

RANGELAND NEWS

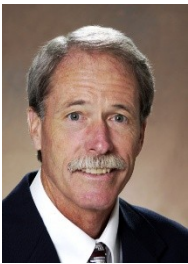


Society for Range Management

Volume 62, Number 3

March 2009

Do No Harm Don Kirby, 2009 SRM President



Are you curious about this title? I suspect you've heard this phrase before, probably as part of the Hippocratic Oath taken by medical science graduates. However, it's not a part of the Hippocratic Oath. It is one of the precepts taught to medical students during their studies. For my part, it is something that should also be taught in banking, finance, business, journalism, politics, etc. but that is another story.

My story is that in 2000 a vice president called me into her office one November day to offer me an interim chair position with an allied agricultural department at NDSU. It seems the demoralized faculty of this department requested my presence as their interim chair; to which the vice president said, "What a novel idea!" I said yes and then

spent many sleepless nights wondering why I agreed to do it! During one of these sleepless episodes I came upon a personal vision for this gig; *Do no harm!* As for a mission, I left that up to the faculty and staff of the department.

Thinking back on it, what could I lose? The faculty requested me, not me them; therefore, if we failed over the next months it would really be their failure not mine. Fortunately for both sides, with their hard work and my support we completed what needed to be completed and hired a chair nine months later.

Fortunately, my story is a continuing saga. For you see, two years ago you selected me to serve as President of SRM for 2009. Again through sleepless nights, I come to you with the personal vision of *Do no harm*. If you expect me to be all and do all for the 3,000+ SRM members and the billions of acres of our resource,

(Continued on page 2)

Executive Vice President's Report Ken Johnson

Before getting into my comments, I ask that you continue to give the SRM staff your understanding as we continue in the transition to our new membership software. It's taking longer than anyone expected, but we are getting there. I received an e-mail from Lynne Breese, PNW Section, who said changing software was a 3-4 year process in the last organization she worked with; hopefully it won't take us that long! If you are not getting publications or other information

that you expect, or find your renewal is not correct, please let us know. It is easy to correct problems that we know about, it's the one's we don't know about that are tough to fix!

The 2009 Annual Meeting in Albuquerque was great! (I'm supposed to say that!) As I told those members attending the Business Forum, I had a fantastic time! There were few, if any, problems because the New Mexico Section Plan-

(Continued on page 4)

Inside this issue:

4NCGL Call for Papers	2
Awards Nominations Sought	3
Stuth Thank You	3
Thoughts on SRM Website	5
Announcements	6
2010 AM Call for Submissions	7
CPED RFP	8
BLM Family Meeting at AM09	9
Forest Service Awards at AM09	10
Forest Service On the Spot Hiring	12
Lost Resources Grumbles	12
New Members	13
Ecology of Grazing Class	14
Steps to Motivate Employees	15
Intermountain Native Plant Summit V	16
Continuing Ed Calendar	17

Do No Harm

(Continued from page 1)

rangelands, then you're nuttier than I am.

As at NDSU in 2000, I can only start, and hopefully accomplish, what you are willing to work for. You see, SRM is a voluntary member organization that can only function if you and I, the membership, make it happen. After five years on the Board, I can tell you that the SRM never sleeps. Like a juggler, we maintain a multitude of balls in the air at all times. Sometimes a ball hits the ground; hopefully, it is the bouncy type not the breakable type!

At the time of this writing, there are a number of things currently in the works in the Society. I cannot introduce them all to you in this short space but would like to relate those I'm most familiar with. First, the Administrative Committee memberships and leadership have been appointed, committee handbooks are being reviewed and revised where needed, and current committee information will soon be uploaded to the SRM website as it becomes available; the Accreditation Panel is busy scheduling site visits to two universities. This will be a much busier committee in the future as many more university range programs now meet the standards for accreditation from SRM; you are and will be receiving numerous solicitations from an invigorated Awards Committee. I encourage you to take a moment to respond

by nominating a deserving co-worker or peer for one of the many awards available from the SRM; the Certified Professional in Rangeland Management (CPRM) Committee and I have an ambitious agenda of revising the CPRM exam as well as developing online submission of CEU's. Are there any willing volunteers to help orchestrate either objective?; The Finance Committee, bless their hearts and fine minds, have worked over the SRM Annual Budget, and are reviewing the publishing contract with Allen Press. Talks have also begun on a long term solution to the editorship of

Rangelands; finally, the Board is working with the Endowment Fund Board of Governors (EFBOG) to become a recognized Administrative Division committee for their role in fundraising for the Society.

No one person can take credit for the accomplishments made either by the Board or by the SRM committees. Only you, the membership, can make things happen with the Board facilitating your requests. Given limited time and energy, I know we can not accomplish everything that may need to be accomplished, but with your efforts I know we can make a big difference.

Therefore, I say to you, what is it you wish to accomplish? What are you willing to give?

Call For Papers: Fourth National Conference On Grazing Lands

It may be 9 months away, but it is not too soon to begin making plans for the Fourth National Conference on Grazing Lands to be held Dec. 13-16, 2009 at John Ascuaga's Nugget Hotel & Casino near Reno.

The conference objective is "To Heighten Awareness of the Economic and Environmental Benefits of Grazing Lands," and its theme is "Grazing Lands – A Winning Hand."

How can you participate? Consider making a presentation about your own grazing experiences. A call for papers for the event is underway, and farmers and ranchers are especially encouraged to make presentations.

The conference is designed to provide a forum for discussions and exchange of information, technology transfer, identification of research and program needs, marketing of products, services, and other benefits of grazing. It will be organized into four "tracks," 1) western grazing lands, 2) central grazing lands, 3) eastern grazing lands, and 4) dairy grazing land management. The conference sponsors are accepting abstracts for oral and poster papers in the following categories

(Continued on page 4)

Staff email addresses:

Ken Johnson:

kjohnson@rangelands.org

Linda Coates-Markle:

lcmarkle@rangelands.org

Cindy McArthur:

cmcarthur@rangelands.org

Mary Murphy:

mmurphy@rangelands.org

Lesley Radtke:

lrادتke@rangelands.org

Vicky Trujillo:

vtujillo@rangelands.org

Karen Johnson:

karen@rangelands.org

info@ranglands.org

Reminder!
Awards Nominations for the 2010 Annual Meeting Sought
Deadline for nominations QUICKLY APPROACHING!!!

April 30, 2009

The Awards Committee will be accepting nominations until April 30, 2009 for Honor Awards to be presented at the 2010 Annual Meeting. For information and instruction on the nominations process, please visit the website, <http://www.rangelands.org/awards/>.

Please submit ten (10) sets of the nomination packet to:

Awards Nominations
Society for Range Management
10030 W 27th Ave
Wheat Ridge, CO 80215-6604

*****Please make sure you are submitting for the appropriate category.*****

If you prefer a hard copy of the instructions and format for nominations, please contact Vicky Trujillo at vtrujillo@rangelands.org, P 303-986-3309, F 303-986-3892.

If you have specific questions regarding the nomination process, please contact the Awards Committee Chair, Keith Klement, kdklement@noble.org.



*****Stuth Thank You*****

★
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★
★
★ Dear SRM Members,
★ I am sure Jerry would say that there is no greater honor than to receive the admiration of one's
★ friends and colleagues. Our children, their spouses, Jerry's mother and I were deeply touched and
★ thankful to be able to accept the 2009 Renner Award for Jerry, and once again be a small part of the
★ profession Jerry pursued with such passion and infectious enthusiasm. I can truly say no man could
★ have loved being a Rangeman more that Jerry W. Stuth and no woman loved being a "Range Wife"
★ more than I did.
★ We all extend our heartfelt thanks to Rod, Richard, Wayne and John for their nomination, the selec-
★ tion committee and the Society of Range Management for the great tribute to Jerry and his life's
★ work.
★ Sincerely yours,
★ Nadine R Stuth
★



Executive Vice President's Report

(Continued from page 1)

ning Committee did a very thorough job of taking care of the details; they are to be congratulated! With over 1600 paid attendees, it was one of SRM's bigger conferences. Karen and I appreciated the invitation to the 2009 Planning Committee's end-of-meeting social and we really enjoyed a very high class affair. Kentuckians are not used to being treated sooo good!

I would like to review a few highlights from this year's meeting in Albuquerque:

In my mind the most promising two hours of the conference was the Membership Task Force Meeting Saturday night. Jack Alexander and his team are to be congratulated for their openness and ability to think "outside the box," or maybe it's outside of the barn! There were many new and exciting ideas discussed during this meeting. One includes a trial professional networking site, <http://srmconnected.ning.com/>, my kids call it SRM Facebook. Kimberly Haile developed this site in a matter of minutes. I expected this site to be used by our younger members, but there are as many old geezers (like me) as young folks. Although this might not be the final format (I think they choose to call it a "beta test"), it's a huge step in the right direction. I expect many great things to come from this group. This is the future of SRM. Please give them your support.

Another highlight of the meeting was the release of a new DVD co-released by SRM and the Bureau of Land Management. "Hope on the Range" is a nine minute prelude to a 30 minute version aimed at public television. It highlights the value of grazing animals as a tool for range management. Linda Coates-Markle, SRM-BLM Liaison, is the driving force behind the production and release. Watch for the video at cattle meetings, conservation groups, and wildlife meetings. There may be a few copies available from SRM Headquarters and it will also be posted on the SRM website.

The final item I want to discuss is the board's approval to request new proposals for the CPED program. I believe this has the possibility to be the "banner" program available from SRM. Through more education and professional development everyone wins. Land managers become better trained, agencies are better prepared

(Continued on page 9)

GLCI Call For Papers:

(Continued from page 2)

within each track:

- Issues concerning the agricultural – urban interface.
- Successful "cutting edge" management technologies for grazing practices.
- Economic/marketing implications of grazing.
- Public Policy implications of grazing.
- The optimizing of grazing land health for environmental and social benefits.

Abstract submissions should indicate both the track and category where the abstract best fits. Farmers and ranchers are particularly encouraged to present. Poster boards will be provided for poster paper presenters.

The conference is being hosted by the Grazing Lands Conservation Initiative (GLCI), the Society for Range Management (SRM), and a number of other sponsoring organizations. The target audience includes producers, academics, consumers, government agency officials, conservationists, environmentalists, urban based resource interests, grazing land managers, landowners, and others interested in effective natural resources management.

All accepted papers and poster abstracts are eligible for publication in the conference proceedings. To submit your abstract, prepare a 400 word, or less, description of your presentation, and indicate oral or poster. Instructions for electronic abstract submission are available on the GLCI website, <http://www.glci.org>. Abstract deadline is May 1, 2009. It is preferred that abstracts be submitted electronically. If you cannot submit electronically, submit by fax or mail. Include your name, address, phone and fax numbers, and e-mail address with your abstract and mail, fax or email to:

John W. Peterson, 4NCGL Conference Manager
9304 Lundy Court; Burke, VA 22015-3431;
P: 703-455-4387 or 6886, C: 703-505-1782
F: 703-455-6888, E: jwpeterson@cox.net

Notification of accepted abstracts will start in June 2009. If your oral abstract is accepted, the full paper is due September 1, 2009. Maximum length of final manuscripts is 6000 words, about 9 pages. Volunteer presenters are responsible for providing their own conference travel, registration and other expenses.

Thoughts on the SRM Website - John Tanaka

I want to take this opportunity to write about the changes that happened to the SRM website. Before I begin let me say that we are all still learning the new things that are available through our hosting service and the new membership service. I'm also writing this as the former EVP that put a lot of this into motion. I am still helping the staff get all the features in place.

Hosting Service

We have placed our main website with aHostMonster.com. This site has given us virtually unlimited space and bandwidth. It is unlikely that our website will approach 600 GB of storage or 6 TB of bandwidth/month. One reason for selecting this host was all the things we could add on to the website.

We are now hosting several section websites and some affiliated sites. Each of these has its own subdomain name such as pnw.rangelands.org. As part of this, there are ftp directories where groups can share documents.

I offered emails (@rangemail.org) through this site, but there were no takers. Guess not everything works out. There are a wide variety of other features we can add such as blogs, bulletin boards, image galleries, etc. The Website and Information and Education committees and the Membership Task Force are evaluating the value of each of these to our members.

When I was EVP, the Board of Directors voted to have me establish an SRM blog. After careful evaluation, I was not so sure it was doable with our small staff and volunteers. Someone has to moderate it and be responsible for the site. Another thing we discovered was that if anyone posted objectionable language on a blog on our site, our host will remove our entire site.

Membership Database

As announced last fall, we do have the new membership software going. We are still learning all of the features and expect to have all details worked out in the next few months. We are using the site to contact members and attendees of our meetings-as long as we have a valid email address for you! Please be sure that your contact information is correct with the headquarters office. It is essential to ensure you are receiving all communications (via mail, phone, email, etc.), including Section information since they get their contact info from us! The easiest and quickest way to do this is to simply

log on to your member profile!

If you have logged into the members-only side of the website, you are experiencing some of what this service can do for us. Let me take you through the links.

My Information – You can update your information here. (SRM is not using organizations so you will see a section in here that says it is not available.)

Event Registration – We have not really got this one underway, but it could be used to list approved continuing education courses. Watch here for more information as we learn what this section can do.

My Transactions – Lists some of your recent activities.

My Committees – This will list every SRM committee for which you are a member. If you click on one of the committee names, it will open a page with a committee description, a list of members with emails, a place to add notes to each other, and a place to add meeting minutes. (Only the committee chairs/chairs-elect can change the description or add minutes.) You can email individuals or the entire committee. Note that these are only available to current committee members so this tab is strictly for internal committee use. This and the next link are only as accurate as the lists we get from the committees and sections.

SRM Committees – This is a list of every SRM committee created. When you click on one of the committee names, it will open a page with a description and the current leaders of that committee (Chairs/Chairs-elect/Board Representative).

My Professional Development – This link will eventually list all of your continuing education courses and credits. We are working to fully implement this feature.

Search for Members – This is a database search feature. There are numerous fields you can use to search for someone. You can enter the full name/entry or just a portion in any or all fields.

Online Store – This is where you can buy things including meeting registrations, memberships, and products as well as pay your dues or make donations.

Member Resources – These are links to a variety of documents including Board minutes, planning documents, and other things of interest to members.

(Continued on page 11)



**Board of Directors
Monthly Meeting Notice
Monthly Conference Call**

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

The next BOD call will be April 7th.

Your 2009 Board of Directors:
President: Don Kirby, ND
Vice President: Jeff Mosley, MT
2nd Vice President: Jack Alexander, MT
Directors:
Bruce Fox, MT
Larry Howery, AZ
Richard Orr, NV
Jenny Pluhar, TX
Charles Hart, TX
Sandy Wyman, OR

**PowerPoint presentations from the
WILDFIRES & INVASIVE PLANTS IN
AMERICAN DESERTS PROGRAM**

are available online at:

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



**Abstract from the
2009 Annual Meeting in
Albuquerque, NM**

are available on the meeting website:

<http://www.srmmeetings.org/abstracts.html>

ALERT! ALERT! ALERT!

SRM has changed 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.

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 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 provide us with your email address.

THANKS!

Annual Meeting Bags

I am trying to put together a collection of past annual meeting bags and am still missing a few years.

If you have any bags in good condition from the following years that you would like to donate, please contact Lesley Radtke at:

LRadtker@rangelands.com or 303-986-3309.

Thanks!

1996, 1997, 1998, 1999, 2000, 2001, 2002 or 2004

Could Cows Heal the West?

By grazing them in a way that mimics the pattern of wild herbivores, advocates say, rangeland improves.

By Moises Velasquez-Manoff, Staff Writer
The Christian Science Monitor, January 20, 2009 edition
Linked to with permission by The Christian Science Monitor
<http://www.csmonitor.com/>

Submitted by Jim Thorpe, SRM member

[http://features.csmonitor.com/
environment/2009/01/20/could-cows-heal-the-west/](http://features.csmonitor.com/environment/2009/01/20/could-cows-heal-the-west/)



WORKING LANDSCAPES

Providing for the Future

63rd Annual Meeting of the Society for Range Management
and the Weed Science Society of America

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

February 7-11, 2010

Denver, Colorado

First Call for Symposium, Organized Oral Session, and Workshop Proposals

This is the first call for submission of proposals for symposia, organized oral sessions, and workshops for the 63rd Annual Meeting of SRM, being held jointly with the Weed Science Society of America (WSSA). Following are criteria for these events:

Symposia - provide scientific focal points to the annual meeting. They often cover topics of high or broad interest.

Symposia contain presentations devoted to synthesis, as well as opportunities for discussion. It is expected that symposia will be published in some manner. Proposals for symposia will be peer-reviewed. In considering proposals, please take into account that a keynote joint SRM and WSSA symposium on invasives has already been scheduled.

Organized oral sessions - spotlight certain topics. Like symposia, speakers are arranged by the organizer. These sessions differ from symposia by either addressing subjects that have less scientific interest, lack an emphasis on synthesis, or when there is no intent to publish the proceedings. Proposals will be reviewed by the Program Committee.

Workshops - tend to be hands-on sessions that emphasize the exchange of ideas and the demonstration or application of skills pertaining to rangeland management. Proposals will be reviewed by the Program Committee.

Proposals for symposia, organized oral sessions, and workshops are due by May 1, 2009.

Proposals must be e-mailed to Dennis Child, dennisc@warnercnr.colostate.edu.

Proposals should include:

1. Type of event – symposium, organized oral session, workshop.
2. Title of event.
3. Name and contact information of the organizer.
4. Time needed (e.g., half day).
5. Names of presenters (if known).
6. Brief explanation of the topic's importance and intended audience.
7. Proposals for symposia should also include the name and type of intended proceedings outlet; e.g., peer-reviewed or not, printed or on-line.

Questions regarding SRM symposia, organized oral sessions, and workshops can be addressed by Dr. Child or any other of the Program Committee Co-Chairs:

John Mitchell, johnm@lamar.colostate.edu

Rita Beard, rita_beard@nps.gov

David Wheeler, dlwheeler@fs.fed.us

**2009 Request for Proposals
Society for Range Management
Center for Professional Education and Development (CPED)**

The Society for Range Management seeks proposals to conduct specific issue-based training and professional development activities in a timely and responsive manner. Activities should be designed to build bridges in communication, management concepts, and applications across the rangeland management profession and the SRM membership. We seek to include training across educational, occupational and membership entities; to provide networking opportunities; to improve working relations in the field; and to find cost savings from combined training. Preference will be given to proposals that include field-based training as a significant component of the course. Topics of particular interest include, but are not limited to, ecological site descriptions and their use in management, fire ecology, comparing tools for rangeland health monitoring, and process-based management. All proposal topic ideas will be fully considered.

Proposal:

Please submit no more than a 2 page pre-proposal on the activity being proposed, the target audience, the objectives of the activity, organizers and partners, location, and a preliminary agenda and budget.

Funding:

Funding proposals are limited to SRM Sections, SRM Committees, and their members or those entities in partnership with other organizations. SRM has set aside up to \$10,000 as start-up funds. The activity will be expected to return those funds to SRM. Twenty-five (25%) of any profit from the activity will be returned to the host SRM Section.

The SRM office will assist with registration, advertising, meeting and hotel space negotiations, and on-site registration activities. The proposing Section will be responsible for the program and tours. Other items not covered here, such as publishing costs, if desired, will be negotiated as part of the final proposal.

Other options for shared responsibility will be considered.

There is some preliminary interest in more ESD Workshops if a section is interested. There is also interest in future Wildfire and Invasive Species Workshops using some of the materials from the Reno meeting.

Submit the 2-page proposal by mail or email to:

Ken Johnson
Executive Vice President
Society for Range Management
10030 West 27th Ave.
Wheat Ridge, CO 80215
kjohnson@rangelands.org
(303) 986-3309

Pre-proposals are due by April 15, 2009

BLM Family Meeting

62nd Annual SRM Meeting and Trade Show, Albuquerque, NM

Sunday, February 8, 2009 - Submitted by Linda Coates-Markle, SRM BLM Liaison

BLM held a well attended reception for employees and guests at the Hyatt Regency in conjunction with the 62nd Annual SRM Meeting and Trade Show in Albuquerque, New Mexico. BLM had a near-record attendance of employees at the meetings this year and over 80 individuals made it to the family meeting.

We enjoyed an impressive roster of speakers who covered topics relating to BLM operations as well as the



SRM Presidents and BLM-SRM Liaison enjoy activities during BLM Family Meeting in Albuquerque.

growing importance of the BLM-SRM relationship. These speakers included:

- ❖ Bud Cribley, Deputy Assistant Director, Renewable Resources and Planning
- ❖ Rob Roudabush, Division Chief, Rangeland Resources
- ❖ Bob Bolton, Rangeland Program Lead, Rangeland Resources
- ❖ Allen Rasmussen, Outgoing SRM President
- ❖ Don Kirby, Incoming SRM President
- ❖ Ken Johnson, SRM Executive Vice President
- ❖ Bob Alexander, Annual SRM meeting Co-chair

We also enjoyed the premier viewing of the new release **“Hope on the Range”** a DVD produced in cooperation by the SRM and BLM. The intent with this DVD is to better educate the public about the benefits of livestock grazing on public rangelands. Over 500 copies of this DVD were distributed at the annual meetings and additional copies may be requested by contacting the SRM Liaison at 303-986-3309 or lcmarkle@blm.gov.

In addition, BLM was pleased to honor recipients from 10 different states with a Rangeland Management Specialist Recognition Award. Nominations were received from each state for individuals either deserving of recognition for exemplary service or deserving of an outstanding professional development opportunity. With this award, BLM contributed funding for recipients to attend the SRM annual meeting. Congratulations to all recipients:

- ❖ Amy Humphrey, Safford Field Office, AZ
- ❖ Karen Doran, Bakersfield Field Office, CA
- ❖ Mike R. Kinser, Glenwood Springs Field Office, CO
- ❖ Glen Guenther, Upper Snake Field Office, ID
- ❖ Mitch Forsyth, Upper Missouri River Breaks National Monument, MT
- ❖ Susan Britt, Carlsbad Field Office, Carlsbad, NM
- ❖ Amy Ruhs, Tonopah Field Office, NV
- ❖ Robert “Andy” Bumgarner, Jordan Resource Area, OR
- ❖ David M. Whitaker, Fillmore Field Office, UT
- ❖ Jim Cagney, Wyoming State Office, WY

Photos of individual award recipients who were present in Albuquerque to receive their plaques may be obtained by contacting the SRM Liaison at 303-986-3309 or lcmarkle@blm.gov.

EVP

(Continued from page 4)

to provide sound technical leadership, and SRM wins by helping to improve range education and management. I hope Sections and Committees will consider sending a proposal to SRM headquarters. The RFP will be out before you read this; however, a copy is included in this newsletter.

I believe the future is bright for SRM and its members; both have to move forward together. Don't let these opportunities pass you by!

Forest Service presents National Awards for Outstanding Achievement in Rangeland Management and Research at the Society for Range Management Annual Meeting

Submitted by Cindy McArthur, Forest Service Liaison to the Society for Range Management

On February 8, 2009, over 300 Forest Service employees and partners gathered to honor the excellent contributions individuals and organizations are making in the field of rangeland management.

Stanley Vallejos, Range and Noxious Weed Program Manager for the San Carlos Ranger District on the Pike and San Isabel National Forest and Cimarron and Comanche Grasslands, received the 2008 National Internal Award for Outstanding Achievement in Rangeland Management. Stanley has been a leader in the interdisciplinary team process to design effective range management plans on over 200,000 acres of National Forest System lands. He has worked diligently with local ranchers utilizing his bilingual skills to reach out to Spanish speaking producers and improving conservation through a watershed approach; utilizing livestock as a tool to enhance biologic stability while improving hydrologic function. As a communicator, teacher, role model and dedicated public servant, Stanley has instilled a sense of pride and responsibility to all those he works with.



Stan Vallejos receives Forest Service award

Lava Lake Land & Livestock received the 2008 National External Award for Outstanding Achievement in Rangeland Management. Lava Lakes grazes eight bands of sheep on fourteen allotments on the Ketchum and the Lost River Ranger Districts in South-Central Idaho. Lava Lake continues to work closely with the Forest Service to develop monitoring plans and strategies applicable to

sheep grazing, rangeland restoration, watershed improvement and sage grouse habitat protection.

Lava Lake continues to develop a successful proactive non-lethal wolf management practices that have reduced losses of sheep to wolves. Lava Lake Land and Livestock consistently demonstrates leadership in the community and are dedicated to the economic and ecological sustainability of ranching. For more information about Lava Lakes Land & Livestock please visit:

<https://secure1.fiberpipe.net/lavalakelamb/lava-lake-conservation.php>



Lava Lake staff working with volunteers and agency personnel on a stream restoration project.

Dr. Nancy L. Shaw, Research Botanist and Team Leader of the Native Plant Selection and Increase Team with the Grasslands, Shrublands and Desert Ecosystems Science Program at the Rocky Mountain Research Station received the 2008 National Award for Outstanding Achievement in Rangeland Research and Development. Nancy has led restoration studies on more than 500,000 km² of degraded rangelands in the Great Basin. She is a mentor of students and professionals in the proper care of wildlands and rangelands, and has served as an adjunct faculty member or advisor at Boise State University, Brigham Young University, Montana State University, Oregon State University, University of Idaho, University of Wyoming, and Universidad de Guadalajara.

(Continued on page 11)

The Society for Range Management and Forest Service Join Forces to Boost the Economy

Submitted by Amanda Cameron, Rangeland Management Specialist, Roosevelt National Forest - Canyon Lakes Ranger District and Cindy McArthur, Forest Service Liaison to SRM

As part of the annual On-The-Spot hiring event, the Forest Service welcomed twenty-one new employees into the rangeland profession (15 Federal Career Intern Program positions and 6 Student Career Experience Program positions).



Left to right: Erik Taylor, Rixey Jenkins, Doug Myhre, and Sara Reed

This event pulled together the most qualified applicants in the nation including highly skilled veterans and minority candidates.

This opportunity was made possible with the help of the Albuquerque Service Center (Matt Padilla, Doug Crosbie, Mario Troncoso, Cindy Ortiz and Lori Ruiz-Pohl), Regional Civil Rights Coordinators, Diversity Liaisons (Berlinda Baca-Sanchez and Brenda Woods-Brown), local hiring officials, college professors, mentors, and our excellent crew of Job Fair volunteers (Carol Boyd, Amanda Cameron, Jamie Wages, Jeff Tomac, Craig Beckner, Doug Myhre, Vanessa Prileson, Josh Voorhis, Sara Reed, Ed Holloway, Rixey Jenkins, Clarke McClung, Kelly Stover, Jim Maes, Aurelia Harris, Kevin Sanchez, Terry Padilla, Frank Guzman and Davina Diaz).

The annual On-the-Spot Hiring Event demonstrates the Forest Service's commitment to a diverse and professional rangeland workforce. Through this event, the Forest Service and Society for Range Management are recognized as a national leader in the rangeland profession.

SPECIAL NOTE: Qualified applicants who did not receive job offers at SRM can still be hired at your local ranger district through the Federal Career Intern Program with no additional outreach and AVUE requirements. For a list of ASC qualified candidates please contact Amanda Cameron at (970) 295-6756 or acameron@fs.fed.us.



Lost Resources: Dr. Jim Bob Grumbles - submitted by Jan Wiedemann

Services for Dr. Jim Bob Grumbles were held at the Crockett Road Church of Christ, Dan Manuel officiating, followed by a graveside service and burial at the city cemetery in San Saba, Texas. Funeral arrangements were under the direction of Bailey and Foster Funeral Home.

Dr. Grumbles died Saturday, January 31, 2009 in a Tyler hospital. He was born in San Saba on August 26, 1928 to Ruth and Charlie Grumbles. He was a member of the Crockett Road Church of Christ for many years as well as past president of Independent Cattlemen Association and chairman of the board of his local soil and water conservation district.

Dr. Grumbles received his bachelor's degree from Southwest Texas State University and his Master's and Doctorate from Texas A & M University, College Station. He taught in the Range Science Department at Utah State University, Logan, Utah. He was a faculty adviser for the rodeo club and was involved in many of the university organizations. He retired from Dow Chemical Company in 1993 and moved to Anderson County in 1987.

Dr. Grumbles is survived by his loving wife of 56 years, Jane; two sons, Randy Grumbles and wife Charmagne of San Antonio and J.T. Grumbles and wife Robin of Fredericksburg; one daughter, Judy Hall and husband Jim of Denton; one sister, Rebecca Schneider of Austin; seven grandchildren, three great-grandchildren, several nieces and nephews and many friends in and around Anderson County.

Those serving as pallbearers were:

Bert Ricard, Kenneth Holland, Bob Stech, Jerry Sturgess, Jack Thomason, Johnny Jenkins and Gary Todd.

Welcome to Our New Members (December—January)

<u>Name</u>	<u>City, State</u>	<u>Section</u>	<u>Name</u>	<u>City, State</u>	<u>Section</u>
Dennis L. Alexander	Albuquerque, NM	NM	Laura Hansen	Arimo, ID	ID
Richard A. Ambrosek	Idaho Falls, ID	ID	Daniel Haverlah	Mountain Home, TX	TX
Austin Anderson	Kingsville, TX	TX	William Al Heaton	Cortez, CO	CO
Jerry Annis	Battle Mountain, NV	NV	Derek A. Hensley	Gillette, WY	WY
Delane Atcitty	Kingsville, TX	TX	Marco Herrera	El Paso, TX	TX
Sarah D. Baker	Challis, ID	ID	Avery Hollingsworth	Kim, CO	CO
Harold Balbach	Champaign, IL	NC	Eric Hoskins	Roosevelt, AZ	AZ
Cody J. Balzen	Snook, TX	TX	Jennifer M. Johnson	Lexington, KY	SO
Alexandra K. Barner	Roseburg, OR	PNW	Jessica M. Jones	Encinitas, CA	CA
Cory Barth	Bismarck, ND	NGP	Tarissa A. Jones	Moscow, ID	ID
Levi Bennington	Garland, UT	UT	Jan Jones	Ranger, TX	TX
Shaan Bliss	Pagosa Springs, CO	CO	Prentice Jones	Ranger, TX	TX
Maura E. Bradbury	Reno, NV	NV	Glade Jones	Kemmerer, WY	WY
Andrew Brischke	Willcox, AZ	AZ	Christopher J. Jorgensen	Peoa, UT	UT
Kate Brodbeck	Lebanon, OH	NC	Windy Kelley	Fort Collins, CO	CO
Paul Brown	Bismarck, ND	NGP	Thomas J. Kelly	Sutherland, NE	NE
Lynne M. Buckles	Wyola, MT	IM	Cameron T. King	Corvallis, OR	PNW
Armando Caballero	Kingsville, TX	TX	Dylan J. Klasna	Bozeman, MT	IM
Jeffery C. Campbell	Cheyenne, WY	WY	Heidi K. Knudsvig	Fort Collins, CO	CO
Lyndee Charles	Flagler, CO	CO	Monty C. Lane	La Mesa, NM	NM
Paul A. Clarke	Richmond, VA	NM	Matt Ley	Laramie, WY	WY
Clayton J. Collins	Summerville, OR	PNW	Jordan Linnell	Stockton, UT	UT
Daniel J. Condie	Cedar City, UT	UT	Dusty M. Lockman	Cheyenne, WY	WY
Hailey Crozier	Logan, UT	UT	Jared C. Lyman	Escalante, UT	UT
Chase Currie	Tilden, TX	TX	Jesse Malan	Emery, UT	UT
Ross Dahl	Claresholm, Alberta	PNW	Kenton Martin	La Mesa, NM	NM
Ryan Darr	Kingsville, TX	TX	Brent McCann	Kingsville, TX	TX
Silas Davidson	Pinedale, WY	WY	Robert McCray	Whitehall, MT	NGP
Michael R. Davis	Logan, UT	UT	Kristen Medina	Clayton, NM	NM
Calvin M. Deal	San Antonio, TX	TX	Lindsey Meyers	Fargo, ND	NGP
Ali Duffel	Houston, TX	TX	Jorge Molina	Hermosillo, Sonora	UN
Brent B. Durham	Poolville, TX	TX	Lesley Morris	Reno, NV	NV
Eric P. Eldredge	Fallon, NV	NV	Danelle Nance	Twin Falls, ID	ID
Chase Elkins	Grants, NM	NM	Travis W. Neville	Henrietta, TX	TX
J David Ellis	Marion, SC	SO	Cori E. Nuss	Hood River, OR	PNW
Jacie Fasselin	Elmo, UT	UT	Robert Oakley	Edmonton, AB	IM
Deborah M. Finch	Albuquerque, NM	NM	Kristin Oles	Fort Collins, CO	CO
Elizabeth A. Freniere	Tucson, AZ	AZ	Vinny R. Oliver	Cedar Park, TX	TX
Lowell Gardner	Logan, UT	UT	Steve Oswald	Cotopaxi, CO	CO
Shuuduv Gerlee	Ulaanbaatar, Mongolia	UN	Lyndi Owensby	Folsom, NM	NM
Jenna R. Gilbert	Grenville, NM	NM	Doug Pepper	Kamloops, BC	PNW
Carlos Gonzalez	Kingsville, TX	TX	Mark Petersen	Las Cruces, NM	NM
Darroc Goolsby	Las Cruces, NM	NM	Allison M. Peterson	Tucson, AZ	AZ
Mark Gordon	Buffalo, WY	WY	Chanda Pettie	Monte Vista, CO	CO
Ashleigh Green	Kingsville, TX	TX	Marc Pointel	Tonopah, NV	NV
Jon Griggs	Elko, NV	NV	Cortnie M. Prestwich	Provo, UT	UT
Carson Gubler	Kanab, UT	UT	Richard Reitz	Globe, AZ	AZ
Jessica Gutierrez	Kim, CO	CO	Ryan D. Rhoades	Kingsville, TX	TX
John Hall	Yuma, AZ	AZ			
Sally Hampton	Stafford, VA	NCS			

(Continued on page 14)

New Members - continued from page 13

Name	City, State	Section	Name	City, State	Section
Jessica A. Riggin	Ironside, OR	PNW	Tara H. Turnbull	Brockton, MT	IM
Mellissa Rosenhan	Provo, UT	UT	Charles J. Turney	College Station, TX	TX
Marcos Roybal	Santa Fe, NM	NM	Steven P. Udy	Kingsville, TX	TX
William J. Russell	Brookside, UT	UT	Nathan Y. Vanderzanden	Hillsboro, OR	PNW
Laila Salm	Kamloops, BC	PNW	Norman D. Vigil	Albuquerque, NM	NM
Donald F. Schoderbek	Socorro, NM	NM	Nancy Wade	Gallup, NM	NM
Sue Scott	Cody, WY	WY	Tate Walters	Moscow, ID	ID
Larne E. Sheehy	Union, OR	PNW	Shalaine M. Watson	Forsyth, MT	IM
Ryder M. Simeniuk	Opheim, MT	NGP	Brandon S. Weinmann	Kettle Falls, WA	PNW
Elizabeth K. Smith	Glen, MT	IM	Priscilla W. Welles	Buffalo, WY	WY
Brenda S. Smith	Burns, OR	PNW	Paul I. Wilkerson	Pendleton, OR	PNW
Marjorie N. Snyder	Winfield, KS	KS	Rachel E. Williams	Chandler, AZ	AZ
James Sperry	Westcliffe, CO	CO	Aaron M. Williams	Bryan, TX	TX
Jacob W. Sprinkle	Stillwater, OK	OK	Jack D. Wilmeth	Kingsville, TX	TX
Laura Ann Stapper	Ozona, TX	TX	Nathan H. Wilson	La Grande, OR	PNW
Adam J. Stephens	Rapid City, SD	SD	Conner Wilson	Kingsville, TX	TX
Ray Stoner	Fort Worth, TX	TX	Rollin Winter	Laramie, WY	WY
Rachel M. Suazo	Cuba, NM	NM	Seth Witcher, III	Nashville, TN	SO
George Carson Taylor	Las Cruces, NM	NM	Whitney B. Witherspoon	La Grande, OR	PNW
Tara Torgerson	Koosharem, UT	UT	Hannah Yokum	Martinez, CA	CA
Dell Transtrum	Saint Charles, ID	ID	Bryce Young	Farmington, NM	NM

2009 Ecology of Grazing Lands Systems Graduate Class

This multi-disciplinary, multi-institution graduate class is being offered **June 1-13, 2009**. The traveling class will start in Reno, Nevada and travel through California and Arizona visiting universities, commercial locations, ranches, farms, and other industries associated with grazing lands. The traveling class will end in Phoenix, Arizona. Credit for the course will be through their home university. Information is available online at:

<http://www.oznet.ksu.edu/grazinglandecology/>.

The course is coordinated through faculty at Virginia Tech University, Texas Tech University, University of Tennessee, University of Missouri, and Kansas State University. Course signup will begin in January. A fee is charged for each student to participate to cover transportation, meals, lodging, and other costs on the trip. Transportation to and from the course is the responsibility of the student. Funding to assist with transportation and other costs may be provided in part by other sources and the universities sending students.

For more information, contact:

Dr. John Fike, Virginia Tech (jfike@vt.edu)

Dr. Carlos Villalobos, TTU (c7jcv@ttacs.ttu.edu)

Kristin E Hales, TTU (kristin.hales@ttu.edu)

Dr. John Waller, UT (jwaller@utk.edu)

Dr. Robert Kallenbach, UM (KallenbachR@missouri.edu)

Dr. Paul Ohlenbusch, KSU (ole7734@suddenlink.net)

or visit the web site <http://www.oznet.ksu.edu/grazinglandecology/>.

Motivate Employees by Using These Two Steps

(By Felix Soriano, MS, PAS, of APN Consulting, LLC As reported in *Animal Science Monitor: Issue 77 - February 16, 2009*

Submitted by Linda Coates-Markle, SRM BLM Liaison

How do you get your employees to go the extra mile, be more proactive, and have more sense of ownership of their job? Would a better health insurance plan do it? How about more days of paid vacation? Or how about increasing your employees' salary?

The reality is that all these are employee "retainers" and do not provide employee motivation. Employers will usually offer these benefits in order to attract and retain talented people. Okay, so these are not motivators, but what about having your sales meetings in Hawaii? Or giving your employees a nice gift at the end of a great sales year? Or doing more things to recognize your employees' good performance? Will these activities and incentives translate into highly motivated employees? Unfortunately, no. These are "morale boosters," which are designed to improve employees' morale so that they feel good about working for you.

So how do you motivate your employees? The reality is that your employees are naturally motivated. All you need to do is use their natural ability without spending any money doing so. All people have human desires for achievement, for control and power over their work, for pleasing their boss, for recognition, and for having a sense of ownership of their work. There are two steps involved in using your employees' natural motivation abilities. They are as follows:

1. Eliminate your organization's negative practices that take away their natural motivation. Examples of these negative practices are below:

- Too much company politics
- Unclear expectations regarding employees' performance
- Too many unnecessary rules for employees to follow
- Manager provides criticism instead of constructive feedback
- Tolerate poor performance so high achievers feel taken advantage of
- Treat employees unfairly
- Under-utilize the capabilities of employees

2. Develop "true motivators," which can spark all your employees into being motivated. Examples of true motivators that will help employees tap into their

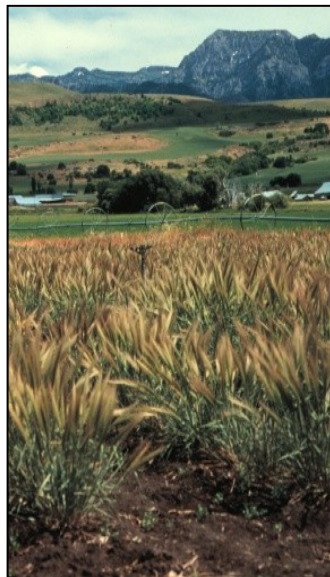
natural ability to be motivated are below:

- Do cross-training in order to spark employees who have been working in the same position for too long.
- Provide employees with input and a choice of how they want to do their work. For example, let them participate in the decision of whether an SOP (standard operating procedure) should be modified or not.
- Encourage responsibility and leadership opportunities within your organization.
- Promote teamwork within employees.
- Tolerate learning errors by avoiding harsh criticism.
- Promote job ownership.
- Develop clear goals and challenges for every employee.
- Provide lots of encouragement.
- Constantly recognize hard and good work from your employees.
- Develop measurements that show performance increase.

By taking these two steps, you will improve your employees' natural human desire to perform at their maximum level. So remember that if you want to motivate your employees, you need to take away any roadblocks "demotivators" and increase your "true motivators."

Intermountain Native Plant Summit V

(fourth and final announcement)



Sponsored by the Boise State University Dept. of Biology and the Agricultural Research Service, Logan, UT

OPEN TO THE PUBLIC AND FREE OF CHARGE

General Sessions

Tuesday to Thursday

March 24-26, 2009

2nd Floor Grand Ballroom

Boise State University Student Union

Boise, Idaho

There is no registration fee, but advance pre-registration is preferred

(In order to receive the full conference brochure, please contact Dale Nielson at the below email address)

Please e-mail dale.nielson@ars.usda.gov by **Wednesday, March 18, 2009** to pre-register.

Please enter "INPS" in the subject line and include:

name(s), mailing address,

business, non-profit organization, university, or government affiliation

city, state, zip code

phone number

Poster Presentations

A limited number of poster-boards are available for display of research and plant material development work pertinent to Intermountain native plants. Please, no posters of a commercial nature. Contact Dale at dale.nielson@ars.usda.gov with a title to reserve a poster-board slot. Additional information will be available in future announcements.

*****SRM CEUs are pending*****

Upcoming Functions & Continuing Education Pre-Approved Courses

Date	Location	Title	Credit
Apr 3-4	Missoula, MT	Northern Rockies Aspen Conference 2009 http://www.umt.edu/ce/cps/aspen/	16 CEUs
Apr 29-May 3	Folsom, CA	A Confluence of Perspectives & Experience: Habitat Restoration in CA's Central Valley http://www.secal.org/conference.htm	16 max
Apr 29	Folsom, CA	A Confluence of Perspectives & Experience: Preconference Workshops 1 & 2 http://www.secal.org/conference.htm	4 CEUs each
Apr 29	Folsom, CA	A Confluence of Perspectives & Experience: Preconference Workshop 3 http://www.secal.org/conference.htm	5 CEUs
May 2	Folsom, CA	A Confluence of Perspectives & Experience: Post-conference Field Trips http://www.secal.org/conference.htm	2 CEUs each
May 2-3	Folsom, CA	A Confluence of Perspectives & Experience: Post-conference Workshop http://www.secal.org/conference.htm	10 CEUs
7-May	Lusk, WY	WY Rangeland Management School 101 http://www.wyorange.net/	6 CEUs
May 12-14	Santa Rosa, CA	CalPac Spring Tour & Meeting: Climate Change & Carbon Sequestration on California Rangelands http://www.rangelands.org/casrm/	TBD
Jun 4-5	Tooele, UT	UT Section SRM Summer Tour http://www.usu.edu/range/upcomingevents/meetings.htm	4 CEUs (2/day)
Feb 7-11, 2010	Denver, CO	63rd Annual Meeting of the SRM Joint with the Weed Science Society of America (WSSA) http://www.rangelands.org/denver2010/	16 max
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.**



Open Spaces: The World's Rangelands

Society for Range Management

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Wheat Ridge, CO 80215
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Fax: 303-986-3892
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We're on the Web!
www.rangelands.org

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

*******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.

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- 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 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.

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! Send to vtrujillo@rangelands.org.