

Rangeland News

March 2011, Volume 64, Number 3

Society for Range Management
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Board of Directors Monthly Meeting Notice

During 2011-2012, the BOD will be meeting the fourth Monday of every month at 8:00am MST.
The next meeting will be March 28, 2011 at 8:00am MST. Call In Number: 1-800-391-1709 Bridge #: 649153

Your 2011 Board of Directors:

President: Jack Alexander, MT; **1st Vice President:** Gary Frasier, CO; **2nd Vice President:** Wally Butler, ID
Directors: Charles Hart, TX; Sandy Wyman, OR; Stephanie Larson-Praplan, CA; Keith Klement, WY; Val Jo Anderson, UT; Misty Hays, WY

Inside This Issue	Page
Thanks!	1
Executive Vice President's Report	3
SRM Action Update Call	3
Just a Moment to Say Thanks	3
BLM Reception/Social	4
Capital Update	4
Ranchers and Conservationists Discuss Borderlands	5
Trail Boss Cookbook	6
February Photo Quiz Answer	6
March Photo Quiz	7
Behavioral Based Interviewing and the Star Approach	7
Stewards of the Rangeland	7
Ten Keys to Dynamite Resume	8
Drought Preparedness in the West	8
Input Sought for July Forum	8
IM Native Plant Summit	9
SRM Facilitates First Native Range Initiative for Tribal Lands	10
Member Login	11
Position Announcements	12
IX IRC 2011	12
EBIPM Field School	13
Columbia Basin Restoration Workshop	13
Patty Rich—Retirement	14
Bison Restoration	14
CWGA Workshop	15
New Members	15
Member Search	16
Continuing Education Calendar	16

Thanks! Jack Alexander, SRM President 2011-2012

Wanting to warm up a bit after the Billings meeting, I took the southern route home through Tiburon, Haiti. It was definitely warmer than Billings with a lot of upside potential for land management. I am all warmed up, tanned, and ready for a great year of SRM.

First of all thank you to the 1600+ of you who attended the Billings 2011 Annual Meeting. Each of you played a role in making it a huge success. There were those who thought that no one could pull off a successful meeting in Billings, Montana in February. They were proven wrong. A giant thank you goes out to Todd Yeager, Tammy DeCock, and their excellent Annual Meeting Committee – which was not only a great Planning Committee but a great Annual Meeting Execution Committee. What a ton of work you did and what amazing results occurred. Not only did you put on the biggest meeting Billings has hosted (the last big meeting there was the SRM annual meeting in 1989); you did it amidst unique challenges. Please accept thanks from SRM, the Board of Directors, and me.

One of the greatest things about SRM is that over half of our members attend the annual meetings. Not just that half of our members will attend a meeting sometime, but our annual meeting attendance is half of our total membership every year. SRM is the envy of many organizations in this regard. I want to thank each and every one of you for braving the subzero temperatures and helping set the course for yet another year of making rangeland, range management, and SRM better.

Thanks also to the SRM staff for handling the entire myriad of chores associated with the restructure and still doing their job to help put on a great meeting. SRM is fortunate to have people working for it who are passionate about their jobs and about SRM.

Thank you go out to the SRM Committees who pulled together over the past year to put on the 40 something symposiums and workshops that make an annual meeting valuable.

Many thanks go to Past-President Jeff Moseley and retiring Board members Jenny Pluhar and Rick Orr. Along with the rest of the BOD, they put in a lot of work to make some hard choices and create results. No changes were taken lightly and many were painful. But SRM is stronger for it. Each of these three individuals dedicated countless hours in long meetings, conference calls, and responding to the never ending surge of SRM-related emails to their inbox. The journey continues for the SRM Board of Directors as we seek to continually enhance the society and implement the needed efficiencies that will insure SRM's success for decades to come. I am excited to turn to our new leaders, Wally Butler on the executive committee along with newly elected directors Misty Hays and Val Anderson as we'll be utilizing their leadership, ideas, and excellent skills.

As most of you know SRM is embracing the future and choosing to overcome the recession and nonprofit budget woes by bravely implementing bold changes and well-studied plans to balance the budget and increase efficiencies. Have we done everything right on the first try? Will it all work perfect the first time? The answer to both of those questions is "no." Harry Truman once said, "Imperfect action is better than perfect inaction." We are shooting for perfect action, but when that was not possible, we at least took action and moved things forward. The Board took action because we care and because we share the passion SRM members have for rangelands and SRM. Using a little range science to run SRM, we implemented change, monitored effects, and used feedback to adjust to the changes.

Board members heard compliments from many at the SRM meeting. We also fielded many questions and listened to several points of criticism. The critical point is that we listened. Where we could, we acted right away. Where more thought and research was necessary, we took steps to move forward. We remain in a crucial period at SRM, and I look forward to working with my fellow directors to reach out and engage the membership even more.

Some of our tasks are to find ways to promote SRM to increase membership, build on long-standing SRM successes, and most importantly, ensure that SRM is positioned to be THE source for range management education, outreach, and application. SRM has a lot to offer everyone involved in rangelands. We need to get that message out and provide opportunity for others to be a part of our great organization.

I have been asked many times what my plan is for SRM for the next year. The best part of that answer is that it is not my plan. My job is to enable the Board and members to do the right things for SRM. We have a great Board with a world of SRM experience. The second part of that answer is that our plan is to continue to work on bringing business systems and cost controls to SRM's business practices. We have made many hard changes and now it is a matter of organizing and streamlining our business practices, so that we effectively use our funds to do great work. While looking for cost savings we will also be exploring opportunities to expand our membership and bring in new partners. Having the Board take care of business at SRM will let SRM and its members do a better job taking care of rangelands.

We will also continue to build SRM's education and training programs. The recent ESD workshop was great. We are on track to put on 3 more ESD workshops and have our first 4 day workshop during an annual meeting. Details are in the works and you will be the first to know. Our Board and committees are doing the heavy lifting that will allow SRM to remain the premier source of range science and range management information.

SRM will continue to be, and will become better, at being a special organization. It will remain a place where people gather to share their passion for rangelands and grazing land management. It remains special because we offer opportunity for young professionals to take leadership of our committees and programs. Not only does that provide great opportunity to our young professionals, but we all benefit from the enthusiasm and expertise they bring to their work. Over half of our members attend our annual meetings. We are unique in our ability to get people to come together to share the passion, application, and science of our profession.

My main goal for 2011 is to help SRM continue to make rangelands better through the many things we do. By making rangelands better, we are making the world a better place. I don't know if that is the formal definition of sustainability, but it is a good one. Your Board will work hard to keep SRM sustainable. Better yet, we will work hard to make SRM grow in a sustainable manner.

The key component of this equation is YOU...your continued involvement in SRM is the difference between success and failure. My fellow directors and I want to hear from you. I hope you will join us the second Thursday of each month for the SRM Action Update Call. This is your personal invitation to participate on this call. Its takes place at 11:00 am MST. Simply dial in: 1-213-416-6650, then enter the access code: 012010 #. Next call takes place Thursday, March 10.

If you have questions, comments, and compliments, call or email one of your Board members or me. Our contact info is on the web site and on this newsletter.

The last item is the most important. A special thanks and best wishes go out to Patty Rich. She and her husband have a great opportunity they cannot pass up in Kansas. Patty, you didn't serve 32 years at SRM because you enjoyed taking the easy road, rather you served in this position because you want to help others, advance a cause, and genuinely make the world a better place...Patty Rich—you did just that. Your wonderful attitude and cheery outlook on life combined with an amazing knowledge and a never ending list of "things that got done" for SRM is a motivational story that challenges us all to commit to a job well done and walk away knowing that you gave your all. However this is not goodbye. Jess Peterson accepted Patty's resignation on one condition, that she joins us at our annual meetings. Patty said yes. I told her that I am going to hold her to being with us in Spokane. We will miss having you around every day, but we look forward to seeing you in Spokane. Patty, thank you so much for all you have done for so long.

Executive Vice President's Report Jess Peterson

Greetings SRM Members,

What an exciting and successful event the Billings Annual Meeting was! Thank you each and every one of you that attended, and thank you to all the volunteers that made this event happen! It was truly amazing to have 1600 plus people in Billings, MT during subzero temperatures and blizzard conditions!

There were a lot of exciting and memorable events. I want to just touch upon a few that left me with a hugely positive feeling. Monday, February 6 was a very special day. The SRM leadership, staff, and I started the day by welcoming the new SRM members at a morning coffee session. It's great to see the new members coming on board and getting involved! I ended the day by speaking and spending time with the future of SRM, the students from the High School Youth Forum. This young group of leaders was impressive in so many ways. Hat's off to Barron Rector, Hoyt Seidensticker, Shelly Taylor, Mary Reece, and all the committed volunteers that made this event possible. I especially enjoyed spending time with some of our international guests. Meeting and spending time with John Taylor with Rangelands Australia and Sukhtulga Tserennadmid with the Mongolian Society for Range Management was a real treat. I enjoyed learning about their respected societies and how it relates to the work and efforts being done at SRM. I was also very pleased with the success of the producer forums and the Native Range meeting. My list of memorable moments could go on and on as I truly enjoyed seeing and spending time with all the wonderful and interesting members that attended the meeting. Already, a massive amount of work is being done in preparation for the Spokane Annual Meeting 2012. I am excited as this group is off and running and already setting some impressive meeting goals.

This year's SRM meeting saw the return of the question and answer session with the SRM Board of Directors. This event, coined as the "SRM Action Update Live", went very well and provided anyone that attended the opportunity to ask questions and provide input or comments with regards to SRM's activities and current operating structure. I was pleased with the excellent questions and suggestions and some of the input is already being put into action.

This event will now return to its typical operating function as the "SRM Action Update" call. The next call is scheduled for: **Thursday, March 10 at 11:00 am MST Dial-in Number: 1-213-416-6650 and Access Code is: 012010 #**

We will continue operating this call with a format that welcomes reports, comments, and questions from SRM committee chairs regarding their committee activities. The call is open for any member to ask a question directed to the SRM board of directors or staff.

In closing, I want to thank SRM's departing directors: Jeff Mosley, Rick Orr, and Jenny Pluhar. Their service is greatly appreciated. Serving under these three outstanding leaders has been a privilege. I wish them the best as they go forward. It's an especially sad moment as I note the retirement of Patty Rich. Patty has been a part of SRM for the past 32 years. I can't even begin to express what Patty's service has meant to SRM. Her amazing commitment, society knowledge, cheerful personality, and ever positive attitude will be hugely missed. With Patty's departure, I truly don't know who will keep me in line! On behalf of the staff, directors, and everyone that knows and works with Patty, "Best of luck Patty and Bob with your next chapter of life, thank you for making SRM and the world a better place!"

Jess Peterson
Executive Vice President
Society for Range Management

SRM Action Update Call

When: March 10, 2011

Time: 11:00 am MST

Dial: 1-213-416-6650

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.

Just a Moment to Say Thanks..... submitted by Linda Coates-Markle, BLM/SRM Liaison

Sometimes, even after extensive forethought and planning, things don't quite work out the way you intended. Several federal agencies had become quite accustomed to the unique opportunity to interview and often acquire some of the brightest and best students and young professionals for entry-level agency positions during the Rangeland JOBFAIR and Agency Hiring On-the-Spot programs held in conjunction with the SRM Annual Meetings. Most have considered this to be a win-win situation and critical to the future development and retention of rangeland professionals within the agencies. Many don't realize that in the last five years individual agencies have successfully hired over 70 new employees into permanent positions within a diverse mix of natural resource jobs.

Without dwelling on the specifics, that opportunity was taken away from the federal agencies this year during the eleventh hour of planning. After several brain-storming sessions with agency reps from 6 different federal agencies, we vowed to continue our recruitment efforts with a focus on different hiring authorities. We collectively felt that our presence and participation in SRM's Rangeland JOBFAIR was sending far too important a message to emerging young professionals to miss the opportunity in Billings.

And then, early into January, the most amazing thing started to happen.....out of the wild blue yonder came the private sector professionals representing consulting firms, ranches, conservation districts, universities and even international commercial outfits. Over a period of just a few weeks the roster of employers and job opportunities expanded to include almost 20 employers with collectively over 80 diverse positions. What emerged was clearly the largest and most diverse Rangeland JOBFAIR in SRM's history.

So thanks to the employers (and all their staff and volunteers) who took the time and effort to make their opportunities available to our emerging young professionals. A full listing of these good folk is included on page 5. If you see or know these folks....send them a thank you

and tell them you appreciate the fact that they stepped up to the plate that Sunday.

And thanks to the many students, young professionals and other job seekers who responded in force to attend the JOBFAIR and take advantage of the opportunities that were available to them that day. There were lots of you and at times it was a very crowded room. You may not have found the perfect job or opportunity that Sunday, but you participated in one of the most valuable career building tools that we know of – networking. The contacts and acquaintances you made that day may very likely...in time...help you in your path to developing a rewarding professional career.

The Rangeland JOBFAIR will be back next year in Spokane 2012. Hopefully the agencies will be able to fully re-engage under new hiring authorities. And if you know of an employer from the private sector that you would like to see on site, let me know. I just might be able to make it happen. After all, we have big shoes to fill after the success from this year.

**BLM Reception/Social—Family Meeting
64th Annual SRM Meeting and Trade Show, Billings, MT
Sunday, February 6, 2011**

submitted by: Linda Coates-Markle, BLM/SRM Liaison

BLM held a well attended reception for employees and guests at the Holiday Inn Grand in conjunction with the Annual SRM Meeting and Trade Show in Billings, MT. BLM enjoyed an almost record attendance of employees at the meetings and despite the fact that once again our reception competed with the Super Bowl, over 90 individuals made it to the family meeting.

We enjoyed an impressive roster of planned and ad-hoc speakers who covered topics relating to BLM operations as well as the growing importance of the BLM-SRM relationship. These speakers included:

- Rob Roudabush, Chief, BLM Division of Rangeland Resources, WO-220
- Bob Bolton, BLM Range Program Lead, WO-220
- Todd Yeager, BLM employee and SRM Meeting Co-chair
- Jeff Mosley, Outgoing SRM President
- Jack Alexander, Incoming SRM President
- Gary Fraser, SRM First Vice President
- Wally Butler, SRM Second Vice President
- Jess Peterson, SRM Executive Vice President
- Aleta Rudeen, SRM Director of Outreach and Leadership

The highlight of the meeting was the opportunity for BLM to honor very-deserving recipients from 8 different states with our Rangeland Management Specialist Recognition Awards. Nominations were received from each state for individuals either deserving of recognition for exemplary service or deserving of an outstanding professional development opportunity. With this award, BLM contributed funding for recipients to attend the SRM annual meeting.

Once again, congratulations and our sincere thanks to all award recipients:

- Colorado - Bob Fowler; Grand Junction Field Office
- Idaho - John Eric Biar; Boise District Office
- Montana - Dan Darrell Brunkhorst; Lewistown Field Office
- Nevada - Casey Dean Johnson; Mount Lewis Field Office;
- New Mexico - Adam Levi Lujan; Rio Puerco Field Office
- Oregon - Stephen J. Slavik; Medford Field Office
- Utah - Alan Jonathon Bass; Salt Lake Field Office
- Wyoming - Michael Dean Murry; Rawlins Field Office

The meeting wrapped up with a presentation of the final documentary: "HOPE ON THE RANGE" - A Frontier Legacy Finds its Place in the New West.

This 28 minute, PBS-quality production presents a balanced perspective allowing the viewer to better understand that the role of livestock grazing is changing in the West. Traditions and beliefs of the "Old West" have often clashed with the reality and expectations of the "New West" and in many cases what has emerged is an improved "Best West". The production is the result of a strong and continuing positive partnership between SRM and BLM. Many thanks to the large number of individuals who helped make this production a reality.

Capital Update from Kelly Fogarty

Hi all,

While the new session in Congress started the year out rather mildly with appointments and committee assignments still being set, February saw a flurry of activity before the Hill adjourned for a week-long Recess starting Monday, February 21. This brief reprieve will allow everyone in D.C. and across the country to wrap their heads around the recent Continuing Resolution (CR) that was passed in the House, the President's proposed budget for Fiscal Year 2012 and all of the corresponding amendments and possible policy changes that were included in each.

In the early hours of Saturday morning, February 19, the House passed a massive CR bill totaling \$1.2 trillion with a record-setting amount of budget cuts accumulating \$61 billion. The bill passed the House; however, it did not receive a single vote from Democrats. It now heads to the Senate where it faces an uncertain future as Democrats there have already denounced the bill and have stated that unless a compromise can be reached with the House the government will likely shutdown.

Congress has until March 4 to approve a government spending package, at which time the current funding-extension that was granted in 2010 will cease and the government will be forced to shut down. The cuts proposed within the House bill did not leave any sector untouched; cuts are overarching throughout border security, defense, healthcare, environmental regulations, social services and education. The Washington Post has a great overview of the bill and follow-up reactions from representatives in D.C, http://www.washingtonpost.com/wp-dyn/content/article/2011/02/20/AR2011022003198_2.html?sid=ST2011022003385 .

Amidst the turmoil brought about by the Hill, Federal Agencies sought to retain their budgets and regulatory authority from the proposed cuts within the above mentioned bill. The bill directly targets the funding supplied to what have been coined the “President’s Czars” and would effectively terminate these positions that were established through bypassing any sort of Senate approval process. In addition, such agencies as the Environmental Protection Agency (EPA) have been heavily targeted within the Republican-crafted bill and seek to lose considerable regulatory authority if the exact version proposed from the House is adopted.

Congress will return from their current Recess on February 28, and will face the heavy task of tackling this budget dilemma within only a four-day period before the current funding operating capacity will desist. How this will all play out is anyone’s guess right now, though heavy criticism for the House version remains the primary focal point in Washington. Many have criticized the bill for its inclusion of several amendments that would affect policy, stating that the bill should be focused solely on budget matters and withheld from stirring up any partisan debates. Whether all of these additions will survive the Senate is doubtful given the already negative overview offered up by Senate Democrats on the House-approved bill. However, it is unlikely that all budget cuts proposed would be taken out of a compromise bill as one prevailing theme throughout the entire debate has been to establish spending at amounts that date back to pre-bailout and pre-stimulus levels. I will continue to monitor the situation and will keep you all updated on any breaking news through the SRM D.C. Capital Update that is sent out on a regular basis in between the monthly SRM newsletters.

As always, please feel free to sign up for the SRM Washington, D.C. Capital Updates. This is a free service for SRM members. To sign up, simply send an email with the word “Subscribe” in the subject line to: capitalupdate@rangelands.org.

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Ranchers and Conservationists Discuss Future of the Borderlands

Submitted by Ed Fredrickson, Jornada Experimental Range, Jim Thorpe, JT Land and Cattle, and Rick Knight, CSU

Ranchers, conservationists, academics, and agencies met to discuss the future of the Mexican/U.S. borderlands last January 12 and 13. More than a hundred people gathered at Cochise College in Douglas, Arizona to discuss land health and restoring the economy of a region now riddled with violence.

With speakers equally split from México and the US, the annual science meeting of the **Malpai Borderlands Group** broadened its focus. Speakers took a fresh look at people and landscapes at the intersection of Arizona, **Chihuahua, New Mexico and Sonora**. The Malpai Borderlands Group, one of the earliest and most successful collaborative conservation groups in North America, reached across the international boundary and invited their neighbors in Mexico to share a common agenda asking how they can work together to benefit the unique people and landscapes of the region.

During a time stained by violence on both sides of the border, attendees discussed solutions for conserving this vast landscape while meeting the twin goals of building vibrant human economies and restoring landscapes.

Motivated by the shared goal of a “working wilderness,” meeting participants explored a common vision of the borderlands as a bi-national laboratory where past legacies inform the future. These heroic stories are often overlooked in the international debates on the future of the border. Individuals and organizations, from ejidos, ranches, conservation organizations and government agencies, have an impressive list of successes to build on and a lot to learn from each other.

Recently, ranchers, ejiditarios, scientists and conservationists worked together to create the **Janos Biosphere Reserve** (www.nature.org/werewework/northamerica/mexico/features/art30992.html) in northern Chihuahua. It is now Mexico’s only federally protected grassland reserve - where ecosystems that once made the region prosperous are being reconstructed. A step across the U.S.-Mexican border, the **Malpai Borderlands Group** (www.malpaiborderlandsgroup.org) has found common ground between diverse groups to conserve a litany of imperiled species, reinstated fire as a vital ecological process for land health, and bridged the traditional divide between federal agencies and private landowners. In the state of Sonora, **Cuenca Los Ojos** (www.cuencaosojos.org), a conservation organization, is leading change by developing conservation initiatives and restoring wetlands and desert ecosystems.

This is a region with a rich natural and cultural history that has experienced more than its share of turbulence. Yet it perseveres because there are ordinary people who begin their days doing extraordinary things to bring about a constructive future to global treasure shared by two nations. These people, though not household names, share a vision to build better futures and healthier landscapes based on cooperation rather than conflict. They are focusing on things they hold in common, rather than issues that divide them. By the end of the conference, there was a spirit of hope and optimism that led the attendees out into the sunny Arizona day with renewed determination that they, at least, were heading in the right direction.

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### 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.

In the subject line of your email please write SRM Cookbook.

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.

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Featured Recipe Of The Month:

From: Trail Boss Cowboy Cookbook, 1985

Berniece Marts

Double U Hereford Ranch

Post, Texas

Fresh Strawberry Cake and Icing

1 box white cake mix	1 box strawberry jello
½ c Wesson Oil	½ c water
4 eggs	½ c frozen, thawed strawberries

Mix well the cake mix and strawberry jello, then add wesson oil and water. Mix well 4 eggs, adding 1 at a time and beating well after each egg. Stir in strawberries. Put in 3 waxed-papered pans and bake in 350° oven until done.

Icing

1 box powdered sugar	1 stick butter
½ c strawberries	

Beat until smooth and creamy and spread on cake.

Background:

Legend has it that not long after the turn of the century, one of the original owners of the UU stepped off the train and onto Texas soil, taking a good look at this newly purchased land for the first time. So impressed was he with the sprawling open spaces that he dug deep into his pocket and pulled out a shiny silver dollar, Tossing the coin high into the air, he shouted excitedly, "This is where I'm going to double you."

Established in 1906 and owned today by the Post-Montgomery joint venture, the Double U Hereford Ranch encompasses some 55,000 acres in Garza, Lynn and Hockley Counties. The ranch is worked from both horseback, for cattle and by pickup truck, for general chores, such as mending fences. Almost 50 percent of the ranch's water is still generated by windmill, a practical use for the ever-present West Texas wind.

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### February Rangeland Photo Quiz - Answer

**Question:** We've all seen these types of fence line photos before, and heard many many times about the positive merits of the management scenarios being so illustrated. But just to make sure that "we're all on the same page," assuming similar stocking rates, which side of the fence is continuously grazed, which side is under planned rotation, and, for added wrinkles, which side got the monogastric treatment, and which the multi?

**Answer:** As February is a short month – and a busy one – for SRMers, the photo quiz seems to have snuck up on us without too much response (i.e. if we don't see more interest, either in photo submissions or quiz responses, we could be history – gone with the wind!). Other than those who were busy in Billings, maybe everyone was just trying to hibernate though the big freeze?

But we did manage to cajole two last minute entries from the thin ranks of our loyal sharp-eyed photo-quiz fans, who posited thus:

"The right hand side had multi-species grazing, based on the apparent removal of shrubs in the background. I think the right side is also being continuously grazed, unless the photo was taken before the continuous folks turned in on the left and after the planned grazing folks finished grazing the right hand side."

And the other, "I went back and looked at the picture again. The pasture on the right has trampling and I see a cloven hoof print indicating ungulate grazing. The grasses are grazed fairly closely and it looks like one of the hoof prints might be a horse. The pasture on the left has the appearance of a rotationally grazed pasture. That is about as good as I can do."

As it turns out, both did pretty good (almost half-right!) on this fenceline contrast from eastern Colorado. As explained by independent range consultant Matt Barnes ([shininghorizons.com](http://shininghorizons.com)), our roving range recorder, "The left side has more production than the right side, which also has a large bare patch. The stocking rates are similar, but the left side is under planned rotational grazing while the right side is more or less continuously grazed. So parts of the pasture on the right have a higher de facto stocking rate than others. Nevertheless, the left side gets appropriate recovery periods while the right side does not, so bare patches never heal and probably can expand over time. The wrinkle is that the left is a cattle pasture ["multi-gastric"], while the right is the horse pasture ["mono-gastric"]."

Those "horse pastures," whether a ranch headquarters trap or a two acre "exurban Horse Property," are too often chronically understocked and over-grazed. Unless one is willing to pen those horses up with hay (not a nice way to treat erstwhile "Iconic Symbols of Freedom" is it?) for considerable parts of the growing season, they will perhaps always remain a challenge for rangeland managers. If any one has any tips on managing "sustainable horse traps," please let us know...

And no one noticed that old bit of broken lariat on the ground – what untold story goes with that?

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### March Rangeland Photo Quiz

Question: It pays to have your camera handy because you never know when you are going to get a chance to capture a photo-puzzle worthy of our SRM Photo Quiz! We have heard much in recent years from Fred Provenza and his "BEHAVE" colleagues regarding the "nutritional wisdom" of ungulates in their diet selection. What would they think of the choice made here by this doe near a campground in Arizona's White Mountains.

Please send your observations (and your own quiz-worthy range photos) to [vtujillo@rangelands.org](mailto:vtujillo@rangelands.org), subject line "Range Photo Quiz."

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### Behavioral-Based Interviewing and the STAR Approach

by Dan Simmons, The Animal Science Monitor—Issue 118

submitted by Linda Coates-Markle, SRM BLM Liaison

Behavioral-based interviewing is designed to help ensure more targeted and more successful hires. Although a resume is what initially catches the eye, it's the characteristics and behaviors the candidate possesses that should ultimately dictate whether or not they're hired.

The first part of the behavioral-based interviewing process is to thoroughly evaluate the position you're seeking to fill. The next step is the actual interviewing of the candidates, and when it comes to behavioral-based techniques, the questions you ask are quite divergent from standard interview questions.

#### 'Tell me about . . .'

The main difference of behavioral-based interviewing questions is that they're designed to probe deeper and to uncover more information about the candidate. The key is to ask questions that will elicit detailed responses, revealing the candidate's skills, how they utilize those skills, and in what manner they facilitate their problem-solving strategies and their character.

Some call this approach **STAR** interviewing. The acronym stands for **Situation, Task, Action, & Result**.

The bulk of your questions will be situational in nature. You can ask a combination of both fictitious and past situations, or they can all be real situations. It's not recommended that they all be hypothetical. It's not enough to ask an initial question or two and leave it at that. Follow-up questions are **essential** to discovering how the candidate will think and act in a given situation.

#### Example:

Instead of "Tell me about yourself," you might say, "Tell me about a situation where you had to overcome a conflict, including between you and another co-worker, in order to accomplish a common goal." While the candidate tells their story, you can ask additional questions, such as "What were you thinking at that point?" or "What led you to make that particular decision?" This will help you uncover the candidate's behaviors, characteristics, and interpersonal skills.

This interviewing technique is more difficult for the candidate to navigate. It requires them to answer questions they didn't foresee and helps to evaluate their ability to think and respond quickly. It will also reveal something about their behavior based upon the way they answer the questions themselves.

#### It's all about 'who they are'

Behavioral-based interviewing requires a slightly different perspective. That difference can help you to not only avoid a potentially bad hire, but also zero in on the candidate who can help take your company to the next level. That's a win-win situation—and **you** win both times.

According to one of the trainers in the recruiting industry, "People are hired for what they do, and they're fired for who they are." If you hire people both for who they are **and** what they do, you'll find they might be stars at your company for a long, long time.

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### Stewards of the Rangeland

Stewards of the Rangeland is the latest production from KNBP. Dennis Golden, a Nevada producer, introduces us to five Nevada ranches and their different livestock management practices. Highlights include the challenges and solutions exhibited by these ranches on both private and public lands. More information can be found on their website: <http://www.knpb.org/programming/local/stewardsoftherangeland>.

Stewards of the Rangeland can be viewed at: <http://watch.knpb.org/video/1822437943>. It will also be shown locally again in Reno on Sunday, April 3rd at 6:00 p.m. on KNBP Channel 5, Reno.

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### Ten Keys to a Dynamite Resume

by Dan Simmons, The Animal Science Monitor—Issue 118  
submitted by Linda Coates-Markle, SRM BLM Liaison

To help you construct a better, more powerful resume, here are 10 pointers and areas of consideration in regard to your resume's content and presentation.

1. **Position title and job description.** Provide your title and a detailed explanation of duties and your accomplishments. Since job titles are often vary from one company to another, your resume should tell the reader exactly what you've done.
2. **Clarity of dates and place.** Document your work history and educational credentials accurately. Don't leave the reader guessing where you were employed or when you earned your degree.
3. **Explicitness.** Let the reader know the size, nature and location of your past employers, as well as what their business does or provides.
4. **Detail.** Specify some of the more technical or involved aspects of your past work especially if you've performed tasks of any complexity or significance.
  - Accomplishments/Achievements – show your responsibilities, but highlight your achievements
  - Quantify and Qualify your responsibilities and achievements, such as "Awarded Top Safety Manager (2009) for leading a team of 30 to 365 days of incident-free work."
5. **Proportion.** Give appropriate attention to jobs or educational credentials according to their length or importance to the reader. For example, if you wish to be considered for an engineering position, don't write a paragraph describing your current engineering job, followed by three paragraphs about your summer job as a lifeguard.
6. **Relevancy.** Confine your information to that which is job-related or clearly demonstrates a pattern of success.
7. **Length.** If you write more than two pages, it sends a signal to the reader that you can't organize your thoughts or that you're trying too hard to make a good impression. If your content is strong, you won't need more than two pages.
8. **Spelling, grammar, and punctuation.** Create an error-free document that's representative of an educated person. If you're unsure about the correctness of your writing, consult a professional writer or editor.
  - Make certain your address, phone number (cell) and email address are current and accurate.
9. **Readability, part one.** Organize your thoughts in a clear, concise manner. No resume ever won a Nobel Prize for literature. However, a fragmented or long-winded resume will assure you of a place at the back of the line.
10. **Readability, part two.** Be sure to select a conventional type style, such as Times New Roman or Arial, with a 12pt font, and choose a neutral background or stationery. If your resume takes too much effort to read, it may end up in the trash, even if you have terrific skills.

I suggest you write several drafts, and allow yourself time to review your work and proofread for errors. If you have a professional associate whose opinion you trust, by all means, listen to what he or she has to say. A simple critique can make the difference between an interview and a rejection.

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### Drought Preparedness in the West: Findings and Recommendations

A 2011 drought preparedness report is now available on the Western Governors' Association Web site. The report summarizes the findings from a series of meetings WGA and the Western States Water Council held in 2010 with citizens, businesses and governmental end-users of drought information.

The Governors continually work to improve drought forecasting and to promote drought preparedness throughout the region. The findings summarized in this report were formally accepted by the Governors in December. They include: Strengthening the National Integrated Drought Information System (NIDIS); improving drought preparedness and planning; and Identifying the role of states and other stakeholders in shaping climate services.

Read more about the report and the WGA water program at: Clean, Reliable Water Supplies for the West, <http://www.westgov.org/water>.

Contact: Tom Iseman, 303-623-9378 ext. 106

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### Input Sought for July Forum

Input sought for July forum: Innovation in Conservation Policy and Practice: the Case of the Conservation Stewardship Program. Comments and perspective, especially constructive critique and suggestions for continuous improvement, are sought by an invited SRM-member presenter/panel participant at next summer's Soil and Water Conservation Society meeting in DC.

Please send to [jimthorpe@wildblue.net](mailto:jimthorpe@wildblue.net)



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Intermountain Native Plant Summit VI (aka 'Back 2 Boise')

Sponsored By: Boise State University Dept. of Biological Sciences and the
USDA-Agricultural Research Service, Logan, UT

General Sessions: Tues to Thurs, March 29-31, 2011
Jordan Ballrooms A & B (2nd floor)
Boise State University Student Union
Boise, Idaho

Registration: There is no registration fee, but advance pre-registration is preferred. Please e-mail dale.nielson@ars.usda.gov by **Wednesday, March 23, 2011** to pre-register. Please enter "INPS" in the subject line and include the following: name(s), mailing address, business, non-profit organization, university, or government affiliation, city, state, zip code, and phone.

Poster Presentations

A limited number of posterboards are available for display of research and plant material development work pertinent to Intermountain native plants. Please, no posters of a commercial nature. Contact Dale at dale.nielson@ars.usda.gov with a title to reserve a posterboard slot.

TENTATIVE AGENDA (Subject to Change)

NOTE: Actual times for the speaking schedule will be made available in a subsequent announcement

TUESDAY MORNING, March 29

INVASIVE ANNUALS, OUR NEMESIS

- Josh Leffler (ARS; Logan, UT) - Resources, species, and communities: why annuals are so entrenched
- Brenda Smith (ARS; Burns, OR) - Understanding the causes of invasive species with Ecologically-Based Invasive Plant Management
- Ann Kennedy (ARS; Pullman, WA) - Cheat'n the cheatgrass

BREAK

NATIVE ANNUALS FOR RESTORATION, A VIABLE ALTERNATIVE?

- Erin Goergen (University of Nevada; Reno, NV) - The role of native annual forbs in the restoration of invaded rangelands
- Christine Taliga (NRCS; Denver, CO) - Use and implication of native annuals for restoration

FOR THE BEAUTY OF THE EARTH

- Steve Love (University of Idaho; Aberdeen, ID) - Domesticating and commercializing native plants for horticultural use

TUESDAY AFTERNOON, March 29

PLANT MATERIALS FORUM

- Steve Larson (ARS; Logan, UT) - Germplasm, genomics, and breeding of basin wildrye and other native plant resources for the western United States
- Tom Jones (ARS; Logan, UT) - 'Continental' basin wildrye and the tertiary Restoration Gene Pool
- Doug Johnson (ARS; Logan, UT) - Three North American legumes for the Great Basin

BREAK

- Scott Jensen (USFS; Provo, UT) - Selecting and growing Great Basin Natives
- Wayne Padgett (BLM; Salt Lake City, UT) - Building a native plant program – challenges and progress in the Colorado Plateau

PICK YOUR POISON, PLEASE

- Daniel Cook (ARS; Logan, UT) - Does plant taxonomy represent toxic risk?

WEDNESDAY MORNING, March 30

SEEDS 4 YOU

- Cindy Fritz (BLM; Boise, ID) - title not available
- Jim Cane (ARS; Logan, UT) - On-farm needs and post-fire fates of bees that pollinate our restoration forbs
- Erin Espeland (ARS; Sidney, MT) - Maternal effects in *Poa secunda*: harnessing plasticity for maximum success

BREAK

THE ESTABLISHMENT

- Jeremy James (ARS; Burns, OR) - Great Basin seedling ecology
- Joe Robins (ARS; Logan, UT) - Establishment, persistence, and precipitation
- Derek Tilley (NRCS; Aberdeen, ID) - Investigations in wetland seed establishment

WEDNESDAY AFTERNOON, March 30

SEED PRODUCTION UPDATE

- Clint Shock (Oregon State University; Ontario, OR) - Irrigation requirements for native plant seed production
- Loren St. John (NRCS; Aberdeen, ID) - Seed production of native plants in the Intermountain West
- Mark Majerus (Native Seedster; Billings, MT) - Harvestability indexes for native grasses and wildflowers
- Clint Shock (Oregon State University; Ontario, OR) - Direct seeding techniques for stand establishment for native seed production

BREAK

- Jack Staub (ARS; Logan, UT) - Is genetic change a factor in the consideration of “local is best?”

WHAT’S UP ON THE MOJAVE

- Scott Abella (University of Nevada; Las Vegas, NV) - Identifying native species for use in successful revegetation projects in the desert Southwest
- Ed Kleiner (Comstock Seed; Gardnerville, NV) - Long-term observations at a Mojave montane mine site

THURSDAY MORNING, March 31

RESTORATION ECOLOGY: OUR STORIES

- Lesley Morris (ARS; Reno, NV) - Historic land-use impacts on native species
- Susan Filkins (BLM; Boise, ID) - Rehab and restoration in sandy soils in the Snake River Plain
- Mel Asher (Benson Native Seeds; Moses Lake, WA) - Crested wheatgrass diversification: practical experiences
- Beth Newingham (University of Idaho; Moscow, ID) - Soil responses to post-fire seeding techniques

BREAK

IT’S TIME TO CHANGE

- Matt Horning (USFS; Bend, OR) - Seed-transfer guidelines in the context of climate change: a Forest Service perspective
- Bryce Richardson (USFS; Provo, UT) - Approaches to understand climate-driven genetic variation in plants and the implications for restoration

Hotel Rates

Some Boise hotels have submitted rates for this meeting. All prices are subject to 13% tax. A government employee ID is required for the government rate.

- Hyatt Place Hotel;** 925 N. Milwaukee; 208 375-1200; \$99 regular/\$77 govt.
 - Best Western Vista Inn;** Airport I-84 exit 53; 1-800-727-5006; \$79 corporate (mention INPS)/\$77 govt.
 - Best Western Airport Motor Inn;** Airport I-84 exit 53; 1-800-727-5004; \$70 regular/\$74 govt.
 - Sleep Inn;** Airport I-84 exit 53; 208 336-7377; \$60-63 regular/\$70-80 govt.
 - Inn America;** Airport I-84 exit 53; 1-800-469-4667 (specify Boise property); \$54 regular/\$50 govt.
 - SpringHill Suites Boise Park Center;** 424 E. Park Center Blvd.; 208 342-1044; \$119 regular/\$77 govt.
 - Owyhee Plaza Hotel;** 1109 Main Street; 1-800-233-4611; \$82-92 regular/\$77-87 govt.
 - Safari Inn;** 1070 Grove Street; 208 344-6556; \$69-79
- NOTE:** The University Inn has been purchased by Boise State University and is no longer a hotel property

Directions

The Boise State University campus is located on the southern bank of the Boise River between Capitol Boulevard (accessed via Vista Avenue; I-84 exit 53) at the west end of campus and Broadway (I-84 exit 54) at the east end of campus (see city map). The Student Union building is situated roughly midway between Capitol and Broadway at the bend on University Drive, the east-west thoroughfare through campus (see campus map). University Drive may be accessed from either Broadway or Capitol.

Parking

Parking information will be made available in a subsequent announcement. In the past, the Summit has assumed the cost for parking. We hope to offer this free service also for INPS VI. However, we are currently awaiting pricing information from Boise State University to determine if we can afford to offer free parking for attendees.

SRM Facilitates First Native Range Initiative for Tribal Lands

The United States Government holds 55.7 million acres of land in trust for Native Americans, of which much is considered to be rangeland. Native vegetation on the rangelands provide habitat for native wildlife and livestock, and provide other resources needed for a high quality life for the Native Americans. Dynamic and high quality management of rangelands is essential for the success of the Native American communities. Successful management of the rangelands, which includes a wide variety of resources, must not be focused on a single objective but rather on achieving a wide variety of habitat objectives that best meet the spiritual, cultural, mental, financial, and physical needs of the tribe. Rangeland management practices and needs vary on the numerous reservations, ranging from livestock that is owned by non-member individuals or corporations, or by individual tribal members and livestock cooperatives. Range management programs also vary widely between tribes. In some cases, the Department of the Interior - Bureau of Indian Affairs (USDI-BIA), develops range management plans. Some reservations, however, manage their own rangelands through the tribe’s Natural Resources Department. In other cases, tribes receive assistance through liaisons appointed by the US Department of Agriculture’s Natural Resources Conservation Service (USDA-NRCS).

Recognizing the numerous changes that have and are occurring in the management and use of the Native American rangelands, the Society sponsored a workshop at the recent SRM 64th Annual Meetings in Billings, Montana, where we facilitated the newly established Native American Range Initiative. The overall goal is to develop a comprehensive and long-term strategy for helping the tribes establish sustainable rangelands.

The objective at this meeting was to identify the specific and various challenges for range management on tribal lands, training opportunities, and education of future tribal range managers. Approximately 100 participants representing various tribal governments, tribal producers, agency representatives, educators, and scientists involved with range management on tribal lands were present. The Society made every effort to allow equal representation from all stakeholders, and served as a facilitator to bring the many perspectives to the table. For Part 1 of the strategy, we used the analogy of a windmill that was not producing enough water, where the broken parts may or may not be above ground and visible. We were dependent on the many stakeholders to “pull the windmill” and evaluate all of the pieces that might be broken,

given their many perspectives and levels of experience.

The session began with introductions from **Bob Alexander**, session moderator, and SRM President **Jack Alexander**. The session was opened by a prayer and blessing by **Dr. David Yarlott**, President of Little Bighorn College and of the American Indian Higher Education Consortium, given in his native Crow language. **Dr. Jack Taylor**, Emeritus Professor of Montana State University, presented a review of rangeland science on tribal lands, and discussed the need to present range management concepts in a practical and “no-nonsense” way so that it becomes easy for people living on the land. **Ross Racine**, Executive Director of the Intertribal Agriculture Council, talked about the Council’s mission to facilitate agricultural production for tribal producers. He also presented his perspective about the challenges of managing tribal lands due to insufficient budgets, diminishing resource condition, and complex permitting systems for grazing and farming. He emphasized how agriculture should be the tribes’ greatest asset and foundation for their way of life, and how the government must focus on creating sustainable rural communities based on local resources. **Allan Hanley**, Range Specialist with the Bureau of Indian Affairs, discussed current shifts within the agency, and how they are coping with challenges in budget and staff limitations, standardization in protocols for management, monitoring, and planning, and inter-agency cooperation. **Mark Wadsworth**, Range Conservationist for the Shoshone-Bannock tribes, described their current natural resource program and how it is being managed under the direction of the tribal government. While many tribes would like to manage their own resources, the existing bureaucratic system is complex, and more direct funding is needed to train and hire tribal personnel. **Shawn (and Peggy) Fredericks** left their ranch in the middle of calving season to present their perspective about being tribal ranchers under complex circumstances. Shawn explained that ranching is a way of life for them, but higher grazing fees for tribal producers and tough economic times make it difficult to keep their operation profitable. While proper range management is important to Shawn and Peggy, making improvements to the land while maneuvering through the complex maze of land tenure and bureaucracy make it challenging. **Delane Atcity**, a beef production consultant from the Navajo Nation, echoed Shawn’s discussion with a summary of beef production and land tenure systems on different tribal lands. He also went into more detail about the challenges facing different beef production scenarios, and made suggestions on improvements. **Catherine Maynard**, GIS Specialist for the USDA-NRCS, gave a very informative talk about the use of GIS for rangeland inventory and monitoring, and also about the NRCS’s current contract with the BIA to survey the Crow, Northern Cheyenne, and Ft. Belknap tribal lands. **Tony Robbins**, Natural Resource Specialist with the Bureau of Indian Affairs, presented information about the current rangeland inventory and monitoring effort for the Navajo Nation, and also provided a brief history about grazing on Navajo lands. **Fara Brummer**, Oregon State University Extension Agent for the Confederated Tribes of Warm Springs in Oregon, presented a brief summary about the feral horse on tribal rangelands, and then followed with details on how the Warm Springs tribe is managing this very complex and difficult issue.

The session then switched gears to address the complex issues for training future range managers for tribal lands. **Lawrence Shorty**, Director of the USDA’s 1994 Tribal Colleges Programs, gave an overview of what the USDA is doing to recruit and train tribal students, and also discussed which scholarship programs were of interest to the group. **Brenda Woods-Brown**, a recruiter for the US Forest Service and the Bureau of Indian Affairs, followed with her perspectives on how to keep tribal students from falling through the cracks on their journey through college and into the work force. She believed that it was healthy to encourage tribal students to leave home for a while to get their education and learn about natural resource management elsewhere, which would prepare them for returning to the tribes to work later on in life. She also believed that it was critical for students to receive encouragement from their parents and teachers. **Dr. Diana Doan-Crider**, a field-course lecturer and minority recruitment project coordinator from Texas A&M University, discussed the need to “think outside the box” and fit educational training programs to the specific cultural, traditional, and logistic needs of the tribes. She described how creative field courses and online learning can be used to build curriculum for smaller colleges and students living on tribal lands. **Mark Sando**, Range Management Specialist with the US Forest Service, wrapped up the presentations by suggesting how the Society for Range Management could serve the Native American community. He suggested continued facilitation for this type of meeting, but also mentioned the success of field workshops such as the Extension Service’s Indian Livestock Days in New Mexico and Arizona. He also believed that involving Native American students in the SRM meetings would help to encourage their enthusiasm for range management, and provide much needed mentoring from other Native American professionals.

The day was finalized with a work-session to identify the “broken pieces of the windmill.” Five groups were formed based on Tribal Producers, Inter-agency Relations, Science, Education, and Feral Horses. Members then worked together to list specific problem areas within the overall system of rangeland management on tribal lands. These “broken pieces” will eventually be used within a framework or strategy that 1) defines an overall goal for rangeland management on native ranges, 2) defines objectives to reach that goal, and 3) defines actions to achieve those objectives. The model will be then continually evaluated and adjusted over time with input from all stakeholders, but with special emphasis from the tribal members themselves.

To view the web album for this event, go to:
<https://picasaweb.google.com/11818457612830553517/FirstNativeRangeInitiativeMeeting64thAnnualSRMConferenceBillingsMontanaFebrua ry2011?authkey=Gv1sRgCPHRgv7NxlvQBA#>

For more information about the Native Range Initiative, please contact Bob Alexander at baalexander@lagunatribe.org, 505-470-5637; or Diana Doan-Crider, d-crider@tamu.edu, 830-431-2770.

SRM Membership Website Login

SRM has updated its membership database. As a result you have been assigned a new login and password. Whenever prompted to login, you will need to enter your numeric **SRM member number** as your **user ID**, and **your last name as your password**. Your password can be changed in the member profile area after you login. Please also note that your current member demographics, including your contact information and section affiliation(s), can be viewed and edited within the member profile area. Please [click here](#) to be taken directly to the business site. If you have any problems or questions, please call 1-800-627-0326 or email srm@allenpress.com.

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**Position Announcements**

**Interdisciplinary Supervisory Position:**

**Research Agronomist, Animal Scientist, Soil Scientist, Ecologist, Rangeland Management Scientist**

**USDA-ARS-SPA**

**El Reno, Oklahoma**

Salary: \$96,690.00 - \$147,857.00 PA

Announcement opens February 16, 2011 and closes April 4, 2011

The USDA-ARS-SPA is seeking a Research Leader for its Grazinglands Research Laboratory located in El Reno, Oklahoma. This research focuses on integrated forage-livestock ecosystems. The research is to develop and deliver improved technologies, strategies, and planning tools for economic and environmental tradeoff evaluation under variable climate, energy, and market conditions. Personal research will address productivity and ecological function of Great Plains forage-grazing systems. The ideal candidate will have a demonstrated ability to design and evaluate hypothesis driven and integrated systems research; publish in peer-reviewed literature; lead research teams; communicate research results to stakeholders; and manage human, fiscal, and physical resources. U.S. citizenship is required for this permanent position.

For more details & directions on how to apply see <http://www.afm.ars.usda.gov/divisions/hrd/index.html>.

Announcement number is ARS-X11S-0070. Announcement closes 4/4/2011.

For questions you may contact:

Dr. Jean Steiner, Research Leader

Email: [jean.steiner@ars.usda.gov](mailto:jean.steiner@ars.usda.gov)

Phone: 405-262-5291

ARS is an Equal Opportunity Employer and Provider.

**Assistant Professor of Weed Physiology**

**Department of Entomology, Plant Pathology, and Weed Science**

**New Mexico State University**

**Las Cruces, New Mexico**

Tenure track, 12 month full time. Applications are invited for Assistant Professor of Weed Physiology in the Department of Entomology, Plant Pathology and Weed Science at New Mexico State University. The position is 75% research and 25% teaching and is responsible for disciplinary and interdisciplinary research in weed physiology; however, the specific research area will be dependent on candidate interests. Research areas may include topics such as the sustainable use of herbicides, mechanisms of herbicide resistance, weed/insect interactions, weed/endophyte interactions, weed/pathogen interactions, secondary plant products, biological control, weed/crop interactions, stress tolerance, impact of climate change on weed invasions and success. Teaching responsibilities include recruitment and supervision of undergraduate and graduate students and, teaching graduate/undergraduate level courses including plant physiology and other courses of interest to the department. The successful candidate will be expected to obtain competitive grant funds, and train graduate students. Additional information including detailed qualifications and application requirements is available at the department's website, <http://eppws.nmsu.edu/>. For complete job description visit: <http://hr.nmsu.edu/employment>. Requisition #2011000905

Reply to: Dr. Jill Schroeder, Department of Entomology, Plant Pathology & Weed Sciences, NMSU, Box 30003, MSC 3BE, Las Cruces, NM 88003, Telephone (575) 646-2328, Fax: (575) 646-8087, e-mail: [jischroe@nmsu.edu](mailto:jischroe@nmsu.edu). Review of applications will begin 3/15/2011. Applications received after this date may be considered.

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IX International Rangeland Congress—IRC2011

Esteemed Colleagues and Friends

La Asociación Argentina de Pastizales (AAMPN - Rangeland Society of Argentina) was founded in 1999 in San Critobal. It, in conjunction with INTA and other entities, has organized 5 national conferences (2001, 03, 05, 07, 09)

Since 1991 we've been doing extension work on rangelands and range management.

They are irreplaceable ecosystems not only from the point of view of forage production, but from providers of goods and services that improve quality of life such as in our country; as many throughout the world.

The IX International Rangeland Congress will be held April 2-8, 2011 in Rosario, Argentina

We look forward to meeting people from all over the globe who work in these ecosystems and believe that this is a unique opportunity to talk, debate, learn, and network with others.

We look forward to hearing from you and your participation.

Please visit the IRC website, www.irc2011.com.ar, for the itinerary.

Sincerely,

Ing Agr Guillermo Chiossone

Secretario de la AAMPN

Coordinador del IX Congreso Internacional de Pastizales

EEA INTA El Colorado

03717-15360824

2011 Ecologically-based Invasive Plant Management (EBIPM) Field School

Are you ready for a new learning experience where you will take home the skills to start successfully managing invasive plant species? The Western Society of Weed Science is sponsoring the 2011 Ecologically-based Invasive Plant Management (EBIPM) Field School - September 13-15 in Park Valley, Utah and we hope to see you there!

What makes this course so exciting? Our team of instructors uses field demonstration sites managed on local ranches to develop hands-on learning activities. You will gain the knowledge and experience to begin implementing the EBIPM decision framework. EBIPM takes you out of the never-ending cycle of treating the symptoms (invasive weeds) and provides the principles and strategies to start repairing the underlying problems that cause invasion. The payoffs to a better understanding of the ecological underpinnings of invasive species will be substantial.

At the EBIPM field school you will:

- Learn in the field about the processes directing plant community change and how to manage these processes to improve rangeland health.
- Learn and use site-specific criteria to prevent and manage invasive species.
- Understand how plant communities can be invasion-resistant/resilient and less likely to burn.
- Use adaptive management.
- Gain experience to tackle your invasive plant challenges.

With our learn-by-doing format you will leave the school knowing:

- Methods to assess ecological processes in need of repair.
- Ecological principles to formulate management strategies.
- Technique that allows you to adjust strategies and identify best management practices as management progresses.

Cost of the course is \$275.00/ person and will include all meals during the field school. All participants will receive an EBIPM workbook that you can use for developing EBIPM plans for your specific situation. Park Valley is a small ranching community in Northern Utah. Part of the proceeds from registration fee will benefit the local Parent-Teacher Association who will be providing our meals. The EBIPM Field School will be an adventure - bring your tent or trailer for camping at the local park! Producer/ Rancher scholarships are available.

To learn more or to register, visit www.ebipm.org or contact Brenda Smith at brenda.smith@ars.usda.gov or 541 573-4084. Don't delay; we look forward to your participation

Columbia Basin Landscapes Workshop: Integrating science and management to improve restoration success in the shrub steppe April 26th-28th, 2011 – Red Lion Columbia Center, Kennewick, WA Call for Posters

The Columbia Basin Landscapes Workshop Scientific Review Committee is now accepting abstracts for poster presentations. Posters should present information on projects, actions, or studies involving the planning, implementation, and/or monitoring of shrub steppe restoration. Posters will be available for viewing during an evening social/poster session on April 26th, Tuesday evening.

The deadline for submission of poster abstracts is March 11, 2011. Abstracts will be reviewed for clarity and relevance to the workshop theme. Authors will be notified of acceptance status by March 25, 2011. Details about poster mechanics (size, font, etc) will also be distributed at that time.

Abstracts must be submitted via email to shrubsteppeworkshop@gmail.com with the author information and abstract attached as a Microsoft Word file (*.doc or *.docx) or Rich Text Format (*.rtf). The subject line of your email should read "Workshop Poster Abstract" followed by the name of the first author.

Please follow the below guidelines in preparation of your abstract.

1. Format for Title, Author, and affiliation information

Use **Times New Roman font** with a font size of **12**. When entering your title, capitalize the first word, proper nouns, and the first word following a colon. The title should be "bolded", while the author and contact information should remain standard Times New Roman font. The author and affiliation information should begin two lines below the title. List all authors and indicate the person who will be presenting with an * following their name. For each author, enter their full first name, middle initial, and full last name. Provide abbreviated contact information for each author containing the affiliated institution, City, and State, along with email address. Use superscripted numerals to differentiate contact information for each author. See the below example.

Effects of soil amendments on native and exotic grasses of the Columbia Basin.

Doe, Jane J.1* and John D. Doe2. 1Jones University, Anytown, WA. Email: jane.doe@jones.edu. 2Doe Corporation, Anytown, WA. Email: john.doe@doecorp.com.

2. Format for Text of Abstracts

The text of the abstract begins two lines below the author, title, and affiliation information. Use **Times New Roman font** with a font size of **12**. The abstract is to be single spaced and aligned left with no indentations. **Maximum size of the abstract text is 400 words.**

3. Content of Abstracts

Abstracts must include information on both a) Background/Questions/Methods; and b) Results/Conclusions. If you are presenting a non-traditional research poster, it is understandable that the abstract would lack specific data in the results and conclusions sections; however, it is still expected that your poster would address some question. Every abstract should conclude with a "take-home message."

Abstracts will be reviewed for clarity and relevance to the workshop theme.

4. Cancellations

Before submitting an abstract, authors should be confident that they will attend the meeting. If circumstances prevent attendance, the author should attempt to find another person to make the presentation on their behalf. If cancellation is unavoidable, the author should notify Julie Conley by April 15, 2011.

5. Further Questions

For more information on posters or abstracts, please contact one of the following:

Julie Conley
julie_conley@fws.gov
(509) 248-2238

Dr. Janelle Downs
jl.downs@pnl.gov
(509) 371-7169

Dr. Jon Bakker
jbakker@uw.edu
(206) 221-3864

Mel Asher
asherm@bfinativeseeds.com
(509) 765-6348

For general conference information, please call the Friends of Mid-Columbia River Wildlife Refuges office at **(509) 546-8300**.

Acknowledgment: these instructions are modified from those available on the Ecological Society of America and Society for Ecological Restoration websites.

Retirement—Patty Rich

It is with sad hearts that we are announcing that Patty Rich has retired from the Society for Range Management. Patty has been a part of SRM for over 32 years. Patty will be missed by one and all. Thank you, Patty!

Patty Rich SRM History

I started with SRM in July of 1978. The executive secretary was Dave Smith and I worked as the typesetter with Pat Smith who was the editor. It was the last year for Rangelands News. The journal Rangelands was born in 1979. We did the production of the journals, books, Annual Meeting publications, and later on the newsletter.

There was a total of 14 EVP/Executive Secretaries starting with Dave Smith through Jess Peterson. I worked with 13 of them. I started with Bobby Williamson as president and I am completing my journey with Jack Alexander. There were a total of 33 presidents from 1978 to now. I have worked for 31. From the summer of 2007 to the fall of 2009, I was not working for the Society as I joined my husband Bob working with troubled teenagers in Richmond, Indiana.

When Pat Smith retired from the Society, I became the production editor for the Society. I worked very closely with Gary Frasier who was editor for the journals. I was able to work from home for four years while we lived in Hotchkiss, CO. When the journals were outsourced to Allen Press, I worked on the monthly newsletter as the editor.

During my time with SRM, the SRM headquarters were located first at 5th and Bryant, then on York Street, Lakewood, and now in Wheat Ridge.

The highlight of working with SRM has always been the annual meetings. That was the time when I really was able to mingle with the members. I always enjoyed participating with the editorial boards, working the publications table and of latter years working pre-registration. Of course if you ask what my favorite meetings were they would have to be Hawaii and Washington, D.C.

Bob and I will be leaving soon to start the next chapter in our lives. We will be moving to Kansas to be ministering with a small church. We are both looking forward to this next chapter. In my free time I am planning on digitizing all of our photo albums, quilting, and working on a book I started to write 8 years ago. We'll miss our daughter and her family here in Denver but will be close to our son and his family in Dumas, TX. My goodness, my children, Tom and Missy were 8 and 7 when I first started; they are now 41 and 39. SRM has been part of my life for almost half of my life so I will never fully be away from it. It has shaped who I have become.

Bison Ecological Restoration

March 23-25, 2011

Tulsa Marriott Southern Hills, Tulsa, Oklahoma

The American Bison Society and the Wildlife Conservation Society are holding our third meeting on Bison Ecological Restoration, March 23-25, 2011, in Tulsa, Oklahoma. The 2011 meeting will bring together stakeholders to examine a set of focal issues facing bison restoration, and includes panels of experts from the US and Canada that will explore:

- Techniques for Bison Genetic Evaluation
- Guidelines for Managing Bison Genetics
- Bison Ecological Interactions

In addition to the panels, we welcome poster presentations on topics related to bison ecological restoration. The agenda includes a field trip to The Nature Conservancy's Tallgrass Prairie Preserve, home to one of the largest bison herds in the US; a welcome reception on March 23; and a dinner on March 24. A draft agenda and registration information is available at www.americanbisonsocietyonline.org/Announcements. The meeting is co-sponsored by the Linden Trust for Conservation, the National Park Service, the US Fish and Wildlife Service, and World Wildlife Fund-US. Please mark your calendars and we hope to see you there.

California Wool Growers Association Producer Workshop
Learning to Reduce Risks When Adding Targeted Grazing Services to California Sheep Operations
Monday, March 21, 2011

The Wildlands Conservancy—Wind Wolves Preserve

The objective of this workshop is to educate sheep producers and assist them in understanding and evaluating the legal and financial risks, as well as potential profitability, associated with adding grazing services to their sheep operations.

The Wind Wolves Preserve is an ecologically unique region where the Transverse Ranges, Coast Ranges, Sierra Nevada, western Mojave Desert and San Joaquin Valley converge. Due to elevation ranging from 640 to 6,005 feet, the preserve has an impressive array of landforms and habitats that serve as a critical landscape linkage and wildlife corridor between the Coast Ranges and Sierra Nevada. At 95,000 acres, Wind Wolves is the west coast's largest nonprofit preserve. Recently, the preserve has implemented sheep grazing in the management of their lands. This workshop will include a walking tour of the preserve with the sheep producers and land managers.

Workshop Topics to be covered:

- Legal and Insurance Risks associated with contract grazing
- Media and Public Relations, understanding the importance of sharing the story of the industry and grazing with the media and consumers.
- Round Table of land managers.why are land managers deciding that sheep grazing is an important element?
- Sheep producers will speak on the relationship that they have built with land managers and the risks associated with establishing their grazing contracts.
- History and Ecological information about The Wildlands Conservancy.

For more information and to register for the workshop contact:

California Wool Growers Association (www.woolgrowers.org)

Phone: (916) 444-8122

Email: lesa@woolgrowers.org

Welcome to Our New Members—February

Name	City, State	Section	Name	City, State	Section
Chaunci Auen	Dickinson, ND	NGP	Ryan Nielsen	Pleasanton, CA	CA
John R. Augustine	Phoenix, AZ	AZ	Sara C. Norman	Corvallis, OR	IM
Aaron Badillo	Britt, MN	NCS	Maria Oporto Leiva	Chadron, NE	NE
Jan Banks	Sheridan, MT	NGP	Amanda Jael Pedraza	Saltillo, Coah	MX
Holly Black	Horseshoe Bend, ID	ID	Reynoso		
Katherine Michelle Blum	San Luis Obispo, CA	CA	Anthony T. Perlinski	Laramie, WY	WY
Cade J. Boardman	Cedar City, UT	UT	Tayne Peterson	Rexburg, ID	ID
Jared Brown	Brookings, SD	SD	Robert E. Piper	Salt Lake City, UT	UT
Leslie Buell	Mesa, AZ	NC	Bubba Poglajen	Laramie, WY	WY
Jeffrey Burnham	Logan, UT	UT	Matthew Puntney	Redmond, OR	PNW
Craig A. Carr	Verdi, CA	PNW	Philip Ramsey	Missoula, MT	NGP
Jeremiah L. Drew	Carson City, NV	NV	Brandt Reese	Mount Carmel, UT	UT
Gregorio A Estrada	Satillo, Coah	MX	Troy Don Reinke	Albany, TX	TX
Munoz			Matthew Rigge	Brookings, SD	SD
Michael Fisher	Redmond, OR	PNW	Mandi Robertson	Rangely, CO	CO
Neto Garcia	Bozeman, MT	NGP	Grant R. Rogers	Tucson, AZ	AZ
Richard G. Godbee	Saratoga Springs, UT	CO	Dan Ruterbories	Ord, NE	NE
Kelsey Guffey	Livingston, MT	NGP	Lee Schmelzer	Columbus, MT	NV
John Harwood	Joliet, MT	NGP	Dayla Shipp	Giddings, TX	TX
Ross Henshaw	Bend, OR	PNW	Nick Simonson	Alma, NE	NE
Maria Gabriela	Saltillo, Coah	MX	Landon Smith	Laramie, WY	WY
Herrera Ayala			Etienne M.J. Soulodre	Regina, SK	NGP
Hadley Hill	Wauneta, NE	NE	Kenneth E. Spaeth, Jr.	Fort Worth, TX	TX
Johns Braden	Winnsboro, SC	TX	Michael R. Stephens	Pierre, SD	SD
Ben Johnson	Sidney, MT	IM	Tobias L. Stroh	Dickinson, ND	NGP
Noemy Jurado Cruz	Zumpahuacan	MX	Eliseo Bernabel	Saltillo, Coah	MX
Jamie Kiecker	Fargo, ND	NGP	Suarez Hernandez		
Jace Ken Lambeth	Cedar City, UT	UT	Jeremy Thompson	Bend, OR	PNW
Garrett Larson	Dickinson, ND	NGP	Dannae Thorson	Bend, OR	PNW
Saul Lopez Pereznegron	Saltillo, Coah	MX	Patrick Toomey	Laramie, WY	WY
Michael James Lucas	Bozeman, MT	NGP	Eric Michael Trumbull	Tryon, NE	NE
Bob Mahoney	Fargo, ND	NGP	Lee Turner	Reno, NV	NV
Robert A. Masters, Ph.D.	Zionsville, IN	NE	Dirac Twidwell	Bryan, TX	TX
Rachael Marie Morgan	Oroville, CA	CA	Deysi Vazquez Lopez	Satillo, Coah	MX
Daniel Mummey	Missoula, MT	NGP	Scott Votaw	Cody, WY	WY
Thomas J. E. Nadgwick	Akron, CO	CO	Robert Weber	Bend, OR	PNW

How to Search for Member Information Online – A Three Step Primer

Looking for email addresses, phone numbers, or names of SRM members? SRM can help you get connected! Follow these three easy steps to find member contact information online:

1. From the www.rangelands.org homepage, select “Member Login” and sign in to your account
2. After logging in, select “Member Directory”. This will take you to the Searchable Membership Directory
3. Insert as much or as little information as desired to search for members
 - Inserting less information will yield larger results and is a good option when unsure of some fields (e.g. the spelling of an individual’s name, a nickname, location, etc.)
 - Inserting more information will help narrow results and take less time to find what you are looking for. This is a good option when all information is known

The Searchable Membership Directory is only available to SRM members. You may change your searchable member information at any time by contacting Allen Press at srn@allenpress.com, 1-800-627-0326. Forgot your SRM Member ID or password? No problem – follow the link for assistance on the Member Login page and help will be on its way. Get online and get connected!

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
Varies	Online http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm	Ecology and Management of Grazing	16/module
Mar 2	Mandan, ND	Morton County Soil Conservation District Range Health Workshop	TBD
Mar 7-11	Portales, NM	Prescribed Burning Planning Course	TBD
Mar 7 -10	Spokane, WA	64th Annual Western Society of Weed Science Meeting	TBD
Mar 21	Wind Wolves Preserve, CA	CWGA-Learning to Reduce risks when adding Targeted Grazing Services to California Sheep Operations http://www.woolgrowers.org/	TBD
Mar 23-25	Tulsa, OK	Meeting on Bison Ecological Restoration http://www.americanbisonsocietyonline.org/Announcements	9 ttl (TH-6/F-3)
Mar 29-31	Boise, ID	Intermountain Native Plant Summit thomas.jones@ars.usda.gov	TBD
Apr 1-2	Uvalde, TX	South Texas Farm and Ranch Forum Phillip Wright	5
Apr 2-8	Rosario, Santa Fe State, ARG	IX International Rangeland Congress http://www.irc2011.com.ar/en/index.html	TBD
5-Apr	Paducah, TX	Matador WMA Grazing Management Workshop	TBD
11-Apr	Hat Creek, CA	Spring Update for Range Professionals Larry Forero at (530) 224-4900	TBD
Apr 26-28	Kennewick, WA	Columbia Basin Landscapes Workshop: Success in the Shrub Steppe http://www.friendsofmcrwr.org/events.shtml	11 (d1-3/d2-7/d3-2)
June 20-23	San Antonio, TX	NRCS Grazing Management Lectureship Mark Moseley	16
Jul 6-8	North Platte, NE	North American Invasive http://ipscourse.unl.edu/	16 max (d1-8/d2/5/d3-8)

If you know of a function that you want to attend but do not see it here, please send the information to:
SRM, ATTN: Vicky Trujillo, 10030 W 27th Ave, Wheat Ridge, CO 80215-6601; vtrujillo@rangelands.org, Fax 303-986-3892


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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 303-986-3309 or email [info@rangelands.org](mailto:info@rangelands.org).

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Fences

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You may also pay with a check by sending your order to 10030 W. 27th Avenue, Wheat Ridge, CO, 80215.

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**2011-2012 Board of Directors**

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Deadline for the April issue is March 15.
Send material to Vicky Trujillo at vtrujillo@rangelands.org.