

# 2025 Annual Report

Steadfast Science in Changing Times



International Association for Great Lakes Research

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(2025–2026)

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\* Started terms in May 2025

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### *Journal of Great Lakes Research*

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Jessica Ives  
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Dear IAGLR members,

In 2025, the landscape for great lakes science worldwide faced unprecedented headwinds. Shifts in federal policy, funding uncertainties, and political rhetoric threatened to silence the very voices needed to protect our shared water resources. Yet, amidst this turbulence, the International Association for Great Lakes Research stood firm, guided by the IAGLR board's decisive leadership and bolstered by the support of our community of scientists and funders.



This year was defined not by the challenges we faced, but by our collective response to them.

We proved that IAGLR is more than a professional society; we are a recognized contributor to Great Lakes stewardship. IAGLR contributed to many high-profile publications to highlight the value of multinational approaches to water management in the Great Lakes. And when federal support wavered, we stepped in to document the human cost of policy changes, advocate for the scientific enterprise, and ensure that the flow of knowledge continued uninterrupted.

Through our *Share Your Story* survey, we heard directly from our community about the particular risks facing early-career researchers—from lost mentorship opportunities to uncertain career pathways. Recognizing these concerns, we took action supporting the next generation. In 2025, we launched the Student and Early Career Committee to foster professional development and networking, and we awarded 38 scholarships and awards to recognize excellence and provide financial support to students and early-career scientists. A landmark grant from the Fred and Barbara Erb Family Foundation will further support early-career researchers, among other priorities.

Our flagship programs—the *Journal of Great Lakes Research*, our annual conference, and *Lakes Letter*—remained cornerstones of our association, sustained by the continued support and participation of our members. Despite resource constraints, these researchers continued to publish and present groundbreaking research and management strategies. We deepened our commitment to inclusion in our programming by securing new funding to support Indigenous and Black scholars and expanding our global partnerships with African and Canadian colleagues.

This report captures a year of “Steadfast Science.” It is a testament to the trust our members, donors, and partners place in us. It is a reminder that while the political climate may shift, the need for evidence-based understanding of the world's large lakes is constant. On behalf of the IAGLR team, I would like to thank our board members for their guidance, our volunteers for their contributions, and all of you for your continued engagement in our work.

Sincerely,

Jérôme Marty  
IAGLR Executive Director

## A Note from the Past President

As I reflect on 2025, I am struck not only by the challenges our association faced, but by the care, commitment, and sense of community that shaped our response.

The challenges we faced were not abstract. Policy shifts in the United States had direct implications for our own governance. In the face of new restrictions on federal employees, and the uncertainty facing many of our American researchers, our vice president made the difficult decision not to assume the presidency. It was a deeply regrettable outcome, shaped by circumstances beyond any individual's control. It also served as a reminder that the world's great lakes transcend political boundaries, and that decisions affecting science and research in one country can reverberate across regions and among communities connected by these waters. Faced with this unexpected vacancy, President Donna Kashian and I agreed to extend our terms for an additional year. We did so in the hopes of providing continuity and stability for IAGLR during a time of transition, and to ensure that the association could continue to move forward with care and purpose.

We also took this moment as an opportunity to strengthen how our association chooses its leaders. We amended our bylaws so that the vice president will now be elected directly by our members, rather than selected by the board. We believe this change makes our leadership more accountable, more representative, and more genuinely reflective of the diverse community that gives this association its purpose.

Even in a difficult and uncertain year, there was much that reminded us of the strength of this community. IAGLR's 68th Annual Conference on Great Lakes Research in Milwaukee, Wisconsin, brought together 600 scientists from across the large lake research community. At a time when travel barriers, funding uncertainty, and shifting policies created real challenges for many, the conference was a powerful reminder of how much this community values coming together to share ideas, support one another, and advance our collective work. That same spirit was also reflected in the 87 responses to our *Share Your Story* survey. By sharing their experiences, members helped us better understand how recent challenges affected them and underscored the importance of listening, supporting one another, and responding thoughtfully.

In another bright spot, the Fred and Barbara Erb Family Foundation recognized our work with a US\$665,000 grant, a vote of confidence in what this association stands for and in the people who sustain it. This funding is a testament to the hard work of those IAGLR personnel whose dedication made this opportunity possible. It is also a reminder that we are not doing this work alone, and that the next generation of Great Lakes researchers has real support behind them.

To our staff, volunteers, and members, I am deeply grateful for all that you continue to contribute to our association. Your generosity, thoughtfulness, and commitment were evident in so many ways throughout the year. Together, you showed that IAGLR is more than a professional society. It is a community that cares deeply for its members and for the future of the world's great lakes.

As I step back from the board, I do so with gratitude and with confidence in what lies ahead. Thank you for your trust, your engagement, and your continued commitment to this community and to the Great Lakes.

Sincerely,

Neil Rooney  
IAGLR Past President, 2024–2026



# A Trusted Voice for Science

## Standing firm for Great Lakes research in a year of uncertainty

In 2025, we expanded our role as stewards of Great Lakes science, ensuring the scientific enterprise remained visible and valued. Facing federal policy shifts, we issued a [formal board statement](#) urging protection of scientific progress and diversity. We amplified this voice by

- Co-signing a [letter](#) with 48 scientific societies calling on the U.S. Congress to protect the future of science
- Urging EPA to use best-available science for managing U.S. waters in a [letter](#) with nine fellow aquatic science societies (representing 20,000 members)
- Joining over 500 Michigan nonprofits in a [unified call](#) for evidence-based policy

We also published [commentary](#) in our journal on the importance of investing in Great Lakes science for public safety and economic stability.

Our engagement extended to the highest levels of government. For the first time, we participated as an official partner in Great Lakes Day on Parliament Hill in Ottawa. Our delegation of 15 organizations presented [shared priorities](#) with 127 senators and MPs, helping to secure cross-party agreement that science is critical to the regional economy and ecosystem health.

We also engaged in [high-profile media interviews](#) (including *The Agenda with Steve Paikin*, the CBC, *Nature*, and the *Unsalted Great Lakes* podcast) to articulate the real-world impacts of funding cuts on water quality, public health, and the economy, ensuring the science was clearly heard.

“In uncertain times, science remains the heart and center of what we do, reinforcing IAGLR’s dedication to collaborative efforts for a sustainable future for the Great Lakes and beyond.”

IAGLR Board of Directors,  
*In Support Science: IAGLR’s response to recent U.S. federal actions*

Amplifying the science: At right, IAGLR officers, past and present, articulate the real-world impacts of funding cuts on national television. Below: Great Lakes Day in Ottawa.



# Lakes Letter

Sharing impact and value, offering hope

In 2025, *Lakes Letter* captured the resilience of the Great Lakes science community. Published quarterly by IAGLR, the magazine navigated a year of uncertainty, with the winter issue setting the tone of “Science & Hope,” followed by practical strategies in “Communicating Science,” documentation of the impact of federal actions in “Science under Threat,” and a celebration of breakthroughs in “Science & Innovation.”

In the spring, we launched the *Share Your Story* survey, collecting 87 testimonies from scientists and students. These data provided irrefutable evidence of the human

and professional toll of federal actions. Findings were prominently featured in the summer issue, transforming individual experiences into a shared narrative that highlighted the resilience of our community amidst uncertainty.

Looking ahead, a landmark grant awarded in 2025 by the Fred and Barbara Erb Family Foundation will transform *Lakes Letter* into a searchable, web-based platform, ensuring the information remains accessible to policy makers and the public while continuing to highlight innovations in large lake research.

## Hope to Innovation: Chronicling Resilience in Great Lakes Science

Hope

Communication

Threat

Innovation



“We are now poised on the brink of a potential bounding leap forward in the ways that we can study and monitor the lakes and apply the resulting information to make smarter decisions.”

Val Klump & John Bratton, *Lakes Letter*, Winter 2025

“We need to communicate complexity and uncertainty while moving through political minefields as the ground and ecosystems around us continue to shift.”

Mike Shriberg, *Lakes Letter*, Spring 2025

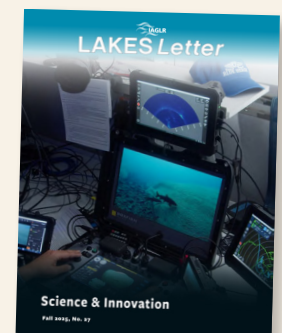


“This isn’t just people getting fired, we are losing our entire careers and being told our work is wasteful... the services we provide are benefiting and protecting (the public)—even if they don’t realize it.”

*Share Your Story* Survey Respondent, *Lakes Letter*, Summer 2025

“The arrival of machine learning and AI represents a fundamental shift, not just a new set of tools. Rather than reacting to change, our community must decide how to use this technology with focus and intention.”

Dani Jones, *Lakes Letter*, Fall 2025



# Conference on Great Lakes Research

Fostering knowledge exchange and strengthening the Great Lakes research community

Despite travel restrictions and funding freezes affecting many federal colleagues, the 68th Annual Conference on Great Lakes Research in Milwaukee demonstrated the community's resilience.

More than 600 people from 18 countries attended the event in June. The conference created a vibrant and welcoming environment that highlighted both the breadth and depth of large lake science around the world. Attendees responded enthusiastically: 96% rated the quality of the scientific program as "excellent" or "good."

We waived registration fees for 54 Indigenous and Black scholars and offered two IDEA+ scholarships to support participation in the conference, ensuring that diverse voices remained central to the conversation. Sessions highlighted the importance of Indigenous research to inform our care of Great Lakes ecosystems.

The conference offered hybrid options and provided free virtual registrations for those displaced by job losses, demonstrating our commitment to keeping the community connected.

"The breadth of topics was on point. Each session I was able to attend was applicable and informative, with room for next steps or alternative thinking. The discussions were really excellent."

Conference Survey Respondent

## Survey says

97%  
felt welcome at the event

93%  
said IAGLR 2025 was beneficial to their career

93%  
gained knowledge in areas outside their expertise

92%  
ranked conference as excellent or good overall



Photos by Stephany Hildebrand.

# Journal of Great Lakes Research

Advancing understanding through sustained excellence

In 2025, the *Journal of Great Lakes Research* continued to serve as a trusted resource for high-quality, peer-reviewed science. Its articles are widely cited, as evidenced by an impact factor of 2.5—the fourth highest among 21 limnology-related journals in 2024—and 6,157 total citations that year.\* Under the new leadership of Margaret Docker, who assumed the role of lead editor in January following a smooth transition from Robert Hecky and Stephanie Guildford, the journal continued to advance our understanding of the world's large lake ecosystems.

## Open Access Remains Strong

In 2025, 41% of all articles were published under open access. This represents a continued upward trend in democratizing knowledge, ensuring that policy makers, educators, and the public can access the latest findings without barriers.

## Highlighting Important Topics

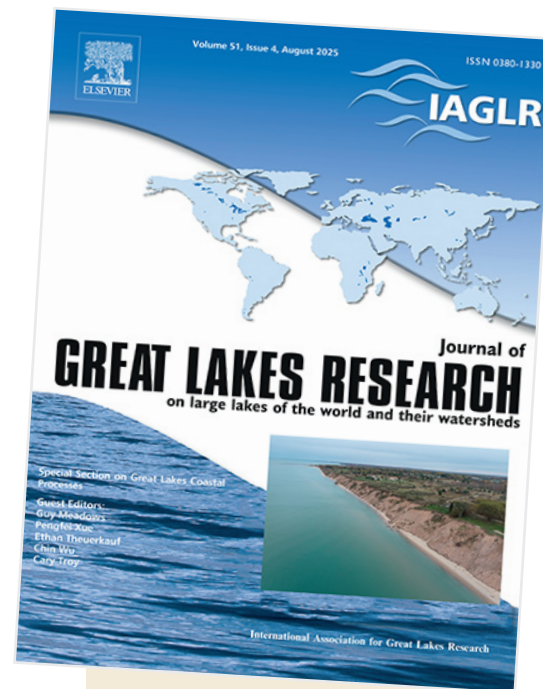
Beyond regular articles, the journal published special sections to highlight important research topics on large lakes and to attract new authors and readers. In 2025, we published three special sections containing 57 articles exploring Lake Superior, Great Lakes Coastal Processes, and Connecting Waters.

## Investing in the Next Generation

Recognizing the need to involve the next generation of researchers, we launched early-career research editor positions on the editorial board late in 2025. These new roles are designed to provide professional development for early-career researchers, harness the enthusiasm and expertise of the next generation, and directly involve emerging scientists in the peer-review process

## Community Engagement

The journal's quality relies on a global community of experts. In 2025, 43 associate editors, 23 guest editors, and 794 reviewers from 57 countries contributed their expertise to ensure rigorous peer review, while 167 articles were published across the year.



**167**  
articles  
published

**41%**  
of articles published  
as open access

**43**  
associate  
editors

**794**  
reviewers from 57  
countries accepted  
invitation to review

\* *Journal of Citation Reports, 2024 data.*

# Partnerships & Global Reach

Collaborating beyond borders, strengthening the global network of large lake science

## ACARE Partnership

We formalized a strategic partnership with the African Center for Aquatic Research and Education, fostering exchange between North American and African scientists.

## Indigenous Engagement

We deepened our relationship with Indigenous communities through the “Two-Eyed Seeing” adaptive water management workshop and the co-design of culturally respectful participation opportunities. The workshop was co-organized by the Foundation for Food and Agriculture Research (USA), CSIRO (Australia) and IAGLR. We also continued our work with other international

partners, including the Melding AquaWatch Global Indigenous Knowledge Network and others, by facilitating a webinar on “[Braiding Knowledge Systems](#).”

## 2026 Joint Conference

Planning kicked off for a joint conference with the Society of Canadian Aquatic Sciences scheduled for May 2026 in Winnipeg.

## Consortium of Aquatic Science Societies

We continued our engagement with CASS, where we shared best practices and work to cohesively present the best available science surrounding aquatic resources.



The Australian delegation attending the adaptive water management workshop in September 2025, holding a kangaroo pelt signed by all participants. Photo by Jérôme Marty.

# Awards & Scholarships

## Celebrating excellence and service

We were pleased to recognize 54 scholars, students, and volunteers through 16 awards and 38 scholarships presented at the annual conference in June.

### Professional Awards

#### Lifetime Achievement Award

Deborah Lee, NOAA Great Lakes Environmental Research Laboratory (director, retired)

#### John R. (Jack) Vallentyne Award

John Hartig, University of Windsor

#### Anderson-Everett Award

Paul Sibley, University of Guelph

#### Large Lake Champion Award

Mary-Claire Buell, Trent University

Ted Lawrence, African Center for Aquatic Research and Education

Christopher Winslow, Ohio Sea Grant

### Journal & Editor Awards

#### Chandler-Misener Award

Richard Barbiero, Buffalo State University; Lyubov Burlakova, Buffalo State University; James Watkins, Cornell University; Alexander Karatayev, Buffalo State University; and Barry Lesht, GDIT (retired). "The benthic nepheloid layer in the offshore waters of the Great Lakes and its post-Dreissenid disappearance," *JGLR 50 (5)*.

#### Elsevier Early Career Scientist Award

Bianca Possamai, University of Vermont. "Are lakemounts hotspots of productivity and biodiversity?," *JGLR 50 (6)*.

#### Elsevier Student Author Award

Courtney Taylor, Trent University. "Regional predatory fish diets following a regime shift in Lake Huron," *JGLR 50 (2)*.



Lifetime Achievement Award recipient Deborah Lee, center, pictured with IAGLR President Donna Kashian and Executive Director Jérôme Marty. Photo by Stephany Hildebrand.

#### Outstanding Associate Editor in 2024 Award

R. Michael McKay, University of Windsor, Great Lakes Institute for Environmental Research

#### Outstanding Reviewer in 2024 Award

Brandon Gerig, University of Wisconsin–Milwaukee

### Appreciation Awards

#### Board of Directors Appreciation Award

Alexander Duncan, Centre for Indigenous Fisheries, University of British Columbia

Calvin Hitch, Toronto and Region Conservation Authority

Lizhu Wang, International Joint Commission (retired)

#### Conference Appreciation Awards

Harvey Bootsma, University of Wisconsin–Milwaukee

Rebecca Klaper, University of Wisconsin–Milwaukee



Student award winners Michael Back, Augustus Pendleton, Abraham Francis, Julia Akinyi Obuya, Hector Esparra-Escalera, and Max Moran. Not Pictured: Amelia McReynolds, Owen Donnelly, and Mitch Kehne. Photo by Stephany Hildebrand.

**Scholarships**

**Norman S. Baldwin Fishery Science Scholarship**

Amelia McReynolds, University of Vermont

Max Moran, Purdue University

**David M. Dolan Scholarship**

Owen Donnelly, Western University

**IAGLR Scholarship**

Michael Back, Kent University

Augustus Pendleton, Cornell University

**IAGLR Student Travel Awards**

Supported 29 students attending the 68th Annual Conference on Great Lakes Research

**IDEA+ Presenter Scholarship**

Héctor Esparra-Escalera, Wayne State University

**IDEA+ Research Scholarship**

Abraham Francis, Clarkson University

**IAGLR 2024 Outstanding Student Paper Award**

Julia Akinyi Obuya, Bowling Green State University

**IAGLR 2024 Outstanding Student Poster Award**

Mitch Kehne, Michigan Technological University

**38**

**SCHOLARSHIPS & STUDENTS AWARDS**

granted to support students showing great promise in their research careers & assist in conference travel

**\$12,000+**

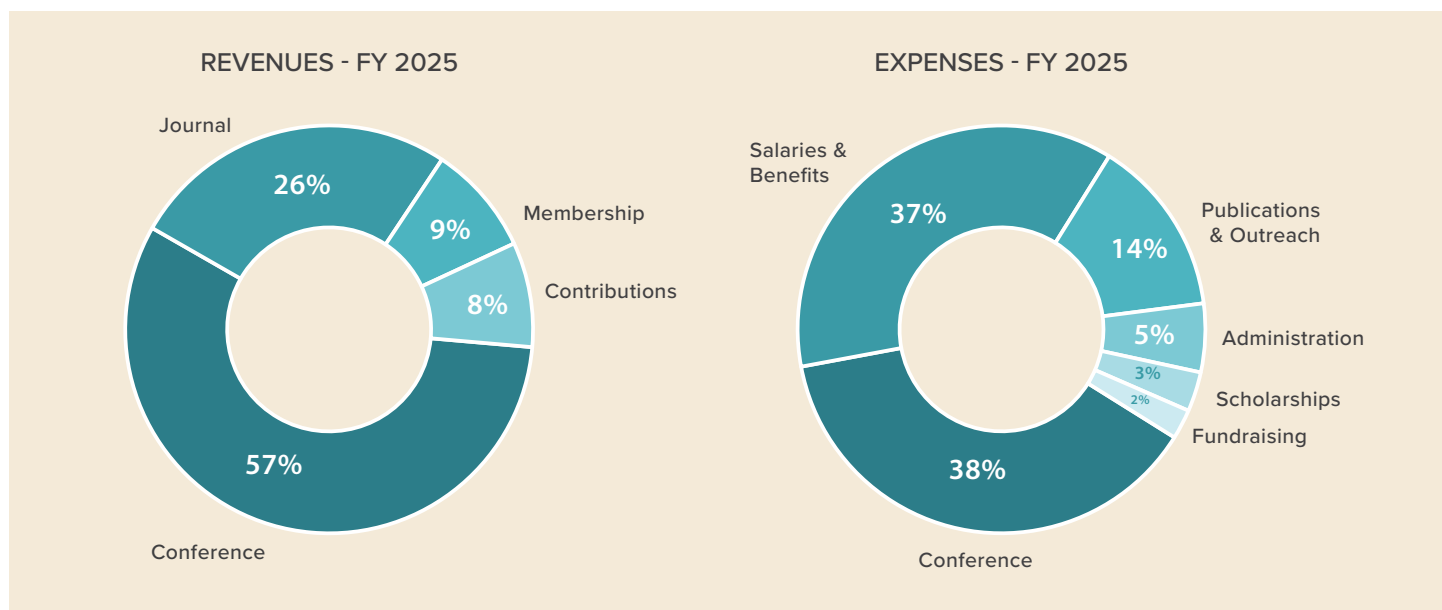
**IN DONATIONS**

contributed by individuals and organizations to support scholarships in 2025

You can donate with confidence to support the next generation of scientists.

[iaglr.org/giving/scholarships](http://iaglr.org/giving/scholarships)

# Financials



| Revenues              | FY 2025           |             | FY 2024          |             |
|-----------------------|-------------------|-------------|------------------|-------------|
| Conference            | \$393,725         | 57          | \$461,990        | 57          |
| Journal               | 180,291           | 26          | 220,451          | 27          |
| Contributions         | 60,537            | 9           | 75,162           | 9           |
| Membership            | 57,507            | 8           | 54,297           | 7           |
| <b>Total Revenues</b> | <b>\$ 692,060</b> | <b>100%</b> | <b>\$811,900</b> | <b>100%</b> |

| Expenses                  | FY 2025          |             | FY 2024          |             |
|---------------------------|------------------|-------------|------------------|-------------|
| Conference                | \$320,845        | 38          | \$274,241        | 34          |
| Salaries and benefits     | 309,160          | 37          | 341,393          | 42          |
| Publications and Outreach | 118,458          | 14          | 102,256          | 10          |
| Administration            | 45,675           | 5           | 52,745           | 9           |
| Scholarships              | 26,384           | 3           | 25,547           | 3           |
| Fundraising               | 19,799           | 2           | 14,171           | 2           |
| <b>Total Expenses</b>     | <b>\$840,321</b> | <b>99%*</b> | <b>\$810,353</b> | <b>100%</b> |

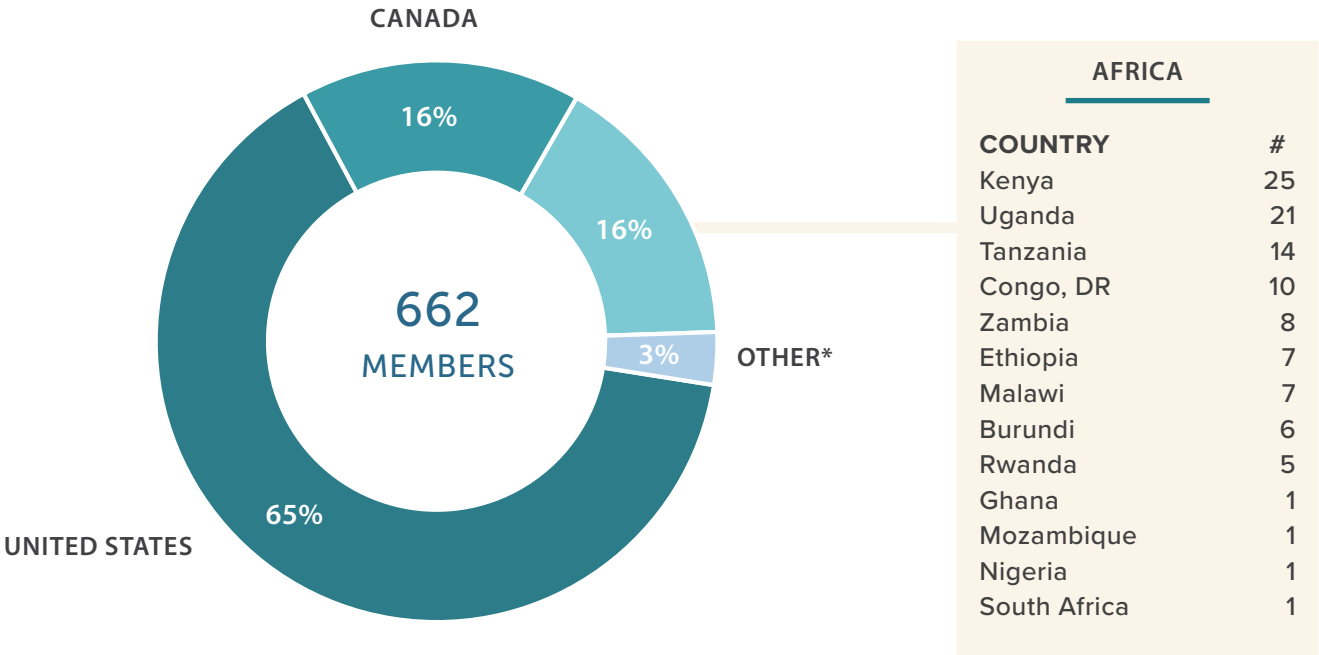
\*Percentage does not sum to 100% due to rounding.

The difference between total revenues and expenses represents the net change in net assets for the fiscal year, not the cash balance on hand. Detailed financial statements and audit information are filed annually with the IRS on Form 990. The Form 990 for this fiscal year will be posted to our [Financial Information](#) page shortly after it becomes publicly available. Until then, please refer to the summary figures provided in this report.

# Membership

In 2025, we were pleased to welcome 662 members from 29 countries. Pictured below is a snapshot of where these members hail from. Through our partnership with ACARE, representation from African countries remains strong.

A geographic look at 2025 membership



\* Other includes members from Asia, Europe, Mexico, and Brazil.



Photo by Stephany Hildebrand.

# Volunteers

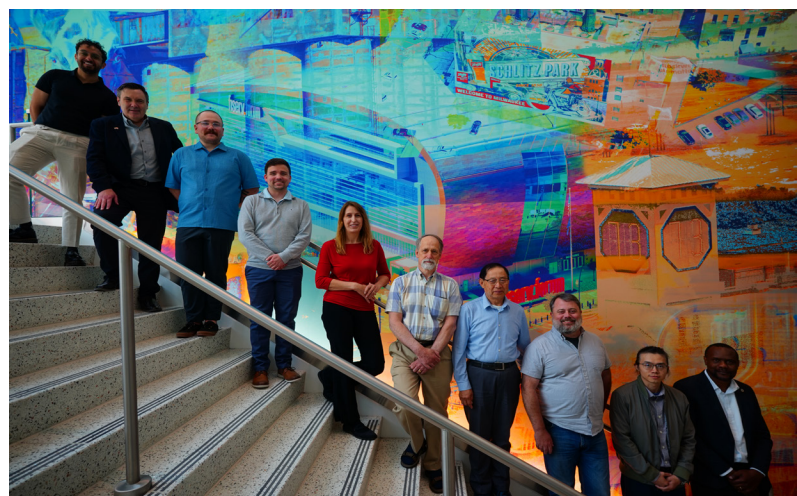
Alfred Achieng (C, CC)  
Carmen Aguilar-Diaz (C)  
Orlane Anneville (AE, C)  
Christopher Mulanda Aura (AE)  
Jay Austin (AE, C)  
Jim Bence (CC)  
Caren Binding (AE)  
Serghei Bocaniov (AE)  
Leon Boegman (AE)  
Jennifer Boehme (C)  
Harvey Bootsma (C, CC)  
Nick Boucher (C)  
Damien Bouffard (AE)  
Evie Brahmstedt (C)  
Charles Bronte (AE)  
Shelby Brunner (C)  
George Bullerjahn (C)  
Lyubov Burlakova (AE)  
Paris Collingsworth (B, C, CC)  
Sharon Cook (C)  
Adrianna Cruz (C)  
Francesca Cuthbert (AE)  
Susan Daniel (C)  
Navjot Dhaliwal (B, CC)  
Alexander Duncan (CC)  
Erin Dunlop (AE)  
Gael Dur (C)  
Bradley Eggold (C)  
Mary Anne Evans (AE)  
Marlene Evans (AE)  
Catherine Febria (C)  
Jenny Fisher (AE)  
Dean Foster (CV)  
Michael Friis (C)  
Marc Gaden (AE)  
Mary Ginnebaugh (C)  
Suzanne Gray (B, C, CC)  
Stephanie Guildford (C)  
Robert Hecky (C)  
Calvin Hitch (B, CC)  
Joel Hoffman (AE)  
Jessica Ives (C)  
John Janssen (AE)  
Tim Johnson (AE)  
Donna Kashian\* (B, C)  
Rebecca Klaper (CC)  
J. Val Klump (AE)  
Jeppe Kolding (AE)  
Jada Langston (B, C)  
Ted Lawrence (C)  
Monica Lewis Patrick (C)  
Yong Liu (AE)  
Stu Ludsin (C)  
Madeline Magee (C)  
Alex Maguffee\* (B)  
Cheryl Masterson (C)  
Matt McCandless (C)  
Leigh McGaughey (B)  
R. Michael McKay\* (AE, B, C)  
Cheryl Nenn (C)  
Ryan Newton (C)  
Vivian Nguyen (AE)  
Kevin Obiero (C)  
Richard Ogutu-Ohwayo (AE)  
Jess Owen (C)  
Judith Perlinger (C)  
Trevor Pitcher (C)  
Emily Pomeranz (AE)  
Sabina Rakhimbekova (B, C, CC)  
Michael Rennie (AE)  
Paul Roebber (C)  
Rebecca Rooney (C)  
Neil Rooney\* (B, C, CC)  
Katie Rousseau (C)  
Lars Rudstam (AE, C)  
Rene Sahba Shahmohamadloo (CC)  
Yulia Sapozhnikova (AE, C)  
Laura Schmidt (C)  
Nancy Seefelt (AE)  
Ronald Semyalo (B, C, CC)  
Ali Shakoor (C)

Paul Sibley (C)  
Somayeh Sima (AE)  
Matt Simcik (AE)  
Lewis Sitoki (AE)  
Wendylee Stott (AE)  
Craig Stow (AE)  
Harvey Thorleifson (AE)  
Yingdong Tong (AE)  
Anett Trebitz (AE)  
Michael Twiss (AE, C)  
Emily Tyner (C)  
Noel Urban\* (AE, B, C, CC)  
Ed Verhamme (C)  
Tony Vodacek (AE)  
Li Wang\* (B, C)  
Les Warren (C)  
Brian Weidel (AE)  
Chris Wilson (AE)  
Pengfei Xue\* (B)  
Ram Yerubandi (AE)  
Zanko Zandsalimi (B, C, CC)  
Lei Zhang (C)

100+  
VOLUNTEERS

provided their time and talent serving on the board and committees, planning the conference, and editing the journal

*IAGLR board members are indicated by a B after their names, with officers designated by an asterisk. Associate editors of the Journal of Great Lakes Research are designated by an AE, committee members a C, committee chairs a CC, and other conference volunteers a CV.*



IAGLR board members at the 2025 conference.

# Gifts in 2025

Donors are vital partners in supporting our mission to advance understanding of the world's great lake ecosystems. With gratitude, we wish to recognize and thank all who have donated to the association in 2025.

## Organizations

### Gifts of \$100,000 or more

Fred and Barbara Erb Family Foundation

### Gifts of \$20,000–\$29,999

Great Lakes Fishery Commission  
NOAA Great Lakes Environmental Research Laboratory

### Gifts of \$7,500–\$9,999

International Joint Commission  
Ramboll

### Gifts of \$5,000–\$7,499

African Center for Aquatic Research and Education  
Fund for Lake Michigan  
Great Lakes Fishery Trust Inc.  
Wisconsin Coastal Management Program

### Gifts of \$2,500–\$4,999

Elsevier  
Grand Valley State University, Annis Water Resources Institute  
Great Lakes Observing System  
Great Lakes Research Center, Michigan Technological University  
LimnoTech Inc.  
University of Wisconsin - Green Bay

### Gifts of \$1,000–\$2,499

AFS - International Fisheries Section  
Great Lakes Commission  
Great Lakes Institute for Environmental Research, University of Windsor

### Gifts of \$500–\$999

Canadian Geographic  
Halltech Aquatic Research Inc.  
Milwaukee Metropolitan Sewerage District  
PME

## Individuals

Martin and Nancy Auer  
James Bence  
Valerie Brady  
Russell Cuhel  
Susan Daniel  
Tom Denbow  
Steven Eisenreich  
Wendy Foster  
Mary Ginnebaugh  
John Hartig  
John Hassett  
Obot Ibanga  
John Kennedy  
Laura Legzdins  
Barry Lesht  
Christopher Marshall  
Jérôme Marty  
Catherine Masson  
Paula McIntyre  
Job Mwamburi  
Judith Perlinger  
Neil Rooney  
Titus Seilheimer  
Urmila Selvakumar  
Paul Sibley  
& our anonymous donors

**\$62,000+**  
**FINANCIAL SUPPORT**

provided by IAGLR and partners for scholarships, travel support, and conference registrations during FY 2025

## Investing in the Future

In 2025, the Fred and Barbara Erb Family Foundation awarded IAGLR \$665,000 over three years to strengthen inclusive research, improve the flow of scientific information to policy makers, media, and the public, and support the next generation of Great Lakes scientists. We are deeply grateful to the Erb Family Foundation for supporting IAGLR and Great Lakes science.

This list includes donations made from January through December 2025.

# Community Voices

In a year of unprecedented challenge, the IAGLR community spoke with urgency, heart, and resolve. These voices—drawn from our *Share Your Story* survey, media appearances, and the pages of *Lakes Letter* and the *Journal of Great Lakes Research*—capture the lived reality behind the headlines.

## What's at Stake

“Reduced federal investment in the Great Lakes will have real impacts on stakeholders, leaving citizens, communities, businesses, and industries without the data and tools needed to safely and efficiently plan development and infrastructure investments, recreate, and operate on the water.”

*Commentary in the Journal of Great Lakes Research, 51(4), 2025*

“We’re losing the ability to ring an alarm when it’s needed.”

Jérôme Marty, IAGLR Executive Director, on *The Agenda with Steve Paikin*

“We are just at the start of seeing real recovery in many species, and it is sad to see us stop moving forward or go backwards now.”

*Share Your Story Survey Respondent*

## The Human Toll

“I don’t think I can describe the effect of knowing any email at any time could be the one that makes me unemployed.”

*Share Your Story Survey Respondent*

“When you’re a research specialist in environmental science, there is no ‘finding another job’ like there is in the corporate world. Firing and defunding us en masse throughout the U.S. is resulting in thousands of brilliant scientists and public servants losing their life’s work.”

*Share Your Story Survey Respondent*

“I cry at my desk. I’ve never felt so helpless in my career.”

*Share Your Story Survey Respondent*

## Resilience and Resolve

“We don’t do this work for money or job security. We do it because we believe in the Great Lakes. Our devotion to the Great Lakes region runs deep. We recognize its importance and beauty. Above all, it’s our home, driving us to protect and preserve it for future generations.”

Abby Hutson, Cooperative Institute for Great Lakes Research, *Lakes Letter, Summer 2025*

“Now is the time to work together to support one another and to imagine creative, new ways to continue to support science that protects the aquatic ecosystems we depend on for life.”

Molly Wick, Julia Obuya & Anna Hill  
IAGLR SP<sup>2</sup>ARK Fellows, *Lakes Letter, Summer 2025*

“By creating space for diverse perspectives, we can strengthen not just our organizations or research communities, but also ourselves. That kind of openness is essential to the work of DEIA and to the broader goal of building a more just, inclusive, and vibrant scientific community.”

*Ali Shakoor, Journal of Great Lakes Research, 51(6), 2025*

“Science isn’t just about data; it’s about empowerment. Every test run by a field engineer, every dataset shared by a researcher, every student learning to apply spectroscopy to water quality, all of it contributes to our collective capacity to safeguard freshwater ecosystems.”

Vernon LaLone, *Lakes Letter, Fall 2025*



## A Look Ahead

**AS WE LOOK TO THE FUTURE**, IAGLR is poised to continue its mission to advance understanding of the world's great lake ecosystems with renewed vigor. The 2026 joint conference with the Society of Canadian Aquatic Sciences in Winnipeg promises to be a landmark event, bringing together North American and Canadian aquatic scientists under the theme "Connected Waters: Bridging Communities & Ideas."

With the support of our members, donors, and partners, we will continue to stand up for the scientific enterprise, publish the highest quality research, and foster an inclusive and diverse community. Thank you for your trust, your partnership, and your steadfast commitment to the large lakes of the world.

### Contact

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### Acknowledgment

Although our offices are located in Ann Arbor, Michigan—the ancestral, traditional, and contemporary lands of the Anishinaabeg (the Three Fire Confederacy of the Ojibwe, Odawa, and Potawatomi Nations) as well as the Wyandot Nation—we acknowledge that we work, live, play in, and care about all large lake watersheds throughout the world.

We acknowledge Indigenous peoples as these watersheds' original caretakers and knowledge keepers and recognize their contributions to the stewardship and governance of the world's largest systems of freshwater. These lands and waters also remember the histories of those who arrived as migrants—both in this generation and generations past—as well as those who arrived involuntarily as refugees or a result of slavery.

We recognize our responsibility to involve the full diversity of voices in achieving our vision of a peaceful world in which large lake ecosystems are valued and healthy; where these ecosystems inspire curiosity, awe, love and respect, and stewardship in all people. It is an ongoing journey with mistakes and learning along the way. We invite your comments to ensure healthy relationships and a welcoming space within the IAGLR community.