

Center for Invasive Plant Management
Steering Committee Meeting – Conference Call
May 26, 2009
1:00 - 3:00 pm MST

*Meeting Facilitators: John Simons (SC Chair) & Liz Galli-Noble (CIPM Director); Note taker: Rachel Hammond
Minutes produced by Emily Rindos*

Tuesday, May 26, 2009

Meeting Attendance:

Steering Committee Members: LaDonna Carlisle, Earl Creech, Bruce Maxwell, John Simons, Mandy Tu, Tim Prather, Slade Franklin and Tracy Sterling

CIPM Staff: Liz Galli-Noble, Mary McFadzen, Erik Lehnhoff, Dianne Brokke, Melissa Brown, Janet Clark, Sindhu Karanam and Rachel Hammond

Absent: Jim Olivarez, Tim Koopmann, Dean Peterson and Jennifer Vollmer

The meeting began at ~1:05 pm. John Simons gave a brief overview of the meeting agenda (*Attachment A*). Liz Galli-Noble explained that Dean Peterson, Jim Olivarez and Jennifer Vollmer had informed her that they would be unable to participate due to scheduling conflicts.

1. 2009 CIPM Strategic Plan

The Steering Committee (SC) members were asked for feedback on the new CIPM Strategic Plan. Specifically, Liz Galli-Noble sent them the new Strategic Plan (*Attachment B*); the following questions to prepare for this meeting discussion; and SC member written feedback received by CIPM prior to this meeting (*Attachment C*):

- Will this plan help move CIPM in a more focused and successful direction? Have we missed anything?
- Regarding the *Center Project Filter Criteria* section of the plan, do you think that CIPM should prioritize these criteria? If yes, how would you rank them?
- Suggestions for additions, deletions or edits to the plan.
- We will revisit the plan during the fall 2009 meeting.

John Simons asked the Steering Committee to go over the new Strategic Plan (*Attachment B*) item by item and goal by goal to provide guidance and feedback. The following is a highlighted version of that discussion:

Mission, and Center Vision and Approach:

No changes were suggested.

Goal 1: Provide competent and effective administrative and fiscal management.

No comments were made.

Goal 2: Improve basic research capability and research dissemination to serve scientists, policy makers and natural resource managers.

Objective 2.1. Operate invasive plant research program that has regional value

Objective 2.2. Provide in-house expertise on invasive plant issues to facilitate CIPM mission.

Objective 2.3. Coordinate regional research initiatives with assistance and direction from CIPM's Science Advisory Council.

Objective 2.4. Develop aquatic invasive plant outreach and research capacity within CIPM

Objective 2.5 Reinststate CIPM research grant program

Tim Prather: The Center should be coordinating research efforts, not conducting research. Within Montana there seems to be an overlapping research interest, and regionally as well. How do we move forward as a competitive entity?

Liz Galli-Noble: It has been our intention that research grants will partially fund Erik's position. CIPM is often the entity for initiating research investigations and grants; we typically are not in competition with others. MSU, and Bruce Maxwell in particular, have made it clear to me that they *want* CIPM to seek and conduct research, with or without partners outside of MSU.

The Noxious Weed Trust Fund saltcedar grant is an example of how CIPM staff are conducting research that others are not willing to take on, for whatever reason. The State has indicated that they want certain questions answered and CIPM can help make that happen.

Tim Prather: Should funds go for coordinated projects, rather than individual projects?

John Simons: We need to make sure that the research is applied and gets done for the people who have to implement the research.

Slade Franklin: I am okay with CIPM doing research that is requested by the states.

Tim Prather: Are Objectives 2.1 and 2.4 really needed? Do 2.2, 2.3 and 2.5 capture what's needed?

Liz Galli-Noble: Regarding Objective 2.4 (Develop aquatic invasive plant program), it is needed. I have polled many people and everyone has encouraged me to hire an aquatic plant specialist at CIPM. The Montana Invasive Species Act just passed; I would like to wait to see what the State does with their ANS coordinator position before hiring this position at CIPM.

Goal 3: Increase external awareness and visibility of CIPM and our projects among target audiences, and improve internal communications among our staff, steering committee, and science advisory council.

Comments:

- Montana statewide awareness campaign
- CIPM could coordinate regionally to make people aware of the Center
- Newsletter/website very good
- Need someone to spearhead the outreach to other states, MRWC used to do outreach to other states; leaves out Idaho
- Idaho: aquatic good (Amy Ferriter); saltcedar issue may not be helped by Idaho

Janet Clark left the call.

Goal 4: Provide quality educational products and opportunities that effectively communicate science-based and topical information to natural resource managers, policy-makers, and concerned citizens.

Mary McFadzen: CIPM provides visual information services; we help take science and make it easier for others to understand. We need to find other scientists that need help educating other people.

Mandy Tu: There are lots of tasks and action items addressed in this new strategic plan, but what are their impacts? What are your overall goals? How can we measure the Center's accomplishments? Are we doing what we say we are doing? Did our actions and products have influence?

Measurability of tasks and accomplishments can be documented using things such as milestone tables, product tables, deliverables, and number of attendees at specific events.

Bruce Maxwell: Agreed with Mandy. CIPM needs to work harder to try to identify the impact of your products and efforts. You need to document that impact.

Liz Galli-Noble: Agreed. Securing funding for the Center is our primary short-term goal. CIPM does need to move toward ecological based management efforts and make that a higher priority; then we need to effectively document those efforts and impacts to our audiences.

Tim Prather: Everyone struggles with regional evaluation of efforts, securing funding, buy ins, building expertise, and to become a "go-to" organization. Ways to fund facilitation of research include AFRI grants. Regional evaluation of our efforts and funding could come from:

- AFRI- build into part of grant
- Regional IPM Centers
- SARE

Goal 5. Improve coordination and collaboration of invasive plant science, policy and management nationally, regionally and locally to improve management of western land and water resources.

No comments.

Center Project Filter Criteria

Liz Galli-Noble asked the committee members about the *Center Project Filter Criteria* and if the criteria used to select effective projects should be weighed or ranked?

Decision: The criteria do not need to be weighed or ranked. The SC members felt that all of them are equally important.

2. Current Funding Update

Liz Galli-Noble presented the current CIPM funding summary (*Attachment D*) and project summary (*Attachment E*) to the SC members.

Points of special interest included:

The CESU Agreement (BLM FY06 Earmark/Cooperative Agreement) terminates in June 2009. A new CESU will take its place and the funding remaining from the old agreement (~\$285,000) will be re-obligated in the new agreement. The BLM is also planning on providing CIPM with an additional \$78,000 of FY09 funds. The funding process will go through a grants.gov application.

Bruce Maxwell left the meeting.

Tracy Sterling joined the meeting about the same time.

Bruce is the interim LRES Head of Department. Dr. Tracy Sterling will be taking over as the new LRES Head of Dept in mid-August.

3. Steering Committee Membership

Regarding the SC membership and duties, and communication with CIPM, Liz Galli-Noble asked the SC for feedback on the following:

- At present, what role does the Steering Committee see itself playing in support of CIPM? Should that role change as the CIPM program changes?
- Is the present Steering Committee structure and member make-up sufficient /effective? Are we missing any key partners?
- Is CIPM providing the Steering Committee with an appropriate amount of program information? Too much? Too little? How much of CIPM's day-to-day activities does the Steering Committee wish to see?

Liz Galli-Noble reflected that she appreciates working with the advisory committee. She doesn't get a lot of feedback from the SC, but the communication between CIPM and the members has been good. She mentioned that the Center is changing and needs funding from differing sources. She could use help with that.

Slade Franklin: What is the true level of responsibility for the SC regarding financial decisions?

John Simons: John reviewed language from the CIPM SC Bylaws (*Attachment F*) and answered, "none." "All financial decisions and running the Center is the responsibility of the Director".

Tracy Sterling: We do not want to micro-manage. Regarding finding new sources of funding, is the committee strong enough if CIPM needs help?

There was a discussion about the difference between Steering Committees, Advisory Committees and actual Boards and the history of how this has changed over time at the Center. CIPM does not presently have a Board of Directors.

Liz asked the SC members for suggestions for new members to fill vacancies. Right now there are vacancies in two categories: "Other Federal Agency" and "Conservation Group". Jennifer Vollmer has agreed to be reinstated as the "Industry" representative. She will finish out her 2nd term.

"Conservation Group" SC Member

Mandy Tu: Regarding the Conservation Group new SC member, Mandy explained that she had been laid off by TNC and therefore her position needs to be replaced on the SC. TNC is largest conservation group in the U.S. and owns most amount of land for conservation purposes.

Suggestions made for her replacement included:

- TNC – Bas Hargrove (Idaho)
- Cal-IPC – Doug Johnson (CA)

- Rocky Mountain Elk Foundation - ? (MT)
- Trout Unlimited - ?

Tim Prather: Is comfortable with TNC, Trout Unlimited as well as Rocky Mountain Elk Foundation as potential new members of the SC.

Liz Galli-Noble: She will find names of possible candidates from TU or RMEF. She will put together an email to talk behind the scenes about who should be selected. **If a decision can be made via email, they could be invited to the fall meeting. If not, this can be a discussion item for that meeting.**

“Other Federal” SC Member

Dave White took a new job in DC and could not remain on the SC. When we replace this position we need to focus on areas within the region that are not already covered - for example the southwest U.S. is poorly represented at present.

Suggestions made for this new member included:

- Thomas Gonzalez NRCS in NM (La Donna has spoken to him about this, but no commitment was ever made)
- Western Regional Panel member of the ANS Task Force – an aquatic invasive plant person
- AZ Invasive Species Task Force member
- NPS regional office

Decision: The SC Bylaws may need to be adjusted, specifically addressing the number of representatives per group. Add this discussion item to the fall meeting agenda.

4. Funding Sources/Funding Opportunities

LaDonna Carlisle: Suggested staying away from political support. Federal agencies would be out of the loop, because they must be, if political people are on board.

CIPM can do virtually no lobbying due to their federal funding.

Tracy Sterling: CIPM could be politically informational, but not necessarily advocate for specific decisions or influence; to provide/promote awareness of a specific issue.

Mary McFadzen: We need a collection of federal agencies to fund programs for the Center.

LaDonna Carlisle: Federal cooperative efforts like FICMNEW do exist; but funding is not coming in right now, so they cannot put money into other entities like CIPM.

5. Next SC Meeting

Decision: The Fall SC meeting will be held either October 1 and 2, or October 6 and 7. Liz will Doodle the group for preferences. Any changes to the SC Bylaws must be sent to the SC at least 30 days in advance of the meeting (see Attachment F for proposed changes).

Note: October 6 and 7, 2009 was selected as the dates for the fall meeting.

Center for Invasive Plant Management
Steering Committee Meeting – Conference Call
AGENDA
May 26, 2009
1:00 - 3:00 pm MST

Meeting Facilitators: John Simons (SC Chair) & Liz Galli-Noble (CIPM Director); Note taker: Rachel Hammond

Note: Jim Olivarez may not be able to participate due to a scheduling conflict. Jennifer Vollmer cannot participate.

Discussion Items:

1. 2009 CIPM Strategic Plan

SC feedback on the new plan:

- Will this plan help move CIPM in a more focused and successful direction? Have we missed anything?
- Regarding the *Center Project Filter Criteria* section of the plan, do you think that CIPM should prioritize these criteria? If yes, how would you rank them?
- Suggestions for additions, deletions or edits to the plan.
- We will revisit the plan during the fall 2009 meeting.

2. Current Funding Update

- CESU Agreement
- Other funding – current and potential

3. Steering Committee Membership

SC feedback:

- At present, what role does the Steering Committee see itself playing in support of CIPM? Should that role change as the CIPM program changes?
- Is the present Steering Committee structure and member make-up sufficient /effective? Are we missing any key partners?
- Is CIPM providing the Steering Committee with an appropriate amount of program information? Too much? Too little? How much of CIPM's day-to-day activities does the Steering Committee wish to see?

Member Vacancies – “Other Federal Agency” and “Conservation Group”

- Jennifer Vollmer has agreed to be reinstated as the “Industry” representative. She will finish out her 2nd term.
- Suggestions for new members, agencies, etc.

4. Funding Sources/Funding Opportunities

Steering Committee member suggestions for funding sources/funding opportunities that CIPM should be pursuing in 2009-2010.

5. Schedule Steering Committee conference call for this summer?

Schedule Steering Committee in-person meeting in Bozeman for fall 2009? Date? Who can come?

Conference Call, Call-in Instructions:

Date: Tuesday, May 26, 2009

Time: 1:00 am – 3:00 pm Mountain Time

Conference Room number: 1225238

Toll Free Dial-in number: 888-387-8686

Call Participant – Join On-Demand Plus Conference Call:

1. Dial 888-387-8686
2. Enter our Room number 1225238 and press #
3. You will be placed directly into the meeting if the moderator has already joined. If the moderator hasn't joined, you will be placed on hold for up to 10 minutes.

If you have problems, please call CIPM main office at 406.994.5557.

Attachment B. Center for Invasive Plant Management
DRAFT – revised May 26, 2009 by Steering Committee
Strategic Plan: 2009-2012

Mission:

To promote ecologically sound management of invasive plants in western North America by sponsoring innovative research, advancing education, and facilitating collaboration and partnerships among scientists, educators, policy makers, natural resource managers and concerned citizens.

Center Vision and Approach:

The Center for Invasive Plant Management improves invasive plant management by investigating science and management topics, translating scientific information, and disseminating invasive plant management techniques and information to people and organizations that manage or are concerned about improving and maintaining the health of western landscapes. This vision is accomplished by proactively identifying key research, management, policy and communication needs and connecting those needs to solutions that improve invasive plant management.

Center Project Filter Criteria

CIPM focuses on projects and programs that use its unique ability to connect needs and solutions across multiple disciplines, geographic scales and agency/organizational levels in order to stem the negative effects/impacts of invasive plants across western North America.

The criteria used to select effective projects are:

- Must have clear benefit to stakeholders within western North America
- Meets one or more goals and objectives
- Projects are conducted in varied areas/states within the western region, when and where possible
- Project products or outcomes benefit the region.
- Project targets at least one of the following: scientists, educators, policy makers, natural resource managers or concerned citizens
- Direct tie to invasive species management
- Funding source greater than \$50,000 or very simple project and covers full cost of services provided.
- Collaboration opportunities (within CIPM and between CIPM and outside partners)
- Adds to the diversification of funding sources
- Does not duplicate or replicate other efforts

Review Process:

Each year, the Center for Invasive Plant Management shall review its progress toward its goals and objectives, formulate tasks and measures for the coming year, and evaluate which course corrections are needed to improve its ability to fulfill its mission.

CIPM Goals, Objectives and Measures for 2009-2012

Objectives	Measures and Indicators of Success	Lead Responsibility
Goal 1. Provide competent and effective administrative and fiscal management.		
1.1. Build and maintain adequate fiscal security and oversight.	<ul style="list-style-type: none"> • Fiscal management tasks up-to-date and correct • Funding adequate to support staff and projects (overall budget/program target numbers?) • Funding sources demonstrates diversification in source and type. 	LGN
1.2. Maintain excellence in staff expertise and organizational capacity to deliver programs.	<ul style="list-style-type: none"> • Identify and hire staff/contract workers to fulfill program goals and objectives. • Provide adequate space to house program. • Provide adequate professional development and project challenges to further build staff excellence. • Work with CIPM Steering Committee and SAC to maintain and build organizational capacity. 	LGN EL
Goal 2. Improve basic research capability and research dissemination to serve scientists, policy makers and natural resource managers.		
2.1. Operate invasive plant research program that has regional value.	<ul style="list-style-type: none"> • Receive at least one large multi-year grant and a few small ones. (\$1 million total) • Support at least one MS research assistant/2-3 summer field techs to help conduct original research. • Publish at least two papers annually on research projects (peer review and/or grey literature publications). 	EL
2.2. Provide in-house expertise on invasive plant issues to facilitate CIPM mission.	<ul style="list-style-type: none"> • Write six articles or briefings for non-technical audience/year (e.g. newsletter) • Provide 2 presentations/content for trainings, web, classes/year • Provide peer review for journal articles on an as-needed basis. • Participate in regional research meetings and other events to listen to and interact with a broad array of scientists. 	EL

<p>2.3. Coordinate regional research initiatives with assistance and direction from CIPM’s Science Advisory Council.</p>	<ul style="list-style-type: none"> • Identify regional research needs. • Facilitate multi-institutional, multi-disciplinary collaborative research projects on timely issues. • Lead regional research consortia in writing grant proposals for high-priority research. • Convene research workshops/meetings to compile science-based information in response to needs of or questions from policymakers. 	<p>EL</p>
<p>2.4. Develop aquatic invasive plant outreach and research capacity within CIPM</p>	<ul style="list-style-type: none"> • Develop funding, research focus, capacity and management plan for new outreach and research area. • Develop staffing capacity (1 hire) • Publish X papers, newsletter, web and popular articles/year. • Function as an invasive aquatic plant informational resource/expert for: CIPM, MSU, State of Montana, and western region. 	<p>LGN</p>
<p>2.5 Reinstate CIPM research grant program.</p>	<ul style="list-style-type: none"> • Identify new funding sources for program • Revive advising and review functions on Scientific Advisory Council • RFP for potential grantees • Evaluation of impacts for improving scientific understanding and management capacity. • Disseminate research findings in a timely manner to diverse audiences. 	<p>LGN</p>
<p>Goal 3. Increase external awareness and visibility of CIPM and our projects among target audiences, and improve internal communications among our staff, steering committee, and science advisory council.</p>		
<p>3.1 Develop and implement a plan to improve internal and external communications.</p>	<ul style="list-style-type: none"> • Develop a communications plan. • Set guidelines and standards for internal and external communications • Train staff, steering committee, and SAC on as-needed basis • Monitor effectiveness 	<p>MM, MB</p>
<p>3.2: Provide effective communications for CIPM and ongoing partnerships.</p>	<ul style="list-style-type: none"> • Maintain up-to-date information and resources on the CIPM website • Produce 6 newsletters per year, review response reports, adjust content as needed. • Write 2 press releases per quarter (8/yr) • Develop program promotion/support materials (program one-pagers, web pages) • Participate in and establish presence at conferences, meetings, etc. • Missouri River Watershed Coalition (website, press releases, posters, brochures, etc.) • Salish-Kootenai Flowering Rush project (reports, brochures, posters, website, etc.) 	<p>MM, MB LGN</p>

Goal 4. Provide quality educational products and opportunities that effectively communicate science-based and topical information to natural resource managers, policy-makers, and concerned citizens.		
4.1: Develop “visual information services” approaches that enhance stakeholder understanding of invasive plant management issues.	<ul style="list-style-type: none"> • Develop and analyze a portfolio of current work. This process will identify the goals of the service, target audiences, assessment of in-house skills, contract work, target audiences, etc. • Create and implement a marketing plan of these services for internal and external use. • Research potential clients and grant opportunities. <p>Select key products, develop prototypes, and submit to partners/funders.</p>	MM, MB
4.2: Develop and disseminate “visual information services” outreach products (includes CIPM products and products developed by others) for CIPM audiences.	<ul style="list-style-type: none"> • Create at least X new “visual information services” outreach products by 2012. • Evaluate initial effectiveness of the approach. 	MM, MB
4.3: Provide outreach services and products to support of CIPM’s broad range of partners and audiences.	<ul style="list-style-type: none"> • Maintain CIPM website • Host partner listservs • Participate in planning and educational sessions (local, state and regional) • Technical editing and writing • Provide trainings, educational seminars, and other outreach products for specific audiences and topics. 	MM, MB
Goal 5. Improve coordination and collaboration of invasive plant science, policy and management nationally, regionally and locally to improve management of western land and water resources.		
5.1: Build system capacity to improve invasive plant management through networking, collaborative, and training opportunities.	<ul style="list-style-type: none"> • Host one national conference/year on topical invasive species issues for scientists, state and federal agencies and policy makers • Facilitate interaction, publicize, coordinate projects, and help find funding for the national network of invasive plant centers. • Active, funded national network of invasive plant centers. • Demonstrate capacity to network, facilitate and identify collaborative opportunities. (could be staff hours/yr.; # staff) 	LGN JC

<p>5.2: Improve invasive plant management knowledge and ability for policy makers and natural resource managers through greater dissemination of policy and scientific information.</p>	<ul style="list-style-type: none"> • Author (singly or in collaboration) X # publications, products and web site entries/year that promote better science, management and policy. • Analyze state and national policy and assist in policy development. • Gather, synthesize and produce X white papers, DVD modules, proceedings/year from conferences and group projects. • Document X participants (or geographic impact) of CIPM projects and products. • Document X participant users of CIPM management, scientific, and policy materials. • Demonstrate positive changes in knowledge, organizational dynamics, or policy from CIPM programs/products 	<p>JC</p>
<p>5.3: Encourage and assist collaborative efforts at the local, state, regional, and national levels.</p>	<ul style="list-style-type: none"> • Document X participants (or geographic impact) of CIPM projects and products. • Participate on BODs and committees, in conferences, and on other collaborative projects to provide assistance and (#/yr.) facilitate information flow among groups and organizations. 	<p>JC</p>

Attachment C.

Comments received from Steering Committee members (January – May 2009):

May 22, 2009

Strategic Plan –

- The Plan overall does a really nice job in laying out the current work priorities of the Center.
- What exactly does “ecologically sound management” mean? How can the Center know if it has been successful - is it measurable? Does it mean the number of partners/organizations/agencies/private landowners that are now using IPM principles, have a written management plan for invasive plants, using adaptive management, or other? Even though it doesn't need to change in the mission statement, it should be agreed-upon.
- As part of the mission statement and vision, how can we measure progress? Would success be measured in the total number of acres managed, decrease in herbicide use, number of management plans written, and at what (or multiple) scales? The objectives and action steps as currently written, do not have measurable steps or timelines (i.e., raise X, Y amount of funds in 2009 and 2010, to support Z work).
- What role (if any) does or should the Center play in actually working to make the situation better for invasive plants? Most of the resources, goals, objectives, etc. are all currently targeted towards management and restoration of already existing invasive plant problems -- should the Center play more of a role in prevention (site, statewide, regional, nationally) of new invasives? What about in EDRR? I recognize that much of the Center's funding comes from federal sources (so lobbying, etc. might not be allowed), but there is still much that the Center could be doing to promote better prevention practices and policies at multiple scales.
- I glanced through the current and proposed projects list and they look good. Overall the write-up looks like a good document to compare to the strategic plan and help that discussion along.

Possible Candidates for Steering Committee-

For “Conservation Group”

Kate Howe or Ellen Jacquart (Midwest Invasive Plant Network) - both in Indiana, but also TNC employee

Bas Hargrove (TNC in Idaho, Government Relations)

Doug Johnson (Cal-IPC)

Dan Gluesenkamp (Audubon Canyon Ranch in CA; former prez of Cal-IPC)

Cheryl McCormick (Santa Lucia Conservancy in CA; on Cal-IPC board)

Lizbeth Seebacher (PNW-IPC coordinator in Seattle, WA)

Someone from Rocky Mountain Elk Foundation or Trout Unlimited or with aquatics background.

For “Other Federal”

Dave White unable to continue to serve.

We need representation in the southwest US.

Potential NRCS interest from southwest region.

Possibly target the US Army Corps of Engineers to serve.

NPS and specifically YNP may be a good choices.

Attachment D. CIPM Financial Summary 2000-2009

5/22/09

MSU Index #	Award Year	Funding Source Grant Title or Project Title	Amount Awarded	Amount Spent (to date)	Amount Remaining	Notes
427089 4W0094	4/2000- 5/2009	Congressional Appropriation – Cooperative Agreement with BLM: FY 2000 \$500,000 FY 2001 \$500,000 FY 2002 \$1 million FY 2003 \$1 million FY 2004 \$1 million FY 2005 \$500,000 FY 2006 \$1 million + (CWMA confer \$12,000) + (Natural Areas confer \$10,000)				
4W???	*6/2009	FY2009 \$78,000	78,000	0	~285,000 78,000	Estimated 6/30/2009 New funding
426774	7/2002	USDA Coordinate biological control book publishing	15,000	15,000	0	
426377	1/2002	NCSU Online invasive plant management	12,000	12,000	0	
427519	5/2001	NPS Weed Pocket Guide	2,500	2,500	0	
426805	9/2002	USDA Publishing invasive plant prevention guide \$5,000	4,668	4,668	332	Returned?
426759	8/2002	USDA-ARS Biological risk-benefit project \$100,000	80,640	80,640	19,692	Returned?
425437	9/2003	USDA-APHIS Invasive species management workshop	30,000	0	30,000	Returned, Project Canceled
4W0311	1/2005	Western IPM Center Producing invasive plant resource guide	5,712	5,712	0	
4W0154	8/2004	NPS Conduct Gardiner Basin native vegetation workshop	7,500	7,500	0	

MSU Index #	Award Year	Funding Source Grant Title or Project Title	Amount Awarded	Amount Spent (to date)	Amount Remaining	Notes
4W0056	7/2004	CSREES Restoration case study information	48,150	48,150	0	
4W0457	5/2005	NRCS Noxious weed training for field office personnel (\$7,500)	6,544	6,544	0	
4W0811	10/2005	USFWS Web-based training modules for NWR system	168,000	168,000	0	
4W1608	5/2007	MT Dept of Agriculture, Noxious Weed Trust Fund Weed models & weed cards (2 nd series)	20,000	20,000	0	
4W1720	6/2007	Salish Kootenai College Spatial modeling of flowering rush	18,720	15,720	~3,000	
4W2035	3/2008	DOT - Federal Highway Admin People powered projects: National CWMA conference	25,000	25,000	0	
4W2185	5/2008 *6/2009	Montana Dept of Agriculture, Noxious Weed Trust Fund #1. Missouri River Watershed Coalition – Project Coordination #2. Missouri River Watershed Coalition – Project Coordination	100,000 100,000	60,000 0	~40,000 100,000	New funding 6/09
433234	9/2008 4/2009	WSSA #1. <i>Invasive Plant Science and Management</i> journal marketing #2. <i>Invasive Plant Science and Management</i> journal marketing	11,960 10,000	11,960 10,000	0 10,000	
4W2443	12/2008	Western IPM Center Invasive Plants in Natural Areas: Connecting Regional Centers Across the U.S.	10,000	7,800	~2,200	
4W2453	12/2008	Western IPM Center Invasive Plant Inventory and Survey Methods for Land Managers: A Web Seminar Series	36,950	0	36,950	
4W2525	12/2008	DoD Legacy Program Southwest installation invasive species workshop	114,124	19,124	95,000	
4W2542	3/2009	MT Dept of Agriculture, NWTF Assessing plant community and soil characteristics after saltcedar invasion and treatment	25,500	0	25,500	



Center for Invasive Plant Management June 2009

CIPM Organization

CIPM Mission:

To promote ecologically sound management of invasive plants in western North America by sponsoring research, conducting public education, and facilitating collaboration and communication among researchers, educators, policy makers, natural resource managers, and the concerned public.

- 12-member Steering Committee; 4-member Science Advisory Council

CIPM Staff

1. Director – Liz Galli-Noble – 1.0 FTE
2. Assistant Director for Policy – Janet Clark – 1.0 FTE
3. Assistant Director for Science Communication – Mary McFadzen – 1.0 FTE
4. Assistant Director for Research – Dr. Erik Lehnhoff – 0.8 FTE
5. Science Communication Associate – Melissa Brown – 0.5 FTE
6. Office Manager/Accountant – Dianne Brokke – 0.45 FTE
7. Web Communications Assistant – Sindhu Karanam (Grad Student) – 0.25 FTE (1.0 FTE summer)
8. Student Office Assistant – Rachel Hammond (Undergrad Student) – 0.25 FTE (1.0 FTE summer)

Current Projects/Funding

Congressional Appropriation (BLM) – CIPM program and basic services funding [**\$285,000** (July 31, 2009) + **\$78,000** (new funding August 1, 2009)]

National Network of IPM Centers meeting (WIPMC) (\$10,000)

January 2009 - Two-day meeting of six regional invasive plant centers to establish of a national network of organizations focusing on invasive terrestrial and aquatic plants in non-crop areas. The identified organizations (located in CA, CT, FL, GA, IN, MT) educate and serve natural resource managers through programs that have proven successful. They are all committed to an ecological, integrated approach to pest management.

Working together, these organizations can offer more comprehensive services more efficiently. In many cases, the center directors (who are deeply involved in their own regions) had not met or spoken with each other. A face-to-face meeting facilitated by CIPM provided a forum to explore ideas and come to consensus on concrete actions to build an efficient, information-sharing network and possibly collaborate on multi-regional or national projects.

Web Seminar Series - Invasive plant inventory and survey methods (WIPMC) (\$36,950)

Locating and mapping both the presence and absence of invasive plant populations provides essential information for developing effective IPM strategies. Land managers use this information in prioritizing their efforts and developing strategies for prevention, early detection-rapid response, monitoring, and control. To be successful in this daunting responsibility, land managers need efficient and cost-effective inventory and survey methods that are appropriate for large areas.

To assist land managers in their IPM efforts, will offer a series of six interactive web seminars that will disseminate inventory and survey methods to a large audience and provide an opportunity for land managers and scientists to exchange ideas. The seminar series will be based on chapters from the publication *Inventory and Survey Methods for Nonindigenous Plant Species* (L.J. Rew and M.L. Pokorny, editors, 2006, Montana State University Extension). CIPM coordinated and funded the development and printing of the publication, which presents practical inventory and survey methods that are being successfully applied over large areas, and provides guidance on selecting methods to best meet the objectives of an IPM strategy.

Salish Kootenai College – Spatial modeling of flowering rush project (CSREES Tribal Grant) (\$18,720)

CIPM working with SKC/Tribe and U of Montana; CIPM assisting with project evaluation, technology transfer/science communication, outreach.

**Potential Phase II project starting in 2010 (\$90,000+)

Plastic weed model project - (MT DoA, Noxious Weed Trust Fund) (\$20,000)

June 30: 2nd set of weed models: purple loosestrife, saltcedar, garlic mustard, perennial pepperweed

Missouri River Watershed Coalition (MT DoA, Noxious Weed Trust Fund + USFS State & Private Forestry) (2008, \$100,000 + 2009, \$100,000)

Program coordination, grant writing, outreach and education, EDRR

Workshop: Strategic management of invasive species on SW DoD lands (DoD Legacy Program) (\$114,000)

October 2009: Five-day workshop will instruct Southwest installation personnel on invasive species ecology, prevention, detection, management, and regional partnerships. A resource notebook and DVD provided will allow content to be shared throughout the region.

Support DoD in the management of invasive species, we will offer a five-day workshop to military installation personnel in the southwestern United States. The goal of the workshop is to provide participants with knowledge and resources that will enable them to improve land stewardship by building partnerships and effectively addressing invasive species problems in their particular sites and situations. Invasive species science and management experts from academic institutions, federal and state agencies, and non-governmental organizations will outline key components of a strategic approach to preventing, detecting, and managing invasive species. The species to be considered include terrestrial plants, aquatic nuisance species, and insects. Participants also will learn about local, state, and federal invasive species initiatives and regional partnership opportunities. With the new knowledge, skills, and materials (notebook and DVD recordings of the sessions) gained at the workshop, participants will be able to strengthen the effectiveness and efficiency of their invasive species management, and will be positioned to educate other installation personnel and project partners.

WSSA – Marketing *Invasive Plant Science and Management* journal (2008-\$11,960 + 2009-\$10,000)

Janet Clark marketing new journal

Research investigation: *Assessing plant community and soil characteristics after saltcedar invasion and treatment* (MT DoA, Noxious Weed Trust Fund) (\$25,500)

The CIPM, in cooperation with MSU Extension and LRES facility, received \$24,468 in grant funding from NWTF to conduct a research investigation focusing on saltcedar (*Tamarisk* spp.) invaded sites along the Yellowstone, Big Horn and Musselshell rivers and possibly Fort Peck Reservoir. In this research project, CIPM will obtain valuable information on soil characteristics (specifically salt accumulation) of saltcedar invaded sites, as well as knowledge of plant community recovery after treatment and removal of saltcedar. This research will assist in future saltcedar treatment projects by helping land managers understand and predict what vegetation will occupy the site subsequent to saltcedar treatment, and by providing soil information which will assist in future selection of species for revegetation.

MSU Extension – Montguide Revision (\$1,800)

Melissa Brown worked with Jane Mangold to revise 3 Montguides (houndstongue, St. Johnswort and oxeye daisy) for MSU Extension.

CIPM Coordination of 2010 NIWAW (*new NISAW*) for WSSA (\$6,000)

CIPM (Janet Clark) has agreed to help coordinate the 2010 NISAW to be held in January 2010 in DC.

Pending & Potential Projects

***Research Grant Submitted - SERDP DoD (\$690,000)**

The CIPM (in cooperation with LRES facility and others) submitted a grant: *Developing multi-scale invasive plant inventory, monitoring and prediction protocols at Fort Huachuca, Arizona* to the SERDP DoD program.

Project objectives:

Improve our understanding of those non-native invasive plants that are present on DoD lands in the Southwest and potentially have a significant impact on the native ecological systems and associated TER-S.

1. Refine and implement a methodology for generating predictive maps for extant invasive plant species potentially impacting Palmer's agave (*Agave palmeri*) success on Fort Huachuca, AZ and the surrounding private, state and federal lands.
2. Develop methodology for predicting future distributions of non-native invasive plant species on Fort Huachuca, AZ and the surrounding private, state and federal lands based on climate change envelope models
3. Evaluate methodology for rapid assessment of invasive plant population change, with and without implementation of management strategies, for the period 2010-2050.

***CIPM/MSU assisting YNP & USFS (BD, BT, G NFs) with *Monitoring for Improved Efficiencies in Terrestrial Invasive Species Management* project (GYCC-sponsored project) (\$5,000)**

Dr. Erik Lehnhoff (CIPM) and Cathie Jean (Greater Yellowstone Network)

***IPM³ program - potential collaboration**

CIPM assist with: *Integrated Pest Management of Weeds and Other Vegetation* session

*** Missouri & Yellowstone rivers comparative study (saltcedar & Russian olive control) (NRCS CCPI)**

***National Facilitation Project (invasive aquatics in the Missouri River Basin)**

Partners: MSU and Salish Kootenai College

***Noxious Weed Short Course (\$22,000 – break-even funding)**

Course facilitation

***2009 Recovery Act Funding Requests (USFS, BOR and NRCS)**



**Attachment F. Center for Invasive Plant Management
BYLAWS
2008-2009**

5/26/09 – Proposed Changes to Bylaws

I. MISSION

The mission of the Center for Invasive Plant Management (CIPM) is to promote proactive, ecologically sound management of invasive plants in western North America by sponsoring research, conducting public education, and facilitating collaboration and communication among researchers, educators, policy makers and natural resource managers.

II. STEERING COMMITTEE

A. Representation – The Steering Committee shall consist of one representative of:

1. USDI Bureau of Land Management
2. USDA Forest Service
3. Tribes/USDI Bureau of Indian Affairs
4. Universities
5. State agencies
6. [Conservation groups](#)
7. Private landowners – Montana
8. Private landowners – outside Montana
9. Industry groups
10. Research interests
11. Other federal agency
12. Montana State University, Land Resources and Environmental Sciences (LRES) Department Head (*ex-officio*)

[Note: May 26, 2009 – SC members agreed that having just “one” representative from the “Conservation groups” category seemed inadequate compared to the multiple representatives for federal agencies and university interests. A decision as to whether or not this wording should be changed was proposed for the Fall 2009 Steering Committee meeting.](#)

Steering Committee members shall be drawn from throughout western North America to represent diverse geographical areas, constituencies, and approaches to land management.

B. Terms of Office – Steering Committee members shall be elected for three-year terms with the opportunity for re-election for an additional three-year term. Terms of office commence on membership start date. New appointments are encouraged.

C. Election – Steering Committee members shall be nominated and elected by a majority vote of current Steering Committee members. The participation of agency representatives must be approved by the agencies that they represent.

D. Officers – Steering Committee members may elect among themselves a Chair to help facilitate decision-making and get quorum decisions from the Steering Committee, and to run Steering Committee meetings. The Chair may serve a two-year term with a fall election.

E. Voting – Proposals and initiatives will be recommended for approval with a positive vote of two-thirds of the Steering Committee, working toward consensus. Votes may be registered in person, by phone, by e-mail, or in writing. Votes may be conducted via e-mail/fax between meetings.

F. Expectations – Steering Committee members shall advise the CIPM Director and the LRES Department Head; attend semi-annual Steering Committee meetings; advocate CIPM programs; identify new partnership opportunities; and support funding existing and new initiatives.

G. Conflict of Interest – Steering Committee members shall abstain from voting on issues or providing direction that directly affects their financial or legal standing personally or professionally.

III. MEETINGS

A. Time – One in-person meeting of the Steering Committee will be held in the fall and conference call meetings will be held as needed.

B. Notification – Steering Committee members will be notified at least 30 days in advance of meetings.

C. Quorum – A quorum shall consist of seven of the 11 voting Steering Committee members.

IV. DECISION-MAKING

A. Long-term decisions – The entire Steering Committee shall be solicited for their advice and votes on issues regarding long-term vision and planning for CIPM, as well as programmatic focus and financial support.

B. Immediate decisions – The Center Director shall have the authority to make day-to-day decisions, hire staff, and act in the best interests of CIPM when immediate action is required.

V. COMMITTEES

A. The Steering Committee may form subcommittees as needed.

B. Science Advisory Council (SAC) shall: 1) function as a regional, scientific sounding board for the CIPM – providing scientific guidance and oversight, and helping

- identify emerging research/management needs; 2) assist CIPM in building regional technology transfer, education and research consortia that strategically address invasive plant issues; 3) serve as a review panel for CIPM's research grant program, when the program is active; and 4) provide specific grant writing advice to the CIPM as requested. Five or six members shall be appointed by the CIPM Director for two-year terms.
- C. The Education Advisory Committee shall: 1) advise the CIPM Assistant Director for Outreach and Education on the informational needs of educators/land managers who work on invasive plant issues; and 2) review and advise in the development of educational materials and programs produced by CIPM. Members shall be appointed by the Director for two-year terms.

VI. CENTER DIRECTOR

A. Hiring and Dismissal – The Steering Committee, in partnership with Montana State University, shall select, interview, and hire the Center Director. The LRES Department Head shall be the hiring authority and lead the search process. The LRES Department Head shall provide direct oversight of the Director as far as university policies, office space, grants and contracts, personnel, and administration. The Steering Committee, according to MSU policies and procedures, may recommend termination of the Director to the LRES Department Head.

B. Responsibilities – The Center Director shall: conduct semi-annual Steering Committee meetings; communicate regularly with and follow the intent of the Steering Committee; facilitate collaboration among researchers, educators, and land managers to restore, maintain, and protect healthy ecosystems by managing invasive weeds; coordinate CIPM research and education activities; negotiate agreements; generate funding; manage personnel and budgets; and facilitate correspondence among all interested regional and national partners.

C. Oversight – The Center Director is responsible to his/her LRES Department Head and to the CIPM Steering Committee. Written annual reports, including financial reports, shall be provided by the Director to Steering Committee members and the LRES Department Head, as well as to Center funders.

D. Other staff – With justification provided to the CIPM Steering Committee and LRES Department Head, the Center Director may hire and terminate CIPM staff as needed.

VII. RELATIONSHIP WITH MONTANA STATE UNIVERSITY

A. Partnership – Montana State University will support CIPM by providing office space and facilities, janitorial services, administration (personnel, grants and contracts, fund administration), legal advice, purchasing agreements, computer network services, and other benefits and services associated with the university.

B. Funding – As established with other MSU centers and institutes, MSU upper administration may fund with broad earmarks to MSU-CIPM high-priority university programs that complement and support CIPM activities, provided that the allocation does not impinge on CIPM's historical baseline funding. Plans for and outcomes of that

funding will be reported to the Steering Committee. The MSU LRES Department Head will communicate with the Steering Committee concerning such funding.

VIII. BYLAWS

- A. Changing – Bylaws may be added, amended, or deleted with a two-thirds vote of the entire Steering Committee, either in writing or in person.
- B. Notification – Proposed bylaws changes shall be provided to Steering Committee members in writing at least 30 days preceding the vote.