

Rangeland News  
October 2008, Volume 61, Number 11

Society for Range Management  
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Board of Directors Monthly Meeting Notice  
Monthly Conference Call

The Board holds a monthly conference call on the 2nd Tuesday at 11:00 am Mountain Time.  
There will NOT be a BOD call for November.

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“My knees hurt from the hunker but boy did I learn a lot.” Rick Orr, SRM Director

I had the opportunity to work for three federal agencies and one state agency in my 32+ years in public service, and with my father on his ranch prior to that. I consider it a great honor to have served the public trust for that long but during that time I came to find myself perplexed by what I saw about how we connect the science (research, policy, legislation) with the art (education, implementation, on the ground application) of range management as a profession. I recently retired from public service and not wanting to give up my involvement in rangeland management and the society, which has been a very big part of my professional development and passion for what rangeland is all about, I now work assisting the Nevada Sustainable Grazing Coalition with review and comment on public lands management issues, land use plan development and NEPA documents. In doing so, I am pleased to utilize the benefits of my SRM membership through the search and online availability of the Journal of Range Management, Rangelands, and Rangeland Ecology and Management. This makes accessing a portion of the professional research and synthesis publications, papers, and articles very easy and quick. My hat is off to the University of Arizona and Allen Press for the systems now in place and the great amount of information it makes available.

Now comes the part where I am perplexed. There is also available a great assortment of information in numerous other professional journals and publications; all put out by their respective societies or organizations, all with a rather specific circulation, all available through university libraries or research collections, all unavailable to the general public without being enrolled in that institution as a student or being lucky enough to live in the city where you can directly access the library and conduct on site research. The sad part is that most of us, other than current students and university affiliated staff, DON'T live in a city where such facilities are located and are out busy doing business. Personally, I can't afford the cost of membership in all the pertinent societies and organizations which if totaled together could cost several thousand dollars. Neither can I, as an individual, afford to pay the subscription rate for some of the online abstract and bibliographical search engines and sites available to our research institutions and libraries that would allow me access to these publications and journals online.

If I as a professional have to employ a variety of contacts, arrangements and affiliations as well as extended travel to acquire the scientific information I need, how well does this system work for the general practitioner and or interested individual who wants more than the three sentence wikipedia answer?

Unfortunately, not well. So how do we get good information - from general knowledge to peer reviewed scientific information - out to individuals in the field and the general public? How do we get more people involved and knowledgeable about the science and the art of range management? Innumerable

potential opportunities will exist in the future through the internet but it will take time and a large amount of staff and money to set this in motion. So now, it must rely on just one thing. It's you, me, the person in the cubical next to you. The only tried and true method for distributing information and technology that we are all too ready to overlook is FACE TO FACE COMMUNICATION AND CONTACT. It is harder and harder to come by time for this with all the paperwork and red tape involved in doing our jobs. It is, however, the only truly successful way.

I once worked with an old cowboy, Hank Rice, who use to say that he only trusted "the hunker." Most people would know it as squatting on your heels and communicating by scribbling information in the sand that you had just smoothed out with your hand. Hank ran a ranch in southern Nevada for over 60 years and had to deal with some of the hottest and roughest terrain in the state with elevation change from the Mojave Desert to a Great Basin mountain crest. One grazing allotment covered over 187,000 acres with only a single road to a mine in the southern end and it had a 5000+ foot elevation change. Hank was the quintessential old west cowboy. He grew up in the desert and spent all his life cowboying and ranching in southern Nevada. I think he was far more comfortable talking to cows and horses that he ever was with humans. Even then he would ride for hours and talk almost continuously about his range and what his animals did when a particular storm happened or when the flood hit the Moapa valley or after the first freeze and so on. This old cowboy decided that all this on the ground knowledge was important enough that he invested four years attending over 200 meetings as the livestock representative for a CRM group that reviewed the 87 grazing allotments in my district. He did not want to spend time on the internet or traveling to a city with a large library to get the information he needed. He wanted information that was looked at and discussed out on the ground that he could use to make his and other operations more efficient, productive and successful.

To him there was more value in an afternoon out riding with his range management specialist, doing trend and utilization studies, and discussing options, ideas, and changes that could be made than in all the universities, agencies and libraries in the world. It was all about what was "out there", how well what he was doing worked, and what he could do different or better. It was all about how the science played when you tried to put it in practice out on the ground and what did you have to do or change to make it happen.

Hank is gone now but I can't forget his lesson. Spend time out on the range, not just the study plot or replicable blocks or the key area, but "on" the range. Attend and conduct tours and workshops and spend time talking about problems and solutions and what the science tells us or doesn't tell us, ride the area and really observe it, know the people and their allotments they use and learn what they know about making it work in all these different ecosystems and conditions. The issue I face in acquiring access to the literature is just a symptom of the greater picture that Hank had tried to teach me. It all comes down to two things, you can sit back with all the publications in the world at your finger tips and think that everyone else knows the same portion of information that you know or you can exchange information with them face to face and be sure that you both know the whole picture. And you never know how the science is going to play out until you try it on the ground. My problem in gathering the science is solved with a few dollars (maybe a lot of dollars now) of gas and a few contacts; truly reconnecting the Art with the Science ended up being about a whole lot more for me. It was a lesson involving saddle sores, innovation, trial and error, calculated risk, flexibility, observation, information sharing, and feedback that was taught to me with time spent in "the hunker" face to face with Hank out on the range. That's what made it all work.

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Executive Vice President's Report - Ken Johnson, EVP

There is a lot going on with SRM. Board members have been attending  
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several Section Meetings, and made a trip to Washington, DC to meet with agency and NGO officials. John Tanaka attended a very enjoyable and productive PNW Section meeting, and he and I just returned from a great OK Section meeting. A special thanks from me to the Texas and Oklahoma Sections; I thoroughly enjoyed both meetings. Several new ideas were discussed at length both places. I continue to be impressed with the high level of commitment that SRM Section Officers, Boards, and members display. When attending these meetings there is no doubt that you believe in what you do.

Allen Rasmussen, Don Kirby, Cindy McArthur, John and I spent a very busy week in DC meeting with most agency heads that we regularly work with, and many professional societies with similar interests. We were also able to attend the National Capital Section Board Meeting and Luncheon.

While in DC, we had good meetings with Assistant Secretary Allred of the Department of Interior, Directors and other leadership of the Forest Service, BLM, CREES, NRCS, and Fish and Wildlife. All were very interested in the upcoming American Deserts conference. We also met with several professional organizations including the Ecological Society of America (ESA), Renewable Natural Resources Foundation (RNRF), The Wildlife Society (TWS), The National Turfgrass Evaluation Program (NTEP), American Farm Bureau (AFBF), National Association of Conservation Districts (NACD) & the National Cattlemen's Beef Association (NCBA). They all have a very good understanding of who SRM is and what you do. They also know the issues we all deal with regularly. If you haven't had the opportunity to travel to DC with an SRM team you would be very impressed by the clout you have there!

One of the issues discussed was a new Ecological Site Description (ESD) policy and handbook. There is hope of an official release and signing at our annual meeting in February. Climate change continues to be a hot button topic in DC; most think new legislation will be drafted soon. Additional technical assistance, agency on-the-spot hiring, professional training, and leadership development were also topics most groups wanted to discuss. I was particularly interested in our conversation with The Wildlife Society: They have a leadership development program that we may be able to partner with them on to help our young professional members have a better understanding of the wide diversity of our organization and the issues they may face in their careers. A possible new SRM program that seems to have much interest is the development of young professional leadership training. This would target federal agency employees with 5-8 years experience and the desire to move up the management ladder. This could include some time in DC working with Congressional staff, agencies, and NGOs. This is being fleshed out by Allen Rasmussen, Cindy McArthur, and Ben Baldwin; more info to come in the future.

Don't forget about the CPED symposium and workshop, wildfires and Invasive Plants in American Deserts, coming up in December. Attendance is limited to 300 and it will fill up fast. Details are on the website, <http://www.rangelands.org/deserts/index.shtml>.

Karen and I are enjoying our time with SRM members and staff. You are a great group with which to work. Much of the reason we are getting along as well as we have is the big help provided by John Tanaka. He has done a remarkable job in the past year; we all owe him a huge thank you. I personally want to thank John for the leadership, understanding, and mostly patience he has shown me as I begin to learn about SRM. Thanks John, you will be missed. I will be traveling much of the next two months, but please free to call my cell 303-720-1296.

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What a YEAR!!! John Tanaka, ex-Interim EVP

By the time you read this I'll be back in Oregon adjusting to a lot less travel (so Ann hopes) and no more commuting to Denver. It has been a great year and I truly appreciate the opportunity and support the Society and each of its members has given me. I believe the Society is in good hands with its new EVP Ken Johnson and the staff and the Board of Directors, Advisory Council, and all our committees. All of you volunteers amaze me with what you

can get done "in your spare time!"

Over this last weekend I have begun transferring the interviews conducted with our past presidents from the VHS tapes to DVD's and eventually to posting them on our website. I hope you will take the time to watch them...it is pretty cool to watch and hear Joe Pechanec (our first president) and Fred Renner (our second president). As I've been watching the first few I am pretty much in awe of the foresight that our Charter members and early leaders had for the Society and how little the issues have changed since 1947.

As I've read through the bylaws many times over the past several years, I have been both frustrated and thankful for the checks and balances they had the wisdom to put in place. We are a stronger Society because of them.

Let me leave with a few thoughts for the future of the Society for Range Management:

We are a professional membership organization. Our vision for our world's rangelands and our mission for our Society have been well articulated. It is what our Society can accomplish. But we can only accomplish it with members choosing to be part of the process. It is easy (and cheaper than a tank of gas - at least for my truck) to choose not to be a member, but use the products produced by those who choose to be members and be involved. In economics we refer to those that do that as "free riders." We will cease to exist if each individual involved in the Art and Science of Range Management chooses to ignore that they are part of a larger good.

If you are a scientist who only cares about doing research but not what it means in the real world, this is probably not a professional organization for which you have much affection. If you are a public or private land manager who doesn't need to know what science is discovering or what other managers have learned, this is probably not the professional organization for you either. However, if you are either a scientist who wants to discover information useful for managers or a manager that wants to help define what direction science goes, it is incumbent upon you to BE A MEMBER of our Society.

I truly believe that the Society for Range Management is the only place where that interaction will occur on a regular basis. You staying a member is the only way that our vision of "a well-trained and highly motivated group of professionals and rangeland users working with productive, sustainable rangeland ecosystems" will ever come to be.

I am REALLY looking forward to the Albuquerque meeting. I think I will actually get to go to sessions and have the time to catch up with all the friends I've been blessed to make from throughout the Society. My turn is over, now it is yours!

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Society for Range Management Masonic-Range Science Scholarship Committee

Applications for the Masonic Range-Science Scholarship are now being accepted.

For details and to download an application, visit the website:

[http://www.rangelands.org/education\\_masonicscholarship.shtml](http://www.rangelands.org/education_masonicscholarship.shtml).

For a paper application contact:

Vicky Trujillo, SRM, 10030 W 27th Avenue, Wheat Ridge, CO 80215-6601

[vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org) or P 303-986-3309 / F 303-986-3892

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ALERT! ALERT! ALERT!

Beginning soon (maybe by the time you read this), SRM is changing its membership software. You will be able to manage your information online, register for events, pay your membership dues, and probably some other things we haven't discovered yet.

It is imperative that we have a valid email address for you. If we do not have a valid email address, you will be assigned a dummy (nonworking) email address that you can use to login.

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Everyone will also be given a new initial password. The first time you login you will be prompted to change your password. If you have a new email address or would like to provide us one before we go live, please send an email to Karen Johnson at karen@rangelands.org so we can get it in the system. You WILL get the most out of your membership and help the Society save money if you will provide your email address. THANKS!!!

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#### 2009 Silent Auction Donations Sought

The popular Silent Auction sponsored by the Endowment Fund Board of Governors will again be held at the SRM Annual Meeting in February in Albuquerque. Contributions of Silent Auction items should be brought to the tables set up in the Trade Show area. It would be helpful if members who plan to bring sale items could send an e-mail to either Stan Tixier (j.s.tixier@ogdenvalleyinternet.com) or Chuck McGlothlin (crmcg@tgrsolution.net) ahead of time describing the item or items and approximate value. Participation by members contributing and/or purchasing Silent Auction items will help grow the Endowment Fund for the long term benefit of SRM and will be greatly appreciated. Thank you very much. Stan Tixier

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Grazing Strategies or Systems: Ecological Process Management - December 2-4, 2008 - Fort Collins, CO

Colorado Section SRM and many other co-sponsors. See the section website for details: <http://www.cssrm.org/toursmeetings.html>

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#### Looking to Get Involved?

Are you looking for a way to get involved with the SRM? Do you have technical knowledge or ideas for the SRM's webpage? The website Committee is looking for you! This committee needs members with new and innovative ideas to keep the SRM webpage competitive on the internet. If you are interested in keeping the major public face of SRM attractive please contact Chuck Butterfield at cbutterfield@csc.edu or Merrita Fraker-Marble at mmarble@montana.edu.

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#### \*\*Announcement\*\* - Wildfires and Invasive Plants in American Deserts

A Symposium and workshop at the Grand Sierra Resort and Casino, Reno, Nevada, December 9-11, 2008

You are invited to participate in an innovative symposium and workshop exploring the interactions among exotic invasive plants, native plants, and changing wildfire regimes on the Colorado Plateau and in the Sonoran, Chihuahuan, Mojave, and Great Basin deserts of North America. Invasive plants are changing the ecology of American Deserts, resulting in profound impacts to social, economic, and natural resource values. Further complicating management is the encroachment and potential dominance of invasive native plants such as juniper and pinyon pine in the cold deserts and mesquite and creosote bush in the hot deserts.

The primary goal of this program is to develop practical frameworks for managing exotic invasive plants and wildfires. We intend to find out what

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scientists and land managers have learned and what needs further study while identifying needs and solutions for effective management. Timing of the program is intended to heighten the awareness, under a new administration, of these critical issues having major impacts on American society.

For more information regarding registration and a detailed agenda please visit:

<http://www.rangelands.org/deserts/index.shtml> or contact:

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

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\*\*\*\*\*REMINDER\*\*\*\*\* - 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 Lesley Radtke, 303-986-3309 or email [LRadtke@rangelands.org](mailto:LRadtke@rangelands.org).

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CALLING ALL RANGELAND PROFESSIONALS! - Upcoming Professionals of SRM Need a Few Minutes of Your Time!

Career Development workshops in Albuquerque 2009, 62nd Annual Meeting Society for Range Management, <http://www.srmmeetings.org>

SRM is planning to host a series of career development workshops during the upcoming annual meeting. All workshops will be one-half hour to two hours in length and will be offered concurrently with the 2009 Rangeland JOBFair on Sunday afternoon, February 8th, 2009. Check out [http://www.rangelands.org/jobfair\\_workshops.shtml](http://www.rangelands.org/jobfair_workshops.shtml) for further details!

We are in the process of recruiting top professionals from both the private and public sectors of rangeland management to provide a few minutes of their time to benefit the students and young professionals of the SRM membership at the following workshops:

The Future of the Rangeland Profession - February 8th; 1:00 - 2:00pm  
We are looking for a few representatives from the full diversity of the SRM membership to participate!

The intent of this general session of the workshops is to set the stage as to what different sectors of the rangeland profession see as the future needs and trends for the profession. We are looking for representatives from the full diversity of the SRM membership, including professionals representing the federal agencies, universities, producers, consultants, and others within rangeland management (and other related professions), at all stages of their careers. Members of the Young Professional Conclave, Leadership Development Committee and the SRM executive are especially invited to play a role in this workshop.

You will be asked to take a few minutes to speak about your perspectives of the changing demographics of the profession, needed training for new professionals, how to establish credibility within the profession, and the types of job opportunities you see as being available in the future. We will also ask you to field questions from the participants related to any aspect of the profession for which they have concerns, need guidance, would like feedback on or are just plain curious. We hope for lively discussions!

Recruitment and Hiring within the Government Agencies - February 8th; 4:00pm - 5:00pm

We are looking for representatives from several Federal and State Agencies to participate!

Students and professors alike often ask "what are agencies looking for?" and "How does the agency hiring process work?" These are good questions and the agencies are very interested in the opportunity to address these questions. We are looking for Human Resource and/or Range Specialists from different agencies to explain the hiring process from vacancy search to selection. Details should be covered regarding registration with the different on-line application sites, inputting quality, easy-to-read resumes and tips for strong responses to the vacancy questions. Discussions may also include the OPM classification series specific to rangeland management positions and how to interpret mandatory qualification requirements.

We are also looking for land managers from different agencies to discuss desired attributes of highly qualified applicants. Good grades are important but field experience and communication skills are even more important. Managers may consider addressing: "what does a hiring official look for in a potential applicant?" and "what types of questions are typically used during interviews and why?"

The intent of this workshop is for interested participants to walk away with a good general knowledge of the agency hiring process, and perhaps remove some of the mystique and intimidation that may have previously surrounded it.

During this workshop we will also introduce the Agency Hiring-on-the-Spot program and discuss how this process will work at the SRM Annual Meetings in Albuquerque. If you are interested in offering a few minutes of your time to speak at either of these workshops, please contact Linda Coates-Markle, BLM Liaison to SRM at: 303-986-3309 or lmarkle@rangelands.org. We need to hear from you no later than Friday January 16, 2009.

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2009 RANGELAND JOB FAIR at the 62nd SRM Annual Meeting and Trade Show in Albuquerque, New Mexico  
Sunday February 8th, 2009, 10 am-6 pm

Just as rangelands are diverse, so are related careers. Just look at the SRM membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM will once again expand professional employment efforts at their 2009 Annual Meeting and Trade Show to be held at the Albuquerque Convention Center, Albuquerque, New Mexico.

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

#### 2009 JOB FAIR

Our mission is to match prospective employers from the federal agencies, state and provincial governments, private industry, academia, and conservation organizations with the high caliber of educated and enthusiastic prospects from SRM membership. We also hope to recruit potential employers from non-traditional sources such as the military. Attendance at the joint meetings this year is expected to be between 1000-1500 people; 25 percent of which may be students and young professionals. The job fair will involve a full day on Sunday February 8, 2009. Registered employers will be provided space (6-ft table) to display employment information, distribute vacancy announcements and interact with job seekers in a large exposition area. We will encourage all interested meeting attendees to drift through and browse the JOB FAIR between other scheduled activities, meetings and workshops. We do expect that all participants staff their

tables/displays and be prepared to answer questions.

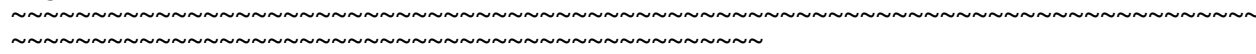
REGISTRATION FOR EMPLOYERS

To register for the 2009 RANGELAND JOB FAIR, please print, complete and return the registration form that will be available on-line very soon. Registrations will be accepted on a first-come, first served basis, and space is limited. The deadline for receipt of all registrations is Friday January 16, 2009. On-site registration may be accepted, depending on available space, and will require payment of a \$100 late fee.

Program information is available on the SRM website at:

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

Please do your part to promote the range profession and encourage your favorite employer to register for the 2009 RANGELAND JOB FAIR! Registration form available on the SRM website.



2009 SRM Annual Meeting - Join the crowd! - February 8 to 13) in Albuquerque, NM

Based on the number of abstract submissions received for talks and poster presentations through the web site (<http://www.srmmeetings.org/>) we anticipate a record breaking attendance. The meeting is being held in the spacious downtown Convention Center which can easily accommodate our various educational, business, social, and related activities during the meeting. We strongly encourage you to make your reservation early at one of the nearby hotels listed on the web site.

For those arriving February 8th, Sunday afternoon will feature the annual Rangeland Technology and Equipment workshop and a symposium on the Advances and Challenges of Integrating Adaptive Management in Range Practices.

Early Monday morning we are featuring something new. A Memorial welcome Breakfast will kick off this year's meeting from 7:00-8:30 am. The breakfast is open to all registrants. You must indicate on your registration form if you plan to attend so that you will receive a ticket in your registration packet.

Immediately after breakfast we'll step across the hall to the Ballroom for the plenary session. This program of lively topics and engaging speaker's will provide a largely New Mexico perspective on the merging of culture, science and innovation - the central theme of this year's convention. Featured speakers for this entertaining session are given in the Pre-convention Trail Boss.

Beginning Monday afternoon through late Thursday there are 18 technical sessions and 22 symposia, forums, and workshops scheduled. We currently have 334 talks within these 40 total sessions that have been contributed by 978 speakers and coauthors. A pocket program to be handed out when you register will list all sessions and related activities. We will also post the complete program in early January on the site, <http://www.srmmeetings.org/>, so that you can plan ahead.

The program also includes a full slate of High School Youth Forum activities, an Undergraduate Student papers session, and a Graduate Student paper competition.

In addition to these oral sessions, we will have nearly 200 total posters split into 2 poster sessions (Monday/Tuesday and Tuesday/Wednesday) that will each remain posted for 24 hours (Noon to Noon). Authors will be present from 4:00-6:00 pm on their assigned day, either Monday afternoon or Tuesday afternoon. Nearly 100 posters will be presented in each session, and will include technical posters, Excellence in Range Management contributions, and Rangeland Cup competitors. These posters will be set up and share the same venue as the Trade Show.



Nominations for Society for Range Management Officers Sought

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

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

Members may nominate themselves or other SRM members.

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

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

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

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

Nomination packets may also be submitted by mail.

Submit Nominations by Friday, December 5, 2008, to:

Barry Irving (Chair)  
Department of Agricultural, Food, and Nutritional Science  
University of Alberta  
Edmonton, AB T6G 2P5  
Canada

Phone: 780-492-9738

Email: [birving@ualberta.ca](mailto:birving@ualberta.ca)

Successful candidates will be informed at the Annual Meeting and announced during the Annual Meeting Membership meeting.

Rob and Bessie welder wildlife Foundation Announces Retirement of Director Dale Lynn Drawe, Ph.D.

The Rob and Bessie Welder Wildlife Foundation announces the retirement of long-time Director D. Lynn Drawe, Ph.D. Lynn will spend the first several years of his retirement writing a book and conducting independent research. Although no longer on staff at the Foundation after December 31, 2008, Dr. Drawe will continue supporting the work of the Foundation as a volunteer and Director Emeritus, lending advice as needed. He has also accepted the position as Chairman of the Foundation's forthcoming capital campaign to construct a new Education Facility on the grounds of the Welder Wildlife Refuge. Another former Director of the Foundation, James G. Teer, Ph.D. of College Station, will serve as Honorary Chairman of the Education Facility campaign.

Foundation Trustee, John J. Welder, V remarks, "Lynn Drawe has led the Welder Wildlife Foundation admirably as Director for ten years. Prior to that, Lynn served as Assistant Director, joining the staff in July 1974, or 34 1/2 years ago. His accomplishments are numerous and his outstanding reputation in wildlife and range research and education state-wide, nationally, and internationally has lent great prestige to the Rob and Bessie Welder Wildlife Foundation. We are grateful for Dr. Drawe's leadership and while sad that he is retiring, we are delighted he will continue his association with us as a volunteer."

A Distinguished Legacy: Dale Lynn Drawe, Ph.D.

D. Lynn Drawe is a fifth generation Texan born in the Lower Rio Grande Valley at Mercedes. He was raised on ranches near Mercedes, Asherton, Hebronville, and Hallettsville. He and his wife, Kathleen (Kay) Kious Drawe of Weslaco have two daughters and four grandchildren. Lynn obtained his B.S. degree (1964) in Agricultural Education at Texas A&I University (now Texas A&M University-Kingsville), his M.Sc. (1967) in Range Management at Texas Tech University, and his Ph.D. (1970) in Rangeland Ecology at Utah State University. He taught range and wildlife management in the College of Agriculture at Texas A&I University from 1970 to 1974.

Lynn's research interests include wildlife/livestock interactions, plants of south Texas, vegetation change, prescribed fire, and rangeland hydrology. Since 1974 he has been involved in more than twenty consultancies on South Texas ranches from Laredo to the Rio Grande Valley to the Coastal Bend; including King Ranch, Kenedy Foundation Ranch, and Rockefeller Ranch.

His active professional memberships include The Wildlife Society, Society for Range Management, and the Conference of Southwest Foundations. He is a member or honorary member of eight additional organizations including the advisory board of the King Ranch Institute for Ranch Management at Texas A&M University-Kingsville. He has done peer reviews of numerous articles for seven professional journals. Lynn currently serves as Chairman of the Texas Prescribed Burning Board. His civic activities include Sinton Independent School District Board of Trustees, Sinton City Parks Board, Sinton Chamber of Commerce Board of Directors, Sinton Rotary Club (President 1989, 2000), Sinton ISD Vocational Educational Education Advisory Council, and San Patricio County Range and Livestock Management Committee of Texas Cooperative Extension. Lynn currently serves as Chairman of the San Patricio County Groundwater Conservation District Board of Directors. He was named 2005 Citizen of the Year by the Sinton Chamber of Commerce. He is a member of the Sinton First United Methodist Church and is currently chairman of the Finance Committee.

Lynn's professional honors include: Outstanding Alumnus, Texas Tech University, Department of Range and Wildlife Management; Professional Achievement Award, College of Natural Resources, Utah State University; and Outstanding Alumnus, Texas A&M University-Kingsville.

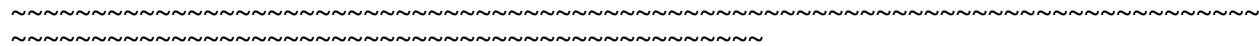
Lynn is an avid sportsman who enjoys fishing, hunting, wilderness camping, shooting sports, and spoiling four grandchildren. He owns a "weekend hobby herd" of commercial cows that he manages on 380 acres. He has authored or co-authored more than one hundred scientific journal and symposium proceedings articles and articles in popular magazines; seven books or book chapters primarily on the vegetation of South Texas, six technical bulletins, edited two symposium proceedings, and eight technical reports. He has



Hospice Brazos Valley-Bryan Office  
502 W. 26th Street  
Bryan, TX 77803  
P: 979-821-2266  
F: 979-821-0041  
<http://www.hospicebrazosvalley.org/index.html>

The Gideons International  
PO Box 2762  
College Station, TX 77841  
<http://www.gideons.org>

Institute for Creation Research  
1806 Royal Lane  
P.O. Box 59029  
Dallas, Texas 75229  
(800) 337-0375  
<http://www.icr.org/>

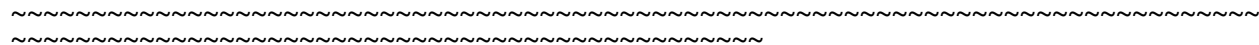


Membership Task Force Update - Jack Alexander

Thank you to the four of you who volunteered last month to be a part of the Membership Task Force. We can still use more members, particularly from agency and producer members. The Task Force would best be served by members of all types: new as well as long-time members and commercial, producer, student, regular and young professionals. For those of you who do not want to serve on the task force but want to help SRM recruit new members, please send your suggestions and comments for recruiting new members and retaining current members. We are particularly interested in ideas on how to keep those members we have. If you have any thoughts concerning services or benefits that are not currently being served by SRM, please let us know. Thank you again for those that have stepped up this month and we hope to hear from more of you this month.

Contact Jack Alexander at:  
406-388-9378 or [jack@countgrass.com](mailto:jack@countgrass.com)

or  
Lesley Radtke at:  
303-986-3309 or [LRadtke@rangelanads.org](mailto:LRadtke@rangelanads.org)



Moving the Range Profession Forward, Learning the Old Fashioned Way

By Cindy McArthur, Forest Service Liaison to the Society for Range Management  
In this era of technology you can virtually learn how to do almost anything online. Fortunately, range management remains one of those skills that is best learned through hands on experience. New generations of range students often from urban backgrounds may lack opportunities to interact with the ranching community. Through a generous donation, retired Oregon State University Extension Specialist Tom Bedell and his wife Gretchen are providing once in a lifetime opportunities to future rangeland managers. Proving that even with the most sophisticated scientific tools, sometimes life's most valuable lessons can best be learned on horseback.

Another wrinkle on Ranch Internships by Tom Bedell, Retired Oregon State University Range Extension Specialist

Ranch internships for our university students are an excellent means for them to acquire some real on the land experience. This is even more apt in our modern society when the vast majority of our students do not come from a rural background. A ranch intern should not be just another 'hand' to help

get the work done. Rather, exposure to many facets of ranch life including how decisions are made can add measurably to a student's understanding of the complexities of ranch and range management. Many, perhaps most, family ranches cannot financially afford to hire a student with those perceived constraints/restrictions. Conversely, students need to earn significant funds for their schooling, likely more than they could clear at a summer job.

At Oregon State University through the Department of Rangeland Ecology and Management, we have a ranch intern program with a little different twist. Part of the idea came from my own experience over 55 years ago. I grew up on a chicken farm that helped pay the bills and kept our family going through hard times. It instilled the rural ethic in me with a perspective that I wanted to be in agriculture. But, it wasn't crop, livestock or range experience. At Cal Poly I worked my junior and senior years weekends and summers on a wheat/cattle ranch. No big deal-many students had those opportunities then. But, what was different for me was to live in the owner's house, eat all meals with them, learn from them and even to travel some. I was part of that family. I may never have really wanted to devote my career to extension work without that fine experience.

In 2001, Gretchen and I bequeathed sufficient funds to the OSU range department through the OSU Foundation for a ranch internship. The provisions are simple: the bequest provides one year's undergraduate tuition (now over \$6000) for an OSU range/natural resource major to spend one-half of the summer with each of two ranch families in Oregon. The families incorporate the student into their household. Students will, of course, work and get that experience; but, they also learn the custom and culture that all ranches and the families who operate them have. The agreement with the Foundation states that the Department screens and selects a student from either the Corvallis or LaGrande campuses and selects the two ranches- often one on the east side of the Cascades and one on the west/southwest side. The success of the program depends largely on two factors: 1) consistent cooperation of departmental faculty to advertise and promote the program, and 2) ranch cooperators who understand that our student interns are there to learn and not just be ranch hands.

Gretchen and I are excited each year to learn who the interns are and on which ranches they will be. Students generally develop a photo journal and make a report to the range club, faculty and to us. We are pleased thus far. The ones who have graduated are now in the profession for the most part. The original idea was for the interest earned each year to cover the tuition. The student does not see the money; the department and Foundation handle the disbursement to the University. Earnings have declined and tuition has increased so we have instructed the Foundation to cover the full tuition even if it goes into the principal. The intent was for a perpetual internship but even if not, we expect it to continue 15-20 years at a minimum.

Our assumptions at the outset were: 1) most students could not clear \$5-6000 over a summer doing something directly beneficial to their interests, and 2) the department would be successful in locating suitable cooperators and students. So far-so good! The seventh intern will be done September 2008. If you have questions on this program, you may contact me at tbedell@peak.org.

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Keeping the Happiness - and Passion - in Your Job - By Don Hunter, Submitted by Linda Coates-Markle, SRM BLM Liaison

How do you keep the passion in your job?

This is a complex and multi-faceted issue, mainly because there are so many variables involved. The workplace is such a varied place that people often find themselves in a number of different situations, with circumstances that are unique to those situations. They might include the following scenarios:

- A person truly enjoys what they're doing for a living. They believe it's what they were meant to do, and as a result, they're passionate about their job.

- A person was once passionate about what they do, but has since lost that passion, for one reason or another.
- A person is not passionate about what they do at all and has never felt passion for their work.

As you can see, it's easier for some people to keep passion in their job than for others, and that's based simply upon the situation in which they find themselves. But what if you're in the latter two scenarios described above, the ones that are vastly more challenging? Then what?

#### 'The Art of Happiness'

To help answer this question, we're going to draw from *The Art of Happiness at Work*, by Howard C. Cutler, M.D., and the Dalai Lama. (Yes, the Dalai Lama.) This book is the second collaboration between Cutler and the Lama. The first one was titled simply *The Art of Happiness: A Handbook for Living*.

According to the Dalai Lama, who was interviewed by Cutler for the content in both books, happiness at work and passion in your job stems from within, not from without. This is a rough corollary to the axiom of "You have no control over what happens to you, but 100% control over how you react." However, Happiness at Work delves into more detail. Before exploring those details, though, let me offer a word of caution. None of the steps that the Lama advocates are easy. Of course, you probably already knew that. If they were easy, everybody would be happy at work.

Self-awareness and analysis - These are critical components of the process. Taking a personal inventory is not an easy task, mainly because it's difficult to do so in an impartial manner. We have a built-in bias. However, by conducting this inventory, you can more easily identify your strengths and weaknesses, both personally and professionally. Believe it or not, that's half the battle. You can't address an issue if you don't even know what the issue is.

Balance - According to the authors of *The Art of Happiness at Work*, "No matter how satisfying our work is, it is a mistake to rely on work as our only source of satisfaction." This is why a healthy work-life balance is very important. Without that balance, it's more difficult to find happiness in your job and then to cultivate passion for it, as well. Simply put, balance is crucial to personal well being.

Attitude - As you might imagine, the Lama encourages an attitude that includes, among other things, honesty, tolerance, and compassion. For a moment, envision yourself practicing these attitudes with everybody you work with . . . and I mean everybody. Not easy, is it? That's why the Lama suggests that training is necessary for a person to reach this point.

Sense of meaning - which brings us to the big one, the one to which all others flow. Human beings crave a sense of meaning when it comes to just about everything they do, and this especially pertains to their work life and their job. Even if a person is in a position about which they are not innately passionate, they can still find meaning in what they do if they focus not on themselves, but on others. If they are able to see how what they do positively impacts those around them, then they'll find the meaning they're looking for. By focusing on helping others, they're actually helping themselves by finding meaning in their work.

#### Reaching the next level

Of course, even if you're able to find happiness in your current position, that doesn't mean you're destined to remain in that position forever. There are always varying degrees of both happiness and passion, and it's possible that a climb up the career ladder could bring more of both. However, it's imperative that a person is able to develop the ability to find happiness and keep the passion in any job, because that allows them to thrive in any situation and under any circumstances.

Perhaps you'd like to take that next step in your career, but you don't have the time to devote to doing so. If that's the case, then I can help. Send me an email at [don@bayresourcegroup.com](mailto:don@bayresourcegroup.com). I'd be happy to discuss your career goals with you, specifically those things about which you are the

most passionate. And of course, any exchange of information, including resumes, will be kept in total confidence and handled in a discreet fashion.

In the meantime, strive to be self-aware, to achieve balance, to hone the best attitude possible, and to help others and find meaning in what you do. That's the path to happiness in your job . . . as well as the key to creating and keeping your passion.

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Smokey Bear Balloon Ride in Albuquerque

Plan to take a ride with Smokey and 200 other balloons! SRM 2009, Albuquerque, NM at the Friends and Lovers Balloon Rally. A ride in the Smokey hot air balloon will be in the silent auction. One winner will be chosen (possibly 2 passengers, depending on weight). Launch date will be February 14 or 15, 2009. Smokey Bear Balloon, Inc. is a non-profit corporation of volunteers dedicated to working with resource agencies to prevent unwanted wildfires. Friends of the Smokey Bear Balloon, Inc. is generously providing this flight to SRM.

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Position Announcements

UNIVERSITY OF NEBRASKA

The University of Nebraska, Department of Agronomy & Horticulture invites applications for a Grassland Systems Ecologist, Assistant Professor, 12-month, tenure-leading position with 60% research and 40% teaching responsibilities.

This specialist will provide leadership in the area of structure and function of grassland systems in direct association with the development of grassland management strategies/systems and supporting livestock production. The successful candidate will be expected to develop a nationally recognized research and teaching program, and to enhance the research and teaching programs in grassland ecology and management as a collaborative effort among scientists in the Department of Agronomy and Horticulture, the School of Natural Resources, and the Department of Animal Science. The research program will be primarily externally funded and emphasize the ecology and sustainability of managed grassland systems. A research focus will be modeling the variables and dynamics vital to grassland ecosystem function, including energy flow, nutrient cycling, water relations, and long-term productivity of managed grasslands. Collaboration with other scientists in developing and evaluating management systems that efficiently use grasslands to provide competitive income for livestock producers is expected. Opportunities exist to collaborate with producers, resource managers, agricultural engineers, social scientists and scientists in the Agricultural Research Service, USDA.

Expected scholarship includes communication of research in peer-reviewed journals, presentations at scientific conferences, and supervision of graduate student research. Acquisition of grant funding to support research programs will be needed to maintain active programs that meet expectations for tenure and promotion. The successful candidate will be a leader in the grassland systems teaching program, including student recruitment and retention. The incumbent will teach the introductory forage and range management course (AGRO 240, Forage Crop and Range Management) and develop and teach a course in area of specialization.

Additional responsibilities include undergraduate student advising, leadership in the Grazing Livestock Systems major (an interdisciplinary undergraduate program), advising the Range Management Club, and participation in the Nebraska Range Shortcourse and range camp activities. Ph.D. required in agronomy, range management, or related field and a demonstrated ability to publish original research in peer-reviewed journals. Research experience and expertise with range, or pasture ecology, grazing management, and integrated grassland management systems. Ability to work effectively as a member of an

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interdisciplinary team, and good verbal and written communication skills are also requirements. Relevant experience classroom teaching and grant writing capability are desired for this position. Salary is commensurate with qualifications and experience. UNL provides life, health, disability insurance and family coverage programs at minimal cost to the employee. TIAA/CREF and/or Fidelity Investment Fund are offered as retirement plans. Excellent vacation and sick leave plans.

To apply, go to <http://employment.unl.edu> (requisition # 080901) and complete the Faculty Academic Administrative Information Form. Attach a letter of application, CV, two personal statements - one describing your research focus/interest and one describing your teaching expertise/experience. Arrange for 3 letters of reference to be emailed by January 2, 2009 to: [cwendt1@unl.edu](mailto:cwendt1@unl.edu).

Review of applications will begin on January 2, 2009 and continue until a suitable candidate is identified.

The University of Nebraska has an active National Science Foundation ADVANCE gender equity program, and is committed to a pluralistic campus community through affirmative action, equal opportunity, work-life balance, and dual careers.

#### OREGON STATE UNIVERSITY

Department of Rangeland Ecology and Management at Oregon State University invites applications for a tenure-track Assistant Professor position (35% Teaching, 65% Research).

This position is on a 9-month appointment basis, 1.00FTE. The Department of Rangeland Ecology and Management will also provide 2 months of salary for the first two summers.

Areas of specialization include synecology and restoration ecology of plant communities in arid/semiarid ecosystems at multiple scales and understanding ecological processes necessary for rangeland improvement and sustainable management. The faculty member will be expected to develop a dynamic teaching program; which will include an undergraduate course in wildland restoration and ecology, and may include additional undergraduate courses related to rangeland ecology and management. The faculty member may teach the graduate level courses on Rangeland Ecological Theory and Rangeland Ecology and will have an opportunity to develop an additional graduate course in his/her specialty area. Research program will focus on the study of ecological interrelationships among plant communities and how communities in aggregate respond to disturbances such as drought, fire, and invasion of exotic species as well as to managerial actions designed to improve ecosystem function or economic efficiencies. The synecological perspective relies heavily on a systems approach at a landscape scale. The individual will also be expected to contribute to the Department's Extension Education Program. To review complete posting and apply online by closing date of November 30, 2008, go to <http://oregonstate.edu/jobs> and search for posting #0003364. For additional information regarding this position please contact Raquel Gonzalez at (541) 737-1616.

OSU is an Affirmative Action/Equal Opportunity Employer

#### THE NATURE CONSERVANCY

The Nature Conservancy seeks a part-time rangeland manager and a full-time preserve manager in Enterprise, Oregon.

The part-time rangeland manager oversees grazing programs for Zumwalt Prairie and Hells Canyon including developing grazing plans, coordinating contracts, grazing leases, monitoring, and repairs on infrastructure.

The preserve manager will oversee stewardship, fire, and weed management programs across 36,000 acres of native grasslands and spectacular canyons at the Zumwalt Prairie and Clear Lake Ridge preserves.

Positions require a bachelor's degree and 3 years experience in natural resources management; Includes full benefits, competitive compensation, and generous vacation. See [www.nature.org/careers](http://www.nature.org/careers) to apply.

Positions close November 10, 2008.

Equal Opportunity Employer



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 Upcoming Functions & Continuing Education Pre-Approved Courses

Date	Location	Title	Credit
Nov 4-6 (w-5/th-3)	San Diego, CA	CalPac SRM Fall Technical Meeting; Fire Recovery & Landscape Change in Southern California <a href="http://www.casrm.org/">http://www.casrm.org/</a>	8 ttl
Nov 5-6	Monte Vista, CO	Ranching Perspectives: Tools for Changing Times lvanamburg@fs.fed.us	6 CEUs
Nov 5-6	Brooksville, FL	FL Section Fall Meeting <a href="http://flsrm.ces.fau.edu/index.php">http://flsrm.ces.fau.edu/index.php</a>	9 ttl (w-4/th-5)
Nov 6-7	Provo, UT	UT Section Annual Meeting <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	8 ttl (th-6/fri-2)
12-Nov 16 max	Flagstaff, AZ	SW Vegetation Management Assoc 11th Annual Conference <a href="http://www.swvma.org/">http://www.swvma.org/</a>	(w-7/th-7/f-2)
Nov 18-20 16 ttl	Cheyenne, WY	WY Section AM - Changes Across WY Landscapes: Challenges & Opportunities in the New Millennium <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	(t-4/w-8/th-4)
Nov 19-21 (w-2*/th 8/f-3)	Colorado Springs, CO	CCA/CCW Mid-Winter Conference <a href="http://www.coloradocattle.org/">http://www.coloradocattle.org/</a>	13 ttl
Dec 1-4	San Diego, CA	Pacific Coast Fire Conference: Changing Fire Regimes Goals & Ecosystems <a href="http://www.humboldt.edu/pcfired/">http://www.humboldt.edu/pcfired/</a>	16 max
Dec 2-4	Fort Collins, CO	Strategy vs. System: Grazing for Desired Outcomes (CO Section) <a href="http://www.cssrm.org/toursmeetings.html">http://www.cssrm.org/toursmeetings.html</a>	16 ttl (t-4/w-8/th-6)
Dec 9-11	Reno, NV	Wildfires & Invasive Plants in American Deserts Workshop <a href="http://www.rangelands.org/deserts/index.shtml">http://www.rangelands.org/deserts/index.shtml</a>	16 ttl
Dec 10	Reno, NV	NV Section Fall Annual Meeting <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	NC
Jan	ID	ID Section Annual Meeting <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	TBD
Jan 6 7 CEUs	Douglas, AZ	2009 Malpai Borderlands Group Science Conference <a href="http://www.malpaiborderlandsgroup.org/">http://www.malpaiborderlandsgroup.org/</a>	
Jan 8-9	Albuquerque, NM	NM Section Annual Meeting <a href="http://agecon.nmsu.edu/nmsrm/">http://agecon.nmsu.edu/nmsrm/</a>	TBD
Jan 13-14	Sierra Vista, AZ	AZ Section Winter Meeting: Geological, Anthropological, Historical, & Climatic Influences on Arizona Rangelands	TBD

- Jan 11-15 Tallahassee, FL Tall Timbers 24th Fire Ecology Conference  
TBD <http://www.talltimbers.org/FEconference/index.html>
- Jan 17-19 Sacramento, CA CNPS 2009 Conference: Strategies & Solutions  
16 max <http://www.cnps.org/cnps/conservation/conference/2009/>
- Feb 8-12 Albuquerque, NM 62nd Annual Meeting of the SRM 16 max  
Merging Trails: Culture, Science, and Innovation  
<http://www.srmmeetings.org/>
- Feb 18-20 Rapid City, SD SWCS Technical Conference:  
Conservation-Sustaining our Future 11 ttl (w-2/th-6/f-3)  
<http://www.ndswcs.org/News.htm>
- Feb 7-11, 2010 Denver, CO 63rd Annual Meeting of the SRM Joint with the  
16 max Weed Science Society of America (WSSA)
- Feb 6-10, 2011 Billings, MT 64th Annual Meeting of the SRM 16 max

If you know of a function that you want to attend but do not see it here,  
please send the information to:  
SRM, ATTN: Vicky Trujillo, 1 0030 W 27th Ave, Wheat Ridge, CO 80215-6601;  
vtrujillo@rangelands.org, Fax 303-986-3892

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Welcome to Our New Members

New Member	Location	Section	Recruited by:
Ashley Hodge	Turlock, CA	Cal-Pac	Ken Fulgham
Logan Peterson	Trinidad, CA	Cal-Pac	
Dustin Detweiler	Arcata, CA	Cal-Pac	Ken Fulgham
Krisitina Schierenbeck	Chico, CA	Cal-Pac	Gary McCuin
Kathryn Searle	Fort Collins, CO	CO	
Hykuw Jbysaib	Bellvue, CO	CO	
Calvin Melcher	Holly, CO	CO	
Norm Poppe	Arvada, CO	CO	
Bill Gardiner	Salida, CO	CO	
Schaun Lingohr	Bozeman, MT	IM	
Peter Reinholz	Bozeman, MT	MT	
Kristy Kemp	Maywood, NE	NE	Chuck Butterfield
Teresa Zimmerman	Chadron, NE	NE	
Arthur Ariaz	Tucumcari, NM	NM	
Pearl Armijo	Taos, NM	NM	

Chelsey Simerson Ely, NV NV  
 Vinnie Robinson Tulsa, OK OK  
 Lewis F. Scherer, III Mountain Home, TX TX  
 John Bentley Lubbock, TX TX  
 Alan Graves Henrietta, TX TX Jerry Payne & Tony Dean  
 Jessica Humes Provo, UT UT  
 Leah L. Estill Laramie, WY WY Jim Linebaugh  
 Lance Schutte Cheyenne, WY WY  
 Sandy Sissons Drayton Valley, AB IM

Volunteers Needed to Assist with Lodging at AM09

Dear SRM International Affairs Committee (IAC) members,

A few colleagues from Uzbekistan, Bolivia, Argentina, Colombia, and Mexico, are planning to attend the 2009 ABQ Meetings. A few of them have indicated that they are lacking the necessary support to cover their lodging expenses in Albuquerque. In a few cases this may determine whether they are able to attend or not.

We would, therefore, like to compile a list of IAC members who would be willing to share their hotel room with an international colleague during all or part of the ABQ Meeting. If you'd be willing to volunteer for this important service (or know of someone else who would like to help), please let me know ASAP. We will provide each volunteer with further details about potential room partners as the needs are confirmed.

Thank you so much!

Andrés F. Cibils , Assistant Professor of Rangeland Science  
 New Mexico State University  
 Dept. of Animal and Range Sciences  
 Las Cruces, NM  
 Ph: 575) 646-4342  
 Fax: (575) 646-5441  
 email: acibils@nmsu.edu

SRM PUBLICATIONS AVAILABLE ON CD-ROM

- \$7 each or \$5 each if you order three or more titles
- Facilities for Watering Livestock & Wildlife
- Facilities for Handling, Sheltering & Trailing Livestock
- Glossary of Terms Used in Range Management
- Rangeland Entomology
- Rangeland Hydrology
- Fences

If you are interested, please email your order request to Mary Moser at mmoser@rangelands.org with credit card information, or order by fax to (303) 986-3892. You may also pay with a check by sending your order to 10030 W. 27th Avenue, Wheat Ridge, CO, 80215.

PAYMENT WITH FOREIGN CURRENCY

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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 Lesley Radtke, 303-986-3309 or email LRadtke@rangelands.org.

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Have some pictures you'd like to share? Send them to us and we'll see about using them. Submit articles for the newsletter and include photos!

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Open Spaces: The world's Rangelands

Society for Range Management  
10030 West 27th Avenue  
Wheat Ridge, CO 80215  
Phone: 303-986-3309  
Fax: 303-986-3892  
E-mail: info@rangelands.org

We're on the web!  
[www.rangelands.org](http://www.rangelands.org)

Staff email addresses:  
Ken Johnson [kjohnson@rangelands.org](mailto:kjohnson@rangelands.org)  
John Tanaka: [jtanaka@rangelands.org](mailto:jtanaka@rangelands.org)  
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Cindy McArthur: [cmcarthur@rangelands.org](mailto:cmcarthur@rangelands.org)  
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Lesley Radtke: [lradtke@rangelands.org](mailto:lradtke@rangelands.org)  
Vicky Trujillo: [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org)

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

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