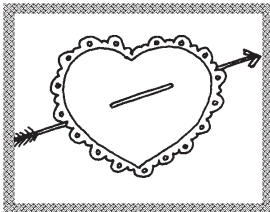


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**Deadline for the
March 2005 SRM
Member
Resource News**

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

What Do We Do Now Gang?

By Angela Williams, SRM President, 2005

I have a very dear friend and coworker, Tom Lucas, who every time we gather for a meeting, during any lull in conversation or prior to leaving, his comment is alwaysWhat are we going to do now gang?

With time this has jokingly become our mantra. I believe Tom is one of those precious individuals whose mind never sleeps. He is constantly looking beyond one task or idea onto the horizon for other opportunities that may exist. I also think Tom is one of those visionaries who recognizes the value of the synergy of the group and wants to seize the moment. With this personality trait, he is constantly challenging our group.

Now many of us will soon have the feeling of relief following the completion of the 2005 Annual Meeting. Sometimes our efforts become exhausting as we try to seize the moment or capture some of the synergy of the masses who attend the Annual Meeting. There are so many ideas generated and hopefully captured at these meetings. We are trying to maintain and enhance an infrastructure within the Society, which is user friendly, to capture this energy. The leadership of your Society is committed to addressing the needs of its members and external customers. We constantly try to remove any unseen barriers to membership participation and provide ownership of member activities within this organization. Primarily, we encourage attendance and participation in not only meetings and events but participation in standing committees, task groups, etc. This is important at all levels but most importantly we recognize the value of our grassroots associations with our Sections and Chapters. So, what do we do now gang?

Take advantage of your membership. Be active and make a difference. Sometimes there is a real and a perceived disconnect within the infrastructure of the Society when actually there are more available resources and synergy within this organization than any I've been involved in. Just like with Tom, challenging his associates to keep the dynamics and energy transferring among the group, we must regularly ask ourselves and each other, the same. What are we going to do now gang?

When I first joined the Society, the Annual Meetings were grueling when it came to committee work. The committees struggled trying to take advantage of having the group all together, at the same time and not being able to meet again until the summer meeting. As we all know, those timelines are unrealistic in today's environment. Now communication technologies have more options than ever before. However, with the advancement of communication tools, so have our expectations. In those early grueling years of my experiences on committees that were active, we also capitalized on those traditional communication tools and opportunities at

the Annual Meeting. If there was a resolution or an action item that was going to require action by the Board, we laid the ground work by sharing our vision/mission with other similar committees and through these dialogues gained their insights, perspectives and subsequently their support. Then we took it before the Advisory Council for review, discussion, possible revision and subsequent support. There was so much cross pollination of ideas and support that the final part of the process of bringing a subject before the Board was generally pretty straightforward. Somehow over time, the process became flawed and intercommunications weren't operating within the Society as well as they should have. Therefore, the strategic planning and visioning sessions were identified as the tool to keep us united, focused and all on the same page.

It is a great tool, it looks good on paper and sounds great too but....Do you have a Tom Lucas in your group? If not, think about assigning someone with that task. You'd be surprised how your level of activity and accomplishment will rise when someone is constantly challenging you to share not only with the group but, as a part of the group. Being a member of SRM is much more than coming to the meetings, we want to encourage, develop and support new leaders. Leadership has to grow within the Society proportional with the growth in membership numbers. So, have you found your niche within the Society? If not, what are you waiting for? Openings available immediately for whatever you want to be..... So, what are we going to do now gang?

Third USDA Symposium on Greenhouse Gases and Carbon Sequestration in Agriculture and Forestry

The Third USDA Symposium on Greenhouse Gases is coming up soon—March 21–24, 2005, in Baltimore, MD. The abstract submission deadline is Feb. 1, 2005. Preregistration deadline for the Symposium is March 1, 2005. Abstracts for oral and poster presentations are invited in the following sectors: Soils, Crops, Grasslands, Forestry, Modeling, Livestock, Economics, Energy, and Technology. For complete details, pre-registration, and abstract submissions, see: <http://soilcarboncenter.k-state.edu/conference>

Membership Apps Not Dated January 23, 2005 to be Thrown Away

Please, Please, Please, discard all previous new membership applications. Dues have changed starting January 2005. A printer-friendly version can be found on the SRM website. Click on the membership tab and print or copy it.

XX International Grassland Congress Dublin, Ireland 2005

The XX International Grassland Congress will be held in Dublin, Ireland from 26 June to 1 July 2005, followed by Satellite Workshops in various locations in the UK and Ireland.

Preparations are well underway. Go to the website for more information on submitting papers for the main Congress and for the Satellite Workshops. www.igc005.com

CRM Successes

Bentley Creek Watershed— Flowing In The Right Direction

By Mike Lovegreen

The Bentley Creek Watershed is a rural, predominately Pennsylvania watershed that flows north and empties into the Chemung River just over the border in New York. Early in the 1960's, the PA County of Bradford, the Conservation District and the local municipality of Ridgebury, teamed up with the NY County of Chemung, it's Soil and Water Conservation District and the Town of Ashland and Village of Wellsburg to petition the USDA Soil Conservation Service (now the NRCS) for help under the PL 566 Watershed Protection and Flood Prevention Program. Their objectives were to address the flooding problems, stream channel stability and stream debris issues.

A quick investigation and alternatives analysis by the NRCS, concluded that the 13 flood control dams proposed to address the sponsors objectives could not be justified by the cost/benefit analysis. 30 years later, and a half dozen revisits to the watershed at the insistence of the sponsors and there still was no viable project. The agency wanted to remove the request from the books after such a long period but the local sponsors still had critical needs that they felt threatened their community. It was at this time that the NRCS decided to try an approach that was successful in the western part of the country in an attempt to reach closure. The approach was the Coordinated Resource Management Program.

During the fall of 1996, Federal and State Agency representatives, County and local officials, and landowners, farmers and business owners in the watershed gathered to commit two days to a facilitated approach to the issues in the watershed. The instructor was Dennis Phillippi from Bozeman, MT. Focusing on identifying this stakeholders group's values, dreams and challenges, the individuals began to gain a better understanding of both the resource agencies' perspectives as well as the communities' real and perceived needs. The session concluded with a plan of action for addressing those identified challenges. The session saw the birth of the Penn York Watershed Association that is active to this day and includes many of the same community members and agency people.

So what has this group accomplished in the 8 years since the CRM session. They took their challenges and their action plan to heart. Realizing that only they could make or break their success, the local resource people in partnership with the watershed association began to build a case that would be undeniable. The conservation districts secured interns that began to quantify and qualify the problems and true economic impacts. Alternatives to the expensive flood control dams were considered at the urging of the local community. Economic data was collected to make the case for a disadvantaged community that impacted of the cost/benefit analysis. So much information was collected by the local representatives that Bentley Creek became a well known case study by most, if not all the State and Federal Resource Agencies. Eventually it became the "poster child" of watersheds with needs for the northern tier of PA and southern tier of NY.

This well documented watershed has received funding from US Congress for a USFWS stream restoration project, EPA 319 funding and PA Growing Greener funding well in excess of 1.2 million dollars. The original PL 566 proposal is in the final development phases and at the top of State NRCS's priority list. The watershed has been featured at numerous conferences in PA and NY as well as publications by organization such as the River Keepers. Delegations from numerous resource agencies, universities, Department of Transportation, etc. from many of the northeastern states and as far away as a doctoral class from Denmark. The new challenge for the local agencies is keeping up with the watershed groups.

Mike Lovegreen can be reached at 570-265-5539 ext. 120.

Viewpoint Regarding SRM Name Change

By Rob Pearce

Both the December and January *Member Resource News (MRN)* contained thoughtful columns on the question of the name change for SRM. I would like to add my comments to the discussion. While I hold great respect for my colleagues Rod Heitschmidt and Kendall Johnson, I think they are dead wrong on the topic of the name change for our organization.

I agree with many past columns and articles in *Rangelands* and in the *MRN* that change is good when warranted, but I disagree that changing our society's name is warranted or founded on good reason.

I would like begin with a couple of comments regarding the January *MRN*. I suppose some will feel my comments will take SRM back to the dark ages, but I would like to vent them anyway. While I agree that range is a type of land, it is also a type of land use, both meanings are correct. One definition is not better than the other, though some may feel one definition is more politically correct than the other. As an example, my ranching friends turn their livestock out on the range (in this example range equals grazing).

I am also confused as to why we care what "our antagonists" feel about SRM. Surely we have enough self esteem to know that SRM is not a "cow" organization? Who is the scientific community that has discounted SRM's science as biased? I hear this type of argument used in support of a name change, but I wonder who these people are that say SRM is less than scientific. Are they the same scientists who hold the view that only eastern universities produce good ecologists? My point is that if there is a group of scientists that view SRM as some substandard scientific group, then either they are correct, or they are biased in their opinion. I feel the latter is correct; therefore the problem is theirs, not ours. So what must SRM do? Try to appease our antagonists with a more politically correct name, or better educate our colleagues. I choose the latter. I am not ashamed of being a Range Professional; it seems to me that some in this society are.

My feeling is that what makes SRM unique from other ecological organizations is the herbivory component or our work. If we take that away are we any different from organizations such as the Ecological Society of America (of which I am a member also)? What drew me to SRM in the first place, and to Range education, and the profession is my interest and love of the livestock industry and the environment. I wanted to be able to work in a situation where I could improve ecological conditions and work with livestock producers on the land. The range profession fit that bill for me. I know there are many others who feel the same.

With that feeling in mind, it is my opinion that removing Range (or Rangelands) from our name is akin to kicking the foundation of our society out from underneath it, and what we will end up with is a weaker jumbled association with no central theme differentiating it from other generalist ecological organizations. If we do take the "range" out of our name, then let's just merge with ESA and get it over with.

Let's look at the name change in a different light. The United States of America finds itself on occasion opposed by other countries, and detractors decry the country's down fallings. Should US citizens rush out and change the country's name to suit the distracters? I think not. We can't change a country's name in response to those who feel the country doesn't meet their standards. Nor should we change the society's name to placate distracters. I know that SRM's science is excellent. The problem isn't the name.

As far as how businesses change their logos and names, there are surely those that do. They come and go through mergers and consolidations. However, the name recognition for Verizon will never be held in the same light as the Bell Telephone. There are many companies whose product recognition and quality relate to their traditional name. John Deere means something; the Green Tractor Company does not have the same impact. SRM has a good name and excellent standing among many groups and individuals; it is our responsibility to further the good name of the Society, not to change it to suit distracters. In relation to logos, I like the Trail Boss. The development of the United States west is very much defined with the livestock industry in the west. That is a proud heritage, not something to be ashamed of.

I would also like to know who is attacking our profession. I personally feel no need to be defensive about

my career, nor my education in Range, nor do I feel defensive about our Society's survival. I think one of the problems is that some within SRM keep telling the world that "range" is a bad thing, and that we need to change who we are. You tell people long enough that range is a bad thing, and sooner or later the public and SRM membership will believe it. When I look at the annual SRM conventions I see a healthy organization, not one trying to survive. I think membership declines in ecological organizations like ours are a result of many issues, least of which is our name. Look at how many specialized ecological societies are available. I belong to multiple organizations, but over the years I have had to drop membership in several. It simply is too expensive. I suspect that a lot of ecologists, natural resource managers, and similar professionals belong to specialized associations. The point is there are more organizations to belong to than there were in the past, and that may be part of the decline in general ecological societies like ours.

My final response to the January *Member Resource News* addresses a few other comments by the distinguished authors. I don't feel the word range is "stained" at all. How can anyone assess what the "majority" of natural resource professionals feel? Have surveys been conducted? I am not stumbling along hoping our antagonists (whoever they are) will be educated out of their silly notions. I believe strongly in what SRM is and I don't mind helping other people understand that. Calling me another name will not change who I am, nor will it help change other people's minds about who I am.

As an end note, I would like to know whose respect SRM is seeking to obtain. Are we, SRM members, ashamed of who we are to the point we must ask others for approval? I hope not. I was always taught self respect comes from within not from the approval of others.

Where Are They?



The following is a list of active SRM members that we have lost contact with. If you know where they are please get in touch with the Lesley Radtke at the headquarters office.

Lora Anderson
John Morse
Charles Graham
Julie Hansmire
M. Silia
Floyd Snell
Jack Albright
Claude Dillon
Chris Maser

W.C. Pedray
Jerry Bean
Joel Meador
Ted Scherer, Jr.
Dahir Abby Farah
Faisal Taha
Douglas Eddy
Kali Hicks
Peter Holub

Jason Jones
Anastacia Santos
Jeffrey Thigpen
Garry Brown
Daniel Hengel
Jay McKendrick
Hugh Thompson

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www.rangelands.org

SRM Poster Rises from Ashes of Calendar Project

By Susan Edinger Marshall

SRM members should look for “free” posters at the SRM book sales table in Ft. Worth. These 22 x 11 inch posters feature full-color photographs submitted by members, descriptions of SRM member services and postage paid information cards that can be sent directly to our Membership Director, Lesley Radtke. The reverse side of the poster features a listing of universities and colleges that offer degrees in rangeland ecology and management. Photos include scenes from Arizona, Hawaii, Idaho, Mexico, and Saskatchewan. We hope that SRM members will put these posters in highly visible locations for potential new members to see: government, university and private office hallways, feed stores, grocery stores, community bulletin boards, etc

The SRM Membership Recruitment Poster evolved from my call for a society calendar in the plenary session in Casper two years ago. Given our society’s tight financial situation and the beautiful NRCS Soils Planners that have been included in Annual Meeting bags in 2004 and 2005, we decided to go with a smaller scale project that wouldn’t get outdated, nor compete with other calendars. The actual cost of the posters for a printing run of 2,000 works out to be about \$1.40 per poster. The Cal-Pac Section resolved to contribute \$1,500 and New Mexico and Idaho generously stepped up to the plate with contributions in January. (I contacted these two sections because their annual meetings were imminent at the time I was seeking extra funds). Other sections are welcome to donate to defray the \$770 balance that exists currently. We will also ask the parent society to consider contributing to the cause after the Strategic Planning Meeting and budget approval process at the Ft. Worth meetings.

Photographs by Chuck Butterfield, Karen Launchbaugh, Donald Fontaine and Mark S. Thorne grace the poster. I would like to express my thanks to the 30 or so people who responded to the call for the calendar pre-orders and who contributed the many beautiful photographs. I will be returning original photographs very soon. Unfortunately, many were ruled out because of inadequate resolution as judged by our professional graphic artist.

I sincerely hope you will use and enjoy these posters and hope Lesley Radtke will get back lots of inquiry cards and internet requests for membership information. I trust that section officers will take home posters to share with those not able to attend the Ft. Worth meetings since we don’t have a budget to mail them out. If you have further questions, you may contact me at sem11@humboldt.edu.

Student Loan Repayment Plan

The Federal Student Loan Repayment Program has been amended, increasing the maximum limitation on the repayment of student loans. Effective immediately, the maximum amount which can be paid per employee per calendar year has increased from \$6,000 to \$10,000. In addition, the total career payment of an employee has increased from \$40,000 to \$60,000. The General Manual, Part 407, Subpart B, 407.10, Student Loan Repayment Plan, “Maximum Limitation” and “Service Agreement”, will be updated on the electronic directives system shortly.

An employee must sign the “Service Agreement for a Receipt of Repayment of Student Loans” agreeing to complete a specified period of employment prior to any loan repayments being dispersed. The specified periods of employment are as follows: 1) \$1,000–\$18,000, 3 years of service; 2) \$18,001–\$28,000, 4 years of service; 3) \$28,001–\$38,000, 5 years of service; 4) 38,001–\$49,000, 6 years of service; 5) \$49,001–\$60,000, 7 years of service.

You can access the Student Loan Repayment Plan and the Service Agreement for a Receipt of Repayment of Student Loans at http://policy.nrcs.usda.gov/scripts/lpsiis.dll/GM/gm_360_407_B.htm.

More On The Question Of Name

By John McLain, Past President, 2000

Rex Cleary, Past President, 1990

We have read with interest the two articles on SRM name change in the December and January issues of *Member Resource News* – A Question of Name and An Answer to the Question of Name. We compliment Rod Heitschmidt, Kendall Johnson, and all the members of the ad hoc New Name Discussion Group for their thoughtful approach to generating membership dialogue on this subject that is so timely and vital to SRM.

We rise in the interest of advancing the dialogue. We agree with the premise that it is time for a name change. We agree that the word “Range” is a source of confusion, therefore tainted, and should be replaced. We agree that “Rangeland” is a suitable substitute for “Range”. On the other hand, both articles dispensed with “Management” without explanation. That doesn’t do it justice. We view “Range” as the primary area of concern, and look forward to dialogue on the pros and cons of “Management”.

Rod and Kendall characterized how “Range” is tainted. However, the source of confusion goes deeper. One notable element is the meaning BLM and FS have given the word in their budget, finance, and administrative terminology. Their budget categories for “Range” are, for the most part, livestock grazing administration. Rangeland Management in both agencies is the collective force and effect of various categories including weeds, wildlife, endangered species, watershed, riparian, hydrology, botany, etc. No matter how long and loud we repeat the mantra about range being a “kind of land” rather than a “use of the land”, we can never overcome the dominant “livestock” connotation the agencies give the word with their organizational terminology. “Range” is the primary concern.

The issue with Management is more obscure and complex. We understand there is a school of thought that “Management” implies commodity uses of the land to the exclusion of respect for natural processes. There is another school of thought that our professional society is made up of members who prefer to view themselves as active participants rather than casual observers in determining the destiny of Rangelands. Management characterizes a participant.

There are many values and products of Rangelands that warrant Management with or without commodity uses. They include watershed, wildlife habitat, recreation, wildlife, endangered species, wild horses, wilderness, and cultural resources to name a few. The Park service manages National Parks. The Fish and Wildlife Service manages Wildlife Refuges. In any event, commodity uses of Rangelands are a fact of life worldwide. Wishing or pretending they don’t exist doesn’t alter the fact they cry out for management, along with the non-commodity uses, to control the destiny of Rangelands. We fail to understand why that should be a source of shame or embarrassment. It merely reflects the different and complex nature of Rangelands and SRM. Collectively, we have heretofore viewed the wide ranging diversity of SRM as an asset with our scientists, academia, managers, and practitioners. Let’s flesh this out more.

In the meantime, Rod and Kendall have advocated The Rangeland(s) Society (TRS). We advocate the Society for Rangeland Management (SRM), and keep our acronym. Doesn’t SRM have a nicer ring to it than TRS?

/s/ John McLain

Rex Cleary

**Ecologist/Rangeland Scientist/Soil Scientist
(GS - 11/12/13)
Salary Range of \$50,541 to \$93,643**

The Grassland, Soil and Water Research Laboratory, Temple, TX is seeking a permanent full-time scientist to conduct independent and team research to advance understanding of processes that control the productivity and sustainability of rangeland ecosystems. Research will emphasize effects of global changes and grazing-land management practices on processes that regulate the sequestration of soil carbon and cycling of elements essential to plant growth. For details about the research program, contact Dr. Wayne Polley at 254-770-6629 or wpolley@spa.ars.usda.gov. For details and application directions, see

<http://www.afm.ars.usda.gov/divisions/hrd/vacancy/resj/obs/x5s-0057.pdf>.

To have a printed copy mailed, call 301-504-1482. U.S. citizenship is required. Announcement closes 02-28-05. Salary is commensurate with experience plus benefits.

USDA/ARS is an equal opportunity employer and provider.

Position Announcement

Beef Cattle Science with Nutrition Emphasis.

An assistant professor, tenure-track, 12-month, 100% research position is available at the Kansas State University Agricultural Research Center_Hays. Requirements are: Ph.D. in animal science, or related discipline, with primary emphasis in beef cattle nutrition across all production phases; demonstrated leadership and ability to communicate effectively orally and in writing with interpersonal skills that promote interaction in a multidisciplinary, multicultural context. The successful applicant will conduct a research program focused on forage-based, beef cattle production systems that include cow/calf, stocker, and finishing operations. This position complements a rangeland scientist position and includes opportunities and expectations to participate in integrated research focusing on the interactions among cattle production phases. Managing a 1,000 head research feeding facility to obtain performance data during the finishing phase and carcass data is a responsibility of this position. Review begins 1 April 2005. Full announcement and instructions for applicants available at:

<http://www.wkarc.org/Employment/employment.htm>.

AA/EO.

Summer Soils and Crops Intern Position

The Agricultural Division of the Noble Foundation is accepting applications for a soils and crops intern. Employment begins in May and ends in August. The position is open to college students with junior, senior, or graduate classifications. Their majors should be agronomy, soils, range or weed sciences. Applicants should be interested in pursuing careers stressing agronomy or range management. An intern should be willing to work outdoors under various weather conditions.

The intern primarily assists the soils and crops staff, but may also work with other agricultural specialists. Work for the 2005 intern includes several eastern red cedar control projects: mechanical control with weed eater, torch, atv treechopper, and pasture aerator. Data will be collected for labor and cost associated with each method. The intern will be expected to prepare and present oral and written project reports. Other work might involve participating in Noble Foundation education events, farm and office visits with cooperators, interaction with farm and research staff and other interns on other projects and farm and ranch operations, participation in tours, demonstrations, and professional meetings.

Pay will be \$10.00 per hour which will usually be \$1,400 – 1,800 per month depending upon the number of hours worked. As a fringe benefit while employed by the Noble Foundation, the intern will have recreational access to about 4,600 acres of Noble Foundation lands, streams, and ponds. A prospective intern can usually arrange with the student's university to obtain college credit hours for the internship, if desired.

A person interested in this position should send a resume, copy(s) of college transcript(s), and a brief cover letter explaining his or her interest in the position and career goals. **Deadline is March 1.** Applicants should be notified about their statuses by late March or early April.

Mail to:

The Samuel Roberts Noble Foundation, Inc.
Human Resources Department
Position Number: AG-T059-174
P.O. Box 2180
Ardmore, OK 73402
Email: NFHR@noble.org
Website: <http://www.noble.org/>

Position Announcement Asst. Prof. (Restoration Ecologist)

Tenure track, 9-month (40% teaching, 50% research, & 10% service). Ph.D. in ecology, forestry, range science, watershed science, or related field to restoration ecology. Experience in restoration of disturbed grassland, shrubland, forest, riparian, or wetland communities. Teach undergraduate and graduate courses in restoration ecology and develop externally funded research program. Avail. 1 August 2005. Apply by 1 March 2005. W. Leininger, Dept. Forest, Rangeland, and Watershed Stewardship, Colo. State Univ. Fort Collins, CO 80523. 970-491-7852, Full description at <http://www.cnr.colostate.edu/frws/>

Revised Wildlands Worker's Handbook is Now Available.

This final revision now contains
150 pages and 27 chapters.

Highly acclaimed by both professors and field workers, it encapsulates in one book almost all you need to know in working on the rangelands. It includes all the formulas and charts to plan and develop water and move it to where you need it. Also how-to fence, cattleguards, corrals, competition control, seeding, etc.

**Write Jim Brunner, 391 O'Gara St, Medford,
OR 97501, phone (541) 734-8564, or email
jimbrunner1@hotmail.com**

Price still \$25.00 plus
\$2.00 shipping and handling.

Change of Address?

Please send your change of address to the SRM Headquarters office as soon as possible so you don't miss any of your publications or special mailings.

Livestock Range

Oregon State University Extension Service is recruiting for a tenure-track Livestock/Range and Staff Chair at the rank of Assistant Professor for Baker County (serves Baker and Union counties). The faculty member will coordinate or design/implement/evaluate livestock production and natural resource management educational programs and materials in Baker County and livestock and forages educational programs and materials in Union County and other areas as appropriate. Will provide vision, direction, and priorities for the overall Extension program. For full consideration apply by February 28, 2005. When responding to this ad, please refer to position #018-1014. For detailed position description with application procedures and position requirements, contact the Extension Human Resource Office, Oregon State University, 108 Ballard Extension Hall, Corvallis, OR 97331-3602 (Phone 541-737-8320, Fax 541-737-4095) or visit the OSU website at oregonstate.edu/jobs. OSU is an AA/EOE.

Position Announcement

The Samuel Roberts Nobel Foundation's Grass Breeding program is seeking a postdoctoral fellow to work on alkaloid identification and quantification in hardinggrass (*Phalaris aquatica*). Responsibilities will include method development, data acquisition and interpretation, and publication of research findings in peer reviewed journals. Applicants should have a Ph.D. in biochemistry, agronomy, or a related field. Starting salaries begin at \$40,000 with excellent benefits. Research will be conducted in the laboratory of Dr. Andy Hopkins in the Forage Improvement Division. The Samuel Roberts Nobel Foundation has state-of-the-art research and greenhouse facilities, and modern laboratory and office areas. Interested individuals should provide a letter outlining research interests and experience, a curriculum vitae and the names and contact information for three references to: The Samuel Roberts Noble Foundation, Inc. Human Resources Department Position Number: FB-S065-d115 P.O. Box 2180 Ardmore, OK 73402 Email: NFHR@noble.org Website: <http://www.noble.org/>

Membership Stats

New Members

SRM welcomes its new members. Following is a list of new members, their section and recruiter for December 15, 2004–January 15, 2005.

Member	Section	Recruited By
Raegan Ball	AZ	
Alfred Coulloudon	AZ	
Thomas Lorenz	AZ	Bill Edwards
Kenneth Gishi	AZ	
Doug Saunders	AZ	
Goerge Zaimes	AZ	
Julie Finzel	Cal-Pac	
Joe Pozzi	Cal-Pac	
Hunter Seim	CO	
Crysta Backlund	CO	Farris Williams
Anne Ruggles	CO	
Armando Nieto	CO & NM	Nick Trainor
Lynn Moore	CO, WY & UT	
Clarence Morgan	FL	Scott Penfield
Mike Bradway	ID	Katie Johnson
Jason Ahola	ID	Neil Rimbey
Amanda Blakley	ID	Karen Launchbaugh Mike Courtney
Daniel Strickler	ID	
Richard VanBebber	ID	
Josh Hyde	ID & NV	
Jillian Kaufmann	IM	Barry Perryman
Dean Hystad	IM	Barry Irving
Suzan Lapp	IM	
Travis Whitney	IM	
Noel Keogh	IM	Jeff Mosley
Heidi Olbert	IM & NGP	
Shelly Gerhart	ND	Nickole Dahl
Ingrid Drieling	NE	Anita Bartlett
Ann Kepler	NE	Emily Brown
Jessica Milby	NE	Mary Reece
Autumn Kadaby	NE	Mary Reece
Dennis Whitted	NGP	Kevin Sedivec
Carmen Williams	NGP	
Peter Weber	NGP	
Prairie County Coop		
Grazing Dist	NGP	
Eric Rosenquist	NGP	
Ursula Rosauer	NM	David Graham
Lawrence Abeita	NM	
Sam Fernald	NM	
Griffith Gilbert	NM	Lynne Breese
Ken Conley	NV	Barry Perryman
Heather Moblley	NV	Berry Perryman
Jami McVeigh	OK	
David Whitmire	OK	Amy Ganguli
Erin Arnall	OK	Aaron Perkins
Matt Wheaton	OK	Austin Sewell
Lauren Wilkerson	OK	

Member	Section	Recruited By
Jeffrey Meyer	PNW	
Morgan Nelson	PNW	Mike McInnis
Dustin Counts	PNW	Mike McInnis
Joanathan Boudin	PNW	Mike McInnis
Anthony Sunseri	PNW	Mike McInnis
Kristin Coons	PNW	
Cody Burke	SD	
Kevin Stilley	SO	
David Vinson	SO	
Terry Clason	SO	Johanna Pate
Robert W. Cook	TX	Cody Scott
Arthur Centeno	TX	
Cody Corbell	TX	
Sharon Lane	TX	
Change Walker	TX	
Keelan Anderson	TX	Dr. Robert Knight
Steve Windhager	TX	Mark Simmons
Ronnie Beerwinkle	TX	Glenn Lubke
Kimberly Burr	TX	Kent Ferguson
John Paclik	TX	Reggie Quiet
Bill Hood	TX	Devyn Richardson
Gary Price	TX	
Robert Johnson	UT	Val JoAnderson
Zachary Anderson	UT	George Cook
Bridgette Haray	UT	George Cook
Klint Eastman	UT	George Cook
Andrew Kota	UT	
Mark Ewell	UT	
Harold Winger	UT	
Benjamin Bonella	WY	
Preston Smith	WY	Evertt Bainter
Stephanie Gripne	WY	Bob Budd
Bryan Christensen	WY	Matt Scott
Ginger Paige	WY	

Section Membership Totals for December 2004

AZ	179	PNW	394
CAL-PAC	246	SD	123
CO	296	SO	88
FL	31	TX	542
ID	212	UN	61
IM	289	UT	267
KS	91	WY	229
MX	30		
NC	45	TOTAL OF	
NCS	46	ALL SECTIONS	4011
NE	136	Actual Pd Members	
NGP	244	thru Dec. 2004	3807
NM	197		
NV	156		
OK	109		

Society for Range Management

Position Announcement

Position Title: Executive Vice President

Salary: Negotiable, commensurate with experience and qualifications
Compensation includes comprehensive benefits package.

The Society for Range Management (SRM) is seeking an Executive Vice President to provide this professional society with experienced management skills. This is an exceptional opportunity for an individual with enthusiasm, expertise, and leadership skills, who is committed to working on behalf of people devoted to the management of rangeland resources in North American and around the world.

The SRM was founded in 1948 and has the objectives of caring for basic rangeland resources, understanding rangeland ecosystems and principles applicable to management of those resources, creating a public appreciation of rangeland environments, and promoting professional development of SRM members. As a non-profit organization, the SRM has approximately 4,000 members and an annual operating budget of \$1million. For more information on the SRM, please visit the web site at: www.rangelands.org.

The Position: The Executive Vice President (EVP) is the Chief Executive Officer for SRM. The incumbent actively participates with the SRM Board of Directors in formulation of SRM's mission, goals, objectives, policies, and is responsible for implementing SRM's programs and policies. The EVP reports to the SRM President and serves at the pleasure of the Board of Directors, reports to the nine member Board of Directors through the President, has overall responsibility for managing operations of the SRM, coordinating member activities, communicates with and among the Board of Directors, and directs interactions with other organizations and the public concerning rangelands, their ecology, and their management. The EVP supervises the SRM staff of six based in the Society's Lakewood, CO offices. A detailed job description is available on request.

Responsibilities: The overriding responsibility of the EVP is to manage this organization so that its members can carry out their mission to promote and enhance the stewardship of rangelands to meet human needs based on science and sound policy.

Specific responsibilities include but not limited to:

- Working with the board and staff to refine and implement the current strategic plan. The current plan has six major components and action items associated with each component.
- Develop an annual budget; ensure proper fiscal accounting and controls in accordance with appropriate guidelines and with sound accounting practices. Maintain fiscal solvency of the organization.
- Effective articulation of the vision and mission of the organization.
- Manages, mentors and oversees professional staff, ensuring efficient, appropriate and competent provision of services.
- Serves as liaison with other organizations, other public and private sector agencies, government officials, private citizens, and businesses.
- Serves as managing editor of *Rangeland Ecology and Management*, the scientific peer-reviewed journal of SRM.
- Promotes membership in the SRM.

Qualifications:

- Proven ability to build and maintain highly motivated staff and volunteers.
- Demonstrated experience in management and administration of non-profit organizations.
- Exceptional communication skills; especially public speaking and exemplary writing ability.
- Bachelor's degree, minimum.

SRM is an Equal Opportunity Employer. Applications will be considered without discrimination for reasons such as age, race, gender, religion or national origin.

Submit letter of application, resume and list of 3 or more references to:

Chair, EVP Search Committee
445 Union Boulevard, Suite 230
Lakewood, CO 80228-1259

Voice: (303) 986-3309 Fax: (303) 986-3892

E-mail: info@rangelands.org

(E-mail submissions should attach files in Microsoft Word or PDF formats.)

Review will begin March 1, 2005 and continue until position is filled. June 1, 2005 is the anticipated position fill date.

Membership Services Briefing

Member Login on the SRM Website:

Logging onto the SRM website is very easy.
Go to www.rangelands.org
Click "Member Login" (upper right corner)
Click red "click here"
Click "yes" in the gray box
Your login is your SRM ID#, this is found in the upper right corner of your SRM membership card
Your password (unless you've changed it) is your last name and the number 1.
Example, smith1
Once online you can pay your dues by clicking "e-billing reminder"
Change information in you data base by clicking on your name
Search for other members by clicking on "Search" or "Directory"
Check you CEU's by going into your member record and clicking on edit
Find the Mini-Directory, Committee members.

Renewal Invoices:

If we have your email address, you receive your first two renewal notices by email, not by postal mail. The third and *Final* invoice is sent by postal mail. Please be looking for "SRM Renewal Reminders" in your email box. These reminders tell you how to pay your dues online with a credit card, (see left column) on a site secured by VeriSign, or you can send a check (but you need to go online to see how much you owe) or you can call the office and give me a credit card number over the phone.

Membership Card:

You receive a "New" membership card each year when you pay your dues. The receipt you receive contains a peel off card in the upper left corner. It has your name, address, member ID# and expiration date printed on it. If you do not want to carry this card with you, put it with your computer information for use when you log on to the SRM website.

Until next month, Happy Valentine's Day!—
Lesley Radtke



New Member Application

Society for Range Management
 445 Union Blvd., Suite 230
 Lakewood, CO 80228-1259
 Phone: 303-986-3309
 Fax: 303-986-3892
 Email: LRadtke@rangelands.org

(Updated Jan. 23, 2005)

* (Please Print or Type) First Name MI *Last Name

Nickname (Informal) _____ Certifications: CRMC CPRM Other _____
 Job Title _____ * Male * Female Date of birth: M ___ D ___ Y ___

* Company/Organization/Business Affiliation/ (Students MUST put College or University)

* **Business Address** (Student School Address) * **Home Street Address** (Student Permanent Home)

Suite/Apt# _____ City _____ State/Province _____ Zip/Postal Code _____ Country _____	Suite/Apt# _____ City _____ State/Province _____ Zip/Postal Code _____ Country _____
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* **Business Phone** (Include Area Code) _____ * **Home Phone** (Include Area Code) _____
 Business Fax (Include Area Code) _____ Home Fax (Include Area Code) _____

* **Email Address** (to receive monthly *Member Resource News*) * **2nd** Email Address _____

Please mail my publications to my: Business (School Address) Have you ever been a member of SRM? Yes No
 Home (Permanent Home Address) If yes, when _____

How did you hear about SRM? _____ Name of member that recruited you _____

MEMBERSHIP CLASSIFICATION (Amount includes the Primary section) (* See reverse side for dues amount)

Regular \$85 Student \$35 Institutional \$205 Commercial \$525 * Life * Life Family *Additional Family

Student Information (Applicants for Student Membership: please complete the following information and provide proof of current FULLTIME registration for student status) For questions on status contact Lesley at LRadtke@rangelands.org or 303-986-3309

High School: Freshman Sophomore Junior Senior
 College: Freshman Sophomore Junior Senior
 Graduate: Year 1 Year 2 Year 3 Year 4 Year 5 Year 6

SECTION AFFILIATION (See reverse for Sections)

SRM members must choose a Section affiliation. Section affiliation is determined by geographical region, but members may be affiliated with any and as many Sections as desired upon payment of additional Section dues. If you wish to belong to more than one Section, please contact the SRM office at (303) 986-3309 for additional dues amount.

* **Primary Section Affiliation (1 only)** Additional Sections (\$5 ea)

OPTIONAL SUBSCRIPTIONS

Members receive six issues of *Rangelands* and 12 issues of *Member Resource News* (electronic delivery only via email) with your paid membership. Members may opt to receive 6 issues of the *Rangeland Ecology and Management* for \$25.00 per year.

I would like to receive the *Rangeland Ecology and Management* Yes No

PAYMENT OPTIONS

Payment must be made in U.S. funds drawn on a U.S. bank. Please make checks/money orders payable to: **Society For Range Management**

Dues \$ _____ Optional Subscriptions \$ _____ TOTAL AMOUNT ENCLOSED \$ _____

Credit Card Payment: Visa MasterCard American Express Discover

Name as it appears on credit card _____

Card Number _____

Expiration Date _____

Signature (REQUIRED) _____

MEMBERSHIP CLASSIFICATION

Regular—Basic individual membership, includes *Rangelands* and the *Member Resource News*, voting privileges, committee service, and nomination & election to any office.

Additional Family—Individuals of same household desiring more than one Regular membership. Families receive only one set of publications, but each member retains all rights & privileges of Regular member.

Student—Full-time students (high school through graduate school). Not eligible to hold office. Must succeed to different class of membership in the calendar year following termination of course of study.

Life—Same as Regular with one-time dues payment

Life Family—Individuals of same family desiring more than one Life membership.

Commercial—Businesses, proprietorships, individuals or other entities organized for profit. Must designate a representative. Listed in Society publications.

Institutional—Institutions or other entities not organized for profit (i.e., Federal agencies, livestock organizations, Indian tribes, universities). Membership is in institutions name with a designated representative. Not eligible to hold office. Listed in Society publications

SCHEDULE OF DUES (As of Jan. 1, 2004)

Regular—\$85 (all Sections except Mexico/Unsectioned)
\$80 (Mexico/Unsectioned)

***Life**—\$1,500 (Call SRM office for installment plan option)

***Life Family**—\$1,750 (Call SRM office for installment plan option)

***Additional Family**- \$35 (all Sections except Mexico/Unsectioned, must accompany another Regular membership in same household)

Student - \$35 (all Sections except Mexico/Unsectioned)

Commercial- \$525 (includes Section)

Institutional - \$205 (includes Section)

SECTIONS

Arizona

California-Pacific (California, Hawaii, and all the lands in the Pacific not currently associated with the following: Mexico and Pacific Northwest Sections of SRM, the state of Alaska, Australia),

Colorado

Florida

Idaho

International Mountain (Alberta, Western Montana)

Kansas

Mexico

Nat'l Capital (Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia)

Nebraska

Nevada

New Mexico

North Central (Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, Ontario, Quebec, Wisconsin)

Northern Great Plains (Eastern Montana, Manitoba, North Dakota, Saskatchewan)

Oklahoma

Pacific Northwest (British Columbia, Oregon, Washington)

South Dakota

Southern (Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Tennessee)

Texas