



The Trail Boss News

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Random Thoughts on Change and Related Issues

Marty Vavra , SRM Board Member

As I sat down to write this article, I decided a look back at other *TBN* articles might be in order to give me some ideas on what to address. A wide variety of topics is covered in this column, therefore this title, "Random Thoughts". So, here are my thoughts on some topics now facing the Society.

Arguments are heated throughout the membership of SRM on whether change is necessary or not, or even an idea that will undermine the roots of the Society. Some members have threatened to leave SRM should we change the name! But wait a minute. Are we the same society that began back in 1949? I think not. In fact in the 30+ years I have been a member change certainly has occurred. A name change occurred in 1970. However, since "Range Management" was retained in the new name there was not much to argue about. Most of the time change within SRM has occurred at a slow enough pace that we did not even realize it was occurring. Kind of like aging, one day you wake up and realize it happened. P. J. Butler illustrated a pertinent example from our profession in a 1995 article in *Rangelands*. He found that in the last 15 years (from 1995) 50 to 80% of all range managers in the Forest Service came from urban environments of populations of 50,000 or more, and many of these from cities in the eastern half of the country. How many of us recognized that change and did we properly prepare those people to deal with the western ranching culture? Another example exists in research. When I started my career, research with grazing livestock was pretty straightforward; improve livestock production while at the same time improving or at least maintaining current ecological conditions. I would have never thought of submitting a research proposal on the impacts of grazing on neotropical migrants or salmon spawning habitat. Yet today those are commonplace themes and they are accepted. We changed because society demanded those kinds of questions be answered.

Today in SRM we are talking about taking aggressive steps in change, and that is what bothers people. And for good reason. If you are going to make drastic changes in an organization that has functioned successfully in the past, you better make sure those changes will result in positive re-direction and not disaster. By the same token if change is resisted then a sharp redirection is often difficult and is likely put off until it happens in a very painful way.

In the Land Grant System change is being thrust upon traditional range departments. Increasing costs and declining support by state governments are causing university administrators to reinvent colleges of agriculture and natural resources. Traditional range departments are no more at several universities, they have been combined with other natural resource based departments. Also, at many institutions, enrollment in traditional range degree programs is declining. My employer, Oregon State University is in the middle of such painful

(Continued on page 2).

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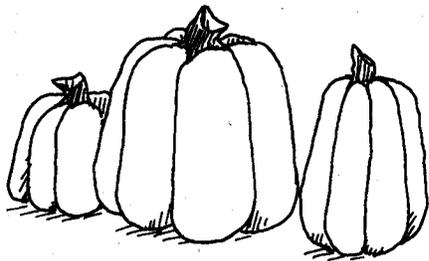


change brought on by a state budget crisis. Departments will be restructured, programs cut, and eventually colleges combined. Talk about painful change! Did we not see this coming or did we resist change and get it forced upon us? Worst of all declining student enrollment means we are not recruiting future members of SRM or developing qualified people to fill a variety of government and private industry positions.

Look also at the federal agencies and their priorities for range management. Is the number of range specialists in the BLM and Forest Service going up or down? Are more of these positions being filled by temporary or term employees that can be paid less? I think we would all agree that the need for highly qualified Range Specialists within the federal agencies is greater than ever. The point is that today there are fewer range people in federal land management agencies.

Remember Biology 101? If a species (or an organization) does not have a reproductive (recruitment) rate greater than the rate of attrition, then extinction is inevitable. Membership and student recruitment have both been the topics of recent *TBN* articles, so there is no need to discuss these issues further. They are extremely important to our success and survival.

Now a few thoughts on change and membership response to it. First of all, I think each member needs to take a serious look at where the Society and the profession are. Read back over previous *TBN* and *Rangelands* articles that are pertinent. When the word "change" appears, be it in committee structure, name change, university department curriculum restructure, or any other aspect of SRM defer a rapid judgment. Think about some of the issues I have raised and develop some of your own. Give serious thought to where we are as a profession and the current and future needs of society. Are we aligned with what society desires? Can we afford not to make changes? The leaders of SRM really need the input of the membership. The very poor response to the name change questionnaire (only 3%) is quite frankly scary. Are we that apathetic? Do we care if we continue to exist as a profession?



Rangelands: Diversity Through Time February 2-6, 2003 Casper, Wyoming

Information for the 56th
Annual Meeting
will be mailed to each of our
members in November.

Be sure to check the web site the
first of November for information
too!

\$5.00 Rebate for Each New Member!

Don't forget that you will receive a \$5.00 rebate applied to your dues for each regular member you sign up, we credit your account \$5. Now would be a great time to get out and recruit as many new members as possible. It's a proven fact that people are more receptive to a personal invitation from someone they know. Please take the time to ask.

On the SRM membership application, just write your name (or make sure your recruit does) in the spot that says "Name of member that recruited you". If you need a couple membership applications, please contact Aaron Barr at acbarr@rangelands.org.

SRM Welcomes New Members

The following is a list of SRM's new members:

Kenneth Bell	TX	Justin Linder	NE
Henry Bogusch	TX	Deanne Masur	TX
Jennifer Bullinger	NGP	Keith Olenick	TX
David Dornak	TX	Zachary Palm	WY
Chad Ellis	TX	James Rogers	OK
Charles Erickson	KS	Tim Roggasch	NE
David Evans	AZ	Susan Skirvin	AZ
Anna Ferguson	SD	Elizabeth Slusser	CO
Roger Gates	SD	Kevin Thompson	NGP
Jennifer George	PNW	Lynette Thompson	NGP
Courtney Hale	TX	Jose Valdez	CO
Dandy Kothmann	TX	Jessica Warner	NE
Dale Ladd	KS		



From the Executive Director Customer Service, Membership, Website, and Demographics

Customer service is a key area that your SRM staff and Board of Directors are focusing on. We want to make sure that we rate better than “satisfactory” whenever you have contact with this office - in fact, we want to be rated “excellent”.

Customer service is discussed at every staff meeting we have. Ann Harris and I are implementing new staff policies, procedures and other changes in order to increase our service level. President Rod Heitschmidt, First VP Bob Budd, and Second VP Mort Kothmann have individually, and collectively, emphasized the importance of our members and the service they receive.

We need your help in order to provide this improvement. If you have a problem with your membership, your publications, or the SRM website – let us know! Call, fax, or email either Ann Harris or myself and let us know what the problem is. We need to know about every problem in order to determine the right solution – whether it might be hardware, software, and/or personnel.

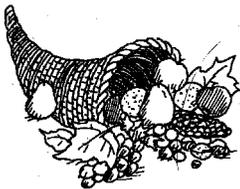
Every member should have received the demographics information form that we sent out. My thanks to the hundreds of you that have replied. For those of you who set it aside – dig it out now and send it in. We need that information in order to plan for the future and determine what services and products we need to provide to the membership.

Remember – this is your organization, and your voice counts.—**Sam Albrecht**, SRM Executive Vice President

Thought about Consulting?

Fresh opportunities for consultants are on the horizon. We hear of new opportunities on both private and public lands.

If you have the qualifications, the interest, and would be positioned to consult, please contact Leonard Jolley or Ann Harris at Denver Headquarters. Certification as a Range Management Consultant and Certification as a Professional in Rangeland Management are the first steps.



Navy to Receive Mid-Atlantic Region Outstanding Sponsor Award

Because of all the hard work and excellent relations with the Navy, Soil Conservation Districts, NRCS, RC&D and many others the Navy has been selected to receive the Mid-Atlantic Region Outstanding Sponsor award. The presentation will be made at the Mid-Atlantic Regional RC&D meeting in October. The Navy has now been nominated to compete for the National Sponsor award. Winners will be recognized at the National RC&D Conference in San Antonio, TX in July 2003. The Navy has sponsored 46 projects at a cost of \$5,353,233 over the past ten years.

Call for papers, posters, special sessions, and workshops Soil and Water Conservation Society 2003 Annual Conference July 26–30, 2003, Spokane Convention Center Spokane, WA

You are invited to submit proposals for oral and poster presentations or to organize special concurrent sessions or workshops at the Soil and Water Conservation Society's (SWCS) annual meeting July 26–30, 2003, at the Spokane Convention Center, in Spokane, WA. Submissions are being taken via the SWCS website at www.swcs.org/t_what_callforpapers03.htm

The conference, “The Columbia, Conserving a Legacy of Life” will focus on four key topics of concern for professionals working to conservation natural resources locally and globally:

- * Integrated Watershed and Basin Management
- * Water Supplies for Ecology and Economy
- * Grassland Health for Sustainable Production and Biological Diversity
- * Air Quality for Public Health and Economic Vitality

SWCS conferences bring researchers, practitioners and policy makers at all levels of government and a broad cross section of other interest groups together to explore current opportunities in natural resource management and planning.

The website has deadline information, options for submitting, instructions, and additional information on the program topics and sub-topics. Please go to www.swcs.org/t_what_callforpapers03.htm for additional information. For questions about the call for papers, email memberservices@swcs.org.



On the occasion of Director Dick Hart's retirement from USDA ARS, a nice article appeared in the Western Stockman. We thought you would enjoy reading excerpts from it, and would better understand his career.

Dick Hart: Cattle feeder

By Ron Daines

Dick Hart grew up in Iowa, but a summer in Idaho sold him on the West. When graduate school loomed, he had a choice: Texas A&M, then all male, or Oregon State, coed. He opted for Oregon, met his wife, Helen, earned a Ph.D. in crop science and headed about as far from the West as he could be.

Hart's first assignment with the USDA's Agricultural Research Service was the Coastal Plains Experiment Station in Tifton, GA. There, working on pasture management and forage crop breeding, he met his mentor, renowned forage and pasture expert, Glen Burton, "Who taught me how many things you could have going at once and still do justice to all of them."

After four years in Georgia and eight more in Beltsville, Hart finally became a Westerner, moving in 1974 to the High Plains Grassland Research Station in Cheyenne, where he began his work on the influence of stocking rates on native rangelands and improved pastures. An extensive literature review led him to pursue the idea that stocking rate may well be more important than rotation or stocking length.

James Young of the ARS in Reno notes that Hart has published extensively even though grazing management research is inherently difficult because it takes such a long time to get results.

Hart has also been looking at changing calving and weaning dates to match the nutrient requirements of a cow-calf herd to the availability of green forage. And he's developed models – HEIFRISK and STEERISK – that can help ranchers easily assess animal responses on the range.

Hart's advice for others following in a scientific path:

"Don't get upset if you have to take several detours," he says. "Just look at them as scenic routes and learn something along the way."

For a more detailed look at Hart's work, visit the USDA-ARS Web site at <http://trru.ars.usda.gov/>. [Click on reports button and than type Dick Hart in the search site: box.]

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Mark your calendars!

Invasive Species: A Comparison of Hawaii and California Presented by the California-Pacific Section

Society for Range Management

January 4-6, 2003

Kailua-Kona, HI

Invasive species are a critical issue on rangelands throughout the U.S. California and Hawaii are on the leading edge of dealing with many of these weed species, with some obvious similarities and surprising contrasts between the two states. This innovative educational program consists of a half day indoor session where cutting edge information on the introduction and control of a number of noxious weed species will be presented. Experts contributing to this program include Phil Motooka, University of Hawaii Cooperative Extension, Joe DiTomaso, University of California Cooperative Extension, Earl Campbell, US Fish and Wildlife Service, Patrick Conant, Hawaii State Department of Agriculture, and James Bartolome, University of California Berkeley, among others.

You will spend the remaining days experiencing Hawaiian rangelands with a hands-on approach to learning about a variety of invasive species on the Big Island. This field portion will be conducted to provide information on the problem in Hawaii and the corresponding situation in California.

This program will be beneficial to anyone dealing with invasive species. The information presented will be of value to botanists, rangeland managers, ranchers, wildlife biologists, ecological restoration specialists, and anyone interested in the introduction history and management of invasive species.

The host hotel for the Invasive Species program is King Kamehamehas Kona Beach Hotel in Kailua-Kona. Reservations can be made at the conference rate of \$105.00 by calling the hotel at 1-800-367-6060 and stating that you will be attending the Society for Range Management program. The conference rate will be honored a few days prior to and following the meeting.

Deadline for the December Trail Boss News

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15th of November for the next issue of the Trail Boss News.



Outcomes of the International Workshop “The Changing Face of Pastoralism In the Hindu Kush-Himalaya-Tibetan Plateau Highlands” Lhasa, TAR, May 12-19, 2002

Rangelands of the Hindu Kush–Himalayan (HKH) – Central Asian highlands are much like rangelands of other parts of the world: they are a marginal resource, naturally low in productivity and diverse in character in terms of both precipitation and forage availability. They also reflect a diverse cultural landscape, concurrently shaped by physical forces and human use. In this context it is important to view rangelands as something more than just a resource to sustain livestock, but rather as a complex environment with a diverse array of amenities and possibilities, and a rich cultural milieu. Despite the significance of rangeland resources in the livelihoods of diverse ethnic communities, these people increasingly find themselves at the fringes of modern society and the development process. Their economy, way of life and the environment upon which they depend poorly understood, they struggle to make ends meet in a world that increasingly sees their way of life as “backward” and “irrational”. Yet these communities have proven themselves to be quite resilient and have adapted in the face of change, although swayed and constrained by the world around them.

There is an urgent need to bring diverse players together, from a variety of disciplines and backgrounds, to build mutual understanding about the realities of highland pastoralism of the HKH-Tibetan Plateau region. What factors have contributed to the marginalisation of pastoral peoples? How have they responded? What are the challenges faced by development workers and policy makers for bringing pastoral communities into the “mainstream”? What programmes and policies have helped them to adapt to modern forces of globalization? What are future policy strategies that legitimise local knowledge and collective action in the management of rangeland resources?

To address these issues, the International Centre for Integrated Mountain Development (ICIMOD) and The Tibetan Academy of Agriculture and Animal Sciences (TAAAS) jointly organised a strategy workshop “The Changing Face of Pastoralism in the HKH-Tibetan Plateau Highlands”, held in Lhasa, TAR, May 12-19, 2002.

The objectives of the workshop were:

- 1) To increase understanding of the current state of pastoralism in the highlands of the Tibetan Plateau;
 - 2) To celebrate the knowledge and strengths of mountain rangeland communities;
 - 3) To highlight success stories of development programs and policies that have fostered sustainable pastoral livelihoods in a world of rapid change;
 - 4) To collectively devise working strategies for future innovations in pastoral development and rangeland conservation
- Presentations covered a variety of topics relevant to pastoral

development and rangeland conservation, including:

- pastoral production systems research;
- resource tenure policies and impacts;
- alternative livelihoods for pastoralists (marketing of niche products, medicinal plants, ecotourism etc);
- successful participatory approaches for pastoral development and conservation of rangelands;
- institutional strengthening of social services in remote pastoral areas; • improving organizational performance of government agencies;
- and institutional and policy models for co-Management of Rangelands (China and Mongolia).

In addition a number of working groups were conducted on:

- Demonstration of IFAD’s Livestock and Rangeland Knowledge Base
- Developing an agro-pastoral conceptual model for the Agri-Karakorum project, Northern Areas Pakistan
- Rangeland Conservation on the Tibetan Plateau
- Appropriate Institutional Arrangements and Policies for Community Based Rangeland Management
- Integrated Research and Extension Needs for Participatory Rangeland Management and Pastoral Development
- International Science and Technology Co-operation under EC’s FP6
- RRP meeting to plan consultations for next phase

Field visits included a cultural Fair in the pastoral region of Damxiong County, north of Lhasa, and a juniper restoration site adjacent to Drepung Monastery near Lhasa.

In general the meeting offered participants a unique opportunity to engage in scholarly exchange, stakeholder dialogue and strategy formulation to address these important questions. Outcomes include:

- A broader scope of knowledge among diverse audience (CBO to policy level);
- Potential collaborations forming across borders and among international organizations;
- Establishment of linkages across a common ecological and cultural landscape (e.g. cultural fair for Ladakh, Mustang, Bhutan; trade in livestock genetic material across closed borders; Iran-Pakistan-Afghanistan linkages; Central Asian linkages);
- Initiation of a juniper restoration forum set up with the Asia Pacific Mountain Network located at http://www.mtnforum.org/apmn/juniper_cultivation.htm

Proceedings and case studies will be published in 2003. For further information contact Camille Richard, Rangeland Specialist, crichard@icimod.org.np.



Annual Meeting Silent Auction Endowment Fund Board of Governors



The Endowment Fund Board of Governors will again have their **Silent Auction** at the annual meeting in Casper. At the Kansas City meeting SRM members requested we continue the silent auction.

One of our Endowment Fund Committee members, Pete Jackson, who got a great deal of satisfaction from donating to, and working with the silent auction, will not be with us this year. Pete, you will sorely be missed, not only by members of the Endowment Board, but by all SRM members who crossed your path. The Endowment Board of Governors dedicate this year's silent auction to the memory of Pete Jackson. Lets all strive to make this year's auction the best ever.

The Endowment Fund was established in 1980 to guarantee a strong, vital future for continuing the beliefs and ideals of the Society. Contributions are strongly encouraged with the commitment to help the fund grow. Your donations to the silent auctions help to keep these commitments ongoing.

We had a great time with the silent auction in Kansas City with over 200 items donated. When the dust settled and everyone had paid for their prizes your Endowment Fund was enriched by about \$11,000. When we added this to the raffle efforts a grand total of approximately \$18,000 went into the your Endowment Fund. What **great support** we had from both those who donated items and those who decorated their homes with their shopping spree. For those of us looking from the inside out it was great fun watching the strategy at work among the bidders, and the last minute hustle to get the last bid.

At the raffle held in Kansas City last year, Bill Hurst won the "Mountain Man" Remington Bronze. Bill has donated this bronze back to the Endowment Fund for the silent auction in Casper. The Board of Governors would like to thank Bill for this donation and for his continued support to the silent auction. **Bids on this Bronze** will be accepted until January 27th using the SRM's home page. See the following article on bidding procedures.

I would personally like to thank all the individuals and sections who have donated to the Silent Auction over the past years, and I encourage you to do so again this year. In 2001 we had a great variety of items which added to the success and perked everyone's interest.

If you have donations or questions about the silent auction, please contact any member of the Board of Governors, or contact me by e-mail or phone. Chuck McGlothlin 1-406-633-2455 or at crmccg@tgrsolution.net.

Again, thanks to all who have donated in the past and I hope to see all of you in Casper.



Bidding Procedures for the Bill Hurst Remington Bronze "The Mountain Man"

Bids on this Bronze will be accepted beginning Nov. 1st until January 27th using the SRM homepage at www.rangelands.org. **Submit all bids to the attention of Chuck McGlothlin at crmccg@tgrsolution.net. Progress on the bidding will be updated at least daily on the homepage. Bids will also be accepted at the silent auction at Casper.**

The starting bid on this Bronze is \$275.



Recruits in Unexpected Places?

by Susan Edinger Marshall

(A response to John Malechek's "Few Student Range Majors – Do We Have An Image Problem?", Oct. 2002 *Trail Boss News*). The premise of this article is that the profession of rangeland management has potential recruits and allies in unexpected segments of society.

At Humboldt State we see an acute longing on the part of many of our "environmental" students for a self-supporting, almost isolationist, existence. They are engaged in sustainable agriculture and appropriate technology, for example, but sadly with little emphasis on range-fed protein or the use of grazing animals for ecosystem objectives. Yesterday, a student advisee presented his individual design proposal for his Environmental Science major titled "Sustainable Community Development." In his statement of purpose he wrote that "much will be saved by producing food and energy inside the community." I told this student that I was proud to have a freezer full of Humboldt County grass-fed beef and that the only time I buy lamb is when Safeway carries lamb from the 4-H auction (that's the only time they carry domestic lamb). We should ask our "environmental" students whether it is better to produce food and fiber within our own borders in an environmentally sound manner, or better to import food and fiber from trade partners with less restrictive or nonexistent environmental regulations? This is not intended as a xenophobic appeal on my part, but I think we need to be introspective about and supportive of the integrity of our own regional food production systems. For environmentalists who are more thoughtful about their existence, this message should resonate well.

What can range educators do? Dr. Malechek spoke of a professional orientation course for freshman in all natural resources disciplines. This is an excellent venue for rangeland exposure through field trips – show them the drop-dead beautiful landscapes rangeland managers are privileged to work on. As range professors we should take our turn in the rotation of professors involved in these freshman interest courses. We should also examine our university's general education or breadth requirements. We just got our intro. range principles course listed as an upper division general education course in the science area.

What about supporting direct marketing of range products to urban communities? There are two fascinating articles in *California Agriculture*, Sept/Oct 2002 (<http://danr.ucop.edu/calag/>) about market consolidation and marketing grass fed beef. I recently attended the 1st Annual Latino Environmental and Natural Resources Conference in Sacramento. There are calls within the Latino community, one-third of California's population, for a more environmentally responsible food supply (e.g. range fed beef). Does your state have significant Hispanic populations?

When I rose in a session at this Latino conference to query the impacts of proposed wilderness designation on rangeland activities, an excellent discussion followed. In California, and other states as well, there are close ties between maintenance of open space and financially sound livestock operations.

In California, we have a tremendous opportunity to connect with young people who are enrolled in the California Conservation Corps. They are often urban young adults who have been bitten by the "outdoor bug" and would be welcome recruits to our profession. Are there similar organizations of young people in your state or province?

In summary, we need to:

1) Support universities with range degree programs. I'd like to personally acknowledge and thank Mort Kothmann for doing his research on range degree programs.

2) Expose ourselves as educators and professionals to environmental science-type, as well as the traditional natural resource, majors through intro. courses, advising, and freshman retention programs.

3) Support innovative marketing strategies for rangeland products to urban populations, including a growing Latino population. Hats off to those of you who have pursued this through the Western Sustainable Agriculture Research and Education Program (<http://wsare.usu.edu/>).

Author info.

Susan Edinger Marshall, Associate Professor of Rangeland Resources and Wildland Soils, Humboldt State University (M.S. Range Management, University of Arizona; Ph.D. Soil Science, U.C. Riverside).



Onward & Upward

Melissa (Budd) Teague accepted a transfer with the NRCS to a Rangeland Management Specialist position in Hollis, OK, effective September 22.

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, 850 E. Whiteley Ave., Council, ID 83612 or e-mail mlaverty@fs.fed.us



Notice of Intent to Recruit

The Bureau of Land Management (BLM) plans to advertise a vacancy announcement for a new Rangeland Management Specialist position stationed at the Society for Range Management (SRM) headquarters at Lakewood, CO. The incumbent will serve as the BLM Liaison to the SRM. The incumbent will coordinate BLM Rangeland management policy and guidance activities with the SRM as well as the Forest Service (FS) and the Natural Resource Conservation Service (NRCS). Duties include representing the BLM in a cooperative interagency, industry group, professional society and university effort to develop consistent rangeland monitoring, assessment and inventory methods as well as other cooperative initiatives.

The duty station is co-located at the SRM Headquarters at Lakewood, CO, sharing workspace with similarly tasked NRCS Liaison. This position will be used as a program/leadership development position, following two years duty as the SRM Liaison, the incumbent will relocate to the BLM Washington Office to continue gaining national office experience on the Rangeland, Soil, Water and Air Group staff.

The vacancy announcement will be advertised on the Office of Personnel Management site at

<http://www.usajobs.opm.gov/>. Check the OPM site for the listing.

Post Doctoral Research Associate

The USDA, Agricultural Research Service, United States Sheep Experiment Station, Dubois, ID, is seeking a POSTDOCTORAL RESEARCH ASSOCIATE, (Animal Scientist / Rangeland Scientist). Ph.D. is required. Salary is commensurate with experience (\$45,285 - \$70,555 per annum), plus benefits. Some citizenship restrictions apply. Associate will be a member of a team conducting research to identify sheep with a greater preference for leafy spurge (*Euphorbia esula*) and other exotic weeds, to develop novel strategies for training sheep to consume exotic weeds that they would otherwise avoid, and to determine the consequences of a preferential consumption for exotic weeds on native plant species. Additional research will be conducted to determine the interaction of sheep and cattle grazing in exotic weed infested pastures. The goal of this research is to use these high-preference sheep as a major component in grazing strategies developed for the management of specific exotic weeds infesting rangelands in western North America. Knowledge of animal behavior, grazing management, diet selection, nutrition, genetics, and ecology are desirable. Refer to www.afm.ars.usda.gov/divisions/hrd/hrdhomepage/vacancy/03024.htm for the full text announcement. Send application materials and references to **Dr. Steven Seefeldt, USDA/ARS, U. S. Sheep Experiment Station, HC 62 Box 2010, Dubois, ID 83423** or e-mail (sseefeldt@pw.ars.usda.gov). USDA/ARS is an equal opportunity provider and employer. Lakewood, CO, sharing workspace with similarly tasked NRCS Liaison. This position will be used as a program/leadership development position, following two years duty as the SRM Liaison, the incumbent will relocate to the BLM Washington Office to continue gaining national office experience on the Rangeland, Soil, Water and Air Group staff.

The vacancy announcement will be advertised on the Office of Personnel Management site at

<http://www.usajobs.opm.gov/>. The approximate date for the beginning of a 30 day advertisement period is July 26, 2002. Check the OPM site for the listing.

Assistant or Associate Professor and Extension Weed Specialist Position # 0136

This 12-month tenure-track position has a 75% Extension and 25% Research responsibility in Weed Science with primary emphasis in rangeland and extensively managed systems. This position requires extensive travel and a strong extension education program and must provide state, regional, and federal leadership in extension and research on integrated management of invasive and poisonous weed species in Wyoming. This position is critical to the Department of Plant Sciences' strengths in multi-disciplinary research and education approaches to profitable and sustainable agricultural systems through the integrated management of invasive and poisonous weed species in forage/livestock systems. Applicants should submit transcripts, a letter of application, curriculum vitae, a one- to two-page statement expressing their vision for this position, and arrange for three letters of reference to be forwarded to: **Dr. Stephen D. Miller, Department of Plant Sciences, POB 3354, University of Wyoming, Laramie, WY 82071-3354; phone 307-766-3112, fax 307-766-5549 and e-mail: sdmiller@uwo.edu**. Electronic applications will not be accepted.

The University of Wyoming is an equal opportunity/affirmative action employer.

Research Assistant Professor of Rangeland Restoration Ecology Department of Animal Biotechnology Position # 16410

The College of Agriculture, Biotechnology, and Natural Resources at the University of Nevada, Reno, has an opening for a 12-month, non-tenure track, Research Assistant Professor position in the Department of Animal Biotechnology, School of Veterinary Medicine. The position is currently funded for 2 years. Salary is competitive and commensurate with experience. Start date is January 1, 2003. To apply, send 1) a current, complete curriculum vitae, 2) a letter of application addressing qualifications, experience, and professional development, 3) unofficial transcripts of terminal degree program, and 4) name, addresses, and phone numbers of 3 persons who may be contacted for letters of recommendation, if requested by the search committee. Applications must be received by November 30, 2002. Send to: **Dale Holcombe, Search Chair, UNR, Department of Animal Biotechnology, Mail Stop 202, Reno, NV 89557** or **Samantha Hoole, Search Coordinator, UNR/CABNR, Mail Stop 222, Reno, NV 89557** Complete position description and requirements are available on our website www.ag.unr.edu/coa/emply.htm or <http://jobs.unr.edu>



MASONIC-RANGE SCIENCE SCHOLARSHIP

The Society for Range Management (SRM) Masonic-Range Science Scholarship offers financial assistance and recognition to a **high school senior, and/or college freshman or college sophomore** planning to major in/presently majoring in range science and/or closely related field. *The “closely related field” is not specifically defined - evaluation will be based upon how the applicant answers section D.*

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

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

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

Applications are Due January 15th

The following materials must be submitted together when applying:

The completed application form;

A copy of your high school transcripts;
(If applicable, also attach a copy of your college transcript.)

A certified copy of your SAT or ACT scores (even if a college student); and

Two (2) letters of reference from teachers, county agents, employers, etc., who might have insight as to your qualifications;

Applications received without the accompanying materials cannot be considered.

Application materials should be mailed to:

**Paul Loeffler
Texas General Land Office
710 E. Holland, Suite 3
Alpine, TX 79830-5020**



MASONIC-RANGE SCIENCE SCHOLARSHIP

APPLICATION FORM

Applicant's Name : _____

Permanent Address: _____

Phone: _____ **Email:** _____

Age: _____ **Date of Birth:** ___/___/___ Male Female

Parent/Legal Guardian: _____

Address (if different than above) _____

Phone: _____ **Email:** _____

EDUCATION:

High School: _____

Address: _____

Phone: _____ **Fax:** _____

Please list the name, address, and your major at the college or university you plan to attend or attend presently:

College/University Name: _____

Address: _____

Major: _____

Do you presently attend this college or university? Yes No

If YES, are you: Freshman Sophomore

If NO, When do you plan to attend? _____

Have you been accepted for attendance? Yes No

Sponsored by: _____ **Affiliation** SRM NACD SWCS

Hometown Newspaper Name: _____

Paper's Address: _____

Telephone/Fax: _____

Last Updated 07/29/02



MASONIC-RANGE SCIENCE SCHOLARSHIP

Please answer the following questions in the space provided.

A. Please list your leadership experience (maximum of 1/2 page response):

B. Please list any community service activities you have been involved with (maximum of 1/2 page response):



MASONIC-RANGE SCIENCE SCHOLARSHIP

C. What are the most important honors and awards you have received (maximum of 1/3 page response):

D. In your own words, WHY you are interested in a career in range science? Include any experiences that have led you to choose a range science major. Please do not repeat information included in any previous category (maximum of 2/3 page response).



MASONIC-RANGE SCIENCE SCHOLARSHIP

I HAVE:

- 1) Completed the application form above *within the space provided.*

- 2) Attached a copy of my high school transcript - including GPA and rank within class.
(I have also attached a copy of my current college transcript, if applicable.)

- 3) Attached a certified copy of my ACT/SAT Scores (even if a college student).

- 4) Attached two (2) letters of reference from teachers, county agents, employers, etc., who might have insight as to my qualifications. One letter could be from your sponsor. Letterhead stationery is preferred from the sponsor, unless the person is retired.

I understand that *if the packet is incomplete* that my application will not be considered for the scholarship.

I understand that the application deadline is January 15th.

This application package for the Masonic Range Science Scholarship is complete, true and correct.

Applicant's Signature

Date

Submit completed application package to:

**Paul Loeffler
Texas General Land Office
710 E Holland Ave Suite 3
Alpine, TX 79830-5020**



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

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

*Company/Organization/Business Affiliation _____

Street Address _____ Suite/Apt# _____ City _____ State _____ Postal Code _____ Country _____

Phone (Include Area Code) _____ Fax (Include Area Code) _____ Email _____

MEMBERSHIP CLASSIFICATION

- Regular Apprentice Student Associate Life Life Family
 Family Institutional Commercial-Supporting Commercial-Contributing Commercial-Major

Regular—\$55 (all Sections except Mexico/Unsection) **Associate—\$25** **Life—\$1,500** (Call SRM office for installment plan option)
\$50 (Mexico/Unsectioned) **Life Family—\$1,750** (Call SRM office for installment plan option)

Student—Varies by Section....please contact office for more information.

SECTION AFFILIATION (Call the SRM office for Section information)

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.

*Primary Section Affiliation _____ Add'l Sections _____

OPTIONAL SUBSCRIPTIONS

Members receive six issues of *Rangelands* and 12 issues of *The TrailBoss News* with their paid membership. Members may opt to receive 6 issues of the *Journal of Range Management* for \$15.00 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 Diners Club

Name as it appears on credit card _____

Card Number _____ Expiration Date _____

Signature (REQUIRED) _____



Tips on Getting to and Around Casper



World Wide Travel is once again pleased to be associated with the Society for Range Management. They are available to assist you with all your travel plans for the 56th Annual Meeting. SRM, in conjunction with World Wide Travel, has negotiated special discounts with Delta, United (to Denver), and Great Lakes (Denver to Casper) and **remember the earlier you book, the better the discount.**

Don't miss out on these special savings! Call World Wide Travel and tell them you are traveling to the SRM Annual Meeting.

Phone : 1-800-426-8663 Fax: (307) 266-4555
Email: wwtninc@trib.com

Ground Transportation



Car Rental Agencies in the Casper area:

- Around Town – (307) 265-5667
- Avis – airport – (307) 237-2634
- Budget – airport – (307) 266-1122
- Enterprise – (307) 234-8122
- Hertz – airport – (307) 265-1355
- Price King — (307)472-7378

TRADE Show

We are planning on the largest Trade Show ever! It will not only include booth exhibitors, but also two educational programs. Saturday's program will include the use of satellite imagery for ranch and farm planning. Sunday's program is how to manage small acreages. Both the trade show and these programs are open to the public. Monday, the 3rd will be a live "crazy" fun auction in the trade show arena. Auction items will include a started wild horse from the BLM, limited edition bronze by Bunny Connell, wool blanket and many more items. Trade show exhibitors include seed compnies, chemical companies, latest rangeland seed drill demonstration, fence companies, and local and state agencies and many more!!





Reminder!! Nominations for SRM Office

The Nominating Committee is seeking nominations for the office of Second Vice President and for the Board of Directors (two positions) that are to be filled in 2003. Nominations are sought from voting members and Sections. A total of six candidates, two for each elective position, will be developed from the list of nominees submitted.

Members or Sections who wish to put forth a nomination must do so in accordance with the following procedure:

- a) each nomination shall name one person for a specific elective office,
- b) each nomination shall include a letter from the nominee indicating their consent to run for office and their willingness to serve, and
- c) each nomination shall include a letter from the nominee's Section indicating that the Section is aware of, or supports, nominee's intent to run.

In addition, each nomination package must contain the nominee's name, address, and phone number, and a brief description of their:

- a) education/experience;
- b) occupation and employment history;
- c) professional emphasis and interests;
- d) SRM Section and Parent Society activities, committees, offices, etc.
- e) awards, honors and recognitions.

Submit nominations before **December 18 2002** to Ken Sanders, Chair, Nominating Committee, P.O. Box 1827, Twin Falls, ID 83303-1827, email ksanders@uidaho.edu

Each nominee will be asked to visit with the Nominating Committee during the 2003 SRM Annual Meeting.
