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Merry Christmas from the
Headquarter's Office!!



Deadline for the January 2005 SRM Member Resource News

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15th of December for the January issue of the newsletter.

Reflections About Elections and Future Directions

By Larry Howery, Advisory Council Chair

As I write this it has been exactly one week since our country's national election results were finalized. It has been nearly two weeks since the "polls have closed" for the SRM parent society election that will select a new 2nd Vice President and two new board members. Many of you have or will soon be voting for new leaders within your SRM section. In Fort Worth in February 2005, new chairs will be elected to provide leadership to SRM Committees and to the Advisory Council. The people have spoken in the national election and we will soon learn the results from SRM's section and parent society elections.

Elections present a unique privilege and opportunity for individuals who live in a free society to impact the future direction of our country, our states, our cities and town councils, and of course, our professional societies. In reading the recent candidate statements at the parent society level, I was impressed by some of the beliefs and philosophies articulated by these fine professionals who have graciously volunteered their time to run for office and to serve SRM. I hope you took the time to read their statements in their entirety before you returned your ballot. In keeping with the theme of this election year, here is a smattering of "sound bites" from the candidates' statements that struck a chord with me.

- "I will encourage a blending of SRM tradition with new opportunities and I will expect your assistance, involvement, and ideas as we move forward. Our success will not be comprised of only our technical skills, equipment and manuals, but to our unified dedication to the same purpose" (Dennis Phillippi, Candidate for SRM 2nd Vice President).
- "Linked by a common dream to see our range resources healthy and secure, (SRM's) diversity sets a backdrop for cooperation, innovation and understanding that is frankly staggering. One of the nicest aspects is that opinion, information and ideas are shared without an underlying concern that to remain congenial we have to agree; rather we merely need to be respectful" (Greg Tegart, Candidate for SRM 2nd Vice President).
- "Increasing numbers of private sector practitioners in the coming years will provide opportunities to SRM to influence the practice of rangeland management, both in terms of policies and performance standards. Providing member services in the form of training and certification is likely to be the greatest challenge of the next decade for SRM. Those services include interacting at the state and section levels to regulate the practice of rangeland management" (Joel Brown, Candidate for SRM Director).
- "Our contemporary challenge is to help all those who enjoy, use, and admire rangelands to understand their sustainable management. Many people who do not live on ranches or have land management credentials are making decisions about the future uses of rangelands...it is important that rangeland professionals continue to sharpen their land management skills and stay current with emerging information; therefore, I support SRM efforts toward professional certification programs" (Karen Launchbaugh, Candidate for SRM Director).

- “We can improve our status as a professional society by dealing with the most current issues in natural resources science and management, by being a leading source of scientific and applied publications, and by convening internationally recognized conferences. SRM must continue to strengthen partnerships and develop new relationships where opportunities exist” (Walter Schacht, Candidate for SRM Director).
- “SRM has a bright future because our concerns for rangelands are genuine. Our strength is the diverse interest of our membership. The interaction among ranchers, educators, researchers, agency staff, consultants and the public at section and national meetings provide an opportunity to gain unique understandings of rangeland ecosystems, values, and capabilities” (Dennis Thompson, Candidate for SRM Director).

What do these candidates expect of SRM as a professional organization and of you as an individual SRM member? They expect a blending of SRM tradition with new opportunities – they expect your assistance, involvement, ideas, opinions, and information to be shared in a professional, respectful fashion, and that our common link be our dedication to healthy and secure rangeland resources (Phillippi and Tegar); they expect SRM to influence the practice, policies, and performance standards of rangeland management (Brown); they expect you to continue to sharpen your land management skills and to stay current with emerging information (Launchbaugh); they expect SRM to strengthen and develop new partnerships and relationships (Schacht); they expect SRM’s future to be bright because our concerns for rangelands are genuine and our membership is diverse (Thompson). The ideas expressed by these prospective leaders inspire confidence that SRM will continue to be headed in the right direction regardless of the outcome of our election.

Please join me in Fort Worth by expressing your gratitude to our current (and past) leaders for their efforts on behalf of SRM, and please support our newly elected (and continuing) officers and committee chairs for their willingness to lead SRM into the foreseeable future. A thankless job becomes such only when we who are being served fail to acknowledge the dedicated professionalism of our volunteer leaders, as well as the remarkable SRM staff members who work selflessly behind the scenes to support the mission and vision of SRM. A simple little thing like a handshake and saying, “thank you for your willingness to serve SRM” will take less than 10 seconds but will go a long way towards supporting and encouraging these fine folks. As you do this ask them, how can I help you promote SRM’s growth and development to become an even better professional society?

Rangeland Health Workshop
February 4 and 5, 2005

A Rangeland Health Version 4.0 2-day (crash course) Workshop will occur February 4 and 5, 2005 (prior to the SRM meetings) at Fort Worth. The workshop is useful for anyone using 3.0 and wants an update and for others who want an introduction. For more information on the February workshop, please contact one of the workshop co-leaders ([David A Pyke@usgs.gov](mailto:David_A_Pyke@usgs.gov), jherrick@nmsu.edu, Pat.Shaver@por.usda.gov, or [Mike Pellant@blm.gov](mailto:Mike_Pellant@blm.gov)). Full 3.5 day trainings are tentatively planned for Medford, OR and Winnemucca, NV. For more information, please contact Julie Decker at the BLM National Training Center (Julie_Decker@tc.blm.gov).

Order your Official 2005 Annual Meeting Merchandise Now!

Just a friendly reminder that the only way you can obtain 80% of the 2005 Annual Meeting Merchandise is to order by December 15th. The only items that will be available during the Annual Meeting without pre-ordering are a limited quantity of T-shirts, caps, visors and can holders. This is the first time an offering has been made like this, so please do your part to make this a success.

There are items for every member of your family. Purchase your souvenirs before you ever arrive in Fort Worth. They will be waiting for you right across from the registration counter. That will give you more time to take in all of the attractions Fort Worth has to offer! Place your order on-line, by fax or by mail. Credit cards are happily accepted. Color photographs of each item appear on the web site:

www.rangelands.org/texas2005/ under the convention merchandise icon.



All Trails Lead To Fort Worth

The Texas Section has been working hard in preparation for the 58th Annual Meeting of the Society for Range Management. Most of the preliminary work has been done and we are just about ready to open the gates to welcome YOU to the city "Where The West Begins". Texas Section members are rolling out the red carpet, so come prepared to get a healthy dose of our GENUINE TEXAS HOSPITALITY.

We promise an exciting and exhausting week of educational opportunities, professional development, self-improvement, and fun. The meeting will highlight the many and varied trails that occur on rangelands throughout the world. Regardless of your interests, you will find workshops, symposia, technical sessions, tours, and informal discussions that will meet your needs. We will pay our respects to the historical trails that have brought us to where we are today, and we will continue down many of the familiar trails that we are comfortable with. But most importantly, we will blaze some new trails together. The Annual Meeting Planning Committee has put together a program that has something for everyone. Your biggest challenge will be finding the time to do everything you want to do.

Learn from the legends of SRM and range management. Meet the students and young professionals who are the future of our organization and the rangeland resource. Renew old acquaintances, make new friends, and expand your horizons.

The meeting just won't be the same without YOU, so make your plans now to come to Fort Worth. If you leave here without being completely exhausted, filled with new knowledge, and excited about rangelands...you just weren't trying. The opportunities are here. If you miss out, it's your own fault. Come and explore Rangeland Trails Under the Lone Star with us. You will be glad you did.

Y'ALL COME!

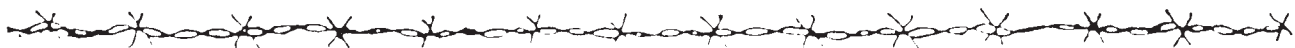
Dan Caudle and George Peacock, General Co-Chairs
58th Annual Meeting
Society for Range Management
Fort Worth, TX
February 4-11, 2005

Barbed Wire Swap 2005 Second Annual Gathering

Bring your barbed wire collection and trade stock and come join us at the Second Annual Barbed Wire Swap for the Society for Range Management! In 2004, the first gathering was considered a success with a limited amount of notification to collectors and exhibitors prior to the meeting. Six collectors exhibited large collections with a surprising amount of swapping and trading occurring at the session. Dozens of SRM members attended to examine the collections and a lot of enthusiasm was generated with first time collectors. Many of the barbed wire samples were over 100 years old.

Barbed wire is key to the history and settlement of the West. Its interesting to note that wire is different depending on the location of the country from where it was collected. Perhaps members attending from foreign countries can contribute samples in 2005.

Wire stock should be a minimum of 18" long. If you do not know what type of wire you have, books will be available at the meet for identification. For further information, contact Paul Butler, US Forest Service, 208-236-7516 or email pbutler@fs.fed.us. Tables will be set up outside "Tapping the Top" mixer on Monday from 5 to 7 pm. Hope to see you there.



Tapping The Top – Professional-Student Mixer

Monday, February 7, 2005, 5:00 – 7:00 PM

Room 100 & Terrace – Convention Center

Annual SRM Meeting – Fort Worth, TX

Tapping The Top is a program of the SRM Student Affairs Committee designed to provide students an opportunity to meet and talk with professionals in the fields they hope to work in. It has been a successful program for over a decade. Participating professionals and students look forward to it each year. If you have been to TTT, you know it is a great program. If you have not, come find out.

Students: do not miss this opportunity to talk one-on-one with the professionals who have jobs like the one you hope to have soon.

Professionals: do not miss this opportunity to give something back to the range profession. You will be energized by these students and their enthusiasm.

If you have questions, comments, or would like to participate, contact Melissa Teague, melissa.teague@ok.usda.gov, 580-688-3456 ext.112 (day), 940-937-0075 (evening), 912 Avenue G NW, Childress, TX 79201.

Greenhouse Gases and Carbon Sequestration in Agriculture and Forestry USDA/CASMGS Symposium March 21–24, 2005

The Symposium involves a comprehensive examination of the latest research on sources and sinks of the three primary greenhouse gases (carbon dioxide, nitrous oxide, and methane) related to cropland, forests, rangeland, and wetlands.

For online registration and information for the Symposium go to: <http://soilcarboncenter.k-state.edu/conference> or contact Keith Schlesinger, [SSSA at kschlesinger@soils.org](mailto:SSSA@kschlesinger@soils.org) or Chuck Rice, Kansas State University, CASMGS, at cwrice@ksu.edu.

Call for Papers Invasive Species Workshop Bismarck, ND April 5–7, 2005

The North Dakota Department of Agriculture, U.S. Fish and Wildlife Service, ND Game and Fish Department, ND Parks and Recreation Department, ND Chapter of the Wildlife Society, ND Weed Control Association, and USDA Natural Resources Conservation Service, and U.S. Forest Service are pleased to announce a call for papers for an invasive species workshop to be held in Bismarck, ND, April 5–7, 2005.

The program committee encourages presentations on all topics related to noxious and invasive species. The two concurrent sessions will focus on noxious weeds and invasive species, respectively. General topics for the sessions will include, but are not limited to, definition of the problem, ecological impacts, economic impacts, management and control measures.

For more information on submitting your abstract or on the conference, contact Will Meeks (Workshop committee chair) at 701-848-2722, ext 27 or send inquiries to lostwood@fws.gov

CRM Successes

Ten Guidelines for Successful Implementation of CRM Activities

Part II

By Dennis Phillippi

In recent SRM newsletters we have provided CRM success stories from across the country. In last month's edition I shared the first five guidelines that are responsible for the success of CRM efforts you have read about. This month I will discuss guidelines six through ten.

1. Select the right process
2. Understanding the process
3. Locally led and initiated
4. Use a neutral facilitator
5. Establish and abide by ground rules
6. Create a shared vision
7. Solution oriented
8. Understanding of Group Dynamics
9. Correct roles, responsibility and accountability
10. Agree on what goes to press/media.

6. Create a shared vision – Each of us has our own vision of what can be and should be accomplished. This is the easy part, creating a shared vision becomes more difficult because to be successful, myopic views give away to group/team ideas, views and direction without compromising values. A shared vision many times is the key to success because it provides the pathway and direction for the group. Shared visioning is accomplished through team building activities, understanding group dynamics, trust building, professional courtesy and respect.

7. Solution oriented – CRM advocates the creation of solutions not just opinions. Every opinion/position should be followed by a possible solution.

8. Understanding of Group Dynamics – Awareness of learning styles and personalities is very helpful for CRM success. Each of us has our own style and personality and unless they are understood they could impact the outcome of the CRM process.

9. Correct roles, responsibility and accountability – Technical experts should not make administrative decisions, likewise administrative or decision makers should not influence technically correct facts. A mixture of technical experts and decision makers is necessary so long as everyone knows their role in the process. Everyone is accountable for the success of the CRM process.

10. Agree on what goes to press/media – In order to get the write content and coverage of CRM activities, agreeing on what goes to press is essential. A sub-group of the CRM committee can be established to develop the press, radio or TV release. This guideline prevents mis-information from reaching the public.

These guidelines have been used in numerous CRM successes and we hope they can be useful in your efforts.

Dennis Phillippi is chair of the CRM Committee and Co-Author of the "SRM Guidelines for CRM" and can be contacted at (406) 587-7792 or email nroinc@mcn.net.

Watch for future success stories: "Prairie Action" Saskatchewan, "Austin City Limits" Texas, "Hanging Woman Creek" Montana, "New Bends for Bentley Creek" Pennsylvania, "Who Gives a Hoot" Colorado.

A Question of Name

Most members of SRM know that over the past several years there has been a more or less continuing question within the society on the utility of its name. The question has waxed and waned over time, often characterized by strong positions of some members both for and against change. So far, there has been a great deal of heat but very little light resulting from the exchanges, with the consequence that a matter of great potential importance for the future of the society has not received serious consideration.

Against this background, 20 members of SRM, at the instigation of Rod Heitschmidt and Kendall Johnson, agreed at the 2004 Annual Meeting to join together as a discussion group to seriously consider the question of name. The 20 individuals, one from each active section, were chosen for their willingness to contemplate the question in a dispassionate manner within a discussion format having no *a priori* positions or concepts. To make the discussion fully transparent, the contributions of each member at every stage were shared through e-mail posting with all other members of the group.

Although the members reflect the geographic diversity of the society, they were and are in no other way a representative of any SRM section or societal function; their contributions to the discussion group were derived entirely from their individual beliefs and opinions.

As an initial effort, the group set out to assess the thoughts of all participants on the need for and desirability of a name change for the society. The several contributions together underlined the possibility that a name change for SRM may be appropriate and deserving of serious consideration. The degree of support ranged from enthusiasm to reluctance, with reservations centering on the position that more than name must be altered in order to make the change effective. The group readily accepted the idea that most members of the society would readily consider a name change if provided a rational justification and a specific alternative name. For these reasons the group concluded that the discussion should continue, and thereupon embarked upon a three-step 'action' plan.

Step 1 consisted of having each member suggest one or more alternative names, together with justifications for the choices. The process resulted in a list of 15 'new' names, of which several were suggested multiple times. The list displayed expected variation but also had two strong lines of cohesion. The first was that all of the proposed names contained the word *rangeland*. This characteristic suggested that the group shared a belief that the word must be in any new societal name, with its corollary that the word *range* – despite our history and often-loved association with it – must give way. The second cohesive line was that the names naturally fell into four subsets of similarity within two main groupings, one centering on the word *rangeland*, and the other containing modifiers of it. The four subsets identified were 1) names employing the unmodified word *rangeland*; 2) names containing a geographical modifier, mostly *North American*; and names featuring a topical modifier, either 3) *conservation* or 4) *science*. The differences between names within sets were often a matter of word order (e.g., whether the word *society* is the first or last element of a title), whether the article *the* is part of the title, and whether the word *rangeland* is in singular or plural form.

Step 2 of the action plan called for group participants to vote for their first, second and third preferences from the list of 15 names. Employing a point value of 3 – 2 – 1 for 1st, 2nd, and 3rd preference, respectively, the results displayed decided support (44%) for *The Rangeland(s) Society*. Strong support was evident as well for *Society for Rangeland(s) Conservation* (23%), and *North American Rangeland(s) Society* (18%). Although these choices were clear, usage of the singular or plural form of *rangeland* in any name was not decided, as indicated by the plural symbol (s) above.

Step 3 is the present effort, announcing the project and its results to the SRM membership. The members of the discussion group signed below unanimously urge that a discussion on a name change for the society should now begin within the general membership, and that a possible starting point could be the results generated by the discussion group. However the discussion is conducted, we urge that the advantages and disadvantages of a name change be seriously considered by each SRM section, and by appropriate bodies within SRM – Board of Directors, Advisory Council and relevant committees. Ultimately all such efforts should coalesce in a referendum among the membership. The resulting decision may well be a defining factor in the future position of the society among natural resource organizations. It may also be central to our future public reputation as well.

Submitted by the *ad hoc* New Name Discussion Group

Jim Ansley, Wayne Leininger, Michael Borman, John Malechek, John Brock, Robert Nicholson, Joel Brown, Patti Novak-Echenique, David Engle, David Price, Gene Fults, Bok Sowell, Melvin George, James Stubbendieck, Rod Heitschmidt, Thomas Thurow, Kendall Johnson, Paul Tueller, Patricia Johnson, Thomas Wright

SRM's New Officer/Directors



Dennis Phillipi



Joel Brown



Karen Launchbaugh

Congratulations to SRM's new officer/directors. The Elections Committee counted ballots at Society Headquarters on November 12, 2004. Retiring Directors John Malechek and Martin Vavra will be replaced by Joel Brown and Karen Launchbaugh. Dennis Phillipi will be installed as 2nd Vice-President at the Annual Meeting in Fort Worth in February.

Ballots and tally sheets are retained in the Headquarter's office for one year for review. Twenty-seven percent of the membership voted.



Lost Resources

Walter D. Armer, SRM member from Tucson AZ passed away. Mr. Armer was a charter member of the Society. He joined in December 1948.

John P. Goebel, SRM member from Breese, IL passed away March 17, 2004. John had attended the SRM Annual Meeting in Salt Lake City last year.

Walter Hussa passed away October 21, 2004. Mr Hussa was born in Cedarville, Modoc County, CA, April 28, 1915, and resided in Surprise Valley for most of his entire life. He worked in the butcher trade for many years and ranched in Surprise Valley and Northwestern Nevada. The Alkali Cattle Company, of which he was a partner, held a summer grazing permit on the Sheldon Antelope Range from 1938 until the mid 1980s. Hussa cattle wintered on home ranches in Surprise Valley.

Walt was a charter member of the Surprise Valley Rotary Club, a Rotarian for 66 years, and was honored as a Paul Harris Fellow for active service. He helped organize the Surprise Valley and Vya Conservation Districts in the mid 1950s and served many years as a Supervisor for the Vya CD. He was also instrumental in organizing the North Cal-Neva Resource Conservation and Development program and served as chair of the RC&D Council. The Nevada Section Society for Range Management (SRM) Rangelman of the Year award was presented to Hussa in 1974. He was a life member of SRM. Walt was also a director for the Lassen Production Credit Association.

On November 9, 1938, Hussa and Katherine "Kay" Gooch, also a native of Surprise Valley, were married. Kay preceded him in death.

Allen D. Morton of Laramie, WY passed away September 27, 2004. Mr. Morton joined the Society for Range Management in December, 1948. He received his BS from Colorado State University and his MS from the University of Idaho. Mr. Morton retired from the USFS. He is survived by his wife of 62 years, Mildred L. Morton.

Director of Conservation

The Nature Conservancy,
Kansas Chapter



We need an experienced conservation professional to oversee all protection and stewardship activity. Challenging, complex position involving conservation prioritizing and planning; site selection, management planning, and oversight; community-based protection initiatives; land negotiations and transactions; securing public and private support; stewardship oversight; etc. Extensive collaboration with wide range of stakeholders. Frequent travel mostly within Kansas. Flexible work location within Kansas. Requires advanced natural sciences/resource planning degree, 5+ years experience, including supervisory/management. Salary dependent upon education and experience; full benefits package.

Cover letter and resume (optional salary history or requirements) to: kmorris@tnc.org. Kerry Morris, Director of Administration, The Nature Conservancy, Kansas Chapter, 700 SW Jackson Street, Suite 804, Topeka, KS, 66603. 785-233-4400.

Please see complete job description at
<http://nature.org/careers>.

POSITION ANNOUNCEMENT

Plant Community/Vegetation Ecologist, Utah State University. Tenure-track, **Assistant Professor**, Forest, Range & Wildlife Sciences Department (College of Natural Resources) and Ecology Center. Ecologist studying structure and dynamics of plant communities in the context of advancing basic ecological understanding and providing information relevant to land management. We prefer a person with strong quantitative skills and a significant spatial component to their research, and with strengths in both theory and field-based research. Requires Ph.D. See <http://www.usu.edu/hr/new/> (Job#2-153-04) or contact Gene Schupp schupp@cc.usu.edu for full announcement. Review begins 14 Jan, 2005. AA/EO.

**The SRM Board of Directors
will meet at the Annual
Meeting in Fort Worth on
February 5th, 7th, and 11th.**

POSITION ANNOUNCEMENT

Title: Range Livestock Research/Extension Associate in Animal and Range Sciences (35% extension, 65% research). Full-time, non tenure-track position.

Location: Department of Animal and Range Sciences
South Dakota State University
SDSU West River Ag Center, Rapid City, SD
Degrees offered are B.S., M.S., and Ph.D.

Qualifications: Earned M.S. degree completed by appointment date in Range Science, Animal Science or closely related field with an emphasis in range management or range livestock production. Knowledge of range management, including plant identification skill, is required. Must be familiar with livestock handling procedures. Must be able to interact and communicate (verbal, written and electronic) effectively and work cooperatively with faculty, extension educators, youth, producers and other clientele. Must be proficient in computer usage, including internet and MS Office applications. Knowledge of rangelands similar to those found in South Dakota, experience with livestock sampling procedures and skill with statistical procedures and analysis are desirable.

Responsibilities: Position responsibilities include activities in support of applied range management and range livestock production research. Research responsibilities will include implementation of research plans and all phases of data collection and analyses. Primary responsibilities will be to coordinate vegetation and livestock data collection at the Cottonwood Research Station near Philip, SD, the Antelope Research Station, near Buffalo, SD, as well as cooperating ranches. Duties will include directing periodic vegetation sampling and cattle diet collections, animal weight measurements, sample preparation, and sample analysis. Incumbent will be expected to contribute to planning and conducting professional development programs for extension educators and producers and assist with other extension activities as needed.

Opportunity exists for successful candidate to pursue a graduate degree in Animal and Range Sciences.

Salary: Commensurate with qualifications.

Applicants: Applications will be accepted through **January 15, 2005** or until a suitable candidate is employed. Applicants should submit a letter of application, resume, and academic transcripts and arrange to have three (3) letters of professional reference sent to:

Dr. Don Boggs, Head
Department of Animal and Range Sciences
South Dakota State University, Box 2170
Brookings, SD 57007-0392
Telephone: 605-688-5166
Fax: 605-688-6170
Donald.boggs@sdstate.edu

South Dakota State University is committed to affirmative action, equal opportunity and the diversity of its faculty, staff and students. Women and minorities are encouraged to apply. Arrangements for accommodations required by disabilities can be made at TTY (605) 688-4394.

XX International Grassland Congress
Grasslands – a Global Resource
June 26–July 1, 2005



The Congress theme reflects the concept of grassland as a vital resource in most of the agro-climatic zones of the world. Grasslands offer the possibility of increasing food supplies and income generation, while at the same time, they service the soils/crops/animal interface which is basic to sustainable farming systems.

Grasslands are also a global resource in relation to wildlife and biodiversity and they are crucial for soil stabilization and water quality. Current advances in the grassland sciences have a proven potential to promote the economic development and environmental stability of regions, nations and peoples, particularly in some of the most resource-limited areas of the world.

There will be plenary papers on Monday, Tuesday and Thursday mornings. The Congress will split into three simultaneous sessions on the three Congress thematic areas: 1) Efficient Production from Grassland; 2) Grassland and the Environment; and 3) Delivering the Benefits from Grassland.

These sessions will generally involve presentation of one invited paper, two or three offered papers, an overall discussion and inspection of posters. Invited main paper(s) in each session will present a critical in-depth, up-to-date global appraisal of scientific information. Inspection of posters and an overall session discussion will enhance the critical evaluation of the present state and future outlook for each area.

Registration is open to all through the XX International Congress website at www.igc2005.com where registration is available on line.

On behalf of the entire organizing committee, I invite you to participate in the International Grassland Congress in Dublin, Ireland, June 26–July 1, 2005 and specifically the satellite workshop in Glasgow, Scotland, July 3–6, 2005. This workshop is entitled “Pastoral Systems in Marginal Environments.” Obviously, this workshop is closely linked to the management of Irish and Scottish rangelands. SRM Director Dr. Kris Havstad, USDA-ARS, Las Cruces, NM is the invited Chair of one session and SRM member Dr. John Walker, Texas Agricultural Experiment Station, San Angelo, TX is an invited plenary speaker for another session. We are hopeful that many other SRM members will take this opportunity to submit papers and attend this important Congress and associated workshop. For additional information and details, visit the SRM web site www.rangelands.org. —**Rod Heitschmidt**

Rangeland Water Quality Conference
February 23 & 24, 2005

Anyone addressing water quality issues on rangelands is invited to attend this conference. It will be held February 23 & 24, 2005 at Heidrick Ag History Center, 1962 Hays Lane, Woodland, CA.

For more information and registration procedures go their website.

<http://nature.berkeley.edu/forestry/rangelandwq/>

Masonic-Range Science Scholarship

The Society for Range Management (SRM) Masonic-Range Science Scholarship offers financial assistance and recognition to a **high school senior, and/or college freshman or college sophomore** planning to major in/presently majoring in range science and/or closely related field.

This scholarship (maximum of 8 semesters) requires the student to maintain a 2.5 GPA (4.0 Scale) during the first two semesters (freshman year only) and a 3.0 GPA in any subsequent semester (GPA is per semester, not cumulative) to continue to receive the scholarship for the remaining years of eligibility. *The student will provide a copy of their college transcript annually to the SRM Office to verify their continued eligibility. Failure to do so could result in termination of the scholarship.*

Applicants must be sponsored by a member of the Society for Range Management (SRM), the National Association of Conservation Districts (NACD), or the Soil and Water Conservation Society (SWCS). The MasCom will select the recipient(s) and announce it at the SRM Annual Meeting.

Further information may be obtained through the Society for Range Management, 445 Union Blvd., Suite 230, Lakewood, CO 80228-1259; Phone: 303-986-3309; Fax: 303-986-3892.

The full application can be found in the November 2004 issue of *Member Resource News* and online at the SRM website: rangelands.org

Applications are Due January 15th

SRM Members Resource News

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IMPORTANT MEMBER INFORMATION

Starting January 1, 2005, any missed issues of *Rangeland Ecology and Management* or *Rangelands*, due to a late payment of membership dues, will have to be purchased as back issues, at an additional cost.

As a member, if dues are paid late, you may not receive the next issue of *Rangelands* or *REM*, depending on the publication month. In the past, these missed issues were sent, free of charge, to make up the back issues. This has resulted in thousands of dollars in mailing costs, which the society can no longer afford to absorb. To avoid this added charge, please pay your dues before the expiration or paid thru date of your membership.

If you have questions or concerns, **please** contact Lesley Radtke, 303-986-3309 or email

LRadtke@rangelands.org

Membership Information

New Members

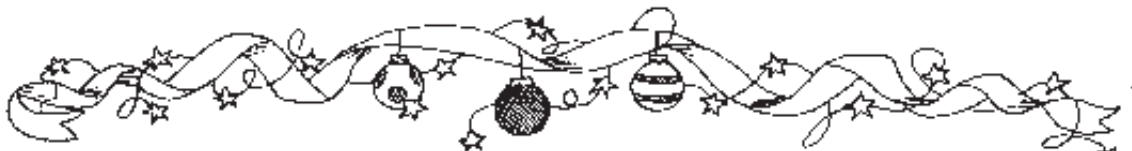
SRM welcomes its new members. Following is a list of new members, their section and recruiter for October 15–November 15, 2004.

Member	Section	Recruited By
Kevin Eldredge	AZ	
Dr. Billy Bergin	Cal-Pac	Susan Marshall
Alex Bond	CO	
Sara McGimsey	CO	
Lawlor Wakem	CO	Ben Berlinger
Michael Harper	CO	Wayne Leininger
Wm. Frankenberger	FL	Pete Deal
Rebecca Handy	ID,Cal-Pac, PNW	
Jamie Pugh	IM	Jan Kluver
Joylynn Kauffmann	IM	Jan Kluver & Jake Powell
Chaley Paulson Powell	IM	Jan Kluver, Jake Powell
Wesley Knaub	IM	Bob Wesley
Melissa Rutledge	IM	Raylee St. Onge
Travis Skaar	IM	
Christopher Rice	IM	Josh Keown
Tyler Traeger	IM	Nicole Iverson
Ericka Belsby	IM	Bob Wesley
Jacob Stewart	IM	Jan Kluver/Jake Powell/Bob Wesley
Powell/Bob Wesley		
Peter Heryford	IM	Jake Powell & Bob Wesley
Jennifer McCabe	IM	Jan Kluver
Rebecca Lyons	KS	
James J. Krueger	KS	David Kraft
Joshua Bradshaw	MT	Bob Wesley
Susan Eckert	NC	
Stephanie Trask	NE	Chuck Butterfield
Ronald Miller	NE	
Walter Lujan	NGP	
Joe Staley Jr	NM	Ed Fredrickson
Kyle Jackson	NM	Andres Cibils
Sara Davidson	NM	
Lenora Hawkins	NM	
Jessica Rudden	NV	Jim Gifford
Lisa Ellsworth	PNW	
Jeremy Fretwell	PNW	Wendy Gardner
Jodi Vander Hoek	PNW	Wendy Gardner
Christopyer Cottell	PNW	Wendy Gardner
Terri Lynn France	PNW	Wendy Gardner
Morgan Rankin	PNW	Wendy Gardner
Luke Perman	SD	
Darrin Jons	SD	Dan Rodgers
Marcus White Bull	SD	
Kathy Cooper	SO	Stevie Collins
John Turpin	SO	Dan Caudle
Linda Laglitz	TX	Urs Kreuter & Mort Kothman

Alan Mcwilliams	TX	Paul Loeffler
David Langford	TX	
John Hackley	TX	Tony Dean
Jason C. Morris	TX	Jason Hohlt
Allen Reiley	TX	Roy Miller
Kevin Corzine	TX	Cody Scott
Tonya Thygerson	UT	
Eamonn Leonard	UT	
Daniel Eddington	UT	
Jennifer K. Coleman	UT	
Daniel Olson	UT	Val JoAnderson
Deborah Kay Hobart	UT	
Eric Gardner	UT	Val JoAnderson
Eve Richards	UT	
Clint Sampson	UT	John Malechek
Andrea Nelson	WY	
Courtney Thomas	WY	Matt Scott
Lucas Line	WY	Matt Scott
Eric Wald	WY	
David Tysdal	WY	
Lisa Lam	WY	Jeff Tomac
Martin Curry	WY	
Geri Proctor	WY	

Section Membership Totals for October 2004

AZ	181
CAL-PAC	264
CO	290
FL	32
ID	210
IM	270
KS	91
MX	30
NC	45
NCS	46
NE	136
NGP	250
NM	185
NV	158
OK	114
PNW	385
SD	126
SO	84
TX	540
UN	60
UT	262
WY	227
TOTAL OF ALL SECTIONS	3986
October Membership Total	3754



Silent Auction

Just a reminder that the Endowment Fund Board of Governors will again have their silent auction and raffle at the annual meeting in Fort Worth. If you have donations or questions about the silent auction, please contact any member of the Board of Governors, or contact Chuck McGlothlin at 406-633-2455 or you can email him at crmcg@tgrsolution.net

If you are shipping items please do the following:

Hold for SRM Meeting
Silent Auction for Charles McGlothlin
Yellow Freight
c/o Convention Decorating Service
5501 Campus Dr.
Ft. Worth, TX 76140

MESA STATE COLLEGE

The Department of Physical and Environmental Sciences, Mesa State College, Grand Junction, CO, invites applications for a tenure-track, assistant professor in environmental science specializing in wildland fire impacts on natural resources. Grand Junction is surrounded by public lands (USFS, BLM, NPS, and state) that are dominated by pinyon-juniper or sagebrush (and cheatgrass) at lower elevations and spruce-fir forest at higher elevations. The successful candidate will join an active faculty that emphasizes the science, management and restoration of resources and systems on the Colorado Plateau. Teaching responsibilities may include lower-level introductory courses in environmental science along with upper-level courses such as fire ecology, post-fire rehabilitation, or management of systems in which fire plays a large role. Requires a Ph.D. in Biology, Botany, Forestry, Range Science or a related science. Candidates must be field-oriented and committed to excellence in teaching and to developing research involving undergraduate students. Post-doctoral teaching, research, and/or professional experience are desirable, as is the ability to form multidisciplinary research teams to address fire management and post-fire rehabilitation issues. The position will begin mid-August, 2005. Open until filled. To ensure consideration, apply by January 10, 2005. To apply, submit the following items: 1) a letter of application 2) current curriculum vitae 3) statement of teaching philosophy 4) statement of research interests 5) unofficial transcripts 6) and the names, addresses, phone numbers, and e-mail addresses of three professional references to: **Dr. Prasanta Misra, Department of Physical and Environmental Sciences, Mesa State College, 1100 North Avenue, Grand Junction, CO, 81501. Phone: 970 248-1584, Fax: 970-248-1700.** Salary is negotiable commensurate with qualifications. Excellent health and retirement benefits. Recreational opportunities abound year-round in the area, including some of the finest kayaking, skiing, mountain biking, hiking and fishing in the country. For more information, visit the

www.mesastate.edu/schools/snsm/enviro/sc/index.htm.

AA/EOE