

**WSSA Board Meeting
Hilton Baltimore
August 18, 2012
Approved Minutes**

ATTENDING:

Board Members and Ex Officio: Jacob Barney, Mike Barrett, Hugh Beckie (for Peter Sikkema, CWSS), Mark Bernards, Ian Burke, Pat Clay, Kate Counter, Joe DiTomaso, Darrin Dodds, Les Glasgow, Cody Gray, Jim Kells, Dan Kunkel, Joyce Lancaster, Anne Légère, Rod Lym, John Madsen, Peter Propiglia, Lee Van Wychen, Kurt Vollmer, Sarah Ward

Non-Board Members: Dwight Lingenfelter

CALL TO ORDER by Pres. Rod Lym at 7:58am.

Approval of Agenda Moved by Sarah Ward, second by Mike Barrett, unanimous approval

APPROVAL OF MINUTES

Moved by Les Glasgow, Second by Mike Barrett. Unanimous approval.

OLD BUSINESS

Committee reports are not required for each board meeting.

Regional reports presented.

APMS report includes appreciation to WSSA for extensive collaboration.

President's report – Rachel Bethke resigned as GSO representative, and Kurt Vollmer has replaced her as representative of the GSO.

He attended NISAW in Washington, and presented to staffers on Team Leafy Spurge, a weed management initiative.

Discussed having a NIFA subject matter expert position, like the SME position with USEPA.

National Summit on Herbicide Resistance at National Academy of Sciences was well represented from WSSA membership.

Upcoming Resistance Tour for USEPA, and all-day tour for USEPA personnel sponsored by WSSA.

Jeff Derr desires to step down as CAST representative, a two-year fill-in term. Need to discuss a replacement.

Executive Secretary Report – Membership is more or less stable, despite the membership initiative. Drop-off in membership in 2012 from 2011, and regular membership continues to decline.

Financially, in the black up through June. Continue to have industry support for WSSA programs.

Analysis of the Hawaii annual meeting was not as bad as appeared. Loss of approximately \$3,000 over an annual meeting income of \$226,000.

Publications Impact Factor – Both Weed Science and Weed Technology impact factors increased substantially. This is partially due to citations in Invasive Plant Science and Management articles. An impact factor report for IPSM will be available in September.

Finance – Finance committee meets quarterly to discuss society finances. Board action has already been taken on fees for 2013.

General fund has done well; up about 4.1 percent. Endowment fund is up over 7 percent.

Finance committee requests approval of MOP changes. Most significant is indicating that audit chair ensures that checks that are being written relate to society business. Audit chair has been selected by the treasurer in the past, but may be more appropriate for the Vice President to make that appointment. Revise MOP to indicate these changes, and to indicate that the audit chair may only serve a single term.

Motion to approve MOP by Ian Burke, seconded by Les Glasgow.

Motion to approve MOP revisions from finance chair. Based on discussion, amended MOP revisions to indicate that the Vice President will select an audit chair for a single two-year term. Amendment moved by Mike Barrett. Amendment passed unanimously.

Motion passed unanimously.

Finance committee five-year summary: basically, we spend slightly less than what we bring in over the five years, in part due to investment income.

Question was raised concerning if there is a limit to how much money a nonprofit can accumulate in investments. Discussion ensued.

Michael Barrett brought up developing a method for individuals to gift or bequeath money to the Society.

Nominating (Michael Barrett) –

Nominations are in progress. Ten names recommended for Vice President, and nine for members at large. Bios found for a number of the individuals. Committee ranked names.

Mike will begin calling individuals next week to finalize candidates for these positions. Board must approve the slate of candidates. Some discussion as to whether the constitution or MOP required board approval for slate.

Filling Vice President and one Member at Large.

Voting is in November, need ballot by early October.

Further discussion regarding whether board must approve the slate of candidates.

Publications – Jim Anderson unable to attend.

Impact Factors are in, continue to increase.

Proposal for special issue of Weed Science, the Weed Science methods. Will be released in January 2014.

Special issue of Herbicide Resistance released.

Herbicide Handbook will be edited by Dale Shaner. New Herbicide Handbook committee have been meeting, and making progress.

Requesting a budget of \$2,000 in software, \$6,000 for secretarial, and \$35,000 for printing. Discussion of the previous stipend of \$10,000. Printing budget is not yet needed.

Anne Légère moved that the WSSA allocate \$8000 for software and secretarial assistance, and budget \$10,000 for a stipend for the Herbicide Handbook. Seconded by Jim Kells.

Unanimous support for this motion.

Recommendation for board action. Solicitation for Allen Press and Springer for proposals to print the journals.

Requested \$15,000 for a consultant to advise the committee on the proposals, contracts for printing of the journal. Deferred until tomorrow with the RFP issue.

Discussed whether we should be limiting our RFP to only two publishers.

Darrin Dodds suggested having our conference abstracts be formatted to look more professional and be more readily cited. Added to action items.

Graduate Student Organization (Kurt Vollmer) -

Rachel Bethke had to take a leave of absence, so has resigned her position as GSO representative. Kurt Vollmer will fill this position as GSO Vice President.

GSO is planning a professional development workshop, for developing interview skills. A social would follow that workshop. Open to all graduate students attending the WSSA meeting.

Funding for graduate students, travel grants to first timers and other students. Working on some ideas for fund raising for GSO. Requesting a line item in budget for GSO.

The current awards go through Professional Development committee, and are for people who don't normally go to WSSA.

Looking for a sponsor for the GSO luncheon and business meeting.

Director of Science Policy (Lee Van Wychen) -

Science Policy call last Wednesday; several issues.

1. Farm Bill Issues
 - a. Foundation for Food and Agriculture Research (FFAR). Included in Senate, not included in House. National and Regional Weed Science Societies have supported this with letters.
 - b. Matching funds required for applied research and extension in house agriculture bill. No such requirement in the Senate version.
 - c. House ag committee added a provision for petitions to determine that an organism is not a pest according to the Plant Protection Act.
 - d. PRIA II. PRIA II is set to expire in 2012. Renewal is not in the Senate, but included in the House. WSSA and EPA both support renewal of PRIA II.
 - e. NPDES Fix bill. House has passed language to amend FIFRA, but Sen. Boxer has blocked this in the Senate. National and regional WSS support the amendment.
 - f. Specialty Crops act. House and Senate have both passed legislation, WSSA supports house version.
 - g. Conservation compliance. Producers set aside production on highly erodible land to be eligible for USDA program benefits. Herbicide resistance exemptions need to be included for tillage of some species.
2. National Invasive Species Awareness Week.
 - a. March 3-8 2013; co-chaired by NISC and WSSA.
 - b. Events also in states, not just DC.
 - c. Have an event meeting planner, Liz Galli-Noble
3. Aquatic Plant Control Research Program
 - a. Senate has \$4M for FY2013, House has \$0.
 - b. Need another letter to Mary Ellen Darcy and to Subcommittee chairs.
4. EPA Herbicide Resistance Tour
 - a. Aug 21, 2012; expecting 30 EPA employees

5. NPDES Permits
 - a. Keep Lee informed of any delays
 - b. Emergency declarations for mosquito control are exempted from NPDES permits, like West Nile virus cases in Dallas County.
6. USDA-NIFA and FY 2013 Appropriations
 - a. Plant Protection Program funding line proposed last year, combines several programs in USDA to protect small programs. WSSA support depends on the details.
 - b. CAP Grants – WSSA needs to further consider pursuing a CAP grant for herbicide resistance. Committees need to consider an appropriate action for a CAP grant proposal / RFP. Have Research committee be a focal point.
7. Other business
 - a. Press Release on newest journal issue articles. Headline lit up Lee's phone. Lee proposes that more individuals see proposed press releases; that journal article press releases go first to the PA committee.
 - b. IPM release has been delayed for further consideration and coordination with other societies. Need to hear back from APS and Entomological Society.

S-71 Herbicide Resistance Education (Mike Barrett) -

APHIS I and APHIS II reports have been completed and published, including a WSSA special issue.

NAS Herbicide Resistance Summit went very well.

Herbicide Resistance Training modules are online, translated to Spanish for dissemination, and available through Penton Ag Media for CEU credits.

CAST report put together by the committee.

Advanced modules are under consideration.

Working on a proposal to convert S-71 into a permanent committee. Need to work with Herbicide Resistant Plants committee to better define the role of each committee.

Proposed a symposium for 2013 WSSA conference.

David Shaw requested board discussion on how to move forward after the NAS summit.

*CAP Proposal on herbicide resistance.

*Adoption of herbicide resistance BMP by commodity groups.

Public Awareness Committee (Lym) –

Very active committee constantly develops press releases and other contacts with the media.

Reduction in Member at Large Representatives on Board of Directors (Lym and Barrett) –

We have to change the constitution and it must be voted on by the membership at the annual meeting.

Mike Barrett made a motion to make a ballot for membership to reduce the number of member at large representatives from four to two. The Nominating Committee should strive to ensure that the BOD represents the membership. Also, remove the requirement that any members at large should be specifically from industry. Seconded by Anne Légère.

Motion passed unanimously. This will be part of the ballot in November. Anne will assist with the justification.

Discussion requested a rationale for this change. One rationale is to reduce the size of the board to reduce the cost of board meetings. Members at Large tend to not have specific responsibilities, and the size of membership has been reduced so may not require as much representation.

Mike Barrett indicated the positive of having members at large without additional portfolio both prepares members for executive offices, and there are board members available to assist with special projects.

Make a general statement that board representation should include government, academia, and industry.

Constitution and Operating (Porpiglia) -

Extensive operating manual changes are being passed around in the committee report and clarifications. He has hesitated to send it out because of the number of changes. He will suggest we seek clarification before voting.

Try to look at MOP changes before a vote in two weeks after sending the proposed changes out to BOD.

Education Committee (Madsen) -

No chair for this committee, none of the current committee members is interested in serving as chair. The committee has been inactive for so long that this committee needs to be reconstituted once a new chair is selected.

No critical issues to address, but there are opportunities that have not been exploited due to the inactivity of this committee.

Materials to address students k-12, recruiting undergraduate and graduate students into Weed Science, and other issues. This committee could address the teaching of weed science and curriculum development.

Possible names for chair: Karen Renner, others?

Discussion as to whether it would be more helpful to have a specific task or goal for a committee.

Develop a national herbicide mode of action module as a specific task?

Meeting Survey (DiTomaso) -

Members were surveyed regarding the annual meeting. Half of all attendees answered the survey.

Main complaint was the poor attendance at the poster session. Uncouple poster and presentation sessions.

Satisfaction was high; average over 4. Concern of overlapping subject matter in concurrent sessions.

Strong preference for 15 minute talks.

Significant response to have more for sale on the webpage.

Herbicide handbook format – evenly split to have electronic, print or both versions.

Academia – 49% faculty or staff, 16% students. 65% are academic.

Even age distribution in the society

2013 Program (Kells and Lingenfelter) –

Joint meeting with NEWSS.

All activities and sessions will be joint between WSSA and NEWSS.

15 minute papers.

Posters will be in one room, set up for entire conference.

Seven symposia requests; results varied. Five symposia proposals were accepted.

WSSA and NEWSS committee meetings on Monday morning.

Monday 4-6 pm joint session. General session speaker will be Sonny. Short on presentations, and long on awards.

Welcome reception from 6-8pm.

Tuesday, Wednesday poster sessions in am.

Concurrent paper sessions in morning and afternoon.

WSSA business meeting from 5-6 afternoon on Tuesday.

Wednesday evening dessert social with a bar, 9-11. Industry support required to hold this event.

Thursday concurrent papers morning and evening.

WSSA Board meetings will be Sat, Sun until Superbowl; Monday committee meetings, and Thursday from 3-5 pm.

PUFF run – Scott and Barb Glenn will investigate the city allowing this activity.

TOUR – Scott Glenn is local arrangement committee, and looking into a tour of Camden Yards. Likely the only tour.

BOD expressed support for the committee chair breakfast with the President. Add it to schedule 7-8 on Monday.

No registration mailing this year; a PDF available on the webpage.

Abstract site opens September 12.

2014 Program (Joe DiTomaso) –

Meeting in Vancouver; meeting in conjunction with the Canadian WSS.

No additional comments

WSSA Website Redesign, Web Content Editor (Ward, Lancaster) -

Work with Dave Krueger to come up with a new website design, which was presented to the board at the last meeting.

Developed a position description for a website content manager. Position description was passed out at last BOD meeting and this meeting, and the first page has the benefits of this position described in detail.

Looking at a paid part-time position. Undecided as to how much time this will be, and how much they would be paid.

We are currently paying David Krueger a total of \$10,653 on web management and \$3,700 for developing the new webpage format for 2011. We budgeted \$11,000 for maintenance and \$15,000 for redesign for 2012.

Rates range from \$65 to \$80 per hour.

If we add a web content manager, web master costs would decline to \$8,000 per year.

Motion from Mike Barrett to hire a web content manager based on the job description, for a stipend of \$7,500 per year, and seconded by Mark Bernard. Position is evaluated and paid quarterly.

Joe DiTomaso suggested that we have an hourly billed job instead of having a stipend, to ensure that payment is commensurate to activity. This would also provide the flexibility to do more than \$7,500 worth of work.

Mike Barrett suggested submitting a quarterly report on activity. If they aren't doing enough, we can always fire them.

Web content manager would be supervised by the web committee chair, the web manager (David Krueger) and the President.

Motion passed unanimously.

Rod Lym will form an ad hoc committee to get a job announcement out and hire an appropriate web content manager.

Update on the herbicide handbook delivery (Légère) –

Committee recommended going forward with a printed herbicide handbook, with the concurrent development of a relational database online as a tool for possible development of various electronic tools, such as a smartphone application or a webpage.

Possible e-models include subscription service.

David Krueger could have database available in September 2013. Cost would be between \$50,000 to \$75,000.

Income from Herbicide Handbook in past has been about \$17,000 per year.

Database subscription would be similar to a journal subscription, with member and non-member rates. Cost of development would be recovered in time. Updates would be continuous.

Rod will have Dale Shaner discuss with Dave Krueger how we might be able to make it easier for the printed Herbicide Handbook material be more easily converted to a digital database.

Anne should talk with David Krueger to get a more formal proposal for the cost of the digital database.

Tour of Hotel Facilities (Kells) -

August 19, 2012

2015-2017 Site Selection Process (Lym, Lancaster, and Counter) –

2015 – Lexington is an alternative to Louisville; Lexington Hyatt / Hilton
We will be heading to Kentucky in 2015.

2016 – Choices were Atlanta, Charlotte, and San Juan
San Juan pulled off the table because SWSS will be going in 2016, so San Juan pulled from the options
San Juan is first choice, Charlotte is a second choice

2017 – Albuquerque, San Diego, San Francisco, Las Vegas, etc.
Albuquerque first choice, Tucson second choice

Allen Press Contract Discussion -

*** Association Management (Barrett)**

Management fees going up 3% per year, Executive Secretary fees going up 8% per year; unclear why

Joyce understands the knowledge, history and culture of the society. She works for us. She bats for our society in all situations; even with Allen Press. This contract will automatically renew for three years without action. Negotiate contract and cost increases for the future, and future continuity/succession.

Recommends renewal but with negotiation and clarification. Needs to be renewed by April 2013.

Mike Barrett moves that we write a letter to Allen Press to clarify some points of the current contract, then renew the contract with Allen Press for association management if we are satisfied with the response. Seconded by Joe DiTomaso.

Joyce has indicated that, given good health, she will work for at least three more years. We have a contract with Allen Press rather than directly with Joyce to ensure succession and backup for Joyce.

We do have the option of a ninety day cancellation, if their succession plan does not work in our interests.

We currently have a pretty good deal; expect a sea change when Joyce does eventually retire.

We have been informed that, when Joyce retires, Allen Press will get out of the Executive Secretary management supervision, but not other association management tasks.

Motion carries unanimously.

- **Meeting Management – (Jim Kells)**

(Kate Counter's Position)

We were pleased with Kate's work. We recommend negotiating a renewal of the current contract or renegotiate the current contract.

Jim Kells moves that we renew the current contract once we receive clarification on what would happen with years 2 and 3 of the renewal. We would need a fee table for the next three years. Seconded by Mike Barrett.

Motion was approved unanimously.

- **Publications (Anderson/DiTomaso) –**

Editors are all satisfied with service from Allen Press.

Jim Anderson did not want to get a lot of proposals.

Allen Press and Springer both submitted proposals.

The committee had difficulty in comparing proposals from the two publishers.

Several other societies were happy with Springer as a publisher.

One caution is to be sure that we continue to "own" the journal.

Springer is second largest publisher, and is an international company. Allen is a much smaller publisher, based in the US.

Will we make more money from one than the other?

Society of Wetland Scientists changed to Springer from self-publishing, and they are happy with the change. They are making more money than before.

Some comments indicate that Allen Press is weak on marketing.

Jim Anderson is requesting \$15,000 to hire a consultant, and get more detailed proposals from both Springer and Allen Press.

Joe endorsed the work of Allen, both Karen Ridgeway and Tracy Candellaria, have been outstanding to work with.

BOD would like more than two proposals if we are going to hire a consultant to look at these contracts.

Mike Barrett said that Allen Press really went to bat for us to get the APHIS II report done quickly.

Joe – Three choices:

1. We like Allen Press and stay the way we are
2. We try to make a choice and do it ourselves
3. We hire a consultant to go through a bunch of proposals

Mike – Fourth choice, Hire a consultant to get the best contract we can with Allen is another choice.

We need to make a decision on a journal change by February 2013 for a vote.

Jim Anderson is unhappy that Allen does not get “ahead of print” articles quickly enough, and not in publication form. They go on in manuscript form.

Mike Barrett moves that we go to Allen Press and ask for a new publishing proposal that addresses our current concerns with service and marketing. No second, no motion.

Rod was concerned that, if we just went to Allen, we would not have time to do an RFP for publishing.

Mike countered that we should require Allen to respond quickly, with a month. We could then follow up with permission to get a consultant (plan B).

Ian stated that journal revenues, before stipends, were \$127,000. IPSM is still currently losing money, so current “profit” is about \$60,000.

Anne Légère moved that we request a full detailed proposal from Allen Press for publication of the three journals by September 30, 2012; that will address the concerns of the editors and director of publications. Seconded by Jim Kells.

Motion passed 13 ayes to 2 nays.

EPA Subject Matter Liaison (Mike Barrett) –

Jill's reports on the web are excellent. Her activity is largely to bring EPA staff up to a higher level of understanding on the uses of what they regulate. Arranges seminars and tours. EPA staff is generally enthusiastic to learn. Herbicide resistance and NPDES are two big issues.

She is a neutral resource; she does not provide opinions but directs them to resources.

What comes after Jill as SML?

Two issues – 1) we need to know far enough ahead to pick an adequate replacement, and 2) she travels more than WSSA initial expectation.

Mike wants to let her continue in this until she is no longer willing to continue.

Jill is doing an excellent job.

2013 Summer Board Meeting Dates (Counter) -

Week of July 22 is North Central WS meeting.

APMS is July 14-18 2013

Board meeting during the week is the overwhelming choice of the board, rather than a weekend.

Go before or after week of July 22.

Travel on Monday preferred, avoid taking up weekend for meeting or travel.

February 2013 meeting is scheduled all day Saturday and Sunday until 1 pm. Travel in Friday afternoon. Finished Thursday at 5pm.

NEW BUSINESS

Weed Science Liaison with USDA-NIFA (Mike Barrett) –

Met with leadership of USDA-NIFA to have a weed scientist come in as a temporary assignment with NIFA, to raise visibility of weed science in that group.

Concept is for a sabbatical leave, underwrite the cost for someone to spend a significant amount of time at NIFA. Extra cost is at least \$2000 per month for a one bedroom apartment. This would be for a full-time, temporary block of time (e.g., sabbatical).

A number of other participation models were discussed.

Need to examine tasks, develop concrete proposal, and examine possible funding sources. Purpose would be to increase funding to weed science research.

Other new business

Mike Barrett mentioned posting videotaped presentations online, as North Central does. He also mentioned a system to upload presentations online with the abstract system.