



Member Resource News

January 2004
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SRM IS A “LEARNING ORGANIZATION” By Larry Howery

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Happy
New
Year

Deadline for the February SRM Member Resource News

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

“Learning organizations...create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together.” – Peter Senge

Does this quote personify what SRM means to you? For me, SRM is indeed a “learning organization” that fosters our inherent desire, or probably more accurately, our inherent need, to continually learn more about the rangeland ecosystems we all care about. All of us have our own personal reasons for joining SRM, but I suspect that one of the main reasons many of us become SRM members is because we have an insatiable desire (and need) to be life-long learners so that we can better understand rangeland ecosystem processes. Attaining a better understanding of the causes rather than the symptoms of rangeland problems will help us to avoid decision paths that may produce short-term “benefits” but contribute to long-term and even irreversible misfortunes.

“That is what learning is. You suddenly understand something you’ve understood all your life, but in a new way.” — Doris Lessing

My good friend and colleague Karen Launchbaugh recently told me that we humans and other rangeland creatures naturally *inherit the ability to learn*. Think about it. No one has to teach infants how to learn – they come into this world naturally inquisitive, eager, and fully equipped to learn at an astonishing rate. When Karen said this to me, I had an “AHA moment!”, an epiphany of sorts. Karen helped me to better understand something I think I’ve known ever since sitting in Fred Provenza’s (my good friend and mentor) plant-herbivore interaction class at USU, but she helped me understand the so-called “nature vs. nurture debate” in a new way.

This kind of learning moment inevitably happens to me every year at the annual SRM meeting. I am sitting in a session, a symposium, a workshop, a (gasp!) committee meeting, or I may just be “dialoging” with colleagues in the hallway, and something is said that causes me to think, “hmm, ya’ know, I’ve never thought about it in quite that way.” A professional epiphany can be an inspirational (dare I say, spiritual) spark that motivates us to want to learn more, pushing us towards attaining a higher level of personal proficiency in our profession. SRM provides a learning environment where we can expose our own thinking to the feedback and influence of others. Such a learning environment prepares us to experience fundamental shifts or movements of the mind.

“Learning is not attained by chance, it must be sought for with ardor and attended to with diligence.” — Abigail Adams

Becoming a life-long learner, though inherently natural, does not come without individual effort. The annual SRM meeting offers more learning opportunities than any one person can possibly take advantage of – that’s certainly not a criticism but rather

a tribute to the host sections and cities that have organized and offered the many fine programs we have enjoyed in recent years. If you have perused your pre-convention program for Salt Lake City, 2004, you already know that the hard part again this year will be in deciding which exceptional programs you will have to *miss* because there is so much to choose from. If you are lucky enough to belong to an active SRM section like ours in Arizona, this gives you still more possibilities to learn while sharing your knowledge with others at summer and winter section meetings. If you want to serve, opportunities abound through committee work or elected office at both the national and section levels.

“What is important is to keep learning, to enjoy challenge, and to tolerate ambiguity. In the end there are no certain answers.” — Martina Horner

Rangeland ecosystems are immensely dynamic and complex as President Budd pointed out in his lead article in TBN about a year ago. The phrase, “the whole is bigger than the sum of its parts” epitomizes the challenge of applying the art and science of range management in environments where the only constant is change – where there is extreme variability across ecological sites, and in timing, amount, and form of precipitation that may or may not fall from the sky onto those sites. In other words, range management ain’t rocket science, it’s a lot harder! Rangeland managers are constantly challenged to make decisions in the face of uncertainty. A quick glance at the diversity of topics contained in the program agendas over the past decade illustrates the dynamic complexity of rangelands which SRM attempts to address each year at our annual meeting. SRM membership includes some of the foremost scientists in the world who have studied and published on the many aspects and components of rangeland ecosystems. SRM meetings provide a unique opportunity for students, managers, scientists, educators, bureaucrats, and academicians to come together and learn from one another’s areas of expertise, and to scrutinize the art and science of range management from a holistic, interdisciplinary, systems perspective.

Range professionals who work as civil servants face difficult and uncertain times with issues such as drought, endangered and invasive species, rangeland “health”, and wildfires, not to mention numerous lawsuits that are filed by some of the very people they attempt to serve. SRM provides support to civil servants because it is an organization that supports science-based decisions on rangelands. SRM members share knowledge, experiences, and ideas with one another, which help fellow professionals gain new perspectives, and develop innovative ideas and partnerships. The sharing of knowledge, experiences, and new ideas benefits SRM members as they provide leadership when applying good range management practices on the ground where the plot frame meets the transect.

“Leadership and learning are indispensable to each other.” — John F. Kennedy

A learning organization is a place where people feel empowered to make changes to address current and future challenges. As Yogi Berra said, “The future ain’t what it used to be”. However, being a leader in an organization with design flaws can be nearly as daunting as flying a plane with battle damage. Identifying potential design flaws, and then having the grit to make the appropriate “decisions in the face of uncertainty” to correct those flaws, is a learning process in and of itself that can be simultaneously risky, exhilarating, painful, and rewarding. SRM leadership deserves credit for recently deciding to renovate SRM in ways that should serve our Society well into the foreseeable future (to wit, the new committee structure that mirrors the strategic plan, making committee service voluntary, the call to increase membership, increasing CPRM numbers, the electronic newsletter, the improved web site, strengthening SRM’s leverage by partnering with other natural resource organizations, establishing liaisons with land management agencies and other organizations, etc.).

If you are a regular reader of MRN (previously TBN) you know that SRM faces never-ending challenges. In Casper last year, President Budd dared each SRM member to “lead, follow, or get the hell out of the way — *the time for complaining about what SRM doesn’t do is over.*” Which option will you choose? Do you want to: Lead? Follow? Learn? Serve? Teach? All of the above? A learning organization like SRM is only as motivated and inspired as its individual members choose to be. How active of a participant will you choose to be in the continual endeavor to discover new ways to improve SRM?

Argentina Congress on the Management of Natural Pastures

The Second National Congress on the Management of Natural Pastures was held in San Cristobal, Santa Fe, Argentina from the 8 – 10 October, 2003. The Congress, sponsored by the Argentina Association for the Management of Natural Pastures, the Argentina Association of Prosopis, and INTA attracted over 300 participants with some 145 poster and oral presentations.

The Argentina Association for the Management of Natural Pastures, Argentina's equivalent of the Society for Range Management, was formed three years ago with their First Congress held in San Cristobal two years ago and attended by former SRM Board member Jim Linebaugh as the official representative of SRM. SRM Past President Jim O'Rourke and Lora O'Rourke, Rangeland Management Specialist with the Nebraska National Forest represented SRM at the recent Congress, making two oral presentations, one on the Use of Public Lands in the U.S. and the other on the Impact of Range Livestock Breeding Dates. Jim and Lora were interviewed by regional television and extensive newspaper coverage was provided the Congress both locally and regionally. Israel Feldman, who represented the Argentina Association at the SRM meeting in Kansas City in 2002 presided as President, providing tremendous moral encouragement for the Association, as well as entertaining the crowd with his verbosity and humor. SRM member Guillermo O. Chiossone was elected as the incoming President of the Argentina Association, after having been the central organizer of the first two Congresses.

At the Association's Business Meeting, Jim O'Rourke, as President of the International Congresses, extended the invitation and encouragement for the Argentina Association to submit a bid to host the 2011 International Rangeland Congress. Considerable interest was generated with discussions ongoing on the approach to obtain support from the government of Argentina and the willingness of rangeland workers throughout Argentina to take on such a task.

The Quivira Coalition Holds Third Annual Conference January 15-17, 2004

The Third Annual Quivira Coalition Conference, entitled "Ranching In Nature's Image," will be held Thursday-Saturday, January 15-17, 2004, at the Hilton Hotel in Albuquerque.

Its session titles are: *Romancing the Keystone: Nature at Work; Managing Land Using Ecological Processes; Nature's Wealth: Economy and Society; and Converting Obstacles into Opportunities.*

Highlights include the First Annual meeting of the Southwest Grassfed Livestock Alliance, and music by South by Southwest. The three-day conference costs \$75 for non-members, which includes several meals. For more information, call 505-820-2544 or see our website: www.quiviracoalition.org

The mission of The Quivira Coalition is to foster ecological, economic and social health on western landscapes through education, innovation, collaboration, and progressive public and private land stewardship.

Certification Corner

We look forward to seeing you all in Salt Lake City! Visitors are welcome at the CPRM committee meeting Sunday a.m. in the Grand America Venice Room.

The Certified Professional in Rangeland Mgt. exam will be offered 1/27/04 in the Belvedere room of the Grand America. If you wish to take the exam for the first time, please be sure that we have an application from you in process. If you wish to re-take the exam, please contact Vicky or myself.

A little about the exam. It is a 200 question multiple choice exam that reviews material from the coursework categories mentioned in the application material. It is a closed-book test, and a passing grade is 75%. The test was written by a Range professor of long standing and high reputation, and tested on a representative group of 'guinea pigs' that included our current President Bob Budd (who passed!). The CPRM committee continues to look for ways to make the process of application and testing more fair and representative of the knowledge, skills, and experience desired for CPRMs.

For 2003, the pass rate is currently 66% with 10 of 15 applicants passing. The test may be re-taken at no charge. A list of suggested test references is available on our web site. We prefer to administer the test at the Annual Meeting and at Section meetings, but special arrangements can be made to have the test proctored elsewhere. Please contact Leonard Jolley or Vicky Skiff if you have questions. Thanks!

SRM's New Officer/Directors



John Tanaka



Kris Havstad



Jeff Mosely

Congratulations to SRM's new officer/directors. The Elections Committee counted ballots at the Society Headquarters on December 12, 2003. Retiring Directors John Tanaka and Greg Tegart will be replaced by Kris Havstad and Jeff Mosely. John Tanaka will be installed as 2nd Vice-President at the Annual Meeting in Salt Lake City in January.

Ballots and tally sheets are retained in the Headquarter's office for one year for review. There were 33% percent of the membership that voted.

**Position Available
Range Management Coordinator**

Wanted – Arizona Cattle Growers' Association is looking for a Range Management Coordinator to synchronize the interpretation of monitoring data on Federal, State and private lands between Federal and State Agencies with the help and support of the University of Arizona and the Natural Resource Conservation Districts.

Applicant must have a strong background in Range Sciences and excellent communication skills. The position will last for two years.

For a complete description of Job and Qualifications E-Mail C. B. Lane doclane@arizonabeef.org or Call Arizona Cattle Growers' Association 602-267-1129.

**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 chartes 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 brunner@mail.grrtech.com

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

**Dept. of Rangeland Ecology and Management
Texas A&M University**

Ecohydrology/Ecological Restoration: Assistant professor, tenure track, 10-12 months; part of a new Signature Program in Water and the Environment at Texas A&M University. PhD with emphasis in ecohydrology, ecology, ecological restoration or natural resource ecology and management to conduct teaching/research in water-related issues associated with ecological restoration, particularly in riparian and wetland ecosystems; develop teaching and research emphasis to enhance new degree programs in Water Science and Ecological Restoration. Closing date **February 1, 2004** or until filled. http://rangeweb.tamu.edu/job/ecohydrology_pos_ann_1112.pdf 979.845.5579

Texas A&M University is an Equal Opportunity Employer.

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.

SRM Members Resource News

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**Howard Russell Delano-Public
Lands Foundation
Outstanding Lifetime
Service Award**



Howard R. Delano, a lifetime and charter member of the Society for Range Management was awarded an Outstanding Lifetime Service Award by the Public Lands Foundation for 2003. Mr. DeLano has served as President of the NW Section of SRM as well as chairman of several other national committees.

Mr. Delano is currently President of the Oregon Gelbvieh Association and continues to operate a significant number of prize-winning livestock on his ranch in Western Oregon.

This photo was taken on his 90th birthday on July 4th, 2003. He was presented his award on September 19, 2003 in Eugene, OR.

Lost Resource

Leonard Hay, a rancher from Rock Springs, WY passed away in October. Leonard was a member of the Wyoming Section of SRM.

Book of the Month

Rangeland Wildlife is a comprehensive treatise of rangeland wildlife, their habitat and their interactions with domestic livestock in the U.S.

PUB-14 sells for \$24.50 members, \$30.35. university, and \$36.75 nonmember.

For more information on how you can order this book contact the Headquarters office at **303-986-3309** and ask for Kirsten Tardy. Her email is ktardy@rangelands.org You can also order publications on our website www.rangelands.org

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**IMPORTANT INFORMATION ON HOTELS
FOR 57TH ANNUAL MEETING**

As of December 15, 2003, the sleeping room block at the Grand and Little America Hotels is nearly full. There are still a few rooms available from Sunday 1/25 through Tuesday 1/27, however, the hotels are currently overbooked for the 28th and 29th. **If you have not already done so, we URGE you to make your room reservations as soon as possible, as there is a very large convention coming into Salt Lake City mid-week and sleeping rooms are at a premium.**

The 2004 Planning Committee has made arrangements for additional sleeping rooms at three nearby hotels:

Sheraton Salt Lake City Centre Hotel

150 West 500 South
Reservations: 801-401-2000
Fran Gallegos, Sales
Single: \$80/Double: \$90

Crystal Inn Hotel

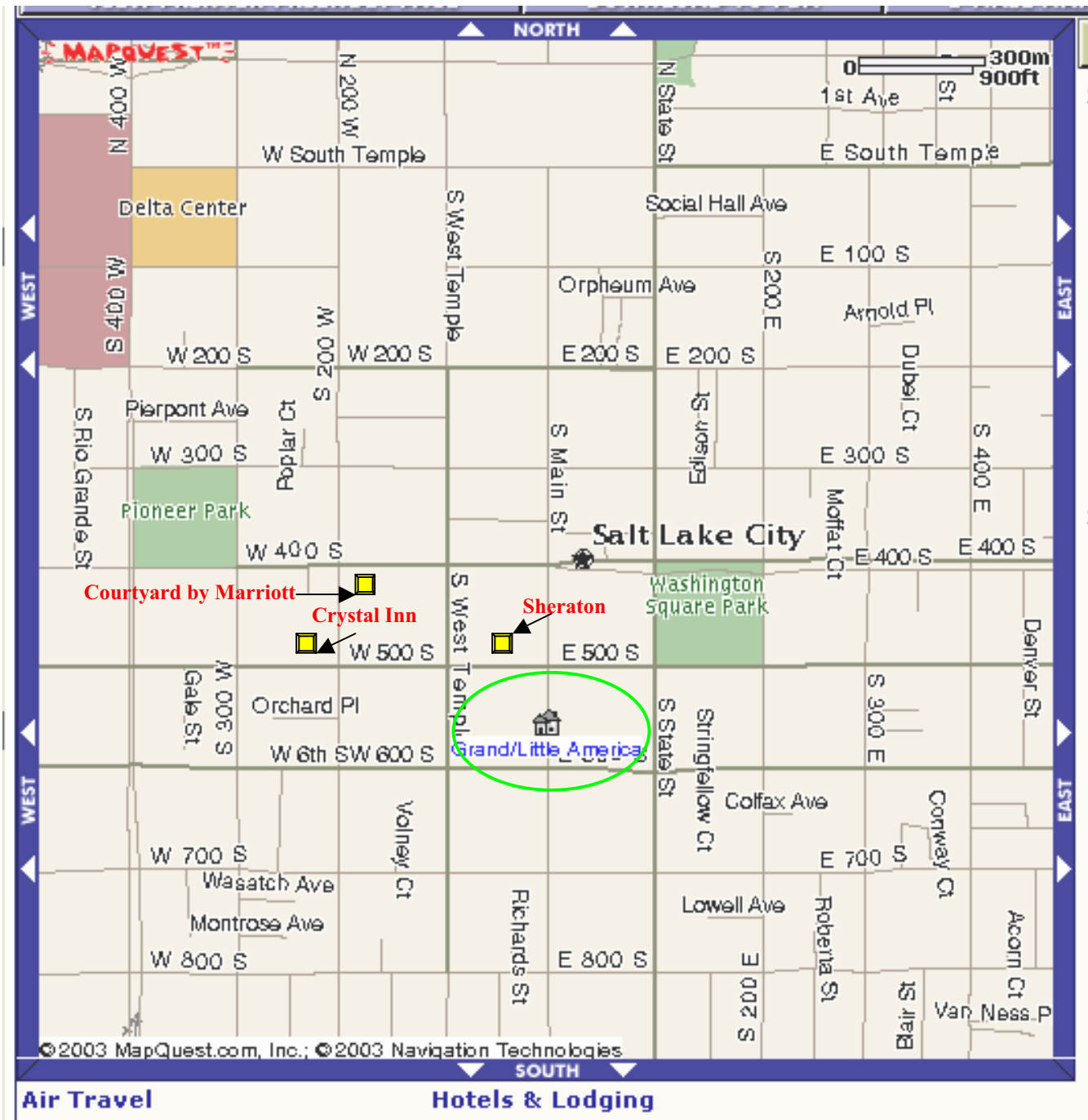
230 West 500 South
Reservations: 800-366-4466
Jamie Williamson, Sales
Single/Double: \$99

Courtyard Marriott Salt Lake City

130 West 400 South
Salt Lake Cit, UT
Reservations: 801-531-0800
Toll-free: 800-228-9290

Please be sure to identify yourself as a “**Range Management Conference**” attendee to receive these special room rates.

[See map on the following page for locations of hotels in relation to Grand/Little America Hotels.](#)



New Members

SRM welcomes its new members. Following is a list of new members, their section and recruiter..

Member	Section	Recruited By	Member	Section	Recruited By
Jennifer Arnold	AZ	Mary Hershendorfer	Jennifer Lind	NGP	
Stephen Asamoah	IM		Phillip Lockwood	WY	Matt Scott
John L. Baker	WY		Peter London	CO	Brian Criswell
James "Mike Barnum	ID		Linda MacKay	NM	
Kenneth Bauer	England		Rebecca McCulley	SO	
Brooke Bays	PNW		L. Dean McFetridge	PNW	Tom Thompson
Benny Bebowski	IM		Lucas McKinnon	CAL-PAC	
Robert Bolton	NCS		Bruce Menzel	NCS	John Buckhouse
Orson Boyce	UT		Jeffery Miller	PNW	William Krueger
Jennifer D. Carlson	IM	Darlene Moisey	Gary Mitchell	CO	Brian Criswell/Jesse Dillon
Adrienne Cautley	PNW		Gail Nason	NE	Jim O'Rourke
Richard Coon, Jr.	PNW		Jackie L. Olson	NGP	Kevin Sedivec
Marvin Courtnage	CO		Diane Orme	WY	Ray Gullion
Debra Crawford	TX		Steven Ostoja	UT	
Kenny Crawford	TX	Mike Stellbauer	Brett Palmer	UT	
Dawn Davis	NM		Meghan Peacock	PNW	
Justin Deilges	CO		David Pvertin	CO	
Stephen Deiss	TX	Wayne T. Hamilton	Richard "Shayne Roche	NV	Sherman Swanson
Alex Dickie	NCS		Luke Samuel	NGP	Kevin Sedivec
Michael Edwards	CO		Jeff Shinn	NV	Michael Croxen
Paul Eitel	NE	Chuck Butterfield	Kevin Shomette	TX	Mike Shomette/ Barron Rector
Patricia Fosse	IM				
Deb Frasier	NE	Gary Frasier	Mellissa Siders	UT	
Laura Fertig	UT		Anita Smyth	Australia	
Julie Gersbach	TX	Mort Kothmann	Linda Sperry	NV	
David Gray	PNW		Eva Strand	ID	Steve Bunting
Allison Grow	CO	Julie Allen	Pelletized Straw	NC	
R. Heath Hancock	ID	Bob Brammer	Donna Steed	UT	Curt Johnson/Bob Hamner
David Harrison	SO	Mark Green	Matthew Stevenson	UT	
James Heitholt	AZ	Sean Lockwood	David Toledo	NM	
Amber Hughes	UT	Lee Hughes	Joseph Treadway Jr.	TX	
Jamie Jaberg	PNW	OSU Range ClubLinda	Andrea Jamie Wages	PNW	Meghan Peacock
Gerald Jasmer	WY	Everet Bainter	Linda Wallace	CAL-PAC	
Alison Kelly	UT		Eric Wallgren	TX	Mort Kothmann
Linda Kennedy	AZ	Dan Robinett	Chris Watts	CAL-PAC	
Lavern Koch	SD		Jerry Weatherford	OK	Jennifer Haught
Alfonso Leal	TX		Jamie Weeks-Seuffert	PNW	
Marianne Lein	IM		Jennifer Williams	PNW	

Advertisement Rates for *Trail Boss News*

Full Page	(8 1/2 x 11)	\$300
2/3 Page	(7 1/8 x 9 1/2)	\$210
1/2 Page	(3 1/2 x 9 1/2)	\$160
1/3 Page	(3 1/2 x 7)	\$100
1/4 Page	(3 1/2 x 4 3/4)	\$ 80
1/8 Page	(3 1/2 x 2 3/8)	\$ 40
1 column inch	(3 1/2 x 1)	\$ 20

General Information:

Cancellations cannot be accepted for any of the publications after the closing date.
All advertising copy is subject to SRM approval

Deadline Dates:

Information needs to be in by the 15th of the month prior to publication (i.e. March issue deadline is the 15th of February).
Send material to: Production Editor, 3059A Hwy 92, Hotchkiss, CO 81419-9548 or e-mail: prich@starband.net Phone/Fax: 970-872-5932

New Member Application

Last Updated 11/11/2003

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



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

Nickname (Informal) _____ Certifications: CRMC CPRM Other _____

Title _____ * Male * Female

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

* Business Street Address

Suite/Apt# _____

City _____ State/Province _____

Zip/Postal Code _____ Country _____

* Home Street Address

Suite/Apt# _____

City _____ State/Province _____

Zip/Postal Code _____ Country _____

* Business Phone (Include Area Code)

Business Fax (Include Area Code) _____

* Home Phone (Include Area Code)

Home Fax (Include Area Code) _____

* Email Address (to receive monthly *Member Resource News*)

Please mail my publications to my: Business Home

How did you hear about SRM? _____

* Email Address

Have you ever been a member of SRM? Yes No

If yes, when _____

Name of member that recruited you _____

MEMBERSHIP CLASSIFICATION (See reverse for Dues Schedule)

Regular Student Associate Life Life Family Family Institutional Commercial

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 _____ Add'l Sections (\$5 ea) _____

* = Required Fields Please check box if you do not want your contact information printed in the SRM Member Directory

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 *Journal of Range Management* for \$20.00 per year.

I would like to receive the *Journal of Range 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 *Trail Boss News*, voting privileges, committee service, and nomination & election to any office.

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.

Life—Same as Regular with one-time dues payment

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.

Associate—For individuals in other fields who wish to avail themselves of opportunities for rangeland interactions. Not eligible to hold office. Receives *Trail Boss News* only.

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

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.

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

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, Utah, Wyoming, Unsectioned** (Alaska Puerto Rico, Foreign)

SCHEDULE OF DUES (As of 1/1/2004)

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)

Commercial: \$500

Associate: \$25

Student, Additional Family, Institutional (see below)

Section	Student	Family (ea. add'l)	Institutional
Arizona	\$24	\$27	\$205
California-Pacific, Kansas, Oklahoma, South Dakota	\$25	\$27	\$205
Colorado	\$24	\$24	\$205
Florida, Int'l Mountain, Nevada, N. Great Plains, Pacific NW, Southern, Utah	\$27	\$27	\$205
Idaho, North Central	\$24	\$25	\$205
Mexico, Unsectioned	\$22	\$22	\$200
National Capital, Wyoming	\$24	\$25	\$203
Nebraska	\$24	\$26	\$204
New Mexico	\$23	\$24	\$202
Texas	\$26	\$27	\$205