



# Rangeland News

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## Happy New Year!

by Allen Rasmussen, SRM Vice President

This fall I was able to attend the annual Texas Section meetings in Lubbock. It was a great meeting. During the meeting, Bill Pinchak described people who are members of the Society for Range Management as professional land stewards. This describes all of you! Bill what a wonderful succinct accurate description. This is surprising considering the hour of the evening it occurred.

As a Society we have had a tremendous year. As usual it was filled with many changes, some we actually planned. You have already heard about the changes in our office and refocusing our EVP position to Denver. The budget as always is a challenge and we are always evaluating our operations to determine what should/needs to be changed to stay within budget. One of our biggest budget challenges is *Rangelands*. A task group was appointed to determine if options could be found to maintain quality and reduce cost overruns. The task group recommended we reduce scheduled production to 4 issues/year but have the ability to publish additional special issues if funding and quality content was found. We are currently talking to our publisher to determine how much could be saved and how this recommendation may be implemented.

On a different front, the executive committee scheduled a trip to Washington, DC. We met with NRCS, USFS, BLM and USFWS leadership about how we as a society can help them meet their mission. Our group got a bit thin when both Dennis Phillippi and Don Kirby came up lame; Dennis with a shoulder problem and Don Kirby with a knee problem. I think their ability to recover from acute disturbances is starting to be impeded. However, we carried on using conference calling to make sure we took advantage of the considerable wisdom their age provides.

Our primary message was to discuss continuing education needs and how to get students into the agency ranks. Our continuing education discussions centered on the knowledge rangeland professionals must have to do their expected jobs. To be stewards we must continually improve our management of rangelands. To do this we must learn, understand, and apply new research. This is expected in all professions. In response to that need, we



highlighted opportunities SRM provides for continuing education and the ability to track this in our Certified Professional Rangeland Management program. There are opportunities to update your skills at venues ranging from local meetings and workshops to the annual international meeting and associated workshops. We also discussed how we could use the new regional workshop format piloted this fall in Park City (Ecological Site Descriptions as a Management Tool), for continuing education. This format also provides a flexible format to meet agency needs in the future. All of this was well received and we will continue to work with them to benefit you in the future.

The other exciting opportunity finalized was on the spot hiring for our annual meetings. Linda Coates-Markle did a great job finalizing these details. If you know any students looking for a job please let them know the agencies will be conducting interviews and hiring at our annual international meeting.

I am proud to be a member of the Society for Range Management; a society for professional land stewardship!

## **USDA Forest Service Unveils Open Space Conservation Strategy**

On December 6, 2007, Forest Service Chief Abigail Kimbell released the Open Space Conservation Strategy. This strategy charts a path for the Forest Service to cooperate across land ownership boundaries to; sustain working and natural landscapes, conserve forests, grasslands, farms, ranches, and urban green spaces. Benefits from open space include: clean air, abundant water, outdoor recreation, connected fish and wildlife habitat, scenic beauty, improved human health, renewable resource products, and quality of life.

The loss of open space threatens the sustainability of the Nation's forests and rangelands. The United States loses approximately 6,000 acres of open space each day at a rate of four acres per minute! Land development is outpacing population growth, especially in rural areas where the trend is low density dispersed growth. The Forest Service role is not to regulate development or land use, but to work with states, communities, landowners, and others to strategically conserve open space across the landscape.

Development in many parts of the country, including growth adjacent to the national forests and grasslands increases the risk of wildfire, raises the cost and risk of fighting fires, contributes to the spread of invasive species, increases conflicts among recreational users, reduces access to recreation lands, and fragments fish and wildlife habitat.

The overall goal of the Open Space Conservation Strategy is to sustain the environmental, social, and economic benefits of forests and rangelands across the landscape by; protecting the most ecologically and socially important lands, conserving working lands as sustainable forests and rangelands, expanding and connecting open spaces in cities, suburbs, and towns, and reducing the potential ecological impacts and risks of development.

In addition, this strategy will encourage natural-resource-based industries and provide policies to help public land ranchers maintain viable ranching businesses to continue owning the private ranch lands associated with their National Forest System grazing permits.

The Open Space Conservation Strategy is the product of extensive public comment and collaboration. Over 22,000 comments were received. If you would like to learn more about this strategy and how it will impact rangelands please visit <http://www.fs.fed.us/openspace> or contact Cindy McArthur, SRM Forest Service Liaison at [cmcarthur@fs.fed.us](mailto:cmcarthur@fs.fed.us).



# The EVP Report

By John Tanaka, Interim EVP

Not much has happened since last month's report...hmmm. Let's see. The staff is busy gearing up for the Louisville meeting. Registrations have been coming in at a fairly steady clip and the hotel is filling up. It has been fascinating to watch the process from this side of the table.

I did get moved to Denver and found an apartment close to our old office. It's not too far of a drive (3 miles) but seems to take about 3 times longer than my 10 mile commute back in Oregon. I guess that is life in the big city. I've been here for a week and am sitting through the second snow storm. The locals keep telling me this is unusual, but I'm not so sure... I hope you remember my phone number and email address. Please use them.

I've been working with a few committees to get things running full steam for Louisville. The annual meeting planning committee for Louisville is meeting via conference call weekly. They are doing a great job and are putting on an excellent meeting. We all hope that you can make it. We've also been meeting with the Albuquerque and Denver annual meeting committees. Albuquerque is really gearing up and their planning committee is chomping at the bit to really take off. One of my first tasks last month was to sign an agreement to hold the Denver meeting with the Weed Science Society of America. The details are still being worked out, but that should lead to some exciting interactions between our two organizations.

The Accreditation Panel is back into full swing and trying to catch up with various re-accreditations. We've been planning 5 different university visits during 2008. Thanks go to those schools that have chosen to continue with that program, it really does help the profession. I would like to encourage other schools to look at our handbook and apply for accreditation. Please visit with any of the Accreditation Panel members, your Board members, or me about it.

Last year we had a Membership Task Force that started down the road of what SRM needs to be doing differently. They are continuing to look at our membership issues. While our numbers are staying roughly even, we do have a lot of non-renewing ex-members. If we could find a way to retain even half of those who choose not to renew, we would be growing at a fairly fast rate. Obviously, we can't keep doing what we've been doing the same way we've been doing it.

Joel Brown is leading the *Rangelands* Magazine Task Force to see what we can do to revitalize *Rangelands*. That group presented some ideas to the Board last July and was charged with moving forward with their discussions.

I'm hoping that other committees are moving ahead with their activities for the year. I really planned on calling each committee chair and just visiting, but that has not happened. The best laid plans... Instead, I will offer here that if there is anything that the staff or I can do to help you get your work done, please let me know. We have a very inexpensive way to do conference calls and are exploring other technologies (instant messaging, email, and webcams) to hold staff meetings. We're looking at anything we can think of to make our operations run more smoothly and to reduce travel and other meeting costs. We'd be happy to share what we have learned.

On behalf of the SRM staff, we do hope that you had truly wonderful Holidays! We'll see you in Louisville.

## Board Minutes

According to the by-laws, SRM is to publish summary results of the Board of Directors and Advisory Council meetings. There is no way to catch up with all of the minutes since the last time I recall seeing them in a publication. All I can say is that we will begin posting the minutes on our website and publishing summaries again in the future. The published summaries will be brief and I'd encourage any interested member to go on the member's side of the website and read them in all their glorious detail.



## Board of Directors Meeting Summary DRAFT – July 9-12, 2007, Park City, Utah

**Motion:** The Society will provide conceptual support for the Center for Education and Professional Development (by Butler, Fox seconded, motion *carried*).

**Motion:** To move forward with the Pilot Program (by Brown, Kirby seconded, motion *carried*). Designation of a Program Coordinator and logistical support was delayed. Start-up funds were delayed pending budget review.

**Motion:** Charge the CPRM committee for a report on the current proportion of pre-approved vs. post-hoc CEU's and also ask them for a recommendation to minimize the amount of post-hoc CEU's per CPRM renewal (by Brown, Launchbaugh seconded, motion *carried*).

**Motion:** Accept the employee handbook with sick leave compensation at separation clause removed (by Brown, Butler seconded, motion *carried*).

**Motion:** To proceed with reprinting the Trail Boss Cowboy Cookbook under the current publishing contract using funds from SRM financial reserves to cover the initial cost (by Butler, Launchbaugh seconded, motion *carried*).

**Motion:** To accept the budget as presented (by Brown, Launchbaugh seconded, motion *failed*). Specific instructions were made on how to improve the budget before it would be approved. Board to reconvene later to consider a revised budget.

**Motion** (on July 31 Conference Call): To accept the FY08 budget with the changes proposed by 1<sup>st</sup> VP Rasmussen (by Launchbaugh, Howery seconded, motion *carried*).

**Motion:** To use funding from existing SRM financial reserves as a loan to fund a pilot project for the SRM Center for Education and Professional Development. The loan is to be repaid and is contingent upon the development of a request for proposals (RFP) that will be put before the general SRM membership (by Butler, Launchbaugh seconded, motion *carried*).

Board agreed to host monthly conference calls to conduct business.

Informational items were presented on the sage grouse white paper revision, staffing issues, a utilization paper from the RAM committee, annual meeting updates, membership survey results, the Rangelands magazine task force, and the membership task force.

## Board of Directors Open Conference Call – November 19, 2007

Informational updates: Budget appears to be in the black, the ESD workshop in Park City will be profitable, annual meeting planning, Board reports from different Section meetings attended, IRC/IGC meeting.

**Motion:** To approve the detailed EVP Position Description (by Butler, Rasmussen seconded, motion *carried*).

**See You in Louisville at the Annual Meeting!**

**BUILDING BRIDGES:**  
Grasslands to Rangelands

  
**Louisville, KY**  
**Jan. 26th - 31st 2008**



# Strengthening the Rangeland Profession for the Future

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

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

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



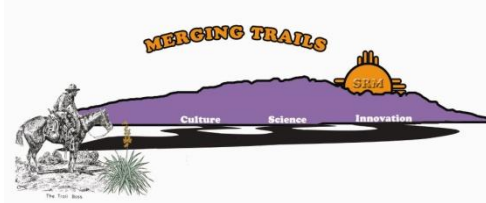
## Please consider attending this workshop.....we are looking for rangeland professionals to help us identify:

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

If you are interested in participating, please contact the BLM-SRM Liaison at: [lcmarkle@rangelands.org](mailto:lcmarkle@rangelands.org) and/or 303-986-3309



# SRM's 62<sup>nd</sup> Annual Meeting



## *Merging Trails: Culture, Science, and Innovation*

62<sup>nd</sup> Annual Meeting of the Society for Range Management

February 8-12, 2009 in Albuquerque, New Mexico

<http://www.srmmeetings.org>

## **First Call - Symposium and Workshop Proposals and Contributed Abstracts**

This is the first call for proposals for either workshops or symposia and for contributed abstracts for papers or posters for the 62<sup>nd</sup> annual meeting of the Society for Range Management (SRM) in Albuquerque, New Mexico, scheduled February 8 – 12, 2009. The theme of the meeting is “*Merging Trails: Culture, Science and Innovation.*”

Instructions for submission of both proposals and abstracts for contributed presentations and posters are detailed at <http://www.srmmeetings.org>.

**Proposals for symposia, workshops or special sessions should be submitted online by May 1, 2008, to <http://www.srmmeetings.org>.**

Criteria for these events are detailed at this web site. Submitters will be notified of a decision regarding their proposal by July 1, 2008. Abstracts from all accepted symposia presenters are due September 1, 2008, the same deadline as contributed abstracts. Questions concerning proposals for special sessions, symposia or workshops can be directed to:

**Andres Cibils at [acibils@nmsu.edu](mailto:acibils@nmsu.edu)**

**Contributed abstracts for both oral presentations and posters should be submitted online by September 1, 2008, at <http://www.srmmeetings.org>.**

Authors with accepted abstracts will be notified by November 1, 2008. We require abstracts for contributed oral presentations, posters, and accepted special sessions and symposium presentations. Abstracts will be published on CD-ROM.

If you have any questions concerning contributed abstracts please contact any of the Program Co-Chairs:

Kirk McDaniel at [kmcdanie@nmsu.edu](mailto:kmcdanie@nmsu.edu)

Allen Torell at [atorell@nmsu.edu](mailto:atorell@nmsu.edu) or

Kris Havstad at [khavstad@nmsu.edu](mailto:khavstad@nmsu.edu)

**The website for the Society for Range Management is <http://www.rangelands.org>**



# Membership Clarification

In the December issue of *Rangeland News* it was stated, in the opening article, that “our Society has lost more than 900 members over the past two years.” This is true. However, we have had over 900 new and returning members, so we are keeping steady at 3,500 members. I think the point that was trying to be made is where we would be if we did a better job of retaining members. We could be at or close to 4,000 members if we retained just half of those whose memberships expired.

If you have any questions please contact me at 303-986-3309 or email me [LRadtke@rangelands.org](mailto:LRadtke@rangelands.org).

Lesley Radtke, Director of Membership/Special Events

## “It’s All About Range – We Support SRM!”

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



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

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

Date	Location	Title	Credit
Jan 8	Ames, IA	Iowa DNR Conservation Grazing Workshop Austin Sewell, <a href="mailto:austin.sewell@gmail.com">austin.sewell@gmail.com</a>	7 CEUs
Jan 8-10	Las Cruces, NM	NM Section Annual Mtg-Finding Value in Ranch Ecosystem Services 11 (t-1/w-7/th-3) <a href="http://agecon.nmsu.edu/nmsrm/">http://agecon.nmsu.edu/nmsrm/</a>	
Jan 10	Web Conference	2008 Rodent & Bird Control and Predator Control Recert Training <a href="http://www.state.sd.us/doa/das/Rodent_Bird08F3.pdf">http://www.state.sd.us/doa/das/Rodent_Bird08F3.pdf</a>	3 CEUs
Jan 9-10	Prescott, AZ	AZ Sec Winter Mtg-Celebrating Success-Collaborations on AZ Rangelands <a href="http://azrangelands.org/meetings/2008wintermeetingregistrationform.pdf">http://azrangelands.org/meetings/2008wintermeetingregistrationform.pdf</a>	11 (w-5/th-6)
11-Jan	Placerville, CA	Yellow Starthistle Control <a href="mailto:nancy.starr@co.el-dorado.ca.us">nancy.starr@co.el-dorado.ca.us</a> , <a href="http://ceeldorado.ucdavis.edu/Whats_Happening_at_UCCE/">http://ceeldorado.ucdavis.edu/Whats_Happening_at_UCCE/</a>	4 CEUs
Jan 7-8	Columbia, MO	Heart of America & Mid-Missouri Grazing Conference <a href="http://agebb.missouri.edu/mfgc/">http://agebb.missouri.edu/mfgc/</a>	8 CEUs
Jan 17-19	Albuquerque, NM	Quivira Coalition 7th Annual Conference-Building Resilience <a href="mailto:conference@quiviracoalition.org">conference@quiviracoalition.org</a> , <a href="http://www.quiviracoalition.org/">http://www.quiviracoalition.org/</a> ( <i>precon &amp; lecture separate</i> )	12 (f-6/s-6) – max 16
(Jan 17)	Albuquerque, NM	Quivira Coalition Conservation <b>Lecture</b> -Beyond the Ivory Wars <a href="mailto:conference@quiviracoalition.org">conference@quiviracoalition.org</a> , <a href="http://www.quiviracoalition.org/">http://www.quiviracoalition.org/</a>	1CEU
(Jan 17)	Albuquerque, NM	Quivira <b>Precon Conservation Seminar</b> -Water Harvesting for Dry Lands <a href="mailto:conference@quiviracoalition.org">conference@quiviracoalition.org</a> , <a href="http://www.quiviracoalition.org/">http://www.quiviracoalition.org/</a>	6 CEUs
(Jan 17)	Albuquerque, NM	Quivira <b>Preconference Range School</b> -Resilient Ranch Round-up <a href="mailto:conference@quiviracoalition.org">conference@quiviracoalition.org</a> , <a href="http://www.quiviracoalition.org/">http://www.quiviracoalition.org/</a>	6 CEUs
Jan 22	Rapid City, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Jan 23	Pierre, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Jan 23-24	Sydney, MT	2008 Montana Winter Grazing Seminar <a href="http://www.dnrc.mt.gov/cardd/camps/wintergrazing/default.asp">http://www.dnrc.mt.gov/cardd/camps/wintergrazing/default.asp</a>	7 (w-4 / th-3)
Jan 24	Mitchell, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Jan 25	Watertown, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Jan 26-31	Louisville, KY	2008 Joint SRM/AFGC Annual Meeting-Building Bridges: Grasslands to Rangelands <a href="http://www.rangelands.org/louisville2008/louisville2008_index.shtml">http://www.rangelands.org/louisville2008/louisville2008_index.shtml</a>	16 CEUs ttl
Jan 28	Sioux Falls, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Jan 29	Yankton, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Feb 11	Brookings, SD	2008 Annual Pesticide Recertification Shortcourse <a href="http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf">http://www.state.sd.us/doa/das/ComApp_Ag08F1.pdf</a>	6 CEUs
Feb 8	Santa Rosa, CA	Livestock Grazing on Vernal Pool Landscapes <a href="mailto:jschwan@sonic.net">jschwan@sonic.net</a> , <a href="http://sotoyomercd.org/Grazing-Workshop-2008.pdf">http://sotoyomercd.org/Grazing-Workshop-2008.pdf</a>	4 CEUs
Feb 6-7	Saskatoon, SK	SK Beef & Forage Symposium 2008 <a href="mailto:bfreistadt@pami.ca">bfreistadt@pami.ca</a> , <a href="http://www.agbio.usask.ca/events/index.html">http://www.agbio.usask.ca/events/index.html</a>	7 CEUs (th only)

**If you know of a function that you want to attend but do not see it here, please send the information to:  
SRM, ATTN: Vicky Skiff, 10030 W 27<sup>th</sup> Ave, Wheat Ridge, CO 80215-6601; [vsriff@rangelands.org](mailto:vsriff@rangelands.org), Fax 303-986-3892**





# SRM and AFGC 2008 Job Fair

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

### 2008 JOB FAIR

**January 27th, 2008**

at the

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

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

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

### 2008 JOB FAIR

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

The job fair will involve a full day on Sunday January 27, 2008. Registered employers will be provided space (6-ft table) to display employment information, distribute vacancy announcements and interact with job seekers in a large exposition area. We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled activities, meetings and workshops.

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

### REGISTRATION FOR EMPLOYERS

Registrations will be on a first-come, first served basis, and space is limited. A few spots are still available!

Program and registration information is available on the SRM website at:

<http://www.rangelands.org/jobfair.shtml> or please feel free to contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at: [lcmarkle@rangelands.org](mailto:lcmarkle@rangelands.org) and/or 303-986-3309.

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



# Agency On-The-Spot Hiring Programs

## Agency On-The-Spot Hiring Programs at the SRM/AFGC meetings in Louisville, KY

Several federal agencies (USFS, NRCS and BLM) have successfully coordinated On-the-Spot Hiring programs at the Society for Range Management annual meetings in past years. For example, at the SRM 60th Annual Meeting in Reno, Nevada, 18 Rangeland Management Specialist (RMS, GS-454) entry level vacancies were successfully filled. Agencies are pursuing this opportunity again at the Joint Annual SRM Meeting and Trade Show (January 26-31, 2008) in Louisville, Kentucky. These meetings are in conjunction with the American Forage and Grasslands Council (AFGC) and will present an excellent venue for student and young professional hiring opportunities.

The agencies are currently working with their respective offices to develop a full list of available jobs. Specific details regarding each job vacancy should be available by mid-January. For up-to-date information, please contact [Linda Coates-Markle](mailto:lcmarkle@rangelands.org) (lcmarkle@rangelands.org), BLM Liaison to SRM, and/or [Cindy McArthur](mailto:cmcarthur@rangelands.org) (cmcarthur@rangelands.org), USFS Liaison to SRM.

### Federal Career Intern Program

Hiring authority for this program is provided under the Federal Career Intern Program (FCIP) which is designed to help agencies recruit and attract exceptional individuals into the Federal workforce. The program was created under Executive Order 13162 and hiring authority is permitted when recruiting at regional or national levels. Applicants may be university seniors (or graduates) and must be able to report to work within six months of the job offer. Successful candidates are typically offered entry level positions and may be converted to permanent status after two years of acceptable internship. During the internship, work assignments are designed to provide an orientation to the agency and offer progressive on-the-job specialized work experience and training targeted to the full-performance duties of the RMS. For more information, please visit the FCIP website at [www.opm.gov/careerintern](http://www.opm.gov/careerintern).

### On-the-Spot Hiring Process

The entire process averages a total of four days from Sunday to Wednesday of the SRM annual meetings. Agencies will be present at SRM organized Career Development Workshops on the first Sunday of the meeting and circulate job outreach notices as well as explain the agency hiring process to interested participants. By Monday noon most applications should be submitted, typically coming from graduating seniors or recently graduated young professionals representing many different universities and colleges. Agency teams of Human Resource Specialists review and qualify most applications within one day. During the next few days qualified applicants will be provided with ~ 30 minute interviews. The interview panels usually consist of regional foresters/managers/program leads delegated with hiring authority and representing all available vacancies. At the completion of the interviews, offers may be made to exceptional candidates with the intent to fill all available positions by Wednesday afternoon.

**Please visit the SRM website at: [http://www.rangelands.org/jobfair\\_onthespot.shtml](http://www.rangelands.org/jobfair_onthespot.shtml) to view the following documents that are designed to help students and young professionals prepare for this opportunity.**

**[Making the First 10 Minutes of an Interview Count \(pdf\)](#)**

**[Information for Applying for Federal Jobs \(pdf\)](#)**

**[Individual Occupational Requirements for GS-454: Rangeland Management Series \(pdf\)](#)**

**[BLM Comparison Fact Sheet \(pdf\)](#)**

**[BLM Student Career Employment Program \(SCEP\) \(pdf\)](#)**

**[Resume Tips](#)**, presented by USAJOBS, the official job site of the US Federal Government. It's your one-stop source for Federal jobs and employment information.



## MSU Specialist/Assistant Professor Position Announcement

**Position:** Extension Integrated Invasive Plant Management Specialist/Assistant Professor, tenure track, 80% Extension/20% Research

**Location:** Department of Land Resources and Environmental Sciences, College of Agriculture, Montana State University

**Screening:** February 29, 2008, **Available:** May 1, 2008

The department is seeking a talented and enthusiastic individual who has a vision of how new and existing knowledge can be applied through education into integrated invasive plant management issues. The individual will embrace a multi-disciplinary approach to integrated invasive plant ecology and management in range, wildland, and agricultural systems. The incumbent will provide statewide Extension leadership, interact with numerous clientele groups, and develop innovative educational programs using techniques that are well-integrated with ongoing Extension and research efforts.

The complete position description can be viewed at:

<http://www.montana.edu/cgi-bin/msuinfo/fpview/f/8532-2>

## OSU Graduate Study in Plant Ecology Position Announcement

### DEPARTMENT OF NATURAL RESOURCE ECOLOGY & MANAGEMENT OKLAHOMA STATE UNIVERSITY

Two graduate student research positions (Ph.D. or M.S.) are available to study rangeland ecosystem ecology. In many rangeland ecosystems, the belowground population of plant meristems (the bud bank) plays a primary role in plant population dynamics, species diversity, stability, and resistance to invasion. Our project will test hypotheses on environmental factors regulating bud bank dynamics and their ecological consequences in rangelands across the Great Plains. This research is funded through USDA collaborative funding with Kansas State University (D.C. Hartnett). In addition to stipend, benefits include tuition waiver (up to 6 hours per semester) and student health insurance. Tentative starting date is June 1, 2008. If interested, please email a letter stating your interest in the program and a resume to: Dr. Gail Wilson, OSU Dept. of Natural Resource Ecology & Management, 008C Agricultural Hall, Stillwater OK 74078-6013, (405) 744-5539, e-mail [gail.wilson@okstate.edu](mailto:gail.wilson@okstate.edu). To apply, please visit:

<http://nrem.okstate.edu/graduatestudents.html>

## TTU Dean Position Announcement

Texas Tech University (<http://www.ttu.edu/>) is seeking applications for the position of Dean of the College of Agricultural Sciences and Natural Resources. The university is a Carnegie Doctoral/Research-Extensive state-assisted institution with an enrollment of almost 30,000. The college has six departments (Agricultural and Applied Economics, Agricultural Education and Communications, Animal and Food Sciences, Landscape Architecture, Plant and Soil Science and Natural Resources Management) and the International Textile Center. The dean has responsibility for 80 tenured and tenure-track faculty, 1282 undergraduate students, 183 M.S. students, 89 Ph.D. students, an annual operating budget of over \$10M, and a total college endowment of \$36M. The college conducts approximately \$13M in research annually. The successful applicant will have earned a doctorate in agriculture, natural resources, or a closely related field. He/she must have a record of scholarly accomplishments, demonstrated leadership responsibilities, and a vision for the college. For a complete description of the position please visit <http://www.depts.ttu.edu/agriculturalsciences/dean/> and to apply visit <http://jobs.texastech.edu>. Please consult requisition number 73197. TTU is an EEO/AA/ADA Employer.



# NDSU Tenure Track Faculty Position Announcement

**CLOSING DATE:** Screening will begin February 29, 2008 and remain open until a suitable applicant pool is established.

**DESCRIPTION:** The Natural Resources Management Interdisciplinary Program at North Dakota State University announces a 12-month, tenure track faculty position (70% teaching/30% research). The successful candidate will serve as an integral member and active participant in a dynamic interdisciplinary program involving four colleges and ten departments; please see the NRM Webpage (<http://www.ag.ndsu.nodak.edu/nrm>). The candidate will be expected to provide leadership in the continuing academic progress and NRM program growth by engaging in teaching, new-course development, student recruitment and retention, effective advising of undergraduate and graduate students, community outreach, acquisition of extramural funding for research and academic program development dissemination of research results in professional publications, and service to the state of North Dakota, the College of Agriculture, Food Systems and Natural Resources, and the Natural Resources Management Interdisciplinary Program.

**MINIMUM QUALIFICATIONS:**

- An earned PhD in Natural Resources Management or a terminal degree and education and experience in a closely related field
- Experience in application of natural resources management concepts in a public, private, or non-profit environment
- Demonstrated ability to develop and teach graduate/undergraduate courses
- Demonstrated understanding of an interdisciplinary academic culture
- Demonstrated ability to function in an interdisciplinary academic environment
- Potential for obtaining extramural research and academic educational program funding
- Potential to publish in peer-reviewed or refereed professional publications
- Participation in professional development activities
- Demonstrated excellent written and oral communication skills

**PREFERRED QUALIFICATIONS:**

- An earned PhD in Natural Resources Management
- Environmental mitigation experience
- Academic or professional experience with NEPA and EIS
- Pollution control science and/or sustainable land management practices background
- Demonstrated leadership skills for planning, managing, and implementing recruitment efforts
- Potential for academic/career advising of graduate/undergraduate students
- Demonstrated ability to assist the general public in understanding the application of natural resources management interdisciplinary concepts
- Informal participation in community outreach activities involving natural resources management concepts
- Publication in professional journals
- Demonstrated ability to collaborate with individuals in other fields
- Demonstrated understanding of field work

**TO APPLY:** Electronic submission to Barbara Magnusson ([barbara.magnusson@ndsu.edu](mailto:barbara.magnusson@ndsu.edu)) of the below application materials is required.

1. Letter of Introduction;
2. 2-3 page Curriculum Vitae;
3. Names and contact information of three references

Questions regarding the responsibilities of the position may be directed to Dr. Carolyn Grygiel, ([carolyn.grygiel@ndsu.edu](mailto:carolyn.grygiel@ndsu.edu)) Chair – Search Committee, Natural Resources Management Interdisciplinary Program.

Veterans claiming preference must submit all proof of eligibility by the screening date. Proof of eligibility includes a DD-214 and if claiming disabled status, a current letter of disability.

North Dakota State University is an equal opportunity employer.



# The Nature Conservancy Project Ecologist Position Announcement

## SOUTHERN NEVADA PROJECT ECOLOGIST THE NATURE CONSERVANCY

The Southern Nevada Project Ecologist, located in Las Vegas, will participate in conservation planning, mapping of ecological integrity, implementation and monitoring of experimental designs and management actions, state-and-transition computer modeling, and identification of real estate opportunities. The Southern Nevada Project Ecologist will work closely with public and private land managers and stakeholders. Funding for the Southern Nevada Project Ecologist is dependent on public agency grants and contracts, therefore the candidate must be responsive to partner needs and meet deadlines for deliverables. Requirements include:

- Graduate degree in rangeland management, wildlife management, ecology/biology, or related field and at least 1-3 years related experience in xeric and sub-xeric rangelands or an equivalent combination of education and experience.
- Knowledge of Mojave Desert and southern Great Basin rangeland and woodland ecology and conservation, including plant and animal species, natural communities, and disturbance processes (examples, fire, flooding, and grazing).
- Working knowledge of GIS software (e.g., ESRI ArcGIS, ArcView) is essential to create maps and query and overlay data layers.
- Knowledge of state-and-transition modeling and ability to use modeling software (ESSA Technologies' Vegetation Dynamics Development Tool and Tools for Exploratory Landscape Scenario Analysis) to support natural resources management planning.
- Ability to collect, manage, analyze, and interpret scientific data and prepare reports of findings.
- Working knowledge of experimental design statistics.
- Demonstrated ability to manage projects by: coordinating tasks/events, setting and achieving deadlines, managing timeframes and budgets, communicating effectively with Conservancy staff, and building support from diverse partner groups.
- Demonstrated ability to communicate clearly via written, spoken, and graphical means in English to both scientific and lay audiences.

### **TO APPLY:**

Submit cover letter, resume, and three references to:

Mauricia Baca, Southern Nevada Project Director

The Nature Conservancy

1771 E. Flamingo Road, Suite 104A,

Las Vegas, NV 89119

Email [mbaca@tnc.org](mailto:mbaca@tnc.org) (preferred method of submission)

Please put "Southern Nevada Project Ecologist Application" in the subject line.

Complete applications must be received no later than 21 January, 2008.

**The Nature Conservancy is an Equal Opportunity Employer**



# UW Associate/Full Professor Position Announcement

## Land Reclamation and Restoration Ecologist at the Associate or Full-Professor Level

The Department of Renewable Resources at the University of Wyoming (<http://uwadmnweb.uwyo.edu/UWRENEWABLE/>) seeks a recognized scholar to conduct basic and applied research, teaching, and outreach in land reclamation related to energy resource extraction in semiarid lands. The successful candidate will develop an interdisciplinary research program focused on natural resource management strategies to mitigate the environmental impacts of energy extraction. This position requires experience generating extramural funding and capable of developing and supporting an aggressive graduate research program. As an integral part of the Wyoming Reclamation and Restoration Center (WRRC) and the School of Energy Resources (SER), the candidate is expected to establish collaborative research efforts with on campus programs (e.g., the Ruckelshaus Institute of Environment and Natural Resources (IENR), Wyoming Cooperative Fish & Wildlife Research Unit, Program In Ecology, Wyoming Geographical Information Science Center, Environmental Engineering and Sciences). Teaching duties will include 2 courses per year in support of the Renewable Resources graduate and undergraduate Reclamation and Restoration Ecology curriculum, advising undergraduate and graduate students and participation in the Haub School of Environment and Natural Resources.

The successful candidate will coordinate outreach educational efforts and services to promote and inform the energy industry, agency representatives and the broader public. This position requires a research program that will demonstrate tangible outcomes that facilitate management and mitigation of the environmental impacts of energy extraction and associated development. The formal 11-month appointment is 50% Research, 25% Teaching and Advising, and 25% Outreach and Service to promote restoration efforts and interactions with agency and industry in support of the efforts of the University of Wyoming WRRC, SER and the IENR. Candidates must have demonstrated research expertise in land reclamation or restoration ecology, a doctoral degree in a closely related field and extensive faculty level experience. Outstanding applicants at any stage of their careers will be considered. The position offers an excellent salary, start-up package and an annual budget based on qualifications. Screening of application materials will begin February 1, 2008. Applications will be accepted until the position is filled. Electronic submissions are encouraged. More information on the University of Wyoming departments and programs are available online.

The University of Wyoming and the Department of Renewable Resources are committed to advancement of new knowledge and creative, broadly applicable solutions to ecosystem disturbances. The University of Wyoming enjoys a distinctive leadership role as the only public four-year institution of higher learning in Wyoming. The main campus at Laramie, a city of 30,000 residents, is located at 7200 feet in elevation between the Laramie and Medicine Bow Ranges of the Rocky Mountains. More information about the University and its regional setting is available on the University's website: (<http://www.uwyo.edu>).

**Application Process:** Qualified applicants should submit statements of their research interests and teaching philosophy, a curriculum vitae and contact information for four references to:

Dr. K. J. Reddy, Professor  
Search Committee Chair  
Department of Renewable Resources  
Dept 3354, 1000 E. University Avenue  
College of Agriculture  
University of Wyoming  
Laramie, WY 82071  
USA

e-mail address for electronic submission:

Janet Marsh [windsong@uwyo.edu](mailto:windsong@uwyo.edu)



## OSU Department Head and Professor Position Announcement

Department Head and Professor. Department of Rangeland Ecology and Management, Oregon State University. This position is a full time, 12-month position as Department Head with tenure at .75 FTE at the rank of Professor. Education or research experience should emphasize rangeland soil-plant-animal dynamics and rangeland management. The incumbent will be expected to manage an academic department in a land grant university, with responsibilities to livestock producers, state and federal agencies, professional organizations and conservation groups. Ability to work cooperatively with the public, academic research and teaching departments, land management agencies, conservation groups, and private landowners is necessary. Requirements include Ph.D. in rangeland management or a closely related field, and acquired experience in and understanding of university teaching and research in the academic discipline/unit. Other requirements include having acquired a national or international reputation for scientific achievements in rangeland ecology and management meriting appointment as a tenured full professor, success in securing and administering grant/contract funding to support a broad range of activities characteristic of the activities of the Department of Rangeland Ecology and Management. A commitment to promoting and enhancing diversity is also required. Preferred requirements include a demonstrated understanding of sustainable livestock management in rangeland settings. For full consideration, applications should be completed by February 22, 2008. Online application submission is at <http://oregonstate.edu/jobs>. Oregon State University is an affirmative action equal opportunity employer and has a policy of being responsive to dual career needs.

## Lost Resources - Samuel "Wes" Hyatt & E. Lee Griner

Samuel "Wes" Hyatt passed away Oct. 7, 2007. A long time member of the Society for Range Management, he was a partner in the family ranching operation. He was honored in 1987 with the SRM Fellowship Award and again in 2003 with the W.R. Chapline Land Stewardship Award for "Exceptional accomplishments and contributions to the art and science of range management through rangeland stewardship."

Wes Hyatt served on many committees for the Wyoming Section of the Society for Range Management and also the parent society. He served two terms on the SRM Board of Directors and both Wes and his wife Margaret were generous contributors to the SRM Endowment Fund.

Wes is survived by his wife of 64 years, Margaret Hyatt, 141 Pioneer Drive, Thermopolis, WY 82443-2000, (307) 864-5551.

E. Lee Griner – Passed away on May 4, 2007. Lee has been a member of SRM, and the California-Pacific section since 1953. He served as a tour host for the 1954 SRM Annual Meeting. He retired from the Soil Conservation Service in El Cajon, CA in 1971. His last address is: 5607 Lake Vista Drive, Bonsall CA 92003-5310.

### Deadline for the *February 2008 SRM Rangeland News*

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15<sup>th</sup> of January for the February issue of the newsletter.

Send to Caitlin at: [caitlin@rangelands.org](mailto:caitlin@rangelands.org)



## New Members

**SRM welcomes its new members. Following is a list of new members, their section and recruiter for November 21, 2007 to December 20, 2007.**

<u>Member</u>	<u>Company</u>	<u>City</u>	<u>Section</u>	<u>Recruited By</u>
April Barron	University of Arizona	Sierra Vista, AZ	AZ	
Ashley Shepherd	University of Arizona	Tucson, AZ	AZ	Katie Lee
Cody Lunsford	USDA-NRCS	Kingman, AZ	AZ	Alan McBee
Grant Rogers	University of Arizona	Tucson, AZ	AZ	Larry Howery
Heather Dial	University of Arizona	Tucson, AZ	AZ	Katie Lee
Teressa Van Diest	University of Arizona	Tucson, AZ	AZ	Katie Lee
Danny Heim	Humbolt State University	Riverside, CA	Cal-Pac	Susan Marshall
Dick Antonio	Holistic Resource Management	Palisade, CO	CO	Rich Antonio
Hal Pearce	USDA-Forest Service	Meeker, CO	CO	Vickie Branch
Jade Meinzer	Edison High School	Yoder, CO	CO	Ben Berlinger
Grant Slinger	Stratton High School	Stratton, CO	CO	Ben Berlinger
Aleta Rudeen	Colorado State University	Fort Collins, CO	CO	
Emily Kachergis	Colorado State University	Fort Collins, CO	CO	Corrie Knapp
Challis Boll	Cambridge High School	Cambridge, ID	ID	
PJ Courtney	USDI-BLM	Twin Falls, ID	ID	
Erin McLeod	University of Alberta	Edmonton, AB	IM	
Susan Gomez-Martinez	Universidad Antoino Narro	Saltillo, Coahuila	MX	Juan Martinez
Elizabeth Hill	Whiterock Conservancy	Coon Rapids, IA	NC	
David Hillger	DOW AgroSciences	Pickerington, OH	NC	
David Repass	USDI-BLM	Washington, DC	NCS	
Joe Larson	USDA-NRCS	Potter, NE	NE	Kristin Miller
Breanna Paradeis	North Dakota State University	Fargo, ND	NGP	Edward DeKeyser
Benjamin Anderson	North Dakota State University	Fargo, ND	NGP	Edward DeKeyser
Jenna Hutchings		Saltcosts, SK	NGP	
Dustin Strong	North Dakota State University	Ambrose, ND	NGP	
Joel Ostendorf	North Dakota State University	Fargo, ND	NGP	
Lindsay Wilsey	Montana State University-Bozeman	Bozeman, MT	NGP	
Jeremy Brown	Saskatchewan Watershed Authority	N Batleford, SK	NGP	Etienne Soulodre
Les Owen	New Mexico Dept. of Agriculture	Las Cruces, NM	NM	
Scott Standfill		Reno, NV	NV	Terrell Overman
Terri Overman		Burley, ID	NV	
Amber Bolinger	Pauls Valley High School	Paoli, OK	OK	Melissa Teague
Anna Maher	Oregon State University	Corvallis, OR	PNW	John Tanaka
Gary Benes	USDA-Forest Service	Canyon City, OR	PNW	
Stephanie Hatch	Oregon State University	Woodburn, OR	PNW	
Jessie Parries	Eastern Oregon Univeristy	Eagle Creek, OR	PNW	
Sarah Lamagna	University of British Columbia	Vancouver, BC	PNW	
Justin Feeman	Oregon State University	Corvallis, OR	PNW	Tamzen Stringham
Kyle Schell	South Dakota State University	Brookings, SD	SD	
Ruby Ann Stiegelmeier	High School Youth Forum	Selby, SD	SD	Roger Gates
Vitalis Temu	Mississippi State University	Starkville, MS	SO	
Gary Reckner	USDA-NRCS	Madisonville, KY	SO	Sid Brantley
Ryan Meeks	Stockton High School	Stockton, MO	SO	Stevie Collins
Laura Marszalek	Brigham Young University	Provo, UT	UT	Steve Peterson
Skye Rhodes	Brigham Young University	Murray, UT	UT	
Jack Staub	USDA-ARS	Logan, UT	UT	
Kanalu Sproat	Brigham Young University	Provo, UT	UT	Steven L. Petersen
Matt Madsen	Brigham Young University	Provo, UT	UT	
Jolene Hatch	Utah State Parks & Recreation	Syracuse, UT	UT	
Samuel Mitchell	Tooele High School	Vernon, UT	UT	
Dusti Ann Cox	Valley High School	Orderville, UT	UT	
Ryan Reese	Valley High School	Mt. Carmel, UT	UT	
Abigail Martin	University of Wyoming	Laramie, WY	WY	





## Upcoming Deadlines, Events and Meetings

(For more information [www.rangelands.org](http://www.rangelands.org) Links, SRM Sections)

### Jan. 2008

- Jan. 9-11 Arizona Winter Meeting, Prescott, AZ  
Jan. 8-10 New Mexico Winter Meeting, Las Cruces, NM  
Jan. 28 Southern Section Meeting 8:00-10:00 p.m., SRM/AFGC Annual Meeting, Louisville, KY  
Jan. 26-Feb. 1 SRM/AFGC 2008 Joint Annual Meeting, Louisville, KY

### June 2008

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



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**10030 W. 27<sup>th</sup> Ave.**  
**Wheat Ridge, CO 80215**

