

Rangeland News
November 2010, Volume 63, Number 11

Society for Range Management
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Board of Directors Monthly Meeting Notice

The Board's monthly conference call is the 2nd Monday of each month at 11:00 am MDT. The November BOD meeting will be November 8, 2010. The December BOD meeting will be December 13, 2010.

Your 2010 Board of Directors:

President: Jeff Mosley, MT; 1st Vice President: Jack Alexander, MT; 2nd Vice President: Gary Frasier
Directors: Richard Orr, NV; Jenny Pluhar, TX; Charles Hart, TX; Sandy Wyman, OR; Stephanie Larson-Praplan, CA; Keith Klement, WY

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Looking Back . . . by Jenny Pluhar, SRM BOD

My term on the SRM Board of Directors is winding down. The past three years have been many things, including busy, gut wrenching, gratifying, entertaining and educational. The Nominations and Elections Committee is seeking candidates to run for office with terms beginning in 2012. I

thought I might share some thoughts on why I ran for office.....and why I hope you will consider running as well!

SRM has been my professional "home" for more than thirty years. My first annual meeting was in Tulsa, OK where I represented Montana State University on the plant id team. I met Fee Busby and told him I was interested in becoming more involved, maybe serving on a committee. He led me to the elevator and we ascended to the top floor of the hotel where the President's Reception was taking place. It was an invitation only type of event and I was horrified! No matter, we were going anyway. Once there, he introduced me to Jack Bohning, who appointed me to a committee, Professional Affairs, I think. I was sucked in, so to speak. In the years to come, my family and I stayed in the Bohning's home in Prescott, Arizona on more than one occasion.

Through committee work I have met some amazing people, made lifelong friends, learned so very much, and grown my consulting business. SRM is a wonderful, unique family.....and has been a large part of my family's life ever since that fateful elevator ride with Fee!

As SRM members or even members of the human race, we all have different talents. This world turns on the backs of each of us volunteering in our communities, our children's activities, our professional organizations. The stuff of life gets done each and every day because of volunteers.

To serve SRM as a director or executive officer does not require one to be the most prominent range scientist around, or the wisest financial manager or even the most organized individual. The directors and officers are a team, each with different talents, with the sum being greater than the individual parts. It has been most gratifying to see that concept at work, every day. As an elected officer of SRM, you will be asked to make tough decisions and trusted to do the best you can. You will also come to appreciate other's talents. You will realize that to be effective, you must check your ego at the door! You will be frustrated, proud, challenged, appreciated, and satisfied. Your efforts will be reflected in the path SRM takes into the future. You are truly part of something bigger than yourself. Because SRM is the kind of organization where an interested college kid can wind up taking her family and staying in the home of the President years later, it is all the more gratifying to be involved.

My personal pet peeve is the simple phrase "I don't have time." Well, now, I don't see it that way. You have the same 24 hours every day that I do. That anybody else does. What you are trying to say to me is "I do not want to devote any time to this activity..." Fine, be honest with me. Don't tell me you don't have time.

Consider giving some of your time and talent to SRM as an elected officer. I promise you, it is well worth the effort and the experience will be one you treasure! Those who have already served, consider taking the arm of that young member and seeing to it that they ride the elevator to meet the folks who can lift them up in SRM!

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"Hope on the Range"

A Frontier Legacy finds its Place in the New West
A 28 minute production of the Society for Range Management in partnership
with the Bureau of Land Management
submitted by Linda Coates-Markle, SRM BLM Liaison

Theme:

Rangelands comprise almost one-half of all the lands in the world. They are extremely important to society for the goods they produce and for the ecological services they provide. This production focuses on the heritage, social fabric and innovations of livestock grazing on the US western rangelands.

This 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".

Livestock grazing practices are evolving, not only to preserve a way of life that is part of America's heritage, but to help sustain a diversity of important public interests and values. This production explores several case studies that highlight the use of ecologically-sound strategies, the regional economic benefits of grazing and the social benefits of grazing intertwined in conservation efforts.

The "Hope" of the program embraces the hope of ranching families to preserve a traditional way of life and the hope of communities to preserve their social fabric and existence. It is also the hope of many that rangelands can be managed sustainably and that the magnificent landscapes and great open spaces of the American West can be preserved as our legacy to future generations.

Current Availability and Distribution:

The 28-minute PBS-quality production was completed on September 17, 2010. The production embraces the science and management expertise of rangeland professionals to better educate the general public about the positive aspects of livestock grazing on western rangelands.

Copies are currently being distributed to all interviewees in the production as well as members of the SRM Board of Directors. Copies of the final production are also currently being shown to Washington Office Directorates for the Bureau of Land Management.

Submission packages are currently under development to several affiliate (state-level) Public Broadcasting Stations. This is the preferred distribution opportunity for the production. Packages are to be distributed during the months of November and December 2010. PBS typically reviews submissions on an on-going basis and SRM should be advised of selected airing dates sometime in 2011.

The production has also been submitted to the Big Sky Documentary Film Festival in Missoula, MT. This festival considers productions that document lifestyles and issues relevant to the American West. The film festival is scheduled to make selections for screening by late Fall 2010.

If selected, the production will be screened (February 11-20, 2011) along with 100+ films, including world and U.S. premieres, classics, rare and experimental works on Montana's largest screen at the historic Wilma Theater in downtown Missoula, MT. In addition to ten days of screenings, the event will feature many public and VIP events including panel discussions, galas, receptions and networking round-tables.

At this time, copies of the production can be made available to SRM sections and SRM members for "limited" viewing opportunities. PBS has strict guidelines regarding limiting general public exposure to productions prior to possible PBS airing.

Viewing of the film for educational purposes within universities, colleges, high schools etc is considered very appropriate at this time. To request copies please contact Linda Coates-Markle, BLM Liaison to SRM at 303-986-3309 or lmarkle@rangelands.org.

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Have You Heard the News? 2011 Rangeland Job Fair
Sunday, February 6th
10am-6pm
In Conjunction with Society for Range Management (SRM) 64th Annual Meeting
Billings Hotel and Convention Center
1223 Mallowney Lane
Billings, MT 59101

The 4th Annual Rangeland Job Fair is designed to bring rangeland employers (from various Federal Agencies, State and Provincial governments, Private Industry, Academia, and Conservation Organizations) together with enthusiastic candidates in a fun professional and rewarding setting. <http://www.rangelands.org/jobfair.shtml>.

Additional Programs: Agency Hiring on the Spot Program works in conjunction with the Job Fair to recruit exceptional candidates into the Federal workforce. http://www.rangelands.org/jobfair_onthespot.shtml.

Several Career Development Workshops are also being offered and are designed to help sharpen your skills during the job application and interview process. http://www.rangelands.org/jobfair_workshops.shtml.

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 again expand employment efforts at the at the 64th SRM Annual Meeting and Trade Show in Billings, Montana February 6-10, 2011. SRM announces the fourth annual 2011 RANGELAND JOB FAIR scheduled for Sunday February 6th, 10 am-6 pm. This is

a free service for all job seekers and employers that represent SRM members and Trade Show participants.

The mission of the RANGELAND JOB FAIR 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. Attendance at the annual meetings at the Holiday Inn Grand Montana and the Billings Hotel and Convention Center this year is expected to be between 1000-1500 people. Approximately 25 percent of attendees will be students and young professionals.

The job fair will involve a full day on Sunday February 6th, 2011. Employers will be provided space to display employment information, distribute vacancy announcements and interact with job seekers. Registered participants will be provided with one 6-ft table for displays within a large exposition area. For an extra charge, we will also provide 4' X 8' display boards (see registration form). 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.

If you are interested in this program, or know of prospective employers who may be, please feel free to contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at lcmarkle@rangelands.org and/or 303-986-3309.

All employers MUST register for this program. Job seekers do NOT need to register. To register for the 2011 RANGELAND JOB FAIR, please complete the reservation form which can be found at: http://www.rangelands.org/pdf/AM11_jobfair_reg_form.pdf and return it to the address at the bottom of the form. 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 14, 2011. On-site registrations may be accepted, depending on available space, and will require payment of a \$100 late fee.

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Rangeland Cup Topic

Dominant paradigms developed by rangeland science guide management practices which can result in long-lasting impacts for rangeland systems. Such impacts are inherited by successive generations of scientists and managers, thus becoming legacies of past management.

- 1) Choose one prominent management practice or paradigm developed by early pioneers in the rangeland management profession that has left a legacy which impacts how we manage rangelands today. Discuss the scientific rationale for broad-scale implementation of the practice (historically) and describe how the implementation of the practice has positive, negative or neutral impacts on our current management

strategies. Consider multiple types of impacts (ecological, economic, social, etc.).

2) Discuss a management practice of a rangeland ecosystem outside North America and how this strategy may leave legacies for future generations. Compare this example to the issue you discussed previously in number 1. How might information from this international example be incorporated into contemporary rangeland management paradigms in North America?

To register your team send an email to rangelandcup@rangelands.org including your school/university, names of team members and mentor, contact information (email, phone, address) of at least one team member. Contest guidelines and regulations may be found at <http://agronomy.unl.edu/range/> or by emailing the address above. We look forward to the strong competition and creative ideas on this challenging topic. Good luck!

Registration DEADLINE for 2011 International SRM meeting in Billings: November 12, 2010

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Endowment Fund Raffle

The SRM Endowment Fund Development Committee is encouraging all SRM members to both buy and sell Endowment Fund raffle tickets. The raffle consists of three prizes:

1. Charlie Russell bronze entitled "Father Ranger" donated by SRM Past-Presidents
2. 10X felt hat donated by Rand's Custom Hats, Billings, MT
3. SRM custom engraved .270 caliber rifle with scope donated by Sharp Brother's Seed, Healy, KS.

Tickets are \$5 a piece or 5 for \$20.

The drawing will be held at the informal "An Evening in Montana" BBQ and Social to be held in conjunction with the SRM 2011 Annual Meeting in Billings. Ticket holders need not be present to win.

Anyone desiring to either buy and/or sell tickets please contact Rod Heitschmidt (heitschmidt@att.net), other members of the Endowment Fund Development Committee, current SRM officers and Directors, section officers, and/or other interested SRM members.

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

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SRM Action Update Call

When: November 18, 2010

Time: 11:00AM 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.

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Capital Update by Kelly Fogarty

Howdy Friends,

This month has been relatively quiet legislative-wise on the Hill due to the upcoming election on November 2. Congress left D.C. on October 1st in order to return to their districts and focus full-time on their campaigns. They are not expected to return until November 15th, two weeks after Election Day. Upon their return, they will begin the Lame Duck session, which may last anywhere from one week to one month. It remains to be seen what pieces of legislation will receive any action during this time as the results of the election will play the ultimate role in deciding what bills will receive any consideration. Possible pieces of legislation that have a chance of seeing action within the Lame Duck session include: proposals regarding extension of the Bush Tax Cuts, the estate tax, the Alternative Minimum Tax, and several miscellaneous tax and tariff bills.

While congress has remained somewhat quiet, this month saw a flurry of activity by both the U.S. Department of Agriculture (USDA) and the Department of the Interior (DOI). October kicked off with the nation's first-ever construction of an extensive solar energy project on public lands in California. One can learn more about the projects through this link:

<http://www.doi.gov/news/pressreleases/loader.cfm?csModule=security/getfile&PageID=53658> Also, after more than a decade, Secretary of the Interior Ken Salazar joined the U.S. Army in announcing the completion of the environmental clean-up and ultimate designation of the Rocky Mountain Arsenal as a premier national wildlife refuge. The project will be completed by this fall, one year ahead of schedule and under-budget. The clean-up has been a long-term cooperative effort by the U.S. Fish and Wildlife Service and the U.S. Army to clean-up the Arsenal after its listing on the EPA's Superfund National Priorities List in 1987.

USDA commemorated October as National Cooperatives Month by distributing \$8.3 million in funding to several rural organizations to help them continue and expand their work in their respective communities. The funds were provided by the USDA's Rural Cooperative Grant program and aim to aid co-ops in their work in providing economic opportunities to farmers, ranchers, and businesses in their rural communities. To view the complete list of organizations receiving these funds, visit the USDA website.

USDA also distributed \$11.6 million to 17 states to be used to enhance and encourage public access to private lands. The agency seeks to encourage outdoor recreation through greater access to privately held land combined with increased habitat conservation projects with the ultimate goal of preserving these lands for future generations. You can find more information on this funding and projects at this link: <http://www.fsa.usda.gov/vpa>.

An important date for all to keep in mind is January 7, 2011. This is the new deadline released by the NRCS for sign-up in the Conservation Stewardship Program. The program, as authorized in the 2008 Farm Bill, provides payments to producers who maintain both a high level of conservation and stewardship on their land. To find more information about this program and how to sign up, go to this link: http://www.nrcs.usda.gov/programs/new_csp/csp.html.

In closing, I am enjoying my new role as the Washington, D.C. liaison for SRM and I look forward to meeting you all in the future when you head out East to D.C. Jess and I have been working hard to make the transition as seamless as possible, and we are both excited about the new roles each of us has taken on within SRM.

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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IX International Rangeland Congress-IRC2011
"Diverse Rangelands for a Sustainable Society"
April 2 to April 8, 2011
Rosario, Argentina
For more information, visit our website at www.irc2011.com.ar.

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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

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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October Rangeland Photo Quiz-Answer

Question: Rangeland pick-up drivers are often noted (notoriously?) for their daring-do and behind-the-wheel creativity. What risky maneuver is this seasoned range driver, far from pavement, low on gas, and out of cell-range, attempting here?

Answer: Going forwards? Going backwards? Or just plain stuck???

Respondents to our rangeland ORV photo (on deeded land, of course) weren't quite sure - even as many had first hand experience. ("Brings back memories of range surveys in Wyoming from many many years ago.")

A Senior Biologist from California opined, "He is trying a reverse creek crossing. Looking at the photo closely, the driver is leaning out of the truck to see his left rear view mirror. The muddy tracks in front of the truck also show that it is going in reverse. I assume that with most of the weight on the back, there would be better traction to pull the truck in reverse and less chance of the tires spinning and digging in."

A Wyoming ranger went in the opposite direction, "It appears to me that the truck was going to cross the wash in front of it," writes the ranger. "They reached the edge of the wash and encountered a deep and wet silt/sand deposit. They probably were already noticing that the road was rutting pretty deeply before even reaching the edge of the wash. At this point, having no place to turn around, they are trying to back uphill on a muddy road. The risky maneuver, at least in my mind, is not so much attempting to back out of the approach to the wash in the mud, but not stopping at the top, getting out and walking down to check the condition of the crossing before ever starting down the slope to the wash."

Sage advice indeed but that's not the cowboy way, is it?. At least the driver did manage to stop just shy of being too far in, and then was able to beat a retreat to higher ground. And, as it turned out, there was just enough fuel to make it back "the long way around" (but not in time to get to the championship game in town!)

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November Rangeland Photo Quiz

Question: Dramatic fence line contrasts always offer a story, even when the full context is obscured. What differences in management approaches might be indicated here? (and no, this has not been "photo-shopped"!) Please send your observations (and your own quiz-worthy range photos) to vtrujillo@rangelands.org, subject line "Range Photo Quiz."

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Anyone Know the Meaning of Pluvium Precorum? Submitted by Jim Thorpe

Last month, in an article concerning "Drought Insurance for Ranchers," I posed a "bonus question" (to see if anyone was paying attention) regarding a peculiar feature in one of the advertisements shown. The image submitted however, proved to be of too low a resolution to be legible. It is now reproduced here, and the more literary minded of our members might notice the odd tagline, "Pluvium Precorum," hanging shingle-like in the upper right hand corner.

An ever trusty google search reveals this to be, appropriately enough, the phrase, "Pray for Rain," rendered in Latin. Curiously, however, such a specific pairing was not cited as having occurred, as might be expected, before in any ancient or liturgical texts (drought management must have been a concern back then too?). Sleuthing further, I tracked down the author of the advertisement's somewhat unusual reference, Texan Rafe Hargrove of Hargrove Insurance (not to be confused with his father, Rayford, who noted that "this was all Rafe's idea").

"I am a big fan of Larry McMurtry and Lonesome Dove," says Rafe. "McMurtry included the Latin phrase 'uva uvam vivendo varia fit' on a sign for the Hat Creek Cattle Company. When translated, this phrase means a grape changes color when it sees another grape. There are many opinions as to McMurtry's reasoning behind the use of this phrase [and a blog to further them!]. For me, I liked the sign, the use of the Latin phrase, and felt it might make a good advertisement. Growing up on a ranch in west Texas we were always thinking about and praying for rain around the dinner table so it seemed to fit. I was also curious to know how many people would look up the meaning of the phrase."

Apparently there has been at least one. Such are the wonders of our global community. Let's pray then for rain - and be prepared for drought!

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OSU Ecampus Offers Master of Natural Resouces Degree-Online for Fall 2010 submitted by Jess Peterson, SRM EVP

FOR IMMEDIATE RELEASE
Contact: Amanda Sapp
Extended Campus - Oregon State University
541-737-9204
4943 The Valley Library
Corvallis, Oregon 97331-5404

Corvallis, OR (September, 20 2010) - As it expands its online degrees and programs, Oregon State University Extended Campus will begin offering a Master of Natural Resources (MNR) degree online this fall term. This 45-credit interdisciplinary program is ideal for natural resources professionals around the world who are place-bound, but desire to pursue further training while carrying on their job duties.

"The Master of Natural Resources degree is designed to meet the needs of all natural resource professionals in the state, federal, and tribal natural resources management agencies, as well as industry, nongovernmental organizations, policy institutions, and international organizations," according to program director Dr. Badege Bishaw, of OSU's nationally ranked College of Forestry.

Five colleges and 12 departments will provide supporting curriculum to the interdisciplinary program. The courses in the Master of Natural Resources program provide students with critical thinking, analytical and technical skills. To be successful, natural resource professionals have to manage multiple complex systems - production, ecological, social, economic and ethical - that are closely integrated in natural resources management. This program is specifically designed to help professionals address these needs.

"Growth in human population and affluence of well-educated people over coming decades will place ever more pressure on the world's natural resources: water, wood, flora, fauna, food, air, and open spaces," says Hal Salwasser, Dean of the College of Forestry. "The twin challenges of this century will be sustaining earth's life support systems and improving social justice at all scales in meeting human needs under the increasing pressures created by growth in the human enterprise. This degree will prepare its graduates to tackle those challenges."

The Master of Natural Resources program lets students select an area of emphasis and acquire in-depth knowledge on that topic, such as Sustainable Natural Resources, Fisheries Management, Water Conflict Management, or Geographic Information Science, which are all currently Ecampus graduate certificates. Students can work with their Graduate Advisory Committees to develop custom-designed programs as well.

"Our goal with this online program is to bring the learning resources of Oregon State University to people currently involved in natural resource issues and management across the state and around the world," said Dave King, OSU Associate Provost for Outreach and Engagement. "Oregon State has a history of expertise and excellence in these areas. Now our expertise is available to people who can't come to campus because they are currently and directly involved in making a difference."

Prospective students interested in enrolling for the Master's of Natural Resources program will ideally have two years of professional experience and are required to have a bachelor's degree from an accredited university. Additional information about the Master of Natural Resources degree and other online degrees can be found on the OSU Extended Campus website.

Ecampus offers over 15 online degrees, including bachelor's degrees in Natural Resources, Environmental Sciences, Fisheries and Wildlife, General Agriculture, General Horticulture, and several graduate certificate programs in Sustainable Natural Resources, Geographic Information Science, Fisheries Management, and Water Conflict Management.

About OSU Extended Campus

Oregon State University is a major research university located in the heart of Oregon's Willamette Valley. Through Ecampus online degree programs and courses, OSU Extended Campus is bringing quality educational opportunities to lifetime learners around the world.

OSU is an Accredited University and all Ecampus courses are taught by experienced OSU faculty using innovative course delivery strategies. All Ecampus graduates receive the same OSU diplomas as campus-based students. Learn more about Ecampus online degrees and programs by visiting <http://ecampus.oregonstate.edu>.

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Position Announcement

Agricultural Research Manager
University of Wyoming
College of Agriculture & Natural Resources

Seeks a skilled farm and livestock manager to coordinate on-the-ground components of a long-term experiment to evaluate crop/range/livestock systems under conventional, reduced-input, and organic production approaches. Screening of applications will begin on November 18, 2010, and continue until a suitable applicant is hired. Please contact Jay Norton at jnorton4@uwyo.edu or 307-766-5082 and see detailed announcement at: http://www.uwyo.edu/agadmin/POSITION/Project_Manager_Position_Announcement.pdf

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During the Interview: Being Liked Gets You an Offer by Dan Simmons, The Animal Science Monitor-Issue 111
submitted by Linda Coates-Markle, SRM BLM Liaison

Here we go-now you're at the door. You've smiled at the receptionist, met the HR representative, and are now speaking with the hiring manager. The interview is here!

As early as possible in the interview, you need to ascertain the skills, experience, and objective being sought by the company and the interviewer.

This will help you to calibrate both your questions and answers throughout the interview. One way to accomplish this is to say, "The recruiter gave me enough information to get me excited about your

opportunity, but I still have somewhat of a fuzzy picture of your needs. Could you describe the position and what sort of problems need to be solved?"

Once you've ascertained the employer's needs, you must convince the hiring manager of your capabilities. This is best accomplished through examples of previous accomplishments that are relevant to the position for which you're interviewing. The basic theme of any interviewing process is that past behavior is the best indicator of future behavior. Whatever the interviewer discovers about your past will be assumed to repeat in the future. Winners continue to be winners, and losers, well . . .

Remember that the interviewer's interest in you is purely selfish. It's not different than your selfish interest in the company. They want to hire the person who can do the most for them. All attention should be focused on what the company wants, with your agenda temporarily taking a backseat.

If you focus attention on yourself, you'll get in trouble in a hurry. Once you've created a strong desire in the company to hire you, you can lay out the things you want, and if they're within the realm of reason, you have an excellent chance of obtaining them.

During the interview, you should concentrate on only two things:
" Making the interviewers like you and respect what you could do for the company
" Gathering as much information as possible

If the hiring manager believes you'll accomplish the company's objectives, you will be considered for employment. Being liked gets you an offer.

Information gathering helps you to assess the interview when you get back home. Trying to process information during the interview causes mistakes-so don't do it. You'll have plenty of time after the interview to decide if this is a good career move. Keep your focus on the objective of the interview: getting an offer of employment. The best strategy is to try your best to be in a position to get an offer.

Remember . . . you can always decline it.

If you have any questions about this article, feel free to contact me at dan@consearch.com.

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Tips for the Boss: Attracting Top Performers Begins With You!
by Dan Simmons, The Animal Science Monitor-Issue 112
submitted by Linda Coates-Markle, SRM BLM Liaison

Your long-term success as a manager may be determined by the people you manage and the teams you assemble, organize, and develop. Look over your

staff, evaluate its strengths and weaknesses, and determine if you've been able to attract and retain the top performers in your industry. If not, the first person who may need to change their thought process is you!

What kind of a manager are you? What is the difference between management and leadership? It's been said that a good manager enforces policies, rules, and details so that goals can be achieved. A leader, on the other hand, inspires people to be responsible to create and expand their positions, enabling them to achieve set goals and beyond.

Employment guru Dale Dauten's book, *How Gifted Bosses Hire and De-hire Their Way to Success*, details what it means to be an exceptional manager (or should we say leader?), what he terms a "gifted boss."

While interviewing top managers around the country, Dauten noticed that they still had turnover. Some of their best employees were leaving for great jobs, while some less talented people were leaving "because the gifted boss was escorting them out, usually with such grace that they gladly moved on to a position better suited to their gifts." This, in *Gifted Bosses*, is called "de-hiring," and as Dauten sees it, "with firing, struggling or difficult employees are being told to leave. With de-hiring, those same employees are invited to stay, but only if the conditions are right for the person and the team."

Establishing a standard of what Dauten calls "GEO" (Great Employees Only), a gifted boss supports his team and establishes a high level of accomplishment and achievement for all the people on that team.

If you have a person who is not happy and you can't salvage them as a productive employee, then do all you can to assist them in finding a better position where they will be happier. This involves no blame or fault finding, but an honest effort to support them in what they enjoy doing. If you have a sincere desire to help them, you can save your relationship, and if they can transfer to another group within your company, you can also retain a happy employee. In addition, you'll open up a position within your organization that can be filled by a possibly outstanding person.

Surprisingly, Dauten also noted that the gifted bosses he observed were not brutally demanding bosses, firing anyone who made a mistake, but "lovably demanding bosses" who looked out for and genuinely cared for the people working for them to ensure they were where they wanted to be. So, to have "leadership success," 90% of what you do is hire and de-hire, while the other 10% is to inspire the team you've developed. This goes well beyond production meetings designed to push the numbers in your department, but rather involves an understanding of each individual and what's important to them, as well as working with them to achieve their goals.

So . . . how do you bring exceptional people into your department? Very simply, you get what you deserve! You need to be the person who will attract those people, and you need to develop an organization that provides opportunities for people to excel. If you're satisfied with an

organization that does average work and has a level playing field for all employees, you'll attract average people. If, however, you make it your goal to have outstanding opportunities for stellar people, those people will be drawn to your organization. Performance-based pay, to some degree, assists in attracting top people, but you also need to be the manager who appreciates what people can contribute and then support them in their efforts.

Treating employees as allies is the first step toward building your "dream team." Becoming a gifted boss and leader is next, and creating the proper environment, one that attracts top talent, will enable you to realize the full potential of your employees and their ability to work together.

If you have any questions about this article, feel free to contact me at dan@consearch.com.

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Colorado Section Winter Annual Meeting
Joint meeting with Colorado Division of Wildlife, Habitat Partnership Program
Theme: "Wildlife Habitat Management"
November 30 - December 2, 2010
Doubletree Hotel, Grand Junction, CO

Agenda: Includes a nice line-up of speakers from multiple organizations and private business. A few speakers confirmed include: Dr. Chad Boyd (Oregon State University), Dr. Fred Provenza (Utah State University,) Dr. Roy Roath (Colorado State University), Sandy Wyman (National Riparian Service Team), and John Fielder (Photographer).
There will also be a joint banquet, silent auction and trade show.
Registration and Reservations: Conference Registration is available online at:
https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=SRM&WebCode=EventDetail&FromSearchControl=Yes&&evt_key=174d105c-27d7-4a39-ad8e-f07ca7alcff2. A block of rooms are reserved at the Doubletree for \$85.00/night, which is below the per diem rate of \$98.00. To make reservations call: 970-257-8129.

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Wyoming Section
Annual Fall Meeting
November 9-10, 2010
Hilton Garden Inn of Laramie

Agenda: Includes talks on WY's State of the Space, Rangelands & Ecosystem Services, Climate and Reclamation, Student Plant ID, URME, Rangeland Poster and Speaking Contests, Wildhorse Auction, Awards Banquet, meet the new EVP, Breakout Session covering current WY issues: WY Rangeland Health Program, Sage-grouse Planning, Wild Horse & Burro

Program, and Candidate Conservation Agreements with Assurances Program, don't miss the fun...Register Now!!!
Registration and Brochures are available at:
www.rangelands.org/events.shtml#wyoming

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Intermountain Native Plant Summit VI
Boise State University-Student Union
March 29-31, 2011

Please reserve these dates if you wish to attend. This meeting is free of charge and open to the public, but pre-registration will be conducted via e-mail starting in February. The presentations will consist of invited speakers and volunteered posters and exhibits.

The Intermountain Native Plant Summit does not support a website, but additional information regarding the Summit will be provided by e-mail as it becomes available. I hope you will consider joining us. Please forward this announcement to others who may be interested. If you are not already on the e-mail list, but wish to receive information directly, please e-mail your e-mail address to me. All pre-summit communication will be via e-mail.

Thomas A. Jones
Research Geneticist
USDA-Agricultural Research Service
Thomas.Jones@ars.usda.gov

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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 Ecology and Management of Grazing 16/module

http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm

Nov 4-5 Logan, UT UT Section Winter Meeting TBD
<http://www.usu.edu/range/upcomingevents/meetings.htm>

Nov 9-10 Laramie, WY WY Section Fall Meeting 7
http://www.rangelands.org/links_srm_sections.shtml

Nov 10-12 Idaho Falls, ID ID Section Winter Meeting (tentative) TBD
http://www.stoller-eser.com/idaho_srm.htm

Nov 17-18 Woodward, OK 2010 OK Section Annual Meeting: 6 (d1-4/d2-2)
Range Management is for the Birds! (& Dogs!)

http://www.rangelands.org/links_srm_sections.shtml

Nov 30-Dec 2 Grand Junction, CO CO Section & CO Div of Wildlife
HPP Joint Meeting12 (T-4/W-5/TH-3)
http://www.rangelands.org/links_srm_sections.shtml

Jan 5-7 Las Cruces, NM NM Section Winter Meeting and TourTBD
<http://nmsrm.nmsu.edu/>

Jan 12-13 Douglas, AZ Trails Beyond Boundaries: The
Natural-Cultural Landscapes 6
of a Shared Environment (Malpai Borderlands Group)
efredric@fastwave.biz

Feb 6-10, 2011 Billings, MT 64th Annual Meeting of the SRM 16
max
<http://www.rangelands.org/billings2011/>

Feb 10 Billings, MT AM11 THUR AM TECH-ESD Development Technical
Workshop 4

Feb 10 Billings, MT AM11 THUR PM TECH-ESD Development Technical
Workshop 3

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;
vttrujillo@rangelands.org, Fax 303-986-3892

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Western Governors' Association-2010 Winter Meeting
December 7-8, 2010
The Venetian
3355 Las Vegas Blvd. South
Las Vegas, NV 89109

Join Western Governors and governors-elect to hear their views on:
" Reforms needed to improve the Endangered Species Act
" Strategies and partnerships need to finance new water supply
projects
" Policies to encourage water use efficiency and reuse

For information on the meeting, and to register, click here,
<http://www.westgov.org/>.

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Quivira Coalition's 9th Annual Conference

The Quivira Coalition's 9th Annual Conference is less than three months away. Register now!

From November 10-12, 2010, "The Carbon Ranch: Using Food and Stewardship to Build Soil and Fight Climate Change" will bring together a variety of "carbon pioneers" who will speak about how to reduce the atmospheric content of CO2 while producing substantial co-benefits for all living things, including local food production, improved ecosystem services, restored wildlife habitat and rural economic development. You won't want to miss the opening night presentation by Dr. David Montgomery who will speak on "A History of Dirt."

To get complete details, download the conference flyer, or to register online, go to www.quiviracoalition.org.

IMPORTANT DATES: October 22

" Conference registration rates increase.

" Special group rates at The Embassy Suites Hotel increase. To reserve now click here, Embassy Suites, or call 1.505.245.7100. The group rate is \$125 per suite, double occupancy and the group code is QUI. After the 22th the rates will increase to the normal rate of \$189.

For more information, e-mail Catherine at cbaca@quiviracoalition.org or call 505.820.2544, X2#.

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Society for Range Management 2011 Slate of Candidates for Office

Candidates for SRM Second Vice-President: Butler, Roath

Wallace C. Butler

Boise, ID

Education: M.S. Range Management (1984) & B.S. Animal Science (1969), University of Idaho

Occupation: Range and Ranch Management Consultant (1988 - present); Range and Livestock Specialist, Idaho Farm Bureau Federation (January 2007 - present); Northern Region Manager & Range Management Specialist, Idaho Farm Bureau Federation (November 1997 - 2006); Rancher-Owner-operator, Butler Livestock Company, stocker cattle and Quarter Horse operation (1979 - present); Ranch Manager, Rainbow Ranches, Kendrick, Idaho (1973 - 1979); Graduate Student, University of Idaho (1969 - 1972)

Honors & Awards: President's Award, American Farm Bureau Federation (2010); W. R. Chapline Land Stewardship Award, SRM (2002); Top Hand Award, Idaho Section SRM (1995); Eagle Scout

Other Interests: Raise & train Australian Shepherd stockdogs, host training clinics, judge working trials. I have dogs all over North America and Europe (1968-present); Raise Quarter Horses primarily for ranch and arena use (1986-present)

Leadership: Chairman, SRM Strategic Plan Task Force (present); Western Governors' Association Wildlife Council, Stakeholder Advisory Group (present); Co-chair, SRM Membership Taskforce (2010); Advisor, SRM Young Professionals Conclave (2010); Idaho Wild Turkey-Migratory Waterfowl Task Force (2010); Western Legacy Alliance, Co-founder and Steering Committee (2008-present); Governor's Bighorn/Domestic Sheep Taskforce (2008-

present); Idaho Working Lands Coalition (2005-present); Idaho Department of Lands, Livestock Industry Work Group (2005-present); Director SRM (2006-2008); Idaho Rangelands Committee (2003-present); Northern Director Idaho Section SRM(2003); Idaho State Department of Agriculture Rangeland Management Advisory Committee (2001 to 2004); Vice-Chairman (1999), Chairman (2000) Grazing Lands Conservation Initiative Idaho State Steering Committee; Northern Chapter Chairman, Idaho Section SRM (1995)
Statement by Wally Butler

I am flattered to have been nominated for second vice president of the Society for Range Management. As a retired member of the board of directors, I feel that I have the interest and experience to work my way through the chairs of this fine organization in a productive fashion. I believe that during my term as a director I demonstrated my strengths as a leader and my devotion to the society.

The society is positioned to strengthen its role as the scientific leader in range management. I possess the knowledge and people skills to help the society advance that leadership role. I have financial experience in several arenas and feel that I can be an important part of the team that gets SRM on sound financial ground. I have considerable political experience and understand the range management profession at all levels. I am passionate about proper stewardship of the land yet am fully in support of all appropriate uses of the land including livestock grazing. I have not only an academic and scientific background but an extensive ranching background. I continue to own and lease private lands for livestock production purposes. My primary occupation involves lobbying our state legislature in all matters relating to proper range and livestock management. When not advising legislators, I work directly in the field with all state and federal agencies. Please consider my strengths as a viable, well qualified candidate for this position.

L. Roy Roath

Fort Collins, CO

Education: B.S., Fish & Wildlife Management and M.S., Range Management, MT State University; Ph.D., Range Science, OR State University

Occupation: Semi-retired Extension range specialist, CSU

Section Activities: Producers Affairs, Student Activities Committees, President

SRM Activities: Member since 1971; Committees: Excellence in Grazing Management, Wildlife Habitat, Student Activities, Advisory Council, EVP Search (Chair), and many more; General Co-Chair, 2010 Annual Meeting, Denver, Colorado

Statement by Roy Roath

I have always had a love for the land and a great respect for those who manage it. My goal, in becoming an officer, is to have a larger platform to promote our commitment to rangeland management. This comes through understanding the application of both the art and science. I would like to join with the board of directors, other officers, and the staff, to steward the organization; and for SRM to be the most credible source of information for application of rangeland management.

It is, however, critical to find ways to move the organization forward so that it appeals to a broader base of members. During the recent meeting in Denver, I hope many of you found it to be the broadest, richest program in recent memory. This was done to purposefully reach our current membership with information, but also to reach beyond our current

membership and demonstrate to others that we, SRM, have information that applies to the interests and endeavors of ranchers, wildlife managers, invasive species managers, open space managers, green organizations and many others.

I have always been committed to the teaching-learning process and would continue to foster the teaching of rangeland management by all practitioners and scientists, but to also to foster a learning environment where everyone believes they are a learner not only a teacher.

In the final analysis "It is about the Land!!"

Candidates for SRM Directors: Anderson, Boothe, Hays, Isaacs

Val Jo Anderson, Ph.D.

Provo, UT

Education: B.S & M.S., Utah State University; Ph.D., Texas A&M University

Occupation: Professor of range management at Brigham Young University and Chair of the Plant and Wildlife Sciences Department at Brigham Young University

Section Activities: : Section President (1996-1997), Chair of Information and Education Committee, member of Scholarship Committee, Plant ID & URME coach for BYU (1990-2007)

SRM Activities: Member since 1980; Student Affairs Committee & Chair of Undergraduate Paper session (1995-2007), Chair of the 1995 SRM Summer Convention; Co-chair for Student Activities for 2004 Annual meetings in Salt Lake City; member (1990-present) and president (1995-1996) of Range Science Education Council (RSEC)

Statement by Val Anderson

The diversity of the goods and services required from rangelands now, relative to the time of the Society's inception, has increased the number and kinds of managers that are in play. However, our membership numbers are down from historic levels and we are left to wonder why and ask what we should be doing to attract the workforce of our industry.

I believe that our focus should be two-fold. First, SRM student programming has been effective, evidenced by the number of active members who first participated as students. Re-emphasis on including students in the work of the Society at both the section and national levels should be pursued. This creates a networking opportunity that can have direct benefit to students as they seek seasonal employment, graduate opportunities and eventual career positions. Secondly, we need to create greater incentives for those who work on the land, employed by both public and private entities, to attend and participate in the activities of the Society. Many employers have significant training budgets. Many who attend SRM functions are experts in the respective fields. It would seem like a battery of training courses could be held in conjunction with SRM activities that would promote the attendance at meetings, membership and perceived utility of SRM.

While these are not novel ideas, and to some extent they already occur, I believe that increased attention and diversity of offerings would broaden the prospective membership field and increase the influence that SRM can exert in the management of rangeland resources.

William L. Boothe

Lakeview, OR

Education: B.S. Range Management, University of Wyoming; M.S. Range Science, Colorado State University

Occupation: Range Management Specialist (RMS), Bureau of Land Management, Lakeview, Oregon; formerly RMS in Las Cruces and Albuquerque, New Mexico & Reclamation Biologist for coal mines in Raton, New Mexico and Sunnyside, Utah

Section Activities: Southern Oregon Chapter President, PNW Section Membership Chairman; 4 years PNW Board of Directors; PNW Vice President (2009); PNW President (2010)

SRM Activities: Member since 1978; Co-Chair Poster session, 46th Annual SRM Meeting, Albuquerque, New Mexico; Volunteer, 59th Annual SRM Meeting, Vancouver, British Columbia; Membership Committee; Advisory Council; Advisory Council Annual Meeting Subcommittee

Statement by Les Boothe

The Society for Range Management is a unique organization with a variety of members that include scientists, producers and land managers. Meeting the needs of our members is the primary challenge faced by SRM. The solution to this challenge lies in listening to members and facilitating the exchange of information and ideas through local forums and workshops. The diversity of experience and knowledge possessed by SRM members is our greatest strength. This should be utilized to make SRM more proactive and a source of objective opinion during the public debate on rangeland issues. We should do more to promote SRM and highlight our successes of the last half century. I support having the Washington DC liaison and Outreach Coordinator to foster good public relations and get our message out to students.

As many members retire, it is imperative that we attract new, young members to SRM. For this reason I support programs like High School Youth Forum and Young Professionals Conclave. I see potential to expand the cooperation between government agencies and the SRM. In addition to the on-the-spot hiring program, there may be an opportunity to provide training to young employees. Such trainings could attract young government employees to the SRM meetings and utilize the large pool of range experts who attend these meetings. As a BLM employee who interacts daily with livestock producers, I believe we should do more to retain and attract these traditional range users to our organization. If elected these are some of the initiatives I would promote.

Misty A. Hays

Douglas, WY

Education: B.S., South Dakota State University

Occupation: Deputy District Ranger, USDA Forest Service, Douglas Ranger District, Medicine Bow-Routt National Forests and Thunder Basin National Grassland-Douglas, Wyoming

Section Activities: Council-South Dakota Section; President, South Dakota & Wyoming Sections

SRM Activities: Member since 1988; Nominating Committee, Employment Affairs Committee, Government Policy & Programs Committee (Chair); Advisory Council (Chair 2000 & 2009); Advisory Council Annual Meeting

Subcommittee (3 years); Annual Meeting Planning Committees (Rapid City, Omaha and Casper); Certified Professional in Rangeland Management
Statement by Misty Hays

In my 22 years as a member of the Society for Range Management I have watched the society change and adapt, sometimes with some difficulty. But always, someone within the Society has stepped forward to help the Society adjust and move forward to address the changes. I believe that the Society is still as relevant to range professionals as it was when it was founded over 60 years ago. In order for SRM to remain relevant, members of this Society must step up to be part of the future of our range profession.

Range professionals will be at the forefront of many current and future issues, including carbon sequestration, climate change, endangered species, conservation of open spaces and continued pressures for a variety of uses on rangelands. All of these issues demonstrate the continued importance of rangelands and rangeland managers. Through my experiences with SRM at all levels, I see the abilities of our members, the bright future of our new members and valuable experience of our more seasoned members. I hope to help move the Society forward to address these complex issues that will affect rangelands in the future while continuing to provide a place where range professionals can come together with a common bond in practicing the art and science of range management.

Jack L. Isaacs
Soda Springs, ID

Education: B.S. Range Science, South Dakota State University
Occupation: Born and raised on the family ranch in South Dakota; 20 years with the USDA Forest Service; currently a District Ranger on the Soda Springs Ranger District, Caribou-Targhee National Forest in Soda Springs, Idaho

Section Activities: South Dakota Rangeland Days; South Dakota Section President (2 years); Advisory Council (2 years); Planning Committee for 50th Annual Meeting of the SRM, Rapid City, South Dakota

SRM Activities: SRM member since 1988; SDSU URME & Plant ID team member (4 years); Co-Chair Membership committee; participant in "Tapping the Top"; High School Youth Forum Judge; Government Policy & Programs Committee member and current Chair; On-The-Spot hiring for US Forest Service; US Forest Service/SRM Liaison in Washington, DC

Statement by Jack Isaacs

I believe SRM is challenged with an identity crisis and an issue of getting our message across to people who need to know what SRM is about. SRM has some of the most talented, helpful and knowledgeable individuals of any organization. I think SRM should be more active with Congressional staff, other organizations and societies as well as the general public. If we let people know what SRM stands for and believes in, then we can be more proactive rather than reactive to important issues. I also believe in SRM's continued support and development of our youth and their activities at the Section, National and International levels. Our youth are our future. I would appreciate your support and will work hard for you and this Society if elected as your Director.

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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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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 Patty Rich, 303-986-3309 or email info@rangelands.org.

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