



Plants out of Place

The newsletter of the
INVASIVE PLANTS ASSOCIATION OF WISCONSIN

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**Through Awareness
Comes
Positive Change!**

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Invasive Plant Bounties:

Cash rewards for finding plants!

You heard it right! IPAW is going to implement a rewards system for finding prohibited plant species. The new Wisconsin invasive species law, Invasive Species Identification, Classification and Control rule (NR40), lists plants as prohibited or restricted. Prohibited species are those that are not yet here, or are in small populations. Essentially, prohibited plants are the ones we want to prevent from getting established in the state. Thus IPAW dreamt up the bounty system to encourage people to learn the prohibited species, and more importantly to report them.

The details of the program are posted on the IPAW website, <http://ipaw.org>. In a nutshell, IPAW is offering a \$50 reward for anyone finding a verified population of a prohibited plant not previously found in a particular county. You can see the list of prohibited plants at: <http://dnr.wi.gov/invasives/classification>.

Now is the time to hone your ID skills of the prohibited plants.



Update on the Wild Rivers Invasive Species Coalition (WRISC)

WRISC hosted a successful meeting on March 17 at the Florence County Natural Resources Center to promote our organization to future partners. Because of an impressive interest, the coalition is currently comprised of various government and local organizations interested in managing invasive plants in Florence (WI), Dickinson (MI), Forest (WI), Menominee (WI) and Marinette (WI) Counties. The signing of our Memorandum of Understanding as well as our Partnership Agreement with the U.S. Forest Service is currently underway and almost to completion.

The Coalition has received a grant from the Lumberjack Resource Conservation & Development to hire a WRISC coordinator. The coordinator will monitor WRISC activities as well as plan workshops for community outreach. The coordinator will develop educational material for distribution within all of our counties and attend speaking engagements to promote invasive species aware-

ness as well as advertise for WRISC and our activities.

Our website is up and running and can be found at: <http://www.wrisc.org>. Here you can find general information regarding WRISC and our mission, a calendar of all upcoming events as well as useful links to other invasive organizations and some of our partners. There photos of WRISC events and plenty of other information regarding invasive species management in our area.

Please contact us or join us on the first Tuesday of every month at the Florence Natural Resources Center.

FOR MORE INFORMATION, PLEASE CONTACT THE WILD RIVERS INVASIVE SPECIES COOPERATIVE AT:
wildriverscwma@gmail.com

IPAW's Involvement at Farm Technology Days – July 20-22, 2010



**Pierce
County**

FARM TECHNOLOGY DAYS 2010 In Partnership with 

JULY 20-22



Wisconsin Farm Technology Days is a fun and exciting outdoor educational event that showcases the latest agriculture technologies and tools for today's farming community. It is the largest outdoor farm exhibit event in the State of Wisconsin. The 2010 Farm Technology Days will be held at the Roger & Beverly Peterson Farm in River Falls on July 20, 21 and 22. It is estimated that around 60,000-75,000 people might attend this year's Farm Technology Days. And there will be lot of demos and display exhibit from the commercial vendors at this show.

IPAW will have an educational display booth all three days to create public awareness on invasive plant species and to display the association's role in the community. Currently, we are seeking a volunteer to staff our IPAW booth on July 22 from 8.30 A.M. – 12.30 P.M.

Interested volunteers are encouraged to contact Vijai Pandian at 920-391-4611 or email him vijai.pandian@ces.uwex.edu. For more information on Farm Technology Days, visit <http://www.wifarmtechnologydays.com>



CALL FOR ABSTRACTS

MINNESOTA-WISCONSIN INVASIVE SPECIES CONFERENCE 2010:

Working Together to Control Invasive Species

November 8-10, 2010, St. Paul, Minnesota

The first collaborative Minnesota-Wisconsin conference on invasive species will be held for the purpose of exchanging information on invasive species topics. **This is an all-taxa conference covering invasive aquatic and terrestrial plants, animals, pests, and pathogens.** The focus is to strengthen awareness of invasive species issues, prevention, and management. Expected audiences include researchers, land managers, natural resource professionals, university personnel, landscapers, nursery, agricultural or forestry employees, environmental specialists, lake association members, and agency and non-governmental organizations.

The hosting organizations are the Minnesota Invasive Species Council (www.mda.state.mn.us/misac), the Invasive Plants Association of Wisconsin (www.ipaw.org), the Midwest Invasive Plant Network (www.mipn.org), and the Soil and Water Conservation Society – Minnesota Chapter (www.minnesotaswcs.org). The hosts are announcing a CALL FOR ABSTRACTS for this invasive species conference.

To submit an abstract or get more details about the meeting visit: <http://www.minnesotaswcs.org>

A Trip to the Bog IPAW's May 18th Board Meeting *by Thomas Boos*

The IPAW board meets every two months and tries to have one face-to-face meeting a year as several board members phone-in to most of our meetings in Madison. The intent of this meeting is to strategize for the next year's goals and objectives. Lucky for us our very own board member Jim Reinartz is the Director of the UW-Milwaukee Field Station at the Cedarburg Bog in Southeast Wisconsin and gladly hosted the meeting.

Given the busy time of year, a few board members were unable to attend, but those that did, along with special guests, spurred stimulating ideas and conversation to guide us into the next year. The main topic discussed involved reinvigorating the Plant Industry Relationship Committee. It has been dormant for many years. With the passing of the Invasive Species Identification, Classification and Control rule (NR40), there is a greater need than ever to foster a relationship with the plant industries. The Committee is going to be lead by Jeff Saatkamp who is involved with the industry and we greatly appreciate the energy he is bringing to this new role. The Committee will certainly be successful with his leadership.

Another main topic included the Science Committee's objectives. They plan to revise the working list of invasive plants that IPAW developed and published in 2003.

The productive and quite beautiful spring day ended with a wonderful walk through the 2nd State Natural Area, the Cedarburg Bog. Led by the enthusiastic Jim Reinartz, the bog is truly an amazing place botanically, geologically, hydrologically and aesthetically. I recommend that everyone try to visit it at least once.

If you are interested in the meeting minutes, you can find them on the IPAW website, IPAW.org.

New Factsheets Available that Focus on Invasive Plant Control

by Brendon Panke and Mark Renz, University of Wisconsin-Madison and UW-Extension

There are a number of invasive plant fact sheets and fact sheet series available through a host of organizations. The preponderance of these sheets deals with the identification of invasive species and provides little information about control. While these are effective for teaching people to identify these plants, more detailed information is required so effective management plans can be developed. To resolve this issue the Renz lab in the UW-Madison Agronomy Department in cooperation with University of Wisconsin-Extension Team Horticulture, Wisconsin Department of Natural Resources and the Midwest Invasive Plant Network are developing a series of fact sheets on invasive plants and urban weeds.

This series summarizes important identifying characteristics for each featured species, as well as information necessary for developing a management plan. The bulk of each sheet lays out non-chemical and chemical control methods. Information highlighted includes the effectiveness and timing of each treatment, and remarks and cautions particular to each technique. Products or techniques known to provide effective control as documented by researchers and land managers or in common use are included. Those that do not provide sufficient control or lack information for effectiveness on target species have been omitted. It is our hope that these sheets will provide everyone with the information needed to manage invasive species in their specific situation. Below is one of the first five sheets which have been released. We expect to create twenty factsheets over the summer of 2010. These will be announced on the IPAW list-serve as they become available, and can be found at the following website:

(<http://ipcm.wisc.edu/Publications/WeedSciencepublications/tabid/116/Default.aspx>)

Bush Honeysuckles (*Lonicera* sp.)

Authors: Brendon Panke and Mark Renz¹

Bush honeysuckles are dense, multi-stemmed shrubs, 6-12' tall. Older stems may have shaggy, peeling bark and are often hollow.

Legal Classification in WI:

Amur Honeysuckle *Lonicera maackii* – Prohibited/Restricted

Bell's Honeysuckle *Lonicera x bella* - Restricted

Morrow's Honeysuckle *Lonicera morrowii* - Restricted

Tartarian Honeysuckle *Lonicera tatarica* – Restricted

Leaves: Opposite, simple, oval, and margins do not have teeth or lobes (entire). Leaves expand earlier in spring and remain on shrubs longer in fall than native bush species.

Amur - Dark green leaves, sharply pointed, with hairs along the underside veins.

Bell's - Hybrid between the Tartarian and Morrow's. Shows characteristics of both.

Morrow's - Covered in soft hairs.

Tartarian - Smooth, hairless, with bluish-green leaves.

¹ Associate research specialist and assistant professor of agronomy, College of Agricultural and Life Sciences, University of Wisconsin-Madison, and Cooperative Extension, University of Wisconsin-Extension.

Flowers: Mid-late spring. Mid-late spring. Fragrant, tubular flowers where leaf attaches to stem (axil).
 Amur - White, yellowing with age, two flowers per leaf axil.
 Bell's - Hybrid between the Tartarian and Morrow's. Shows characteristics of both.
 Morrow's - White, yellowing with age, two flowers per leaf axil.
 Tartarian - Pink to dark red.

Fruits & seeds: Red, orange or yellow, containing many seeds. Usually can be found on plants late into the winter.

Roots: Shallow fibrous roots extending from a woody crown.

Similar species: Native *Lonicera* shrubs have shorter, more open growth forms and solid stems. Native *Diervilla* species have yellow flowers and grow in dry or rocky sites. Native species develop leaves 1-2 weeks later, leaves fall earlier in the fall.

Ecological threat:

Invade a broad range of plant communities; especially susceptible sites are sunny upland habitats like forest edges, roadsides, pastures, and old fields. Also invades fens, bogs, and lake-shores. Most natural communities are susceptible to invasion by one or more of the species; both disturbed and non-disturbed sites are susceptible. Common in urban areas.

CONTROL METHODS

Non-Chemical Control

Removal – Immediately after leaf or flower formation is the most effective time to remove plants. Small to medium sized honeysuckles can be controlled by pulling or digging plants as long as the root crown is removed. Small bushes can be pulled by hand and larger bushes can be pulled by using a leverage tool. Larger plants may necessitate removal of soil near the plant to facilitate removal. If fruiting, avoid movement off-site unless material can be transported without spreading fruit to other locations.

Mowing – Immediately after leaf or flower formation is the most effective time to mow. Cut the main stem of the plant within 2” of the ground. Method induces sprouting and should be followed with mowing or herbicide application to re-sprouts later in the season. Mowing is most effective with small populations in shaded habitats. The number of seasons it will take for control using mowing exclusively is not known.

Prescribed burning – Spring burns can kill germinating seedlings and can suppress above ground growth of established plant depending on fire intensity. After the fire, established plants will quickly resprout and reinvade areas. Burning in consecutive years will reduce honeysuckle cover and crown volume, but the number of years necessary for control is not known. A hand-held propane torch is can be effective for treating seedlings.

Chemical Control¹

<p>Foliar – Apply directly to individual plants or broadcast across an infested area. Broadcasted foliar applications are typically the most cost effective treatment in dense infestations. If infestations are mixed with desirable vegetation, applications of herbicide without soil activity in the early spring or late fall can reduce injury to desirable plants as honeysuckles leaf out earlier and drop leaves later than most desirable vegetation. Use lower rates on smaller plants and less dense populations, and higher rates on larger plants and denser populations. Immediately after leaf and flower formation is the most effective timing for control.</p>	
<p>Active Ingredient (A.I.): decamba</p> <p>Common product name: Banvel</p>	<p>Rate – <i>broadcast</i>: 16-32 fl oz/A (0.5-1 lb a.i./A) <i>spot</i>: Equivalent to broadcast rates.</p> <p>Timing – Apply to re-growth following mowing.</p> <p>Caution – Rates > 16oz/A (0.5 lb a.e./A) may cause stunting and discoloration of sensitive grasses, such as smooth brome. Overspray or drift to desirable plants should be avoided, as even minute quantities of the spray may cause severe injury.</p>
<p>Active Ingredient (A.I.): glyphosate</p> <p>Common product name: Roundup</p>	<p>Rate – <i>broadcast</i>: 1.71-3.74 lb a.e./A <i>spot</i>: 1-4% (0.045-0.18 lb a.e./gal)</p> <p>Timing – When target species is actively growing and fully leafed out.</p> <p>Remarks - Wick application is effective on small plants with 33-75% (1.49-3.38 lb a.e./gal).</p> <p>Caution – Applications can result in bare ground as glyphosate is not selective. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): ima- zapyr</p> <p>Common product name: Arsenal</p>	<p>Rate – <i>broadcast</i>: 48-64 fl oz/A (0.75-1.0 lbs a.e./A) <i>spot</i>: 0.5 -2% (0.02-0.04 lb a.e./gal)</p> <p>Timing – When target species is actively growing and fully leafed out.</p> <p>Caution - Applications can result in bare ground as imazapyr is not selective and can remain active in the soil for several months to over a year depending on application rate. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): met- sulfuron</p> <p>Common product name: Escort</p>	<p>Rate – <i>broadcast</i>: 0.5-3.0 oz/A (0.3-1.8 oz a.i./A) <i>spot</i>: 0.5-2.0 oz/100gal (0.3-1.2 oz a.i./100 gal)</p> <p>Timing – When target species is actively growing and fully leafed out.</p>

² Herbicide information is based on label rates and reports by researchers and land managers. Products known to provide effective control or in common use are included. Those that do not provide sufficient control or lack information for effectiveness on target species have been omitted. References to pesticide products in this publication are for your convenience and not an endorsement of one product over a similar product. You are responsible for using pesticides in accordance with the label directions. *Read the label before any application.*

<p>Active Ingredient (A.I.): triclopyr + 2,4-D</p> <p>Common product name: Crossbow</p>	<p>Rate – <i>broadcast</i>: 192 fl oz/A (triclopyr: 1.5 lb a.e./A + 2,4-D: 3 lb a.e./A) <i>spot</i>: 1-1.5% (triclopyr: 0.01-0.015 lb a.e./gal + 2,4-D: 0.02-0.030 lb a.e./gal)</p> <p>Timing – When target species is actively growing and fully leafed out.</p> <p>Caution – Can volatilize, avoid application during high temperatures and low humidity, especially when the application contacts impervious surfaces. Overspray or drift to desirable plants should be avoided, as even minute quantities of the spray may cause severe injury.</p>
<p>Cut stump – Cut a stem of a plant near the base and apply herbicide to the cut surface that remains rooted in the ground. Do not use this method if there is heavy sap flow or snow covers the cut surface. Use lower rates on smaller plants and use higher rates on larger plants.</p>	
<p>Active Ingredient (A.I.): glyphosate</p> <p>Common product name: Roundup</p>	<p>Rate – 18-25% (0.8-1.13 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks – Mix with water. In temperatures below freezing solution can become unusable.</p> <p>Caution - Applications can result in bare ground as glyphosate is not selective. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): Imazapyr</p> <p>Common product name: Stalker</p>	<p>Rate – 5% (0.2 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks – May be mixed with antifreeze (ethylene glycol) in cold weather to avoid freezing.</p> <p>Caution - Avoid application to the soil as herbicide is not selective and can remain active in the soil for several months to over a year depending on application rate. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): picloram + 2,4-D</p> <p>Common product name: Pathway</p> <p>Some products containing picloram are restricted use in Wisconsin.</p>	<p>Rate – 100% (picloram: 3%; 2,4-D: 11.2%)</p> <p>Timing – Anytime of year.</p> <p>Caution –Use of this chemical in areas where soils are permeable, particularly where the water table is shallow, may result in ground water contamination. Persists in soil for up to one year, especially active on legumes. Do not compost treated plants as herbicide can persist through composting process. Overspray or drift to desirable plants should be avoided, as even minute quantities of the spray may cause severe injury.</p>

<p>Active Ingredient (A.I.): tri-clopyr</p> <p>Common product name: Tahoe 4</p>	<p>Rate – 20-30% in oil (0.8-1.2 lb a.e./ gal)</p> <p>Timing – Anytime of year.</p> <p>Caution – Can volatilize, avoid application during high temperatures and low humidity, especially when the application contacts impervious surfaces. Overspray or drift to desirable plants should be avoided as even minute quantities of the spray may cause severe injury. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): triclopyr + 2,4-D</p> <p>Common product name: Crossbow</p>	<p>Rate – 4% in oil (triclopyr: 0.04 lb a.e./gal + 2,4-D: 0.08 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Caution - Can volatilize, avoid application during high temperatures and low humidity, especially when application contact impervious surfaces. Overspray or drift to desirable plants should be avoided as even minute quantities of the spray may cause severe injury.</p>
<p>Hack-and-squirt – Using a hand axe, make cuts every three-four inches at 6-18” above the ground at the same level and apply solution into the cut area. Do not use this method if there is heavy sap flow. Use lower rates on smaller plants and use higher rates on larger plants.</p>	
<p>Active Ingredient (A.I.): glyphosate</p> <p>Common product name: Roundup</p>	<p>Rate – 50-100% (2.25-4.5 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks –In temperatures below freezing solution can freeze and be unusable.</p> <p>Caution - Applications can result in bare ground as glyphosate is not selective. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): imazapyr</p> <p>Common product name: Stalker</p>	<p>Rate – 5% (0.2 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks – May be mixed with antifreeze (ethylene glycol) in cold weather to avoid freezing.</p> <p>Caution - Avoid application to the soil as herbicide is not selective and can remain active in the soil for several months to over a year depending on application rate. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): picloram + 2,4-D</p> <p>Common product name: Pathway</p> <p>Some products containing picloram are restricted use in Wisconsin.</p>	<p>Rate – 100% (picloram: 3% + 2,4-D: 11.2%)</p> <p>Timing – Anytime of year.</p> <p>Caution – Use of this chemical in areas where soils are permeable, particularly where the water table is shallow, may result in ground water contamination. Persists in soil for up to one year, especially active on legumes. Do not compost treated plants as herbicide can persist through composting process. Overspray or drift to desirable plants should be avoided, as even minute quantities of the spray may cause severe injury.</p>

<p>Basal bark – Apply herbicide in a ring around the entire stem. Applications should be made at least 6” wide (6-18”) to the base of a woody stem. Ideal for stems ≤6” in diameter. Do not use this method if there is heavy sap flow or snow covers the application area. Use lower rates on smaller plants and use higher rates on larger plants.</p>	
<p>Active Ingredient (A.I.): dicamba</p> <p>Common product name: Banvel</p>	<p>Rate – 25-50% (1-2 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks – Mix with water. In temperatures below freezing solution can become unusable.</p> <p>Caution - May cause stunting and discoloration of sensitive grasses, such as smooth brome. Overspray or drift to desirable plants should be avoided, as even minute quantities of the spray may cause severe injury.</p>
<p>Active Ingredient (A.I.): imazapyr</p> <p>Common product name: Stalker</p>	<p>Rate – 6-9% in oil (0.12-0.18 lb a.e./gal)</p> <p>Timing – Anytime of year.</p> <p>Remarks – May be mixed with antifreeze (ethylene glycol) in cold weather to avoid freezing.</p> <p>Caution - Avoid application to the soil as herbicide is not selective and can remain active in the soil for several months to over a year depending on application rate. Use aquatically labeled product if potential exists for solution to contact open waters.</p>
<p>Active Ingredient (A.I.): tri- clopyr</p> <p>Common product name: Tahoe 4</p>	<p>Rate – 20-30% in oil (0.8-1.2 lb a.e./ gal)</p> <p>Timing – Anytime of year.</p> <p>Caution – Can volatize, avoid application during high temperatures and low humidity, especially when the application contacts impervious surfaces. Overspray or drift to desirable plants should be avoided as even minute quantities of the spray may cause severe injury. Use aquatically labeled product if potential exists for solution to contact open waters.</p>

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2010 Invader Crusaders Award Winners

Every year it seems that selection of the Invader Crusaders gets more difficult because there are so many nominees doing such good work with invasives. Although the work of all of the 2010 nominees is worthy of recognition, here are the nine award winners for 2010. Their work battling invasives is truly exceptional.

Student Research - Alycia Crall

Since arriving in Wisconsin to attend UW-Madison in 2006, Alycia Crall has been focused on ways to improve the use of citizen scientists in work on invasives. She has studied the best methods to use for outreach, identification and inventory training, and technology education. Alycia traveled throughout the state training anyone interested in learning to use the database developed by the National Institute of Invasive Species Science. She also coordinated a regional conference on mapping which allowed professionals and citizens to see how other states were tracking invasive species. Alycia's work in Wisconsin will continue to bear fruit as more resource managers see the need for inventory and as she develops protocols for working with citizen scientists.

Volunteer Individual – Ron Richter

For ten years, Ron Richter has been voluntarily rearing *Galerucella* beetles for purple loosestrife bio control for the northeast region of Wisconsin. Ron has worked with Boy Scouts, Girl Scouts, Master Gardeners, and anyone else interested. He started a rearing station at the Brillion Nature Center just to meet the growing demand as he expanded his range from one county to eight. As one part of his teaching about the beetles and purple loosestrife, Ron has also been a presence at the Calumet County Fair every day it has been open since he started in this project. Ron's enthusiasm, persistence, hard work, and love of teaching have ensured his legacy.

Volunteer Pair – Lawanda Jungwirth & Audrey Ruedinger

As volunteers with the Winnebago County Master Gardeners since 1994, this pair has been coordinating invasive species removal activities and educating the community using the Oshkosh Northwester newspaper. They have trained volunteers in the Master Gardener program about invasive species and developed educational materials that they use at public events such as home and garden shows and the Oshkosh farmer's market. In addition to a strong focus on education, these ladies have put their muscle behind their "public enemies." Lawanda works hand-pulls garlic mustard along the Wiouwash Trail, and Audrey controls buckthorn at the Waukau Nature Trail and in a restored prairie.

Volunteer Group – Transportation & Utility Rights-of-Way Best Management Practices Advisory Committee

In 2008, representatives from Alliant Energy, We Energies, Wisconsin Department of Transportation, Enbridge Inc., American Transmission Company, Integrys Energy Group, Xcel Energy, Towns Association, and County Highway Association came together and began drafting the Best Management Practices for Transportation and Utility Rights-of-Way. Although this was the last of the four tracks to be approved (December 2009), it has been the most widely adopted and implemented. There have been over 15 meetings and conferences put on by all of the organizations involved in developing the BMP's and countless workshops are planned for this summer to educate crews and the public about ways to slow the spread of common invasive species. This group of professionals has had no funding for the development or implementation of these practices and has volunteered their time because "they were so compelled by the threat of invasive species they almost had no choice but to do something."

Professional Individual – Diane Schauer

Although Diane Schauer has been employed as the Calumet County Aquatic Invasive Species Coordinator since 2007, her work and enthusiasm reaches far beyond aquatics. She is always prepared to educate about the impact that any invasive species can cause. Diane organized the Mill's Fleet Farm Fishing Day that takes

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place at every location in Wisconsin and Minnesota where kids and parents are made aware of AIS and what they can do to prevent the spread. She is a contributor to *On Wisconsin Outdoors* and numerous local newspapers. Diane has taken it upon herself to map invasives on rights-of-way and has encouraged her county DOT to attend a workshop that focuses on rights-of-way management. The county DOT was so impacted by this education that they later attended the Wisconsin Association of Lakes symposium. Diane is not hard to find; she can often be spotted at ATV and Hunter education classes, church group garage/garden sales, farmer's markets, and libraries during AIS story hour. *"She's the whole package!"*

Professional Individual, Business – Connie Ramthun

As the owner and operator of Kettle Moraine Natural Landscaping, Connie Ramthun's primary interest has been establishing and managing prairies. However, that work has been strongly laced with invasive species management. Connie has gone beyond her business and instilled invasive management practices into the UW-Fond du Lac Arboretum, where she acts as the grounds director, and to the Friends of the Northern Kettle Moraine State Forest, in which Connie is a member of the board of directors. Tireless efforts of recruiting volunteers for her many management projects, and often going out solo to work on projects, have given Connie widely recognized credibility. Connie "introduced the idea that the Northern Kettle Moraine Friends Group should not only be working towards improving recreational opportunities in the state forest, but should support ecosystem management efforts in the forest, in particular the control of invasives." Connie has influenced many organizations and volunteers through programs that she developed with her tenacity and hard-work.

Professional Individual, DNR – Peter Flaherty

With more than 33 years in Legal Services with the Department of Natural Resources, Peter Flaherty has had many successes when it comes to protecting Wisconsin's natural legacy. Shortly after starting with the DNR, Peter got acquainted with invasive species in the Great Lakes and started calling for regulations to stop their introduction. After five years of Peter's tireless efforts in drafting the rule and seeing it through the process, Wisconsin's Invasive Species Identification, Classification, and Control Rule (NR 40) became effective in September 2009. The rule process and type of regulation that Peter was instrumental in developing here is already being used as a model in other states, such as California and New York. Peter's work created a foundation for major regulations and control of invasive species, whether it is algae, plants, fish, invertebrates, or diseases.

Professional Individual, DNR – Bernie Williams & Tom Boos

Although Bernie and Tom have been involved in the development of all (forestry, recreational users, urban forestry, and transportation & utility rights-of-way) of the tracks of Wisconsin's Best Management Practices (BMPs), their administrative and organizational support for the recreational users advisory committee was essential. Without that support, development of these guidelines would have been a much more difficult process. They brought the experience of working on other tracks and their knowledge of invasive species ecology to the advisory group, and energized the other group members. With the help of Bernie and Tom's efforts, people recreating statewide will be empowered to limit the spread of invasive species.

Professional Organization – Northern Great Lakes Visitor Center

Not only does the Northern Great Lakes Visitor Center help people to connect with historic, cultural, and natural resources in the Great Lakes Region, they also incorporate invasive species into many aspects of the "Center." The NGLVC approaches invasive species through educational programming, management activities, exhibits and trails, events, and collaboration. In partnership with the Whittlesey Creek National Wildlife Refuge, the NGLVC started a project called the Invasive Free Zone in 2005, and their protocols have been developed into the Invasive Free Zone Guidebook that is being used across the nation. The NGLVC also works closely with the Northwoods Cooperative Weed Management Area by providing a meeting place for their members and housing a community tool shed that includes GPS units used for recording invasive species locations. Due to the unique partnerships developed by NGLVC, it "enables each participating partner to act as a positive multiplier for the other."

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Plants out of Place

is a periodic newsletter distributed to the members of **IPAW**.

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