



# Rangeland News

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### Rangeland News:

10030 W. 27<sup>th</sup> Ave.  
Wheat Ridge, CO 80215-6601  
Phone: 303-986-3309  
Fax: 303-986-3892

### Staff e-mail addresses:

#### John Tanaka:

[jtanaka@rangelands.org](mailto:jtanaka@rangelands.org)

#### Linda Coates-Markle:

[lcmarkle@rangelands.org](mailto:lcmarkle@rangelands.org)

#### Cindy McArthur:

[cmcarthur@rangelands.org](mailto:cmcarthur@rangelands.org)

#### Mary Moser:

[mmoser@rangelands.org](mailto:mmoser@rangelands.org)

#### Lesley Radtke:

[lrادتke@rangelands.org](mailto:lrادتke@rangelands.org)

#### Vicky Skiff:

[vskiff@rangelands.org](mailto:vskiff@rangelands.org)

#### Caitlin Harris

[caitlin@rangelands.org](mailto:caitlin@rangelands.org)

### Home Page:

[www.rangelands.org](http://www.rangelands.org)

## Update on the EVP Search

Larry D. Howery,  
SRM Director and EVP Search Committee Chair

As I write this, I am on a plane flying from Louisville back to my home in Tucson. While it is always good to get home, it is nice to have some time to reflect upon the great annual meeting we just had in Kentucky! Let me begin by saying THANK YOU to all who were involved in planning and carrying out the meeting. If you weren't able to attend you really missed a great opportunity. But, there's always Albuquerque in '09!

I want to update you on the EVP search and the listening sessions that were held during the annual meeting. There were two listening sessions held in Louisville, one during the Advisory Council (AC) meeting and a second one during Tuesday's Board of Directors (BOD) meeting. The listening sessions were advertised in advance in the December '07 *Rangeland News*, the Pre-Convention *Trailboss*, and the *Daily Bridge Reports* while we were in Louisville. Both listening sessions were open to all SRM members.

AC members provided lots of great feedback on the skills and credentials we should be looking for in our next EVP. Your section officers represented you well. All but one section was represented in Louisville. Special thanks go to Dr. Roy Roath for facilitating the AC listening session. Much of the feedback the EVP Search Committee (SC<sup>1</sup>) received from AC members was in agreement with internal discussions the SC has had while in the process of implementing its charge. There were also some new ideas expressed by AC members which the SC had not yet considered. I know I speak for the rest of the SC when I say that the AC input was much appreciated. AC comments have been shared with the rest of the SC and will be given serious consideration throughout the search process.

The second listening session, held during Tuesday's BOD meeting, was attended by past presidents Dan Merkel and Bob Budd. The institutional wisdom provided by these two gentlemen was impressive. Dan and Bob didn't agree on everything. But common themes expressed included their passion for the Society, its members, and the rangeland resources that we are all responsible



for managing. They emphasized that this decision will be crucial for the Society. I wish more people could have heard what they had to say. If we can find an EVP with even half the passion and acumen of Dan and Bob we will be in good hands. Once again, I know I speak for the entire SC when I say thank you both for taking the time to share your wisdom with the BOD and the SC. As with the feedback received from the AC, your input has been summarized and shared with the SC and will be given careful consideration.

The comments made by listening session participants (as well as other individuals who could not attend the listening sessions) were recorded and is available to any SRM member upon request. Feel free to contact me. To expedite matters, I would prefer to email it to you, but I can mail you a hard copy if you so desire. There is still time to provide feedback to the SC if you weren't able to make it to the listening sessions. All you have to do is call, email, or write me<sup>2</sup>. I will share your input with the SC. Or, if you feel more comfortable with another SC member, feel free to forward it to them. Some of you have already done this.

This is an important decision folks! The probability of us finding an outstanding candidate will be determined by the quality of our applicant pool. ***Urge each of you to encourage qualified individuals to apply.*** We hope to have a new EVP in place by October 1, 2008. The position is open until filled. For more information go to:

[http://www.rangelands.org/employment/0708\\_employment\\_evp.shtml](http://www.rangelands.org/employment/0708_employment_evp.shtml)

### **<sup>1</sup>Executive Vice President (EVP) Search Committee Members**

Larry Howery (Chair EVP SC), SRM Board Member, The University of Arizona  
Linda Coates-Markle, BLM-SRM Liaison, BLM-WO Rangeland Resources  
Amy Ganguli, SRM Nominations Committee (2007 chair), Ecosystem Mgmt Research Institute, MT  
Leonard Jolley, Rangeland and Pastureland Ecologist, USDA-NRCS  
Don Kirby, 2009 SRM President, North Dakota State University  
Mort Kothmann, 2004 SRM President, Texas A&M University  
Cindy McArthur, USFS-SRM Liaison, USFS-WO Rangeland Resources  
Dennis Phillippi, 2007 SRM President, Natural Resource Options, Inc., MT  
Allen Rasmussen, 2008 SRM President, Texas A&M University, Kingsville  
Roy Roath, SRM Advisory Council (2007 chair), Colorado State University

<sup>2</sup>Larry Howery  
The University of Arizona  
Rangeland and Forest Resources Program  
325 Biological Sciences East Building  
Tucson, AZ 85721  
520.621.7277 (w)  
520.574.3898 (h)

**Email:** [lhowery@ag.arizona.edu](mailto:lhowery@ag.arizona.edu)

## **Website and Web Hosting Update**

**W**ith the upgrade to our new server, SRM will be able to offer many free web services to our sections and committees. Sub-domains should be available sometime in March. These will be free to sections and committees as long as you maintain them. SRM will continue to maintain the existing committee pages on the SRM website. If you would like SRM to host your website on ***rangelands.org***, email John Tanaka at [jtanaka@rangelands.org](mailto:jtanaka@rangelands.org) or call him at 541-910-7035 to visit.



# EVP Report

By John Tanaka, Interim EVP

We had a great meeting in Louisville! On behalf of the Society, I would like to extend a great big thank you to all of the volunteers and staff that put it on. Having the joint meeting with AFGC worked out great and, I believe, further strengthened the relationships between our two organizations. I for one am looking forward to the next time the stars line up and we can do it again!

The committees, Advisory Council (AC), and Board of Directors were all busy on behalf of the Society; sessions, the trade show, and events were well attended; presentations were excellent; and the facilities worked out great. You should be hearing about lots of different activities that either moved ahead or were started in Louisville elsewhere in the newsletter and throughout the coming months. I would like to highlight a couple of items that we've all been working on for years.

## The Annual Meeting

We are quickly approaching a crisis with our annual meetings in terms of being able to negotiate with cities. We have meetings set in 2009 (Albuquerque) and 2010 (Denver, joint with the Weed Science Society of America), and then nothing. Three or four sections stepped up in Louisville and expressed an interest in hosting 2011, 2012, and 2013 and we are moving to get information on those locations.

We have been discussing the rotation of our annual meeting for several years and different proposals have been put forward for that discussion. When I was president, we put one out and told you that the Board had no predetermined decision it was going to make, but we needed to get something out on paper so we could at least be talking about the same issues. I am very happy to report that the Advisory Council has fully discussed the issues, made some recommendations to the Board, and the Board has accepted those (see Board actions).

In essence, the Advisory Council formed a subcommittee to provide advice to the Board on the selection for the 2011 meeting. This decision needs to be made quickly and could not wait until the next time the AC meets as a whole in Albuquerque. Once a decision is made, negotiations will begin with the selected city, the general co-chairs, a meeting management company, and the headquarters office. While there was no explicit decision regarding meeting rotations, I will continue to push for locations that best serve our membership as a whole.

## Rangelands

Our journal, *Rangelands*, has been the subject of debate and discussion pretty much since its inception. The Board reaffirmed that it is a membership benefit and WILL remain so. They formed a *Rangelands* Task Force last year. The Task Force delivered its final report to the Board in Louisville. The *Rangelands* Steering Committee provided a response to the Task Force report. The Advisory Council requested that the Board hold off on making changes to *Rangelands* for 60 days to allow them to get additional feedback from Section members.

I believe that all involved in this process are truly seeking ways to improve the value of *Rangelands* to our members. The Board accepted, modified, or tabled the Task Force and Steering Committee recommendations (see Board actions). They did accept the 60 day waiting period requested by the AC. I encourage you to get involved in whatever process your section officers come up with to provide feedback. Again, the decision is not whether to keep *Rangelands*; we WILL; but rather how to both improve quality and reduce costs (or increase revenues).

A few things that the Board did were to reaffirm that the *Rangelands* Steering Committee will have control over the publication and report directly to the Board, it will be appointed, and it needs to develop its handbook for approval. The Steering Committee will consider Task Force and other recommendations referred to it by the Board including electronic submission, role of associate editors, and peer review. None of these things will be easy, but they are necessary.



## The Office

We will be working on several things in the office now that the annual meeting is over. Our new server is sitting in a box as I write this, but should be installed by the time you read this. Our website will be hosted off-site and allow us to offer lots more functionality to our members. Hopefully by the time you read this, you will be able to do lots more things there.

We will be offering website space to any of our sections, committees, or other groups that want their own sub-domain name (e.g., pnw.rangelands.org, advisorycouncil.rangelands.org). We will likely also start a rangeland blog and maybe a wiki; we may offer rangelands.org email addresses that are web accessible or forwarded to your other accounts; and we can provide ftp sites for you to work with others on projects. Keep watch for these and other new developments.

We will soon start offering 3 versions of our newsletter. Our main version will continue to be the full color electronic version distributed electronically. I hope to get it spiffed up with more pictures and even more news. To meet the need to get information to our members that don't have high speed internet or any internet for that matter, we will begin to produce a text-only version with no color or graphics. This will be available for download (a separate link) and will also be the version we print and mail. It will still have the same news about the society, but just not the "prettiness factor" thrown in. Please let me know what you think.

## State of the Society

The Board and I produced a one-page State of the Society report we will use as a handout. On the back is our one-page Strategic Plan that summarizes what the society is and where we are heading. It is available for download on the website. Please use it when you meet with people, at booths, or when recruiting. Give me ideas on how it can be improved for future years and versions.

As I said at the Business Meeting and Membership Forum in Louisville, the Society is in great shape but we must remain vigilant and always look for ways to improve.

## **NRCS Joint SRM-AFGC Family Meeting: Recognizing Outstanding Partners and Employees** Dennis Thompson, National Range and Grazing Lands Ecologist

On January 27, 2008, one hundred and fifty NRCS employees, families and friends gathered at the Joint Annual Meeting of the Society for Range Management (SRM) and the American Forage and Grassland Council (AFGC) in Louisville, Kentucky.

Activities started off with a social time followed by an official welcome from Mike Hubbs, Kentucky State Conservationist. Bob Drake, Chair of the National Steering Committee - Grazing Lands Conservation Initiative, then addressed the group. Don Gohmert, Texas State Conservationist, provided a message from NRCS Chief Arlan Lancaster. Updates from the range and pasture disciplines as well as new technology were presented by Dennis Thompson, National Range and Grazing Lands Ecologist, and George Peacock, Grazing Lands Team Leader.

A significant highlight of the evening was the opportunity to hear from leaders of SRM and AFGC – two long time partners of NRCS in grazing lands conservation delivery. Leaders who addressed the group included John Tanaka, SRM Interim Executive Vice President; Dennis Phillippi, SRM President; Allen Rasmussen, Incoming SRM President; and Gary Pederson, AFGC President. Ongoing partnership successes and future opportunities were presented.

The closing highlight was the Awards Presentation for the **2007 Pastureland Conservationist of the Year and the 2007 Rangeland Conservationist of the Year Awards** presented by Dennis Thompson.



These awards are highly regarded within the NRCS family and the 2007 winners exemplified the long term commitment to conservation that has become their trademark. Roger Staff, State Grassland Specialist from Illinois won the **2007 Pastureland Conservationist Award** and Clint Rollins, Rangeland Management Specialist, Amarillo, Texas won the **2007 Pastureland Conservationist**.

Roger is well recognized for his commitment to excellence in technical training and partnership development and has a long history of successes with groups such as the University of Illinois Extension, Illinois Grassland Conservation Initiative, and Illinois Forage and Grassland Council. The development of the Illinois Grazing Manual is another exceptional accomplishment for Roger and he has served as an officer and board member of AFGC.

Clint has become a recognized Rangeland Management authority in the Texas Panhandle and coordinates special projects and training including technical sessions, landowner field days and coordination with a wide array of partners. He has developed several educational publications and CDs, including the "*Common Rangeland Plants of the Texas Panhandle*." Clint is well recognized for his tireless efforts to youth conservation education as well as his commitment and involvement to SRM.

Both Roger and Clint well represent the outstanding personal values that have come to define the NRCS, and their recognition with these awards was a very appropriate end to the evening.

## Attention Amateur and Professional Photographers Alike!

We had such a great meeting in Louisville we would like you to send us your photos for posting on the website. Send digital images to Vicky at: [vskiff@rangelands.org](mailto:vskiff@rangelands.org).

Thanks!

## Forest Service Chief Recognizes Outstanding Employees and Partners

Cindy McArthur, Forest Service Liaison

On January 27, 2008, one hundred and eighty Forest Service employees, families and friends gathered at the annual Society for Range Management and American Forage and Grassland Council Annual Meeting in Louisville, Kentucky.

The evening started off with an enchanting Mongolian Folksong sung by Xing Qi, Liu Aijun and Zhao Mengli. The Chinese Delegation extended a warm invitation to attend the upcoming International Rangeland Congress and Grasslands Congress in Hohhot, China June, 2008. Jeff Eisenberg with the National Cattlemen's Beef Association shared a few thoughts on the challenges and opportunities that exist for Forest Service employees and producers to work together. The real highlight of the night came when Forest Service Chief Abigail Kimbell announced the National Awards for Achievement in Rangeland Management and Range Research.

The **2007 National Award for Outstanding Achievement in Rangeland Research and Development** went to two winners; Dr. E. 'Durant' McArthur and Dr. John Mitchell. Dr. McArthur was recognized



Chief Kimbell Presents Award to Dr. Durant McArthur



for excellence in all aspects of shrub genetics, ecology, management and general biology. Dr. McArthur has authored or co-authored over 400 scientific publications – more than any other Forest Service scientist. Dr. McArthur sets an excellent example for our agency by sharing his expertise with the global community. Dr. Mitchell organized and co-convened the Sustainable Rangelands Roundtable (SRR) as a parallel strategy to the Montreal Process. Since its inception, Dr. Mitchell has been a recognized national leader in monitoring and assessing the sustainable management of rangelands.

The **2007 National Award for Outstanding Achievement in Rangeland Management “Internal” Award** was presented to Brad Lathrop, Range Management Specialist, Umatilla Forest, North Fork John Day and Walla Walla Ranger Districts. Brad helped develop a Range CE NEPA Template that was so thorough and easy to use it was quickly adopted by many other forests and regions. Brad willingly shares his experience with other Range Management Specialists to help improve their confidence, efficiency and success.



**Chief Kimbell Presents Award to Dr. John Mitchell**



**Chief Kimbell with Brad Lathrop-Umatilla NF and Gary Delaney-OSU Extension**



**Chief Kimbell with Eric Peterson, Joel Bousman and Chad Hayward**

The **2007 National Award for Outstanding Achievement in Rangeland Management “External or Partnership” Award** was presented to two winners. The first was the Sublette County Extension, Cooperative Permittee Monitoring Program. This program has built quality, trusting relationships between grazing permittees and the Forest Service. This program has provided a means by which permittees and range specialists might cooperatively engage in scientific monitoring on grazing allotments. The second partnership award was presented to the Oregon State University Extension, 4H Urban-Rural Exchange Program. This program places urban students with rural ranching families for one week to gain real life experiences that emphasize the importance of agriculture and public land grazing. This program brings together a very diverse group of people in an effort to understand natural resource issues from both a rural and urban perspective.

Congratulations to all our winners! If you know an outstanding person or group who should be nominated, please contact Cindy McArthur, Forest Service Liaison to the SRM at [cmcarthur@fs.fed.us](mailto:cmcarthur@fs.fed.us).



## BLM Family Social and Reception at SRM/AFGC Annual Meeting

Linda Coates-Markle, SRM BLM Liaison

The BLM enjoyed a successful family gathering and social Sunday evening at the SRM/AFGC meetings in Louisville, Kentucky. Invitations were extended to all BLM employees attending the meetings as well as any other interested SRM/AFGC members and meeting attendees. About 50 social-goers attended to support the event.

The schedule of events included several BLM speakers including **Bob Bolton**, WO-220 Rangeland Program Lead who welcomed everyone and encouraged them to take advantage of the great week ahead; **Bud Cribley**, Deputy Assistant Director, Renewable Resources and Planning who spoke to priorities for the Rangeland Management Program, Healthy Lands Initiative, and



Managing for Excellence; and **Jack Hamby**, Deputy Division Chief, Rangeland Resources who spoke to partnerships to sustain rangeland productivity and the National AIM Strategy.

We also enjoyed several SRM speakers including **Deen Boe**, SRM 2008 Annual Meeting Co-chair who offered kind comments in recognition of BLM employees on the planning committee; **Dennis Phillippi**, outgoing SRM President and **G. Allen Rasmussen**, incoming SRM president who spoke to the BLM/SRM professional relationship, and opportunities for the future; and also **John Tanaka**, Interim EVP - SRM who spoke to the role of the SRM in professional development of agency employees.

Following a special tribute and mock re-signing of the Memorandum of Understanding for cooperative relations between SRM and BLM, special recognition was made to rangeland management specialists from several states for outstanding on-the-job performance. Those individuals who were recognized include:

**Adam Carr, Lewistown Field Office, MT**  
**Mike Courtney, Burley Field Office, ID**  
**W. Paul Curtis, Monticello Field Office, UT**  
**Charlie Fifield, Casper Field Office, WY**  
**Thomas R. Grette, Royal Gorge Field Office, CO**  
**Lane R. Hauser, Las Cruces District Office, NM**  
**Byron Lambeth, Hassayampa Field Office, AZ**  
**Michele McDaniel, Battle Mountain Field Office, NV**  
**Dana Peterson, Wenatchee Field Office, WA**  
**Jeff Starosta, Bishop Field Office, CA**

Eight of the ten recipients were able to be in Louisville to receive their awards (see group photo). Arizona and Nevada recipients were honored at state level events. Congratulations to all deserving specialists for a job well-done!



# Society for Range Management – Board Activities

Louisville, Kentucky  
January 28-February 1, 2008

The Board of Directors met during the Annual Meeting. Motions are summarized below. For fuller text, please see the member's only side of the website. In addition, there was discussion of potential cooperative activities with the National Cattlemen's Beef Association, the Public Lands Council, and other organizations; various committee reports and requests; our Washington, D.C. presence; federal liaisons; the Center for Professional Education and Development; and the EVP search. In addition, many Board members were able to meet with national organization and agency leaders at a special luncheon prior to the Building Bridges Symposium.

## **MOTION SUMMARIES:**

**To accept Task Force recommendation:** RANGELANDS should be regarded primarily as a member service and as a member retention tool; to at least break even financially.

**That Rangelands and Rangeland Ecology and Management Steering Committees be appointed by the Board of Directors.**

**To accept Task Force recommendation:** RANGELANDS mission statement that it is a technical (not experimental) journal and oriented toward practitioners.

**To refer Task Force recommendation to the new Rangeland Steering Committee:** Increase the number of special theme issues and reduce the number of contributed articles.

**That the Rangelands Steering Committee should define subject matter for special issues and potential authors.**

**To refer Task Force recommendation to the new Rangeland Steering Committee:** Support for regularly occurring feature editorials, more topical review and interpretation of policy matters, and regular editorial features with an emphasis on federal policy.

**To table Task Force recommendations:** Printed or an electronic copy; number of issues per year, number of pages per issue, and color or not; EVP to explain changes.

**To implement a trial blog.**

**To refer Rangelands Steering Committee recommendations to the new Steering Committee for inclusion in a handbook for approval by the Board of Directors:** Define the role of the Steering Committee and provide a mandate for that role; budgetary response to the Board on an annual basis; review of editor; peer review process.

**To delay action on Rangelands Steering Committee recommendation until after the Advisory Council's (AC) response to the Task Force report:** Number of issues per year.

**To accept the Advisory Council recommendation:** Delay action on changes in the publication of Rangelands until AC can secure input from section membership and provide a quality recommendation to the BOD by March 28, 2008.

**To put activities of the Publication Committee in the Information and Education Committee and to sunset the Publication Committee.**

**That the Executive Vice President is to notify all Committee Chairs to communicate with the Board of Director Representative.**

**To transfer \$2,200 from the ESD workshop profits to the Utah Section.**

**To not approve \$1,250 for the international travel scholarship.**

**To accept Advisory Council recommendations:** Site selection proposal from the AC subcommittee; Annual Meeting (AM) subcommittee of AC will remain in place to facilitate the process of meeting site selection and review of financial information; work with a selected professional meeting management firm in negotiating meeting space and hotel blocks; negotiate the lowest possible uniform room rates at



conference hotels; Annual meeting income distribution between the parent society and the host section(s) remains; AM subcommittee shall be AC Chair, AC Chair-Elect, section host of a recent meeting, member of a large venue section and a member of a small venue section and the last three to be appointed by the AC Chair.

**To not accept Advisory Council recommendation in lieu of joint report to send a letter:** To investigate ways to improve USDA drought management programs.

**To accept Advisory Council recommendation:** Appoint a Membership Task Force (including marketing) to address the issues of negative membership growth and declining retention of members and report their findings by the 2008 summer board meeting.

**To table Advisory Council recommendation until a report is received from the Public Affairs Committee:** Potential position statement on health risks between domestic and wild animals.

**To have profit sharing set at 25% for the host section for the Center for Professional Education and Development proposal.**

**To accept revised FY08 budget with additional Board travel.**

**To set up a conference call with Rangelands Editor-in-Chief Gary Frasier as soon as possible, for Board members to submit questions to President Allen Rasmussen, and to make a decision at the end of the call.**

**That the Executive Vice President, with input from the Board of Directors, draft a letter of performance review to the Rangelands Editor-in-Chief with specific items of improvement to be sent as soon as possible.**

## 2<sup>nd</sup> Annual New Member Round-Up (2007)

**North Central Section  
1<sup>st</sup> Place winner of \$1000  
Increased their membership by  
11% from Oct. – Dec. 2007**



**Brian Pillsbury, accepting for the North Central Section, Dennis Phillippi presenting.**

**Nevada Section  
2<sup>nd</sup> Place winner of \$500  
Increased their membership by  
8% from Oct.-Dec. 2007**



**Barry Perryman accepting for the Nevada Section.**

These checks were awarded to the section at the Annual Meeting in Louisville, KY. Last year Nevada took 1<sup>st</sup> place honors as well. Other section increases are:

7% - Arizona & Wyoming

6% - Cal-Pac, Northern Great Plains

5% - Texas, Pacific Northwest, Colorado, New Mexico, Kansas, National Capital



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

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

<b>Date</b>	<b>Location</b>	<b>Title</b>	<b>Credit</b>
Mar 4	Fort Collins, CO	18th High Altitude Reveg. Workshop Special Practical Reveg. Session <a href="http://www.highaltitudereveg.org/">http://www.highaltitudereveg.org/</a>	4 CEUs
Mar 4-6	Montrose, CO	Grazing Permit Administration Shortcourse <a href="mailto:mtucker@fs.fed.us">mtucker@fs.fed.us</a>	15 (d1-7/d2-6/d3-2)
Mar 5-6	Fort Collins, CO	18th High Altitude Revegetation Workshop <a href="http://www.highaltitudereveg.org/">http://www.highaltitudereveg.org/</a>	13 (w-7/th-6)
Mar 5	Jerome, ID	Range & Pasture Mgmt Workshop <a href="http://www.idahohay.com/Feb%204%20ws.pdf">http://www.idahohay.com/Feb%204%20ws.pdf</a>	4 CEUs
Mar 5-6	Missoula, MT	Revegetation with Native Plants Workshop	14 (7/day)
Mar 6-8	Rapid City, SD	SWCS Northern Plains Regional Meeting <a href="http://www.ndswcs.org/News.htm">http://www.ndswcs.org/News.htm</a>	4 CEUs (Fri only)
Mar 7-8	Boise, ID	2008 Research Symposium: Respiratory Disease in Wild & Domestic Sheep <a href="http://www.cainecenter.uidaho.edu/wildlife.htm">http://www.cainecenter.uidaho.edu/wildlife.htm</a>	12 (6/day)
Mar 12-13	Chico, CA	CalPac Spring Field Tour <a href="http://www.rangelands.org/links_srm_sections.shtml">http://www.rangelands.org/links_srm_sections.shtml</a>	4 CEUs
Mar 17-19	Shepherdstown, WV	TEC7132 - GPS Introduction for Natural Resources Field Personnel <a href="http://training.fws.gov/branchsites/CLM/Courses/tec7132.html">http://training.fws.gov/branchsites/CLM/Courses/tec7132.html</a>	16 CEUs
Mar 24	Phoenix, AZ	North American Wildlife & Natural Resources Conf Climate Change Workshop <a href="http://www.wildlifemanagementinstitute.org/index.php?option=com_content&amp;view=article&amp;id=57&amp;Itemid=67">http://www.wildlifemanagementinstitute.org/index.php?option=com_content&amp;view=article&amp;id=57&amp;Itemid=67</a>	6 CEUs
Mar 26 (only)	Phoenix, AZ	North American Wildlife & Natural Resources Conf opening & special sessions <a href="http://www.wildlifemanagementinstitute.org/index.php?option=com_content&amp;view=article&amp;id=57&amp;Itemid=67">http://www.wildlifemanagementinstitute.org/index.php?option=com_content&amp;view=article&amp;id=57&amp;Itemid=67</a>	4 CEUs
Mar 29	Sioux Center, IA	Politically Incorrect: Production to Profit Livestock Seminar <a href="http://siouxriverscd.org/News/2008%20Siouxland%20Garden%20Show.aspx">http://siouxriverscd.org/News/2008%20Siouxland%20Garden%20Show.aspx</a>	6 CEUs
Mar 28-29	Albuquerque NM	ASI Targeted Grazing Workshop <a href="http://www.cnr.uidaho.edu/rx-grazing/">http://www.cnr.uidaho.edu/rx-grazing/</a>	11 (d1-7/d 2-4)
Apr 8-9	Pennsylvania	Furnace PAASI Targeted Grazing Workshop <a href="http://www.cnr.uidaho.edu/rx-grazing/">http://www.cnr.uidaho.edu/rx-grazing/</a>	11 (d1-7/d 2-4)
April 17-18	Boise ID	ASI Targeted Grazing Workshop <a href="http://www.cnr.uidaho.edu/rx-grazing/">http://www.cnr.uidaho.edu/rx-grazing/</a>	11 (d1-7/d 2-4)
Apr 18	Winters, CA	CNGA Field Dav at Hedgerow Farms <a href="http://www.cnga.org/action/events.php?event=47">http://www.cnga.org/action/events.php?event=47</a>	7 CEUs
May 16	Blooming Grove, TX	Grazing Mgmt Workshop-77 Ranch <a href="mailto:jeff.goodwin@tx.usda.gov">jeff.goodwin@tx.usda.gov</a>	2 CEUs
Jun 16-20	Chadron, NE	2008 NE Range Shortcourse <a href="http://agronomy.unl.edu/rangeshortcourse/">http://agronomy.unl.edu/rangeshortcourse/</a>	16 CEUs
Jun 17-19	Bozeman, MT	15 <sup>th</sup> Wildland Shrub Symp – Shrublands: Wildlands & Wildlife Habitats <a href="http://eu.montana.edu/shrublands">http://eu.montana.edu/shrublands</a>	TBD
Jun 29-Jul 5	Hohhot, China	International IGC-IRC 2008 Congress <a href="http://www.igc-irc2008.org/">http://www.igc-irc2008.org/</a>	16 (tentative)

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



## “It’s All About Range – We Support SRM!”

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*Lawyer*

**SCHROEDER & LEZAMIZ**  
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Boise, Idaho 83701

### **Deadline for the April 2008 SRM Rangeland News**

Remember to get your position announcements, columns, section announcements, agency information, etc. in by the 15<sup>th</sup> of March for the April issue of the newsletter.

Send to Caitlin at: [caitlin@rangelands.org](mailto:caitlin@rangelands.org)



## Agency On-the-Spot Hiring Program, January 27-30, 2008

Facilitator: Linda Coates-Markle, WO-220 BLM/SRM Liaison  
([lmarkle@blm.gov](mailto:lmarkle@blm.gov); 303-986-3309)

WO-220 Division of Rangeland Resources, BLM, held its second annual Agency On-the-Spot Hiring program for entry-level Rangeland Management Specialists (RMS) in conjunction with the Society for Range Management's (SRM) 61st Annual Meeting and Trade Show (joint meeting with the American Forage and Grasslands Council) in Louisville, Kentucky, January 27-30, 2008.

Hiring authority was provided under the Federal Career Intern Program (FCIP) which is designed to help agencies recruit and attract exceptional individuals into the Federal workforce. The program was created under Executive Order 13162 and hiring authority is permitted when recruiting at regional or national levels. For more information, please visit [www.opm.gov/careerintern](http://www.opm.gov/careerintern).

### **Results of On-the-Spot Hiring Program**

With the BLM hiring effort, 11 Rangeland Management Specialist positions (eight offered as GS-454-5/7/9/11 and three offered as GS-454-5/7/9) were filled from 11 different field offices representing five states. Twenty-one applicants, representing 14 different universities, qualified for the 454 RMS series. The entire process took a total of four days.

WO-220 considers the event to be highly successful and is very appreciative of all the support and assistance received during this effort, especially from WO and ESO Human Resource (HR) Specialists, the USFS, the SRM Career Development Workshop coordinators, and the BLM interview panel and associated field offices.

### **Other Agency Participation**

The USFS and NRCS also participated in the Rangeland JOB FAIR at the SRM annual meetings. This was the fourth time the USFS has pursued hiring under the FCIP at these meetings. This agency successfully filled six RMS GS-454-5/7/9 vacancies. BLM once again commends the USFS for the guidance, assistance and cooperation provided to us during these hiring efforts.

### **Recommendations for Future Efforts**

WO-220 is very motivated to pursue this opportunity again. The 2009 Society for Range Management meetings in Albuquerque, New Mexico, February 8-13, 2009, will present an excellent venue for the next opportunity. Suggestions for improving and streamlining the process have been received from a variety of participants including students, USFS, NRCS, SRM members, BLM HR specialists and interview panel members. Overall, it appears that all involved are extremely pleased with the process and outcome of these efforts.

## UNR Rangeland Ecologist Position Announcement

The University of Nevada, Reno Department of Natural Resources and Environmental Science (NRES) seeks a full time non-tenure-track Rangeland Ecologist. She/he will set up experimental studies for rangeland ecology/vegetation management and fire research projects; collect and analyze data from those studies and associated monitoring by land management agencies; identify ecological concepts; investigate management and restoration strategies; and collaboratively publish about vegetation dynamics of and treatments for native plant communities on Great Basin rangelands. BS + experience required, MS preferred. Apply through the UNR website [www.unrsearch.com/applicants/Central?quickFind=52894](http://www.unrsearch.com/applicants/Central?quickFind=52894). Contact Sherman Swanson 775-784-4057 or [sswanson@cabnr.unr.edu](mailto:sswanson@cabnr.unr.edu) to discuss the position.



## New Opportunity for Website Posting of Entry-Level Range Jobs

Linda Coates-Markle, BLM Liaison

The demand for professionals who can manage rangelands is currently very high. Nearly all students graduating with degrees in range science & management are finding opportunities for jobs. Many people also appear to be switching to rangeland management as a second career choice later in life. However, even though the demand for quality new recruits appears high, there also appears to be a decreasing supply of job-ready seniors from university programs.

The Society for Range Management is concerned about the future management of rangelands. We are especially concerned about the future of the workforce dedicated to managing these lands. Information from the Office of Personnel Management reveals that at least 25-33% of the workforce currently classified as "Rangeland Management Specialists" (i.e., 454-series) within the USDA Forest Service, Bureau of Land Management, and Natural Resources Conservation Service will likely retire in the next 10 years. Who will fill their shoes?

In order to start addressing these concerns, SRM has developed a new web-based form that may be used to submit *entry-level positions* for posting to SRM's employment page *free of charge*. The only requirement is that submissions must meet the "entry-level position" guidelines as follows:

1. Only positions that require no higher than a B.S. degree level in range or closely related field may be posted.
2. Positions that require a MS or PhD degree are NOT permitted to be posted in the entry-level section, but may be posted on SRM's regular employment page for a fee.

Please visit the SRM website at <http://www.rangelands.org/employment.shtml> for more details, or contact Mary Moser at [mmoser@rangelands.org](mailto:mmoser@rangelands.org) or 303-986-3309 for more information.

## Teton Science School, Ungulate Habitat Ecologist Position Announcement

Conservation Research Center of Teton Science Schools ([www.tetonscience.org/crc.shtml](http://www.tetonscience.org/crc.shtml))

**Job Title:** Ungulate Habitat Ecologist – Full Time

**Start Date:** Mid-April

**Number of Positions:** up to 3

**Location:** Jackson, Wyoming with significant travel requirements during the field season

**Job Description:**

The Ungulate Habitat Ecologist will be responsible for monitoring moose & mule deer habitat and developing long-term habitat treatment recommendations in western and southern Wyoming. Applicant will manage field crews of 1 to 3 people and ensure data are collected and analyzed according to appropriate methodologies. Applicant will be responsible for: 1) developing management recommendations, 2) communicating & developing relationships with the client and interested publics, 3) providing regular reports on progress and findings and 4) reviewing, analyzing and synthesizing pertinent biological information. Extensive travel and field work required, although the position will be based in Jackson, Wyoming. See [http://www.tetonscience.org/about\\_employment.shtml#ungulate\\_habitat](http://www.tetonscience.org/about_employment.shtml#ungulate_habitat) for complete details.

**To Apply:**

Send a cover letter and resume to [brenda.younkin@tetonscience.org](mailto:brenda.younkin@tetonscience.org). Interviews will begin February 25, 2008 and continue until positions are filled. Teton Science Schools is an Equal Opportunity Employer.



## Wildlife and Fisheries Consultant Position Announcement

THE SAMUEL ROBERTS  
**NOBLE**  
FOUNDATION

The Agricultural Division of the Samuel Roberts Noble Foundation, Inc., Ardmore, Oklahoma, is seeking a Wildlife and Fisheries Consultant to complement and complete a team of consultants representing several agricultural disciplines. This team provides free technical assistance to farmers, ranchers, and other natural resource managers within a 100-mile radius of Ardmore.

**Responsibilities:** The primary focus of the person in this position will be to work with a team of consultants from several agricultural disciplines to provide technical assistance to farmers, ranchers, and other natural resource managers. Opportunities exist for research, demonstration, and other educational and developmental projects. This position requires effective one on one communication with clients and the ability to work in a team setting and present information to individuals and groups both verbally and in writing. The successful candidate will be expected to collaborate with the Ag Research Team, Ag Education and Special Projects Manager and other Noble Foundation divisions and departments as well as universities and various agricultural agencies.

**Qualifications:** Required: Minimum of MS or M.Ag. degree in Wildlife, Fisheries or Range with significant undergraduate or graduate coursework in at least two of the disciplines...

**Preferred:** Coursework and or experience in Fisheries (especially related to small impoundments), Wildlife and Range. Demonstrated ability to communicate with the general public, farmers and ranchers, and other professionals. A demonstrated knowledge of agriculture and a farm or ranch background.

**Salary:** Salary commensurate with education and experience.

How to apply: Complete employment application online at [www.noble.org](http://www.noble.org), send a letter of application, detailed resume, transcripts and contact information for three references to:

The Samuel Roberts Noble Foundation, Inc.

Human Resources Department

PO Box 2180

Ardmore, OK 73402

Email: [nfhr@noble.org](mailto:nfhr@noble.org)

Website: <http://www.noble.org>

Applications will be accepted until a suitable candidate is found. Interested applicants should apply immediately. EEO/AA/ADA



## Samuel Roberts Noble Foundation Position Announcement

The Samuel Roberts Noble Foundation, Inc. is seeking a Postdoctoral Fellow/AG Research to work on research evaluating the agronomics and utilization of switchgrass and other perennial grasses for bioenergy and forage. This is a project which is funded for two years contingent on performance and on continued funding by the Oklahoma Bioenergy Center. Additional opportunities may include work on the evaluation of introduced forage and native range systems for beef cattle production in the Southern Plains.

A PhD in Agronomy, Crop Science, Range Ecology or related field is required. Previous experience in field crop experimentation and techniques are essential. A demonstrated ability to communicate, knowledge of general agriculture, and a farm or ranch background is preferred.

Applicants are requested to apply online at <http://www.noble.org> by completing the application and submitting a resume, copy (s) of college transcripts, contact information for three references (excluding relatives), and a cover letter explaining interest in the position and career goals. Applications will be accepted until a candidate is hired. Interested applicants should apply immediately.

EEO/AA/ADA

## OSU Assistant Professor Position Announcement

**Assistant Professor, Department of Rangeland Ecology and Management**, Oregon State University. Ph.D. degree in rangeland ecology or a closely related field such as plant ecology, agronomy or weed science. This is a 12-month, part-time (.75 FTE) tenure-track position. The Department of Rangeland Ecology and Management will support the .25 FTE salary balance for the first two years. Education or research experience should emphasize arid land soil-plant-animal dynamics and plant ecophysiology and autecology. The incumbent will be expected to develop a dynamic teaching program which will include undergraduate courses in rangeland ecology including plant physiology and a graduate level course. Ability to work cooperatively with land management agencies and private landowners is necessary. Knowledge of plant community measurement and analysis techniques including statistical design and multivariate approaches. Preferences will be given to candidates with at least one degree in Rangeland Resources, a demonstrated understanding of plant-soil-animal interactions in rangeland settings and a demonstrable commitment to promoting and enhancing diversity. Familiarity with SAS, Statistica or S-plus statistical software and a valid driver's license are also beneficial. Applications should be received by April 14, 2008; Apply online at Posting #0002134 <http://oregonstate.edu/jobs>. For additional information regarding this position please contact Raquel Gonzalez at (541) 737-1616. OSU is an Affirmative Action/Equal Opportunity Employer.



# University of Wyoming Director Position Announcement

## **Director**

### **University of Wyoming Haub School and Ruckelshaus Institute of Environment and Natural Resources**

The Helga Otto Haub School and William D. Ruckelshaus Institute of Environment and Natural Resources is a program that brings multiple academic disciplines and diverse stakeholders together to address complex issues related to the environment and natural resources (ENR) in the Rocky Mountain west. The University of Wyoming is seeking a leader to guide the School and Institute and build upon its reputation as a leading interdisciplinary center addressing critical ENR issues and offering innovative undergraduate and graduate education. For more information about the Haub School and Ruckelshaus Institute of Environment and Natural Resources, please visit <http://www.uwyo.edu/enr>.

The Director will report to the Vice President for Academic Affairs. We seek an energetic leader with proven intellectual and administrative skills who will work with the faculty in contributing academic units and advance the stature of the Haub School and Ruckelshaus Institute as one of the world's top institutions in ENR issues. The Director must represent the School and Institute effectively to the university administration, the Ruckelshaus Institute advisory board, external constituents concerned with ENR issues, state and national political leadership, and to the public.

Preferred qualifications include: 1) an earned doctorate, or a combination of education and experience appropriate for a tenurable appointment in any of ENR's cooperating disciplinary departments; 2) an internationally recognized record of teaching and research in environment and natural resources; 3) administrative experience that demonstrates vision, managerial ability, and communication skills; 4) the creative leadership needed to create synergy with other university programs and with outside interests; 5) sensitivity to the ENR issues confronting the Rocky Mountain West; and 6) a commitment to integrating academics, research excellence, effective outreach, and constructive collaborative engagement of multiple stakeholder interests.

Applications should include a letter describing the applicant's qualifications and experience related to the position. Applicants should also include a curriculum vitae. For finalists, the search committee will ask for the names and addresses of three references. Review of applications will begin in April 7, 2008, but applications will be accepted until the position is filled. The University of Wyoming is an equal opportunity - affirmative action employer with an institutional commitment to diversity. We encourage women and members of under-represented groups to apply.

Please send applications and nominations to:

Dr. Frank Galey, Chair, ENR Director Search:

c/o Wilma Varga, Office of the Vice President for Academic Affairs

University of Wyoming, 1000 E. University Ave. Dept. 3302, Laramie, WY 82071



## Lost Resources – Bob Wilson, Nevada Section

*Submitted by Gary McCuin, NV Section EVP*

Past Nevada Section SRM President and White Pine County Extension Educator Bob Wilson passed away suddenly and unexpectedly at his home in Idaho, Saturday Feb. 16th. Memorial services were held in Ely, Nevada and Bruneau, Idaho last week. It is the request of the family that no flowers be sent.

Instead, if you wish to offer a remembrance to Bob, the family has set up a trust for his younger son, Eric. Any such gift should be made to the Eric Wilson Special Needs Trust and sent in care of the Bank of Commerce, 184 East 2nd North, Rexburg, ID 83440.

For those of you who wish to send Ida and the family a card or letter, their address is 1332 East 400 North, St. Anthony, Idaho 83445.

Bob had a great passion for his family, life in general, and for SRM. He will be sorely missed.

## New Members

**SRM welcomes its new members. Following is a list of new members, their section and recruiter for January 21, 2007 to February 20, 2008.**

<u>Member</u>	<u>Company</u>	<u>City</u>	<u>Section</u>	<u>Recruiter</u>
Don McClure	USDI-BLM	Kingman, AZ	AZ,	
Todd Elliott	Arizona State University	Mesa, AZ	AZ	John Brock
Jenna Brazil	Humboldt State University	Scotia, CA	Cal-Pac	Ken Fulgham
Greg Friel	Haleakala Ranch	Makawao, HI	Cal-Pac	
Chase Roeber	Chadron State College	Paonia, CO	CO	
Ike Wennihan	South Wind Conservation Inc.	Delores, CO	CO	
Deborah Young	CSU Extension	Fort Collins, CO	CO	Roy Roath
Helene Marcoux	University of Alberta	Edmonton, AB	IM	
Jennifer Caudron	University of Alberta	Spruce Grove, AB	IM	
Sally Ells	University of Alberta	Edmonton, AB	IM	
Tisa Bevan	University of Alberta	Sherwood Park, AB	IM	
Jon Lamson	Montana State University	Bozeman, MT	IM	
Tanya Silzer	Alberta Govt. Lands Division	Wainwright, AB	IM	
Glenn Brunkow	K-State Research & Extention	Westmoreland, KS	KS	Dr. Walt Fick
Shannon Tyree	Habitat Architects, LLC	Belton, MO	KS	
Erbey Carmona-Ruiz	Universidad Autonoma de Chihuahua	Chihuahua	MX	
Alfonso Sanchez-Munzo	Oklahoma State University	Chihuahua	MX	Alicia Mendoza
Antonio Garcia Villa	Antonio Narro University	Saltillo, Coahuila	MX	
Amanda Pedraza Reynoso	Antonio Narro University	Saltillo, Coahuila	MX	
Noemy Jurado Cruz	Antonio Narro University	Saltillo, Coahuila	MX	



<u>Member</u>	<u>Company</u>	<u>City</u>	<u>Section</u>	<u>Recruiter</u>
Mario Rayz Perez	Antonio Narro University	Saltillo, Coahuila	MX	
Eddy Roblero Perez	Antonio Narro University	Saltillo, Coahuila	MX	
Jeff Eisenberg	NCBA, Public Lands Council	Washington DC	NCS	
Jom Renthall	USDI-BLM	Washington DC	NCS	
Andrew Houser	Chadron State College	Stockville, NE	NE	
Anthony Perlinski	North Dakota State University	Fargo, ND	NGP	
Brittany Hasbargen	North Dakota State University	Fargo, ND	NGP	
Jacob Martin	New Mexico State University	Las Cruces, NM	NM	
Brad Cooper	New Mexico State University	Las Cruces, NM	NM	
Brandon Sanders	New Mexico State University	Las Cruces, NM	NM	Kelly Allred
Joe Whitehead	USDA-NRCS	Clovis, NM	NM	Ken Leiting
Dot Merrill	University of Nevada Reno	Sun Valley, NV	NV	
Kenneth Vicencio	University of Nevada	Yearington, NV	NV	
Caleb McAdoo	JBR Environmnetal Consulting Inc.	Elko, NV	NV	Kent McAdoo
Kevin Parsons	Oklahoma State University	Winfield, KS	OK	
Eahsan Shahriary	Oklahoma State University	Stillwater, OK	OK	
Kyle Cothren	Oklahoma State University	Ada, OK	OK	
Cambra Soukup	Oklahoma State University	Pryor, OK	OK	
Andy Kelher	Eastern Oregon University	La Grande, OR	PNW	
Ian Levitt	University of Alberta	Edmonton, AB	PNW	
Sue Greer	Wheeler Soil & Water Cons. Dist.	Condon, OR	PNW	Amy Derby & Debra Bunch
Sara Reed	Oregon State University	La Grande, OR	PNW	Curt Yanish
Nik Nilson	Eastern Oregon University	LaGrande, OR	PNW	Mike McInnis
Mike Spicer	Eastern Oregon University	LaGrande, OR	PNW	
Teresa Smergut	USDA-Forest Service	Enterprise, OR	PNW	
Justin Namken	South Dakota State University	Lake Norden, SD	SD	
Hattie Ellsworth	South Dakota State University	Fort Thompson, SD	SD	
Amy Symstad	US Geological Survey	Hot Springs, SD	SD	
Jeff Symstad	The Nature Concervancy	Hot Springs, SD	SD	
Tyler Johnson	South Dakota State University	New Lander, MN	SD	
John Andrae	Clemson University	Clemson, SC	SO	
Beth McMahan	Texas A&M Univ ersity	Harper, TX	TX	
Clayton Swanson	Texas A&M Univ ersity	El Campo, TX	TX	
James Batey	Texas A&M Univ ersity	College Station, TX	TX	
Ted Paup		Fort Worth, TX	TX	Hampton Pratka
Regina Knorpp	Quarter Circle T Ranch	Clarendon, TX	TX & NM	
Santiago Utsumi	New Mexico State University	Las Cruces, NM	UN	
Cali Layton	Brigham Young University	Provo, UT	UT	
Marit Sawyer	JBR Environmental Consultants	Salt Lake City, UT	UT	
Julie M. Burgess	Utah State University	Lehi, UT	UT	Jim Reese
AJ Royle	University of Wyoming	Laramie, WY	WY	Rives White
Dean Houchen	University of Wyoming	Laramie, WY	WY	
Meghan Reedy	University of Wyoming	Laramie, WY	WY	
Elizabeth Parrish	University of Wyoming	Denver, CO	WY	Mae Peterson
Moriah Shadwick	University of Wyoming	Douglas, WY	WY	
Reese Irvine	University of Wyoming	Laramie, WY	WY	
Jessica Boyd	University of Wyoming	Laramie, WY	WY	Mae Peterson
Benjamin Wise	University of Wyoming	Laramie, WY	WY	
Dave Pellatz	Renaissance Services	Douglas, WY	WY	



## Upcoming Deadlines, Events and Meetings

(For more information [www.rangelands.org](http://www.rangelands.org) Links, SRM Sections)

March 12 & 13, 2008	Cal-Pac Section Meeting & Tour	Chico, CA
April 24, 2008	FL Section Summer Meeting Tour	Sarasota County, FL
May 12-13, 2008	Annual Meeting of the American Institute of Biological Sciences	Arlington, VA
June 6-7, 2008	NV Section Summer Meeting & Tour	UNR Gund Ranch, Austin NV
June 11-12, 2008	PNW Section Summer Meeting	Okanogan, WA
June 24-26, 2008	International Mountain Section Summer Meeting	TBD
June 29-July 5, 2008	International IGC-IRC 2008 Congress	Hohhot, China
June 27, 2008	Texas Hillington Ranch Tour	Comfort, TX
October 6-8, 2008	SD & NE Section Annual Mtg, Joint with SDGC & NEGLC: Alternatives for Sustainable Grasslands	Valentine, NE
October 8-10, 2008	TX Section Annual Meeting	Nacogdoches, TX
February 8-12, 2009	62 <sup>nd</sup> Annual Meeting of the SRM	Albuquerque, NM
February 7-11, 2010	63 <sup>rd</sup> Annual Meeting of the SRM	Denver, CO

