



# Plants out of Place

The newsletter of the  
INVASIVE PLANTS ASSOCIATION OF WISCONSIN

Issue 15, September 2006

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**Through Awareness  
Comes Positive Change!**

## *IPAW Conference and Annual Meeting* 13–14 December 2006

**Mark your calendars for this important meeting on  
Invasive Plants in the Midwest! Please tell your colleagues.  
Anyone interested in invasive plants is encouraged to attend.**

The Invasive Plants Association of Wisconsin, The North Central Weed Science Society (NCWSS), and the Midwest Invasive Plant Network (MIPN) will cosponsor a two-day program on invasive plants in the Midwest. The program will be held during the four-day (11 – 14 December) 61<sup>st</sup> Annual Meeting of the NCWSS at the Hyatt Regency Hotel in Milwaukee. IPAW and MIPN will also hold their annual meetings at the conference.

The Invasive Plants program is designed to encourage interaction among researchers, land managers, and anyone interested in managing invasive plants. It will include invited presentations, contributed papers and posters, and a series of workshops on the management of garlic mustard, buckthorn, and multiflora rose, collaboration among researchers and land managers, herbicide use and safety, and several other topics. Land managers and landowners will have the opportunity to meet with researchers, extension agents, and herbicide and restoration company representatives to discuss invasive plant control.

Registration is \$40 for one day and \$60 for both days. For more information on the conference, please visit the NCWSS website at [www.ncwss.org](http://www.ncwss.org). Additional information on speakers and workshop topics will be announced in the next few weeks and posted on the NCWSS website and at [www.ipaw.org](http://www.ipaw.org) and [www.mipn.org](http://www.mipn.org).

**Titles for contributed papers  
may be submitted on-line at the  
NCWSS website and must be  
posted by September 5, 2006.**  
Please select “Annual Meeting”  
on the green navigation bar to the  
left. Follow the instructions and  
fill out the forms completely.

### **For More Information Contact:**

Kelly Kearns, WDNR, (608) 267-5066, [kearns@dnr.state.wi.us](mailto:kearns@dnr.state.wi.us), or  
Jerry Doll, Professor Emeritus, UW – Madison, [jddoll@wisc.edu](mailto:jddoll@wisc.edu)

The following is a tentative list of topics and speakers. The speakers and times are subject to change as the conference plans are finalized, but the general topics will remain the same.



Multiflora Rose (*Rosa multiflora*)\*

## IPAW Conference and Annual Meeting List of Topics and Speakers

### December 13 – Invasives and Community Dynamics

#### Wednesday AM

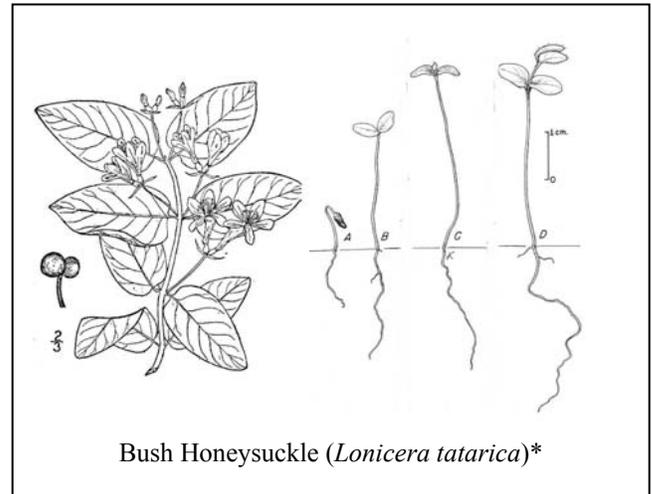
- National Focus
- Regional Focus
- 50 Years of Change in Forest Communities
- Long-term Invasive Management
- Earthworms and Invasives
- Impacts of Honeysuckle on Forest Ecology
- Garlic Mustard and Microbial Communities

#### ❖ **Midwest Invasives Plant Network Annual Meeting at lunch**

#### Wednesday PM

- Contributed Papers Session

Wednesday Night – Cooperative Weed Management Area (CWMA) informal discussion



### December 14 – Workshops

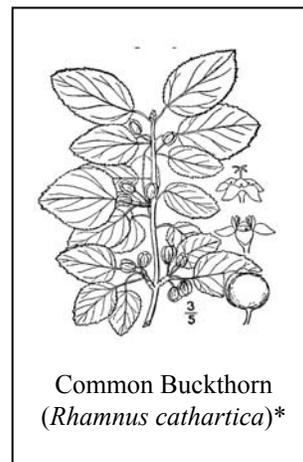
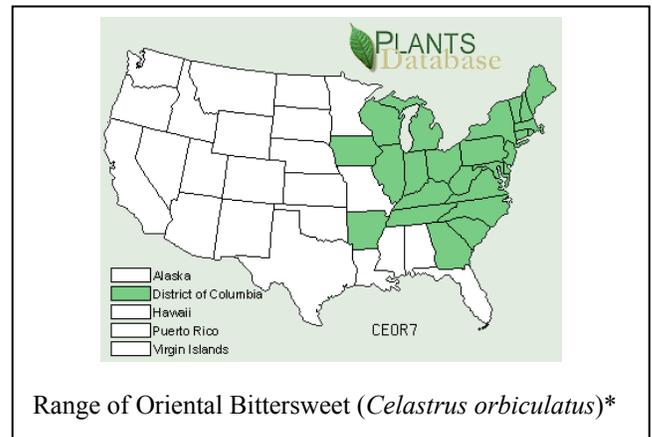
#### Thursday AM

- Gaps in Herbicide Availability
- Alternatives to Herbicide
- Herbicide Safety
- Herbicide Calibration and Application
- Additives and Adjuvants
- Multiflora Rose
- Vines
- Weed Management Planning

#### ❖ **IPAW 2007 Annual Meeting at lunch** (Yes, we realize it will still be 2006!)

#### Thursday PM

- Extension: Finding Answers
- Funding Sources
- Researcher/Land Manager Case Studies
- Invader Crusaders
- Garlic Mustard
- New Invaders
- Buckthorn



\*USDA Plants Database

Stay tuned for registration materials and updates at [www.ipaw.org](http://www.ipaw.org)

## Comments from the President

Well, you may be as surprised as I am that not only does IPAW have a new president but that I'm it! The last Plants out of Place Newsletter detailed my transition into retirement so you may have thought I'd fade from the scene. However, one of my intents in retirement was to stay connected to, and involved with, invasive plant issues and activities. I saw IPAW's birth in Eau Claire in 2000, have been a member ever since it became an official organization, and have participated in many IPAW events, especially the biennial conferences. In many ways IPAW and I are old friends.

So when asked if I'd be willing to be nominated to serve on the IPAW Board, I really didn't hesitate before saying yes. But a few weeks later when asked if I would be willing to be nominated as president, I said I needed time to think about that one. As you know, I agreed to the nomination, knowing there were no other candidates in sight at the time. What I failed to ask was when the change in officers would occur. As I read the minutes of the July Board meeting, I discovered that the change was immediate! The surprise (or was it shock??) has faded so it's time to get to work.

One of the most important events that IPAW will have this year is the event we are coordinating and planning with the North Central Weed Science Society (NCWSS) and the Midwest Invasives Plant Network (MIPN) for 13 and 14 December 2006 at the Hyatt Regency in downtown Milwaukee. I've been a member of the NCWSS since grad school days and served as president in 2004 so know the organization well. The NCWSS has

members from 16 states and one Canadian province and its annual conference rotates around the region. Wisconsin last hosted the group in 2001. For the past several years, the NCWSS has given more attention to invasive plants and fostered presentations in this area. Growth of interest in invasives has been slow as most members still focus on agricultural cropping systems. We hope that our partnering with them for a significant number of presentations, workshops and a symposium on invasive plants will raise the bar and set a benchmark for the NCWSS to team up with other invasive-related organizations at future meetings around the region.

Be sure and check the IPAW web site for updated information on the December 13-14 conference. If you would like to share your experiences with invasive plants in a poster or 15-minute presentation, you need to submit the titles on-line at the NCWSS website **by September 5, 2006**. Follow the instructions on the IPAW home page ([www.ipaw.org](http://www.ipaw.org)).

I invite all IPAW members to stay in touch with our board members. Our coordinates are on the front page of each newsletter and on the web page ([http://ipaw.org/Board\\_members.htm](http://ipaw.org/Board_members.htm)). Feel free to contact any of us with your ideas, concerns and suggestions. The beauty of IPAW is the grass-roots nature we have and that's an aspect of the organization we don't want to lose.

Jerry Doll

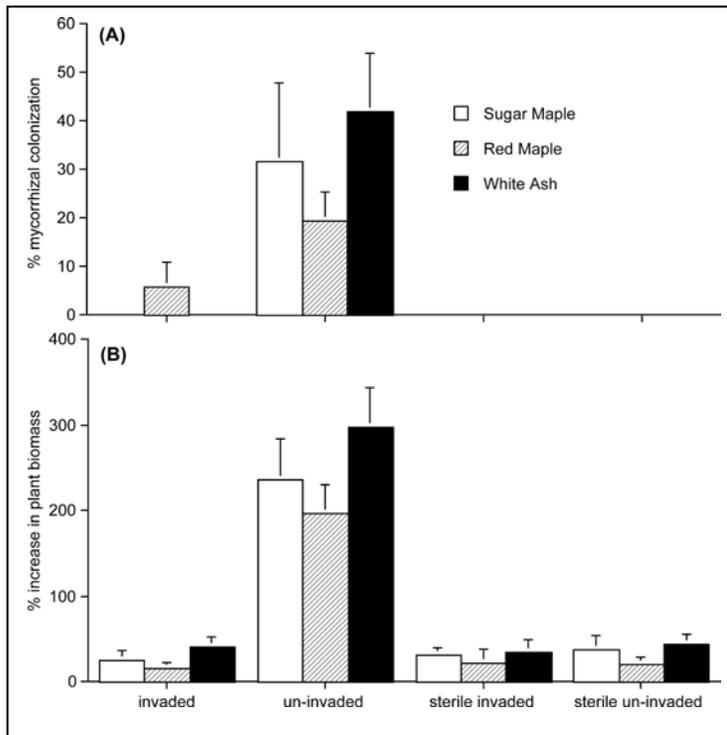
### **Wisconsin Wetlands Association will hold the 12<sup>th</sup> annual Wetland Science Forum February 1 and 2, 2007 in La Crosse, Wisconsin**

This 2-day conference will include sessions focusing on the theme of riverine wetlands as well as general wetland sessions. The Wetland Science Forum always includes presentations on wetland invaders – please consider submitting an abstract if you have new research or projects featuring invasive wetlands plants. For more information and abstract submission information, please visit [www.wiscwetlands.org](http://www.wiscwetlands.org) or contact WWA at [programs@wiscwetlands.org](mailto:programs@wiscwetlands.org) or (608) 250-9971.

## Review of 2006 Invasive Species Awareness Month

by Lori Artiomow

This spring, as Invasive Species Awareness Month was preparing to get underway, we learned that garlic mustard kills soil mycorrhizal fungi, disrupting the beneficial mutualisms that have evolved with our native woodland vegetation\*. Garlic mustard may leave its imprint on an ecosystem long after it has been eradicated. Preventing it from becoming established may be the only defense; an educated public is essential.



\*Trees grown in soil that has been invaded by garlic mustard have levels of mycorrhizal (beneficial fungi in roots) colonization, and growth rates, similar to those grown in sterilized soil, and much lower than those grown in soil with healthy mycorrhizal communities. Figure 1 from Stinson KA, Campbell SA, Powell JR, Wolfe BE, Callaway RM, et al. (2006) Invasive plant suppresses the growth of native tree seedlings by disrupting belowground mutualisms. PLoS Biol 4(5): e140. DOI: 10.1371/journal.pbio.0040140

Awareness is the first step in changing behavior and that is why Governor Doyle proclaimed June as Invasive Species Awareness Month (ISAM). This year, organizations throughout Wisconsin hosted June events that taught the public about invasive species. There were 55 June events that were registered on the [invasivespecies.wi.gov](http://invasivespecies.wi.gov) website. Two were statewide events and 23 counties had events. These registered events were sponsored by 43 different hosting organizations. Many thanks go out to those hosting organizations. It is with their work that ISAM can make a difference.

This year the Wisconsin Council on Invasive Species wanted to make sure that the message about invasive species was getting out to the state legislature and local elected officials. To that end, the ISAM planning committee developed two different education tools that can be used by the public to help get the message out. Both are available on the [invasivespecies.wi.gov](http://invasivespecies.wi.gov) website.

The first is a PowerPoint presentation that provides a comprehensive overview of the issues surrounding invasive species. It can be tailored for a variety of audiences and has extensive notes to help the presenter prepare and give the presentation. Suggested audiences include local decision makers, agency staff and elected officials, as well as the general public. If you are interested in using the presentation, please be sure to use the surveys that are also available for download.

The second tool was developed to help individuals get involved with local and state government. It provides a step-by-step guide to develop and pass local ordinances. It also provides guidelines on how to most effectively communicate with state legislators.

Continued from page 4

Next year, ISAM 2007 will focus on woodland invasives. It's not too early to begin planning your June events to help get a concentrated message out to the public about invasive species. Emerald ash borer is knocking on Wisconsin's door, if it hasn't already made an entrance. Garlic mustard is altering ecosystems, and let's not forget buckthorn and honeysuckle. Gypsy moth is feasting away in our forests, and the list goes on.

Through awareness comes positive change. Many thanks to those who helped make ISAM 2006 a success!



**ISAM-2006 Event:**  
The Prairie Enthusiasts' Field Trip to Kalscheur Savanna (Iowa County);  
TPE Photo

### ***IPAW Welcomes New Members to the Board of Directors***

IPAW wants to thank all of its members who participated in the election of new Directors. These new members will add to the diversity and expertise of your Board of Directors, who look forward to having a very productive year.

#### **Willis Brown**

Willis is one of the partners of Michler & Brown, LLC, an ecological restoration company based in Madison. Michler & Brown restores oak savannas and prairies, woodlands and wetlands. Willis received a Masters degree in Land Resources (Restoration Ecology) at the UW Institute of Environmental Studies. He spends most of his time working in the field, and much of that time is spent managing invasives. Initially trained as a biochemist, Willis would like to see control of invasive species become more of a science than an art form and he sees IPAW as a major vehicle toward that end.

#### **Jerry Doll** (our new President)

Jerry was an extension weed scientist in the College of Agricultural and Life Sciences, UW-Madison from 1977 until he retired in 2006. He taught the Weed

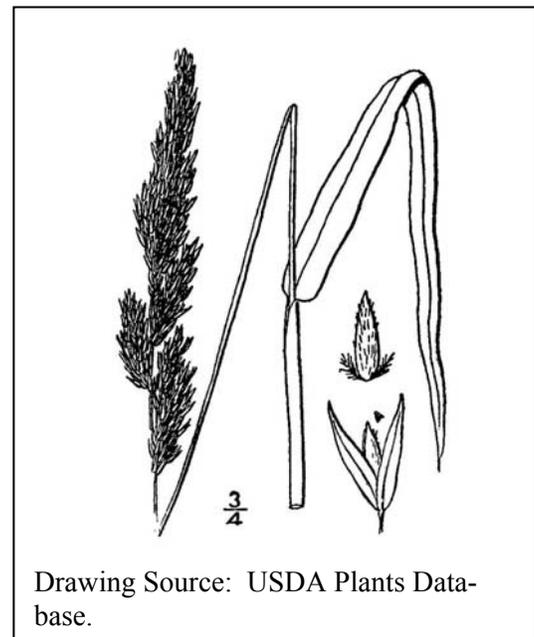
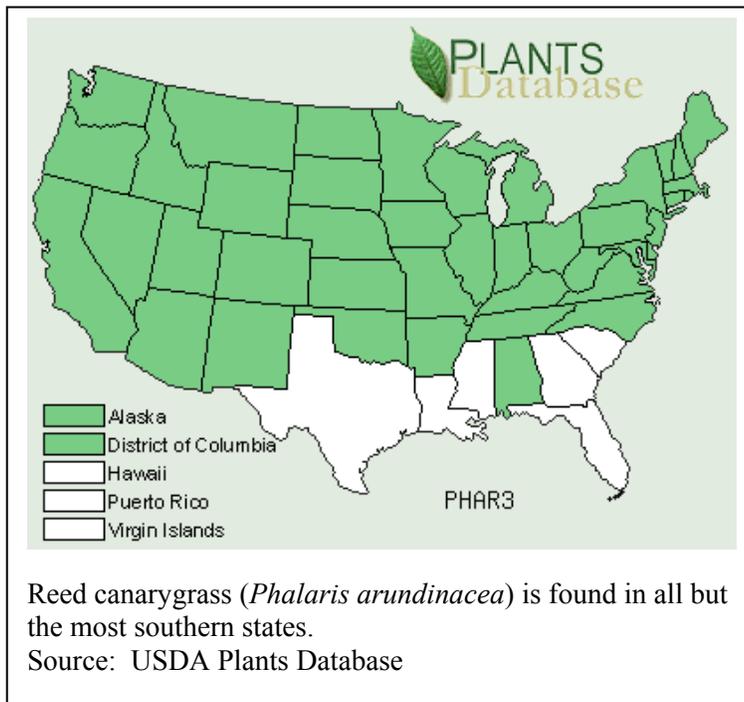
Identification and Management course in the Farm and Industry Short Course program. Initially his outreach and research program focused primarily on biology and management of perennial weeds in corn, soybeans, forages and pastures, but his interests evolved to include invasive plant species in a variety of agricultural and non-cropland settings. He is a charter member of IPAW and has been very active in the Association.

#### **Brian Swingle**

Brian serves as executive director for the Wisconsin Green Industry Federation, and the Wisconsin Nursery Association, one of six member associations comprising the Federation. In 2002, the Wisconsin Nursery Association adopted an Invasive Species Voluntary Code of Conduct for nursery professionals. Brian was Program Manager for Pesticide Certification and Licensing with the Wisconsin Department of Agriculture, Trade and Consumer Protection from 1993 through 2001. Brian received his BS degree in agronomy from Purdue University. One of his goals on the IPAW Board is to serve as a liaison for the industry to improve communication, cooperation and understanding of invasive species issues.

## DRAFT-Reed Canary Grass Control Practices – Table released for comments

The Wisconsin Reed Canarygrass Management Working Group, sponsored by IPAW, the Wisconsin DNR, and the U.S. Fish and Wildlife Service, has been working on a brochure titled “Reed canary grass control practices: effects and management recommendations.” Here is a **DRAFT** of the current information in the working version of the brochure (see pages 7-10). A color version of this treatment table is available on the IPAW website: [www.ipaw.org/invaders/reed\\_canary\\_grass/index.htm](http://www.ipaw.org/invaders/reed_canary_grass/index.htm). The working group would appreciate comments from anyone with experience working with reed canary grass. The Wisconsin Reed Canarygrass Management Working Group has also developed, and is in the process of testing, a table which gives prescriptions for appropriate management to apply in different types of reed canary grass infestations with different histories. For a copy of this table to review, contact Art Kitchen.



If you have information or comments that may be helpful, please contact:  
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(608) 221-1206 ext.13; [art\\_kitchen@fws.gov](mailto:art_kitchen@fws.gov)

Treatment	Effect	Should Use	Could Use	Should Not Use	Comments/Keys To Success
<b>Burning</b>	<ul style="list-style-type: none"> <li>• Removes biomass and litter; might kill seeds on soil</li> <li>• Reduces available N over multiple burns (N volatilized)</li> <li>• Stimulates native plant community (seed bank released, both desirable /undesirable species)</li> <li>• Stimulates dormant buds of RCG, rhizomes re-sprout</li> <li>• Can jumpstart growing season due to warming soil</li> </ul>	<ul style="list-style-type: none"> <li>• To reduce RCG in late spring after RCG is active but before natives break dormancy</li> <li>• To force RCG to re-sprout and use reserves from rhizomes</li> <li>• Use in combination with other practices.</li> </ul>	<ul style="list-style-type: none"> <li>• To remove thatch prior to a planting/seeding of desirable natives</li> <li>• To remove thatch and prompt early spring establishment and sprouting of RCG, which can then be treated with Glyphosate or Sethoxydim herbicides.</li> </ul>	<ul style="list-style-type: none"> <li>• In fall to control RCG in short term, because RCG benefits from high light conditions that follow fire.</li> <li>• In early spring in mixed vegetation sites, because RCG growth will be encouraged by increased light, unless you plan to combine with another treatment, or have long-term burning plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Jumpstart occurs if burn done in fall or spring.</li> <li>• No research on critical density of RCG that can be controlled by burning alone.</li> <li>• Early burns will stimulate RCG; timing and frequency critical.</li> </ul>
<b>Excavation</b>	<ul style="list-style-type: none"> <li>• Removes rhizomes and seed bank</li> <li>• Removes sediment and nutrients</li> <li>• Alters hydrology</li> </ul>	<ul style="list-style-type: none"> <li>• Where material can be pushed to fill drainage ditches or moved off site; where deeper water is desired</li> <li>• During winter to minimize soil compaction.</li> <li>• During summer when site is dry (on very wet sites)</li> </ul>	<ul style="list-style-type: none"> <li>• To remove alluvium over native wetland soils.</li> </ul>	<ul style="list-style-type: none"> <li>• If there is no soil disposal site.</li> <li>• If compaction is an issue.</li> <li>• If you don't want deeper water.</li> <li>• If there is a high-quality remnant plant community in area.</li> </ul>	<ul style="list-style-type: none"> <li>• Could cause soil compaction, depending on time of year.</li> <li>• On drier sites, additional treatments will be necessary.</li> <li>• Seed with natives afterwards, except in the deepest water (unless seed bank study indicates rich native seed bank)</li> </ul>
<b>Tree/shrub planting</b>	<ul style="list-style-type: none"> <li>• When woody species overtop RCG, shade slows its growth</li> <li>• May change plant community</li> <li>• Adds structure to habitat</li> </ul>	<ul style="list-style-type: none"> <li>• Where herbaceous vegetation cannot gain a competitive advantage</li> </ul>	<ul style="list-style-type: none"> <li>• In an area where landscape is receiving RCG seed inputs.</li> <li>• Where inflows can't be diverted.</li> <li>• To connect existing woody patches (unless your goal is to maintain grassland bird habitat).</li> </ul>	<ul style="list-style-type: none"> <li>• Where management goal is to maintain grassland habitat.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to apply herbicide/mulch around newly planted tree and shrubs</li> <li>• Conifers may be the most effective at shading RCG (from Pac. NW)</li> <li>• Need to consider height of introduced saplings</li> <li>• Need to control RCG for 5 years to allow trees to establish.</li> </ul>

Treatment	Effect	Should Use	Could Use	Should Not Use	Comments/Keys To Success
<b>Grazing</b>	<ul style="list-style-type: none"> <li>• Reduces biomass in spring</li> <li>• Causes disturbance</li> <li>• Allows seedling establishment (good/bad)</li> <li>• Adds nutrients to system</li> </ul>	<ul style="list-style-type: none"> <li>• In highly disturbed sites to reduce RCG biomass.</li> </ul>	<ul style="list-style-type: none"> <li>• To reduce biomass and height before herbicide treatment.</li> <li>• Can reduce seed production.</li> <li>• Lightly, to sustain diversity</li> </ul>	<ul style="list-style-type: none"> <li>• During wet conditions in spring where trampling and compaction can damage a site.</li> <li>• On high quality sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Once started, cannot stop, unless you switch to another treatment.</li> <li>• Not an effective practice alone.</li> <li>• Use proper stocking rates, prevent overgrazing.</li> </ul>
<b>Mowing and harvesting (haying)</b>	<ul style="list-style-type: none"> <li>• Removes biomass and nutrients that are accumulated in biomass</li> <li>• Directly damages RCG</li> <li>• Similar effects to fire (promotes seed establishment, stimulates growth by increasing light)</li> </ul>	<ul style="list-style-type: none"> <li>• To reduce biomass before herbicide treatment</li> <li>• To remove P from site</li> <li>• Before seed heads appear (boot to late boot)*</li> <li>• To prepare for fire</li> <li>• To prepare for herbicide application</li> </ul>	<ul style="list-style-type: none"> <li>• As a substitute for fire (though not quite the same)</li> <li>• To change fire behavior.</li> </ul>	<ul style="list-style-type: none"> <li>• Where tussocks and microtopography will be damaged.</li> <li>• If grassland bird habitat will be impacted.</li> <li>• When site is too wet for equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• Could impede establishment of natives, due to remaining mat of vegetation.</li> <li>• On high quality sites, avoid use during growing season</li> </ul>
<b>Mowing without harvesting</b>	<ul style="list-style-type: none"> <li>• Reduces plant height</li> <li>• Increases light—promotes competition</li> <li>• Depletes rhizome reserves</li> <li>• Creates dry biomass for fire</li> </ul>	<ul style="list-style-type: none"> <li>• To prepare for fire</li> <li>• To prepare for herbicide application</li> <li>• To stress RCG</li> <li>• When harvesting equipment is not available.</li> </ul>	<ul style="list-style-type: none"> <li>• To change fire behavior</li> </ul>	<ul style="list-style-type: none"> <li>• Where tussocks and microtopography will be damaged</li> </ul>	<ul style="list-style-type: none"> <li>• Need to mow late, but before RCG sets seed</li> </ul>

\*Growth stages of grasses are described and illustrated in the bulletin, "Growth and Staging of Wheat, Barley and Wild Oat" at this web site:

<http://plantsci.missouri.edu/cropsys/growth.html>

Treatment	Effect	Should Use	Could Use	Should Not Use	Comments/Keys To Success
<b>Herbicide: Glyphosate</b>	<ul style="list-style-type: none"> <li>• Kills all treated plants</li> <li>• Dries out biomass</li> </ul>	<ul style="list-style-type: none"> <li>• On sites without native plants prior to reseeding.</li> <li>• To dry out RCG in order to burn</li> <li>• In late summer for maximum translocation to roots</li> </ul>	<ul style="list-style-type: none"> <li>• For treating clones within areas of desirable natives.</li> <li>• As an initial herbicide treatment on monotypic stands of RCG.</li> <li>• Where height of RCG precludes use of other herbicides.</li> <li>• In early spring or late fall, when RCG is active, but other plants dormant.</li> <li>• On wet sites (RODEO)</li> </ul>	<ul style="list-style-type: none"> <li>• On sites with desirable native plants actively growing</li> <li>• Where desirable plants are intermixed with RCG</li> <li>• Soon after mowing /burning before re-growth</li> <li>• When amphibians are on site (Roundup™ surfactant has negative effects)</li> </ul>	<ul style="list-style-type: none"> <li>• Part of a continued control strategy, where natives would be later introduced</li> <li>• Generally not a one-time treatment</li> <li>• May need a permit for application on wetlands</li> <li>• Ineffective when temperature &gt;70 or &lt; 50 F.</li> <li>• Other herbicide /mowing treatments may influence effectiveness of herbicide.</li> </ul>
<b>Herbicide: Sethoxydim</b>	<ul style="list-style-type: none"> <li>• Suppresses growth of most perennial grasses</li> <li>• Releases native plant community (except for grasses)</li> </ul>	<ul style="list-style-type: none"> <li>• On sites with desirable, native, non-grass species</li> <li>• After active growth resumes following burning /mowing</li> <li>• When RCG is 6-12"</li> </ul>	<ul style="list-style-type: none"> <li>• Following other herbicide treatments to control residual or re-emerging RCG.</li> </ul>	<ul style="list-style-type: none"> <li>• To obtain immediate eradication; where or when water is standing on site</li> <li>• On high quality sites with desirable grasses.</li> <li>• When RCG is &gt;12" tall</li> </ul>	<ul style="list-style-type: none"> <li>• Needs to be used with surfactant or crop oil</li> <li>• Good to use when temperature &gt;70 F (better rhizome translocation)</li> <li>• More than one treatment required</li> <li>• Effectiveness reduced by UV light</li> <li>• Add a water conditioner or acidifier if water is alkaline</li> </ul>

Reed Canary Grass was ranked as the species with the highest impact of any invasive in Wisconsin on the IPAW Working List of the Invasive Plants of Wisconsin.

Treatment	Effect	Should Use	Could Use	Should Not Use	Comments/Keys To Success
<b>Tillage</b>	<ul style="list-style-type: none"> <li>• Exposes rhizomes to light; might activate dormant buds</li> <li>• Slices rhizomes</li> <li>• Can cause erosion</li> </ul>	<ul style="list-style-type: none"> <li>• To prepare site for herbicide by making more rhizome buds responsive to chemical control</li> <li>• On monotypic, damaged sites to prepare for crop production.</li> </ul>	<ul style="list-style-type: none"> <li>• To prepare a seedbed</li> <li>• To reduce RCG seed bank</li> </ul>	<ul style="list-style-type: none"> <li>• Where microtopography needs to be maintained.</li> <li>• Where RCG is mixed with desirable natives.</li> <li>• On wet sites, where soil could become compacted, or equipment can get stuck/damaged</li> <li>• Where offsite impacts are possible (sedimentation /erosion)</li> </ul>	<ul style="list-style-type: none"> <li>• Need to combine with another treatment, or repeat tillage</li> <li>• Depth should be 4-6", because that's where RCG rhizomes exist</li> <li>• Spring tilling preferred</li> <li>• Could till every 4 weeks during growing season, depending on management goal</li> </ul>
<b>Alter Hydrology (Raised Water Level)</b>	<ul style="list-style-type: none"> <li>• Prolong/increase water levels</li> <li>• Prevents RCG seed germination</li> <li>• Kills RCG rhizomes</li> </ul>	<ul style="list-style-type: none"> <li>• With water levels &gt; 12"</li> <li>• If high water can be maintained through the growing season.</li> </ul>	<ul style="list-style-type: none"> <li>• To promote the growth of emergent plants such as cattail, burreed and bulrush species.</li> </ul>	<ul style="list-style-type: none"> <li>• If water levels cannot be maintained at &gt; 12" or site seasonally dries out</li> <li>• If other invasives are nearby (<i>Typha x glauca</i>, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Effects vary by site.</li> <li>• High water can promote growth of other invasives (<i>Typha glauca</i>, <i>Phragmites</i>) if present.</li> <li>• Can be combined with tillage, as done in Pacific Northwest.</li> <li>• Permitting issues.</li> </ul>
<b>Mulching or Solarization with plastic or fabric</b>	<ul style="list-style-type: none"> <li>• Non-selective treatment</li> <li>• May not kill dormant RCG rhizomes</li> </ul>	<ul style="list-style-type: none"> <li>• For small isolated RCG patches</li> <li>• Maintain for 1-3 years</li> </ul>	<ul style="list-style-type: none"> <li>• To facilitate seeding or planting of natives</li> </ul>	<ul style="list-style-type: none"> <li>• Where desirable native are mixed with RCG</li> </ul>	<ul style="list-style-type: none"> <li>• May alter soil fauna</li> <li>• Bare soil favors RCG regrowth</li> </ul>

A color version of this treatment table is available on the IPAW website:  
[www.ipaw.org/invaders/reed\\_canary\\_grass/index.htm](http://www.ipaw.org/invaders/reed_canary_grass/index.htm)

## “Thank You” to Retiring Board Members

IPAW thanks five retiring Board members for their service to the organization and to the natural resources of the state of Wisconsin. Jen Baker, Patrick Goggin, David Hamel, Steven Strachota, and Donna Van Buecken have recently retired from the IPAW Board of Directors.

Who in her or his right mind would willingly take on more work and more meetings, especially in a world where time is a most precious 'commodity'? Perhaps those with passion, vision, and conviction for making the world a better place are the ones who engage in these activities and willingly go beyond the call of duty. To fully participate in life requires commitment. Without exception, that is one thing that was commonly exemplified by IPAW's outgoing board members. It would be a pleasure to serve anytime and anywhere with outstanding people such as these.

Some outgoing members of the IPAW Board of Directors had the following comments:

"It has been a pleasure serving the IPAW membership and working with a diverse board committed to managing invasive species through education and awareness. We have made significant strides as an organization through activities like supporting Invasive Species Awareness Month, legislative field days, green industry meetings, and our annual meetings. The work of IPAW and its membership in maintaining, conserving, and enhancing our land and water resources is a noble cause, and I am proud to be associated with the group. I appreciate having had the opportunity to

serve." -- **Patrick Goggin, outgoing President**

"As many IPAW members are aware, Wild Ones Natural Landscapers has been given the opportunity to assume ownership of a parcel of land on Little Lake Butte des Morts and a new home which could easily be converted to an environmental center. Demands of my job have caused me to not seek re-nomination to the IPAW board. I want, however, to thank you for giving me, and Wild Ones, the opportunity to participate as a charter member on the IPAW board. I've enjoyed my time immensely and appreciated being able to lend support to such a worthwhile effort. IPAW's mission is analogous to Wild Ones and to my own personal philosophy, so my work with IPAW is extremely important to me. Only through educating the public and helping them develop an understanding of the importance of keeping invasives under control will we be successful in our environmental efforts to heal the Earth. I look forward to continuing my relationship with IPAW as a member and perhaps one day again as a board member." -- **Donna VanBuecken, Executive Director, Wild Ones**

"Partly because of the efforts of IPAW, "Invasive species" is finally finding its way into the public consciousness. There it must take root in order to support community efforts to preserve native communities as best we can in this shrinking globe. It has been stimulating and encouraging for me to be part of a cutting-edge, forward-looking organization like IPAW." -- **David Hamel, outgoing Secretary**

**Table of Contents**

IPAW Conference and Meeting **1-2**  
 Comments from the President **3**  
 Wetlands Association Forum **3**  
 Review of Invasive Awareness Month **4-5**  
 New Board Members **5**

Reed Canary Grass Control **6-10**  
 Outgoing Board Members **11**

***Plants out of Place***

is a periodic newsletter distributed to the members of IPAW.

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For information about joining and a membership form, email: [Membership@IPAW.org](mailto:Membership@IPAW.org)

Check out what IPAW is working on!  
go to [www.ipaw.org](http://www.ipaw.org)

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