



Rangeland News

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Power to the People!

by Joel Brown, SRM Director

“Power to the People!” Shouted with sufficient conviction and the appropriate supporting phrase; usually ‘Right On!’ or ‘Yeah, Man!’; it was a universal slogan for someone or some group who thought they were being treated unfairly. The unfair treatment varied from civil rights violations to too long lectures. Ultimately, some of the more important inequities (civil rights) were resolved by the legal system and some of the less important (long lectures) just faded away.

A truly important source of inequity in our society is coming under increased scrutiny these days. The concept of environmental justice has been used to illustrate the unequal distribution of wealth that derives from natural systems. In short, environmental justice is actions we take to assure that underrepresented people do not disproportionately suffer the negative effects of development or are denied access to natural resources.

At the core of SRM’s vision is the sustainable use of rangelands. Sustainability has three elements: social, ecological and economic. Achieving true sustainability means that we have to consider and achieve all three. While we have spent the majority of our efforts on the ecologically and economically sustainable use of rangelands, we have often overlooked the social component. Social sustainability means that the benefits of rangelands flow to all people in a society, not just a few. Private property and land ownership rights have always been important principles that SRM members understand and respect, but we often don’t take into account the need for realizing, enumerating and communicating the public benefits of appropriate rangeland management and use. Over the next few years, our stature as a professional society will depend, in part, on how well we address the issue of environmental justice; in particular how the public and society in general benefits from our activities as professional rangeland managers and advisors.

Speaking in platitudes is important, but hardly sufficient, to impress a critical public and their elected officials. Many of the tools that we as a society have worked hard to develop, refine, and distribute, are



central to how we can communicate the value of rangelands and their management. Rangeland Health and Ecological Site Descriptions are two quantification and communication tools that have been the focus of many of our members over the past decade and are gaining widespread use. While far from perfect, these tools (and others like them) are the bases for quantifying benefits and communicating directly with rangeland managers and a well-educated and interested public; and indirectly with a less critical, but still interested society.

SRM will soon be confronted with important questions about how we express our view of economic, ecological and social sustainability. We should give considerable critical thought to what we believe and what means we use to measure and communicate important attributes of sustainability. We can make environmental justice an important part of how each of us practices our version of rangeland management every day.

President's Letter

October 5, 2007

Dear Valued SRM Member,

Thank you for your membership and support of the Society for Range Management (SRM). The Society's efforts on behalf of rangeland science, education and management continue to advance the appreciation and understanding of rangeland resources around the world. This past year we have seen many changes and experienced many challenges within the Society, some of which have resulted in a new management and staff structure within the Denver office. Empowered by these changes, SRM continues to move forward and make many positive contributions towards the profession. You, as a valued member, are to be applauded for your contribution!

In 2007, our Denver staff distributed a survey in order to determine areas where service to the membership could be improved. There was tremendous response from the members and SRM staff have already implemented many program improvements focusing on the SRM website, rangeland newsletter, annual meeting planning and improving communications among staff, SRM members, sections and leadership.

SRM continues to take its mission to promote the professional development and continuing education of its members seriously. Over the past year, several discussions have focused on the creation of a SRM Center for Professional Development whereby SRM would partner with the diverse components of its membership to provide technical on-the-ground educational workshops in rangeland management. These workshops would be linked to programs designed to "Strengthen the Future Rangeland Workforce." SRM is looking forward to opportunities to develop pilot programs in 2008 and will be reaching out to its members as we develop these programs.

SRM and our sponsors (Western Governor's Association, Western Association of Fish and Wildlife Agencies, The Wildlife Society) will host our first regional issue-based workshop in Park City, Utah, Oct. 23-25. This workshop will provide state-of-the-art technical presentations with plenty of opportunities for discussion on how "ecological site descriptions" can be used to assist with the assessment and management of wildlife, and in particular sage grouse, habitat across the west. We are excited with the response and interest in this workshop. Please visit the SRM website at http://www.rangelands.org/events_esd.shtml for more information on the Ecological Site Descriptions workshop.

Our liaison partnerships with the federal agencies have seen tremendous success this year. Priorities have been placed on creating opportunities for attracting, hiring and retaining new recruits within the rangeland profession. SRM and partners are concerned about the future of the workforce dedicated to managing



rangelands. Current information reveals that at least 25-33% of this workforce will likely retire in the next 10 years. Who will fill their shoes? In order to address these concerns, SRM is expanding its job hiring and career development programs and exciting new opportunities are detailed at http://www.rangelands.org/jobfair_rangelandcareers.shtml.

Another innovation for 2007 has been the development of the continuing education unit (CEU) self-submission program for the Certified Professional in Range Management program. Self-submission will operate through the SRM website and will allow our members a more efficient and effective way to catalogue credits. In addition, SRM staff have created updated listings of opportunities for attaining CEUs that are readily available on the website at: http://www.rangelands.org/education_cprm.shtml.

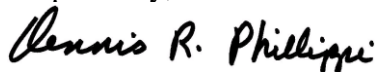
SRM staff and leadership are preparing for the Fall SRM section meeting schedule and are hoping to attend as many meetings as possible. Opportunities to network within the Society by attending these section meetings are invaluable and go along way to improved communications between members and leadership. Scheduling for these fall meetings can be found at: http://www.rangelands.org/links_srm_sections.shtml.

SRM is pleased to announce that October 15 through December 31, 2007 will be the 2nd Annual New Member Round-Up. Last years winners were: 1st place, Nevada Section and 2nd place (tie), Florida and Oklahoma Sections. SRM appreciates the response from these sections in the promotion of new members. SRM continues to encourage each and every SRM member to reach out to a non-member colleague and invite them to join you at your local section meeting. Membership enhancement begins at the grassroots level and is often the most effective outreach of any volunteer based organization.

Finally, our 2008 annual meeting “Building Bridges – Grasslands to Rangelands,” is a joint meeting between SRM and the American Forage and Grasslands Council (AFGC) in Louisville, KY, January 26-31, 2008. The planning committee (as always) has been working very hard and this promises to be an outstanding meeting that you won’t want to miss. Registration and hotel information is currently online at http://www.rangelands.org/louisville2008/louisville2008_index.shtml

Thank you again for your continued support of SRM. This is your professional society and we encourage you to become involved and help shape future efforts. Please feel free to contact the SRM leadership and staff at any time with ideas and input. We hope to see you at the next local, state, regional or national SRM event.

Respectfully,



Dennis Phillippi
SRM President

Idaho Section Winter Conference

Idaho Section of Society for Range Management Winter Conference will be held on Thursday, December 6 and Friday, December 7, 2007 at the Red Lion Inn in Twin Falls, Idaho. The topic of the conference is FIRE. Cost for the conference is \$70 which includes materials, breaks, lunch and banquet. For more information email Shannon Williams at shannonw@uidaho.edu.



Mark Your Calendar Now!



**SRM / AFGC Annual Meeting
“Building Bridges, Grasslands to Rangelands”
Jan. 26 – 31, 2008
The Galt House, Louisville, KY**

This is one of the earliest meetings SRM has ever had and it promises to be exciting and informative, so make plans to attend now!

Louisville is very well supplied with great restaurants and other social establishments near the Galt House Hotel, is well situated for walking about, and covered walkways render it protected from the elements. Hotel information and reservations are available at: <http://www.rangelands.org/louisville2008/hotel.shtml>.

The Pre-Conference publication will be delivered with the October issue of *Rangelands* and will be available on the website no later than the end of October. For the most current meeting information, visit: http://www.rangelands.org/louisville2008/louisville2008_index.shtml.

A variety of interesting, informative and enjoyable events will be offered. Below is just a sampling.

Technical Tours:

- University of Kentucky Animal Research Center
- Roundstone Native Seed Company and Mammoth Cave Tour
- KY Bison and Horse Farm Tour

Local Interest Tours:

- Kentucky Derby Museum Tour
- Louisville Sluggers, Heroes and Glassworks
- Kentucky Horse Park / Equine Hospital / Woodward Distillery

Symposia:

- Energy from Biomass – Agronomic and Economic Considerations
- State-and-Transition Models: Triggers, Feedbacks and Thresholds
- Use of Heterogeneity-Based Grassland Management Techniques for Improved Wildlife Habitat:
What Does It Look Like?
- Novel Market-based Approaches to Enhance Sustainability of Grazing Lands
- Riparian Ecology & Management
- Invasive Species I

**You can find current information, and register for the meeting at:
http://www.rangelands.org/louisville2008/louisville2008_index.shtml
Hope to see you there!**



SRM Annual Meeting Attendance

How to Make the Most of Society for Range Management (SRM) Annual Meeting Attendance and Ensure Continued Support From Your Supervisor.

By Cindy McArthur, SRM/Forest Service Liaison

The Society for Range Management (SRM) and American Forage and Grassland Council (AFGC) will be hosting a combined annual meeting January 26-31, 2008, in Louisville, Kentucky. Once a year, SRM members including land managers, scientists, ranchers, and educators from more than 38 countries convene to share new developments and discuss the world's rangelands.

On June 29, 2007, Chief of the Forest Service, Gail Kimbell expressed her support of employees participating in professional societies. In her letter she states:

“As stewards of forests and rangelands, we must respond to the many challenges of managing a wide variety of resources and values. To meet these various challenges, a diverse and highly qualified cadre of natural resource and other professionals is critical to assure that management approaches are based on the best science. More than ever, it is important for each of us to continue to learn, enhance our resource knowledge, and develop innovative approaches to cooperatively conserve this Nation's natural resources.

Membership, involvement, and participation in professional societies is important for keeping abreast of the emerging science, policy debates and changing societal demands. Professional societies provide an excellent opportunity for us to come together with professionals from other agencies, organizations, and interests. All of us are looking for ways to work more in a collaborative spirit. Professional societies can offer a challenging and supportive environment to explore new ways of accomplishing work.” (Kimbell, 2007)

As the budget shrinks and workloads grow, here are a few simple tips on how to gain support for attendance at the annual meeting and make the most of your time.

Be Prepared

Before you approach your supervisor and ask for time and money to travel, develop a strategy that emphasizes how SRM annual meeting attendance accomplishes the following:

1. Improves the knowledge requirements identified in your position description.
2. Addresses items in your annual training plan. Prior to meeting attendance, carefully review the program and identify which sessions may address your specific training needs.
3. Improves the efficiency of your organization. Supervisors are always looking for ways to successfully implement a program of work. Never miss an opportunity to share information from annual meetings with your co-workers or customers. The knowledge gained at annual meetings could improve your NEPA planning process, bridge gaps between disciplines and resolve disputes.

Be Involved

1. Join a committee. SRM has dozens of committees; many are actively recruiting new members with a diversity of skills and expertise. To learn more about committees visit <http://www.rangelands.org/committees.shtml>.
2. Run or volunteer for a leadership position within your local SRM Chapter.



3. Volunteer at the meeting. Volunteer assignments range in level of complexity and time commitment. For more information about volunteer opportunities for the 2008 Joint SRM/AFGC Annual Meeting, contact Steve Moore at smoore@uky.edu.
4. Give a presentation or display a poster.
5. Become a Certified Professional in Rangeland Management (CPRM). For more information please visit http://www.rangelands.org/education_cprm.shtml or contact SRM Headquarters (303) 986-3309.
6. Nominate someone for an award. Many awards are presented during the SRM annual meeting. National Awards for Outstanding Achievement in Rangeland Management or Research and Development are presented by the Chief of the Forest Service. For more information about the Forest Service awards contact Cindy McArthur at (202) 205-2733 or cmcarthur@fs.fed.us. To learn more about all the awards presented through SRM please visit http://www.rangelands.org/awards/awards_handbook1.shtml.
7. Mentor a young professional. This year, SRM is inviting members to find time to share experience and advice with college-age and young professionals. If you are interested in being a mentor, please sign up on the roster that will be located near the registration desk.
8. Participate in On-the-Spot Hiring. This is your chance to successfully fill GS-454 or 401 vacancies with highly motivated college graduates. The interview process is designed to match the best candidate to the right position.

Be Financially Responsible

1. Draft a tentative budget and identify any costs you are willing to contribute.
2. Understand your department's annual budget. Throughout the fiscal year identify areas where costs can be reduced. Are there opportunities for you to leverage additional funds? Can you reduce costs by carpooling or sharing a room?

Be Ethical

1. Take the time to make sure your participation in SRM activities complies with your organization's standards of ethical conduct and other regulations relating to activities with non-federal groups. For USDA employees, detailed information is contained at www.usda.gov/ethics under *Rules of the Road*. Contact your primary ethics advisor for further guidance.

Be Flexible

1. If the strategies listed above do not result in approval for SRM/AFGC annual meeting attendance in Louisville, Kentucky, don't give up. Start preparing now for the 62nd SRM Annual Meeting in Albuquerque, New Mexico or the 63rd SRM Annual Meeting in Denver, Colorado.
2. If participation from your office will be limited: allow a new member, a new hire, someone from a different discipline or even your boss to attend. Chances are they will have a wonderful time and upon their return will generate even more support for future participation.

Participation in Society for Range Management annual meetings is very important for professional and personal development. By attending a meeting, you are able to share ideas and "cross pollinate" with other professionals. Annual meeting attendance provides an excellent opportunity to visit with old friends and make new ones. It is also the best place to be reminded of why you chose a career in the range profession.



EVP Search

The SRM Board of Directors (BOD) has begun the search process for a new EVP with the formation of an EVP Search Committee and the preparation of an EVP Job Vacancy Announcement. Members of the EVP Search Committee are Larry Howery (Chair), Amy Ganguli, Leonard Jolley, Don Kirby, Mort Kothmann, Cindy McArthur, Dennis Phillippi, Allen Rasmussen, Roy Roath, and Linda Coates-Markle.

Larry Howery, SRM Board member and Chair of the EVP Search Committee, indicates that the Search Committee will work very closely with the BOD, Advisory Council and SRM professional staff to ensure a timely replacement of the EVP. Input from the membership is also critical and "Listening Sessions" will be arranged at the Joint SRM/AFGC annual meeting in Louisville, Kentucky. These sessions will present opportunities for members to talk about expectations of the EVP and future priorities for SRM.

Expectations are that an interim EVP will be in place within the SRM Headquarters by December 1, 2007. This will allow the Search Committee ample opportunity to conduct a thorough search and interview process in order to select the best candidate for the Society.

It is expected that the EVP Vacancy Announcement, Position Description and additional information regarding the Search Process will be available for release to the membership in the December Rangeland News.

Nominations for New REM Steering Committee Members

The Rangeland Ecology and Management (REM) Steering Committee seeks two new members to serve a 3-year term. The purpose of the REM Steering Committee is to work with the Editor-in-Chief, REM Editorial Board, SRM Board of Directors, and the publisher to improve the quality, international stature, relevance, and impact of *Rangeland Ecology and Management*; to serve as an advocate for the journal within SRM; and to ensure that scientific diversity is represented in the journal.

The REM Steering Committee is to be composed of a diversity of disciplines and geographic representations, and nominations are solicited over a broad range of interest areas within the SRM membership. Preference will be given to those who have served as Associate Editors to the Journal of Range Management or REM. If you are interested in serving on the committee please contact REM Steering Committee Chairman L. Allen Torell, atorell@nmsu.edu.

Nomination Reminder

Nominations for the SRM Board of Directors and 2nd Vice President are due December 7. Please visit the Nominating Committee's webpage at http://www.rangelands.org/nomcom/nomcom_index.shtml for instructions on how to submit a nomination, or to learn more about the responsibilities associated with these positions. For more information contact Amy Ganguli, Nominating Committee Chair, at 406-677-0247.



Notice of Board of Director's Meeting

The Board of Directors of the Society for Range Management will hold a board meeting via teleconference November 19, 2007 at 1:00 pm Mountain time. Action items will be discussed and voted on. If you wish to attend the meeting by phone, please call the headquarters at (303) 986-3309 for instructions.

Dennis R. Phillippi

Dennis Phillippi
SRM President

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

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

Date	Location	Title	Credit
Nov 1-2	Red Deer, AB	Intl Mountain Section Fall Meeting http://www.srm-ims.org/media/calender.html	5 CEUs
Nov 1-2	Price, UT	UT Section Winter Mtg-Integrated Research Monitoring & Rangeland Mgmt http://www.rangelands.org/events.shtml	9 CEUs
Nov 1-3	Bishop, CA	CalPac/NV Joint Fall Meeting http://www.casrm.org/CaSRM12.shtml	8 CEUs (f-5/s-3)
Nov 5-6	Lake Ozark, MO	MO Forage & Grassland Council/GLCI 2007 Annual Conf http://agebb.missouri.edu/mfgc/	9 CEUs
Nov 7-10	Rancho Cordova, CA	62nd Annual CARCD Resource Conservation Conference http://www.carcd.org/conf2007.htm	12 CEUs (w-2/th-5/f-5)
Nov 8-9	Camp Verde, AZ	the Dynamic Nature & Natural Diversity of Riparian Areas http://cals-cf.calsnet.arizona.edu/exact/calendar/viewEvent.cfm?EventID=1710	8 (th-5/f-3)
Nov 26-28	Lander, WY	SWCS SRM TWS Annual Mtg-WYs Wildlife Habitat: From the Ground Up 16 ttl (mon ses-4/t-7/w-7) http://www.wyotws.org/chapters/wy/?CFID=1314990&CFTOKEN=31671710	
Jan 7-8	Columbia, MO	Heart of America & Mid-Missouri Grazing Conference http://agebb.missouri.edu/mfgc/	8 CEUs
Jan 26-31	Louisville, KY	2008 Joint SRM/AFGC Annual Meeting-Building Bridges: Grasslands to Rangelands 16 CEUs ttl http://www.rangelands.org/louisville2008/louisville2008_index.shtml	

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



“Proud to be a Part of SRM”

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

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Deadline for the *December 2007 SRM Rangeland News*

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15th of November for the December issue of the newsletter.

Send to Caitlin at: caitlin@rangelands.org



2008 SRM/AFGC Job Fair

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

2008 JOB FAIR

January 27th, 2008

at the

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

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

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

Registration is required by interested employers.

2008 JOB FAIR

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

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

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

REGISTRATION FOR EMPLOYERS

Registrations will be on a first-come, first served basis, and space is limited. The deadline for receipt of all registrations is **December 1, 2007**.

Program and registration information is available on the SRM website at: <http://www.rangelands.org/jobfair.shtml> or please feel free to contact the JOB FAIR Coordinator, Linda Coates-Markle, BLM Liaison to SRM at: lmarkle@rangelands.org and/or 303-986-3309.

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



Stephen Thomas Stefani (Tom) – Lost Resource

by Gary McCuin, Nevada Section President

Steven Thomas Stefani (Tom) lost his life October 4, 2007 in an explosion that impacted his convoy in Afghanistan. Stefani had been serving a voluntary nine-month detail since March of 2007 as a USDA Foreign Agricultural Service advisor to develop and implement projects to help the people of the Ghazni Province. Stefani lived in Wells, Nevada, where he worked for the U.S. Forest Service as a rangeland management specialist in Northeast Nevada on the Humboldt-Toiyabe National Forest.

Stefani volunteered to go to Afghanistan to help them rebuild their agricultural infrastructure. He worked directly with Ghazni's Director of Agriculture to create a reconstruction plan that included a poultry rearing facility, tree farm, improved grape production and other agricultural advancements. Recently, Tom proudly reported that construction had begun on a cold storage facility for farmers to store their commodities, enabling them to preserve and sell their products. He also started a program to rebuild a playground at an orphanage destroyed by conflict. Tom's contributions will have a real and lasting impact on the people and agricultural economy of Afghanistan.

Tom was known by friends in Afghanistan as "Big Daddy Ag." He was aware of the dangers of the job, but still chose to help the Afghani people. He went on 75 missions accompanied by heavily armed U.S. Army convoys teaching Afghans good agricultural practices. Stefani voluntarily extended his time in Afghanistan in order to tighten the gap between his leave and the next USDA volunteer. He wanted to shorten the time gap so projects wouldn't fall apart. "The fact that Tom recently requested an extension of his service time in Afghanistan speaks to his courage and commitment to protecting our freedom and creating a better life for deserving people," said USDA Secretary Chuck Conner.

Tom was born December 3, 1978 in Lakewood, California. "He loved the outdoors and animals," Stefani's father said. "He loved life." Tom attended Placer Hills Elementary School in Meadow Vista and Weimar Hills Middle School. For high school, he home schooled with Maidu in Auburn. This gave him the opportunity to graduate a semester early and the flexibility to be very active in 4-H and Boy Scouts, and help his father in the family's construction business. Tom became an Eagle Scout and was a 1996-1998 State 4-H Diamond Star (Ambassador), a 1995 4-H County All Star (Ambassador) and very active in the Placer Hills 4-H Club.

Stefani attended Coalinga Junior College where he majored in agriculture, transferring to the University of Nevada, Reno. He was to finish his master's thesis this December, studying restoration of the salt desert shrub community in the Pyramid Lake Indian Reservation. "He was a good ecologist and he understood these Western ecosystems very well, especially for someone so young" said Dr. Barry Perryman, Stefani's graduate school advisor from UNR's Department of Animal Biotechnology. While attending school at UNR, Tom pursued his passions in agriculture and natural resources. He took many classes related to rangeland management and forestry. He became involved with both the range and forestry clubs on campus, where he competed in intercollegiate athletic and technical events. Tom joined the Society for Range Management and became a Nevada Section member while in college, continuing his membership throughout his career as a rangeland management specialist.

Tom is survived by his father Steven Stefani; his mother Barbara Stefani; two brothers, Dan and Jon; and his fiancée, Jessica Dhaemers. They asked that stories of their tragedy recognize Tom's work - that Tom be remembered for the work he was doing and the hope he provided, not just for the sacrifice he made.

The family has set up an account at a local bank. Two of their ideas are contributions toward rebuilding a school playground in Ghazni, Afghanistan (a project Tom was already working on) and a fellowship in his name at UNR.

Donations and cards can be sent to:

Steve and Barbara Stefani

995 Arrowhead Lane, Auburn, CA 95602



BYU Position Announcements

Wetland and Riparian Wildlife Habitat Biologist

Agency/location: Department of Plant and Wildlife Sciences, 275 WIDB, Brigham Young University, Provo, Utah 84602.

Responsibilities: Teach 9-12 credit hours per year including principles of fisheries and wetland management and other undergraduate and graduate courses in introductory biology, wildlife biology, wildlife habitat management, wetland/riparian ecology, or applied biometry. Maintain an externally funded research and graduate program that considers applied wetland, riparian wildlife habitat and fisheries research questions.

Qualifications: Ph.D. in wildlife biology, wetland habitat ecology, or a closely related field. Documented interest, experience, and publications dealing with wetlands and riparian wildlife and fisheries conservation and management and credentials in both teaching and research. BYU, an equal opportunity employer, is sponsored by The Church of Jesus Christ of Latter-day Saints and requires that all faculty members observe Church standards including strict grooming, moral, and health codes. Preference will be given to members of the sponsoring Church.

Salary: Commensurate with qualifications.

Closing Date: November 1, 2007

Contact: To apply, send an application through <https://yjobs.byu.edu>, send letter of interest, vitae, and have three letters of recommendation sent to Pam Thomas (pam_thomas@byu.edu), Department of Plant and Wildlife Sciences, 275 WIDB, Brigham Young University, Provo, Utah 84602. Inquiries may be addressed to: bruce_roundy@byu.edu.

Upland Wildlife Habitat Biologist

Agency/location: Department of Plant and Wildlife Sciences, 275 WIDB, Brigham Young University, Provo, Utah 84602.

Responsibilities: Teach 9-12 credit hours per year including some of the following: natural history of wildlife, principles of wildlife law enforcement, introductory biology, wildlife biology, animal diversity, wildlife and wildland conservation, or mammalogy. The faculty member will also teach one or more graduate-level courses in an area of expertise such as upland species and habitat, ecology of herbivores, advanced wildlife and habitat assessment, or biometry.

Qualifications: Ph.D. in wildlife biology or closely related field. Ability to work with large private foundations and sportsman groups, state wildlife management programs, federal agencies charged with management of wildlife or public lands, as well as ranchers and rural community interests. Ability to work at the micro- macro- and landscape- levels of habitat assessment and quantification is expected. Desirable applied skills in relation to wildlife may include: behavioral sampling; field identification and assessment of diverse wildlife and vascular plants; analyses of wildlife diets; appropriate restraint and handling of wildlife; use of radio telemetry; necropsy and tissue collection; use of Geographical Information Systems (GIS); working knowledge of the epizootiology of native and exotic diseases; ability to work with various kinds of field equipment in all seasons, even in remote locations; and proficiency in statistical analysis and biometry. Preference will be given to candidates with a balanced interest in teaching and research as well as professional momentum evidenced by funded research and publication record. BYU, an equal opportunity employer, is sponsored by The Church of Jesus Christ of Latter-day Saints and requires that all faculty members observe Church standards including strict grooming, moral, and health codes. Preference will be given to members of the sponsoring Church.

Salary: Commensurate with qualifications.

Closing Date: November 1, 2007

Contact: To apply, send an application through <https://yjobs.byu.edu>, send letter of interest, vitae, and have three letters of recommendation sent to Pam Thomas (pam_thomas@byu.edu), Department of Plant and Wildlife Sciences, 275 WIDB, Brigham Young University, Provo, Utah 84602. Inquiries may be addressed to: bruce_roundy@byu.edu.



TAES Position Announcement

Assistant Professor of Ecosystem Science
Texas Agricultural Experiment Station - Texas A&M University System

The Texas Agricultural Experiment Station (TAES) at Uvalde is soliciting applications for an Assistant Professor of Ecosystem Science. The incumbent will serve on the faculties of both the TAES Research and Extension Center at Uvalde and the Department of Ecosystem Science and Management located at Texas A&M University, College Station. TAES is the largest agricultural research organization in Texas and it is the third largest agricultural experiment station in the Nation. See our websites at: <http://taes.tamu.edu/> and <http://uvalde.tamu.edu/>.

Duties: Develop a research program focused on the patterns and processes of arid and semiarid ecosystems including grasslands, savannas, shrublands, and woodlands. This position is intended to compliment existing research programs by focusing on at least one of the following emphasis areas:

1. Ecological studies investigating the rates, patterns, and mechanisms of tree/shrub encroachment into grasslands and savannas.
2. Consequences of land use/land cover change and climate change for ecosystem processes in arid and semiarid ecosystems.
3. Sustainability of arid and semiarid ecosystems emphasizing monitoring and investigation of vital ecological services.

Qualifications: Ph.D. in ecology, environmental science, rangeland science or a related discipline and demonstrated expertise and accomplishment in at least one of the above emphasis areas is required. The ability to solicit extramural contracts and grants and to organize and participate in collaborative research programs is essential. The capacity to contribute to graduate student research through interaction with campus-based TAES faculty is highly desirable.

See complete job description and apply online at: (<http://greatjobs.tamu.edu>)(refer to NOV # 02880). Review of applications will begin by October 15, 2007. Applications will be evaluated until a suitable candidate has been identified.

The Texas Agricultural Experiment Station is an equal opportunity/affirmative action employer.

New Members

SRM welcomes its new members. Following is a list of new members, their section and recruiter for October 1, 2007 to October 18, 2007.

<u>Member</u>	<u>Company</u>		<u>Section</u>	<u>Recruited By</u>
Kristen Duarte	Arizona State University	Mesa, AZ	AZ	Jared Whitmer
Ben Hileman	Montana State University	Bozeman, MT	IM	
Carlos Moralis-Nieto	INIFAP-SAGARPA	Chihuahua, CH	MX	
Alicia Melgoza-Castillo	UACH	Chihuahua, CH	MX	
Dan Vest	Chadron State College	Chadron, NE	NE	
John Leisner	Game & Fish Parks	Bruce, SD	SD	Martin Beutler
Leah Van Maren	Texas A&M University	College Station, TX	TX	Robert Knight
Casey Riggs	Texas A&M University	Fort Stockton, TX	TX	Robert Knight
Caitlin Connell	Texas A&M University	College Station, TX	TX	Robert Knight
Ann Kuba	Texas A&M University	Bryan, TX	TX	Robert Knight
Tom Heinlein	National Park Service	Nome, AK	UN	
Jason Sutton	Grouse Mountain Consultants	Buffalo, WY	WY	
Matt Holloran	Wyo. Wildlife Consultants, LLC	Laramie, WY	WY	



Upcoming Deadlines, Events and Meetings

(For more information www.rangelands.org Links, SRM Sections)

Nov. 2007

Nov. 1-2 Intl. Mountain, Winter Meeting, Red Deer, AB
Nov 1-2 Utah Winter Meeting, Price, UT
Nov 1-3 California and Nevada Joint Meeting, Bishop, CA
Nov 27-28 Wyoming Winter Meeting, Lander, WY
Nov. 28-29 Colorado Winter Annual Meeting, Fort Collins, CO

Dec. 2007

Dec. 6-7 Idaho Winter Meeting, Twin Falls, ID

Jan. 2008

Jan. 9-11 Arizona Winter Meeting, Location TBA
Jan. 26-Feb. 1 SRM/AFGC 2008 Joint Annual Meeting, Louisville, KY

June 29-July 5

Joint International Grassland Congress and Intl.
Rangeland Congress Hohhot, Inner Mongolia, China



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