

RANGELAND NEWS

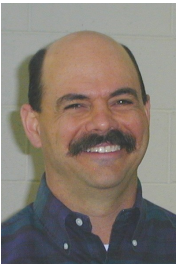


Society for Range Management

Volume 62 Number 7

July 2009

Dues and Don'ts Jack Alexander, SRM 2nd Vice-President



Thank you to SRM members for the opportunity to work with the Board and for SRM. My first topic in the newsletter introduces the new dues structure.

To get straight to the bottom line, we found a way to keep the price of a standard membership the same. A regular membership with an online subscription to *Rangelands* will remain \$85 per year, which is comparable to the current dues structure that provides a regular membership and online and hard copy subscription to *Rangelands* for \$85. The change is that at the \$85 level you will receive only an online copy of *Rangelands*. Hard copies of *Rangelands* will still be available for \$30 per year by subscription - a membership with a hard copy and online access will be \$100 per year. Additionally, a new more inexpensive level of membership will be available. This new dues structure will become effective January 1, 2010.

The primary reason that dues needed to be changed is that publication and mailing costs for *Rangelands* and *Rangeland Ecology and Management* have risen dramatically in recent years. SRM has insulated members from these increased costs by drawing upon income from the SRM Endowment Fund. Recent downturns in the investment market require that publications be self-sustaining.

The Board had 2 objectives when evaluating dues options: 1) make SRM sustainable by setting dues at a level that covers membership costs, 2) keep dues as affordable as possible. To meet these objectives, the Board developed a "cafeteria-style" dues structure to enable SRM members to select those membership services that they desire.

The new dues structure separates dues from subscriptions. By offering a "cafeteria plan" for memberships and subscriptions, members will be able to select a level of service to meet their needs. You will be able to select which

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Executive Vice President's Report Ken Johnson

Highlights of the 2009 Summer Board of Directors Meeting -
Wheat Ridge CO – June 4-5, 2009

Membership reporting

Monthly expired lists getting smaller;

Lists needed: (BOD) list of non-renewed members from 1/1/08, (Advisory Council/

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Executive Vice-President's Report

(Continued from page 1)

Sections) cumulative list of non-renewed from 1/1/09

Concerns:

- SRM becoming too academic-a disconnect between science and practice; need to find common ground; need for good sound science for application
- SRM members all on equal footing regardless of who they are or what they do; it is one of the strengths of SRM
- SRM must deliver value for membership; deliver better customer service for retention of members
- Approaching critical threshold of number of members; must retain members but also grow membership
- Agency interpretation of Ethics issues affects their ability to participate in professional societies
- Complaints regarding publishing in *REM & Rangelands* must be addressed
- Members belong to organizations that they believe are FIGHTING for their industry: we are not doing a good job of letting our members know what we are doing for them and rangelands; SRM taking a stance COULD cause issues with some members but at least it shows action
- **Must be more visible and utilize website and newsletter more; should put talking points up on website and reference it in the newsletter**

2010 AMPC Update

Will be no Banquet this year; costs are too high (around \$80); will host a "Taste of Colorado" type function at the Convention Center; cost will be much more affordable (around \$25); hoping for more participation than a banquet would draw

Also will be special functions going on before and after the annual meeting: Town & Country Field Day; a special Weed Symposium; possibly a Producers Forum and an Open Space workshop

Several Technical Tours have been identified: Lasater Ranch, Boulder County Open Space & Rocky Mountain National Park

Student tours will be scheduled as well (Ben Berlinger coordinating)

Social tours discussed are: Molly Brown House & the Denver Mint, as well as on your own tour suggestions for the area

Spouse Tour to the Brown Palace

Budget:

- Budget still being worked out, waiting on meal figures; based on 800 regular registrants & \$60,000 in sponsorship, meeting needs to net \$143,000 (\$15,000/section, \$128/HQ)
- **BOD needs to better communicate to Sections the dollar amount paid to SRM HQ to cover their costs, HQ/BOD should present AMPC with a business plan prior to budget planning so expectations & needs are clear**
- **AMPC Handbook needs to be updates (Ken working on); need to clarify budget needs, clean up and revise in the form of a business plan**

Allen Press Rangelands Contract

Revise language to state: SRM will solicit Sponsorships and all revenue will come directly to SRM; sponsorship amount should be more than page charges

We pay for 60 pages even if we don't use them; last issue was only 48 – paid for 12 pgs not utilized; need to fill the empty pages with something – feature articles on Commercial Members, publish letters sent to public leaders

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Dues and Don'ts

(Continued from page 1)

publications you receive, how you receive them, and what your membership costs. It is important to note that these changes do not eliminate any membership service; they simply change the costs and delivery methods for publications.

The Board also voted to create a new membership category at a reduced cost of \$70 per year for members who do not wish to receive *Rangelands*. These members will receive only the electronic version of the newsletter, *Rangeland News*.

The new annual membership dues structure will be:

Regular Membership	\$70
Emeritus	\$50
Apprentice Membership (must qualify)	\$50
Student Membership	\$25
Additional Family Member	\$35
Life Member	\$1500
Life Family	\$1750

The Board feels it is reasonable that publications now be separated from membership dues. We understand that receiving publications electronically may be a hardship for some. Therefore, both *Rangelands* and *REM* will be available as hardcopy with online access or online only. The critical point is that each subscription will now be sustainable. *REM* currently requires an additional subscription and will continue to do so.

The new annual subscription rates will be:

<i>Rangelands News</i>	\$0
<i>Rangelands Online</i>	\$15
<i>Rangelands Hard Copy and Online</i>	\$30
<i>REM Online</i>	\$45
<i>REM Hard Copy and Online</i>	\$75

Hard copies of *Rangeland News* will no longer be available to new members. SRM will continue to mail hard copies to existing members who have been receiving hard copies. We continue to ask those who can switch from hard copy to electronic copy to do so, printing and mailing hard copies of *Rangeland News* costs SRM about \$7500 per year.

The Board has also discussed, but not yet addressed; International, Commercial and Institutional Membership types. International Membership will require a bylaw

change and vote of the membership. You will be receiving information on this at a later date. The Membership Task Force has made several suggestions regarding commercial memberships. The most notable suggestion was to add categories for small business and ranches. The Board and Membership Task Force would appreciate your input on what you would like SRM to do for Commercial and Institutional members. What values should SRM offer to these members and what should these memberships cost?

Direction of SRM

The second topic I would like to cover is even more important. For the 26 years I have been in SRM, I have heard complaints and comments that SRM is becoming too academically focused and is dwindling in practical application of technical knowledge. There are complaints that there is too much science - not enough art and a lack of information and value to producers and practitioners. I have been listening to these concerns and working with the Board and Membership Task Force to address them. What we need to know is what specific actions you would like to see that are different. Do there need to be changes to the annual meetings? Does *Rangelands* need to change? How can SRM better serve practitioners? If you think everything is going great, let me know that too. Without feedback and input, we cannot make the improvements we need to make SRM better.

What is it that you would like to see SRM do differently? Please call me (406-388-9378) or email me (jack@countgrass.com) with your input and complaints. I am committed to addressing this issue.



ARIZONA
2009
Summer Meeting

Arizona Section
2009 Summer Meeting

Payson, Arizona
July 22-24, 2009

"Lessons Learned to Mitigate Future Catastrophic Fire Impacts on Arizona Rangelands"

Details and Registration at:
<http://azrangelands.org/>

Executive Vice-President's Report

(Continued from page 2)

Policy Change for IRS Form 990

Motion that EVP adopt Boiler Plate items 1, 2, 3 (Whistle Blower Policy. Nonprofit Organization Conflict of Interest Policy & Document Retention & Destruction Policy) to meet the needs of SRM, include in Employee Handbook, and forward to the BOD (**Alexander**)

2nd (Wyman) Motion carried

International Membership & Bylaw Change

International Membership category was never added to the bylaws; change to bylaws requires a vote of the membership.

Motion to direct EVP to proceed with vote to add International Membership category to bylaws; proceed expeditiously and cost effectively (**Mosley**)

2nd (Fox) Motion carried

CPED

Only one project on the schedule: Nevada Section, Wild Horses & Burros; Still a possibility to do ESD workshops for agencies. Is CPED profit structure unequal?

Need to communicate to sections the importance of CPED involvement.

Position Statements

Need to be developed for: Climate Change, Western Energy Development; appropriate committees should develop, and then go to Public Affairs for review. Must be careful to develop and present based on proven science

Motion to direct Public Affairs Committee to develop position statements on Climate Change and Western Energy Development (**Mosley**)

2nd (Fox) Motion carried

Membership Task Force

Jim Thorpe Co-Chair; formed 5 years ago; approximately 20 members

Draft of a marketing plan, 80+ pages of ideas not yet implemented: add membership levels increase interest; determine "class" of members & how to market to them to increase numbers; set objectives then show value to recruit
Need to have better DC presence, demonstrate that SRM is THE go-to organization for rangeland information; need to get our information out more effectively both in DC and to other like-organizations; need to know what is going on that will effect rangelands BEFORE decisions are made on the Hill

Motion to hire Jess Peterson (\$10,000), Western Skies Strategies, as a consultant to begin August 1, 2009 (**Wyman**)

2nd (Pluhar) Motion Passed (BOD to set standards by which to measure performance)

BLM Liaison Report

Has been directed to complete post by September 2010; BLM will replace when she leaves

On-The-Spot Hiring (OTS): There are approximately 314, 454 series positions within BLM; OTS has brought in over 50, 95 % retention; 80-90 applications in Albuquerque – filled all 40 positions; additional hires have come from that pool after the fact; anticipate ever bigger program for 2010 meeting; working on online process for advance review of applications; BLM using SRM's OTS program as template– valuable recruiting tool for SRM

Hope on the Range DVD: Targeting un-informed public via PBS type stations; need to tell the story in a way the common person can understand and relate to

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Executive Vice-President's Report

(Continued from page 4)

Humboldt State University

Range program being recommended to close; one of only two programs on the West Coast (other is OSU); Provost thinks program is too expensive-wants to completely restructure; many letters of support for the program but the Provost not interested in anything other than making it more cost effective; OSU may be in the same situation soon

Membership Dues

See Jack's article on Page 1.

CAST & RNRF memberships

Cost to be member prohibitive; recommend not to rejoin CAST & drop from RNRF; little benefit from either respective to cost; better to be in coalition with other like organizations

Motion to drop RNRF membership and not rejoin CAST (Wyman)

2nd (Pluhar) Motion Carried

Section Calendar

Assigned BOD attendance to known section meetings

Teaming With Wildlife

Request from Wildlife Habitat Committee-does SRM want to become signator as cooperating entity with Teaming With Wildlife; BOD sees no reason not to join but need to review advocacy guidelines to be sure we are in compliance

SRM Symposiums & Proceedings

Ability now to place electronic versions on website (Mike Ralphs).

BOD needs to give more guidance to AMPC via the Handbook; need to improve sections of the Handbook to provide better structure; Ken is currently working on updating the Handbook

Membership Brochure

Requested a quote for reprint of current brochure as well as a redesigned brochure; target population has changed so brochure is not effective anymore; need to be able to track where new members come from

Jack will put together an example of a 2-sided membership recruitment card

DC Trip

Handed out Wildfire and Invasive Plants in American Deserts flyer; will be a write up in the June *Rangelands News*

Rangelands

There will be a June issue – American Deserts – but it will be late



Gary Voogt NCBA President with SRM EVP Ken Johnson at the AFCG Conference Tour in Michigan



OFFICE OF THE SECRETARY
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News Release

Secretary Salazar Lauds President's Intention to Nominate Bob Abbey for Director of the Bureau of Land Management

Interior News - June 9, 2009

WASHINGTON, D.C. – Secretary of the Interior Ken Salazar today praised President Obama's announcement that he intends to nominate Bob Abbey, a veteran public land policy leader and chief architect of the Great Basin Restoration Initiative, as Director of the Bureau of Land Management.

"Through his decades of public service, Bob Abbey has shown again and again that he is the consummate professional natural resource manager," Secretary Salazar said. "His dedication to our country's National System of Public Lands and his commitment to building partnerships make him an ideal choice to lead one of the most complex federal land managing agencies."

Abbey has more than 32 years in public service, working with state and federal land management agencies before retiring from the federal government in July 2005.

He served eight years as the Nevada State Director for the U. S. Bureau of Land Management, providing direction and oversight for 48 million acres of public land managed by the bureau in the state. He oversaw a staff of 700 employees in eight field offices and the state office and managed an annual operating budget of \$51 million.

From 1999 through 2005, Abbey was the chairman of the Executive Committee for the implementation of the Southern Nevada Public Lands Management Act and oversaw the allocation of more than \$1.5 billion in funds for resource management and environmental projects within the state.

During his federal career, Abbey was the principal Bureau of Land Management proponent for the Great Basin Restoration Initiative, testifying before congressional committees and working with both the BLM director and the Secretary of the Interior to elevate the status and funding levels for restoration activities in the Great Basin.

Most recently, Abbey was a partner in a private consultant firm called Abbey, Stubbs, & Ford, LLC with offices in Las Vegas and Reno Nevada. He also continued his advocacy within the private sector as a member of the University of Nevada College of Agriculture Dean's Advisory Committee and as a board member on several statewide and national non-profit organizations.

Abbey earned numerous performance awards during his career, including the prestigious Secretary of the Interior's Executive Leadership Award in 2004.

That same year he was recognized by the U.S. Senate with a certificate of commendation for his work on behalf of the Great Basin.

Abbey is a graduate of the University of Southern Mississippi where he earned a Bachelor of Science degree. He and his wife Linda have been married for 32 years and currently reside in Reno, Nevada. They have one daughter, Leigh.

National Range Judging Contest

The 58th National Range Judging Contest was held in Oklahoma City May 5-7, 2009 in conjunction with the National Land and Homesite Judging Contests. Contestants from all corners of the nation converged to compete for national honors. The exciting awards ceremony held at the National Cowboy and Western Heritage Museum was the highlight of the three day event as the winners were awarded for their hard work and dedication.

The Society for Range Management presents the National Champion teams in the FFA and the 4-H divisions, as well as their coaches, and also the high individuals in each division with a jacket. The competition for this award has become increasingly tougher with each contest.

This year, the Roland FFA, Roland, Oklahoma chapter won the FFA team competition, and Tanner Vaughan, Oklahoma Union FFA, South Coffeyville, Oklahoma took the first place individual FFA award. The Haakon/Jackson 4-H Club, Kadoka, South Dakota won the 4-H team category, and Brady Gifford, Pleasant Hope 4-H Club, Pleasant Hope, Missouri placed first in the individual category. The outcome of all the participants and other information about the contest may be viewed at <http://www.rangejudging.com/>.



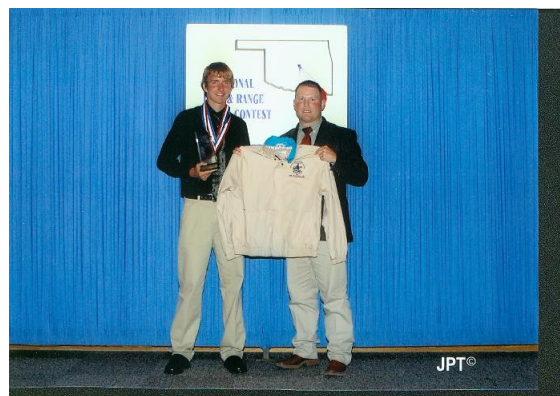
Roland FFA Team, Roland, OK (l to r) Coach M. L. Lockwood, Colby Williamson, Blake Flurry, Colton Reed, Jacob Nall, unknown. Presenting the award on behalf of SRM President Don Kirby is Chan Glidewell, President of the Oklahoma Section SRM. *Photo and copyright permissions courtesy of JPT Photography.*



Haakon/Jackson 4-H Club, Kadoka, SD (l to r) Amber Knutson, Ben Stout, Mick Trask, Michael Herber, Coach Brandy Knutson. Presenting the award on behalf of SRM President Don Kirby is Chan Glidewell, President of the Oklahoma Section SRM. *Photo and copyright permissions courtesy of JPT Photography.*



Tanner Vaughan from the Oklahoma Union FFA Chapter, South Coffeyville, OK was the high individual for the FFA division. Presenting the award on behalf of SRM President Don Kirby is Chan Glidewell, President of the Oklahoma Section SRM. *Photo and copyright permissions courtesy of JPT Photography.*



Brady Gifford from the Pleasant Hope 4-H Club, Pleasant Hope, MO was the high individual for the 4-H division. Presenting the award on behalf of SRM President Don Kirby is Chan Glidewell, President of the Oklahoma Section SRM. *Photo and copyright permissions courtesy of JPT Photography.*

President's Quarterly Report by Don Kirby, SRM President

Honestly, I had planned on writing monthly summaries to inform you of the doings of the EVP, Executive Committee, Board of Directors (BOD), Advisory Council, and Committees. I won't even start this with an apology just that my day jobs got in the way of my writing. I'm sure you know how, when, and why this happens. Therefore, this is my first quarterly report for 2009. What I'll report are the highlights as I see them. Many have been reported previously in the BOD minutes (which you probably did not read), or lead articles in Rangeland News (which you may have somewhat skimmed), or in the monthly EVP report (skimmed at best again). Read on to see if you're getting your money's worth.

First, I'll start with outcomes from our February, March, and April BOD meetings and conference calls. Let me say that the meetings can sometimes be quite spirited! What would you expect when you elect nine leaders accustomed to making independent decisions and then having discussions and compromise? Fortunately, we also have Ken Johnson, Executive Vice President, present as a steadying influence.

A major topic of discussion has been membership. Membership numbers have been down and we've had major problems implementing the new membership software that was purchased in 2008. Decisions were made to: 1) hire Ann Tanaka as an IT specialist to resolve the software problems; 2) have the President (me) write personal letters to over 700 members that expired and did not renew in 2008-2009; and 3) email the list of non-renewals monthly to the BOD, Advisory Council, and Section Presidents so that personal contact can be made. The outcome of these decisions was that after several weeks of hair pulling and probably a few words I can't print, Ann Tanaka has gotten the reporting from the new software up and running. The membership lists should now be up-to-date and the software should maintain this database accurately and efficiently. Way to go Ann!! I signed and mailed over 700 personal letters extolling the benefits of SRM membership and, not surprisingly, we have received 107 renewals to date. Section Membership expired lists have gotten considerably smaller. For example, the Northern Great Plains expired members list for March was over 30, while the last list was just 5.

That's right, only 5 and I know 3 of them and have contacted them personally as friends. Membership had dipped below 3000 but stands at 3250 this month.

Rangelands magazine is an ongoing topic of BOD discussion. This is a valued member service and the BOD wants to maintain it this way. However, it seems that the printing and mailing costs exceed that portion of the membership dues designated towards this service, plus the sponsorships and advertising revenues. No decision has been made to date but discussions have included: consideration of a dues increase; requesting that members receive the magazine on-line only (\$7 annual savings/member); increase sponsorship/advertisement rates; implement a new dues structure to incorporate a subscription fee for *Rangelands* such as that for *REM*; or a combination of the above. Stay tuned for more of this issue.

The SRM has many committees including seven Administrative committees. All the committees are listed under the Committees tab on the SRM website. Of the seven Administrative Committees, the newest is the Endowment Fund Development Committee (formerly the Endowment Fund Board of Governors). The BOD approved their Handbook in February. This arrangement will support stronger ties to the BOD as well as increase the visibility and mission of the newest committee. In addition, the Accreditation Committee Handbook was revised and approved by the BOD improving the clarity of standards for range accreditation by universities and colleges, particularly those being part of a larger merged unit (e.g. range and forestry, or range and wildlife).

As you are aware, SRM is the voice for rangelands. To that end, the BOD and EVP have been active in writing responses or partnering with other agencies and organizations on various public policy issues affecting

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WORKING LANDSCAPES

**63rd Annual Meeting of the SRM
and the 50th Annual Meeting of the WSSA**

Denver, Colorado February 7-11, 2010
<http://www.rangelands.org/denver2010>

President's Quarterly Report

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rangelands. We wrote a response and partnered with the Weed Science Society of America (WSSA) urging the EPA to maintain **2, 4-D** as an approved herbicide. We also wrote a response and partnered with numerous organizations describing the possible long-term negative effects on rangelands from the proposed **House Bill 1018-Restoring Our American Mustangs Act**. We sent a letter congratulating David White on being named the Chief of the USDA, NRCS and invited Secretary of the Interior, Ken Salazar, to be the keynote speaker at the joint SRM-WSSA annual meeting in Denver, February 7-11, 2010. We also were a sponsor of BLM's "Hope on the Range" video. Amongst these letters and responses, we link to 88 partner and affiliated organizations and counting. To see this list of partners check out the Links, then the Partner and Affiliations tabs on the homepage of the SRM website.

To end this report I'd like to refer you to the Washington, DC report in last month's Rangeland News. The trip was a spring whirlwind tour by the Executive Committee, the EVP, and our two liaisons (BLM and USFS), and has some favorable outcomes for SRM. If you go back to last month's report you will see a reference to the "Talking Points" we presented to the Department and Agency leaderships. The range leadership in our Capitol, regardless of agency, has been very helpful to us in targeting these "Talking Points" for each of our visits. A big thank you goes out to our DC range leaders. These "Talking Points" were inadvertently omitted from the printed version of last month's report. They are:

Building the Workforce of the Future

The Society for Range Management has been implementing a strategy to recruit, develop, and retain the best and brightest rangeland professionals. The strategy includes:

- Federal liaison positions with the Bureau of Land Management and the USDA Forest Service to further the missions of each of the organizations and collaborate in on-the-spot hiring, training programs, shared information, and leadership development.
- Hosting, in partnership with federal natural resource agencies, an annual on-the-spot hiring event and

career fair during the annual international meeting to bring together a diverse and highly qualified candidate pool for agency consideration and hiring.

- Promoting a Center for Professional Education and Development (CPED) to conduct regional and local field-based training sessions on a variety of natural resource topics to reduce travels costs and training time of participants. Center activities are designed to: promote leadership training for early and mid-career professionals; build bridges in communication; discuss and develop management concepts; provide networking opportunities; and improve the working relationships across educational, occupational, and membership borders.
- Certification of professionals in rangeland management to ensure that they meet minimum educational requirements and have shown, through experience, that they can apply that education. SRM also requires continuing education to maintain this professional certification.

Cooperative Conservation Opportunities

- SRM is concerned with how a changing climate will affect rangelands and their many uses and products, and how proper rangeland management can mitigate these effects. SRM has published a special issue of *Rangelands* and an issue paper focusing on climate change, and co-sponsored a workshop with the USDA-Agricultural Research Service (ARS) on climate change.
- SRM believes that Ecological Site Descriptions (ESDs) will become an effective management tool on rangelands and that soil surveys must be completed nationwide.
- SRM promotes a national inventory of rangeland resources and is a member of the Sustainable Rangelands Roundtable.
- SRM has actively participated in cooperation with universities, agencies, and NGO's to advance the ecological, economic, and social aspects of sustain-

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President's Quarterly Report

(Continued from page 9)

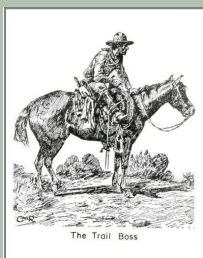
ability metrics and supports the development of a national assessment report on rangelands.

- SRM fully supports the USDA Natural Resources Conservation Service's Conservation Effects Assessment Project (CEAP) for the nation's private agricultural lands.

Professional Membership and Society Participation

- SRM believes that federal employees should be members and active participants in professional societies. We believe that the continuing education, networking, and serving in leadership roles in those societies will be beneficial to the society, to the agency, and to the profession.
- Ethics rules, and travel and training constraints, need to be examined and adjusted to allow full participation in professional societies and their missions.
- The mission of SRM is to promote the professional development and continuing education of members and the public, and the stewardship of rangeland resources. We believe this is also central to the primary missions of the federal agencies and their employees.

That is plenty for now but I will have more for you in the near future. This is definitely not the end of the story!



Board of Directors Monthly Meeting Notice

The Board's monthly conference call is the **1st Tuesday** of each month at 11:00 am MDT.

The next BOD call will be August 4, 2009.

Your 2009 Board of Directors:
President: Don Kirby, ND
Vice President: Jeff Mosley, MT
2nd Vice President: Jack Alexander, MT

Directors:
Bruce Fox, MT
Larry Howery, AZ
Richard Orr, NV
Jenny Pluhar, TX
Charles Hart, TX
Sandy Wyman, OR



Online *Rangelands* and *REM*:

Your subscriptions to *Rangelands* and *REM* have recently been updated. You will need to login with your **Customer Number** and **Last Name**. If you have trouble logging in, please double check that the **Customer Number** you are using is your **Current Customer Number**. This information is available in your Member's Area under your name on the My Information page or call the office at (303) 986-3309 and we will be happy to help you.



WORKING LANDSCAPES *Providing for the Future*

**63rd Annual Meeting of the Society for Range Management
and the 50th Annual Meeting of the Weed Science Society of America**
Sheraton Denver Hotel
Denver, Colorado
February 7-11, 2010

CALL FOR PAPER AND POSTER ABSTRACTS

This is the first announcement and call for papers and posters for the joint meeting of the Society for Range Management and the Weed Science Society of America, 7-11 February 2010 in Denver, Colorado. The theme of the meeting is "Working Landscapes". Technical and poster sessions will present timely information concerning the diversity of disciplines and issues represented by both societies. Papers will address these issues from both science and management perspectives. We welcome submission of papers and posters applicable at all levels, from local to international.

DEADLINE - Abstracts for volunteer oral and poster papers, organized oral sessions, and symposia are to be electronically submitted no later than **1 September 2009** via www.rangelands.org/denver2010/. This site can be accessed through the WSSA webpage.

Detailed criteria and instructions for submitting abstracts and their presentation are found on the web site.

PAPER PRESENTATION INFORMATION - Volunteer papers will be presented within a 20-minute schedule; to allow for questions, you should plan to present your paper in 15 minutes. Concurrent sessions dictate that the time schedule be strictly followed. Papers and posters report the results of completed research or other substantive information. Technical sessions to which abstracts shall be submitted are posted on www.rangelands.org/denver2010/. PowerPoint will be used exclusively to project visual aids for all oral presentations. A Windows PC laptop computer and projector will be provided for each session. Presentations may be forwarded to the Section Chair prior to the meeting for pre-loading or directly uploaded from a memory stick in the hour prior to the Section itself.

SYMPOSIA, WORKSHOPS AND ORGANIZED ORAL SESSIONS - Symposia, workshops, and organized oral sessions are by invitation (see www.rangelands.org/denver2010/). Deadlines and procedures for preparing and submitting abstracts are the same as for volunteer papers.

POSTERS - One board 48 x 48 inches will be provided for each poster paper, one board per paper. Because of cost and logistics, it will not be possible to provide electrical connections, telephone lines for computer connections, or video equipment for posters.

For questions please contact Dennis Child (970-491-3316) dennisc@warnercnr.colostate.edu, or Wun Chao (701-239-1256) wun.chao@ars.usda.gov, Abstract Committee Co-chairs

Choosing the Right Size of Organization

(By Don Hunter, As reported in *Animal Science Monitor: Issue 85 - July 7, 2009*)

Submitted by Linda Coates-Markle, SRM BLM Liaison

In this article, I'd like to explore the factors involved in choosing the right size of organization to work for. As you might imagine, there are quite a few factors to consider when comparing the pros and cons of working at smaller companies versus larger ones. They should all be included when analyzing and then deciding which situation would work best for you.

Identifying the criteria

While many people, especially fresh graduates, might gravitate more toward the larger, Fortune 500 organizations, it might be a mistake to overlook smaller companies and what they have to offer. Below is a breakdown of five criteria involved in the decision-making process.

Resources - As expected, larger companies hold the edge in this department. They do so not only in terms of money, but also equipment. Since they can usually afford the most up-to-date equipment, their employees enjoy the privilege of working with it. This is typically not the case with smaller companies.

Growth and development opportunities - Working at a smaller company could give you the chance to wear many hats, allowing you to learn new skill sets and acquire additional knowledge. At a larger organization, where roles are more clearly defined, growth opportunities might take the form of special training classes (paid for by the company).

Salary/compensation - As with resources, larger companies have deeper pockets to pay out more in salary, compensation, and benefits. However, smaller companies can often compete with the big boys. Other advantages they offer are more timely raises and a more flexible schedule.

Pace - This is one aspect that many people don't consider enough (or at all). Work at a smaller company usually transpires at a faster pace than a larger one, sometimes out of necessity more than anything. On the other hand, processes at a larger company are slower and more deliberate. So that makes the pace at which you enjoy working quite important.

Recognition - Those who crave recognition (and crave it on a consistent basis) may find employment at a smaller company more palatable. That's because the close-knit nature of the organization is more conducive to a company culture where both formal and informal recognition is an integral part of employee retention efforts.

The key is knowing what you want

You might not be surprised to know that the key to choosing the right size of organization is knowing what you want in terms of your employment and your career. Knowing what's important to you is a major step in deciding if you'd like to work for a larger company or a smaller one. As you can see, each one has its pros and cons.

If you haven't already done so, make a list of your career goals and priorities. What are the things you want to accomplish and in what time frame do you want to accomplish them? How much do you value advancement up the corporate ladder? How important is skill development and training? What role does compensation play in your decision?

All of these areas should be explored and documented. Doing so will ultimately help you to choose the right size of organization, and ultimately, the right fit in terms of your next employer.

If you have any questions about this topic, please send me an email at don@bayresourcegroup.com. And if you're currently engaged a job search or are interested in advancing the scope of your career, be sure to send me your resume. I'd be happy to discuss your career goals and ambitions, including ways in which I can help you to achieve them. Any exchange of information, including resumes, will be kept in total confidence and handled in a discreet fashion.



News Release

For Immediate Release

Contacts: Anita Brown, (530) 792-5644

Liz Warner (775) 857-8500x105

Grazing Lands Conservation Initiative Bets on Western Venue to Link Ranchers and Conservationists

DAVIS, Calif., April 30, 2009—Grazing lands make up between two-thirds and three-fourths of the national land base. The wise management of these lands has environmental and economic implications that exceed common perception or understanding, says Bob Drake, Chairman of the Grazing Lands Conservation Initiative (GLCI). “Any serious student or practitioner of conservation, land use or ecosystem management cannot reasonably ignore the importance of grazing lands,” Drake says. “The sheer quantity of land involved demands a serious dialogue among ranchers, conservationists, educators, environmentalists, economists, government agencies and land managers. We need to share our understanding of the theory and practical application of grazing land functions and opportunities.”

Increasingly such a dialogue is important not only for the continued viability of ranchers but also for the well being of watersheds and communities who rely on these lands for hunting, open space, groundwater recharge, hiking, habitat for both common and endangered species of plants and wildlife, recreational opportunities, carbon sequestration and energy collection.

The Grazing Lands Conservation Initiative is hosting a forum to facilitate just such a dialogue. On December 13-16, 2009, GLCI will host its 4th national conference in Reno, NV, intended to facilitate the exchange of information on successful “cutting edge” grazing management technologies—especially those with environmental and/or social benefits, applied research on grazing lands, public policy implications of grazing, issues related to the agricultural-urban interface, and the economic and marketing implications of grazing.

One thing that sets GLCI apart from other conferences is its focus on ranchers as presenters. “We know experts come from academia, government, and the non-profit world and we welcome them all, but we also look for the “cowboy expert” who has gained his—or her—expertise through long hours with livestock and first-hand exposure to all sorts of elements—natural, economic and political,” says Drake.

In conjunction with hosting the conference in Reno, GLCI in 2009 will give increased focus to western grazing issues. However, the conference will continue its past format of providing information along four “tracks” that will also include Eastern, Midwestern and dairy grazing issues. Some of the issues to be highlighted include the value of rotational grazing and of riparian habitat, carbon sequestration, and the flexibility within grazing systems.

Information on registration and/or exhibitor opportunities is at www.glci.org. GLCI is accepting abstracts for papers and posters to be presented at the December conference until May 1, 2009. Early bird registration of \$260 is available through Oct. 1, 2009.



SRM NEEDS YOUR E-MAIL!

If you have a new email address, please login and update your [online information](#)

or contact Karen Johnson, Karen@rangelands.org, for assistance.

Nominations for Society for Range Management Officers Sought

Do you know an SRM member who has leadership skills, a keen interest in working for the common benefit of all, and a dedication to sustainable rangelands and the advancement of the Society for Range Management? If so, the SRM Nominations Committee needs to hear from you. The SRM Nominating Committee is seeking nominations for the office of Second Vice President and for the Board of Directors (two positions) to be filled beginning in 2010. Nominations are sought from SRM members, Committees, and Sections. A total of six candidates, two for 2nd Vice President and four for two Director positions, will be selected from the list of nominees submitted.

Members or Sections who wish to put forth a nomination should submit for each nominee:
Nominee's full name, address, phone number, and email, and the office for which they are being nominated

- 2-page (maximum) biographical sketch highlighting the nominee's qualifications (including education, employment, professional emphasis, SRM and other activities, and honors, awards, and recognitions)
- ½-page (maximum) statement of why the nominee wants to serve as an SRM officer at this time (including nominee's qualities, skills, and passions)
- A cover letter with:
 - ◇ A statement from the nominee consenting to the nomination and asserting his/her willingness to serve
 - ◇ Evidence that the nominee's Section, if applicable, has been notified of the nomination (this could include copying the Section on the nomination or a note from the Section acknowledging awareness of and/or support for the nomination). Additional materials, such as letters of support, will not be considered by the Nominating Committee.
 - ◇ **Members may nominate themselves or other SRM members.**

The Nominating Committee will interview nominees during its meeting at the SRM Annual Meeting. Nominees are encouraged to be available and participate in these interviews. If a nominee cannot participate in the interview process, a conference call may be arranged in lieu of a personal interview.

The Nominating Committee will consider the following criteria in selecting candidates from the nominee pool:

- 1) leadership skills and ability;
- 2) active and engaged participation in SRM (committee, section, parent society level);
- 3) diversity of experiences, geography, gender, ethnicity, professional affiliation, age, and areas of expertise.

Each nomination shall be submitted as a separate packet to the Chair of the Nominating Committee. Nomination packages should be submitted via Email with the above information as attachment(s) in MSWord. Nomination packets may also be submitted by mail.

Submit Nominations by **Friday, December 4, 2009**, to:

Ron Torgerson (Chair)
Utah Trust Lands Administration
130 N. Main
Richfield, UT 84701
Phone: 435-896-6494 (office), 435-691-3456 (cell)
Email: rontorgerson@utah.gov

Successful candidates will be announced during the annual membership meeting.

Position Announcements

Director of New Mexico Forest and Watershed Restoration Institute

New Mexico Highlands University is accepting applications for a Director of New Mexico Forest & Watershed Restorations Institute. The Forest and Watershed Restoration Institute (FWRI) at New Mexico Highlands University was established by Congress to develop, monitor, conduct research on, and transfer information about restoration-based fuel-reduction treatments in dry forests and woodlands of New Mexico. FWRI has an important role in New Mexico in implementation of the State's innovative Forest and Watershed Health Plan. The Institute is a partner in the Southwest Ecological Restoration Institutes (SWERI), with the Ecological Restoration Institute at Northern Arizona University and the Forest Restoration Institute at Colorado State University. FWRI is seeking a permanent Director for its operations.

Duties & Responsibilities:

- Supervise a team of professionals dedicated to restoration of New Mexico's forests and watersheds.
- Work with federal, state, and tribal land management agencies to provide tools and information on restoration-based fuel-reduction treatments in woodlands and forests.
- Work with the US Congressional Delegation and NM Legislators on policies and legislation concerning forest restoration and FWRI funding.
- Acquire other funding for institute activities from federal, state, and private sources.
- Develop public awareness of the importance of fire in forest ecosystems and restoration.
- Develop innovative annual work plans based on the needs of on-the-ground land managers, rural communities, and other stakeholders.
- Engage other institutions of higher education and research for accomplishment of FWRI's mission.
- Contribute to the technical approaches and completion of projects.
- Work with an advisory board which oversees the FWRI.
- Performs other related duties as required.

Minimum Qualifications:

- **Education:** A Doctorate Degree in Forestry, Ecology, Conservation, or a closely related natural resources management field.
- **Experience:** Five (5) years experience directly related to the above duties and responsibilities.
- A Masters or Bachelors Degree in Forestry, Ecology, Conservation, or a closely related natural resources management field with 15 years of experience in a natural resources management agency **will only substitute for the required degree.** The five (5) additional years of experience will be required.

Salary: Salary to Commensurate with Experience

Deadline: Screening of application will begin immediately and position will remain open until filled.

Application Packet: Interested applicants must submit: a completed application for employment at New Mexico Highlands University (www.nmhu.edu/jobs); a letter of interest and professional intent; curriculum vitae; copies of all college/university transcripts; and names/addresses/ telephone numbers of 3 professional references. Candidates who are invited for interview will be required to submit official transcripts; references will be contacted in conjunction with interviews. Submit materials to:

**New Mexico Highlands University
Human Resources Department
Forest & Watershed Search
Box 9000
Las Vegas, NM 87701**

E-Mail applications will be accepted: djgallegos@nmhu.edu

New Mexico Highlands University is an Equal Opportunity Employer

For disabled access or services, call (505) 454-3242 or TDD# (505) 454-3003.

Position Announcements

Ranch General Manager – Alberta, Canada

A great opportunity exists for a highly motivated, dedicated individual to help manage a large integrated bison conservation and ranching operation, with locations in the beautiful Canadian Prairies (Southern Alberta and Manitoba). We are environmentally responsible with all of our stock raised naturally and grass finished. The ranches are home to several scientific research studies.

We are looking for an experienced hands on general manager with main responsibilities including:

- Manage overall ranch operations
- Supervise ranch staff, including local ranch managers
- Prepare budgets for ranches and work with office staff in following financial controls
- Meet bison conservation guidelines on all ranches
- Develop tourist program for the ranches
- Report to the Chief Executive Officer

Education:

- A Bachelor's degree in production agriculture, agriculture economics, agriculture business, ranch management or related subject
- An advanced degree in related subject would be highly desirable
- Additional training desirable in low stress livestock handling, holistic resource management, ranching for profit, range land monitoring, employee management, communication or like disciplines

Experience:

- 15 years “hands on” ranch management experience
- Experience with handling livestock - experience with bison production desirable
- Experience with native range management
- Good communication skills and the ability to deal well with people
- Good knowledge of herd health
- Capable of establishing and following budgets
- Some tourism experience would be desirable

Compensation:

Market competitive and commensurate with experience and qualifications (\$ 80,000 to 120,000)

Base Location:

Southern Alberta, Canada. Accommodation is available on the ranch.

This position provides a unique opportunity to a responsible, experienced, entrepreneurial ranch manager to grow with a dynamic and progressive ranching operation.

This is a non-smoking, non-drinking environment.

Interested parties should submit a resume outlining qualifications to:

Olson Bison Conservation Ranches

Fax: (403) 974-3427

e-mail: david@olsonlemons.com

Position Announcements

Faculty Position: Microbial Waste Management

Faculty position in Microbial Waste Management; Assistant Specialist in Cooperative Extension (70%), Assistant Microbiologist in Experiment Station, Department of Population Health and Reproduction (30%). Required is a DVM and/or Ph.D. degree with background in microbiology/inactivation of animal waste microbial pathogens in the environment or in the host. Extension responsibilities include statewide extension teaching, information transfer and research resulting in economically sound strategies that evaluate, reduce, or eliminate any negative impacts of microbial pathogens from animal waste associated with agricultural systems typical of California. Departmental responsibilities include development of a productive research program as well as advising graduate students. Salary commensurate with experience. Submit letter of intent, a curriculum vitae and the names of 3 references to Donald J. Klingborg, Director, Vet Med Extension, School of Veterinary Medicine, University of California, One Shields Ave., Davis, CA 95616 (Attention Janet Harlan). To receive fullest consideration, applications must be received by **September 30, 2009**; position open until filled.

Nature Conservancy Southeast Oregon Project Manager

The Nature Conservancy in Oregon is seeking a dynamic conservation professional to serve as the Southeast Oregon Project Manager. The Project Manager is responsible for The Nature Conservancy's properties and projects in Southeast Oregon and supervises the Juniper Hills Site Steward. The Project Manager works with private landowners and ranchers, government agencies, other conservation organizations, and the academic community to identify and implement projects that maintain shrub-steppe habitat across SE OR. Work requires frequent travel, sometimes on evening and weekends. Required experience includes knowledge of the ecology and management of western shrub and grasslands and their associated ecological processes, especially fire, grazing and the effects of invasive species. For more details visit www.nature.org/careers. Apply by **July 24, 2009**.

DIRECTOR—Center for Environmental Management of Military Lands Warner College of Natural Resources, Colorado State University

The College seeks a Director to lead the Center for Environmental Management of Military Lands (CEMML); <http://www.cemml.colostate.edu/>). CEMML is internationally recognized and funded through external contracts and grants, primarily from the Department of Defense (DoD).

Position: Full-time Administrative Professional
Responsibilities: leadership; overseeing research and outreach programs; grant and agreement generation; fostering external relationships; and financial and personnel management.
Requirements: PhD (or M.S. 10+ yrs of experience) in Environmental or natural resources science, significant administrative experience.
Application Deadline: 28 AUG 2009.
For full description and application info, see <http://welcome.warnercnr.colostate.edu/position-announcements.html>.

Colorado State University is an EO/AA employer and conducts background checks on all final candidates.

4th National Conference on Grazing Lands



John Ascuaga's Nugget Hotel
Sparks (Reno), NV
December 13-16, 2009

"Grazing Lands, A Winning Hand"

Details and Registration:
<http://www.glci.org>
<http://www.rangelands.org>

Wildfires and Invasive Plants in American Deserts

December 9-11, 2008

Reno, Nevada

Grand Sierra Resort and Casino

American Deserts Links and Information website at:

http://www.rangelands.org/deserts/American_Deserts_Links.shtml

has been updated to include links to:

- General Information
- Great Basin Information
- Colorado Plateau Information
- Mojave Desert Information
- Sonoran Desert Information

If you would like to submit links to include on this website, please contact:

Linda Coates-Markle

BLM - WO-220 Division of Rangeland Resources

Society for Range Management Liaison

10030 W. 27th Ave.

Wheat Ridge, CO 80215-6601

Phone: 303-986-3309

Fax: 303-986-3892



V Congreso Nacional de Manejo de Pastizales Naturales II del Mercosur: "Aseguremos el futuro productivo de nuestros pastizales con manejos responsables" Corrientes, Argentina 14-15 Agosto 2009



English Translation:

5th National Rangeland Management
Conference of the Mercosur:

"Ensuring a Productive Future of Our
Rangelands with Responsible Management"

Location: Corrientes, Argentina

Dates: August 14-15, 2009



Topic I: Ecology and Biodiversity in Native Grasslands and Forests

Topic II: Livestock Production Systems in Forest and Grassland Ecosystems

Topic III: Rural Development and Multiple Use of the Ecosystems

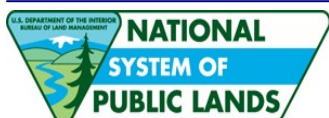
Topic III: Restoration of Degraded Ecosystems

For more Info:

Wade Anderson: range65@yahoo.com

Marcelo Ottavis: infovcongresodepastizales@amanecerrural.com

Website: <http://www.pastizalesnaturales.com>



INTRODUCING THE RELEASE OF A NEW DVD

"HOPE ON THE RANGE"



Produced by the Society for Range Management in partnership with
The Bureau of Land Management, U.S. Department of the Interior

This new release (~9 minutes) serves to tell a story about the role of livestock grazing on western public rangelands and our collective hope for a future of sustained rangeland health and enjoyment. This program is intended to foster broader awareness of the many public benefits derived from the responsible use and conservation of America's public rangelands.

We believe it is the hope of all citizens that the magnificent landscapes and great open spaces of the American West can be preserved as our legacy to future generations. We also hope that these lands will continue to be managed for multiple uses and values that benefit conservationists, recreationists and other public rangeland users.

The video discusses livestock grazing and its contributions to a variety of important public interests and values, including:

- the health, diversity and productivity of the rangelands;
- the quality of water resources;
- the health of habitat for diverse native species of plants and wildlife;
- the ability of rangelands to withstand noxious weed invasion and the impacts of wildfires;
- and the preservation of open spaces in the face of a growing human population and increased urbanization of the American West.

Sponsors of the program invite and encourage viewer comments that may contribute to future documentary presentations in our ongoing program of public education and public participation in the stewardship of America's rangelands.

Viewer comments may be submitted to: Linda Coates-Markle, BLM Liaison to the Society for Range Management at lcmarkle@rangelands.org or by telephone at 303-986-3309.

This video may also be viewed at the following websites:

http://www.rangelands.org/videos/video_hopeontherange.shtml

<http://www.blm.gov/wo/st/en/prog/grazing.html>

Welcome to Our New Members (June)

Name	City, State	Section
Michael A. Bush	Fort Pierce, FL	FL
Kegan K. Crouch	Big Spring, TX	TX
Romullo M. De Paiva	Atibaia, Brazil	UN
Ryan Edwards	Ft Collins, CO	CO
Dr. Brett H. Kirch	Ft. Collins, CO	CO
Dr. Jimmy T. LaBaume	Alpine, TX	TX
Donald Keith Mitchell	Albuquerque, NM	NM
Bruce A. Roberts, Ph.D.	Fresno, CA	CA
Dana Sanchez	Corvallis, OR	PNW
Nicholas R. Vora	Bend, OR	PNW
Colin Walden	Pawhuska, OK	OK
Micaela Rae Walker	San Antonio, TX	WY
Kirt Walstad	Bozeman, MT	IM
Debbi Weber	Prince George, BC	PNW
Aaron Woodham	Big Timber, MT	IM
Cody Silverberg	Lubbock, TX	TX

Upcoming Functions & Continuing Education Pre-Approved Courses

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

Date	Location	Title	Credit
July 11-15	Dearborn, MI	SWCS 64th International Annual Convention http://www.swcs.org	16 max - specific functions
July 14-15	San Antonio, TX	Ecological Site Description Workshop Mark.Moseley@tx.usda.gov	TBD
Jul 16-17	Malta, ID	ID Section 2009 Summer Meeting http://www.stoller-eser.com/idaho_srm.htm	TBD
July 16-18	Phillipsburg, MT	IM Section 2009 Summer Meeting http://ims.rangelands.org/media/calender.html	TBD
July 20-23	Kingsville, TX	KRIRM Grazing Management Lectureship http://krirm.tamuk.edu/lectureships.html	16 ttl (d1-3 - 5e /d4 – 8)
July 21-24	Lewiston, MT	Interpreting & Measuring Indicators of Rangeland Health don_washco@blm.gov	16 CEUs
July 22-24	Payson, AZ	AZ Section SRM 2009 Annual Meeting: Lessons Learned to Mitigate Future Catastrophic Fire Impacts on AZ Rangelands http://azrangelands.org/meetings/	9 ttl (d1-1/d2-5/d3-4)
July 30-31	Laguna Pueblo, NM	NM Section Summer Meeting http://www.rangelands.org/links_srm_sections.shtml	6 ttl (TH-3/FRI-3)
Aug 14 (tentative)	Gunnison, CO	CO Section 2009 Summer Meeting http://www.cssrm.org/toursmeetings.html	TBD
Sept 16-18	Clarkston, WA	PNW Section 2009 Fall Meeting http://pnw.rangelands.org/	TBD
Sept 17-18	Harlowton, MT	2009 Governor's Range Tour http://dnrc.mt.gov/cardd/camps/range%20tour/default.asp	4 ttl (2/day)
Oct 3	Tucson, AZ	6th RISE Symposium (Research Insights in Semiarid Ecosystems) http://www.tucson.ars.ag.gov/riase/	5 CEUs
Oct 6-7	Mitchell, SD	SD Section 2009 Fall Meeting Joint with SWCS http://sdsm.sdstate.org/	TBD
Oct 7-8	Alva OK/Medicine Lodge KS	KS & OK Sections 2009 Fall Annual Meeting	TBD
Oct 7-9	Odessa, TX	TX Section Annual Meeting http://www.rangelands.org/texas/	TBD
Oct 21-22	Sidney, NE	NE Section Annual Meeting http://www.rangelands.org/links_srm_sections.shtml	TBD
Oct 22	TBD, FL	FL Section 2009 Fall Meeting	TBD
Oct 22-23	Alberta, CA	IM Section 2009 Fall Meeting http://ims.rangelands.org/media/calender.html	TBD
Oct 26-30	Maui, HI	CalPac Section 2009 Fall Annual Meeting http://casrm.rangelands.org/	TBD
Nov 3-5	Cody, WY	WY Section 2009 Winter Meeting http://uwacadweb.uwyo.edu/Wysrm/	TBD
Nov 4-6	Albuquerque, NM	Quivira Coalitions 8th Annual Conf-Living Leopold http://quiviracoalition.org/Annual_Conference/index.html	16 max (8/day / precons 8 each / wed eve-2)
Nov 5-6	Cedar City, UT	UT Section 2009 Fall Meeting http://www.usu.edu/range/	TBD
Dec 13-16	Reno, NV	4th National Conference on Grazing Lands http://www.glci.org/4NCGLindex.htm	TBD
Jan 13-15	Boise, ID	ID Section Winter Annual Meeting http://www.stoller-eser.com/idaho_srm.htm	TBD
Feb 7-11, 2010	Denver, CO	63 rd Annual Meeting of the SRM Joint with the Weed Science Society of America (WSSA) http://www.rangelands.org/denver2010/	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, 10030 W 27th Ave, Wheat Ridge, CO 80215-6601; vtrujillo@rangelands.org, Fax 303-986-3892**



Open Spaces: The World's Rangelands

Society for Range Management

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

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



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

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.**

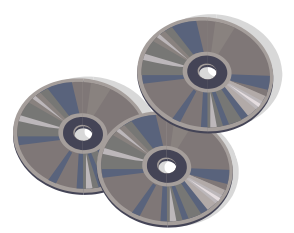
We apologize for any inconvenience this may cause.
If you have any questions please call Karen Johnson,
303-986-3309 or email karen@rangelands.org.



SRM PUBLICATIONS AVAILABLE ON CD-ROM

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

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



If you are interested, please email your order request to Mary Murphy at mmurphy@rangelands.org
with credit card information, or order by fax to (303) 986-3892.
You may also pay with a check by sending your order to
10030 W. 27th Avenue, Wheat Ridge, CO, 80215.



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.