



The Trail Boss News

February 2002

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Partnerships Built

By, **Jim O'Rourke, SRM President**

A year ago I talked about partnering being a major goal for the future of SRM and laid out several avenues to accomplish that. Where have we been?

We have had a member of the Board of Directors, or an SRM member at large, officially represent SRM at 18 affiliated society/organization meetings. You have been able to read the reports of those meetings in this newsletter over the year. Officers of these groups have been invited to our meeting in Kansas City where they will participate in Board meetings, and provide displays from their organization. We have attended both a strategic planning summit and a national conference of the Renewable Natural Resource Foundation, an organization which includes 17 member societies. Deen Boe organized a Society Leadership meeting which brought together 18 individuals from 6 societies to discuss issues of common interest. Where have those meetings led us? The Wildlife Habitat Committee and the Watershed/Riparian Committees have held joint symposia with the American Fisheries Society at both the AWS meeting in Phoenix and the upcoming SRM meetings in Kansas City. We are addressing the ethics issue of some government agencies with a group of natural resource societies. A white paper has been prepared for NRCS answering how they might improve their delivery system, authored by 12 societies. Discussions on how to best increase our presence in Washington, D.C. have been too numerous to remember but the culmination has been a meeting with 18 individuals from 12 societies which will result in a proposal for a large number of agricultural and natural resource societies to better position themselves both physically and manpower wise in Washington, D.C. SRM is central in these discussions. The Chiefs/Directors of NRCS, USFS and BLM, along with three affiliated Society Presidents/EVPs/Science Policy Advisors will present a special session in Kansas City on "The Role of SRM and Other Natural Resource Societies in Washington, D.C." Many years behind other societies, SRM is in the process of establishing a Range Section within the Board on Natural Resources of NASULGC (National Association of Universities and Land Grant Colleges). In short, we have developed friendships with our affiliated societies and moved away from a feeling of competitiveness.

I have spent 31 days in Washington, D.C. since a year ago November. Deen Boe has kept me in line most of that time. In addition we have been joined by Vice Presidents Rod Heitschmidt, Bob Budd and Sam Albrecht in a number of these visits. We are having discussions at the Chief or Director level with the agencies, having met with Pearlle Reed of NRCS four times, Chief Dale Bosworth of the U.S. Forest Service four times, and newly appointed Director of BLM Kathleen Clarke within two weeks of her taking office. These visits have been preceded with countless meetings and correspondence with our colleagues within those agencies. What has this gained SRM and the agencies? Three reports have been developed for NRCS, one on the 2002 Farm Bill, one on Plant Materials Centers, and one on program delivery. SRM will be managing the Second Grazingland Conference in Nashville in 2003. The NRCS position in the

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(Continued from Page 1)

SRM Headquarters has been renewed for three years. This position, under Jeff Burwell, essentially got the Certified Professional in Range Management program up and running. The BLM, USFS and CSREES (Cooperative State Research, Education and Extension Service) are all considering following NRCS's lead by placing a person in the SRM Headquarters to coordinate a national effort of high priority to the agency. SRM is considering a proposal to house the National Coordinated Resource Management effort at our Headquarters. SRM has been involved from the beginning with the BLM as they develop their Vegetation Management EIS. Initiated by Rod Heitschmidt and Deen Boe through Department of Interior appropriation language, the Departments of Interior and Agriculture have drafted a Charter on Inventory, Assessment and Monitoring of Rangelands which effectively is a plan and budget to complete standardized soil surveys and ecological classification on all rangelands and to determine standardized monitoring and assessment methodologies for a National Cooperative Rangeland Survey. The BLM, USFS and NRCS are leading this effort while maintaining contact with other land management agencies. SRM leadership has met with Undersecretaries in both Interior and Agriculture on issues dealing with assessment and monitoring. These have resulted in discussions on a proposed program called REAP (Rangeland Environmental Assessment Program) and on the Strategic Plan Formulation Dialogue of the Department of Interior.

We have attempted to partner with ourselves. SRM Board members and the Chair of the Advisory Council have shared their views with you in the lead articles in Trail Boss News over the year. The Executive Committee has met three times during the year, in addition to summer and winter annual meetings and in a number of conference calls. You have seen minutes of these meetings and lists of Action Items in *Trail Boss News*. How we improve upon committee organization and reporting has been addressed at Kona, at Elko and will be dealt with in-depth at a Committee Chairs session in Kansas City. Chadron State College has incurred an enormous phone bill, we have challenged the electronic media system, and the ponderosa pine stands of the Pine Ridge of Nebraska have received a much needed thinning in corresponding with SRM members and our affiliates. The O'Rourke ranch has had a year-long rest.

You saw a presentation of our Strategic/Business/Five Year Financial Plan at Kona and at Elko. You have seen it in the *Trail Boss News*. At every opportunity you have been asked for input. That Plan will be adopted, with your suggestions included, at Kansas City. That plan tells us where we are going and the resources needed to do so.

From that will come a recommendation on what we do with SRM dues.

Early in 2002 our SRM Headquarters will be back to the manpower level it enjoyed in early 2000 with a full-time EVP and the NRCS position filled.

The Membership and the Information and Education Committees met in Lakewood with SRM leadership and, together with the new NRCS person, will develop a plan of action for a Communication and Marketing Plan. Versions of this have been on the shelf as ideas but little implementation resulted.

A video committee was established in mid-year which has resulted in a vigorous collection of thoughts on how to accomplish this project. Their proposal will be presented for Board action at Kansas city.

As the supreme example of commitment by SRM Board members, Jim Linebaugh traveled to Argentina at his own expense to represent SRM at Argentina's first Congress on Management of Natural Pastures. Argentina's representatives will likewise attend our meeting in Kansas City.

SRM has been represented at the Sustainable Rangelands Roundtable meetings and with the just completed report from the Heinz Foundation on the State of the Nation's Ecosystems.

The Research Affairs Committee is following the Strategic Planning of the U.S. Forest Service's Rocky Mountain Research Station.

The Government Programs and Policy Committee has kept us informed of legislative activity relative to rangelands from Washington, D.C.

SRM has had members added to the Invasive Species Advisory Committee.

Out of the CPRM activity and the Range Consultants Certification Panel SRM is developing a "list of experts", as requested by CAST (Council for Agricultural Science and Technology), the World Bank, and International Programs of the U.S. Forest Service.

SRM is assisting with developing funding for the VII International Rangelands Congress to be held in Durbin, South Africa in 2003.

Under the direction of Kendall Johnson, Journey to Change continues to help us do so.

Internally SRM has a number of challenges. Here are a few I think we need to work on immediately to enable us to accomplish the tasks we have set for ourselves in our plan.

We have a serious communication problem, as do most folks in agriculture or natural resources. As I've said, it's amazing how we can carry on an eight hour conversation with a fence post or a dog but we can't make a five minute presentation in front of an audience. We are not communicating between committees. We are not effectively communicating between Sections. We communicate up and down



the elected/appointed leadership chain reasonably well but that communication does not go very far laterally within the Society. The proverbially asked question of "what do I, or would I, get out of the Society" would be significantly reduced if the membership knew what is being accomplished. Solving this problem would retain a lot of members, a major dilemma for SRM.

We are not recruiting new members. Yes, the fact is people aren't joiners as they have been in the past. But the last major membership drive is fading from memory. We have programs in place to evaluate what people want out of SRM (Journey to Change and Strategic Planning). We need to communicate what we do, or can do, to potential members. They aren't going to come to us.

We've got a ways to go in partnering with ourselves. Simply put, we need to end our few pockets of internal squabbling and redirect that energy towards the goals and objectives of this organization. We need to recognize and accommodate various viewpoints, personal agendas, etc. and not let gloom and despair be our banner.

We have a tendency to plan forever, with action a painful exercise. The result is replanning or reorganizing when institutional memory fades with new boards, committees, etc. Let us not repeat this with our long sought Strategic/Business/Financial Plan. There are things we know we need to do. Bite the bullet and do them!

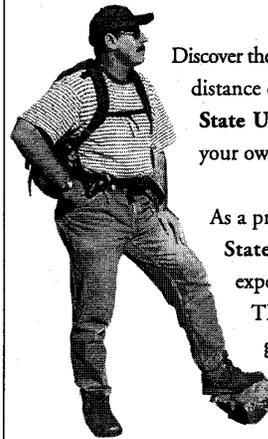
You have a group of officers who have shared their ideas and who are all committed to the direction being taken. In 1984 Rod Heitschmidt and I shared what was called the Bull Pasture on a tour from Adelaide to Darwin in Australia. That was spring training for the relationship we have developed through our terms as SRM officers. Rod and I share thoughts daily and he has taken the lead in a number of our activities over the last two years. You have a person coming in to lead you who already has. It is encouraging to see continuity of effort, which occurs when people are an equal part of the team from the outset.

Searching for a Committee Assignment?

While attending the SRM Annual Meeting in Kansas City you are welcome to sit in on the committee meetings. Give some thought to where your expertise and interest are and would be best utilized. Then, contact **Bob Budd at 350 Red Canyon Rd, Lander, WY 82520-9417**, who will be making committee assignments.

These assignments will be effective for the year 2003, officially beginning your duty in Casper, Wyoming. Keep in mind you will be making a commitment to meet with your committee at the Annual Meeting in the winter and the Summer Meeting for a period of three years.

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Thoughts From a Board Member

by Greg Tegart

Well, here it is, Greg's opportunity to share some words in *The Trail Boss News*. What to say has been running around in my head for some time now. I must confess to some degree it still is. So, I will start with the obvious. WELCOME TO 2002! I hope it treats you all very well!

Some relatively random thoughts come to mind. The premise for these is quite simple really, SRM is blessed with very capable, diverse and talented members who exceed the norm when one looks at organizational involvement and participation. That gives us as individuals and as groups a great opportunity to explore, play, test, assist, or simply learn with and from each other. It is that dynamic that I encourage us all to employ and feed upon.

WOW, is all I can say as regards how much time, energy and genuine effort is given to SRM. Not sure where folks like Jim find the time, but we *owe him and all the others working on our behalf* a huge debt of gratitude! I know it must come with some personal sacrifices. I only hope that all those sacrifices can be made "right" and that those on the receiving end know they are thanked too.

I can not pass up on the opportunity to comment on "The Journey To Change" initiative. As with all organizations we are blessed with processes, steps, etc. that are designed to keep us going. The Journey to Change initiative brings an opportunity to share thoughts and provide guidance without having to broach the normal processes. Simply put I like the concept and encourage you all to become involved. It has the opportunity to be our "corporate conscience" so to speak. In that regard viewing it as our journey with changes, getting involved and having its sponsors provide the insights gained will give the corporate us a lot more than our personal perspectives alone to guide us. An opportunity to improve we should not pass up.

Having broached the change concept I would like to share a couple of resources that you may find enlightening, helpful or at least somewhat interesting. I am very sure there are readers who are far more familiar with change, its stresses and challenges than I am. To those folks I merely ask they continue to share their insights, experiences. PLEASE feel entirely free to use this or any forum to do so. My experience is that those insights can go a long way towards helping individuals and groups address change. One of the nicest and simplest reads I have encountered is a little book entitled "Who Moved My Cheese?" by Spencer Johnson, M.D. (thanks Mike). It took me barely an hour to read yet its simple terms and messages have generated a lot of grey matter activity. Another one, not quite so short a read, is "The Stress of Organizational Change" by Price Pritchett & Ron Pound. Since change is inevitable and often stressful, I encourage us all to help ourselves and

each other as best we can to get beyond any sense of avoidance or denial, get moving and take up the change challenge. P.S. if you have any thoughts, resources, etc. I for one would appreciate it being shared.

We have a great deal of knowledge, experience and insight, from my perspective that is SRM's greatest strength. Perhaps we can find ways to engage these strengths a little more. Are there ways we can employ the "safe haven" SRM provides? I think so I just do not have a lock ways to do so. I thinking of activities that would bring our diverse and sometimes divergent perspectives together to engage and learn with each other. Ones where we could listen, express, debate, show, discuss and listen some more in arenas where outcomes are not measured by anyone other than ourselves. I perceive that we would not only gain new understandings but also hone our interaction and communication skills. The opportunity to preview challenges we face daily or may face in the future without worry of our inevitable mistakes or oversights being more than a blip in a learning curve seems appealing to me. Any ideas?

One more thought and we are done. As we get together at our various meetings remember our best resource is YOU and YOU and YOU. So share yourself with those around you. Help those new or less familiar with SRM and its people meet others. Take the time to say hi to each other and if I forget to, let me know ASAP. Have fun out there and smile.

Attention CPRMers!!!

Another advantage of becoming a Certified Professional Rangeland Manager: This last spring SRM began receiving requests from a number of organizations for a "list of experts" in range management. To date those include CAST (Council for Agricultural Science and Technology), the World Bank, and International Programs of the U.S. Forest Service. To answer this need the SRM Headquarters office has included on the application form for new enrollees and on the application form for renewal of certification a list of subject matter areas in which certified professionals consider themselves to be qualified. The "list of experts" is being developed from this part of the certification form for those who wish to have their name, address and phone number published or made available to the public, another question asked on the application forms. This is another verification that the skills of certified professionals in rangeland management are in demand.



Executive Vice-President's Report Focus on Membership

I was in Casper, WY for the most recent Executive Committee meeting and we were debating the committees and functions. The discussion came up that perhaps leaving all membership recruiting and retention to the Membership Committee was a little shortsighted – that perhaps every committee should consider membership recruitment and retention as a primary function.

I certainly think the idea has merit, and would even expand that to the sections, and then also to the individual members of SRM. We all need to get into the “membership” frame of mind. Each committee needs to think of their tasks and consider what new group of people could be classified as potential members. Sections are extremely well placed to recruit producer members, state employees, and other local non-profit organization members. Individuals are ideally positioned to recruit friends and co-workers.

The staff is dedicated to this task. If you have a list of potential members that you feel might be interested in SRM membership, send us the names and addresses. We will send them an SRM membership brochure and application. If you are going to a meeting where there may be some interest in SRM, send us a note and we will send you some brochures and other literature. Please give us as some advance warning, so we can send the information economically.

And don't forget about the SRM display. If you're going to a large meeting, we will ship the display to you and pay to have it shipped back. All you need to do is put it up and tear it down.

Let's try to think “membership” for 2002.

Legislative Action on Rangeland Assessment and Monitoring

by Deen Boe

Standardized rangeland assessment and monitoring technologies remain a high priority of the Society for Range Management. It is also an important issue with a number of other organizations both in the conservation and producer arena. SRM's Rangeland Assessment and Monitoring Committee and predecessors to the committee have been working on this issue for at least a dozen years.

SRM has worked and continues to work on a number of avenues to make progress with this important issue. All of them involve working with partners. One of those avenues has been a legislative approach through the United States Congress. The following language appears as report language related to the FY 2002 House Interior Appropriations bill.

*Improving Information on the Nation's Rangelands**

“Rangelands comprise over 40 percent of the Nation's land and provide vital watershed and grazing land functions. Currently, there is no coordinated inventory of these

lands and yet, several agencies in the various departments have responsibilities for differing aspects of rangeland inventory and assessment. The Committee directs the Secretary of Agriculture and the Secretary of the Interior to jointly charter an interagency group to address rangeland assessment and monitoring issues at both local and national scales. This group should include, as the Secretaries deem appropriate, representatives of the Forest Service and the Natural Resources Conservation Service in the USDA and the various bureaus of the Department of the Interior. This group should coordinate with respective professional societies including the Society for Range Management and other citizen or non-governmental organizations and industry groups. The Committee expects the Secretaries to prepare, within 9 months of enactment, a coordinated 10-year plan and budget identifying the cost of completing standardized soil surveys and ecological classification on all rangelands for use at local management levels. The Committee also expects the Secretaries to devise a plan to determine standardized monitoring and assessment methodologies and project costs that would be needed to carry out a periodic National Cooperative Rangeland Survey. Future budget justifications for these agencies should include information projecting budget and qualified personnel needs to carry out rangeland assessment and monitoring at local and national levels on a continuing basis.”

*As contained in House Report 107-103 and accepted by Conference Committee between House and Senate.

We continue to work with the U.S. Department of Agriculture and the Department of the Interior in developing an interagency charter and other followup activities including funding sources.

Memories of Some Early Range Managers

by Bob Gartner

Two long-time South Dakota Section members, **Armine Kuhlman** and **Ralph Cole**, passed onward to rangelands in the heavens during the year 2001. These professionals were very active in Section affairs and participated in several SRM winter and summer meetings. My relationship with those gentlemen dates back nearly half a century. I met Ralph in November 1956 when he, Dr. E.J. Dyksterhuis, and Les Albee stopped at the SDSU Cottonwood Field Station where I was clipping plots in pastures of the long term grazing study. About two years later, July 1958, I met Armine. Starting from the Newell Field Station, he led a tour of his watershed research for a group from the SCS that included Ralph Cole, Fred Renner, E.J. Dyksterhuis, Les Albee, and several range technicians.

Armine R. Kuhlman was born in 1910 in Lydia, Kansas. He received a degree in botany from Fort Hays State College. Armine became a botanist, soil scientist, and Project Leader in the Watershed Technology Research Branch, Agricultural Research Service, U.S.D.A. During his career in South Dakota,



his research was conducted from the Newell Field Station. He was active in SRM and was a recipient of the South Dakota Section Top Hand Award. Following retirement in 1973, Armine and wife, Della, moved to Lead, SD. He passed away on March 7 in Spearfish.

Armine led many tours of his watershed studies on several ranches and in the summer pastures at the SDSU Cottonwood Station. He published in both technical and popular formats. Some authored and co-authored publications still pertinent today are *Water Intake as Affected by Soil and Vegetation on Certain Western South Dakota Rangelands*, J. Range Manage. 14(5), 1961; *Water on South Dakota Rangelands*, So. Dak. Farm & Home Res. 17, 1966; *Grazing Effects on Runoff and Vegetation on Western South Dakota Rangeland*, J. Range Manage. 23(5), 1970; *Range Condition and Runoff in Western South Dakota*, So. Dak. Farm & Home Res. 23, 1972; *Sediment Yields from Small Rangeland Watersheds in Western South Dakota*, J. Range Manage. 26(3), 1973; *Runoff as Affected by Range Condition and Degree of Utilization*, SDSU An. Sci. Series 75-6, 1975; *Effect of Grazing Intensity and Range Condition on Hydrology of Western South Dakota Ranges*, SDSU Agri. Exp. Sta. Bull. 647, 1978. Armine also contributed several oral presentations at Section and Society annual meetings including Washington, D.C. (1972) and Mexico City (1975).

Ralph S. Cole was born on a ranch near Oak Creek, Colorado in 1920 and attended high school in Steamboat Springs. His ranch upbringing created a lifelong interest in ranching, hunting, and fishing. A degree in Forestry/Range Management from Colorado A.& M. (Colorado State Univ.) enabled him to sharpen his rangeland interests and extend his experience and knowledge to livestock producers and others during a lengthy career with the Soil Conservation Service. Before beginning his SCS career, Ralph served in the Navy during WW II from 1942 to 1946.

Ralph's range conservation career began in 1946 in Miami, Texas. There he met and married Zela who still resides in Rapid City. A son, Clint, was born in Texas in 1949. Ralph and family moved to Mobridge, SD in 1956, and to Rapid City two years later. He initiated the Great Plains Conservation Program on many ranches in a 12-county area of western South Dakota. Ralph retired from the SCS in 1979 after 33 years of public service.

Ralph co-authored with M.P. Cox *The South Dakota Method of Specifying Mixtures for Range Seeding* (J. Range Manage. 13, 1960). After studying the big game range on the Pine Ridge reservation, Ralph authored *Elk and Bison Management on the Oglala Sioux Game Range* (J. Range Manage. 27, 1974). His *Grass Identification Key of the More Common South Dakota Grasses* (mimeo.) was used by SCS employees, students, and others. In addition to being a Charter Member of SRM and one its first Certified Rangeland Consultants, Ralph was honored with the Society's Outstanding Achievement Award in 1984. He also served all the South Dakota Section offices, on many committees, actively participated in Section meetings and tours, and received the Section's Top Hand Award.

Ralph Cole was a consummate rangeland manager. He would converse with anyone about grasses and other range plants, soils and range sites, livestock production, wildlife management, and range recreation. He helped many ranchers improve their livestock production through improved vegetation management. Ralph's comments about the benefits of the SDSU intensity of grazing study at Cottonwood were always willingly shared with any listener. He was an active participant in range tours and field days at the SDSU Cottonwood and Antelope Range Stations. Ralph passed away in Rapid City on July 30, 2001.

Lost Resources

Donald (Don) William Nelson, 94, of Dillon, MT, passed away on April 25, 2001. A graduate of the University of Montana School of Forestry in 1929, Don spent most of his 40 year U. S. Forest Service career in Idaho and Montana.

Don first worked on White Pine Blister Rust Control. In 1931 he was a Boy Scout field executive in Southwestern Kansas. In 1934 Don was employed by the Forest Service to work on range surveys at Ennis, Montana. From there, he worked on the Shelterbelt Project in Nebraska and as District Assistant at Riggins, Idaho. He was District Ranger at Lolo, Montana; Sandpoint, Idaho; Clark Fork, Idaho; and Livingston, Montana. He was Range and Wildlife Staff on the Beaverhead National Forest at Dillon, Montana.

Under Don's guidance, the Beaverhead NF was the leader in implementing improved grazing practices in the Northern Region of the U.S. Forest Service from 1959-1972. Don was instrumental in establishing rest rotation grazing on many allotments on the Beaverhead NF. He emphasized cooperation with the local permittees and held many training sessions for ranchers and other interested people, such as bankers. Range tours were commonplace on the Beaverhead where the public was encouraged to come see the impressive results on the ground. Sagebrush control, fencing and water development were some of the featured management practices used to implement the grazing systems. Many range conservationists in the Northern Region received range training from Don while working on the Beaverhead NF. Don was an active member of SRM from 1959 to 1972 and maintained his membership until 1998.

Don loved trees and a good number of the trees in Dillon parks and residential areas are a result of his efforts.

He is survived by 3 children: Don Jr., Florence, MT; Nancy Mac Donald, Missoula, MT; and Caroline Sagunsky of Medford, OR. His wife Helen preceded him in death in 1995.

Don was greatly interested in the National Museum of Forest Service History (a nonprofit corporation), P.O. Box 2772, Missoula, MT 59806-2772.

Clair E. Terrill passed away on November 10, 2001. He joined SRM in 1950. He lived in Silver Springs, Maryland.

If you have SRM member news you would like to share in the next edition of the Trail Boss, please mail it to Maura Laverty, c/o SRM, P.O. Box 652, Council, ID 83612 or e-mail mlaverty@fs.fed.us



**Colorado State University
Department of Rangeland Ecosystem Science**

POSITION: Assistant Professor (Rangeland Systems Management)

DESCRIPTION: Tenure track, 9-month academic faculty position (60% Resident Instruction, 40% Agricultural Experiment Station)

The Department of Rangeland Ecosystem Science at Colorado State University invites applications and nominations for a full time, tenure track Assistant Professor faculty position. The Department is interdisciplinary with programs of emphasis in long-term ecological research, restoration ecology, riparian ecology and management, and range animal-habitat interactions. The Department's faculty support the College of Natural Resources and the University in fulfilling the Land Grant Mission in these programmatic areas. The Department offers an undergraduate major in Rangeland Ecology and offers both master of science and doctor of philosophy degrees.

QUALIFICATIONS:

Required:

- Ph.D. completed by time of application.
- Background in economics, natural resource policy, or other disciplines related to rangeland systems management.
- Demonstrated technical and practical understanding of rangeland ecology and management.

Desirable:

- At least one degree in rangeland science/management or rangeland resources.
- Teaching experience in undergraduate and graduate courses.
- Publications in refereed, scientific periodicals and books.
- Experience in outreach activities.
- Skills in systems analysis, integration, and natural resource planning.
- Experience working with natural resource agencies.
- Ranch management experience, especially experience dealing with wildlife/livestock interactions.

DUTIES AND RESPONSIBILITIES:

- Participate in undergraduate capstone courses in the Department and College.
- Participate as a team member in the Western Center for Integrated Resource Management at the graduate level and in the undergraduate capstone course.
- Establish a sound externally funded program of research and scholarly activity, including support for graduate students.
- Advise undergraduate and graduate students.
- Participate in interdisciplinary team activities.
- Participate in university governance and service, professional service, and outreach activities.

SALARY AND FRINGE BENEFITS: Commensurate with qualifications and experience. Sick leave per University policy, group health, life, dental, disability, and retirement benefits.

APPLICATION PROCEDURE: Send your curriculum vita, official transcripts from all universities attended, representative publications, four letters of recommendation, and a statement of qualifications and interest that includes your outlook for combining your philosophy of teaching with your research and scholarly work in this field to (faxed applications are not acceptable):

Dr. Wayne Leininger, Search Committee Chair
Department of Rangeland Ecosystem Science
Colorado State University
Ft. Collins, CO 80523-1478
Phone: 970-491-7852, Email: waynel@cnr.colostate.edu
<http://www.cnr.colostate.edu/RES/>

DEADLINE: Applications and nominations will be considered until the position is filled; however, for full consideration, applications should be postmarked by 15 March 2002.

POSITION AVAILABLE: 1 July 2002

Colorado State University is an equal opportunity/affirmative action institution and complies with all federal and Colorado state laws, regulations, and executive orders regarding affirmative action requirements in all programs. The Office of Equal Opportunity is located in Room 101, Student Services. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women, and other protected class members are encouraged to apply and to so identify themselves.

The Colorado Open Records Act may permit the University to treat application as confidential to a limited extent. If you wish to have your application treated as confidential, to the extent permitted by law, it must be accompanied by a written request that all materials submitted be held in confidence to the extent permitted under the Colorado Open Records Act at the time it is submitted to the Search Committee.

Under the Act, applications of "finalists" become public. Finalists are those applicants selected by the Search Committee or applicants still being considered 21 days before the position is to be filled. If there are six or fewer applicants for the position, however, they are all considered "finalists" and their applications are open to public inspection immediately after the closing date.

Deadline Date

The deadline date for the March *Trail Boss News* is February 20, 2002 due to the Annual Meeting.

Reminder

Please inform the headquarters office of change of address.



Plant Isotope Ecologist

Applications are invited for a broadly trained stable-isotope plant ecologist who can utilize, manage and further develop the Stable-Isotope Facility at the University of Wyoming. The position is a full time 9-month, tenure-track joint faculty appointment which we seek to fill at the Full, Associate or Assistant Professor level. Responsibilities are 50% research, 25% teaching, 25% stable-isotope facility administration. Minimum qualifications are a Ph.D. in an appropriate discipline relating to plant ecology; experience in ecological application of stable-isotope techniques, teaching experience; a record of success in research publication; a proven record of obtaining extramural funding; excellent oral and written communication skills and ability to work independently and collaboratively across disciplines. Preferred qualifications include the ability to teach an undergraduate course in the context of ecological applications and natural resource management and a graduate level course in ecological applications of stable-isotope methods. Qualified applicants should submit statements of their teaching philosophy and research qualifications and objectives, a curriculum vitae, undergraduate and graduate transcripts, and four letters of recommendation. Review of applications will commence on 6 March 2002.

Applications should be sent to **Peter Stahl, Search Committee Chair, Department of Renewable Resources, University of Wyoming, P.O. Box 3354, Laramie, WY 82071-3354**. For more information see our website at <http://uwyo.edu/RenewableResources/> or phone (307) 766-2179, or email unclem@uwyo.edu

Forest Service

National Rangeland Management Position

The Forest Service in Washington, D.C. will be advertising a Rangeland Management position in the near future. The person in this position will provide professional and technical expertise on rangeland issues and be part of the National Rangeland Team. This permanent, full-time job will be advertised as a GS-401-14 and report to the Deputy Director for Forest and Rangelands. Knowledge required for the position includes mastery of the principles and practices of rangeland management, comprehensive knowledge of the multiple-use management, extensive knowledge of technological advances in rangeland management, and knowledge of agency policies, procedures, and applicable statutes.

The job announcement will be located on the internet at <http://www.usa.jobs.opm.gov>. For further information on the position responsibilities contact **Daryl Herman or Jeanne Wade Evans at 202-205-0893**.

Interdisciplinary Research Project: Cheatgrass Control & Aridland Restoration Positions & Assistantships

BACKGROUND: The cooperators in a multi-state, multi-university/agency research project on aridland restoration are seeking outstanding candidates for a series of positions and assistantships to aid in this effort. The project's overall goal is to identify concepts and management strategies to control the spreading dominance of the invasive exotic annual cheatgrass, *Bromus tectorum*, and to restore native plants and biodiversity on northern Great Basin rangelands. Supporting objectives include: (1) a series of common experiments in Idaho, Nevada, Oregon and Utah to test techniques for controlling cheatgrass, establishing native plants and restoring ecosystem structure and function while reducing the cost of restoration; (2) provide an ecological understanding of why restoration techniques succeed or fail; (3) develop conceptual and economic bases for choosing appropriate management techniques; (4) use partnerships among research agencies, educators and land managers to convey knowledge to ranchers and other professionals and to increase student and public awareness of invasive species and native plant restoration problems. Successful candidates will play a role in this large project and will interact with researchers across the region.

Positions and Further Information

Positions	For Further Information Contact:	Positions	For Further Information Contact:
1 Postdoctorate – Modeling & Meta-analysis 1 Research Technician	Dr. Robert Nowak, Dept. of Environ. & Resource Sciences, MS 370, Univ. of Nevada, Reno, NV 89557; nowak@unr.nevada.edu	2 M.S or Ph.D. – Aridland Restoration Ecology 1 Research Technician with MS or equivalent experience	Dr. Eugene W. Schupp, Dept. of Rangeland Resources & the Ecology Center, Utah State Univ., Logan, UT 84322-5230; schupp@cnr.usu.edu
1 M.S. or Ph.D. – Soil/Plant Nitrogen Dynamics	Dr. Robert R. Blank, USDA-ARS, Exotic & Invasive Weed Research Unit, 920 Valley Road, Reno NV 89512; blank@unr.nevada.edu	1 M.S. or Ph.D. – Aridland Restoration Ecology or Plant Ecophysiology	Dr. Paul Doescher, Dept. of Rangeland Resources, Oregon State Univ., Corvallis OR 97331; paul.doescher@orst.edu
1 M.S. or Ph.D. – Aridland Restoration Ecology	Dr. Jeanne C. Chambers, USDA Forest Service Research, Rocky Mountain Research Station, 920 Valley Road, Reno NV 89512; chambers@equionox.unr.edu	1 M.S. or Ph.D. – Agricultural Economics	Dr. John Tanaka, Eastern Oregon Ag. Res. Center, Union Exp. Station, PO Box E, Union OR 97883; john.tanaka@orst.edu
		1 Soil Microbial Ecologist – GS-9	Dr. David A. Pyke, USGS Forest & Rangeland Ecosystem Science Center, 3200 SW Jefferson Way, Corvallis OR; david_a_pyke@usgs.gov



Invitation To Join CAST

-a Benefit to You *and* the Society for Range Management

The Society for Range Management (SRM), as a society member of the Council for Agricultural Science and Technology (CAST), encourages our members to benefit by becoming personal members of CAST. **If you choose to join CAST as a new individual member, both CAST and the Society for Range Management will benefit, because SRM will receive \$25 for each new member who joins CAST at the \$50 or higher membership level.**

What is CAST? The Council for Agricultural Science and Technology was founded in 1972 after a meeting of the U.S. National Research Council, National Academy of Sciences identified the need for better communication of the science behind the issues. CAST is an international consortium of 37 scientific societies representing over 173,000 member scientists, 100 nonprofit organizations, 72 companies and cooperatives, and nearly 2,000 individual members.

What does CAST do? CAST disseminates scientific facts and summarizes the latest scientific research for leaders in public policy, private citizens, and the media. Drawing upon its societies' membership of over 173,000 distinguished scientists, CAST's task forces address issues of national and global significance. CAST's authoritative publications are recognized internationally for their concise, impartial assessment of the most advanced science to date. CAST accomplishes its goals by providing publications for a wide readership as well as briefings and testimonies for leaders in Washington, D. C. CAST also coordinates national workshops for the public and the media. CAST is often asked to present the scientific perspective to the White House, U.S. Senate and House Agriculture Committees, USDA, FDA, and EPA.

You can help strengthen CAST's position at the national forefront of science communication. By becoming a personal member of CAST, you can help ensure that science has a seat at the public policy table and, at the same time, financially benefit the Society for Range Management.

CAST Membership Categories and Benefits

- **INDIVIDUAL MEMBERSHIP:** \$50/year; \$25/year for retired persons and students. Receive issue papers, *NewsCAST*, and interpretive summaries of all task force reports. You may order any publication within one year of publishing date and pay only shipping. *Friday Notes*, an informative weekly e-mail update on the activities in Washington, D.C. is sent to members providing e-mail addresses.
- **CENTURY CLUB MEMBERSHIP:** \$100/year. Receive all new CAST task force reports and their interpretive summaries, issue papers, and *NewsCAST. Friday Notes*, an informative weekly e-mail update on the activities in Washington, D.C. is sent to members providing e-mail addresses.

Dr. Mr. Ms. NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIPCODE: _____ COUNTRY: _____

PHONE: _____ FAX: _____ E-MAIL ADDRESS: _____

JOB TITLE: _____ EMPLOYER: _____

PROFESSIONAL MEMBERSHIPS (ACRONYMS ONLY): _____

TYPE OF CAST MEMBERSHIP: Individual/\$50 Retired Individual/Student/\$25 Century Club/\$100 Lifetime/\$2,500

FORM OF PAYMENT: Check Visa MasterCard Discover American Express

(Make checks payable in USA funds drawn on a USA bank to CAST. A **\$3.00 processing fee is automatically added if payment is made by credit card**)

CARD NUMBER

EXPIRATION DATE

SIGNATURE

Mail or Fax To: Council for Agricultural Science and Technology, 4420 West Lincoln Way, Ames, IA 50014-3447, Phone: (515) 292-2125, Fax: (800) 375-2278, E-mail: cast@cast-science.org, Web site: <http://www.cast-science.org>

(Source Code: SRM)



**Executive Committee Meeting
October 27-28, 2001, Casper, WY
ACTION ITEMS**

These action items are being reported to keep you informed of what your Board is working on. If you have questions on specific items, please contact the “Responsible Person” listed.

Action	Responsible Person(s)	Outcome
Contact Deen Boe regarding his thoughts on Washington presence and perhaps “buying-in” to Crops & Soils Congressional Science Fellow program.	O’Rourke	
Write article on Washington presence in December <i>Trail Boss News</i> .	Budd	DONE
Contact Paul Ohlenbusch, KC Planning Team, to secure room for Special Session featuring agency chiefs. Contact speakers for this session.	O’Rourke	DONE
Write descriptions for IP Agreements to include: 1) professional development 2) government monitoring, 3) seeking common ground, 4) partnering, 5) assessment & monitoring, 6) invasive species, and 7) fire.	Budd	
Contact Fee Busby and Dan Uthe to set up meeting regarding REAP during Washington visit.	O’Rourke	
Run committee volunteer request form in February <i>Trail Boss News</i> .	Harris	DONE
Write memo to Board reps, with copy to committee chairs/chairs-elect, instructing Board reps to synthesize quarterly reports from their committees and send to all committee chairs.	O’Rourke	
Send all 2001 and future committee reports to Section Presidents.	Harris	
Respond to Kindra Gordon, I&E Committee Chair, regarding her concerns on communication.	Albrecht	DONE
Write article for <i>TBN</i> on availability and past use of new SRM display.	Albrecht	DONE
Communicate with Partnerships & Affiliations liaisons to make them aware of availability of display for affiliate meetings.	Heitschmidt	
Write article on Transition brochure for <i>TBN</i> .	Boe	
Look into mechanism to “de-certify” Certified Professional in Rangeland Management.	Albrecht	
Contact Burwell to determine progress on developing “Areas of Expertise” and “List of Experts.”	Albrecht	DONE
Prepare report to BOD on headquarters cost/location relative to Building Trust Fund prior to Kansas City meeting.	Albrecht	
Notify Video Fundraising Committee of other videos.	O’Rourke	
Review & revise draft Financial Plan with Tanaka/Rimbey.	Albrecht/Harris	DONE
Contact USDA-ARS & Farm Foundation to discuss disposition of remaining funds from Sheep Symposium Proceedings. Include offer of using ARS funds for a new project.	Albrecht	DONE
Set up Board conference call for November 5, 6 or 7.	Harris	DONE



Action	Responsible Person(s)	Outcome
Send copies of the I&E Committee Marketing & Communications Plan to I&E Committee & Board.	Harris	DONE
Send copies of invitation letters to affiliates to O'Rourke for review.	Harris	DONE
Relay Board's decision on comp registrations to affiliates to Kansas City & future planning teams.	Harris	DONE
Provide comments on Annual Plan of Work, EVP Performance Assessment and draft contract by 11/30/01.	O'Rourke/Heitschmidt/ Budd/Stumbough/DeCock	DONE
Contact P&A Committee liaisons regarding attendance at affiliate meetings.	Heitschmidt	
Order "SRM Representative" pins for P&A liaisons & prepare information packets.	Harris	
Add \$6K trademark costs in FY02 budget.	Albrecht	DONE
Contact Secrist regarding nominations to National Invasive Species Advisory Committee.	O'Rourke	
Complete analysis on cost to service life members and determine if current funding (from Life Membership investment fund) covers these costs.	Albrecht/Harris	DONE
Check into cost for providing lapel pins to life members. Publish names of individuals who donate unrestricted funds (i.e., through Combined Federal Campaign & other means annually in the <i>Trail Boss News</i> .	Albrecht/Harris	IN PROCESS
Publish summer meeting action items in December <i>TBN</i> .	Albrecht/Harris	DONE
Send all 2001 quarterly reports to all Section Presidents along with BOD Meeting Highlights and BOD Action Items.	Harris	
Notify Bill Fox of decision on HSYF chaperone funding.	Albrecht	
Send letter of invitation to affiliate Presidents & EVPs	O'Rourke/Albrecht	DONE
Notes & Action Items from this meeting completed by 11/2/01.	Harris	DONE
Develop "job" descriptions for President & officers and add to Board Handbook.	O'Rourke/Heitschmidt/ Budd	
Add information on which Presidents presides over Annual Meeting to the AM Handbook.	Harris	
Send Advisory Council Minutes & Action Items for past 5 years to Tammy DeCock.	Harris	
Contact ERM chair to request coordination of their award presentation with the Awards Committee.	Linebaugh/Tanaka	
Develop committee structure model to be presented at the KC meeting and provide materials to the Advisory Council prior to their meeting.	Heitschmidt	
Contact Paul Ohlenbusch to request breakout rooms for Chair/Chair-Elect meeting.	Heitschmidt	
Contact committee chairs of Wildlife Habitat, Watershed/Riparian, Government Policy & Programs, Rangeland Assessment & Monitoring, Rangeland Invasive Species, and Public Affairs to request representatives to serve on the BLM EIS task group.	O'Rourke	



Action	Responsible Person(s)	Outcome
Schedule meeting at Kansas City to include the Executive Committee, current monograph authors, and Gary Frasier to clear up the confusion about monograph process. Also involve I&E, Publications & Public Affairs Committees.	Albrecht	
Find someone to attend Rocky Mountain Research Station meeting to develop strategic framework on 11/9 in Boise, ID.	O'Rourke	
Contact Deen Boe & Robin O'Malley to arrange a meeting while the Executive Committee is in Washington next month.	Budd	
Identify liaisons to attend upcoming affiliate meetings.	O'Rourke/Albrecht/ Heitschmidt	
Discuss gift membership program with Endowment Fund Board of Governors.	Heitschmidt	
South Dakota CRM Guidelines to CRM Committee.	O'Rourke	
Develop authors guide for monographs, including executive summary.	Albrecht/Frasier	
Attend Pasture/Rangeland Risk Management Meeting in Billings, MT	Heitschmidt	
Make hotel arrangements for Executive Committee meeting in Casper, January 11-12, 2002.	Harris	