

Rangeland News
December 2008, Volume 61, Number 12

Society for Range Management
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Board of Directors Monthly Meeting Notice
Monthly Conference Call
The Board holds a monthly conference call on the 2nd Tuesday at 11:00 am Mountain Time.
There will NOT be a BOD call for December.

Congratulations to your new SRM Board Members!
Jack Alexander, 2nd VP; Charles Hart & Sandy Wyman, Directors

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Individual Commitment to Rangelands and SRM - Jeff Mosley, SRM Second Vice President

“Individual commitment to a group effort—that is what makes a team, a company work, a society work, a civilization work.”

Vince Lombardi

This fall I realized my longtime dream to coach high school football. My SRM duties and my day job with Montana State

University Extension kept me too busy to coach full-time, but I had an absolute blast as a volunteer assistant coach working

with the offensive backfield and generally serving as chief sideline motivator.

I coach for a small rural high school that plays 8-man football. With only 70 students (boys + girls) in all 4 grades

combined, almost every boy in the school needs to “cowboy up” and participate in order for us to field a team. Our team is

almost always outnumbered and outgunned, but never out hustled. We don’t always win, but when everyone on the team gives

their best individual effort, our team fights the good fight and we succeed by working together for common goals.

In similar fashion, rangeland management is a small profession, and for our voice to be heard in the world, we need a large

percentage of range people to participate on our SRM team. Accordingly, SRM sections and the parent society have worked hard

in recent years to attract and retain members by delivering better value to our individual members. I am pleased that

positive changes have been achieved, and the quality of SRM meetings, tours, and publications continues to improve. But my

recent experiences coaching high school football have made me consider whether future efforts to improve SRM should be

focused less on increasing benefits to individual members, and perhaps focused more toward our team goal of championing

sustainable rangeland stewardship. As we say in coach-speak, there is no "I" in "TEAM."

So how is SRM doing presently in our quest toward our team goal? Is SRM having a positive influence on rangelands and their

management? I think the easiest way to answer this question is to imagine a world without SRM, a world without a collective

voice for rangelands. I am certain that a world without SRM would be a world with fewer job positions assigned to manage

rangeland resources, a world with fewer research dollars and research personnel devoted to rangeland issues, a world with

less rigorous university curricula in range science, and perhaps a world without the scientific discipline of range science.

A world without SRM would also be a world without technical journals, workshops, conferences, and tours focused on

rangelands, thereby resulting in a world where less informed land managers inadvertently cause more rangeland degradation.

Ultimately, a world without SRM would allow rangelands to be less healthy and less productive. Clearly our rangelands need

the positive influence that SRM is providing. Is it possible for SRM to do more?

On the football field I remind my players that eventually each of them will encounter someone faster, quicker, bigger, or

stronger, and this fact is beyond my players' control. The only things my players can control are their own character and

attitude, and their individual commitment to our team and its goals. Similarly, SRM will continue to face the challenges

that come with being outnumbered and outgunned by larger and wealthier organizations when trying to influence rangeland

management policies and practices. We as SRM members can only control the same things as my football players; that is, we

can only control our personal dedication to work honestly and tirelessly to attain our team goal of sustaining rangeland

ecosystems, uses, and values.

I urge each of us to view SRM not as something that we belong to, but instead to view SRM as something comprised by each of

us, a team to which each of us commits ourselves toward sustaining and enhancing the rangelands we love. The positive

impacts that SRM will or will not make happen in the months and years ahead will be proportionate to the individual

commitments of our members. So, the question is not "Are you ready for some football?", but rather, "Are you ready for some

SRM?" Go Team!

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Executive Vice President's Report - Ken Johnson, EVP

First, I want to thank SRM, members and staff, for the many kind words and cards Karen and I received at the recent death of

her father.

One of the most important events of the year occurred last Friday. The Election Committee tallied the votes from the recent

election. The committee is chaired by Don Smith, and members included Thane Johnson, Ned Habich, Dave Kathman, John

Mitchell, Wendell Hassell, Craig Whittekiend, and Herman Garcia.

Results from the election are: Jack Alexander, Second Vice President and Charles Hart and Sandra Wyman, Directors. The vote

was close and I want thank the other candidates for their interest and encourage them to consider putting their names back in

the hat for next year's election. It is time for everyone to consider running for the Board or look around and suggest

qualified individuals consider running. It is important for SRM's future to have top quality Board members. Being on the

Board isn't always fun, but I guarantee it will be interesting and rewarding.

The past month I attended several section meetings, traveling most of every week. The month began in San Diego attending the

CA Section meeting along with Director Larry Howery. It is interesting to see the many issues that vary among sections. The

many fires that have occurred in urban areas of San Diego were at the top of everyone's mind. Next, it was on to the Wyoming

Section meeting in Cheyenne. I was fortunate to have a long discussion with several members of the Young Professionals

Conclave. I know the future of SRM will be in good hands. A couple of issues they wanted to discuss were the lack of

funding for professional development and interpretations of the new government ethics rules. These issues occupy much time

at many section meetings and the answers aren't readily available. We need to continue to discuss these issues and look for

solutions. I want to thank Board member Ann Hild for her insight. Last week I had an enjoyable meeting with the CO Section

Board. They had a big turnout for their meeting and there was lively discussion.

I want to remind all sections that the Headquarters offers an inexpensive way

to maintain websites by using the server in

Wheat Ridge. Call the office if you have questions. I'm headed to Reno for the American Deserts Conference along with

around 300 people from across the Nation.

I hope everyone has joyful and safe Holiday Season. Merry Christmas!

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"Tapping The Top" Kimberly Haile

"Tapping The Top" (TTT) will enter its third decade with the SRM and it has had an impact on many students throughout the

years. At the 2008 Annual Meeting in Louisville, 75+ students met with 50+ professionals who shared their experiences in the

range profession. The students were able to visit with employees from the Forest Service, Natural Resources Conservation

Service (NRCS), Bureau of Land Management (BLM), US Navy, state agencies, conservation organizations, private companies,

universities, and research organizations. By visiting with the employees, the students were able to gain information about

the careers available in the field of range management. "Tapping The Top" gives students and professionals the opportunity

to visit with each other and share what they have learned in the range management profession. TTT has successfully matched

up thousands of students with hundreds of professionals over the past 20 years. Students received candid input regarding the

range profession and professionals have been rejuvenated by the enthusiasm of the students.

As a student, I have found "Tapping The Top" to be a useful way to learn more about range management careers. It has

provided me the opportunity to meet people to work with for graduate school as well as learn about possible careers after

graduate school. By attending "Tapping The Top" people take notice and if you take the first step in meeting people who have

careers in range they will take notice in what you do and try to help you reach your goals.

If you are a student or a professional I encourage you to attend "Tapping The Top" at the Annual Meeting in Albuquerque on

February 10 at 5:30pm. You will learn something and may have an impact on someone you meet there!

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Volunteers Needed to Assist With Lodging at AM09

Dear SRM International Affairs Committee (IAC) members,

A few colleagues from Uzbekistan, Bolivia, Argentina, Colombia, and Mexico, are planning to attend the 2009 ABQ Meetings. A

few of them have indicated that they are lacking the necessary support to cover their lodging expenses in Albuquerque. In a

few cases this may determine whether they are able to attend or not.

We would, therefore, like to compile a list of IAC members who would be willing to share their hotel room with an

international colleague during all or part of the ABQ Meeting. If you'd be willing to volunteer for this important service

(or know of someone else who would like to help), please let me know ASAP. We will provide each volunteer with further

details about potential room partners as the needs are confirmed.

Thank you so much!

Andrés F. Cibils
Assistant Professor of Rangeland Science
New Mexico State University
Dept. of Animal and Range Sciences
Las Cruces, NM
Ph: 575) 646-4342
Fax: (575) 646-5441
email: acibils@nmsu.edu

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New Edition of SRM COWBOY COOKBOOK is in the works!

The 1985 classic is going to be updated, with an eye to keep all the bestselling elements of this bestseller; approximately

2,000 copies are sold each year.

If you have ideas on what you want to see in the update then check in Albuquerque so you may join us for a Wednesday morning

breakfast meeting.

How about your favorite recipe? Here's the opportunity for it to be in nation-wide print! Throw it in with your plane

tickets and leave it at the registration table in Albuquerque, or send it to Faith Ryan, PO Box 348, Jackson, WY 83001.

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ATTENTION! IMPORTANT INFORMATION REGARDING THE MEMORIAL BREAKFAST & THE SRM BUSINESS MEETING/LUNCHEON AT THE SRM ANNUAL MEETING IN ALBUQUERQUE

Please note that these are FREE MEAL EVENTS at the Annual Meeting but you must sign up for them in order to attend. When you

sign up, a ticket for the event will be included in your registration packet.

You are not automatically signed up just because you have registered for the meeting, you MUST have indicated your attendance

on your registration form.

If you plan to attend these functions but are not sure if you signed up, please send an email to Karen at

karen@rangelands.org immediately so that we can either verify attendance or add these functions to your registration.

THANK YOU!!!

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The Continuing Education of Yourself and Your Team - Borrowed (with permission) from articles in the Animal Science Monitor

Issue 71 - November 25th, 2008

By Dan Simmons and Don Hunter, Submitted by Linda Coates-Markle

Considering the economic conditions that currently exist in the country, it's not a surprise that some companies might be

looking for ways in which to cut costs. However, it's important not to mistake investments for costs. Investments, by their

very definition, are designed to bring a specific, positive return. To cut them out would be to eliminate the possibility of

enjoying that return.

Such is the case with continuing education, specifically the education of your team. While it's true that there's a price

tag attached to training for your team members, this price tag represents an investment rather than a cost. In fact, it's

far more costly to not offer training to your employees in the long run. Think about your own situation for a moment. Did

you earn an advanced degree or certifications after you began your career? If so, how did these achievements help you?

These same benefits can apply to the members of your current team.

While all of these might play a role in how your career grows (and in which direction it grows), there's another factor that

plays just as much of a role, if not a bigger role, in the process. That factor is continuing education.

School's out . . . training's in

The days of learning all you had to learn through traditional schooling are long gone. With as fast as industries and

markets change in our increasingly global economy, the education you received in high school and college only serves as a

starting point. That just gets you in the game, so to speak. What you do after that determines how far you go in the game.

The first key component in terms of continuing education is motivation.

After all, we're talking about engaging in educational endeavors when you're already employed. This takes a certain amount

of energy and a certain level of commitment. However, as you can imagine, motivation and commitment are two characteristics

that are highly sought after by companies.

The second key component is the identification of what training would be best for you at a given point in time.

This component is comprised of two areas—the subject matter associated with the training and the method in which the training

is delivered. As far as subject matter is concerned, it can be divided into knowledge and skills. For our purposes,

knowledge is defined as the information you possess, while skills are an indication of your ability to apply that information

in a practical setting.

We can break this down even further. That's because, there are both tangible skills and intangible skills. While companies

put a certain emphasis on the development of tangible skills, since they're tied more closely to the tasks and duties

contained in the job description, they also recognize the importance of finely honed intangible skills. (To this end,

employees often pursue the improvement of the latter on their own time and without the aid of company resources.)

Okay, back to the identification of the proper training for a given situation. In addition to the subject matter involved,

there's also the method in which it will be delivered. Many choices for delivery exist, some of which are listed below:

- Conferences or conventions
- Workshops
- Online training webinars
- Collaborative learning endeavors
- Mentoring relationships/personal coaching
- Books, audiotapes, and CDs

You are responsible for taking the necessary steps to ensure that you become the best employee that you can be—that you reach

your true potential. Find out what training will be available through your employer in 2009. Better yet, meet with your

immediate supervisor and put together a training and education plan for the coming year. Not only will continuing education

make your resume look even better than it is now, it will also improve your position with your present employer and increase

your chances for future success within the company.

Remembering why you invest in training

You know why training is important, but in case urgent items are overpowering

important ones, I have listed three specific

benefits associated with the continuous education of employees:

- Continuous training contributes to productivity—The more knowledge that an employee has, the more efficiently and

effectively they can carry out their duties, which leads to better results in a shorter amount of time. This, of course,

then leads to more profitability.

- Continuous training keeps your company more competitive—This is the next natural step in the process. The most

successful companies in the industry are those that can find ways to increase productivity and profits while at the same time

reducing costs. So as you can see, investing in training is not a cost. In fact, doing so will actually help you to reduce

overall costs.

- Continuous training enhances retention—The best and brightest employees want to work for companies willing to invest

in them through education and training. Offering continuous training opportunities is an excellent way in which to ensure

that your employees will remain actively engaged in their jobs, and thus, not likely to look for greener pastures.

Everybody has different plans and different goals in regards to their life and their career. Despite these differences,

there are some things that everybody has to do in order to reach those goals. Continuous education is one of those things.

If you haven't made a commitment in this area yet, I encourage you to make that commitment, so that you can position yourself

for growth and success in 2009 and beyond.

If you have any questions about this topic, please send an email to either don@bayresourcegroup.com or dan@consearch.com.

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Society for Range Management Masonic-Range Science Scholarship Committee

Applications for the Masonic Range-Science Scholarship are now being accepted. For details and to download an application,

visit the website:
http://www.rangelands.org/education_masonicscholarship.shtml.

For a paper application contact:
Vicky Trujillo, SRM, 10030 W 27th Avenue, Wheat Ridge, CO 80215-6601
vtrujillo@rangelands.org or P 303-986-3309 / F 303-986-3892

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ALERT! ALERT! ALERT!

SRM has changed its membership software. You will be able to manage your
Page 8

information online, register for events, pay your membership dues, and probably some other things we haven't discovered yet.

It is imperative that we have a valid email address for you. If we do not have a valid email address, you will be assigned a

dummy (nonworking) email address that you can use to login.

Everyone will also be given a new initial password. The first time you login you will be prompted to change your password.

If you have a new email address or would like to provide us one, please send an email to Karen Johnson at

karen@rangelands.org so we can get it in the system.

You WILL get the most out of your membership and help the Society save money if you will provide your email address.

THANKS!!!

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The full program for the WILDFIRES & INVASIVE PLANTS IN AMERICAN DESERTS SYMPOSIUM is now available online at:

<http://www.rangelands.org/deserts/index.shtml>  
(click on the PROGRAM button to download the pdf)

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2009 Silent Auction Donations Sought

The popular Silent Auction sponsored by the Endowment Fund Board of Governors will again be held at the SRM Annual Meeting in

February in Albuquerque. Contributions of Silent Auction items should be brought to the tables set up in the Trade Show

area.

It would be helpful if members who plan to bring sale items could send an e-mail to either Stan Tixier

(j.s.tixier@pineviewinternet.com) or Chuck McGlothlin (crmcg@tgrsolution.net) ahead of time describing the item or items and

approximate value. Participation by members contributing and/or purchasing Silent Auction items will help grow the Endowment

Fund for the long term benefit of SRM and will be greatly appreciated.

Thank you very much.

Stan Tixier

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### Looking to Get Involved?

Are you looking for a way to get involved with the SRM? Do you have technical knowledge or ideas for the SRM's webpage?

The website Committee is looking for you!

DEC.RN08.small.txt

This committee needs members with new and innovative ideas to keep the SRM webpage competitive on the internet. If you are

interested in keeping the major public face of SRM attractive please contact Chuck Butterfield at [cbutterfield@csc.edu](mailto:cbutterfield@csc.edu) or

Merrita Fraker-Marble at [mmarble@montana.edu](mailto:mmarble@montana.edu).

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CALLING ALL RANGELAND PROFESSIONALS! - Upcoming Professionals of SRM Need a Few Minutes of Your Time!  
Career Development workshops in Albuquerque 2009, 62nd Annual Meeting Society for Range Management,

<http://www.srmmeetings.org>

SRM is planning to host a series of career development workshops during the upcoming annual meeting. All workshops will be

one-half hour to two hours in length and will be offered concurrently with the 2009 Rangeland JOBFAIR on Sunday afternoon,

February 8th, 2009.

Check out [http://www.rangelands.org/jobfair\\_workshops.shtml](http://www.rangelands.org/jobfair_workshops.shtml) for further details!

We are in the process of recruiting top professionals from both the private and public sectors of rangeland management to

provide a few minutes of their time to benefit the students and young professionals of the SRM membership at the following

workshops:

The Future of the Rangeland Profession - February 8th; 1:00 - 2:00pm  
We are looking for a few representatives from the full diversity of the SRM membership to participate!

The intent of this general session of the workshops is to set the stage as to what different sectors of the rangeland

profession see as the future needs and trends for the profession. We are looking for representatives from the full diversity

of the SRM membership, including professionals representing the federal agencies, universities, producers, consultants, and

others within rangeland management (and other related professions), at all stages of their careers. Members of the Young

Professional Conclave, Leadership Development Committee and the SRM executive are especially invited to play a role in this

workshop.

You will be asked to take a few minutes to speak about your perspectives of the changing demographics of the profession,

needed training for new professionals, how to establish credibility within the profession, and the types of job opportunities

you see as being available in the future. We will also ask you to field questions from the participants related to any

aspect of the profession for which they have concerns, need guidance, would like feedback on or are just plain curious. We

hope for lively discussions!

Recruitment and Hiring within the Government Agencies - February 8th; 4:00pm - 5:00pm  
We are looking for representatives from several Federal and State Agencies to participate!

Students and professors alike often ask "What are agencies looking for?" and "How does the agency hiring process work?"

These are good questions and the agencies are very interested in the opportunity to address these questions. We are looking

for Human Resource and/or Range Specialists from different agencies to explain the hiring process from vacancy search to

selection. Details should be covered regarding registration with the different on-line application sites, inputting quality,

easy-to-read resumes and tips for strong responses to the vacancy questions. Discussions may also include the OPM

classification series specific to rangeland management positions and how to interpret mandatory qualification requirements.

We are also looking for land managers from different agencies to discuss desired attributes of highly qualified applicants.

Good grades are important but field experience and communication skills are even more important. Managers may consider

addressing: "What does a hiring official look for in a potential applicant?" and "What types of questions are typically used

during interviews and why?"

The intent of this workshop is for interested participants to walk away with a good general knowledge of the agency hiring

process, and perhaps remove some of the mystique and intimidation that may have previously surrounded it.

During this workshop we will also introduce the Agency Hiring-on-the-Spot program and discuss how this process will work at

the SRM Annual Meetings in Albuquerque.

If you are interested in offering a few minutes of your time to speak at either of these workshops, please contact Linda

Coates-Markle, BLM Liaison to SRM at:  
303-986-3309 or lmarkle@rangelands.org.

We need to hear from you no later than Friday January 16, 2009.

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Albuquerque, New Mexico  
Sunday February 8th, 2009, 10 am-6 pm

Just as rangelands are diverse, so are related careers. Just look at the SRM membership as an example of this diversity! In

order to better match job opportunities with job seekers, SRM will once again expand professional employment efforts at their

2009 Annual Meeting and Trade Show to be held at the Albuquerque Convention Center, Albuquerque, New Mexico.

This is a free service for SRM members and Trade Show participants. Registration is required by interested employers.

#### 2009 JOB FAIR

Our mission is to match prospective employers from the federal agencies, state and provincial governments, private industry,

academia, and conservation organizations with the high caliber of educated and enthusiastic prospects from SRM membership.

We also hope to recruit potential employers from non-traditional sources such as the military. Attendance at the joint

meetings this year is expected to be between 1000-1500 people; 25 percent of which may be students and young professionals.

The job fair will involve a full day on Sunday February 8, 2009. Registered employers will be provided space (6-ft table) to

display employment information, distribute vacancy announcements and interact with job seekers in a large exposition area.

We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled

activities, meetings and workshops. We do expect that all participants staff their tables/displays and be prepared to answer

questions.

#### REGISTRATION FOR EMPLOYERS

To register for the 2009 RANGELAND JOB FAIR, please print, complete and return the registration form that will be available

on-line very soon. Registrations will be accepted on a first-come, first served basis, and space is limited. The deadline for

receipt of all registrations is Friday January 16, 2009. On-site registration may be accepted, depending on available space,

and will require payment of a \$100 late fee.

Program information is available on the SRM website at:  
<http://www.rangelands.org/jobfair.shtml> or please feel free to

contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at:  
[lcmarkle@rangelands.org](mailto:lcmarkle@rangelands.org) and/or 303-986-3309.

Please do your part to promote the range profession and encourage your favorite employer to register for the 2009 RANGELAND

JOB FAIR!

Registration form available on the SRM website.

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Lost Resources - Larry Riordan

Laurence Edward "Larry" Riordan was born April 21, 1913, to parents, Oweny and Jesse, at a winter cow camp near Dove Creek,

Colorado. He passed away peacefully on November 6, 2008, in Mesa, Arizona. Early days were spent on a cattle ranch near

Moab, Utah. Upon High School graduation there he enrolled in Mesa Junior College. Graduation was interrupted by WWII with

enlistment in the Army Corps of Engineers. After four years of service, including work on the Ledo Road in Burma, he

received an honorable discharge as Captain. Returning to Colorado A&M College he received a Master's Degree in Forestry with

a Major in Range Management in 1946.

Larry was employed by the Colorado Division of wildlife (then the Game and Fish Department) with the initial assignment as

Superintendent of the Little Hills Experiment Station, Rio Blanco County, where Research showed a wide variation in food

consumption by deer, cattle and sheep, documenting that mule deer and domestic livestock can co-exist while maintaining

healthy ranges in the west. Shortly, Larry was promoted to administrative duties in the Denver Office of the Game and Fish

Department. Initial responsibility related to proper use of federal funds for Wildlife and Fisheries resources. Rapid

advancement led to his assignment as Assistant Director, a position he held for most of his career.

Some of Larry's accomplishments included the organization and administration of research projects relating to big game,

upland game birds, migratory waterfowl, and furbearers; assistance to establishing the Cooperative Wildlife Research Unit in

1947, and the Cooperative Fisheries Research Unit three years later. Assistance in the implementation of programs for the

new Northeast Region and Research Center in Fort Collins in 1960-61; and acquisition of land for wildlife areas and access to

streams for public fishing can be credited to Larry's efforts.

Larry was a member of the Izaak Walton League of America, The Wildlife Society National Organization, The Colorado Chapter of

the Wildlife Society, Colorado Wildlife Federation, the Society for Range Management and others. He was a Founding and

Charter member of the Society for Range Management, founded in 1948 in Salt Lake City, Utah; serving on the Board of

Directors and numerous committees during its 60-year existence. He occasionally attended and participated at the North

American, International, Midwest, and western wildlife conferences as part of the job.

Larry's hobbies included photography, genealogy (which shows Col. John M. Chivington was Larry's great-great-grandfather),

travel, and fishing and hunting. His saddle, 30-06 rifle, and Army uniform and other items have been given to the Colorado

Historical Society Museum.

Gratitude was expressed by Larry for the training and association with the Warner College of Natural Resources at Colorado

State University through substantial contributions. In addition, annual scholarships have been given to deserving students.

In turn, the Warner College of Natural Resources awarded Larry with the Honor Alumnus Award for 2008.

Larry was preceded in death by his wife Susan, his sister Helen, and his brother Robert. He is survived by his long-time

friend and companion Iola Baker and his nephew Michael Riordan and wife Anne.

Published in the Denver Newspaper Agency on 11/11/2008

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Loading Up Your Employee Toolbox (By Don Hunter) Submitted by Linda Coates-Markle, SRM BLM Liaison

I'm sure that most of you have heard the expression, "Don't put all of your eggs in one basket." That expression can have

many applications to everyday life . . . and it can also apply to your career, as well. That's because in any job market,

it's wise to offer an employer - your current employer or a potential one - a diverse set of skills. While it's true that a

person should continually hone and cultivate the things they do well in an attempt to master them to the fullest, it's also

true that the more skills you possess, the more valuable you become to an employer.

A peek inside the box

Let's use the analogy of a toolbox, one that represents the skills and abilities, and thus the value, that you possess as an

employee. Like any toolbox, you can control the number of tools that are inside, as well as the type of tools. For our

purposes, though, there are two types of tools that an employee brings with them to any position - the tangible and the

intangible.

Tangible tools - These involve specific skills associated with your job description, and they're tied directly to the

activities in which you're engaged on a daily basis. More than likely, they're also the ones that you chose to include on

your resume.

Intangible tools - These involve skills that aren't necessarily located on your resume, but nonetheless, are important to

employers who are seeking a well-rounded employee. They might include a person's ability to work with others, their aptitude

for creative problem-solving, or their knowledge of the industry and the company for which they work.

In a perfect world, you'd have a healthy balance of both tangible and intangible tools inside your employee toolbox. What

employers are really looking for (not to mention willing to pay for) are employees who not only specialize in a particular

skill set, but also possess other abilities and talents that involve a variety of disciplines.

So . . . what's in your toolbox?

There's a great commercial for credit card company Capital One. It's a series of commercials, actually, and the tag line for

this series is, "What's in your wallet?" The tag line for this article could be, "What's in your toolbox?" The question is

an important one, because even if you don't know, there's an excellent chance that your employer does.

That's why it's crucial to take an inventory of what's in your employee toolbox. What are your strengths? What are your

weaknesses? How can you turn your weaknesses into strengths? These are just a few of the questions that you should ask

yourself. If you think it will help, write down your answers on a sheet of paper or type them into the computer. Then

brainstorm ways in which to load up your toolbox with both tangible and intangible tools. Some of my suggestions are as

follows:

- Additional training and/or continuous education
- Engaging in a mentoring relationship
- Requesting a "skills evaluation" from a colleague (or even your boss, if you feel comfortable enough). If your

annual employee review is coming up, this is the perfect opportunity to conduct an audit of your toolbox.

What employers crave - what most people crave these days, really - is versatility and flexibility. They want employees who

are versatile enough to provide them with solutions to their problems . . . even if resources and time are in short supply.

By making a concerted effort to be that type of employee, you'll find that the tools in your toolbox, in addition to your

career, will grow dramatically.

So . . . what's your toolbox?

If you have any questions about this topic, please send me an email at don@bayresourcegroup.com.

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Membership Task Force Update - Jack Alexander

The Membership Task Force continues to work on ways to build membership in SRM. Our two next questions for members (and

potential members) are:

- 1) what is it about SRM that you find most valuable?
- 2) what thing could SRM do to be more valuable to you as a member?

Please email you comments to jack@countgrass.com or lradtke@rangelands.org.

Thank you for your input as we work together to improve our organization.

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2009 SRM TRADE SHOW - Tom Bartlett

Less than three months before the 2009 SRM Annual Meeting in Albuquerque and the Trade Show is essentially sold out! The

Trade Show exhibitors are a mix of private vendors, agency partners and university range clubs. Meeting attendees will be

able to gather and share information on new products and services available to our profession - an exchange of science and

innovation. They will also be able to see the students' skills in the University Display contest and to catch up on news

from their alma mater. The Trade Show will be the location of the 2009 SRM Annual Meeting and Trade Show Mixer on Monday

evening, complete with mariachi music.

The 2009 Trade Show will be the gathering place for SRM members as the Trade Show will share space with the Endowment Board

of Governors Silent Auction, the Food Court, and the poster sessions. The tables for the Food Court will be in the center of

the Trade Show exhibitor booths. SRM members and guests will find good food at reasonable prices for breakfast and lunch

during the meeting. In addition, some of the exhibitors are sponsoring the morning and afternoon coffee break (coffee

stations will be in the back of the Trade Show). Near the coffee stations

will be two draped offices where exhibitors and customers can conduct business.

The Silent Auction is an event in which SRM members look forward to participating. In Louisville, the American Forage &

Grassland Congress had a silent auction and many of our members wondered where the SRM auction was being held. Members of

the Endowment Board of Governors are busy collecting items and services to auction off, including a ride in the Smokey the

Bear hot air balloon. Don't be shy, contribute an item or two to the auction and then bid on the items of your choice.

The other major events in the Trade Show area will be the two poster sessions on Monday, Tuesday and Wednesday. Having the

posters in the same hall as the Trade Show will help attendance at both events and provide another opportunity to exchange

information on science and innovation in rangeland management.

Finally, The Internet Café and the New Mexico Country Store will be housed with the Trade Show. The Internet Café will allow

members to catch up on their e-mail and to conduct business while attending the 2009 SRM Annual Meeting. The New Mexico

Country Store is being sponsored in part by the New Mexico Department of Agriculture. The store will allow convention

participants to purchase and order New Mexican food products - a chance to participate in the food culture of New Mexico.

The Trade Show is being held in the Mel C. Aragon Southwest Exhibit Hall in the Albuquerque Convention Center. The SW

Exhibit Hall will truly be a multi-function room. The Trade Show, Silent Auction and Poster Sessions are schedule for Monday

afternoon, all day Tuesday, and Wednesday morning. The Food Court and Internet Café will be open on Thursday. No meals will

be available at the Food Court Wednesday noon because of the scheduled SRM Membership Luncheon and Business Meeting.

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*****REMINDER*****
PAYMENT WITH FOREIGN CURRENCY

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We apologize for any inconvenience this may cause.

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

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Smokey Bear Balloon Ride in Albuquerque

Plan to take a ride with Smokey and 200 other balloons! SRM 2009, Albuquerque, NM at the Friends and Lovers Balloon Rally.

A ride in the Smokey hot air balloon will be in the silent auction. One winner will be chosen (possibly 2 passengers,

depending on weight). Launch date will be February 14 or 15, 2009. Smokey Bear Balloon, Inc. is a non-profit corporation of

volunteers dedicated to working with resource agencies to prevent unwanted wildfires.

Friends of the Smokey Bear Balloon, Inc. is generously providing this flight to SRM.

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NEWS RELEASE

DATE: December 8, 2008

ORGANIZATION: 2009 FOREST SERVICE REUNION

CONTACT PERSON: Diane Mullins, PR Chair, MontanaMullins@live.com, 406.549.2091

Nearly a dozen committee members are working feverishly to plan the 2009 Forest Service Reunion's celebration scheduled to be

held Sept. 7-11, 2009 in Missoula, MT. The 10-member team is planning an event to remember!

Located in the beautiful Northern Rocky Region, the celebration features educational and entertaining tours designed for fun

and relaxation. Throughout the week, program activities include educational speakers, tours, banquets, breakout sessions,

awards presentation and meetings with the Forest Service Leadership Team. So, mark your calendars, bring your cameras and

call your friends because it's going to be quite the vacation.

The six-day celebration begins on Sunday with an historic tour to Grant Kohrs Historic Ranch and the Old State Prison. Monday

ushers in the Nifty Fifties Main Street's classic car show and a social with live music and hors d'oeuvres. Participants can

also stroll through the Silent Auction shop at the Reunion Store and visit the arena of Exhibitor Tables during their leisure

time. Tuesday Tours features hunting for ghosts in at Garnett ghost town, taking a rafting trip down the Clark Fork River

and dining leisurely aboard the riverboat cruise on Flathead Lake. There are a dozen tours to choose from - so, whatever

suits your fancy - it's guaranteed you'll enjoy a wide variety of activities.

The Forest Service Reunion brings together a wide range of folks from all walks of life and many professions. Participants,

young and old, frequently "run into somebody" they know from years gone by and find themselves extremely interested in

catching up on the latest happenings at another branch office. Camaraderie plays a key role in reunion activities and

attendee satisfaction.

You can e-mail the committee or track the committee's planning success on their new web site located at:

www.2009forestservicereunion.net. The celebration is open to all current and former employees and their special someone.

2009 Forest Service Reunion; PO Box 1804; Missoula, MT; 59808-1804

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CALL FOR ABSTRACTS: 5th Southwest Rare Plant Conference - "Changing Landscapes in the Southwest"  
University of Utah, Salt Lake City - March 16-20, 2009

Please visit the Utah Native Plant Society home page ([www.unps.org](http://www.unps.org)) & click on the link for the conference for detailed

information, agenda, submit abstracts and register.

40% off registration for full time students!!

Monday March 16 - Pre-meeting mixer at the Commander's House (at Fort Douglas adjacent to the University campus) from 6-8pm

where you can meet friends and colleagues who have also arrived early. Enjoy some appetizers and drinks while you get

re-acquainted with new and old friends and colleagues.

Tuesday thru Thursday - Exciting speakers such as Noel Holmgren (Intermountain Flora author), Rob Gillies (climate change

specialist), and Susan Meyer (USFS Shrub Laboratory) among others are just part of our exciting program.

Wednesday evening - Come view and discuss projects and research displayed during our evening poster session at the Officer's

Club within Fort Douglas adjacent to the University campus. While posters are viewed and discussed, enjoy some dessert,

drinks and great conversation.

Abstracts are now being accepted on the web page for this conference - (link provided on the Utah Native Plant Society home

page - [www.unps.org](http://www.unps.org))

Questions regarding this conference? Please contact the UNPS Secretary - Mindy Wheeler at [wheelermindy@yahoo.com](mailto:wheelermindy@yahoo.com) or at

801-699-5459.

NEWS RELEASE

For Immediate Release December 3, 2008

For More Information: Mike Collins 701/252-1460 ext. 113

Jamestown, ND – Mark your calendars for “Conservation, Sustaining Our Future,” a technical conference sponsored by the Soil

and Water Conservation Society (SWCS) Northern Plains Chapters. The conference is scheduled to be held February 18-20, 2009,

at the Rushmore Plaza Holiday Inn, Rapid City, South Dakota.

Join natural resource enthusiasts from Montana, Wyoming, Colorado, Nebraska and North and South Dakota to hear the latest on

soil quality, water quality trading credits, energy and conservation. The conference kicks off on February 18 with

presentations on a wide variety of energy and conservation topics. The day will conclude with “Dig It,” a new Smithsonian

display presentation, given by Dr. Gary Peterson of Colorado State University. February 19 will focus on soil and water

quality and what that means to landowners as well as professionals. Concurrent sessions will be held on February 20 with

topics such as: AFO/CAFO rule update, Pollinators, Carbon Credit Trading and Using Visual Simulations for Communicating

Conservation just to name a few. A total of 17.5 Continuing Education Units are available for Certified Crop Advisors and a

total of 11 Continuing Education Units are available from the Society for Range Management.

Bring items from within your area to support the silent auction. Proceeds from the auction will assist Northern Plains

Chapters fund educational activities within their own chapter.

Registration for SWCS members is \$90 early/\$100 late registration. Registration for non-SWCS members is \$100 early/\$110 late

registration. Student Registration is \$25. Registration is due February 4, 2009. A full agenda and registration form is

available by logging on to the North Dakota SWCS website at <http://www.ndswcs.org> or by contacting any SWCS member within the

Northern Plains Region.

A block of rooms is available at the Rushmore Plaza Holiday Inn by calling 605-348-4000 and asking for the SWCS group. Room

reservations must be made by January 18 to ensure the special group rate.

The conference will also include a poster session. The deadline to submit posters is January 15, 2009. A complete listing

of poster topics is available on the North Dakota SWCS Chapter website at <http://www.ndswcs.org> or by contacting Mike Collins

at 701-320-5459.

SWCS chapters across the United States foster the science and art of natural resource conservation. The work of chapters

targets conservation of soil, water, and related natural resources on working land—the land used to produce food, fiber, and

other services that improve the quality of life people experience in rural and urban communities. Chapters work to discover,

develop, implement, and constantly improve ways to use land that sustains its productive capacity and enhances the

environment at the same time.

For further information on the “Conservation – Sustaining our Future” conference logon to the North Dakota SWCS Chapter

website at <http://www.ndswcs.org> or contact any SWCS chapter located within the Northern Plains.

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Call for Posters - Northern Plains Technical Workshop
Rushmore Plaza Holiday Inn, Rapid City, SD
February 18-20, 2009

Posters should include one or more of the following topics:

- Energy & Conservation • Water & Carbon Trading • Nutrient Cycling
- Biomass • Air Quality Control Strategies • Buffers for Soil & Water Quality
- Wind • CNMP Planning • Constructed Wetland
- Biofuels • Soil Quality • Filter Strips
- Water quality • Salinity • Cropping Systems & Conservation
- AFO's/CAFO's • Trees for Conservation Planning
- Cover Crops • Wind & Water Erosion
- Pollinators • BMP's

Cost for Poster is free with one paid registration (up to two/registration)
max size 4 ft x 6 ft

Individuals attending conference will be students, producers, government agencies including state, federal and local,

businesses, and consultants writing conservation plans, private lands conservation or installing BMP's.

Questions and submissions: Mike Collins at mike.collins@nd.usda.gov, PO Box 2096, Jamestown, ND 58402 or phone (701)

320-5459.

More information can be found at <http://www.ndswcs.org/News.htm>

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POSITION ANNOUNCEMENTS

UNIVERSITY OF WYOMING  
Assistant/Associate/Full Professor Faculty Position in Land  
Reclamation/Restoration Ecology

The Department of Renewable Resources at the University of Wyoming seeks to hire a faculty member to conduct research,

teaching, and outreach (50%/25%/25% split) in Restoration Ecology/Land Reclamation in semiarid lands. The successful

candidate will develop an interdisciplinary research program focused on natural resource management strategies to mitigate

the environmental impacts of energy extraction. As an integral member of the Wyoming Reclamation and Restoration Center

(WRRRC) and the School of Energy Resources (SER), the candidate will have the opportunity to develop collaborative research

with related campus programs (e.g., the Ruckleshaus Institute of Environment and Natural Resources (IENR), Wyoming

Cooperative Fish and Wildlife Research Unit, Program in Ecology (PiE), Wyoming Geographical Information Science Center

(WYGISC). The position requires generation of extramural research funding and a successful graduate research program. This

position offers the opportunity to develop a program demonstrating tangible outcomes for management and mitigation of

anthropogenic environmental impacts. The successful candidate will also participate in outreach educational efforts and

services to the energy industry, federal and state agency representatives, and the broader public. Outstanding applicants at

any stage of their career will be considered.

The University of Wyoming and the Department of Renewable Resources are committed to advancing new knowledge and creative,

broadly applicable solutions to ecosystem disturbances. The University of Wyoming enjoys a distinctive leadership role as

the only public four year institution of higher learning in Wyoming. The main campus in Laramie, a city of 30,000 residents,

is located at 7,200 feet in elevation between the Laramie and Medicine Bow Ranges of the Rocky Mountains. More information

about the University and its regional setting is available on the University's website, [www.uwo.edu](http://www.uwo.edu).

Resources available to the successful candidate: This position has been created via generous funding from the new UW School

of Energy Resources. The position offers an excellent salary and start-up package for the right applicant. A supplementary

annual budget is also offered in support of a researcher with compelling

qualifications and demonstrated success in reclamation and restoration.

Minimum Qualifications: The successful candidate must promote restoration efforts and interactions with regulatory agencies

and the energy industry aligned with SER, WRRRC, and IENR. Candidates must clearly document:

- 1) Doctoral degree in a closely related field,
- 2) research experience in land reclamation and or restoration ecology.

Application and screening process: Screening of application materials will begin January 9, 2009. Applications will be

accepted until the position is filled. Qualified applicants should submit statements of their research interests and

experience, teaching philosophy, curriculum vitae, up to 3 relevant reprints, and contact information for four references

electronically to Ms. Sandy DeCora (sdecora@uwyo.edu).

Inquiries and hard copy applications should be addressed to:

Dr. Peter D. Stahl (uncleM@uwyo.edu)  
Dept. of Renewable Resources-3354  
University of Wyoming  
1000 E. University Ave  
Laramie, WY, 82071  
USA.

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OKLAHOMA STATE UNIVERSITY
Natural Resources Management - Assistant Professor

The Department of Natural Resource Ecology and Management (NREM) at Oklahoma State University announces a tenure-track

position with emphasis in ecological forest management, wildland fuels, natural resource informatics, ecosystem structure and

function, and/or forest or landscape level modeling. Teaching responsibilities include an undergraduate course emphasizing

forest and natural resource management and a graduate course in the area of expertise. Qualifications include a Ph.D. in

forestry, ecology, or closely related field, a strong quantitative background, and demonstrated potential in instruction and

collaborative research. Publishing in leading scientific journals and acquiring extramural funding is required.

Full announcement is at <http://nrem.okstate.edu/nrememployment.html>

Applicants should submit a letter of interest, vitae/résumé, and contact information for three references to Dr. Thomas

Hennessey at tom.hennessey@okstate.edu. Review of candidates will begin on 5 January 2009.

OSU is an AA/EOE/E-verify employer committed to diversity. OSU is a tobacco-free campus.

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UNIVERSITY OF IDAHO  
Assistant Professor of wildland Fire Science

The Department of Forest Resources at the University of Idaho, seeks applicants for an academic-year, tenure-track assistant

professor position: completed Ph.D. at the time of starting the position; experience in wildland fire science or a related

discipline; ability to compete for external funding; ability to publish research in refereed journals; and demonstrated

interest in teaching undergraduate fire science courses. The successful applicant will teach two undergraduate courses in

our new BS in Fire Ecology and Management degree, plus one graduate course to support our strong graduate programs in fire

science. Review of applications will begin January 12, 2009 and will continue until a successful candidate has been

identified, with a prospective starting date of August 2009. More detail is available at: <http://www.cnr.uidaho.edu/forres/>.

Apply online at <http://www.hr.uidaho.edu>. Direct inquiries and application materials to:

Jo Ellen Force, Department of Forest Resources, PO Box 441133, University of Idaho, Moscow, ID 83844-1133 (E-mail:

[joellen@uidaho.edu](mailto:joellen@uidaho.edu) or phone: 208-885-7311).

To enrich education through diversity, the University of Idaho is an Equal Opportunity Affirmative Action Employer.

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Upcoming Functions & Continuing Education Pre-Approved Courses

| Date                         | Location         | Title  | Credit                                                                                                                                            |
|------------------------------|------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Jan 6<br>Conference          | Douglas, AZ      | 7 CEUs | 2009 Malpai Borderlands Group Science<br><a href="http://www.malpaiborderlandsgroup.org/">http://www.malpaiborderlandsgroup.org/</a>              |
| Jan 15-16                    | Boise, ID        | 4 CEUs | ID Section Annual Meeting:<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a> |
| Jan 8-9                      | Albuquerque, NM  |        | NM Section Annual Meeting TBD<br><a href="http://agecon.nmsu.edu/nmsrm/">http://agecon.nmsu.edu/nmsrm/</a>                                        |
| Jan 8-9<br>Rangeland Horizon | Chico, CA        | 6 CEUs | 4th Annual Summit-CRCC: Expanding the<br><a href="http://www.carangeland.org">www.carangeland.org</a>                                             |
| Jan 13-14                    | Sierra Vista, AZ | TBD    | AZ Section Winter Meeting:<br>Geological, Anthropological,<br>Historical, & Climatic Influences<br>on Arizona Rangelands                          |

[http://www.rangelands.org/links\\_srm\\_sections.shtml](http://www.rangelands.org/links_srm_sections.shtml)

Jan 14-15 Browns Valley, CA Water Quality Range Pasture &  
Livestock Management Workshop & Tour 5 ttl (am-4/pm1)

<http://groups.ucanr.org/sierrafoothill/>

Jan 11-15 Tallahassee, FL Tall Timbers 24th Fire Ecology  
Conference TBD

<http://www.talltimbers.org/FEconference/index.html>

Jan 16 Red Bluff, CA Water Quality Range Pasture &  
Livestock Management Workshop & Tour 4 CEUs

<http://groups.ucanr.org/sierrafoothill/>

Jan 17-19 Sacramento, CA CNPS 2009 Conference: Strategies &  
Solutions 16 max

<http://www.cnps.org/cnps/conservation/conference/2009/>

Jan 20-21 Choteau, MT Winter Grazing Seminar  
TBD  
holbert@mt.gov

Jan 24 Woodland, CA Water Quality Range Pasture &  
Livestock Management Workshop & Tour 4 CEUs

<http://groups.ucanr.org/sierrafoothill/>

Jan 29 Stockton, CA Water Quality Range Pasture &  
Livestock Management Workshop & Tour 4 CEUs

<http://groups.ucanr.org/sierrafoothill/>

Jan 29-30 Wichita, KS 2nd Kansas Natural Resources  
Conference TBD  
<http://www.kansasnrc.com/>

Feb 8-12 Albuquerque, NM 62nd Annual Meeting of the SRM  
16 max  
Merging Trails: Culture, Science, and  
Innovation  
<http://www.srmmeetings.org/>

Feb 18-20 Rapid City, SD SWCS Technical Conference:  
Conservation-Sustaining our Future 11 ttl (w-2/th-6/f-3)  
<http://www.ndswcs.org/News.htm>

Mar 16-20 Salt Lake City, UT 5th Southwest Rare Plant  
Conference-Changing Landscapes in the Southwest TBD  
wheelermindy@yahoo.com; www.unps.org

Feb 7-11, 2010 Denver, CO 63rd Annual Meeting of the SRM Joint  
with the 16 max  
Weed Science Society of America (WSSA)

Feb 6-10, 2011 Billings, MT 64th Annual Meeting of the SRM  
16 max

If you know of a function that you want to attend but do not see it here, please send the information to:

SRM, ATTN: Vicky Trujillo, 1 0030 w 27th Ave, wheat Ridge, CO 80215-6601; vtrujillo@rangelands.org, Fax 303-986-3892

Welcome to Our New Members

| New Member        | Location          | Section  |
|-------------------|-------------------|----------|
| Recruited by:     |                   |          |
| Phillip Gipson    | Lubbock, TX       | TX       |
| Ernest Fish       |                   |          |
| Ellen Nelson      | Laporte, CO       | CO       |
| Hyla Cline        | Provo, UT         | UT       |
| Raven Reitstetter | Dugway, UT        | UT & AZ  |
| Jordon Bybee      | Provo, UT         | UT       |
| Allen Dobb        | Victoria, BC      | PNW      |
| Kent Ellett       | Sahuarita, AZ     | AZ       |
| Sarah Reynolds    | Bryan, TX         | TX       |
| Bruce Fickenscher | Eads, CO          | CO       |
| Courtney Lafferty | Broomfield, CO    | CO       |
| Jacob Ehlert      | Moscow, ID        | ID       |
| Andrea Stebleton  | Moscow, ID        | ID       |
| Amy Wheeler       | Eyebrow, SK       | NGP      |
| Melissa Valasquez | Abiquiu, NM       | NM       |
| Andrew Crosby     | Stillwater, OK    | OK       |
| Cynthia Fell      | Kamloops, BC      | PNW      |
| Brian France      | Kamloops, BC      | PNW      |
| Lloydene Fay Hill | Corvallis, OR     | PNW      |
| Thomas Walkem     | Kamloops, BC      | PNW      |
| Amanda Rainey     | Dexter, OR        | PNW & ID |
| Alfredo Munoz     | Fort McKavett, TX | TX       |
| Cara Farr         | Pinedale, WY      | WY       |
| Adam Teeter       | Laramie, WY       | WY       |

SRM PUBLICATIONS AVAILABLE ON CD-ROM

\$7 each or \$5 each if you order three or more titles

- Facilities for Watering Livestock & wildlife
- Facilities for Handling, Sheltering & Trailing Livestock
- Glossary of Terms Used in Range Management
- Rangeland Entomology
- Rangeland Hydrology
- Fences

If you are interested, please email your order request to Mary Moser at mmoser@rangelands.org with credit card information,

or order by fax to (303) 986-3892.

You may also pay with a check by sending your order to 10030 w. 27th Avenue, wheat Ridge, CO, 80215.

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email LRadtke@rangelands.org.

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Happy Holidays from the Headquarters staff! We hope you have a safe and blessed Holiday Season!!!  
Ken, Karen, Lesley, Linda, Mary & Vicky

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Have some pictures you'd like to share? Send them to us and we'll see about using them. Submit articles for the newsletter

and include photos!

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Open Spaces: The world's Rangelands

Society for Range Management  
10030 West 27th Avenue  
Wheat Ridge, CO 80215  
Phone: 303-986-3309  
Fax: 303-986-3892  
E-mail: info@rangelands.org

We're on the web!  
www.rangelands.org

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Linda Coates-Markle: lmarkle@rangelands.org  
Cindy McArthur: cmcarthur@rangelands.org  
Mary Moser: mmoser@rangelands.org  
Lesley Radtke: lradtke@rangelands.org  
Vicky Trujillo: vtrujillo@rangelands.org  
Karen Johnson: Karen@rangelands.org

Deadline for the January issue is December 15. Send material to Vicky Trujillo at vtrujillo@rangelands.org.