

April 2007
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Thoughts from Our Students

By G. Allen Rasmussen, 1st Vice President, SRM

The Rangeland Cup competition this year was a wonderful idea. Thank you to everyone involved. It created quite a bit of discussion and a novel way to look at ideas to address problems facing our profession. I had the opportunity to talk to the students about their ideas and suggestions, but this made me go back and look at the mission statement on our web site (<http://www.rangelands.org>).

“The Mission of the Society for Range Management is to promote the professional development and continuing education of members and the public and the stewardship of rangeland resources.”

How many of us have looked at this statement and asked if we are meeting our mission? I think we are accomplishing our mission. But the first part of the statement; “promote the professional development and continuing education of members”, was challenged at the Reno meeting when a student in the Rangeland Cup stated that students only viewed the meeting as a competition. They were not eligible for any competition after graduation so why go to an Annual Meeting. They did not see the meeting fulfilling our mission or that the Society provide benefit to their future job.

At the 2007 Annual Meeting in Reno, the Nevada Section did an outstanding job putting together a great agenda providing numerous opportunities for continuing education and professional development focused on the stewardship of rangeland resources. Topics ranged from invasive species to ideas about mentoring young professionals. It even stimulated late night discussions of the validity of ecological site descriptions. How could anyone not see the need to come to a meeting and partake of these exciting wonderful opportunities for continuing education and professional development? But here was a student, hopefully one of our continuing future members, wondering why he would come to an annual meeting after graduation. Why are universities not working more to help them figure out how to get the most from an annual meeting?

As I talked to the student, we came up with an idea. Why don't universities offer credit to students who attend an Annual Meeting? They could assign their students one of the symposia to attend. This year a good one would have been the one on ecological sites. Then on their way home (most have to drive 5–10 hrs) they could discuss the merits and potential problems with the ideas presented. The faculty or a prac-

ting land manager could take the controversial side and say the ideas have no merit and let the students defend it based on what they learned.

We thought this would, first, get students to understand the value of a meeting where ideas and management strategies are presented and hopefully at times challenged. Second it helps them understand the value a professional society has in helping them maintain their professional competency and be life long learners. For the Society, it would help these new young members understand the value of maintaining their membership in a professional organization like the Society for Range Management.

If the discussion leader does his job right, the students will have fun and understand that not all ideas are truths. They would feel safe to question ideas and make sure we keep improving our profession and rangelands. While this discussion focused on students, we should try this with all new members. This would also keep them more engaged, active and develop into our future leaders.

Annual Meeting Award Winners

It is our pleasure to announce the winners of the Ph.D. and Masters oral paper and poster competitions from the 2007 Society for Range Management meeting in Reno, Nevada. Sincere thanks to the graduate students who participated in the competitions, as well as the individuals who volunteered to judge papers and posters!

Oral Paper Competition

Ph.D.

- 1st place—Adena Rissman (University of California - Berkeley)
- 2nd place (tie)—Ryan Limb (Oklahoma State University)
- 2nd place (tie)—Stephen Winter (Oklahoma State University)

Masters

- 1st place MS—Kim Goodwin (Montana State University)
- 2nd place MS—Corie Lund (North Dakota State University)

Poster Competition

Ph.D.

- 1st place PhD—Erin Goergen (University of Nevada - Reno)
- 2nd Place PhD—Matt Bahm (South Dakota State University)

Masters

- 1st place MS—Rae Haddow (University of Alberta)
- 2nd place—Katie Benzel (Montana State University)

—*SRM Graduate Student Competition Committee*

Lost Resources

Everett R. Doman, 94, died March 1, 2007 at his home.

He was born July 27, 1912 in Welling, Alberta, Canada. After living in Canada for about 1-1/2 years the family returned to Huntsville, Utah. He was a graduate of Weber County High School, Weber Jr. College and in 1938, of Utah Agricultural College (now USU), with a degree in Wildlife Management. He married Gay Wangsgard of Huntsville on December 2, 1938, in the Salt Lake LDS Temple. They were married 62 years before Gay passed away in September 2000. Early career employment with the Utah Cooperative Wildlife Research Unit, and the Utah Department of Fish and Game, was followed by an extensive career with the U.S. Forest Service. With the FS, Everett transferred frequently. He began his FS career in 1943 as Assistant. Ranger on the Navajo Lake R.D. in the Dixie N.F. Then he served as District Ranger on the Fishlake N.F. and as the Wildlife and Range staff officer on the Manti N.F. He transferred to Jackson Hole, Wyoming, as Assistant Forest Supervisor of the Teton N. F. From 1954 to 1957 he served in Washington, D.C. as Assistant. Director of the Division of Wildlife Management. From there he became Forest Supervisor of the Lincoln N.F. in Alamogordo, New Mexico From 1960 to 1970 he was Assistant Regional Forester and Director of Range Management, Fisheries, and Wildlife in the PSW Region in San Francisco. In 1966 he was presented the "Forest Conservation" award by the California Wildlife Federation. He finished his career as Director of the Division of Wildlife Management in the National office in Washington, D.C. After a 31-year career with the FS he retired in December 1974, and moved to Ogden, Utah.

During Everett's tenure with the FS, he saw it change from a primarily timber and range management agency to a true multiple use agency with recognition given to the size and importance of the FS's wildlife and fisheries habitat management jobs. He was proud that he had a part in bringing this about. Everett was a member of the National Wildlife Federation, American Forests, a 69-year member of the Wildlife Society, and a charter member (60 years) of the Society for Range Management. In 1999 he was awarded the Society for Range Management's Sustained Lifetime Achievement Award. Locally he was active with the Wasatch Audubon Society, the Golden Spike Gem and Mineral Society, Weber Historical Society, and the FS Old Timers organization. Early in his retirement, Everett's activities included traveling, rock hounding, lapidary, silversmithing, skiing, fishing, camping, backpacking and wilderness trail riding. More recently his interests included gardening, bird watching, reading, photography, and sports. He was an avid basketball fan.

Surviving are two daughters and two granddaughters. He was preceded in death by his wife, his eldest daughter Mary, and four brothers. E-mail condolences to the family at lom@lindquistmortuary.com

James Kelley (Tex) Lewis, passed away on March 3, 2007, after a lengthy illness.

He was born to Hosea and Floy "Kelley" Lewis in Waco, Texas on October 24, 1924. He grew up in Abilene, Texas where his father served as a professor at Abilene Christian University and his mother, Floy Ballard was a School Teacher.

Tex served as a first Lieutenant during WWII. After the war, while working on a graduate degree at Montana State College he met and married Elaine Greathouse on April 9, 1949. Tex was a professor of Range Management and Animal Science at South Dakota State University for 32 years. Following that, he worked on a research grant for NASA at Colorado State University. He was a teacher both in the private and the public sector.

After retirement, Tex and Elaine moved to Carthage, Missouri in 1987, where they enjoyed planting trees, gardening and feeding wild life.

Tex was a Charter and Founding member of the Society for Range Management.

He is survived by his wife, Elaine Lewis and his children; Pricilla Moreaa, of Abilene, Texas, Mark Lewis of Jordan, Minnesota, Sheri Madill of Cherokee, Texas and Syerra Conklin of Carthage, Missouri and fifteen grandchildren.

Memorials may be given to Ukraine Ministries West Union Church of Christ, 22195 Hwy J, Granby, Missouri. 64844.

***Rangelands* New Book Review Editor**

During the *Rangelands* Editorial Board meeting at the Annual Meeting in Reno, Jan Wiedemann was appointed Book Review Editor for *Rangelands*. If you would like to be a guest reviewer for future issues, send an e-mail to read.books@verizon.net or send a request by mail to Jan Wiedemann, 4000 Stony Creek Lane, College Station, Texas 77845, or Phone 979-690-8685.

Jan began reviewing for SRM journals in 1992. She is a member of the Texas Section and has been Archivist since 1988. She worked in the Denver office from 1981–1984 as Administrative Assistant and Interim Executive Secretary. She has been an SRM member since 1977.

Second Announcement

Joint International Grassland Congress and International Rangeland Congress Hohhot, Inner Mongolia, China June 29–July 5, 2008

Found at <http://www.IGC-IRC2008.org>

Includes:

- Program Outline
- Call for Papers (Titles due by June 1, 2007)
- Trade and Industry Exhibition
- Pre-Congress Tours
- Post-Congress Tour
- Social Program
- Accompanying Delegate Program
- Accommodation
- Mid-Congress Tours
- Workshops
- Delegate Sponsorship
- Sponsoring Organizations
- Future Announcements and Contact Information

Dues Expiration Date Change

Starting with the August 31, 2007 expiration date, members will no longer receive a 30-day grace period before membership expires. For example, if your dues expiration date is August 31, 2007 your **membership will expire** on August 31, 2007.

This change will make the numbers easier to calculate
for membership renewals, accounting, etc.

If you have any questions or concerns, please contact Lesley Radtke, 303-986-3309 or email
LRadtke@rangelands.org

A View from the Good Seats at the Student Employment Workshop

Katie Moore and Ingrid Drieling

This year a record 100 plus students attended the Student Employment Workshop (SEW). The workshop consisted of two back-to-back sessions. The first session started off with representatives from the Bureau of Land Management (BLM) and the Forest Service (FS) promoting the Hiring-on-the-Spot program for entry-level Rangeland Management Specialists. Each agency took a few minutes to give some background on their agency, explain the hiring process, highlight the vacancies they were hoping to fill by the end of the week, and circulate their specific job outreach notices. This year the BLM and FS each had nine positions to fill for a total of 18 positions. Applicants considered eligible for the Hiring-on-the-Spot program at the SRM meeting were university seniors or graduates that were able to report to work within six months of a job offer. This was FS's third year to participate in the hiring program at the SRM meeting and BLM's first time.

The second session of the SEW was a question and answer session just for students. This year Katie Moore, Ingrid Drieling, and Jessica Dhaemers, Hiring-on-the-Spot veterans, were asked to sit in the "Good Seats." This panel of past Hire-on-the-Spots shared their strategies for getting hired with the Forest Service at previous SRM meetings. After the short panel presentation students were allowed to ask the panel and SEW organizers, Jack Alexander and Jenny Pluhar, their burning employment questions. Students left the workshop with information on what skills employers are looking for, guidelines for writing an effective resume, and tips for interviewing right down to what to wear.

At the conclusion of the SEW, agency personnel were allowed to rejoin the workshop to answer anymore questions about the hiring program, specific vacancies, and schedule interviews. The BLM conducted 26 interviews and the FS 24. By Wednesday afternoon all 18 positions offered by the BLM and FS were successfully filled. Rixey Jenkins, a new-hire for the Humboldt-Toiyabe National Forest, attributes his recent employment success to the question and answer session at the SEW. Rixey is one of 22 students over the past three years that have moved from the "Cheap Seats" to the "Good Seats" with the help of the Student Employment Workshop.

We Need Your Feedback

Please watch for the Member Survey in your April *Rangelands*. Please take a few moments to complete the survey and return it to Headquarters by June 1, 2007. Thanks!



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Status Report

BLM, WO 220 On-the-Spot Hiring Program, February 11–14, 2007

Facilitator: Linda Coates-Markle, WO-220 BLM/SRM Liaison (303-986-3309)

WO Division of Rangeland Resources, Bureau of Land Management (BLM), instituted its first Hiring-on-the-Spot program for entry-level Rangeland Management Specialists (RMS) in conjunction with the Society for Range Management (SRM) 60th Annual Meeting and Trade Show in Reno, Nevada, February 10–16, 2007. WO-220 is very appreciative of all the support and assistance received with this effort, especially from WO and Nevada Human Resource (HR) Specialists, the USFS, the SRM Student Employment Workshop coordinators, and the BLM interview panel and associated field offices. BLM considered the event to be highly successful.

Federal Career Intern Program

Hiring authority was provided under the Federal Career Intern Program (FCIP) which is designed to help agencies recruit and attract exceptional individuals into the Federal workforce. The program was created under Executive Order 13162 and hiring authority is permitted when recruiting at regional or national levels. Applicants may be university seniors (or graduates) and must be able to report to work within six months of the job offer. Successful candidates are typically offered entry level positions and may be converted to permanent status after two years of acceptable internship. During the internship, work assignments are designed to provide an orientation to the BLM and offer progressive on-the-job specialized work experience and training targeted to the full-performance duties of the RMS. At the end of the internship the successful candidate will be on track to perform as a fully functional RMS at the appropriate grade level. Promotion to the next grade level is provided only if all qualifications and eligibility requirements are met and all recommended training and developmental assignments have been successfully completed. For more information about the FCIP, please visit www.opm.gov/careerintern.

On-the-Spot Hiring Process

With this hiring effort, nine Rangeland Management Specialist positions (eight offered as GS-454-5/7/9/11 and one offered as GS-454-5/7/9) were filled from nine different field offices representing five states. The entire process took a total of four days.

BLM attended a SRM organized Student Workshop on Sunday, February 11, 2007, circulated job outreach notices and explained the agency hiring process to almost 100 students. By Monday noon, 38 applications had been received primarily from graduating seniors representing 15 different universities and colleges. A team of BLM State of Nevada HR Specialists, led very competently by Nancy Taylor, reviewed and qualified all applications within one day.

Twenty-six applicants representing 12 different universities qualified for the 454 RMS series. During the following two days all qualified applicants were provided 45 minute interviews. The interview panel consisted of 11 managers/program leads delegated with hiring authority and representing all available vacancies. At the completion of the interviews, nine offers were made to exceptional candidates and all positions were successfully filled by Wednesday afternoon. Nevada HR specialists then prepared and processed the hiring certs and mailed all pertinent information to the hiring offices. The formal written hiring offer for each candidate will follow acceptable reference and background checks and is the responsibility of the hiring office.

(Continued on Page 7).

Results of On-the-Spot Hire

BLM State	Duty Location	Successful Applicant	Series/Grade	University Affiliate
Arizona	Kingman Field Office	Trevis Olson	GS-0454-05/07/09/11	South Dakota State
Idaho	Challis Field Office	Kristin Coons	GS-0454-05/07/09/11	Oregon State
New Mexico	Albuquerque Field Office	Nathan Combs	GS-0454-05/07/09/11	New Mexico State
	Taos Field Office	Jacob Young	GS-0454-05/07/09/11	University of Idaho
Nevada	Winnemucca Field Office	Sheena Miltenberger	GS-0454-05/07/09/11	Oregon State
	Ely Field Office	Chelsey Wheelhouse	GS-0454-05/07/09/11	Eastern Oregon
Utah	Cedar City Field Office	Jordan Hennefer	GS-0454-05/07/09	Brigham Young
	Hanksville Field Station	Kyle Jackson	GS-0454-05/07/09/11	Eastern Oregon
	Kanab Field Office	John Reese	GS-0454-05/07/09/11	Utah State

Other Agency Participation

The USFS also participated in the Hiring-on-the-Spot program at these same meetings. This was the third time this agency has pursued hiring under the FCIP at the SRM meetings. This agency offered nine RMS GS-454-5/7/9 vacancies and successfully filled all positions. They received approximately 34 applications and conducted 24 interviews. BLM commends the guidance and assistance provided to us by the USFS during our maiden effort at these meetings. It appears that several students chose to apply to either FS or BLM positions, while many applied for positions with both agencies. Four top-quality students were offered positions from both agencies and each agency ended up with two of these students.

Recommendations for Future Efforts

WO-220 is very encouraged to pursue this opportunity again. The 2008 Society for Range Management meetings are in Louisville, Kentucky, January 27–31, in conjunction with the American Forage and Grasslands Council, and present an excellent venue for the next opportunity. Suggestions for improving and streamlining the process have been received from a variety of participants including students, USFS, SRM members, BLM HR staff and interview panel members. These suggestions are:

- 1) earlier start on developing vacancy lists from the field
- 2) earlier coordination with USFS and their hiring activities
- 3) earlier notification to SRM Student Employment Workshop organizers
- 4) pre-event training of potential HR specialists to handle qualifying applications - this is a critical component of the process
- 5) advance screening and selection of interview questions prior to hiring event
- 6) a significant number of interview questions should use the behavioral-based approach (applicant communicates response based on actual experience)
- 7) downsize interview panel or run concurrent interviews with different members of the interview panel for different positions
- 8) reduce the length of individual interviews
- 9) take photos of all applicants that interview to assist interview panel
- 10) initiate process with outreach to universities several weeks in advance (e.g. application forms can be sent out in advance of meetings)

2007 Membership Challenge

I challenge each and everyone of you to sign up **one** new member this year. That's it "just one New Member" in 2007. How easy is that?? Ask a co-worker, a fellow student, someone you know and see at conventions or meetings.

Just ask and it will happen.! I guarantee it!!

Have a great April, *Lesley*

Membership Stats

SRM welcomes its new members. Following is a list of new members, their section and recruiter for February 22, 2007 to March 15, 2007.

<u>Member</u>	<u>Section</u>	<u>Recruited By</u>
Grant Rogers	AZ	Katie Lee
Justin Davilla	Cal-Pac	James Bartolome
Al Meduitz	Cal-Pac	Lynn Huntsinger
Carrie Harrod	CO	Amanda Cameron
Linda Duever	FL	Bob Nelson
Tanner Pollack	IM	
Devan McGranahan	NCS	David Engle
Michaela Buenemann	NCS	
Bob Dickenson	NV	
Diane Tempelmeyer	OK	Lee & Scott Holcomb
Geneve Dagenais	PNW	Lavona Liggins
Emmy Creek	PNW	
SD Office of School & Pub. Land	SD	
Justin Odom	TX	Lem Creswell
Terri Walker	TX & Cal-Pac	
Tolib Mukimov	UN	Douglas A. Johnson
Toshpilot Rajabov	UN	Douglas A. Johnson
Cacey Addy	UT	

Deadline for the May 2007 SRM *Rangeland News*

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

Send to Patty Rich at:
prich@rangelands.org



Society for Range Management

10030 West 27th Ave Wheat Ridge, CO 80215

Phone: 303-986-3309

Fax 303-986-3892

Email: LRadtke@rangelands.org

Membership Application

(Please Print or Type; Required Fields are bolded)

Full Name: _____
First Name MI Last Name

Nickname (Informal): _____

Address / Contact Information:

Company/Organization/Affiliation

Job Title _____

College/University: (Required for Student Members) _____

Business Address

Home Address

Address (Student: School Address) _____

Suite/Apt # _____

City State/Province _____

Zip/Postal Code Country _____

Phone: () _____

Fax: () _____

Email: _____

☐ Preferred Billing Address

☐ Preferred Mailing Address for Publications

Address (Student: Permanent Address) _____

Suite/Apt # _____

City State/Province _____

Zip/Postal Code Country _____

Phone: () _____

Fax: () _____

Email: _____

☐ Preferred Billing Address

☐ Preferred Mailing Address for Publications

General Membership / Certification Information

Membership Classification

(Amount includes the Primary Section)

☐ Regular - \$85

☐ Student - \$35 (Student Verification Form)

☐ Institutional - \$205

☐ Commercial - \$525

☐ Life - \$1500

☐ Life Family - \$1750

☐ Additional Family - \$35

Have you ever been a member: ☐ Yes ☐ No

Name of member that recruited you: _____

Student Membership Applications must complete the following information and the Student Verification form

High School College Grad School Year

☐ Freshman ☐ Freshman ☐ 1st ☐ 4th

☐ Sophomore ☐ Sophomore ☐ 2nd ☐ 5th

☐ Junior ☐ Junior ☐ 3rd ☐ 6th

☐ Senior ☐ Senior

Certification Information

Certifications: ☐ CRMC ☐ CPRM ☐ Other

Other: _____

Gender: ☐ Male ☐ Female

Year of Birth: 19 _____

Section Affiliation

SRM members **MUST** choose a Section affiliation. Section affiliation is determined by geographical region however members may be affiliated with any and as many Sections as desired upon payment of additional Section dues. See paragraph below for Section Descriptions. **Primary Section Affiliation:** Check the first box. **Additional Section Affiliation:** Check the second box - as many as you would like - \$5 each

- | | | | |
|---|--|--|--------------------------------------|
| <input type="checkbox"/> Arizona | <input type="checkbox"/> Kansas | <input type="checkbox"/> North Central | <input type="checkbox"/> Texas |
| <input type="checkbox"/> California-Pacific | <input type="checkbox"/> Mexico | <input type="checkbox"/> Northern Great Plains | <input type="checkbox"/> Utah |
| <input type="checkbox"/> Colorado | <input type="checkbox"/> Nat'l Capital | <input type="checkbox"/> Oklahoma | <input type="checkbox"/> Wyoming |
| <input type="checkbox"/> Florida | <input type="checkbox"/> Nebraska | <input type="checkbox"/> Pacific Northwest | <input type="checkbox"/> Unsectioned |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Nevada | <input type="checkbox"/> South Dakota | |
| <input type="checkbox"/> Int'l Mountain | <input type="checkbox"/> New Mexico | <input type="checkbox"/> Southern | |

Optional Subscriptions

Members receive six issues of *Rangelands* (via postal mail) and 12 issues of *Rangeland News* (electronic delivery only via email) with your paid membership. Members may opt to receive 6 issues of *Rangeland Ecology and Management* for \$40 per year. ☐ **I would like to receive the *Rangeland Ecology and Management***

Optional Contributions

By supporting any of the special funds listed below, you can help ensure a strong, continuing future for the Society and the beliefs we all share and hold dear.

Endowment Fund:

☐ \$5 ☐ \$10 ☐ \$25 ☐ \$50 ☐ \$75 Other \$_____ **Int'l Membership:** \$25 Other _____

Masonic Range Scholarship:

☐ \$5 ☐ \$10 ☐ \$25 ☐ \$50 ☐ \$75 ☐ \$100 ☐ \$500 ☐ \$1000 ☐ Other \$_____

Sustaining Membership: ☐ \$50 contribution in addition to dues **\$1 per year of Membership:** \$_____

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	\$_____
Optional Contributions	\$_____
Total Amount Enclosed	\$_____

☐ Check Enclosed

☐ Visa ☐ Discover ☐ MasterCard ☐ American Express

Name on Credit Card: _____

Credit Card Number: _____

Expiration Date: _____

Signature: _____

Membership Classification: (Dues Schedule as of January 1, 2006)

Regular – Basic individual membership includes *Rangelands* and the *Member Resource News*, voting privileges, committee service, and nomination & election to any office. Dues: \$85 (all Sections except Mexico/Unsectioned); \$80 (Mexico/Unsectioned)

Additional Family – Individuals of same household desiring more than one Regular membership. Families receive only one set of publications, but each member retains all rights & privileges of Regular member. Dues: \$35 (each additional - all Sections except Mexico/Unsectioned); \$30 (each additional - Mexico/Unsectioned)

Student – Full-time students (high school through graduate school). Not eligible to hold office. Must succeed to different class of membership in the calendar year following termination of course of study. Dues: \$35 (all Sections except Mexico/Unsectioned); \$30 (Mexico/Unsectioned)

Life – Same as Regular with one-time dues payment. Dues: \$1,500 (Call SRM office for installment plan option)

Life Family – Individuals of same family desiring more than one Life membership. Dues: \$1,750 (Call SRM office for installment plan option)

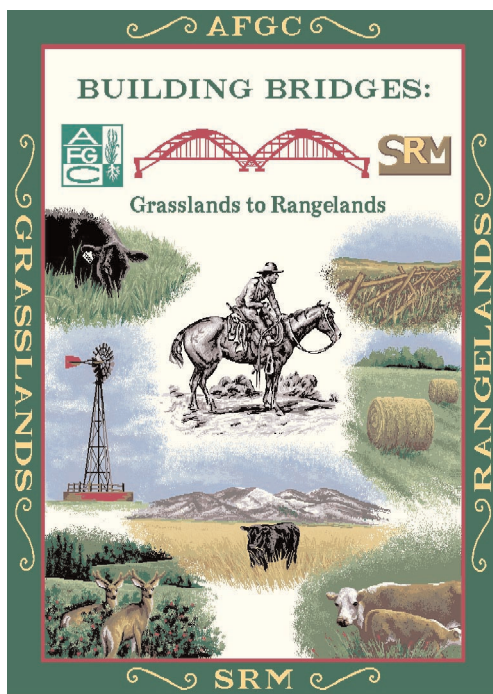
Commercial – Businesses, proprietorships, individuals or other entities organized for profit. Must designate a representative. Listed in Society publications. Dues: \$525 (all Sections except Mexico/Unsectioned); \$500 (Mexico/Unsectioned)

Institutional – Institutions or other entities not organized for profit (i.e. Federal agencies, livestock organizations, Indian tribes, universities). Membership is in institution's name with a designated representative. Not eligible to hold office. Listed in Society publications. Dues: \$205 (all Sections except Mexico/Unsectioned); \$200 (Mexico/Unsectioned)

Sections

Arizona; California-Pacific – California, Hawaii, and all the lands in the Pacific not currently associated with the following: Mexico and Pacific Northwest Sections of SRM, the state of Alaska, Australia; **Colorado; Florida; Idaho, International Mountain** – Alberta, Western Montana; **Kansas; Mexico; National Capital** – Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia; **Nebraska; Nevada; New Mexico; North Central** – Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, Ontario, Quebec, Wisconsin; **Northern Great Plains** – Eastern Montana, Manitoba, North Dakota, Saskatchewan; **Oklahoma; Pacific Northwest** – British Columbia, Oregon, Washington; **South Dakota; Southern** – Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, South Carolina, Tennessee; **Texas; Utah; Wyoming; Unsectioned** – Alaska, Mexico, Puerto Rico, & all other foreign countries

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PHONE _____

Ecologist, Research Associate

The Department of Rangeland Ecology & Management at Oregon State University is seeking an Ecologist to fill a Research Associate position for work on a riparian project in Oregon's Klamath Basin. Incumbent will be solely responsible for field data collection supervision of 2–4 summer techs, & coordination of research activities with OSU Faculty, NRCS, KBRT, & private landowners. Incumbent will be expected to write peer reviewed manuscript(s), share results at symposia, workshops, or other gatherings. Salary is commensurate with education and experience. To review details of complete position announcement go to <http://oregonstate.edu/jobs/> . To apply create a user profile and attach a letter of interest, and a curriculum vitae documenting relevant qualifications and including three references. Questions? Contact: Dawn Eastlick, OSU Rangeland Ecology & Management, 541-737-3341 or dawn.eastlick@oregonstate.edu. OSU has an institution-wide commitment to diversity, multiculturalism and community. Closing date April 27, 2007.

Geospatial Analysis Assistant Professor

The Department of Land Resources and Environmental Sciences at Montana State University seeks a talented and enthusiastic individual for a **tenure track** faculty position who will provide leadership in the department's research and teaching programs related to geospatial analysis. The candidate should have research training in the integration of GIS and other spatial analysis approaches within the natural resources/environmental sciences fields. The full position announcement and application instructions are at: <http://www.montana.edu/level2/jobs.html>. Screening will begin 23, 2007 and continue until a suitable applicant is found.

Colorado State University Cooperative Extension #12-07, Area Extension Agent (Range & Livestock Management) and Crowley County Extension Unit Leader Crowley/Otero Counties, Ordway, Colorado

Provide leadership & implementation of range & livestock programs in the counties listed above. Completed master's degree. Receipt of application & transcript(s) by 5/7/07. For application & all required qualifications:
<http://www.ext.colostate.edu/coop/jobsmenu.html> or 970-491-1617. CSU is an EEO/AA Employer.