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Communications Within SRM

By Rodney Heitschmidt, SRM First Vice-President

For some time SRM has recognized deficiencies in internal communications. Considerable thought went into a Communications and Marketing Plan developed by the Information and Education (I&E) Committee in 1998 by Ellis Klett and Jeff Powell based upon earlier efforts in 1994. A portion of that dealt with communications within SRM. Amy Ganguli, Chair-elect of I&E committee, will meet with Jim O'Rourke and Sam Albrecht in mid-December to tie this plan into the Strategic/Business/Finance Plan to insure that funding to improve communications and marketing is in place.

One of our first attempts to address this issue was in 1993 when we grouped committees with similar objectives into "clusters". Two Board members were then assigned to each cluster as Board reps. These groupings were modified slightly over the years and their name was changed from cluster to Focus Areas. But regardless of name, these groups of committees were to meet at the Annual Meetings in addition to individual committee meetings in an attempt to facilitate communications, etc. In 1999, under Kendall Johnson's leadership, Board reps were assigned the expanded role of approving all BOD action items that arose from their committees, except financial and policy issues, so as to reduce Board meeting time. The purpose of this action was to allow board members more time to actively participate in Annual Meeting activities rather than having to spend all their time attending BOD meetings and listening to 30+ committee reports. In 2000, John McLain and Jim O'Rourke developed a matrix of SRM Committees indicating critical communication links between committees. This was distributed to all Committee Chair-elects. Then in 2001, quarterly reports were initiated to improve communications between Committees, the Board reps and the full Board, as well as to encourage activity throughout the year rather than just at the Annual Meeting.

Well, what has worked? Internal communications within SRM, as suggested by the Communications and Marketing Plan, has not been given full attention. Some Clusters/Focus Areas met annually and considerable dialog took place between committees. Some groups, however, did not meet and even if they did it was not uncommon for some committees to be absent from the discussion. Quarterly reports worked well to inform SRM leadership but they were not uniformly shared between committees or with the Sections' leadership and thus their benefit to the individual committee and SRM member was limited.

But perhaps core to the issue is the number of committees and the overlapping nature of their objectives. As we have done for a number of years, Chairs and Chair-elects of Committees will be meeting in Kansas City with the Board on the opening evening of the meetings, the evening before their committee meetings. The usual procedure has been to discuss some general themes and then break into Clusters or Focus Areas to discuss activities, attempting to avoid duplication of effort.

But the format for the 2002 pre-convention BOD/Chairs/Chair-elects meeting (i.e., Wednesday evening, February 13, 7-9 pm) is going to be different than previous years in that we are going to focus on how SRM can restructure its committees so as

(Continued on page 2)

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(Continued from Page 1)

to: 1) enhance overall coordination of committee activities; 2) improve communications among committees, committee members, SRM officers, BOD members, the Denver office, section leadership, and SRM's members at large; 3) improve both the efficiency of committee operations and their effectiveness; while 4) concurrently increasing membership participation in SRM committee activities. To this end, Rod Heitschmidt has asked 6 outgoing committee chairs (i.e., Bill Pinchak, Pat Johnson, Jim Free, Neil Rimbey, Jack Issacs, and Lance Vermeir) to lead break-out group discussions as to how we might reorganize to meet the objectives outlined above. He has offered as a starting point, a re-organization scheme around the 6 functional areas outlined in the SRM strategic plan as published in the September issue of *TBN*. Our goal is to try and have a plan drafted for review by the BOD and Advisory Council at the summer meeting. That in turn would provide an opportunity to fine tune the plan before implementing it in February 2003 at Casper.

Ambitious plan? Very much so but something we believe is critical to SRM because our current committee structure is rather cumbersome and not very "user friendly" in many instances. Is it really necessary to have 35+ committees in an organization of <4,000 members? We think not but that does not mean that the many tasks undertaken by our committees are not important. They are important and as such we must preserve our ability to accomplish all those tasks while involving as many members, if not more, than the current number of committee members (i.e., about 375). The pre-convention Wednesday evening meeting in Kansas City is designed to start the process of "making this happen".

2001 SRM Election Results

2nd Vice President—Mort Kothmann
Board of Directors—John Malechek
Martin Vavra

There was 31.6 percent of the membership who voted in this election. As is often stated, your vote counts. This was particularly true in these elections where the Second Vice President results were separated by **one** vote.

Washington D.C. Activity (Continued)

This is a continuation of the report of the Executive Officer's visits in Washington D.C. in mid-November. When I left off in the December *Trailboss News* article I still had four days left of the 10 days of visits.

The 18th through noon the 20th were spent attending the Council for Scientific Society President's meeting. Ninety-two individuals attended representing the more than 60 members societies of CSSP. Obviously this group covers a wide range of sciences. The average one-hour presentations ranged from e-publishing to the reversal of cancer to national security. Speakers included four Deputy or Undersecretaries, two national science advisors, numerous Directors of Institutes or Academies, and Congressional delegates. Interaction at the Capitol was restricted because of the closure of Senate Office buildings. The Executive Committee, in January in Casper, and the full Board at Kansas City will decide whether or not SRM should join this group as invited.

In the afternoon of November 20 a group of natural resource and agricultural societies met at the offices of CAST (Council for Agricultural Science and Technology) offices to discuss coordinated activity in Washington, D.C. Eighteen people representing twelve organizations attended. This meeting was suggested and organized by Karl Glasener, Science Policy Advisor for the Tri-Societies (Agronomy/Crops/Soils). Karl had prepared a brief entitled "Lobbying Considerations for Non Profit Organizations" at the request of AFGC and SRM. The discussions centered on coalition building and identifying "agriculture champions". The outcome will be a comprehensive strategic plan/proposal that provides a variety of office co-location scenarios and lists all costs associated with each when setting up shop in DC including office space rental, staff assistant(s), interns, fellows, overhead, etc. so that an organization such as SRM can determine how they might afford to increase their D.C. activity. The proposal will also include a list of scientific societies who might be interested in co-locating. It will address goals, legislation of interest and justification for being in D.C. This proposal will be available for the Executive Committee of SRM to consider in Casper in January and the full Board in Kansas City.

With every trip to Washington DC and with every day in this position I am more convinced we need to give Deen Boe help in the critical task of increasing awareness of rangelands at the national level—**Jim O'Rourke**, President, SRM

Raffle and Silent Auction

The Endowment Fund Committee would like to again remind you of the Raffle and Silent Auction to be held at the Annual Meeting in Kansas City. Both the Raffle and Silent Auction will be set up in the same space as the Trade Show. Set up time will start at 8am on Feb.15 and will close by 3pm on Feb. 17. The Raffle drawing will be held during the Banquet on Sunday, Feb.17.

Anyone who wants to donate silent auction items please let Chuck McGlothlin know by Feb.1 or just bring the item to KC.

Contact Chuck at 406-633-2455 or crmccg@gateway.net

Natural Resource Societies – A Search for Common Ground

by Deen Boe, Washington DC Representative

Common ground between the leadership of 6 natural resource Societies was further defined and strengthened at a meeting in Bethesda, Maryland on November 16, 2001. The Society for Range Management and Society of American Foresters co-hosted the meeting, which was attended by a mix of Society elected officers and board members as well as executive directors. In addition to the co-hosts, the American Fisheries Society, Ecological Society of America, Soil and Water Conservation Society, and The Wildlife Society had representatives present.

The meeting had three primary objectives: 1) to provide an opportunity for Society leadership to get personally acquainted and form a foundation for future networking, 2) to provide each Society a forum for outlining their key internal and external issues, and 3) building on the second objective, identify specific opportunities for future partnership activities including follow up responsibilities.

As would be expected in an exploratory meeting of this sort a fairly lengthy list of issues was identified. Some are common to a few Societies and others to all. They ranged from external resource issues such National Energy Policy, land conversion, and invasive species to internal issues like declining membership, education and certification, and electronic data processing. The issues discussed were documented by the meeting facilitator and have been sent to all of the Societies.

A cross section of comments at the end of the meeting included: "many important common issues were raised", "face to face interactions are critical", "we should be modest in our expectations and focus for effect", "executive staff will serve as the continuing connection as elected officers change", "understanding perspectives of other societies was very important", "this was a professional bonding exercise and it felt good to feel less alone", "it is exciting to think about how we might jointly address the larger common issues", "our explicit action items will be good successes upon which to build future efforts", "primary benefit was meeting people and connecting... thus, establishing the capacity to reach out for help", etc.

At least three immediate results came out of the meeting: 1) Newly established personal working relationships between various Society representatives, 2) Commitment to sharing issues and ideas generated at the meeting with their individual organizations, and 3) Agreement to initiate action on a limited number of issues. Two issues being addressed include declining membership and Federal agency ethics restrictions on employee involvement in leadership positions in professional organizations.

It takes time to build understanding, establish trust, and form enduring and mutually beneficial partnerships. This meeting was one building block in the foundation for future long term productive working relationships. The search for more common ground continues.—**Deen Boe**, Washington DC Representative

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Grazing on Public Lands

by John H. Brock

A meeting of "RangeNet 2001- A grazing odyssey", with a subtitle "national public lands grazing campaigns", was held on November 10 and 11, 2001 in Tempe, AZ (the meeting program indicated Arizona State University, Phoenix, AZ). The program had three sessions: (1) Ecological impacts of public lands grazing, (2) Grazing activism at the local level: educating the public, and (3) National public lands grazing campaign. The meeting focused on the cessation of grazing on public lands in the western USA, the problems that the livestock industry has caused ecosystems, with a proposed legislative change(s) to effect the goal of no livestock grazing on public lands.

The program stated that the first session was designed, "*To understand the reasoning behind the movement to get cattle off our public lands you must first closely look at the one hundred plus years of ecological degradation and realize that in the arid west recovery will be slow requiring decades and up to several centuries to assure the return of native vegetation and to bring back the disappearing wildlife*". The talks focused on the subsidies the ranching industry and agricultural receive from the federal government, that too much of land management was done by myth, how livestock impact riparian zones, and the ecological cost (decreased range condition) of livestock grazing. One speaker suggested government subsidies should also be removed from water projects in the west with those water resources returned to the vegetation and animals that inhabit the ecosystems.

The second session was devoted to grazing activism. The portion of the program introducing this session read "*Grazing activism starts at the local level. It ain't easy. It's frustrating. But if done right it is most rewarding. This session discusses the language of agency Double Speak plus approaches for researching your response to requests for input*". The speakers talked about interpreting terrestrial ecosystems survey analysis, presentation of a new methodology for riparian and stream health assessment that builds on, and improves the proper functioning condition riparian monitoring approach. Included in this session was a presentation about environmental conflict resolution by a federal group housed in the Morris K. Udall Foundation in Tucson, AZ. In summarizing the response to the conflict resolution presentation, the majority of the attendees (about 40 total) indicated they would prefer litigation and confrontation to consensus or cooperative resource management. The session also included an update about blacktailed prairie dogs.

The third session centered on the national public lands grazing campaign. The program sets this session in context by stating "*Correcting grazing problems on our public lands doesn't stop at the local level. We must mount an arduous campaign to make our Senators and Congressmen/women back in Washington understand the plight that archaic laws are continually damaging our true Western heritage – healthy functioning native ecosystems*". The most notable outcomes of this session was the goal to "turn the west upside down", to end

public land ranching in ten years, and to propose legislation for grazing allotment buyouts. The proposed legislation would create a fund so ranchers could voluntarily sell their grazing allotment, at say \$175 per animal unit month, and then the grazing allotment would be permanently retired from grazing.

Journey to Change

JtΔ

by Kendall L. Johnson

A professional friend having some experience with Jt has suggested that Journey to Change is misnamed; more properly it should be Journey **of** Change or, continuing the symbolism, J Δ . He has a point in the truism that change is not a destination but rather a continuing process. Individuals as well as organizations must continually deal with change. Therefore the question becomes how well do we deal with change. Jt is cast in this context, featuring successive episodes of a journey toward effectively dealing with change. These taken together may result in a seamless process to improve the flow of information in SRM – the source of all the energy leading to renewal and revitalization.

As noted in the December issue of *TBN*, the process next takes form in a Jt workshop scheduled for the Kansas City meeting of the society. The workshop will take place in two sessions, one on Saturday, February 16th, and one on Sunday, February 17th. In each session the workshop will ask its participants to employ dialogue in considering a central challenge facing SRM. That challenge is now being identified through member input gained this fall from several section meetings. Note that we don't propose to simply hold a meeting to discuss SRM issues, but rather to use *dialogue* to consider in depth a central challenge. What then is dialogue?

Dialogue has been defined as a form of communication different from simple discussion or debate, in that there is no emphasis on finding the 'right' answer or on 'winning'. Rather the goal is shared learning involving inquiry, listening, reflection, identifying assumptions and, most importantly, suspending judgment. Note the contrasts:

Discussion/Debate

- To tell, argue, persuade;
- To gain agreement on one meaning;
- To justify and defend assumptions;
- To evaluate and select the best option.

Dialogue

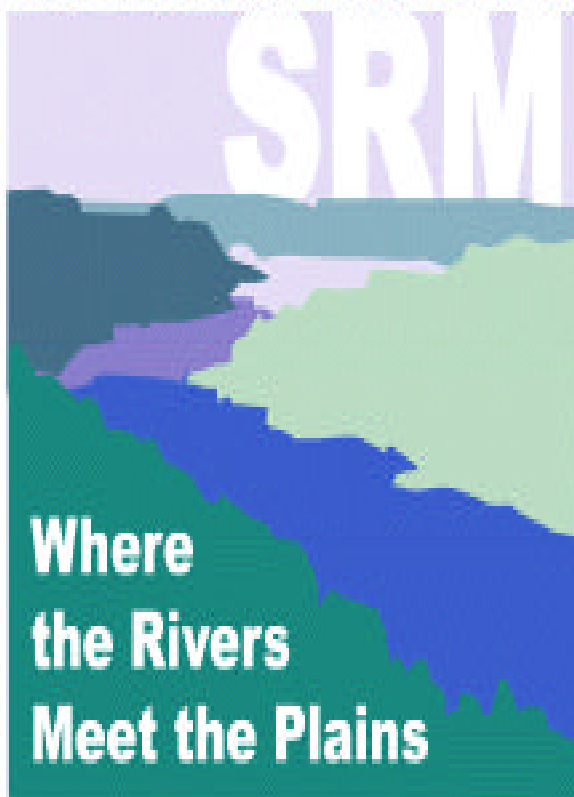
- To inquire and learn;
- To unfold shared meaning;
- To uncover and examine assumptions;
- To integrate multiple perspectives.

From this it appears that if we can learn to employ dialogue effectively within SRM—in other words to transfer information – we can find ways and means from within ourselves to create new possibilities for the organization. As Dr. Margaret Wheatley points out, information both informs us and forms us. And that is what Jt is all about, a device to improve information flow. Come help the process along by attending a Jt session at KC!

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SOCIETY FOR RANGE MANAGEMENT



New Forum Offered

A new forum, entitled Producer and Industry Input for Development of a Pasture and Rangeland Risk Management Program is being offered Sunday, February 17, 2002, 1-3 pm

The objective is to gather producer and industry input on pasture and rangeland uses, the perils that influence forage production to development a risk management program to cover forage loss in pasture and rangelands. The forum is sponsored by AgriLogic, Inc. who are under contract with the USDA Risk Management Agency to develop the program.

Moderators will be **Dr. Michael D. Fanning**, Vice President, AgriLogic, Inc., and **Dr. Jerry Stuth**, Joan Negley Kelleher Professor, Department of Rangeland Ecology and Management, Texas A&M University.

The program will begin with a brief introduction of the purpose of the meeting followed by open discussion to gather input from attendees.

In this edition of the 55th Annual Meeting TBN insert find the schedules for the committee, board, and council meetings as of December 12, 2001.

For current status of meetings and sessions, see the SRM 2002 web site by going to **srm.org**

Boards, Council, and Committee Meetings

Committee	day/date	time	room
Board of Directors	Wednesday, February 13	8 am-5 pm	Yardbird B, Marriott
Board of Directors	Sunday, February 17	1-3 pm	Young A, Marriott
Board of Directors	Tuesday, February 19	8 am-5 pm	Truman A, Muehlebach
Advisory Council	Thursday, February 14	8 am-5 pm	Tranon, Muehlebach
2002 Annual Meeting Planning - Executive	every day, February 13-19	all day	Executive Board, Marriott
2002 Annual Meeting Planning	Monday, February 18	12-8 pm	Yardbird B, Marriott
Accreditation	Thursday, February 14	8 am-12 pm	Wilson, Muehlebach
Awards	Thursday, February 14	8 am-12 pm	Lee A, Marriott
Budget Committee	Thursday, February 14	As needed	
Charter & Past Presidents Council	Sunday, February 17	12-2 pm	Tranon A, Muehlebach
Coordination Resource Management	Thursday, February 14	8 am-5 pm	Turner A, Marriott
CRPM Certification	Thursday, February 14	8 am-5 pm	Truman A, Muehlebach
Excellence in Range Management	Sunday, February 17	8 am-12 pm	Young A, Marriott
Election	Thursday, February 14	Not scheduled	
Employment Affairs	Thursday, February 14	1-5 pm	Williams B, Marriott
Endowment Board of Governors	Thursday, February 14	8 am-12 pm	Kirk A, Marriott
Finance	Thursday, February 14	1-3 pm	Eisenhower, Muehlebach
GLCI Task Group	Friday, February 15	1-5 pm	Bassie A, Marriott
Government Policy & Programs	Thursday, February 14	8 am-12 pm	Turner B, Marriott
History, Archives & Library	Thursday, February 14	3-7 pm	Williams A, Marriott
I & E	Thursday, February 14	1-7PM	Nixon, Muehlebach
International Affairs	Thursday, February 14	1-6 pm	Moten B, Marriott
JRM Editorial Board	Thursday, February 14	1-5 pm	Young A, Marriott
Leadership Development	Thursday, February 14	8 am-12 pm	Williams A, Marriott
Membership	Thursday, February 14	1-5 pm	Lee A, Marriott
Nominating	Thursday, February 14	8 am-5 pm	Lee B, Marriott
Partnerships & Affiliations	Thursday, February 14	1-3 pm	Hoover, Muehlebach
Professional Affairs	Thursday, February 14	10 am-12 pm	Roosevelt, Muehlebach
Public Affairs	Wednesday, February 13	8 am-12 pm	Taft, Muehlebach
Public Affairs	Thursday, February 14	8 am-12 pm	Taft, Muehlebach
Public Affairs	Sunday, February 17	8 am-12 pm	Wilson, Muehlebach
Publications	Thursday, February 14	8 am-12 pm	Williams B, Marriott
Range Consultants Certification Panel	Thursday, February 14	1-4 pm	Taft, Muehlebach
Range Science Education Council	Thursday, February 14	1-4 pm	Kirk A/B, Marriott
Rangeland Technology & Equipment Council	Sunday, February 17	8 am-12 pm	Truman A/B, Muehlbch
Rangeland Assessment & Monitoring	Thursday, February 14	8 am-5 pm	Moten A, Marriott
Rangeland Invasive Species	Thursday, February 14	1-4 pm	Turner A, Marriott
Rangelands Editorial	Thursday, February 14	8 am-12 pm	Young A, Marriott
Remote Sensing & GIS	Thursday, February 14	1-3 pm	Young B, Marriott
Research Affairs	Thursday, February 14	8-10 am	Taft, Muehlebach
Student & Youth Affairs	Thursday, February 14	8 am-12 pm	Moten B, Marriott
Student & Youth Affairs	Sunday, February 15	11 am-1 pm	Hoover, Muehlebach
Technology Transfer	Thursday, February 14	8-10 am	Kennedy, Muehlebach
Watershed/Riparian	Thursday, February 14	1-3 pm	Young B, Marriott
Wildlife Habitat	Thursday, February 14	1-5 pm	Turner B, Marriott

Group Meeting Locations

Group	Day/date	Time	Room, Tower
Regional GLCI Coordinator Meeting	Thursday, February 14	1-5 pm	Kennedy, Muehlebach
Southern Section Meeting	Thursday, February 14	4-6 pm	Young B, Marriott
USDA-NRCS Meting	Thursday, February 14	7-10 pm	Truman A/B, Muehlebach
BLM Meeting	Friday, February 15	7-8 pm	Williams A/B, Marriott
USFS Meeting	Friday, February 15	7-8 pm	Basie B, Marriott
BLM/USFS/NRCS Meeting	Friday, February 15	8-9:30 pm	Basie A, Marriott
Certification Advisory Council	Saturday, February 16	8 am-5 pm	Young A, Marriott
Northern Great Plains Section	Saturday, February 16	7-9 pm	Truman A, Muehlebach
Texas Tech Breakfast	Saturday, February 16	6-8 am	Truman B, Muehlebach

HSYF Activities

Time	Activity	Room, Tower
Thursday, February 14		
1:00 pm to 6:00 pm	HSYF Home Room	Roosevelt, Muehlebach
2:00 to 4:00	HSYF Presentation Practice	Jay McShann B, Marriott
6:30 to 7:30 pm	All Student Mixer	Foyer, Second Floor, Marriott
8:00 to 10:00	HSYF Student Social and Orientation	Julia Lee A/B
Friday, February 15		
7:00 am to 6:00 pm	HSYF Home Room	Roosevelt, Muehlebach
11:30 am to 5:00 pm	HSYF Field Tour	off premise
7:00 to 9:00	HSYF Professional Interaction Dinner	Italian Gardens Restaurant
9:00 to 11:00 pm	HSYF Presentation Practice	Jay McShann B, Marriott
Saturday, February 16		
7:00 am to 6:00 pm	HSYF Home Room	Roosevelt, Muehlebach
10:00 am to 5:00 pm	HSYF Paper Presentations	Moten A/B, Marriott
Sunday, February 17		
7:00 am to 6:00 pm	HSYF Home Room	Roosevelt, Muhlebach
8:00 to 10:00	HSYF Business Meeting	Young B, Marriott
10:00 to 12:00	HSYF Workshop	Young B,Marriott
3:00 to 5:00	Awards Ceremony	Bassie A/B/C

Tapping The Top-Student Professional Mixer Saturday, February 16, 2002, 5:30-7:00 PM Truman A/B, Muehlbach Tower Annual SRM Meeting - Kansas City, Missouri

Tapping The Top is a program of the SRM Student Activities Committee designed to provide students an opportunity to meet and talk with professionals in the fields the students hope to participate. It has been helping students find careers for over 10 years, with favorable comments from both students and professionals.

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

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

If you have questions, comments, or would like to participate, contact Brenda Kury at P.O. Box 3723, Alpine, Wyoming, 83128, srm_ttt@hotmail.com, phone (307) 654-3527 or fax (307) 654-3528.

College Student Activities

Time	Activity	Room, Tower
Thursday, February 14		
6:00 to 8:00 Pm	URME Exam/Plant ID Contest/Undergraduate Speaking Contest Registration	Wilson, Muehlebach
6:30 to 7:30 pm	All Student Mixer	Foyer, Second Floor, Marriott
Friday, February 15		
7:00 to 12:00 Muehlebach	Student Exhibit Set up (Trade Show Area)	Imperial Ball Room/Prefunction,
8:00 to 10:00	URME Exam	Royal Exhibit Hall, Marriott
10:00 to 11:00	URME Exam, Viewing	Royal Exhibit Hall, Marriott
11:00 am to 5:00 pm	URME Exam, Coaches Critique	Young A, Marriott
11:30 am to 5:00 pm	HSYF Field Tour	off premise
5:00-7:00	URME Exam, Grading	Wilson, Muehlbch
2:00 to 7:00 Muehlebach	Student Exhibit (Trade Show Area Open)	Imperial Ball Room/Prefunction,
1:00 to 10:00	Plant Exchange	Trionon A,B, Muehlebach
2:00 to 4:00	Student Employment Workshop	Young B, Marriott
5:00 to 6:00 pm	Student Conclave Business Meeting	Kennedy, Muehlebach
Saturday, February 16		
8:00 to 5:00	Student Exhibits (Trade Show Area Open)	Imperial Ball Room/Prefunction
8:00 to 10:00	Plant ID Contest	Royal Exhibit Hall, Marriott
10:00 am to 1:30 pm	Plant ID Contest, Viewing	Royal Exhibit Hall, Marriott
8:00 to 10:00	Plant Team Coaches Workshop	Truman B, Muehlebach
1:00 to 5:00	Plant ID Contest, Grading	Lido, Muehlebach
5:00 to 7:00 pm	Plant ID Contest, Coaches Critique	Truman A, Muehlebach
1:00 to 10:00	Plant Exchange	Trionon A/B, Muehlebach
10 am - 5 pm	Undergraduate Public Speaking Contest, study	Turner A, Marriott
1:00 to 5:00	Undergraduate Public Speaking Contest	Williams A/B, Marriott
5:00 to 7:00 pm	Undergraduate Public Speaking Contest, grading	Turner B, Marriott
5:30 to 7:00 pm	Tapping the Top Mixer	Truman A/B, Muehlebach
Sunday, February 17		
8:00 am to 12:00 pm Muehlebach	Student Exhibits (Trade Show Area Open)	Imperial Ball Room/Prefunction,
12:00-2:00 pm Muehlebach	Student Exhibit tear down	Imperial Ball Room/Prefunction,
12:00 to 1:30 pm	Student Conclave Luncheon/Business Meeting	Trionon B/C/D, Muehlebach
11:00 - 1:00 pm	Student and Youth Affairs Committee	Hoover, Muehlebach
3:00 to 5:00 pm	Awards Ceremony	Bassie A, B, C
Monday, February 18		
8:00 am to 12:00 pm	Undergraduate Student Papers	Moten A/B, Marriott

Program corrections, deletions, or additions need to be in by January 2, 2002. Send to:

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Plenary Session Speakers, part II

Great Savannas and Prairies of the South

Ken McCarty, Chief Natural Resource Management Section
Missouri Department of Natural Resources, Division of State Parks
(573)751-8660

Biography: Ken McCarty is Chief of the Natural Resource Management Section, Missouri Department of Natural Resources, Division of Parks. He has spent his professional career studying and managing Missouri's native natural environments, specializing in tallgrass prairie, savanna, woodland and wetland ecosystem.

Abstract: The Midwest and South are lands of abundant natural resources, and they possess large forested regions. Yet Missouri and the states to its south and east were once known for their range resources — an image that contrasts sharply with today's familiar oak, hickory and pine-mantled landscapes. Or does it? As an introduction to the region, we take a look at what early travelers and contemporary Natural Areas reveal of the opportunity hidden among these trees.

"History Relived on the Mighty Missouri"

Norm Stucky, Fisheries Division Administrator
Fisheries Division
Missouri Department of Conservation
Box 180
Jefferson City, MO 65102
(573)751-4115 Ext. 3159

Biography: Norm's first exposure to conservation came when Steve Stephens, Kansas Department of Parks and Wildlife, visited the small one-room country school where Norm received his elementary education. Norm began his professional career as a Fisheries Research Biologist in 1969 with the Nebraska Game and Parks Commission. Studying the effects of thermal effluent from two nuclear power plants on fishes in the Missouri River hooked Norm on the value and importance of big rivers. Norm joined the Missouri Department of Conservation in 1978 and rose to his present position of Fisheries Division Administrator in 1997. He says that river-rat blood will forever flow through his veins.

Abstract: There was a time in our country when it was said that the Missouri River was "harder to suit in the matter of beds than a traveling Man". This proneness to wander was a key characteristic creating the fish and wildlife paradise that was explored by Lewis and Clark nearly 200 years ago. That epic journey of the Cops of Discovery was followed by a flood of humanity that couldn't resist the itch to "Go West Young Man, Go West." It is an understatement to say that this magnificent river was the key to unlocking and winning the West. Little Changed on the ole riverfront for the next one hundred years until 20th Century man, "man the conqueror", began to exert himself. Engineers and politicians have simply not been able to back away from the challenge to fight nature instead of working with her. "River control" became an obsession and changed forever (?) the river's ability to provide a richness of riverine resources that was incomparable. The 1993 flood was a great reminder that we can put a man on the moon, we can harness the atom to generate electricity, but we can never tame the Missouri River.

MORE THINGS TO SEE ON YOUR WAY TO KANSAS CITY

Kansas

You miss the best of Kansas when you don't get off the interstate. If you have time to meander, choose a southern route, beginning in the southwest corner at Elkhart, gateway to the Cimarron National Grassland. Established by the U.S. Government after the Dust Bowl days to prevent erosion, the grassland holds a wealth of wildlife and history. Post rock fenceposts mark 23 miles of the Santa Fe trail. Call 316-697-4621; www.fs.fed.us/r2/psicc/cim.

Farther east, on HWY 54 in Meade, check out the Dalton Gang Hideout, where Eva Dalton provided a haven for her bandit brothers when they were dodging the law. Secret passages and a concealed tunnel connected her house to a barn for easy escapes. Check out the tunnel and the museum's excellent antique gun collection. Call 800-354-2743.

If you want more history, take a side trip to Dodge. The Boot Hill Museum features a reconstruction of Dodge City in the 1870's complete with buildings, medicine shows, gunfights and stagecoach rides. The Dodge City Trolley takes you to places where history was made. Call 316-227-8188; 222.boothill.org.

Back on a southern route, take a turn along HWY 160 through the Big Basin, a massive sink hole where bison still graze. The Little Basin contains St Jacob's Well, one of Kansas' mysterious wonders. The well has never gone dry. Measuring 125 feet across, its depth has never been determined. Call 316-635-2227. Continue east on 160 over the Gypsum Hills Scenic Byway. The flat mesas and supple hillsides are colorful with wildflowers in the spring and flocks of mountain bluebirds in winter.

At Medicine Lodge, head north on 281. Twenty miles north of Pratt, and 8 miles west on 50 gets you to Stafford, gateway to the Quivera National Wildlife Refuge. (316-486-2393) Here, bird watchers can enjoy a beautiful background of sand dunes, cottonwood trees and natural grasslands. During peak migration, the area is alive with 500,000 birds, including pelicans, cranes, ducks and geese.

No trip through Kansas is complete without a visit to tallgrass prairie. There are three excellent choices on the east side of the state. Konza Prairie Research Natural Area is located north of Council Grove near Manhattan. Here, Kansas State University has set aside over 8600 acres of native grasslands for research. The station at Konza provides a steady stream of grazing and range management information used by managers throughout the tallgrass region. Call 785-587-0381 for more information.

Forty miles south of Manhattan, at Council Grove, begins the Flint Hills Scenic Byway, (Hwy 177), which runs south through the 11,000 acre Tallgrass Prairie National Preserve, north of Cottonwood Falls. From here, head east on 50 to Emporia and I35. Drop south just 8 miles off the interstate on Hwy 130, to visit the Flint Hills National Wildlife Refuge, to complete your tour of tallgrass country.

Nebraska

The Sandhills of Nebraska hold some of the most memorable grassland scenery in American Great Plains. Described as both subtle and spectacular, the Sandhills can best be seen along the 400 mile stretch of Highway 2 that goes from the northwest corner of Nebraska, to Grand Island in the east central part of the state. Along the way are several good reasons to get off the beaten track.

Starting in the northwest, 15 miles north of Harrison lies the Oglala National Grassland, with nearly 95,000 acres of prairie, providing hunting in season, hiking and nature study in the high country. Golden eagles, prairie falcons, pronghorn antelope, mule and white-tail deer, sharp-tailed grouse and swift foxes are among the wildlife that can be seen here. Call 308-432-4475 for information on how best to see the grassland.

South and west in Garden County lies Crescent Lake National Wildlife Refuge. An aggregate road runs through the Refuge, which lies between Lakeside on Hwy 2 and Oshkosh on Hwy 26. The 40,000 acres was established as a nesting and migratory bird refuge, where ducks, geese, shorebirds, songbirds and grouse can be seen along with white-tail and mule deer and the occasional antelope. Call 308-762-4893.

Farther east, north of Hwy 2, along Hwy 83 lies the Valentine National Wildlife Refuge. Here, 71,000 acres of lake country provide habitat to a variety of species, including trumpeter swans, pelicans, great blue herons, wild turkey, prairie chickens, deer, muskrats and beaver. Call 402-376-3789 for more information.

Further north, and five miles east of Valentine, along Hwy 12, is Fort Niobrara National Wildlife Refuge. The beautiful pine-dotted canyon provides year-round opportunities to view elk, bison, deer, turkeys, prairie-dogs, sharp-tail grouse, prairie chickens, bald eagles, golden eagles and migrating waterfowl. Open year round, daylight hours. Visitor Center displays information on old frontier fort, open 3 to 4:30 p.m., Monday through Friday. Call 402-376-3789.

Finally, consider a stop along the Platte River near Grand Island and Kearney where one of North America's grandest wildlife spectacles takes place every spring. More than half a million migrating sandhill cranes drop in to feast in the river shallows and scavenge in nearby farm fields. The cranes' throaty music and unique, almost mechanical dance captivate visitors watching from blinds. Prime viewing generally extends from March 10 to April 8.

Crane Meadows Nature Center, encompassing 240 acres of prime river habitat, is particularly well known for excellent Crane viewing. You'll also be able to see bald eagles, river otters, prairie chickens and prairie dogs. A seven-mile trail takes walkers through prairie and forest. Observation bunkers can be reserved by calling 308-382-1820. Take Alda I80 exit 305, south side of interchange, 6 miles west of Grand Island.

WRITING WORKSHOPS AT KANSAS CITY

Would you like to be better able to prepare papers for the *Journal of Range Management* and *Rangelands*? There will be 2 workshops at the Society of Range Management's Annual Meeting in Kansas City designed to give authors guidelines in preparing papers for publication.

The workshops are scheduled for the following times:

Rangelands - Friday, 15 Feb 2001, 1 to 5 pm

Journal of Range Management - Saturday, 16 Feb 2001, 1 to 5 pm

Some general topics to be covered are:

Rangelands -

The publication process for *Rangelands*

Knowing your audience

Writing style - presenting technical material in a non-technical format

Preparing tables, figures and photographs for non-technical publication

Review of manuscripts

Revision of manuscripts

Electronic submission of manuscripts for publication consideration.

Journal of Range Management -

The publication process for the *Journal of Range Management*

Format of scientific publication in *JRM*

Preparing tables, figures and photographs for technical publications

References and citations

Preparing Interpretive Summaries

Reviewing manuscripts

Revision of manuscripts

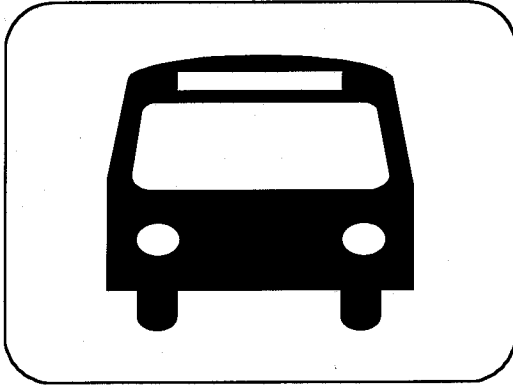
Electronic submission of manuscripts for publication consideration.

It would help the presenters of the material if we have an estimate of the number of people who are interested in the two workshops. If you know that you will be attending one or both workshops, let us know at:

Gary Frasier, E-Mail gfrasier@aol.com, Phone 970-663-3094.

If you forget to let us know, come anyway.

Time will be made available for specific questions that you may have. These are "hands-on" workshops.



The parking garage at the Marriott is limited to 6' and the garage across the street is 6'5". The Marriott has valet parking for 7'. **To park on the street with larger vehicles one must have a permit from the Kansas City Streets and Traffic department.** Permit fees vary from \$25to \$50. For a permit or permit information contact Lester McKenzie at 816-513-2679.

Casino Crawler

Interested in visiting the local casinos? On Friday evening, February 15, following the Trade Show Mixer, city buses will be available to take you to the city's casinos... Isle of Capri, Harrah's, and The Ameristar.

For a daily pass of \$3.00, you will be dropped off at the casino/s of your choice to be picked up later and delivered back to the front door of the Marriott Hotel.

The same buses will also be available on Saturday and Sunday, so that you can plan a trip to suit your schedule. Additional information on other city bus routes to popular locales will be available from both the hotel concierge and by calling a KCATA agent at 816.221.0660.

FOOD COURT SAMPLE MENUS

Breakfast

Assorted Danish and Muffins \$1.00
Whole Fresh Fruit \$1.00
Sausage Biscuit \$2.00
Bottled Juices \$2.00

Lunch

Turkey or Ham Croissant Sandwich \$4.00
Chips \$1.00
Whole Fresh Fruit \$1.00
Baked Cookie \$1.00

Coffee, Tea and Decaffeinated Coffee \$1.00
Soda \$1.00
Candy Bars \$1.00



National Invasive Species Awareness Week

National Invasive Species Awareness Week 2002 (NIWAW III) will be held in Washington, DC the week of February 25 to March 1, 2002. It provides an opportunity for people across the country to focus national attention on the severe problems created by invasive weeds. Individuals and organizations with an interest in this issue are invited to participate in an event that will build on the foundation and successes begun with NIWAW 2000 and 2001. NIWAW III events are designed to focus on the important and critical role that the Federal government must play to help the United States deal with the problem of invasive weeds.

The week's schedule has been designed to provide ample time for participants to visit Congressional offices and discuss invasive plant issues from their part of the country. Those seeking Congressional visits are encouraged to make appointments before travelling to Washington, DC to ensure their legislators and staff are available. The weeks schedule also includes a Monday morning policy breakfast, a poster session, social events for participants to meet their counterparts from around the country, a Congressional reception, and a Congressional briefing. Other activities are still being planned.

NIWAW III is sponsored by the Invasive Species Awareness Coalition, a Washington, DC based group dedicated to increasing both Federal and public awareness of the problems and needs associated with invasive weeds. Additional information is posted on the NIWAW website at www.nawma.org/niwaw.htm.

Invitation

The Australian Rangeland Society is pleased to announce that the 12th Biennial Conference of the Society is to be held in the historic City of Kalgoorlie-Boulder during the week beginning 2 September 2002.

Our conference theme, "Shifting Camp", has been chosen as a way of acknowledging that the people of Australia's rangelands are in an extraordinary state of transition. We know where we have come from, but there appear to be many possible futures. Where are we going? Choices have to be made.

Drivers for change include the aspirations of the people who live and work on the land (pastoralists, indigenous people and miners) and increasingly the aspirations of people who live in Australia's cities and people who live overseas.

Australia's rangeland will continue to need people to inhabit and manage it. But what will these people do? Economic drivers suggest that there could be substantial changes in the ways that the peoples of the rangeland make their living. How can we achieve the best outcome for rangeland's stakeholders and for the conservation of the resource itself?

We are confident that you will be challenged and stimulated by this conference. With two concurrent sessions dealing with

nine different aspects of rangeland use the program is full of choice. You will also be able to see some of Australia's most impressive rangelands and the exciting combinations of eucalypt, chenopod and mulga woodlands and low forest with shrubs and grass understories.

Please join with us in the heart of this historic mining and pastoral region, and tap the pulse of Australia's rangeland future!

Welcome New Members

The following are new members who joined between November 11 through November 30, 2001.

A. Kandres Halbrook
Nokuzola P. Mgxashe
Danny Marquis
Scott R. Oneto
Lamar B. Taylor
Lindsey Nicole Canney
Robert L. Klinkerman
Monica M. Mellaci
Tracy K. Brewer
Darcy C. Meyers
Jennifer A. Walker
Laura K. Paine
Marvin D. Brown
Timothy M. Buskirk
Taylor Brown
Brian L. Kempenich
Jerrold Dean Woodcock
Kara C. Boyden
Chris R. Mendoza
Agee Smith
Rose C. Gideon
Josh L. Mattox

Tim R. Tunnell
Brian K. Ward
Keith A. Blatner
Don Lucas
Chase W. Metzger
James T. Green, Jr.
Jim Holt
Kevin M. Anderson
Jerred B. Barron
Abel Bermudez
Bruce Sasse
Laua Simons
Okla W. Thornton, Jr.
Frank Venhaus
John P. Haskell
Dallen R. Smith
Alvin Whitehair
William M. Anderson
Bill Bellah
Richard Jackson
Judi Mott
Patty Y. Slack

We would like to welcome all the new members to the Society for Range Management. Our newest life members are Jason Mietchen and David Kelley—**Aaron Barr**, Membership Services Manager.

Lost Resources

Joy Belsky, range ecologist, passed away Friday December 14.

Emeritus member **Clark Holscher** passed away. He joined the Society in 1948 and was a member of the NCS section. Mr. Holscher lived in Catonsville, Md.

Joe Pechanec passed away on December 14. He passed away moments before his wife Gene's Memorial Service. We will publish an obituary in a future issue. Joe was a founder and past-president of SRM.

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

Position Announcement Bozeman Montana

Montana State University seeks a dynamic and visionary administrator to lead teaching, research and extension programs in Animal & Range Sciences. The Head will help determine the future direction of the department by leading the strategic planning process, hiring new faculty, and designing a new Animal & Range Sciences building. Responsibilities include supervising faculty and staff, coordinating the promotion and tenure process, managing budgets and facilities, and representing the faculty to other departments in the College of Agriculture, the University, commodity groups, and government agencies. In addition, the Head will be expected to conduct a nationally recognized program in Animal and Range Sciences. Required: Earned Ph.D. in Animal Science, Range Science or a closely related field, and a record of outstanding scholarly accomplishment. Applicants must obtain complete vacancy announcement and application directions from www.montana.edu/level2/jobs.html or contact **Joan Haynes, Search Secretary, Veterinary Molecular Biology Laboratory, P.O. Box 173610, Montana State University, Bozeman, MT 59717-3610 (phone 406-994-4705; FAX 406-994-4303; E-mail: jhaynes@montana.edu)**. Screening begins January 20, 2002.

ADA/EO/AA/Vet. Pref.

Spatial Processes Ecologist

Starting Date: August 2002 The Department of Renewable Resources is accepting applications and nominations for a 9-month, tenure-track faculty position with a 50/50% teaching/research appointment. Responsibilities will include teaching undergraduate and graduate courses involving spatial analysis in the context of ecological applications and natural resource management utilizing geographic information science (GISci), advising and training undergraduate and graduate students, and directing an active, innovative research program. The emphasis of the research and teaching programs will be on evaluation of flows and movements of terrestrial ecosystem components at different scales within the context of ecological modeling, management of natural resources, and integration of water/soil/plant/animal constituents. The successful candidate will have the opportunity to participate in teaching courses in the School of Environment and Natural Resources (SENR - www.uwyo.edu/ENR/) curriculum, will be expected to collaborate with the Wyoming Geological Information Sciences Center (WyGISC - www.wygisc.uwyo.edu), and may participate in outreach activities involving state and federal agencies. **Minimum Requirements:** A Ph.D. in an appropriate natural resources discipline conferred by August 2002; experience in applying spatial and temporal modeling using GISci analytical tools, remote sensing techniques, and GPS equipment to natural resource problems; classroom and/or other kind of teaching experience; documented success in scientific publication; excellent oral and written communication skills; ability to work both independently and across disciplines. **Preferred Requirements:** Post-doctoral or professional experience in ecology or natural resource management and planning using spatially and temporally distributed modeling of ecological and hydrological processes; evidence of scholarship in teaching and knowledge of effective pedagogy; proven track record in grantsmanship; experience in GISci instruction and research that will enhance the department's scientific endeavors and practical applications. **Renewable Resources Department:** Renewable Resources (www.uwyo.edu/renewableresources/) is the largest of seven departments in the College of Agriculture (www.uwyo.edu/agcollege/) with 21 faculty members specializing in entomology, rangeland ecology, soil science, and watershed management. The department has 110 undergraduate students majoring in agroecology, rangeland ecology and watershed management (REWM), and an affiliated ENR degree program and 50 graduate students in entomology, REWM, and soil science M.S. and Ph.D. degree programs. The department also offers undergraduate minors in insect biology, REWM, reclamation and restoration ecology, and soil science, as well as a graduate certificate in reclamation and restoration ecology. **Application Processes:** Qualified applicants should submit statements of their teaching philosophy including goals/objectives and research qualifications and experiences, a curriculum vitae, undergraduate and graduate transcripts, and a list of names, addresses, phone numbers and e-mails for four individuals who can serve as references. For full consideration, applications should be submitted by February 20, 2002. Send inquiries, nominations, and applications to **Dr. George F. Vance, Search Committee Chair, Department of Renewable Resources, University of Wyoming, Laramie, WY 82071-3354, or phone (307 766-2297), FAX (307 766-6403), or e-mail (gfv@uwyo.edu)** for additional information. The University of Wyoming is an affirmative action/equal opportunity employer.

POSITION ANNOUNCEMENT**Brookings, South Dakota**

Extension Range Specialist/Assistant Professor, 12 month full-time tenure track position (60% extension, 40% research) in the Department of Animal and Range Sciences, South Dakota State University, Brookings, SD. Position located at: SDSU West River Ag Center, Rapid City, SD. Shared statewide leadership in extension range management. Work cooperatively with specialists/extension educators to develop effective interdisciplinary training and programming models. Planning, organizing, conducting educational programs, including producer meetings, short courses, workshops, and field demonstrations. Consult with educators, producers, and public land managers. Responsible for youth range education program. Must have an expressed interest and ability to work with youth in a variety of range education programs. Develop subject matter educational materials. Develop independent and collaborative research projects at Antelope and/or Cottonwood Field Stations and with private and or public cooperators. Participation in multidisciplinary and multi-state activities. Grantsmanship and appropriate publications expected. Earned Ph.D. degree completed by appointment date in Range Science or closely related field with emphasis in range management. Expertise in range management applications, including grazing systems, range improvements, range plants, and range ecology. For a full list of qualifications, contact the Department of Animal and Range Sciences. Submit a letter of application, resume, copies of transcripts, and arrange to have three professional references sent to: **Dr. Don Boggs, Head, Department of Animal and Range Sciences, South Dakota State University, Box 2170, Brookings, SD 57007-0392; telephone (605) 688-5166, Fax (605) 688-6170; e-mail Donald_boggs@sdstate.edu.** Deadline: March 1, 2002 or until filled. SDSU is an AA/EEO employer and encourages applications from women and minorities. ADA accommodations 605-688-4504/TTY 605-688-4394.

**Deadline Date for February
Trail Boss News**

Reminder that the deadline dates for the *Trail Boss News* have changed. The February issue items must be in by January 15, 2001. Send by e-mail to prich@starband.net

POSITION ANNOUNCEMENT

M.S. or Ph.D. Assistantship. A soil science graduate assistantship is available in the Department of Renewable Resources at the University of Wyoming for a student to work on a study of ecological impacts of removal of grazing from semiarid shrublands. Specific objectives of the study are: 1) evaluate soil characteristics, vegetation and nutrient cycling inside and outside of long-term grazing exclosures, and 2) define critical environmental thresholds separating vegetative states. Applicants should have a background in soil science, botany or rangeland ecology. For information contact **Dr. Larry Munn (lcmunn@uwyo.edu)** or **Dr. Peter Stahl (unclem@uwyo.edu)**, Department of Renewable Resources, University of Wyoming, P.O. Box 3354, Laramie, WY, 82071.
(<http://www.uwadmweb.uwyo.edu/RenewableResources/>).

POSITION ANNOUNCEMENT

M.S. or Ph.D. Assistantship. A graduate assistantship is available in the Department of Renewable Resources at the University of Wyoming for a student to work on a study of the impacts of grazing on carbon sequestration in rangeland soils. The primary objective of the study is to determine to what extent rangeland soil C and N pools and fluxes are altered by livestock grazing. Applicants should have a background in soil science or rangeland ecology. For more information contact **Dr. George Vance (gfv@uwyo.edu)** or **Dr. Peter Stahl (unclem@uwyo.edu)**, Department of Renewable Resources, University of Wyoming, P.O. Box 3354, Laramie, WY, 82071.
(<http://www.uwadmweb.uwyo.edu/RenewableResources/>).

**Change of Address?**

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

Symposium Announcement and Call for Abstracts

The Third Eastern Native Grass Symposium will be held from October 1-3, 2002 at the North Carolina Botanical Garden and Friday Center, University of North Carolina, Chapel Hill, North Carolina. It will be hosted by the North Carolina Botanical Garden, University of North Carolina, North Carolina State University, Duck University, North Carolina Wildlife Resources Conservation Service, USDA-Agricultural Research Service, the National Association of Conservation Service, USDA-Agricultural Research Service, the National Association of Conservation Districts, and USDI-Fish and Wildlife Service. The symposium will feature oral and poster presentations on the role of native grasses in ecosystem restoration, land reclamation, erosion control, forage production, right-of-way revegetation, biofuel, and landscaping. Presenters will also address establishment and management of native grass stands. The symposium will also include commercial exhibitors, tours and hands-on workshops. Deadline for abstracts for oral and poster presentations is February 1, 2002.

For information contact Bob Glennon at 252-482-2364, 252-482-3855 (FAX), or bob.blennon@fws.gov. Web Site: www.unc.edu/depts/ncbg/symposium.htm

VII International Rangeland Congress

The VII International Rangeland Congress, "Rangelands In The New Millennium", will be held at the International Convention Centre, Durban, South Africa, 26 July – 1 August 2003. It is hosted by the Grassland Society of Southern Africa.

Workshop Topics:

- Rangelands in equilibrium or disequilibrium
- Learning from land-users
- Rehabilitation & restoration of degraded rangeland
- New tools for agricultural development
- Disturbances and their influence on production in rangelands
- Remote sensing to determine carrying capacity
- Semi-arid shrubland dynamics-from individual to biome

Congress Secretariat Details

Sue Bumpsteed Conferences

Private Bag X37

GREYVILLE

Durban

4023

South Africa

Email: Delegates@itikzn.co.za

Web: <http://www.ru.ac.za/rgi/irc2003/IRC2003.htm>