

# RANGELAND NEWS



## Society for Range Management

Volume 62 Number 11

November 2009

### Value? Rick Orr, SRM Director



Over my years in SRM I have often heard the statement “So, what can SRM membership do for me? What do I get out of it?” I, of course, always had a quick comeback that was something to the effect of, “It keeps you current on state of the art knowledge in range science.” Or, “This is your profession, why wouldn’t you be involved.” In other words, I had the standard answers to a question that deserved significantly more thought.

Since being elected to the Board, I have spent many hours analyzing this trying to find a more serious and sincere answer. I felt that I owed people more than what I had simply and all too quickly stated before. Of course there were the publications and discounts and such, but there was so much more that **I didn’t find the answer I expected.**

1. **Training and Technology Transfer:** Yes, I have had the opportunity to receive excellent training through workshops, programs and meetings that SRM has sponsored. These have served me well in my career and provided important new information that I used to improve management of the resource and also how to effectively work with those who practice range management every day on the ground.
2. **Career Advancement:** I owe SRM a substantial debt because the technical information and leadership programs sponsored through SRM played a significant role in providing and honing those skills needed to advance from a techni-

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### Executive Vice President’s Report Ken Johnson

As I write this several things are happening to many of our members, I will mention a few and then talk about another “what is”.

I want to thank our SRM representatives to the National Grazing Lands Conservation Initiative for their hard work on our behalf; they really do represent us well. Pat Pfiel and Keith Bartholomay, I want to say thank you.

Many of our renewing members and many new members have not received their current year membership materials for this year. I want to tell you how sorry I am for this to have occurred, but our new software would not let us print these materials like we had hoped. As of today, I think every member should have received their membership receipt and new card; new members should also have other information, including a membership certificate. If you renewed or joined this year and did not get your ma-

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## Value?

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cal specialist to a management position. This provided the economic stability that provided for me and my family and allowed my career to grow and advance.

3. **Recognition and Support:** I have never been one to jump out and take the lead on something, always preferring to work in the background to just get it done. SRM fed my passion for rangelands and open spaces and led others to see in me things that I didn't or that I hid because I didn't wish to be the guy out front. It was the actions of friends in SRM that asked me to become involved and who pushed, pulled, supported, and convinced me to be more active in the workings of SRM at both the section level and the national level. I am still surprised that I was elected to the Board and it is an honor that I take very seriously.
4. **Camaraderie:** What a great way to meet and get to know people from all over the continent and several other countries. For example, Wally Butler, my wife and I had the opportunity in Albuquerque to discuss the relationship of public and private rangelands and their history in the US with a delegation from Mongolia that is currently working to set up a permit/lease system and the opportunity in the future for local citi-

zens to get fee title or their equivalent to some of their rangelands. The purpose of the program is to maintain management of crucial rangelands through providing the valued incentive to care for it long term. The end benefit would be locally produced goods and services on a sustainable basis. This is not the average conversation you have on the park bench. These individuals were high ranking scientists and government officials in their regions. Of all people, I

am the last one who would have thought I would have something of value to say to an international delegation.

5. **Networking:** My wife and I still email with these individuals from Mongolia as well as with the numerous friends and acquaintances I have made through SRM who can give me their take on an issue, describe their similar experiences, tell me when I am on track or in the left side of far out, offer a different perspective, or have a detailed technical discussion about a resource management topic. This group includes department heads, agency heads, program leads, students, on the ground specialists, producers, scientists, interested individuals with no direct connection to range management, and many others.
6. **Conflict:** Now how could I see conflict as giving something to me? Because it stimulates me to think and analyze and test paradigms and assumptions and to have far ranging discussions with a broad based group of people in a setting where controversy, though not necessarily desired, was not shied away from. This was especially true if the end result would further our knowledge base and the ability to get action on the ground and working.

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## Board of Directors Monthly Meeting Notice

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

**The next BOD call will be December 1, 2009.**

Your 2009 Board of Directors:

President: Don Kirby, ND

Vice President: Jeff Mosley, MT

2nd Vice President: Jack Alexander, MT

Directors:

Bruce Fox, MT

Larry Howery, AZ

Richard Orr, NV

Jenny Pluhar, TX

Charles Hart, TX

Sandy Wyman, OR

## Value?

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7. **Perspective:** Not only my perspective but yours, and hers, and his, or theirs. It gave me a chance to see the diversity of an issue and the multiple management options we could take that would achieve the same general goal but could result in specific and unique outcomes. I have rarely had the opportunity to have this level of discussion in other groups or organizations in which I have been involved.
8. **Diversity:** We work with a resource that touches everyone's lives in some way or another. At an annual meeting, I can discuss stream temperature regulation through bank side vegetation management in the morning and evaluate changes in acreage of riparian vegetation distribution via LandSat imagery in the afternoon, or maybe controlling weeds through targeted goat grazing management, or managing soil nutrients through simultaneous combined sheep and cattle grazing on hummocked volcanic soils in the Hawaiian Islands, or even increase municipal water yield through better pasture management and increased stubble height to capture and retain more snow for runoff that

feeds the supply reservoir. It's all about rangelands, and we all like to get together and talk about their management and figure out ways to get it done on the ground.

And so it went as I racked my brain to come up with the response that really said for me "what I got out of it". Then the proverbial 2 X 4 hit and I realized that in reality I didn't get anything **out** of SRM. The surprise for me, when I realized the answer, was that "**I** have value **TO** SRM". Not just the value of the things listed above though important, but the personal value of who and what I am and what I can provide to each of you through the opportunities to share my experiences, observations, work, study, successes or failures. What I got and "what's in it for me" is the value that each of us has and brings to the group. What I got was a place to feed my passion with those that shared the same passions. What I got was a chance to be a participant in something far bigger and more complex than myself and the chance to feel good in doing so. I bring valuable assets to the group just as do each of you through all of **your** experiences, observations, work, study, successes or failures. That's what I call "Value".

## Rangeland Careers—It's All About the Future!

The demand for professionals who can manage rangelands is currently very high. Nearly all students graduating with degrees in range science & management are finding opportunities for jobs. Many mid-career professionals also appear to be switching to rangeland management as a second career choice. Though the demand for quality new recruits appears high, there also appears to be a decreasing supply of job-ready seniors from university programs.

The Society for Range Management (SRM) is concerned about the future management of rangelands. We are especially concerned about the future of the workforce dedicated to managing these lands. Information from the Office of Personnel Management (OPM) reveals that at least 25-33% of the workforce currently classified as "Rangeland Management Specialists" (i.e.

454-series) within the US Forest Service (USFS), Bureau of Land Management (BLM), and Natural Resources Conservation Service (NRCS) will likely retire in the next 10 years. Who will fill their shoes?

In efforts to continue to address these concerns, SRM plans to once again expand its job hiring and career development opportunities at the 2010 63rd SRM Annual Meeting and Trade Show in Denver, Colorado February 7-11, 2010. This will be a joint meeting with the Weed Science Society of America (WSSA).

Preliminary information and scheduling for planned activities, including the popular Agency-on-the-Spot Hiring Programs, can be found at: [http://www.rangelands.org/jobfair\\_rangelandcareers.shtml](http://www.rangelands.org/jobfair_rangelandcareers.shtml).

## *Executive Vice-President's Report*

terials, please let me know.

Now for the "WHAT IS", do you know what the Redd Fund is and how it is to be used? Most of you will say no, but it can be an important part of SRM's ability to attract new members and our ability to affect the improvement of our rangelands.

The Redd Fund was established with monies provided by the Charles Redd Foundation. This foundation provided funds as directed by Charles Redd for use in recruitment of ranchers into SRM and to assist them in improving the rangelands on their ranches. His family remains as directors of the foundation.

The original guidelines included:

Paying registration fees for rancher couples to attend SRM annual meetings

Payment for one year SRM membership if the rancher attended the meeting

The hopes were that sections near an annual meeting location would nominate ranchers to attend and that a technical (agency) person would attend and agree to become a mentor to that ranch family. SRM and the Charles Redd Foundation, through the Redd Fund, are offering cost share to help bring ranchers to SRM annual meetings and to expose SRM to other organizations.

How will this affect SRM? There two parts to this program.

One, getting ranchers to annual meetings.

- SRM will cost share with sections to provide up to \$500 to bring ranchers or ranch couples to SRM annual meeting. This \$500 will be split \$375 from SRM and the Redd Fund; and \$125 from the local section.
- The rancher should be nominated by agency or Extension personnel who have personal knowledge of the rancher and believes the rancher has the ability to use the information gained from attending an annual meeting.
- The nominator or technical personnel will be asked to attend with the rancher to help them get to appropriate sessions and serve as a mentor after returning from the meeting.
- SRM will pay for one year's membership in SRM, with a hard copy of Rangelands for these ranchers that attend the meeting.

Other thoughts,

This is not an unlimited amount of money, but will be used until it is exhausted. If this is successful, additional funds will be sought.

It is not intended that a section nominate only one rancher, however if several are nominated across SRM, the number any one section can send may be limited.

Two, Outreach to other related organizations

- SRM will cost share with sections to pay booth cost to other organization's meetings. This could include Cattleman's, Wildlife Society and other, related organizations that affect land management decisions and share SRM's desire to improve rangelands.
- Cost share will be a maximum of \$500, 75% from SRM and 25% from the section.
- SRM will ship the booth and pay the shipping expenses, both ways.
- Sections will be responsible for manning the booth while at the meeting and shipping the booth back to Headquarters



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## November Rangeland Photo Quiz

What might a perceptive rangeland observer find noteworthy about this picture? (Hint: location is 35° 57'12" N, 103° 41' 54" W). Send your answer to Vicky at [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org). Put "PHOTO QUIZ ANSWER" in subject line.



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## October Rangeland Photo Quiz—Answer



Two answers were received for the October fenceline photo quiz. "First responder" Dan Ogle of Boise, ID, deduced that a livestock water source was nearby (yes, but not that close!). Keen-eyed Julie Elliot of Wray, CO, noted, "The foreground is quite different, but the background looks similar on both side of the fence. I would guess the difference is a localized phenomena and not consistent down the fence line. I think I see a brace post assembly behind the sunflowers that crosses the fence, so maybe the right hand side is a stomp corner."

Julie has the correct answer. Two hundred mama cows camped out here for a few days after seeing their kids off on the bus-of-no-return. She also had a contact for a remote water storage tank level monitoring service (PivoTrac wireless services, [jerry@pivotrak.com](mailto:jerry@pivotrak.com)) that was called for in the October "Rangeland Tips."

If you have a (higher-resolution) photo for this feature please email it, complete quiz caption and answer (for following month's publication), to SRM Photo Quiz Editor, c/o [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org).

## 2010 SRM-RTEC Workshop “Green Technology and Equipment for Rangeland Applications” Info and Request for Presentations

The Rangeland Technology and Equipment Council (RTEC) will hold its annual workshop on February 7 (Sunday afternoon) in conjunction with the 2010 SRM annual meeting in Denver. RTEC is open to all 2010 meeting participants interested in promoting the wise use and improvement of rangelands through the supporting functions of equipment development and application of innovative technology. This year's workshop is focused on new technologies and equipment that help land managers conserve energy or adapt to and/or mitigate the impacts of climate change.

Organizers are developing the program now and would like to extend an invitation to businesses, researchers and extension specialists, land managers, and others to submit presentations for this year's workshop. Of special interest is the use of native plants for biofuel production, energy saving technologies for rangeland improvements, and innovative applications of wind, solar, hydro, or geothermal energy sources on rangelands. Presenters will be allotted 20 minutes for their presentation and are encouraged to bring 75 copies of a one page

abstract for distribution to workshop participants.

Companies interested in sponsoring the afternoon break may set up a small display in the back of the conference room.

If you are interested in making a presentation, sponsoring the afternoon break, or would like more information on the 2010 RTEC workshop, please contact either:

Mike Pellant, Bureau of Land Management, 1387 S. Vinnell Way, Boise, ID 83709, 208-373-3823 (Fax-3850), [Mike\\_Pellant@blm.gov](mailto:Mike_Pellant@blm.gov)

Nancy L. Shaw, USDA Forest Service, Rocky Mountain Research Station, 322 E. Front Street, Suite 401, Boise, Idaho 83702, 208.373.4360; FAX 208.373.4391 [nshaw@fs.fed.us](mailto:nshaw@fs.fed.us)

A short meeting will be held at the end of the RTEC workshop to select the theme and committee to plan the 2011 workshop. More information on RTEC and the 2010 meeting is available at: <http://rtec.rangelands.org/index.htm>

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## IAC Room Share Program

The 2010 Annual SRM meeting is only a few months away and members are starting to organize side meetings, dinner dates, and room sharing with their friends. The International Affairs Committee (IAC) is coming to the aid of our international members with the Room Share Program. “The program has been in place for a few years and has been a tremendous success” says Andres Cibils, IAC member. The benefits of this program have included building strong life-time friendships and enabling our international members to be able to participate at the annual meeting.

In the past, the IAC has received a few requests for locating cost effective rooms or roommates to keep travel costs down. The requests are now more numerous and the IAC would like to offer this experience to all SRM members. The IAC has a very simple process to get your

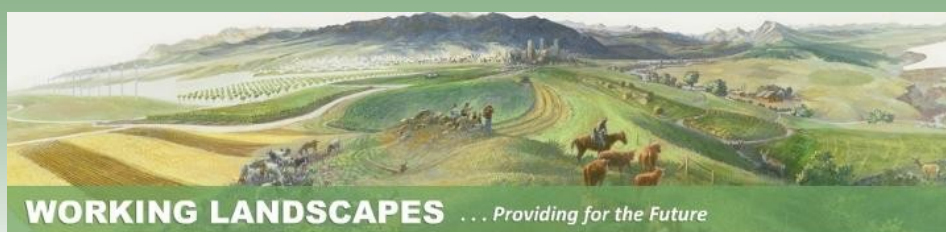
name in the hat to help out our international members. For those wanting to share a room, please submit **your name, gender, phone number or email, smoking or non-smoking, dates available, lodging location, and any other remarks**. If you have an interest in sharing a room with someone from a particular country, please, include this in your request.

Humberto Perotto-Baldivieso, IAC Chair, feels very strongly about the benefits of this program for all of our members and is willing to coordinate the effort. Please send all your information to Humberto, at [hperotto@tamu.edu](mailto:hperotto@tamu.edu). Also send a courtesy copy to Herman Garcia at [herman.garcia@co.usda.gov](mailto:herman.garcia@co.usda.gov) or call Herman at 303-915-7851.

Thank you for your assistance in making the 2010 meeting a greater success.

## 2010 Endowment Fund Silent Auction

The Silent Auction, sponsored by the Endowment Fund Development Committee, will again be conducted in the Trade Show area of the 2010 SRM Annual Meeting in Denver. Contributed items for auction should be brought to the auction area between noon Sunday, February 7, and noon Monday, February 8. It would be helpful if Committee members were aware of planned contributions before meeting. If possible e-mail Rod Heitschmidt ([heitschmidt@att.net](mailto:heitschmidt@att.net)), Judith Dyess ([jdyess@fs.fed.us](mailto:jdyess@fs.fed.us)), or Tom Bartlett ([et101@ZiaNet.com](mailto:et101@ZiaNet.com)) with a description of planned donated item and its approximate value before the convention. This courtesy is not a prerequisite for donating to the auction. If you are unable to e-mail us before the convention, simply bring item(s) to Trade Show area between noon Sunday and noon Monday. Your support of the continued growth of the Endowment Fund is of great benefit to the SRM membership. Please plan on participating in this fun event by either donating items for sale and/or purchasing items.



### Available Online:

- Registration
- Hotel Rates and Information
- Pre-Convention Program

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

<http://www.rangelands.org/denver2010>

Denver, Colorado

February 7-11, 2010

Sheraton Denver Downtown Hotel

## Rangelands magazine has a new Editor in Chief!



**Lori Hiding** is the Managing Director of the Consortium for Science, Policy & Outcomes (CSPO) at Arizona State University, having joined when CSPO moved to ASU in July 2004. CSPO's mission is to forge an intellectual network

that can help enhance the contribution of science and technology to society's pursuit of equality, justice, freedom, and overall quality of life. Lori oversees all operations at CSPO, from budget to personnel to research advancement and management to outreach and communications to implementing CSPO's strategic plan, and is a member of the CSPO Executive Management Team. She participates on the Science Policy Assessment and Research on Climate (SPARC) and sustainability project teams, as well as in developing and implementing new education programs. In addition, Lori participates in the Sustainable Rangeland Roundtable, for which she serves on the Steering Committee. Prior to

joining CSPO, she was a program manager with the Ecological Society of America's Sustainable Biosphere Initiative Science Program's Office where she was responsible for managing a number of projects that sought to develop or define the science of ecology to inform management and policy decisions. Lori chaired the Society for Range Management's Nominations Committee from February 2003 to February 2005 and has co-organized several symposia at SRM Annual Meetings. She received her Bachelor's of Science in Zoology from the University of Maryland and her Master of Environmental Management in Resource Ecology from Duke University's Nicholas School of the Environment and has taken graduate course work on nonprofit leadership and management at Arizona State University.

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# Capital Update

From Jess Peterson

On the outreach front I had an excellent meeting with the U.S. Department of Agriculture's Risk Management agency. RMA has newly appointed officials and the goal of this meeting was to find ways to enhance SRM ties to the RMA. The meeting went very well, and SRM leadership will be doing an official visit during the November 8<sup>th</sup> Washington, D.C. fly-in.

On the agency side, the Department of Interior made front page news when it announced its new plan to manage wild horses.

According to the letter Secretary Ken Salazar requested Congressional support for the following:

- Managing the new preserves either directly by the BLM or through cooperative agreements between the BLM and private non-profit organizations or other partners to reduce the Bureau's off-the-range holding costs. This coordinated effort would harness the energy of wild horse and burro supporters, whose enthusiasm would also be tapped to promote wild horse adoptions at a time when adoption demand has softened.
- Showcasing certain herds on public lands in the West that warrant distinct recognition with Secretarial or possibly congressional designations. These would highlight the special qualities of America's wild horses while generating eco-tourism for nearby rural communities.
- Applying new strategies aimed at balancing wild horse and burro population growth rates with public adoption demand. This effort would involve slowing population growth rates of wild horses on Western public rangelands through the aggressive use of fertility control, the active management of sex ratios on the range, and perhaps even the introduction of non-reproducing herds in some of the BLM's existing Herd Management Areas in 10 Western states. The new strategies would also include placing more animals into private care by making adoptions more flexible where appropriate.

According to the DOI press release, longtime SRM member and current Director of the BLM, Bob Abbey commended the Secretary for his initiative, saying, "The proposals unveiled represent a forward-looking, responsive effort to deal with the myriad challenges facing our agency's wild horse and burro program." Abbey added, "We owe wild horses and burros on Western rangelands high-quality habitat. We owe the unadopted wild horses and burros in holding good care and treatment. And we owe the American taxpayer a well-run, cost-effective wild horse program. This package of proposals will achieve those ends."

A copy of the letter can be found at [www.doi.gov](http://www.doi.gov). For background information on the national wild horse and burro program, please visit the BLM's Website at [www.blm.gov](http://www.blm.gov).

Moving up to the Hill, the Congressional agenda remains action packed. As you know this past summer the House of Representatives passed H.R. 2454, a comprehensive bill that caps carbon emissions. Its equivalent, minus critical agriculture offset provisions S. 1733, was introduced September 30<sup>th</sup> by Sen. John Kerry (D-MA). Throughout this fall the Senate will debate this bill. It remains highly doubtful that it will come up for a vote.

Also on the Senate side, Members John Ensign (R-NV), John Barrasso (R-WY), Michael Enzi (R-WY), Robert Bennett (R-UT), and James Risch (R-ID) sent a letter to BLM Director Abbey expressing concerns with the BLM issued Instruction Memorandum No. 2009-199. This memo directed all field offices to discontinue use of Categorical Exclusions for fuels, reduction, vegetation management activities, and grazing permits as a result of a Stipulated Settlement Agreement in *Western Watershed Project vs. Lane*. Specifically the Senators expressed a concern that this directive might have a negative impact on fire management, non-native invasive species management, and the timely issuance of grazing permits. The Senators cautioned that this action might create a backlog of processing grazing permit renewals. Given this situation the letter requested a review of

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## Western Governors' Association Winter Meeting December 16-17 Registration Now Open

Registration is now open for the Western Governors' Association's Winter Meeting to be held December 16 and 17 at the Hotel Del Coronado in San Diego, California.

Topics for the plenary sessions include:

- **A Resilient West: Climate Adaptation Strategies** Governors and invited guests will discuss projected impacts in the West from a warming climate and strategies for adapting to such impacts affecting electricity generation, water supplies and key animal and plant habitats.
- **The Integration of Electric Vehicles in the West** The promise of deploying electric vehicles will largely depend upon their availability, improved battery technology and sufficient power. Governors and expert panelists will discuss the benefits of a growing fleet of EVs and their potential impact on generation and transmission planning.
- **The Path to New Transmission Lines** The West has an abundance of resources that could fuel a new energy economy in the region, but the maze of federal, state and industry practices and regulations could hamper needed investment in a clean electric power system. The Governors and invited speakers will discuss these challenges and potential reforms.
- **Crafting the West's Energy Future** The Governors will consider future generation and transmission scenarios that would enable the West to implement a long-term strategy for achieving clean, secure, reliable and affordable energy while effectively managing water, land and wildlife resources.

Anyone Interested in attending the meeting can view the [agenda](#) and [register](#) by going to the WGA [Web site](#). The registration fee is \$150 for the public sector and \$200 for the private sector through November 20th. After that date, the fee will be \$175 for the public sector and \$225 for the private sector. The fee for guests and spouses is \$100.

Meeting updates will be posted to the WGA [Web site](#) as they become available.

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### Capital Update

*(Continued from page 8)*

these land management issues, and a meeting for additional dialogue and questioning.

In closing I want to personally thank everyone for signing up for the SRM Capital Updates. We have received an excellent response rate! As previously noted, if you are a current dues paying SRM member and would like to get on this update list, please send an email with the word "Subscribe" in the subject line to [capitalupdate@rangelands.org](mailto:capitalupdate@rangelands.org).

Questions or comments for WSS...please feel free to contact Ken Johnson or the SRM board of directors.

Ride Tall!

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# Membership Task Force

## Membership Matters - News from the SRM Membership Task Force (MTF)

Note new email address – [memtaskforce@rangelands.org](mailto:memtaskforce@rangelands.org)

By Jim Thorpe and Jack Alexander, SRM MTF co-chair and BOD liaison

The MTF has many projects underway and is **seeking your input**:

**New SRM Recruitment Brochure:** In last month's *Rangeland News*, EVP Ken Johnson noted a new brochure was underway. We are **seeking your input** on what messages are important to include in our recruitment efforts. Please take a few moments and send us your thoughts on why SRM membership matters to you and why it should matter to your peers (and if it doesn't really matter all that much, what would it take to make it matter)? MTF will work with the I&E committee to incorporate your input and produce an effective document.

The **SRM Table-top Display**, deployed at conferences and events which SRM attends (which we suggest should be with increasing frequency) was last updated in 2004 (see photo; we hope to soon have a detailed view of these panels



available on our webpage). **With your help** we plan to develop a number of interchangeable panels, each focused on a theme appropriate for a particular target audience. For example, when the display is at a producer oriented meeting, the panels would focus on the relevance and value of SRM membership for producers; when the display is geared towards students, then student benefits and activities would be emphasized. At local and regional events, individual panels could highlight the activities of the SRM sections involved. Besides these interchangeable panels, we think the display could be augmented by **laptop slide shows** highlighting rangelands and SRM activities (we'll soon be asking for pictures we might use). Our goal is to have a flexible and effective outreach communications tool available both nationally

and to all sections.

**SRM Membership Marketing Plan** – work is continuing to develop this, presently in the form of a web-based Google-document. **We invite your review and comments** on our “work in progress.” (please contact [memtaskforce@rangelands.org](mailto:memtaskforce@rangelands.org) to request an “invitation” to join in). We will work with the new SRM Outreach Coordinator to develop this for presentation at Denver 2010.

**MTF interactive webpage** - as soon as logistics will permit, the MTF plans to post its activities and samples of the above noted projects at [rangelands.org](http://rangelands.org) for **your comment and input**. Our best source of “market research” on why membership matters is **YOU**. Send us *your* thoughts, ideas, brainstorm, and yes, even frustrations, to [memtaskforce@rangelands.org](mailto:memtaskforce@rangelands.org).

# Membership Task Force

## SRM and Networking Websites

Kimberly Haile

SRM has joined the world of Networking! Currently there are 2 networking sites available for SRM members. One is a page on the ever so popular Facebook website. The other is a social networking site just for SRM members and it can be found at [www.srmconnected.ning.com](http://www.srmconnected.ning.com). Both of the sites add a new aspect to SRM's outreach and communication. These networking sites offer members the opportunity to stay in touch between SRM meetings and events.

The Facebook page can be found at <http://www.Facebook.com/home.php#/pages/Society-for-Range-Management/84739853569> or by searching for **Society for Range Management** in the Facebook search. Currently there are over **400 "fans"** of SRM on Facebook. If you are a member of Facebook, becoming a fan of SRM is easy. Simply, click the "become a fan" button



located on the SRM Facebook page. The Facebook page gives members the opportunity to share range related information with members and nonmembers. You can post range related pictures, videos, articles, events, weblinks, and discussions on the Facebook webpage. Currently you will find articles and educational videos that explain range management. In addition to the SRM Facebook page, several SRM Sections have their own Facebook pages and have used them to spread the word about their tours and meetings.

"SRM Connected" is SRM's "private" net-working site. It can be found at

[www.srmconnected.ning.com](http://www.srmconnected.ning.com). Currently there are 150 members on the site along with a variety of pictures, videos, events, job/internship postings. In addition, special interest sub-groups have been created for members to join and to share information. Along with posting discussions about various range related topics, the site offers an opportunity to learn a bit more about your fellow members than you do would from a typical resume or C.V.

Currently there are both young and "seasoned" members on both of the sites. However, we still need you to join the "networking era". To become a part of the SRM Connected Page, you will need to create a profile. Creating a pro-

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# Membership Task Force

## **The Native Range: New SRM Outreach initiative**

By Bob Alexander and Jim Thorpe

It is often observed how extensive rangelands are across North America, and how these often vast landscapes are fragmented among various political and management jurisdictions (e.g. BLM, USFS, State and Provincial, Tribal, Private). Of all of these, perhaps the least well-represented in SRM is that of our native tribes and nations, the original land stewards of the American continent. Building on recent outreach efforts in New Mexico, the SRM BOD has approved the formation of a working group charged with pursuing improved communications and cooperation with the Native Range. Our first task is to inventory SRM resources (personal contacts, experience, and expertise) and solicit ideas and feedback from SRM members for this effort, and the second is to prepare an action plan for discussion and implementation by Denver 2010. Please email us at [nativerange@rangelands.org](mailto:nativerange@rangelands.org) with your thoughts, comments and suggestions.



SRM could use a few more Native American irons in its branding fire.



Replacement heifers of the Sedillo Grazing Association, Pueblo of Laguna, NM

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## *SRM and Networking Websites*

*(Continued from page 11)*

file is a very simple process. You will determine how much information you would like to share with the other members.

Online networking is part of the future of communication. It is likely to play a role in range education, SRM networking, and SRM outreach. SRM needs you to take advantage of this opportunity. Don't let SRM get left behind. For comments and suggestions on how to improve *srconnected* or the Facebook page please contact site creator/administrator Kimberly Haile [kimberlyhaile@hotmail.com](mailto:kimberlyhaile@hotmail.com).



## National Invasive Species Awareness Week

Four Points Sheraton, Washington, DC

Jan. 10-14, 2010

Call for Presentations, Panels, Workshops, Discussions

National Invasive Species Awareness Week ([www.nisaw.org](http://www.nisaw.org)) will be held Jan. 10-14, 2010, in Washington, DC. A broad coalition of agencies and organizations is hosting this event to:

- ✓ Call attention to invasive species issues – targeting Congress and Federal agencies
- ✓ Generate action – empowering new policies and adequate funding
- ✓ Build a national grassroots network – working together to limit the impacts of invasive species

Titled ***“Invasive Species: Change and Dollars,”*** the conference will be organized thematically and in the context of securing adequate resources to address invasive species in a time of global change. The three inter-related themes for the morning plenary sessions are:

- **Invasive Species and Climate Change**
- **Invasive Species and Energy (including biofuels)**
- **Invasive Species and the “Green” Economy**

A broad range of agencies, groups, and organizations is impacted by invasive species issues. Participation by all is welcome at this national event. To that end, conference-organizers are soliciting proposals for three aspects of the conference:

- The afternoons of Jan. 11-13 are open for op-

tional **Special Issues** sessions to be presented by groups with an interest in a particular issue or program. A Special Issues Session may be 30 minutes to two hours long, depending on format (presentation, panel discussion, workshop). Ideally, the session will be clearly related to one of the three themes listed above. **Special Issue** programming will appear on the formal agenda for the week and will be open to all conference attendees.

- The morning of Jan. 14 is open for 10-minute **“Who we are | What we do”** presentations by organizations/programs engaged in work on invasive species. The objective of this session is to introduce up to 20 groups or initiatives to a wider audience with the goal of starting to build a broad communication network among organizations. We would appreciate an emphasis on the three thematic areas listed above.
- To the extent feasible, conference-organizers are willing facilitate programmatic **private, invasive species-relevant meetings** during the week. At the very least, we can let others know (through the website and bulletin boards) that your meeting is taking place. In some instances, we might be able to provide meeting space.

## 16th Wildland Shrub Symposium Threats to Shrubland Ecosystem Integrity

May 18-20, 2010 - NEW DATES

Utah State University Logan, Utah, USA  
First Announcement

- Call for Papers on January 1, 2010
  - Papers on Climate Change, Wildlife, Energy Extraction, Invasive Species, Restoration, Wildfire, Recreation, Livestock Grazing, Social and Economic Aspects, and Shrub Biology are encouraged
  - Program will include Plenary and Concurrent Sessions, a Poster Session, and Field Tours
- Contact Organizers: Tom Monaco ([tom.monaco@ars.usda.gov](mailto:tom.monaco@ars.usda.gov)) and Eugene Schupp ([Eugene.schupp@usu.edu](mailto:Eugene.schupp@usu.edu))





# CONFERENCE REGISTRATION

Or register online with a credit card at [www.glc.org/4NGCLindex.htm](http://www.glc.org/4NGCLindex.htm).

## 4th National Conference On Grazing Lands

December 13 - 16, 2009 • John Ascuaga's Nugget Casino Resort • Sparks, Nevada

Name: \_\_\_\_\_ Spouse or Guest: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Organization you are representing: \_\_\_\_\_

### REGISTRATION: (Early Bird Registrations MUST be received with payment BY OCTOBER 15)

REGISTRATION: No. of attendees \_\_\_\_\_ @ \$260 (\$315 after October 15) = Total \_\_\_\_\_

Registration includes admission to all conference sessions, refreshment breaks, reception, two continental breakfasts, one luncheon, and one copy of the conference proceedings. Monday's **Nevada Night** is a separate ticketed event (see below).

SPOUSE, GUESTS & STUDENTS: No. of attendees \_\_\_\_\_ @ \$115 (\$125 after October 15) = Total \_\_\_\_\_

Registration includes all of the above EXCEPT copy of the conference proceedings.

INDIVIDUAL DAY REGISTRATION: ☐ MONDAY ☐ TUESDAY @ \$115/day = Total \_\_\_\_\_

NEVADA NIGHT, MONDAY NIGHT BANQUET: No. of attendees \_\_\_\_\_ @ \$35 = Total \_\_\_\_\_

ADDITIONAL COPIES OF PROCEEDINGS: Number of copies \_\_\_\_\_ @ \$15 = Total \_\_\_\_\_

(MUST be ordered in advance)

### EXHIBITS: (Each paid exhibit INCLUDES one full conference registration)\*

COMMERCIAL: No. of Spaces \_\_\_\_\_ @ \$620 (\$670 after October 15) = Total \_\_\_\_\_

GOVERNMENT/NON-PROFIT: No. of Spaces \_\_\_\_\_ @ \$410 (\$450 after October 15) = Total \_\_\_\_\_

\*Poster Paper presenters must register for the conference. No additional fees are required. If you are interested in presenting a poster paper, please check here: ☐

**GRAND TOTAL:** \_\_\_\_\_

### Payment: (Please make checks and money orders payable in U.S. dollars to: 4NCGL - SRM, dba GLCI)

CHECK #: \_\_\_\_\_ Name on Check: \_\_\_\_\_

NAME ON CREDIT CARD: \_\_\_\_\_

Credit card type: ☐ Visa ☐ Mastercard ☐ Am Express ☐ Discover

CARD #: \_\_\_\_\_ EXPIRATION DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

### Send paid pre-registrations to:

The Society for Range Management, SRM, 10030 West 27th Avenue, Wheat Ridge, CO 80215-6601

Or, call or fax: Phone: (303) 986-3309; Fax: (303) 986-3892 (Faxes accepted ONLY with credit card payment)

Register online with a credit card at [www.glc.org/4NGCLindex.htm](http://www.glc.org/4NGCLindex.htm).

**Cancellation policy:** No cancellations or refunds will be given after November 1. All cancellations subject to a \$25 processing fee.



# HOTEL RESERVATIONS

## To reserve your room(s):

Contact the John Ascuaga's Nugget Casino Resort,  
4NCGL Headquarters Hotel, by  
calling (800) 648-1177 or (775) 356-3300  
faxing this form to (775) 356-3434, or by  
logging on to [www.janugget.com/jump/1046/](http://www.janugget.com/jump/1046/)  
(mention Grazing Lands Conference, group code GGRAZE);

☐ Single - \$96

*We are pleased that the Nugget Hotel has offered all our attendees this excellent room rate, which is even lower than the federal per diem rate. All rates do not include tax, currently 13.5%, or a \$5 resort fee per night. Resort fees include complimentary use of the Hotel's airport shuttle, self (covered) parking, fitness center and pool.*

☐ Double - \$96

☐ Triple - \$106

☐ Quad - \$126 (Suites, rack rate are available on request.)

## Special Accommodations: (subject to availability)

☐ Non-smoking

☐ Smoking

☐ Other: \_\_\_\_\_

☐ Handicapped Accessible

Arrival Date: \_\_\_\_\_  
(check-in is 4 p.m.)

Approx. Arrival Time: \_\_\_\_\_

Departure Date: \_\_\_\_\_  
(check-out is noon)

*Please print or type:*

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Sharing Room with: \_\_\_\_\_ No. of Persons: \_\_\_\_\_  
*One form per reservation.*

**Reservations must be received by Sunday, November 22, 2009.** One night's deposit using a credit card or personal check must accompany this form. All major credit cards are accepted. Do not mail currency. Cancellation policy: For refund of deposit, you are required to notify the hotel 72 hours in advance of arrival date.

Credit Card Type: \_\_\_\_\_ Deposit Amount: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

## Nominations for Society for Range Management Officers Sought

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

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

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

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

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

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

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

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

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

Successful candidates will be announced during the annual membership meeting.



### SRM NEEDS YOUR E-MAIL!

If you have a new email address, please login and update your [online information](#) or contact Karen Johnson, [Karen@rangelands.org](mailto:Karen@rangelands.org), for assistance.



## Great Managers Excel at Communicating with Their Employees

(By Felix Soriano, APN Consulting, LLC as reported in Animal Science Monitor October 27, 2009)

*Submitted by Linda Coates-Markle, SRM BLM Liaison*

*Felix Soriano, the President and founder of APN Consulting, has extensive experience working with producers and has dedicated his career to developing tools and programs designed to improve performance and profitability. Soriano believes that in order for managers to be successful, they must become excellent communicators and leaders of well-trained, talented, and skilled employees. For more information about APN Consulting, visit [www.apndairy.com](http://www.apndairy.com).*

Good communication is crucial for successful team leadership. Good managers excel at communicating with their employees, which helps improve performance and keep people motivated. Here are a few tips that will help you to communicate better with your employees.

- 1. If it's important, say it twice**-Not only that, but ask them a question to ensure they got your meaning.
- 2. Listen actively**-Active listening shows respect and increases the likelihood that the other person will share information in the future. Also, watch how people act while they are talking. Ask questions while observing the person's attitude and body language (it's all part of what they are saying). Sometimes, people say one thing, but communicate something else through their body language.
- 3. Read the impact you have on others**-How do you affect your employees? When you speak to them, are they tense? Relaxed? Are you giving them energy and excitement? To lead others, you need to know the impact you and your words have on them. Learn to watch their body language when you speak to identify whether they understand what you are trying to explain or not.
- 4. Communicate purpose and meaning**-Have a common goal and share it with all your employees. Having a common goal will inspire a diverse group of people to work hard and have a team approach. In some cases, it will give them a purpose to wake up every morning to go to work, especially if they do a very monotonous job. Tell them about the importance of their role within the company and how their performance can impact that goal. The more employees know about your goals, the more buy-in you'll get and the better your chances of achieving those goals.
- 5. Have a meeting with your employees to share good news**-A lot of managers have meetings only when there is a problem or things are going poorly. This can create a negative atmosphere among the workers. Instead, having a meeting to share some good news or to share successes keeps people motivated and in a good mood. You can also use these meetings to share challenges with your employees and give them the opportunity to participate in the solution.
- 6. Excel at giving feedback**-Feedback is a great way to tell your employees what you are looking for, and if done correctly, this will motivate them to improve their performance. Below are a few tips for giving feedback:
  - Even if the feedback is negative, always start with the positive.
  - Give feedback with supporting data, if possible.
  - Be fast and to the point.
  - Be specific.
  - Give negative feedback in private and positive feedback in public.
- 7. Cut to the chase and be specific**-Make sure you have specific goals and expectations for your employees and that you communicate those clearly and in detail to them. Put them in writing, as well, and make certain they understand that they will be evaluated based upon those goals and expectations.
- 8. Get feedback from your team**-Stay open to other viewpoints and encourage employees' input and suggestions. They may have good ideas that you can implement to improve performance or efficiency, and they may also spot barriers to implementation. Below are some instances when you can ask for your team's input:
  - Setting new incentive programs
  - Improving an existing process
  - Evaluating a new technology
  - Determining skill needs and training opportunities

## 2010 Rangeland Job Fair

**Sunday February 7th, 2010**

**10 am-6 pm**

at the

63<sup>rd</sup> SRM Annual Meeting and Trade Show in Denver, Colorado

Just as rangelands are diverse, so are related careers. Just look at the SRM membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM will once again expand professional employment efforts at their 2010 Annual Meeting and Trade Show to be held at the Sheraton Denver Downtown Hotel, Denver, Colorado.

**This is a free service for SRM members and Trade Show participants.**

**Reservations are required by interested employers.**

**Prospective employees are invited to attend free of charge!**

### **2010 JOB FAIR**

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

The job fair will involve a full day on Sunday February 7, 2010. Registered employers will be provided space (6-ft table) to display employment information, distribute vacancy announcements and interact with job seekers in a large exposition area. We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled activities, meetings and workshops. We do expect that all participants staff their tables/displays and be prepared to answer questions.

### **REGISTRATION FOR EMPLOYERS**

To register for the **2010 RANGELAND JOB FAIR**, please print, complete and return the reservation form that is available on-line. Reservations will be accepted on a first-come, first served basis, and space is limited. The deadline for receipt of all reservations is **Friday January 15, 2010**. On-site reservations may be accepted, depending on available space, and will require payment of a \$100 late fee.

Program information and reservation forms are 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 reserve a booth for the 2010 RANGELAND JOB FAIR! See you there!**



### **4th International Fire Ecology and Management Congress**

hosted by the Association for Fire Ecology

Nov 30 - Dec 4, 2009 – Savannah, GA

<http://www.fireecology.net/Congress09/Home>

## Position Announcements

### Research Ecologist or Research Rangeland Management Specialist, GS-12/13/14

The U.S. Department of Agriculture (USDA), Agricultural Research Service (ARS), Range and Meadow Forage Research Unit located at the Eastern Oregon Agricultural Research Center in Burns Oregon is seeking a Research Ecologist or Research Rangeland Management Specialist, GS-12/13/14 to conduct independent research and serve as a member of a research team. The research objectives concern factors which limit seedling establishment on rangelands and the high failure rate for rangeland reseeding in the sagebrush steppe. Specifically the research will focus on either soil surface properties or landscape characteristics which limit seedling establishment. Once the specific factors are identified, research will be shifted to develop management solutions. Active participation in shareholder outreach and technology transfer activities is required. This is a permanent, full time position. Salary will be commensurate with qualifications and experience, salary range of \$67,613.00 to \$123,519.00 per annum. A Federal benefits package is available. For details and application directions, see: <http://www.afm.ars.usda.gov/divisions/hrd/index.html> . Applications must be **received by** November 4, 2009 or call Deb Penick, (541) 573-8909. **U.S. citizenship is required.**

***USDA-ARS is an Equal Opportunity Provider and Employer.***

### Department Head and Professor

Department of Animal and Range Sciences  
Montana State University

The Department of Animal and Range Sciences (A&RS) at Montana State University in Bozeman, Montana, is seeking applications and nominations for the position of Department Head and Professor.

Founded in 1893 in the scenic Gallatin Valley just north of Yellowstone National Park, Montana State University (MSU) is a land grant university with total enrollment of 12,000 students. The 70,000 residents of Bozeman and surrounding areas enjoy excellent schools, a vibrant cultural and arts scene, and one of the most superb year-round recreational areas in the nation. Departmental teaching programs from B.S. to Ph.D. levels, serve 230 students. Research programs focus on cattle, sheep, equine, and range ecology and an outreach focus on livestock production and range management. The Department will be housed in a new state-of-the-art building which substantially expands the Department's research and teaching opportunities. The new Department Head in conjunction with faculty and constituents will have an unusual opportunity to shape and expand the Department including new faculty hires. Montana and the surrounding region provide exceptional opportunities for multiple discipline, multiple-scale, from the lab to landscape, research and instruction.

For a vacancy announcement, including a listing of required and preferred qualifications, and application procedures, visit <http://ag.montana.edu> or email [lduffey@montana.edu](mailto:lduffey@montana.edu) or call 406.994.3681. Screening will begin December 18, 2009 and continue until a suitable candidate is hired. ADA/EO/AA/Veteran's Preference Employer.

### Assistant Professor, Rangeland Ecology and Management

Utah State University

The Department of Wildland Resources is filling a tenure-track, 9-month, research and teaching, Assistant Professor position, located at Utah State University, Logan, UT. We seek applicants with expertise in the behavior, ecology, and management of large herbivores in rangeland ecosystems and an interest in adapting traditional production systems to address contemporary ecological, economic and political challenges in the Intermountain West. Teaching expectations are one undergraduate course (fall, every year) focused on monitoring and assessment in natural resource and environmental management, and one graduate course (every year) in the successful candidate's area of expertise. To apply, go to the Job Opportunities link on the USU Human Resources homepage at: <http://jobs.usu.edu> (req. ID 051879). Review of applications will begin on November 15, 2009 and continue until the position is filled. AA/EOE.

## Position Announcements

### Faculty Position- Rangeland Systems Ecologist

University of Wyoming

The University of Wyoming, Department of Renewable Resources invites applications for the position of Assistant Professor (Research 45%, Teaching 50% and Service 5%).

We seek a rangeland ecologist working at landscape to watershed scales in arid and semiarid ecosystems. The successful candidate will develop a process-based research program to address natural resource science and management issues driving complex system behavior in support of sustainable rangelands. A scientist is sought who will use a systems analysis approach to fully embrace complex decision-making choices for assessing multiple goals of management, such as the reclamation of rangelands, considering wildlife habitat, herbivory, water resources, carbon sequestration and economics. The position offers a unique opportunity to interact with recognized scientists to understand and plan for sustainable rangelands. The successful candidate is expected to engage with activities of the Program in Ecology and Ruckelshaus Institute and Haub School of Environment and Natural Resources and the School of Energy Resources. The University of Wyoming offers access to unparalleled field research environments in natural grasslands, sagebrush steppe, forest and alpine ecosystems. Laramie is positioned in a high-elevation valley between the Laramie and Medicine Bow Ranges of the Rocky Mountains, northwest of Denver, Colorado.

**Qualifications Required:** 1) Ph.D. in an ecological discipline or closely related field at time of hire, 2) graduate training in rangeland ecology, 3) interest in and ability to teach in the rangeland ecology undergraduate curriculum, and 4) a record of peer-reviewed publication. **Desired:** Research expertise in arid and semiarid systems, expertise applying integrative approaches or models to synthesize biotic and abiotic processes at landscape to watershed scales, and a record of collaboration with diverse groups.

**Duties and Responsibilities:** 1) conduct research on issues relevant to sustaining arid and semiarid rangelands, 2) annually teach two undergraduate courses in the rangeland undergraduate curriculum and a graduate course relevant to expertise, 3) advise undergraduate and graduate students, 4) establish a program of externally funded research and scholarly activity including support for graduate students and 5) provide service to the University and profession.

**The Department of Renewable Resources,** <http://uwadmnweb.uwyo.edu/UWRENEWABLE/> gathers range, forest, watershed, entomology and soil scientists into an integrated department, offering degrees in Rangeland Ecology and Watershed Management, Soils, Entomology, Earth Systems Sciences, Insect Biology, Water Resources and Agroecology. RNEW houses a Stable Isotope Facility <http://uwacadweb.uwyo.edu/sif/>, the Environmental Simulation Laboratory, and the Wyoming Reclamation & Restoration Center <http://uwadmnweb.uwyo.edu/WRRC/>. Our faculty contribute to a strong cross-disciplinary Program in Ecology <http://uwacadweb.uwyo.edu/PIE/> and Environment and Natural Resources <http://www.uwyo.edu/enr/senr/> affiliate degrees, and have close ties with the National Center for Atmospheric Research (NCAR) supercomputer facility (under construction). The University of Wyoming, as the only public four-year institution of higher learning in Wyoming, has a large impact on regional and national policy decisions and public land management.

Applicants should send their curriculum vitae, a statement of research and teaching interests, maximum of 3 relevant publications, and 3 letters of recommendation (sent independently by the reference) **via email** to: [SystE-col@uwyo.edu](mailto:SystE-col@uwyo.edu). Direct questions to Dr. Ann Hild, search chair at this email or by phone: 307-766-5471. International applications, as from women and minorities, are strongly encouraged. For full consideration, review of applications will begin on 20 November 2009; the position will remain open until filled.

The University of Wyoming is a Carnegie Foundation Research/Doctoral Extensive Institution, and an AA/EEO employer. The University of Wyoming is committed to diversity and endorses principles of affirmative action. We acknowledge that diversity enriches and sustains our scholarship and promotes equal access to our educational mission. We seek and welcome applications from individuals of all backgrounds, experiences and perspectives.



## Position Announcements

### Texas Coastal Prairies Project Director – The Nature Conservancy

The Project Director develops and advances conservation programs, plans, and methods with special emphasis on the Refugio-Goliad Prairies in South Central Texas. Works closely with multi-agency partners and private landowners. Knowledge of prescribed fire, endangered species, and grazing systems preferred.

To apply, please visit our website at [www.nature.org/careers](http://www.nature.org/careers) and search for Job ID # 11368

### Welcome to Our New Members (October)

Name	City, State	Section
Jason M Bybee	Escalante, UT	UT
Kevin A. Costa	Provo, UT	UT
Tony Falk	Kingsville, TX	TX
Dan Fletcher	Cedar City, UT	UT
Kathryn Holland	Crawfordville, FL	FL
Sharon Jones	San Diego, CA	CA
Larry Mills	San Angelo, TX	NM,TX
Andrew D Mitchell	Hamshire, TX	NM,TX
David A Mitchell	Beaumont, TX	TX
George F Mitchell, Jr.	Beaumont, TX	NM,TX
Mark F Mitchell	Beaumont, TX	NM,TX
Stephen M Mullis	Fort Stockton, TX	NM,TX
Marcus Nichols	Ontario, OR	ID,PNW
Garrett Richard Noles	Reno, NV	NV
Dawson C Owens	College Station, TX	TX
Samantha R Reske	Alamogordo, NM	NM,WY
Kristie Romanow	Cardston, Alberta	IM
Daniel Keith Schwedhelm	Sparks, NV	NV
Ticia K Shelton	Laramie, WY	WY
Dr. Teshome Meketa Shenkoru	Reno, NV	NV
Erin Smith	Reno, NV	NV
Anne M Stevick	Pincher Creek, AB	IM
Jessica Strickert	Yuma, CO	CO
Megan Taylor	Laramie, WY	WY
Bryan R Theall	Harper, TX	TX
Mr. Brian Wille	Hondo, TX	TX
Charles B Winfield	Pearsall, TX	TX
Kristina Michelle Wolf	San Luis Obispo, CA	CA
Leslie Jean Wood	Tucson, AZ	AZ

## 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
Nov 3-5	Reno, NV	2009 Conference on Wild & Feral Horse and Burro Management and Policy <a href="http://www.rangelands.org/cped.shtml">http://www.rangelands.org/cped.shtml</a>	16
Nov 3-5	Cody, WY	WY Section 2009 Winter Meeting <a href="http://uwacadweb.uwyo.edu/Wysrm/">http://uwacadweb.uwyo.edu/Wysrm/</a>	16 ttl (t-4/w-8/th am-4/th pm-1)
Nov 4-6	Albuquerque, NM	Quivira Coalitions 8th Annual Conf-Living Leopold <a href="http://quiviracoalition.org/Annual_Conference/index.html">http://quiviracoalition.org/Annual_Conference/index.html</a>	16 max (8/day / precon 8 each / wed eve-2)
Nov 4-7	Monterrey NL, MX	Vi Simposio Internacional De Pastizales (in conjunction w/MX Section Mtg)	TBD
Nov 5-6	Cedar City, UT	UT Section 2009 Fall Meeting <a href="http://www.usu.edu/range/">http://www.usu.edu/range/</a>	TBD
Nov 10-12	Santa Barbara, CA	Holistic Management Introduction, Goal Setting, and Biological Monitoring <a href="http://www.carboneconomysb.com/">http://www.carboneconomysb.com/</a>	16
Nov 17-18	Colorado Springs, CO	CO Section Annual Meeting A Range of Stories—Rangeland Mgmt The Applied Science <a href="http://www.cssrm.org/toursmeetings.html">http://www.cssrm.org/toursmeetings.html</a>	TBD
Nov 30-Dec 4	Savannah, GA	4th Intl Fire Ecology & Mgmt Congress: Fire as a Global Process <a href="http://www.fireecology.net/Congress09/Overview">http://www.fireecology.net/Congress09/Overview</a>	TBD
Dec 8-9	Grand Junction, CO	2009 CWMA Conference: Awareness to Action <a href="http://www.cwma.org/docs/09InvRegForm.pdf">http://www.cwma.org/docs/09InvRegForm.pdf</a>	13(t-8/w-5)
Dec 13-16	Reno, NV	4th National Conference on Grazing Lands <a href="http://www.glci.org/4NCGLIindex.htm">http://www.glci.org/4NCGLIindex.htm</a>	TBD
Dec 16-17	Coronado, CA	Western Governors Assn 2009 Winter Mtg <a href="http://www.westgov.org/">http://www.westgov.org/</a>	TBD
TBD	TBD	Early Career Skills Workshop for Rangeland Mgmt Specialists <a href="mailto:royr@warnercnr.colostate.edu">royr@warnercnr.colostate.edu</a>	16ttl
Jan 4-7	Kingsville, TX	KRIRM Gus T. Canales Prescribed Burning Lectureship <a href="http://krirm.tamuk.edu/events.html">http://krirm.tamuk.edu/events.html</a>	16
Jan 13-15	Boise, ID	ID Section Winter Annual Meeting <a href="http://www.stoller-eser.com/idaho_srm.htm">http://www.stoller-eser.com/idaho_srm.htm</a>	TBD
Jan 18-20	Prescott, AZ	AZ Section Winter Mtg - Livestock Wildlife Native Fish Interactions: What Do We Think We Know? <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	TBD
Feb 7-11, 2010	Denver, CO	63 <sup>rd</sup> Annual Meeting of the SRM Joint with the Weed Science Society of America (WSSA) <a href="http://www.rangelands.org/denver2010/">http://www.rangelands.org/denver2010/</a>	16 max
Feb 11, 2010	Denver, CO	AM10-THUR SYMP Open Space Grasslands Science & Management <a href="http://www.rangelands.org/denver2010/program_symposia_openspaces.shtml">http://www.rangelands.org/denver2010/program_symposia_openspaces.shtml</a>	7
Feb 6-10, 2011	Billings, MT	64th Annual Meeting of the SRM	16 max

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



### INTRODUCING THE RELEASE OF A NEW DVD

## "HOPE ON THE RANGE"



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

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

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

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

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

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

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

**This video may also be viewed at the following websites:**

[http://www.rangelands.org/videos/video\\_hopeontherange.shtml](http://www.rangelands.org/videos/video_hopeontherange.shtml)

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



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## Open Spaces: The World's Rangelands

Society for Range Management

10030 West 27th Avenue

Wheat Ridge, CO 80215

Phone: 303-986-3309

Fax: 303-986-3892

E-mail: [info@rangelands.org](mailto:info@rangelands.org)

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Deadline for the **December** issue is **November 15**. Send material to **Vicky Trujillo** at [vttrujillo@rangelands.org](mailto:vttrujillo@rangelands.org)

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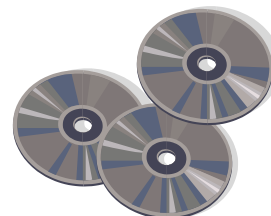
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