



NCWSS Board of Directors Meeting

Waseca Inn and Suites
Waseca, Minnesota
July 21, 2004 8:25 am

1. Call to Order. President Jerry Doll presiding
2. Roll Call by Secretary-Treasurer J. Green. Quorum present.
Executive Board members present: J. Doll, T. Peters, S. Miller, J. Green, B. Hartzler, B. Johnson, R. Becker, K. Al-Khatib, M. Horak, R. Schmidt. Absent: B. Young.
Other members present: Christy Sprague, Kevin Thorsness, Duane Rathmann
3. No Agenda additions or adjustments were presented.
4. Summer Contest Report. Christy Sprague provided a written summary of the results from a survey conducted by the Resident Education Committee concerning the Summer Weed Contest. Beverly Durgan and her staff at University of Minnesota did an excellent job hosting the 2004 summer contest on July 20. Eleven universities with 14 teams for total of 53 individuals participated. C. Sprague expressed her appreciation to the volunteers who helped during the contest. A short survey was given out at the contest for further input on whether changes need to be made in future contests. Different changes have been discussed in the past; however, most individuals seem to be comfortable about the overall format of the contest as it was handled this year. There may be a need to make a few modifications such as with the sprayer calibration. A weed ecology or biology component could be added; possibly will be able to have a trial run in the contest next year. Kansas State University has agreed to host the summer weed contest in 2005.

One of the biggest concerns with hosting the summer weed contest is the budget. The entry fees and the support of the NCWSS only cover approximately one-half of the total cost. This year several companies did help sponsor meals which did help defray some costs. We may need to discuss increasing the entrance fees, but not too much. Also need to look at other ways to partner with industry for financial support. Questions were raised about the cost for the summer contest for next year if Kansas State University will be hosting. Current cost this year was thought to be approximately \$14,000 to \$15,000. T. Peters requested that the Industry Committee consider an organized method for soliciting funds from industry each year for the summer contest, including financial support from smaller companies who are not capable of or large enough to hosting the contest. A discussion was held on whether the individuals representing the industry or the NCWSS itself should solicit financial support from the companies. The consensus from the board was that the NCWSS would be in a better position as a third-party when asking for financial support. In addition, financial solicitation by the society would be one less responsibility for the host site facilitators. This year it worked best to solicit for individual meals than a blanket request for monetary support. If the NCWSS will solicit funds, then we need to get the process initiated. Therefore, we may need to get a budget from B. Durgan to better evaluate. The registration fee was further discussed. T. Peters moved to raise the registration fee from \$20 to \$30 for participants in the summer contest. B. Johnson seconded the motion. A discussion on the motion included whether or not the fee should be at \$40 per participant and whether the society should also increase their annual support. Motion as originally stated passed.

J. Doll asked if a change in the contest format would alter the number of participants. Overall the number of weed science students has declined in recent years. Therefore, doubtful if the number of teams or individuals who participate would increase unless other contest components were added such as insect and/or plant disease identification. Participation by community colleges will probably depend on the location. No industry group is known at this time that is willing to host the contest after Kansas State University, but an industry host would be desirable for 2006. Probably need to consider taking the summer contest back to the more central or eastern part of the North Central region. The feasibility of a contract researcher hosting the contest was also discussed. One suggestion that was mentioned in the survey by the Resident Education Committee was to have a central location each year for the contest. The summer contest will be furthered discussed at the December meeting.

5. Presidents Report. J. Doll handed out a written report along with a summary of his meeting with Executive Director R. Schmidt in May. President Doll stated that it has been a good year for the society. He has tried to promote and facilitate better communication between committee chairs and committee members, and with state directors. In particular he has encouraged state directors to increase their activity and reminded them of their responsibilities in promoting membership and providing items for the newsletter, as well as, their other duties which were recently incorporated into the MOP. President J. Doll, and President-Elect T. Peters met with R. Schmidt in Urbana, IL in May. They toured the NCWSS storage units and talked about what to do about material that is over 10 years old. Probably need to discard some of the older materials. R. Schmidt has agreed to initiate a backup system off-site for computer data and other significant NCWSS material and records. President Doll indicated that at the annual President's breakfast held at the WSSA meeting in February long-range planning and possible linkages with other societies was the main focus of discussion.
6. President-Elect Report. T. Peters has been working the past six months on the program for the 2004 meeting that will be held in Columbus, OH. He met with some members of the Program Committee at the WSSA to discuss symposia. Four symposia topics were identified along with a chairperson; they are 1) Seed Industry - What a Weed Scientist Needs to Know- Michael DeFelice, Pioneer Corporation 2) Consideration of Weed Seed Bank Dynamics - Ed Lusche, 3) Invasive Weeds - Impact on Crop Production, Natural Resources, and the Environment - Kevin Gibson, 4) Weed Management in Turf - Domingo Riego. Mark Loux, Ohio State University, is chair of the Local Arrangements Committee for the Columbus meeting. A pre-site visit to the meeting hotel has not yet been conducted, but no major problems are anticipated since M. Loux has chaired the local arrangements committee in the past. For the General Session Mark Loux will provide a welcome speaker and three other tentative speakers have been identified - 1) Jerry Doll's Presidential address, 2) Peter Bloom, retired professor, to talk about change, and 3) Steve Nelson, Executive Director of American Phytopathological Society, who has recently made changes in their society. Therefore, the program centers on a "Theme of Change". Articles to highlight the annual meeting have been written for the NCWSS Newsletter. It was suggested that E-mail notices should be resent to remind the membership of the annual meeting a few times after a Newsletter issue is released. B. Johnson noted that the newsletter was only sent out via E-mail except for approximately 75 hard copies sent to fellows and other selected individuals who request a hard copy. A suggestion was made to consider having Peter Bloom available for another session at the meeting for further discussion on change or to meet with the Long Range Planning Committee. One idea that is being talked about at the annual meeting is to have a roundtable discussion available for interested members to discuss strategic planning, the future direction of the society, or other significant issues. T. Peters indicated that he is also revisiting an idea presented a few years ago for a workshop for graduate students on how to make good posters and putting together effective oral presentations. The graduate student mixer on Monday evening will be sponsored again by BASF and Monsanto will sponsor the luncheon.
7. Vice President Report. S. Miller reported that he has publicized the annual meeting in various publications. Rob Hedberg has been doing a better job of communicating with all the weed science societies. J. Doll has kept us well informed on what is happening within the NCWSS. T. Peters commented that the Legislative, Regulatory, and Public Policy Committee is a unique group and needs to be individuals who are really interested in the activities of this committee. T. Peters also suggested local publicity for Columbus area to encourage participation in turfgrass topics and the symposia on turf. J. Doll asked about the current status of R. Hedberg's contract with the WSSA and our relationship with his position. R. Becker indicated a formal contract has still not yet been finalized. The WSSA needs to be strongly encouraged to get this completed so that it does not appear that Rob Hedberg is employed by the NCWSS. M. Horak moved that R. Becker contact WSSA to encourage them to finalize their contract with R. Hedberg, and if not completed by December 2004, then we will delay payment to WSSA for R. Hedberg's services to the NCWSS. B. Johnson seconded. Motion passed.
8. Past President Report. M. Horak reported that the Distinguished Achievement Awards have been announced in the newsletter. He has a list of individuals who he will encourage to be nominated through the state representatives.
9. Secretary Report. J. Green presented the December 2003 NCWSS Board of Directors minutes. S. Miller moved and M. Horak seconded the motion to accept the minutes of both board meetings. Motion passed. J. Green reported that the 30-day ballot was approved that dissolved the Regulatory and Crop Consultants special interest group and moved the responsibilities for regulatory issues to the Legislation, Regulatory, and Public Policy Committee. These changes have been incorporated into the currently approved MOP. Past minutes and summary of committee reports are now included on the CD-ROM disk along with the Proceedings of the

previous annual meeting. It was suggested to include at least the past 5 years of minutes on the CD each year.

10. Treasurers Report. J. Green gave a mid-year update on the organization's income/expenses relative to the 2004 budget. He reported a decrease in membership (~50 members) that has notably decreased our anticipated 2004 income from membership dues, research report and proceedings sales, and income from the annual meeting registrations. However, the expenditures for the December 2003 annual meeting were also significantly below budget. Therefore, the Society may realize a net gain of approximately \$7,600 instead of a net loss that was approved for the 2004 budget. Other current expenditures appear to be in line with the 2004 budget. For the December board meeting the Finance Committee needs to discuss 1) the salary for the Director of Science Policy, 2) financial support for the summer contest, and 3) whether or not to approve the annual budget with a deficit.
11. Proceedings Editor Report. B. Hartzler reported that he is aware of two issues concerning the NCWSS Proceedings. 1) Should full papers be accepted for inclusion in the proceedings? Currently, only one page abstracts are allowed. Since a CD-Rom diskette is now used for distribution it was recommended by the board to allow for full papers in the future. 2) There is a concern with a delay between the time an abstract is received and the actual meeting. One way to handle would be to put the abstracts on the NCWSS web site before the meeting. Further discussion on this issue included the capability to retrieve abstracts at the annual meeting if the abstracts are already posted on the web site. On another issue it was suggested that in the author index for the proceedings that all the authors of a paper or poster presentation be included in the author index. The capabilities of conducting a full word search on the CD-Rom diskette for the proceedings and the research report was also discussed. B. Hartzler will meet with B. Young to investigate the capabilities of conducting a full search of the CD-Rom.
12. Research Report Editor. J. Doll summarized a written report by B. Young. There were 114 articles submitted for the 2003 NCWSS Research Report which had decreased from the 134 submitted for the 2002 Research Report. This represents a significant reduction from the 191 reports submitted for publication in 2000. The total cost in 2003 from Noteworthy and Advanced Duplication Services to produce the CD was \$3,614.00 or \$5.16 per CD which was the same as last year. B. Young will continue to work with the NCWSS Proceedings editor to distribute the CD as early as feasible after the annual meeting.
13. Long Range Planning. Introductory comments were made by President J. Doll about the importance of long range planning and charting the future direction of the NCWSS. How do we decide what to change and have the wisdom and courage to make necessary changes that impact the future direction of the society? He introduced Duane Rathmann, Long Range Planning Committee co-Chair, who led the discussion and thanked him for his service to this committee. J. Doll also indicated that a letter drafted last year by Past President Michael Horak was forwarded to our sister societies and other related organizations to share with them what we are discussing regarding our future direction and to get their reaction. The Entomological Society and the North Central branch of the American Society of Agronomy gave a positive response to discussing possible partnering of future events. So far the Plant Pathological branch society has not responded. Because of our commitments for meeting locations through 2006, the earliest opportunity to make significant changes in meeting times or locations with another society would be in 2007.

D. Rathmann indicated that in the past his committee has looked at short-term issues which have been successful at seeing us through the financial needs of the society during the past few years. The purpose of this discussion is to have a brain storming session for ideas and input for 'reorganizing' the focus of long range planning strategies. Other sister societies such as the Southern Weed Science Society have already begun to make changes in their annual meeting format. The Northeast Weed Science Society met this past year with the American Society of Horticulture, thus had a larger attendance and slightly different venue. One aspect to consider in developing an alternative meeting program format is that the next generation of students has a different learning style compared to the more formal 15 minute presentation format used in the past. Thus, there may be a need for other creative presentation methods and more time allocated for discussion and interaction.

The basic question D. Rathmann asked was 'what is broken in the NCWSS that needs fixing?' Should our focus be 1) overall finances, 2) annual meeting attendance, format, or draw for attendees, or 3) membership? Should we combine with other organizations if the only synergy that would occur is better leverage in hotel space and pricing? R. Schmidt indicated that through his years of experience that the key focus for the society should be annual meeting attendance, format, and draw. If you have a good draw for a meeting, it will take

care of membership, and then finances. The meeting must also be advertised to outside audiences. It is important to get symposia topics finalized by mid-summer in order to get them publicized through other media outlets and publications. B. Hartzler commented that there is not much difference between the WSSA and NCWSS as far as format and content; therefore, instead of going to both meetings each year some individuals choose which one to attend, which is often based on location. M. Horak asked what would make the NCWSS more attractive - meeting together with Entomology and Plant Pathology to focus on pest management or meet with a regional group of the American Society of Agronomy to focus on crop and soils within the north central region. It was noted that in past surveys of the membership there was a strong contingency to maintain our identity as a weed science organization. However, there are other peripheral organizations with some relationship to weed science such as the turfgrass industry, aquatics, forages, forestry, and invasive species that we are not drawing into our meetings. Perhaps we should look for synergies with some of these groups or organizations. There may be a need to be creative at focusing and targeting regional issues. Our ability to 'refocus' the future direction of the NCWSS may depend on the makeup of our leadership which currently consist of officers and directors who primarily come from university positions with an extension or applied research appointment or from industry representatives who have applied research or technical crop support positions. A few individuals have suggested that the regional societies meet one year and the WSSA meet the following year. Potential losers with an alternate year arrangement for the annual meeting would be the students and possibly the finances. Would a change in date for the annual meeting be an option? There was a mixed reaction to this option since it would be difficult to have applied research data ready for presentation earlier in the year. Should we meet the same week as the WSSA? One of the benefits of the regional NCWSS meeting compared to the WSSA is that it allows the universities to take more students and is often more cost effective for travel.

Currently the NCWSS is generally perceived more as a society for commodity crop weeds. We may need to draw a wider audience to more accurately portray a scientific society for "weed science". The invasive weeds group is evolving and in some ways looking for a home. Many of the weed ecologists are participating in the Ecological Society of America (ESA). In the past, the forestry, forage, and small grain sections were much more active in the NCWSS, but these groups have significantly declined. In addition, there has been a loss in participation by the Canadian provinces. Some of the Canadians are now participating in the Western Weed Science Society because of a greater emphasis on small grains and invasive weeds. There are several other meeting opportunities that are commodity oriented such as the annual sugar beet meetings. The NCWSS may need to focus on an identity aligned with applied research and let the WSSA be the focus for basic research topics. A membership survey was suggested to get a perspective from the membership on our identity including individuals who were past participants in the NCWSS or would be potential members. It was noted that the responsibilities of individuals in the herbicide industry have also shifted. Several industry representatives who actively participated in the NCWSS now have seed responsibilities; therefore, they will likely become more active in the National Seed Trade Association.

T. Peters expressed the importance of getting the program for the annual meeting done earlier. How do you get the information out to an audience so that they can make plans to come before a program is assimilated in November? We have to learn how to market ourselves and circulate the contents of the program earlier such as planned symposia. The use of ListServes and electronic mailings is a method for informing our current members earlier. We also need to better market ourselves within the state or area where our annual meeting will be held. Does our current program format allow for submitting papers/posters that are not within our specified categories? Perhaps we need to have a longer list of sections available that would encourage participation in other areas or a catch-all category that could identify potential sections or sub-sections in the future for stand alone areas of interest.

M. Horak suggested that the society may want to consider hiring or sponsoring an intern to help develop an expanded program and make contact with various groups that may have an interest in weed science issues. This individual could help coordinate long-term change. T. Peters indicated that partnering or merging with another group does provide synergy, could be a short-term fix for continuing to conduct our meetings at larger hotel facilities, etc., but long-term is probably not enough. We still need to expand our program to be an attractive venue for participants, which may be accomplished by merging with another group or perhaps by other ways. We may need to look closer at the demographics of our current membership relative to participation by university, industry, government, and other private sectors. The segment of our demographics that is shrinking the fastest is the industry group.

A question was asked whether we need to be aligned ourselves with an overall crop protection group or an

agriculture commodity society within the north central region. For example, combining weed science with plant pathology, and entomology, or perhaps with other groups in crop production such as the seed trade industry and/or precision agriculture. This would expand and broaden our scope beyond weed science issues. It was concluded that three general options should be considered: 1) expanded program venue to include other areas of weed science such as invasive species and aquatics 2) combine with other pest management disciplines to broaden crop protection, or 3) combine with other groups to broaden crop production. The consensus of the discussion was that we need to reinvigorate ourselves as a weed science organization and offer a broader venue to encourage participation by groups interested in aquatics, invasive plants, forage crops, turf, and other aspects of weed management. We need to market ourselves to these groups and differentiate ourselves from WSSA. Suggested that we role out ideas for change at the General Session of the annual meeting -- perhaps in the presentation by President Jerry Doll. A suggestion was made to also consider creating a venue at the annual meeting for groups to meet together to collaborate on regional projects or to seek grant funding for specific problems such as invasive plants. To begin collaborative projects it was suggested to focus on one or two key weed species that impact the north central region.

J. Doll indicated that Wayne Fithian will continue as co-chair the Long Range Planning Committee and thanked D. Rathmann again for his multi-year service on this committee. The Long Range Planning Committee has been operating as a special committee and should now be considered for inclusion as a permanent committee in our Manual of Operating Procedures.

The executive board resumed meeting at 12:50 pm after a lunch recess.

14. Communications Editor. B. Johnson reported that two newsletters have been prepared and posted on the website in 2004. The summer newsletter was sent out electronically which contains the call for papers for the annual meeting. He will follow-up with additional postings to the membership through the E-mail listservs on the call for papers and posters. The fact that all future editions of the newsletter will no longer be printed and mailed to the membership but will only be delivered electronically may require modification of the MOP which should be acted upon at the December meeting. The E-mail listserv has been implemented and is now functioning. B. Johnson gave a copy to the Executive Board of each listserv group that has been created for the membership, executive board, and other committees. Members of each listserv group were notified with instructions on which lists they were on, how to use the listserv, and how to unsubscribe if they so desired. There has been some discussion on how to keep the membership informed about the listserv without making it public domain on a website. B. Johnson distributed a written proposal by Glenn Nice containing the duties of the Electronic Communications Committee for inclusion in the MOP. J. Doll recommended delaying formal action on this proposal until the December meeting. B. Johnson indicated that he and G. Nice continue to make changes to the website and welcome any comments on its improvement. The website page for accepting titles for the annual meeting will be posted by mid-August.
15. WSSA Representative. R. Becker reported that the WSSA will be spending time on strategic planning at their summer board meeting next week. Changes are being made to the WSSA website which had not been fully functioning. Jerry Stephenson is in a new position on the WSSA board as the Director of Education to focus on education and outreach. The WSSA net worth has slightly decreased but appears to be sound. The WSSA membership continues to decline as well as a decrease in attendance at the annual meeting in Kansas City. The XID Weed Identification CD project is still on-going and will be available for sale by the member societies. Beginning in October the WSSA newsletter will only be delivered electronically. There was a proposal to broaden the *Weed Technology* publication from 4 to 6 issues per year, but the motion failed. The USDA/ARS has several new weed science projects that have been added to their budget. Interest in graduate student activities has increased within the WSSA including a new board position.
16. CAST Representative. K. Al-Khatib reported that the spring meeting of the CAST Board was held in Washington D. C. The CAST board devoted much of its time on strategic planning and activities for 2005. Major issue for CAST is its budget. They are implementing actions to trim expenses, cut costs, and setting priorities in programming activities. The budget is a reflection of memberships which is fine for individual members, but sustainable memberships with companies and industry have significantly declined. CAST is also doing some contract work with agencies such as the EPA. Three new publications/projects were approved: 1) an issue paper on *Post-Commercialization Gene Flow from Biotechnology-Derived Crops*; 2) a conference and publication on *Water Quality and Quantity Issues for Perennial Grasses Used in the Urban Landscapes*; and 3) a symposium and publication for *Nondietary Exposure to Organophosphate Pesticides*. Special publications

released in May were “*Biotechnology-Derived, Perennial Turf and Forage Grasses; Criteria for Evaluation*”; “*Managing of Pest Resistance: Strategies Using Crop Management, Biotechnology, and Pesticides*”; and “*Climate Change and Greenhouse Mitigation: Challenges and Opportunities for Agriculture*”; and an issue paper on “*Animal Organ Donors: Human Health Applications.*” CAST is also planning to implement a new type of publication for quick response on issues important to agriculture similar to an extension fact sheet. On a trial basis, a 10% discount will be offered on any CAST publication purchased during the meeting of a member society. The next CAST Board of Directors meeting will be held in September in Oklahoma City, OK.

17. Executive Secretary. R. Schmidt reported that membership for 2004 is down to 558 total members (488 regular members, 70 students) compared to 640 total members in 2003. The 2003 Proceedings/Research Report had an income of \$12,250 with expenses of \$7,605. The annual meeting attendance in Louisville was 381 (312 members and 70 students) with an income of \$56,032 and expenses of \$37,822. The net gain from the annual meeting was \$18,210. The NCWSS has one Certificate of Deposit investment that is due to mature on July 28, 2004 and will be renewed. J. Doll commented that the percent of total membership composed of graduate students has not changed, but an overall decline in members has occurred in the past few years. A short discussion was held on how far in advance we should be contracting with hotels for annual meeting locations. J. Doll encouraged the board to provide any creative ideas or suggestions about how to expand membership to the membership committee.

A proposal for the fees associated with R. Schmidt’s services to the NCWSS in 2005 was presented to the Executive Board by Secretary-Treasurer J. Green. An increase in the management fee was not requested; however, J. Green moved to increase the management fee to \$18,700. S. Miller seconded the motion. Following discussion motion passed.

18. New Business. J. Doll reviewed the new DVD available from the Southern Weed Science Society titled “Interactive Encyclopedia of North American Weeds” developed by Michael DeFelice. When purchased direct from the SWSS this DVD containing weed information will be sold at a cost of \$59.95 plus \$5.00 shipping and handling. However, the SWSS will allow the NCWSS and other weed science societies to buy wholesale copies at \$35.97 (60% of MSRP) and resell at the suggested market price for a 40% profit of approximately \$24.00 per copy. J. Doll demonstrated the DVD for the executive board. He also asked Michael Crotser of the NCWSS Publications Committee to review this material who wrote a positive review. S. Miller moved that the NCWSS sell and distribute the “Interactive Encyclopedia of North America” and include it as an item on the annual meeting announcement. T. Peters seconded the motion. Motion passed. It was also suggested to include an advertisement for this DVD on the NCWSS website.

S. Miller moved to increase the registration fees for the 2004 annual meeting to \$220 (\$45 banquet, \$30 membership dues, \$30 for Proceedings/Research Report, \$115 meeting registration). B. Hartzler seconded the motion. Motion passed. The additional charge for on-site registrations would remain the same and one-day registrations at \$40 per day.

19. Manual of Operating Procedures. A review and discussion of proposed changes to the Manual of Operating Procedures was lead by J. Green and J. Doll. Recommended changes that will require approval by the NCWSS Board of Directors will be presented at the December board meeting.
20. Adjourn. R. Becker moved to adjourn; seconded by M Horak. Motion passed. Meeting adjourned at 2:57 pm.