

RANGELAND NEWS



Society for Range Management

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A Time to Give Thanks Keith Klement, SRM Director



Life for us all gets a little too “fast-paced” and overloaded sometimes. This is probably why I enjoy the autumn season so well, especially the months of October and November. It is a time of the year when many plants slow down and prepare for winter. It signifies a time for many of us to shift away from busy outdoor activities. For me it is also a time to reflect upon family, friends, and to catch up on some reading I have been putting off through the summer months.

Also this time of the year is when most of the SRM Sections meet for their fall or winter meetings. I had the privilege to attend both the Nebraska and Wyoming Section meetings over the past couple months. Both of these sections put together great programs and I was encouraged to see so many youth involved, both college and high school students. While driving to and from both of these events, there were a lot of road miles to reflect upon the rangeland scenery out my windows. I often, when driving across many miles of rangelands such as this, think about all the ranch/farm families, range managers, range specialists, range scientists, range technicians, 4-H, FFA, and collegiate range clubs who have tread upon, evaluated, or in some way have been involved in managing and/or shaping these rangelands. How privileged I am to be in a profession that promotes good land stewardship, and to be part of an organization like SRM, that is dedicated to the conservation and sustainable management of our rangelands.

As a recently elected new member to the SRM Board of Directors, I have spent

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Executive Vice President's Report Jess Peterson

Howdy Friends,

It's been a busy, but exciting few months. In November, I attended my first section meeting. I would like take a moment and thank the Wyoming Section of SRM. They put on an outstanding meeting and I greatly appreciate all the hospitality shown. We had several conversations regarding current Society activities and how to improve and expand SRM activities. The enthusiasm and excitement for everything that is taking place within SRM is motivating and the best is yet to come!

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A Time to Give Thanks

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this year thinking more deeply about the diversity of our membership and what SRM has to offer. It has given me time to work more closely with current and past leaders, committee chairs, and listen to many of you that have expressed your thoughts and concerns. No, our organization is not without its challenges, but each of you as members can help make SRM better than it ever has been before. Many of the SRM officers have touched upon the issue of membership involvement in the 2010 lead articles of *Rangeland News*. Specifically, I would like to refer you back to Tim Steffens article in January, "Make a Difference". Tim was and is right on target!

It goes without saying (but I will), that each individual within SRM has important contributions to make. And as you begin to consider what 2011 may have in store for you, consider what you want from SRM. As Jack Alexander stated in the April 2010 *Rangeland News* article, "SRM does make the world a better place", and Charlie Hart pointed out that "'Our Range Society' is Still Relevant Today."

I have been blessed with the opportunity to be involved with many of the SRM sections and have served on many committees (section and parent society). They have all been unique, and yes all matter, because there are so many of our members that share the same passion for good land stewardship. Serving on the SRM BOD, is no different. Each BOD member brings uniqueness, yet a strong desire to keep our rangelands functioning properly. But whatever the cause or reason, it is likely you became a member of SRM because you are interested in rangelands. With this same desire, I would urge you to consider running for office (deadline for applications is December 20). Jenny Pluhar did an excellent job describing this importance in the last issue of *Rangeland News* (November 2010).

If you are reading this and not a member of SRM, we can fix that problem (find a current member or check us out at www.rangelands.org). However, as an SRM member, I urge you to get a copy of *Rangeland News*, *Rangelands*, or *Rangeland Ecology and Management* into the hands of one person who is not, and discuss with them the importance of rangelands and SRM. It is up to you to help make a difference.

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In closing, as you read this, the Thanksgiving holiday has likely just ended. What a wonderful time to be grateful for all we have (each day is a blessing). As my wife, my two children, and I await the birth of a new child in a few weeks, I am never more thankful than right now. Who knows, maybe a new SRM member will be born. I hope you all take a chance to slow down a little and give thanks for all you have been blessed with in this world. God is truly wonderful.

Hope to see in Billings in two months. Don't forget to register!

You are invited to participate in:

SRM Action Update Call

When: December 16, 2010

Time: 11:00 am MST

Dial: 213-416-6650

When Prompted Enter: 012010 followed by the # sign

(Special Note: The **SRM Action Update Call** will be held the 2nd Thursday of every month at the same time with the same number and prompt.)



Executive Vice President's Report

(Continued from page 1)

I am pleased to report that progress is being made on the Native Range meeting that will be taking place at the upcoming 2011 SRM Annual Meeting in Billings. Keep reading RangeFlashes as we will be providing updates on the agenda. This is a neat step for SRM to be taking, and a project that I am personally invested in that I hope will lead to great things for all involved.

Last month we had an excellent SRM Action Update Call. It was the first time with the new format. After consultation with several committee chairs, it was pointed out that there is a need for a forum in which committee chairs can provide reports and share information or ask questions of other committees, the SRM board of directors, and the SRM staff. November's call involved this new format of SRM committee chairs providing updates on committee activities. We had an excellent discussion and round of updates, and I greatly appreciate everyone's participation. It is with that in mind that I invite all SRM members and committee chairs for a similar session on the next SRM Action Update Call, Thursday, December 16 at 11:00 am MST. We'll have a similar format of a brief update on SRM activities, followed by committee chair updates and an open forum for questions and comments.

Date: Thursday, December 16

Time: 11:00 am MST

Dial-in Number: 1-213-416-6650

Access Code is: 012010 #

In closing, several of you have been having difficulty logging into the SRM member site. As you know, SRM has updated its membership database. As a result, you have been assigned a new login and password. Whenever prompted to login, you will need to enter your numeric **SRM member number** as your **user ID**, and **your last name as your password**. Your password can be changed in the member profile area after you login. Please also note that your current member demographics, including your contact information and section affiliation(s), can be viewed and edited within the member profile area. If you have any problems or questions please call 1-800-627-0326 or email srm@allenpress.com.

Thanks again for your support and involvement in SRM. Have a Merry Christmas and a Happy New Year!
Jess Peterson



Board of Directors Monthly Meeting Notice

The Board's monthly conference call is the **2nd Monday** of each month at 11:00 am MDT.

The December BOD call will be December 13, 2010.

The January BOD call will be January 10, 2011.

President: Jeff Mosley, MT
Vice President: Jack Alexander, MT
2nd Vice President: Gary Frasier, CO

Directors:	
Richard Orr, NV	Jenny Pluhar, TX
Charles Hart, TX	Sandy Wyman, OR
Keith Klements, WY	Stephanie Larson-Praplan, CA

The BOD meeting agenda and past minutes are available online in the Members Area under "Member Resources".



2011 Rangeland JOB FAIR
Sunday, Feb 6TH
10 am - 6pm

In conjunction with
Society for Range Management (SRM)
64th Annual Meetings
Billings Hotel & Convention Center
1223 Muldowney Lane
Billings, MT 59101

The Fourth Annual RANGELAND JOB FAIR
is designed to bring rangeland employers (from various Federal Agencies, State and Provincial governments, Private Industry, Academia, and Conservation Organizations) together with enthusiastic candidates in a fun, professional and rewarding setting.
www.rangelands.org/jobfair.shtml

For More Information Contact:
Linda Coates-Markle, SRM JOBFAIR Coordinator
303.986.3309

Additional Programs:
Agency Hiring on the Spot Program works in conjunction with the JOBFAIR to recruit exceptional candidates into the Federal workforce.
www.rangelands.org/jobfair_onthespot.shtml

Several Career Development Workshops are also being offered and are designed to help sharpen your skills during the job application and interview process.
www.rangelands.org/jobfair_workshops.shtml

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 again expand employment efforts at the 64th SRM Annual Meeting and Trade Show in Billings, Montana February 6-10, 2011. SRM announces the fourth annual 2011 RANGELAND JOB FAIR scheduled for Sunday February 6th, 10 am-6 pm. This is a free service for all job seekers and employers that represent SRM members and Trade Show participants.

The mission of the RANGELAND JOB FAIR 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. Attendance at the annual meetings at the Holiday Inn Grand Montana and the Billings Hotel and Convention Center this year is expected to be between 1000-1500 people. Approximately 25 percent of attendees will be students and young professionals.

The job fair will involve a full day on Sunday February 6th, 2011. Employers will be provided space to display em-

ployment information, distribute vacancy announcements and interact with job seekers. Registered participants will be provided with one 6-ft table for displays within a large exposition area. For an extra charge, we will also provide 4' X 8' display boards (see registration form). 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.

If you are interested in this program, or know of prospective employers who may be, please feel free to contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at lcmarkle@rangelands.org and/or 303-986-3309.

All employers MUST register for this program. Job seekers do NOT need to register. To register for the 2011 RANGELAND JOB FAIR, please complete the reservation form which can be found at: http://www.rangelands.org/pdf/AM11_jobfair_reg_form.pdf and return it to the address at the bottom of the form. Reservations will be accepted on a first-come, first served basis, and space is limited. The deadline for receipt of all reservations is **Friday January 14, 2011**. On-site registrations may be accepted, depending on available space, and will require payment of a \$100 late fee.

SRM Endowment Fund Silent Auction

Montana Convention Center
Billings, MT
February 7 - 9, 2011

SRM Endowment Fund Silent Auction is an opportunity for every SRM member to make a fulfilling contribution to the long-term financial health of SRM. Participation can be as either a donor and/or a buyer of salable item(s). 2010 sales exceeded \$6,000. 2011 sales' goal is \$10,000. If feasible, send pre-convention message to heitschmidt@att.net describing item(s) to be donated and their value (\$\$\$). This is not a requirement to donate to auction; all sales items will be accepted with or without pre-convention message. Set-up will begin at noon, Sunday, February 6.

Excellence in Range Management Award

This is a poster competition for Sections. This award honors exemplary rangeland management and recognizes the "best of the best" from among Section Excellence in Range Management Award winners. The awards will be presented at the annual SRM awards ceremony. The objective of the award is as follows: To demonstrate and publicize to the public, and other range managers, outstanding examples of management which result in long-term health of the range resource while providing efficient production of livestock, wood products, water, supporting wildlife, esthetic values, and other non-commodity values. Sections are encouraged to present recent winners (2 per year maximum) of their Excellence in Range Management award or other suitable nominations in a poster presentation representing outstanding ranches or other land management operations. The posters presented will be judged on which poster best conveys Excellence in Rangeland Management. They will be judged by the Awards Committee.

Sections must indicate their intent to bring forth an ERM poster(s) no later than **December 17th 5:00 pm CST** by submitting the following information to the **SRM Awards Committee Chair, via email (w-fox@tamu.edu)**: 1) Section affiliation 2) Title of Poster 3) Abstract (max 100 words)

ERM Qualifications: http://www.rangelands.org/awards/pdf/Qualifications_ERM_Award.pdf

ERM Judging Criteria: http://www.rangelands.org/awards/pdf/JudgingCriteria_ERM_Award.pdf

SRM Endowment Fund Raffle

The SRM Endowment Fund Development Committee is encouraging all SRM members to both buy and sell Endowment Fund raffle tickets. The raffle consists of three prizes:

1. Charlie Russell bronze entitled "Father Ranger" donated by SRM Past-Presidents
2. 10X felt hat donated by Rand's Custom Hats, Billings, MT
3. SRM custom engraved .270 caliber rifle with scope donated by Sharp Brother's Seed, Healy, KS.

Tickets are \$5 a piece or 5 for \$20.

The drawing will be held at the informal "An Evening in Montana" BBQ and Social to be held in conjunction with the SRM 2011 Annual Meeting in Billings. Ticket holders need not be present to win.

Anyone desiring to either buy and/or sell tickets please contact Rod Heitschmidt (heitschmidt@att.net), other members of the Endowment Fund Development Committee, current SRM officers and Directors, section officers, and/or other interested SRM members.



Board Shuts Intern-Hiring Loophole

by Stephen Losey | Last Updated: November 14, 2010

submitted by Linda Coates-Markle, SRM BLM Liaison

Welcome to *Federal Times This Week*, a selection of news items from the latest issue of *Federal Times* and FederalTimes.com.

A favored hiring authority many agencies use to quickly bring new employees aboard appears doomed.

The Merit Systems Protection Board on Nov. 2 ruled that the Federal Career Intern Program violates veterans preference rules and unfairly blocks veterans from being considered for some federal jobs. Experts say this is likely the end of FCIP.

"It's a direct hit on the whole FCIP approach," said David Borer, general counsel of the American Federation of Government Employees. "We don't think the program survives this in its current form."

MSPB said the government improperly placed FCIP positions in the excepted service, which lets agencies avoid the legal requirement to notify the public of competitive service vacancies. David Dean, a disabled veteran and federal job seeker, argued in his lawsuit against the Office of Personnel Management that this violates his right to seek federal employment, since he can't apply for jobs he doesn't know exist.

MSPB agreed. It also said that FCIP violates veterans preference laws because it doesn't require the government to justify the placement of positions in the excepted service. Excepted service is primarily meant to fill jobs where it isn't practical to hold a competition. MSPB said the intern program has been used to fill positions with nonveterans who ordinarily would not have been picked ahead of job seekers who were veterans.

MSPB gave OPM 120 days to bring FCIP into compliance with Title 5 laws governing veterans preference. OPM said its attorneys are reviewing the decision and have not decided whether to appeal it.

OPM Director John Berry said hiring under FCIP will continue until OPM comes up with an alternative.

But since FCIP is an excepted service authority, MSPB's decision strikes at the heart of the program.

"This is likely to mean FCIP will cease to exist as a

hiring authority," said John Palguta, vice president for policy at the Partnership for Public Service. "Agencies are going to have to figure out alternatives."

MSPB's decision could reach beyond FCIP and limit other hiring flexibilities managers enjoy.

For example, the Student Career Experience Program is also an excepted service hiring authority, and could also be challenged based on MSPB's FCIP decision.

"This might have the unintended consequence of limiting the ability of agencies to find great candidates for their jobs," Palguta said.

Since FCIP's creation in 2000, its use has skyrocketed, from 411 hires in fiscal 2000 to 26,709 hires in fiscal 2009. Some agencies, such as the Border Patrol, made FCIP their main tool to hire entry-level employees.

FCIP's critics — primarily federal unions — point to the explosion in growth as evidence the program is abused, and stretched far beyond its original mission of hiring interns. And they say FCIP is used to exclude veterans from jobs. In fiscal 2009, about 15 percent of FCIP hires were veterans. That was below the government's overall veteran employment rate of about 25 percent, but still twice the nationwide veteran employment rate of 7.7 percent.

The death of FCIP will also mean the end of these hiring flexibilities:

- The authority allows more targeted recruitment so hiring managers aren't overwhelmed by tens of thousands of applications, as they might be after posting vacancies on USAJOBS. The smaller pool makes it easier for the best candidates to rise to the top, managers say. And managers can more easily meet potential job seekers in person — for example, at job fairs.

Homeland Security Department Chief Human Capital Officer Jeff Neal said in May that the program was vital in doubling the size of the Border Patrol since 2006.

- FCIP allows faster hiring than the standard process. A 2005 MSPB study found that two-thirds of supervisors who hired FCIP employees did so in two months or less.

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Brandee Williams, SRM Member

Following is a message regarding Brandee Williams. Brandee is an NRCS employee and SRM Member currently located in Florida.

Right at this time, Brandee needs more prayers than anything.

Brandee Williams, Area Rangeland Management Specialist, Palmetto, Florida is very, very sick. Somewhere in the recent past she has had an infection, of unknown cause, that ended up attacking her lungs. It was very aggressive and had her on oxygen to help with shortness of breath. Doctors insisted that she have a lung biopsy and informed the family that a lung transplant was very likely in her future.

On November 1st Brandee went in for the biopsy. After 21 days in ICU and not better, the family pushed for more and she was transferred to Tampa General Hospital. There she would be considered for a double lung transplant. After a whirlwind of activity she is now on the National Transplant list. Brandee is AB+ which allows her to be on 3 lists: A, B & AB. Currently she is on life support to sustain her oxygen.

Leisa and Jeff, Brandee's parents, are deeply humbled by so many that have taken time to pray for them. Leisa has said:

"We believe that it is God's footprints in the sand. Hang with us to the end and help us Glorify the Lord

with a beautiful and awesome testimony. We love you all."

Jeff, Leisa & Brandee

Please send letters and cards to:
Tampa General Hospital
Attn: Brandee Williams, Room D-300
1 Tampa General Cir
Tampa, FL 33606

Many have also asked how they could help financially during this time. If you feel touched to help in this way please make checks payable to Leisa Williams and mail to Brandee's home address:

Brandee Williams
9036 White Sage Loop
Bradenton, FL 34202

But, most importantly, prayers and thoughts for Brandee and her family are mostly needed.

There is a website her mom has been updating with information about Brandee and where you can leave a message or prayer for her and her family.

<http://prayersforbrandee.blogspot.com/>

Please pass this along to others that may know or have worked with Brandee in the past or present.

Pinyon Juniper Summit

December 8-9, 2010
Las Vegas, Nevada

The Pinyon Juniper Restoration and Utilization Summit will be held in North Las Vegas Dec. 8-9, 2010, at the Aliante Station Casino and Hotel. Invited participants include U.S. Senator Harry Reid; National Bureau of Land Management Director Bob Abbey, and U.S. Forest Service Chief Tom Tidwell.

The Summit will have conference tracks on community and economic benefits of landscape level actions, private side challenges and opportunities with PJ biomass utilization, key perspectives on Nevada's needs and requesting federal, state and local support to complete a landscape-scale project, as well as working groups on the second day to learn about regional partnership models, environmental considerations for monitoring and adaptive management, utilization approaches, and tools and incentives.

Website: <http://www.nvpjpartnership.org/>

Value of Certified Range Management Consultant (CRMC)

By Chuck Perry, CRMC

Each Certified Range Management Consultant Committee member, (all CRMCs) was asked to outline their background and indicate CRMC certification value, so others would be aware of and understand this program's importance to SRM and individuals.

My interest in rangeland ecology and management goes back many years and resulted in a degree from WSU in this field. A 33-year career with the Washington Dept. of Fish and Wildlife followed. During this time my work involved rangeland management for wildlife habitat enhancement, applied research and acting as a consultant to Dept. land managers throughout WA. Consultation often occurred with other agencies on rangeland management for improved grazing and habitat enhancement. Other land owners, with an interest in wildlife habitat were also part of this responsibility.

With this background, my application for SRM - CRMC status was granted in 2001. Certification by a major, professional organization is important to those wanting help with rangeland issues. It "certifies" that the person offering this help has the education, experience and accomplishments to give practical and objective science based advice. It improves ones credibility with government agencies, non-profits, clients needing information for legal proceeding and other land owners on rangeland issues. I've found that SRM's CRMC program solidly documents expertise for legal purposes and reassures other clients about expertise. It also reflects ethical standards in providing objective evaluations and opinions.

My work has involved consulting on rangeland issues for private ranchers, doing third party ranch evaluations for sustainability certification in the west and rangeland assessments for use in legal cases. Monitoring range-

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The Importance of CRMC

By Jack R. Cutshall, CRMC

My name is Jack Cutshall. I retired from SCS (USDA-Soil Conservation Service) as the State Range Conservationist in 1993. I own and have operated the Rafter J Ranch since 1983. I am a Life Member of SRM, having joined in 1963 while a student at Texas A&M University. I am currently President of the Louisiana Cattlemen's Association.

This year you have been reading articles in which several CRMCs' express the importance of being a Certified Range Management Consultant. We came from different parts of the country and have different education backgrounds, but one thing that is consistent is that all have extensive experiences to call upon.

CRMC candidates must meet required education standards. They must also have wide-ranging experiences. I say experiences because it is the diversity of experiences that is important.

Many of my experiences have been in the coastal marshes of Louisiana. Some involve livestock while others are concerned with coastal erosion – increased salinity and water depth are forces I deal with. Just as we adjust stocking rates to manage many ecosystems, in the marsh we adjust the salinity and water depth. The same ecological principles apply, but knowing what to expect, through past experiences, enables me to provide consulting assistance to marsh landowners. I also have experience in "traditional" (whatever THAT is!) range resource consulting; stocking rates, grazing systems, and livestock management.

The combination of education and experience, especially diversified experience, allow me to communicate resource management with a variety of people; landowners, agency personnel, and in some cases, lawyers and judges. All may have varying knowledge of the re-

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IX International Rangeland Congress—IRC2011

"Diverse Rangelands for a Sustainable Society"

April 2 to April 8, 2011 Rosario, Argentina

For more information, visit our website at www.irc2011.com.ar.



Board Shuts Intern-Hiring Loophole

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The standard hiring process currently takes five months or more.

- Unlike with the standard hiring process, agencies do not have to advertise FCIP job vacancies nationally on the USAJOBS.gov website — although some do. Agencies instead find candidates at universities and job fairs or through other targeted recruitment. Some managers hire job seekers they find at job fairs and other recruitment opportunities on the spot.

- Managers can also fire underperforming employees more easily under FCIP. New hires under FCIP have a two-year probationary period, as opposed to the one-year probationary period most federal employees have. At the end of that period, a manager must actively elect to convert an FCIP hire to a permanent employee. If the manager does not, the probationary employee is automatically terminated. Under the standard process, a manager must actively elect to fire an underperforming probationary employee before his first year is up.

- Agencies also do not have to give priority consideration to current or former federal employees separated through a reduction in force, and they have more flexibility in how they apply veterans preference — although OPM stresses veterans preference applies to FCIP.

"This has larger implications for whether or not managers are going to have legitimately needed flexibilities in hiring," Palguta said. "As an HR guy, what I don't want is such a limited process that I've lost track of the end result — hiring highly talented people with due consideration for veterans preference. Depending on how this plays out and how OPM responds, this decision could impede that end goal."

MSPB also ruled on the case of Larry Evans, who sued the Veterans Affairs Department because the agency issued three vacancy announcements under different hiring authorities to fill nine positions. Evans, a disabled preference-eligible veteran, was on a certification list prepared under the Veterans Recruitment Authority. But VA ended up filling all nine jobs with nonveteran candidates from the FCIP certification list.

MSPB found this violated veterans preference, and ordered VA to "reconstruct" the hiring process to see if Evans would have been hired if veterans preference had been followed.

Berry said last week that OPM and other agencies are finalizing a new program to make it easier for college students and recent graduates to find federal jobs, which will include new hiring authorities. He said the new program would address MSPB's concerns about FCIP.

Berry would not offer any details on the new program in the works.

Value of Certified Range Management Consultant (CRMC)

(Continued from page 8)

land changes due to management, development or fire has become a major issue. Much opportunity exists for professional, objective field work and data evaluation for both public and private rangelands.

For rangeland ecologist and managers, in the private sector, who are considering rangeland management consulting, acceptance as an SRM CRMC confirms your qualifications and expertise. Certification remains a vital SRM function to establish credibility and critical when competing for contracts or legal related work.

The Importance of CRMC

(Continued from page 8)

source, from extensive to none at all. The more experience we have, the easier it is to communicate resource management.

The test CRMC's must pass is experience and the ability to communicate that experience.

“Hope on the Range”

A Frontier Legacy finds its Place in the New West

A 28 minute production of the Society for Range Management in partnership with the Bureau of Land Management submitted by Linda Coates-Markle, SRM BLM Liaison

Theme:

Rangelands comprise almost one-half of all the lands in the world. They are extremely important to society for the goods they produce and for the ecological services they provide. This production focuses on the heritage, social fabric and innovations of livestock grazing on the US western rangelands.

This production presents a balanced perspective allowing the viewer to better understand that the role of livestock grazing is changing in the West. Traditions and beliefs of the “Old West” have often clashed with the reality and expectations of the “New West” and in many cases what has emerged is an improved “Best West”.

Livestock grazing practices are evolving, not only to preserve a way of life that is part of America’s heritage, but to help sustain a diversity of important public interests and values. This production explores several case studies that highlight the use of ecologically-sound strategies, the regional economic benefits of grazing and the social benefits of grazing intertwined in conservation efforts.

The “Hope” of the program embraces the hope of ranching families to preserve a traditional way of life and the hope of communities to preserve their social fabric and existence. It is also the hope of many that rangelands can be managed sustainably and that the magnificent landscapes and great open spaces of the American West can be preserved as our legacy to future generations.

Current Availability and Distribution:

The 28-minute PBS-quality production was completed on September 17, 2010. The production embraces the science and management expertise of rangeland professionals to better educate the general public about the positive aspects of livestock grazing on western rangelands.



Copies are currently being distributed to all interviewees in the production as well as members of the SRM Board of Directors. Copies of the final production are also currently being shown to Washington Office Directorates for the Bureau of Land Management.

Submission packages are currently under development to several affiliate (state-level) Public Broadcasting Stations. This is the preferred distribution opportunity for the production. Packages are to be distributed during the months of November and December 2010. PBS typically reviews submissions on an on-going basis and SRM should be advised of selected airing dates sometime in 2011.

The production has also been submitted to the Big Sky Documentary Film Festival in Missoula, MT. This festival considers productions that document lifestyles and issues relevant to the American West. The film festival is scheduled to make selections for screening by late Fall 2010.

If selected, the production will be screened (February 11-20, 2011) along with 100+ films, including world and U.S. premieres, classics, rare and experimental works on Montana's largest screen at the historic Wilma Theater in downtown Missoula, MT. In addition to ten days of screenings, the event will feature many public and VIP events including panel discussions, galas, receptions and networking round-tables.

At this time, copies of the production can be made available to SRM sections and SRM members for “limited” viewing opportunities. PBS has strict guidelines regarding limiting general public exposure to productions prior to possible PBS airing.

Viewing of the film for educational purposes within universities, colleges, high schools etc is considered very appropriate at this time. To request copies please contact Linda Coates-Markle, BLM Liaison to SRM at 303-986-3309 or lcmarkle@rangelands.org.

“The Nations Largest Landlord”

The Bureau of Land Management in the American West

by James R. Skillen

September 2009; 320 pages, 5 maps, 6 x 9

Cloth ISBN 978-0-7006-1671-8, \$39.95

It is the largest landholder in America, overseeing nearly an eighth of the country: 258 million acres located almost exclusively west of the Mississippi River, with even twice as much below the surface. Its domain embraces wildlife and wilderness, timber, range, and minerals, and for over 60 years, the Bureau of Land Management has been an agency in search of a mission.

This is the first comprehensive, analytical history of the BLM and its struggle to find direction. James Skillen traces the bureau's course over three periods—its formation in 1946 and early focus on livestock and mines, its 1970s role as mediator between commerce and conservation, and its experience of political gridlock since 1981 when it faced a powerful anti-environmental backlash. Focusing on events that have shaped the BLM's overall mission, organization, and culture, he takes up issues ranging from the National Environmental Policy Act to the Sagebrush Rebellion in order to paint a broad picture of the agency's changing role in the American West. Focusing on the vast array of lands and resources that the BLM manages, he explores the complex and at times contradictory ways that Americans have valued nature. Skillen shows that, although there have been fleeting moments of consensus over the purpose of national forests and parks, there has never been any such consensus over the federal purpose of the public lands overseen by the BLM. Highlighting the perennial ambiguities shadowing the BLM's domain and mission, Skillen exposes the confusion sown by conflicting congressional statutes, conflicting political agendas, and the perennial absence of public support. He also shows that, while there is room for improvement in federal land management, the criteria by which that improvement is measured change significantly over time

In the face of such ambiguity—political, social, and economic—Skillen argues that the agency's history of limited political power and uncertain mission has, ironically, better prepared it to cope with the more chaotic climate of federal land management in the twenty-first century. Indeed, operating in an increasingly crowded physical and political landscape, it seems clear that the BLM's mission will continue to be marked by ambiguity.

For historians, students, public administrators, or anyone who cares about American lands, Skillen offers a cautionary tale for those still searching for a final solution to federal land and resource conflicts

“The definitive source for future scholarship on the BLM. A textured narrative that is rich in details and insights.” —*Journal of American History*

“Anyone who cares about the legendary landscapes of the American West needs to understand the crucial role of the Bureau of Land Management (BLM). Once cast as the ‘leftover’ lands of the public domain, BLM lands now stand as the nation's most illuminating case study in the grand experiment of reconciling conservation goals with the practices of democracy, as the agency's ‘multiple use’ mandate requires its officials to engage in constant negotiation with a wildly diverse array of advocacy and interest groups. Skillen's clearly written and thoughtful book thus constitutes a major contribution to regional and national self-understanding. The more American citizens who read this book, the better our chances of having good sense and informed perspective guide decisions made about the public lands.” —*Patricia Nelson Limerick, author of The Legacy of Conquest*

“An excellent overview by an insightful historian of the role of the Bureau of Land Management in public land history from its inception after World War II through the first decade of the 21st century. . . . Should be at the top of reading lists in seminars and classes devoted to public land policy.” —*William Rowley, author of The Bureau of Reclamation*

“Skillen has done a marvelous job of keeping his biases in check. The result is a genuine history of—not a polemic against—the BLM. It fills a longstanding void in the literature and will be ideal for classes on natural resource policy or federal lands.” —*John Freemuth, author of Islands under Siege: National Parks and the Politics of External Threats*

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Capital Update

From Kelly Fogarty

Howdy Friends,

Fall is upon us, the holidays are right around the corner and Congress has returned to D.C. after an eventful round of elections. Come January, there will be a completely different look to the Hill as many committees will see changes in leadership and new faces will replace seats once held by seasoned lawmakers. However, before we look ahead to January, Congress must make it through the Lame-Duck session which began the week of November 15. It remains to be seen how long Congress will remain in session before they take leave for the holidays in December, however, there are certain pieces of legislation that lawmakers will attempt to pass before the end of the year.

The pieces of legislation with the greatest probability of receiving action within the Lame-Duck session include: multiple tax reform measures, legislation on wage issues, and a food safety bill. As of Wednesday, November 17, the food safety bill, S. 510, the *FDA Food Safety Modernization Act*, had received enough votes in the Senate to garner approval for discussion on the floor. The success of S. 510 will hinge on how the proposed amendments to the bill are received. To view the full text of the legislation as well as the congressional action it has received thus far, go to: <http://www.thomas.gov/cgi-bin/thomas>.

The major task on the horizon for all agricultural groups is the 2012 Farm Bill. While this bill remains two years off, the obstacles it will face prove to be so immense that a variety of groups have deemed it necessary to begin discussion immediately. The 2012 Farm Bill will be facing a decreased budget as well as a vastly different set of leaders within the House Agriculture Committee. Cuts will have to be made to current programs and several titles will likely be removed altogether. As such, SRM, along with other agriculture and environmental groups are currently seeking ways to maintain funding for programs vital to their respective organizations. It will be crucial for all those that have benefited directly from programs funded under the current Farm Bill to

voice their support for the continued funding of such titles.

Programs that will be scrutinized in the 2012 Farm Bill discussions will be those centered on conservation, such as the Conservation Stewardship Program. This program currently has 25 million acres enrolled and awards those that seek to employ additional conservation practices on their land. To view a full list of the state-by-state breakdown of the Conservation Security Program payments, go to: <http://www.nrcs.usda.gov/programs/csp/2011contractsdollars.html>.

It remains to be seen what will result from the recent action led by the Environmental Protection Agency (EPA) in regards to the management of the Chesapeake Bay watershed. This issue has been brought up in Congress through Senator Benjamin Cardin's Bill, S. 1816, the *Chesapeake Clean Water and Ecosystem Restoration Act*. This proposed bill has garnered intense scrutiny by several agriculture groups as it aims to alter the current regulatory practices outlined under the Clean Water Act. The probability of this bill reaching the floor during the Lame-Duck session remains unclear; however, if it does not receive consideration in the current Congress, it will most likely be re-introduced at the beginning of the year. To view the full text of this legislation and related congressional actions, go to: <http://www.thomas.gov/cgi-bin/query/z?c111:S.1816>:

An important date that is fast-approaching that all should remain aware of is January 7, 2011. This is the new deadline released by the NRCS for sign-up in the Conservation Stewardship Program. The program, as authorized in the 2008 Farm Bill, provides payments to producers who maintain both a high level of conservation and stewardship on their land. To find more information about this program and how to sign up, go to this link: http://www.nrcs.usda.gov/programs/new_csp/csp.html.

As always, please feel free to sign up for the SRM

(Continued on page 17)

Calling All Cooks....

Now Accepting Recipes, Stories and Photos

Do you have a family or ranch recipe that has been around for generations? Does it have a great story or background to go with it? Or maybe you have a great range story, ranch story or an awesome range photo that you would like to share. We are looking for you. The Information and Education Committee is collecting recipes, stories and photos for the next edition of the *Trail Boss Cowboy Cookbook*.

Submit Recipes, Range Stories and Range Photos to:

srmcookbook@yahoo.com

Please Include Your Name, Ranch Name, SRM Section and City, State with each submission. In the subject line of your email please write **SRM Cookbook**.

All recipes must be original recipes (never published). If it is a published recipe it must be changed by 10%, such as changing an ingredient or amount, adding an ingredient, changing cooking temperature or time.

Featured Recipe Of The Month:

From: *Trail Boss Cowboy Cookbook*, 1985

Patrick Beres

Alpine, Texas

Sourdough Hot Rolls or Pizza Crust

Butter	2 tbsp. sugar or honey
2 c. sourdough starter batter	1 egg
1/4 c. milk	3 tbsp. oil
1 tsp. salt	1 tsp. baking soda
Flour	



Place started batter in bowl. In small dish mix egg, oil, milk. Stir into batter. In small dish mix salt, soda and sugar. Gently fold the mixture into batter. Gently mix. This will cause a foaming and rising action. Allow to stand for a few minutes. To this batter add enough flour, plus ½ tsp. salt for each cup of flour, to form a stiff dough. Turn on floured board and knead, adding flour as necessary until it is a smooth ball with satiny finish. Place in a greased bowl, brush with melted butter, and allow to rise in a warm place for about 1 hour. Punch down, turn out on floured board and knead again, adding more flour if needed. Roll out to ¾-inch thickness. Cut with coffee cup or biscuit cutter; dip each round in melted butter and place, just touching, in dutch oven. Cover. Let rise until nearly doubled (about 1 hour). Bake in moderately hot oven (375°) for 30 to 35 minutes. Serve hot with melted butter or gravy.



2011 New Mexico Section SRM Annual Winter Meeting

Restoring Rangelands: Applied Ecology, Persistent Practice

January 6-7, 2011 (Field Tour January 5)

Hotel Encanto, Las Cruces, New Mexico

Rangelands may be impaired by many factors ranging from encroachment of invasive and woody species, droughts, and inappropriate stocking. Recognizing where there is “room for improvement,” determining the nature of the challenges involved, designing and implementing plans for remedial action, and monitoring and assessing results are all steps in the journey in restoring the ecological and economic health of particular landscapes and the enterprises they sustain.

Working within the framework of contemporary scientific approaches to rangeland health, as adapted to on-the-ground practice, we will hear case studies from a number of private producers and public practitioners, representing different, range ecosystems, resource challenges, and restoration techniques and ownership regimes. A technical session will specifically address riparian channel restoration, upland gully stabilization, and the proactive management of road runoff for productive purposes. An inaugural “New Mexico Land Management Agency Range Forum” will conclude the session.

Wednesday, January 5: A special full day tour of the BLM’s pending 26,000 acre West Potrillos (including portions of a Wilderness Study Area) Restore *New Mexico* project (in cooperation with the Dona Ana SWCD) will provide an on-the-ground case study (featured in Thursday’s session) in landscape scale collaborative restoration involving multiple stakeholders.

Registration: Early On-line registration, with both credit card and check payment options, will soon be available at SRM’s e-commerce site (<http://srm.allenmm.com>). Early registration rates will only be available until December 21st. Note that registration fees reflect rising meeting costs and that our goal is to balance quality expectations with affordability for our diverse membership.

Lodging Info: A limited number of sleeping accommodations are being held at the government per diem rate of \$79/night (plus taxes) at the Hotel Encanto (<http://www.hhandr.com/encanto.php>). Please call 575-522-4300 or 1-866-383-0443 and ask for “Society for Range Management” rate when making reservations. ***This room block will be released Dec 22.***

For updates and details on final agenda see <http://nmsrm.nmsu.edu/index.html> or contact jimthorpe@wildblue.net.

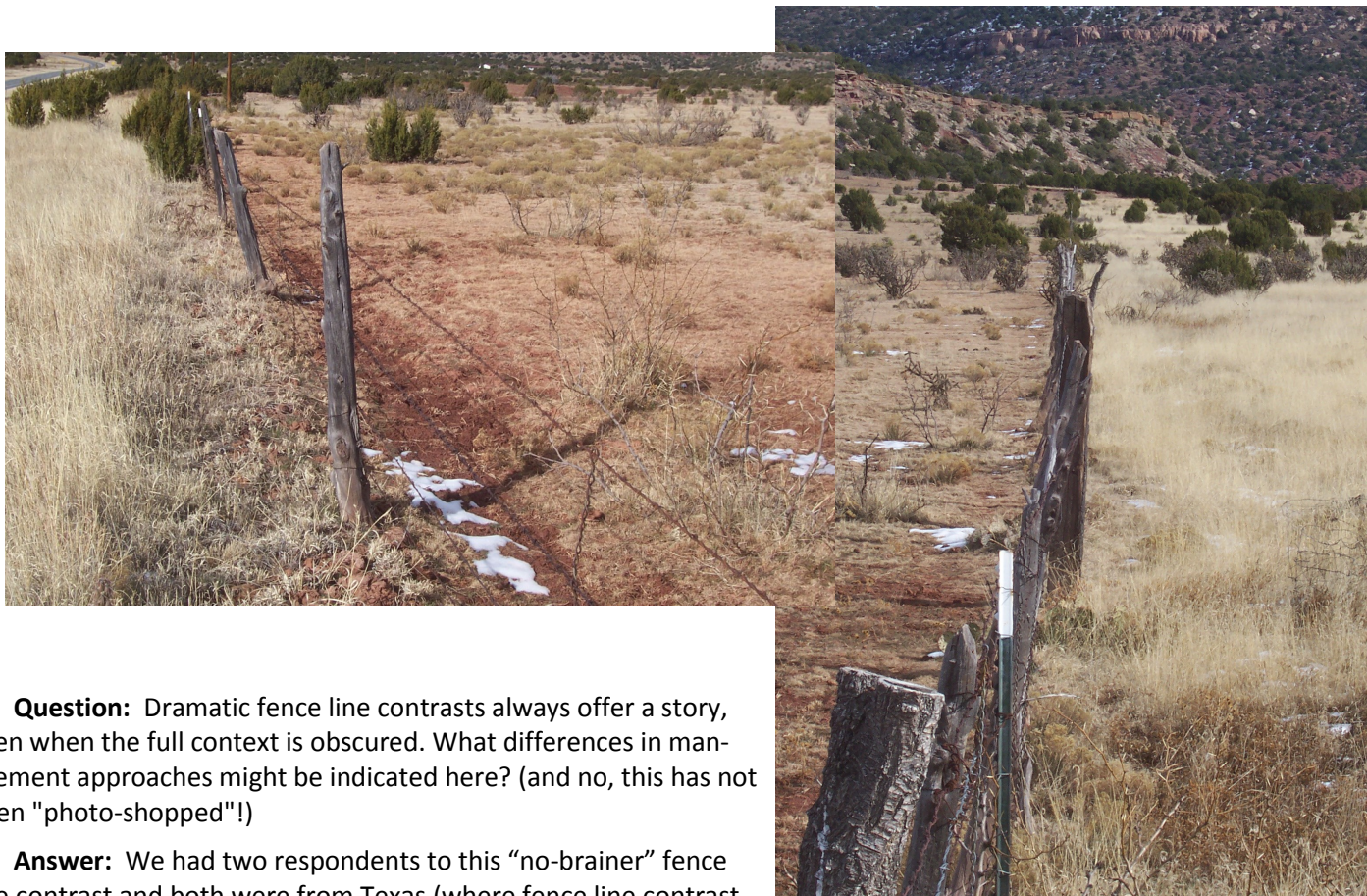
December Rangeland Photo Quiz

Old range hands are often admired for their ability to “read sign” and re-construct a dramatic story from the sparsest of evidence. What “tall tale” (tail?) might be indicated here before all traces were erased on these southeastern New Mexico “sands of time?”

Please send your observations (and your own quiz-worthy range photos) to vtrujillo@rangelands.org, subject line “Range Photo Quiz.”



November Rangeland Photo Quiz—Answer



Question: Dramatic fence line contrasts always offer a story, even when the full context is obscured. What differences in management approaches might be indicated here? (and no, this has not been "photo-shopped"!)

Answer: We had two respondents to this "no-brainer" fence line contrast and both were from Texas (where fence line contrasting is almost a professional sport!).

"Stocking density, timing, intensity are some of the first ones that comes to mind when looking at the picture," writes one. Another, an NRCS Range Management Specialist who obviously merits his pay grade, notes "It is pretty evident that the acreage on the right has been stocked too heavily in the past and the plant health and vigor has decreased. There is a great amount of bare soil and invader species encroaching. The pasture on the left has been deferred and given a chance to recover, improving plant health and vigor, increased forage production, and water retention. I have seen this firsthand too many times!"

Now, about that "full context" being obscured. Our first commentator noted, "We have more of a view of *the far side* [emphasis added] and it looks to contain more brush leading to a possibility of less burning on that side (but the fence posts really don't show any evidence of burning). Then there is the possibility of the close side just being too far from water for livestock to utilize, while the far side might have a water source close by."

The contemporaneous photo we publish here now shows that the *near side* is actually along a highway right of way (note the bit of blacktop in the upper left corner, which the photographer strove to obscure earlier), so it wasn't exactly a "fair" Photo Quiz was it? (It's not a bad comparison of "No Use" vs. "Over-Use," both of which are generally deemed undesirable)? Actually, the near side does show some partial use revealed by the graze line made by heads protruding through the lower fence wires. At least they didn't get out on the road. We understand, however, that they did repeatedly break in to the neighbors on the adjacent south fence line shown here...

During the Interview: Questions You May Be Asked

by Dan Simmons, *The Animal Science Monitor*—Issue 114

submitted by Linda Coates-Markle, SRM BLM Liaison

Now comes the part of the interview with which everybody is familiar: the part where the interviewers ask you questions. To be sure, this is usually what consumes the majority of the interview.

To determine your accomplishments, personality, desire, and habits, company officials will ask a variety of questions. While there are entire books devoted to listing hundreds of interview questions, here are a few you should be prepared to answer:

How does your family feel about this possible move?

Why should I hire you?

Why do you want to change jobs?

What training or qualifications do you have for the job?

How have you helped your company's bottom line?

What kind of experience do you have for this job?

Why are you successful?

How many and what type of people have you supervised?

Have you ever hired or fired anyone?

There are also some very sophisticated behavioral interviewing techniques in use today. The idea is to examine your past behavior patterns in specific situations. Sometimes it only takes one situation to establish the pattern. Sometimes it takes several situations. The interviewer assumes that behavior repeats itself.

An example of a behavioral interview question is, "Have you ever made a mistake at work?" The answer

better be "Yes" since anybody who tries to do anything makes mistakes. Next, the interviewer asks probing follow-up questions about the mistake. Their real agenda is to find out if this individual learns from mistakes. Another example is, "Tell me about a time you were frustrated," with a follow-up question of "What happened?" This one usually goes through several instances to establish the pattern.

Specifically, the interviewer is looking for the following data:

Is this person a quitter?

How aggressive is this person?

How determined is this person?

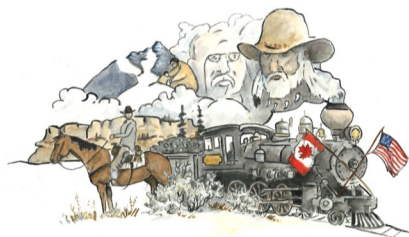
Did this person come up with creative solutions?

What are this person's human relations skills on the job?

If you're asked, "Tell me about a time . . ." or another philosophical, open-ended, or simulated situation question, take a moment or two to think about the question, then refocus your attention back on the interviewer before you speak. Answer the question as directly and concisely as possible. Do not try to give the finer details. If the interviewer wants elaboration, they'll ask. By asking for further details, they'll probably give clues as to the information being sought.

Once again, being prepared to answer these questions is the key to a successful interview. Flying by the seat of your pants could ensure that your stay in the interview chair is a short one.

If you have any questions about this article, feel free to contact me at dan@consearch.com.



Society for Range Management 64th Annual Meeting

Billings, Montana

February 6-10, 2011

Website: <http://www.rangelands.org/billings2011>

Registration: [Online](#) and [PDF](#)

Pre-Convention Trailboss: [PDF](#)

Planning—The Key to Quality Talent Acquisition

by Dan Simmons, *The Animal Science Monitor*—Issue 112

submitted by Linda Coates-Markle, SRM BLM Liaison

No matter the market or the economy, the number-one goal of companies is always the same: acquire the very best talent available. With 2010 at an end and a New Year upon us, this is an opportune time to tell you that the best way to accomplish this is through planning.

Sorry, there's no magic bullet or secret formula. Meticulous planning and strategizing will bring you the talent you need to be more profitable, and I would recommend following the steps below, if you haven't done so already.

1. Look at your overall recruiting strategy. Consider internships, cooperatives with universities, and campus recruiting. Plan to hire more people with two or three years of experience. Over-staffing with top performers at the entry level now will pay dividends in the future.
2. Be creative and flexible with your benefits/comp plans. Did you know that the hottest benefits right now are flex schedules and day care? Because of conflicts between the typical 8 a.m. to 5 p.m. work schedule and when school begins/ends for your employees' children, flexibility for these working parents is key. In addition, companies that provide corporate-sponsored day care or offer some sort of discount toward dependable day care will go a long way towards good will with their current employees and in attracting future employees.
3. Examine possible ways to transfer knowledge from your most experienced employees, the ones who may leave in the next one to five years, to those employees who are going to remain. This could take the form of job shadowing, a mentoring program, or perhaps in-house training seminars.
4. Implement a cross-training program. In other words, strive to spread critical knowledge among your employees. That way, if somebody leaves, there's not a dead vacuum. Someone else can pitch in for a while until a replacement is hired.
5. Strive to create a mentoring environment. This

is different than a specific mentoring program. A mentoring environment is one in which continuous teaching and learning is initiated and encouraged, both by the management and by the employees.

6. Study your compensation structure. Is it competitive enough to hold the people you want to keep and to attract the people you're going to need? If not, it's imperative to upgrade and improve your compensation to gain an advantage over your competitors.

This is a complex issue, but adjustments can be made to your overall strategic staffing plan. Preparation is an important part of success, regardless of the endeavor, and never has that been truer than with acquiring top talent. The steps you take now could have long-lasting and beneficial consequences for the health and well being of your company.

If you have any questions about this article, feel free to contact me at dan@consearch.com.

Capital Update

(Continued from page 12)

Washington, D.C. Capital Updates. This is a free service for SRM members. To sign up, simply send an email with the word "Subscribe" in the subject line to: capitalupdate@rangelands.org.

Kelly

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Create More Time to Hire the Right Candidates

by Dan Simmons, *The Animal Science Monitor*—Issue 114

submitted by Linda Coates-Markle, SRM BLM Liaison

Superstar candidates are always at a premium, regardless of the economy, and those companies that can find a way to uncover them and hire them will be the ones that thrive. Although you can't create more candidates, there is one thing you can create—time. Time that you can use to assess whether or not a candidate is the right person, and time to hire candidates more quickly.

One way to do that is to streamline your interview process. Wasting time during the interview stage of your candidate search is the easiest way to miss out on a great hire, somebody who might bring incredible value to your company. There are six key techniques for accomplishing this, which I've listed below:

Re-evaluate the job description after someone leaves. The person who left that role brought their own talents with them, and most likely that role “evolved” into something different than what it was previously. Make sure that the description is accurate and reflects the current needs of the company in every way—not the company's needs prior to the previous employee.

Circulate copies of the job description so that everybody is on the same page. If there are issues with the job description, get those worked out before beginning the search. Miscommunication is the surest way to derail any process.

Conduct phone interviews to eliminate candidates. You don't want to waste your department's time in face-to-face interviews with candidates you could have eliminated via phone interviews. In order to move the process along more quickly, schedule phone interviews during early morning, lunchtime, or early evening so that work schedules do not have to be rearranged.

Combine steps of the interview process. Instruct candidates to fill out an online application prior to the interview, or e-mail the application so the candidates can fill it out and bring it with them to the interview. If testing is needed, have the candidates come in a few minutes early instead of asking them to come back at a

later date.

Show everyone involved the advantage of keeping the process moving. If your interview process bogs down, you will lose top talent. Instead of saying that you want to hire somebody “ASAP,” decide on a firm date you need someone employed and work backwards. Make sure to deal in specifics, not generalities.

Become more “results-oriented” or “ability-oriented” in your job description. Utilize this approach instead of asking for X-amount of years of experience. These days, what a candidate did during their years of experience is more telling than how many years they've have.

There are two more related aspects of the overall process that you should keep in mind. First, be sure that everyone in your organization is actively selling the company. They should know how to differentiate your company, stress its benefits, ensure its street reputation is a good one, and be able to recite their 30-second “story” of what they like about the company and why they stay.

Second, arrange exit interviews with those employees who are leaving the company. These interviews should be conducted by an unbiased third party. By knowing why candidates are leaving, you can correct any potential problems that may exist within the organization and be able to position the company in its best light.

Everybody knows the saying, “He who hesitates is lost.” Well, he (or she) who hesitates in this market can lose excellent candidates. There's another saying in our industry: “Things that drag get dirty.” Sometimes it's easier to get the process rolling, but more difficult to bring that process to a close. Don't hesitate to streamline your interview process with the steps outlined above. You'll position yourself to hire more of the talent you need to take your company to the next level.

If you have any questions about this topic, feel free to contact me at dan@consearch.com.

Position Announcements

**Professor/ Department Head.
New Mexico State University,
Dept. of Entomology, Plant Pathology and Weed Science
Tenure track, 12 month full time.**

Responsible for implementing the department's multidisciplinary vision for teaching, research and service, and all aspects of administration. Must be tenure-eligible, have obtained the rank of Professor or equivalent with a doctorate in entomology, plant pathology, weed science, or related field, have strong team-building and interpersonal skills, the ability to administer and manage the fiscal and human resources of an academic department, and have leadership qualities. The head will teach one upper division course, and foster positive working relationships among faculty, staff, and students within and between academic and extension departments and clientele. Successful candidate will have distinguished skills in teaching, research and/or extension, success in obtaining external financial support, and strong commitment to the Land-Grant mission. Department information available at <http://eppws.nmsu.edu/>. For complete job description visit:

<http://www.nmsu.edu/~personel/postings/faculty/>. Requisition #2010010277

Reply to: Dr. Steve Thomas, Department of Entomology, Plant Pathology & Weed Sciences, NMSU, Box 30003, MSC 3BE, Las Cruces, NM 88003, Telephone (575) 646-2321, Fax: (575) 646-8087, e-mail: stthomas@nmsu.edu. Review of letter of interest, statement of administrative goals and philosophy, detailed curriculum vita, unofficial transcripts, and five letters of reference will begin: 1/31/2011. Applications received after this date may be considered.

**Chair, Department of Natural Resources and Environmental Science (NRES)
College of Agriculture, Biotechnology, and Natural Resources (CABNR)
University of Nevada, Reno (UNR)**

The Department of Natural Resources and Environmental Sciences is seeking a Chair that will provide intellectual and philosophical leadership for a strong, productive, and diverse faculty in a multi-disciplinary department offering programs in Environmental Science, Forest and Rangeland Management, Wildlife Ecology and Conservation, and Eco-hydrology. The Chair has organizational and administrative responsibilities for all departmental programs including teaching within CABNR and UNR, research and related outreach for the Nevada Agricultural Experiment Station and other extramural supporting agencies, and community education through University of Nevada Cooperative Extension. This is a 12 month, tenured position that reports to the Dean of CABNR.

Qualifications

Required: Ph.D. degree in a discipline related to NRES programs. Strong record of scholarly activities, teaching experience at the graduate and undergraduate level, and administrative experience.

Desirable: Knowledge of environmental science and natural resource issues of the western United States including those related to public land management. Familiarity with trends in academic programs of NRES disciplines and ability to work with a multidisciplinary faculty with a solid track record in teaching, research and obtaining extramural funding. Experience with the university land grant mission, and demonstrated ability to develop collaborative relationships with agricultural, natural resource and environmental government agencies, and non-government organizations and stakeholders.

For a complete position description or to apply please go to: <https://www.unrsearch.com/postings/8240>.

Application deadline 2/1/2011

Welcome to Our New Members—November

Due to the membership database transition, some of the names below could be a renewing member, if that is the case, SRM welcomes you just the same - thank you for your support and membership!

Name	City, State	Section	Name	City, State	Section
Geoffory Anderson	Deer Lodge, MT	WY	Bromwyn Maier	Provo, UT	PNW
Thomas J. Beck	Poplar, MT	NGP	Zane L Marshall	Las Vegas, NV	NV
Austin Brewer	Provo, UT	UT	Cherette O. Mastny	Rock Springs, WY	WY
Victoria Nicole Brewer	Provo, UT	UT	Jennifer R. McCabe	Circle, MT	NGP
Jordan Bybee	Provo, UT	UT	Kay McCuin	Silver Springs, NV	NV
Christen Caffroy	Cedar City, UT	UT	Wesley Drew Meachern	Midland, TX	TX
Bruce B. Carpenter	Fort Stockton, TX	TX	Martin P. Metz	Conrad, MT	IM
James M Carson	Aberdeen, SD	SD	Pat Modine	Fort Pierce, FL	FL
Michele D. Clark	Sparks, NV	NV	Thomas B. Mott	Miles City, MT	NGP
Amy LaVonne Clark	Bountiful, UT	UT	Craig L. Newman	Dickinson, ND	ID
Joshua Corbett	Moscow, ID	ID	Carolyn Nistler	Bozeman, MT	IM
Shane E. Deranleau	Hartford, SD	SD	Robert Lynn Olsen	Alpine, UT	UT
Arnold Dood	Bozeman, MT	IM	Jay W. Olson	Provo, UT	
Alicia Doran	Golden, CO	CO	Tracy Perfors	Canon City, CO	CO
Willard H Eaves	Fort Pierce, FL	FL	Troy Platt	Greenville, FL	FL
Dawn Ekert	Moosomin, SK	NGP	Paul W. Quin	College Station, TX	TX
Brandon Elkins	Taylor, ND	NGP	Jocelyn Nicole Raphael	Provo, UT	UT
Mitchel D. Faulkner	Mitchell, SD	SD	Heather A. Richter	Winnett, MT	SD
Patricia A. Fosse	Dillon, MT	IM	Jim G Russakis	Fort Pierce, FL	FL
Cristina Francois	Kingman, AZ	AZ	Kelsey Simpson	Laramie, WY	WY
Tyler Gardner	Laramie, WY	WY	Bridger Skaarer	Tucson, AZ	AZ
Michael J. Gerbig	Mandan, ND	NGP	Jeffrey R Stapper	Odem, TX	TX
Charles Glenn	Bozeman, MT	IM	Jason C. Stegemoller	Blair, OK	TX
Kate Green	Windsor, CO	CO	Jocce Stirling	Bozeman, MT	IM
Kelsey Hayes	100 Mile House, BC	PNW	Lucinda A. Stobart	Albuquerque, NM	NM
John C. Hill	Provo, UT	UT	Joyce Swartzendruber	Bozeman, MT	NGP
Barbara Hutchinson	Tucson,	AZ	James McNeill Taylor	Logan, UT	UT
Katia Keston	Arcata, CA	CA	Eric Viall	Fargo, ND	NGP
Shawna LaRade	Cranbrook, BC	PNW	Tamara Watkins	Alpine, UT	UT
Khadka Mahesh	Kamloops, BC	PNW	Katherine E. Willis	Lehi, UT	UT

SRM Membership Website Login

SRM has updated its membership database. As a result you have been assigned a new login and password. When ever prompted to login, you will need to enter your numeric **SRM member number** as your **user ID**, and **your last name as your password**. Your password can be changed in the member profile area after you login. Please also note that your current member demographics, including your contact information and section affiliation(s), can be viewed and edited within the member profile area. Please [click here](#) to be taken directly to the business site. If you have any problems or questions please call 1-800-627-0326 or email srm@allenpress.com.

Upcoming Functions & Continuing Education Pre-Approved Courses

Below is a calendar of functions that have been pre-approved for SRM Continuing Education Units (CEUs)

Date	Location	Title	Credit
Varies	Online	Ecology and Management of Grazing http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm	16/module
Dec 8-9	N Las Vegas, NV	Pinyon-Juniper Restoration & Utilization Summit http://www.nvpjpartnership.org/	8 (+ 4 optional work ses)
Jan 5-7	Las Cruces, NM	NM Section Winter Meeting and Tour http://nmsrm.nmsu.edu/	TBD
Jan 12-13	Douglas, AZ	Trails Beyond Boundaries: The Natural-Cultural Landscapes of a Shared Environment (Malpai Borderlands Group) efredric@fastwave.biz	6
Jan 19-20	Modesto, CA	CRCC 6th Annual Summit: Beyond Conventional Ranching http://www.carangeland.org/home/2011summit.html	9 (d1-7/d2-2)
Jan 27 - 29	Mesa, AZ	2011 AZ Section Winter Meeting: http://www.rangelands.org/links_srm_sections.shtml	TBD
Feb 6-10, 2011	Billings, MT	64th Annual Meeting of the SRM http://www.rangelands.org/billings2011/	16 max
Feb 10	Billings, MT	AM11 THUR AM TECH-ESD Development Technical Workshop	4
Feb 10	Billings, MT	AM11 THUR PM TECH-ESD Development Technical Workshop	3
Jul 6-8	North Platte, NE	North American Invasive Plant Ecology & Mgmt Short Course http://ipscourse.unl.edu/	16 max (d1-8/d2/5/d3-8)

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, 10030 W 27th Ave, Wheat Ridge, CO 80215-6601; vtrujillo@rangelands.org, Fax 303-986-3892

Western Governors' Association—2010 Winter Meeting

December 7-8, 2010
The Venetian
3355 Las Vegas Blvd. South
Las Vegas, NV 89109

Join Western Governors and governors-elect to hear their views on:

- Reforms needed to improve the Endangered Species Act
- Strategies and partnerships need to finance new water supply projects
- Policies to encourage water use efficiency and reuse

For information on the meeting, and to register, click here, <http://www.westgov.org/>.

Intermountain Native Plant Summit VI

Boise State University—Student Union

March 29-31, 2011

Please reserve these dates if you wish to attend. This meeting is free of charge and open to the public, but pre-registration will be conducted via e-mail starting in February. The presentations will consist of invited speakers and volunteered posters and exhibits.

The Intermountain Native Plant Summit does not support a website, but additional information regarding the Summit will be provided by e-mail as it becomes available. I hope you will consider joining us. Please forward this announcement to others who may be interested. If you are not already on the e-mail list, but wish to receive information directly, please e-mail your e-mail address to me. All pre-summit communication will be via e-mail.

Thomas A. Jones
Research Geneticist
USDA-Agricultural Research Service
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Open Spaces: The World's Rangelands

Society for Range Management

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

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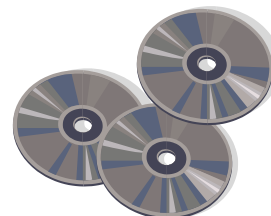
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303-986-3309 or email info@rangelands.org.



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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! Send to vtrujillo@rangelands.org.