

Rangeland News
September 2010, Volume 63, Number 9

Society for Range Management
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Board of Directors Monthly Meeting Notice

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

Your 2010 Board of Directors:

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

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Back to the Future - Richard Orr, SRM Director

I heard a statement the other day that went, "Every time I re-learn something, I am absolutely amazed at how much I used to know." Though this may sound a little obtuse, I was struck by the connection to how science and management is or is not applied to resource problems today. We once practiced herding as a way of life but have gone away from it

through the use of management facilities to control livestock. This can lessen the time we spend out on the range and affect our feet on the ground knowledge of animal feeding behavior toward fresh and novel foods and the role they play on diet satiety and intake. We at one time knew that most species of sage brush were palatable at different times of the year but through reliance on management facilities and/or feeding hay, we have not kept a good knowledge of variability of diet selection based on season, plant condition, and phenological stage. We at one time had multiple species of animals and products giving farmers a more stable bottom line due to the likelihood that when one market was down, others could be up, and we at one time knew that the ability to respond to changing range conditions required the ability to make decisions and implement actions immediately.

My father knew firsthand about this last notion. He grew up on a ranch on the northwest corner of the Nebraska Sandhills. Though this area was not affected anywhere as severely as the southern plains by the Dust Bowl, the drought they suffered left the Sandhills with open blowing sand on the upper third of the hills. Thanks to the efforts of the then Soil Erosion Service (later the Soil Conservation Service and still later the Natural Resources Conservation Service), local ranchers were instructed in rotation management practices that led to great improvements in rangeland conditions and functionality. Since the initiation of these management practices, we have seen almost all of the Sandhills completely grass over, evidence far more than just anecdotal of the benefits of applied management. The secret to the success of these management practices came not from just the rotation system but also from learning how to tell from the plants when a move was needed and then making that move immediately. The thing we learned was how critical flexibility and timing of management based on plant condition and response and the ability to implement needed changes immediately was to overall improvement of the resource.

Unfortunately, lessons are easily forgotten or relegated to the stack of old and outdated information and we move on to bigger and better things. Whether it is a research project, an allotment management plan, a private business management plan or an organizational structure, individuals are prone to get stuck in a mindset centered on particular action dates or certain management schemes or any other thing that confines action to a calendar or timetable or structured plan. Set timetables and/or action plans take accountability out of the end result instead of allowing innovation and ingenuity the opportunity to solve the problem at hand. It also stifles desire for critical thinking or working outside our paradigms. This pushes us toward closed paradigms about something new and about all the knowledge that we once knew. Meanwhile change goes on and on, drought and heat waves come and go, green up and dry down periods fluctuate by several months year to year, and rainfall varies season to season by over 100%. Forgetting the simple principles that worked in the past and ignoring the new that we constantly learn is like saying that climate change has not occurred since the beginning of time. Climate change has always happened and whether it occurs faster or slower is certainly something to be considered. The bigger question though is; are we going to stay in our closed paradigms of whether the speed of this change is good or bad or will we open our thought processes and knowledge of past events and adaptations to deal with the changes we will face and see the opportunities that present themselves?

Maybe the answers to many of our emerging resource issues can to be found in studying how we and management practices adapted in the past. How did we deal with and overcome the southern plains Dust Bowl and the central and northern plains drought? How did we overcome the severe overgrazing occurring around the turn of the 19th century? Likewise how are we going to deal with exotic invasive species, or non-functioning ecological sites, or carbon sequestration, or threatened and endangered species habitat, or that due to urban encroachment on agricultural and range lands we have significantly fewer knowledgeable agricultural operators/land managers with viable operations working on the land each day? I wonder for how many of the issues we face we already have a pretty good basis and knowledge set to solve them but just forgot that we had already dealt with similar concerns in past history. How amazed would I be at how much I already know had I just opened a few paradigms that had been relegated to the stack of OLD STUFF? How innovative would I be if I combined this information with what we learn each day? Likewise, what will we achieve in resource management when the Art and the Science are truly blended together? Each has much to teach the other and neither can learn without good communication with the other. Gee! Isn't that what SRM is suppose to be about? Let's not forget that all the different interests in SRM are a part of the solution, whether it is old or new or science or art or technology driven or boots on the ground.

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Endowment Fund Raffle

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

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

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

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

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

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Certification as a Consultant in Range Management by the Society for Range Management - Rex Cleary, Certified Range Management Consultant, Genoa, Nevada

The Certified Range Management Consultant (CRMC) program is a valuable certification service that is provided for SRM members. The Range Consultants Committee is a standing SRM Committee that serves as the certification board to process and pass judgment on applications for certification and renewal. The review process assures that the applicants meet high education and experience standards at the time of the initial application. Once certified, the process also assures that consultants maintain their qualifications by meeting continuing education standards for renewal.

With increasing frequency, Requests For Quotes (RFQ) and Requests For Proposals (RFP) that solicit bids for contracts which include range management work are requiring the presence of a CRMC for a valid submission. This is especially true for federal and state agencies, military, and counties. The certification has always been an important and competitive asset for consultants. But, with the increasing trend of making the certification a requisite for bidding, the certification has become essential for consultants.

Joe Schuster stated in his column on this topic last month, "Any member of SRM would benefit professionally from a Certified Range Management Consultant designation, particularly if considering consulting in rangeland resource management or providing testimony in rangeland management and ecology issues". That statement is worth repeating.

The Range Consultants Committee is working to revitalize this program. Stay tuned for future updates.

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Calling All Cooks - Now Accepting Recipes, Stories, and Photos

Do you have a family or ranch recipe that has been around for generations? Does it have a great story or background to go with it? Or maybe you have a great range story, ranch story or an awesome range photo that you would like to share. We are looking for you. The Information and Education Committee is collecting recipes, stories and photos for the next edition of the Trail Boss Cowboy Cookbook.

Submit Recipes, Range Stories and Range Photos to:  
srmcookbook@yahoo.com

Please Include Your Name, Ranch Name, SRM Section and City, State with each submission.

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

All recipes must be original recipes (never published). If it is a published recipe it must be changed by 10%, such as changing an ingredient or amount, adding an ingredient, changing cooking temperature or time.

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Capital Update - Jess Peterson

Howdy Friends,

Congress remains out of session during the August recess. Congress will resume session the week of September 13.

Good news on the SRM Native Range Forum. I recently sat down with the Intertribal Agriculture Council's Ross Racine. Mr. Racine and I had a great discussion about planning and setting up the Native American Range Forum at the upcoming SRM Annual Meeting in Billings, MT. We'll have some planning calls taking place in late August, early September. Stay tuned for updates on how the event is shaping up.

Some additional good news with regards to ensuring livestock producers continued grazing access. According to an Associated Press story: Company, Ranchers, Reach Deal Over Pipeline, "El Paso Corp recently agreed to provide over \$15 million over 10 years, with half of the money going into an interest bearing fund to be used for rangeland improvements." The dollars will be paid to the Public Lands Council. To read the full article click here: http://billingsgazette.com/news/state-and-regional/wyoming/article_a8a27e26-a2f0-11df-a04e-001cc4c002e0.html.

I recently spoke with stakeholders in this agreement, and will continue a dialogue to find ways in which SRM can be of assistance in this plan. I will keep you posted on how these discussions go.

Thanks again to all of you that are Capital Update subscribers. Please note that if you are not yet a subscriber, and would like to get on this update list, send an email with the word "Subscribe" in the subject line to capitalupdate@rangelands.org.

Jess Peterson
Western Skies Strategies
2414 I Street NW
Washington, D.C. 20037
202-870-3867 (o)
202-330-5184 (f)

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SRM 2011-2012 Officer Elections - Date Change

Due to current SRM bylaws, 2010 voting will begin on September 30 and end on November 30, similar to past years, not on August 31 and October 22, as stated in the August issue of Rangeland News.

It was our intent to respond to the expressed need of more time for a transition period for new Board members. In our effort to do so it came to our attention that the SRM bylaws, as currently written, prohibit us from moving up the dates of the election to provide the additional transition time. Given this, the Board of Directors is proposing a change to the SRM bylaws during this year's election which, if passed, will allow earlier voting beginning in 2011.

In an effort to save cost and potentially increase participation, SRM will conduct this year's election electronically. All members who have an email address will receive a voting notice by email and will vote electronically via that notice.

Members who do not have email, or who have elected to receive their publications hard copy, will receive a paper candidate statement and ballot to mail in.

You must submit your vote, either hard copy or electronic, by November 30, 2010. Please note that you are still only allowed to vote once. Once you have submitted your vote electronically, you CANNOT go back and change it.

The candidate statements can be found in this issue of Rangeland News, and have been posted online at:  
<https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=SRM&WebCode=BOD>  
elections.

In preparation for the upcoming election and to ensure your opportunity to vote, please take a moment to log in to your member record and verify that your contact details (email and mailing addresses) are correct. You can also call or email the office with any changes or corrections.

Thanks and happy voting!  
SRM Board of Directors and Staff

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A Note from the Front. A Little Perspective. - Michael D. Hall, SRM member and CPRM-email to SRM staff member

Howdy,
Still in Afghanistan, hope to be out of here by the middle of Sept. Things are good, keep thinking I should put something together for the next SRM meeting but never seems to be the time. Could have to do with a lack of motivation on my part more than time. The pace is a lot slower

than I'm use too. There is not a lot to do at night after about 19:00; there are a few nights when we get the incoming rounds (only one or two at a time), then our guys send stuff out to them. Then the jets come down from Bagham and the Apaches take off and swarm around for a while. Things calm down and we start the next day.

It is the most beautiful night sky I can remember seeing since I was a child; I wish I could take pictures. There is so little light pollution you see millions of stars that are blocked by our night lights in the US. Since this is a war zone only an occasional airplane passes over head with their blinking lights, and they are really high. Must come out of Pakistan. Falling stars and satellites can be seen on a fairly regular basis if you are looking up, which I do when I'm inside the bunkers.

Thank you for looking out for my certification, I am proud of it and my membership in SRM.

Michael

SGM Michael D. Hall

SC Agriculture Development Team

FOB Shank (East)

Photo 1 Description: This photo is a recent "farm" visit I made. To make an NRCS or CES routine farm visit, instead of one pickup, it takes 5 MRAPS and MATVs, 21 soldiers dismount and provide a ring of security around me while I make the visit. They keep a constant vigil for the Taliban while I spend a few minutes with the farmer.

Photo 2 Description: These photos with the cow give folks an idea of the typical frame and BCS that I encounter in the province. The story behind the picture is that I was doing a workshop introducing the BCS (Body Condition Score) concept to them and rented this cow for the morning. \$10.00! We met inside the District Center compound and security was as good as it gets here, all the farmers were searched before they could come in; you know I bet they didn't search the cow! Just thought of that.

Photo 3 Description: The young man beside me with the scarf on his head is my interpreter and friend. He is 21. He saw a sign in the village we passed through, in Dari that read 'If a Soldier is caught by the Taliban he will be shot, if Afghan is caught working with Coalition Forces he will die slowly'. He is truly the future of this country.

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August Rangeland Photo Quiz - Answer

Question: Dan Robinett has sent us this classic fence line contrast from the Mustang Mountains of Santa Cruz County, Arizona. We think that even our most desk-bound members might be able to figure out an explanation for this one. But then, what further "implications" might be drawn?

Answer: Our sole respondent, to what we had previously considered to be one of our most popular regular Rangeland News features, zeroed in on the details right away. "The first thing you notice is the fence," commented this retired BLMer from the comfort of his home PC. "Six wires with very close spacing. Probably built to keep some large livestock on the right side of the fence instead of to the left of the fence that is ungrazed. I'm guessing Bison or Longhorns graze to the right of the fence You'll notice that all of the yucca blooms on the right side have

been eaten whereas to the left of the fence are still there. Picture was probably taken in June when the Yucca blooms. The left side is probably going to burn more frequently with that much forage (fuel) left on the ground. Also the bottom wire on the fence is high allowing antelope and possibly desert bighorns to crawl under. It's hard to tell but the lighter color grass almost looks like Lehmann's Lovegrass, an invasive species in both AZ and NM. That's all." (We wonder if this BLMer was always so loquacious in his range assessments!)

Self-described "old time range con," Dan Robinett, who sent us this picture from Santa Cruz county, AZ, notes how "the pictures show the flower production on soapweed yucca (yucca elata) after a good spring in a rested pasture, with none across the fence in a spring grazed pasture. Native cows love the emerging flower stalks of this species of yucca; I do too (they are sweet and tender). The cows eat every one they can reach when they are about 12 to 24 inches long and remove the growing point so the flower stalk cannot continue to grow. In a rest-rotation system, all yucca in pastures not grazed in May or June get to flower and set seed. Mule deer and pronghorn graze the flowering stems also but their numbers are low enough that it is not much of an impact. For the cows it is a high energy boost in early summer! For us old time range cons, we can always spot the rested pastures and enjoy the beauty of the yucca in flower.

[Of course sometimes lots of soapweed might become "too much of a good thing. Might suppression of flowering then be a form of "targeted grazing?" - Editors]

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September Rangeland Photo Quiz - Question

Question: We are all aware that there are many options when it comes to "treating" rangeland woody species such as juniper. Each would seem to have its advantages and disadvantages. Shown here are two different approaches on adjacent test plots, with somewhat different outcomes. What were the treatments, and which one do you find preferable?

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

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Society for Range Management

64th Annual Meeting

Billings, Montana - February 6-10, 2011

Transcending Borders - Landscapes and Legends

<http://www.rangelands.org/billings2011>

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SRM Action Update Call

When: September 9, 2010

Time: 11:00AM MST

Dial: 1-517-417-5000

When Prompted Enter: 012010 followed by the # sign

Special Note: The SRM Action Update Call will be held the 2nd Thursday of every month at the same time with the same number and prompt.

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Gangster 101: Conducting Meets Mafia-Style

A little meeting planning humor from "The Lounge at netsimplicity"

([http://marketing.netsimplicity.com/content/lounge1\\_aug2010?elq=6cbc242f1f5c4b0f879bf9f6ad45e1f8](http://marketing.netsimplicity.com/content/lounge1_aug2010?elq=6cbc242f1f5c4b0f879bf9f6ad45e1f8))

submitted by Linda Coates-Markle, SRM BLM Liaison

So let's talk business. Today, our guest Godfather (who shall remain nameless) will cover how to run a meeting like a true boss. Here are his top five rules for a sit-down, which he says you should never break, or he just might have to break you.

1. Don't waste my time.

As the boss, you gotta command respect and the best way to do this is to be a person of your word. When you say the meeting starts at five, it starts at five. Bad habits begin when people see you going soft and figure there's no point in showing up on time. If the meeting has to run long, you say, "I ain't through yet; can everyone please stay an extra 15 minutes?" If they says no, you knee-cap'em, or if you're feeling generous, you reschedule real quick-like using some of that new wise guy meeting software.

2. This had bettah be good.

Like I said, my time is important, so you bettah be prepared when you schedule a meeting wid me. And by prepared, I mean 100% ready to show me the figures, so don't give me no excuses about how your equipment broke down or your cousin forgot to reserve the back room at the Olive Garden. You wanna get ahead in this racket? You gotta have purpose, scope, and a desired outcome for your meeting that you make very clear to all involved. Also, if you could have a nice selection of my favorite cannolis on hand, things might go bettah for you.

3. Get your affairs in order.

Time is money and money is a topic about which I am always deadly serious. You wanna do yourself and your associates a favor? You gotta have a system in place for your sit-downs. That way, you don't have a bunch of wise guys running around half-cocked making the business look bad.

For instance, my nephew, he's one of them technological geniuses, he sets us all up on this online reservations system that's totally secure. I can see everybody's calendars and know what they's up to. And let's say I get to the proposed location, but I don't like the vibe, I can change the meeting and voila everybody knows, except the feds, of course.

4. Give everybody a piece of the action.

I like to give everyone an opportunity to impress me. As a Godfather, I think about the family as often as cops think about jelly doughnuts. To help regular guys get wise, I make certain that by meeting's end everybody knows what's expected of them and what they can expect if they don't measure up to the task. Plus, the wife insists I gotta delegate more because of my high blood pressure.

5. Make good on your word.

After a meeting, you gotta follow-up or else the whole organization will get clogged up with everyone launching mini-wars over a buncha beefs. If you've got a lot of players, I recommend you pick a real stand-up guy and put him in charge of following-up with everybody. Then, you follow up with him, capiche? He can track it all on that fancy-pants meeting software I mentioned earlier, just make sure, he don't get too detailed in case the feds raid your place. I mean you gotta get some things in writing, but you don't gotta spill all the beans, if you know what I mean.

So those are my rules of the table, and don't worry about returning the favor. Seriously, fogetaboutit, at least for now anyways. I'll let you know if I should ever need the favor returned. After all, we big business types gotta stick together. Am I right or am I right?



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Kansas Section Annual Business Meeting

Friday, October 1, 2010

Manhattan Plant Materials Center

10:00 a.m. - 4:00 p.m.

For more information, please call 785-539-8761

The business meeting and a tour will be at the NRCS Manhattan Plant Materials Center (PMC). At noon we will break for lunch at the PMC (please bring a sack lunch). There will be a tour of the Konza Prairie Biological Station from 1:00 p.m. to 4:00 p.m.

Manhattan Plant Materials Center (PMC)

3800 South 20th Street

Manhattan, KS 66502

<http://plant-materials.nrcs.usda.gov/kspmc/>

www.kansas.nrcs.usda.gov

Directions to Plant Materials Center:

From Manhattan: From Ft. Riley Blvd. or Tuttle Creek Blvd. (east side of Manhattan by Manhattan Town Center Mall) cross the Kansas River Bridge. Immediately after crossing the bridge, turn right on Riley Co. 901 -McDowell Creek Road, travel 6.0 miles, turn right on Riley Co. 424. Follow Riley Co. 424, 3 miles north and 1 mile west to the PMC.

From I-70: Travelers on I-70 should exit 307-McDowell Creek Road Interchange. Eastbound travelers should turn left, westbound travelers should turn right on Riley Co. 901 -McDowell Creek Road, travel 3.6 miles to west 40th Avenue, turn left and travel 3 miles north to PMC.

Directions to Konza Prairie Biological Station:

From Manhattan: From Ft. Riley Blvd. or Tuttle Creek Blvd. (east side of Manhattan by Manhattan Town Center Mall) cross the Kansas River Bridge. Immediately after crossing the bridge, turn right on Riley Co. 901 -McDowell Creek Road, travel 6.5 miles, turn left on 100 Konza Prairie Lane to headquarters.

From I-70: Travelers on I-70 should exit 307-McDowell Creek Road Interchange. Eastbound travelers should turn left, westbound travelers should turn right on Riley

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Colorado Section Winter Annual Meeting

Joint meeting with Colorado Division of Wildlife, Habitat Partnership Program

Theme: "Wildlife Habitat Management"

November 30 - December 2, 2010

Doubletree Hotel, Grand Junction, CO

Agenda: Includes a nice line-up of speakers from multiple organizations and private business. A few speakers confirmed include: Dr. Chad Boyd (Oregon State University), Dr. Fred Provenza (Utah State University,) Dr. Roy Roath (Colorado State University), Sandy Wyman (National Riparian Service Team), and John Fielder (Photographer).

There will also be a joint banquet, silent auction and trade show.

Registration and Reservations: Conference Registration is available online at:

[https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=SRM&WebCode=EventDetail&FromSearchControl=Yes&&evt\\_key=174d105c-27d7-4a39-ad8e-f07ca7alcff2](https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=SRM&WebCode=EventDetail&FromSearchControl=Yes&&evt_key=174d105c-27d7-4a39-ad8e-f07ca7alcff2). A block of rooms are reserved at the Doubletree for

\$85.00/night, which is below the per diem rate of \$98.00. To make reservations call: 970-257-8129.

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Northern Great Plains Section Summer Meeting

September 8-9, 2010

Brandon Research Centre, Brandon Manitoba

The meeting has been planned in co-operation with Agriculture and Agri-Food, Canada's Brandon Research Center, Agriculture Environmental Services, Branch, and Manitoba Agriculture (MAFRI).

Manitoba Forage Council will be accepting registration for both tour days on their website but not the supper. Registration for the tours can be done by phone or website. Registration cost is \$25/day or \$40 for both.

The supper is an additional \$15 for a hot roast beef dinner and our Secretary/Treasurer, Jennifer Muscha, will accept early registration and payment by check for the supper meeting.

Jennifer Muscha

USDA-ARS Fort Keogh LARRL Phone: 406-874-8223

243 Fort Keogh RD Fax: 406-874-8289

Miles City, MT 59301

Please do register early so we can plan ahead for the appropriate numbers attending.

September 8 - Brandon Research Center (BRC) Beef and Pasture Tour

Registration & Coffee: 9:00 (Conference Room)

10:00 - 12:00 (all in Conference Room, ca. 20 minutes each)

1. Waxy Barley for Swathgrazing
2. DDGS Cows
3. Flax Heifers
4. TOC Cows and Steer Data (P&E)

12:00 - 1:15: Lunch (Cafeteria)

Afternoon: ca. 1:30-3:30 (all outside, ca. 1 h each)

1. Rested Grazing (annual forages)
2. Pastures Mixes at Johnson Farm

Return to Conference Room for Question Session

Drinks and Refreshments (Conference room)

SRM Business meeting (Conference room)

SRM Supper (Conference room)

September 9 - Range Tour

9:00 Leave BRC for Wallace pasture

10:00 Arrive at Wallace

10:15 SAgES site Climate change impact on vegetation

11:00 Rotational grazing to rehabilitate native pastures

12:00 Lunch (bagged lunch)

1:00 - 3:00 DUC tour

1. Dense nesting cover
2. Grazing clubs (Woodrow group)

4:30 Return to BRC

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NM Section Summer Tour - Express UU Bar Ranch, August 5-6, 2010  
You are invited to view Carol Church's photo album:  
NM Society for Range Management - Express UU Bar tour  
by Carol Church  
August 2010 NM SRM tour of the Express UU Bar ranch, Cimarron NM  
View Album  
Play slideshow

Message from Carol Church:

HI everyone: I'm using my wife Carol's Gmail account to try putting this interactive scrapbook of the UU Bar tour on the web for all to see and comment on or add their own pics. If this works we can share it with other folks and do more things of this sort (a good I&E activity?). Add your own comments (and correct me where I stray too far from the facts).  
- Jim

If you are having problems viewing this email, copy and paste the following into your browser:  
<http://picasaweb.google.com/lh/sredir?uname=103597646117369328089&target=ALBUM&id=5503246052821940417&authkey=Gv1sRgCK30mKK59J3hLw&invite=CMXa1ZMH&feat=email>

To share your photos or receive notification when your friends share photos, get your own free Picasa Web Albums account.

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Gov. Otter, WGA's Chairman, Working to Unite the West

FOR IMMEDIATE RELEASE

August 19, 2010

Contact: Karen Deike 303-623-9378

DENVER -- Idaho Gov. C. L. "Butch" Otter, recently elected chairman of the Western Governors' Association, said he will be working to "unite the West" as governors tackle traditional and new issues over the next year.

"Western states often face similar challenges, so it is invaluable when we can work together as a region to find common solutions," Otter said.

Otter said WGA will continue to address traditional issues, such as energy, transmission, water management, forest health and wildlife management. He will also put a spotlight on some new issues, such as increasing nuclear energy production and expanding educational and job opportunities for veterans.

"My goal in focusing on some of these new issues is to position the West for balanced and sustainable growth that will also result in the creation of new jobs that lead to careers," Otter said.

Gov. Christine Gregoire (Wash.) was elected vice chair of the bipartisan organization at WGA's Annual Meeting held earlier this summer.

"Another part of our strategic plan is to engage very early on all of the new governors who will be coming into office and ensure their states' continued involvement in helping solve our region's long-term challenges," Otter said.

For more information on the WGA and its programs, visit www.westgov.org.

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Before the Interview: Questions to Ask by Dan Simmons, The Animal Science Monitor—Issue 108

submitted by Linda Coates-Markle, SRM BLM Liaison

Now we're on to the meat of the interview . . . the question-asking phase. However, it's important to remember that you're just not answering questions. You should be asking them, as well.

The interviewer's perception of how sharp you are is heavily influenced by the questions you ask, and your questions - including the words you select to express them - will definitely affect the interviewer's assessment of you. Preparing a list of questions will make you much more organized and efficient. The interviewers will notice. A list also ensures that you won't overlook needed information. Therefore, preparing a list of questions is strongly advised.

Your list of questions should be carried in your portfolio or folder. Make a list of all the data you need to gather. From that list, you need to develop 10 to 15 strong questions. These questions should include: "Why do you feel this position would be attractive to someone with my background and skills?," "What things make it attractive to be an employee of your company,?," and "What qualities do you appreciate most in a member of your staff?" (often followed by "What do you appreciate the least?").

Having 10 to 15 questions is very important because most of the data you want will be given to you in various ways throughout the interview. At one or several points during the interview, the interviewers will ask if you have any other questions. At this point, a very shrewd thing to do is to pull out your list, scan it, and ask a couple of questions. This will make it crystal-clear that you took the interview seriously and were prepared.

With that in mind, below are some additional questions you might want to ask:

- What are the most important responsibilities of the job?
- To whom will I report and what is his or her background?
- Will I mainly inherit projects or initiate them?
- Is this a team environment or individual contributor role?
- What is the most important thing I can do to help your firm in the first 90 days of my employment?
- Why did my predecessor leave—or is this a new position?
- What criteria are used to evaluate my performance?
- Is there a formal evaluation process?
- Will I have subordinates? If so, what are their strengths and weaknesses?
- What aspects of my background make me right or wrong for this position?
- What will my work setting be like—private office, common area, etc.?
- How much will I be expected to travel?
- With whom would I interact most—peers, customers, vendors, etc.?
- What support or training will be available to me to help me learn what I need to know to be successful?

Remember, very seldom is it possible to get all the information you want during the interview. However, once you receive an offer, you can easily get any reasonable information that you request.

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

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

The "WOW! Factor" by Dan Simmons, The Animal Science Monitor-Issue 108  
submitted by Linda Coates-Markle, SRM BLM Liaison

Recruiting a top-notch candidate is a lot like dating. You want to find out all about him/her and you also want to present yourself in the best light possible. You get excited when you first meet such a candidate, just like after a great first date. The interview process is a lot like romance, too. If all is going well, you want it to go smoothly and at just the right moment you want to ask for a commitment, hoping for an enthusiastic "Yes!"

I once heard a stand-up comic talk about how men often propose. They get dinner reservations at a fancy restaurant, get a bottle of wine (or two), and hope that in the dim light of a romantic setting and after the glow of the wine has kicked in that he will have the courage to make the big offer. By presenting her with a shining rock, he also hopes that she will be so caught up in the moment (and possibly the wine) that she will immediately and wholeheartedly commit to a lifetime together.

There are many similarities between this scenario and the job offer. In today's market, once you get to the point in the interview process where decisions are made, you need to act swiftly and boldly.

Going back to the restaurant analogy, does the man who proposed want to hear, "Well, that's a very solid offer, but I'd like a couple of weeks to think about it, as I'm dating other guys," or does he want her to say, "Wow! Of course, I'll spend the rest of my life with you!"?

The same is true in business. You want to hear "Wow!" So how do you get the "Wow! Factor"? Unlike the proposal, I don't encourage two bottles of wine, but I do recommend making an offer that is so attractive that the person can't say no. When companies are determined to only hire great talent, great talent has choices, so you need to make an offer they can't refuse.

By the way, you might want to remember the shining rock, and by that I mean a signing bonus. Just like the diamond engagement ring is meant to dazzle and seek a commitment, a good sign-on bonus can have the same impact.

Here are some important things to remember about extending an attractive offer:

For a great candidate, go to the maximum salary possible. Quibbling over ten thousand dollars for a great candidate is peanuts. Do you want your competition to be able to hire this candidate? Do you want the candidate to think about your offer or immediately say "YES!"?

A signing bonus has an immediate, positive effect on the newly hired, yet only costs once.

Move quickly once a decision has been made. Just like in romance, there is a time to propose and a time when it's just too late because the other person has moved on emotionally.

Be decisive. If you want to hire, make the offer. People respect the ability of others to make a decision and are cautious about those who can't. We've all heard about commitment-phobia.

Document your offer in writing so there are no misunderstandings later.

One last thing—when you “Wow!” a candidate, they are likely to accept. If the candidate says, “That’s an attractive offer,” you didn’t “Wow!” them.

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

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Botanical Capacity Assessment Project

The Chicago Botanic Garden and Botanic Gardens Conservation International’s U.S. office are working with several partners to assess strengths and areas for improvement in plant science education, research and habitat management in the United States. To read more about the project, go to <http://www.bgci.org/usa/BCAPInfo/>.

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Position Announcements

PhD Assistantship in Rangeland Ecology or Fire Ecology

Contact: Dave Engle, Department of Natural Resource Ecology and Management, Oklahoma State University

E-mail: david.engle@okstate.edu

The goal of this project is to develop an effective restoration framework to support viable populations of species of greatest conservation need on privately owned rangelands. The research location is the Grand River Grasslands (GRG), an area of about 70,000 acres in southern Iowa and northern Missouri identified as the best known opportunity to restore a functional tallgrass prairie in the Central Tallgrass Prairie ecoregion. The successful candidate will work as part of a team including other faculty, research associates, graduate students, resource managers, technicians, and undergraduates, so this is an excellent opportunity for gaining experience in collaborative, integrative research. Responsibilities include collecting and analyzing vegetation data in experimental fire and grazing treatments and assisting the research team in transferring restoration practices to private lands. The results from the vegetation study will be combined with related studies assessing response of the butterfly and avian communities to the fire-grazing interaction. This project will have a strong applied component and include opportunities for involvement in outreach to private landowners and to public agency professionals. The candidate will have opportunity to explore more fundamental questions regarding prairie ecology and fire ecology, so the PhD candidate will have significant latitude to create research objectives that fit within the overall project framework.

Duration: 3 years beginning Spring Semester 2011 or Summer 2011.

Requirements: M.S. in a field closely related to rangeland ecology or fire ecology with demonstrated appropriate research experience; GPA > 3.3, competitive GRE scores; fluency in spoken and written English; and valid driver’s license.

Desired: Experience with vegetation measurement techniques, quantitative analyses of vegetation data, and experience with prescribed burning.

Agricultural Research Manager  
University of Wyoming  
Laramie, Wyoming

The University of Wyoming College of Agriculture & Natural Resources seeks a skilled farm and livestock manager to coordinate on-the-ground components of a long-term experiment to evaluate crop/range/livestock systems under conventional, reduced-input, and organic production approaches. Screening of applications will begin on September 20, 2010, and continue until a suitable applicant is hired. Please contact Jay Norton (jnorton4@uwyo.edu or 307-766-5082) and see detailed announcement at:  
[http://www.uwyo.edu/agadmin/POSITION/Project\\_Manager\\_Position\\_Announcement.pdf](http://www.uwyo.edu/agadmin/POSITION/Project_Manager_Position_Announcement.pdf)

Senior Lands Management Specialist  
State of Wyoming, Office of State Lands and Investments  
Cheyenne, Wyoming

The Wyoming Office of State Lands & Investments is seeking qualified candidates to fill the Senior Lands Management Specialist position for the Real Estate Management & Farm Loan Division.

This position requires a Bachelor's Degree in Land or Range Management or closely related field and two or more years of experience in land/range management and leasing programs; proven ability to prepare written documents and present information orally to groups.

General Description of Work: Responsible for a variety of duties as a Range Conservationist associated with the management of 3.6 million acres of state trust lands.

Knowledge of, but not limited to:

- \* Conducts range surveys in order to determine land use, vegetation types, range conditions, trends, and carrying capacities.
- \* Develops detailed grazing management plans
- \* Prepare written reports, survey reports, board matters and all general correspondence.
- \* Inspections of easements, special use leases, temporary use permits, Recognizes and report infestations of noxious weeds and pests.
- \* Serves as the Agency representative in meeting with Federal and State Agencies, Board of Land Commissioners, private land owners, and state lessees.

For a detailed job description, please go to <http://statejobs.state.wy.us> or submit an official application to A&I Human Resources Division, Emerson Building, 2001 Capitol Avenue, Cheyenne, WY 82002-0060, (307) 777-7188.

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Welcome to Our New Members (August)

Name	City, State	Section
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Mel Asher	Soap Lake, WA	
	PNW	

Robert Benne	Young, AZ	
	AZ	

Nathan S. Bilke
Maryville, MO
SO

Daniel James Brooks
Monticello, UT
UT

Scott Bryan
Midland, TX
TX

Matthew Clay Coffman
Dumas, TX
TX

Tami K Courtney
Holden, MO
SO

Valerie Eviner
Davis, CA
CA

Willow Bo Hibbs
Fort Collins, CO
CO

Leslie A. Langlinais
Alpine, TX
TX

Casey M. Mott
Custer, MT
NGP

Melanie Murphy
Laramie, WY
WY

Brian D. Rohmer
Midland, TX
TX

Joseph Smith
Bozeman, MT
IM

Katie R. Tierney
Atascadero, CA
CA

Saturday, 02 October 2010, 8:30 AM to 2:30 PM
University of Arizona Marley Auditorium (Room 230), Tucson, Arizona

Registration: \$10 for students; \$25 for all others (lunch included)
The deadline for registration (as a courtesy for catering plans) is 17
September 2010. Late registrations will be accepted at the Symposium
site from 8:30 to 9:00 AM.

Submission deadline for poster presentation is 10 September
2010. We have space for only 20 posters, and poster abstracts will be
accepted in order of submission.

The seventh annual Research Insights in Semiarid Ecosystems (RISE)
Symposium will feature invited speakers presenting recent research on the
USDA-ARS Walnut Gulch Experimental Watershed, University of Arizona Santa
Rita Experimental Range and other outdoor laboratories. There will also
be a poster session where students and researchers are encouraged to
report on completed or in-progress studies. Time will be available for
questions from the audience.

Please use the web site <http://www.tucson.ars.ag.gov/rise/> to view
the RISE program, to register for the symposium, and to submit poster
titles.

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2010 New Mexico Watershed Forum

September 28-30, 2010  
Albuquerque, New Mexico

"From Mountaintop to River Bottom: Teaming up for Healthy Watersheds"

The New Mexico Watershed Forum will bring together watershed  
groups, non-governmental organizations, contractors, Tribes and Pueblos,  
soil and water conservation districts, and local, state, and federal  
agencies interested in watershed management and protection. Two days of  
presentations and workshops will provide tools and information for people  
involved in watershed restoration on the ground. A third day of field  
trips will offer examples of collaborative restoration projects.

Visit <http://www.watershedforum.org> for details on:

- Forum Registration
- Call for Presentations
- Sponsorships

Exhibition Space

Watershed Planning and other Workshops

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Upcoming Functions & Continuing Education Pre-Approved Courses

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

Date Location Title Credit

Online Ecology and Management of Grazing 16/module

[http://californiarangeland.ucdavis.edu/Grazing%20Management/online_](http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm)
[course.htm](http://californiarangeland.ucdavis.edu/Grazing%20Management/online_course.htm)

Sept 8-9 Brandon, MB NGP Section Fall Meeting 7 ttl(d1-5/d2-2)
http://www.rangelands.org/links_srm_sections.shtml

Sept 8-9 Fort Collins, CO Restoration of Disturbed Sagebrush Steppe
7 (d1-5/d2-2)
<http://warnercnr.colostate.edu/REL-Piceance-Conference/>

Sept 14-17 Boise, ID EBIPM Field School: Taking Steps to Effective
Invasive Grass Mgmt 16 max (d1-2/d2-7/d3-6/d4-3)
http://sfc.smallfarmcentral.com/dynamic_content/uploadfiles/152/Boise2010Program%20sm.pdf

Sept 20-24 Junction, TX NRCS Holistic Mgmt Training Course 16 Max
(see eval)
Mark.Moseley@tx.usda.gov

Sept 22 Muenster, TX Grazing System Seminar & Tour 4

Oct 1 Manhattan, KS KS Section Annual Meeting & Tour 2
http://www.rangelands.org/links_srm_sections.shtml

Oct 2 Tucson, AZ 7th RISE Symposium (Research Insights in Semiarid
Ecosystems) 5
<http://www.tucson.ars.ag.gov/rise/>

Oct 5-6 Watertown, SD SD Section Fall Meeting: Joint with SD SWCS
TBD
http://www.rangelands.org/links_srm_sections.shtml

Oct 6-8 Tulelake, CA CalPac/PNW Sections Joint Annual Fall
Meeting TBD
<http://pnw.rangelands.org/>

Oct 12-14 Halsey, NE NE Section Fall Annual Meeting TBD
<http://www.ianr.unl.edu/srm/index.html>

Oct 13-14 Woodward, OK OK Section Fall Annual Meeting - Tentative
TBD
http://www.rangelands.org/links_srm_sections.shtml

Oct 13-15 Odessa, TX TX Section Annual Fall Meeting TBD
<http://www.rangelands.org/texas/>

Oct 21 Okeechobee, FL FL Section Fall Meeting & Tour TBD
http://www.rangelands.org/links_srm_sections.shtml

Oct 25-29 Moss Landing, CA Jurisdictional Delineation of Waters of the
US 16
http://www.elkhornsloughctp.org/training/show_train_detail.php?TRAIN_ID=JuAZB6V

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

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

Nov 10-12 Idaho Falls, ID ID Section Winter Meeting (tentative) TBD

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

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

If you know of a function that you want to attend but do not see it here,
please send the information to:

SRM, ATTN: Vicky Trujillo, 10030 W 27th Ave, Wheat Ridge, CO 80215-
6601; vtrujillo@rangelands.org, Fax 303-986-3892

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Society for Range Management 2011 Slate of Candidates for Office

Candidates for SRM Second Vice-President: Butler, Roath

Wallace C. Butler  
Boise, ID  
Education: M.S. Range Management (1984) & B.S. Animal Science (1969),  
University of Idaho  
Occupation: Range and Ranch Management Consultant (1988 - present);  
Range and Livestock Specialist, Idaho Farm Bureau Federation (January  
2007 - present); Northern Region Manager & Range Management Specialist,  
Idaho Farm Bureau Federation (November 1997 - 2006); Rancher-Owner-  
operator, Butler Livestock Company, stocker cattle and Quarter Horse  
operation (1979 - present); Ranch Manager, Rainbow Ranches, Kendrick,  
Idaho (1973 - 1979); Graduate Student, University of Idaho (1969 - 1972)  
Honors & Awards: President's Award, American Farm Bureau Federation  
(2010); W. R. Chapline Land Stewardship Award, SRM (2002); Top Hand  
Award, Idaho Section SRM (1995); Eagle Scout  
Other Interests: Raise & train Australian Shepherd stockdogs, host  
training clinics, judge working trials. I have dogs all over North  
America and Europe (1968-present); Raise Quarter Horses primarily for  
ranch and arena use (1986-present)  
Leadership: Chairman, SRM Strategic Plan Task Force (present); Western  
Governors' Association Wildlife Council, Stakeholder Advisory Group  
(present); Co-chair, SRM Membership Taskforce (2010); Advisor, SRM Young  
Professionals Conclave (2010); Idaho Wild Turkey-Migratory Waterfowl Task  
Force (2010); Western Legacy Alliance, Co-founder and Steering Committee  
(2008-present); Governor's Bighorn/Domestic Sheep Taskforce (2008-  
present); Idaho Working Lands Coalition (2005-present); Idaho Department  
of Lands, Livestock Industry Work Group (2005-present); Director SRM  
(2006-2008); Idaho Rangelands Committee (2003-present); Northern Director  
Idaho Section SRM( 2003); Idaho State Department of Agriculture Rangeland  
Management Advisory Committee (2001 to 2004); Vice-Chairman (1999),  
Chairman (2000) Grazing Lands Conservation Initiative Idaho State  
Steering Committee; Northern Chapter Chairman, Idaho Section SRM (1995)  
Statement by Wally Butler

I am flattered to have been nominated for second vice president of  
the Society for Range Management. As a retired member of the board of  
directors, I feel that I have the interest and experience to work my way

through the chairs of this fine organization in a productive fashion. I believe that during my term as a director I demonstrated my strengths as a leader and my devotion to the society.

The society is positioned to strengthen its role as the scientific leader in range management. I possess the knowledge and people skills to help the society advance that leadership role. I have financial experience in several arenas and feel that I can be an important part of the team that gets SRM on sound financial ground. I have considerable political experience and understand the range management profession at all levels. I am passionate about proper stewardship of the land yet am fully in support of all appropriate uses of the land including livestock grazing.

I have not only an academic and scientific background but an extensive ranching background. I continue to own and lease private lands for livestock production purposes. My primary occupation involves lobbying our state legislature in all matters relating to proper range and livestock management. When not advising legislators, I work directly in the field with all state and federal agencies. Please consider my strengths as a viable, well qualified candidate for this position.

L. Roy Roath

Fort Collins, CO

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

Occupation: Semi-retired Extension range specialist, CSU

Section Activities: Producers Affairs, Student Activities Committees, President

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

Statement by Roy Roath

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

It is, however, critical to find ways to move the organization forward so that it appeals to a broader base of members. During the recent meeting in Denver, I hope many of you found it to be the broadest, richest program in recent memory. This was done to purposefully reach our current membership with information, but also to reach beyond our current membership and demonstrate to others that we, SRM, have information that applies to the interests and endeavors of ranchers, wildlife managers, invasive species managers, open space managers, green organizations and many others.

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

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

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

Val Jo Anderson, Ph.D.

Provo, UT

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

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

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

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

Statement by Val Anderson

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

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

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

William L. Boothe

Lakeview, OR

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

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

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

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

Statement by Les Boothe

The Society for Range Management is a unique organization with a variety of members that include scientists, producers and land managers. Meeting the needs of our members is the primary challenge faced by SRM. The solution to this challenge lies in listening to members and facilitating the exchange of information and ideas through local forums and workshops.

The diversity of experience and knowledge possessed by SRM members is our greatest strength. This should be utilized to make SRM more proactive and a source of objective opinion during the public debate on rangeland issues. We should do more to promote SRM and highlight our successes of the last half century. I support having the Washington DC liaison and Outreach Coordinator to foster good public relations and get our message out to students.

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

Misty A. Hays

Douglas, WY

Education: B.S., South Dakota State University

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

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

SRM Activities: Member since 1988; Nominating Committee, Employment Affairs Committee, Government Policy & Programs Committee (Chair); Advisory Council (Chair 2000 & 2009); Advisory Council Annual Meeting Subcommittee (3 years); Annual Meeting Planning Committees (Rapid City, Omaha and Casper); Certified Professional in Rangeland Management

Statement by Misty Hays

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

relevant, members of this Society must step up to be part of the future of our range profession.

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

Jack L. Isaacs

Soda Springs, ID

Education: B.S. Range Science, South Dakota State University

Occupation: Born and raised on the family ranch in South Dakota; 20 years with the USDA Forest Service; currently a District Ranger on the Soda Springs Ranger District, Caribou-Targhee National Forest in Soda Springs, Idaho

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

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

Statement by Jack Isaacs

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

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SRM PUBLICATIONS AVAILABLE ON CD-ROM

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If you are interested, please email your order request to Mary Murphy at mmurphy@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.

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PAYMENT WITH FOREIGN CURRENCY

Because of the high fees charged to convert foreign currency payments, SRM can only accept payments made in US funds.

If you are a member outside of the US, please make your payments either by:

Money Order (US funds only) - a check drawn on a US account (US funds only) - or a credit card.

We apologize for any inconvenience this may cause. If you have any questions please call Caitlin Harris, 303-989-3309 or email caitlin@rangelands.org.

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