

Rangeland News
March 2009, Volume 62, Number 3

Society for Range Management
10030 West 27th Avenue
Wheat Ridge, CO 80215
(303) 986-3309
info@rangelands.org

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

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, 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?

Executive Vice President's Report - Ken Johnson, EVP

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 Planning 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 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!

Call For Papers: Fourth National Conference On Grazing Lands

It may be 11 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 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.

Reminder!

Awards Nominations for the 2010 Annual Meeting Sought

Deadline for nominations: 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.

Membership Task Force Update - Jack Alexander

Thank you to those of you who have provided feedback to the committee. SRM members' passion for SRM is strong. People want SRM to grow stronger and have some great ideas on how to get that done. We invite you to attend the Membership Task Force meeting in the Jemez Room of the Albuquerque Convention Center from 5:00 pm to 7:00 pm on Saturday, February 7th (lower level west complex).

We are looking for ideas on membership levels, workshops, annual meeting strategies; involving new groups and people... everything is on the table for discussion. We are looking for ways to make range professionals think SRM is as indispensable to their job as a pickup and coffee cup. If you cannot attend to give us your input, please email Jack Alexander at jack@countgrass.com or call at 775 772 5123.

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

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 than 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 selection committee and the Society of Range Management for the great tribute to Jerry and his life's work.

Sincerely yours,

Nadine R Stuth

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.

Future Plans

As mentioned earlier, several committees are evaluating all of the features available to see what is feasible, usable, of value to our members, and can be maintained. All of you are encouraged to give your feedback to the website committee or the SRM staff.

A few other things in the work are a redesign of our homepage and an RSS feed to push content to subscribers. Kimberly Haile has created an SRM social network site that we are testing. Our current homepage was designed when our website was a little low on content. We are now at the point where content is overflowing the current design. Everyone wants their information with a prominent link on the homepage. With the RSS feed, we will not have to rely on our members to come to the website in search of new information, we will be able to send them the links to the information which they will receive through a news reader. For example, did you know that we have pictures of past presidents on the website? We could just push that information to you as it became available.

We have also gained the ability to post flash videos on our website. Many employers are blocking sites like YouTube. We want you to be able to view videos relevant to rangeland management. There are currently several videos on the website under education/symposia and workshops. These will continue to expand. All of us are excited about the changes coming up. We hope you will find all of the changes useful and that they will enhance your experience with the SRM website. If you are interested in being part of these changes, join the website committee by contacting Jake Powell, chair, or anyone in the SRM office.

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: LRadtke@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/>

WORKING LANDSCAPES - Providing for the Future

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

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 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.

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**Forest Service presents National Awards for Outstanding Achievement in Rangeland Management & 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.

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 ecologic sustainability of ranching. For more information about Lava Lakes Land & Livestock please visit: <https://secure1.fiberpipe.net/lavalakelamb/lava-lake-conservation.php>

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 km<sup>2</sup> 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.

As a respected scientist with expertise in native plants and invasive weeds, Nancy shares her knowledge by serving in the Idaho Native Plant Society, Society for Ecological Restoration, Western Forest and Range Seed Council, Association of Official Seed Analysts, Western Regional Committee for Re-vegetation and Stabilization of Deteriorated and Altered Lands, Society for Range Management and the Joint Fire Sciences Team.

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

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

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). 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.

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**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)**

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

| Name                   | City, State      | Section | Name                   | City, State    | Section |
|------------------------|------------------|---------|------------------------|----------------|---------|
| Nathan Y. Vanderzanden | Hillsboro, OR    | PNW     | Aaron M. Williams      | Bryan, TX      | TX      |
| Norman D. Vigil        | Albuquerque, NM  | NM      | Jack D. Wilmeth        | Kingsville, TX | TX      |
| Nancy Wade             | Gallup, NM       | NM      | Nathan H. Wilson       | La Grande, OR  | PNW     |
| Tate Walters           | Moscow, ID       | ID      | Conner Wilson          | Kingsville, TX | TX      |
| Shalaine M. Watson     | Forsyth, MT      | IM      | Rollin Winter          | Laramie, WY    | WY      |
| Brandon S. Weinmann    | Kettle Falls, WA | PNW     | Seth Witcher, III      | Nashville, TN  | SO      |
| Priscilla W. Welles    | Buffalo, WY      | WY      | Whitney B. Witherspoon | La Grande, OR  | PNW     |
| Paul I. Wilkerson      | Pendleton, OR    | PNW     | Hannah Yokum           | Martinez, CA   | CA      |
| Rachel E. Williams     | Chandler, AZ     | AZ      | 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](mailto:jfike@vt.edu))

Dr. Carlos Villalobos, TTU ([c7jcv@ttacs.ttu.edu](mailto:c7jcv@ttacs.ttu.edu))

Kristin E Hales, TTU ([kristin.hales@ttu.edu](mailto:kristin.hales@ttu.edu))

Dr. John Waller, UT ([jwaller@utk.edu](mailto:jwaller@utk.edu))

Dr. Robert Kallenbach, UM ([KallenbachR@missouri.edu](mailto:KallenbachR@missouri.edu))

Dr. Paul Ohlenbusch, KSU ([ole7734@suddenlink.net](mailto: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

New Ballrooms, Boise State University Student Union, Boise, Idaho

There is no registration fee, but advance pre-registration is preferred. Please e-mail [dale.nielson@ars.usda.gov](mailto: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](mailto:dale.nielson@ars.usda.gov) with a title to reserve a poster-board slot. Additional information will be available in future announcements.

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### Upcoming Functions & Continuing Education Pre-Approved Courses

| Date           | Location       | Title                                                                                                                                                                                | Credit         |
|----------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Apr 3-4        | Missoula, MT   | Northern Rockies Aspen Conference 2009<br><a href="http://www.umt.edu/ce/cps/aspen/">http://www.umt.edu/ce/cps/aspen/</a>                                                            | 16 CEUs        |
| Apr 29-May 3   | Folsom, CA     | A Confluence of Perspectives & Experience: Habitat Restoration in CA's Central Valley<br><a href="http://www.sercal.org/conference.htm">http://www.sercal.org/conference.htm</a>     | 16 max         |
| Apr 29         | Folsom, CA     | A Confluence of Perspectives & Experience: Preconference Workshops 1 & 2<br><a href="http://www.sercal.org/conference.htm">http://www.sercal.org/conference.htm</a>                  | 4 CEUs each    |
| Apr 29         | Folsom, CA     | A Confluence of Perspectives & Experience: Preconference Workshop 3<br><a href="http://www.sercal.org/conference.htm">http://www.sercal.org/conference.htm</a>                       | 5 CEUs         |
| May 2          | Folsom, CA     | A Confluence of Perspectives & Experience: Post-conference Field Trips<br><a href="http://www.sercal.org/conference.htm">http://www.sercal.org/conference.htm</a>                    | 2 CEUs each    |
| May 2-3        | Folsom, CA     | A Confluence of Perspectives & Experience: Post-conference Workshop<br><a href="http://www.sercal.org/conference.htm">http://www.sercal.org/conference.htm</a>                       | 10 CEUs        |
| 7-May          | Lusk, WY       | WY Rangeland Management School 101<br><a href="http://www.wyorange.net/">http://www.wyorange.net/</a>                                                                                | 6 CEUs         |
| May 12-14      | Santa Rosa, CA | CalPac Spring Tour & Meeting:<br>Climate Change & Carbon Sequestration on California Rangelands<br><a href="http://www.rangelands.org/casrm/">http://www.rangelands.org/casrm/</a>   | TBD            |
| Jun 4-5        | Tooele, UT     | UT Section SRM Summer Tour<br><a href="http://www.usu.edu/range/upcomingevents/meetings.htm">http://www.usu.edu/range/upcomingevents/meetings.htm</a>                                | 4 CEUs (2/day) |
| Feb 7-11, 2010 | Denver, CO     | 63rd Annual Meeting of the SRM Joint with the<br>Weed Science Society of America (WSSA)<br><a href="http://www.rangelands.org/denver2010/">http://www.rangelands.org/denver2010/</a> | 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](mailto:vtrujillo@rangelands.org), Fax 303-986-3892**

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#### SRM PUBLICATIONS AVAILABLE ON CD-ROM

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

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

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#### \*\*\*\*\*REMINDER\*\*\*\*\* PAYMENT WITH FOREIGN CURRENCY

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

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

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

We apologize for any inconvenience this may cause. If you have any questions please call Lesley Radtke, 303-986-3309 or email [LRadtke@rangelands.org](mailto:LRadtke@rangelands.org).

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

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Open Spaces: The World's Rangelands

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

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Lesley Radtke: [lradtke@rangelands.org](mailto:lradtke@rangelands.org)  
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**Deadline for the April issue is March 15. Send material to Vicky Trujillo at [vtrujillo@rangelands.org](mailto:vtrujillo@rangelands.org).**