

1 **Local differentiation in the defensive morphology of an invasive zooplankton**
2 **species is not genetically based**

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22 **Abstract**

23 Evolutionary changes in functional traits represent one possible reason why exotic species spread
24 to become invasive, but empirical studies of the mechanisms driving phenotypic differentiation
25 between populations of invasive species are rare. This study tested whether differences in distal
26 spine length among populations of the invasive cladoceran, *Bythotrephes longimanus*, could be
27 explained by local adaptation or phenotypic plasticity. We collected *Bythotrephes* from six lakes
28 and found that distal spine lengths and natural selection on distal spine length differed among
29 populations, but were unrelated to the gape-limitation of the dominant fish predator in the lake
30 from which they were collected. A common garden experiment revealed significant genetic and
31 maternal variation for distal spine length, but phenotypic differences among populations were
32 not genetically based. Phenotypic differences among lakes in this ecologically important trait are,
33 therefore, the result of plasticity and not local adaptation, despite spatially variable selection on
34 this heritable trait. The ability of *Bythotrephes* to plastically adjust distal spine length may
35 explain the success of this species at invading lake ecosystems with diverse biotic environments.

36 **Keywords:** *Bythotrephes longimanus*, cladoceran, common garden experiment, invasive species,
37 local adaptation, phenotypic plasticity.

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49 **Introduction**

50 Invasive species have substantial adverse impacts on global biodiversity, community
51 structure, and ecosystem function (Vitousek et al. 1996; Mack et al. 2000), but few exotic
52 species spread, causing the wide-scale ecological and economic damage that we associate with
53 “invasiveness” (Mooney and Cleland 2001). Understanding why some exotic species become
54 invasive while others do not has been the focus of decades of ecological and ecosystem-level
55 research (Drake et al. 1989; Novak 2007). More recently, there has been increasing interest in the
56 role of evolutionary changes in biological invasions (Mooney and Cleland 2001; Lee 2002;
57 Parker et al. 2003; Lambrinos 2004; Facon et al. 2006), but tests for adaptive evolution remain
58 rare.

59 The spread of an exotic species depends on its ability to perform well in new biotic and
60 abiotic conditions (Shea and Chesson 2002; Facon et al. 2006). One way in which this could be
61 achieved is through local adaptation (Lee 2002; Parker et al. 2003; Lambrinos 2004; Facon et al.
62 2006), which is the process whereby divergent natural selection (i.e. selection that differs among
63 habitats) causes populations to become genetically differentiated (Kawecki and Ebert 2004).
64 Natural selection might be particularly strong in exotic species because species introduced into a
65 foreign environment often encounter new resources, competitors, or predators (Mooney and
66 Cleland 2001; Lambrinos 2004). Additionally, for populations to locally adapt, there must be
67 sufficient genetic variation underlying the traits experiencing divergent selection (Lynch and
68 Walsh 1998). For exotic species, invasions characterized by large founder populations or a large
69 number of founder events are expected to have high genetic variance, whereas invasions
70 characterized by small founder populations or a small number of founder events are expected to

71 have reduced genetic variance, which may constrain local adaptation (Allendorf and Lundquist
72 2003; Lockwood et al. 2005).

73 Local adaptation results in phenotypic differentiation between populations, but the
74 presence of such differentiation is not sufficient to demonstrate that populations are locally
75 adapted. Phenotypic plasticity is the ability of a genotype to produce alternate phenotypes based
76 on environmental conditions (Pigliucci 2005), and represents an alternative mechanism by which
77 exotic species can adaptively respond to heterogeneity in their environment. Plasticity can,
78 therefore, produce a pattern of phenotypic differentiation among populations that is consistent
79 with that of local adaptation, but without the underlying genetic differences (Kawecki and Ebert
80 2004). Additionally, because plasticity allows different genotypes to produce the same
81 phenotype, it can reduce the strength of selection, which might constrain local adaptation
82 (Pfennig et al. 2010). Alternatively, plasticity can allow organisms to cope with new
83 environments where they might not otherwise persist, which can result in novel selection
84 pressures that subsequently cause local adaptation (West-Eberhard 2003).

85 Despite the potential importance of local adaptation and plasticity to invasiveness (Parker
86 et al. 2003), little is known about their relative importance with respect to the spread of exotic
87 species. Most previous work has focused on invasive plants, where limited studies suggest that
88 local adaptation and phenotypic plasticity are not mutually exclusive. For example, Si et al.
89 (2014) found evidence for local adaptation and phenotypic plasticity of several growth
90 characteristics that contributed to the successful invasion of *Wedelia trilobata* across a tropical
91 island. Similarly, Godoy et al. (2011) found that local adaptation and phenotypic plasticity were
92 both involved in the successful invasion of the heavily shaded understory of South American
93 evergreen temperate rainforest by *Prunella vulgaris* (also see: Parker et al. 2003). Dybdahl and

94 Kane (2005) provided a rare example outside of plants, in which North American populations of
95 invasive freshwater snails (*Potamopyrgus antipodarum*) were found to show phenotypic
96 plasticity (but not local adaptation) for life history and growth traits that facilitated their spread.
97 In order to better understand the general mechanisms by which exotic species spread (and hence,
98 become invasive), further empirical studies of the mechanisms driving phenotypic differentiation
99 between populations of invasive species for ecologically important traits are needed.

100 The spiny water flea, *Bythotrephes longimanus* (hereafter, *Bythotrephes*), is an invasive
101 species in the Laurentian Great Lakes and many surrounding inland lakes where it negatively
102 impacts lake ecosystems due to its central position in the food web as a predator of zooplankton
103 (Bunnell et al. 2011) and prey for fish (Pothoven et al. 2007). The tail spine of *Bythotrephes* is
104 used as a morphological defense against fish predation (Barnhisel 1991a, b), and previous work
105 on five Canadian Shield lakes identified that *Bythotrephes* in lakes dominated by gape-limited
106 fish predators experience natural selection for longer distal spines (i.e. the posterior-most
107 segment of the tail spine), whereas those in lakes dominated by non-gape-limited predators
108 experience no selection on distal spine length (Miehls et al. 2014). Gape-limited predation (GLP)
109 occurs when predators cannot consume individuals of a focal prey species above a certain size
110 determined by the gape-size of the predator, and is generally expected to cause natural selection
111 for increased size in prey (Day et al. 2002; Urban 2008). In contrast, non-gape-limited predation
112 (NGLP), in which predators are not constrained by mouth size, is expected to impose no
113 selection on the size of prey (Urban 2007, 2008). Additionally, distal spine length of
114 *Bythotrephes* from Lake Michigan is heritable ($H^2 = 0.27-0.76$; Miehls et al. 2012), and
115 differences in mean distal spine length among Canadian Shield lakes were consistent with
116 differences in natural selection among lakes: *Bythotrephes* from lakes dominated by GLP were

117 found to have 17% longer distal spines compared to lakes dominated by NGLP (Miehls et al.
118 2014). These findings suggest that local adaptation might explain the observed phenotypic
119 differentiation among populations of *Bythotrephes*. However, cladocerans are commonly
120 phenotypically plastic, especially for traits involved in predator defense. For example, the
121 cladoceran *Daphnia lumholtzi* produces neonates with longer head spines when exposed to fish
122 predator kairomones (Dzialowski et al. 2003) (also see: Lüning 1992). This maternal induction
123 of offspring phenotypes in response to the maternal environment is called a maternal effect
124 (Mousseau and Fox 1998). It has also been shown that *Bythotrephes* from Lake Michigan induce
125 longer distal spines in offspring in response to warmer water temperature (but not fish
126 kairomones), which may act as an indirect cue for natural selection associated with GLP (Miehls
127 et al. 2013). It is thus plausible that local differences in distal spine length among populations of
128 *Bythotrephes* could be explained by either local adaptation in response to GLP or maternal
129 induction of longer distal spines in offspring in response to an environmental cue associated with
130 GLP.

131 In this study, we first measured *Bythotrephes* distal spine lengths and the strength of
132 natural selection on distal spine length in six Canadian Shield lakes that differed in the presence
133 or absence of GLP. We then conducted a common garden experiment (Kawecki and Ebert 2004)
134 to evaluate the hypotheses of local adaptation and phenotypic plasticity as causes of phenotypic
135 differences among these populations. Using clonal lines (Lynch and Walsh 1998), we reared
136 individuals from the six study lakes in identical conditions for two generations. We measured
137 genetic and maternal variation for distal spine length to determine broad-sense heritability for the
138 trait and maternal effects, and determined whether phenotypic differences in distal spine length
139 among populations were genetically based. If phenotypic differences among populations were

140 due to local adaptation (i.e. genetically based differentiation), we predicted that phenotypic
141 differences in distal spine length among populations would be maintained in second-generation
142 *Bythotrephes* reared in a common garden environment. Alternatively, if phenotypic differences
143 among populations were due to plasticity, we predicted that phenotypic differences among
144 populations would no longer be present in second generation *Bythotrephes*.

145 **Material and Methods**

146 *Study Species*

147 *Bythotrephes* is a predatory cladoceran zooplankter with a widespread native distribution
148 throughout the Palearctic region (Therriault et al. 2002; Colautti et al. 2005; Kim and Yan 2013),
149 which can tolerate a wide range of pH, salinity, temperature, and conductivity (Grigorovich et al.
150 1998). *Bythotrephes* was first identified in the Laurentian Great Lakes in the early 1980s
151 (Johannsson et al. 1991), and has since spread to more than 160 inland Ontario lakes, and lakes
152 in the mid-western USA (Kelly et al. 2013). In the Canadian Shield, *Bythotrephes* can be found
153 in lakes dominated by gape-limited predators, such as rainbow smelt (*Osmerus mordax*), or non-
154 gape limited predators, such as cisco (*Coregonus artedi*) (Strecker et al. 2006; Young and Yan
155 2008). Rainbow smelt are considered gape-limited predators of *Bythotrephes* because they start
156 consuming these prey at ~10 cm in length (Barnhisel and Harvey 1995), but are not significant
157 predators of *Bythotrephes* as adults (Young and Yan 2008). Alternatively, cisco are considered
158 non-gape-limited predators because they are significant predators of *Bythotrephes* as adult fish
159 (Young and Yan 2008).

160 The *Bythotrephes* caudal process (i.e. tail spine) consists of segments, the longest of
161 which is the distal spine (i.e. the section from the posterior tip of the spine to the first paired
162 articular spines; Fig. 1), which is present at birth and does not change in length with development

163 (Burkhardt 1994). Thus, the length of the distal spine cannot respond plastically to the
164 environment directly experienced by offspring, but it can be maternally induced (Miehls et al.
165 2013). Only the distal spine is present in neonates (i.e. the first instar stage), but total spine
166 length increases through development when an additional spine segment is added to the base of
167 the spine at each instar molt (Branstrator 2005). These segments are each separated by paired
168 articular spines (Fig. 1), which allow the instar stage to be identified and the length of each
169 segment to be measured separately (Yurista 1992). Like most cladocerans, *Bythotrephes* have a
170 cyclically parthenogenetic life cycle, reproducing apomictically (i.e. clonally) multiple times
171 before reproducing sexually at the end of the growing season (Yurista 1992; Branstrator 2005).
172 Apomictic reproduction produces eggs that immediately develop into young in the brood pouch,
173 whereas sexual reproduction results in resting eggs that overwinter on the lake bottom before
174 hatching the following spring (Yurista 1992; Branstrator 2005).

175 *Study Lakes*

176 *Bythotrephes* were collected from six lakes in the Muskoka district and County of
177 Haliburton in south-central Ontario (Online Resource, Fig. S1). Predation on *Bythotrephes* in
178 three of the lakes (Peninsula, Mary, and Fairy; hereafter, GLP lakes) is thought to be dominated
179 by the gape-limited fish predator, rainbow smelt, while in the three other lakes (Boshkung, Harp,
180 and Drag; hereafter, NGLP lakes) predation is thought to be dominated by the non-gape-limited
181 fish predator, cisco (Strecker et al. 2006; Young and Yan 2008; S. J. Sandstrom and N. Lester,
182 unpublished data). Although rainbow smelt are present in Boshkung Lake (Young and Yan
183 2008), cisco have been reported to be more abundant and were considered to be the dominant
184 *Bythotrephes* predator (Strecker et al. 2006; Miehls et al. 2014), so Boshkung was classified as a
185 NGLP lake (Table 1).

186 These lakes were chosen because they were invaded by *Bythotrephes* over the last 30
187 years and are characteristic of many lakes in the Canadian Shield that are dominated by rainbow
188 smelt or cisco (Strecker et al. 2006; Young and Yan 2008). They are similar to one another
189 physically (in terms of depth and water temperature) and biologically (in terms of invertebrate
190 predators, and other fish predators of *Bythotrephes*) (Hovius et al. 2006; Strecker et al. 2006;
191 Young and Yan 2008). Although Harp Lake is much smaller than the other lakes, several studies
192 have found that it is ecologically similar (Hovius et al. 2006; Strecker et al. 2006; Young and
193 Yan 2008). Five of these six lakes (excluding Drag) were previously used by Miehl et al. (2014)
194 to test for the effects of GLP on natural selection and local differences in distal spine length.
195 Miehl et al. (2014) sampled an additional lake (Kashagawigamog, NGLP) but sample sizes
196 were too low to measure natural selection. We sampled Drag Lake (NGLP) instead of
197 Kashagawigamog to balance the experimental design.

198 ***Sample Collection***

199 *Bythotrephes* were collected between 10 am and 2 pm over three days during the middle
200 of the growing season (July 29-31, 2014) using a conical zooplankton net with a 0.5 m diameter
201 opening and 363 μm mesh size. To measure distal spine lengths and natural selection for each
202 lake, *Bythotrephes* were collected with the net horizontally towed at a depth of 10-15 m, and
203 approximately 100 individuals were haphazardly chosen and immediately preserved in 95%
204 ethanol. For the common garden experiment, live *Bythotrephes* were collected using a vertical
205 net tow (instead of a horizontal tow) through the top 15 m of the water column, and 30-40
206 actively swimming individuals without pigmented brood pouches were individually isolated in
207 60 mL jars containing 50 mL of lake water filtered through a 63 μm sieve. A vertical net tow was
208 used to collect individuals for the common garden experiment because it minimizes damage to

209 the animals associated with turbulence, whereas a horizontal tow was used to collect individuals
210 to measure phenotypic differences and selection because animals could be collected in greater
211 quantity. Additionally, a vertical tow was used to account for potential differences in
212 *Bythotrephes* diel vertical migration among lakes. Diel vertical migration by *Bythotrephes* is
213 greater in lakes dominated by rainbow smelt (GLP lakes) compared to those dominated by cisco
214 (NGLP lakes) (Young and Yan 2008). However, in all our study lakes, individuals are not
215 commonly found below 15 m (Young and Yan 2008), meaning a vertical net tow of 15 m
216 provided a representative sample of all *Bythotrephes* in the water column, regardless of which
217 lake was sampled. Furthermore, we ensured that there was no difference in *Bythotrephes* distal
218 spine length between the two different towing methods (Online Resource, Appendix B). All
219 collection methods were based on those reported by Kim and Yan (2010) and Miehl et al.
220 (2014).

221 ***Common Garden Experiment***

222 We used a common garden experiment and clonal breeding design (Fig. 2) to measure
223 genetic and maternal variation for distal spine length, and to determine whether phenotypic
224 differences among populations were genetically based. During the three-day collection period,
225 all live *Bythotrephes* were maintained at the Dorset Environment Science Center (DESC, Dorset,
226 Ontario) in a climate controlled facility (20°C, 14L:10D photoperiod) in lake water filtered
227 through a 63 µm sieve from their “home” lake. Afterwards, the cultures were moved to an
228 environmental chamber at the Hagen Aqualab (University of Guelph, Guelph, Ontario) under the
229 aforementioned temperature and photoperiod and introduced to the common garden medium.
230 The medium was an autoclaved mixture of lake water filtered through a 63 µm sieve from the six
231 sampled lakes (i.e. each *Bythotrephes* was reared in water that was 1/6th of their local

232 environment). *Bythotrephes* received daily water changes and were fed *ad lib* with
233 approximately 150 *Artemia* sp. nauplii that were less than 30 h old (Miehls et al. 2012).

234 Clonal lines were initiated using 188 wild-caught individuals (28-37 per lake), and were
235 reared in the common garden through two apomictic generations (Fig. 2; Miehls et al. 2012,
236 2013). Once a female produced offspring she was preserved in 95% ethanol within 24 h. All
237 offspring were individually transferred to 60 mL jars containing 50 mL of common garden
238 medium, also within 24 h (Miehls et al. 2012). Of the 188 clonal lines, 12.2% produced second-
239 generation lab-born offspring (7-37 individuals per lake; Online Resource, Table S1). We
240 conducted a supplementary analysis to ensure that lab mortality did not bias our results (Online
241 Resource, Appendix C).

242 ***Measurement***

243 All *Bythotrephes* were photographed using a digital camera mounted to a dissecting
244 microscope (Leica MZ8, Leica Microsystems). IMAGEJ software (Abramoff et al. 2004) was
245 used to measure the length of the distal spine segment from the tip of the tail spine to the first
246 paired articular spines (Fig. 1) to the nearest 0.001 mm. Instar was assessed by counting the
247 number of paired articular spines on the total tail spine (Fig. 1).

248 ***Comparing Distal Spine Length among Natural Populations***

249 We tested for phenotypic differences in mean distal spine length among lake populations
250 using one-way ANOVA with distal spine length of wild-caught, first instar individuals as the
251 response variable and lake as the predictor, where a significant effect of lake would indicate that
252 mean distal spine length differed among lakes. For this model, Tukey's multiple comparison test
253 (Abdi and Williams 2010) was used to assess the significance of differences among pairs of
254 lakes. To determine whether there was phenotypic differentiation between predation regimes (i.e.

255 GLP vs. NGLP), we fitted a linear mixed-effects (LME) model using the *nlme* package in R
256 (Pinheiro et al. 2015) with the distal spine length of wild-caught, first instar individuals as the
257 response variable, predation regime as a fixed effect, and lake as a random effect (to account for
258 variation among lakes unrelated to predation type). In this model, a significant effect of predation
259 regime would indicate that mean distal spine length was associated with the gape-limitation of
260 the dominant fish predator. For both models, only first instar individuals were considered
261 because distal spine length at this stage represents the pre-selection phenotype; therefore, using
262 only first instar *Bythotrephes* ensured that differences in distal spine length among lakes were not
263 confounded by selection.

264 ***Measuring Natural Selection***

265 Natural selection was quantified by comparing distal spine lengths between first and
266 second instar *Bythotrephes* collected on the same day (i.e. from different cohorts). Because
267 *Bythotrephes* distal spine length does not change with development (Burkhardt 1994), a
268 difference in mean distal spine length between first and second instar individuals from different
269 cohorts represents the relationship between distal spine length and survival between first and
270 second instar stages, and not developmentally based differences. For example, an environment
271 with strong gape-limited predation should favour first instar individuals with longer distal spines
272 over those with shorter distal spines. As a result, we would expect second instar individuals from
273 that cohort (i.e. post-selection individuals) to have longer distal spines, on average, than first
274 instar individuals from a different cohort (i.e. pre-selection individuals). The magnitude and
275 direction of the difference represents the strength and direction of natural selection (Miehls et al.
276 2014). Although *Bythotrephes* develops into a third or fourth instar stage, the comparison
277 between the first two stages was assessed because the distal spine represents the entire length of

278 the spine in first instar individuals, which was the expected target of selection (Miehls et al.
279 2014).

280 We calculated selection differentials (Falconer and Mackay 1996) for each population as
281 the difference between the mean distal spine lengths for the first two instar stages (Miehls et al.
282 2014). The statistical significance of these selection differentials for each population was
283 assessed using Welch *t*-tests (two-tailed). In these analyses, a statistically longer mean distal
284 spine for second instar individuals compared to first instar individuals would indicate significant
285 selection for longer distal spines in that lake. Additionally, to compare to other published
286 estimates of selection, standardized selection differentials (i.e. selection intensities) were
287 calculated by dividing the selection differential for a lake by the standard deviation of distal
288 spine length for first and second instar animals from that lake (Miehls et al. 2014).

289 To statistically test whether selection on distal spine length differed among lakes, we
290 used two-way ANOVA with distal spine length of wild-caught first and second instar animals as
291 the response variable, lake and instar as predictors, and a lake-by-instar interaction. In this
292 model, a significant effect of instar would indicate that there was selection on distal spine length
293 irrespective of lake; a significant effect of lake would indicate that distal length differs by lake
294 irrespective of selection; and a significant lake-by-instar interaction would indicate that selection
295 differs among lakes. To determine whether selection varied consistently with predation regime,
296 we fitted a LME model with distal spine length of wild-caught, first and second instar animals as
297 the response variable, predation regime, instar, and a predation regime-by-instar interaction as
298 fixed effects, and lake as a random effect. In this model, a significant effect of instar would
299 indicate that there was selection on distal spine length irrespective of predation regime; a
300 significant effect of predation regime would indicate that distal length differs by predation

301 regime irrespective of selection; and a significant predation regime-by-instar interaction would
302 indicate that selection depended on the gape limitation of the dominant fish predator.

303 ***Determining Genetically Based Differences among Populations***

304 We reared *Bythotrephes* from all study lakes in a laboratory setting under identical
305 conditions for two generations to eliminate phenotypic differences among populations that may
306 be expressed as a result of environmental heterogeneity among lake populations, including
307 maternal effects (Mousseau and Fox 1998). As aforementioned, the *Bythotrephes* distal spine is
308 present at birth and its length does not change with development (Burkhardt 1994). Therefore,
309 the distal spine lengths of second-generation lab-born individuals are expressed in response to
310 the common lab environment experienced by their mothers, and any remaining differences
311 among populations should be genetically based (assuming negligible grand-maternal effects).

312 To statistically determine whether phenotypic differences in distal spine length among
313 lakes were genetically based, we fitted a LME model with distal spine length of second-
314 generation individuals as the response variable, lake as a fixed effect, and clonal subline nested
315 within clonal line as random effects. In this model, a nonsignificant effect of lake would indicate
316 that distal spine length was not genetically differentiated among lakes, which would be
317 consistent with a phenotypic plasticity hypothesis. Alternatively, a significant effect of lake
318 would indicate that local differences in distal spine length were genetically based, and could thus
319 reflect local adaptation in response to GLP.

320 ***Estimating Broad-sense Heritability and Maternal Effects***

321 The clonal breeding design that we used (Fig. 2) allowed for the quantification of genetic
322 (V_G), maternal (V_M), and environmental (V_E) variance components for distal spine length (Lynch
323 and Walsh 1998; Miehls et al. 2012). We fitted a LME model with distal spine length of second-

324 generation lab-born individuals as the response variable, the intercept as the only fixed effect,
325 and clonal subline nested within clonal line as random effects. In an additional model, lake was
326 included as a fixed effect but this did not alter our conclusions (Online Resource, Table S2). In
327 this breeding design, the variance in distal spine length among clonal lines estimates genetic
328 variance, the variance among sublines within clonal lines estimates maternal variance, and the
329 variance within sublines estimates environmental variance. Note, because *Bythotrephes* distal
330 spine length is fixed from birth, the variance within sublines (i.e. environmental variance) must
331 be due to small scale environmental differences within the brood pouch of the mother during
332 development. Similarly, variance in distal spine length among sublines (i.e. maternal variance)
333 could be confounded by environmental differences within the brood pouch of the grandmother
334 during development of the mothers, or subtle differences experienced by the mothers in the lab.
335 To assess the significance of the variance components, we obtained 95% confidence intervals
336 around the random effects (Pinheiro and Bates 2000) and conducted model comparisons using
337 likelihood ratio tests (see *Assessing the Significance of Random Effects*) (Miehls et al. 2014). We
338 calculated broad-sense heritability (H^2) as the ratio of among-line variance to the total
339 phenotypic variance (i.e. the sum of the among-line, among-subline, and within-subline
340 variances), and calculated maternal effects (m^2) as the ratio of among-subline variance to the
341 total phenotypic variance.

342 *Assessing the Significance of Random Effects*

343 For all LME models, the statistical significance of the random effects was assessed
344 through model comparisons using likelihood ratio tests in which the change in the log-likelihood
345 between the more complex model and the simpler model was assumed to follow a chi-squared
346 distribution where the degrees of freedom were equal to the difference in the number of

347 parameters between the more complex and simpler models ($df = 1$ in all cases here). For models
348 with one random effect, we fitted one additional model with the same fixed effects but without
349 the random effect. The significance of the random effect was assessed by comparing these two
350 models. For nested models (i.e. models with multiple nested random effects), we fitted additional
351 models with the same fixed effects but with successively fewer random effects, starting with the
352 removal of the most nested random effect. The significance of a random effect was assessed by
353 comparing the model that included the random effect of interest to the simpler model without
354 that random effect. All statistical analyses were conducted using R version 3.2.2 (R Core Team
355 2015). The statistical assumptions of homoscedasticity and normality were met for all models.

356 **Results**

357 *Mean Distal Spine Lengths of Natural Populations*

358 The mean distal spine length of all wild-caught, first instar individuals was 5.80 ± 0.02
359 mm (mean \pm SE, SD = 0.33 mm). Mean distal spine length differed among lakes (ANOVA:
360 $F_{4,225} = 17.1$, $P < 0.001$), but did not differ by predation regime (Table 2; Fig. 3). Specifically,
361 populations in Peninsula Lake (GLP) and Boshkung Lake (NGLP) had significantly longer distal
362 spines than populations in Mary Lake (GLP), Fairy Lake (GLP) and Harp Lake (NGLP) (Tukey
363 HSD: $P < 0.003$). There was no difference in mean distal spine length between the Peninsula and
364 Boshkung populations (Tukey HSD: $P = 0.913$) and no differences among the Mary, Fairy, and
365 Harp populations (Tukey HSD: $P > 0.244$). No first instar animals were collected from Drag
366 Lake.

367 *Natural Selection*

368 Differences in distal spine length between first and second instar *Bythotrephes* differed
369 by lake (i.e. a significant lake-by-instar interaction; ANOVA: $F_{4,459} = 3.5$, $P = 0.008$; Fig. 3),

370 indicating that strength of natural selection differed among populations in the study lakes.
371 However, differences in selection among lakes were not consistently related to predation regime
372 (i.e. a nonsignificant predation regime-by-instar interaction; Table 4). Of the GLP lakes, there
373 was significant directional selection for increased distal spine length in Mary and Fairy (i.e. the
374 mean distal spine length in second instar individuals was larger than that of first instar
375 individuals), but selection on distal spine length in Peninsula was not significant. Of the NGLP
376 lakes, selection was not significant in Harp, but there was significant directional selection for
377 increased distal spine length in Boshkung (Table 3). Natural selection could not be assessed for
378 Drag Lake because no first instar animals were collected from this lake.

379 *Common Garden Experiment*

380 The mean distal spine length of second-generation individuals was 5.06 ± 0.04 mm
381 (mean \pm SE, SD = 0.39 mm), approximately 87% of the mean length observed in wild-caught
382 individuals. Mean distal spine length of second-generation lab-born individuals did not differ
383 among lakes (Table 5; Fig. 4). There was, however, significant genetic variation in *Bythotrephes*
384 distal spine length, corresponding to a H^2 estimate of 0.24. Likewise, there was significant
385 maternal variation in distal spine length, corresponding to a m^2 estimate of 0.61 (Table 6).

386 **Discussion**

387 The goal of this study was to determine whether phenotypic differences in distal spine
388 length among populations of *Bythotrephes* in Canadian Shield lakes could be explained by local
389 adaptation or phenotypic plasticity. We found that *Bythotrephes* from two study lakes (Peninsula
390 and Boshkung) had long mean distal spine lengths compared to those from three other study
391 lakes (Mary, Fairy, and Harp); however, the mean distal spine lengths of second-generation lab-
392 born individuals reared in a common environment did not differ among populations (Fig. 4).

393 Differences in distal spine length among populations were, therefore, a result of phenotypic
394 plasticity in response to the maternal environment, and not local adaptation, despite spatially
395 variable selection on this heritable trait. In view of *Bythotrephes* high dispersal capacity, the
396 ability to plastically adjust distal spine length to local biotic conditions is consistent with the
397 invasion success of this species over a relatively short time period.

398 The absence of genetically based differences in distal spine length among *Bythotrephes*
399 populations was surprising because natural selection varied among populations. Specifically, we
400 identified significant selection for longer distal spines in two of three GLP lakes (Mary and
401 Fairy, but not Peninsula) and one of two NGLP lakes (Boshkung, but not Harp). A recent review
402 of selection in wild populations identified that the median magnitude of directional selection
403 (measured as the absolute value of standardized linear selection gradients) for survival was 0.08
404 (Kingsolver and Diamond 2011). Selection on *Bythotrephes* distal spine length that we measured
405 in the three lakes with significant selection (Mary: $i = 0.71$; Fairy: $i = 0.74$; Boshkung: $i = 0.82$;
406 Table 3) was thus very strong, falling within the top 10% of previously reported estimates
407 (Kingsolver et al. 2001). Although Kingsolver and Diamond's (2011) review reported selection
408 using standardized selection gradients and we reported standardized selection differentials, these
409 selection metrics have been found to often be similar in magnitude (Kingsolver and Diamond
410 2011). Miehl et al. (2014) also found strong selection for increased distal spine length in
411 *Bythotrephes* in Mary Lake ($i = 0.79$) and Fairy Lake ($i = 0.53$) in the summer of 2008,
412 suggesting that selection on *Bythotrephes* distal spine length in these lakes has been consistently
413 strong.

414 Directional selection for increased distal spine length (which was observed in three of
415 five lakes) should cause an evolutionary response if the trait is heritable (Falconer and Mackay

416 1996). We found significant genetic and maternal variation for *Bythotrephes* distal spine length,
417 corresponding to a moderate broad-sense heritability and large maternal effect (Table 6;
418 Mousseau and Roff 1987), which are the first such estimates for *Bythotrephes* in Canadian
419 Shield lakes. Our estimates of genetic variation and heritability for *Bythotrephes* distal spine
420 length were very similar to previous estimates in Lake Michigan in July ($V_G = 0.06$, $H^2 = 0.27$;
421 Miehl et al. 2012), indicating that most of the genetic variation in distal spine length has been
422 maintained since *Bythotrephes* invasion from the Laurentian Great Lakes, and that the spread of
423 *Bythotrephes* has not limited their potential for adaptive evolution. Despite this adaptive
424 potential, and significant differences in selection among lakes, we found no evidence of genetic
425 differentiation for distal spine length among populations of *Bythotrephes*. Previous work on
426 *Bythotrephes* used historic and contemporary wild-caught animals and remnant distal spines
427 retrieved from sediment cores to test for a response to selection on distal spine length since
428 *Bythotrephes* invasion of Lake Michigan, and found little evidence of phenotypic change through
429 time (Miehl et al. 2015). Together, our results and those of Miehl et al. (2015) provide clear
430 examples of selection on a heritable trait not leading to an evolutionary response temporally (in
431 Lake Michigan) or spatially (in these Canadian Shield lakes).

432 There are several reasons why selection on a heritable trait may not cause evolutionary
433 change (i.e. evolutionary stasis; Merilä et al. 2001). For example, temporal fluctuations in
434 selection can influence the direction and strength of selection overall (Siepielski et al. 2009; Bell
435 2010; Kingsolver and Diamond 2011). In GLP lakes, predation risk for *Bythotrephes* increases
436 through the growing season because juvenile gape-limited fish grow from sizes too small to
437 consume any *Bythotrephes* to sizes that can consume some *Bythotrephes* depending on gape-size
438 (Straile and Halbach 2000; Branstrator 2005; Pothoven et al 2012; Miehl et al. 2015). Our study

439 only looked at a single snapshot of selection for each study lake, but previous work on
440 *Bythotrephes* in Lake Michigan found strong temporal variation in selection within a growing
441 season, which reduced net selection (Miehls et al. 2015). Selection might also fluctuate across
442 years. Miehls et al. (2014) found significant selection for increased distal spine length in
443 Peninsula, Mary, and Fairy (GLP lakes; $i = 0.20-0.79$) in 2008, but no selection in Boshkung and
444 Harp (NGLP lakes) in 2008, whereas we found significant selection in Mary, Fairy, and
445 Boshkung ($i = 0.71-0.82$; Table 3), but no selection in Peninsula and Harp in 2014.

446 It is also possible that *Bythotrephes* experience a tradeoff between components of fitness
447 (i.e. survival vs. fecundity; Roff 2002) or that selection varies among life stages (Schluter et al.
448 1991) such that our selection estimates based on a fitness component (i.e. survival between first
449 and second instar) does not represent overall selection. Previous work suggested that
450 *Bythotrephes* exhibit a tradeoff between clutch size and offspring distal spine length (i.e. females
451 that produced offspring with longer distal spines had smaller clutches; Straile and Halbach 2000;
452 Pothoven et al. 2003; Miehls et al. 2013), which means that viability selection favouring longer
453 distal spines could be opposed by fecundity selection favouring shorter distal spines. Lastly, we
454 measured selection between first and second instar individuals, but selection on later instar stages
455 is likely to occur on the length of the total spine, rather than just the distal spine (Fig. 1), which
456 might reduce the strength of selection on distal spine length if selection on the total spine is
457 weaker or in the opposite direction (see Miehls et al. 2015 for further discussion of potential
458 causes of stasis in *Bythotrephes*).

459 In contrast with previous findings (i.e. Miehls et al. 2014), the differences among lakes in
460 mean distal spine length and selection that we observed were inconsistent with GLP as an agent
461 of selection. In particular, our results from two lakes did not match our expectations. First, the

462 population in Peninsula Lake (GLP) had a long mean distal spine length, but weak selection
463 (Table 3; Fig. 3). It is possible that individuals from Peninsula did not experience selection
464 because distal spine lengths were already long enough to provide defense against GLP.
465 Comparing GLP lakes, individuals from Fairy had the shortest mean distal spines (5.54 mm) but
466 the strongest selection ($i = 0.74$), whereas individuals from Peninsula had the longest mean distal
467 spines (5.87 mm) but the weakest selection ($i = 0.03$; Fig. 3; see also Miehls et al. 2014). These
468 results suggest the possibility of a threshold distal spine length that provides refuge from GLP,
469 which is consistent with “hard” natural selection (Wallace 1975).

470 The second unexpected finding was that the *Bythotrephes* in Boshkung Lake had long
471 distal spines and experienced strong selection, despite Boshkung being classified as a NGLP lake
472 (Table 3; Fig. 3). The most obvious explanation for this finding is that Boshkung may no longer
473 be dominated by NGLP. Rainbow smelt (the dominant gape-limited fish predator) were
474 previously found to be present in Boshkung (Young and Yan 2008), but cisco (the dominant non-
475 gape-limited fish predator) were thought to be the dominant predator of *Bythotrephes* (Table 1;
476 Strecker et al. 2006; Miehls et al. 2014). Unfortunately, there has not been a recent fish survey of
477 Boshkung to provide further insights into whether the strong selection measured in this study
478 could be explained by an increase in the abundance of smelt relative to cisco since the last
479 survey. Interestingly, Miehls et al. (2014) also found that the *Bythotrephes* population in
480 Boshkung had a longer mean distal spine length compared to Harp (a NGLP lake with no smelt),
481 but their primary analysis yielded no evidence of selection. However, an alternative analysis
482 found the occurrence of reasonably strong (though statistically insignificant) selection ($i = 0.46$)
483 that was stronger than selection in Peninsula (GLP) ($i = 0.32$), which is somewhat consistent
484 with our findings. More recent fish surveys in Boshkung Lake will be needed to determine

485 whether Boshkung is in fact a GLP lake, and more replication of NGLP and GLP lakes will be
486 needed to assess the importance of gape-limited predation as an agent of selection on
487 *Bythotrephes* distal tail spine length.

488 It is also possible that natural selection is affected not only by the presence of gape-
489 limited predators, but also by the behavioural exposure of *Bythotrephes* to gape-limited
490 predators. While adult rainbow smelt are typically in the hypolimnion (Evans and Loftus 1987),
491 gape-limited predation of *Bythotrephes* by smelt is due to smaller size classes of smelt (Barnhisel
492 and Harvey 1995) that are often in shallower water (Evans and Loftus 1987). Diel vertical
493 migration provides a possible refuge from visual predators in the epilimnion during the daytime,
494 which might also affect exposure to gape-limited smelt and hence natural selection on distal
495 spine length. Young and Yan (2008) found that lakes containing cisco reduced diel vertical
496 migration of *Bythotrephes* compared to lakes without cisco. Increased diel vertical migration in
497 lakes without cisco (i.e. GLP lakes) might, therefore, have weakened natural selection on distal
498 spine length from gape-limited predation below what it might otherwise be in the absence of this
499 behavioural refuge. In contrast, reduced diel vertical migration in response to cisco might have
500 enhanced the exposure of *Bythotrephes* to the small number of gape-limited smelt reported to be
501 in Boshkung Lake, which could provide a possible explanation for the stronger than expected
502 natural selection in that lake. The degree to which our estimates of natural selection were
503 affected by diel vertical migration cannot be known, but it is clear that natural selection on
504 *Bythotrephes* distal spine length will depend on both the presence and behavioural exposure to
505 gape-limited predators.

506 Overall, our results strongly support the hypothesis that phenotypic differences among
507 *Bythotrephes* populations in these study lakes are a result of plasticity, but the way in which

508 plasticity causes these differences remains unclear. In general, there are two ways in which
509 plasticity can result in the phenotypic differences among populations that we observed (Fig. 3).
510 First, it is possible that the reaction norm for distal spine length is the same in all populations,
511 and that phenotypic differences among populations are a result of differences in the level of an
512 environmental cue among lakes (Fig. 5a). Alternatively, phenotypic differences among
513 populations of *Bythotrephes* could have resulted from the evolution of different reaction norm
514 slopes among lakes in response to spatial variation in selection (Fig. 5b).

515 The environmental cue that caused the plastic response that we observed is also unclear.
516 Our finding that the mean distal spine length of common garden *Bythotrephes* was smaller than
517 that of wild caught *Bythotrephes* for all lakes (Fig. 4) suggests that the cue was not present in the
518 water that we collected to create the common garden medium. Had the cue been present in the
519 common medium, we would have expected the phenotypes from lab-reared *Bythotrephes* to
520 converge on an intermediate phenotype (Fig. 5a), or to maintain phenotypic differences among
521 lake populations as observed in wild-caught animals (Fig. 5b). Miehl et al. (2013) found that
522 *Bythotrephes* from Lake Michigan induce longer tail spines in their offspring in response to
523 warmer water temperature, and the water temperature in our common environment (20°C) was
524 slightly lower than lake temperatures at the time of collection (range = 20.5°C to 21.7°C; Table
525 1). However, the magnitude of the differences in water temperature among lakes were quite
526 small (Table 1), and these temperature differences were inconsistent with phenotypic differences
527 in distal spine length among lakes. For example, among GLP lakes, Fairy and Mary had shorter
528 mean distal spine lengths than Peninsula, but water temperature was cooler in Mary (21.2°C) and
529 warmer in Fairy (21.7°C) compared to Peninsula (21.5°C). Miehl et al. (2013) also found that
530 *Bythotrephes* distal spine length did not change in response to kairomones from yellow perch

531 (*Perca flavescens*), so it is unlikely that differences in the presence or concentration of fish
532 kairomones among Canadian Shield lakes caused the observed phenotypic differences. It is
533 possible that *Bythotrephes* respond to kairomones of specific fish species (as opposed to fish
534 kairomones in general) and that this cue somehow degraded in the lab, but this cue would need to
535 be specific to gape-limited predators for which the induction of longer distal spines would be
536 beneficial, and not a generic cue of predation risk (Miehls et al. 2013). Clearly, further work is
537 needed to identify the causes of phenotypic differences in distal spine lengths among lakes. This
538 would involve identifying the environmental variable causing plastic responses in distal spine
539 lengths as well as the degree to which this plasticity varies among lakes.

540 In conclusion, we have demonstrated that phenotypic differences in a key trait involved
541 in interspecific interactions are a result of phenotypic plasticity and not local adaptation, despite
542 spatially variable selection on a heritable trait. This evolutionary stasis (Merilä et al. 2001) serves
543 as a reminder that adaptation cannot be inferred from phenotypic divergence even when this
544 divergence is consistent with natural selection. Furthermore, this finding highlights the potential
545 importance of phenotypic plasticity as a mechanism by which invasive species might respond to
546 environmental heterogeneity (e.g. Dybdahl and Kane 2005). General lessons about the
547 importance of local adaptation and phenotypic plasticity to the spread of exotic species, however,
548 require further explicit tests of their relative importance across a wider range of taxa.

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693 **Tables**

Table 1. Field information, dominant predation regime, categorical predator abundance, and water temperature at the time of sampling for each lake from which *Bythotrephes longimanus* were sampled.

Lake	Sample Date	GPS Coordinates	Dom. Pred.	Smelt Abund.	Cisco Abund.	Temp. (°C)
Peninsula	July 28, 2014	45°21.1'N, 79°06.1'W	GLP	M	A	21.5
Mary	July 29, 2014	45°13.5'N, 79°16.2'W	GLP	M	A	21.2
Fairy	July 29, 2014	45°19.4'N, 79°11.3'W	GLP	M	A	21.7
Boshkung	July 30, 2014	45°03.1'N, 78°43.3'W	NGLP	L	M	20.5
Harp	July 28, 2014	45°22.5'N, 79°08.1'W	NGLP	A	H	21.0
Drag	July 30, 2014	45°05.2'N, 78°24.2'W	NGLP	N/A	N/A	20.5

GLP = lake dominated by gape-limited predation (i.e. rainbow smelt); NGLP = lake dominated by non-gape-limited predation (i.e. cisco). Categorical fish abundances were not available for Drag Lake. Water temperature was taken 1 m below the surface immediately prior to sampling.

Sources: S. J. Sandstrom and N. Lester, Ontario Ministry of Natural Resources (unpublished data), Strecker et al. (2006), Young and Yan (2008).

694

Table 2. The mean distal spine length of wild-caught *Bythotrephes longimanus* did not differ between predation regimes (i.e. GLP vs. NGLP).

Fixed	<i>F</i>	df	<i>P</i>
Predation Regime	0.001	1,3	0.979
Random	σ^2	χ^2_1	<i>P</i>
Lake	0.06	37.3	< 0.001

Results are reported for a linear mixed-effects model in which only the distal spine lengths of first instar individuals were included as the response variable. The significance of the lake random effect was assessed using a likelihood ratio test that compared the model to a model with the same fixed effect but with no random lake effect. *F* = *F*-statistic; df = degrees of freedom; *P* = *P*-value; σ^2 = among-lake variance; χ^2_1 = Chi-square value with 1 degree of freedom.

695

Table 3. Natural selection on *Bythotrephes longimanus* distal spine length in lakes where fish predation was dominated by gape-limited predation (GLP) or non-gape-limited predators (NGLP).

Predation	Lake	t	df	P	S	95% CI of S		SD	i
						Lower	Upper		
GLP	Peninsula	0.17	116	0.868	0.01	-0.09	0.11	0.28	0.03
	Mary	3.31	68	0.002	0.19	0.07	0.30	0.26	0.71
	Fairy	3.15	51	0.003	0.21	0.08	0.35	0.29	0.74
NGLP	Boshkung	3.33	28	0.002	0.28	0.11	0.45	0.34	0.82
	Harp	0.30	8	0.769	0.03	-0.21	0.27	0.24	0.13

Selection was measured as the difference in mean distal spine length between second instar animals and first instar animals for each population. Selection for Drag Lake could not be calculated because no first instar animals were collected. t and P are derived from t-tests comparing distal spine length of first and second instar animals. $t = t$ -statistic; df = degrees of freedom; $P = P$ -value; S = selection differential; CI = confidence interval; SD = pooled standard deviation for first and second instar individuals; i = standardized selection differential (i.e. selection intensity).

696

Table 4. Natural selection on *Bythotrephes longimanus* distal spine length did not differ between predation regimes (i.e. GLP vs. NGLP).

Fixed	F	df	P
Predation Regime	0.1	1,3	0.819
Instar	21.9	1,462	< 0.001
Predation Regime-by-Instar	1.6	1,462	0.204
Random	σ^2	χ^2_1	P
Lake	0.08	129.9	< 0.001

Results are reported for a linear mixed-effects model in which only the distal spine lengths of first and second instar individuals were included as the response variable. The significance of the lake random effect was assessed using a likelihood ratio test that compared the model to a model with the same fixed effects but with no random lake effect. $F = F$ -statistic; df = degrees of freedom; $P = P$ -value; σ^2 = among-lake variance; χ^2_1 = Chi-square value with 1 degree of freedom.

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Table 5. The mean distal spine length of second-generation lab-born *Bythotrephes longimanus* did not differ among lakes.

Fixed	F	df	P
Lake	0.6	5,17	0.724
Random	σ^2	χ^2_1	P
Subline nested within line	0.10	62.2	< 0.001
Line	0.05	22.2	< 0.001

Results are reported for a linear mixed-effects model in which only the distal spine lengths of second-generation lab-born individuals were included as the response variable. The significance of the random effects was assessed using likelihood ratio tests that compared models with successively fewer random effects. $F = F$ -statistic; df = degrees of freedom; $P = P$ -value; $\sigma^2 =$ variance; $\chi^2_1 =$ Chi-square value with 1 degree of freedom.

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Table 6. Genetic (V_G), maternal (V_M), and environmental (V_E) variance components, broad-sense heritability (H^2), and maternal effects (m^2) for *Bythotrephes longimanus* distal spine length in Canadian Shield lakes from which *Bythotrephes* were sampled.

Component	σ^2	95% CI of σ^2		H^2	m^2
		Lower	Upper		
V_G	0.039	0.008	0.192	0.238	0.612
V_M	0.099	0.050	0.197		
V_E	0.024	0.017	0.035		

Variance components were estimated from second-generation lab-born offspring in a common garden clonal analysis where the variance in distal spine length among clonal lines is the genetic variance (V_G), the variance among sublines within clonal lines is the maternal variance (V_M), and the variance within sublines is the environmental variance (V_E). Variance components were extracted from a linear mixed-effects model with the intercept as the only fixed effect. Likelihood ratio tests indicated that the variance in distal spine length among clonal lines ($\chi^2_1 = 19.2$, $P < 0.001$) and the variance among sublines within lines ($\chi^2_1 = 61.4$, $P < 0.001$) were statistically significant. $\sigma^2 =$ variance; CI = confidence interval.

699

700 **Figure Legends**

701 **Fig. 1.** Photograph of *Bythotrephes longimanus*. The total tail spine (solid line) is composed of
702 several segments. The distal spine segment (i.e. the section from the posterior tip of the spine to
703 the first paired articular spines) is present at birth and does not grow. Total spine length increases
704 during development through the production of additional spine segments at each instar molt. The
705 photographed individual can be identified as a second instar animal because it has two spine
706 segments separated by two pairs of articular spines.

707 **Fig. 2.** Schematic diagram of *Bythotrephes longimanus* clonal analysis design. Wild-caught
708 individuals were used to initiate clonal lines. All offspring from wild-caught individuals (first
709 generation lab-born) were used to initiate clonal sublines. Distal spine length measurements of
710 second-generation lab-born animals were analyzed to estimate variance components and to
711 determine if populations were genetically differentiated. The variance in distal spine length
712 among clonal lines represents the genetic variance (V_G), the variance among sublines within
713 clonal lines represents maternal variance (V_M), and the variance among individuals within clonal
714 sublines is the environmental variance (V_E). This figure is modified from Lynch and Walsh
715 (1998) and Miehl et al. (2012).

716 **Fig. 3.** Mean distal spine length of first and second instar wild-caught *Bythotrephes longimanus*
717 for all study lakes. Mean distal spine lengths for first instar animals labelled with different letters
718 were significantly different from one another (Tukey HSD: $P < 0.003$). The difference in mean
719 distal spine length between first and second instars represents the selection differential for that
720 lake. Asterisks represent significant directional selection for increased distal spine length for that
721 lake (Welch t -tests: $P < 0.003$; Table 3). No first instar animals were collected from Drag Lake.

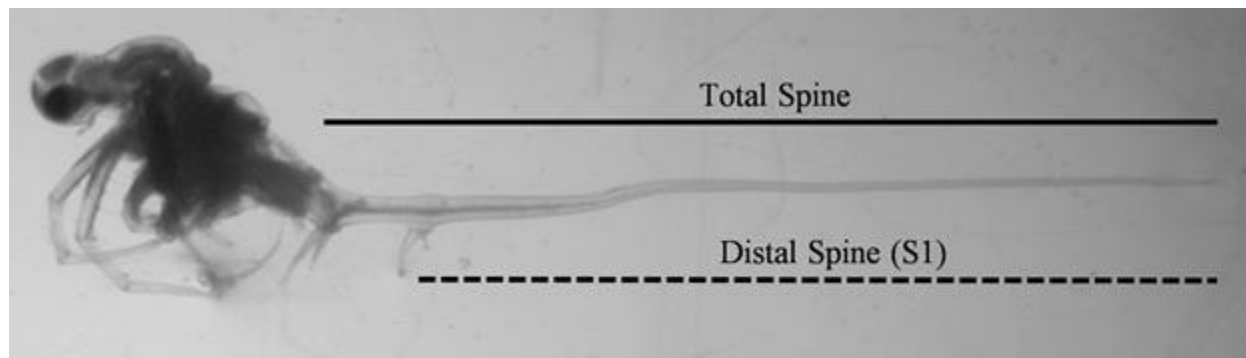
722 The number in each bar represents the sample size for that lake. Error bars represent ± 1 standard
723 error.

724 **Fig. 4.** Mean distal spine length of wild-caught *Bythotrephes longimanus* and second-generation
725 lab-born *Bythotrephes* for all study lakes. The mean distal spine length of second-generation lab-
726 born individuals did not significantly differ among lakes (Table 5). Wild-caught animals were all
727 first instar individuals so differences among lakes were not confounded by selection. The number
728 in each bar represents the sample size for that lake. Error bars represent ± 1 standard error.

729 **Fig. 5.** (a) Hypothetical reaction norm for *Bythotrephes longimanus* in Canadian Shield lakes if
730 the reaction norm for distal spine length is the same in all study populations. The “lab” value is
731 the mean distal spine length for second-generation lab-born individuals pooled across lakes. The
732 white triangle represents the mean phenotype that would be expected for lab-reared *Bythotrephes*
733 if the environmental cue for plasticity was present in the common garden medium. (b)
734 Hypothetical reaction norms for *Bythotrephes longimanus* populations from each study lake if
735 populations evolved different reaction norm slopes in response to spatial variation in selection.

1 **Figures**

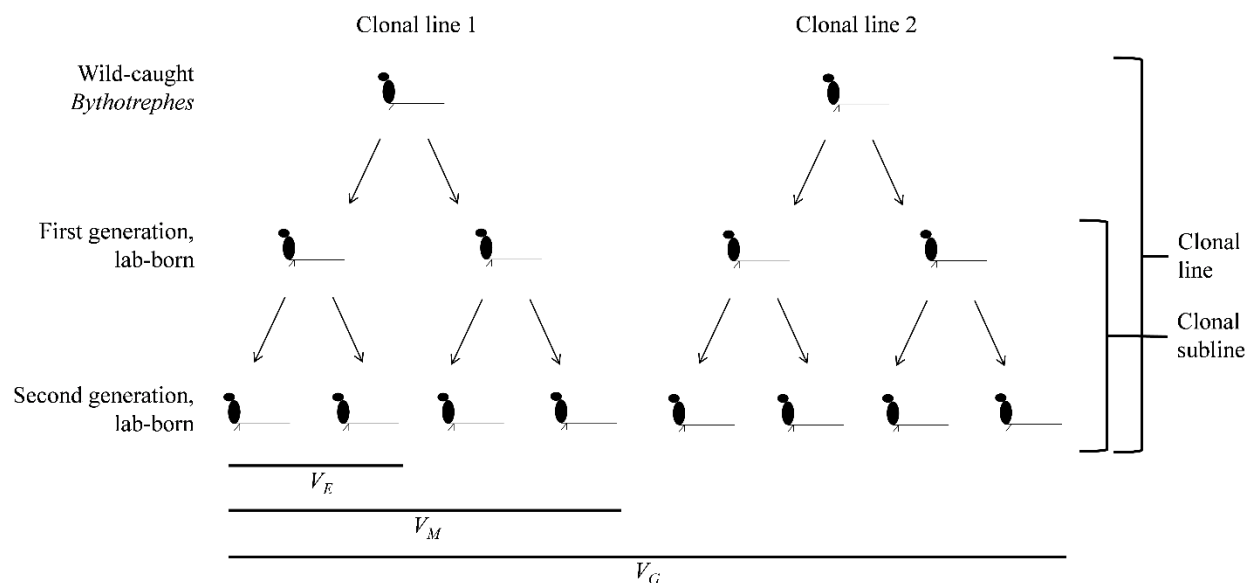
2 **Figure 1**



3

4 (Graphic created using Adobe Photoshop CC 2015.1)

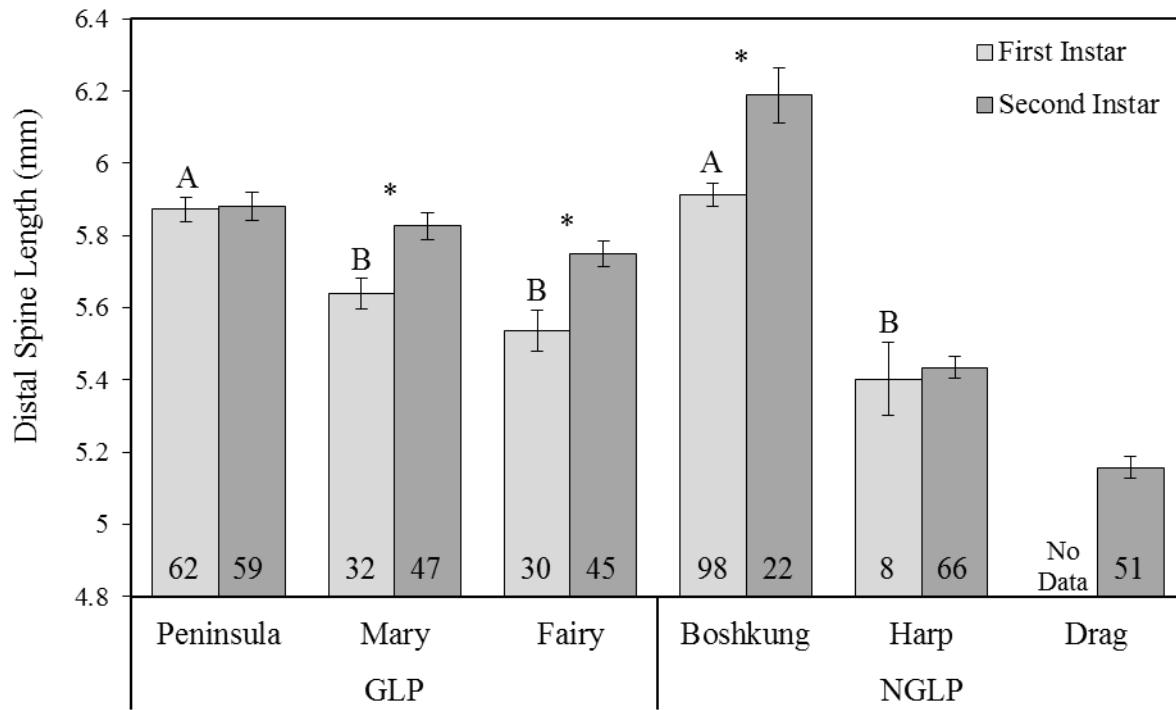
5 **Figure 2**



6

7 (Graphic created using Microsoft PowerPoint 2013)

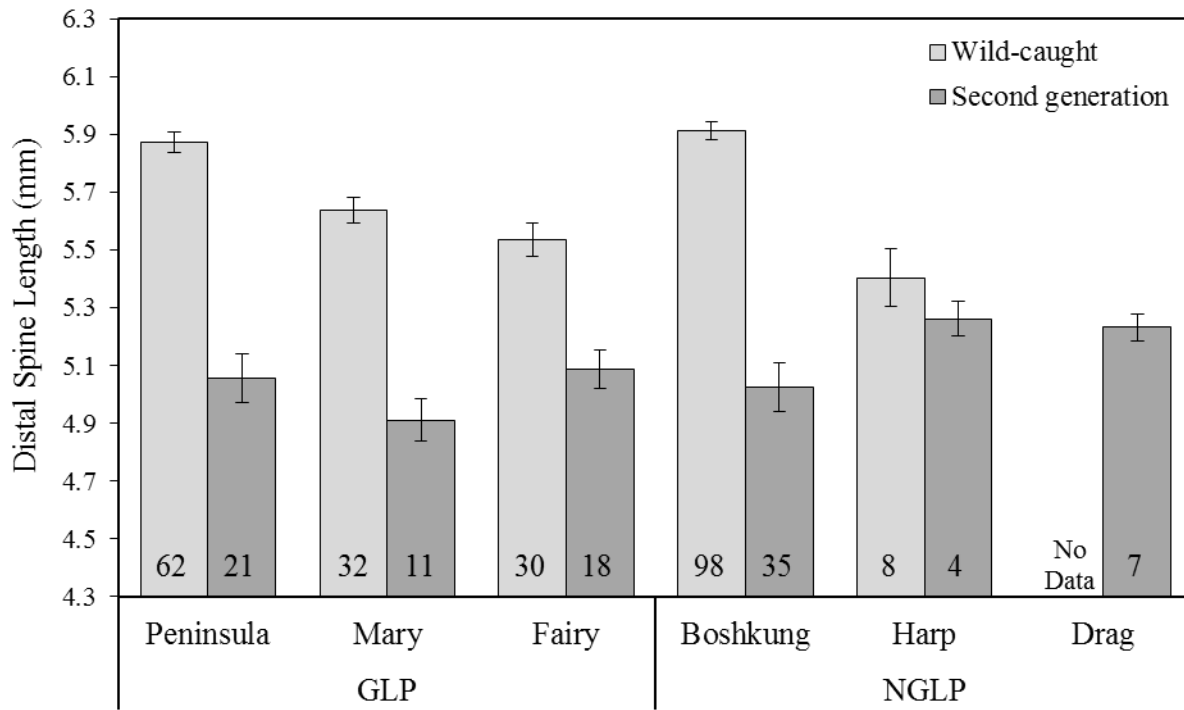
8 **Figure 3**



9

10 (Graphic created using Microsoft Excel 2013)

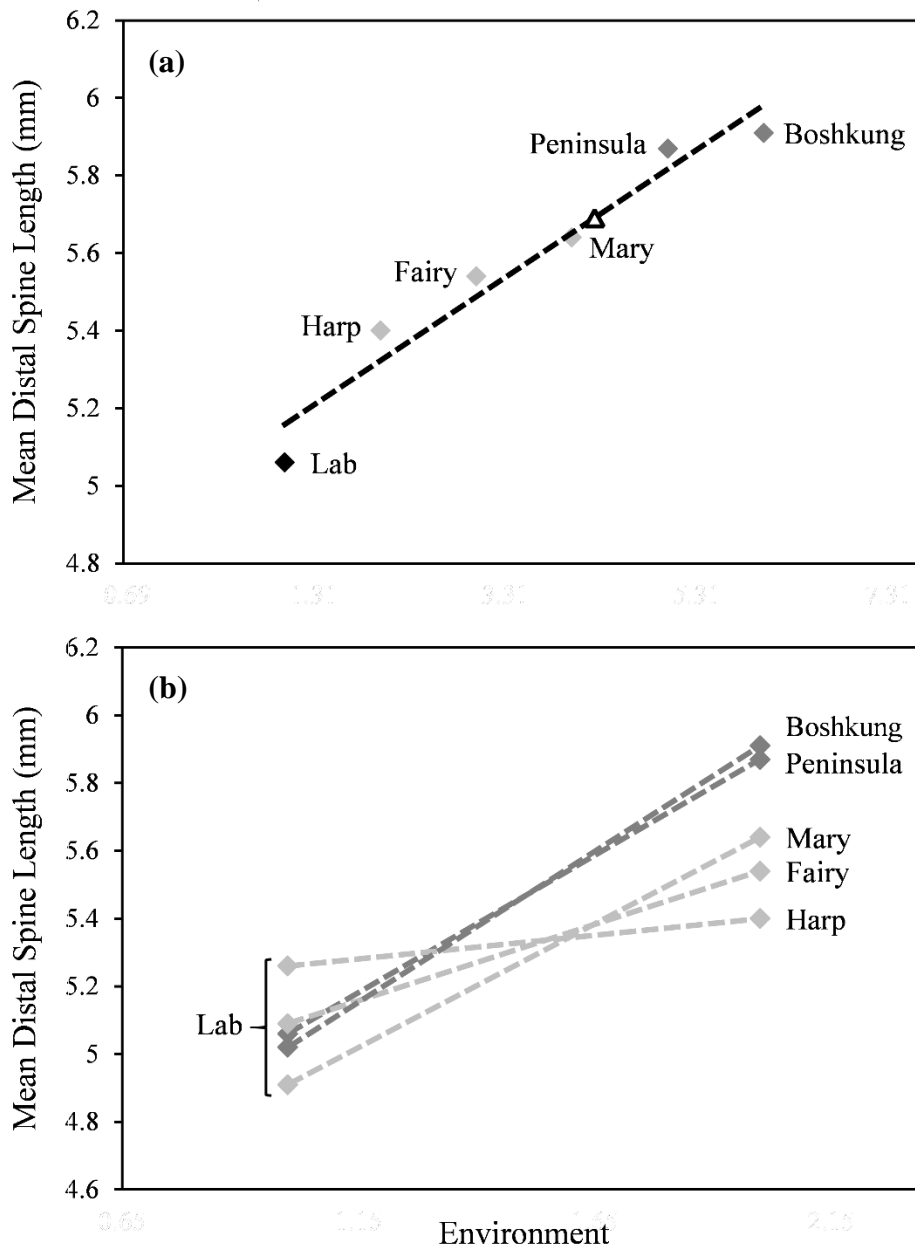
11 **Figure 4**



12

13 (Graphic created using Microsoft Excel 2013)

14 **Figure 5**



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16 (Graphic created using Microsoft Excel 2013)