



Indiana Pest Management Association, Inc.

ANNUAL DUES REMINDER

Your dues for July 1, 2016 - June 30, 2017
Are now payable; see page 5

NOMINATION FOR OFFICE JULY 1, 2016 - JUNE 30, 2017

President - Sarah Florey
Vice President - Scott Glaze
Secretary - Gary Bennett
Director (At Large - 3 Years) - Rob Jackson
Director (North - 3 Years) - Carrie Campbell
Director (South) - Scott Wright

IPMA SUMMER MEETING

July 15-17, 2016 - The Seasons Lodge, Nashville, IN

CCH Meeting - Saturday, July 16th

See pages 3 & 4

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**Indiana Pest Management Association
Advertising Rates for 2015-2016**

Newsletter

Full Page (7"x 10")

- One Issue \$350
- Year (four issues \$1,200)

One-half page (7"x 5" horizontal)

One-half page (3 1/4"x 9 1/2" vertical)

- One issue \$200
- Year (4 issues) \$750

One-fourth page (3.5"x 5")

- One issue \$150
- Year (4 issues) \$550

Annual Website Sponsorships

- Full page \$350
- Half page \$200
- 1/4 page \$125 (12 months)

Non-members of the association should add an additional \$25 to the cost of each ad printed. Camera-ready copy of the size listed must be submitted for publication. If you are subscribing for less than a full-page ad, copy size may be the equivalent of that listed in the rate table above, as long as it fits within the page format. IPMA Newsletter is published in March, June, September, and December. Submit your ad copy at least 2 weeks prior to the 1st of the month in which your ad is to appear. A confirmation of ad space, however, must be received at least 3 weeks prior to the 1st of the month in which the ad is to appear. Sandy Lindsey and Gary Bennett, Editors

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IPMA SUMMER MEETING

July 15-17, 2016
Nashville, IN (The Seasons Lodge)

IPMA invites you to attend the 2016 Summer Meeting at The Seasons Lodge in Nashville, IN. An excellent program has been planned for you and the whole family.

**CCH credits requested from the State Chemist are:
7A(4); 7B (2); RT(4); 3A(1); and 3B(1).**

A meeting pre-registration form is also attached. Mark your calendar, complete the pre-registration form and call for room reservations direct at 1-800-365-7327.

Be sure to tell the hotel you are with the Indiana Pest Management Association. Our Summer Meeting Planning Committee, chaired by Syed Shah will host this meeting and is looking forward to seeing you and your family in Nashville.

What's Happening:

Friday Golf Tournament – Salt Creek Golf Course
Friday night Nashville Play House – “Barnie Fife Fully Loaded”
Saturday – Numerous activities available
Supplier Hospitality Suite
Saturday CCH Training (CCHs approved see above)
Dinner and Auction Saturday Night
(Get your auction items gathered up)

Program Topics:

Zika Virus – Mosquito Control – Dr. Ralph Williams
Regulatory Update – State Chemist's Office – Mr. David Scott
Ants – IPM Update – Mr. Adam Salyer

Who's Invited:

Owners ● Managers ● Technicians ● Families

DEADLINE FOR ROOM RESERVATIONS – TUESDAY, JUNE 14, 2016
CALL 1-800-365-7327

DEADLINE FOR MEETING REGISTRATION – JUNE 25, 2016



Indiana Pest Management Association Newsletter

PRE-REGISTRATION SUMMER MEETING
The Seasons Lodge, Nashville, IN
JULY 15-17, 2016

For planning purposes (guarantees must be given), we must use a pre-registration system again this year. Please submit your pre-registration and the appropriate fees prior to June 17, 2016 to:

Indiana Pest Management Association, c/o G. W. Bennett
Department of Entomology, Smith Hall, 901 W. State Street
Purdue University, West Lafayette, IN 47907-2089

Company Name _____

Name _____

Address _____ City _____ State _____ ZIP _____

Spouse's Name _____ Children's Name(s) _____

Name(s) of others in your party _____

Table with 3 columns: FEES, # ATTENDING, FEES. Rows include Registration (\$120/1st person + spouse, \$140 after 6/17/16), Additional lunches at \$20/each, \$25 each additional person attending training meeting, Golf Outing, 11am, Friday, July 15th (\$42/person), Friday night Nashville Playhouse (Barnie Fife Fully Loaded) \$22.50/per person, CCH Meeting Saturday, July 16th, 8 a.m., Saturday night - Dinner & Auction (including bonus bucks to get you started) \$30 adult, \$15/child (under 12), Univar USA will sponsor drinks during social hour, and TOTAL AMOUNT REMITTED*.

*Suppliers should add \$100.00 to this amount if they care to help sponsor the hospitality suite. Please note that suppliers have decided not to exhibit this year, but will be recognized on the program and in the hospitality suite.

ADDITIONAL OPPORTUNITY FOR SUPPLIERS - If you'd like to help sponsor the golf outing, please add an additional \$50 to your registration.

FOR ROOM RESERVATIONS, CALL 1-800-365-7327 and mention you are with the Indiana Pest Management Association. Our room rate is \$99/109/night (standard/deluxe per night) and this rate applies to Thursday, Friday and Saturday nights. (Golfers: We have a 11 a.m. tee time, so you may want to come in Thursday). Room reservations must be made before June 14, 2016, to receive our group rate.

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MEMBERSHIP DUES INVOICE FOR IPMA/NPMA JOINT MEMBERSHIP FOR JULY 1, 2016 - JUNE 3, 2017

Joint Membership Dues Breakdown:

Dues Class	Annual Sales Volume	NPMA Dues	State Dues	Total Dues Owed
A	\$0 - 200,000	\$110	\$75	\$185
B	\$200,001 - 500,000	\$180	\$75	\$255
C	\$500,001 - 1,000,000	\$470	\$75	\$545
D	\$1,000,001 - 2,500,000	\$715	\$75	\$790
E	\$2,500,001 - 5,000,000	\$1,210	\$75	\$1,285
F	\$5,000,001 - 10,000,000	\$3,025	\$75	\$3,100
G	\$10,000,001 - 15,000,000	\$4,675	\$75	\$4,740
H	\$15,000,001 - 25,000,000	\$6,325	\$75	\$6,400
I	\$25,000,001 - 50,000,000	\$11,550	\$75	\$11,625
J	Over \$50,000,000	\$23,100	\$75	\$23,175

Joint Membership Dues Amount for 2016-2017

(See Total Dues Owed column above) \$ _____
 Dues for those choosing State Membership only (\$75) \$ _____
 IPMA Scholarship Contribution (Add to your check or credit charge) \$ _____
 TOTAL \$ _____

Make your check payable to: INDIANA PEST MANAGEMENT ASSOCIATION, INC.

Mail to: Gary Bennett
 Indiana Pest Management Association
 Purdue University, 901 West State Street
 West Lafayette, IN 47907-2087

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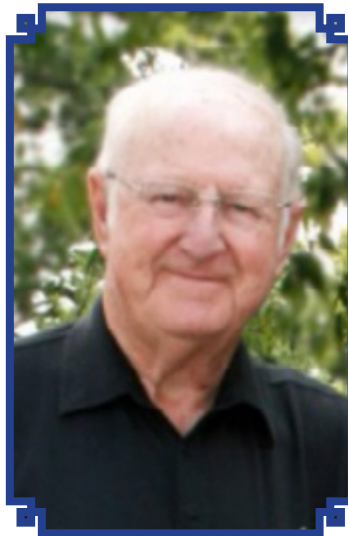
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A LIFE STORY - Everett D. Colvin

(July 14, 1930 - April 19, 2016)



Everett D. Colvin, 85, passed away in his home due to natural causes with his loving wife and family by his side on the evening of Tuesday, April 19, 2016.

Born in Chicago, Illinois on July 14, 1930, Everett was the son of Walter and Louise A. (Rosenstiehl) Colvin. In 1934 his parents and he moved near Bourbon, Indiana then later moved to a farm near Culver, Indiana. He graduated from Culver High School in 1948. He then met a young lady by the name of Jayne I. Haag who later became his bride on September 9, 1951 in Tyner, Indiana.

He was employed by National Exterminators in 1952, which was owned by his father. With a vision and initiative, by 1958 he became the founder of Arrow Services Inc., a multi-state pest control company. Everett served on the board of directors and as a two term president for Indiana Pest Control Association. He was appointed by the Governor of Indiana to serve a three year term on the Indiana Pesticide Review Board, a committee to review current laws governing the use of pesticides.

Everett had served on the United Way board as a campaign chairman, Vice President and President. He helped organize and respectfully served as the Vice President of the Marshall County Community Foundation and the Leadership Marshall County program. He was a lifetime member of the Plymouth Rotary Club, where he served as Vice President, President and member of the Plymouth Rotary Club, where he served as Vice President, President and International Rotary District Governor. He attended fifteen international conventions all over the

world. He had served as President and on the board of directors of Hoosier Old Wheels (Antique Auto Club).

In 1995 after 40 years of serving his community and surrounding areas, Everett retired as President of Arrow Services, Inc, but remained CEO until his final day with his family. In 1995 he started a new career with his wife, building a bed & breakfast and restaurant in Plymouth, to become known as Ev and Jayne's Irish Inn and the Blarney Stone Restaurant.

His hobbies were collecting antique cars and restoring them, along with the desire to fly aircrafts and traveling the world. He enjoyed the beauty of the outdoors, taking on landscaping tasks and always held to the notion of working to accomplish something. For many years Everett was active in the Republican Party and a candidate for mayor of the city of Plymouth and Indiana State Representative.

He leaves behind his wife Jayne of 64 years and a son Dean A. Colvin of Plymouth and children: Ryan A. (Elizabeth) Colvin, Rachael (Bo) Hostetler, Stephanie Mae, Savannah Mae and Spencer Mae Croft, Son David L. (Susan) Colvin of Phoenix, AZ and their children, Jennifer Elizabeth, Julie and Kathryn Colvin. Daughter Jayne Ann (Don E. II) Green of Plymouth and their children: Sara A. (Ron) Houin, Lara A. Green and Marisa A. Green. His 11 great-grandchildren are: Andrew, Mia, Hendrick, Harrison, Aiden, Isaiah, Weston, Journey, Jaden, Bronx and Skiler. Also surviving is his sister-in-law, Roberta Colvin of Orlando, FL and numerous nieces and nephews.



REPORT ON NPMA LEGISLATIVE DAY (MARCH 13-15, 2016)

Indiana was represented by Greg and Sheree Long (Ace Pest Control, Inc.), Bill Welsh (Rose Pest Solutions) and Beth Berry (Real Green Systems).

NPMA had targeted 3 legislative issues to meet with our Representatives and Senators and their staff. (1) Pesticides, NPDES Permits and Waters of the United States; (2) Zika Virus and the Pest Management Industry (3) Department of Labor's (DOL) Proposed Overtime Rule

We were able to meet with the staff of Senator Daniel Coats and Senator Joe Donnelly.

The issue of NPDES Permits for us in Indiana is not an issue, thanks to Dave Scott and the OISC for developing the Pesticide General Permit (PGP). Coverage under the PGP will address most of a pesticide applicator's NPDES compliance needs in Indiana.

Our message on Zika Virus to the Senators was to let them know that the federal government and the pest management industry should coordinate efforts and educate the public on available services and common sense approaches to minimize exposure from Zika-carrying mosquitoes.

The third issue, DOL's proposed Overtime Rule increases the existing minimum exemption threshold from \$23,660 to \$50,440 in 2016. A 113% increase is too high and fails to take into account the abrupt impact the increase would have on the economy and specifically the pest management industry. We urged the Senators to support appropriations rider to inhibit the appropriation of funds to DOL to promulgate and implement Overtime Rule. Currently no legislation has been put forth to stop the proposed rule.

BUG LAWMAKERS IN PURSUIT OF STATE INSECT

Indiana lawmakers met in what's known as the "short session" this year but with about 825 bills filed there was no shortage of legislation. Two pieces - Senate Bill 95 and House Bill 1243 - are of particular interest to some short constituents: second-graders at Cumberland Elementary School in West Lafayette. When students studied the 50 states a year ago, a student discovered that Indiana was one of the just two states without an official state insect.

The students put together a campaign to top elected officials in a quest to make the Firefly the official Indiana insect. So the students would like our help. They ask that Hoosiers contact their legislators and ask them to support Senate Bill 95 and House Bill 1243.

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CLEANING DRAINS AS AN IPM MEASURE*

Microorganisms are low risk because those commonly used in cleaning products are well-known, non-pathogenic, and non-toxic; meeting the criteria for classification as Class 1 organisms or safe for people and the environment according to U.S. NIH (National Institutes of Health) guidelines.

Selected strains of microorganisms in cleaning products offer beneficial characteristics.

- **Nonpathogenic to humans and animals.**
- **Rapid degradation, consumption, and digestion of organic wastes.**
- **Generation of safe, innocuous digestive by-products that do not produce malodors**
- **Grow and reproduce quickly and readily within the environments of product use.**

The incorporation of bacteria into cleaning products is commonly done with bacteria in spore form. Spores are a metabolically inactive state in the life

of the bacterial cell. Spores are highly resilient due to their resistance to unfavorable environmental conditions (high heat, low water content, little or no nutrients, acidic/alkaline pH, harsh antimicrobial chemicals, toxic chemical agents, radiation, and desiccation).

Bacteria degrade and break down complex organics, including proteins, refined and resistant carbohydrates, starches, greases, fats, oils, urine, and others via the cell's enzymatic activity. Enzymatic degradation of these complex organic substrates results in simpler compounds and molecules that are used by bacteria as a food source.

Bacterial endospore ("spores") are tough, dormant structures that form within the cell wall of certain types of bacteria (such as Bacillus bacteria). Spores form in response to hostile environmental conditions. Spores that form in Bacillus bacteria provide dormancy at high temperature since enzyme proteins change shape as the spore dehydrates.

Internal bonds of the bacteria's folded enzymes relax to form long chains of protein molecules when exposed to high temperatures (such as boiling water at 212°F or 100°C). Long chains move freely within the low water content of an endospore's core. The cell machinery stops and the dormant state associated with the endospore is the result since the functional enzyme shape has relaxed. The protein chains refold back into the normal enzyme structure when cell temperature becomes more hospitable. At this point, the cell returns to normal functioning.

- **Bacilli double in number approximately every 20 minutes.**
- **Ready-to-use with extra-long shelf life.**
- **Synergized bacterial blend to effectively remove organic build-up**
- **Thickened product specifically designed with excellent clinging properties.**
- **Reduces foul odors, improves drain flow, and is safe for all drain lines.**
- **Fresh citrus scent.**
- **If needed, can be diluted with water, and foamed.**

Study of enzyme structures within endospores indicates that reversible relaxation of their three-dimensional structure is the strategy Bacillus bacteria use to survive at temperatures deadly to non-spore forming cells.

*By Stuart Mitchell, Educational Brief, 2015



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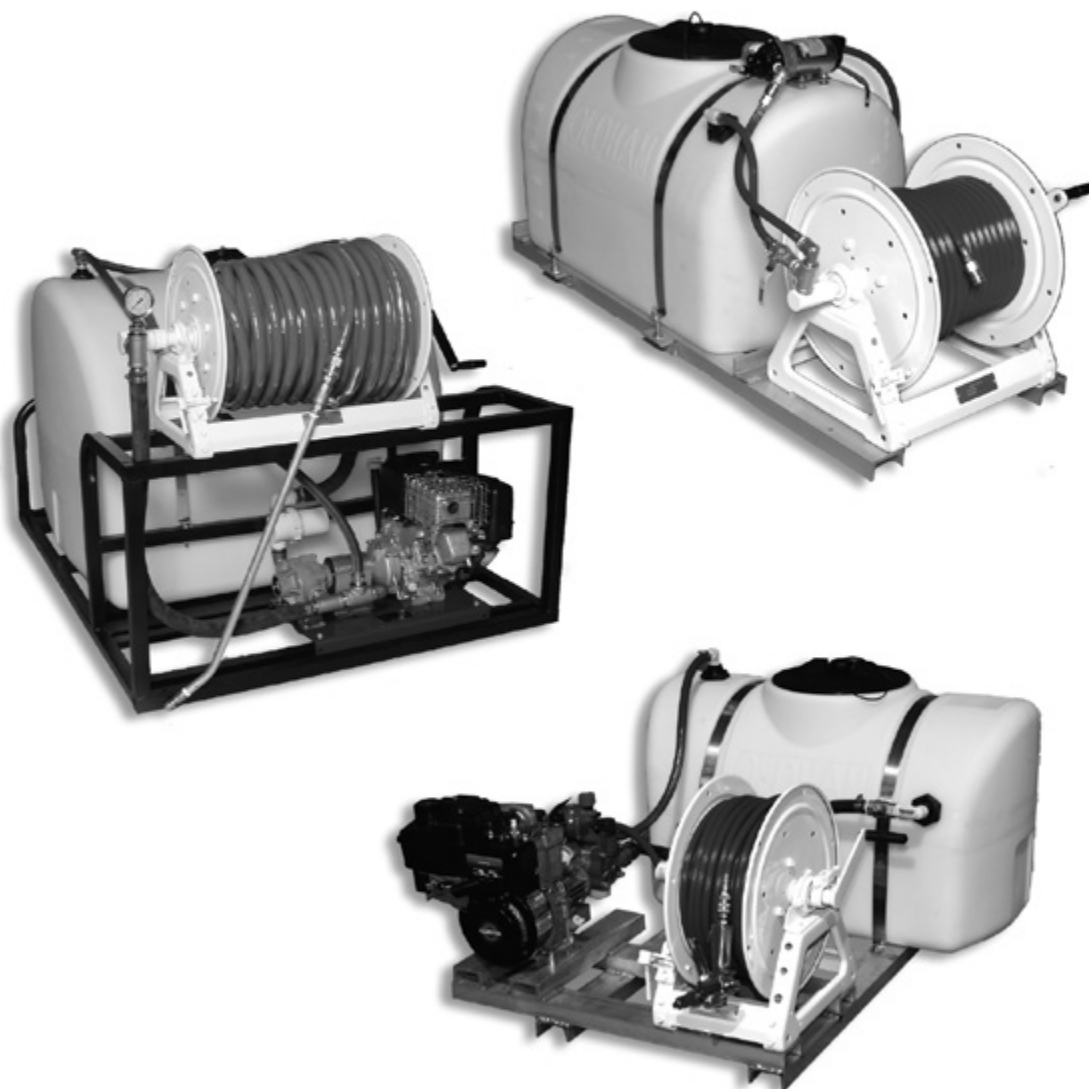
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OUR INDUSTRY – PAST, PRESENT, FUTURE*

In this spirit of careful reflection, as we begin a new year in the long course of our business, it might be useful to pause for a moment to consider some of the key turning points that gave rise to our modern pest management industry; they set the stage for the challenges we will face in the near future, and provide object lessons for how we go about handling them. I hope that I can serve as a useful rear-view mirror, since these observations come just as I have concluded my career in pest management after 54 years --- 51 of them as an active member of NPMA.

After World War II, a number of technological advances were introduced into the marketplace precisely as a by-product of their development during hostilities. Just as in medicine, where a number of new drugs emerged as a result of wartime research, pesticides were often the direct off-shot of war gases developed and stockpiled by the military.

When I left the field of pharmacy to investigate pest control as a new career, I was amazed to find that a number of the pharmaceutical manufacturers that were part of my first career were heavily involved in developing the new “residual” insecticides, such as chlorinated hydrocarbons, organophosphates and carbamates. In short, pest control was rapidly evolving from a more or less primitive physical activity---one in which each operator possessed his or her own set of recipes and techniques---into a professional discipline, fortified not only by the new pesticides coming to market but by the associated technical knowledge the manufacturers were supplying with their products. Seminars and personal training visits were becoming an integral part of the transactions between the suppliers and our expanding industry.

Our national trade association began to reflect these professional shifts and in relatively rapid fashion accelerated our growth. As originally constructed, the governing body of the National Pest Control Association, NPCA, as the precursor to NPMA was then known) was a large Board of Directors composed of over 100 owners and/or managers. Our government oversight was primarily from the U.S. Department of Agriculture, which was not only heavily engaged with safeguarding the nation’s livestock and food supply but was to a large extent made up of practical scientists. Yes, they regulated and restricted our industry, but were equally at home working to assist us.

In the late 1960s and early 1970s, two major events occurred that affected our professional lives. The first was the important move by NPCA, in response to the newly created Environmental Protection Agency, to establish disciplined standards, today known as the “Good Practice Statements.”

Speaking at an introductory panel for NPCA leadership explaining the need for these statements, I recall taking the position that “we must be the authors of our own expertise.” Our predicament was that EPA was about to assume most of the control over our industry that had previously been exercised by USDA. At that time, EPA was largely concerned with minimizing the polluting effect of waste products on the environment; now we were to be the first industry

under EPA’s oversight to have its essential tools regulated – tools that were not “byproducts” or “waste products” but were part of an active practice performed in the larger field of public health. Therefore it was our duty to create positive standards to perfect our profession, rather than to leave these necessary standards to a government agency formed for quite different purposes.

Frankly, NPCA met the new challenges in heroic moves designed to make science and professionalism our standard, with an emphasis upon training, training and then more training. Congress got into the act and hearings were held to modify and update FIFRA (the Federal Insecticide, Fungicide and Rodenticide Act) – the U.S. law that governs most aspects of pest control. NPCA was extremely active both through the continual testimony of its staff and its Government Affairs Committee. As a result our members near and far were increasingly aware of the “new demands and disciplines” that accompanied our field of endeavor. State associations reinforced this need for enlightened education, and their relationships with one another and with the national leadership forged a unified concept of business discipline.

The next major impact was the unifying action of EPA working with each state government to create a meaningful set of requirements, both in education and in practice: a group of Master Plans that today affects and governs the industry. An important outgrowth has been the creation in a large number of state colleges and universities, of courses of study and degrees in pest management. No longer must we rely upon a loose network of trade associations and suppliers to license new pest managers; we find increasingly more of our employees coming to us with college degrees in pest management.

In short, our hit-and-miss approach to knowledge about animal life, pest management, and the essential action-reaction of the tools in our repertoire has been transformed into a readily accessible and important body of knowledge we are mandated to master and which to a great extent has become the rule and guide of our actions.

I recall these changes not merely to indulge in retrospection but to provide some context for two current shifts our industry is undergoing, whose influence has yet to be asserted but which could potentially be game-changing. The first is the increasing number of publicly traded companies among our ranks. They can be the “elephant in the room” as far as major influences in the industry. By definition these are relatively large organizations, with both the advantages and disadvantages of size, which are in the final analysis owned by shareholders whose buying and selling of their shares have a tremendous affect upon the management and policies of the companies.

As of this moment the majority of these entities grew out of a strong nucleus of pest managers, and consequently they still share many of the same corporate values, cultures and behaviors that they embraced as smaller businesses. But the demands of the public as investors, owners enmasse, may ultimately

continued on page 17



PMP INSURANCE LOSSES DRIVEN BY CAR ACCIDENTS*

Pest management professionals work with pesticides and high heat around their customer's most valuable possessions, within their most expensive possessions – their homes. So, you might think the biggest risks inherent to the job are somewhat obvious. However, the bulk of the insurance claims we see from PMPs DO NOT RESULT FROM ON-SITE INCIDENTS. Rather, they are the result of getting to and from the customer's home: traffic accidents.

Why traffic accidents, and why PMPs?

PMPs are not alone – traffic accidents are a problem for every business that requires employees to drive. The Bureau of Labor Statistics reports that "occupational transportation incidents" result in 1,766 deaths per year. That represents 38 percent of the 4,547 fatalities that occur from occupational injuries in a year.

PMPs are particularly prone to accidents because they have to drive to many locations throughout the day. This creates more risk of and exposure to having an accident than a building contractor, who also drives a company vehicle but generally stays at one site or two sites in a working day.

Types of insurance claims

The types of accidents driving PMP's auto insurance claims run the gamut. Most commonly, they fall into these categories:

- Intersections
- Red lights and stop signs'
- Parking lots
- Backing out of and into customers' driveways
- Hitting parked cars and other stationary objects
- Speeding
- Objects falling off the vehicles

Though none of these sound catastrophic, the costs of such driving incidents and accidents can add up and affect your insurance rates.

Critical loss control techniques

If you are looking to control your commercial auto insurance costs, you should look closely at your employees' driving habits. When we consider an application from PMPs for new commercial auto coverage, we look for frequency and types of accidents; speeding, going through red lights and reckless driving are red flags.

But we also know that pest management companies with a driver safety driving program incur less frequent and less expensive auto claims. Driver safety courses, company-wide driver safety programs and defensive driving classes all train PMPs to drive safely on the job and are associated with less frequent accidents.

Driver safety begins with hiring safe drivers, A PMP's past driving record is a key indicator of future performance, so you should gather information on a candidate's driving history, require a driver's license, review the candidate's Motor Vehicle Record and discuss driving during any interviews. You may also want to administer a written test to ensure candidates are clear on the rules of the road.

The condition of the PMP's vehicle also affects the frequency of auto claims. A clear maintenance program for a pest management company's vehicles will keep the vehicle in top performance and safety. Such a program should include regular maintenance of brakes, lights, oil and tires, as well as necessary state inspections.

Employers are now installing GPS units into vehicles to help monitor the speeds and locations of vehicles. This has helped drivers be more aware of problems with speeding. Some GPS systems even allow employers to monitor the condition of vehicles.

Driver safety may seem like common sense. But it is an all-too-often neglected component of the profitability of your business. With the amount of time PMPs spend driving from site to site, pest management companies need to implement driver safety programs and proven loss control tactics.

*By Peter Young, PMP Direct toYou...2016.



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ZIKA VIRUS – WHAT YOU NEED TO KNOW*

The Zika virus, originally from Africa, first appeared in the Western hemisphere on Chile's Easter Island in 2014 and was initially found on the mainland in Brazil in April 2015. Since then, it has spread very rapidly throughout Latin America and is now found as far north as northeastern Mexico. Though infection of healthy adults does not produce symptoms as severe as other mosquito-borne disease like dengue or chikungunya, it appears to be linked to microcephaly in babies born to mothers infected in the first trimester of pregnancy. To date the incidence of microcephaly, a condition in which children are born with an abnormally small head and potential issues in brain development, in Brazil has increased significantly since the Zika virus began to circulate there.

Why have large-scale outbreaks of Zika and other viruses like dengue and chikungunya – not seen in decades, if ever – emerged in the last few years in many Caribbean and South and Central American nations? These viruses are all primarily carried by the same mosquito, the yellowfever mosquito, *Aedes aegypti*. This mosquito had been the target of international eradication efforts in the Americas (circa 1947-1970) that had been quite successful. However, as the mosquito population shrank to very low levels, eradication efforts were abandoned, and the mosquito resurged. As it did, the pathogens carried by this mosquito, and accompanying human disease, exploded soon thereafter.

Meanwhile, travel directly between Africa and South America has increased

dramatically in the last 20 years. Africa and South America have some of the same mosquito vector species and are at similar latitudes, making it more likely that people who acquire a virus in Africa will travel to South America and deliver the virus to a mosquito there.

What areas are most at risk for the mosquito that can carry Zika? The mosquito carrying Zika is mostly problematic in municipalities, often in urban centers. This is because these mosquitoes are container-breeding mosquitoes and lay their eggs in water-filled containers, such as flower pots and bird baths, which are often near people. These mosquitoes also feed on humans more than other mammals. Few Caribbean and South/Central American cities are using best practices in mosquito management, and often haphazardly and/or incompletely control mosquitoes. As a result people living in cities are more at risk of this mosquito-borne disease. As international travelers visit these locations, the risk of spreading the disease is magnified.

Do we understand how to control these mosquitoes? The protocols and best practices for mosquito control, often referred to as integrated Vector Management programs or IVM, are well known – they're just not being utilized. Areas of municipal mosquito control that need improvement include mosquito sampling/identification/mapping for decision making, improved decision tools (e.g. models and thresholds), better execution of control efforts, and improved community involvement programs.

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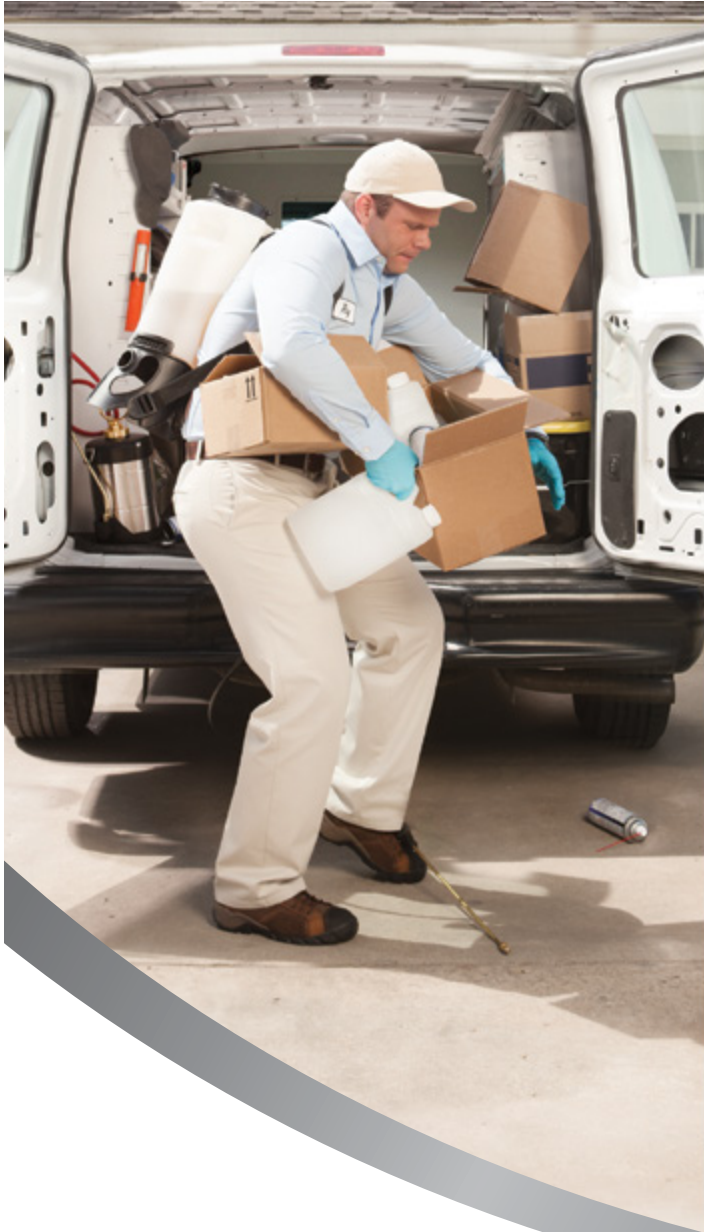


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ZIKA VIRUS – WHAT YOU NEED TO KNOW*

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Why have previous control efforts failed? The real problem with previous implementation efforts is that they have not been sustainable. We know how to control mosquitoes and how to organize our efforts for efficient control, but we have so far not been able to structure programs that persist for decades over wide areas. Traditional approaches to mosquito management programs have not worked for different reasons: programs have been too limited in scope; government programs are eventually discontinued, and are limited to the jurisdiction of the government and multi-institution programs are limited to the duration of the funding.

What can we do to improve our efforts to control the spread of Zika? We know how to control the mosquito, but we rely on funding sources to support these measures. Inevitably, a funding source dries up and management efforts suffer. There is a pressing need for sustainable programs that will upgrade existing mosquito management programs, maintain those programs, and allow for incorporation of novel approaches to mosquito management. Such a program must address critical issues in research, as well as those in implementation of integrated vector management programs. Zika is not the only virus transmitted by this mosquito and, unless this mosquito population can be meaningfully controlled, other viruses will cause future outbreaks.

What is the scientific community doing to address the challenges of Zika and other mosquito-borne diseases? The Entomological Society of America (ESA) and Sociedade Entomologica do Brasil (SEB) are hosting a critical new entomological summit with participation from leaders throughout the Americas. The purpose of this summit will be to explore how, as professional scientific societies, we can marshal our collective entomological expertise to address mosquito-borne disease in the Americas. Our hope is if we band together, we will form a novel transnational coalition that can enhance existing efforts as well as develop new initiatives that may significantly contribute to reducing the public health crisis caused by this insect. The summit was held on March 13, 2016 in Maceio, Brazil.

Sources and Additional Background:

*More information on the ESA and SEB summit is available at:

<http://entomologychallenges.org/grand-challenges-summit-on-aedes-aegypti-mosquito-in-brazil/>.

*By the Entomological Society of America, 2016

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RESPECTED BOSSES – THINGS THEY DO*

Maybe you're fortunate, and we're talking about the person you call your boss today. Maybe it's someone you recall fondly from years ago. (Maybe you don't have a boss-good for you!—but I'll bet you've had one at some time in the past.)

Regardless of who this person is, I'm confident I can describe him or her. That's because highly respected bosses often have a lot in common with one another. Here are 20 of the key things they do almost every day.

- 1) **They share their vision.** The most important thing a leader can do is provide his or her team with a goal that is worth their time. Granted, the boss doesn't always get to set the agenda, but a great one will advocate for something worthy, and ensure that he communicates it effectively and often.
- 2) **They develop expertise.** What's more annoying than working for a boss who doesn't actually understand the job, and whose authority vests entirely in the job title? The boss doesn't have to be the number one expert in every fact of the job—that might be impossible—but he or she had to be competent at all levels.
- 3) **They respect people's time.** Great bosses have little tolerance for boring meetings, mandatory fun, and making others wait unnecessarily. They also avoid long-windedness when shorter remarks will do.
- 4) **They set priorities.** When you try to focus on everything, you're not focusing on anything. A smart boss understands that, and realizes that lack of focus can easily metastasize when your lack of priorities means the team isn't moving in the right direction together.
- 5) **They share information.** Some bosses parcel out information like misers, often because they're afraid that if their team had all the facts, they might not be able to lead. There are legitimate reasons to control the timing of information sharing, but overall the more transparent a boss can be, the more respect the team will ultimately have for him or her.
- 6) **They make decisions.** Decisiveness. Super important. Enough said.
- 7) **They offer praise.** People wonder how they're doing. Great bosses let them know, and they're especially vocal and public about it when they're doing well.
- 8) **They demonstrate empathy.** Great bosses are able to see things through other people's eyes, especially their employees! Of course this doesn't mean that they are pushovers, but it does mean that they're concerned about their team on multiple levels.
- 9) **They offer thanks.** Building a culture of gratitude starts at the top. If the boss doesn't take time to offer thanks to those around him or her, why would we expect that anyone else would?
- 10) **They pull everyone together.** You might have heard the phrase "gung ho." Reportedly, it derives from a World War II saying that combined two Chinese words meaning "work" and "together." A great boss recognizes the talents of members of his or her team, and strives to lead in a way that lets everyone maximize their effectiveness together.
- 11) **They ask smart questions.** They double-check assumptions in a non-annoying but thorough way that sends the message that they're on top of things. They aren't willing to accept that things should be done a certain way just because that's how they've been done in the past.
- 12) **They have respect for people's lives.** They also recognize that people are just that—people. Work has to be a priority, but that doesn't mean it's the only thing in their lives. They recognize that their employees have spouses, children, friends, they need to care for, not to mention outside interests and ambitions.
- 13) **They hire thoughtfully.** There's a saying: personnel is policy. In fact this should arguably be the first item on the list. A leader's most important role is sometimes about assembling a team of great people—and, just as important, avoiding letting toxic people join.

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RESPECTED BOSSES – THINGS THEY DO*

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- 14) **They accept blame.** Ethical people accept blame for their failings. Maybe they don't dwell on it, but they accept it. Great bosses go a step further, accepting the collective blame when the team comes up short, and then guiding everyone to move forward.
- 15) **They have a sense of humor.** Life is hilarious. Great bosses don't have to be cutups, but they do have to have a sense of humor. They recognize that the crisis of today is the joke of tomorrow.
- 16) **They communicate effectively.** No mumbling no backpedaling. Great bosses find the words to explain what they mean—and then back up what they say.
- 17) **They model ethical behavior.** It's often true that more progress is made when we seek forgiveness than when we seek permission. However, there are rules, social norms, and basic decency. Great bosses strive to uphold them.
- 18) **They celebrate wins.** Nobody likes a boss who thinks they only reward for great work should be more of the same. Great bosses look for milestones to celebrate—whether that means a 15-second recognition or a full-blown party.
- 19) **They strive for excellence.** Because really, who wants to work for someone who strives simply to be adequate?
- 20) **They make more leaders.** Great leaders don't just make happy followers—they inspire more leaders with their examples. Just as important: They're thrilled not threatened, when members of their teams go on to even bigger and better things in life

*By Bill Murphy, Jr., The Mid.com 2016

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OUR INDUSTRY – PAST, PRESENT, FUTURE*

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shift the priorities of an industry that, both in theory and practice, has been governed to a great extent by the realities of science and nature, rather than the needs of Wall Street.


A second important challenge that the industry must face is, on the surface, a technical and scientific one, but is ultimately connected to the corporate shifts noted above: how we as professionals analyze and, if necessary, modify our approach to using insecticides outdoors, some of which appear to have negative effects on other wildlife. The purpose of pest management is to protect ourselves, our businesses and our homes up to now a logical strategy has been to meet the potential invader on the outside, before it gains entrance into structures. The development of long-lasting “residual agents” has made application less frequent, more economical and more effective for clients. But those very properties are now under criticism for having deleterious environmental effects.

This is a thorny yet legitimate problem that must be faced and resolved without the usual heated passion from extreme voices on opposite sides. Will

the trend in pest management toward ever-increasing large companies prove flexible and sensitive enough to ensure a truly professional, science based foundation for our strategies? Can the industry maintain itself as an active arm of public health, which may require separating itself from some of its historic alliances with such endeavors as lawn care and agriculture-related services? These are among the unresolved questions that could have a long-lasting impact on our industry. But they are challenges which if met with the rigor and integrity the industry has adopted over the last 75 years, can redound for the benefit of all.

To return to my opening metaphor, a look in the rearview mirror can be an asset as long as doesn't become a fixation. In that spirit I hope the view I have provided is both accurate and instructive...but it's now your turn, yes it's up to you now to look to the left, the right, and straight ahead...and take us forward to a positive and professional future.

*By Hal Stein, Pestworld, 2015




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