

RANGELAND NEWS



Society for Range Management

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A Single Grain of Sand Misty Hays, SRM Advisory Council Chair-Elect

As I contemplate writing this article, I am reminded of my beginnings in the Society for Range Management. While I am sure you don't want to be bored by my trivial start as a range manager, the thing that I realized is that my interest in range management began at a very young age and has only grown due to the people who have brought me along.

First, my family encouraged my interest. My dad would often quiz my brothers and me on this plant or that plant. It was not unusual to hear a sudden "STOP" as we were driving down the road. This urgent request usually ended with screeching brakes, the shovel and a new plant that was added to our collections. My interest in range management was further strengthened through my experiences in 4-H Range Judging and into college through my degree in range management and participation on the plant identification team and Undergraduate

Range Management Exam (URME) team. This journey continues through my career with the Forest Service.

Throughout my journey in range management, people have mentored me along the way. This has included the local extension agents, range judging coaches, plant identification team mates and coaches, professors and now fellow range enthusiasts and my peers in the profession. Also in my journey as a member of SRM I can point to a number of times where someone reached out to include me in the Society. This has been as simple as asking me if I would like to sit in on a committee meeting or inviting me to join in on a discussion over a drink. Without each of these mentors along the way, I could easily have taken another path and not stayed a part of SRM.

While you may not realize it, you are a mentor, and even sometimes you may

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Executive Vice President's Report Ken Johnson

This month I would like to address a few issues that seem to be discussed at most section meetings. First, please have patience with your staff and the new software. It is a much bigger job than we had anticipated. We are getting better inputting your data and we are still maintaining the old system for a while. I know it is frustrating when you can't pay your dues or register for a meeting online. We will get the system up and running with a little more time.

Second, several of the sections webmasters have indicated the desire for some training on maintaining their website that is hosted in Denver. Remember there is little or no cost to have your section website hosted by the Parent Society. Back to the training, I have had several conversations with Ann Tanaka about the most effective way to do this training. We have discussed web based training or the possibility of doing the

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A Single Grain of Sand

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realize you are being mentored. These opportunities to share your passion for range management are probably most often that final grain of sand that tips the balance of the scales. Personal interactions with others in the profession are the real way we keep the Society for Range Management alive and well. These grains of sand add up. One small grain is saying hello to a new member. Another is taking the time to talk to someone else about a common interest, whether it is a beautiful wildflower or a new idea. Each of us has a bag of sand to share, from the newest member to the most seasoned.

While it is sometimes easy to overlook something so small, or feel like just one of us is not important, I am sure we can all look back on those one or two opportunities in our lives that helped mold our path in SRM. There were times we felt disconnected, like membership was just one more thing on our full plate. It is those times that one small grain of sand from a member can be the difference in staying or going.

As Jeff Mosley wrote in his article in last month's newsletter, our Society has been concerned about attracting and retaining members. Actually, we have been concerned about the number of members in our ranks and maybe not concerned often enough about the people who are the members. While recruiting and retain-

ing members is a concern in maintaining a strong and active organization, an organization is only as strong as its members.

Think about the individual members that you know. Hopefully they are not just a number to you but a person. How many times have you taken the opportunity to send a quick email or give them a call about an issue you may have in common? How often do you take a moment to draw someone new into your conversation and help them feel a part of the group? How often have you asked someone to step up and help on a commit-

tee or host an event? When I ask others to be involved, I usually get a response and it is seldom no; though I suspect that few of these members would have initiated these actions on their own.

If we show real interest and concern for our MEMBERS, if we make that personal connection with just a few people, it may just make the difference for that one or two or ten members out there who need and want to feel connected. I challenge each of us to reach out to a member, to talk to them about something in range management that excites us, to connect with them through SRM. It may just be that last grain of sand to tip the scales.

Volunteers Needed to Assist with Lodging at AM09

Dear SRM International Affairs Committee (IAC) members,

A few colleagues from Uzbekistan, Bolivia, Argentina, Colombia, and Mexico, are planning to attend the 2009 ABQ Meetings. A few of them have indicated that they are lacking the necessary support to cover their lodging expenses in Albuquerque. In a few cases this may determine whether they are able to attend or not.

We would, therefore, like to compile a list of IAC members who would be willing to share their hotel room with an international colleague during all or part of the ABQ Meeting. If you'd be willing to volunteer for this important service (or know of someone else who would like to help), please let me know ASAP. We will provide each volunteer with further details about potential room partners as the needs are confirmed.

Thank you so much!

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

Staff email addresses:

Ken Johnson:

kjohnson@rangelands.org

Linda Coates-Markle:

lcmarkle@rangelands.org

Cindy McArthur:

cmcarthur@rangelands.org

Mary Murphy:

mmurphy@rangelands.org

Lesley Radtke:

lrادتke@rangelands.org

Vicky Trujillo:

vtrujillo@rangelands.org

Karen Johnson:

karen@rangelands.org

info@rangelands.org

American Deserts a Success with More to Come!

Linda Coates-Markle, BLM Liaison to SRM and John Tanaka, Past Interim EVP to SRM

"Wildfires and Invasive Plants in American Deserts," a SRM CPED symposium and workshop, was held in Reno, Nevada on December 9-11, 2008. The purpose of this symposium was to synthesize the current understanding of the interactions of wildfire and invasive plants across the arid and semi-arid regions of the United States for the improvement of land management practices. The timing of the program was intended to heighten the awareness, under a new administration, of these critical issues while exploring policy and management options.

SRM, BLM, the Joint Fire Science Program and 24 other sponsors (for a full list of sponsors please visit <http://rangelands.org/deserts>) helped make this program a reality. We are indebted to these sponsors for their confidence in our ability to develop and organize a symposium worthy of their endorsement.

Our speakers, moderators and synthesizers consisted of close to 50 individuals representing dedicated scientists, managers and concerned citizens who provided high quality, thought-provoking presentations. We sincerely thank all these individuals for their efforts. We also enjoyed 31 poster presentations representing successful on-the-ground efforts dealing with these critical issues.

Participants who benefited from the hard work that went into this program included 309 registrants representing 17 states, and 77 different universities, federal and state agencies, tribal agencies, private landowners and companies. Many thanks to all participants for committing their time and input especially during the workshop components of the program. Your feedback on the value and organization of this program is important to us and we have developed an

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New Edition of SRM *COWBOY COOKBOOK* is in the Works!

The 1985 classic is going to be updated, with an eye to keep all the bestselling elements of this bestseller; approximately 2,000 copies are sold each year.

If you have ideas on what you want to see in the update then look for info at the Annual Meeting in Albuquerque so you may join us for a Wednesday morning breakfast meeting.

How about your favorite recipe? Here's the opportunity for it to be in nation-wide print! Throw it in with your plane tickets and leave it at the registration table in Albuquerque, or send it to Faith Ryan, PO Box 348, Jackson, WY 83001.

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

Please note that these are FREE MEAL EVENTS at the Annual Meeting **but you must sign up for them in order to attend**. When you sign up, a ticket for the event will be included in your registration packet.

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

If you plan to attend these functions but are not sure if you signed up, please send an email to Karen at karen@rangelands.org immediately so that we can either verify attendance or add these functions to your registration.

THANK YOU!!!

Executive Vice President's Report

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training in Albuquerque. Watch your e-mail and Rangeland News for an announcement.

The third topic is an attempt to answer the question, "How does a small section get someone elected to the board?" I told several of you that I would take a shot at this question, after I had been through an election cycle. I have also been through several elections with AFGC. The biggest councils don't always win every time. Without releasing numbers, I can tell you that less than a quarter of our members vote. I have found this to be the case in most organization elections. What this does is make for very close elections.

Food for thought: I thought you might find these numbers interesting. The average section is 163 members. If you break this down, there are four sections that are near average in number, seven above and ten that are below average in number. The current BOD make-up is five from sections above average and four from sections near average or less.

It is obvious that larger sections have an advantage. If you choose to run, and I hope many of you consider the challenge, don't wait until the election to start getting your name out to the membership. Contact the officers in adjoining sections for their support. Considering doing this before you throw your hat into the ring. I ran for our local school board without knowing these things and was embarrassed. A friend offered me a gun. He said if I didn't have any more friends than those that voted for me, I needed protection. Some lessons come hard. The goal is to have a plan; if you are in a small section, you must have help; get it early. Remember, I hope you are running because you have something to offer SRM; it's worth the effort and you will get more back than you put into the effort.

Several members have requested a Board report in Rangeland News. That is certainly doable. We will give it a try in February and see how it goes.

Finally, we have a new SRM co-chair for the 2010 Annual Meeting in Denver. She is Lana Pearson of the Colorado Section and she is with the NRCS. I want to thank her stepping up to take the place of Jeff Burwell when he left to take a new position with the NRCS in Idaho.

Thanks! Hope to see you in Albuquerque!

It's What You Know AND Who You Know

By Don Hunter, *Animal Science Monitor*, Issue 73

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

Submitted by Linda Coates-Markle, SRM BLM Liaison

I probably don't have to inform you that the job market is currently a challenging one. However, as challenging as it might be, it's still one that offers plenty of opportunities for career advancement. The key is to somehow uncover those opportunities and then take advantage of them.

The best way in which to accomplish this is to expand what's called your "sphere of opportunity." This is different than your "sphere of influence," which refers to your ability to influence people and situations around you. Instead, your "sphere of opportunity" refers to your ability to create as many opportunities for yourself as possible. Ironically, this is often determined by the number of people you know and the number of situations with which you come into contact.

This is primarily why attending industry events is one of the best things you can do when attempting to climb the career ladder. That's because when you go to a conference or convention, you're both meeting more people and exposing yourself to a wider variety of situations, both personally and professionally. Career advancement is not just about what you know; it's about who you know, as well.

What you know

As we've discussed many times before in *The Animal Science Monitor*, engaging in continuous education is critical for those interested in the advancement of their career. Remember, the education you received during your formal education—the education you needed in order to earn your diploma—is just the starting point. The knowledge that you accumulate after that largely defines the scope and trajectory of your career.

Conferences and conventions provide numerous opportunities for you to accumulate that knowledge, and depending upon the event, that knowledge can take many forms. It could be fieldwork, it could be formal classroom training, or it could be cooperative study. However, the manner in which the information is communicated is inconsequential. What isn't inconsequential is the fact that industry trends and developments

Society for Range Management

Masonic-Range Science Scholarship Committee

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

http://www.rangelands.org/education_masonicscholarship.shtml.

For a paper application contact:

Vicky Trujillo

SRM

10030 W 27th Avenue

Wheat Ridge, CO 80215-6601

vtrujillo@rangelands.org

P 303-986-3309 / F 303-986-3892



Board of Directors Monthly Meeting Notice

Monthly Conference Call

The Board holds a monthly conference call on the 2nd Tuesday of each month at 11:00 am Mountain Standard Time.

**This month's BOD call will be
Tuesday, January 13th.**

ALERT! ALERT! ALERT!

SRM has changed its membership software. You will be able to manage your information online, register for events, pay your membership dues, and probably some other things we haven't discovered yet.

It is **imperative** that we have a valid email address for you. If we do not have a valid email address, you will be assigned a dummy (nonworking) email address that you can use to login.

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

If you have a new email address or would like to provide us one please send an email to Karen Johnson at karen@rangelands.org so we can get it in the system.

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

THANKS!!!

PowerPoint presentations from the WILDFIRES & INVASIVE PLANTS IN AMERICAN DESERTS PROGRAM

are now available online at:

<http://www.rangelands.org/deserts/>

2009 Silent Auction Donations Sought

The popular Silent Auction sponsored by the Endowment Fund Board of Governors will again be held at the SRM Annual Meeting in February in Albuquerque. Contributions of Silent Auction items should be brought to the tables set up in the Trade Show area.

It would be helpful if members who plan to bring sale items could send an e-mail to either Stan Tixier (j.s.tixier@pineviewinternet.com) or Chuck McGlothlin (crmcg@tgrsolution.net) ahead of time describing the item or items and approximate value. Participation by members contributing and/or purchasing Silent Auction items will help grow the Endowment Fund for the long term benefit of SRM and will be greatly appreciated. Thank you very much.
Stan Tixier

Looking to Get Involved?

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

The Website Committee is looking for you!

This committee needs members with new and innovative ideas to keep the SRM webpage competitive on the internet. If you are interested in keeping the major public face of SRM attractive please contact Chuck Butterfield at cbutterfield@csc.edu or Merri Fraker-Marble at mmarble@montana.edu.

Lost Resources - Clinton Howard Wasser

November 11, 1915 - November 23, 2008

Mr. Clinton Wasser passed away Sunday, November 23, 2008 at his home in Lompoc, California. Clinton was born November 11, 1915 to Howard H. and Edith Goodding Ayres Wasser in Phoenix, Arizona. He was raised and educated in Arizona. He received an ABS in Botany and Range Ecology from the University of Arizona at Tucson and a MS degree from the University of Nebraska and Colorado State University. He began teaching at Colorado State University in Fort Collins in 1938 and was Dean of Forestry for seventeen years and then taught again until retiring in 1981.

Clinton was an avid reader and considered knowledge his most valuable possession. His greatest pleasure was spending time in the Alpine region of the Rocky Mountains. He enjoyed traveling and recently traveled to Africa and the Galapagos Islands. He was a docent in the garden of the La Purisima Mission where he taught visitors about the various plants and how they were used. He was a member of the First Presbyterian Church in Lompoc.

Clinton is survived by his wife of eight years, Fern Mitchell Wasser of Lompoc, sons Allyn S. Wasser of Pueblo West, Colorado and Clinton W. Wasser of Colorado Springs, Colorado, his step children, Karl Hees of Hilo, Hawaii, John Hees of Oroville, California, Bill Hees of Chico, California, Judy Heywood of Kelseyville, California and James Mitchell of Moorpark, California, his sister Ruth Solomon of Nampa, Idaho and six grandchildren, nine great grandchildren and three great-great grandchildren. His first wife Lillian Quine Wasser, his son Edward Howard Wasser and his brother Allyn A. Wasser preceded him in death.

Clint was a founding member of the Society for Range Management, joining in 1948, and served as President in 1965. He was a Renner award recipient (1989), and co-authored the History of the Society for Range Management. He served the society in numerous capacities.

A memorial service was held on Saturday, December 6, 2008, at First Presbyterian Church of Lompoc. Cremation will be followed by internment in the Grandview Cemetery in Fort Collins, Colorado at a later date.

Memorial donations may be made to the Clint Wasser Scholarship. Mail donations to: Colorado State

University, College of Natural Resources, Office of the Dean, Ft. Collins, CO 80523-1401. Place a notation on the check denoting Clint Wasser Scholarship.

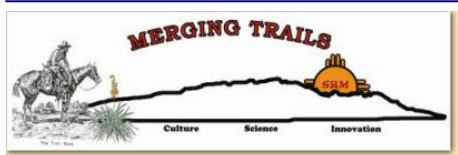
HELP IDENTIFY LOST RESOURCES!

At the SRM Memorial Breakfast, we will recognize those SRM members who have passed away in the last year. We need your help so that we do not overlook any of these people. Members who were active in SRM at the time of their passing are fairly easy to identify. However, there are many former SRM members who after years of active membership discontinued for various reasons. It is difficult for us to identify and recognize these people. That is where we need your help. In many instances only members of the same section will know of those that have passed on after dropping their SRM membership.

If you know of members or former active members who have died in the last year, please let us know. Do not worry about sending in a name that we might already have. We just want to make sure we recognize all of those valuable members and past members that we have lost in the last year.

Please send the names and section affiliation to Tom Bartlett, et101@zianet.com or call (575-649-2174).

Thank you in advance for contributing to this effort.



CALLING ALL RANGELAND PROFESSIONALS!

Upcoming Professionals of SRM Need a Few Minutes of Your Time!

62nd Annual Meeting Society for Range Management

<http://www.srmmeetings.org>

Career Development Workshops in Albuquerque 2009

SRM is planning to host a series of career development workshops during the upcoming annual meeting. All workshops will be one-half hour to two hours in length and will be offered concurrently with the 2009 Rangeland JOBFAIR on Sunday afternoon, February 8th, 2009. Check out http://www.rangelands.org/jobfair_workshops.shtml for further details!

We are in the process of recruiting top professionals from both the private and public sectors of rangeland management to provide a few minutes of their time to benefit the students and young professionals of the SRM membership at the following workshops:

The Future of the Rangeland Profession - February 8th; 1:00 - 2:00pm

We are looking for a few representatives from the full diversity of the SRM membership to participate!

The intent of this general session of the workshops is to set the stage as to what different sectors of the rangeland profession see as the future needs and trends for the profession. We are looking for representatives from the full diversity of the SRM membership, including professionals representing the federal agencies, universities, producers, consultants, and others within rangeland management (and other related professions), at all stages of their careers. Members of the Young Professional Conclave, Leadership Development Committee and the SRM executive are especially invited to play a role in this workshop.

You will be asked to take a few minutes to speak about your perspectives of the changing demographics of the profession, needed training for new professionals, how to establish credibility within the profession, and the types of job opportunities you see as being available in the future. We will also ask you to field questions from the participants related to any aspect of the profession for which they have concerns, need guidance, would like feedback on or are just plain curious. We hope for lively discussions!

Recruitment and Hiring within the Government Agencies - February 8th; 4:00pm - 5:00pm

We are looking for representatives from several Federal and State Agencies to participate!

Students and professors alike often ask "What are agencies looking for?" and "How does the agency hiring process work?" These are good questions and the agencies are very interested in the opportunity to address these questions. We are looking for Human Resource and/or Range Specialists from different agencies to explain the hiring process from vacancy search to selection. Details should be covered regarding registration with the different on-line application sites, inputting quality, easy-to-read resumes and tips for strong responses to the vacancy questions. Discussions may also include the OPM classification series specific to rangeland management positions and how to interpret mandatory qualification requirements.

We are also looking for land managers from different agencies to discuss desired attributes of highly qualified applicants. Good grades are important but field experience and communication skills are even more important. Managers may consider addressing: "What does a hiring official look for in a potential applicant?" and "What types of questions are typically used during interviews and why?"

The intent of this workshop is for interested participants to walk away with a good general knowledge of the agency hiring process, and perhaps remove some of the mystique and intimidation that may have previously surrounded it.

During this workshop we will also introduce the Agency Hiring-on-the-Spot program and discuss how this process will work at the SRM Annual Meetings in Albuquerque.

If you are interested in offering a few minutes of your time to speak at either of these workshops, please contact Linda Coates-Markle, BLM Liaison to SRM at 303-986-3309 or lcmarkle@rangelands.org.

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

2009 RANGELAND JOB FAIR

Sunday February 8th, 2009

10 am-6 pm

at the

62nd SRM Annual Meeting and Trade Show in Albuquerque, New Mexico

Just as rangelands are diverse, so are related careers. Just look at the SRM membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM will once again expand professional employment efforts at their 2009 Annual Meeting and Trade Show to be held at the Albuquerque Convention Center, Albuquerque, New Mexico.

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

2009 JOB FAIR

Our mission is to match prospective employers from the federal agencies, state and provincial governments, private industry, academia, and conservation organizations with the high caliber of educated and enthusiastic prospects from SRM membership. We also hope to recruit potential employers from non-traditional sources such as the military. Attendance at the joint meetings this year is expected to be between 1000-1500 people; 25 percent of which may be students and young professionals.

The job fair will involve a full day on Sunday February 8, 2009. Registered employers will be provided space (6-ft table) to display employment information, distribute vacancy announcements and interact with job seekers in a large exposition area. We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled activities, meetings and workshops. We do expect that all participants staff their tables/displays and be prepared to answer questions.

REGISTRATION FOR EMPLOYERS

To register for the **2009 RANGELAND JOB FAIR**, please print, complete and return the registration form that's available on-line. Registrations will be accepted on a first-come, first served basis, and space is limited. The deadline for receipt of all registrations is **Friday January 16, 2009**. On-site registration may be accepted, depending on available space, and will require payment of a \$100 late fee.

Program information is available on the SRM website at: <http://www.rangelands.org/jobfair.shtml> or please feel free to contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at: lcmarkle@rangelands.org and/or 303-986-3309.

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

American Deserts Success

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online evaluation survey for you to complete. Please follow the link below and enter your responses. Thank you!

http://www.surveymonkey.com/s.aspx?sm=9MAkIkeS6PTdVdVlg_2bu8UQ_3d_3d

The American Deserts program is very committed to the production of useable and solution-based end-products. The Plenary proceedings will synthesize the state of our knowledge on the interactions between wildfire, invasive species, and their role in altering fires regimes and plant community dynamics in North American deserts. The objective of the plenary session is to develop state-of-the-art synthesis papers based on what has been documented in the peer-reviewed literature. These synthesis articles will be submitted for a special issue of SRM's journal *Rangeland, Ecology and Management* scheduled for September-October 2009.

The primary goal of the workshop component of the conference was to facilitate communication and information sharing across desert, regional, and state boundaries and to further develop practical frameworks for managing exotic invasive plants and wildfires. The workshops were structured to identify funding sources, science needs and implementation strategies that could be distributed to policy makers and managers. The objectives for the workshops were to develop action plans derived from peer-reviewed synthesis papers from the Plenary Session and workshop-derived information.



Organizers and participants enjoyed a very successful symposium. L-R: Rob Roudabush, Bud Cribley, Linda Coates-Markle and John Tanaka

The synthesizers for each workshop have the responsibility to author a paper for submission to SRM's journal *Rangelands* (June 2009 issue) that will be in the form of an action plan/synthesis paper focused around responses from audience participation. Each action plan/synthesis paper will be based upon the most current science and the experience of land managers throughout the west, and intended to identify both gaps in knowledge and effective management strategies to curb the advance of invasive species and the expansion of wildfires that they fuel.

Filmmaker Mark Betancourt conducted interviews at the American Deserts conference as a preliminary basis for a short video about invasive plants and wildfire. He produced a 10-minute "call to action" video earlier this year about buffelgrass in the Sonoran desert and is

now looking to make a similar piece with broader scope on all American deserts and the invasive plants that threaten them. The buffelgrass video can be viewed at <http://www.youtube.com/watch?v=nQtIVzSrgZY>. For those that cannot view youtube, we have also provided a copy on the rangelands.org/deserts website. Mark was able to capture illuminating comments from many of the scientists and managers attending the conference as well as from other community members with stakes in the organized protection against mounting impacts of wildfires and invasive plants. Thank you to all who offered their time and insight in support of this video. These interviews will really help to illustrate how important these issues are and how these problems affect large scale areas extending beyond local communities. More information regarding the further development and production of this video will be forthcoming.

Many individuals have expressed an interest in an opportunity to view the presentations from the conference. The American Deserts website is currently being revamped to include this information. PowerPoint presentations and contact information for attendees have been added. Audio and video overlay will be added in time as well. Please remember to check <http://rangelands.org/deserts> often as information will be continually updated. Furthermore, if there are relevant

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From Sputnik to Sagebrush, Looking Back on a Historic Rangeland Career

An interview with Dr. E. Durant McArthur, Emeritus Scientist Grassland, Shrubland, and Desert Ecosystems, USDA Forest Service, Rocky Mountain Research Station, Shrub Sciences Laboratory, Recently Retired
Submitted by Cynthia McArthur, Forest Service Liaison to the Society for Range Management

How did your career with the Forest Service first begin?

After Sputnik, America placed a greater emphasis on science education and produced an abundance of young, market-ready, advanced degree scientists. The National Science Foundation had an internship program that would pay one-half of the intern's salary if a government agency would pay the other half. The Forest Service Research Organization (the old Intermountain Forest and Range Experiment Station with headquarters in Ogden, Utah) had interest in me but lacked adequate funding. With the advent of the NSF Intern Program, the Intermountain Station took a chance on me. After six months with the threat of a hiring freeze, they offered me a career job position which I eagerly accepted. I never looked back.

What role has SRM played in your career or personal development?

As a young plant cytogenetics scientist with a charge to work on public lands, I was introduced to the Utah Section of the Society for Range Management. When I met SRM members in the field it helped me marry science with management by examining science through the perspective of land managers. I also found personal fulfillment by meeting and working with people of diverse interests who were drawn together by a common belief in good land stewardship. I was taught and mentored by experienced colleagues who were interested in what I was doing, especially as I reciprocated with interest in their activities and concerns. SRM provided a collegial atmosphere with a stimulating matrix of viewpoints. By serving the Section and Parent Society, I was able to gain greater understanding of others viewpoints and work with many good hearted people.

You have worked on rangelands all over the world and with people of many different cultures. How have these experiences helped you be successful?

I have found that an interest in healthy landscapes transcends culture. So whether I was visiting others or they came to areas where I worked, this common interest drew us together so we could talk shop with our respective backgrounds and expertise. My firm belief is that collegiality and empathy go a long ways in bridging cultural differences.

What advice do you have for young range professionals or scientists just starting their careers?

I recommend that they not only immerse themselves in their work but that they are proactive in learning more about their colleague's needs and interests. In the case of scientists, I recommend that they pay particular attention to stakeholders interests. I believe that the passion that a professional has for his/her work is evident to all around them and will translate to good will. Professional organization like the Society for Range Management are key to meeting people of like minded interests, e.g., those who love the land and want to make it productive and whole.

In conclusion I submit empirical evidence that demonstrates why Durant remains our family's undefeated Trivia Pursuit Champion—I got this response when I asked how long sagebrush can live...

The oldest known sagebrushes are Wyoming big sagebrush in California's White Mountains at more that 200 years. A more typical life span for most sagebrush taxa would be 40-75 years. Sagebrush taxa usually reach maturity typical sizes for their particular taxa in about 10-15 years. Although you didn't ask, you may be interested that there are about 25 different taxa (species and subspecies of sagebrush). And, true sagebrush (the subgenus *Tridentatae* of *Artemisia*) are endemic to Western North America. There are however, many relatives of sagebrush usually called wormwoods around the world. In all there are about 400 species of *Artemisia*.



E. Durant McArthur - basin big sagebrush
CA 1985

The Importance of Attending Conferences

By Don Hunter, *Animal Science Monitor*, Issue 73

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

Submitted by Linda Coates-Markle, SRM BLM Liaison

In past issues of *The Animal Science Monitor*, we've discussed the importance of continuous training and education. Specifically, we've advocated that training should be viewed as an **investment** as opposed to a cost. As such, you should expect a reasonable return on that investment, both in the short term and over the long haul. The same principle applies to attending industry events like conferences and conventions.

Now that we're nearing the end of 2008, this is an excellent time to decide which events you—and/or members of your team—will attend next year. With the uncertain conditions that currently exist in the economy, you might be tempted to cut back (or cut out) your attendance at such events. While a more critical analysis of which events to attend is in order, completely eliminating them altogether could prove to be detrimental to your company's overall efforts in 2009.

While analyzing the events at which your company might be represented, those events fall into two distinct categories—those you will attend as the boss and those that the members of your team will attend. Keep in mind that in some cases, it might make sense for all of you to attend the same event. Regardless of the ones you choose to attend (and who goes) attending is important, mainly because of the many benefits it produces. These benefits are rooted in an increase in your company's productivity . . . in other words, a tangible return on your investment.

Benefits for you, the boss, as a result of both your attendance and the attendance of your team members:

- The opportunity to stay on top of industry trends and developments
- The chance to network extensively with other professionals and managers in the industry
- The opportunity to increase your base of knowledge, both as a manager and as a professional in the industry
- The chance to increase your value as a manager and employee through training and networking
- Increased retention of valuable employees

Benefits for the members of your team:

- The opportunity to stay on top of industry trends and developments
- The chance to network extensively with other professionals and colleagues
- The opportunity to increase their base of knowledge
- The opportunity to increase their value as an employee, as well as the chance to advance their career within the company
- The knowledge that their employer values them enough as an employee to invest in their development by sending them to industry events

The 'hidden' benefit

As you can see, most of the benefits for both you and the members of your team are the same. However, their cumulative effect results in yet another positive benefit, a "hidden" one, so to speak. This "hidden" benefit is that of greater overall **team chemistry**, which should never be underestimated. The importance of chemistry is illustrated by any team that has won a sports championship. In fact, players and coaches on such teams are often quoted as saying that chemistry was integral to their success.

Talent will only take you so far. However, for your employees to reach their full potential as a team, the creation and cultivation of chemistry is crucial. It brings out the best in all team members, magnifying their contributions both individually and collectively as a group. When employees attend conferences together, it allows them to build their chemistry more easily and accelerate their overall development as a team.



American Grassfed Association Grazing America ANNUAL CONFERENCE

February 5-7th, 2009

Lexington, Kentucky

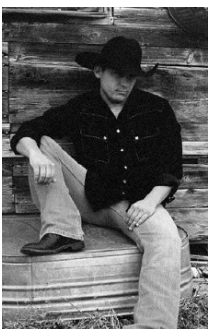
A complete conference schedule can be viewed at:

<http://www.americangrassfed.org/>

62nd Annual Meeting Entertainment

Tuesday Night Dance

If you have ever wondered what national recording artists do before the break into the 'big time'...the 2009 Annual Meeting is your chance to find out! Simon Balkey is in the midst of a transformation from local act to Nashville recording artist. For the last seven years, Simon and six of his closest friends have been lighting up stages across New Mexico, West Texas and Southern Colorado as the band *Wyld Country*. They plowed their way through the Southwest turning thousands of onlookers into fans, or as Simon says "friends!"



Simon plans to make the transition from "cover band" to recording artist over the 2009 calendar year. "My goal is to create the kind of music that people love to listen to but can also dance to. I love the honky-tonk scene and don't think I want to ever stray completely away from it. Concerts are awesome but when I think country music, two steppin' comes right along with it. I have a great bunch of guys with me and I can't wait for everybody to see what they can do."

Please join the 2009 Annual Meeting Committee and Simon Balkey for the Dance Tuesday night. You will enjoy it.

Wednesday Night President's Reception and Banquet



The Flying J Wranglers are famous throughout the southwest for their original western harmonies, instrumentals, and homespun comedy – talents they've showcased to over half a million visitors to their Alto, New Mexico ranch over the past 24 summer seasons.

Over the years, at the request of the State of New Mexico, the Wranglers have performed in Japan, Italy, and Germany, and have made guest appearances on the Grand Ole Opry in Nashville, TN and the Nashville Network.

As their legion of fans continues to expand, so have demands for year 'round *Wrangler* appearances. Their programs feature classic western and traditional melodies and the Wrangler's signature spoofs of contemporary songs. An evening with the Flying J Wranglers is filled with old time spirit - - an unforgettable gift for everyone.

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### American Deserts Success

(Continued from page 9)

links to information that you think others would be interested in, please feel free to send to John Tanaka ([jtanaka@rangelands.org](mailto:jtanaka@rangelands.org)) for posting on the American Deserts links page.

Writers from both the LA Times and the Associated Press were present in Reno and we are hopeful that a feature article, or two, in efforts to broaden and extend the awareness of wildfire and invasive issues, will develop as a result of their presence.

Finally, many of us who attended American Deserts in Reno consider this conference to be just the beginning of further professional development opportunities. Preliminary discussions have suggested the development of extension-related and/or SRM section-related regional take-it-to-the field workshops (under the auspices of CPED) to further explore implementation strategies with a focus on individual deserts and their needs. More information will be forthcoming!

Thank you again to all who contributed to the success of this program. A final special thank you to the American Deserts Executive Program Committee ([http://rangelands.org/deserts/American\\_Deserts\\_ExecCommittee.shtml](http://rangelands.org/deserts/American_Deserts_ExecCommittee.shtml)) whose dedication and support withstood the test of time and enabled the development and delivery of an outstanding program in only a very few short months. They are to be congratulated!!

## Call For Papers:

### Fourth National Conference On Grazing Lands

It may be 11 months away, but it is not too soon to begin making plans for the Fourth National Conference on Grazing Lands to be held Dec. 13-16, 2009 at John Ascuaga's Nugget Hotel & Casino near Reno.

The conference objective is "To Heighten Awareness of the Economic and Environmental Benefits of Grazing Lands," and its theme is "Grazing Lands – A Winning Hand."

How can you participate? Consider making a presentation about your own grazing experiences. A call for papers for the event is underway, and farmers and ranchers are especially encouraged to make presentations.

The conference is designed to provide a forum for discussions and exchange of information, technology transfer, identification of research and program needs, marketing of products, services, and other benefits of grazing. It will be organized into four "tracks," 1) western grazing lands, 2) central grazing lands, 3) eastern grazing lands, and 4) dairy grazing land management. The conference sponsors are accepting abstracts for oral and poster papers in the following categories within each track:

- Issues concerning the agricultural – urban interface.
- Successful "cutting edge" management technologies for grazing practices.
- Economic/marketing implications of grazing.
- Public Policy implications of grazing.
- The optimizing of grazing land health for environmental and social benefits.

Abstract submissions should indicate both the track and category where the abstract best fits. Farmers and ranchers are particularly encouraged to present. Poster boards will be provided for poster paper presenters.

The conference is being hosted by the Grazing Lands Conservation Initiative (GLCI), the Society for Range Management (SRM), and a number of other sponsoring organizations. The target audience includes producers, academics, consumers, government agency officials, conservationists, environmentalists, urban based resource interests, grazing land managers, landowners, and others interested in effective natural resources management.

All accepted papers and poster abstracts are eligible for publication in the conference proceedings. To submit your abstract, prepare a 400 word, or less, description of your presentation, and indicate oral or poster. Instructions for electronic abstract submission are available on the GLCI website, <http://www.glci.org>. Abstract deadline is May 1, 2009. It is preferred that abstracts be submitted electronically. If you cannot submit electronically, submit by fax or mail. Include your name, address, phone and fax numbers,

and e-mail address with your abstract and mail, fax or email to: John W. Peterson, 4NCGL Conference Manager, 9304 Lundy Court; Burke, VA 22015-3431;

P: 703-455-4387 or 6886, C: 703-505-1782

F: 703-455-6888, E: [jwpeterson@cox.net](mailto:jwpeterson@cox.net)

Notification of accepted abstracts will start in June 2009. If your oral abstract is accepted, the full paper is due September 1, 2009. Maximum length of final manuscripts is 6000 words, about 9 pages. Volunteer presenters are responsible for providing their own conference travel, registration and other expenses.

### What You Know

*(Continued from page 4)*

change every year, and failure to stay on top of them could prove to be disastrous in terms of your career.

### Who you know

I can't emphasize enough the role that networking plays in the growth and development of a healthy career. This is one of the most effective ways in which to expand your "sphere of opportunity." You never know which direction a conversation with a colleague will take. You might discover a great opportunity you never knew about simply because you struck up a conversation and took the time to network.

Of course, industry events are prime locations for networking. You can renew old acquaintances and also build new relationships with other people who share your interests or are also involved in your particular line of work. Here's the interesting part of the "who you know" equation. Who you know can also positively contribute to what you know. That's because although you can glean a great deal of knowledge from the formal training that occurs at conferences, the knowledge transfer that takes place in between and even after sessions is just as valuable, and in some cases, even more so.

### Now you know

Now that you know how attending industry events can increase your "sphere of opportunity," where do you stand in terms of 2009? Have you decided which events you'll be attending? Have you even decided if you're going to attend any at all? If not, what's your justification? It's not too late to make a commitment to accelerate your career through attendance at conferences and conventions in the coming year. Remember, you shouldn't be looking at this as a cost, but rather as an investment, one on which you should expect a reasonable return.



**\*\*\*\*\*REMINDER\*\*\*\*\***

**PAYMENT WITH FOREIGN CURRENCY**

Because of the high fees charged to convert foreign currency payments,  
**SRM can only accept payments made in US funds.**

If you are a member outside of the US, please make your payments either by:  
**Money Order (US funds only) - a check drawn on a US account (US funds only) - or  
a credit card.**

We apologize for any inconvenience this may cause.  
If you have any questions please call Lesley Radtke,  
303-986-3309 or email [LRadtke@rangelands.org](mailto:LRadtke@rangelands.org).

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

A ride in the Smokey Bear Hot Air Balloon  
will be in the silent auction.

One winner will be chosen.

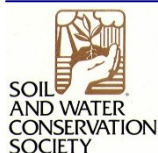
(Possibly 2 passengers, depending upon weight)

Launch date will be February 14 or 15, 2009

Smokey Bear Balloon Inc. is a non-profit corporation  
of volunteers dedicated to working  
with resource agencies to prevent  
unwanted wildfires.

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

Only 1 more month until the  
2009 Annual Meeting in  
Albuquerque, NM!  
Make your plans to attend  
now!  
<http://www.srmmeetings.org/>



## News Release

For Immediate Release  
December 3, 2008

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

**Jamestown, ND** – Mark your calendars for “**Conservation, Sustaining Our Future,**” a technical conference sponsored by the Soil and Water Conservation Society (SWCS) **Northern Plains Chapters**. The conference is scheduled to be held **February 18-20, 2009, at the Rushmore Plaza Holiday Inn, Rapid City, South Dakota**.

Join natural resource enthusiasts from Montana, Wyoming, Colorado, Nebraska and North and South Dakota to hear the latest on soil quality, water quality trading credits, energy and conservation. The conference kicks off on February 18 with presentations on a wide variety of energy and conservation topics. The day will conclude with “Dig It,” a new Smithsonian Display presentation, given by Dr. Gary Peterson of Colorado State University. February 19 will focus on soil and water quality and what that means to landowners as well as professionals. Concurrent sessions will be held on February 20 with topics such as: AFO/CAFO rule update, Pollinators, Carbon Credit Trading and Using Visual Simulations for Communicating Conservation just to name a few. A total of 17.5 Continuing Education Units are available for Certified Crop Advisors and a total of 11 Continuing Education Units are available from the Society for Range Management.

Bring items from within your area to support the silent auction. Proceeds from the auction will assist Northern Plains Chapters fund educational activities within their own chapter.

Registration for SWCS members is \$90 early/\$100 late registration. Registration for non-SWCS members is \$100 early/\$110 late registration. Student Registration is \$25. Registration is due February 4, 2009. A full agenda and registration form is available by logging on to the North Dakota SWCS website at <http://www.ndswcs.org> or by contacting any SWCS member within the Northern Plains Region.

A block of rooms is available at the Rushmore Plaza Holiday Inn by calling 605-348-4000 and asking for the SWCS group. Room reservations must be made by January 18 to ensure the special group rate.

The conference will also include a poster session. The deadline to submit posters is January 15, 2009. A complete listing of poster topics is available on the North Dakota SWCS Chapter website at <http://www.ndswcs.org> or by contacting Mike Collins at 701-320-5459.

SWCS chapters across the United States foster the science and art of natural resource conservation. The work of chapters targets conservation of soil, water, and related natural resources on working land—the land used to produce food, fiber, and other services that improve the quality of life people experience in rural and urban communities. Chapters work to discover, develop, implement, and constantly improve ways to use land that sustains its productive capacity and enhances the environment at the same time.

For further information on the “Conservation – Sustaining our Future” conference logon to the North Dakota SWCS Chapter website at <http://www.ndswcs.org> or contact any SWCS chapter located within the Northern Plains.

### Call for Posters - Northern Plains Technical Workshop

Rushmore Plaza Holiday Inn, Rapid City, SD  
February 18-20, 2009

**Posters should include one or more of the following topics:**

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

**Cost for Poster is free with one paid registration (up to two/registration) max size 4 ft x 6 ft - deadline: January 15, 2009**

Individuals attending conference will be students, producers, government agencies including state, federal and local, businesses, and consultants writing conservation plans, private lands conservation or installing BMP's.

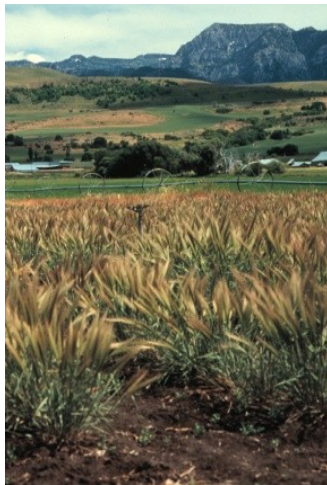
**Questions and submissions:**

Mike Collins at [mike.collins@nd.usda.gov](mailto:mike.collins@nd.usda.gov), PO Box 2096, Jamestown, ND 58402 or phone (701) 320-5459.

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

## Intermountain Native Plant Summit V

(first announcement)



sponsored by the Boise State University Dept. of Biology and the Agricultural Research Service, Logan, UT

OPEN TO THE PUBLIC AND FREE OF CHARGE

### **general sessions**

Tuesday to Thursday, March 24-26, 2009  
New Ballrooms  
Boise State University Student Union  
Boise, Idaho

**There is no registration fee, but advance pre-registration is preferred.**

Please contact Dale Nielson at [dale.nielson@ars.usda.gov](mailto:dale.nielson@ars.usda.gov) for more information.

### Poster Presentations

A limited number of poster-boards are available for display of research and plant material development work pertinent to Intermountain native plants. Please, no posters of a commercial nature.

Contact Dale at [dale.nielson@ars.usda.gov](mailto:dale.nielson@ars.usda.gov) with a title to reserve a poster-board slot.

Additional information will be available in future announcements.

## 2009 Ecology of Grazing Lands Systems Graduate Class

This multi-disciplinary, multi-institution graduate class is being offered **June 1-13, 2009**. The traveling class will start in Reno, Nevada and travel through California and Arizona visiting universities, commercial locations, ranches, farms, and other industries associated with grazing lands. The traveling class will end in Phoenix, Arizona. Credit for the course will be through their home university. Information is available online at:

<http://www.oznet.ksu.edu/grazinglandecology/>.

The course is coordinated through faculty at Virginia Tech University, Texas Tech University, University of Tennessee, University of Missouri, and Kansas State University. Course signup will begin in January. A fee is charged for each student to participate to cover transportation, meals, lodging, and other costs on the trip. Transportation to and from the course is the responsibility of the student. Funding to assist with transportation and other costs may be provided in part by other sources and the universities sending students.

For more information, contact:

Dr. John Fike, Virginia Tech ([jfike@vt.edu](mailto:jfike@vt.edu))

Dr. Carlos Villalobos, TTU ([c7jcv@ttacs.ttu.edu](mailto:c7jcv@ttacs.ttu.edu))

Kristin E Hales, TTU ([kristin.hales@ttu.edu](mailto:kristin.hales@ttu.edu))

Dr. John Waller, UT ([jwaller@utk.edu](mailto:jwaller@utk.edu))

Dr. Robert Kallenbach, UM ([KallenbachR@missouri.edu](mailto:KallenbachR@missouri.edu))

Dr. Paul Ohlenbusch, KSU ([ole7734@suddenlink.net](mailto:ole7734@suddenlink.net))

or visit the web site <http://www.oznet.ksu.edu/grazinglandecology/>.

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2009 Annual Conference of the Western Section of The Wildlife Society

January 21-24, 2009

Sheraton Grand Hotel - Sacramento, CA

The View from the Future: Wildlife Management Challenges and Opportunities of the Next 100 Years

Conference Theme and Plenary Session

How is the natural environment of California, Nevada, and Hawaii expected to change in the near future? Can we predict with any certainty how the effects of climate change and human population increase will affect wildlife stewardship in the Western Section's geographic area? What challenges and opportunities do young wildlife biologists face as they consider what the future will bring them?

The Conference Plenary session will bring together experts at forecasting environmental change to describe what the natural environment will look like over the next 100 years. Specifically, speakers will describe their predictions of how habitat conversion, water diversions, and climate change may affect wildlife and their habitat. Students and young professionals embarking on their careers will be asked to prospectively "reflect" on their future work and describe the questions, problems, and opportunities they think will drive wildlife management during their life.

The presentations and panel discussion will stimulate thinking and attempt to focus our collective efforts to identify and meet the most pressing wildlife management challenges of the near future. The plenary session will be held Thursday afternoon; conference speakers to be announced.

See complete details for this conference at <http://joomla.wildlife.org/Western/>.

****Immediately preceding the Wildlife Society Conference****

The California Native Plant Society will also be conducting a conference with several concurrent sessions.

Session topics can be viewed at:

http://www.cnps.org/cnps/conservation/conference/2009/papers_topics.php

NEWS RELEASE

DATE: December 8, 2008
ORGANIZATION: 2009 FOREST SERVICE REUNION
CONTACT PERSON: Diane Mullins, PR Chair
MontanaMullins@live.com
406.549.2091



Nearly a dozen committee members are working feverishly to plan the 2009 Forest Service Reunion's celebration scheduled to be held Sept. 7-11, 2009 in Missoula, MT. The 10-member team is planning an event to remember!

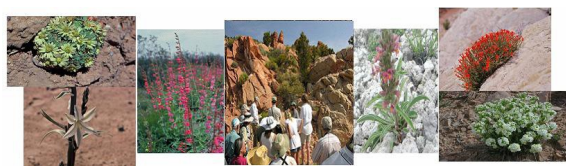
Located in the beautiful Northern Rocky Region, the celebration features educational and entertaining tours designed for fun and relaxation. Throughout the week, program activities include educational speakers, tours, banquets, breakout sessions, awards presentation and meetings with the Forest Service Leadership Team. So, mark your calendars, bring your cameras and call your friends because it's going to be quite the vacation.

The six-day celebration begins on Sunday with an historic tour to Grant Kohrs Historic Ranch and the Old State Prison. Monday ushers in the Nifty Fifties Main Street's classic car show and a social with live music and hors d'oeuvres. Participants can also stroll through the Silent Auction shop at the Reunion Store and visit the arena of Exhibitor Tables during their leisure time. Tuesday Tours features hunting for ghosts in at Garnett ghost town, taking a rafting trip down the Clark Fork River and dining leisurely aboard the riverboat cruise on Flathead Lake. There are a dozen tours to choose from – so, whatever suits your fancy - it's guaranteed you'll enjoy a wide variety of activities.

The Forest Service Reunion brings together a wide range of folks from all walks of life and many professions. Participants, young and old, frequently "run into somebody" they know from years gone by and find themselves extremely interested in catching up on the latest happenings at another branch office. Camaraderie plays a key role in reunion activities and attendee satisfaction.

You can e-mail the committee or track the committee's planning success on their new Web site located at: www.2009forestservicereunion.net. The celebration is open to all current and former employees and their special someone.

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



CALL FOR ABSTRACTS:

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

Please visit the Utah Native Plant Society home page (www.unps.org) and click on the link for the conference for detailed information, agenda, submit abstracts and register.

40% off registration for full time students!!

Monday March 16 – Pre-meeting mixer at the Commander's House (at Fort Douglas adjacent to the University campus) from 6-8pm where you can meet friends and colleagues who have also arrived early. Enjoy some appetizers and drinks while you get re-acquainted with new and old friends and colleagues.

Tuesday thru Thursday – Exciting speakers such as Noel Holmgren (Intermountain Flora author), Rob Gillies (climate change specialist), and Susan Meyer (USFS Shrub Laboratory) among others are just part of our exciting program.

Wednesday evening – Come view and discuss projects and research displayed during our evening poster session at the Officer's Club within Fort Douglas adjacent to the University campus. While posters are viewed and discussed, enjoy some dessert, drinks and great conversation.

Abstracts are now being accepted on the web page for this conference (DEADLINE January 8, 2009)
(link provided on the Utah Native Plant Society home page - www.unps.org)

Questions regarding this conference?

Please contact the UNPS Secretary - Mindy Wheeler at wheelermindy@yahoo.com or at 801-699-5459.

Position Announcements

UNIVERSITY OF CALIFORNIA COOPERATIVE EXTENSION

Livestock, Rangeland and Natural Resources Advisor #ACV 08-02

serving Tehama/Glenn/Colusa Counties (headquartered in Tehama County, Red Bluff, CA)

The UNIVERSITY OF CALIFORNIA, DIVISION OF AGRICULTURE AND NATURAL RESOURCES, COOPERATIVE EXTENSION is seeking an academic candidate to plan, conduct and coordinate a county-based extension program of education and applied research in watershed management and environmental quality, management of animal pests and diseases, rangeland and pasture weeds, livestock production, commodity quality and food safety, and the productivity and efficiency of agricultural systems in range and wildland areas. The Advisor will develop a program working collaboratively with ranchers and watershed landowners, public land management agencies and the public to address natural resource issues. Privately-owned oak woodlands and rangelands are an important component of watershed management in these three counties. The advisor will assess and evaluate clientele problems and needs for this UCCE program, establish priorities, design and implement research projects, analyze, interpret and report results.

Academic appointees in Cooperative Extension are responsible for performance in: extending knowledge and information; applied research and creative activity; professional competence and activity; and University and public service.

A Masters degree in natural resources, animal science, range management, ecology or watershed management, or closely related discipline, is required. The candidate should have a working knowledge of and familiarity with emerging issues in livestock and /or natural resource management. Field experience is highly desired, along with demonstrated familiarity in conducting research and educational programs. The following are required for this position: 1) Licensing as a State of California Certified Rangeland Manager (or the necessary training and experience to obtain such license within three to five years); 2) Acquisition of a California Qualified Applicators Certificate (within nine months from employment); 3) A background and criminal history check including fingerprinting clearance prior to hire.

Beginning salary will be in the UC Cooperative Extension Assistant Advisor rank, commensurate with applicable experience and education. The full position vacancy announcement and required academic application are available at <http://ucanr.org/cvr.joblisting> or email recruit08-02@uckac.edu. Complete packets must be received by March 6, 2009. Refer to position #ACV 08-02. AA/EOE

Position Announcements—continued



Research Ecologist

Announcement No: RA-09-0221

The U.S. Department of Agriculture (USDA), Agricultural Research Service (ARS), Range and Meadow Forage Management Research Unit in Burns, Oregon is currently seeking a Postdoctoral Research Associate (RA) to design and implement novel approaches for restoring disturbed and degraded shrub steppe communities threatened by annual grass invasion. Assignment involves designing and testing a framework that links plant functional traits to invasion resistance; developing decision support tools that integrates functional trait variation of native and introduced plant material with known species ecological requirements to advance the design of reseeding mixtures; and approaches to revegetate disturbed shrub steppe systems.

A Ph.D. in Plant Ecology, Restoration Ecology or a closely related field is required, as well as knowledge of field experimentation, experimental design, and statistics. Knowledge of plant-soil relationship, plant eco-physiological concepts and experience developing outreach material is desirable. Citizenship restrictions apply. Salary is commensurate with qualifications and experience; GS-11 salary range of \$54,494 to \$70,843 per annum.

For more information contact:

Dr. Jeremy James
USDA/ARS
67826-A Hwy 205
Burns, OR 97720
(541)573-8911
email: jeremy.james@ars.usda.gov

A comprehensive benefits package is available. Complete information and application procedures are available at our ARS website, www.ars.usda.gov. In addition to the application information requested at our website, please include with your cover letter reference contacts.

USDA/ARS is an equal opportunity employer and provider.

Upcoming Functions & Continuing Education Pre-Approved Courses

Date	Location	Title	Credit
Jan 3	Wray, CO	2009 Tri-State Cow/Calf Symposium http://www.csubeef.com/content/view/109/3/	2 CEUs
Jan 6	Douglas, AZ	2009 Malpai Borderlands Group Science Conference http://www.malpaiborderlandsgroup.org/	7 CEUs
Jan 7	Worland, WY	WY Rangeland Management 201 School www.wyorange.net/	6 CEUs
Jan 8-9	Lewiston, ID	5th Annual North Central ID Grazing Conference	6 CEUs
Jan 8-9	Albuquerque, NM	NM Section Annual Meeting http://agecon.nmsu.edu/nmsrm/	8 ttl (Th-5/F-3)
Jan 8-9	Chico, CA	4th Annual Summit-CRCC: Expanding the Rangeland Horizon www.carangeland.org	6 CEUs
Jan 11-15	Tallahassee, FL	Tall Timbers 24th Fire Ecology Conference http://www.talltimbers.org/FEconference/index.html	dependant on sessions attended
Jan 13-14	Sierra Vista, AZ	AZ Section Winter Meeting: Geological, Anthropological, Historical, & Climatic Influences on Arizona Rangelands http://www.rangelands.org/links_srm_sections.shtml	9 ttl (T-7W-2)
Jan 13-15	Billings, MT	MT Weed Control Assn 52ND Annual Conference http://www.mtweed.org/annualconference.html	13 max (per spec sessions)
Jan 14-15	Browns Valley, CA	Water Quality Range Pasture & Livestock Management Workshop & Tour http://groups.ucanr.org/sierrafoothill/	5 ttl (am-4/pm1)
Jan 15-16	Boise, ID	ID Section Annual Meeting: http://www.rangelands.org/links_srm_sections.shtml	4 CEUs
Jan 16	Red Bluff, CA	Water Quality Range Pasture & Livestock Management Workshop & Tour http://groups.ucanr.org/sierrafoothill/	4 CEUs
Jan 17-19	Sacramento, CA	CNPS 2009 Conference: Strategies & Solutions http://www.cnps.org/cnps/conservation/conference/2009/	16 max
Jan 20-21	Choteau, MT	Winter Grazing Seminar holbert@mt.gov	5 CEUs
Jan 24	Woodland, CA	Water Quality Range Pasture & Livestock Management Workshop & Tour http://groups.ucanr.org/sierrafoothill/	4 CEUs
Jan 29-30	Beatrice, NE	5th Annual Tallgrass Prairie Mgmt Seminar jarren.kuipers@nebraska.gov	4 CEUs
Jan 29	Stockton, CA	Water Quality Range Pasture & Livestock Management Workshop & Tour http://groups.ucanr.org/sierrafoothill/	4 CEUs
Jan 29-30	Wichita, KS	2nd Kansas Natural Resources Conference http://www.kansasnrc.com/	TBD
Feb 8-12	Albuquerque, NM	62nd Annual Meeting of the SRM Merging Trails: Culture, Science, and Innovation http://www.srmmeetings.org/	16 max
Feb 18-20	Rapid City, SD	SWCS Technical Conference: Conservation-Sustaining our Future http://www.ndswcs.org/News.htm	11 ttl (w-2/th-6/f-3)
Mar 16-20	Salt Lake City, UT	5th Southwest Rare Plant Conference-Changing Landscapes in the Southwest http://guest.cvent.com/EVENTS/Info/Summary.aspx?e=549fa0a2-ee97-4fab-81b4-288ff73aac78	TBD
Feb 7-11, 2010	Denver, CO	63rd Annual Meeting of the SRM Joint with the Weed Science Society of America (WSSA)	16 max
Feb 6-10, 2011	Billings, MT	64th Annual Meeting of the SRM	16 max

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

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

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**Important Reminder!**

Planning on taking the CPRM Exam at the 2009 Annual meeting in Albuquerque, NM?  
(Tuesday, February 10th - 8:00 am—Noon)

Please remember that you must have a PAID application on file with the headquarters office before you will be allowed to sit for the exam.

Please contact Vicky Trujillo with questions or for specific details.

[vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org) / 303-986-3309

**Members, don't forget to make sure we have a VALID E-MAIL address  
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10030 West 27th Avenue  
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Phone: 303-986-3309  
Fax: 303-986-3892  
E-mail: [info@rangelands.org](mailto:info@rangelands.org)



***Deadline for the February issue is January 15. Send material to Vicky Trujillo at [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org)***

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](mailto:vtrujillo@rangelands.org).