



Rangeland News

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SRM Membership Goals for 2008

By Dr. Roy Roath - Advisory Council Chair

If you were to ask one of our members “What is the Society for Range Management,” you would likely get nearly as many responses as the number of people you ask. The Society is a reflection of the collective relationships, ideas, interests and experiences of our members. Therefore, one would expect each member to respond in a different way.

While it is true that SRM can't be everything to everybody, it must represent something meaningful to every member or aspiring member. It could be argued that it is up to each individual member to create opportunities and meaningful professional relationships within SRM. At the same time, SRM needs to continue to reach out to potential members and emphasize programs that will accentuate membership retention.

The truth is that our Society has lost more than 900 members over the past two years. These are primarily folks who haven't renewed their membership. Yet other societies, like the Ecological Society of America, are boosting membership growth with numbers at over 10,000 individuals. We have to ask ourselves, “Why is this shift in membership happening?” “What is it that we should be offering our members that is not happening?”

With this loss in mind, I offer some thoughts to consider for 2008:

1. SRM must continue to find ways to serve the needs of our current and prospective members.
2. SRM must continue to embrace its diversified membership in order to remain viable.
3. Active members must be made to feel included, valued and acknowledged at every opportunity.

The SRM has been many things to me through-out my professional life. It has been the protector of the profession. It has been the symbol of what it means to be a range professional and a place where each member represented that professionalism. Perhaps most of all, SRM has provided me a sense of belonging and a sense of worth. It has been the source of new ideas and



concepts. A “place” that has allowed me the opportunity to interact from me. All of these interactions have added professional value.

For me, SRM has also provided the opportunity to participate and lead. It has been grist added to the mill that fostered my personal development. It has also been my opportunity to mentor and contribute, as well as pass on the knowledge gained from those who have tutored me and added to my professional development.

I trust we can, in some small way, take my personal experience as an insight into what the Society must continue to offer to all members. We must strive, first and foremost, to create a hospitable organization with open arms to a variety of folks who commonly hold the profession as an icon banner. If we don’t welcome new people, who may be very different from ourselves, we will slowly wither into a collection of memories and old friends, and lose our societal vitality.

Prospective members, all by virtue of the changing times, have different life experiences than we do. They will bring new thoughts and new needs with them and will provide much needed strength to support the future growth and development of the Society. The tie that binds us will be a personal passion and commitment to the art and science of sustaining rangelands and associated values into the future.

Our challenge is to provide new and diverse opportunities for the increasingly diverse new range professional, while maintaining a safe place for everyone. Few would argue that in order to accomplish this, we must foster and support more diverse views, attitudes, and practices. We can do that while still maintaining the banner of rangeland professionalism, and creating an atmosphere “where expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together.”

Peter Senge (borrowed from Larry Howery’s article Jan 2004 MRN)

Ecological Site Descriptions as a Management Tool Workshop Draws Large Crowd

By Joel Brown, SRM Director

An overflow crowd participated in the first SRM issue-based forum in Park City UT, October 23-25. More than 275 attendees heard leaders in the fields of ecology, wildlife habitat and rangeland management discuss the use of Ecological Site Descriptions (ESDs) as a Management Tool for improving decision making in sagebrush ecosystems. Following the presentations by a range of agency and academic scientists, attendees divided into groups representing geographic ranges of sage grouse populations across the western United States to learn more about the mechanics of ESDs and discuss ways to improve their utility. It was clear from the workgroup reports that ESDs are an increasingly important tool for land management decisions, but their success will hinge on how different groups of professionals, representing a wide range of disciplines and expertise, contribute their knowledge and experience to their development and implementation.

Several opening-day speakers provided critical ecological knowledge of a rapidly changing sagebrush ecosystem. In addition to livestock grazing, sagebrush ecosystems are now being exploited for energy exploration, exurban development, and recreational activities. In addition, invasive species and a changing climate are having dramatic impacts. Many of the ecological processes that have formed and maintain this unique ecosystem have been disrupted. As such, many of the ecosystem services that we relied on sagebrush systems to provide are now endangered.

Another set of speakers addressed specific concerns about sagebrush obligate wildlife. While the sage grouse is the species of most interest right now, many others will struggle to maintain healthy populations as pressures grow. Key elements of local, landscape and regional ecosystem behavior and important habitat characteristics were described and put into a management context.



Armed with the most topical information available, as well as their own expertise, the practicing resource professionals were asked to examine the existing dogma of ESDs and come up with reasonable recommendations for improving not only individual ESDs, but the ESD system as well. Rarely has SRM seen such a focus of energy and passion on a technical issue. Both individuals and groups came up with a wide variety of recommendations that ran the gamut from “include structural vegetation measurements” to “increase national level collaboration and leadership” and everything in between.

The final half-day was devoted to a field trip with stunningly good weather to see an active sage grouse lek site. The field trip offered the opportunity for researchers and practicing habitat managers and advisors to look at a real landscape and discuss both the potential and limitations for ESDs to improve sagebrush management decisions.

Issue-based forums (workshops, conferences, symposia) have been proposed as a means of improving the collaboration between individual sections and SRM. This meeting demonstrated that there is a need, and an eager audience, for these forums on rapidly changing issues of interest to rangeland managers. The willingness of a wide variety of individuals and professional groups to work together to organize a meeting like this clearly shows that we can improve SRMs image and role as the professional society for rangeland management.

*Information about the meeting, including speaker presentations and workgroup outcomes, can be found on the SRM website at http://www.rangelands.org/esd_presentations.shtml.



There was no lack of ideas among the participants.
(photo by Cindy Salo)



Beautiful weather and an impressive sage brush ecosystem landscape made for an informative field trip.
(photo by Cindy Salo)



Building Bridges: Grasslands to Rangelands



Be sure to attend the 2008 Annual meeting in Louisville, Kentucky. This is a joint meeting between the Society for Range Management (SRM) and American Forage and Grassland Council (AFGC). The groups have combined their meetings before, most recently in Omaha in 1999. The 2008 conference theme is “Building Bridges: From Grasslands to Rangelands”. Details, registration and housing information is now available on the web at www.rangelands.org/louisville2008.

2008 Annual Meeting and Conference Registration Deadline Extended because of the Holidays, the *Early Bird Registration* rate has been extended to December 14. The *Regular Registration* rate has been extended to December 28.

Hotel Room Reservations: The Galt House is already 68% booked...so don't delay make your reservations today!!

Trade Show / Sponsorship

DON'T MISS THIS MARKETING OPPORTUNITY!

Exhibit, Sponsorship and Advertising Opportunities still Available for 2008 Meeting. With a combined membership of more than 5,500 individuals, the opportunity to market to a large and diverse audience presents itself at the 2008 Annual Meeting. AFGC staff will be selling and managing the exhibits and sponsorship opportunities. Complete details are available on the web at www.rangelands.org/louisville2008. Or, contact Michael Bandy at 800.944.2342 to discuss opportunities. *Space is limited and going fast!*

SRM would like to thank the following sponsors:

Dow AgroSciences – Diamond & Tote Bags
Southern Nevada Water Authority – Platinum
Barenburg USA – Gold
Pennington Seed – Gold
Forage Genetics International- Silver
Allen Press – Bronze
Kentucky forage & Grassland Council - Bronze
W-L Research – Bronze
NK Brand Seeds – Copper
Pogue Agri Partners, Inc. – Copper



Interim EVP Report – What a Learning Curve

by John Tanaka

It is great to be here in the Wheat Ridge office and back involved with SRM. Some of you may recall that my last message as President was titled “Thoughts on my End” which is turning out to have been premature, although it is different from this side. I’d like to thank all those that sent me emails or called after this was announced. I really tried to respond to everyone, but it got pretty overwhelming. I did read them all and really appreciate the support and comments. I especially liked the ones where you asked me if I knew that they sent out my cell phone number (541-910-7035)! I did, and really do encourage you to use it. My plan has free incoming calls, so don’t be shy.

A little about my schedule; I am commuting from Cove, Oregon to Denver on a monthly basis. I tell you that since I won’t be in the office every day (the reason for giving you my cell phone number). When I am not in the office, I really could be anywhere – again the cell phone number. You get the idea. If you’d like to talk, either call the SRM office or use my cell number (541-910-7035). I’m also fairly good at keeping up with email (jtanka@rangelands.org) and even got a “smart” phone to get it wherever I may be.

I would like to begin using this space to tell you what is going on in both the Society and in the office each month. There will generally be more information on the website (www.rangelands.org). I hope that you make it a habit to check our site regularly.

Our 1st VP, Allen Rasmussen, federal liaisons, Linda Coates-Markle and Cindy McArthur, and Deen Boe made rounds in DC in mid-November. They visited with various federal agencies and other organizations to update them on where SRM is headed and to find common areas to work together.

We have received the final audit for the last fiscal year. In the past, we published these at the Annual Meeting Membership Forum. This year, I am putting the summary of where we ended up in this newsletter. I thought all of our members would like to see it. In all, our net assets have increased from the previous year. I really think our new fiscal year will help all of us see where we are and

Statement of Financial Position	
Audited Results - August 1, 2006 to July 31, 2007	
	2007
Assets	
Cash and Cash Equivalents	98,255
Accounts Receivable	31,227
Prepaid Expenses	12,960
Inventory	12,238
Investments	1,145,947
Cash Held for Others	113,342
Property and Equipment	401,142
Total Assets	<u>1,815,111</u>
Liabilities	
Accounts Payable	54,945
Section Dues Payable	9,234
Accrued Compensated Absences	10,426
Deferred Dues	100,513
Deferred Subscriptions	18,461
Other Deferred Revenue	13,693
Cash Held of Others	113,342
Total Liabilities	<u>320,614</u>
Net Assets	
Unrestricted	
Board Designated	591,856
Invested in Property and Equipment	401,142
Undesignated	14,535
Total Unrestricted	<u>1,007,533</u>
Temporarily Restricted	45,755
Permanently Restricted	441,209
Total Net Assets	<u>1,494,497</u>
Total Liabilities and Net Assets	1,815,111



Statement of Activities

Audited Results - August 1, 2006 to July 31, 2007

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Revenue, Gains and Support				
Membership Dues	232,853			232,853
Rangeland Ecology and Management	92,771			92,771
Rangelands	7,125			7,125
Other Publications	15,692			15,692
Conferences and Meetings	406,688			406,688
Certification and Accreditation	20,170			20,170
Section Income	1,441			1,441
Contributions and Grants	4,390	483	14,524	19,397
Investment Income	94,463	9,861		104,324
Publications Advertising	3,950			3,950
Gain on Sale of Easement	52,296			52,296
Other Income	15,960			15,960
Net Assets Released	9,079	(9,079)		-
Total	956,878	1,265	14,524	972,667
Expenses				
Program Services				
Membership Services	159,631			159,631
Section/Program Services	114,944			114,944
Certification and Accreditation	22,053			22,053
Rangeland Ecology and Management	71,530			71,530
Other Publications	24,483			24,483
Annual Meeting	307,717			307,717
Other Conferences and Meetings	21,758			21,758
Scholarships and Awards	7,571			7,571
Total Program Services	729,687	-	-	729,687
Supporting Services				
General and Administrative	154,940			154,940
Total Expenses	884,627	-	-	884,627
Change in Net Assets	72,251	1,265	14,524	88,040
Net Assets, Beginning of Year	935,282	44,490	426,685	1,406,457
Net Assets, End of Year	1,007,533	45,755	441,209	1,494,497

give us time to do proper budgeting.

I am still learning about and catching up on what is going on in the Society since my term as president ended last year. The staff and many volunteers have been getting ready for the Louisville meeting. By now you should have received your Pre-convention Trail Boss, and it has also been on-line for some time. They've also been working with the Albuquerque (2009) and Denver (2010) planning committees as they gear up for their respective meetings. Speaking of Denver, one of my first acts as Interim EVP was to sign the agreement to conduct the 2010 meeting as a joint meeting with the Weed Science Society of America (WSSA). The location will be the Adams Mark Hotel, which was recently purchased by another chain which is planning a \$40 million renovation before our meeting. For the 2011 and 2012 meetings, we really need some sections to step up and bid within current constraints.



Our many members and committees have been busy this year looking at a variety of programs and activities to benefit the profession and the Society, such as; a self-submission module for CPRM continuing education credits, accreditation of university programs, the Ecological Site Description (ESD) Workshop in Park City, and lots of other things I'm still trying to catch up on.

Now's the time to get registered for the Louisville meeting! You can register on-line at http://www.rangelands.org/louisville2008/louisville2008_index.shtml, by fax, by mail, or by calling the office. We all hope to see you there!

Calendar of Functions Pre-approved for SRM Continuing Education Units (CEUs)

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

Date	Location	Title	Credit
Dec 4	Pierre, SD	Plant-Herbivore Interactions Fred Provenza, fred.provenza@usu.edu	8 CEUs
Dec 4-5	Globe, AZ	Range 101 AZ Guide to Range Mgmt & Analysis http://www.ag.arizona.edu/extension/calendar/	10 (t-4/w-6)
Dec 6-7	Twin Falls, ID	ID Section Annual Meeting http://www.rangelands.org/links_srm_sections.shtml	5 CEUs- tentative
Dec 10	Fort Collins, CO	Don't Fence Me In (Pre-Conf Workshop) http://www.crystalyx.com/GrazingManagementWorkshop.cfm	4 CEUs
Dec 10-12	Nebraska City, NE	TGM Scientific Review & Maintenance Planning Expert Panel Mtg Austin Sewell, austin.sewell@gmail.com	3 CEUs
Dec 11-13	Fort Collins, CO	Range Beef Cow Symposium XX http://www.rangebeefcow.com/	16 (t-6/w-6-th-3)
Jan 7-8	Columbia, MO	Heart of America & Mid-Missouri Grazing Conference http://agebb.missouri.edu/mfgc/	8 CEUs
Jan 23-24	Sydney, MT	2008 Montana Winter Grazing Seminar http://www.dnrc.mt.gov/cardd/camps/wintergrazing/default.asp	7 (w-4 / th-3)
Jan 26-31	Louisville, KY	2008 Joint SRM/AFGC Annual Meeting-Building Bridges: Grasslands to Rangelands http://www.rangelands.org/louisville2008/louisville2008_index.shtml	16 CEUs ttl

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

Do You Plan to Take the CPRM Exam?

This year, the CPRM exam for the 2008 SRM/AFGC Annual Meeting will be administered the morning of Tuesday, January 29, 2008 from 8:00 a.m. to 12:00 p.m. in the Wilkinson Room of the Louisville Convention Center.

Remember that if you intend to take the exam, you must have a paid application on file with the Headquarters office before you will be allowed to register. Applications and Procedures for Becoming Certified can be found on the SRM website at http://www.rangelands.org/education_cprm.shtml. Applications and fees must be received by January 18, 2008 in order to be processed prior to the Annual Meeting.

If you have questions regarding whether or not CPRM is right for you please contact Barry Imler, CPRM Committee Chair or a committee member. For their contact info or any other question please contact Vicky Skiff, vskiff@rangelands.org or 303-986-3309.



Strengthening the Rangeland Profession for the Future

Workshop at SRM/AFGC Joint Meeting, Louisville, Kentucky
Wednesday, January 30, 2008; 7am-10am

Rangelands are incredibly dynamic and intriguing places to work. Our profession attracts people who want to work in those wild open spaces we know as rangeland. The reality is that the workforce to manage these lands is shrinking and getting older. This is the worrying truth. Figures from the Office of Personnel Management (OPM) reveal that at least 25-33% of the rangeland workforce will likely retire in the next 10 years. Who will fill their shoes? This exploration of who does what, when and how, is what the business world calls a “workforce assessment.” A small task force of people in SRM has started down this workforce assessment road. We have identified several critical questions pertaining to the progressive steps of career development that need answers.

The progressive steps of career development from education to employment are:



Please consider attending this workshop.....we are looking for rangeland professionals to help us identify:

- What skills and knowledge will the “range professional” of the future need?
- The status of the range profession -- who will manage rangelands in the future?
- The elements of the different career phases including Recruiting, Education/Training, Hiring, Mentoring, Professional Networking, and Continuing Education.
- Who is responsible for training and mentoring during these different phases of career development?
- The constraints keeping people from engaging in and completing these phases.
- How can Universities, professional societies and land management agencies participate in these phases of development?
- Short-term and long-term strategies to address constraints and increase the number of well-qualified individuals in the workforce.

If you are interested in participating, please contact the BLM-SRM Liaison, Linda Coates-Markle, at: lcmarkle@rangelands.org and/or 303-986-3309.



SRM and AFGC 2008 Job Fair

The Society for Range Management (SRM) and The American Forage and Grassland Council (AFGC)

2008 JOB FAIR

January 27th, 2008

at the

Joint SRM/AFGC Annual Meeting and Trade Show in Louisville, Kentucky

Just as rangelands and grassland are diverse, so are related careers. Just look at the SRM and AFGC membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM/AFGC will expand professional employment efforts at their Joint 2008 Annual Meeting and Trade Show to be held at the Galt House Hotel and Suites in Louisville, Kentucky.

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

2008 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/AFGC. 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 ~1500 people; 25 percent of which may be students and young professionals.

The job fair will involve a full day on Sunday January 27, 2008. 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.

Students and young professionals should have two 2-hour blocks of time (10am-noon and 4pm-6pm) when concurrent activities should not interfere with opportunities to visit the Job Fair. During these times, we would expect all registered employers to staff their tables/displays and be prepared to answer questions and provide information.

REGISTRATION FOR EMPLOYERS "EXTENDED"

Registrations will be on a first-come, first served basis, and space is limited. The deadline for receipt of all registrations is **December 31, 2007**.

Program and registration 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: lmarkle@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 JOB FAIR!**





Interested parties are invited to submit their letter of application, resume and three or more references electronically to: EVPSearch@rangelands.org

Please use Microsoft Word or PDF format for attached files. Email subject line should read:

Attention: Chair, SRM - EVP Search Committee

Review of applications will begin **February 15, 2008**. It is expected that a successful applicant will be selected by **August 1, 2008**.

Wheat Ridge, Colorado 80215-6601

Phone: (303) 986-3309

Fax: (303) 986-3892

Vacancy Announcement: Executive Vice President

The Society for Range Management (SRM) is seeking an Executive Vice President to provide this professional society with leadership, administrative, and management skills. This is an exceptional opportunity for an individual with enthusiasm, self-motivation, subject expertise and communication skills, who is committed to working on behalf of people devoted to the study and management of national and international rangelands.

The SRM was founded in 1948 and has as its mission to promote the professional development and continuing education of members and the public and the stewardship of rangelands resources. The vision of SRM is a well-trained and highly motivated group of professionals and rangelands users working with productive, sustainable rangeland ecosystems. As a non-profit organization, the SRM has approximately 3500 members and an annual operating budget of approximately one million dollars. For more information on the SRM, please visit the web site at: www.rangelands.org.

The Position: The Executive Vice President (EVP) is the Chief Executive Officer for SRM. The incumbent actively participates with the SRM Board of Directors in the formulation of SRM's mission, goals, objectives, and policies, and is responsible for the implementation of all programs and policies. The EVP reports to the SRM President and receives direction from a nine-member Board of Directors. The EVP has overall responsibility for the administration of SRM operations, the coordination of membership activities and the implementation of interactions with other organizations and the public concerning the art and science of rangeland ecology and management. The EVP is responsible for leadership and supervision of the SRM professional staff based at the Wheat Ridge, Colorado headquarters. The position requires physical proximity to Denver and will include frequent travel to carry out the liaison role, and attendance with representative section meetings. A detailed job description is available upon request.

Salary: 60,000+ , negotiable, commensurate with experience and qualifications. Compensation includes comprehensive benefits package.

Responsibilities: The primary responsibilities of the EVP are to provide leadership and management to implement SRM's strategic plan, and to successfully fulfill its vision and mission based on sound science and policy. Specific EVP responsibilities include, but are not limited to:

- Working with the board, staff and membership to refine and implement the strategic plan.
- Ensuring the effective implementation of the vision and mission of the organization.
- Developing an annual budget; ensuring proper fiscal accounting and controls in accordance with appropriate guidelines and with sound accounting practices. Maintaining fiscal solvency of the organization.
- Ensuring the provision of professional services to the full SRM membership including individuals, committee members, Board members and sections of the parent society.
- Providing leadership and supervision to the professional staff by overseeing day to day administrative activities and membership services.
- Serving as a professional liaison with other organizations, government agencies and officials, private citizens, advocacy groups and commercial businesses.
- Serving as managing editor of *Rangeland News*, a monthly SRM newsletter which acts to enhance communication and information sharing among the membership.
- Promoting the values, services and benefits of SRM membership.

Qualifications: The desired qualifications of a successful candidate include:

- Demonstrated ability to direct, motivate, supervise, empower and/or lead a highly motivated staff and volunteers.
- Demonstrated knowledge of rangeland management practices, issues and policies.
- Consummate advocate for the profession and the organization.
- Exceptional oral and written communication skills (including interpersonal, group and public venues).
- Demonstrated ability to plan and implement projects and services incorporating effective decision-making skills.
- Proven experience in the management and administration of professional and/or non-profit volunteer-based organizations.
- Bachelor's degree, as a minimum, in rangeland science/management or related natural resources field.

SRM is an Equal Opportunity Employer. Applications will be considered without discrimination for reasons such as age, race, gender, religion or national origin.



Search Committee Seeks Your Input in EVP Search

SRM will be hiring a new EVP within the next year. We need input from the membership! The following provides some background information and an anticipated time table for this important process. Please pay particular attention to the sections in **bold** which describe different ways for SRM sections and individual members to provide input towards this very important decision. If you have questions or concerns, do not hesitate to contact Larry Howery, Chair, EVP Search Committee (lhowery@ag.arizona.edu).

1. The EVP Search Committee (SC) has been appointed by the President of SRM and serves at his direction. The charge to the SC is to develop the process for identifying qualified applicants and recommend a slate of candidates to the Board of Directors. Decisions on hiring, salary, and benefits are made by the BOD, not the SC.
2. The EVP position will be based in Denver at the Wheat Ridge headquarters of SRM.
3. SRM has secured the services of an interim EVP, Dr. John Tanaka, who will serve from Nov 1, 2007-Oct 31, 2008. This interim EVP will not be a candidate for the permanent position.
4. The candidates applying for the EVP position are expected to have a career record that demonstrates their familiarity with and support for the Vision and Mission of SRM.
5. **Society members are encouraged to assist with the solicitation of applicants for the EVP position. Current members of SRM are likely to be the primary source of applicants. Please encourage persons you think are qualified to apply.**
6. **Persons interested in applying for the EVP position are encouraged to contact the Chair of the SC if they have questions or need more information.**
7. The process and timetable that has been developed is as follows:
 - October-November 2007: SC develops the position announcement, process, and timetable in conjunction with the SRM President.
 - December 2007: SC will disseminate position announcement and publicize the process and timetable for EVP search.
 - **December 2007-February 2008: SC will receive input from membership and actively solicit applications.**
 - **January 2008: SRM members are invited to provide input through ‘listening’ sessions that will be held at the joint SRM/AFGC meeting in Louisville and/or by submitting written comments. Listening sessions are being planned for Sunday January 27 from 11-12 with the Range Science Education Council and from 1-2 pm with the Advisory Council. A third listening session is scheduled for all members on Tuesday January 29, 10-12 noon. These sessions will be designed to allow members to discuss future priorities for SRM, as well as expectations of the EVP and SRM leadership in order to facilitate these priorities.**
 - **Listening sessions will be advertised in the pre-conference and daily “Bridge Reports” and on the SRM website. If you cannot attend any of the listening sessions but would like to provide input to the SC, mail or email your comments and suggestions directly to Larry Howery ([contact](#) information below) no later than 1/29/07.**
 - February 15, 2008: SC will begin the process of reviewing applications and conducting phone interviews with candidates.



- April 15, 2008: SC will report slate of candidates recommended for in-person interviews to the President of SRM.
- May 2008: BOD and SC will conduct interviews in Denver for finalists selected by the BOD.
- June-July 2008: President and BOD of SRM develop short list for additional interviews in process to select the final candidate.
- August 1, 2008: President and BOD make offer to final selected candidate and contract and start date are negotiated.
- October 1, 2008: Candidate reports to Wheat Ridge office and works with John Tanaka, Interim EVP, to transition into the position.

Larry Howery, Chair EVP Search Committee
 University of Arizona
 Rangeland and Forest Resources Program
 325 Biological Sciences East Building
 Tucson, AZ 85721
Email: lhowery@ag.arizona.edu

Government Policy and Programs Committee Meeting

Are you a rancher, land manager, researcher or government employee? Are you affected by government policies? Do you plan to be in Louisville at the SRM & AFGC 2008 Joint Annual Meeting on January 27th? Why not attend the Government Policy and Programs Committee meeting? The committee meeting begins at 8:00 a.m. and continues until approximately 5:00 p.m. Please drop by to hear discussions on a variety of issues pertinent to the society.

Deadline for the *January 2008 SRM Rangeland News*

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

Send to Caitlin at: caitlin@rangelands.org



“Proud to be a Part of SRM”

We appreciate our business card supporters of SRM. This is our program to strengthen SRM while helping SRM provide better value to its members. For a very small fee (\$20 per month), you too can show that you support SRM while at the same time putting your name in front of 3,500 range-oriented people. Contact caitlin@rangelands.org for details!

**ROBINETT RANGELAND
RESOURCES LLC**

16700 N. Forecastle
Tucson, AZ 85719

Phone: 520 825 9067
Cell: 520 971 1279

Email:
d robinett_az@msn.com

**Dan
Robinett**




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Tips and Suggestions for Attending Conferences

By Don Hunter; info@animalsciencejobs.com

The following article was submitted for consideration
by Linda Coates-Markle, SRM BLM Liaison

I thought this would be a good time to review some tips and suggestions for attending conferences and conventions. Attending these types of events can go a long way toward advancing your career and helping you to achieve your goals.

As with most endeavors, planning and preparation are crucial to maximizing your experience at a conference. And this includes all aspects of the event—the venue involved, the hotel, your travel, the various activities and sessions that are available, the people you'd like to meet, etc. The more preparation you can do in advance, the more you'll be able to enjoy the conference and the less time and energy you'll waste because of other, less productive issues.

Prioritizing and the importance of networking

- The first step is to conduct a small self-inventory of your motivations for attending. What's the number-one thing you hope to achieve or gain? Do you wish to expand your professional network of contacts and acquaintances? Is there some specific knowledge you're hoping to pick up while you're there?
- Or is it something else? Write down that top reason on a notepad. Chances are you're planning to attend for a number of different reasons, so after you've listed your number-one reason, write down these others as well.
- Then rearrange them in order of importance, from greatest to least.
- Next you should plan which specific sessions you want to attend. Consult the conference agenda and select those that interest you. However, also pick back-up sessions in case some of your primary choices are full or are cancelled for one reason or another. In addition to the agenda, a list of those people attending the conference might be made available to you. If so, take advantage of it. This list may also include the areas in which the attendees specialize. Circle those people you wish to speak with, should the opportunity arise. This includes those who are making presentations at the event.
- You can take this idea one step further. If there are one or two people attending the conference who you would like to meet, contact them in advance and invite them to lunch, dinner, or a cup of coffee at a particular time. This one-on-one interaction will allow you to learn from them, network with them, and share or exchange ideas with them. This might be out of your comfort zone, but you'd be surprised at how receptive people are to it. Not only will the person you've contacted be flattered, but it will also serve to boost your confidence before you've even arrived on site.
- Networking is one of the most valuable benefits associated with conferences and conventions. It's an excellent way to expand the possibilities that exist within your chosen field of work and to become more familiar with the movers and shakers in the industry. Look at your list again, and make certain that networking is somewhere near the top.

It's all in the details

When it comes to conferences and conventions, there are numerous details that must be planned. Your attention to these details will help to free up your time once you arrive at the event. Below is a list of the most pressing ones you should consider.

- **Travel**—Make your flight plans early and be as thorough as possible. You don't want any last-second surprises. And book your hotel room as soon as you can, especially if the event is being held on a weekend.
- **The hotel**—Research the facility, including maps and floor plans, in order to familiarize yourself with it beforehand. This will help to ensure that you arrive at your sessions promptly. That way, you won't run the risk of the sessions filling up before you get there.



- **Business cards**—These are imperative. The last thing you want to do is run out at some point. Bring so many cards that you're sure you'll still have some at the end of the conference.
- **Comfortable shoes**—You'll be walking, walking, and then after that, you'll do some more walking.
- **The venue**—More than likely, the conference will be held in a city that offers an array of attractive entertainment options. These options provide excellent opportunities for you to further network with individuals during “down time” (i.e., during hours when the conference is not being conducted.) More information might be provided in your conference packet, if one is supplied.

Gaining an edge

I recommend attending at least one per year, in the interests of networking, training, and building a better path for career advancement. In today's fast-paced market, you need to gain an edge wherever you can, and conferences can provide you with that edge.

Entry-Level Position Listing Now Available Online!

Check out http://www.rangelands.org/employment.shtml#entry_level for an up-to-date list of entry-level positions that are available with a wide variety of employers! If you are an employer, you may now submit your entry-level positions for posting on SRM's website free of charge at http://www.rangelands.org/employment_entrylevel.shtml

Assistant Professor, Ecohydrology Position Announcement

Oklahoma State University

A full-time, eleven-month, tenure-track position, 70% research and 30% extension. This position reports directly to the Head of the Department of Natural Resource Ecology and Management (NREM). Responsibilities: 1. Establish a nationally recognized externally funded research program. Desirable areas of research include, but are not limited to, scaling ecohydrological processes from catchment to basin scales, effects of vegetation and vegetation management on stream flow regimen, modeling and measurement of transpiration and other hydrologic processes, riparian and wetland – land interactions, and the effects of land management on environmental flows. 2. Develop a comprehensive extension program based on research to promote sustainable land management with a focus on water. 3. Recruit, mentor and train graduate students. Minimum Qualifications: 1. A Ph.D. in ecohydrology, ecology, hydrology, watershed science or related field. The area of expertise and research interest should be focused on the link between ecology and hydrology. 2. Ability to mentor undergraduate and graduate students. 3. Ability and desire to work cooperatively to (a) develop and maintain an active, nationally recognized interdisciplinary research program, to include publishing in leading scientific journals; (b) seek and secure extramural funding through participation in competitive grants programs and; (c) develop productive extension programs in ecohydrology. The complete job description may be found at <http://nrem.okstate.edu>.

Individuals wishing to apply should submit a letter of application, transcripts, professional résumé, and the name, address, telephone number, and e-mail address of 3 to 5 references. Review of applications will begin on January 7, 2008, and will continue until a suitable applicant is identified. The position will be filled by May 1, 2008, or as soon thereafter as a qualified candidate is available. Applications, nominations, and questions should be directed to Dr. Sam Fuhlendorf, Search and Screen Committee, Oklahoma State University, Department of Natural Resource Ecology and Management, 008 Agricultural Hall Room C, Stillwater OK 74078-6013, (405) 744-9646, E-mail sam.fuhlendorf@okstate.edu. Oklahoma State University is an AA/EOE employer.



Position Announcement



UNIVERSITY OF
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BIOMETRICIAN

The Department of Plant Sciences at the University of Saskatchewan invites applications for a biometrician. This tenure track position provides expertise in quantitative analysis and statistical methodology that is required in almost all of the research conducted in the Department.

The Department of Plant Sciences is a centre for teaching, research and outreach related to the development, production and management of field and horticultural crops and to the management of non-arable land on the Canadian prairies. The department is currently composed of 24 faculty members, including eight research scientists and a Director associated with the Crop Development Centre.

To support its research activities, the department employs 20 term research associates and post-doctoral fellows, and 100 support staff. It has access to a land base of 2,400 acres, 12,000 sq. ft of greenhouse space, field laboratories, seed storage areas, a seed cleaning plant, a controlled environment growth facility, and the Canadian Light Source, Canada's recently opened synchrotron, the most ambitious science project in Canada in a generation.

Duties: The successful candidate will develop a strong, externally funded independent research program in statistical analysis and/or modeling of biological systems that will complement current research interests in the Department of Plant Sciences and the College of Agriculture and Bioresources. Specific areas of research are flexible and may include application of quantitative analysis, experimental design, spatial statistics, multivariate statistics or other areas of related expertise. The research conducted should be eligible for Government of Canada Tri-Council funding. The appointee will teach biometrics and applied statistics at the undergraduate and graduate level. Development and delivery of courses in other areas related to the individual's expertise and contribution to delivery of the core curriculum of the department will be encouraged. Supervision of M.Sc. and Ph.D. students is required.

Qualifications: This position requires a Ph.D. in plant science, botany, genetics or related field with training and experience in experimental design, spatial and multivariate statistics; **or** a Ph.D in Statistics, with training or experience in applied statistics in the biological sciences. Postdoctoral experience is desirable. Excellent communication and interpersonal skills, a commitment to achieving excellence in teaching, a willingness to be involved in limited internal consulting activities, and an ability to establish effective working relationships are essential.

Applications, including a CV, academic transcripts, statement of teaching experience and contact information for three referees should be submitted to Dr. Bruce Coulman, Head, Department of Plant Sciences, University of Saskatchewan, 51 Campus Drive, Saskatoon, SK, Canada S7N 5A8. Tel: (306) 966-5857. E-mail: bruce.coulman@usask.ca.

More information about the University of Saskatchewan, College of Agriculture and Bioresources, and the Department of Plant Sciences can be found at <http://www.agbio.usask.ca>.

Applications should be received by January 30, 2008. The University of Saskatchewan is committed to employment equity and applications from women, aboriginal peoples, visible minorities and persons with disabilities are encouraged. All qualified individuals are invited to apply, but Canadian citizens and permanent residents will be given priority.



University of Wyoming Position Announcement

Position: Assistant Professor in Production Economics/Systems Analysis, University of Wyoming, Department of Agricultural and Applied Economics. (#2569)

Location: University of Wyoming's James C. Hageman Sustainable Agriculture Research and Extension Center (SAREC), Lingle, Wyoming.

Position Description: The production economist/systems analyst will be responsible for holistically evaluating research results for alternative agricultural production practices, and identifying trade-offs between alternative crop and livestock production systems. The position will be split as follows: 45% research, 45% extension, and 10% teaching/advising. Salary will be commensurate with professional education, experience and demonstrated abilities. Research and extension responsibilities require developing a nationally recognized program for agricultural production systems related to economic profitability, sustainability, and risk. The program could include work in the areas of livestock and crop production systems, invasive species mitigation, agricultural disease control, agriculture/wildlife interactions, system design, and decision models. The successful applicant will be responsible for working on multidisciplinary research and extension efforts at the Center, including existing projects in the College of Agriculture that are located at SAREC. For a more complete description of duties refer to <http://uwyo.edu/hremloyment> or <http://agecon.uwyo.edu/>.

Qualifications: Ph.D. in Agricultural Economics, Economics, and/or Systems Science, with specialization in agro-ecological production systems and quantitative methods. The successful applicant must demonstrate the following required qualifications:

- An interest in multidisciplinary research and extension on issues related to the structure and management of agricultural production systems;
- Empirical and conceptual modeling expertise as it pertains to agricultural production systems;
- Potential to obtain external grant funding; and
- Ability to publish results in refereed journals and extension bulletins.

Applications: A complete application will include the following:

- a letter of interest addressing how the applicant meets position requirements;
- a complete CV;
- college/university transcripts;
- under separate cover, three letters of recommendation with signature;
- teaching evaluations and/or review of extension efforts; and
- a sample publication/manuscript.

Evaluation of applications will begin February 4, 2008, and continue until a suitable candidate is hired. Please forward applications to:

Dr. Donald M. McLeod, Search Chair
Department of Agricultural and Applied Economics
University of Wyoming, Dept. 3354
1000 E. University Ave.
Laramie, WY 82071
Phone: (307) 766-3116; Fax: (307) 766-5544
email: dmcleod@uwyo.edu

CSU Extension Position Announcement

**#01-08, Area Extension Agent (Range & Livestock Management)
Crowley/Otero Counties, Ordway, CO**

Provide leadership, guidance, direction and implementation of Extension range & livestock management programs in Crowley and Otero Counties. Completed bachelor's degree required, master's degree preferred. Receipt of application and transcripts by 12/21/07 for full consideration. For application & all required qualifications: <http://www.ext.colostate.edu/coop/jobsmenu.html> or 970-491-1617. CSU is an EEO/AA Employer.



Chadron State College Position Announcement

Rangeland/Wildlife Management Faculty (Tenure-Track) Chadron, NE

Chadron State College, located in the beautiful Pine Ridge area of northwestern Nebraska, is accepting applications for a tenure-track faculty position in Rangeland/Wildlife Management to begin August 21, 2008.

Master's degree or ABD in Rangeland or Wildlife Sciences or closely related field required; Doctorate preferred. Doctorate in Rangeland or Wildlife Sciences or closely related field required for tenure. At least one degree must be in the area of Rangeland Management or Range Science. For additional information about this position, visit our website at www.csc.edu/hr.

Send cover letter, resume, transcripts, and CSC Employment Application (www.csc.edu/hr/forms.htm) to: Human Resources, Chadron State College, 1000 Main Street, Chadron, NE 69337 or email: hr@csc.edu. Phone: (308) 432-6224.

CSC is an Equal Opportunity Employer. To request reasonable accommodation, please contact HR at (308) 432-6224.

Texas A & M Position Announcement

Agricultural Experiment Station Vernon, Texas

POSITION: Research Associate in Rangeland Woody Plant Ecology and Management

GENERAL DESCRIPTION: The employee will assist the Project Leader in conducting research related to the ecology and management of woody plants such as mesquite and juniper on rangelands in north Texas. Research topics include rangeland restoration, fire ecology, shrub/grass interactions, and shrub biomass for bio-energy uses. Activities will be conducted at the Texas Agricultural Experiment Station in Vernon, Texas. Most field activities will be on nearby ranches.

QUALIFICATIONS: Master's degree in rangeland science, ecology, agronomy, biology or a related field is required. Experience with field data collection, rangeland plant identification, statistical procedures, and the use of dataloggers is required. Experience with GIS technology, prescribed burning, and/or heavy equipment operation is preferred. Must possess a valid driver's license and be able to work outdoors under extreme weather conditions.

SALARY: Commensurate with training and experience. Medical and life insurance and retirement benefits are available. This is a budgeted position.

LOCATION: Vernon is located 50 miles west of Wichita Falls in north central Texas.

APPLICATIONS: Applicants should apply online at <https://greatjobs.tamu.edu> (Click on "Search Postings" and enter Research Associate in the Position Title category. The Hiring Unit is Chillicothe-Vernon). Applications accepted until suitable candidate is found. Three reference contacts are required. For more information, please contact Dr. Jim Ansley at 940-552-9941 ext 234 or E-mail: r-ansley@tamu.edu.

The Texas Agricultural Experiment Station is an EO/AA Employer.



New Members

SRM welcomes its new members. Following is a list of new members, their section and recruiter for October 19, 2007 to November 20, 2007.

<u>Member</u>	<u>Company</u>	<u>City</u>	<u>Section</u>	<u>Recruited By</u>
Mike Hayhurst		Huachuco City, AZ	AZ	
Gareth Fisher	University of Nevada Reno	Reno, NV	Cal-Pac	UNR Rage Club
Clayton Koopmann	Walking C Livestock	Sunol, CA	Cal-Pac	Tim Koopmann
George Nolte	Nolte Associates	Newcastle, CA	Cal-Pac	
Stephanie Bauer	Colorado State University	Lamar, CO	CO	Kim Obele
Brian Hoefling	USDA-Forest Service	Norwood, CO	CO	
Jericho Whiting	Idaho State University	Chubbuck, ID	ID	
Milissa Schering	Government of Alberta	Calgary, AB	IM	
Ed Birkedal	Agri-Food Canada	Swift Current, SK	IM	Dr. Alan Iwaasa
George Telesz	NuFarm	Kansas City, MO	KS	
Justin Rickard	Illinois State University	Normal, IL	NC	
Roger Yerdon	University of Nebraska at Kearney	Kearney, NE	NE	
Jacque Bolton	Agriculture & Agri-Food Canada	Swift Current, SK	NGP	Mike Schellenberg
Shannon Downey	MT Dept. of Environmental Quality	Helena, MT	NGP	
Charles Johnson	Dean Ranch, Barrick Gold of NA	Crescent Valley, NV	NV	
JD Radakovich	Squaw Valley Ranch Barrick Gold of NA	Midas, NV	NV	
Ben Patterson	Tumblich JR Ranch Barrick Gold of NA	Eureka, NV	NV	
Gary Sundseth	Barrick Gold of N. America	Elko, NV	NV	
Hossien El-Nashaar	Oregon State University	Corvallis, OR	PNW	Lynne & John Breese
James Lefor	Eastern Oregon University	LaGrande, OR	PNW	
Ben Hileman	Oregon State University	Joseph, OR	PNW	
Beth McClaran	Oregon State University	Corvallis, OR	PNW	
Bryan Boatman	Humbolt State University	Burns Lake, BC	PNW	
Drew Jerde	Oregon State University	Corvallis, OR	PNW	Sarah Noelle
Meaghan Luchau	Oregon State University	Seattle, WA	PNW	
Candy Mollnau	Oregon State University	Corvallis, OR	PNW	Tamzen Stringham
Jesse Svejcar	Eastern Oregon Univeristy	LaGrande, OR	PNW	Tony Svejcar
Lowell Mesmon	AgraGate Climate Credits Corp.	Pierre, SD	SD	
Chris Ebel	USDA-NRCS	Many, LA	SO	Kirk McDaniel
Sandra Rideout-Hanzak	Texas Tech University	Lubbock, TX	TX	David Wester
Gad Perry	Texas Tech University	Lubbock, TX	TX	Carlton Britton
Kathleen Middleton	3 M Ranch	Bellevue, TX	TX	Jerry Payne
Craig Funke	West Texas Weather Modification Assoc.	Floresville, TX	TX	
Mark Mathews		Henrietta, TX	TX	
Travis Sagebiel	Tarleton State University	Stephenville, TX	TX	Jerry Payne
Kipp Marzullo	University of Nevada Reno	Reno, NV	UT	
Madison Ellison	Univeristy of Wyoming	Laramie, WY	WY	
Micah Humphreys	Northwest College	Powell, WY	WY	



Upcoming Deadlines, Events and Meetings

(For more information www.rangelands.org Links, SRM Sections)

Dec. 2007

Dec. 6-7 Idaho Winter Meeting, Twin Falls, ID

Jan. 2008

Jan. 9-11 Arizona Winter Meeting, Prescott, AZ

Jan. 8-10 New Mexico Winter Meeting, Las Cruces, NM

Jan. Southern Section Meeting to be held during 2008 AM

Date TBD, see SRM website for future information

Jan. 26-Feb. 1 SRM/AFGC 2008 Joint Annual Meeting, Louisville, KY

June 2008

June 29-July 5 Joint International Grassland Congress and
Intl. Rangeland Congress Hohhot, Inner Mongolia, China



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