

WEED SCIENCE SOCIETY OF AMERICA

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***Manual of Operating Procedures***

*November 2025*

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**Mission Statement**

The Weed Science Society of America, a non-profit professional society, promotes research, education, and extension outreach activities related to weeds; provides science-based information to the public and policy makers; and fosters awareness of weeds and their impacts on managed and natural ecosystems.

**1. OFFICERS OF THE WEED SCIENCE SOCIETY OF AMERICA (WSSA)**

**1.1 Board of Directors**

The Board of Directors (Constitution Article VII Sec 1) shall:

1. Develop the policies and general programs of the Society.
2. Conduct the business of the Society not reserved for the members by the Constitution or delegated to officers or committees.
3. Authorize the Executive Committee of the Board of Directors, consisting of the President, President-Elect, Vice-President, Past-President, Secretary, Treasurer, Director of Publications, and Chair of the Constitution and Operating Procedures Committee to conduct the Society's business between annual meetings. The Executive Secretary shall be ex-officio member of the Board of Directors and the Executive Committee without vote.
4. Authorize payment by contract with the Executive Secretary for services performed and by honoraria to such other officers as designated by the Board of Directors.
5. Members of the Board of Directors will be assigned as coordinators for specific standing committees. The Board coordinators should be in regular contact with their standing committees and will inform standing committee chairs of issues that have been discussed at the board meetings that are relevant to each committee including requests for committee action. Board coordinators will also communicate recommendations, issues, changes, concerns, etc., of the standing committee to the Board of Directors at the summer and annual Board meetings.
6. Review annual reports from standing committees prior to annual Board meeting to expedite the agenda.

## 1.2 President

The President shall:

1. Cause the spirit of the Constitution and the decisions of the Board of Directors to be carried out.
2. Present the goals or objectives of his/her administration at the annual business meeting and initial Board meeting.
3. Prepare an agenda for annual and summer meetings of the Board of Directors and preside at such meetings. Prepare agendas for these meetings and submit information to the Board of Directors in advance of the meetings so that issues can be properly considered.
4. Consult and work closely with Program Committee Chair and Local Arrangements Committee Chair on plans for next annual meetings.
5. Work closely with the Executive Secretary.
6. With approval of the Board of Directors, appoint the Director of Publications, Executive Director of Science Policy (EDSP), Science Policy Committee Chair, WSSA-EPA Liaison, and WSSA-NIFA Fellow, as needed.
7. With approval of the Board of Directors, appoint as needed the Editor of *Weed Science*, the Editor of *Weed Technology*, the Editor of *Invasive Plant Science and Management (IPSM)*, the Editor of the *WSSA Newsletter* and the Website Content Manager upon recommendation of the Director of Publications.
8. Appoint Special Committees and WSSA liaison representatives to organizations with which WSSA maintains liaison, as necessary, to carry out Society business.
9. Maintain close liaison with the Chairs of all committees to encourage and assist in their efforts.
10. Keep the Board of Directors and Society members advised on significant activities of the Society and solicit their suggestions.
11. Maintain contact or communication with other organizations with related interests and objectives.
12. Help the EDSP with the selection process for the WSSA Regulatory Consultant, WSSA Science Policy Fellows, and USDA-APHIS TAG representative.
13. Work closely with the Science Policy Committee, WSSA-EPA Liaison, WSSA-NIFA Fellow, WSSA Regulatory Consultant, and USDA TAG Representative on key issues for Weed Science.
14. Prepare an agenda and preside at the annual Society Business meeting.
15. In conjunction with the Board of Directors, conduct an annual performance review of the Executive Secretary and management service within 4 months of the annual meeting, and inform the Executive Secretary of his/her performance evaluation.
16. Serve as Board of Directors liaison to the Public Awareness Committee (E12).

### 1.2.1 Timeline of President's responsibilities:

#### **Within One Month after Annual Meeting (March):**

1. Express appreciation in writing, on behalf of WSSA, to the companies that support WSSA awards and request continued support in the letter to each company.

#### **Within Two Months after Annual Meeting (April):**

1. Review with the Board of Directors the programs and policies of the Society. He/she should spell out the objectives of his/her administration and see that all major programs are active.
2. Keep officers and the Board of Directors advised on matters pertaining to the Society.
3. Consult with WSSA Director of Publications on publication matters.

#### **Within Four Months after Annual Meeting (June):**

1. The President and the Program Committee Chair should confirm plans for the coming meeting, including committee meetings.
2. Extend invitations to appropriate officers of other societies and organizations with which liaison is established.

3. Prepare call for committee reports and e-mail to the chairs by December 1, with a due date of January 1. Once received, arrange reports and e-mail them to all board members by January 20.

**Sixty Days before Annual Meeting (December):**

1. Poll the Board of Directors for concurrence on award recipients and advise the Chair of the Awards Committee of the Board of Directors' action by December 15. Officially inform each major award recipient, including Fellows and Honorary Member, of his/her selection.

**Forty Days before Next Annual Meeting (January):**

1. Provide for complimentary pre-registration of appropriate guests including nonmember general session speakers by sending names to Executive Secretary.

**General Calendar:**

1. Prepare President's Message for each issue of the WSSA Newsletter with due dates of March 1, June 1, September 1, and December 1.
2. Prepare a meeting agenda 2 weeks prior to the summer and annual meeting business meetings. E-mail the agenda to the board for additions or corrections prior to the meeting.

**1.3 President-Elect**

The President-Elect shall:

1. Perform the duties of the President if he/she cannot serve.
2. Serve as Chair of the Program Committee.
3. Meet with Program Committee and out-going Program Chair at Annual Meeting to review duties and responsibilities.
4. Assign Board of Directors liaisons to each of the WSSA committees.
5. Attend many different sessions at Annual Meeting to guide planning for the next Annual Meeting.
6. Assure that members of the Program Committee (Sectional Program Chairs and Vice-Chairs) have been selected and that they understand their responsibilities in developing the program. Assign duties and delegate authority to members of the Program Committee.
7. Solicit proposals for symposia and workshops.
8. Issue a call for papers in coordination with the Executive Secretary, giving instructions to authors regarding titles and abstracts of papers and including a list of Sections and Sectional program Chairs.
9. Develop the program format to include the general session (including invited speakers), sectional programs, special sessions, society business meeting, sectional business meetings, and committee meetings.
10. Keep the Board of Directors, members of the Program and Local Arrangements advised on all activities of the Program Committee and continuously solicit their suggestions on matters pertaining to the program.
11. Perform other duties delegated by the President or the Board of Directors.
12. Serve as Board of Directors liaison to the Program Committee (I1), the Local Arrangements Committee (I2) and the Science Policy Committee (E2).

**1.3.1 Timeline of President-elect's responsibilities:**

**Prior to Installation:**

1. In consultation with the new President and the Board of Directors, the new President-Elect should appoint the Local Arrangements Committee Chair for the meeting to take place in 12 months.

**During Annual Meeting:**

1. Contact Sectional Chairs and instruct them in their responsibilities. Assure that Vice-Chairs have been selected (usually done during a business meeting of each section) and that they understand their responsibilities.

**Within One Month after Annual Meeting (March):**

1. Submit call for symposia for publication in the Newsletter and on the Society web page. Once symposia are submitted circulate to entire board of directors for input and ranking.

**Within Three Months after Annual Meeting (May):**

1. Issue the first call for papers to be published in the July newsletter and advise membership on significant plans for the meeting including such details as the program theme and nature of the general session. Include proper instructions regarding titles, abstracts, and other pertinent matters, including a list of program sections and names of Sectional Program Chairs.
2. Contact and confirm meeting time and travel arrangements, if non-member, with general session speakers.

**Within Five Months after Annual Meeting (July):**

1. At the summer board meeting finalize symposia topics and provide general outline of the annual meeting.
2. Following the summer board meeting, confer with the Executive Secretary for the development of the registration brochure and meeting sections of the website. All arrangements should be finalized by mid-August.

**Within Seven Months after Annual Meeting (September):**

1. In conjunction with the Executive Secretary monitor abstract submissions and begin to develop placement time of each paper session with in the meeting.

**Within Eight Months after Annual Meeting (October):**

1. In conjunction with the Section Chairs and Executive Secretary, develop the program schedule. Plans need to include the general session, sectional programs, special sessions, committee meetings, business meeting, and related matters.
2. Send e-mail to all committee chairs asking them if they plan for their committee to meet and how long they will need a meeting room (usually 1 or 2 hours).
3. Inform the Meeting Manager of all meeting room requirements, giving time of beginning and ending of each committee meeting and number of persons for whom the rooms should be prepared. Handle all matters relating to the headquarters hotel through the Meeting Manager.

**Within Nine Months after Annual Meeting (November):**

1. In conjunction with the Executive Secretary, finalize the meeting program.
2. Final confirmation of dates and hotel arrangements should be made with Meeting Manager.

**Forty Days before Next Annual Meeting (January):**

1. Check with Meeting Manager on equipment, registration, arrangements, tickets, rooms for nonmember general session speakers, arrangements for displays, and related details.
2. Confirm with Local Arrangements Committee Chair/Meeting Manager that arrangements have been made for such matters as projectors, projectionists, and sound equipment.
3. In January, begin preparing draft of first Presidential message for Newsletter (deadline is about February 15).

**1.4 Vice-President**

The Vice-President shall:

1. Perform duties of the President-Elect if he/she cannot serve or if the President-Elect must assume the duties of the President.
2. Survey membership on annual meeting and other questions relevant to WSSA.
3. Review all committee reports for the two most recent years in order to evaluate the level of committee activities and their current/continuing need.
4. Review Duties and Charges of all committees and modify if necessary, after consultation with committee Chairs and with Board of Directors' approval.
5. Update and publish Committee List.

- a. Review present Committee List and determine number of expired terms.
- b. Request volunteers to serve on Committees in the fall.
- c. Work with committee chairs to update new committee list prior to the annual meeting and provide a final committee list to the Executive Secretary by April 1 for posting on the Society website.
6. Serve as Vice-Chair of the Program Committee.
  - a. Prepare a report for the next year's program to be presented in the WSSA Summer Board Meeting.
  - b. In consultation with the President and the Board of Directors, appoint the Local Arrangements Committee Chair for the meeting to take place for which the Vice-President will be program chair
  - c. During annual meeting when transitioning to President-Elect, instruct present section and future section chairpersons to complete an information sheet for each section, symposia, and workshop on attendance and problems noted.
  - d. Attend as many sectional programs as possible to determine whether improvement in the program can be made and how well the sections are fulfilling Society needs.
  - e. At conclusion of annual meeting, meet with the Board of Directors to review what worked and what changes are needed for the next meeting.
7. Perform other duties delegated by the President, President-Elect, or the Board of Directors.
8. Serve as Board of Directors liaison to the Awards Committees (I3).

#### **1.4.1 Timeline of Vice-President's responsibilities**

##### **During Annual Meeting:**

1. Make observations to guide planning for the next Annual Meeting.
2. Meet with Program Committee to begin planning for the next Annual Meeting.
3. Attend committee meetings to evaluate committee function and need.

##### **Within One Month after Annual Meeting (March):**

1. Survey membership regarding the recent Annual Meeting and other pertinent topics.
2. Review committee reports for previous two years.

##### **Within Three Months after Annual Meeting (May):**

1. Summarize survey results for discussion with Board of Directors
2. Update committee membership lists for posting on the WSSA website.
3. Request volunteers to fill openings on committees.

##### **Within Five Months after Annual Meeting (July):**

1. Prepare report on the Annual Meeting Program for which the Vice-President will be Program Chair for the summer Board meeting.
2. Appoint the Local Arrangements Chair for the Annual Meeting for which the Vice-President will be Program Chair.
3. Update committee membership lists for posting on WSSA website.

##### **Within Nine Months after Annual Meeting (November):**

1. Assist Program chair as needed with program planning.

##### **Forty Days before Next Annual Meeting (January):**

1. Develop additional details for next Annual Meeting Program to present at the Board Meeting
2. Communicate with Section Chairs to ensure that Section meetings are held and vice-chairs are elected.

#### **1.5 Past-President**

The Past-President shall:

1. Serve as Chair of the Nominating Committee (see WSSA Constitution, Article VIII, and 4.27 and 4.27.1). Ensure that new members of the Board of Directors receive a copy of the constitution and MOP, which outline their responsibilities to the society.
2. After receiving election results from the Executive Secretary, notify all candidates of the results and report the results at the next annual Business Meeting
3. Serve as an experienced advisor to the Board of Directors for the year following the Presidential term.
4. Serve as Board of Directors liaison to the Nominating Committee (I6) and the Endangered Species Committee (E3).

### **1.5.1 Timeline of Past-President responsibilities**

#### **Within Five Months after Annual Meeting (July):**

1. Convene nominating committee to identify candidates.

#### **Within Seven Months after Annual Meeting (September):**

1. Finalize list of candidates for voting.

#### **Within Nine Months after Annual Meeting (November):**

1. Conduct election for new candidates

#### **Forty Days before Next Annual Meeting (January):**

1. Contact all candidates regarding the outcome of the election. Communicate the need for new members to review the Constitution and MOP.

### **1.6 Secretary**

The Secretary shall:

1. Serve for a term of three years.
2. Prepare and distribute minutes of all meetings of the Board of Directors. Minutes should be distributed to the Board of Directors within one month after the meetings. Following Board approval of the minutes they should be submitted to the Web Content Manager for publication on the Society Website.
3. Record minutes related to electronic voting, including each electronic motion, discussion, and vote in the same manner as votes taken at a regular meeting of the Board. Present a copy of Society business conducted by electronic voting at the beginning of each regular summer and annual meeting of the Board (see 5.1.3).
4. Prepare and present minutes of the General Business meeting of the Society. Following approval of the minutes they should be submitted to the Web Content Manager for publication on the Society Website.
5. Maintain an up-to-date list of the members of the Board of Directors.
6. Prepare and maintain an up-to-date list of the names and officers or contact persons for regional and state Weed Science organizations and other vegetation management organizations, as appropriate.
7. Perform other duties as delegated by the President or the Board of Directors.
8. Serve as Board of Directors liaison to the Professional Development, Membership and Affiliation Committee (F3).

### **1.7 Treasurer**

The Treasurer shall:

1. Serve as Chair of the Finance Committee for a term of three years.
2. Work with the Committee to develop long-range financial programs, subject to the approval of the Board of Directors.
3. Become familiar with the day-to-day financial affairs to effectively execute the fiscal policy of the Society with the Executive Secretary, as determined by the Board of Directors.

4. Work with the Executive Secretary and the Finance Committee in budget preparation for the next fiscal year in advance of the annual meeting and present the proposed budget to the Board of Directors.
5. Review the annual audit and monitor fiscal programs.
6. Serve as Board of Directors liaison to the Finance Committee (F1) and the Endowment Fund Committee (F2).

### **1.8 Director of Publications**

The WSSA Director of Publications shall:

1. Be appointed by the Board of Directors to a three-year, renewable term (WSSA Constitution- Article VI, Section 2).
2. Provide leadership in the formation of policy matters for all publications of the Society, but will not have the responsibility of editing, publishing, or marketing a major periodical or publication.
3. Provide point of contact and interact with journal publisher, special publications printer/publisher, and Executive Secretary as directed and to fulfill Contractual or Memorandum of Agreement obligations.
4. Recommend to the President candidates for appointment by the Board of Directors as Editor of *Weed Science*, Editor of *Weed Technology*, Editor of *Invasive Plant Science and Management*, Editor of the *Herbicide Handbook*, and Editor of the *WSSA Newsletter*.
5. Appoint Associate Editors of *Weed Science*, *Weed Technology*, and *Invasive Plant Management and Science* upon recommendation by the respective Editors. The Director of Publications will inform the President of the appointments.
6. Serve as Chair of the Publications Board.
7. Serve as ex-officio member of the *Weed Science* Editorial, *Weed Technology* Editorial, *Invasive Plant Science and Management* Editorial, *Herbicide Handbook*, and other publication activity committees as directed.
8. With the concurrence of the Journal Editors, recommend retiring Associate Editors to the Board of Directors for recognition with an appropriate plaque after a minimum of 2 ½ years of service
9. Provide copyright permissions in the general interest of the Society as needed.
10. Serve on the WSSA Outstanding Reviewer Award Subcommittee.
11. In consultation with the membership, identify ideas for a new publication (books, monographs, etc.) in applied and fundamental aspects of weed science.
12. Serve as Board of Directors liaison to the Publications Board (P1), the Editorial Committees for *Weed Science* (P2), *Weed Technology* (P3), and *Invasive Plant Science and Management* (P4).

### **1.9 Chair, Constitution and Operating Procedures**

The Chair of the Constitution and Operating Procedures shall:

1. Be appointed by the Board of Directors to a three-year, renewable term (WSSA Constitution, Article VI, Section 2).
2. Serve as chair of the Constitution and Operating Procedures Committee and with the committee propose desirable updates or revisions to the Constitution and the Manual of Operating Procedures.
3. Ensure that current copies of the Constitution and Manual of Operating Procedures are available on <http://wssa.net>.
4. Provide each new officer or committee chair with a copy of the Manual of Operating Procedures and highlight their responsibilities.
5. Serve as the Board of Directors liaison to the Constitution and Operating Procedures Committee (I5).

### **1.10 Member(s)-at-large**

Each member-at-large shall:

1. Be elected by members of the society to a four-year, non-renewable term (WSSA Constitution, Article VI, Sections 1 and 3).
2. Represent the needs of all society members in discussions of the Board of Directors.

3. Chair special committees or working groups as assigned by the President.
4. Member-at-large B10A serves as Board of Directors liaison to the Invasive Plants Committee (E4) and the Website Committee (E6). Member-at-large B10B serves as Board of Directors liaison to the Environmental Aspects of Weed Management Committee (E7), the Herbicide Resistant Plants Committee (E8), and the Herbicide Resistance Education Committee (E9).

#### **1.11 Graduate Student Organization President**

The Graduate Student Organization President shall:

1. Be elected to a one-year term by members of the WSSA Graduate Student Organization (see Appendix: WSSA GSO Constitution and Operating Procedures).
2. Attend summer and Annual Meeting Board of Director meetings.
3. Promote the involvement of graduate students in the WSSA by:
  - a. Soliciting input from students and representing needs of graduate student members in discussions of the Board of Directors.
  - b. Communicating information from the Board of Directors to student members.
4. Serve as an ex-officio member on the Public Awareness Committee and the Professional Development and Membership committee.

#### **1.12 Aquatic Plant Management Society Representative**

The APMS representative shall:

1. Be appointed by the Aquatic Plant Management Society President to serve renewable 3-year terms.
2. Serve on the WSSA Board of Directors and represent the interest of APMS at WSSA meetings and functions.
3. Keep the APMS informed of WSSA activities of interest to the membership of APMS.
4. Recommend members from the APMS for participation in WSSA activities as deemed appropriate.
5. Promote goodwill between the APMS and WSSA.
6. Encourage WSSA members to join the APMS as opportunity and appropriate occasions arise.
7. Serve as Board of Directors liaison to the Terminology Committee (I7).

#### **1.13 Canadian Weed Science Society Representative**

The CWSS Representative shall:

1. Serve a three-year term on the WSSA Board of Directors and represent the interests of CWSS at WSSA meetings and functions. This individual is the CWSS 2<sup>nd</sup> Vice-President upon initial appointment and will occupy the position of President in their third year.
2. Keep the CWSS informed of WSSA activities of interest to the membership of CWSS.
3. Recommend members from the CWSS for participation in WSSA activities as deemed appropriate.
4. Promote good will between the CWSS and WSSA.
5. Serve as Board of Directors liaison to the Website Committee (E6).

#### **1.14 North Central Weed Science Society Representative**

The NCWSS Representative shall:

1. Serve on the Board of Directors of the WSSA. Term of office will be for three years and will begin with the first WSSA Board of Directors meeting during their annual meeting following his/her election in the NCWSS.
2. Attend all meetings of the WSSA Board of Directors and act as liaison between NCWSS and WSSA.
3. Keep WSSA informed of all activities and actions of NCWSS and keep NCWSS informed of all activities and actions of WSSA.
4. If unable to attend a WSSA Board of Directors meeting, consult with the President to appoint an alternate for that meeting.
5. Prepare a document containing a list of responsibilities, specific details of activities, and relevant correspondence to be passed on to the successor who fills the position.

6. Serve as Board of Directors liaison to the Formulation, Adjuvant, and Application Technology Committee (I8) and the Sensing, Automation, and Precision Technologies Committee (I9).

### **1.15 Northeastern Weed Science Society Representative**

The NEWSS representative shall:

1. Be responsible for coordinating the activities and projects of the NEWSS with the other Regional Societies and the WSSA.
2. Attend the Annual Meetings of the WSSA Board of Directors which are held at the same time as the WSSA Annual Meeting. At these Meetings, the Representative is expected to express the wishes and sentiments of the NEWSS and present a written report of recent activities, new Officers, Committee members, next meeting site and date, etc.
3. Prepare written reports for the Executive Committee of the NEWSS concerning the policies, activities, Officers, Committee appointments, future meeting sites, etc., of the Regional Societies and WSSA.
4. Report on vacancies in the elected positions in WSSA and develop a list in cooperation with the Executive Committee, of qualified individuals from NEWSS for consideration by the NEWSS Representative on the WSSA Nominating Committee.
5. Keep a file of WSSA Executive Committee and Board of Directors minutes.
6. Encourage or recommend NEWSS members to fill vacancies or positions on WSSA Committees.
7. Serve as a source of information regarding issues related to Weed Science on a Regional basis. A written report on these activities will be provided at the Annual Business Meeting. Periodic reports, either verbal or written, will be provided at regular meetings of the Executive Committee.
8. Identify members who can provide objective, scientific, and unbiased information to serve the legislative and regulatory process. Note that contributing members will act as individual experts and will not represent NEWSS.
9. Serve as NEWSS Representative to the WSSA Washington Liaison Committee. Maintain regular contact with the WSSA Executive Director of Science Policy (EDSP) and provide updates to the NEWSS EC. Participate in reviews and selection of the WSSA DSP.
10. The term of the WSSA Representative is three years.
11. Serve as Board of Directors liaison to the In Memoriam Committee (I4) and the Extension Committee (I10).

### **1.16 Southern Weed Science Society Representative**

The SWSS Representative shall:

1. Attend the Board of Directors and Business Meetings of the WSSA and prepare annually a short report on SWSS activities for presentation to the WSSA Board of Directors.
2. Attend the Executive Board meetings of the SWSS and prepare a report for the Executive Board and for presentation at the SWSS business meeting. Most items for this report have, in the past, originated from the Board of Director's and Business Meetings of WSSA and from subsequent happenings during the year.
3. Promote liaison between SWSS and WSSA. This might be done in the following ways:
  - a. The representative should do his/her best to maintain and promote goodwill between SWSS and WSSA.
  - b. The representative should transmit to the Board of Directors of WSSA such things as SWSS problems or policy which would be of interest or concern to WSSA. At times, he/she will be directed by the SWSS Executive Board to transmit certain items to WSSA; at other times, he/she must use his/her own judgement.
  - c. Conversely, certain items of business will need to be carried from WSSA back to the Executive Board of SWSS.
  - d. The representative to WSSA should take the initiative in the exchange of educational materials between SWSS, the other regional societies, and WSSA.
4. Maintain a WSSA Representative file and email reports and other pertinent correspondence to successor at the end of the final 3-year term.

5. Serve as Board of Directors liaison to the Weed Loss Committee (E11) and the Sustaining Membership Committee (F4).

### **1.17 Western Society of Weed Science Representative**

The WSWs Representative shall:

1. Serve on the Board of Directors of the WSWs and the Weed Science Society of America. The Representative is appointed by the President of WSWs and serves a three-year term as prescribed by the By-Laws of WSWs.
2. Attend all meetings of the WSWs and WSSA Board of Directors and acts as liaison between WSWs and WSSA.
3. Keep WSSA informed of all activities and actions of WSWs and, in turn, keeps WSWs informed of all activities and actions of WSSA.
4. Report to the President of WSWs all WSSA activities as they occur, so that the President is informed of current developments.
5. Prepare a written report to be presented to the WSWs Board of Directors meetings, WSWs Business Meeting and to be printed in WSWs Proceedings.
6. Prepare a written report to be presented to the WSSA Board of Directors meetings.
7. Fully inform the next WSSA Representative of WSSA format of procedures and transmits all files and information relative to the office.
8. Communicate with the Legislative committee as the contact person on the WSWs Board of Directors.
9. Serve as Board of Directors liaison to the Research Priorities Committee (E5) and the Herbicides for Specialty Crops Committee (E10).

### **1.18 Executive Director of Science Policy**

The primary purpose of this position is to provide leadership and direction for national and regional weed science research, education, and extension activities, as well as policies and regulations in Washington, DC that are relevant to the societies. This financially compensated position shall represent the needs of the six cooperating weed science societies (WSSA, APMS, NCWSS, NEWSS, SWSS, and WSWs) to perform activities that are important to the mission of the societies. This position reports to the Science Policy Committee (SPC) Chair.

The Executive Director of Science Policy shall:

1. Act in accordance with the direction of the Science Policy Committee (SPC) and Science Policy Advisory Committee (SPAC) while upholding the WSSA Code of Conduct and Conflict of Interest policies.
2. Support and promote initiatives of the cooperating weed science societies, collectively or individually to:
  - a. Ensure the expertise of weed science societies is accessible to Congress, federal agencies, NGOs, and other scientific organizations.
  - b. Represent the societies in coalitions, NGOs, and stakeholder groups, presenting on weed science topics as needed.
  - c. Provide input and support to National Invasive Species Awareness Weeks (NISAWs) and participate in NISC, FICMNEW, and related efforts.
  - d. Facilitate nominations to federal advisory committees and boards on behalf of the societies.
  - e. Design, implement, and analyze the annual National Survey of the Most Common and Troublesome Weeds and share results in quarterly update.
3. Lead Policy Representation and advocate for the policy positions of the cooperating weed science societies in collaboration with the WSSA Board of Directors, SPC, and relevant committees.
4. Provide Communication to the cooperating societies and SPC by:
  - a. Submitting written quarterly activity reports to the SPC, with additional reports as requested.
  - b. Organizing and leading quarterly SPC conference calls, with additional meetings as needed.

- c. Providing policy updates to newsletter editors and/or listservs for distribution to society members.
- d. Leading the development and review of comments on science, regulatory, and policy issues relevant to the societies' expertise.
- 5. Internal Activities include:
  - a. Act as an ex-officio member of the following WSSA committees: Science Policy (E2), Public Awareness (E12), Herbicide Resistance Education (E9), Research Priorities (E5), Invasive Plants (E4), Endangered Species (E3) and Website (E6).
  - b. Attend and present at national and regional society board and committee meetings as requested.
  - c. Manage the selection process and coordinate the Weed Science Policy Fellows Program, offering fellows hands-on experience in weed science policy.
  - d. Manage the selection process and work closely with the WSSA-EPA Liaison, WSSA-NIFA Fellow, WSSA Regulatory Consultant and USDA-APHIS TAG representative.
  - e. Provide guidance to special committees or contractors as assigned by the President.
- 6. Participate in Annual Review by providing a self-assessment report to the SPC in the first fiscal quarter, outlining accomplishments, challenges, and goals.

Required qualifications of the Executive Director of Science Policy:

- 1. Graduate degree in weed science, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position.
- 2. Ten years of specialized experience directly related to the work of this position that has equipped the applicant with the knowledge, skills, and abilities to perform successfully the duties of the position. Specialized experience includes experience working for a member of Congress, a Federal Agency office of congressional relations or an NGO's government relations or public affairs. Experience refers to paid and unpaid experience, including volunteer work.

#### **1.19 Executive Secretary (ex-officio)**

The Executive Secretary will provide:

- 1. A full-service membership and subscription business office staffed with trained personnel and equipped with the latest in business office products. Service also includes a conference room available to society officers.
- 2. Access to the business office via regular telephone, fax, internet, and mail service.
- 3. Assist in all aspects of planning. Major emphasis is directed towards project development and strategic planning.
- 4. Check writing services are available through the Executive Secretary and must be reviewed and approved by the WSSA Treasurer on a monthly basis. Checks payable to IMI will be signed by the WSSA Treasurer or other appropriate WSSA officer.
- 5. Prepare annual budget and monitor it throughout the budget year. Provide monthly reports detailing budget status to Treasurer and Board of Directors. Implement budget changes as directed.
- 6. Provide monthly detailed financial statements to Treasurer and summary financial statements to Board of Directors (described in Exhibit A.3).
- 7. Provide grant administration and reporting services for grants awarded to the WSSA.
- 8. Provide Human Resource Management services for WSSA employees (payroll, tax, retirement, and insurance needs).
- 9. Oversee the WSSA member renewal program.
- 10. Prepare annual report and assist with research and preparation of other reports as requested.
- 11. Provide coordination assistance in the form of preparing and monitoring project timelines. Maintain a WSSA calendar of events and officer/committee scheduling calendar.
- 12. Provide WSSA support through document preparation and distribution. Assist with preparation and distribution of news releases, reports, and other as may be required. Work with the

Newsletter Editor in preparation of announcements related to business activities of the organization.

13. Provide an electronic membership directory on an annual (or biannual if requested) basis.
14. Provide hard copy archive services. Electronic archiving is available for WSSA officer correspondence and reports. Archive inventory will be available as needed.
15. The Board of Directors manages details on salary and length of contract.

## **2. LIAISONS**

All subject matter experts, liaisons and representatives shall be a member of the Weed Science Society of America.

### **2.1 WSSA-EPA Liaison**

With approval of the Board of Directors, the WSSA President will appoint the WSSA-EPA Liaison. The term of appointment for the WSSA-EPA Liaison is three years with an additional year (4 total years) to mentor a new liaison. With support from the WSSA Board of Directors and our US EPA partners, the WSSA-EPA Liaison may serve up to two consecutive terms. Once the liaison's term is completed, they are expected to help mentor the new liaison by participation on the WSSA-EPA Liaison Advisory Team.

The EPA Liaison Advisory Team is composed of the WSSA President, Vice-President, President-Elect, Past-President, Science Policy Committee Chair, Executive Director of Science Policy, and the previous WSSA-EPA Liaison's.

The WSSA-EPA Liaison shall:

1. Facilitate a close working relationship between the weed science community and the US EPA Office of Pesticide Programs (OPP) and assist OPP by providing scientific information and expertise relevant to OPP's questions on crop and noncrop weed control challenges that directly affect the weed management practitioner.
2. Work with EPA staff across the United States as necessary through virtual and in-person interactions. Provide input on a wide range of topics such as current weed management practices and needs, formulations and application technology, the practicality of label mitigations for herbicide use, herbicide resistance management, new herbicide research, herbicide stewardship, nonchemical weed management, weed biology, weed ecosystems and invasive plant management.
3. Identify, after consultation with EPA OPP and in cooperation with the WSSA-EPA Liaison Advisory Team, weed science expertise to assist with providing requested information to the OPP and with organizing educational opportunities for OPP staff such as seminars, field tours, and meetings.
4. Advance the weed science community's understanding of EPA regulations and procedures through presentations at annual meetings, quarterly conference calls with the WSSA-EPA Liaison Advisory Team, and quarterly reports submitted for the WSSA Board of Directors. The quarterly reports will be made available and archived on the WSSA website.
5. Serve as a member of the Science Policy Committee (E2) and Herbicide Resistance Education Committee (E12b) (see 4.3 and 4.10).

### **2.2 WSSA-NIFA FELLOW**

With approval of the Board of Directors, the WSSA President will appoint the WSSA-NIFA Fellow. The term of appointment for the WSSA-NIFA Fellow is three years with an additional year (4 total years) to mentor the new Fellow. With support from the WSSA Board, the WSSA-NIFA Fellow may serve up to two consecutive terms. Once the liaison's term is completed, they are expected help mentor the new Fellow by participation on the WSSA-NIFA Fellow Advisory Team.

The NIFA Fellow Advisory Team is composed of the WSSA President, Vice-President, President-Elect, Past-President, Science Policy Committee Chair, Research Priorities Committee Chair and Executive Director of Science Policy, and previous WSSA-NIFA Fellow's.

The WSSA-NIFA Fellow shall:

1. Serve as a weed science resource and subject matter expert to USDA-NIFA and act as a liaison between WSSA and USDA-NIFA.
2. Become familiar with USDA-NIFA policies, procedures, staff, and staff responsibilities and develop a basic understanding of how USDA-NIFA funding priorities are established and grants awarded.
3. Work with USDA-NIFA staff across the United States as necessary through virtual and in-person interactions.
4. Provide input to USDA-NIFA program leaders on a wide range of topics such as current weed management practices, herbicide resistance management, weed biology and ecology, invasive plants, the role of weed control in land management and the potential for new weed management technologies.
5. Enhance USDA-NIFA's understanding of weed science and help connect NIFA staff with appropriate WSSA committees and members to leverage their expertise.
6. Advance the weed science community's understanding of USDA-NIFA programs and opportunities through presentations at annual meetings, quarterly conference calls with the WSSA-NIFA Fellow Advisory Team, and through quarterly reports submitted to the WSSA Board of Directors. Quarterly reports will be made available and archived on the WSSA website.
7. Serve as an ex officio member on the Research Priorities (E6), Noxious and Invasive Weeds and Biocontrol (E4), and Science Policy Committees (E2) (see 4.3, 4.4, and 4.5).

## **2.3 Liaisons to organizations with interests that overlap those of the WSSA**

### **2.3.1 CAST representative**

1. The CAST representative shall be selected by the WSSA Board of Directors for a three-year term and shall begin attending the CAST meetings immediately following his/her election.
2. Attend all meetings of the CAST Board of Directors. Represent the views and concerns of the WSSA membership to the CAST Board of Directors and recommend WSSA members that can provide technical assistance in the preparation of CAST Reports.
3. Provide annual reports to the WSSA Board of Directors on CAST activities and actions and coordinate a CAST display at the WSSA Annual Meeting.
4. When the term of service is completed, mentor the incoming CAST representative.
5. The CAST representative must be a member of CAST.

### **2.3.2 APHIS TAG representative**

1. The APHIS TAG representative shall be selected by the WSSA Board of Directors for a three-year term.
2. The representative shall represent the interests of the WSSA on the USDA-APHIS's Technical Advisory Group for Biological Control Agents of Weeds (TAG) by participating in quarterly conference calls and an annual in-person meeting.
3. Serve as an ex officio member on the Invasive Plants Committee (E4)

## **3. PUBLICATIONS**

### **3.1 Director of Publications**

(See 1.8)

### **3.2 Journal Editors**

The overall role of the Editor is that of vision, direction, and counsel. Editors will be approved by the WSSA BOD and notified by the WSSA President upon recommendation from the Director of Publications for *Weed Science*, *Weed Technology*, and *Invasive Plant Science and Management (IPSM)*.

#### **3.2.1 Duties of Journal Editors**

The duties of Journal Editors are to:

1. Initiate new policy concerning their respective journals, following suggestions and ideas generated by Associate Editors, reviewers, authors, and WSSA members. New policy should normally be discussed at Editorial Board meetings before being approved. Policy matters can also be dealt with by correspondence.
2. Assure that manuscripts contributed to *Weed Science*, *Weed Technology*, or *IPSM* are reviewed and edited promptly. The general procedures shall be:
  - a. Receive notification of manuscript submission from the online submission, tracking, and review system (Peer Track).
  - b. Assign manuscripts to Associate Editors for review and recommendation; provide the Managing Editor with name of Associate Editor and list of potential reviewers; keep track of the general progress of the manuscripts and make appropriate reminders to Associate Editors when manuscripts are overdue.
  - c. Review papers when returned by Associate Editors; consider recommendations of reviewers and Associate Editors; advise authors of disposition of papers.
  - d. Ensure that all appropriate information concerning manuscript review is logged in the Peer Track database, and provide annual summary reports to the Director of Publications.
3. In consultation with the Managing Editor and the Copy Editor, determine style format of each Journal.
4. Approve the journal production schedule prepared by the Account Manager and the Managing Editor.
5. Recruit and recommend candidates to the Director of Publications for appointment as Associate Editors of *Weed Science*, *Weed Technology*, or *IPSM*.
6. Assign duties as appropriate to Associate Editors.
7. Identify and solicit suitable topics and authors for timely, high quality scientific review articles in applied and fundamental aspects of weed science. Review articles will be relatively short and focused mini-reviews rather than lengthy encyclopedia reviews. Identify suitable national or regional conference symposia topics for publication. The normal submission, review and approval process is generally used and page charges and reprint costs will be at the authors' expense.
8. Serve as Chair of the *Weed Science* Editorial Committee (P2), *Weed Technology* Editorial Committee (P3), or *IPSM* Editorial Committee (P4).
9. Serve as ex-officio member of the Outstanding Paper in *Weed Science* Subcommittee, Outstanding paper in *Weed Technology* Subcommittee, or Outstanding Paper in *IPSM* of the Awards Committee.
10. Serve as an ex-officio member of the Publications Board
11. Serve a term of three years with eligibility for reappointment.
12. Waive journal page charges when an appropriate justification is received.
13. Recommend retiring Associate Editors to the Director of Publications for recognition by the Society with an appropriate plaque after a minimum of 2½ years of service.
14. Serve on the WSSA Outstanding Reviewer Award Subcommittee.

### **3.3 Associate Editors**

The Associate Editor is responsible for the review of manuscripts that fall within his/her field of authority. The term is three years, usually renewable once. The number of Associate Editors on each journal's Editorial Board should allow adequate coverage of the many disciplines involved in weed science. Additional Associate Editors should be appointed if the workload in a particular discipline becomes excessive.

#### **3.3.1 Duties of Associate Editors**

The duties of the Associate Editors are:

1. Apply review policy procedures to manuscripts assigned by the Editor in a timely and professional fashion by: checking progress of evaluation by reviewers, checking progress of revisions by authors, and making a recommendation to the Editor as to the final disposition of manuscripts.

2. Contribute suggestions for improvement on any aspect of the journal. The Associate Editors serve as members of the Editorial Board of the journal.
3. The process of manuscript review is:
  - a. Upon receipt, the Associate Editor examines the list of suggested reviewers and in consultation with the Editor modifies that list. If, for any reason, the Associate Editor thinks that the manuscript is not suitable, he/she should quickly get in touch with the Editor to discuss reasons for unsuitability and recommend action.
  - b. The Associate Editor keeps track of dates by which manuscripts are expected to be returned by reviewers. Reviewers are required to produce their reports within a three-week period. If delays occur, Peer Track sends reminder emails to reviewers but if excessive delays occur then the Associate Editor reminds the reviewer, preferably by phone, fax or E-mail, that the review is overdue.
  - c. The Associate Editor evaluates Reviewers comments. He/she may, under certain circumstances, seek the advice of an additional reviewer.
  - d. If after examining the Reviewers evaluation, the Associate Editor comes to the conclusion that the manuscript should be rejected, he/she should return the reviews to the Editor with a covering letter indicating clearly why a rejection decision should be reached.
  - e. If the Associate Editor is favorable to the acceptance of the manuscript, conditional to either minor or major corrections, he/she will indicate to the authors the appropriate corrections that should be made to the manuscript in order for it to be considered for publication. The Associate Editor should also require the authors to comment on the corrections made to the manuscript, and ask that they provide a rebuttal for comments with which they disagree and that they chose to ignore in their revision.
  - f. At this point, a manuscript is still not considered accepted for publication even if only minor corrections are required. It may be acceptable, but it is not yet accepted. Acceptance is the last step in the process and is the Editor's responsibility. Associate Editors should be careful in the wording of their correspondence so authors are not confused on this issue.
  - g. The Associate Editor indicates an appropriate deadline to the authors for corrections. A period of four weeks should be reasonable for most manuscripts. Note: Peer Track is set up to automatically set a due date for revisions of 45 days for Weed Science and 31 days for Weed Technology; this date is automatically inserted into the decision letter. If a delay occurs, the Associate Editor promptly reminds the authors that the revised version of their manuscript is overdue.
  - h. The Associate Editor reviews the revised draft of the manuscript in light of the reviewers' criticisms, instructions to authors, and any comments or rebuttal provided by the authors.
  - i. If the Associate Editor considers that "more work needs to be done", he/she returns the manuscript to the authors indicating what additional corrections should be made. In extreme cases, the Associate Editor may require that the revised draft be re-evaluated by one or more reviewer(s).
  - j. If, after reasonable efforts, the Associate Editor is still unsatisfied with the author's corrections, he/she should return the file to the Editor with a clear explanation of the situation. The Editor, in consultation with the Associate Editor, will make the final decision concerning the manuscript.
  - k. Otherwise, when the revision is judged satisfactory and no further corrections are required from the authors, the Associate Editor makes a recommendation for acceptance to the Editor on Peer Track.

### **3.4 Editorial Boards of Scientific Journals**

The Editorial Board of each journal is composed of the Editor as Chair, the Associate Editors, and the Director of Publications and the Managing Editor as ex-officio members. The Editorial Board Committees Reports to the Publications Board and has overall responsibility for any matters concerning content, style, standards, and review policy of each journal. Matters affecting journal finance are referred to the WSSA Finance Committee (see 4.13). Publication Boards shall be referenced through a 'P' designation in short.

### **3.4.1 Publications Board (P1)**

The Publications Board shall:

1. Consist of the Director of Publications, acting as Chairperson; five members, appointed by the President, each serving for three-year terms. Terms should be staggered such that no more than two members rotate off every year. The Publications Board shall include as ex-officio members: the Managing Editor and the chairs of WSSA publications committees.
2. Report to the Director of Publications who, in turn, reports to the Board of Directors of WSSA. The Publications Board is responsible for the general policy concerning all materials published by the WSSA, including scientific journals, abstracts, monographs, books, electronic media, materials posted on the WWW, etc. The Publications Board has responsibility for seeking new and innovative ways to deliver weed science information to potential audiences, whether within or outside the Society; making decisions on any new publication project, traditional or electronic; insuring successful and timely implementation of projects, etc. Its role will be one of direction and leadership.
3. Meet at least once a year, at the time of the Annual Meeting of the WSSA, concurrently with Chairs of Publications Committee and Board Coordinators.

### **3.4.2 Weed Science Editorial Board (P2)**

The *Weed Science* Editorial Committee shall:

1. Consist of the Editor of *Weed Science* as Chair, and the Associate Editors. The Director of Publications shall be ex-officio member.
2. Establish and implement manuscript processing procedures as needed to maintain a viable journal of continuing excellence. This includes procedures to maintain technical and editorial correctness of published papers; to ensure prompt handling of manuscripts, and; to keep the journal current with changing technology.
3. Use the following general procedure:
  - a. Reviewers will report to the assigned Associate Editor on the suitability of the papers for publication in *Weed Science*.
  - b. Associate Editors of *Weed Science* will review papers when received from reviewers, and send them to the authors with suggestions and recommendations.
  - c. After papers are returned by authors to the assigned Associate Editor, they will be forwarded with recommendations to the Editor of *Weed Science* for final disposition.

### **3.4.3 Weed Technology Editorial Board (P3)**

The *Weed Technology* Editorial Committee shall:

1. Consist of the Editor of *Weed Technology* as Chair, and the Associate Editors. The Director of Publications shall be ex-officio member.
2. Establish and implement manuscript processing procedures as needed to maintain a viable journal of continuing excellence. This includes procedures to maintain technical and editorial correctness of published papers; to insure prompt handling of manuscripts, and to keep the journal current with changing technology.
3. Use the following general procedures:
  - a. Reviewers will report to the assigned Associate Editor on the suitability of the papers for publication in *Weed Technology*.
  - b. Associate Editors of *Weed Technology* will review papers when received from reviewers and send them to the authors with suggestions and recommendations.
  - c. After papers are returned by authors to the assigned Associate Editor, they will be forwarded with recommendations to the Editor of *Weed Technology* for final disposition.

### **3.4.4 Invasive Plant Science and Management Editorial Board (P4)**

The *Invasive Plant Science and Management (IPSM)* Editorial Committee shall:

1. Consist of the Editor of *IPSM* as Chair, and the Associate Editors. The Director of Publications shall be ex-officio member.
2. Establish and implement manuscript processing procedures as needed to maintain a viable journal of continuing excellence. This includes procedures to maintain technical and editorial

correctness of published papers; to ensure prompt handling of manuscripts, and to keep the journal current with changing technology.

3. Use the following general procedures:
  - a. Reviewers will report to the assigned Associate Editor on the suitability of the papers for publication in *IPSM*.
  - b. Associate Editors of *IPSM* will review papers when received from reviewers and send them to the authors with suggestions and recommendations.
  - c. After papers are returned by authors to the assigned Associate Editor, they will be forwarded with recommendations to the Editor of *IPSM* for final disposition.

### **3.5 Publisher**

The Publishing Manager responsibilities include:

1. Managing production, distribution, marketing, renewals, circulation, advertising, business management and accounting;
2. Monitoring the evolving models for subscriptions;
3. Increasing journal usage through online access;
4. Marketing to potential institutional subscribers;
5. Pursuing opportunities to include the journals in citable databases.
6. The Publication Manager will interact with the Director of Publication and other designated Society representatives and Publisher team members to fulfill obligations outlined under a Contract or Memorandum of Agreement with the Society.

### **3.6 Managing Editor**

The Managing Editor is:

1. Responsible for the efficient management of all phases of the day-to-day journals operation by insuring coordination of communication among Editors, Associate Editors, reviewers, authors, Publications Board, Publishing Manager, and electronic Printer.
2. Works in close collaboration with the Publisher and the Account Manager responsible for the production schedule of the journals.

#### **3.6.1 Managing Editor Duties**

The Managing Editor shall:

1. Provide oversight of the manuscript online submission, tracking, and review system (Peer Track); preparing accepted manuscripts for production; sending pdf proofs to authors and incorporating changes returned by the authors; putting the journal issue together; and checking page proofs and printed pages prior to publication.
2. The Managing Editor is involved in the following steps of the review process:
  - a. After a manuscript is submitted to Peer Track, the Managing Editor QC's the file to make sure it has been submitted correctly and the file hasn't been damaged during conversion to pdf. If there are problems, it is returned to the author with an email explaining the problem and how to fix it. If the manuscript looks OK, it is sent to the editor for assignment of an Associate Editor and potential reviewers or directly to the associate editor (if it is a revision).
  - b. After the Editor provides a prioritized list of potential reviewers, the Managing Editor contacts the first two reviewers on the list (via email through Peer Track). If a potential reviewer does not respond, he or she is sent up to two more emails at one-week intervals. If these scientists decline the review or do not respond after three attempts to contact them, the Managing Editor contacts those potential reviewers whose name appears further down the list until two reviewers have accepted.
  - c. If necessary, the Managing Editor sends reminder E-mails to reviewers prompting them to complete their review. Reminders are also sent to Associate Editors when a decision is overdue.
  - d. After manuscripts are accepted for publication, the Managing Editor supervises and participates in the preparation of accepted manuscripts for publication. She/he works in close collaboration with the Editorial Committee of each journal to assure that articles adhere to the established journal style.

- e. Provide Outstanding Reviewer Award Subcommittee a printout showing the top ten reviewer scores by December 1 of each year.

### **3.7 Routing of Manuscripts Submitted to WSSA Scientific Journals**

The sequence of events involved in the processing of a manuscript from receipt to production of final proofs is as follows:

1. The author submits the manuscript to Peer Track. Detailed author instructions are available on Peer Track. Peer Track automatically assigns a manuscript number to all completed submissions.
2. The Managing Editor QC's the file to make sure it has been submitted correctly (double spaced, manuscript parts in order, references in alphabetical order, number of figures and tables match callouts, etc...) and the file hasn't been damaged during conversion to pdf. If there are problems, it is returned to the author with an email explaining the problem and how to fix it. If the manuscript looks OK, it is sent to the editor (step 3).
3. Upon receipt, the Editor examines the manuscript for appropriateness. He/she may choose to immediately return the manuscript to authors for reasons of content, style, etc.
4. If the manuscript is judged appropriate for review, the Editor selects an Associate Editor and collates a prioritized list of potential reviewers, according to the subject of the paper. As much as possible, the Editor tries to even the workload across all Associate Editors and reviewers. Peer Track automatically sends an email to the author confirming receipt of the manuscript.
5. The Managing Editor contacts the first two reviewers on the list (via email through Peer Track). If a potential reviewer does not respond, he or she is sent up to two more emails at one-week intervals. If these scientists decline the review or do not respond after three attempts to contact them, the Managing Editor contacts those potential reviewers whose names appear further down the list until two reviewers have accepted.
6. Peer Track automatically emails the reviewers with links to reviewer instructions and the manuscript for review.
7. Reviewers are required to complete their reviews within a three-week period and submit them on Peer Track. Manuscript line numbers can be used to give detailed comments. Peer Track keeps track of dates by which evaluation reports are expected to be returned and automatically sends reminders when reviews are overdue (sent weekly until the review is received).
8. The Associate Editor evaluates the reviewers' comments. He/she may, under certain circumstances, seek the advice of an additional reviewer.
9. The Associate Editor submits a decision through Peer Track. At this time, a decision letter (which includes reviewer comments) is drafted, but not sent. If the manuscript is to be rejected, the Associate Editor indicates clearly why a rejection decision should be taken. If the Associate Editor comes to a favorable decision, conditional to either minor or major corrections, he/she will indicate the appropriate corrections that should be made to the manuscript in order for it to be considered for publication. The Associate Editor should also require the authors to comment on the corrections made to the manuscript, and ask that they provide a rebuttal for comments with which they disagree and that they choose to ignore in their revision.
10. If revisions are requested, the decision letter will be sent directly from the Associate Editor to the corresponding author (through Peer Track). The decision letter will include an appropriate deadline to the authors for corrections. If a delay occurs, the author is sent a reminder that the revised version of the manuscript is overdue. Up to three reminder emails are sent. If the author requests an extension, the Managing Editor extends the revision due date accordingly.
11. If the Associate Editor decides that the manuscript should be rejected or accepted without further revisions, the Editor reviews the Associate Editor's comments and the draft decision letter. If he disagrees with the Associate Editor's decision, he will modify the decision at this time. The decision letter is finalized and sent to the corresponding author. For accepted manuscripts, skip to step 17. If authors choose to resubmit rejected manuscripts after extensive revisions, the manuscript is submitted under a new number and must go through the entire review process again.

12. The author submits the revised manuscript to Peer Track.
13. The Managing Editor QC's the file and works with the authors to correct any problems in submission. If the manuscript looks OK, it is sent directly to the Associate Editor.
14. The Associate Editor reviews the revised draft of the manuscript in light of the reviewers' criticisms, instructions to authors, and any comments or rebuttal provided by the authors. In extreme cases, the Associate Editor may require that the revised draft be re-evaluated by one or more reviewer(s).
15. The Associate Editor submits a decision through Peer Track (repeat steps 9-11).
16. Steps 12-15 will be repeated until the manuscript is deemed acceptable.
17. When the revision is judged satisfactory and no further corrections are required from the authors, the Editor releases the manuscript to the Managing Editor for production.
18. The Managing Editor checks the manuscript for proper formatting; that cited tables and figures are included; and that tables and figures are not damaged. If anything is missing or damaged, the Managing Editor contacts the author for the missing or damaged material.
19. Once everything is accounted for, the manuscript is sent to the "check in" department at Cambridge University Press. The manuscript is logged in and put on a schedule. It is then sent on for copy editing, typesetting, and proofreading. A pdf of the accepted manuscript will be pre-published and available to members and others through individual library subscribers, if the author has selected this first option. Once the accepted manuscript pdf is edited and typeset, it will replace the original version on the web.
20. The Managing Editor receives a complete set of page proofs (both paper and pdf). Electronic pdf proofs are sent to the author by email, along with author instructions, the copyright release form, and a reprint order form. Once the manuscript is copyedited and typeset it will be pre-published and available to members and others through individual library subscribers, if the author has selected this second option.
21. The authors return their corrected page proofs to the Managing Editor who, in turn, transfers the corrections onto a master set of proofs.
22. The Managing Editor, in consultation with the Editor, orders the articles and makes up the issue. Articles are generally arranged by section and by acceptance date within each section. The Managing Editor page numbers the issue and develops the table of contents.
23. The Managing Editor routes the corrected page proofs to the Account Manager who oversees the correction process.
24. A set of corrected page proofs (with the author's and Editor's corrections incorporated) are checked for accuracy by the Managing Editor and Editor. Any late corrections can be made at this point.
25. The Managing Editor routes the final proofs to the Account Manager who sees that any late corrections are incorporated, and then sends the issue to press. If there are extensive additional corrections, the Managing Editor can request to see another set of corrected proofs before sending the issue to press.

### **3.8 Page Charges for Publishing in Society Journals**

Authors of all unsolicited papers published in *Weed Science*, *Weed Technology*, or *Invasive Plant Science and Management*, including unsolicited symposia papers, will be assessed page charges. The charge will be established by the Board of Directors. However, payment of this charge is not a condition for acceptance of a paper. For WSSA to defray the charge to authors who are members of the Society, an application for exemption should accompany the return of the galley proof stating that they are unable to pay the charge and that the institution or organization with which they are affiliated also is unable to honor the request for payment of this charge. Under such conditions, consideration will be given for exception.

### **3.9 WSSA Newsletter Editor**

The Editor of the *WSSA Newsletter* shall:

1. Edit the *WSSA Newsletter*.
2. Assemble news of interest to WSSA members from any reliable sources.

3. Write articles based on this information.
4. Take the lead to ensure that official notices of the Society such as call for papers, nominations, placement service, etc. are published at the appropriate time in the *News/letter*.
5. Cause the *News/letter* to be electronically published and made available to WSSA members and others interested in WSSA activities via the website in January, April, July, and October each year.
6. Serve as a member of the Publication Board.
7. Place a complete copy of each volume in the WSSA archives.

### **3.10 New Publication Proposals**

Authors wishing to submit ideas for a new publication should submit a brief proposal including: the title of the project, tentative authors/editors, a summary describing the topic and the contents of the publications, a description of the target audience and potential marketing, a proposed budget with emphasis on costs to WSSA, a detailed calendar of operations with the expected date of completion. The proposal may first be submitted to the Publications Board for a recommendation, and if a positive response is obtained, to the Board of Directors for final approval. Normally, a Special Committee is appointed by the President to accomplish specific tasks in preparation, review, publication and marketing. The Director of Publications normally serves as an ex-officio member and may interact, or designate a committee member to interact, with the Executive Secretary and a Publisher to obtain bids and otherwise initiate action to have the document printed, promoted and distributed.

## **4. COMMITTEES (OTHER THAN PUBLICATION COMMITTEES)**

### **4.1 Committee Membership and Guidelines**

#### **4.1.1 Committee Membership**

1. Only members of the WSSA may serve as members of WSSA committees, other than the Local Arrangements Committee, unless such members shall be specifically appointed by the Executive Committee of the Board of Directors.
2. Each committee will consist of a minimum of a chair and four other members, each appointed to a renewable 3-year term. Chairs may serve for only two consecutive terms. Where possible, committee membership will reflect the diversity of society membership.
3. An individual may be appointed as a member of more than one Committee or Special Committee.
4. Members may volunteer for committee service through the website or by contacting the committee chair and Vice-President. New committee members are appointed annually.
5. Replacement of a committee member during a normal term requires agreement of at least four members of the Executive Committee. Any committee member so replaced can be reinstated, for their current term only, by successful appeal to the Board of Directors via the President. The President is required to direct the appeal to the Board of Directors and reinstatement will require approval by a simple majority of the Board of Directors who vote.

#### **4.1.2 General Guidelines for Committees**

1. Board Liaison. Each committee is assigned a Board Liaison. It is the responsibility of the Board Liaison to contact the committee chairs on a regular basis to provide guidance and receive updates on committee progress. The liaison should also be invited to attend all committee meetings and conference calls.
2. Committee Chair. The Committee Chair is responsible to organize a meeting to be held during the Annual Meeting and/or regular conference calls and other activities to accomplish the purposes of the committee. S/he should provide regular communication with all committee members and the Board Liaison assigned to the committee. In addition, the Chair should provide a written report of committee accomplishments and needs one month prior to the Annual Meeting to be reviewed by the Board of Directors.

3. Committee descriptions. Committees should review the descriptions and responsibilities in the MOP annually. Where adjustments to the description in the MOP are appropriate to better accomplish the work of the committee and the WSSA, revisions may be recommended to the Board of Directors for consideration.
4. Committees shall remain open to all society members for participation; however, only members of the committee have voting privileges on matters requiring a vote.

#### **4.1.3 Cautionary Procedures**

1. Because names of Board Members, Committee Chairs and Committee Members are posted on the WSSA website they may become targets of financial scams. Members must not respond to any requests for information related to payments or bank account information and must immediately refer those emails to the Executive Secretary and Treasurer so appropriate steps may be taken to protect the WSSA and its members.

#### **4.2 Committee Definitions (WSSA Constitution, Article IX)**

1. Standing Committees will be created by the Board of Directors to carry out WSSA Business and will be listed in this MOP. Members will be appointed under the direction of the President. Such committees may be discharged by a majority of the Board of Directors.
2. Special committees may be appointed by the President, the Executive Committee, or the Board of Directors as necessary, to carry out Society business. Each will be appointed for a term of not less than one, or more than five years. Special committees may be converted to standing committees and incorporated in the Manual of Operating Procedures after two years.
3. The President shall be an ex-officio member of all committees, except the Nominating Committee, but shall not be entitled to vote on matters before any committee.
4. Committees will be identified under the following categories:
  - a. External (E)
  - b. Finance (F)
  - c. Internal (I)
  - d. Special/Ad Hoc (SA)

#### **4.3 Science Policy**

##### **4.3.1 Science Policy Advisory Committee (SPAC)**

The Science Policy Advisory Committee (SPAC) shall be made up of the Science Policy Committee Chair, WSSA President, WSSA President-Elect (Board liaison), WSSA Vice President, WSSA Past President, WSSA Past-Past President.

The Science Policy Advisory Committee shall:

1. Evaluate the performance of the EDSP annually in the first quarter of each fiscal year to ensure effective leadership, accountability, and alignment with the organization's mission and goals. The evaluation will be based on pre-established performance objectives, job description, and the organization's strategic priorities. The EDSP will submit a self-assessment report outlining achievements, challenges, and goals for the upcoming year. The SPAC will review the self-assessment, gather relevant input from stakeholders, and complete a performance evaluation form. A meeting will be scheduled with the EDSP and the SPAC to discuss the evaluation results, provide feedback, and set goals for the next year. The completed evaluation and any supporting documents will be maintained in the EDSP's personnel file. All aspects of the evaluation process will be treated as confidential and shared only with individuals directly involved in the evaluation. Within 30 days of the completed evaluation, the SPAC shall bring forward all proposed salary and merit adjustments to the board for consideration and approval. Changes will be effective following board approval at the next pay cycle.

##### **4.3.2 The Science Policy Committee (SPC; E2)**

The Board of Directors shall authorize the annual budget for the Science Policy Committee. Additional funding can be requested by the EDSP and/or the Chair of the SPC.

The Science Policy Committee (SPC) shall:

1. Consist of the Executive Director of Science Policy (EDSP) and a Chair appointed by the Board of Directors; the WSSA President, President-Elect (Board liaison), Vice President, Past President, WSSA EPA Liaison, WSSA-NIFA Fellow, WSSA CAST representative, Chair of US HRAC, Director of Science Policy for Crop Life, and Chair of Public Awareness committee (E13); the President and one other member appointed from each cooperating weed science society; up to four at-large members appointed by the Chair; the WSSA Regulatory Consultant and up to two Science Policy Fellows (non-voting).
2. Facilitate communication between the EDSP and the cooperating weed science societies regarding policy priorities and tasks desired.
3. Facilitate the EDSP's requests for information and resources needed to accomplish activities to support science policy tasks. To do this, the committee will:
  - a. Establish an annual list of science policy priorities for the EDSP;
  - b. Provide timely policy and decision-making guidance to the EDSP;
  - c. Conduct a minimum of four science policy committee meetings annually in addition to meeting during WSSA annual meeting;
  - d. Provide input on position papers, resolutions, reports, video, expertise, and other materials for the EDSP;
  - e. Develop an executable work plan for implementation aligned to science policy priorities;

#### **4.3.3 Policy on Board Endorsement of Position Letters**

1. Purpose: This policy establishes a consistent and transparent framework for the Board and/or its officers to evaluate and determine whether to endorse public position letters, statements, or advocacy documents on behalf of the Weed Science Society of America.
2. Scope: This policy applies to all formal requests to the Board or its officers to endorse position statements, regardless of the requesting party.
3. Criteria for Consideration: A position letter may be endorsed if it meets all of the following:
  - a. Mission Alignment
    - i. The position aligns with the core mission and values of the WSSA.
    - ii. The issue addressed is relevant to the WSSA's purpose or directly affects its members or programs.
  - b. Reputational Impact
    - i. Endorsement will not risk harm to the credibility, neutrality (if applicable), or reputation of the WSSA and its members.
  - c. Clarity and Accuracy
    - i. The letter is factually accurate and clearly written.
    - ii. The position is based on sound evidence and reflects appropriate tone and language.
  - d. Partnership and Advocacy Value
    - i. The letter is part of a broader strategy or coalition effort in which the WSSA is involved or supports.
    - ii. The endorsement advances collaborative efforts with aligned stakeholders if appropriate.
  - e. Board Review and Approval
    - i. Adequate time is given for board members to review the letter and accompanying materials.
    - ii. A quorum of the Board votes in favor of the endorsement (as defined in the WSSA's bylaws).
4. Decision-Making Process and Timeline
  - a. A request for endorsement must be submitted at least seven (7) business days prior to the stated sign-on deadline. The request must include a copy of the letter, context for the request (e.g., who drafted it, the intended audience, timeline, and advocacy goals), and a short justification for alignment with the WSSA's mission and values
  - b. Upon receipt, the President or designee will review the request for completeness and alignment within 2 business days.

- c. The President will determine whether the request should proceed for full Board consideration.
  - i. The letter and background materials will be distributed to the Board for review;
  - ii. Board members will be given three (3) business days to submit comments or concerns;
  - iii. A vote will be held via email or scheduled meeting following WSSA MOP;
  - iv. The vote must be completed by the seventh business day after the initial request, unless expedited review is approved (see below). If the sign-on deadline is less than 7 business days, the President may initiate an expedited process. In such cases, requests must still be submitted at least 3 business days before the deadline, and a minimum of 1 full business day must be allowed for the Executive Board to review and vote.
  - v. All decisions, including vote tallies and rationale, shall be recorded in the next Board meeting minutes or an official memo. If endorsed, the WSSA's name and appropriate signatory will be added to the letter. Communication with membership or the public may be issued at the discretion of the President and Director of Science Policy.
- 5. Delegated Authority: The Board may delegate sign-on authority to the Director of Science Policy for recurring or low-risk issues that meet pre-approved criteria. Such delegation must be renewed annually. The DSP shall maintain a list of supported positions accessible by the Board and Membership on the WSSA website.
- 6. Exceptions: The Board may delegate authority to the Director of Science Policy to sign position letters that meet predefined criteria and require timely response. Any such authority must be documented in writing and periodically reviewed.
- 7. Review and Revision: This policy shall be reviewed every two years or as needed to ensure continued alignment with WSSA values and practices.

#### **4.4 Endangered Species Committee (E3)**

The Endangered Species (ESA) Committee shall:

- 1. Consist of a Chair, a WSSA graduate student(s), the Executive Director of Science Policy, the WSSA EPA Liaison, and a minimum of four other members. The board liaison is the Past President of the WSSA.
- 2. Each committee member, including the chair, is allowed a renewable three-year term.
- 3. Assimilate information on how ESA impacts agriculture, the environment, and WSSA members.
- 4. Inform WSSA members regarding the developments of the ESA.
- 5. Generate educational materials for WSSA members, including Extension, to share with various clientele.
- 6. Facilitate communication with state and federal agencies including the Services (Fish and Wildlife Services and National Oceanic and Atmospheric Administration's National Marine Fisheries Services), U.S. EPA, and USDA to enhance 1) current WSSA and federal agency relationships, 2) ESA information development and delivery, and 3) facilitate regulatory use of science-based data.

#### **4.5 Invasive Plants Committee (E4)**

The Invasive Plants Committee shall:

- 1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. Committee membership should represent the regional and partner (e.g., APMS, CWSS) societies. A graduate student can serve a renewable one-year term. The Executive Director of Science Policy, the WSSA-NIFA Fellow, and the WSSA-APHIS TAG representative serve as ex officio members of the committee. The Board liaison is Member-at-Large B10A.
- 2. Assist with National Invasive Species Awareness Week activities and make WSSA members aware of these activities.
- 3. Assimilate and share through appropriate channels (e.g., WSSA website, newsletter) information on:
  - a. The introduction, establishment, and spread of new invasive plants in North America;

- b. The impact of invasive plants in natural and managed systems, including economic impacts;
  - c. Information on invasive plant control issues.
4. Assist Executive Director of Science Policy on invasive plant-related legislative issues, including on noxious weed and biological control.

#### **4.6 Research Priorities Committee (E5)**

The Research Priorities Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Board liaison is the WSWS representative. The Executive Director of Science Policy and WSSA-NIFA Fellow serve as an ex-officio members.
2. Advise the Board of Directors and funding agencies about research needs based on arising weed science challenges.
3. Conduct special projects assigned by the President.
4. Provide timely communication in conjunction with the Science Policy Committee to the WSSA members regarding information relating to various federally funded competitive grants programs.
5. Monitor weed science research capacity in academic and government positions.
6. Survey WSSA membership (and other societies if appropriate) on research priorities every 10-15 years or at shorter intervals, if needed, and report priorities to the scientific community.
7. Address Society concerns relating to the amount and types of weed science research funded by various agencies through the development of position statements.

#### **4.7 Website Committee (E6)**

The Website Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. Members are to be selected from industry, academia, and governmental weed science programs. Ideally there will be a member from each regional weed science society plus APMS and CWSS. Ex-officio members of the website committee include the Director of Publications, Public Awareness Committee, Executive Director of Science Policy, and Graduate Student Organization Social Media chair. The Board Liaison is Member-at-large B10B.
2. The technical webmaster and the Website Content Manager will report to the Website committee. Requests for additions or changes to the WSSA website and all comments on the website should be sent to the Website Content Manager. The technical webmaster and content manager will prepare brief quarterly reports to the Website Committee on the work accomplished.
3. The Website Committee will prepare a yearly evaluation of the technical webmaster and website editor plus a summary of changes to the WSSA website and present that report to the WSSA board in January of each year.
4. The Website Committee will periodically review the information and links on the Society website and inform the web content manager of errors and outdated information to be corrected.
5. The website committee will work with other WSSA committees in developing new information for the WSSA website.

##### **4.7.1 Website Content Editor**

The Website Content Editor will ensure that the WSSA website provides members with up-to-date information about WSSA activities, and develop the WSSA website as a public resource for information about weeds and weed science.

1. Collect regular updates including: WSSA committee activities, regional society news, annual meeting information, and changes to the WSSA board and committee memberships.
2. Obtain authorization from the WSSA President or delegated person when necessary for non-routine or significant website content changes.
3. Write brief descriptions for posting to the WSSA website summarizing the content of more extensive posted items (such as the herbicide resistance educational modules).

4. Work as facilitator with various WSSA committee members to generate time-sensitive new web content, including press releases and news items, and to ensure that online reports of committee activity are regularly updated.
5. Work with the Web Manager to ensure that outdated website postings are removed and archived.
6. Work with the Web Manager, Cambridge University Press and the WSSA Director of Publications and WSSA journal editors to ensure that a) the interface between WSSA website and journal sites functions smoothly; b) links to journal pages are appropriately displayed on WSSA website; c) that new journal content is regularly showcased on the WSSA website.
7. Develop an Operating Manual/Calendar of Operations detailing routine website updates and procedures for future holders of the position.
8. The WSSA Website Content Manager will not update website content directly, but will actively assemble, vet and edit information for the Web Manager to upload.
9. The initial appointment will be one year, renewable by the WSSA Board of Directors for two-year terms based on performance and progress.

#### **4.8 Environmental Aspects of Weed Management Committee (E7)**

The Environmental Aspects of Weed Management Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. Members should reflect the diversity of society membership. Members must be involved professionally in environmental quality issues and should make an effort to attend all annual meetings of the Society and the committee. The Board liaison is Member-at-large B10B.
2. Monitor, discuss and analyze those environmental quality issues and concerns which are likely to impact any area of weed science, and prepare draft responses for the Board of Directors to use in addressing such issues. Issues and concerns which the committee will monitor include (a) impending regulation and legislation, (b) popular issues, (c) state and regional issues, (d) computer simulation and modeling trends, (e) research approaches to environmental quality needs, and (f) extension and education needs.

#### **4.9 Herbicide Resistant Plants Committee (E8)**

The Herbicide Resistant Plants Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Board Liaison is Member-at-large B10A.
2. Recommend research and education on the topic of herbicide resistance and resistance management in weeds. Provide leadership in research directions.
3. Serve as an information resource for scientists and practitioners in the areas of confirmation, identification, and management of herbicide resistant weeds.
4. Develop a list of scientists who will serve as corresponding members of this committee to aid in confirmation of the distribution of herbicide resistance.
5. Establish recommendations on herbicide resistance terminology, and methods for confirmation, prevention, and management of herbicide resistant weeds.

#### **4.10 Herbicide Resistance Education Committee (E9)**

The Herbicide Resistance Education Committee shall:

1. Consist of a Chair appointed to a renewable three-year term; the chairs of the Extension, Public Awareness, and Herbicide Resistant Plants Committees; the Executive Director of Science Policy, the WSSA-EPA Liaison, and four other members, each appointed for renewable three-year terms. The Chair also has the discretion to recruit additional members and form temporary subcommittees to meet the objectives of the committee. The Chair communicates the names and terms of any additional committee members to the Vice-President. The Board Liaison is Member-at-large B10A.
2. Develop and execute a comprehensive strategy on herbicide resistance education for the WSSA.

3. Develop educational materials for weed scientists, the scientific community, and all relevant stakeholders and end users regarding best management practices for preventing and mitigating herbicide resistance in plants.
4. Disseminate materials in a variety of media, including presentations for training modules, press releases, video training modules, reports, briefing documents, and web-based materials.
5. Monitor use of and maintain Herbicide Resistance Training Modules for self-paced accredited on-line Continuing Education Courses.
6. Sponsor symposia, workshops, and other tools for effectively promoting herbicide resistance education.

#### **4.11 Herbicides for Specialty Crops Committee (E10)**

The Herbicides for Minor Uses Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable 3-year term. The IR-4 Herbicide Coordinator shall serve as ex-officio member. The Board Liaison is WSWS representative.
2. Assist and coordinate efforts between private and public agencies to establish herbicide tolerances and obtain labels for minor uses of herbicides.
3. With the assistance of the Science Policy Committee, stimulate legislation that will encourage and permit the utilization of herbicides for minor uses.
4. Solicit support from various agencies to assist in registering herbicides for minor uses.

#### **4.12 Weed Loss Committee (E11)**

The Weed Loss Committee shall:

1. Consist of a Chair and a minimum of four members, each appointed to a renewable three-year term. The Board Liaison is SWSS Representative.
2. Determine the yield and monetary loss from weed interference of crops grown in the United States and Canada.
  - a. Obtain the average yield for crops grown within states and/or provinces.
  - b. Establish the percent yield reduction caused by weeds of crops grown within each state or province.
  - c. Obtain a market value for each crop and determine the monetary loss due to weed interference.
  - d. Compile the monetary loss by state, province, region, and country.
  - e. Publish manuscripts in Weed Technology.
  - f. Update the manuscripts when relevant based on weed shifts, evolution of herbicide-resistant weeds, significant changes in crop production practices, and the introduction of new herbicide-tolerant hybrids/cultivars.

#### **4.13 Public Awareness Committee (E12)**

The Public Awareness committee shall:

1. Consist of a Chair appointed for a renewable three (3) year term and ten (10) other members representing the WSWS, NCWSS, SWSS, NEWSS, APMS and the CWSS, each appointed for a renewable three year term; additional Ex-Officio members include the WSSA Executive Director of Science Policy, the WSSA Executive Secretary and the WSSA Graduate Student Organization President. Additional members may also be appointed to this committee at the discretion of the Chair. The Board Liaison is the WSSA President.
2. Raise public awareness of weeds, their impact and management by enhancing media awareness and coverage.
3. Identify and work with an outside contractor to develop a coordinated approach to increase public awareness – e.g. press releases, web content enhancements, Reporters Notebook.
4. Build relationships with key media contacts that can write, adapt, or accept articles prepared by WSSA and place them in publications targeted to important public and trade audiences.
5. Champion public policy positions that promote weed awareness and enhance decision-making by regulators and policy makers on issues related to national, state, and province agricultural and pesticide policy.

6. Increase media coverage of regional and national Weed Science Society meetings and conduct press conferences on topics of high interest.
7. Coordinate press releases with identified partners (e.g. Entomology Society of America, American Phytopathological Society, and the American Institute of Biological Sciences).
8. Support and contribute to the WSSA website as the premier source of web-based weed information.
9. Support the WSSA-EPA Liaison to increase interaction of WSSA with the Environmental Protection Agency, key government agencies such as the USDA Office of Pest Management Policy, and other stakeholders involved with and/or impacted by weeds.

#### **4.14 Finance Committee (F1)**

The Finance Committee shall:

1. Consist of the Treasurer as Chair (and Board Liaison), who serves for a three-year term, the past-Treasurer, who serves for a three-year term, the Executive Secretary, and minimum of four other members, appointed for a renewable three-year term. Completion dates of terms should be staggered among committee members. The Director of Publications, Chairs of Sustaining Membership and next year's Local Arrangement Committees shall serve as ex-officio members.
2. Analyze the financial situation of the Society and develop or revise, as needed, a long-range financial plan for sound and orderly growth of the Society.
3. Provide oversight of the finances of the Society. One member of the WSSA shall be appointed the Audit Chair for two years. The Audit Chair is recognized by the WSSA Board of Directors as a qualified auditor and will conduct an annual audit. The Audit Chair will also match monthly deposited checks to the appropriate monthly statements, and confirm that all expenditures were for WSSA-related activities. The current and past-treasurer cannot serve as the Audit Chair. The Finance Committee will contract with a Certified Public Accountant to conduct a review or an audit on a three-year cycle (review in 2020, audit in 2023, review in 2026 . . .)
4. Develop recommendations for the budget, financial reserves, investments, and active, associate, and sustaining membership dues.
  - a. The WSSA fiscal year is December 1 to November 30. Committee reports are due two weeks prior to the meeting of the Board of Directors. The Board of Directors meets the day prior to (first meeting) and after (second meeting) the annual meetings in February and in the summer, typically in July.
  - b. Committees will submit all requests for funds to the Finance Committee as part of their committee report or two weeks prior to the summer board meeting. The Chair of the Finance Committee will circulate these to the Finance Committee for comments.
  - c. The Finance Committee will meet with the Executive Secretary prior to the Board of Directors meeting to review budget requests and make recommendations to the Board of Directors.
  - d. The Board of Directors or Executive Committee will act on the budget requests.
  - e. All requests for funds should come with a budget, a complete description, and justification.
5. Recommend policies regarding meeting registration fees and membership dues.
6. Administer the WSSA Innovative Grants Program.
  - a. The asset calculation is the total of the U.S. Bank checking account, the Raymond James General Fund investment account, and the value of any Certificates of Deposit.
  - b. When this total exceeds \$1,500,000 on the last day of April following the annual meeting, a call for proposals will be posted to the WSSA membership (regular and student members) and all WSSA Committees.
  - c. Proposals can be for any amount up to \$100,000 and for any purpose. The WSSA Innovative Grants Program does not fund indirect costs or overhead of any type or amount. Proposals should involve something that WSSA currently does not fund and should be innovative in nature.
  - d. There will be no renewal of any proposal submitted but the projects funded can take more than one fiscal year to complete.

- e. Use the WSSA Innovative Grants Proposal Form that can be found on the WSSA website under Society, Information and Project Proposal and Review Process.
  - f. Proposals are due to the WSSA Executive Committee by October 1.
  - g. More than one proposal can be funded but the total amount funded per proposal cycle cannot exceed \$100,000.
  - h. The WSSA Executive Committee will evaluate all proposals and choose those to fund.
  - i. Awards will be announced by November 15 with funds available December 1.
  - j. Awardees will present a poster or oral presentation at the annual meeting and prepare a report for the Board of Directors at the annual meeting at the conclusion of the project. If a peer reviewed publication is submitted, it will be submitted to one of the WSSA journals.
7. Prepare a report of the committee's activities and recommendations to be presented to the Board of Directors at the annual meeting and the summer board meeting.

#### **4.15 Endowment Fund Committee (F2)**

The Endowment Fund Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. Ex-officio members are the Chair of the Education Committee, the Chair of the Subcommittee for the Outstanding Undergraduate Research Award, the Treasurer (who is the Board Liaison), and the Executive Secretary.
2. Create awareness of the Endowment and solicit contributions to build the Fund.
3. Share in presentation of the award with the Awards Committee at the annual awards function.
4. Work with the Education Committee and Outstanding Undergraduate Research Award Subcommittee to develop or revise criteria for the award.
5. Provide the Board of Directors with non-binding advice on the disposition of the proceeds of the Fund.

#### **4.16 Professional Development, Membership and Affiliation Committee (F3)**

The Professional Development Membership and Affiliation Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Chairs of the Sustaining Membership Committee, Public Awareness Committee, the President and Vice-President of the Graduate Student Organization, and the Executive Secretary shall serve as ex-officio members of the Committee. The Board Liaison is the WSSA Secretary.
2. Develop strategies to maintain or increase WSSA membership.
3. Keep the Board of Directors informed of the professional development needs and priorities of the membership within the broad discipline of weed science.
4. Provide WSSA membership with professional development activities and information designed to enhance the career and work/life experiences of weed scientists.
5. Administer, advertise, and coordinate the graduate student travel award to the WSSA annual meeting.
6. Administer, advertise, and coordinate the graduate student Travel Enrichment Experience.
7. Conduct special projects assigned by the President.

#### **4.17 Sustaining Membership Committee (F4)**

The Sustaining Membership Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Chair shall be an ex-officio member of the Professional Development and Finance Committees. The Treasurer and the Executive Secretary shall serve as ex-officio members. The Board Liaison is SWSS representative.
2. Solicit for the Society the membership of commercial firms interested in the advancement of weed science.
3. Help maintain liaison between industry and the Society.

#### **4.18 Program Committee (I1)**

The Program Committee shall:

1. Consist of a Chair who is the President-Elect, the Vice-Chair who is the Vice-President, Sectional Chairs and Chair-Elects. The Local Arrangements Chair and Executive Secretary shall serve as ex-officio members. For additional duties of the President-Elect and the Vice-President, see their respective office.
2. Develop the symposia program for the annual meeting of the Society within a budget of \$5,000 for half day and \$6,000 for full day symposia with a total annual conference symposia budget of up to \$25,000. For a half-day symposium, the maximum allowable budget will be \$5000 of which up to \$2000 can be used for symposium publication costs. For full-day symposia, the maximum budget will be \$6000 of which up to \$2000 can be used for publication costs. The funds will be allocated as necessary to cover non-member speaker travel expenses. Refer to section 5.2.6 for further guidelines.
  - a. Solicit suggestions for symposia and workshops from the membership by placing a notice of request in the April Newsletter one year before the annual meeting for which the Program Committee is preparing.
  - b. Contact the Section Chairs for the previous meeting to obtain their records of past sectional meeting attendance, suggestions for symposia, name of sectional Chair-Elect, and recommendations for improvement of sectional program and meeting sessions.
  - c. Meet as a group during the annual conference and before the Thursday Board of Directors meeting to exchange and discuss ideas for the next year's program and to discuss and establish the deadline for submission of volunteered titles and abstracts.
  - d. Circulate by June 20th a list of proposed Symposia or Workshops with brief outline of each to the Board of Directors for their relative rankings and approval.
  - e. Notify organizers of approved Symposia or Workshops immediately following the summer board meeting so they can begin arrangements.
  - f. Organize, within individual sections, titles and authors of volunteered papers. A computer listing of titles and authors should be available for section chairs. Chairs are responsible for accuracy of the list and for arranging papers to fit time frames for each section meeting.
3. Sectional Program Chairs shall not issue invitations to potential speakers who are not members of WSSA without prior consultation with the Program Chair.
4. Each Sectional Program Chair shall include, in the program schedule to be submitted to the Chair of the Program Committee, a short business meeting to elect a new Chair-Elect who will become Sectional Chair following the next annual meeting. Results of the election will be reported in writing to the Chair of the Program Committee prior to departure from the site of the annual meeting.

#### **4.18.1 Duties of Section Chairs:**

1. During the WSSA meeting, they should attend section sessions and note audience size, procedures used in sessions, and note any particular problems.
2. Visit with members at meetings to get ideas for symposia.
3. Encourage individuals to prepare proposals for symposia.
4. Be aware that one person can give only one oral presentation and one poster. Any individual may also give an invited symposium presentation. In the program, ensure that the first name of person making presentation is given and marked with an asterisk.
5. Arrange papers in a logical sequence. Note that each half-day session can have a maximum of 15 papers (14 if a business meeting is included). Presentations are 15 minutes long. Usually, sessions run between 8:00 and noon and 1:00 and 5:00 p.m. A 15-minute mid-morning or mid-afternoon break in each half-day session must be included. If possible, schedule discussion periods at end of session. A business meeting must be scheduled to elect a new chair-elect. This would be a good time to discuss topics for possible symposia for the next WSSA meeting. Select moderator for each half-day session.
6. Section Chairs are responsible for supplying the laptops, preloaded with the presentations prior to the beginning of each session. Section chairs may serve as moderator for the sessions or select other individuals to serve as moderator – particularly if their section has multiple sessions. Section Chairs are responsible for selecting operators of projectors and lights for each session of their section. Two people are typically needed for each half-day session.

#### **4.18.2 WSSA SECTION NAMES**

- Section 1: Agronomic Crops
- Section 2: Horticultural Crops
- Section 3: Turf and Ornamental Crops
- Section 4: Pasture, Rangeland, Forest, and Rights-of-way
- Section 5: Wildland and Aquatic Invasive Plants
- Section 6: Regulatory Affairs
- Section 7: Education and Extension
- Section 8: Formulation, Adjuvant and Application Technology
- Section 9: Weed Biology and Ecology
- Section 10: Biocontrol of Weeds
- Section 11: Physiology
- Section 12: Soil and Environment
- Section 13: Integrated Weed Management
- Section 14: Targeted and Autonomous Weed Management
- Section 15: Genomics
- Section 16: Sustaining Members
- Section 17: Poster Session
- Section 18: Student Contest

#### **4.19 Local Arrangements Committee (I2)**

1. A local arrangements committee chair is selected by the Vice-President at least one year before the meeting. The Board Liaison is the WSSA President-Elect.
2. Activities of the committee will be guided by the President, President-elect (Program Chair), and Executive Secretary.
3. The local arrangements committee will assist the Program Chair in obtaining projection equipment, inviting special guests (if needed), arranging local tours (if desired), and assisting with on-site meeting coordination.

#### **4.20 Awards Committee (I3)**

The Awards Committee shall:

1. Consist of a Chair, appointed for a renewable three-year term, and sixteen members, who shall each chair one subcommittee. The Board Liaison is the Vice President. The subcommittees are:
  - a. Fellows and Honorary Member
  - b. Outstanding Extension Award
  - c. Outstanding Research Award
  - d. Outstanding Teacher Award
  - e. Outstanding Paper in Weed Science
  - f. Outstanding Paper in Weed Technology
  - g. Outstanding Paper in Invasive Plant Science and Management
  - h. Outstanding Associate Editor Award
  - i. Outstanding Graduate Student Award
  - j. Early Career Outstanding Scientist
  - k. Outstanding Industry Award
  - l. Photo Contest
  - m. John Jachetta Undergraduate Research Award
  - n. Outstanding Reviewer Award
  - o. Public Service Award
  - p. Excellence in Journalism Award
  - q. US-HRAC Herbicide Resistance Management Award
2. Except where described in section 4.20.2, subcommittees shall consist of a subcommittee chair and four members, each appointed to a renewable three-year term. Terms should be appointed so that not all subcommittee members complete their terms the same year. The five

members will be selected so that each regional society (Northeastern Weed Science Society, Southern Weed Science Society, Western Society of Weed Science, North Central Weed Science Society, and the Canadian Weed Science Society) is represented on each subcommittee. In the event of the necessity of replacing a member before the completion of a term, a replacement will be selected from the same region to fill the unexpired term.

3. The subcommittee for the Outstanding Reviewer Awards (one for each journal) will consist of the editors of *Weed Science*, *Weed Technology*, and *Invasive Plant Science and Management*, and the WSSA Director of Publications.
4. Members of the Board of Directors are eligible to serve as Chairs of the Awards committee or on one of its subcommittees.
5. Members of subcommittees are not eligible to nominate for or receive the award for which their subcommittee is responsible. However, members may write a letter in support of a nomination for which their subcommittee is responsible. In such cases, the member must recuse themselves from the vote on that award.
6. Prepare a report prior to the Annual Meeting summarizing the activities of the committee and all subcommittees.

#### **4.20.1 General Eligibility Criteria**

1. An individual may not receive more than one award in one year, nor repeat as an award recipient for the following categories: Teacher, Extension, Research, Early Career Weed Scientist, Public Service Award, Graduate Student Award, and John Jachetta Undergraduate Research Award.
2. Individuals serving as President, Past President, President-Elect and Vice-President may not be recommended to receive the following awards during their term of office: Fellow, Public Service, Extension, Researcher, Teacher, and Young Weed Scientist. Members of the Presidential rotation are eligible for Outstanding Paper, Outstanding Reviewer, and Photography Awards.
3. The senior author of an Outstanding Paper will not be eligible to repeat as outstanding senior author within a three-year period.

#### **4.20.2 Award Subcommittees**

1. Fellows and Honorary Members. Select and recommend Fellows and Honorary Members according to the criteria in the Constitution (see Article III, Section 5 and Article IV).
2. Outstanding Extension Award. Select and recommend a WSSA member who has demonstrated excellence in and made significant contributions to Weed Science Extension. Nominees must have been active in extension work 4 out of the past 5 years with a minimum of 75 percent of his/her extension work involved in weed science.
3. Outstanding Research Award. Select and recommend a WSSA member who has demonstrated creative and innovative research with significant impact on the scientific concepts or practices of weed science in both applied and basic Weed Science research.
4. Outstanding Teacher Award. Select and recommend a WSSA member who has taught a weed science course(s) at least five times or have served as major professor for at least five students who have received advanced degrees and whose research was in Weed Science.
5. Outstanding Paper. Select one paper each from *Weed Science*, *Weed Technology*, and *Invasive Plant Science and Management* which are judged to be the outstanding contribution in the available issues not previously considered.
6. Outstanding Associate Editor Award. Select and recommend one Outstanding Associate Editor award for each WSSA journal. Respective journal editors nominate based on consistent, exceptional contributions in managing reviews. A candidate can only receive one award in a given year and may not receive the award for working with any other journal in consecutive years. Subcommittee will consist of each journal editor and the director of publications.
7. Outstanding Graduate Student. Select and recommend one (or two) WSSA member(s) who has demonstrated excellence in his/her role as a graduate student(s). Nominees are eligible for this award up through the first WSSA annual meeting past their date of graduation.

8. Early Career Outstanding Scientist. Select and recommend an early career WSSA member (no more than ten years since completion of his/her terminal degree) who has demonstrated originality and creativity and has made notable contribution to weed science and has potential for continued excellence.
9. Outstanding Industry Award. Select and recommend a WSSA member who is employed in private industry at the time of nomination and who has demonstrated excellence and been actively engaged in weed science activities as part of his/her career.
10. Photos. Select award recipients from WSSA members who submitted outstanding photographs related to weed science in the divisions of:
  - a. Flowers and other reproductive structures,
  - b. Vegetative growth and structures,
  - c. Weeds in the landscape.
11. John Jachetta Undergraduate Research Award. Select and recommend undergraduate students to receive cash awards to conduct proposed research projects.
12. Outstanding Reviewer Award. Select and recommend one Outstanding Reviewer for each of *Weed Science*, *Weed Technology*, and *Invasive Plant Science and Management* using electronic Associate Editor rankings compiled by Cambridge University Press.
  - a. Award winners will be determined as follows: A combined score will be calculated by Cambridge University Press for each reviewer, totaling all of the reviews that individual prepared for *Weed Science*, *Weed Technology* or *Invasive Plant Science and Management* for the period from October 1 through September 30. A numerical score for review quality (A = 5 points, B = 2 points, C = 1 point, D or F = 0 points.) will be assigned to each review conducted. A numerical score for time required to review each paper (0-21 days = 2 points, 22-35 days = 1 points, over 35 days = 0 points) will be calculated for each review. The final score for each reviewer will be: total letter grade scores + total review time scores.
  - b. In that manner, the quality of the reviews will have greater weight than the time to review. Cambridge University Press will send to the award subcommittee a printout showing the top ten reviewer scores for each journal by December 1 of each year. Awards will be presented to the reviewers with the highest scores at the following WSSA Annual Meeting. The subcommittee will decide how to handle any ties. An individual may receive the award only once every four years. Each award recipient will receive a certificate plus a check for \$250.
13. Public Service Award. Select and recommend a WSSA member for accomplishments in advancing public understanding of the scientific principles of Weed Science.
14. Excellence in Journalism Award. Select and recommend an individual for excellence in journalistic coverage that increases public understanding of science-based information related to weeds and fosters awareness of weeds and their impacts on managed and natural ecosystems.
15. US-HRAC Herbicide Resistance Management Award. Select and recommend individuals or teams for accomplishments in research/extension with significant impacts addressing herbicide resistance issues. At least one member of the group, initiative, or the individual nominee must be a member of the WSSA.
16. Special recognition awards may be approved by the Board of Directors. Special recognition awards may originate from individuals, committees, or from the Board of Directors, but the Awards Committee must be informed and the awards must be approved by the Board of Directors.

#### **4.20.3 Nomination process**

1. The nomination process for each award shall be defined by each Award Subcommittee and published on the WSSA website each year, including instructions on formatting and timelines for submission.
2. Unsuccessful nominations will not be returned to the nominator or nominee. Once submitted, a nomination will be evaluated by the subcommittee for three successive years. For unsuccessful nominations, the nominator has the option of submitting a completely new nomination package, or furnishing an update of the original package each year the nomination

is considered. The three-year eligibility is renewed each time an updated nomination package is submitted.

#### **4.20.4 Approval and Notification of Award Winners**

1. The names of individuals recommended for awards must be kept confidential until they have been approved by the Board of Directors and the award recipients have been notified by the President.
2. The Awards Committee Chair will relay recommendations on award recipients to the President by December 1. The President will poll the Board of Directors and advise the Chair of the Awards Committee of the Board of Directors' action by December 15.
3. Each award recipient, including Fellows, will be informed officially by the President of his/her selection for the respective award no less than one month prior to the annual meeting. Honorary members will be informed officially by the President immediately after approval by the Board of Directors.
4. Six weeks prior to presentation of all awards, the Awards Committee Chair requests the Executive Secretary to prepare certificates or plaques for all the award recipients.
5. Six weeks prior to presentation of all awards, the Executive Secretary shall consult with the Director of Publications on the awarding of plaques to retiring associate journal editors who have served at least 2 ½ years.
6. When the Awards Committee Chair notifies award recipients of details regarding the presentation of award, he or she shall request names and addresses of individuals (such as Chairs, Deans, Supervisors, etc.) or media organizations (newspapers) who should be notified of the award. After the Annual Meeting, the Chair shall send those individuals and media organizations identified a copy of the Awards Program and the award winner's biography.
7. The Awards Committee Chair shall prepare the Awards Program and associated biographies for inclusion in Annual Meeting app.

#### **4.20.5 Sponsorship of Awards and Recognition of Award Winner**

1. The WSSA Foundation sponsors the John Jachetta Undergraduate Research Award.
2. The WSSA sponsors the Outstanding Industry Award, and Excellence in Journalism.
3. Cambridge University Press sponsors the Outstanding Paper awards.

#### **4.21 In Memoriam Committee (14)**

The Necrology Committee shall:

1. Consist of a Chair appointed to a three-year term and six other members, each appointed to a three-year term. Members should be appointed to represent each of the Member Societies. The Board Liaison is the NEWSS representative.
2. Assemble information on deceased members of the Society.
3. Arrange for appropriate recognition by the Society at its annual meeting.

#### **4.22 Constitution and Operating Procedures Committee (15)**

The Constitution and Operating Procedures Committee shall:

1. Consist of a Chair (and Board Liaison) appointed by the Board of Directors to a three-year, renewable term (WSSA Constitution-Chapter 1, Article VI, Section 2) and four other members, each appointed to a renewable three-year term.
2. Review the Constitution and Manual of Operating Procedures and develop recommendations for improvements to the Board of Directors.
3. The Chair shall be parliamentarian on behalf of the President and shall serve as a member of the Board of Directors and the Executive Committee.
4. Receive copies of correspondence of the officers and committee chairs which relate to the Constitution and Operating Procedures.

#### **4.23 Nominating Committee (16)**

The Nominating Committee shall:

1. Consist of the Past-President of WSSA as Chair (and Board Liaison) and the Past-Presidents from each member society (provided that the member society Past-President is also a

member of WSSA, otherwise an alternative representative from that member society will be selected). Because member society annual conferences and officer elections occur at different times during the year, whomever is Past-President on June 1 during the year of the WSSA election will serve on the Nominating Committee.

2. Follow procedures outlined in the WSSA Constitution Article VIII for nomination and election of officers and members of the Board of Directors.
3. By mid-September, forward to the Executive Secretary the names of two candidates, for each elected officer or other members on the Board of Directors to be filled. The Executive Secretary will obtain biographical information from each candidate and prepare an informational brochure by October 1. The Executive Secretary will also prepare an online ballot and send an e-mail announcement to the membership stating that the annual election is now open with a link to the online ballot. The Executive Secretary will send out weekly reminders to the membership to vote until polling closes. Polling will commence no later than October 10 and conclude by November 15.
4. At the conclusion of the voting period, the Executive Secretary will send an electronic report of the online voting results to the Immediate Past-President. The Past-President will report the final results to the President by November 20. At the same time Candidates shall be informed of the results of the election by the Immediate Past-President and the winning candidates invited to attend the board meetings prior to officially taking office.

#### **4.23.1 Nominating Timeline**

The year listed is the Annual Meeting year when the elected candidate begins term of service. The election will take place in the fall of the preceding year.

Vice President – Each year

Secretary – 2024, 2027, 2030, 2033

Treasurer – 2024, 2027, 2030, 2033

Member-at-large 1 – 2026, 2030, 2034

Member-at-large 2 – 2024, 2028, 2032, 2036

Director of Publications – 2023, 2026, 2029, 2032

Chair, Constitution and Operating Procedures – 2023, 2026, 2029, 2032

#### **4.24 Terminology Committee (I7)**

The Terminology Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. Additional members will be appointed based on the workload of the committee. Appointment of member representatives from various regional groups (NE, NC, S, W, and Canada) is encouraged, but not mandatory. The Board Liaison is an APMS representative. Committee affiliates (e.g. USDA NRCS, HRAC) input and cooperation will be paramount.
2. Coordinate the standardization of botanical and herbicide nomenclature such as adjuvants, abbreviations, and definitions for terms related to the discipline of weed science in North America.
3. Activity of the committee should be favorable to utilization of information for the regional society summer weeds contests.
4. Encourage uniformity and consistency in discipline specific nomenclature and definitions by:
  - a. Maintain a list of WSSA-sanctioned scientific and common plant names (synonyms) and associated European and Plant Protection Organization (EPPO) Global Database (<https://gd.eppo.int/>) plant codes on the WSSA website. Common names may be maintained or adopted based upon cultural acceptance within WSSA, rather than adoption of the accepted nomenclature of other associations.
  - b. Maintain updated links on WSSA website to Global HRAC Herbicide MOA classification.
  - c. Conduct annual reviews of nomenclature related to weed science.

#### **4.25 Formulation, Adjuvant, and Application Technology Committee (I8)**

The Formulation, Adjuvant, and Application Technology Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Board Liaison is NCWSS representative.
2. Solicit and maintain current technical information related to application of herbicides.
3. Encourage agricultural engineering research and education programs on herbicide application for WSSA meetings
4. Promote public understanding of the benefits and risks of existing and proposed technology for herbicide application.
5. Facilitate communication with other pest control disciplines regarding technology for herbicide application.

#### **4.26 Sensing, Automation, and Precision Technologies Committee (I9)**

The Sensing, Automation, and Precision Technologies Committee shall:

1. Consist of a Chair and a minimum of four other members, each serving a renewable three-year term. The Board Liaison will be the NCWSS representative.
2. Solicit and maintain current technical information on existing and emerging precision, automated, and weed sensing technologies that apply to weed management.
3. Encourage research and educational initiatives in agricultural engineering that advance the development, evaluation, and adoption of emerging weed control technologies.
4. Promote public understanding of the benefits, challenges, and risks of emerging weed control technologies.
5. Facilitate cross-disciplinary collaboration and communication among engineers, economists, social scientists, pest control professionals, and regulatory agencies on emerging weed control technologies.

#### **4.27 Extension Committee (I10)**

The Extension Committee shall:

1. Consist of a Chair and a minimum of four other members, each appointed to a renewable three-year term. The Chair shall be appointed from current committee members. The Board Liaison is NCWSS representative.
2. Maintain a current list of extension specialists working in weed science.
3. Discuss current weed science issues and provide suggestions for symposia, public awareness, press releases, working groups, and other collaborations.

### **5. GENERAL POLICIES**

#### **5.1 Board of Directors Voting Policies**

##### **5.1.1 Quorum**

A quorum is defined as: The minimum number of members of an assembly that must be present to make a meeting valid. The WSSA BOD has defined a quorum as a minimum presence of 50% of the voting board members AND a minimum of 50% the Executive Board. For an electronic vote, quorum is met with 50% (or more) response to a vote by the board AND 50% or more response by the Executive Board. In this example, if 17 votes could be cast, then 9 votes would be needed to meet a quorum count. And if ten members are Executive Directors of the Board, then 5 of those votes must come from the Executive Directors of the Board.

##### **5.1.2 Voting rules**

All motions entertained by the Board of Directors must be approved by a simple majority of the total number eligible voting members present at the meeting (in person or by video or phone conference). Motions that do not receive a majority affirmative vote fail. For example, if there are 15 voting members present (meeting the quorum requirement), and there are 6 affirmative votes, 4 negative votes, and 5 abstentions, the motion fails.

##### **5.1.3 Executive Session**

An executive session may be used to discuss matters such as personnel evaluations, Society and Meeting Management contract reviews, or disciplinary issues. The following guidelines must be followed:

1. A member must move that the Board of Directors enter an executive session for consideration of a certain topic (e.g., personnel evaluation).
2. The motion must be seconded and discussed.
3. The motion must be approved by a majority of the eligible voting members present.
4. Non-voting members may be invited to attend to provide needed context or perspective.
5. Minutes of the executive discussion (e.g., a record of actions taken) may be made public only by majority vote of the Board of Directors in a future executive session. Discussion that takes place in an executive session should always be kept confidential.
6. A member must move that the Board of Directors end the executive session. The motion must be seconded, discussed, and approved by a majority of the eligible voting members present.

#### **5.1.4 Electronic Voting**

The Board may use electronic (e-mail) exchanges to conduct the business of the Society between meetings of the Board.

1. Topics of business may be brought up at any time by any Board member or the President. All members of the Board (including the Executive Secretary) must be included on all communications. Each Board member should ensure that their e-mail server has been instructed to not block any message originating from the President's or the Executive Secretary's e-mail address.
2. A motion may be made by any member of the Board and must be seconded within seven (7) days, otherwise the motion dies. The President will transmit the motion with second to the Board within a short period of time. The motion will be open for discussion for seven (7) business days. Those that do not confirm receipt may be contacted by the President via telephone prior to expiration of the discussion period. After the discussion period has elapsed or after a call for a vote by a majority of the voting Board members, whichever comes first, the President will call for a vote to approve or disapprove the motion. Members will vote using a link provided by the Executive Secretary. Voting Board members will have seven (7) days to respond. The President will report the result of the vote with how each member voted after the voting period has elapsed.
3. Under situations where a vote of the Board is necessary in less time than provided above, the President can reduce the discussion and voting time limits as needed. This procedure should be used only when the motion involves matters of urgency and time is of the essence. The President and the President-Elect will determine when this procedure is appropriate. Members will vote using a link provided by the Executive Secretary. Once a majority of the Board has voted to approve or disapprove the motion, the results will be determined to be final.
4. The Secretary will record minutes related to each motion, discussion, and vote in the same manner as at a regular meeting of the Board. A copy of Society business conducted by electronic exchange will be presented by the Secretary at the beginning of each regular (summer and annual) meeting of the Board. These minutes will be published in the annual Proceedings.

#### **5.1.5 Selection Process for Positions Not Elected by the General Membership**

The process employed by the Board of Directors for selecting the Director of Publications, Chair of the Constitution and Operating Procedures Committee, Executive Director of Science Policy, WSSA-EPA Liaison, WSSA-NIFA Fellow, CAST Representative, APHIS-TAG representative, and the Website Content Editor is:

1. The WSSA President will appoint a selection committee. The committee will develop a position description, advertise the position to WSSA membership, review and rank the applicants and make a recommendation to the WSSA Board of Directors.
2. The Board of Directors will vote upon the recommendation. The successful candidate will be notified by the President.

#### **5.1.6 Selection Process for Editor Positions**

The process employed by the Board of Directors for selecting the Editor of *Weed Science*, the Editor of *Weed Technology*, the Editor of *Invasive Plant Science and Management*, the Editor of the *Herbicide Handbook*, and the Editor of the *WSSA Newsletter*.

1. A committee chaired by the Director of Publications will develop a position description, advertise the position to WSSA membership, review and rank the applicants and make a recommendation to the WSSA Board of Directors.
2. The Board of Directors will vote upon the recommendation. The successful candidate will be notified by the President.

## **5.2 Annual Meetings**

### **5.2.1 Time and Location of Annual Meeting**

The preferred time for holding the Annual Meeting shall be the middle of February. Exceptions may include scheduling to facilitate joint meetings with related societies or to secure venues with favorable financial conditions. General publicity on dates of the Society meetings shall include only days on which the general session, general committee meetings, and sectional programs are held and shall not include days on which only the Board of Directors meet. It shall be normal for at least one day to be devoted to meetings of the Board of Directors before the Annual Meeting begins.

### **5.2.2 General Business Meeting of WSSA**

A General Business Meeting open to all Society members shall be held at each annual Society meeting to present reports.

Major actions of the Board of Directors and Society committees shall be reported at the General Business Meetings. The President of the Society shall prepare an agenda to be approved by the Board of Directors. During the business meeting, any WSSA member can request additional reports related to Society business. Reports do not require a vote.

Any WSSA member may present motions during the “Old Business” and “New Business” segments of the agenda. If the motion is passed by a majority vote of those in attendance, the issue will be referred to the Board of Directors for action which could be a review by an appropriate Society committee.

The Board of Directors or a Society committee shall take action before the next annual meeting on any motion passed at the General Business Meeting. The action taken by the Board of Directors or Society committee shall be reported at the next General Business Meeting.

If a motion is passed by a 2/3 vote of those in attendance at the General Business Meeting to disapprove the reported action taken by the Board of Directors or Society Committee, the issue shall be voted upon by a ballot to all Society members before the next annual Society meeting. An explanation of the opposing positions shall be included with the ballot.

### **5.2.3 Expenses of General Session Speakers**

At the discretion of the President, travel expenses within the United States and/or Canada, and food and lodging expenses at the meetings may be paid by the Society for guest (defined as not a member of the WSSA) speakers invited to appear on the general session program. Complimentary registration also may be provided for nonmember general session speakers.

### **5.2.4 Gratuitous Registration at Annual Meetings**

Gratuitous registration at annual WSSA meetings will be provided for general session and symposium speakers who are not WSSA members; such registration entitles the individual to an identification badge and admission to all regular sessions of that meeting. Complimentary registrations will be provided for emeritus and retired fellows and for Honorary Members. A newly selected honorary member may receive up to \$1,000 to compensate for travel expenses to the meeting where he or she receives the award, and a complimentary lifetime membership in the Society. Journalists may receive a gratuitous registration to attend and report on an Annual Meeting. Gratuitous registrations not enumerated above must be approved by the Board of Directors.

### **5.2.5 Disposition of Papers Presented by General Session Speakers**

Papers presented at meetings of the Society by general session speakers may be published in *Weed Science*, *Weed Technology*, or *Invasive Plant Science and Management* subject to the same editorial policies as other manuscripts. If the speaker desires to publish the paper, the manuscript should be submitted by the author to the appropriate Editor.

### **5.2.6 Guidelines for Symposium Proposals and Expenses**

The Board will evaluate symposium proposals based on how well they are justified, the target audience, and the completeness of the proposed agenda and budget. Proposed symposium budgets should represent judicious use of WSSA Funds.

Symposia organizers are strongly urged to consider publication of symposium papers. If published, symposium papers must appear in *Weed Science*, *Weed Technology* or *Invasive Plant Science and Management*. Proposed budgets shall include likely costs associated with publishing the symposium proceedings in a WSSA journal.

Funds may be used for expenses incurred in securing guest speakers. Symposia chairs should determine the financial needs of guest speakers and incorporate that information into the proposed budget. Meeting registration (see 5.2.4) and reimbursement of some or all travel expenses (see 5.6) may be offered to guest speakers on the basis of need, availability of funds, and the value of the speaker to the program. Members of the WSSA who agree to present symposia papers will not be offered travel funds, except in dire emergencies to be determined and approved by the Program Chair. An example of such an emergency would be a WSSA member who is a renowned expert in the field of the symposium topic but who has no source of funds to attend the WSSA meeting in question.

Symposium proposals must be submitted to the Program Chair by the deadline published in the *WSSA Newsletter*. After the Board of Directors selects the successful proposals and approves the proposed budgets, the Program Chair will inform symposium organizers. Symposium organizers of approved symposia may then proceed to offer the approved funding to guest speakers. In no event should symposium organizers make commitments for more funding from WSSA than has been approved. Symposium organizers may seek for and obtain alternate funding sources if the maximum approved budgets will not cover all expenses for guest speakers.

### **5.2.7 No-show Authors**

The consequence for corresponding authors who submit abstracts but who fail to attend the Annual Meeting and present the poster or paper submitted are:

1. The abstract will be removed by the Program Chair from the published Proceedings of the Annual Meeting and the electronic meeting application.
2. Titles and abstracts submitted by the corresponding author in subsequent years will not be accepted unless a non-refundable registration is paid in full.

## **5.3 Membership**

### **5.3.1 Member Organizations**

A Society Member (see WSSA Constitution, Article III, Section 1 and Section 8) shall have a minimum of 25 mutually shared members with the Weed Science Society of America to be entitled to a voting representative on the Board of Directors. Society Members may be referred to as regional society or regional members within the Manual of Operating Procedures, and historically were referred to as regional conference or conference member.

### **5.3.2 Term of Office of Member Society Representatives on the Board of Directors**

The term of office of the representatives of the Member Societies is a minimum of three years. Appointments are made by the respective member organizations on a staggered schedule established

by the WSSA Board of Directors to provide a maximum of two new full-term representatives during any one year.

APMS – 2025, 2028  
CWSS – 2024, 2027  
NCWSS – 2024, 2027  
NEWSS – 2023, 2026  
SWSS – 2023, 2026  
WSWS – 2024, 2027

### **5.3.3 Sustaining membership benefits**

**Eligibility:** Sustaining Membership is for any business firm interested supporting the objectives of the Weed Science Society of America.

**Representative:** Sustaining Member firms designate a representative who will be the primary contact for WSSA. This person will receive all benefits of WSSA membership received by individual members (subscriptions to the journals *Weed Science*, *Weed Technology*, and *Invasive Plant Science Management* plus WSSA Conference mailings, and access to the online membership directory).

**Annual Conference:** Sustaining Members receive free exhibit space and one free meeting registration for the WSSA Conference each year. The area for Sustaining Member exhibits is in same room as the poster sessions, and also where the coffee breaks are located each morning and afternoon. Attendance at the WSSA Conference ranges from 400 to 800.

**Visibility:** Sustaining Members are listed prominently in each issue of the journals, the inside covers of the annual conference program booklet and the annual awards program booklet.

**Dues:** The four levels of Sustaining Membership available are:

- Presidential
- Leader
- Patron
- Contributor

It is anticipated that each level of Sustaining Membership will consist of peers in the industry, with the larger business and industry leaders participating at the higher membership levels.

As a general guide, the suggested membership levels for various types of businesses are:

Presidential: major manufacturers and marketers of proprietary herbicides who are among the top 15 companies in sales and R&D expenditures.

Leaders: manufacturers and marketers of proprietary herbicides who are not among the top 15 companies in sales, large distributors of herbicides and major support industries (e.g., equipment manufacturers, seed companies, formulators).

Patrons: dealers and small to medium distributors of herbicides and large R&D and retail firms.

Contributors: small to medium R&D and retail companies where weed control is an important component of their business, and manufacturers of equipment used in weed science R&D.

### **5.3.4 Graduate Student Membership Dues**

In order to receive the registration discount at the annual meeting, a graduate student must be or must become a WSSA member. A student who pays the student member rates is given student online access membership for that year. A person who has previously registered as a regular member is no longer eligible to receive student meeting registration and/or membership rates.

### **5.3.5 Honorary Members**

Prior to 1970, WSSA recognized as Honorary Members those WSSA members selected for meritorious service to the Society and the weed science discipline. This recognition as Honorary member included complimentary lifetime membership. Nine WSSA members were designated Honorary Members with these privileges.

The recognition of Fellows replaced the designation of Honorary Members beginning in 1970. Being selected as a Fellow is considered equivalent to that associated with being designated as an Honorary Member, but without the benefit of complimentary lifetime membership.

Beginning in 1974, the Society initiated the practice of selecting Honorary Members for meritorious service to the discipline of weed science according to the procedures outlined in the WSSA Constitution, Chapter 1, Article III, Section 5. To distinguish between the two groups of Honorary Members for reference purposes, the WSSA members designated as Honorary Members prior to 1970 should be known as the "Original Honorary Members", while those so designated after 1970 should be known as "Honorary Members".

### **5.3.6 Membership Fee Waiver**

Annual membership fees will be waived for WSSA members who have, in a given calendar year, four or more manuscripts accepted in WSSA journals. Accepted is defined as fully accepted by the editor of the journal, with no pending revisions to the manuscript. The waiver will apply to the senior author or corresponding author in the case of multiple author manuscripts. The membership fee waiver will apply only in the year following the achievement, and would be for a period of one calendar year.

## **5.4 Student Contests**

### **5.4.1 Eligibility**

1. Any student who is a WSSA member and has registered to attend the current WSSA annual meeting is eligible to compete in the poster or oral presentation contest.
2. Students are eligible for participation in the Student Poster Contest and Oral Presentation Contest multiple times during a M.S. program and a Ph.D. program; however, a student cannot participate in both the oral presentation contest and poster presentation contest during the same annual meeting.
3. A student can only win 1<sup>st</sup> place in the poster or oral presentation contest once per degree program. Once a student places 1<sup>st</sup> in a given contest (i.e. oral or poster presentation contest), they are no longer eligible to compete in said contest during the course of their current degree program. A student may win 1<sup>st</sup> place in the poster presentation contest and 1<sup>st</sup> place in the oral presentation contest while in a M.S. or Ph.D. program; however, a student may not enter both contests at the same annual meeting. A student may win 1<sup>st</sup> place in the poster or oral presentation contest in the M.S. degree program and then compete and win 1<sup>st</sup> place for an oral or poster presentation while in a Ph.D. degree program.

### **5.4.2 Rules and Procedures**

1. Notice of the contests will be included with the Call for Papers.
2. A contestant may enter the poster or oral presentation contest multiple years per degree program. Persons who have graduated from a degree program (M.S. or Ph.D.) and are actively pursuing an additional degree may only enter the contest for that degree program during the first annual meeting following graduation.
3. Contestants will indicate in the title submission that they wish to enter either the poster or oral presentation contest. Title and contest declaration must be turned in by the deadline that title submissions are due. If a contestant does not turn in a title and contest declaration by the time that title submissions are due, they will be ineligible for the contest unless the Student Program Chairperson declares the student eligible based on student's situation. ABSTRACTS FOR CONTEST PRESENTATIONS must be submitted electronically by the deadline identified for each meeting. This allows time for the committee to prepare copies or e-mail abstracts to the appropriate judges prior to the contest.

4. Evaluation forms are to be posted to the WSSA Annual Meeting website.

### **5.5 Resolutions and Public Statements**

All resolutions and policy or position statements of a major nature developed by various committees or groups within the Society and released in the name of the Society must have prior approval by the Board of Directors. The initiator of each resolution or statement should provide a recommended distribution for it; the distribution should be made by the President.

### **5.6 WSSA Travel Reimbursement policy**

The information below outlines acceptable use of WSSA funds for travel expenses.

#### **5.6.1 Travel Arrangements and Reservations**

WSSA delegates and representatives and speakers are responsible for making their own reservations and should always attempt to secure the most reasonable rates.

#### **5.6.2 Reimbursable Expenses**

Generally, the WSSA travel stipend covers all or a portion of expenses for airfare, lodging, airport parking and ground transportation.

1. Air Transportation – Air Transportation will be by coach or equivalent. No upgrades will be reimbursed by the WSSA.
2. Lodging – Always try to obtain the most reasonable rates on hotel rooms. When traveling to the Annual Meeting only lodging at the host hotel will be reimbursed. Companions may travel with the WSSA delegate; however, any increase in the room rate of hotel and/or meals for companions must be paid by the member.
3. Airport Parking – Parking at the airport is reimbursable and must be substantiated with a receipt. Airport valet parking or parking in lots with unreasonable charges (e.g. “short-term” lots for “long term” parking) will not be reimbursed.
4. Ground Transportation – Shuttle service, taxi, bus, rail or subway transportation to and from the airport and/or hotel is eligible for reimbursement with receipt. Delegates will not be reimbursed for limo or town car service.
5. Meals – In general, the cost of meals should be reasonable and not lavish or extravagant and should not exceed \$36 per day.
6. Mileage – Reasonable mileage charges will be reimbursed at the current year IRS rate.

#### **5.6.3 Non-Reimbursable Expenses**

The following is a partial list of items that will not be paid for by the Society:

1. Cigarettes/Cigars
2. Personal entertainment (e.g., hotel honor bar, in-room movies)
3. Newspapers and magazines
4. Traffic and parking fines
5. Hotel health club or spa fees
6. Hotel safe warranty fee
7. Hotel telephone and wireless charges
8. Airline executive club memberships
9. Laundry/dry cleaning
10. Limo/town car service
11. Valet parking at airport

#### **5.6.4 Reimbursement Procedure**

1. Reimbursement for travel will be made by completing and submitting the Reimbursement form to the Executive Treasurer. Receipts must also accompany the form.
2. For full reimbursement, expenses must be within the guidelines given in this document and must be submitted within 90 days after the expense has been incurred.
3. WSSA has the right to decline payment of any unreasonable or unusual expenditure.

### **5.7 Code of Ethics**

The WSSA Code of Ethics defines professional conduct binding on all members of the Society and their guests. Members should recognize that this code of ethics and conduct signifies a voluntary assumption of the obligation of self-discipline and members should strive to uphold and maintain the honor and dignity of the Society.

The following rules and standards of conduct have been developed for the safe and efficient operation of the WSSA and for the benefit and protection of the rights and safety of all. WSSA members are expected to observe the highest standards of professional conduct at all times, while at work or engaged in Society business.

1. **Obey all laws, rules and regulations governing our business.** The WSSA is subject to applicable federal laws in the state or country of the meeting or event. It is the policy of the WSSA that all laws, rules and regulations are complied with fully and completely. If it is unclear whether an action or activity is a legal or ethical violation, contact the WSSA President and/or Executive Secretary immediately for advice. Any incident or situation that violates the law or this policy should be immediately reported to the President and/or Executive Secretary; in person or via this contact information: [info@wssa.net](mailto:info@wssa.net) or 720-445-4789 (anonymously)
2. **Be honest, truthful, fair and trustworthy in all WSSA activities and relationships.** The WSSA expects each member to treat members with respect and honesty. This includes providing information that is accurate, complete, objective, timely, relevant and understandable.
3. **Respect and protect WSSA assets.** Assets are anything of value owned by the WSSA. All WSSA members are expected to be the custodian of those assets. Members are responsible to maintain Society assets in good condition and to protect them from loss. This includes, but is not limited to, real assets and equipment as well as “soft assets” such as intellectual property, member lists, and other confidential information owned by the Society. WSSA assets of any kind should not be used for personal benefit.
4. **Avoid all conflicts of interest between Society business and personal affairs.** All WSSA members are expected to act with total objectivity with regard to WSSA business. Accordingly, it is improper for a WSSA member to be in a position where their personal interests conflict, or appears to conflict, with WSSA interests. WSSA members should not use their position with the WSSA to influence WSSA members or others for their personal benefit. If a member believes that a conflict of interest has developed or may develop, it should be promptly reported to the WSSA President or Executive Secretary. The Society's Conflict of Interest Policy is outlined in Manual of Operating Procedure section 5.8.
5. **Avoid misrepresenting WSSA positions on topics.** Members shall not represent their personal or professional opinion on any topic as the position of the WSSA or WSSA membership unless the WSSA Board of Directors and/or the WSSA membership has voted to adopt such a position. This includes all written and verbal communication made by any WSSA member, either publicly or privately, with members of the public and members of any government agency.
6. **Promote a culture of respect for all WSSA members.** The WSSA supports and adheres to laws and regulations dealing with fair member practices. Membership discrimination in our Society based on sex, race, age, religion, national origin, or sexual preference will not be tolerated. Sexual harassment will not be tolerated. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that explicitly or implicitly affects an individual's membership in the society, unreasonably interferes with an individual's activities within the society, or creates an intimidating, hostile or offensive society environment. This also includes inappropriate use of nudity and/or sexual images in public spaces (including within visual presentations, Twitter, and other online media); deliberate intimidation, stalking, or unwelcome following; harassing photography or recording; and sustained disruption of talks or other events.
7. **Use your best efforts to maintain a safe environment and protect the Society.** The WSSA believes in and supports the laws designated to keep our Society safe and designed to protect the environment. If you believe that an unsafe condition exists in our Society, bring it immediately to the attention of the President, a member of the Board, or Executive Secretary.

If an incident takes place, report it pursuant to policy and immediately take action to address the problem. Any incident or situation that violates the law or this policy should be immediately reported to the President and/or Executive Secretary; in person or via this contact information: [info@wssa.net](mailto:info@wssa.net) or 720-445-4789.

8. **Promote an ethical culture for all WSSA members.** The WSSA always expects all of its members to conduct themselves ethically and to encourage and support that behavior in their fellow members. Members exercise integrity in scientific research activities and in the reporting of the results.
9. **Relation of professionals to the public.** Members shall not knowingly permit the publication of reports or other documents for any unsound or illegitimate undertaking.
10. **Respect fellow WSSA members.** Members shall freely give credit for work done by others to whom the credit is due and shall refrain from plagiarism in oral and written communication, and not knowingly accept credit rightfully due another person.
11. **Reporting alleged violations.** Violation of the WSSA Code of Ethics and Conduct may subject a member to disciplinary action up to and including membership revocation. At the annual conference, when Safe WSSA members (see 5.9.2) become aware of a complaint, they will bring it to the attention of the President and Executive Secretary, who will then seek out the alleged victim(s) and alleged offender(s) separately and gather facts. If an offense has been deemed to have occurred, immediate response at the conference may range from warning an offender to cease his or her behavior immediately, to ending a speaker's talk early if the speaker uses inappropriate language or images, to requiring an offender to leave the conference immediately with no refund, to banning an offender from future events "either indefinitely or for a certain time period." Law enforcement may be engaged if circumstances require.

### **5.8 Conflict of Interest Policy**

No individual who serves in a capacity to represent the Weed Science Society of America (hereafter referred to as WSSA) shall engage in any activity that in any way conflicts with the duties and responsibilities of the WSSA. Responsibility for assurance and compliance of this policy rests with the President and WSSA Board of Directors (BOD). Individuals most affected by this policy include all members of the WSSA BOD as well as the EPA Liaison, NIFA Fellow, CAST representative, APHIS TAG representative (hereafter referred to as Liaisons) and other paid or volunteer Board or Committee members. Any individual affected by this policy shall disclose any potential conflict of interest related to WSSA business or affairs to the President and Executive Secretary of the WSSA, who will then raise the issue with the rest of the BOD.

A WSSA member who is uncertain as to whether he/she may have a conflict should ask members of the WSSA BOD Executive Committee for an opinion. The WSSA BOD will review each case and vote on whether a conflict exists. When a conflict is deemed to exist, the President shall issue a written opinion. Opinions shall, to the extent possible, avoid the disclosure of personal information while at the same time disclosing the basis for the opinion. Copies of all opinions shall be retained by the WSSA Executive Secretary and made available to the BOD upon request to permit and encourage consistency.

After identifying the issue, matter or transaction with respect to which a conflict exists, the WSSA member with a conflict shall withdraw from any further involvement in that issue, matter, or transaction unless a majority of the disinterested BOD members shall determine that:

1. The conflict is immaterial or not adverse to the interests of the WSSA;
2. The benefits of allowing the person with the conflict to participate in the discussion or consideration, but not the final decision, outweigh the dangers; in which case the person may participate in the discussion, study or consideration of the issue, matter or transaction, but not the final discussion or decision.

The minutes of the meeting at which the disclosure of any conflict is made shall reflect that the disclosure was made and whether the person with the conflict withdrew, after making full disclosure of

the matter in question and the conflict, and was not present for the final discussion of the matter and any vote thereon.

In addition to the foregoing, BOD, Liaison, or Board or Committee members should not:

1. Use insider information – i.e., information made available to them because of their position as a BOD, Liaison, or Board or Committee member which is proprietary or confidential or otherwise not generally known to the public—for their personal advantage.
2. Accept any service, discount, concession, fee for advice or service or thing of value from any person or organization with an interest in an issue, matter or transaction in which the WSSA also has an economic or programmatic interest under circumstances that would suggest an obligation on the part of the BOD, Liaison, or Board or Committee member to exert any influence on the WSSA to enter into a transaction or adopt, alter or abolish any policy or position.

**5.8.1 A conflict of interest exists when:**

1. Any BOD, Liaison, or Board or Committee member or close relative of a BOD, Liaison or Board or Committee member or the employer of either of the foregoing has an interest in an issue, matter or transaction in which the WSSA has an interest;
  - a. Someone is a close relative if they are a spouse, a child, natural or adoptive parent, grandparent, grandchild, brother or sister whether natural, adoptive or by marriage of a BOD, Liaison, or Board or Committee member. The term also includes any other family member who resides in the same household or shares living quarters with a BOD, Liaison, or Board or Committee member under circumstances that closely resemble a marital relationship.
2. Any BOD, Liaison, or Board or Committee member or a close relative of the BOD, Liaison, or Board or Committee member acts as an agent, representative or spokesperson for any person, business, group or organization, in order to influence the WSSA on any issue, matter or transaction.

**5.8.2 An individual or organization has an interest for purposes of this policy if he, she, or it:**

1. Is an agent for a person or organization with an identified goal of influencing a decision by the WSSA;
2. Would experience a material economic gain or loss from a decision by the WSSA on an issue, matter or transaction identifiably different from the economic gain or loss that would be experienced by
  - a. a member of the general public,
  - b. the holder of less than five percent (5%) or the equity in any business entity, or
  - c. a nonexempt employee of the WSSA.

New BOD, Liaison, or Board or Committee members will be given a copy of this policy and specifically asked to read and understand the document. *In addition, WSSA BOD members and Liaisons, shall be asked to sign the document upon his or her appointment or reappointment.*

For WSSA BOD and Liaison members:

I have read and agree to abide by the WSSA Conflict of Interest Policy.

Name: \_\_\_\_\_

Date: \_\_\_\_\_, 20XX

WSSA Position: \_\_\_\_\_

Signature: \_\_\_\_\_

**5.9 Whistle-Blower Policy (Sarbanes Oxley Act)**

In the spirit of the Sarbanes Oxley Act of 2002, it is the responsibility of all members of the WSSA to comply with the Code of Ethics. All Board members are encouraged to report violations in accordance with this Whistleblower Policy.

1. A whistleblower is defined by this policy as any member of the WSSA who reports an activity that he/she considers illegal or violates the code of ethics. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.
2. If a member has knowledge of or a concern of illegal activity or violations of the code of ethics, the member is to contact a board member not involved in the illegal or dishonest activity (a "Safe WSSA" member). The member must exercise sound judgment to avoid baseless allegations. Anyone who intentionally files a false report of wrongdoing will be subject to discipline.
3. Whistleblower protections are provided in two important areas – confidentiality and against retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The WSSA will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse action. Any whistleblower who believes he/she is being retaliated against must contact a "safe" member of the Board immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.
4. All reports of illegal and dishonest activities will be promptly submitted to any Safe WSSA member, who will then be responsible for communicating with other Safe WSSA members to investigate and coordinate any corrective action, which may include contacting law enforcement.

#### **5.10 Record Retention**

The purpose of this policy statement is to allow the WSSA to identify, retain, store, and dispose of the Society's records in an appropriate, legally sound, and orderly manner.

1. Except as otherwise indicated, documents shall be retained for the number of years indicated in Appendix A.
2. Irrespective of the retention periods specified in Appendix A, upon (i) receiving notice of a lawsuit, government investigation, or other legal action against or involving the Society, or (iii) learning of circumstances likely to give rise to such an action, proceeding or investigation, all documents in any way relating to such matter shall be preserved and safeguarded.
3. No officer, director, or member of the Society shall knowingly destroy a document with the intent to obstruct or influence the investigation or proper administration of any matter within the jurisdiction of any government department or agency or in relation to or contemplation of any such matter.
4. Officers are expected to utilize documentation practices as trained and are required to comply with the documentation standards outlined in this policy. Failure to do so could result in disciplinary action, up to and including termination of the office. Questions about this policy should consult with management or seek legal advice.
5. The Executive Secretary will maintain complete, accurate, and high-quality records electronically or in local, damage-proof storage for the duration of the time periods provided for in this policy. Once any such time period is complete, the records are to be destroyed.
6. The Executive Secretary and Secretary shall be responsible for authorizing, overseeing, and ensuring that records are destroyed pursuant to this policy. Destruction of paper files and electronic media will be performed by shredding and disposal. Disposal of records or electronic media into our general trash service is strictly prohibited.

#### **5.11 Nonprofit Status**

No part of the net earnings of the Corporation shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in the Constitution, Article II. No substantial part of

the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the Corporation shall not participate in, or intervene in, any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Bylaws and/or Articles of Incorporation, the Corporation shall not carry on any other activities not permitted to be carried on a) by a corporation exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law) or b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law).

## **6. CHANGES TO THE MANUAL OF OPERATING PROCEDURES**

Changes in this Manual of Operating Procedures can be proposed by the Constitution and Operating Procedures Committee or any member of the Board of Directors. A change can be enacted provided it is not contrary to the Constitution, provided the proposed change is submitted in writing to the Board of Directors two weeks prior to any vote, and provided it is approved by a majority of the Board of Directors voting. The vote may be made by mail or electronic ballot or at any meeting of the Board of Directors.

**APPENDIX A – RECORD RETENTION GUIDELINES**

**1. General Corporate Records**

<b>Type of Record</b>	<b>Retention Period</b>
Articles of Incorporation and Amendments Thereto	Permanently
Bylaws	Permanently
Meeting Minutes	Permanently
Patents, Trademark Registrations, Copyright Registrations	Permanently
Property Records (leases, deeds, easements, rights of way, appraisals, costs, depreciation reserves, blueprints, plans, end of year trial balances, tax records)	Permanently
Correspondence Relating to Member Discipline Matters	Membership term, plus 5 years
Contracts (not otherwise specified herein)	5 years

**2. Accounting, Finance and Tax Records**

<b>Type of Record</b>	<b>Retention Period</b>
Income Tax Returns and Filings	Permanently
Audit Reports of Accountants	Permanently
Cash Books	Permanently
Charts of Accounts	Permanently
Federal and State Tax Bills and Statements	7 years
Schedules, Ledgers and Other Supporting Documentation for Financial Statements and Tax Returns	7 years
Bank Records (including bank reconciliations, deposit and withdrawal records, bank account statements, cancelled checks, check register)	6 years; 1 year for check register
Accounts Payable and Receivable	7 years
End of Year Financial Statements	Permanently
Budget Data	At least 3 years, but consider retaining for 7 years
Expense Accounts, Approvals, Petty Cash Records, Sales Commission Records	7 years
Invoices to Members, Customers, Vendors	7 years

## APPENDIX B. BOARD MEMBER OBLIGATIONS

Designation <sup>1</sup>	Position	Vote	Liaison
B2	President #	Y	B2, E12
B3	President-Elect #	Y	E3, I1, I2
B4	Vice-President #	Y	I3
B5	Past-President #	Y	E3, I6
B6	Secretary #	Y	F3
B7	Treasurer #	Y	F1, F2
B8	Director of Publications #	Y	P1, P2, P3, P4
B9	Chair, Constitution and Operating Procedures #	Y	I5
B10A	Member-at-Large (4-year term)	Y	E4, E7
B10B	Member-at-Large (4-year term)	Y	E8, E9
B11	Graduate Student Organization President	Y	Ex-off
	Cooperating Representatives		
B12	Aquatic Plant Management Society	Y	I7
B13	Canadian Weed Science Society	Y	E6
B14	North Central Weed Science Society	Y	I8, I9
B15	Northeastern Weed Science Society	Y	I4, I10
B16	Southern Weed Science Society	Y	E11, F4
B17	Western Society of Weed Science	Y	E5, E10
	Ex-Officio Members (non -voting)		
B18	Executive Director of Science Policy	N	Ex-off
B19	Executive Secretary	N	Ex-off
	Liaisons		
L1	EPA Liaison	N	Ex-off
L2	USDA NIFA Fellow	N	Ex-off
L31	CAST Representative	N	Ex-off
L32	APHIS TAG Representative	N	Ex-off

<sup>1</sup> Refers to MOP reference to position and duties

# Executive Committee Members

**APPENDIX C. LISTING OF COMMITTEES ALPHABETICALLY BY COMMITTEE CODE**

<b>Designation</b>	<b>Committee Name</b>	<b>Report</b>	<b>Board Liaison</b>
E2	Science Policy	**	B3
E3	Endangered Species	**	B5
E4	Invasive Plants	**	B10A
E5	Research Priorities	**	B17
E6	Website	**	B13
E7	Environmental Aspects of Weed Management	**	B10A
E8	Herbicide Resistant Plants	**	B10B
E9	Herbicide Resistance Education	**	B10B
E10	Herbicides for Specialty Crops	**	B17
E11	Weed Loss	**	B16
E12	Public Awareness	**	B2
F1	Finance	**	B7
F2	Endowment Fund	**	B7
F3	Professional Development, Membership, and Affiliation	**	B6
F4	Sustaining Membership	**	B16
I1	Program	**	B3
I2	Local Arrangements	**	B3
I3	Awards – Parent	**	B4
	I3a Fellows and Honorary Member		
	I3b Extension Award		
	I3c Research Award		
	I3d Teacher Award		
	I3e Outstanding Paper/Weed Science		
	I3f Outstanding Paper/Weed Technology		
	I3g Outstanding Paper - IPISM		
	I3h Outstanding Associate Editor Award		
	I3i Graduate Student Award		
	I3j Early Career Outstanding Scientist		
	I3k Industry Award		
	I3l Photo Contest		
	I3m John Jachetta Undergraduate Research Award		
	I3n Outstanding Reviewer Award		
	I3o Public Service Award		
	I3p Excellence in Journalism Award		
	I3q US-HRAC Herbicide Resistance Management Award		
I4	In Memoriam	**	B15
I5	Constitution and Operating Procedures	**	B9
I6	Nominating	**	B5
I7	Terminology	**	B12
I8	Formulation, Adjuvant & Application Technology	**	B14
I9	Sensing, Automation, and Precision Technologies	**	B14
I10	Extension	**	B15

**WEED SCIENCE SOCIETY OF AMERICA GRADUATE STUDENT  
ORGANIZATION**

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# **Constitution**

## **Weed Science Society of America Graduate Student Organization**

*Modified pursuant to Graduate Student Organization vote to Amend the Constitution – March 2020*

### **Preamble**

The Graduate Student Organization is established to bring together graduate students actively pursuing degrees related to Weed Science in the United States of America, Canada, and other countries. The primary purpose of the Graduate Student Organization is to represent graduate student interests and needs within the WSSA, and to facilitate professional development and networking among graduate students.

### **Article I-Name**

The name of this organization shall be the Weed Science Society of America Graduate Student Organization.

### **Article II – Membership**

Membership in the organization shall be open to all dues-paying graduate student members of the Weed Science Society of America (WSSA) as outlined by Article III, Section 3 of the WSSA Constitution.

### **Article III - Officers and Executive Board**

Section 1 The officers of this organization shall be President, Vice-President, Secretary, and Social Media Chair. The Executive Board will include these officers and one representative from each member society (Western Society for Weed Science, Southern Weed Science Society, Northeastern Weed Science Society, North Central Weed Science Society, Canadian Weed Science Society, and Aquatic Plant Management Society) that holds an election for a representative to the WSSA GSO.

Section 2 The Vice-President shall be elected to serve a one-year term beginning with the close of the Annual Business Meeting after his/her election and ending with the close of the next Annual Business Meeting. Following this one-year term, he/she will assume the role of President.

The Secretary and Social Media Chair shall be elected to serve one-year terms beginning with the close of the Annual Business Meeting after their election and ending with the close of the next Annual Business Meeting.

Regional/Member Society Representatives shall be elected to serve a one-year terms. Elections should occur at each respective societies' annual meeting.

Section 3 Except for President, vacancies occurring during a term of office by members of the Executive Board shall be filled by a majority vote of the Executive Board. Those individuals elected to a vacant office shall serve the remainder of the unexpired term of office or until the next Annual Business Meeting, at which time a new member will be elected. If a vacancy occurs in the office of President, the Vice-President shall succeed to the office of President, and the Secretary shall succeed to the office of Vice-President. At this time, the Executive Board will elect a new Secretary from within the Executive Board members.

#### **Article IV Nominations for Office**

Section 1 Officer elections will be held online prior to the Annual Business Meeting, and elected officers will be announced at the Graduate Student Luncheon, at each Annual Meeting of the Weed Science Society of America. All graduate students who are members of the Weed Science Society of America and are currently enrolled in a US or Canadian university are eligible to hold office.

Section 2 The current Weed Science Society of America Graduate Student Organization president will send the call for nominations through the society page in December. Nominations will be sent to the current vice-president of the organization by the deadline proposed in the call for nominations. Nominators and nominees must be members of the Weed Science Society of America by the time of the nomination. Self-nomination is allowed. Nominees may run for more than one position if they so wish.

Section 3 Nominees will be notified about their nomination. Nominees may send their wish to run by sending a short bio regarding their qualifications for office and his/her vision and priorities for the Organization. Once all nominees have sent their bios and a portrait for election purposes, nomination packages containing the information of all nominees will be added to the Weed Science Society of America webpage (wssa.net).

Section 4 Elections will be held on the Weed Science Society of America webpage (wssa.net). Only graduate students will be allowed to vote. A majority vote of Graduate Student Organization members present is required to elect each officer. Elected officers will be announced during the luncheon.

#### **Article V - Meetings**

Section 1 The Graduate Student Organization shall meet annually to carry out its objectives.

Section 2 The business matters of the Graduate Student Organization shall be handled during one of the following meetings: 1) a meeting of the Executive Board prior to the beginning of the annual business meeting; 2) the Annual Business Meeting held during the WSSA Annual Meeting; 3) a meeting of the Executive Board at the close of the annual meeting; or 4) other meetings held year through electronic means as deemed necessary by the President.

Section 3 At the meeting of the Executive Board prior to the annual business meeting, the Executive Board will consider all reports and accept, modify, or reject such reports.

Section 4 At the Annual Business Meeting, the members present will act on all reports submitted by the Executive Board. No matter shall be voted on at this meeting that has not first been considered by the Executive Board.

Section 5 After the close of the annual business meeting both outgoing and newly-elected member society representatives will meet. These constituents will act on any old business not completed at the previous meetings.

Section 6 An Executive Board meeting may be called by the President, if needed, to conduct business that is relevant to the WSSA Graduate Student Organization. This meeting will be held via electronic mail, conference calling, and or by video conferencing at a designated time proposed by the President. All subject matter will be presented to each Executive Board member a minimum of 5 days prior to such meeting time.

#### **Article VI Parliamentary Authority**

Robert's Rules of Order shall be the parliamentary authority for the Graduate Student Organization.

#### **Article VII Amendment**

Section 1 Amendments to this Constitution may be proposed by any member of the Graduate Student Organization. The Executive Committee shall consider such proposed amendments and submit them to the members with their recommendations at the annual Graduate Student business meeting. A majority of the Executive Board may also initiate amendments to be voted on in the same way.

Section 2 Adoption of a proposed amendment shall require a two-thirds majority affirmative vote of those voting on the amendment.

# **OPERATING PROCEDURES OF THE WEED SCIENCE SOCIETY OF AMERICA GRADUATE STUDENT ORGANIZATION (GSO)**

## **1. Executive Board Responsibilities**

- 1) Conduct an Executive Board meeting prior to the student organization meeting.
- 2) Conduct the Annual Business Meeting for all graduate students attending the Annual Meeting of the Weed Science Society of America. This meeting is usually held concurrent with the Graduate Student luncheon.
- 3) Conduct an Executive Board meeting immediately following the Annual Business Meeting to discuss plans for future GSO initiatives.
- 4) Actively solicit input from graduate students at the Weed Science Society of America meetings on issues affecting students in the Weed Science Society of America so this information can be passed on to the Board of Directors.
- 5) Be responsible for changes in the Manual of Operating Procedures (other than the Constitution) after study and recommendations by the Graduate Student Executive Board.

## **2. Officer Responsibilities**

### 2.1 President

The Graduate Student Organization Executive Board President shall:

- 1) Serve as Chairperson of the Executive Board and prepare an agenda for meetings of the Executive Board. The President shall submit the proposed agenda to the members of the Executive Board in advance of the meetings so that issues can be properly considered.
- 2) Represent the WSSA Graduate Student Organization on the Board of Directors of the WSSA. The President shall attend all meetings deemed necessary by the Weed Science Society of America Board of Directors through his/her term of service, beginning with the WSSA Board of Directors Meeting that occurs at the conclusion of the Annual Meeting where he/she was elected. In addition, the president shall participate in electronic communication (email) with the WSSA Board. The President will give an update to the Weed Science Society of America Board of Directors on events and issues related to the Graduate Student Organization at each WSSA Board of Directors Meeting.
- 3) Be responsible for determining that the decisions of the GSO Executive Board are correctly enforced within the framework of the GSO Constitution and Manual of

Operating Procedures (MOP).

- 4) Following the summer Weed Science Society of America board meeting, work in coordination with the Social Media Chair to announce upcoming dates for the annual meeting, as well as any new developments pertaining to members of the Graduate Student Organization.
- 5) Actively solicit input from students within the Weed Science Society of America Graduate Student Organization regarding issues affecting students in the Weed Science Society of America so this information can be communicated to the Weed Science Society of America Board of Directors.
- 6) At the annual WSSA meeting, organize and conduct a Graduate Student meeting with the Local Arrangements Committee chairperson and arrange for appropriate professional development events, including guest speakers. He/she shall also write letters of thanks to guest speakers and others who supported GSO activities.
- 7) Serve on the WSSA Professional Development Committee and Public Awareness Committee.

## 2.2 Vice President

The Graduate Student Organization Vice-President shall:

- 1) Perform the duties of the President if he/she cannot serve.
- 2) Attend all Graduate Student Organization Executive Board meetings.
- 3) Assist the President in organizing Executive Board meetings and the Annual Business Meeting and Graduate Student luncheon.
- 4) Perform other duties delegated by the President or Executive Board.
- 5) Serve as President the following year.

## 2.3 Secretary

The Graduate Student Organization Secretary shall:

- 1) Record minutes at all meetings of the Graduate Student Organization, including the Executive Board meeting, the Annual Business Meeting, and the closing meeting after the annual meeting, and any other meeting called to order by the President. All minutes shall be supplied to the members of the Executive Board

via email and to members of the Graduate Student Organization through posting on the WSSA website.

- 2) Present the Secretary's report at the annual business meeting.
- 3) Distribute pertinent information to the member society representatives for distribution to graduate student members within the member societies.
- 4) Prepare the monthly GSO newsletter to be distributed among student members.
- 5) Perform other duties delegated by the President or the Executive Board.
- 6) Advance to the office of Vice-President if s/he cannot serve.

#### 2.4 Social Media Chair

The Graduate Student Organization Social Media Chair shall:

- 1) Maintain the social media pages (Facebook, Twitter, Instagram, etc.) of the Organization in an effort to increase engagement among student members, improve awareness of WSSA and GSO events and resources, and promote appropriate weed science announcements and information.
- 2) Serve on the WSSA Public Awareness Committee

#### 2.5 Society Member Representatives

The Member Representative from each Society shall:

- 1) Attend the Executive Board meeting of the Graduate Student Organization held prior to the start of the Weed Science Society of America's Annual Meeting.
- 2) Report to the President any questions or concerns that graduate students from his/her society may have so that the President can disclose these concerns to the Executive Board of the Graduate Student Organization and/or Weed Science Society of America Board of Directors.
- 3) Actively participate in the Executive Board so as to keep his/her Society aware of the activities of the Graduate Student Organization.
- 4) Perform other duties delegated by the President or the Executive Board.
- 5) Organize the election for his/her successor at the annual meeting of the member society he/she represents at the conclusion of his/her term.

### **3. CONDUCTING BUSINESS**

#### 3.1 Quorum

A quorum is defined as: The minimum number of members of an assembly that must be present to make a meeting valid. The GSO has defined a quorum as a minimum presence of 50% of the duly-elected board members. For an electronic vote, quorum is met with 50% (or more) response to a vote.

#### 3.1.2 Voting rules

All motions entertained by the Executive Board must be approved by a simple majority of the total number eligible voting members present at the meeting (in person or by video or phone conference). Motions that do not receive a majority affirmative vote fail. For example, if there are 7 voting members present (meeting the quorum requirement), and there are 3 affirmative votes, 2 negative votes, and 2 abstentions, the motion fails.

### **4. CHANGES IN OPERATING PROCEDURE**

Section 1. The GSO Constitution and Manual of Operating Procedures will be maintained as an Appendix to the WSSA Manual of Operating Procedures.

Section 2. The Manual of Operating Procedures may be amended by a majority vote of the Executive Board.

**Past Presidents WSSA Graduate Student Organization**

<b>President</b>	<b>Term</b>	<b>Institution</b>
<b>Cody Gray</b>	<b>2004-2005</b>	<b>Mississippi State</b>
<b>Whitney Barker Askew</b>	<b>2005-2006</b>	<b>NC State</b>
<b>John Willis</b>	<b>2006-2007</b>	<b>VA Tech</b>
<b>Wade Givens</b>	<b>2007-2008</b>	<b>Mississippi State</b>
<b>Vince Davis</b>	<b>2008-2009</b>	<b>Purdue</b>
<b>Jason Weirich</b>	<b>2009-2010</b>	<b>Mississippi State</b>
<b>Sarah True Meadows</b>	<b>2010-2011</b>	<b>NC State</b>
<b>George S. Cutts III (Trey)</b>	<b>2011-2012</b>	<b>Texas A&amp;M</b>
<b>Rachel Bethke*</b>	<b>2012</b>	<b>Auburn</b>
<b>Kurt Vollmer</b>	<b>2012-2013</b>	<b>VA Tech</b>
<b>Alexandra Knight</b>	<b>2013-2014</b>	<b>NC State</b>
<b>Kate Venner</b>	<b>2014-2015</b>	<b>VA Tech</b>
<b>Rand Merchant</b>	<b>2015-2016</b>	<b>Texas Tech</b>
<b>Nick Basinger</b>	<b>2016-2017</b>	<b>NC State</b>
<b>Chase Samples</b>	<b>2017-2018</b>	<b>Mississippi State</b>
<b>Jess Bunchek</b>	<b>2018-2019</b>	<b>Penn State</b>
<b>Nick Steppig</b>	<b>2019-2020</b>	<b>Purdue</b>
<b>Wykle Greene</b>	<b>2020-2021</b>	<b>Virginia Tech</b>
<b>Delaney Foster</b>	<b>2021-2022</b>	<b>University of Tennessee</b>
<b>Sarah Kezar</b>	<b>2022-2023</b>	<b>Texas A&amp;M</b>
<b>Pamela Carvalho- Moore</b>	<b>2023-2024</b>	<b>University of Arkansas</b>

\*Resigned position before the completion of their term.