

Rangeland News

July 2010, Volume 63, Number 7

Society for Range Management
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Board of Directors Monthly Meeting Notice

The Board's monthly conference call is the 2nd Monday of each month at 11:00 am MDT. The July BOD meeting will be July 8-9 at the Wheat Ridge office.

Your 2010 Board of Directors:

President: Jeff Mosley, MT; **1st Vice President:** Jack Alexander, MT; **2nd Vice President:** Gary Frasier

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

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Time to Celebrate Some Successes – Jeff Mosley, SRM President

Something big happened recently in the world of hockey that probably went unnoticed by most SRM members, especially those members outside of Canada. The big event was that the Chicago Blackhawks won the Stanley Cup and were crowned champions of the National Hockey League. Why was this big news? How about the fact that the Blackhawks had not won the Stanley Cup since 1961, making it 49 years between championships? That is a lot of years without much reward for Blackhawks fans. I should know because I've been a loyal Blackhawks fan for at least 40 of those 49 years, so this was the first time that "my" team had won it all. Ah, sweet satisfaction after four decades of hoping and cheering! Thankfully, during all those years I never wavered in my support for the Blackhawks, which is what enables me now to fully revel in the team's accomplishments.

The Society for Range Management has been another one of "my" teams over the years. I've been a loyal fan and member since 1979, totaling 31 years of continuous support. Many SRM members can proudly boast of considerably more years of membership, which speaks volumes about the commitment and dedication of our membership. Through good times and bad, SRM members have contributed their time, energies, and money toward making SRM prosper and helping SRM fulfill its mission as the collective voice for rangeland conservation and the range profession. These efforts continue today, and I am pleased to report that SRM has many recent, significant accomplishments worthy of celebrating. It is the unwavering commitment of each SRM member that enables all of us to fully revel in these noteworthy achievements of our SRM team.

One item worth celebrating is that SRM has been very visible lately. As I reported last month in Rangeland News, I represented SRM at the White House Conference on America's Great Outdoors in Washington, DC, in April and on June 2nd I participated in a follow-up listening session in Bozeman, Montana conducted by the US Department of Interior and US Department of Agriculture. On June 14, SRM Second Vice President Gary Frasier and SRM Director Keith Klement, along with several other SRM members, participated in the National Wild Horse and Burro Advisory Council Workshop held in Denver, Colorado. SRM continues to stay abreast of the wild horse issue and to make science-based information available to policymakers. SRM Director Jenny Pluhar represented SRM at the Agroforestry Roundtable Workshop held in Washington, DC, on May 25-26 which may lead to opportunities for SRM to offer educational workshops through our SRM Center for Professional Education and Development (CPED), and on May 6, SRM Director Keith Klement continued an SRM tradition and awarded jackets

to the winning teams at the National Range Judging Contest in Oklahoma City, Oklahoma.

Another item worth celebrating is that SRM leadership and staff have made notable strides in making information about SRM more readily accessible to all members. For example, a 2010-2011 SRM Work Plan has been developed and posted on the SRM website. This Work Plan lists the major items that the parent society seeks to accomplish this year and identifies the principal person(s) or group(s) within SRM that are responsible for accomplishing those tasks. SRM leaders and staff also are participating in monthly action update teleconferences that provide regular opportunities for SRM members to call in with their questions and provide input to the SRM Board of Directors. The action update calls are in addition to the regularly scheduled monthly teleconferences of the Board of Directors, for which the agendas are now posted on the website the week before the meetings, and later the meeting minutes are also posted on the website. And SRM Outreach and Leadership Development Coordinator Aleta Rudeen initiated a Blog to provide SRM members the most up-to-date information possible. I hope each of you will avail yourself of these new opportunities to stay connected with your professional organization!

Finally, all of SRM should take time to revel in the completion of the new DVD, "Hope on the Range – A Frontier Legacy Finds Its Place in the New West". This DVD, produced by SRM in partnership with the Bureau of Land Management, is designed to inform the general public about the value of private and public rangelands and the importance of modern ranching for sustaining these rangelands and the societal benefits they provide. The DVD is targeted for showing by local public television affiliates, an SRM goal for the past 10 to 15 years! The realization of this long-term goal was made possible largely through the talents and perseverance of Linda Coates-Markle, Bureau of Land Management Liaison to SRM. All we can say, Linda, is a big heartfelt thank you for your tireless efforts and dedication! Stay tuned in the coming months to learn how you can help spread the word about this new DVD.

In closing, it is the unwavering past support by SRM's members that made these and other noteworthy achievements possible. It is also our unwavering future support of SRM which will enable us to fully revel in countless more future successes. We may not have something akin to Lord Stanley's Cup to remind us of all that SRM has accomplished, but I hope you join me in celebrating the recent successes of SRM. Likewise, I hope you join me in being proud of our professional organization and all that SRM is doing on behalf of rangelands and range management.

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**Why Be A Certified Range Management Consultant (CRMC)?** - Tom Bedell, Lifetime SRM Member, Philomath, Oregon

I became a Certified Range Management Consultant in 1980 for one central reason. My professional work as a rangeland management extension specialist in Oregon primarily involved range education for extension agents, federal and state land managers and technical specialists, and ultimately to the practitioners of our profession- those on the ground applying the principles and concepts. I felt being certified by SRM was important and desirable to carry out my professional duties. I did not do consulting while employed in my professional capacity in Oregon. However, upon retiring in 1992, opportunities arose to consult, including some writing assignments.

I only did this on a part time and mostly infrequent basis. Consulting is an honorable part of our profession. I did keep up my certification and served on the Certification Panel for three years after retirement. Now, all these years later, I am mostly inactive as a range consultant. My most recent activity was helping a landowner in assessing site capabilities in relation to land use and management here in the foothills of the Willamette Valley. Our profession requires we be prepared for a large cross section of opportunities. Certification by the Society definitely is a plus. I recommend becoming certified as an additional badge of upholding the profession of rangeland management.

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Last Chance for Hope

Near-final segments of the "**Hope On the Range - A Frontier Legacy finds its Place in the New West**" production are now available for viewing on our producer's website: <http://tonygarrett.com/hope2.html> This effort - as you will see - is being marketed as a SRM production, in partnership with the BLM.

There are ten segments, each with a running time of 2-4 minutes. Titles for these segments reflect the intended emphasis for that piece. When uploading please allow a few minutes for the buffering process. Please note that these are "living" segments and minor editing is currently on-going.

Note that these files are very compressed to enable website viewing and do not represent the final visual quality of the production on a bigscreen. The total feature length is just under 29 minutes at this time, and will be further reduced to 28 minutes to meet PBS specifications.

This production has embraced the thoughts of a diversity of SRM members since its inception in 2008. It is designed to portray a balanced representation of the benefits of livestock grazing on western rangelands for the average American public viewer.

We intend to complete all final edits during the month of June and initiate our preliminary marketing and distribution plan. Our primary intended vehicle for distribution is PBS affiliate stations.

As an SRM member this is perhaps your last opportunity to review this production prior to completion. If you see any fatal flaws or would like to provide input of any kind, please feel free to contact Linda Coates-Markle, BLM Liaison to SRM (303-986-3309 and/or lcmarkle@rangelands.org) at your earliest convenience. Thank you!

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**Society for Range Management**  
**64<sup>th</sup> Annual Meeting**  
**Billings, Montana – February 6-10, 2011**  
Transcending Borders - Landscapes and Legends  
<http://www.rangelands.org/billings2011>

**Capital Update – Jess Peterson**

Greetings from Washington, DC! The BP oil spill continues to dominate the headlines and the Congressional committee hearing schedule. Fortunately, President Obama appointed Michael R. Bromwich to lead the Department of Interior’s Mineral Management Services (MMS). This means our friend and top hand, Bob Abbey returns to his position of directing BLM. Mr. Abbey was serving as the interim director of MMS. For more on this update, log on to: <http://thehill.com/blogs/e2-wire/677-e2-wire/103377-obama-names-former-justice-department-official-to-lead-drilling-regulation-overhaul>.

USDA Secretary Tom Vilsack and DOI Secretary Ken Salazar recently announced their joint agencies’ plan for dealing with the upcoming wildfire season. According to the press release both agencies are ready. "This national strategy will provide a strong, new blueprint to ensure community safety and the restoration of ecosystems to benefit all Americans, especially those who live in rural areas," said Vilsack.

The release also noted, "On average, the USDA Forest Service responds to more than 10,000 wildfires per year, suppressing 98 percent of them on initial attack. In order to continue to improve its ability to address this threat, the Forest Service recently provided more than \$35 million in grants to state forestry agencies for preparedness, suppression, equipment, and training for more than 42,000 personnel. The agency also provided more than \$10 million in grants to local volunteer fire departments for equipment and other support, such as training for more than 24,000 firefighters. Particularly throughout the West, a century of fire exclusion has left forests overstocked and full of hazardous fuels. Work to restore these forest ecosystems will include thinning and prescribed burning operations by federal land managers and their partners across jurisdictions."

"Together with state, local, and tribal partners we are putting additional resources on the ground and making sure the right plans are in place for this wildfire season," said Secretary Salazar. "Many of our forests that have an unnatural accumulation of hazardous fuels, are unable to withstand insect and disease outbreaks, and are facing the impacts of climate change, all of which increase the potential for extreme wildfires. That's why our preparedness efforts - including prescribed burns, community partnerships, additional resources, and thinning of excess vegetation - are so vital to the safety of communities and the health of our lands and waters."

To learn more log on to: [http://www.usda.gov/wps/portal/usda/lut/p/c4/04\\_SB8K8xLLM9MSSzPy8xBz9CP0os\\_gAC9-wMJ8QY0MDpxBDA09nXw9DFxcXQ-cAA\\_2CbEdFAEU0jE!/?contentidonly=true&contentid=2010%2F06%2F0325.xml](http://www.usda.gov/wps/portal/usda/lut/p/c4/04_SB8K8xLLM9MSSzPy8xBz9CP0os_gAC9-wMJ8QY0MDpxBDA09nXw9DFxcXQ-cAA_2CbEdFAEU0jE!/?contentidonly=true&contentid=2010%2F06%2F0325.xml).

Also on the forest news side, Senator Jon Tester (D-MT) recently unveiled his revised Forest Jobs and Recreation Act. The updated draft contains provisions that remove controversial language that allowed military helicopter landings and the use of motorized vehicles for livestock and wildlife management within wilderness boundaries. For more information log on to: <http://www.greatfalltribune.com/article/20100618/NEWS01/6180320/Tester-adjusts-forest-bill>.

June 10th marked the day that S.J. Res. 26 came before the Senate for a full vote. This bill, sponsored by Senator Lisa Murkowski (R-AK), was offered in the form a joint resolution that disapproved a rule submitted by the Environmental Protection Agency relating to the endangerment finding and the cause or contribute findings for greenhouse gases under section 202(a) of the Clean Air Act. The bill failed by a narrow vote of 53-47.

Also on the congressional front debate continues on the advancing comprehensive estate tax reform. Congressman Mike Thompson (D-CA) recently introduced an estate tax reform bill. To read the bill text log on to: <http://www.thomas.gov/cgi-bin/query/z?c111:H.R.5109>. SRM leadership was in dialogue with industry groups and it appeared that Senator Diane Feinstein (D-CA) was going to introduce a similar bill. For whatever reasons, she has yet to introduce her bill. We will keep you posted on the process of Congress hopefully advancing comprehensive estate tax reform!

On July 8th, we'll have a special SRM Action Update Call! The SRM Board of Directors will be at national headquarters in Wheat Ridge, CO for the summer board meetings. You can hear the latest updates from the board as they will be calling in at 11:00 am MDT.

Call in info: 1-517-417-5000 code: 012010

(Note: the time, phone number, and code is the same for each monthly call held on the 2nd Thursday of each month.)

Hope to talk to you then!

Thanks again to all of you that are Capital Update subscribers. Please note that if you are not yet a subscriber, and would like to get on this update list, send an email with the word "Subscribe" in the subject line to [capitalupdate@rangelands.org](mailto:capitalupdate@rangelands.org).

Enjoy these beautiful summer days!

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Soil & Water Conservation Society International Annual Conference
Ecosystem Services: The Significance of Contributions by Invasive Plant Species
Monday, July 19, 2010
Website: <http://www.swcs.org/10ac>
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**IX International Rangeland Congress—IRC2011**

“Diverse Rangelands for a Sustainable Society”

Rosario, Argentina - April 2 to April 8, 2011

For more information, visit our website at [www.irc2011.com.ar](http://www.irc2011.com.ar)

**4<sup>th</sup> Grazing Livestock Nutrition Conference**

July 9-10, 2010

Estes Park Conference Center

Estes Park, CO

<http://www.asas.org/grazingconf>

Organized by W102 (Formerly WERA-110)

“Improving Ruminant Use of Forages in Sustainable Production Systems for the Western United States”.

**National Range Judging Contest**

Persistence, hard work, and dedication culminated with top honors this year for teams from Texas and South Dakota at the National Range Judging Contest held May 4-6, 2010. This year marked the 59<sup>th</sup> annual contest held in Oklahoma City in conjunction with the National Land and Homesite Judging Contests. Several hundred contestants from all corners of the nation converge to compete for the top spot. The three day event concludes at the banquet and awards ceremony held at the awesome National Cowboy and Western Heritage Museum, where the winners are awarded for their talents.

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. As might be expected, the competition for this impressive and extremely popular award has become increasingly tougher each year.

This year, the Jacksboro FFA Chapter, Jacksboro, Texas won the FFA team competition, and Braydan Besselaar of that team won the first place individual FFA award. The Butte County 4-H Club, Newell, South Dakota won the 4-H team category, and Jacob Renfro, Young County 4-H Club, Graham, Texas placed first in the individual 4-H category. The outcome of all the participants and other information about the contest may be viewed at <http://www.rangejudging.com/>.

**Calling All Cooks – Now Accepting Recipes, Stories, and Photos**

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

**Submit Recipes, Range Stories and Range Photos to:**

[srmcookbook@yahoo.com](mailto:srmcookbook@yahoo.com)

Please Include Your Name, Ranch Name, SRM Section and City, State with each submission. Please Include Your Name, Ranch Name, SRM Section and City, State with each submission. **All recipes must be original recipes (never published). If it is a published recipe it must be changed by 10%, such as changing an ingredient or amount, adding an ingredient, changing cooking temperature or time.**

**Featured Recipe Of The Month:**  
 From: Trail Boss’s Cowboy Cookbook, 1985  
 Donald Cox, Cox Hereford Ranch  
 Mullen, Nebraska

**Herb Potatoes**

8 Med. Potatoes, cut as French fries  
 1 C. Cream  
 Grated American Cheese  
 Parsley, dry or fresh

Slice potatoes and arrange in a 12 or 14 inch baking pan, lined with foil tucked over the top. (This way there is no pan to wash!) Pour cream over potatoes, sprinkle as much grated cheese as you like, and sprinkle parsley on top of the cheese. Bake at 400° for 35-40 minutes.

Background: Branding is a spring social event in the Sandhills of Nebraska. The number of calves branded has no direct relation to the number of people showing up. We have had people from both coasts at the same branding. The following is a notation my wife, Donna made in 1958. “17 men, 12 women, 13 children; menu: 24 lb. beef roast, herb potatoes, baked beans, corn with oysters, carrots and peas mixed, potato salad, sweet salad, radishes, celery, pineapple upside down cake. Afternoon was spent visiting, playing horse-shoes and trap shooting. Ten stayed to help clean up left-overs. 318 calves branded.”

### June Rangeland Photo Quiz - Answer

**Question:** The sight of Bison placidly grazing along rangeland roadways is always a traffic stopper, and the picture taker here didn't let this opportunity get away (OK – it was a SRM mini-tour photo-op!). According to “the literature,” the management of a herd of commercial bison (destined for the dinner plate) comes with many enhanced challenges, especially on today's fragmented landscapes. What might be different (unusual) about a key management practice that is shown in this picture?

**Answer:** Who knew that SRM had so many experts on how to fence in/out a buffalo? Our traffic stopper photo of these New Mexico Bison generated several responses concerning proper bison barrier design and execution; almost all finding it wanting as depicted here.

A Texas Range Management specialist noted, “Adequate fencing has to be one of the largest challenges for the commercial bison owner. The fence in the photo appears to be built with tall T-posts that are spaced closer than normal, and there are stays between the posts. This fence seems to be over-built for the average cowman, but probably necessary for he who keeps bison.”

But a retired BLM'er from New Mexico demurred, “Even though it's a five barbed wire fence, it's not enough to hold these beasties in. If you're going to raise bison, you're going to need a better fence or you will be literally stopping traffic when the bison wander out on to the highway.”

Of course not all observers limited themselves to the anthropogenic infrastructure. Some actually made comments on the forage and inferred clues concerning range condition, “Not knowing the time of year the photo was taken, utilization has either been high on both sides of the fence as growth stage is near the same or it's new growth response is indicated by the green grass where the buffalo are grazing and on both sides of the fence. It could also be early spring and the normal growth stage.” (OK, this was from a CPRM!)

Another concluded, “Add the fragmented landscape, the rough terrain that limits the area that can be treated for brush and seeded to grass, the limitations this poses for management, and you're left with few options—one that hinges more on marketing the bison for the dinner plate.”

Which indeed is the final destination of many from this herd at the [Wind River Ranch](#) near Watrous, New Mexico. In this joint venture between Wind River and the Jicarilla Apache tribe, the harvest-ready offspring are marketed through the [Inter Tribal Bison Cooperative](#), and the aged “culls” provide a somewhat nostalgic sporting opportunity. Manger [Brian Miller](#) notes that the bison Wind River receives from the Jicarilla nation have been raised in a low-stress environment and are accustomed to (thoughtful) management.

“The boss cows that we have are used to fences and don't challenge them. As a matriarchal society, they pass the information on to the younger animals. The bulls don't wander much until they get older. In our experience, which is brief to be sure, the younger bulls stay in bachelor groups. At maybe around the age of 7 or so, they start to wander alone around the ranch in the non-breeding season. Some thought that they had been expelled, but during the breeding season they came back to claim their place in the hierarchy. At about 8 or 9, they started to wander on and off of the ranch, but they still return to check the cows [There aren't any other bison in the neighborhood, and they apparently don't find the neighborhood beef cows all that attractive]. At that age, they make a nice trophy for someone who wants to buy a hunt.”

Thanks again to Bob Ball of Dolores, CO for the picture submission. Do you have a quizzical range photo that might puzzle the pros? Please send with captions c/o [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org).

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### July Rangeland Photo Quiz - Question

**Question:** Rangeland scenery may often perplex as much as it delights, but it always has a story to tell. What's the tale told here from the Mohave desert?

Send your replies to [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org), subject line JUNE PHOTO QUIZ.

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### Position Announcements

**Assistant Research Scientist - Hydrologist/Hydrogeologist/Geologist**  
**Division of Hydrologic Sciences**  
**Desert Research Institute**  
**Las Vegas, NV**

The Division of Hydrologic Sciences, Las Vegas, NV seeks one or more enthusiastic and motivated scientist(s) in the areas of Hydrology, Hydrogeology, or Geology to support field-based research programs in watershed response, rainfall-runoff studies, surface water transport of contaminants and other constituents, as well as soil remediation, reclamation, and stabilization.

Qualifications: Master's degree in Hydrology, Hydrogeology, Geology, Soil Science, Civil or Environmental Engineering, or closely related field; demonstrated experience in field investigations; excellent writing and oral communication skills. Programming knowledge and GIS skills are desirable. Due to access restrictions associated with some project research sites, U.S. citizenship is required.

Applicants will need to submit a current CV; a letter describing your previous work and research experience, including the types of work conducted in the field; the agencies or organizations that funding the work, and other information how your qualifications meet the position requirements; a summary of your research interests; contact information for three professional references to <http://www.jobs.dri.edu>.

DRI is an Affirmative Action/Equal Employment Opportunity employer.

**Extension Educator – Livestock and 4-H Youth Development  
University of Idaho Extension, Southern District – Adams County  
Council, Idaho**

University of Idaho Extension is seeking applicants for the permanent, 12-month, tenure-track position of Assistant Professor, Extension Educator, Livestock and 4-H Youth Development. The Extension Educator will provide overall leadership and organization for multi-county livestock programs (70%). In addition the Educator will provide leadership and support for the Adams County 4-H Youth Development program (20%), and serve as chair of the Adams County Extension Office (10%).

**Required Qualifications**

- Master's degree in animal science or a closely related discipline (the required degree(s) must be completed by the date of hire).
- Ability to adapt research materials for effective oral and written presentations.
- Ability to recruit, teach, organize and manage volunteer groups.
- Willing and able to travel and adjust to a flexible schedule.
- The successful candidate must be able to pass a criminal background check.

**Desired Qualifications**

- Extension experience in livestock management.
- Ability to work well in a team and provide effective instruction, support, marketing and promotion for Extension programs.
- Computer literacy and good written and verbal communication skills.
- Experience in hiring and supervising office staff.

For additional information and to apply, go to: <http://www.uidaho.edu/humanresources>. Click on Current Job Openings, Faculty, Announcement No. 10002058838.

**Washington Department of Fish and Wildlife  
Permanent Range Ecologist  
Recruitment #1356-10, closes July 15, 2010;  
Salary: \$3819 – \$5010/mo**

Duties: This is the lead range ecologist for the agency responsible for providing technical support to land managers regarding rangeland management issues including range restoration, grazing opportunities and impacts, and habitat inventory and monitoring. This position represents the agency on local, state and federal committees addressing range management.

Location: The duty station is yet to be determined but is anticipated to be in Yakima, Ellensburg or Ephrata.

For more information see the WDFW Job Page for a complete listing at <http://wdfw.wa.gov/employment/index.htm>.

Contact: Margaret Gordon, Recruiter, Dept. of Fish & Wildlife  
[Margaret.Gordon@dfw.wa.gov](mailto:Margaret.Gordon@dfw.wa.gov)

**University OF Arizona Cooperative Extension  
Research Specialist (Extended Temporary)  
Mohave County Cooperative Extension - Kingman, Arizona**

Description: The Research Specialist conducts a variety of standard vegetation sampling procedures for monitoring and assessing the health and vegetative trends of rangeland ecosystems. Efforts are in cooperation with Bureau of Land Management (BLM) personnel and grazing permittees. The position also conducts educational and research activities regarding rangeland management, assessment and monitoring.

Minimum Qualifications: B.S. Degree in Range Management, Natural Resources or closely related science plus two years of rangeland resource management or related experience; OR six years of rangeland resource management or related work experience; OR any equivalent combination of experience, training and/or education approved by Human Resources. See on-line posting for additional qualifications

For more information or to apply, see JOB # 45350 at [www.uacareertrack.com](http://www.uacareertrack.com). Review of applicants will begin on July 5, 2010 and continue until filled.

The University of Arizona is an EEO / AA Employer - M/W/D/V

**SRM Action Update Call**

**When:** July 8, 2010

**Time:** 11:00AM MST

**Dial:** 1-517-417-5000

**When Prompted Enter:** 012010 followed by the # sign

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

## Welcome to Our New Members (June)

| Name                 | City, State      | Section |
|----------------------|------------------|---------|
| Dustin Carl Anderson | Dillon, MT       | IM      |
| Beth Fowers          | Kimberly, ID     | UT      |
| Meredith M Fry       | Topeka, KS       | KS      |
| Nicole M. Goodden    | Tempe, AZ        | AZ,PNW  |
| Brett Kathryn Horner | Medicine Hat, AB | NGP     |
| Carissa L Koopman    | Sunol, CA        | CA      |
| Laura Negley         | Eads, CO         | CO      |
| Samuel Lee Rowan     | Las Cruces, NM   | NM      |

## Creating and Cultivating a Mentoring Culture

from <http://recuitingtips.wordpress.com>

Submitted by Linda Coates-Markle

Want a great buzzword for the decade? Try “knowledge transfer.” That’s what we’re supposed to be doing with all of the stuff the Baby Boomers learned and have catalogued in the back of their heads. We’re supposed to transfer this valuable information to younger staff members before the Boomers retire, which by the way, is starting to happen. But here’s the catch . . . how do you do it? My answer: create a mentoring culture within your company.

So exactly what steps do you need to take to create this culture? Here are some guidelines and suggestions for you to follow.

### Formal vs. informal

The first step is to decide if you want to create a formal mentoring program or simply encourage and cultivate an informal one. Neither model is inherently better than the other. It’s simply a matter of determining which one fits your company or department in the best fashion. Perhaps you utilize a highly technical and complex series of systems, checks and balances, and safeguards, all of which require a certain degree of accuracy and attention. Then a formal mentoring program might be preferable. On the other hand, maybe devoting time to a formal program doesn’t make sense given your resource constraints.

Whatever the case, the onus for cultivating a mentoring atmosphere starts at the top. If management encourages mentoring formally or informally, it will happen, and not just because you want it to. People have an intrinsic need to seek out the advice and knowledge of others, and many people are more than happy to impart wisdom to those who seek it. As a result, mentoring is a win-win situation for everybody—employers and employees.

Whichever form of mentoring you choose to implement, its success rests largely on one thing—your knowledge of the people who work for you. This is because the success of any mentoring program hinges upon the people involved, those who are mentoring and those who are being mentored. Some people work better and more easily together than others. Your knowledge of your current employees, in addition to what you’ve learned about your new hires during the interview process, will prove crucial to pairing people together who will provide the most benefit for one another. (Remember, there are benefits for those who are doing the mentoring, as well, including a feeling that they have been chosen because of their knowledge and achievements. This goes a long way toward breeding loyalty in that employee.)

The major difference between formal and informal mentoring is documentation. There are pros and cons to this. On the one hand, documented processes and procedures take time and money to first construct and then implement. On the other, these processes have a built-in efficiency and productivity component that acts as an accountability device. You’ll know when people meet in their mentoring relationships and be able to document and track what kind of progress they’re making.

Another hazard with formal mentoring programs involves their structure.

Many times, relationships flourish more when the people involved don’t feel as though they’re being put under a microscope. Remember, it’s your knowledge of your people and company’s culture that will help you to decide which type of program will work the best.

## RISE—Research Insights in Semiarid Ecosystems

Saturday, 02 October 2010, 8:30 AM to 2:30 PM

University of Arizona Marley Auditorium (Room 230), Tucson, Arizona

**Registration: \$10 for students; \$25 for all others (lunch included)**

**The deadline for registration (as a courtesy for catering plans) is 17 September 2010. Late registrations will be accepted at the Symposium site from 8:30 to 9:00 AM.**

Submission deadline for poster presentation is 10 September 2010. We have space for only 20 posters, and poster abstracts will be accepted in order of submission.

The seventh annual Research Insights in Semiarid Ecosystems (RISE) Symposium will feature invited speakers presenting recent research on the USDA-ARS Walnut Gulch Experimental Watershed, University of Arizona Santa Rita Experimental Range and other outdoor laboratories. There will also be a poster session where students and researchers are encouraged to report on completed or in-progress studies. Time will be available for questions from the audience.

Please use the web site <http://www.tucson.ars.ag.gov/rise/> to view the RISE program, to register for the symposium, and to submit poster titles.

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### **New Mexico Section Summer Tour**

"Meeting Challenges of Adaptive Management on a Large and Variable Landscape"

August 6, 2010

Express UU Bar Ranch

Cimarron, New Mexico

The New Mexico section of the Society for Range Management will be offering an outstanding opportunity to join manager Mike Hobbs for a personal tour of the [Express UU Bar Ranch](#) August 6 near Cimarron, New Mexico.

From the mountains to the plains and in-between, the historic, 160,000+ acre UU Bar combines stocker, commercial and breeding cattle operations with high quality hunting, recreation and very attentive range management. This SRM tour will be open to ranchers and all those interested in furthering the art and science of range management (CPRM CEU credits have been applied for). Youth in particular will be welcome. Portions of the proceeds from the \$50 tour ticket (\$25 youth and students), which includes a hearty cowboy luncheon at the distinctive Express UU Bar Lodge, will support NM SRM scholarships, the NMSU Range Club, and the NMSU Range Plant ID team.

A block of rooms is being held for a limited time at special SRM rates at Cimarron's historic [St. James Hotel](#) where they will be an SRM social and tour orientation the evening prior. Itinerary, registration and other lodging links are posted at <http://nmsrm.nmsu.edu/>. As August is "high season" in the high country, those seeking accommodations should not delay!

Online registration is available at [https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=srm&WebCode=EventReg&FromSearchControl=Yes&evt\\_key=5d9ce915-da05-47a6-9471-c04b4eb51e51](https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=srm&WebCode=EventReg&FromSearchControl=Yes&evt_key=5d9ce915-da05-47a6-9471-c04b4eb51e51)

For further details, contact [jimthorpe@wildblue.net](mailto:jimthorpe@wildblue.net), (575) 868-4686.

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### **2010 Jornada Assessment & Monitoring Web Seminar Series**

Join us for a series of one-hour web seminars to learn about new tools for natural resource assessment and monitoring, with an emphasis on grassland, shrubland and savanna ecosystems.

- April 27 - 2:00pm (MDT) The Rangelands Assessment and Monitoring Methods Guide**  
Use the new Rangeland Assessment and Monitoring Methods Guide (<http://www.rangelandmethods.org>) to learn about over 75 different field and remote sensing methods and learn how you can tap into and contribute to the collective experiences of a dynamic community of rangeland professionals.
- May 4 - 2:00pm (MDT) Using the Database for Inventory, Monitoring and Assessment**  
Learn how to collect data electronically in the field with the Database for Inventory, Monitoring and Assessment (DIMA, aka "the rangeland database").
- June 8 - 2:00pm (MDT) Assessment and Monitoring Techniques for Evaluating Road Impacts**  
Existing assessment and monitoring techniques can be effective for evaluating the impacts of roads or other linear disturbances. This course will provide an overview of standard field and remote sensing methods that can be used or modified to address these types of disturbances.
- July 20 - 2:00pm (MDT) Practical Tools for Multi-scale Sample Design and Selection**  
Properly designed sampling strategies can yield data that will meet local objectives but also can be combined with other observation sets for larger-scale analyses. This semi-nar will give a practical demonstration of available tools for multi-scale sample design.

Register now at: <http://www.landscapetoolbox.org/train/register/>

Sponsored by the USDA-ARS Jornada Experimental Range and the Idaho Chapter of The Nature Conservancy

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### **2010 New Mexico Watershed Forum**

September 28-30, 2010

Albuquerque, New Mexico

"From Mountaintop to River Bottom: Teaming up for Healthy Watersheds"

The New Mexico Watershed Forum will bring together watershed groups, non-governmental organizations, contractors, Tribes and Pueblos, soil and water conservation districts, and local, state, and federal agencies interested in watershed management and protection. Two days of presentations and workshops will provide tools and information for people involved in watershed restoration on the ground. A third day of field trips will offer examples of collaborative restoration projects.

Visit <http://www.watershedforum.org> for details on:

- Forum Registration
  - Call for Presentations
  - Sponsorships
  - Exhibition Space
  - Watershed Planning and other Workshops
-



### 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                       |
|----------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
|                | Online             | Ecology and Management of Grazing<br><a href="http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm">http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm</a>                                                         | 16/module                    |
| Jun 30 - Jul 2 | UNR Gund Ranch, NV | NV Section Summer Meeting & Soils Refresher Course<br><a href="http://www.ag.unr.edu/nsrm/newsletter.html">http://www.ag.unr.edu/nsrm/newsletter.html</a>                                                                                                              | TBD                          |
| Jul 9-10       | Estes Park, CO     | 4th Grazing Livestock Nutrition Conference<br><a href="http://www.asas.org/grazingconf/">http://www.asas.org/grazingconf/</a>                                                                                                                                          | 12 (d1-8 / d2-4)             |
| Jul 13         | Palm Desert, CA    | Desert Weed Management Conference: Advances in Desert Weeds<br><a href="http://groups.ucanr.org/Adv_Des_Weeds_2010/">http://groups.ucanr.org/Adv_Des_Weeds_2010/</a>                                                                                                   | 6                            |
| Jul 16-17      | Nanton, AB         | IM Section Summer Tour: Native Grass & their Re-establishment in Disturbed Areas<br><a href="http://ims.rangelands.org/calendar.shtml">http://ims.rangelands.org/calendar.shtml</a>                                                                                    | TBD                          |
| Jul 18-21      | St. Louis, MO      | 2010 SWCS International Annual Conference<br><a href="http://www.swcs.org/10ac">www.swcs.org/10ac</a>                                                                                                                                                                  | 14 (d1-?/d2-8/d3-6/d4-?)     |
| Jul 19-22      | Kingsville, TX     | KRIRM Grazing Management Lectureship<br><a href="http://krirm.tamuk.edu/88.html">http://krirm.tamuk.edu/88.html</a>                                                                                                                                                    | 16                           |
| Jul 20         | Online             | 2010 Jornada Web Seminar-Practical Tools for Multi-scale Sample Design & Selection<br><a href="http://www.landscapetoolbox.org/downloads/web_seminar_series_handout.pdf">http://www.landscapetoolbox.org/downloads/web_seminar_series_handout.pdf</a>                  | 1                            |
| Aug 5-6        | Omarron, NM        | NM Section Summer Meeting & Tour: UU Bar Ranch<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                  | TBD                          |
| Aug 10-11      | Kearney, NE        | 2010 NE Grazing Conference<br><a href="http://www.grassland.unl.edu/grazeconf.htm">http://www.grassland.unl.edu/grazeconf.htm</a>                                                                                                                                      | 8 (d1-3 / d2 - 5)            |
| Sept 8-9       | Brandon, MB        | NGP Section Fall Meeting<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                                        | TBD                          |
| Sept 8-9       | Fort Collins, CO   | Restoration of Disturbed Sagebrush Steppe<br><a href="http://warnercnr.colostate.edu/REL-Piceance-Conference/">http://warnercnr.colostate.edu/REL-Piceance-Conference/</a>                                                                                             | 7 (d1-5/d2-2)                |
| Sept 14-17     | Boise, ID          | EBIPM Field School: Taking Steps to Effective Invasive Grass Mgmt<br><a href="http://sfc.smallfarmcentral.com/dynamic_content/uploadfiles/152/Boise2010Program%20sm.pdf">http://sfc.smallfarmcentral.com/dynamic_content/uploadfiles/152/Boise2010Program%20sm.pdf</a> | 16 max (d1-2/d2-7/d3-6/d4-3) |
| Oct 2          | Tucson, AZ         | 7th RISE Symposium (Research Insights in Semiarid Ecosystems)<br><a href="http://www.tucson.ars.ag.gov/rise/">http://www.tucson.ars.ag.gov/rise/</a>                                                                                                                   | 5                            |
| Oct 5-6        | Watertown, SD      | SD Section Fall Meeting: Joint with SD SWCS<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                     | TBD                          |
| Oct 6-8        | Tulelake, CA       | CalPac/PNW Sections Joint Annual Fall Meeting<br><a href="http://pnw.rangelands.org/">http://pnw.rangelands.org/</a>                                                                                                                                                   | TBD                          |
| Oct 12-14      | Halsey, NE         | NE Section Fall Annual Meeting<br><a href="http://www.ianr.unl.edu/srm/index.html">http://www.ianr.unl.edu/srm/index.html</a>                                                                                                                                          | TBD                          |
| Oct 13-14      | Woodward, OK       | OK Section Fall Annual Meeting - Tentative<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                      | TBD                          |
| Oct 13-15      | Odessa, TX         | TX Section Annual Fall Meeting<br><a href="http://www.rangelands.org/texas/">http://www.rangelands.org/texas/</a>                                                                                                                                                      | TBD                          |
| Oct 21         | Okeechobee, FL     | FL Section Fall Meeting & Tour<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                                  | TBD                          |
| Oct 25-29      | Moss Landing, CA   | Jurisdictional Delineation of Waters of the US<br><a href="http://www.elkhornsloughhctp.org/training/show_train_detail.php?TRAIN_ID=JuAZB6V">http://www.elkhornsloughhctp.org/training/show_train_detail.php?TRAIN_ID=JuAZB6V</a>                                      | 16                           |
| Nov 4-5        | Logan, UT          | UT Section Winter Meeting<br><a href="http://www.usu.edu/range/upcomingevents/meetings.htm">http://www.usu.edu/range/upcomingevents/meetings.htm</a>                                                                                                                   | TBD                          |
| Nov 9-10       | Laramie, WY        | WY Section Fall Meeting<br><a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>                                                                                                                         | TBD                          |
| Feb 6-10, 2011 | Billings, MT       | 64th Annual Meeting of the SRM<br><a href="http://www.rangelands.org/billings2011/">http://www.rangelands.org/billings2011/</a>                                                                                                                                        | 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](mailto:vtrujillo@rangelands.org), Fax 303-986-3892

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**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 Caitlin Harris, 303-986-3309 or email [caitlin@rangelands.org](mailto:caitlin@rangelands.org).

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Deadline for the August issue is July 15.

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