

**Center for Invasive Plant Management
Semi-Annual Steering Committee Meeting
October 10-11, 2007
Montana State University – Bozeman**

Wednesday, October 10, 2007

Attending: John Simons, Stephen Enloe, Jim Olivarez, Tim Prather, Tim Koopmann, Dean Peterson, Jon Wraith (*ex officio*); CIPM staff: Janet Clark, Mary McFadzen, Mara Johnson, Connie Bollinger, Dianne Brokke.

Participating by phone: Mandy Tu, Eric Lane, Jennifer Vollmer

Absent: Evert Byington

The meeting was convened at 8:30 a.m. All were welcomed and introductions were made. The minutes from the April 2007 meeting were approved as submitted. Janet presented an overview for the meeting.

Budget

Janet reviewed the budget sheets and the FY08/FY09 financial commitments, commented on the CWMA grants program being discontinued and the fact that some states have started grant programs, and then reviewed options that have been considered and pursued to replace long-term earmark funding. Committee discussed the following long-term funding options, focusing on the most promising ones:

- ARS funding option not as possible now.
- Recommended exploring partnership option with USGS. Highlight CIPM past involvement with USGS (grants program maybe). Janet will speak with Tom Stohlgren.
- Committee discussed CIPM bare bones operating budget and how partnership ideas could be pitched to potential partners (particularly federal agencies). Mary will make an online education presentation at the USFS meeting in Arizona this December.
- Janet expanded on the work she's done in past months to create a national network of centers and the meeting she had with the other centers (Cal-IPC, IPANE, Midwest Invasive Plant Network). They are stressing how this network would benefit federal agencies in Washington, DC. Steering Committee members felt this national network of centers sounded most promising and encouraged aggressively pursuing this option.
- Committee discussed funding potential from CIPM product sales and requested information on all product sales figures, cost of production & profit to determine distribution, potential impact, saturation of market or possible change in information.

Follow-up on Spring (April 2007) Meeting Recommendations

The committee discussed CIPM/CSU collaborations (Science Advisory Committee, Tamarisk Research Conference, Russian Olive Summit in Nebraska), meeting with Tom Stohlgren again regarding partnering with USGS, using NIFC Joint Fire Sciences Program as a potential model for CIPM in the future, Governors' Association as a funding source (long shot), and state models where governors pool money for multi-state projects. Jim Olivarez will explore multi-state funding of the USFS Coop Forestry Program as a possible model. The committee discussed Wildlife Forever/CIPM NFWF grant partnership, state & private forestry group grants, and NRCS, Doris Duke, etc., grants and why it would be a stretch for CIPM to apply for them.

Mara Johnson presented an assessment (requested at the Spring SC meeting) of partnering with Steve Dewey or independently conducting mapping workshops similar to Steve Dewey's. She met with and then attended Steve Dewey's workshop in June 2007. Mara also reviewed the monitoring consortium notes provided by Janet of Monica Pokorny's previous efforts to start mapping workshops. The committee discussed some of the numerous GPS systems being used by different organizations, which makes it difficult to settle on one GPS

system in a workshop; problems involved trying to unify standards of inventory & survey among agencies; the effectiveness of teaching basic survey techniques independent of technology, and how the focus for measuring success has changed from acres treated to what and how a management plan works. It was pointed out that the general mapping section of CIPM's Inventory & Survey publication is very helpful to people starting a mapping project and that this approach might be helpful to Forest Service personnel. The conclusion was that CIPM did not have the funds or staff to begin conducting mapping workshops, that Steve Dewey's workshops were not completely in line with the Center's mission and that the Center did not want to change its focus to be a mapping center. For these reasons the committee concluded that the Center should not elect to pursue conducting mapping workshops but would continue to provide mini-workshops and outreach on the Inventory & Survey book.

BLM Task Order/Strategic Plan

Janet reviewed the BLM task order and the four objectives of CIPM's strategic plan. The CIPM staff reported the following regarding various projects under these objectives.

- Mara commented on the Tamarisk Conference and their possible involvement in the 2008 research conference, CIPM funded grant synthesis paper, new invasive plant science & management journal article, flowering rush project, and provided an update on the new weed models which should be ready by spring 2008.
- Connie elaborated on website changes, reported that she is more involved in editing and creating new web pages (i.e., Kim Goodwin's project, Tamarisk Conference) in addition to keeping the site updated, and receives lots of emails from people all over the U.S. w/comments or questions. Janet mentioned that the USDA National Ag Library webmaster had commented on CIPM's excellent website.
- Mary reported that she and Melissa are still working on the FWS project staff modules, but the volunteer modules are complete and on the FWS website and can be accessed by non-FWS individuals also. They plan to modify these modules for the CIPM website in order to efficiently and effectively distribute this information to the largest # of people but funding will be needed for the modifications.
- Janet commented on the history of CWMA's and CWMA Conference funding - \$12,000 from BLM & \$20,000 from the Federal Highway Administration.

CIPM Director Search

Jon Wraith passed out a draft of the CIPM Director Search vacancy announcement, commented that Mara Johnson, John Simons, Mandy Tu, and Tim Prather have agreed to be on the search committee so far (still looking for a person on campus to chair the search committee) - Dianne Brokke will be search committee secretary, and requested feedback from the Steering Committee regarding salary and degree qualifications.

The Committee discussed salaries of other non-profit directors, possibilities for salary increases at MSU (20% added comp above and beyond job description), fund raising as part of the new director's job description (clear but not primary duty), competitive nature of non-profit fundraising, variety of funding that might be available to CIPM because of its regional status, degree requirements, importance of environmental background, posting position on TNC, etc websites, search committee responsibilities, hiring authority (Jon Wraith) responsibilities, and what the plan would be if Janet left before a new director is hired.

It was agreed that the director position salary should be advertised at \$60,000 (can go 10% over stated salary) and that a masters degree (MS or MA) would be required. Announcement can be sent around in about 2 weeks.

Identifying Opportunities

The Steering Committee discussed-

- need for educational materials on a broad landscape/watershed level developed by CIPM and funded by several organizations, customized weed mgmt pkgs, promote implementation of best practices at all levels, assist weed management associations,
- strengthening and taking CIPM train-the-trainer to another level, training for broader staff that crosses agency boundaries, affect of weeds on all other programs in an agency and importance of basic knowledge of weeds training for non-weed professionals on the ground, managers, and bosses so they understand how weeds affect resources and resources affect weeds, how and who prioritizes invasives, etc., and distributing that information to agency field people to help them during the planning process,
- encouraging land managers to prioritize problems and invest resources in those priorities, provide motivation for practicing the most efficient methods, identifying what success looks like,
- importance of having straightforward, easy-to-follow education & awareness decision-making programs/tools to explain how to implement control practices that don't favor invasive species while still looking out for water quality and quantity issues in some watersheds, impacts of vegetation changes, where to find information relating to water quality and invasions and multiple species watershed mgmt, need for water and weeds publications like the fire and weeds brochures, difficulty putting together detailed control pamphlets by weed because of many, many variables,
- helping WWCC and other groups translate information to action, lobbying, and the need for weed people to have more knowledge of terminology and processes involved when working with non-weed individuals/groups (e.g., reclamation groups),
- Environmental Mgmt Systems, ISO1401, Integrating Weed Mgmt Ag Production and Land Use developed by Gene Surber of MSU (Dean will give Janet a copy of template), 95 Range Water Quality Mgmt Plan, Range Water Quality Short Course and MSU Undaunted Stewardship program, the complexity of these assessment tools, who benefits from them, time and money involved to use them and how they can help to evaluate and determine environment and long range plans,
- partnerships/training opportunities with large NGOs who aren't paying attention to weeds, lack of support for stewardship, how disturbance sets the stage for invasives, CIPM working to merge/consolidate some weed programs between different regional and national weed groups,
- grant opportunities for production ag vs natural resources, importance of CIPM seed grants as a tool for getting research started, CIPM involvement in facilitating extension collaborations across states, CIPM's educational niche in EDRR across states and at different levels (possibility of developing materials), California's state weed model, IPANE's EDRR program and how it works, and multi-author decision making tool on weeds or some system to incorporate extensive knowledge in a clear, easy to use tool.

The following is a list of opportunities suggested by the Steering Committee and subsequent comments (in blue) when this list was discussed later.

- Help chemical industry integrate their knowledge into overall management plans – training courses, modules, etc. (integrated management with other methods beyond CIPM scope)
- Wyoming Weed Management Association – conference planning assistance, moral support, encouragement
- “Proselytize” weed management motivate people to support it – in support of state Depts of Agriculture...help people see the big picture, provide success stories, give kudos
- Help extension weed specialists collaborate and do things they couldn't do on their own (university collaborations)
- Facilitate “train the trainer” forums (too much time, money & people to be practical for CIPM – online training one aspect to be pursued)
- Provide education and awareness everywhere – field days, workshops, funding. Landowners/public aren't getting info (labor-intensive for CIPM)
- Simple biocontrol guidance (see Idaho manual) (quite a bit on this already)

- Training for non-weed managers, line officers, professionals, administrators – customizable introductory weed training packages for federal agencies
- Research on water (quality, quantity) and weeds – synthesis if anything exists ([two CIPM-funded hydrology projects on this](#))
- Multiple species management on a watershed scale – need guidance and tools ([huge!](#))
- Integrate weed management with production and land use – a holistic approach
- Environmental Management Systems (EMS) – see '95 Range Water Quality Management Plan, also VRIC (UC-Davis) Planning for Watershed Quality and Production ([Connie will research this](#))
- NGO training and partnership opportunities – large NGOs don't pay attention to weeds ([opportunities here](#))
- Help WWCC translate info to action – follow-up on ideas, programs, help partners collaborate and develop a product
- EDRR education – at all levels ([topic of choice](#))
- Facilitate collaboration among states
- Advocate more research dollars for natural areas
- Reinstate CIPM seed money research grants

Thursday, October 11, 2007

Farm Bill Workshop – Mara organized a workshop for researchers in spring 2007 to determine recommendations for the Conservation Title of the new Farm Bill. Proceedings were distributed widely and posted on the CIPM website. Janet presented results to Senate Ag Committee staffers in Washington, DC, in May 2007.

Science Advisory Council Project

Mara, as the contact person for the upcoming CIPM research workshop, passed out a questionnaire for the Steering Committee to complete regarding the kind of workshop topic to sponsor & desired outcomes (products) to affect policy. The workshop topic will be selected prior to next spring's SAC meeting and a small group of experts will be identified to meet, discuss the topic, and develop a product. The Committee discussed the importance of keeping the workshop unbiased science, the fact that CIPM is seen as a neutral organization, and possibly looking for partners to help fund projects like this.

Other Business

- The Steering Committee terms for Jim Oliveraz and Jennifer Vollmer will be up in April 2008 and at that time they may elect to serve on the CIPM Steering Committee for another three-year term.
- It was decided that for the April 2008 meeting a different federal agency representative would be asked to attend the meeting in place of the ARS representative.
- Stephen Enloe will resign from the Steering Committee since he has accepted a position in Alabama. Earl Creech, new Extension weed specialist at the University of Nevada, was suggested as a good candidate to replace Stephen as the university representative on the Steering Committee. Janet will contact him.
- Spring meeting set for April 24 (1:00-5:00 p.m.) – April 25 (8:00 a.m.–3:00 p.m.), 2008. Discussion topics – baseline funding, CIPM-SAC update on science project, new journal, CWMA conference update, Tamarisk Research Conference, self-study module demo, new weed models, research grant summary (2005 grants).

The meeting adjourned at 11:30 a.m.

Respectfully submitted,
Dianne Brokke