet also uses the invasive plants hydrilla, water hyacinth, and alligator weed, species of which have traditionally been of concern in the southern US, as examples of which to apply the concepts introduced throughout the lesson.

The content within the booklet is very well put together and definitions/ information are relevant for the broader general public. Much of the information provided in the booklet can be repurposed and used in an update similar to the current format used with few edits. The committee does recommend that the activity portions of the handout highlighting hydrilla, water hyacinth, and alligator weed be broadened to include species from various regions of the US (and perhaps world) which could help draw in a broader audience. This could be accomplished by picking the primary species of concern in each region of the APMS membership to represent regional issues and concern. A subsequent activity and map, and perhaps the means of management (varying by region) could also provide some insight into how management decisions may be different from one end of the country to another.

In terms of the format, the committee does believe that a printable booklet is a valuable resource to teachers, however learning formats have changed dramatically since 2013, and an online, interactive format should be considered. Many teachers/ students are using online materials in classrooms today, and a “click through” or “call-out” format may be more suitable and attractive to today’s educators. If the board sees fit, the education and outreach committee will identify ways to create an interactive web document including the exploration of various levels of digitization and costs associated with such.

The education and outreach committee has also received a number of requests from regional chapters gauging interest of joint ventures to provide online content for a.) the general public and b.) applicators in each region, primarily for CEUs. There is an enormous appetite for online content, both prerecorded and live, from the general public regarding science topics. It may be a good time for APMS to start considering options which could broaden the general public’s knowledge of our science. This may take the form of prerecorded content/ short video clips featuring our members or even a live webinar series occurring on a regular basis and advertised via our social media outlets. These ideas and others will be discussed during the education and outreach committee report.

Understanding Invasive Aquatic Plants

Florida Edition



Photo by Steve Ausmus

This booklet provides information on hydrilla, water hyacinth and alligator weed — three of the world's worst invasive aquatic plants. It explains how these plants can impair aquatic and wetland ecosystems and inhibit human uses of Florida waters. Readers will gain a greater understanding of how important it is to monitor and control invasive aquatic plants. Additional print copies of this booklet (including classroom sets) are available by contacting the UF-IFAS Center for Aquatic and Invasive Plants: caip-education@ufl.edu



UF UNIVERSITY of
FLORIDA
IFAS Extension
Center for Aquatic
and Invasive Plants



What is an Invasive Aquatic Plant?

Plants that live, grow, and reproduce in water are called aquatic plants. Aquatic plants grow in a variety of different forms. Emerged plants grow rooted in shallow water along shorelines with most of the plant sticking up out of the water. Free-floating plants drift across water surfaces because their roots do not attach to the soils. Floating-leaved plants may or may not be anchored to the bottom but have leaves that float on the surface of the water (water lilies are a good example). Submersed plants are aquatic plants that grow almost entirely under water.

Native Aquatic Plants

Plants that occur naturally in a geographic area or region are said to be native. Native plants are a natural part of lakes, rivers, and wetlands and play several important roles in maintaining healthy aquatic ecosystems.

Native plants provide:

- Shelter for fish, birds, and other wildlife;
- Habitat for insects that are eaten by fish;
- Protection of shorelines from erosion;
- Improved water quality.

Non-Native Aquatic Plants

Plants that are moved to other areas, either on purpose or by accident, are called non-native, exotic or alien. We move plants from one location to another for many reasons including food for ourselves and for livestock, or because of the plant's unusual or beautiful appearance. Most crops grown in the United States were brought from other continents. Examples include wheat from Asia, oats from Europe, and potatoes from South America. Water hyacinth is an example of a plant that was introduced to the United States because of its decorative qualities.

Invasive Plants

Most non-native plants brought to the United States provide great benefit, and only a few grow outside the areas where they are planted. If a plant species is able to live outside cultivation and cause environmental or economic harm, it is invasive. A general rule is that about 1% of the plants introduced into the United States may become invasive in agricultural or natural ecosystems.

Invasive plants share several common traits:

- They grow fast and spread across large areas.
- They reproduce in several ways including seeds, buds, fragments, and shoots from roots.
- They survive in many different temperature, light, water, and soil conditions.
- They are difficult to control, and once established, are nearly impossible to eradicate.

Although the number of invasive plants is small, the costs are huge to the economy and the environment.

For example, in the United States:

- Invasive plant damage and management costs exceed \$30 billion each year.
- Invasive plants cover about 100 million acres, a land mass about the size of California.

Invasive Aquatic Plant Problems

Native aquatic plants seldom cause problems because they have adapted to one another and their environments over thousands of years. Many different insects and diseases also evolved with and control native plants, keeping them from becoming problems. The delicate balance in native plant communities is often damaged when people introduce fast-growing invasive aquatic plants from other areas without the controls that keep them in check in their home waters.

There is a difference between weeds and invasive plants:

Weeds are plants that grow where they are not wanted by humans. Invasive plants cause economic or environmental harm.

If left unmanaged, invasive aquatic plants can:

- Damage crops;
- Smother fish and wildlife habitat;
- Block navigation and flood control;
- Prevent recreational activities (boating, fishing, swimming);
- Reduce tourism and property values;
- Clog drinking, irrigation and hydroelectric power water pipes.

Managing Invasive Aquatic Plants

Prevention

The most effective way to reduce invasive aquatic plant problems is to prevent their introduction. This is much more difficult than it may seem. Americans love different or unusual plants (and pets), and it is difficult to predict which may become problems before they are brought into the United States.

Early Detection and Rapid Response

Once invasive plants become widely dispersed within a water body or across a large region, eradicating them becomes difficult and often impossible. Ecosystem managers frequently inspect waters for known invasive plants and watch for plants that appear to be new to the ecosystem. When invasive plants are discovered, management programs must begin immediately to reduce environmental damage and economic costs.

Keeping Things Under Control

Natural controls like diseases, herbivores, or climate may reduce a plant's growth in its native habitat and keep it from becoming too abundant. Without these controls, some non-native plants thrive and become invasive in their new surroundings. Aquatic plant managers use the following methods to keep invasive aquatic plants under control.

Biological control: Organisms, usually insects or plant diseases, are used to feed on all or part of an invasive plant, to weaken it and slow its growth. Nearly a dozen biological controls have been studied and released to manage the invasive aquatic plants included in this booklet.

Chemical control: Chemicals called herbicides are tested for safety and registered with the United States Environmental Protection Agency to control invasive plants. Fourteen types of herbicides are approved for use in public lakes and rivers to manage the invasive aquatic plants in this booklet. Herbicides can be applied by boat, for small areas in lakes and rivers and by aircraft for large areas.

Mechanical control: Depending on plants and conditions in the water body, many different kinds of machines cut, chop, shred, slurry, press, transport, and remove invasive aquatic plants.

Physical control: Hand-pulling or temporarily changing the environment is another method used to control invasive plants. Changes include reducing light penetration in the water with dyes; lowering water levels in the winter to freeze, dry, and then burn the plants; and raising water levels to shade underwater plants or flush floating invasive plants onto the shore.



Help prevent invasive plant problems. Never put aquarium plants (or animals) in lakes, rivers, wetlands, or even in your neighborhood canal or stormwater ditch. Don't let it loose!



Hydrilla

Photo by Steve Ausmus

This hydrilla makes it hard to breathe!



Help prevent the spread of hydrilla by always cleaning off boat trailers and equipment after each use.



For large-scale hydrilla problems, herbicides are applied from a helicopter.

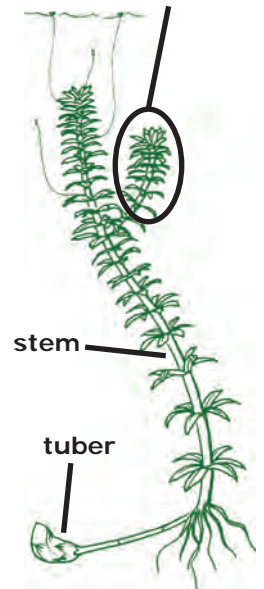
Shown here: Hydrilla fills Lake Seminole on the Florida, Alabama and Georgia border.

Invasive Aquatic Plant

Hydrilla is a submersed plant brought to Florida in the late 1950s from Southern Asia. It was planted in canals and rivers and harvested to sell in pet stores for aquaria. Hydrilla can grow several inches each day and can fill a lake that is 15 to 20 feet deep in only one year. When it reaches the water surface, hydrilla grows across the top, forming tangled mats of plants. These mats wrap around propellers and make boating almost impossible. They slow water flow and jam against bridges and dams, causing flooding. Hydrilla mats also blanket the water surface, greatly reducing light and oxygen from entering the water. Reduced light and oxygen can kill native plants, fish and other wildlife.

Hydrilla does not form seeds. New plants sprout from the roots and broken stems. Each piece of stem can form its own roots and start a new plant. Hydrilla also forms buds on the stems and roots. The root buds, called tubers, can stay in the sand or mud for years before they sprout. Once hydrilla makes tubers, it is almost impossible to eradicate. Ecosystem managers use biological, chemical, mechanical, and physical control methods to manage hydrilla so it causes fewer problems. Because hydrilla can cause so many problems, there are strict laws against owning or planting this prohibited plant in the United States.

One little piece can start a new plant!



- 1960s:
Florida (FL)
- 1970s:
Alabama (AL)
California (CA)
Delaware (DE)
Georgia (GA)
Louisiana (LA)
- 1980s:
Arizona (AZ)
Connecticut (CT)
Maryland (MD)
Mississippi (MS)
North Carolina (NC)
South Carolina (SC)
Texas (TX)
Virginia (VA)
- 1990s:
Arkansas (AR)
Pennsylvania (PA)
Tennessee (TN)
Washington (WA)
- 2000s:
Idaho (ID)
Indiana (IN)
Kansas (KS)
Kentucky (KY)
Maine (ME)
Massachusetts (MA)
New Jersey (NJ)
New York (NY)
Oklahoma (OK)
West Virginia (WV)
Wisconsin (WI)

Activity: Mapping the Spread

Maps are used to document the spread of invasive species like hydrilla. Mapping helps predict where hydrilla might show up next so we can take precautions to prevent it from spreading to new areas. The list on the left identifies hydrilla's distribution in the United States since it started causing problems in Florida in the early 1960s. Find Florida on the map. Label it using its abbreviation (FL) and color it red. Now identify the other states listed and color them using the color code for each decade. The different colors indicate when hydrilla was introduced to each state. Do you see any patterns?



Water Hyacinth



People like the beautiful purple water hyacinth flower even though it is an invasive plant.



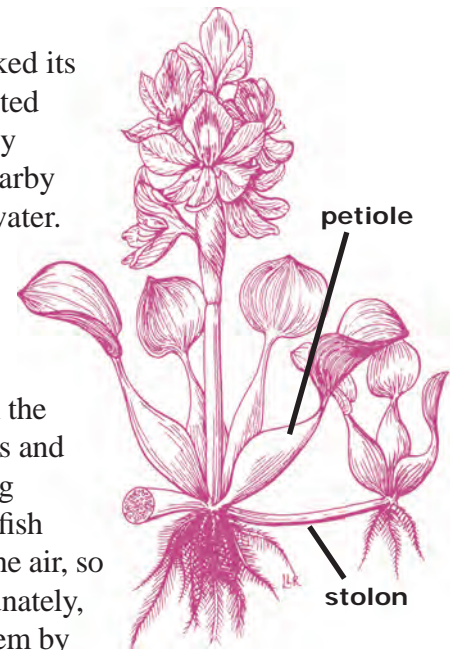
Research shows it's better to control small amounts of plants on a regular basis — before they become a problem.

Shown here: Water hyacinth covers a Florida lake.

Invasive Aquatic Plant

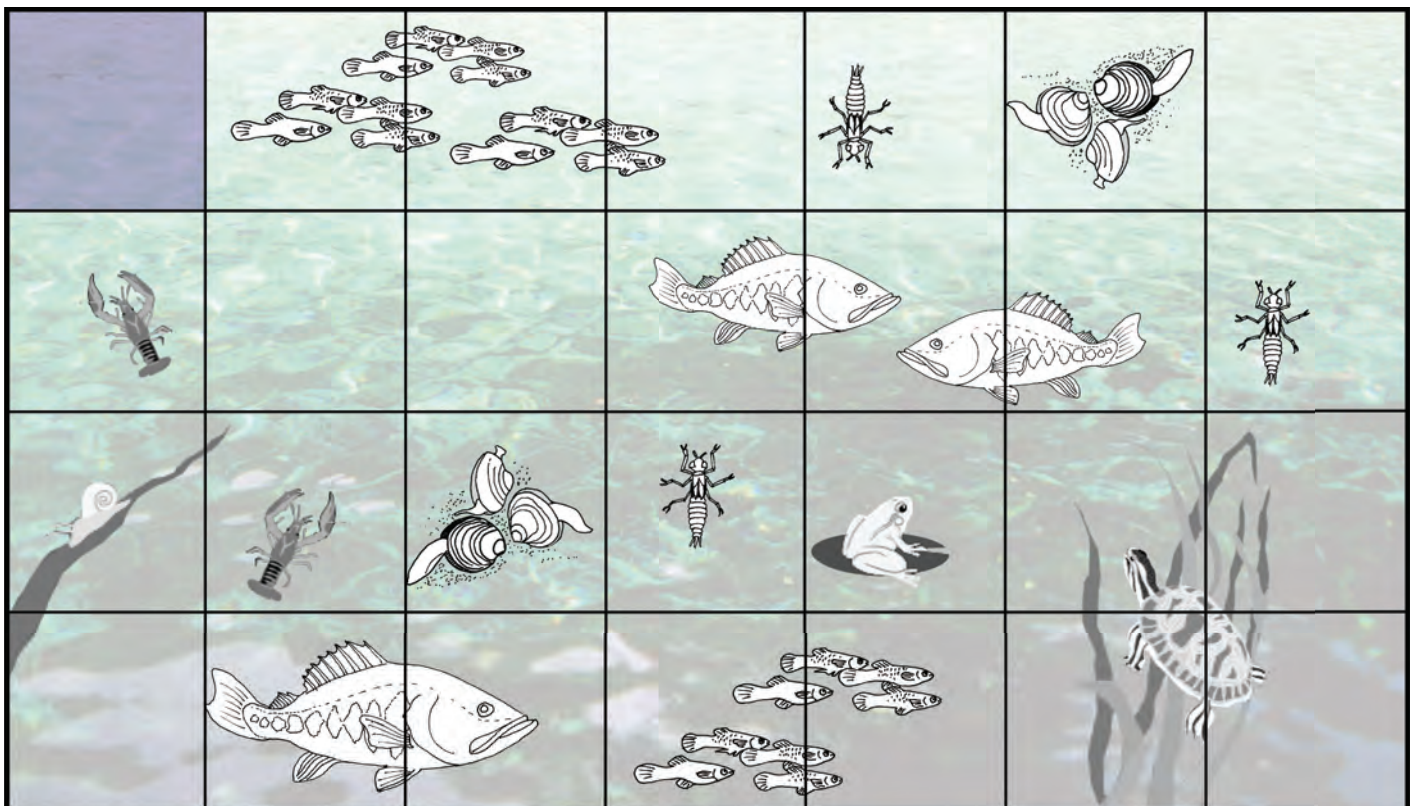
Water Hyacinth is one of the World's worst aquatic plants. Gardeners who liked its beautiful lavender flower brought this floating plant into the southeastern United States from South America during the late 1800s. The plants grew so fast, they quickly covered backyard ponds. When unwanted plants were thrown into nearby lakes and rivers, they grew so thick, boats were unable to move through the water.

We can never completely get rid of water hyacinth; they grow too fast and each plant produces millions of tiny seeds for new plants. They also grow from shoots (stolons) that branch out from the parent plant. If left unmanaged, they can double their coverage of a lake surface in two weeks. Spongy tissue in the petioles allow hyacinth to float. Large mats or rafts of hyacinth can drift in lakes and rivers, stopping boats, clogging irrigation pipes, pushing over bridges, providing places for mosquitoes to live, and covering native plant habitat that is good for fish and wildlife. The mats also reduce oxygen from diffusing into the water from the air, so animals underneath cannot respire (breathe), forcing them to leave or die. Fortunately, years of research taught us we can keep water hyacinth from becoming a problem by controlling small patches of plants before they grow into big mats.



Activity: Exponential Expansion

The shaded square in this pond habitat represents the surface area covered by water hyacinth when it first arrived. Using a pencil or crayon, fill in the area (the number of squares) that would be covered in 2 weeks if the plants doubled in population. If it continues to double every **2 weeks**, how many more squares would be covered in **4 weeks**? In **6 weeks**? What is happening to the habitat?



Alligatorweed



The alligatorweed flea beetle has been a successful biological control agent.



The alligatorweed flea beetle does a good job of weakening this invasive plant.

Shown here: Alligatorweed infests a wetland area, along a creek.

Invasive Aquatic Plant

Alligatorweed is an emersed plant that can grow in water or on land. It is native to South America and was accidentally introduced from ballast water being emptied from a ship. Alligatorweed is now found in over 80% of Florida's waterways. It roots in wetlands and shallow water and can be recognized by its pinkish stems which can grow 50 feet long and become hollow when they are large. This allows the plant to form dense floating mats and extend into open water from the shorelines, where it covers the surface and reduces native plant habitat. Alligatorweed can also reduce oxygen needed for fish and create habitat for mosquitos and other pests.

Flooding is another big problem associated with alligatorweed. Thick mats of plants in canals, ditches and streams prevent rainfall from draining properly and result in water spreading out and flooding nearby areas. If mats break loose, they sometimes pile up against bridges, dams, and sharp bends in waterways, causing more water-flow problems. Alligatorweed is also a concern to farmers and ranchers, because it is toxic to livestock. It's no fun to swim in either!

Three insect species have been introduced to decrease the alligatorweed growing in aquatic habitats. These insects are known as "biological control agents." The alligatorweed flea beetle has been the most successful at limiting the expansion of this invasive plant.



Activity: Marsh Monster Match-Up

Now that you know the damage an invasive plant can cause in a wetland, complete the following paragraph using the word bank below.

protect

reduce habitat

ballast water

oxygen

plants

mosquitoes

biological control

wildlife

land

invasive

wetlands

native

Alligatorweed can grow in water or even on _____. It is native to South America and was accidentally introduced from _____ of a ship. _____ and shallow water are the first to be taken over by this plant. Thick mats of this _____ plant can reach the surface and _____ for _____ plants. They can also reduce _____ needed for fish and create habitat for _____. Alligatorweed can sometimes be reduced using specific insects known as _____ agents. Plant managers make decisions about how to control invasive plants in order to _____ native _____, fish and _____.

Putting It All Together

Integrated Plant Management

Because water is so important to our survival, scientists and ecosystem managers continually search for more effective ways to control invasive aquatic plants while conserving native plants and animals and protecting human health and property.

Aquatic plant managers combine, or integrate, as many different methods as possible to control invasive plants. Their goal is to reduce problems from invasive plants and improve conditions for native plants and animals using control methods best suited to conditions in and around each water body.

Water hyacinth control is a good example of *integrated plant management*. Several insect species and diseases feed only on water hyacinth, reducing plant size and the amount of seeds it produces. This reduces the amount and also the cost of herbicides needed to control water hyacinth. Mechanical harvesters remove water hyacinth from small areas where herbicides are not practical or from dams and bridges if immediate removal is needed. If possible, water is drained in the winter to freeze and then burn the dried out water hyacinth.



Biological control agent



Regularly controlling small amounts of plants prevents big problems.



Mechanical control



Physical control: lowering water levels every few years helps manage invasive plants

Maintenance Control

If prevention efforts fail and invasive plants become established in a water body, eradication may be difficult or impossible. Once that happens, the most important strategy is maintenance control.

Maintenance control means managing invasive plants at low levels by conducting frequent inspections and control efforts. The invasive plants may still exist, but they are managed at such low levels they don't cause problems.



invasive plants.

Glossary of Common Terms Used by Aquatic Plant Managers

acre: a unit of measure commonly used to quantify an area of water or land; one acre is slightly smaller than the area of a standard football field.

aquatic plant: any plant that lives, grows, or reproduces in water.

ballast water: water used to provide stability in large ships or boats; often it is full of stones, mud and living organisms (aquatic plants, clams, mussels, zooplankton, etc.); when a ship arrives in a new port, ballast water is sometimes released to lighten the load when fuel and new cargo are added.

biological control: the use of insects, fish, diseases, and other biological agents to weaken or cause stress to an unwanted invasive plant species.

chemical control: the use of specially formulated herbicides (registered with the U.S. EPA) to kill or control plants.

dense: closely crowded or packed together.

ecosystem: the interactions of all plants and animals with their environment.

entomologist: a scientist who studies insects.

environment: the combination of all of your surroundings, including air, water, and land.

eradicate: to eliminate all members of a plant or animal species from an area.

fragment: a piece or part that is broken off, like a stem broken off from a plant.

habitat: the surroundings where a plant or animal lives.

herbivore: an animal that eats plants; aquatic examples include some fish, turtles, and insects.

integrated plant management: a plan that uses combinations of tested and proven control methods for managing invasive weeds to conserve or improve native plant and animal habitat; methods include biological, chemical, mechanical, and physical.

irrigation: applying water to land to grow crops.

invasive plant: a non-native plant species capable of living outside cultivation and causing environmental or economic harm.

plant management: keeping invasive plants or weeds under control to reduce problems in the environment.

maintenance control: controlling invasive plants on a continuous basis, using a variety of techniques, so troublesome plants can be kept at low levels.

mechanical control: the use of machines to shear, crush, shred, press, pull or remove unwanted plants.

native plant: a plant species that occurs naturally within a geographic region or area.

non-native plant: a plant species that is present in a region outside its original, historic range due to intentional or unintentional introduction.

organism: any form of animal or plant life.

physical control: the use of hand-pulling techniques, drawdowns (water removal), flooding, burning, dredging and shading to control unwanted plants.

prohibited plant: a weed so invasive that state and federal laws prohibit its possession.

shoot: new growth that forms from the roots or stems of a plant.

shoreline: the line where land and water meet.

weed: a plant growing where it is not wanted.

wetland: an area that is sometimes wet, then dry.

You Can Help!

- ∞ Learn to identify which plants are invasive in your area.
- ∞ Volunteer to help remove invasive plants; be sure to throw them in household trash (not the compost).
- ∞ Practice good stewardship; never transport Florida's plants to other areas.
- ∞ Never empty an aquarium into a body of water, not even a canal or ditch.
- ∞ Always remove plant fragments from boats, trailers and equipment after each use so they don't get introduced to a new area on your next trip.
- ∞ Learn more about invasive aquatic plants: plants.ifas.ufl.edu/manage



Job Opportunities in Aquatic Plant Management

UF/IFAS



Researcher



Chemist/Lab Technician



Harvester Operator



Fisheries/Wildlife Biologist



Herbicide Applicator



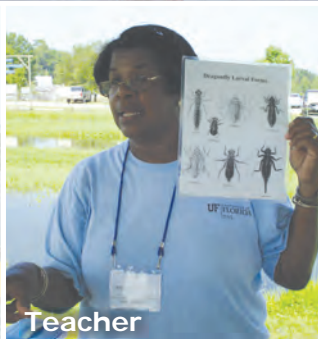
Entomologist



Lake Manager



Plant Biologist



Teacher



Law Enforcement

Seafavorites.com



Florida Invasive Plant Education Initiative • <http://plants.ifas.ufl.edu/education>

A Collaboration of the UF/IFAS Center for Aquatic and Invasive Plants

and the Florida Fish and Wildlife Conservation Commission / Invasive Plant Management Section

APMS Social Media Report for July 2020

Submitted by Amy L. Giannotti, Social Media Manager

APMS began a formal social media effort in late September of 2019 to promote the organization's mission, provide scientific information about aquatic plant and invasive species management, & to foster protection of ecological resources. Social media content is coordinated and managed across three platforms – Facebook, Twitter, and Instagram – with mentions and hashtags to attract a wider audience. Hootsuite was purchased in January 2020, which helps to plan content in advance and provide a consolidated metric for analytics.

Across all platforms, emphasis is placed on presenting the information in a positive and professional tone, responding to comments/questions with education and patience, encouraging the audience to get involved, and promoting the activities/learning opportunities where the audience can help make a difference and learn more. Photo credits are provided on each post unless they came from my personal photo library.

Primary Platforms:

▪ **Facebook:**

- Audience & Demographics (in general):
 - Facebook has 1.5 billion daily users. 68% of U.S. adults are users of Facebook, and 75% of those access Facebook on a daily basis
 - For Americans under age 65, Facebook is used by a majority of Americans across a wide range of demographics.
 - 74% of Facebook users access their accounts daily, and approximately 51% access it several times per day.
- APMS Posting/Content Sharing:
 - Goal is to post 3x/week, primarily during the weekdays.
 - Effort is made to tag other organizations, partner associations, featured researchers & managers, promote upcoming events, etc. to expand reach.
 - Facebook can be used to share status updates (text content only), news stories in print or other media, photos, and videos.
- APMS Facebook (launched 9/26/2019):
 - Facebook is APMS's second largest platform as followers have expanded from 137 (September 2019) to 295 (June 29, 2020)
 - Since October 2019, 165 posts have been made to Facebook, with 92 posts sharing original content, and 73 posts sharing content from other organizations that is relevant to APMS.
 - Top/favorite posts include:
 - Historical photos of APM & contributors
 - Themes like "Mimic Monday", "Celebrate Scientists Day", "NISAW", "National Mosquito Week", etc.

- Announcements of meeting changes/cancellations – likely an anomaly due to COVID this year, but obviously a great way to disseminate this information
 - Approximately 67% of APMS Facebook followers are male, and 32% are female. 69% of the population that engages with APMS on Facebook is male, and the demographic that engages the most are males age 45-54.
 - The majority of Facebook audience members are from the United States, with a few followers from Canada, Philippines, and even less from other countries across Europe, Asia, and South America.
 - APMS Facebook followers are primarily individual persons and organizations/societies with a similar mission.
- **Twitter:**
- Audience & Demographics (in general):**
 - The average adult in the United States using Twitter is around 40 years of age, and 40% of Twitter’s 330 million monthly active users access Twitter on a daily basis.
 - In the United States, 20% of Twitter users access their accounts monthly.
 - The average Twitter user spends 3.9 minutes per session logged on to their account.
 - Scientists rely heavily on Twitter to follow discussions on research topics, communicate research relevant to their field, engage stakeholders and media, and share links to publications and content.
 - APMS Posting/Content Sharing:
 - Goal is to post 3x/week, primarily during the weekdays.
 - Effort is made to tag other organizations, partner associations, featured researchers & managers, promote upcoming events, etc. to expand reach.
 - Twitter is limited by 280 characters to report status, share link, or caption photo/video, so Tweets are short and sweet.
 - APMS Twitter (launched February 2014, but was dormant til September 2019):
 - Twitter is the largest platform for APMS followers.
 - Followers have expanded from 331 (January 2020) to 429 (June 29, 2020). Audience is larger than Facebook and is more interactive.
 - Twitter feed runs live on right side of APMS website homepage.
 - 124 Tweets had been made between October 2019 and January 2020, and 276 total as of June 2020, with an average of 30 Tweets per month.
 - Top/favorite posts include:
 - Themes like “Mimic Monday”, “Celebrate Scientists Day”, “NISAW”, “National Mosquito Week”, etc.
 - Announcements of meeting changes/cancellations – likely an anomaly due to COVID this year, but obviously a great way to disseminate this information
 - APMS Twitter is gaining an average of 19 new followers per month.

- APMS audience on Twitter is comprised of a lot of scientists, their affiliated research labs, and regional working groups for lake/aquatic plant management.
- **Instagram**
 - Audience & Demographics (in general):*
 - 35% of adults in the United States use Instagram.
 - Instagram harbors a primarily younger audience nationwide, with an average age of 18-24 for participation.
 - 60% of Instagram users visit the platform daily, and 38% visit several times per day.
 - APMS Posting/Content Sharing:
 - Goal is to post 3x/week, primarily during the weekdays.
 - Effort is made to tag other organizations, partner associations, featured researchers & managers, promote upcoming events, etc. to expand reach.
 - This platform is used for sharing photos or videos 1 minute or less in duration. Instagram cannot share text content alone, but a photo is added to allow the text-only information to be shared on this platform.
 - APMS Instagram (launched October 1, 2019):
 - Followers have expanded from 121 (January 2020) to 218 (June 29, 2020).
 - 91 posts have been made since October 1, 2019.
 - Top/favorite posts include:
 - Anything with a scenic photo.
 - Themes like “Mimic Monday”, “Celebrate Scientists Day”, “NISAW”, “National Mosquito Week”, etc.
 - Announcements of meeting changes/cancellations – likely an anomaly due to COVID this year, but obviously a great way to disseminate this information.
 - Average number of interactions per photo is ~13.
 - APMS followers are 64% male and 36% female, with the most active age group being females age 25-34 years.
 - Lots of businesses involved in aquatic plant management activities (herbicide treatments, harvesting, replanting, etc.) are active on Instagram and like our content.

*<https://www.pewresearch.org/internet/2018/03/01/social-media-use-in-2018/>

**<https://www.oberlo.com/blog/twitter-statistics>

Summary:

Social media platforms are an excellent way to deliver content, make announcements, and promote awareness about APM in general. These three platforms make it easy to connect with scientists, government agencies, educational outreach outlets, conservation organizations, research entities, and the general public.

It is clear that APMS audience members like to engage in or follow “themed” content in celebration of particular months/weeks/days/platforms (e.g. National Invasive Species Awareness Week, National Mosquito Week, It’s Just Another Mimic Monday, etc.), so I am currently developing content for this next year to feature promotions like Technical Tuesday, Profiles of Current Scientists/Managers/Students/Researchers, etc.

Thus far, funds have not been used to promote social media content on any of the platforms. Should that be something the APMS Board of Directors would like to consider, I’m happy to provide information. Promotion via a few dollars per week enables a wider audience to be reached per post for a designated period of time, which ultimately attracts new followers.

Audience Data:

		Oct-19	Jan-20	Jun-20
Facebook	Likes	130	165	250
	Followers	137	176	295
Instagram	Followers	63	121	218
Twitter	Followers	?	331	429

Content/Post Data:

Facebook	Original content by me	14	31	92
	Link to other content	13	39	73
	Total posts made since Oct.			
	2019	27	70	165
Instagram		12	29	91
Twitter		?	124	276

Analytics for APMS Social Media since ~October 1, 2019:

Facebook:	Page likes	250
<i>launched</i>	Page followers	295
9/26/19	# Posts of original content generated by me	92
	# Posts linking/sharing other information	73
	Total posts made since October	165

Top Posts for Reach:

Date	Content/Feature:	# reached:
5/28/20	Water hyacinth on Lake Rousseau - before & after photos	2.5K
3/14/20	"Celebrate Scientists Day" - featured Dr. Mike Netherland	2K
2/28/20	Water hyacinth historical photos	1.3K
6/25/20	National Mosquito Week & Importance of APM	1.1K
11/4/19	Mimic Monday: Water hyacinth & Frog's Bit	1.1K
5/15/20	Advertising webinar featuring Dr. Rob Richardson	1K
11/14/19	Photo & post of CAIP/University of FL	1K
12/2/20	Mimic Monday: Crested floating heart & banana lily	914
2/27/20	Eurasian watermilfoil post for NISAW	753
3/18/20	Reschedule Aquatic Weed Control Short Course/UF-IFAS	707
3/2/20	Mimic Monday: Eurasian WMF & northern WMF	568

Top Posts for Post Clicks on Content:

Date	Content/Feature:	Post Clicks:
5/28/20	Water hyacinth on Lake Rousseau - before & after photos	189
3/14/20	"Celebrate Scientists Day" - featured Dr. Mike Netherland	156
11/4/19	Mimic Monday: Water hyacinth & Frog's Bit	107
2/28/20	Water hyacinth historical photos	95
11/14/19	Photo & post of CAIP/University of FL	86
12/2/20	Mimic Monday: Crested floating heart & banana lily	85
10/14/19	Alaska's First Invasive Aquatic Plant	85
10/24/19	Dr. Mike Netherland showing water soldier to colleague	62
3/25/20	Way Back Wednesday: APMS meeting in WA	56
11/18/19	Mimic Monday: Azolla lookalikes	52

Facebook (contin.):**Top Posts for Engagement (reactions, comments, shares):****Rxns/Comments**

Date	Content/Feature:	Shares:
2/7/20	Native plants rebound with regular IPM: Penn State article	213
3/14/20	"Celebrate Scientists Day" - featured Dr. Mike Netherland	206
9/30/19	Hydrilla as vector for new cyano (and AVM)	133
5/28/20	Water hyacinth on Lake Rousseau - before & after photos	126
5/13/20	MAPMS Guide to Aquatic Plants	115
10/14/19	Alaska's First Invasive Aquatic Plant	90
2/28/20	Water hyacinth historical photos	73
3/22/20	How inv spp. mgmt compares to COVID (PBS)	70
10/24/19	Dr. Mike Netherland showing water soldier to colleague	67
11/4/19	Mimic Monday: Water hyacinth & Frog's Bit	57
11/14/19	Photo & post of CAIP/University of FL	57
6/25/20	National Mosquito Week & Importance of APM	55

Facebook:				
Demographics: People are most active 6 am - 7 pm Eastern				
	Fans	Followers	People Reached	People Engaged
Female:	34%	32%	37%	29%
Male:	66%	67%	62%	69%
	Fans	Followers	People Reached	People Engaged
Age Groups:	25-44	25-44	25-34	45-54
Female:	18%	16%	13%	8%
Male:	16%	23%	62%	18%
Summary Overview:				
	Average Reach	Average Engagement		
Featured Photo	305		21 Post Clicks	
			17 Reaction/CommentShare	
Status Update	175		8 Post Clicks	
			10 Reaction/CommentShare	
Link to other content	107		7 Post Clicks	
			22 Reaction/CommentShare	
Country of Origin:				
	Fans	Followers	People Reached	
United States	237	247	2669	
Canada	2	2	117	
Philippines	2	2	--	

Instagram:				
		Total # of posts	91	
		Total # of followers	218	
Top Posts per Month:			Likes	Comments
Jun-20	National Mosquito Week & Importance of APM		14	1
	Spring rains bring nutrients & algal blooms		21	0
	Cypress knees		15	0
May-20	Water hyacinth on Lake Rousseau - before & after photos		18	0
	Photo of Lake Kissimmee Area under constant APM		20	0
	Advertising webinar featuring Dr. Rob Richardson		16	0
Apr-20	Way Back Wednesday - Haller and Miley		19	1
	APMS Grant Extension for Michael D. Netherland		14	0
	Mimic Monday: Peltandra & Sag. Latifolia		12	0
Mar-20	"Celebrate Scientists Day" - featured Dr. Mike Netherland		30	1
	World Seagrass Day		23	0
	Link to March Newsletter		20	0
Feb-20	MAPMS Jake Britton Conference Welcome		25	0
	Mimic Monday: Hydrilla & Baby Tears		23	0
	APMS JAPM Research Methods Promotion		21	0
Jan-20	NEAPMS @ Lake Placid		13	0
	Brazilian peppertree		11	0
Week of June 22, 2020				
Demographics: People are most active 9 am - 9 pm Eastern				
Fans				
Female:		36%		
Male:		64%		
Followers				
Age Groups:		25-34	35-44	45-54
Female:		44%%	18%%	17%%
Male:		37%%	25%%	17%%
Country of Origin: (Week of June 22, 2020)				
United States		91%		
Canada		1%		
Colombia		1%		

Twitter: <i>launched Feb. 2014 but dormant til Sept. 2019</i>	Total # of followers		429			
	Most liked topic per month		Impressions/ Engagements			
	September 2019 (New APMS Logo)		1666/85			
	October 2019 (European Frog's Bit BOLO)		1628/17			
	November 2019 (APMS Michael D. Netherland Grant)		997/20			
	December 2019 ("Mimic Monday"- CFH & banana lily)		1327/22			
	January 2020 (Falling iguanas - \$\$ cost of invasive species)		612/5			
	February 2020 (JAPM SAV Methods from AIS MN)		1200/23			
	March 2020 (Virtual botany lab link)		2864/9			
	April 2020 (Mimic Monday: Bulrush & Typha)		1150/82			
	May 2020 (Mimic Monday: Cabomba & Limnophila)		1075/66			
	June 2020 (National Mosquito Week & Importance of APM)		667/27			
	June 2020 (Spring rains bring nutrients & algal blooms)		510/7			
Month	Number of Tweets		Tweet Impressions	Profile Visits	Mentions	New Follows
Oct-19	53		19.5K	226	3	41
Nov-19	35		13.3K	96	5	16
Dec-19	13		7,345	44	--	13
Jan-20	23		8,652	59	2	20
Feb-20	32		11.1K	110	10	28
Mar-20	41		21.8K	60	14	16
Apr-20	18		8876	44	1	11
May-20	30		13.6	112	5	10
Jun-20	31		11.5K	61	7	16

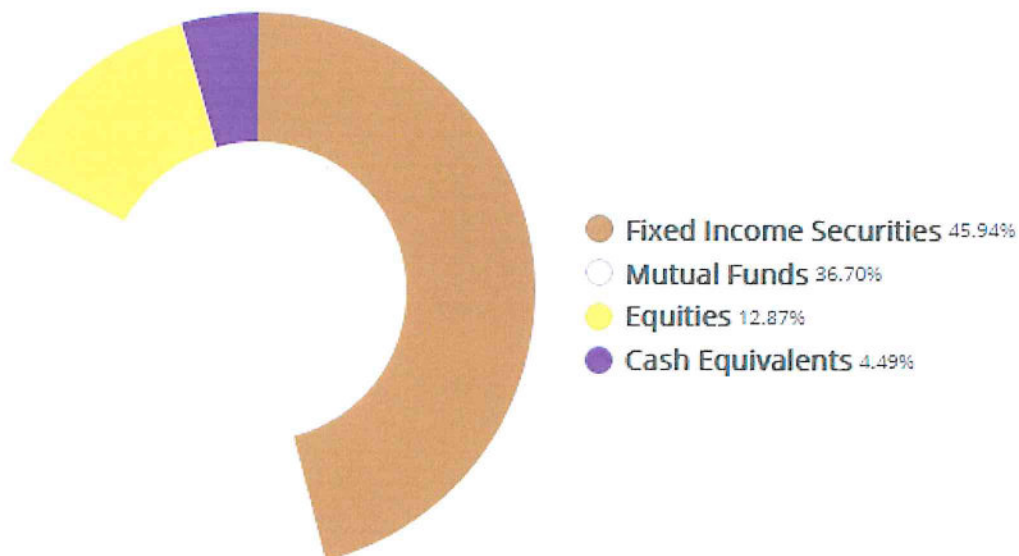
July 2020 Finance Committee Report- Andy Fuhrman Chair

APMS Accounts as of July 1, 2020

All Accounts- \$421,284.83

Aquatic Endowment \$151,693.82 -.094% YTD

Aquatic Plant \$269,591.01 -2.11% YTD




AQUATIC ENDOWMENT

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

Account Balance Available Cash
\$151,648.49 \$5,909.94

My Portfolio Actual Allocation



Asset Class	Percentage	Market Value
 Cash Equivalents	3.90%	5,910
 Equities	3.95%	5,987
 Fixed Income Securities	45.47%	68,955
 Mutual Funds	46.68%	70,796
Portfolio Total	100.00%	151,648

AQUATIC PLANT

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

Account Balance Available Cash
\$269,518.72 \$13,001.84

My Portfolio Actual Allocation



Asset Class	Percentage	Market Value
 Cash Equivalents	4.82%	13,002
 Equities	17.89%	48,220
 Mutual Funds	31.09%	83,786
 Fixed Income Securities	46.20%	124,511
Portfolio Total	100.00%	269,519

AQUATIC PLANT

Performance Report

Jan 2020 - Jun 2020

Asset Class: Account

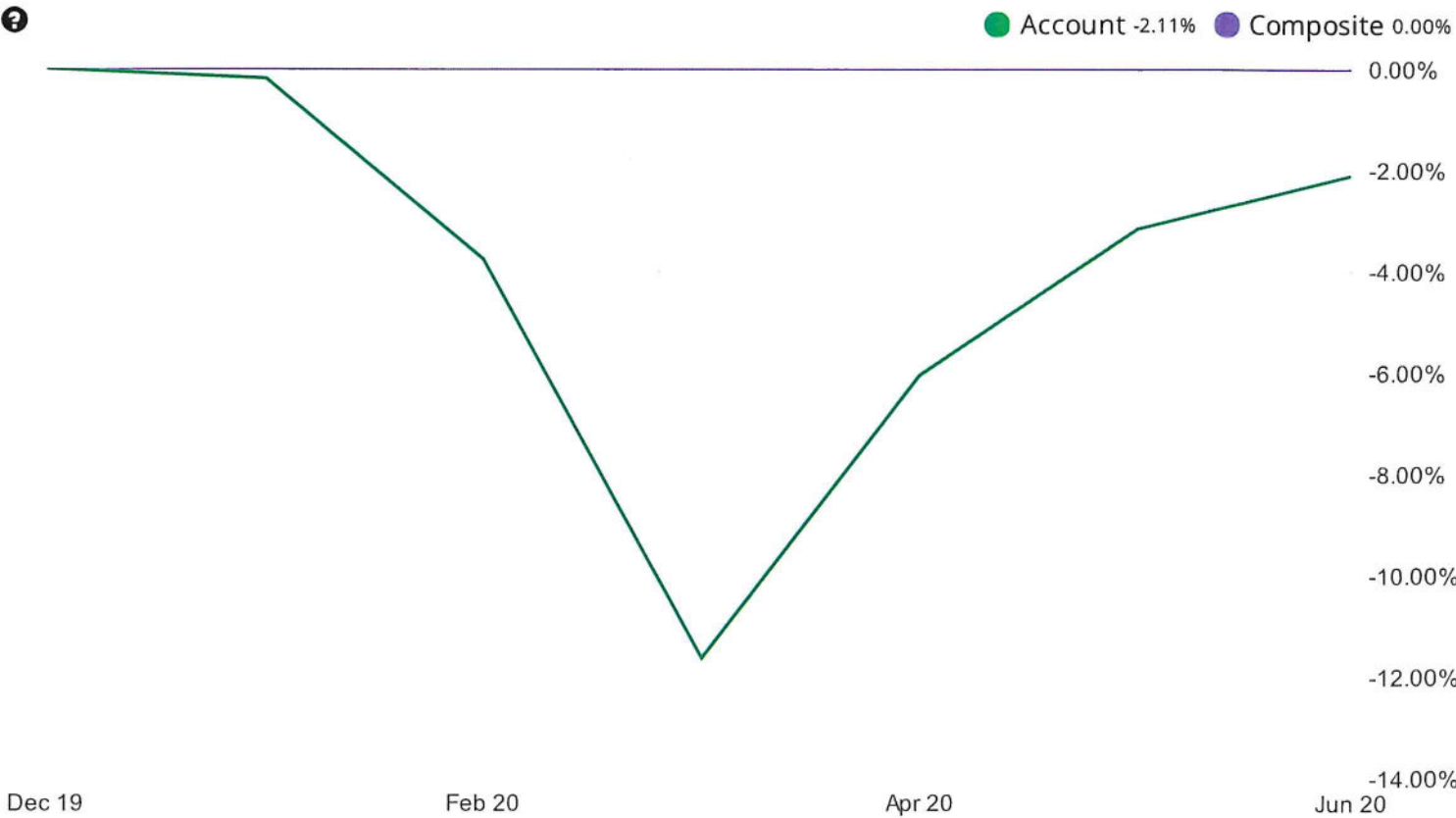
Returns

Total Account
-2.11%

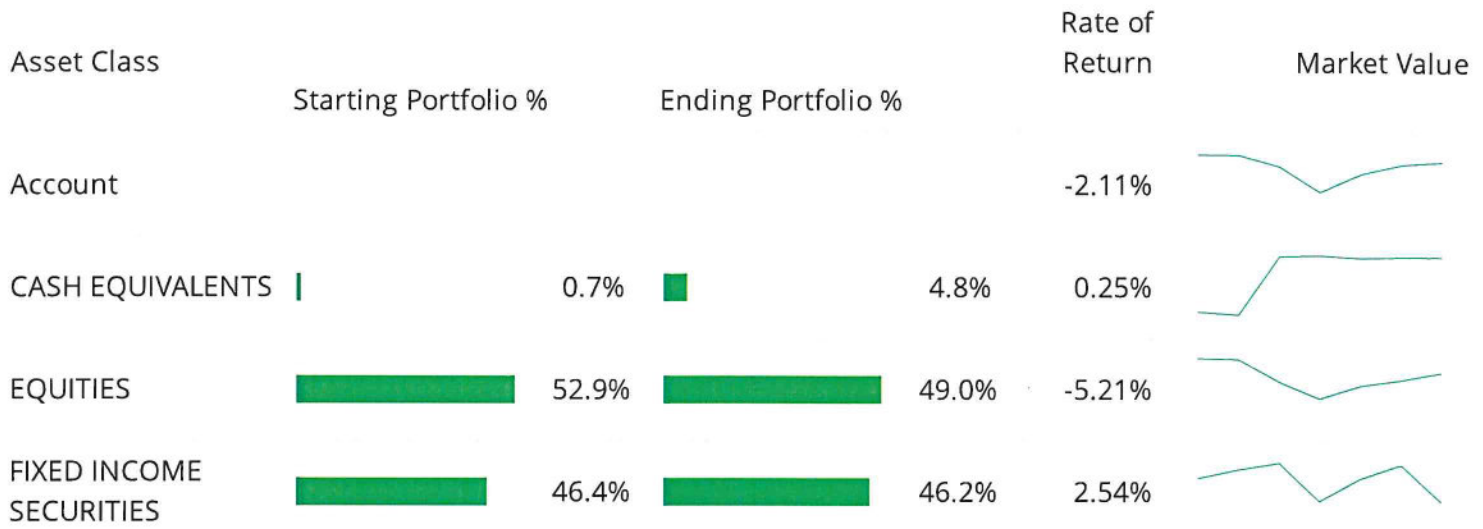
Composite Index
0.00%

Account Performance

Beginning MV (1/1/2020)	\$275,412.37
Net Change	0.00
Additions	0.00
Subtractions	0.00
Ending MV (6/30/2020)	\$269,591.01
Net Change in MV	-\$5,821.36



Market Value Growth Over Time



AQUATIC ENDOWMENT

Performance Report

Jan 2020 - Jun 2020

Asset Class: Account

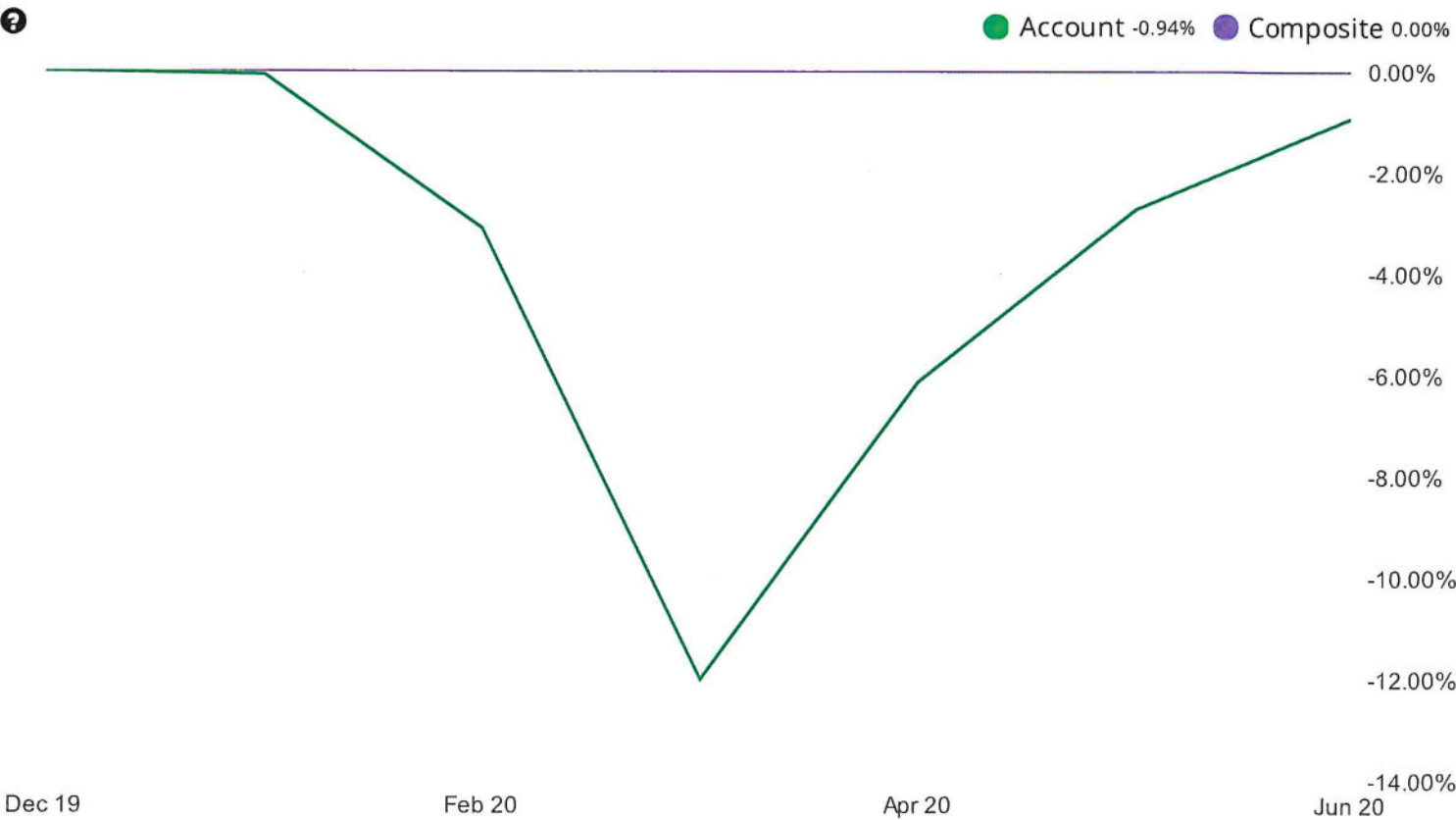
Returns

Total Account
-0.94%











Composite Index
0.00%

Account Performance

Beginning MV (1/1/2020)	\$153,121.24
Net Change	0.00
Additions	0.00
Subtractions	0.00
Ending MV (6/30/2020)	\$151,693.82
Net Change in MV	-\$1,427.42



Market Value Growth Over Time

Asset Class	Starting Portfolio %		Ending Portfolio %		Rate of Return	Market Value
Account					-0.94%	
CASH EQUIVALENTS		1.4%		3.9%	0.25%	
EQUITIES		50.9%		50.6%	-3.24%	
FIXED INCOME SECURITIES		47.8%		45.5%	2.49%	

APMS Legislative Report – July 2020

Glyphosate

- Bayer announced a \$10.9 billion settlement of most Roundup litigation (~100,000 lawsuits)
 - “Bayer will pay more than \$10 billion to end tens of thousands of lawsuits filed over its Roundup weedkiller, the company announced Wednesday. The settlement also resolves many other cases over the herbicide dicamba as well as water contaminated with toxic chemicals called PCBs.”
 - <https://www.npr.org/2020/06/24/882949098/bayer-to-pay-more-than-10-billion-to-resolve-roundup-cancer-lawsuits>
- However, the settlement is now under review
 - “‘The Court is skeptical of the propriety and fairness of the proposed settlement, and is tentatively inclined to deny the motion,’ Judge Vince Chhabria said in a filing with the United States District Court, Northern District of California.”
 - <https://geneticliteracyproject.org/2020/07/08/will-the-bayer-glyphosate-settlement-fall-apart-judge-says-he-may-reject-10-9-billion-monsanto-roundup-agreement-saying-future-plaintiffs-might-be-hurt/>
 - Likely, Bayer will revise a portion of the settlement
 - <https://www.detroitnews.com/story/business/2020/07/08/bayer-alter-plan-handling-future-roundup-cancer-suits/112114130/>
- Also in California, a federal judge says Prop 65 cancer warning for glyphosate is unconstitutional
 - “U.S. District Judge William B. Shubb (Eastern District of California) granted summary judgment in favor of Plaintiffs Monsanto Company and a number of farming groups and associations; denied a competing motion for summary judgment filed by California Attorney General Xavier Becerra; and entered a permanent injunction barring enforcement against Plaintiffs of the Proposition 65 (Prop. 65) cancer warning requirements for glyphosate.”
 - <https://www.natlawreview.com/article/california-federal-judge-enters-permanent-injunction-barring-enforcement-prop-65>
- Roundup cancer attorney pleads guilty to extortion
 - <https://usrtk.org/monsanto-roundup-trial-tacker/roundup-cancer-patients-attorney-pleads-guilty-to-extortion-attempt/>

Aminopyralid and Clopyralid

- Ongoing compost residue issues have some organizations pushing EPA for registration changes
- Clopyralid is up for reregistration and could have new restrictions added to label

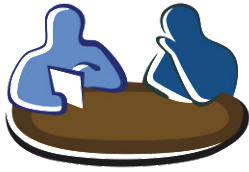
Dicamba

- Bayer settles dicamba drift lawsuits
 - “Bayer will pay up to \$400 million to resolve the multi-district litigation pending in the U.S. District Court for the Eastern District of Missouri and claims to soybean producers and certain producers of other crops who suffered dicamba damage from dicamba sprayed over-the-top of dicamba-tolerant soybeans or cotton from 2015 through 2020.”

- <https://www.cottongrower.com/protect-the-tech/bayer-settles-dicamba-drift-lawsuits/>
- The legal status of dicamba for application to soybeans and cotton is uncertain
 - <https://www.dtnpf.com/agriculture/web/ag/crops/article/2020/06/04/know-legal-status-dicamba>

2,4-D and Paraquat

- “Parkinson's disease risk in Louisiana linked to use of two herbicides and a pesticide: study”
 - https://www.nola.com/news/environment/article_7a53fbea-bc9d-11ea-9646-4b4547067062.html



FLORIDA EVENT PLANNING & MEETING SERVICE

Board Report

Motion: The Meeting Planning Committee (Rob Richardson, Chair) motioned the Board to approve the Hyatt Regency, Indianapolis as the best option to hold the 2023 APMS Annual Meeting, pending Meeting Manager Bill Torres' results in negotiating the food and beverage costs. Lyn Gettys seconded the motion. The motion passed without dissenting vote.

Task: Bill Torres will contact the Hyatt Regency Indianapolis to negotiate the food and beverage cost for the 2023 APMS Annual Meeting.

STATUS: The Hyatt Regency Indianapolis agreed to allow APMS to use their 2020 menu prices for the food events at the APMS 2023 annual conference. In addition, the \$142.00 price per gallon for coffee was negotiated to \$80.00 per gallon.

Attached is a venue photo evaluation of the Hyatt Regency Indianapolis along with a draft contract for APMS 2023.

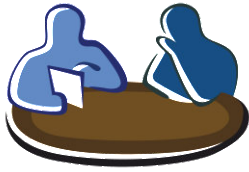
Motion: Ryan Wersal motioned the Board to direct Meeting Manager Bill Torres to negotiate with the conference hotels, moving the 2021 and 2022 Annual Meeting dates from the Sunday-Wednesday format to Monday-Thursday. Lyn Gettys seconded the motion. The motion passed without dissenting vote.

Task: Bill Torres will work with the New Orleans Hilton Riverside to move the 2021 Annual Meeting dates (at no cost to APMS) to Monday July 12 - Thursday, July 15; and work with the Hyatt Regency, Greenville, SC to move the 2022 Annual Meeting dates to Monday July 18 -Thursday July 21.

STATUS:

An addendum was signed on January 29, 2020 with the New Orleans Hilton Riverside changing the APMS 2021 annual conference dates to Monday, July 12, 2021 through Thursday, July 15, 2021.

An addendum was countersigned on February 12, 2020 with the Hyatt Regency Greenville changing the APMS 2022 annual conference dates to Monday, July 18, 2022 through Thursday July 21, 2022.



FLORIDA EVENT PLANNING & MEETING SERVICE

Board Report

Task: Bill Torres will work with the Hyatt Regency San Antonio Riverwalk Hotel to see what the cost savings would be to move the 2020 Annual Meeting President' Reception to an offsite venue.

STATUS: Located directly out the back door of the Hyatt Regency San Antonio on the Riverwalk is an off-site venue called the "MadDogs, British Pub" that has live music every evening and offers a package for \$27.95 that includes:

- Grilled Chicken Kabobs
- Chicken Tenders with Honey Dijon Sauce
- Ribeye Beef Kabobs
- Hot wings with Ranch, Celery & Carrots
- Angus Bacon Cheeseburger Sliders with Caramelized Onion Relish
- St. Louis Cut Pork Ribs w/Jamaican BBQ glaze
- Chips and Salsa

The Hyatt Regency San Antonio offers the following reception package for \$45.00 per person, plus 25% service charge = \$56.25 per person

Bordertown

- Shrimp Michelada Tostada *with Jalapeno Pickled Onions and Crushed Avocado*
- Chorizo Fundido, Totopos
- Chili Chicken Verde Tostada *with Micro Pico*
- Mini Brisket Sopas *with House BBQ, Queso Fresco*
- Pork Tamales *with Fire Roasted Salsa*
- Black Bean Empanadas *with Ranchero Sauce*
- Mini Flan
- Cinnamon Sugar Sopapillas

Hyatt Regency Indianapolis– Midwest 2023

HYATT REGENCY INDIANAPOLIS LOCATION



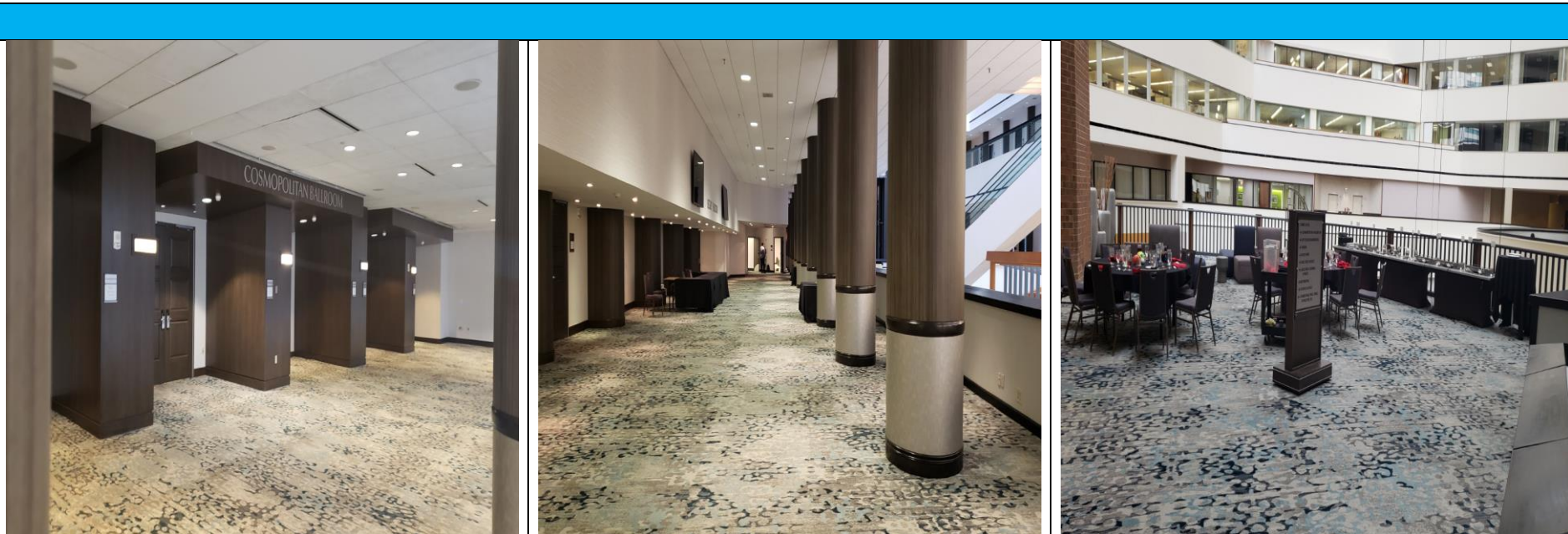
The Hyatt Regency Indianapolis located in downtown Indianapolis is conveniently located near the Convention Center, Lucas Oil Stadium, and the state capital. Downtown, or Mile Square, is a busy urban core with the grand Indiana State House at its center. Office towers surround Monument Circle, and the imposing War Memorial presides over several ceremonial lawns. Fans pack Old National Centre for live music or Bankers Life arena for basketball. Museums include the Eiteljorg, showing Native American art. In historic Lockerbie Square, streets are lined with Queen Anne homes. The Hyatt Regency is located 15 miles from the Indianapolis International Airport and a shuttle service is available for \$13.00 each way.

HOTEL LOBBY



The hotel lobby is spacious and modern, with plenty of seating areas as well as easy access to Starbucks and several restaurants located in the lobby. There are three spacious glass wall elevators that provide a view of the lobby and atrium of the hotel.

CONFERENCE REGISTRATION/ PRE-FUNCTION AREA



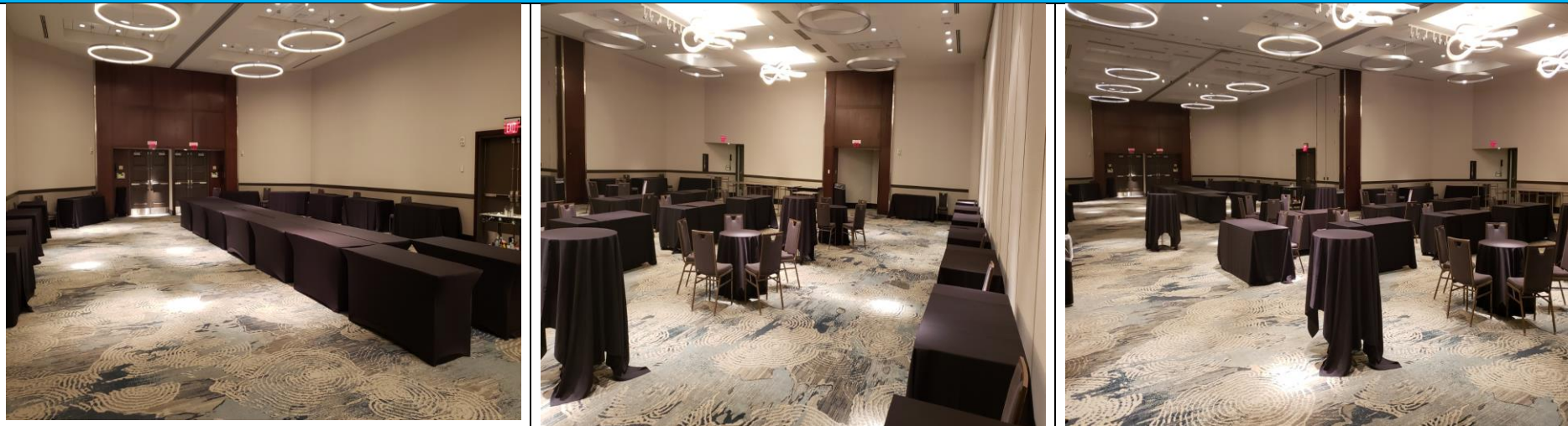
The pre-conference areas on both floors are spacious and provides easy access to the rest of the hotel's amenities. The second-floor pre-conference has easy access to the Skywalk that leads to the convention center and four level Circle Centre Mall. The third-floor pre-conference area provides a less travelled pre-conference area.

GENERAL SESSION



The Hyatt Regency Indianapolis has plenty of meeting space on the second and third floors. The Regency Ballroom on the second floor has fifteen-foot ceiling height while the Cosmopolitan Ballroom on the third floor has ten-foot six inch ceiling height. Both of these large ballrooms divide into several multiple sections allowing the general session and exhibit areas to be located on the same level and in close proximity of each other and additional break out rooms on both floors that can be used for private luncheons or office space.

EXHIBIT SPACE



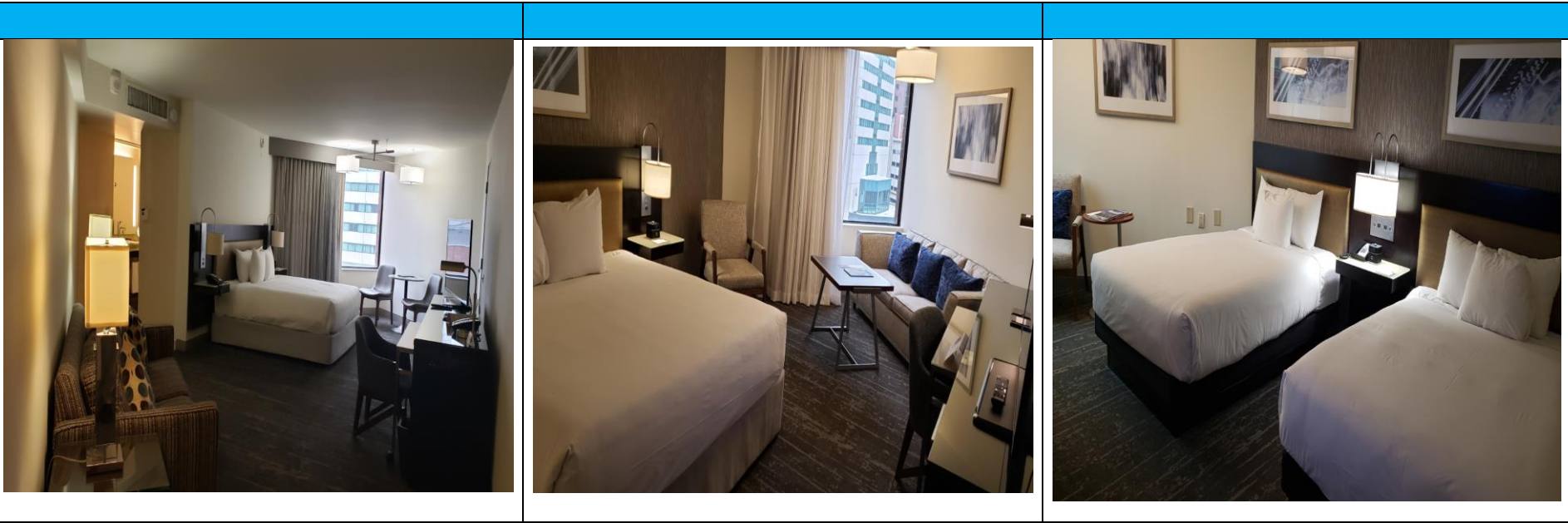
The Hyatt Regency Indianapolis offers a large exhibit area located directly next to the general session area. The exhibit area is an “L” shaped room that provides sufficient area for 30 exhibit tables, food and beverage stations and plenty of room left for attendees to visit exhibitors and meet with other attendees.

BREAK OUT ROOM/OFFICE



The Hyatt Regency Indianapolis offers several breakout rooms on both floors with a variety of sizes to accommodate any size meeting or food event. Breakout rooms are conveniently located near the general session, exhibit area and pre-conference area, allowing them to be used for storage and office space for APMS.

GUEST ROOM



Guest rooms are clean, comfortable, and equipped with all the necessities for an overnight stay with entry doors opening to the atrium.

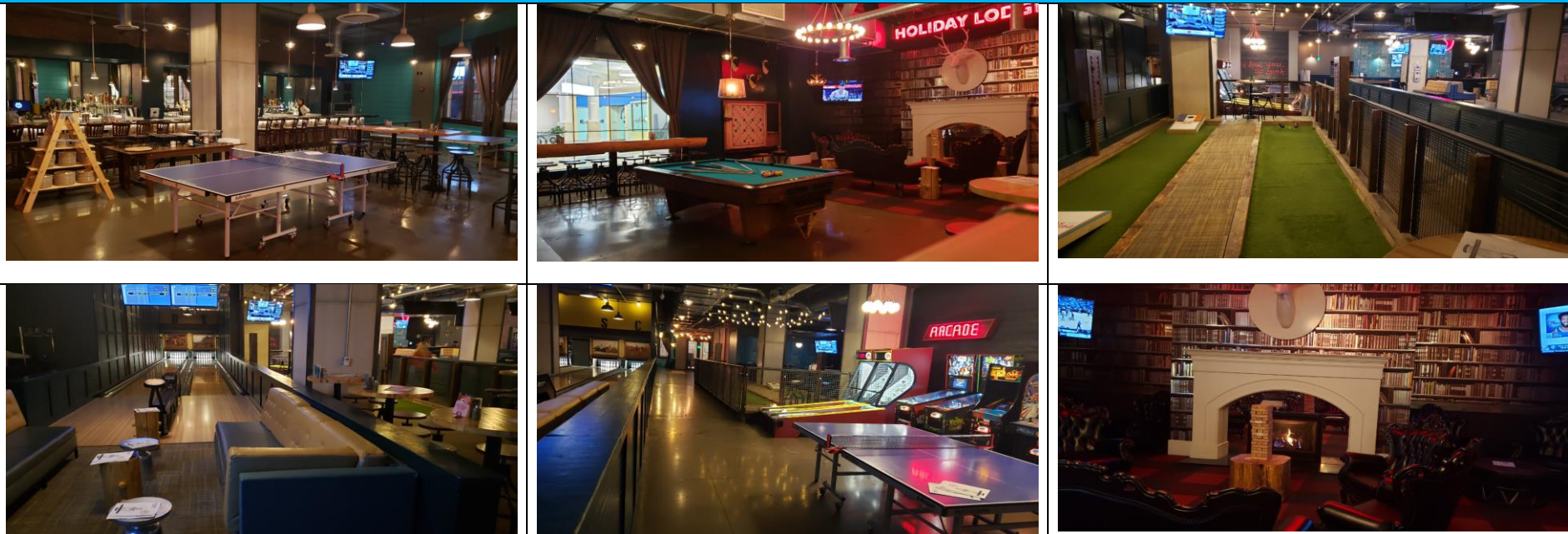
CIRCLE CENTRE MALL



Circle Centre Mall is in the heart of downtown Indianapolis, with four levels and features over 100 retailers. The center is also home to Regal Theaters and fifteen sit-down restaurants offering some of the city's best night experiences and has a food court for a quick dining. The Circle Centre Mall is a short walk via the Skywalk from the Hyatt Regency Indianapolis.

OFFSITE RECEPTION VENUE

Punch Bowl Social



Just a 5 minute walk from the Hyatt Regency Indianapolis is the Punch Bowl Social that offers a reserved area for a private social event/reception filled with activities, such as ping pong & pool tables, 2 lane bowling alley, mini arcade and plenty of space near a private bar for attendees to socialize. All the activities are exclusively for the use of the private event. This is just one of several off site venues that can be reserved for social events.

Commented [BT1]:



HYATT REGENCY INDIANAPOLIS
ONE SOUTH CAPITOL AVENUE

INDIANAPOLIS, IN 46204- US

Telephone: (317) 632-1234

Fax: (317) 616-6079

06/22/2020

GROUP CONTRACT

ALL RESERVATIONS AND AGREEMENTS are made upon, and are subject to, the rules and regulations of the Hotel and the following conditions:

Your program details outlined in this contract have been reserved on a first option tentative basis:

Name:	BILL TORRES	Offer Valid Through	07/31/20
Title:	MEETING PLANNER	Group Name:	AQUATIC PLANT MANAGEMENT SOCIETY 63RD ANNUAL
Company Name:	AQUATIC PLANT MANAGEMENT SOCIETY	Hotel Name:	HYATT REGENCY INDIANAPOLIS
Address:	7299 NW 71 ST STREET GAINESVILLE, FLORIDA 32653	Hotel Contact:	MELISSA HEBENSTREIT
E-Mail:	BILLT@FLEPMS.ORG	Title:	SENIOR SALES MANAGER
Phone:	(850) 519-4310	E-Mail:	MELISSA.HEBENSTREIT@HYATT.COM
Fax:		Phone:	(317) 616-6068
		Fax:	(317) 616-6079

GROUP'S FIRST OPTION DATE

Hotel agrees to hold the guest rooms and meeting event space listed in the Group Sales Agreement (the "Agreement") for the Event named above on a tentative basis until 07/31/2020. If this Agreement is not fully executed by Group and returned to Hotel, together with any required deposit, credit application or other materials by 07/31/2020, Hotel may release the guest rooms and/or meeting and event space. If, prior to Group's execution and return of this Agreement together with any other required materials, Hotel receives an alternate request for the Event guest rooms and/or meeting and event space, Hotel will notify Group and Group will have forty-eight (48) hours from Hotel's notification to return this signed Agreement together with any other required materials to Hotel.

GUEST ROOM COMMITMENT

The Hotel agrees that it will provide, and AQUATIC PLANT MANAGEMENT SOCIETY (Group) agrees that it will be responsible for utilizing, 520 room nights (527 units) in the pattern set forth below (such number and such pattern, the "Room Night Commitment"):

Date	Day	One-Bedroom Deluxe Suite	Corner King	Capitol View King	Prevailing Federal Per Diem	Standard Run of House	Daily Contracted Guest Room Block
22 Jul 2023	Saturday	1 (2 units)	6	7	0	7	21 (22 units)
23 Jul 2023	Sunday	1 (2 units)	6	7	0	31	45 (46 units)
24 Jul 2023	Monday	1 (2 units)	6	7	8	108	130 (131 units)

Client Initials _____

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Date	Day	One-Bedroom Deluxe Suite	Corner King	Capitol View King	Prevailing Federal Per Diem	Standard Run of House	Daily Contracted Guest Room Block
25 Jul 2023	Tuesday	1 (2 units)	6	7	8	108	130 (131 units)
26 Jul 2023	Wednesday	1 (2 units)	6	7	8	108	130 (131 units)
27 Jul 2023	Thursday	1 (2 units)	6	7	0	36	50 (51 units)
28 Jul 2023	Friday	1 (2 units)	6	7	0	0	14 (15 units)

Hotel room rates are subject to applicable state and local taxes (currently 17%)

Room	Single Rate	Double Rate	Triple Rate	Quad Rate
One-Bedroom Deluxe Suite	169.00	169.00	194.00	219.00
Corner King	169.00	169.00	194.00	219.00
Capitol View King	169.00	169.00	194.00	219.00
Prevailing Federal Per Diem*	128.00	128.00	153.00	178.00
Standard Run of House	169.00	169.00	194.00	219.00

**Should 2023 per diem rate change, effective October 1, 2022, the Hotel will prepare an addendum to revise the Room Rates in this Contract to the new prevailing government per diem rates.*

It is understood that during the dates of the Agreement, the Group will be guaranteed the lowest group rate in-house for like programs with a similar stay pattern excluding previously negotiated volume corporate business and/or government accounts, crew rooms or similar agreements. Hotel shall not offer a rate lower than the Group's negotiated rate for any accommodations during the Group's scheduled dates unless such lower rates have restrictions such as pre-payment or no cancellation penalties. The foregoing clause shall not apply to rates contracted with the Hotel prior to the date of this contract being countersigned by both parties. If a lower rate (without restrictions) for accommodations over Group's date is found, this rate will apply to all rooms used by Group's attendees on such dates as listed above.

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COMMISSION

The guestroom rates for the Group quoted by the Hotel shall be commissionable to FL EVENT PLANNING AND MEETING SERVICE as agent of record for Group. Commissions shall be paid at the rate of **Seven percent (7%) of the guest room rate for all rooms actually used and paid for by the Group over the meeting dates. Said commissions shall be paid to FL EVENT PLANNING AND MEETING SERVICE, no later than thirty (30) days after the payment in full of the Master Account.**

Commissions will not be paid upon the amount of any liquidated damages collected by Hotel.

AGENCY

Client Initials _____

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Group is being represented by Agent who is Group's sole agent for the Event. Group acknowledges that Agent has complete authority to represent Group in all matters arising under this Agreement. Group acknowledges and agrees that Hotel may act in accordance with the directions given by Agent consistent with this Agreement and that Group will be bound by the agreements made by Agent and will pay all fees, charges, costs and expenses due and owing Hotel in accordance with any such agreements. Agent is the agent of Group and not of Hotel. In the event questions arise over amounts paid or payable to Agent under this Agreement, Hotel will abide by the requests or decisions of Group (including, without limitation, providing Group copies of this Agreement and other Event materials). In no event shall Hotel be liable to Agent if Group terminates Agent as its agent. Group hereby agrees to defend, indemnify and hold harmless Hotel from any liability arising out of Group's appointment or termination of Agent as its agent or Hotel's payment of amounts owed to agent.

METHOD OF RESERVATIONS

Reservations for the Event will be made by:

☐ **Individual Make Own Reservations.**

All reservations must be made, modified or canceled individually through Hotel's Reservation Department or by calling 317-632-1234 OR 800-233-1234 or by logging onto Hyatt.com and in each case referring to Group or Event name. Reservations must be made on or before the Cut-Off date specified below. Additionally, the Hotel reservations coordinator will e-mail the planner a URL link which may be shared with your attendees. A credit card number and expiration date is required to make a reservation.

Cancellations must be received no less than 48 hours prior to arrival or one night's room and tax will be charged to the credit card. Cancellations may be made through the web-based hotel reservation system or by calling the Hyatt toll free group reservations number 1-800-233-1234.

GUARANTEED RESERVATIONS

All reservations must be accompanied by a first night room deposit or guaranteed with a major credit card or by AQUATIC PLANT MANAGEMENT SOCIETY. Hotel will not hold any reservations unless secured by one of the above methods. Individual guest room cancellations will be accepted until 3:00PM, 48 hours prior to arrival without penalty. Otherwise individual guest room cancellations (or no-shows) will be assessed the first night's room and tax charged to the method of payment provided for the reservation.

CUTOFF DATE

Reservations by attendees must be received on or before 3:00pm, 06/23/2023 (the "Cutoff Date"). Hotel will review the reservation pickup for the Event, release the unreserved rooms for general sale, and determine whether it can accept reservations based on a space- and rate-available basis at the AQUATIC PLANT MANAGEMENT SOCIETY group rate after this date. Release of rooms for general sale following the Cutoff Date does not affect AQUATIC PLANT MANAGEMENT SOCIETY obligation, as discussed elsewhere in this Agreement, to utilize guest rooms.

CONTRACTED GUEST ROOM REVENUE COMMITMENT

Hotel is relying upon GROUP's use of the Room Night and Revenue Commitment. GROUP agrees that a loss will be incurred by Hotel if GROUP's actual usage is less than 80% of the Room Night and Revenue Commitment.

If GROUP's actual usage is less than 80% of the Room Night and Revenue Commitment, GROUP agrees to pay, as liquidated damages and not as a penalty, the difference between 80% of the Room Night and Revenue Commitment and GROUP's actual usage, multiplied by the average group room rate, plus applicable taxes.

Any occupied room booked outside the Group's room block, including rooms booked through an internet booking service, that is determined to be occupied by an individual or group with the purpose of participating in this event shall be credited to the Group's room night total.

Client Initials _____

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NO ROOM TRANSFER BY GUEST

AQUATIC PLANT MANAGEMENT SOCIETY also referred as GROUP in this agreement, agrees that neither GROUP nor attendees of the Event shall be permitted to assign any rights or obligations under this Group Sales Agreement, or to resell or otherwise transfer to persons not associated with GROUP reservations for guestrooms, meeting rooms or any other facilities made pursuant to this Group Sales Agreement.

SPECIAL CONCESSIONS

In the event that Group actualizes a minimum of 80% of its Contracted Guest Room Revenue Commitment, Hotel, as a special consideration to Group will offer the following:

- Complimentary standard guestroom Internet
- Rates available 3 days pre/post based on availability
- (8) Eight guestrooms at prevailing federal per diem rate for arrival Monday, July 24, 2023 and departure Thursday, July 27, 2023
- (1) One upgrade to a One-Bedroom Deluxe Suite at group rate of \$169.00 for arrival Saturday, July 22, 2023 and departure Saturday, July 29, 2023
- (5) Five Corner King upgrades at group rate of \$169.00 for arrival Saturday, July 22, 2023 and departure Saturday, July 29, 2023
- (1) One complimentary Corner King for Meeting Planner for arrival Saturday, July 22, 2023 and departure Saturday, July 29, 2023
- (7) Seven upgrades to Capitol View Kings at group rate of \$169.00 for arrival Saturday, July 22, 2023 and departure Saturday, July 29, 2023
- Complimentary meeting space with \$35,000 Food and Beverage minimum
- Banquet menu prices locked in at 2020 pricing
- Gallon of coffee at discounted rate of \$80.00++
- (30) Thirty complimentary exhibit tables
- Complimentary easels based on Hotel availability
- Complimentary standard Internet in Exhibit Space and Registration with PSAV as sole audiovisual provider
- Complimentary Board Meeting space for 15 people during pre-conference weekend in January 2023 based upon a mutually agreed upon date with a room rate of \$149
- Double World of Hyatt points awarded to Florida Event Planning & Meeting Service ("Meeting Planner") (Hyatt Gold Passport Number: **513769195G**) ~~account of choice~~, maximum of **5**100,000 points

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COMPLIMENTARY ROOMS

Hotel will provide Group with one (1) complimentary room for every forty (40) revenue-producing guest rooms occupied by Group on a cumulative basis over the Official Event Dates. The number of complimentary rooms provided to Group shall be determined by adding together the total actualized room nights per night of consecutive night stays over the Official Event Dates and dividing the total by forty (40). The number of actualized room nights credited toward Group's complimentary room shall be determined in accordance with the following table:

- | | |
|--------------------------------|--------------|
| • Run of House | 1 comp unit |
| • Corner King Upgrade | 2 comp units |
| • One Bedroom Deluxe Suite | 4 comp units |
| • Two Bedroom Deluxe Suite | 5 comp units |
| • One Bedroom Governors Suite | 6 comp units |
| • Two Bedroom Governor's Suite | 8 comp units |

METHOD OF PAYMENT

Reservations will be covered by the following method. Please indicate:

[] Room, Tax, Incidentals to Master (All Charges)

Client Initials _____

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- ☐ Room & Tax to Master, Incidentals Paid by Individual
☒ Room, Tax, Incidentals Paid by Individual (All Charges)
☐ Combination Billing, See Special Instructions

Individual Pay Own Charges

Individuals shall be responsible for their own guest room, tax and incidental charges and any other charges not authorized by Group to be billed to the Master Account. All charges incurred are to be paid upon checkout. The Master Account is limited to charges for the Meeting and Event Space Rental Fee, food & beverages, and other services requested by Group.

MASTER ACCOUNT

AQUATIC PLANT MANAGEMENT SOCIETY has indicated that it has elected to use the following form of payment:

- ☐ Cash, with Credit Card Authorization for backup
☐ Credit card (We accept all major credit cards)
☐ Company check or Electronic Funds Transfer
☒ Direct billing pending with (60) day credit evaluation

A valid credit card authorization form must be submitted with signed contract. In the unlikely event the card would be declined, another method of payment must be received at that time.

MASTER ACCOUNT

Hotel must be notified in writing at least 30 days prior to arrival of the authorized signatories and the charges that are to be posted to the Master Account. Any cancellation or attrition fees will be billed to the Master Account.

METHOD OF PAYMENT (DIRECT BILL APPLICANTS ONLY):

The method of payment of the Master Account will be established upon approval of Group's credit. If credit is approved, the outstanding balance of the Group Master Account (less any advance deposits and exclusive of disputed charges) will be due and payable thirty (30) days upon receipt after each event.

If credit is approved for an amount less than the total estimated charges, an advance deposit schedule will be required. The credit amount authorized is to be determined by the Hotel at its reasonable discretion. In any case, the required deposit is ten percent (10%) for \$100,000.00 minimum spend or twenty percent (20%) \$200,000.00 minimum spend. This deposit is due along with the signed contract.

In the event that credit is not approved, Group agrees to pay an advance deposit in an amount to be determined by the Hotel at its reasonable discretion, not to exceed twenty-five (25) percent of the anticipated total food and beverage revenue, and no sooner than ninety (90) days prior to Event, with the full amount due seven (7) days prior to the start of the Group's event.

DEPOSIT SCHEDULE:

Group agrees to pay a non-refundable advance deposit in the amount of **10% of the estimated on July 22, 2021 charge upon signing contract**. In the event the Hotel does not receive such deposit, the Hotel shall have the option of releasing your space by providing you with written notice, and you will remain liable for any cancellation and other similar charges provided in this Agreement.

The following payment schedule has been agreed upon:

Deposit	Date Due	Amount	Method of Payment
Initial Deposit 10%	CONTRACT SIGNATURE DATE JULY 22, 2021	10% OF ESTIMATED CHARGES = \$3,500.00	Credit Card

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Client Initials _____

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2 nd Deposit Balance of estimate	7 DAYS PRIOR TO EVENT, WITH ANY ADDITIONAL CHARGES COLLECTED AT THE CONCLUSION OF THE EVENT	REMAINING BALANCE OF TOTAL BILL	CC on File
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~~Any missed payments will result in a release of the program and forfeiture of advanced deposits.~~ If correspondence from the Hotel is necessary regarding past due payment, upon receipt of such correspondence, Hotel will grant a 48-hour grace period for payment based on the business week. If payment is not received, space will be released by close of business on that day. All correspondence will be in written form. Please refer to above for scheduled payments.

~~A 20% contingency fee will be charged to the method of payment on file to cover the costs of any miscellaneous fees and any day of charges. If unnecessary, this amount will be refunded to the method of payment when the account is closed through the hotel's accounting department.~~

CONTRACTED FOOD & BEVERAGE MINIMUM REVENUE COMMITMENT

Based on the approximate number of guests set forth below, a food and beverage minimum of \$35,000.00 (Exclusive of taxes and administrative fees) in combined banquet food, and hosted food and beverage will be spent at your function. This minimum does not include guestroom charges, administrative fees, tax, labor charges, audio-visual charges, or any other miscellaneous charges incurred. Additionally, private events held in Hotel outlets such as The Eagle's Nest Restaurant, fat Rooster Diner or Level One do not count toward this minimum and will often have separate minimum revenue commitments. Should your final count drop below the approximate number of guests listed above, we will be happy to advise you on additional alternatives in food and beverage which will bring you back up to the agreed upon minimum revenue figures for your function. Per the terms of the signed sales agreement, the Group will be responsible for the difference between the contracted Food and Beverage minimum and actualized Food and Beverage consumption, plus any applicable taxes.

FUNCTION INFORMATION AGENDA/EVENT AGENDA

Based on the requirements outlined by AQUATIC PLANT MANAGEMENT SOCIETY, the Hotel has reserved the function space set forth on the below Function Information Agenda/Event Agenda.

Day	Date	Start Time	End Time	Event	Ppl.	Setup	Event Room	Room Rental
Mon	07/24/23	07:30 AM	05:00 PM	BOARD MEETING	20	CONFERENCE	NETWORK	Complimentary with achieved F&B minimum
Mon	07/24/23	08:00 AM	05:00 PM	SPEAKER ROOM	5	OTHER	CONCEPT A	Complimentary with achieved F&B minimum
Mon	07/24/23	08:00 AM	05:00 PM	OFFICE	5	OTHER	DIRECTORS ONE	Complimentary with achieved F&B minimum
Mon	07/24/23	08:00 AM	05:00 PM	REGISTRATION	2	REGISTRATION	REGENCY A-D FOYER	Complimentary with achieved F&B minimum
Mon	07/24/23	08:00 AM	05:00 PM	EXHIBITS	0	TABLETOP EXHIBITS	REGENCY BALLROOM C-F COSMOPOLITAN BALLROOM	Complimentary with achieved F&B minimum
Mon	07/24/23	08:00 AM	11:00 PM	STORAGE	2	OTHER	DIRECTORS TWO	Complimentary with achieved F&B minimum
Mon	07/24/23	07:00 PM	09:00 PM	PRESIDENTIAL RECEPTION	125	RECEPTION	NETWORK	Complimentary with achieved F&B minimum
Tue	07/25/23	08:00 AM	05:00 PM	SPEAKER ROOM	5	OTHER	CONCEPT A	Complimentary with achieved F&B minimum

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Tue	07/25/23	08:00 AM	05:00 PM	OFFICE	5	OTHER	DIRECTORS ONE	Complimentary with achieved F&B minimum
Tue	07/25/23	08:00 AM	05:00 PM	REGISTRATION	2	REGISTRATION	REGENCY A-D FOYER	Complimentary with achieved F&B minimum
Tue	07/25/23	08:00 AM	05:00 PM	EXHIBITS	0	TABLETOP EXHIBITS	COSMOPOLITAN BALLROOM	Complimentary with achieved F&B minimum
Tue	07/25/23	08:00 AM	05:00 PM	GENERAL SESSION	160	SCHLRM-18 INCH TBLS & Theater	REGENCY BALLROOM A-B	Complimentary with achieved F&B minimum
Tue	07/25/23	08:00 AM	11:00 PM	STORAGE	2	OTHER	DIRECTORS TWO	Complimentary with achieved F&B minimum
Tue	07/25/23	11:30 AM	01:00 PM	REGIONAL CHAPTERS LUNCH	15 30	BANQT RND5 10	CONCEPT CD	Complimentary with achieved F&B minimum
Tue	07/25/23	11:30 AM	01:00 PM	STUDENT AFFAIRS LUNCH	30	BANQT RND5 10		
Tue	07/25/23	05:30 PM	07:00 PM	RECEPTION	150	RECEPTION	STUDIO LOUNGE	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	05:00 PM	SPEAKER ROOM	5	OTHER	CONCEPT A	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	05:00 PM	OFFICE	5	OTHER	DIRECTORS ONE	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	05:00 PM	REGISTRATION	2	REGISTRATION	REGENCY A-D FOYER	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	05:00 PM	EXHIBITS	0	TABLETOP EXHIBITS	REGENCY BALLROOM C-F COSMOPOLITAN BALLROOM	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	05:00 PM	GENERAL SESSION	160	SCHLRM-18 INCH TBLS	REGENCY BALLROOM A-B	Complimentary with achieved F&B minimum
Wed	07/26/23	08:00 AM	11:00 PM	STORAGE	2	OTHER	DIRECTORS TWO	Complimentary with achieved F&B minimum
Wed	07/26/23	11:30 AM	01:00 PM	WOMEN IN AQUATICS LUNCH	20	BANQT RND5 10	CONCEPT C	Complimentary with achieved F&B minimum
Wed	07/26/23	11:30 AM	01:00 PM	PAST PRESIDENT LUNCH	15	BANQT RND5 10	CONCEPT D	Complimentary with achieved F&B minimum
Wed	07/26/23	06:00 PM	07:00 PM	RECEPTION	140	RECEPTION	REGENCY A-D FOYER	Complimentary with achieved F&B minimum
Wed	07/26/23	07:00 PM	10:00 PM	AWARDS BANQUET	140	BANQT RND5 10	REGENCY EF	Complimentary with achieved F&B minimum
Thu	07/27/23	08:00 AM	12:00 PM	REGISTRATION	2	REGISTRATION	REGENCY A-D FOYER	Complimentary with achieved F&B minimum
Thu	07/27/23	08:00 AM	01:00 PM	EXHIBITS	0	TABLETOP EXHIBITS	REGENCY BALLROOM C-F COSMOPOLITAN BALLROOM	Complimentary with achieved F&B minimum
Thu	07/27/23	08:00 AM	01:00 PM	STORAGE	2	OTHER	DIRECTORS TWO	Complimentary with achieved F&B minimum

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Thu	07/27/23	08:00 AM	01:00 PM	GENERAL SESSION	160	SCHLRM-18 INCH TBLS & THEATER	REGENCY BALLROOM A-B	Complimentary with achieved F&B minimum
Thu	07/27/23	08:00 AM	05:00 PM	SPEAKER ROOM	5	OTHER	CONCEPT A	Complimentary with achieved F&B minimum
Thu	07/27/23	08:00 AM	05:00 PM	OFFICE	5	OTHER	DIRECTORS ONE	Complimentary with achieved F&B minimum
Thu	07/27/23	12:00 PM	04:00 PM	BOARD MEETING	25	CONFERENCE	NETWORK	Complimentary with achieved F&B minimum

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EVENT ROOM

The Hotel reserves the right to assign another room for the Customer's functions in the event the room originally designated for such function shall be unavailable or inappropriate, in the Hotel's sole opinion. If a change from the original room set-up is requested on the day of the function, an additional flat fee of \$250.00++ per room will be added to the banquet check.

Hotel may make reasonable substitutes to Function Space by notifying Group and upon written consent from the Group.

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The APMS 2023² Conference will NOT be voluntarily relocated to another property by the Hotel. This means that the Hotel must provide meeting rooms based on the contracted Event Space, taking into account any program changes submitted by the Group and approved by the Hotel after the contract is signed by both parties. The Hotel expressly agree that contracted Event Space at the Hotel is of the essence of the Agreement and a meeting room at another hotel, even within walking distance, is not an acceptable substitute and does not constitute full performance by the Hotel under the Agreement.

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BANQUET FOOD AND BEVERAGE

Final menu selections should be submitted 30 days prior to the function to ensure the availability of the desired menu items. Food and beverage prices are subject to change and will be confirmed at that time. All food and beverages are subject to a taxable Administrative Fee, which are currently 25% and 9% tax.

CANCELLATION POLICY

The Group may cancel this contract without cause at any time prior to the event by paying to the Hotel liquidated damages (agreed not to constitute a penalty) based on the following scale:

Date of Hotel's Receipt of Cancellation Notice*	Percentage of Total Minimum Anticipated Revenue Owed	Amount of Cancellation Damages Owed
Cancellation between date of signing and 730 days in advance of arrival date	0%	\$0.00
	25% =	\$30,474.00

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Cancellation between 729 days and 190 days in advance of arrival date		
Cancellation between 189 days and 120 days in advance of arrival date	50% =	\$60,948.00
Cancellation between 119 days and 90 days in advance of arrival date	75% =	\$91,422.00
Cancellation 89 day or less in advance of arrival date for	100% =	\$121,896.00

Cancellations made under this provision shall be made by the Group to the Hotel by written notice and payment of the liquidated damages due at that time.

Failure to remit payment when due will result in Group's cancellation of this Agreement and Group shall be liable for the Cancellation Fee as set forth herein.

~~The Hotel agrees to provide the Aquatic Plant Management Society (Group) with written notice of any decision to cancel agreement within five (5) days of such decision. The Hotel agrees that cancellation of this commitment would constitute a breach of the Hotel's obligation to the Group and the Group would be harmed. It is further agreed that it would be difficult to determine the Group's actual harm and the chart below reasonably estimates the Group's harm for a cancellation. The Hotel agrees to pay the Group, within thirty (30) days after any Cancellation, as liquidated damages and not as a penalty, the amount listed in the Chart below. Date of Decision to Cancel Amount of Liquidated Damages Due.~~

~~-
From 0-90 days prior to July 23, 2023 = \$25,000.00
-
From 91-180 days prior to July 23, 2023 = \$15,000.00
-
More than 180 days prior to July 23, 2023 = \$10,000.00~~

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LIQUOR LICENSE

AQUATIC PLANT MANAGEMENT SOCIETY understands that Hotel's liquor license requires that beverages only be dispensed by Hotel employees or bartenders. Alcoholic beverage service may be denied to those guests who appear to be intoxicated or are under age.

OUTSIDE FOOD AND BEVERAGE POLICY

All food and beverages served at functions associated with the Event must be provided, prepared, and served by Hotel, and must be consumed on Hotel premises.

ADMINISTRATIVE FEE AND TAXES

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All food and beverages are subject to a 14% non-taxable service charge and 11% taxable administrative fee. The administrative fee is for administration of the banquet, special event or package deal. The administrative fee is not purported to be a gratuity and will not be distributed as gratuities to the employees who provide service to the guests. The service charge will be distributed as a gratuity for those who provide service to the guests.

All audio-visuals, room rental/set-up and meeting room Internet fees are subject to a 25% taxable administrative fee. The administrative fee is for administration of the banquet, special event or package deal. The administrative fee is not purported to be a gratuity and will not be distributed as gratuities to the employees who provide service to the guests.

All applicable charges to include food and beverage are subject to a 9% state tax. Room rental/set up fees and audio visual are subject to a 7% sales tax. Administrative fees, gratuities and taxes are subject to change without notice.

GUARANTEE COUNTS

In arranging for private functions, the final attendance must be received by the Events Office no later than 11:00 a.m. three (3) working days prior to the commencement of the function. This number will be considered a guarantee, not subject to reduction, and charges will be made accordingly. If the guarantee is not received, the original expected or minimum amount will be used as the guarantee and the Hotel will prepare for the number of persons estimated on the contract. Charges will be based on the guarantee number or the served number, whichever is greater.

AUDIO/ VISUAL

Presentation Services Audio Visual (PSAV) is the Hyatt Regency Indianapolis Hotel's exclusive, in-house audiovisual partner. PSAV is located on site and provides a full staff and inventory for all your technology needs. PSAV's dedicated sales staff will assist in planning the technology aspects of your event and will provide a comprehensive quote upon request.

Please note that quotes provided by PSAV do not include, but are subject to, a 25% hotel administration Fee and a 7% tax on the Administration Fee. This fee will be included on your final invoice.

While PSAV is our preferred audiovisual partner, you have a choice of utilizing another audiovisual provider. To ensure that all outside AV contractors adhere to the Hyatt Regency Indianapolis Hotel standards of service a technology liaison from PSAV will be scheduled to oversee load-in and load-out for your chosen AV contractor. This service will be billed to your master account at the rate of \$100.00/hour for a minimum of 4 hours a day. Please notify your Hyatt Event Manager (primary group contact) upon selection of your audiovisual company.

OUTSIDE A/V PROVIDERS

Should your group decide to use an outside AV provider, your Catering/Convention Services Manager and PSAV must be notified in advance. The use of outside audio-visual providers will be subject to a one-time \$4,000.00 technical allocation fee. Equipment from outside vendors may not be connected to the in-house sound system; therefore, they must provide their own sound system.

No surcharge or service charge will be assessed to the Aquatic Plant Management Society Master Account for using their own **AV** equipment (e.g. Laptop, Projector, Printer, Confidence Monitor, VGA or HDMI Cords, etc.).

RELOCATION

In the event Hotel does not provide a guest room to an Event attendee with a confirmed reservation, and the Event attendee is in need of the guest room, Hotel shall use commercially reasonable efforts to: (i) relocate the displaced Event attendee to the closest comparable hotel (the "Alternate Hotel") for the nights Hotel is not able to provide the Event attendee a guest room; (ii) provide transportation to and from such Alternative Hotel for each

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night Hotel is not able to provide the Event attendee a guest room; and (iii) provide two (2) long distance telephone calls (not to exceed 10 minutes) for the Event attendee for each day Hotel is not able to provide the Event attendee a guest room, all in accordance with Hotel's relocation policy.

Any guest rooms relocated to an Alternate Hotel as set forth above will be credited to Group's Contracted Guest Room Revenue Commitment and complimentary guest room count, for such period as Hotel is unable to provide guest rooms to Event attendees. Relocated guest rooms will not be commissionable.

INTERNET

Standard wireless internet access is available in the Hotel guest rooms, lobby, restaurant and bar complimentary for one device. Premium internet is available for a \$5.00 upgrade per 24 hours for up to three devices. Overnight guest are able to access their guest room internet account in the lobby space, restaurant and bar of the Hotel. Guest not staying overnight may get a code from the front desk to gain access to wireless internet.

Wired and/or wireless internet access is available in all meeting rooms and meeting room foyers, fees apply. Meeting space internet access requires advanced coordination with Presentation Services Audio Visual. Pricing quotes are available based on the group's specific needs. For further information, please contact the Presentation Services Audio Visual Representative at 317 616 6032.

CONTINGENCY

Performance of the agreement is contingent upon the ability of the Hotel to complete same and is subject to labor, disputes, strikes or picketing, accidents, government (federal, state, local) requisitions, restrictions upon travel, transportation, food, beverage or supplies and other causes, whether enumerated herein or not, which are beyond the control of the Hotel. In no event shall the Hotel be liable for the loss of profit or other similar or dissimilar collateral of consequential damages, whether based on breach of contract, warranty or otherwise. In no event shall the Hotel's liability be in excess of the total amount of the food and beverages contracted heretofore.

GUEST AND EVENT PARKING

The Hyatt Regency Indianapolis has both valet and self-parking options available at the hotel. Day and overnight self-parking is available on an hourly basis currently \$38.00 for a 24 hour period and valet parking is available for \$37.00/day and \$48.00 overnight. These prices are subject to change. Valet charges can be applied to guest rooms with self-parking fees paid via a kiosk or at exit gates. Self-parking is subject to availability upon arrival with additional self-parking available in connected parking garages. Oversized trucks are subject to additional fees, the hotel does not have capacity for trailer parking on-site.

LIABILITY

The Customer agrees to be responsible for any damage done to the function rooms or any other part of the Hotel by the Customer, his guest, invitees, employees, independent contractors or other agents under the Customer's control. The Hotel will not assume or accept any responsibility for damage to or loss of any merchandise or articles left in the Hotel prior to, during or following the Customer's function.

SECURITY

Hyatt cannot be responsible for the safekeeping of equipment, displays, supplies, written materials, or other valuable item or items left in the meeting rooms, conference areas, public spaces, etc. by the group or its attendees. Accordingly, the group acknowledges that it will be responsible to provide security for any such above-mentioned items, and hereby assumes responsibility of loss thereof.

There are two (2) different options available:

1. Our Engineering Department can provide lockout services whereby all meeting room doors are disabled in a locked position except for one door. The remaining door is re-keyed and there is only one key made for the door, which is the key, given to the group. This service costs \$25.00 per door and \$25.00 to re-key the lock if the key is misplaced or lost. Hyatt Regency Indianapolis does not assume any liability for the

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contents of the room. Please note that this service is not recommended for rooms with movable walls unless the group is occupying the entire room.

2. The second option, which offers the most reliability, is to provide a dedicated security guard to secure and monitor the contents of the room at a separate cost to the group. The Hyatt Events Department can provide assistance in this area by arranging for security services for the group at hourly rates which vary depending upon the time of day. In most instances, there is a four (4) hour minimum. Please notify us thirty (30) days in advance in order to arrange for this service. Accordingly, you will be responsible to provide security for such material and hereby assume responsibility for any loss or damage. Any damage to the Hotel property by a subcontractor or third party organization working on behalf of the Group is the responsibility of the Group and not the Hotel. In no situations are security persons on the Hotel premises to be armed.

In-room safes that are able to hold a full size laptop computer are in each guest rooms and should be used by guest to secure valuable items.

PERMITS/LICENSES

In the event that the Customer's function requires a permit or license from any governing body, local, state or federal, the Customer is solely responsible for obtaining such license or permit at Customer's expense.

SIGNAGE

Organizational signage to be displayed in any pre-function or public area of the Hotel must have prior approval from the Events Department. All signage in any pre-function or public area must be professionally printed. No signs are allowed on the guest room levels, elevators, and Main Lobby areas of the Hotel or building exterior. Please note that signage in public areas must be free-standing (Easels) and not attached to walls. Signage inside of meeting rooms must not be permanently attached (Nails, Tacks, etc.) to the walls. Adhesive tape is allowed for hanging signage to meeting room walls. Hotel charges \$50.00 per banner to hang banners/signage inside or outside meeting rooms.

OUTSIDE VENDORS

If your group will be using outside vendors for your event, please note the Group is responsible for submitting an executed release of liability from each vendor or its third party representative in charge of providing services. The Outside vendor shall be fully responsible to pay for any and all damages to property owned by Hyatt (Hyatt Regency Indianapolis), its owners or managers that result from any act or omission of Outside Vendor. The Outside Vendor agrees to defend, indemnify and hold harmless, Hyatt (Hyatt Regency Indianapolis), its owners, managers, officers or directors, agents, employees, subsidiaries and affiliates, from any damages or charges resulting from Outside Vendors use of the property. The Outside Vendor's liability shall include all losses, costs, damages, or expenses arising from or out of or by reason of any accident or bodily injury or other occurrences to any person or persons, including the Outside Vendor, its agents, employees, and business invitees which arise from or out of the Outside Vendors occupancy and use of the exhibition premises, the Hotel or any part thereof. All deliveries and / or unloads of materials or exhibits must be unloaded at the loading dock only.

MEETING PACKAGES & DELIVERIES

Special arrangements must be made for receiving any equipment, goods, displays or other materials that will be sent, delivered or brought into the Hotel. Failure to do so may result in deliveries being refused or materials being unavailable when required. All deliveries regardless of size must be delivered or unloaded at the Hotel's loading dock. The Hotel's receiving entrance is open from 7:00a.m. to 4:00p.m., Monday through Friday. Any materials being sent to the Hotel must be marked as follows:

**Hyatt Regency Indianapolis
One South Capitol Ave
Indianapolis, IN 46204
Client Name / Exhibitor Name
Conference Name**

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C/O Name, Event Manager

Boxes should have a complete return address and be marked if there is more than 1 box, e.g., Box 1 of 2 and Box 2 of 2.

The Hotel does not accept any liability for equipment, goods, displays or other materials that arrive unmarked or fail to arrive at the Hotel. The Group is responsible for insuring its property for loss or damage. Please note the following charges relating to package deliveries and shipment from the Hotel:

- Pallets or Oversized Packages, Incoming and Outgoing \$200.00/ pallet
- Packages, Incoming and Outgoing (Up to 50 Pounds) \$5.00/box
- Packages, Incoming and Outgoing (50-100 pounds or more) \$10.00/box
- Envelopes, Incoming and Outgoing \$3.00/envelope

The Hotel allows boxes/packages to be shipped (3) three days prior to the event will be charged the same charges as noted above for packages. Outbound Shipping Request forms with payment instructions will be provided by the Hotel.

EXHIBITS / DISPLAYS

Should you require tables for displays or exhibits, the Hotel can provide (1) one draped table, (2) two chairs and (1) one wastebasket at \$40.00++/table. This charge will be reflected as Venue Rental on the final bill.

Presentation Services Audio Visual can provide audio and video equipment, along with internet and power at each exhibit. Please ask your Event Manager for pricing. Please be sure to inform all vendors and staff that all deliveries and / or unloads of materials or exhibits must be unloaded at the loading dock only. Attempts to unload at the front entrance the delivery will be stopped and directed to the loading dock.

PRIVACY POLICY

Hotel complies with the Global Privacy Policy for Guests which is available at <http://privacy.hyatt.com> (the "Privacy Policy"). Group shall make the guests of Group who stay at the Hotel ("Group's Guest") aware of the Privacy Policy. Group affirms to the Hotel that Group is entitled to disclose the personal information of the Group's Guests to the Hotel, and to receive personal information of the Group's Guests from the Hotel, as is necessary in connection with the Group Guest's stay at the Hotel.

EEO/AA OBLIGATIONS

Hyatt Regency Indianapolis is an equal opportunity employer and federal contractor or subcontractor. As applicable, the parties agree that they shall abide by the requirements of 41 CFR Section 60-1.4(a); 41 CFR Section 60-300.5(a); 41 CFR Section 60-741.5(a); and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements, and that these requirements are incorporated herein. These regulations require that covered prime contractors and subcontractors ensure nondiscrimination and take affirmative action in employment to employ and advance qualified individuals without regard to sex, gender identity, sexual orientation, race, color, religious creed, and national origin, physical or mental disability and protected veteran status.

CHANGES, ADDITIONS, STIPULATIONS, OR LINING OUT

Any changes, additions, stipulations or deletions including corrective lining out by either Hotel or AQUATIC PLANT MANAGEMENT SOCIE will not be considered agreed to or binding on the other unless such modifications have been initialed or otherwise approved in writing by the other.

LITIGATION EXPENSES

The parties agree that, in the event litigation relating to this Agreement is filed by either party, the non-prevailing party in such litigation will pay the prevailing party's costs resulting from the litigation, including reasonable attorneys' fees.

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WORLD OF HYATT

The World of Hyatt program offers benefits to members who plan qualifying meetings or other events at a participating Hyatt hotel or resort. Participation is governed by the World of Hyatt program terms, available at www.worldofhyatt.com/terms. If the event that is the subject of this agreement satisfies the requirements of a "Qualifying Event" (as defined in Appendix E of the World of Hyatt program terms), then, to receive any available benefits: (a) if you are an individual planner, you represent you have informed your company that you will be receiving the World Of Hyatt points to your individual account and you must associate your World of Hyatt membership number with the event prior to the execution of this agreement and/or (b) if you are a company or other entity, you must (i) be a party to this agreement and (ii) have a "Company Account" (as defined in Appendix E of the World of Hyatt program terms) and associate it with the event or must expressly request that the company be enrolled in the World of Hyatt program and request points *prior to execution of this agreement*. Hyatt will not retroactively credit you for any benefits you may have otherwise received if you fail to associate your World of Hyatt membership number with the event before the execution of this agreement.

NAME: Bill Torres

WORLD OF HYATT NUMBER: 513769195G

INDEMNIFICATION CLAUSE

Hotel agrees to defend, indemnify and hold Group harmless from and against all claims, costs, losses, expenses, damages, actions, causes of action, and/or liabilities, including reasonable attorneys' fees, arising out of or resulting from: (i) any negligent act undertaken or committed by Hotel pursuant to the performance of its obligations under this Agreement except to the extent such actions or liabilities are due to the misconduct or negligence of Group or its employees, attendees, agents or contractors; or (ii) any breach by Hotel of its obligations under the Sections of this Agreement titled "Compliance with Laws" or "Privacy of Personal Information."

Group agrees to defend, indemnify, and hold Hotel, the entity that owns the hotel, the entity that manages the hotel and their affiliates and each of their respective shareholders, members, directors, officers, managers, employees and representatives harmless from and against all claims, costs, losses, expenses, damages, actions, causes of action, and/or liabilities, including reasonable attorneys' fees, arising out of or resulting from: (i) any negligent act undertaken or committed by Group, its employees, invitees, attendees or any contractors hired or engaged by Group in connection with the performance of Group's obligations under this Agreement, except to the extent such actions or liabilities are due to the misconduct or negligence of Hotel; or (ii) any breach by Group of its obligations under the Sections of this Agreement titled "Compliance with Laws," "Privacy of Personal Information" or "Permits and Licenses."

The parties' obligations under this Section shall survive completion or earlier termination of this Agreement.

Hyatt Regency Indianapolis CATERING STANDARDS

GUARANTEED NUMBER OF ATTENDEES: Please notify our catering/conference planning department of the guaranteed attendance of your event at least 3 business days in advance of the event. If no guarantee is received, the Hotel will prepare and charge for the number of persons estimated from the banquet event order. The Hotel will be prepared to serve 3% over the final guarantee.

Final menu selections will be submitted 4 weeks prior to the event to ensure the availability of the desired menu items. Food prices are subject to change 30 days prior to the event.

A \$5.00 service fee per person will be added to buffet style dining for groups of 25 or less.

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No food or beverage of any kind will be permitted to be brought into any banquet or meeting room other than items purchased from Hotel.

Event guests will be admitted to the banquet room and expected to depart the banquet room at the time stated on the banquet event order.

Due to local and state health ordinances, unused food or beverage cannot be removed from the Hotel.

SIGNED BANQUET CHECKS: All banquet checks must be signed by the authorized signor, person in charge or by a designated representative at the completion of each event. Any discrepancies in counts or charges must be identified and resolved at that time.

The Hotel reserves the right to move functions/events to other meeting/banquet rooms other than those appearing on the catering contract.

Any items to be put on any meeting or lobby walls or any directional signs must be approved by the Hotel.

The customer is responsible for arrangements and all expenses of shipping materials, merchandise, exhibits or any other items to and from the Hotel. The Hotel must be notified in advance of shipping arrangements to ensure proper acceptance of the items arrival at the Hotel and shipping/storage fees will apply.

The Hotel and Catering Manager are not to be held responsible before, during or after the event for lost, stolen or damaged items left in the function space, regardless of whether the function space is secured by customer or Hotel.

The customer is responsible and shall reimburse the Hotel for any damage, loss of liability incurred by the Hotel by any of the customer's guests or any persons or organizations contracted to provide any service or goods before, during and after the event.

Payment in full is required before all catering events and a credit card must be on file to ensure payment for any additional charges incurred during an event.

Construction:

Hotel will promptly notify Group of any construction or remodeling to be performed in Hotel over the Event Dates other than routine maintenance and Hotel will use all commercially reasonable efforts to insure that any such occurrence will not materially interfere with Group's use of Hotel. Should construction or remodeling be mutually determined by Group and Hotel to materially interfere with Group's event, Group will have the right to terminate this Agreement without liability with written notice to Hotel as long as such notice is given within 30 days of Group's receipt of notice of such construction or remodeling.

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No additional charges not specified in this agreement will be incurred by Group for work performed and/or services provided without a written addendum signed by an authorized representative both parties.

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AGREEMENT

The agreement shall be considered accepted once both parties have signed below. It is our understanding that you are empowered by your organization to make these arrangements. A signature delivered by facsimile or electronic means will be considered binding for both parties.

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Upon signature by both parties, AQUATIC PLANT MANAGEMENT SOCIETY and the Hotel shall have agreed to and executed this Agreement by their authorized representatives as of the dates indicated below.

Date _____ Signature: _____
AQUATIC PLANT MANAGEMENT SOCIETY

Date _____ Signature: _____
Printed: MELISSA HEBENSTREIT
HYATT REGENCY INDIANAPOLIS

Client Initials _____

Regional Chapters Committee Report

Dear APMS Board of Directors,

We did not have our normal luncheon during the conference this year, because the conference did not happen due to the COVID-19 pandemic. I had intended to use the luncheon as an opportunity to discuss with the regional chapters the items that appear in this report. Thus, discussion with regional chapters on the issues described in this report will likely need to be initiated electronically.

Here, I first provide an update on tasks and motions from the last Board meeting that were relevant to this Committee. I follow that with other updates and ideas for this Committee for this Board to consider.

Task: Ryan Thum will send letters to Regional Chapter points-of-contact soliciting \$2,000 for 2020 toward the 2021-2022 MDN GSRG.

Several regional chapters contributed to the Michael D Netherland Graduate Student Research Grant fund this cycle. Some chapters did not contribute, and chapters varied in how much they contributed (between \$1,000 and the full requested amount of \$4,000; the latter covers two 2-year contributions of \$2,000). I did not follow up with (i.e., 'push') chapters that did not contribute. In my mind, the scholarship program is clearly an issue that requires attention, communication, and understanding among APMS and its regional chapters. I think that would be better done by a bona fide committee with several representative members than by an individual de facto Chair. Please see below for some specifically recommended feedback from regional chapters.

Task: Jeff Schardt will work with Craig Aguillard to revise the Operating Manual to include a form letter requesting the annual \$2,000 Regional Chapter contribution toward the MDN GSRG.

At the time of this writing, I do not have access to the updated Operating Manual. If this is complete, great. If a template is needed, I have included the letter that I sent to the regional chapters this year for use however the Board sees fit. I will note that in my request, I also requested suggested proposal reviewers for the grant.

Task: Amy Giannotti will share her Regional Chapter point-of-contact information for social media with Mark Heilman and Ryan Thum.

Amy did this, and I currently have a list of contacts for regional chapters. One challenge is maintaining the current contacts, as these change each year, and are off-cycle for when we change.

Motion: Amy Kay motioned the Board to amend Article XIII. Committees and Representatives, 14. Regional Chapters Committee to remove the requirement that the Vice President chairs the Committee (see below). Ryan Wersal seconded the motion. The motion passed without dissenting vote.

This year, we changed the rules regarding the Chair of this committee; the VP no longer has to serve as Chair of the Committee. The rationale behind this change is to that a Board or Society member can serve as Chair for longer than one year, which is what occurred by having the VP as Chair.

With the above change, this Committee should now form a more representative membership, and identify an individual that is likely to Chair the committee for longer than a year. To do this, I propose reaching out to all of the current regional chapter Presidents to request a volunteer from their Board or membership to serve on this Committee. I have not yet reached out to regional chapters to request this, because I wanted to give this Board an opportunity for input before doing that. If there is no objection to me reaching out for volunteers, I will do that as an immediate follow-up to our Board meeting.

Issues for the Regional Chapters Committee to consider when it is formed are:

- 1) Michael D Netherland Graduate Student Research Grant and similar grants by regional chapters
 - a. What influences whether and how much they contribute? Does this grant compete with or complement their individual scholarship programs?
 - b. Ideas on how to improve the MDN-GSRG (process or otherwise) to better serve or contribute to their regional chapter.
 - c. Information on the above could be obtained by electronic survey.
 - d. In addition to, or in lieu of, the above, these questions could be asked if any of our Board members are attending any regional chapter's Board meeting.
- 2) Ways that APMS can facilitate regional chapter activities (conferences, memberships, social media, etc.)
 - a. One idea has been a shared meeting service (e.g., Whova, etc.)
- 3) What factors would encourage regional chapter members to also be national APMS members

Another item that came up since the last Board meeting was regional chapter logos. Following the January Board meeting, we were seeking logos from each regional chapter to include on social media posts, as well as letterheads. Jeff and Amy G, do we have what we need from each chapter, or do we still need to request any?

Finally, I will remind the Board that we discussed last year the possibility of having a regional chapters retreat (per Lars Anderson's recommendation at the 2019 regional chapters' luncheon). I recommend that this committee – once formed – revisit this suggestion and determine whether, how, when, and where such a meeting should occur. If regional chapters is determined a priori to be an important part of the next Strategic Plan, then a representative from each regional chapter should be invited to participate in the strategic planning session (presumably, these would be the same people on the Regional Chapters Committee). The issue of a separate regional chapters workshop could be discussed as part of that gathering, or as a follow-up from that planning session.

Respectfully,



Ryan Thum

[REQUEST FOR CONTRIBUTIONS TO MICHAEL D NETHERLAND GRADUATE STUDENT RESEARCH GRANT]

January 28, 2020

Dear ...,

At the request of the APMS Board of Directors, I write to ask that you contribute to the Michael D. Netherland APMS Graduate Student Research Grant.

Student initiatives are among the most important core values of the Aquatic Plant Management Society. At the top of the list of student support programs is the Michael D. Netherland Graduate Student Research Grant offered by APMS in the area of aquatic plant and algae management and ecology. This academic grant is co-sponsored by APMS and the seven regional APMS chapters.

The APMS Graduate Student Research Grant was renamed in 2019 to honor the technical accomplishments and unique character of Dr. Michael D. Netherland. Mike had unrivaled passion for the science and practice of aquatic plant management. He studied all aspects of aquatic plant management including diverse collaborations examining basic biology, ecology, and genetics. Mike published high-impact applied studies including numerous papers in the *Journal of Aquatic Plant Management*. He was a phenomenal technical resource to public agencies and private management firms around the U.S. and the world. His research fundamentally improved control practices in all types of aquatic systems. He was actively involved in graduate education, and was a mentor for countless young scientists. More information about the grant, including a list of awardees, is available at <http://www.apms.org/society/graduate-student-research-grant/>.

We request that you help solicit applications the Michael D. Netherland APMS Graduate Student Research Grant through your Board of Directors and chapter activities. In addition, I ask you to reply to me with one or two suggested reviewers from your regional chapter. We hope that your advertisement of the grant, and participation in the review process, will ensure that the funded research is highly relevant to your Society's needs.

We request a contribution of \$2,000 from your regional chapter. Because the current grant is a two-year award cycle, we will request an additional \$2,000 next year.

Please send a check payable to The Aquatic Plant Management Society, Inc. to

c/o Mr. Jeremy Slade, APMS Treasurer
The Aquatic Plant Management Society, Inc.
7922 NW 71st Street
Gainesville, FL 32653

Thank you in advance for your contribution and continued support of this important research grant. One of the strategic goals of APMS is to offer this research grant every year, whereas it is currently offered every other year. Your continued support of this grant is essential for reaching that goal, and for keeping the science of aquatic plant management and biology on the cutting edge. We appreciate your historical support, and we will acknowledge your chapter's support at every opportunity.

If you have any questions, concerns, comments, or suggestions, you can contact me.

Sincerely,

Ryan A. Thum, PhD
Vice President, APMS
Assistant Professor, Montana State University

Chair – Mark Heilman

The following are the general 5-year strategic goals defined in 2017 during the last cycle of the strategic planning process:

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

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

Goal 3: Increase APMS membership and annual meeting participation.

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

These goals and their ongoing implementation have been generally integrated into activities of various standing APMS committees. In general, up until the disruption of COVID here in the first half of 2020, there was progress in many areas including financial planning, restarted social media activity, and plans for a variety of regional chapter and student initiatives - several of which are highlighted in other reports to the Board. However, the major disruption to the Society's conference and potential impacts to Society finances and other activities have functionally created some pause as all in the Society have sought to recalibrate to near-term dynamics associated with the pandemic.

As current chair of this committee, I recommend that Board put initial energy on assessing Treasurer and Finance Committee feedback on how current disruptions have and may continue to affect Society financial position and any notable adjustments that will be needed to short-term expenses and actions. When that near-term focus relative to Goal #1 above is addressed, there will be a clearer understanding of where near-term strategic focus/resourcing should be in other areas as we wrap up the last year of the current 5-year strategic cycle. Relative to membership, meeting, and student initiatives, online activities will presumably play a greater (possibly much greater) role. The ad hoc committee interactions noted in the Board book are one action in the evaluation of APMS online presence and new actions. I am confident that consideration of other committee and rep reports will further crystalize best directions for near-term strategic action.

Finally, it should be noted that initial plans for a new strategic planning effort should be prepared and discussed in 2021. The last full planning effort occurred in January 2017 so if 5-year timing is maintained and general approach is continued, an official planning effort should be conducted in association with the January 2022 APMS mid-year Director meeting with final preparatory activities selected during the July 2021 Director meetings. With the disruptions of COVID-19, it is possible that alternate timing or general approach to the planning could be considered to help the Society best adapt over the next few years.

STUDENT AFFAIRS COMMITTEE REPORT

Date: 26 June 2020

Committee: Samantha Sardes, Chair

Jens Beets, Student Director

Christopher Mudge

Brett Bultemeier

Leif Willey

Participants: N/A for 2020 meeting

Accommodations: N/A for 2020 meeting

Meet and Greet: N/A for 2020 meeting

Luncheon: N/A for 2020 meeting, We had Jeremy Slade and Dr. Erika Haug scheduled.

Judges: N/A for 2020 meeting, We had several people that agreed to judge for this year.

Tour:

-2019: Casey Williams had offered to host a repeat of the tour that was offered in 2013. He said when we are next back in San Antonio he is more than happy to do so again.

-2020: Dr. Mudge has reached out to the Louisiana Department of Wildlife & Fisheries and the USACE New Orleans District regarding the APMS 2021 student affairs tour and meeting. There are several water bodies infested with giant salvinia, water hyacinth, and other key invasive plants <2 hours from the New Orleans Riverside Hilton that have active plant manage activities. These agencies have offered support with boats and personnel to assist with a half/full-day tour, as well as setting up a site visit at the District office to discuss ongoing management efforts. Further details to follow.

Recommend digitization of webpage

Check into cost of doing so and make a recommendation

Website Committee Report (Brett Hartis, Amy Giannotti, Amy Ferriter, Jeff Schardt, Mark Heilman)

The Website Committee has completed several minor updates to the website since the midwinter board meeting. The majority of these have been cosmetic updates to webpages and updates/ cancellation notices regarding the annual meeting.

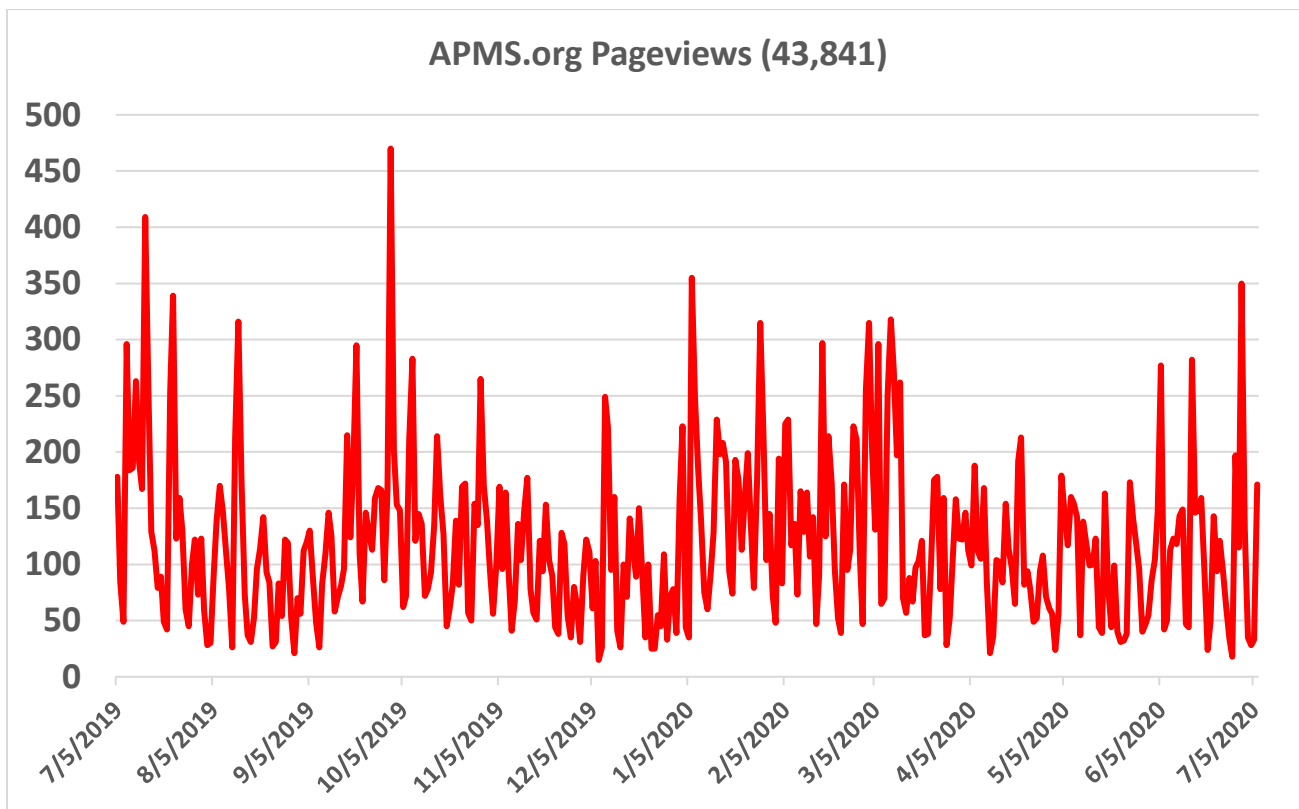
The committee has also noticed no apparent linkage from the main APMS website to the two main social media outlets of the society (Facebook and Instagram). The committee has contacted Apex to ensure that these frequently trafficked outlets are easily navigated to and from the website. Currently, only LinkedIn, twitter, and the APMS Blog are linked to the website. The blog has not been updated since 2017, which has been noted in previous board meetings. The committee suggests the removal of the blog. Content from Facebook and Instagram likely serve the same role as the blog at this point, thus removal is considered to be the best option.

The website committee has also discussed the aging state of the current website design. The website greatly lacks appealing visual such as photos and/or videos which are common on the web pages of similar organizations. Apex has expressed that a website redesign is needed to provide this functionality. The website committee has approached other societies, including regional chapters, about their use of both apex, other companies, or running their website internally. Some chapters are still using Apex and the design of their webpage is similar to that of APMS. Others, such as SCAPMS, are utilizing freely available software (iPower, Weebly) to update their websites and the content is quite impressive. The committee recognizes the time commitment required in updating/ monitoring the society's website, but recommends that the board consider other options in order to make the APMS website more appealing. This is especially true in a time when online content serves as the primary means for an organization to bring awareness to their mission. Thus, the committee recommends a redesign of the APMS website. If a volunteer(s) from within APMS can be retained to do that in house, then the committee recommends that the redesign be completed using freely available software. The committee can actively search for someone or multiple people to monitor the website, who would also serve on the website committee.

The website committee has also entertained the idea of including society sponsors on the website annually. Sponsorship provides for a large portion of funding to the society and inclusion on the website would add value to sponsorship.

Website diagnostics can be found below and will be discussed during the report.

Page	Pageviews	Unique Pageviews
TOTAL	43,841	30,268
/	11,650	9,320
/journals/	4,493	2,702
/member-login/	2,589	1,120
/annual-meeting/2020-annual-meeting/	1,472	1,057
/2019/01/journal-of-aquatic-plant-management-volume-57-2019/	1,131	728
/newsletters/	1,100	633
/2012/10/water-hyacinth-can-be-used-to-make-biodegradable-plastic/	1,013	895



July 8, 2020

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

From: Jeremy G. Slade

Subject: Report of the BASS Special Representative

Once again this year the Aquatic Plant Management Society (APMS) and the Aquatic Ecosystem Restoration Foundation (AERF) were invited to participate in the Conservation Summit hosted by Bass Angler Sportsman Society (BASS) at the 2020 Bassmaster's Classic held in Birmingham, Alabama March 6-8, 2020. Drs. Jason Ferrell and Brett Hartis gave excellent presentations that stimulated lots of conversation currently surrounding the topic of Aquatic Plant Management Methods and Perceptions. Below is an excerpt of the agenda and a follow up email from BASS National Conservation Director, Gene Gilliland, to Jeremy Slade, Carlton Layne, Jason Ferrell and Brett Hartis as representatives of APMS and AERF. Below the email from Gene are some links to APM pieces published online by the BASS Conservation group and professional angler, Chad Morgenthaler.



2020 B.A.S.S. CONSERVATION SUMMIT
Birmingham, AL– MARCH 6-8, 2020
Birmingham Jefferson Convention Complex

SATURDAY, MARCH 7th – BJCC South Meeting Room B

- 11:40 a.m. Aquatic Plant Management - Herbicides: Fact & Fiction - Jay Ferrell, Univ. of F Center for Aquatic & Invasive Plants
- 12:00 p.m. Discussion
- 12:20 p.m. Luncheon sponsored by Aquatic Ecosystem Restoration Foundation and the Aquatic Plant Management Society
- B.A.S.S Management - Chase Anderson and Bruce Akin
 - Social Aspects of Vegetation Management - Brett Hartis, Duke Energy

From: Gene Gilliland <ggilliland@bassmaster.com>
Fri 3/13/2020 2:40 PM

I wanted to send a note of thanks to you all for your support of the 2020 B.A.S.S. Conservation Summit that we hosted last weekend in Birmingham. □

By all measures this was one of, if not the best Summits we have had in over a decade. We had 97 attendees from 39 states - B.A.S.S. Nation Conservation Directors and state fishery administrators/biologists, speakers, sponsors and guests. The presentations made by our speakers were on point and help stir discussion. I will be sending a Dropbox link to all the attendees so they can see each presentation. We videoed everything and will be working with an editor to try and get those files archived so attendees can hear the talks and the discussion (fingers crossed on that since I'm certainly no tech wizard and I'm just hoping we captured something useful!)

Brett and Jay as speakers really added to the discussion of some complex issues and was invaluable to the meeting. Our facilitated session on Sunday really helped people see the differences in issues across the country, but we came to a consensus on the top priorities that the B.A.S.S. Nation and state agencies can work on together. We will be sending out a summary document once I consult with our facilitator to see what she thinks the best way is to convey that information.

I received many compliments from attendees who said they got something out of the meeting that they can take home and put to use right away. That's what I like to hear. And with several new B.A.S.S. Nation conservation directors in attendance, we were able to get them connected with their state fishery administrators/biologist to help get that all-important dialogue going. Robert Montgomery will be getting out a summary article for Bassmaster.com and had material for several articles that he can submit to BASSTimes over the next several months.

And lastly, I want you to know that we sincerely appreciate the financial support from AERF and APMS. The attendance far exceeded what we were originally planning and additional funding from sponsors allows us to put on these events at little or no cost to the attendees. We hope to continue that long-standing partnership in the future.

Thanks once again for your support of our B.A.S.S. Conservation efforts.

Gene Gilliland
B.A.S.S. Conservation Director
405.317.9488
ggilliland@bassmaster.com

Since the Classic, BASS has published a few pieces on APM on their conservation page.
<https://www.bassmaster.com/conservation-news/bass-convenes-summit-discuss-national-conservation-issues>
<https://www.bassmaster.com/conservation-news/are-florida-plant-managers-listening>
<https://www.bassmaster.com/chad-morgenthaller/don-t-think-about-spreading-invasives>
<https://www.bassmaster.com/chad-morgenthaller/grass-isn-t-always-greener>

Respectfully submitted,



Jeremy Slade



RISE Aquatics Committee 2020 Report – Sam Barrick

RISE (Responsible Industry for a Sound Environment) continues to advocate for the aquatic application of pesticide products and appreciates the close working relationship it has with the Aquatic Plant Management Society (APMS). The RISE Aquatics Committee, which includes representatives from APMS, meets quarterly and additionally as needed on priority issues to coordinate the industry's response to areas of concern.

Navigable Waters Protection Rule

The U.S. Environmental Protection Agency (EPA) and the U.S. Army Corps of Engineers (the Corps) issued the final Navigable Waters Protection Rule (NWPR) on April 21, 2020, which provides clarity on the jurisdiction of the Clean Water Act. The new rule replaces President Obama's Waters of the U.S. rule and took effect on June 22, 2020.

The NWPR incorporates the suggestions that RISE offered about regulating manmade water features and the role of states in regulating state waters. The new rule also makes it easier to understand which waterbodies are subject to federal regulation by including four simple categories of jurisdictional waters and providing clear exclusions for many water features that traditionally have not been regulated, such as artificial lakes, ponds and water storage reservoirs.

Army Corps of Engineers Appropriations

On March 17, 2020, Reps. Brian Mast (R-FL-18) and Greg Steube (R-FL-17) sent a letter to the House Appropriations Committee, Subcommittee on Energy and Water Development, and Related Agencies, requesting that language be included in the FY2021 appropriations bill to prohibit the use of "herbicide chemicals" as part of the U.S. Army Corps of Engineer Aquatic Plant Control Program. RISE coordinated outreach in response to the letter – including sending a RISE letter in response to the Mast/Steube letter, hosting meetings with key committee staff to educate them on aquatic plant management, and facilitating letters from the Florida Fertilizer & Agrichemical Association (FFAA) and the Florida Aquatic Plant Management Society (FAPMS) – to ensure appropriations bill language remains inclusive of herbicide use. RISE and its allies continue to monitor the FY2021 appropriations process.

Aquatic Applications in DHS/CISA Guidance

RISE worked with the Cybersecurity and Infrastructure Security Agency (CISA) at the Department of Homeland Security (DHS) on multiple versions of its *Guidance on the Essential Critical Infrastructure Workforce*. The guidance recognizes the essential value of pest control, landscaping, nursery and garden operations, and the protection of water infrastructure. While the guidance was not a federal mandate, many states looked to the guidance when determining which businesses could continue to operate under stay at home orders.

Communications Support

In 2020, RISE shared messaging regarding the benefits of the aquatic application of pesticides through multiple media releases, including:

- **January 29, 2020** – New Water Rule Gives Clarity for Essential Public Health and Safety Pesticide Applications
- **February 24, 2020** – RISE Promotes Integrated Approach to Manage Invasive Species
- **March 17, 2020** – World Water Day Underscores Need for Integrated Water Management
- **May 13, 2020** – RISE Highlights Benefits of Integrated Pest Management for Endangered Species Conservation
- **June 1, 2020** – Mosquito Prevention Before and After Hurricanes (*released jointly with the American Mosquito Control Association*)

All RISE media releases may be viewed online at www.pestfacts.org.

WSSA Report – July 2020

Current topics:

- Board meeting via zoom July 9 and 10
- WSSA is monitoring feasibility of 2021 meeting

Finances:

- Endowment balance: \$428,033
- General fund balance: \$1,293,565
- Weed bingo sales of \$1,360.44

Membership:

- Regular: 643
- Student: 135
- Overall: 1,047

WSSA meetings:

- Annual Meeting – 2020
 - Held in Maui, HI
 - Split Proceeds with WSWs - \$54,000 each
 - Very successful meeting
- 2021 San Antonio, Texas
 - Hyatt Regency San Antonio Riverwalk
 - February 15-19, 2021
 - See attached Aquatic Symposium Proposal, this was revised from 2020 submission
- 2022 Vancouver, Canada
 - Joint with CWSS
 - Sheraton Vancouver Wall Centre
 - February 21 – 24, 2022
- 2023 Arlington, VA
 - Joint with NEWSS?
 - Crystal Gateway Marriott
 - January 30 – February 2, 2023
- 2024 TBD
 - Joint with SWSS?
 - FL, TN, GA

WASHINGTON REPORT

July 9, 2020

Lee Van Wychen

2020 WOTUS Rule Published

On April 21, 2020, the EPA and the Army Corp of Engineers published their final Navigable Waters Protection Rule that defines which waters are “waters of the United States” (WOTUS). The 2020 WOTUS Rule represents the final version of the 2018 draft rule. The 2020 WOTUS Rule will go into effect nationwide on June 22, 2020, but 17 states and various environmental groups have already filed suit seeking to challenge the rule.

The 2020 WOTUS Rule seeks to provide certainty by explicitly describing those waters or features that it seeks to cover as well as those that are explicitly excluded. The following waters are explicitly covered by the 2020 WOTUS Rule:

- Territorial seas and traditional navigable waters,
- Perennial and intermittent tributaries to those waters,
- Lakes, ponds, and impoundments that contribute surface flow to territorial seas and traditional navigable waters, and
- Wetlands adjacent to jurisdictional waters.

The 2020 WOTUS Rule also explicitly excludes twelve categories of waters and features from the WOTUS definition, including the following:

- Groundwater, including groundwater drained through subsurface drainage systems,
- Ephemeral streams and features like swales, gullies, and pools that flow only in direct response to precipitation,
- Ditches, including agricultural ditches, that are not traditional navigable waters and are not constructed in adjacent wetlands and do not relocate a tributary of traditional navigable waters,
- Prior converted cropland, and
- Artificially irrigated areas that would revert to upland if artificial irrigation ceases.

When determining if a water body or feature meets one of the jurisdictional definitions or exclusions, federal agencies will consider the circumstances during a “typical year.” This definition will be important in determining the division between an ephemeral stream, which only flows due to precipitation, and a perennial or intermittent stream, which flows seasonally or annually. The 2020 WOTUS Rule defines a “typical year” to mean “when precipitation and other climatic variables are within the normal periodic range for the geographic area ... based on a rolling thirty-year period.”

Lastly, the explicit exclusion of groundwater is a noteworthy feature of the 2020 WOTUS Rule. Just two days after the 2020 WOTUS Rule was released, the U.S. Supreme Court ruled in *County*

of Maui v. Hawaii Wildlife Fund that discharges into groundwater may fall under the jurisdiction of the Clean Water Act (CWA) to the extent that they represent the “functional equivalent” of a discharge directly into navigable waters. That is to say, according to the Supreme Court, in at least some cases, groundwater will fall under the jurisdiction of the CWA, whereas the 2020 WOTUS Rule states that groundwater is completely excluded from CWA jurisdiction. This direct contradiction will need to be further addressed by the EPA and Army Corp of Engineers.

Harmful Algal Blooms Webinar Targets Capitol Hill and Federal Agency Staff

On June 8, Dr. Ken Wagner, Director of Water Resource Services, presented a webinar titled “Slowing the Spread of Harmful Algal Blooms.” Dr. Wagner has a distinguished career of service in water supply protection and lake management including leadership roles with the North American Lake Management Society (NALMS). His presentation summarized the science behind available management techniques – science that has been in large part driven by federal research funding. However, increasing HAB outbreaks in the United States, and globally, highlight the urgent need for continued federal research support and national-level coordination to address both short-term risks and long-term solutions for HABs.

The webinar was part of the [National Coalition for Food and Agricultural Research’s \(NCFAR\) Lunch~N~Learn Capitol Hill Seminar Series](#) that serves as a forum and a unified voice in support of sustaining and increasing public investment at the national level in food and agricultural research, extension and education. WSSA is a sponsor of the seminar series. I’d also like to thank Dr. Mark Heilman, APMS President, for his leadership in helping organize and coordinate the event as well as serving as the moderator. The webinar was well received and had 200 registrants. [Click here for the recorded webinar.](#)

Richardson Presents Webinar on Successful Aquatic Plant Management Strategies During National Invasive Species Awareness Week

“Slow the spread” is an unexpected catchphrase from this spring due to the global coronavirus pandemic and was the theme of [National Invasive Species Awareness Week \(NISAW\)](#) that occurred May 16 – 23, 2020. Dr. Rob Richardson, APMS Past President and chair of WSSA’s Noxious and Invasive Weeds Committee, presented the May 21 webinar titled “Successful Aquatic Plant Management Strategies Across the United States.” The webinar was well attended with over 200 registered for the event. Richardson noted that it’s critical we use integrated approaches with a combination of biological controls, cultural practices, herbicides, mechanical tools, nutrient management and prevention efforts to help stop the spread of invasive aquatic weeds. [Click here for the recorded webinar.](#)

USDA Updates Biotech Regulations

On May 18, USDA-APHIS published a final rule intended to modernize USDA’s biotechnology regulations under the Plant Protection Act. The new rule marks the first comprehensive revision of USDA biotech regulations since they were established in 1986 under the “Coordinated Framework for Regulation of Biotechnology.” The final rule amends the regulations regarding the movement (importation, interstate movement, and environmental release) of certain

genetically engineered (GE) organisms in response to advances in genetic engineering and APHIS's understanding of the plant pest risk posed by GE organisms. APHIS states that the new rule provides "a clear, predictable, and efficient regulatory pathway for innovators, facilitating the development of genetically engineered organisms that are unlikely to pose plant pest risks."

The new rule, known as the "SECURE" rule (Sustainable, Ecological, Consistent, Uniform, Responsible, Efficient) differs from the previous regulatory framework by focusing on an organism's properties and not on the method used to produce it. APHIS states that this approach enables it to regulate organisms developed using genetic engineering for plant pest risk with greater precision than the previous approach. This method will reduce regulatory burden for developers of organisms that are unlikely to pose plant pest risks and will continue to provide oversight of organisms developed using genetic engineering that pose a plant pest risk.

The new regulatory process for organisms developed using genetic engineering consists of the following steps:

- **Exemptions:** Determine whether the plant meets the criteria for an exemption with the option for requesting confirmation of the plant's exempt status. This step will be implemented starting **August 16, 2020**.

- **Regulatory status review (RSR):** Request a RSR to determine if a plant developed using genetic engineering poses a plant pest risk. This step will be implemented for certain crops on **April 5, 2021**, and will be fully implemented on **October 1, 2021**.

- **Permitting:** Apply for a permit for a regulated organism that does not undergo or pass the RSR. An RSR request may also be submitted for most plants moved under permit. This step will be implemented on **April 5, 2021**.

The final rule is a welcome change for most biotechnology stakeholders. The Biotechnology Industry Organization (BIO) praised the final rule, welcoming the diminished barriers to innovation as sensible and efficient. The Center for Food Safety condemned the final rule, noting that under it, "the overwhelming majority of GE plant trials would not have to be reported to USDA, or have their risks analyzed before being allowed to go to market."

One issue the National and Regional Weed Science Societies asked APHIS to address in their proposed rule last year was the issue of asynchronous approval of a herbicide-tolerant crop by APHIS and the concomitant approval by EPA of the herbicide for use on that crop. An example of this occurred when APHIS approved dicamba-tolerant soybeans in 2015, but the concomitant herbicides were not registered by EPA until 2017. However, APHIS cannot legally delay approval of a biotech crop if it does not pose a plant pest risk, nor can EPA "speed up" a registration of a

herbicide (especially if they don't have the entire data submission package). Thus, the recommendation was for registrants to better time their applications so that the herbicide-tolerant crop and its corresponding herbicide are approved during the same crop year.

Global HRAC Updates Herbicide MOA Classifications

The global herbicide resistance action committee (HRAC) has worked to update and revise the herbicide mode of action (MOA) classification system. The goal is to gradually phase out the old alphanumeric codes. The WSSA board of directors approved the revised HRAC classification system at their annual meeting in March. The updated 2020 Herbicide MOA map, which is divided into three areas: 1) Light Activation of Reactive Oxygen Species, 2) Cellular Metabolism, and 3) Cell Division and Growth can be found at: <https://hracglobal.com/tools/hrac-mode-of-action-classification-2020-map>

Lee Van Wychen, Ph.D.
Executive Director of Science Policy
National and Regional Weed Science Societies
Lee.VanWychen@wssa.net
202-746-4686

APMS Grant Review Panel Notes (June 24, 2020, 2 pm EST, zoom meeting).

Attendees: Stephen Enloe, Bin Zhu, Ryan Wersal, Ajay Jones, Monica McGarrity, Alyssa Calomeni, Grey Turnage, Brett Hartis.

Enloe welcomed and thanked the group for their efforts. The committee initially discussed whether a lack of official signatures from a university official would disqualify a proposal. It was generally agreed that signatures had never played a role in disqualifying an APMS proposal and that the best science should be funded. A motion was made by Ajay Jones to not require signatures for this year's review with Ryan Wersal seconding the motion. With no additional discussion, the motion passed unanimously. The committee did agree that the language in the RFA should probably be addressed regarding signatures. It was recognized that this year may have provided a unique situation, given so many University closures due to COVID-19. The committee also agreed that if the winner could not provide appropriate signatures after being notified, then the applicant would then be disqualified and the grant awarded to the #2 proposal.

The proposal average scores were then revealed to the committee. This was then followed by the proposal rankings, summed across reviewers. Both scoring systems yielded IDENTICAL results. The committee then decided to proceed with the average scoring approach, with the highest average scored proposal across all reviewers as the top proposal. It was suggested that the average scoring system had worked well for previous APMS grant review panels.

The top proposal (with the highest average score across all reviewers) was the following:

Title: Evaluation of effect of biotype on biology and response to herbicides of aquatic macrophyte species. Graduate Student: Jens Beets, jbeets@ncsu.edu, North Carolina State University; PI: Dr. Rob Richardson, rob_richardson@ncsu.edu, Crop and Soil Sciences, North Carolina State University, Raleigh NC, 27695; PI: Gregory Bugbee, Gregory.Bugbee@ct.gov, Associate Scientist, Connecticut Agricultural Experiment Station

A complete ranking of all proposals is available if requested by the APMS Board.

Committee members were then asked to discuss any merits, pros, or cons for the top four proposals. It was agreed that the top four proposals were all worthy of funding if the top proposal withdrew or was disqualified for any reason.

It was also agreed to change future score sheets to provide an area for comments that could be given back to the applicants, to assist them in possibly improving their proposal.

Enloe then informed the group that he would notify the APMS President of the decision, thanked everyone again, and ended the meeting.

Title: Optimizing Invasive Aquatic Plant Management, Monitoring, and Outreach Efforts to Meet Regional Needs

Organizers: Rob Richardson et al.

Contact Person: Rob Richardson

Phone: 919-515-5653

Email: rob_richardson@ncsu.edu

Justification and Objectives (target 300 words): Aquatic weeds can have significant impacts to irrigation, potable water, power generation, flood control, navigation, human disease vectors, fisheries, biological diversity, and native plant abundance. Unlike many other weed control scenarios, aquatic plant management is heavily influenced by regional variables including such factors as state regulations, geology (water chemistry), invasive plant range, native species range, water uses, stakeholder perceptions, spawning seasons, etc. In order for management programs to be successful, researchers must conduct the biological studies necessary to understand species phenology and also the management trials necessary to ensure that target species are controlled and desirable species are not harmed. While Europe generally does not conduct active aquatic plant management activities, active management is conducted in the United States, Australia, Canada, New Zealand, and several Asian countries. There are typically very limited opportunities for information sharing between international aquatic plant management researchers. The 2021 WSSA meeting offers a great opportunity to gather experts from these countries for knowledge sharing.

Target audience: Aquatic plant management researchers in North America and Australasia.

Publication or Outreach Plans associated with presentations: We will request that each author submit a manuscript to Invasive Plant Science and Management or the Journal of Aquatic Plant Management (an APMS publication) based on feedback from journal editors.

Associated Sections: Aquatic and Wildland Weeds

Length of proposed program: 3.5 hours

Proposed Titles and Speakers:

1. Implementing invasive aquatic plant management programs within the California regulatory system. A case study of the California Delta Program. John Madsen, USDA-ARS, Davis, CA
2. Aquatic plant management in the Victoria, Australia irrigation system. Tony Dugdale, Agriculture Victoria Research, Bundoora AU
3. Increased invasiveness of hybrid species. A case study of hybrid watermilfoil. Ryan Thum, Montana State Univ., Bozeman, MT
4. Aquatic plant management in Middle Earth. Development of management programs for unique environments in New Zealand. Deb Hofstra, National Institute of Water & Atmospheric Research, Hamilton, NZ
5. Monoecious hydrilla: researching plant biology, sensing techniques, and herbicide optimization for management in disparate systems. Rob Richardson, North Carolina State Univ., Raleigh, NC
6. Biology and management of flowering rush in the northern US. Ryan Wersal, Minnesota State Univ., Mankato, MN

7. Water soldier in Canada: development of research and management programs to address this invader. Eric Sager, Trent University and Fleming College or Holly Simpson, Ontario Ministry of Natural Resources and Forestry.
8. Lake Istokpoga: Addressing complex stakeholder relations. Jay Ferrell, Univ. of Florida, Gainesville, FL.
9. Roundtable discussion: Major takeaways and significant future needs. (All)

Budget Requested:

Speaker Travel and Hotel Stay for non-WSSA members (estimated 5 x \$1,000): \$5,000*

Note: Several of the proposed speakers will need travel support to attend, thus the proposed agenda cannot be confirmed until potential funding is identified. Speakers that have been WSSA members previously will be expected to self-fund attendance.

*Additional funding will be requested through the Aquatic Ecosystem Restoration Foundation (www.aquatics.org) to provide additional assistance for international travel.

Notes from June 30, 2020 discussion by APMS ad hoc group considering new online activities for potential implementation by the Society

Attendees: Erika Haug, Lyn Gettys, Rob Richardson, Mark Heilman

General status: Since the last discussion of this group, the continued transition of physical conferences to online events or longer-term postponements has continued. Several regional chapters such as SCAPMS, FAPMS, and NEAPMS are all actively evaluating options for online efforts so it is a favorable time to interact on possible collaboration with national APMS. The group felt that most agencies in charge of pesticide application licensing will be open to online approaches for CEU opportunities but it may not be easy getting definitive guidance from these organizations based on initial interactions (admittedly not comprehensive across many states). It is an evolving picture. Initial feedback from agencies suggest that likely simple tracking of participation is sufficient for CEU receipt versus interactive questions etc.

Attempted synthesis of group perspectives on approach:

- 1) Agreed that a focused set of ~1/2-day seminar series (or online symposium or similar description of event) is easier for audience engagement than all-day efforts.
- 2) Large events should have professional IT facilitation
 - a. Mark asked Lyn and Rob to provide best contacts at UF and NCSU for potential future interaction (Update 7/8 – NCSU CALS contact provided)
 - b. Mark will contact Courtney Chambers who leads Corps ISM webinars feedback as well on this topic (Update 7/8 – Courtney has been contacted...response pending)
- 3) Online training talks would likely be appropriate to have recorded versus presented live.
- 4) Research talks could be organized into 1/2 -day blocks. One idea is having hybrid of having recorded content but live question period with presenter.
- 5) Group began to focus on idea of events focused on topics relevant to multiple APM Societies. These could be geographically focused or focused to a type or category of aquatic problem species. APMS could collaboratively facilitate joint online events with relevant regional chapters focused on common issues. A draft shot at topics focused on management:
 - a. Invasive watermilfoils (with NEAPMS, MAPMS, WAPMS)
 - b. Monoecious Hydrilla Management Strategies (NEAPMS, MAPMS, WAPMS, Great Lakes Hydrilla Collaborative?)
 - c. Dioecious Hydrilla and other problem southern submersed weed species (FAPMS, MSAPMS, SCAPMS, WAPMS)
 - d. Floating Weeds (FAPMS, MSAPMS, SCAPMS, WAPMS)
 - e. Harmful Algae (collaboration with NALMS as already in prep)
 - f. Biological Control and other integrated control methods (Corps and USDA as partners?)
 - g. New Technology for Assessment and Control (drones etc...partners TBD)
 - h. International Aquatic Weed Control (NIWA, AUS, and other potential global agencies)
- 6) This handful of events could be targeted for technical contributions, participation, and state-specific CEU opps by collaborating societies but open to anyone and advertised widely.

- 7) Where physical meetings cannot occur, regional Societies would likely conduct additional online events to complement collaborative content with more regionally-specific information.

Notes from May 7, 2020 discussion by APMS ad hoc group considering new online activities for potential implementation by APMS

Attendees: Erika Haug, Brett Hartis, Rob Richardson, Lyn Gettys, Mark Heilman

The group discussed a variety of options based on defining potential audiences and determining the needs of national and regional APMS members for different types of information. It was determined that two potential approaches could be taken:

- 1) Develop a weekly seminar series that covered a specific topic at a general level over the course of 1 – 2 hours depending on approach.
 - a. Possible topics:
 - i. APM in general (MAH note: similar to Richardson NAISMA presentation in late May)
 - ii. Introduction Pathways (suggested by Lyn)
 - iii. Chemical Control (suggested by Brett)
 - iv. Harmful Algal Bloom management (example – NC-FAR webinar by Ken Wagner in early June)
 - v. Drones and other new technology
 - vi. Integrated Strategies
 - b. Audience – more general and diverse - Content designed for more informed citizens (engaged lake associations) up to decision makers (agency management staff, legislators?)
 - c. Related ideas to discuss...panel vs individual speakers.
 - d. How to make different than other similar events by different organizations
- 2) Continuing education credit opportunity for licensed applications and managers
 - a. Compliment or substitute for regional chapter meetings that may have reduced participation or agenda due to COVID
 - b. Pre-recorded with interactive online quiz to confirm attention and understanding of the content (could be a requirement for some state CEU programs)
 - c. Potential nominal fee for participation

Notes from ad hoc committee call on subject of equity, diversity, and inclusion and possible future efforts by APMS

Date: July 1, 2020

Participants: Deb Hofstra, Ryan Thum, Brett Hartis, Chris Mudge, Amy Ferriter, and Mark Heilman

The call was setup by President Mark Heilman in response to APMS Board discussions of this subject earlier in June. The goal was further dialogue and brainstorming to bring back to the APMS Board of Directors for consideration and action as part of the mid July online BOD meeting.

Each participant provided some general perspectives on the subject in early stages of the call.

Deb Hofstra noted that we value diversity in ecological systems that we are managing and similarly should promote it in APMS to foster new perspectives and views. Taking action as a Society on this social issue is appropriate because Societies are inherently social structures and APMS can provide leadership in the forums in which we operate.

Ryan Thum suggested APMS consider securing an external facilitator to assist the Society objectively assess its status on equality, diversity, and inclusion (which will be collectively abbreviated here forward as EDI). He noted that his university (Montana State) and other institutions of various types have dedicated EDI Offices or departments and offered to contact MSU's. As a follow-up, Ryan did contact MSU office and was provided a variety of suggestions/potential resources including an example of a self-assessment designed for higher education (<https://www.wcu.edu/WebFiles/AppendixB.pdf>) and validation that an external third-party assessment is likely the most productive path for a Society to truly discern its status and potential future directions. Ryan also tracked down some examples of consulting firms working in this area. He found the first to be the most interesting potential fit at face value but there are many to explore.

<https://theavarnagroup.com/services/assessment-strategy/>

<https://www.thereadyset.co/>

<https://www.diversityscience.org/climate-assessment/>

<https://www.aspenleadershipgroup.com/services/diversity-inclusion-consulting/#awareness-assessment>

Amy Ferriter noted that EDI items could be addressed as part of broader code of conduct or ethics that other societies have developed and adopted. WAPMS has such a code (<https://www.wapms.org/Code-of-Conduct>) as do groups like NALMS which has both a code of conduct and code of ethics (<https://www.nalms.org/code-of-conduct/>, <https://www.nalms.org/our-ethics/>). (NOTE: NALMS also has developed several actions on diversity worthy of review - <https://www.nalms.org/our-commitment-to-diversity/>).

Chris Mudge noted that in his time with APMS, there has been improvement with seeing more women engaged with the Society but there is a general need to enhance diversity and get more folks of different backgrounds engaged. With this issue, he supports well-considered actions over public statements.

Brett Hartis described support for many of the earlier comments of the group and described that regional chapters that he is involved with such as SCAPMS and MSAPMS are mulling over potential approaches to codes of conduct in their Society at a general level and EDI issues could be part of this effort.

The concept of 'recruitment' of a more diverse membership was discussed in general terms. The group noted that APMS has some dependency on diversity of common entities engaged in the discipline of aquatic resource management—academic, commercial, agencies, etc—that are the primary sources of APMS membership. However, the Society should look for ways it can broaden and encourage diversity in its membership. Heilman suggested that a smaller scholarship program focused on diversity efforts could be considered. Also, he indicated that the successful Netherland APMS Graduate Student Research Grant has a logical tendency to attract strong proposals from academic institutions already active with APMS...could an alternative grant program or some modification of existing grant solicitation process help new institutions secure funding and become more engaged with the Society? This may indirectly foster EDI efforts as well as contribute to general Society growth for the future. It was also suggested by Ryan that similar to MAPMS and its common keynote speaker focus on business practices / professional development, APMS could have a future keynote talk on EDI issues...perhaps someone tasked with these efforts in a sponsor company or organization could provide perspectives.

To conclude the call, the group agreed that work in the areas of a diversity statement / updated code of conduct should be proposed to the APMS Board. Amy Ferriter will work on some draft language based on some past related efforts with WAPMS. This language will be reviewed by Mark Heilman and passed to the full ad hoc group here for final feedback before passing to the Board as part of reports submitted in prep for the upcoming BOD meeting. As noted above, Ryan Thum would reach out to his University contacts and explore some assessment options (which he has and are summarized here).

ADDENDUM July 8, 2020: Following the 7/1 call, Amy Ferriter developed draft language on a possible EDI statement that was subsequently reviewed, edited and supported by the full ad hoc group here. The following is language that the EDI ad hoc committee recommends to the full APMS Board for pre-discussion to appropriately refine and determine consensus process for adoption. The ultimate goal would be solicitation and vote upon a motion to accept the final edited statement and include general details of how it would be communicated etc.

APMS Diversity Statement (draft 5 Jul 2020)

Creating an atmosphere of inclusion is vital to the Aquatic Plant Management Society (APMS). Contributions and perspectives from all members, students, event participants, and our local and international communities are important. Diversity includes age, culture, disability, ethnicity, gender, national origin, color, race, religion, sexual orientation, and diversity of thoughts and ideas. We recognize that embracing and encouraging diversity is critical to fulfilling our mission to 'Provide a forum for the discovery and dissemination of scientific information that advances aquatic plant and algae

management policy and practice’. APMS will strive to further cultivate a Society built on mentorship, encouragement, tolerance, and mutual respect, and foster a welcoming environment for all.

- APMS Diversity Statement, adopted July XX, 2020.

Also the EDI ad hoc group recommends additional discussion of other potential next steps beyond this statement:

- 1) Further drafting of additional codes of conduct and/or ethics
- 2) Process to further evaluate and conduct a full EDI assessment, likely with support of an outside consulting organization
- 3) Recruiting a potential speaker on this subject for the 2021 annual conference
- 4) Action on a related scholarship or other ideas noted above