



# Rangeland News

## October 2007 In this Issue

SRM Member Login Information	2
Cindy McArthur–Forest Svc Liaison	3
CPRM and Member Survey Results	4
EVP Jason Campbell Resigns	5
We Support SRM–Business Card Ads	6-7
Calendar of SRM CEUs	7
SRM/AFGC Annual Meeting	8
National GLCI Steering Committee	9
Rangeland Careers	10-11
Job Postings	12-13
New Members	14-15
Calendar of Events	16

### Managing Editor:

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

### Staff e-mail addresses:

**K. Jason Campbell:**  
[kjcampbell@rangelands.org](mailto:kjcampbell@rangelands.org)

**Linda Coates-Markle:**  
[lcmarkle@rangelands.org](mailto:lcmarkle@rangelands.org)

**Cindy McArthur:**  
[cmcarthur@fs.fed.us](mailto:cmcarthur@fs.fed.us)

**Mary Moser:**  
[mmoser@rangelands.org](mailto:mmoser@rangelands.org)

**Lesley Radtke:**  
[lrادتke@rangelands.org](mailto:lrادتke@rangelands.org)

**Vicky Skiff:**  
[vsriff@rangelands.org](mailto:vsriff@rangelands.org)

**Home Page:**  
[www.rangelands.org](http://www.rangelands.org)

## The Future Is Here - Who Will Be Managing The Changing Range Landscape?

By Karen Launchbaugh, SRM Director

Rangelands are incredibly dynamic and intriguing places to work. Our profession attracts people who want to work in those wild open spaces we know as rangeland. But, the days of getting in the truck and escaping to the range for some quiet field work are fewer and farther between. Most of us can remember when few people cared about what happened on the range and “public involvement” took place down at the coffee shop with no WiFi connection. It is gratifying that more people are using and noticing the range, but it does make life as a range manager more complicated and dynamic. It is clear that the pace of life is faster than at any other time in history. In the past, when the world changed more slowly, foresight was much less important than it is today. Now, our success as professionals will require a diligent eye to the future.

There is a troubling cloud on the horizon. As the demands for using, conserving and preserving rangelands grow, the workforce to manage these lands is shrinking and getting older. This is the worrying truth. Figures from the Office of Personnel Management (OPM) reveal that the ranks of people classified as “Rangeland Management Specialists” (i.e., 454-series) in the US Forest Service, Bureau of Land Management, and Natural Resources Conservation Service are getting older and fewer. These figures indicate that at least 25-33% of the workforce will likely retire in the next 10 years. Who will fill their shoes?

Is our profession keeping up with the new demands, new trends, and new tasks required to manage the range? Do the new range science graduates have the intellectual, social, and technological skills to meet today’s challenges “out on the range”? How can Universities, SRM, and land management agencies equip land managers for the rapidly emerging and yet unknown future for managing range landscapes?

Tough questions. One reassuring reality amidst this turmoil is that the range will always be there. The need for rangeland managers and scientists will not disappear from the face of the earth because half of the land on earth is range! Certainly, the new skills needed by range managers will rest on a foundation of knowledge about soils, plants,



animals, fire, and ecology. But, to this knowledge of “good old range management”, the land steward of the future will need to add new skills and understanding.

This exploration of who does what, when and how, is what the business world calls a “workforce assessment.” A small task force of people in SRM have started down this workforce assessment road. This group currently includes Linda Coates-Markle (BLM), Kendra Moseley (NRCS), Cindy McArthur (US Forest Service), Larry Rittenhouse (Colorado State University-retired) and me (University of Idaho). We are at the very beginning of this journey. We are currently focusing on the progressive steps of workforce development from education to employment. ••How do we continue to recruit people into this profession? •• What elements should be included in education and training in college? •• How can internships strengthen skills of new graduates? •• What mentoring and training is needed for new professionals upon employment? •• What continuing education models will work to keep range professionals updated with the necessary tools and information?

Prior to the SRM/AFGC meeting in Louisville, this ad-hoc SRM task force is planning to engage in discussions with the Young Professionals Conclave, the Range Science Education Council, Federal and State Agencies Meetings, and interested others in order to conduct a workshop at the meetings called “Strengthening the Range Profession for the Future.” If you have ideas, thoughts and/or concerns on how our profession can evolve to meet the changing needs of the future, please feel free to contact me (208.885,4394; klaunchb@uidaho.edu) or Linda Coates-Markle (303.986.3309 lmarkle@rangelands.org). We look forward to hearing from you.

Keep your eyes on the horizon.

**Karen Launchbaugh**

## SRM Member Login Information

**In order to: edit your personal profile, renew your membership dues,  
find another member, check CEUs, etc.:**

Please note: you must be a **current, non-expired** member in order to access the member-only side of the website.

To Log in: Your default **login** is your member ID number. Your ID number can be found on the membership card that is included with your new member/renewal packet. This number is located in the upper right corner, above your name.

Your default **password** is your last name followed by the number 1, all lower case with no spaces (example: smith1). If you have changed either your login or password, be sure that you keep a record of this information. We can see your login in our system, but your password is encrypted. Therefore, we can only reset passwords, not retrieve them.

If you have lost your login and/or password, you must use the email address currently in the database in order to start the reset process. If you no longer have access to the email address on record, you must contact Headquarters to have your password reset.

Please contact us if you need further assistance.

Thank you! Lesley Radtke, Director of Membership Services/Special Events



## Cindy McArthur - Forest Service Liaison To The Society For Range Management

My name is Cindy McArthur. I am the new Forest Service Liaison to the Society for Range Management. My family and I just moved to Washington, D.C. from John Day, Oregon. I am excited and honored to be working in this new position. I share the same feelings expressed by former Chief of the Forest Service, Lyle F. Watts, almost sixty years ago when he stated: “The Forest Service stands to gain considerably from the successful establishment of a national society. It will provide an opportunity for gaining a joint understanding of range matters by range administrators, educators and users. It will provide an opportunity for dissemination of our information and should result in gaining interest and support for our work” (Watts 1947).



Major duties I will pursue during my tenure as SRM Liaison include: helping the Forest Service understand the challenges and opportunities of rangeland management and building partnerships with natural resource agencies and other organizations to strengthen efforts to maintain healthy rangelands and the communities they support. In addition, I look forward to working closely with colleges and universities to train, recruit, and retain dynamic new employees who are prepared to make positive contributions to the field of rangeland management.

I have a Bachelor of Science Degree in Environmental Studies, with an emphasis on Sustainable Communities and Agriculture, from Utah State University and a Master of Science Degree in Range Ecology and Management from Oregon State University.

My career with the Forest Service started with an eventful few years as a Range Management Specialist on the Gila National Forest in Catron County, New Mexico. Prior to moving to the Washington Office, I worked as the Range, Invasive Species, and Wild Horse Program Manager for the Blue Mountain Ranger District on the Malheur National Forest. While there, I gained a great appreciation for dedicated permittees who balance livestock production goals with ever increasing requirements for threatened and endangered salmon, Wild and Scenic Rivers, and expanding wild horse populations.

I credit my early involvement in the Society for Range Management to an excellent college mentor, Dr. Mark Brunson and my first supervisor, Dr. Thomas Bedell, Chairman of the Benton Soil and Water Conservation District. I hope to pass on their support and encouragement to other students and young professionals.

This is the first time the Forest Service has had a liaison to the Society for Range Management. I welcome any ideas or suggestions you may have. I can be reached at:

USDA Forest Service  
Rangelands Management Staff  
201 14th & Independence Ave. SW  
Washington, DC 20250  
Desk (202) 205-2733  
Fax (202) 205-1096  
E-mail - [cmcarthur@fs.fed.us](mailto:cmcarthur@fs.fed.us)



## CPRM and Member Survey Results (Part 2)

### Barry Imler, CPRM Committee Chair

If you have been following recent issues of Rangeland News and Rangelands, you are aware of a recent member survey. Question number ten dealt with certification through SRM as a range management professional. Based on volume, the answers to the CPRM question I have reviewed were pretty evenly split between those favorable toward the program, those opposed, and those that were neutral. Last month I presented survey responses that were generally favorable toward the program. As promised, in this issue of Rangeland News I'm going to share the less than favorable responses. I'm not going to challenge the comments or argue points in this article. I will start addressing some of the concerns presented here in future articles.

**There are no professional incentives to obtain CPRM status through SRM.** Certification through SRM does not project any special status. You cannot be certified without a degree. It is an unneeded duplication of professional degrees. There is nothing to gain in the private sector through certification. It has no bearing on credibility with customers or others. CPRM is second tier (useful, not essential). Anyone can be certified – just pass test.

**Certification has no bearing on employment.** It doesn't fit government jobs. Jobs of interest do not require certification. It is a tool for bureaucratic evaluation of employees. It means nothing when determining employee quality. Certification is not needed unless you are consulting. There is no need for certification because the profession is becoming diluted as we become "resource managers." Certification requires courses in livestock management – it's time to allow others into the club.

**Some detractors of the program stated that it is not very discriminating.** Others claim it greatly favors academics and new graduates, while ignoring experience and is discouraging to those outside agencies and university system. If you are not part of the mainstream range management, then you are not wanted. The program is captive to the livestock industry. It focuses on traditional uses.

**The material covered for certification is overwhelming.** It's difficult to meet the CEU requirements. You can't get credits unless you attend the national meeting. Continuing education credit is based on attendance, not retention. There were no sessions at the 2007 meeting. Some would like to see a tutorial on the internet to help prepare for the exam.

**Why is SRM emphasis placed on professional designation v. consultant designation?** CPRM waters down consultant certification.

**Some statements reflected the personal values of the individual.** Certification means little to me. It's never been a high priority. I'm certified in another society, no need for additional certification. I disagree with philosophy of certification, graduate degree with experience should be sufficient. I studied for degree and worked 25 years – don't need certification. I don't need certification - need further education. Because my primary role is manager of multiple resources, I can no longer specialize in range alone. Certification costs too much. Program is a joke.

**Some statements reflected personal relationships among SRM members.** Grandfathering allowed incompetents to be certified. I don't agree with some who are certified. I have less confidence in some certified members than others. Too many certified professionals do not act professionally. CPRM is just documentation of elitism within organization.



## EVP Jason Campbell Resigns

The Society for Range Management (SRM), wishes to inform its membership that Dennis Phillippi, SRM President, has accepted the resignation of Jason Campbell, Executive Vice President (EVP), effective October 10, 2007. SRM is very grateful to Jason for his service to the Society over the past 2 years and wishes him the very best in his future endeavors. Jason's resignation letter is included below.

The SRM Board of Directors (BOD) has begun the search process for a new EVP with the formation of an EVP Search Committee and the preparation of an EVP Job Vacancy Announcement. It is expected that the Vacancy Announcement will be released in October.

Larry Howery, SRM Board member and Chair of the EVP Search Committee, indicates that the Search Committee will work very closely with the BOD and SRM professional staff to ensure a timely replacement of the EVP. Expectations are that either an interim EVP or permanent EVP will be in place within the SRM Headquarters by December 1, 2007.

Friday, August 31, 2007

Dennis Phillippi  
SRM President  
Natural Resource Options Inc.  
Bozeman, Mt 59715

Dear Dennis:

It is with a heavy heart that I announce my resignation from SRM. My projected last day with the Society will be October 10, 2007. Even though my professional association with the Society will come to a close on that date, my personal commitment to SRM will continue, and as such I will remain available to both you and the staff as you all proceed with the transition to a new EVP.

Over the past few months we have discussed many of the challenges and issues facing our organization and how my travel and residence requirements have either complicated or complimented the options available for resolving these issues. It has become obvious that the needs of the Denver office and the on-site responsibilities of the EVP vastly exceed the applicability of the EVP living in or near Washington, D.C.; not to mention the additional expenses involved in sustaining such an arrangement, and the personal effect it has had on my relationship with my family.

Like many specialized professional societies SRM is challenged by a number of significant issues, including having to do more with limited staff resources, increasing costs, shrinking budgets, constant pressure to recruit and retain members, and maintaining consistent programs and operations under a united vision that drives the organization in a common direction. Given the cumulative affect that these challenges have across many of the program responsibility centers within SRM, I have come to believe that the EVP must be a strong daily presence in the Denver office, working directly with the professional staff to meet these challenges.

Over the next several weeks I will work with you and the staff to minimize the operational impacts from my scheduled departure, and I will continue to do what I can to ensure that our programs and projects continue to move forward.

I remain extremely grateful to you and the SRM leadership for providing me the opportunity to serve the Society and work with the wonderful people who comprise the staff and membership of this great organization. I truly hope that SRM never forgets its true grassroots beginning, and the connection it has to the core values of sound management of our rangeland resources; continued development and application of rangeland science; and meeting the needs of the people who live and work in rangeland communities. Balance among these core values will be critical to maximizing both broad membership support and ensuring opportunities for continued growth and success of the Society.

Thank you for working so diligently with me in meeting the many challenges that I faced as your EVP over the last two years. I wish you, the rest of the SRM leadership, and the great SRM staff all the best in your efforts to continue to meet the future needs of the Society as a whole.

Sincerely Yours,

Jason Campbell



# "We Support SRM and Great Range Management"

We appreciate our first business card supporters of SRM. This is our pilot program to strengthen SRM while helping SRM provide better value to its members. For a very small fee (\$20), you too can show that you support SRM while at the same time putting your name in front of 3,500 range-oriented people. Contact [caitlin@rangelands.org](mailto:caitlin@rangelands.org) for details!

## Land Improvement Attachment Specialists for Heavy Equipment

**Steve Smith**  
Manager, Custom Engineered Products

210/648-8456  
San Antonio, Texas  
[www.holtcat.com](http://www.holtcat.com)



Office (208) 384-1627 Ext. 2 [alan@schroederlezamiz.com](mailto:alan@schroederlezamiz.com)  
FAX (208) 384-1833 E-mail

*W. Alan Schroeder*  
*Lawyer*

SCHROEDER & LEZAMIZ  
LAW OFFICES, LLP  
Street Address: 447 West Myrtle  
Mailing Address: P.O. Box 267  
Boise, Idaho 83701



SYNERGY RESOURCE SOLUTIONS, INC.

We count grass... and a whole lot more!

**Jack D. Alexander III**  
CRMC, CPESC, NRCS-TSP

5393 Hamm Rd  
Belgrade, MT 59714  
[jack@countgrass.com](mailto:jack@countgrass.com)

Office: 406-586-GRASS (4727)  
Cell: 775-772-5123  
Fax: 406-388-9359

Resource Monitoring Tools available at our website: [www.countgrass.com](http://www.countgrass.com)

## THE GRAZING MANAGER NOW AVAILABLE FOR DOWNLOAD!



- Visit [www.agren-inc.com/tgm](http://www.agren-inc.com/tgm)
- Click on 'Download Full Version'

Questions or problems?  
e-mail: [tgm@agren-inc.com](mailto:tgm@agren-inc.com)

## ROBINETT RANGELAND RESOURCES LLC

16900 N. Forecastle  
Tucson, AZ 85719

Phone: 520 825 9067  
Cell: 520 971 1279

[drobinett\\_az@msn.com](mailto:drobinett_az@msn.com)

Dan  
Robinett





**SYNERGY RESOURCE SOLUTIONS, INC.**  
*We count grass... and a whole lot more!*  
**Nicole K Hansen**

5393 Hamm Rd  
 Belgrade, MT 59714  
 nicole@countgrass.com

Office: 406-586-GRASS (4727)  
 Cell: 505-640-7602  
 Fax: 406-388-9339

Resource Monitoring Tools available at our website: [www.countgrass.com](http://www.countgrass.com)

**Range and Wildlife Habitat Consultants, L.L.C.**



**Joseph L. Schuster, PhD, C.R.M.C.**

- Range/Pasture Management
- Habitat Development

1006 Esther Blvd.  
 Bryan, TX 77802  
 (979) 822-2992

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

Below is a calendar of functions that have been pre-approved

Date	Location	Title	Credit
Oct 2-4	Ardmore, OK	Noble Foundation Grazing School <a href="http://www.noble.org/WebApps/Events/EventPages/AgEvents.aspx">http://www.noble.org/WebApps/Events/EventPages/AgEvents.aspx</a>	16 CEUs
Oct 3-5	Arlington, VA	9th Annual Environmental Performance Summit <a href="http://www.performanceweb.org/CENTERS/EN/Events/E110/">http://www.performanceweb.org/CENTERS/EN/Events/E110/</a>	16 CEUs
Oct 3-6	Denver, CO	Rally 2007-20th Annual National Land Conservation Conf <a href="http://www.lta.org/training/rally.htm">http://www.lta.org/training/rally.htm</a>	16 CEUs
6-Oct	Tucson, AZ	4th Annual Research Insights in Semiarid Ecosystems (RISE) Symposium <a href="http://www.tucson.ars.ag.gov/rise/">http://www.tucson.ars.ag.gov/rise/</a>	5 CEUs
Oct 8-9	Nebraska City, NE	The Practice of Restoring Native Ecosystems <a href="http://www.arboday.org/RNEconference">www.arboday.org/RNEconference</a>	12 CEUs
Oct 10-12	Lubbock, TX	2007 TSSRM Annual Meeting and Tour <a href="http://www.tssrm.org/index.cfm">http://www.tssrm.org/index.cfm</a>	8 CEUs
Oct 11-12	Grand Island, NE	NE Section SRM & The Wildlife Society Annual Meetings <a href="http://www.ianr.unl.edu/srm/index.html">http://www.ianr.unl.edu/srm/index.html</a> <b>(addl. CEUs for opt wkshp-Oct 10-Targeted Grazing)</b>	9 CEUs 7 CEUs
Oct 23-25	Park City, UT	Ecological Site Descriptions as a Management Tool <a href="http://www.rangelands.org/events_esd.shtml">http://www.rangelands.org/events_esd.shtml</a>	16 CEUs
Oct 26	Kenansville, FL	FL Section Fall Tour/TTRS&LC Bobwhite & Rangeland Mgmt Field Day <a href="http://flsrn.ces.fau.edu/meetings_files/fieldday.htm">http://flsrn.ces.fau.edu/meetings_files/fieldday.htm</a>	5 CEUs
Nov 1-2	Price, UT	UT Section Winter Mtg-Integrated Research Monitoring & Rangeland Mgmt <a href="http://www.rangelands.org/events.shtml">http://www.rangelands.org/events.shtml</a>	9 CEUs
Nov 1-3	Bishop, CA	CalPac/NV Joint Fall Meeting <a href="http://www.casrm.org/CaSRM12.shtml">http://www.casrm.org/CaSRM12.shtml</a>	8 CEUs (f-5/s-3)
Nov 5-6	Lake Ozark, MO	MO Forage & Grassland Council/GLCI 2007 Annual Conf <a href="http://agebb.missouri.edu/mfgc/">http://agebb.missouri.edu/mfgc/</a>	9 CEUs
Jan 7-8	Columbia, MO	Heart of America & Mid-Missouri Grazing Conference	8 CEUs

**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**



**Mark Your Calendar Now!!!**



**SRM / AFGC Annual Meeting  
"Building Bridges, Grasslands to Rangelands"  
Jan. 26 – 31, 2008  
The Galt House, Louisville, KY**

This is one of the earliest meetings SRM has ever had and it promises to be exciting and informative, so make plans to attend now!

Louisville is very well supplied with great restaurants and other social establishments near the Galt House Hotel, is well situated for walking about, and covered walkways render it protected from the elements. Hotel information and reservations are available at:

<http://www.rangelands.org/louisville2008/hotel.shtml>

The Pre-Conference publication will be delivered with the October issue of *Rangelands* and will be available on the website no later than the end of October. For the most current meeting information, visit: [http://www.rangelands.org/louisville2008/louisville2008\\_index.shtml](http://www.rangelands.org/louisville2008/louisville2008_index.shtml)

A variety of interesting, informative and enjoyable events will be offered. Below is just a sampling.

**Technical Tours:**

University of Kentucky Animal Research Center  
Roundstone Native Seed Company and Mammoth Cave Tour  
KY Bison and Horse Farm Tour

**Local Interest Tours:**

Kentucky Derby Museum Tour  
Louisville Sluggers, Heroes and Glassworks  
Kentucky Horse Park / Equine Hospital / Woodward Distillery

**Symposia:**

Energy from Biomass – Agronomic and Economic Considerations  
State-and-Transition Models: Triggers, Feedbacks and Thresholds  
Use of Heterogeneity-Based Grassland Management Techniques for Improved Wildlife Habitat:  
What Does It Look Like?  
Novel Market-based Approaches to Enhance Sustainability of Grazing Lands  
Riparian Ecology & Management  
Invasive Species I

**You can find current information, and register for the meeting at:  
[http://www.rangelands.org/louisville2008/louisville2008\\_index.shtml](http://www.rangelands.org/louisville2008/louisville2008_index.shtml)**

**Hope to see you there!**



## National GLCI Steering Committee Holds Successful Gathering In Wyoming

Board members of the National Grazing Lands Conservation Initiative (GLCI) steering committee met Sept. 7-8 in Casper, WY, for their annual fall business meeting. The coalition is comprised of member producers representing nine industry organizations including the American Farm Bureau Federation, American Forage and Grassland Council, American Sheep Industry, the Dairy Industry, National Association of Conservation Districts, National Cattlemen's Beef Association, National Farmers Union, Society for Range Management, and the Soil and Water Conservation Society.

Keith Bartholomay of North Dakota and Pat Pfiel of Florida represented SRM at the GLCI steering committee meeting. Established in 1991, the primary mission of GLCI is to ensure that high quality technical assistance is available for privately owned grazing lands. Supporters of GLCI seek to offer this assistance on a voluntary basis and hope these efforts will increase the awareness of the importance of grazing land resources.

During the GLCI steering committee meeting in Wyoming, about 135 participants enjoyed a day touring the Hardy Ranch north of Douglas, WY. The tour was organized by Wyoming Natural Resources Conservation Service (NRCS) and the Wyoming Private Grazing Lands Team.

This family operation includes sheep, cattle, wildlife and mining sharing the rangeland. Gene Hardy and his daughter and son-in-law Michelle and Shawn Musselman and their two young children are in their second year of implementing improvement practices to their range through an Environmental Quality Incentives Program (EQIP) contract with assistance from NRCS.

Through water developments, fencing, and rotational grazing, the Hardy Ranch hopes to increase carrying capacity by about 30%. "NRCS has been great folks to work with, and in the end we will have a better ranch for the next generation," said Shawn Musselman.

During the business meeting of the GLCI national steering committee, the group heard reports from leadership from several government agencies and their efforts on range and pasture lands management and research including the Agricultural Research Service, Cooperative State Research, Education and Extension Service, Forest Service and the Bureau of Land Management. NRCS State Conservationists from Texas, Missouri, Florida and California were also on hand to participate in the meeting.

For upcoming events, GLCI will host a Grazing Symposium on Tuesday, Jan. 29, in Louisville, KY at the joint meeting of the Society for Range Management and the American Forage and Grassland Council.

GLCI is also making plans to host its 4th National Conference on Grazing Lands Dec. 13-16, 2009 in Reno, NV. Previously GLCI has hosted this conference in Las Vegas, NV; Nashville, TN; and in 2006 in St. Louis, MO.

The national GLCI Steering Committee will hold its annual spring business meeting Feb. 25-26 in Washington, DC. For more about GLCI efforts visit <http://www.glci.org>.

SEE OUR CUSTOM-MADE  
HOOPS AND FRAMES  
ON OUR WEBSITE

Synergy Resource Solutions, Inc.

406-388-9378

[www.countgrass.com](http://www.countgrass.com)



## **Rangeland Careers....It's All About The Future**

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 (SRM) 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 (OPM) reveals that at least 25-33% of the workforce currently classified as "Rangeland Management Specialists" (i.e. 454-series) within the US Forest Service (USFS), Bureau of Land Management (BLM), and Natural Resources Conservation Service (NRCS) will likely retire in the next 10 years. Who will fill their shoes?

In order to start addressing these concerns, SRM plans to expand its job hiring and career development opportunities at the 2008 SRM and the American Forage and Grasslands Council (AFGC) Annual Meeting and Trade Show in Louisville, Kentucky, January 26-31, 2008. Preliminary information and scheduling for planned activities is presented below. For developing details please visit the 2008 Annual Meeting Rangeland Career website at: [www.rangelands.org/jobfair\\_rangelandcareers.shtml](http://www.rangelands.org/jobfair_rangelandcareers.shtml)

### **RANGELAND JOB FAIR AND HIRING**

#### **RANGELAND JOB FAIR**

**Sunday January 27, 2008, 10am - 6pm.** Just as rangelands and grasslands are diverse, so are related careers. Just look at the SRM and AFGC membership as an example of this diversity! In order to better match job opportunities with job seekers, SRM/AFGC will expand professional employment efforts at their 2008 Joint SRM/AFGC Meeting. This is a free service for SRM and AFGC members and Trade Show participants. For more information visit: <http://www.rangelands.org/louisville2008/jobfair.shtml>

#### **AGENCY ON-THE-SPOT HIRING**

**Sunday January 27 through Wednesday January 30, 2008.** Several federal agencies have successfully coordinated On-the-Spot Hiring programs at the SRM annual meetings in past years. For example, at the SRM 60<sup>th</sup> Annual Meeting in Reno, Nevada, the USFS and BLM successfully filled 18 Rangeland Management Specialist (GS-454) entry level vacancies. Several more positions were filled subsequent to the meetings using the same applicant pool. Agencies are very interested in pursuing this opportunity again in Louisville. For more information visit [http://www.rangelands.org/jobfair\\_onthespot.shtml](http://www.rangelands.org/jobfair_onthespot.shtml).

#### **EMPLOYMENT ROOM**

**Sunday January 27 through Thursday January 31, 2008, 8:00am - 10:00pm; (Thursday until noon).** Job announcements, internships and vacancy postings representing the diversified membership of SRM.

#### **INTERNET CAREER CAFÉ**

**Sunday January 27 through Wednesday January 30, 2008, 8:00am - 6:00pm.** A sponsored technical service in support of the JOB FAIR and On-the-Spot HIRING activities.



## **CAREER DEVELOPMENT WORKSHOPS**

In addition to the successful Student Employment Workshop, where you can ask questions on how to really succeed in the job market, SRM is planning to host additional workshops on: “What are Employers Looking For,” and “What are Agencies Looking For,” and “Thinking about Graduate School.” All workshops will be one-half hour to two hours in length and will be offered concurrently with the 2008 Rangeland JOB FAIR on **Sunday afternoon, January 27, 2008**. Top professionals from both the private and public sectors of rangeland management have volunteered to guide these workshops to benefit SRM/AFGC members. For more information, please visit [http://www.rangelands.org/jobfair\\_workshops.shtml](http://www.rangelands.org/jobfair_workshops.shtml).

### **WHAT ARE EMPLOYERS LOOKING FOR?**

**12:00 noon - 12:30pm.** Employers are looking for ethical, motivated, hard working, persons who can think, solve problems, communicate effectively (all modes), work effectively on a team, and have good leadership skills. Dr. Mort Kothmann has been teaching a Senior Seminar twice a year since 1999 with an emphasis on job applications, cover letters and resumes. At the 2008 meetings, he will conduct a one-half hour session with hands-on opportunities.

### **WHAT ARE AGENCIES LOOKING FOR?**

**12:30-1pm.** Students and professors alike often ask “What are agencies looking for?” and “How does the agency hiring process work?” These are good questions and the agencies are very interested in the opportunity to address these questions during a one-half hour workshop at the 2008 Meetings.

### **THINKING ABOUT GRADUATE SCHOOL?**

**1-2pm.** This one-hour workshop will be offered for the first time at the 2008 meeting by Dr. Mark Brunson. Many undergraduate students, as well as younger range professionals, find themselves unsure whether they should pursue or continue in a job in the profession, or whether they would be better off earning a graduate degree. The answer will vary for each person, but this workshop will offer viewpoints that address the question from various angles.

### **STUDENT EMPLOYMENT WORKSHOP**

**2-4pm.** Want to stand out from the crowd? Want to know how you really “get” a job instead of just “finding” one? The Student Employment Workshop (SEW) gives you a chance to learn the skills necessary to accomplish these things. You don’t have to be a student, but you can’t be an employer. If you don’t learn something here, you aren’t paying attention.

## **MORE CAREER DEVELOPMENT OPPORTUNITIES**

For more information, please visit [http://www.rangelands.org/jobfair\\_addlactivities.shtml](http://www.rangelands.org/jobfair_addlactivities.shtml).

### **TAPPING THE TOP**

**Monday January 28, 2008; 5:00-7:00pm.** For over 15 years, SRM has given students and professionals the opportunity to “Tap the Top”. In the beginning, Tapping the Top (TTT) gave students a chance to shadow a professional throughout part of the SRM meeting. When TTT outgrew this format, the student professional mixer evolved. The one thing that hasn’t changed is the opportunity for students to ask questions and learn what it is really like to be a professional in the natural resources field.

### **MENTOR A YOUNG PROFESSIONAL**

**Monday January 28 through Wednesday January 30, 2008.** SRM is inviting its seasoned professionals to extend a helping hand to the college-age and young professionals of the society. Consider it the beginning of a career mentoring process. During registration at the meetings, we will be asking SRM/AFGC mentors to sign a roster if they are interested in spending some quality professional time with a newer member of the society in an informal lunch or dinner setting. This activity has been successfully tried by other professional organizations and the benefits to the younger members have been outstanding.



## Position Announcements

### **Faculty Position in Natural Resource Economics**

The Department of Natural Resource Ecology and Management (NREM) at Iowa State University is seeking candidates for an assistant or associate tenure-track faculty position in Natural Resource Economics. Approximately 45% of the position will be in teaching, 45% in research, and 10% in service. We seek a faculty member with expertise in the area of natural resource economics, with a strong background in natural resource ecology (e.g., fisheries, forestry, wildlife). We encourage applications from those interested in the economics of natural resource use, recreation, land use and land cover, ecological economics, forest economics, and the valuation of ecosystem services, environmental risk, and regulation. For a profile of NREM see <http://www.nrem.iastate.edu/>. For fullest consideration, apply online at <http://www.iastatejobs.com/> and attach a cover letter, curriculum vitae, description of teaching and research interests and experiences, and contact information (including e-mail address) of three references by October 15, 2007. *Iowa State University is an EO/AA employer.*

### **Agency Administrator: State Land & Farm Loan Assistant Direct**

The State of Wyoming, the Office of State Lands and Investments, is currently recruiting for an Agency Administrator: State Land & Farm Loan Assistant Director. This position is appointed by the Director of the Office of State Lands and Investments and serves at the pleasure of the Director, WS 9-2-1706(d). You may obtain information about this position at: <https://statejobs.state.wy.us/JobSearchDetail.aspx?ID=12424>  
The location of this position is Cheyenne, Wyoming

### **University of California, Merced School of Engineering Postdoctoral Scholar for Education, Outreach & Communication Environmental Systems**

The NSF funded Kings River Critical Zone Observatory (CZO) is a multi-disciplinary earth science natural laboratory located in the Sierra Nevada. This position will be split between developing education and outreach (E & O) program based on the CZO research and project communications. The position will be located at the University of California, Merced (UCM) and will involve working with researchers from UCM and other universities. For more information, please visit our website: <http://jobs.ucmerced.edu/n/academic/position.jsf?positionId=1163> .  
AA/EOE

Position open until filled.



# Animal Scientist/#00020127

**DEPARTMENT:** Central Grasslands R/E Center  
Streeter, ND

**SALARY:** Commensurate with experience

**SCREENING DATE:** October 15, 2007

**DESCRIPTION:** The Animal Scientist will manage the research herd and oversee the livestock program at the Central Grasslands REC in south central North Dakota. Duties will include all aspects of the day-to-day care including breeding, feeding, calving, weaning, disease prevention and treatment of the research herd. The animal scientist will report to the center director involving the design and implementation of range and livestock related research at the center and will work cooperatively with other NDSU scientists. Duties include:

1. Plan or assist in planning statistically sound research projects conducted with the center's herd. The timely collection and analysis of data from livestock projects and keep accurate records of the research herd during the calving season and field seasons
2. Work with the director to set goals for the livestock program and will be responsible for developing and adhering to the standardized operating procedures and institutional animal care protocols
3. Prepare quality written and oral research reports annually for field days and meetings throughout North Dakota and the region
4. Consult with the director and farm manager for the production and harvesting of high quality feeds and forage
5. Supervise technicians and seasonal employees who assist in accomplishing the above tasks. Includes setting goals and evaluating outcomes
6. Seek grant opportunities and prepare grant proposals to enhance the livestock and range research program at the center

**Housing is provided for this position and the animal scientist must reside at the center.**

**MINIMUM QUALIFICATIONS:**

- M.S. degree in animal science
- Excellent knowledge of livestock husbandry
- United States farming and ranching experience
- Ability to work skillfully with ranchers and land managers
- Demonstrated working knowledge of North Dakota agriculture, especially livestock production
- Excellent oral and written communication skills
- Strong team-building skills
- Ability to work with limited supervision
- Valid ND drivers license or ability to obtain
- Must be able to meet the physical requirements of the position

**PREFERRED QUALIFICATIONS:**

- Ph.D. in animal science or closely related field
- Ability to obtain grants
- AI license or willing to acquire

**TO APPLY:**

All interested persons should submit the following supporting documents to the Office of Human Resources, PO Box 5345, Fargo, ND 58105 or Job Service, by the close of business on the screening date: 1) standard NDSU application form; 2) cover letter; 3) current resume; and 4) names, addresses, and phone numbers of three professional references. **NOTE:** Incomplete files will NOT be considered. Veteran's claiming preference must submit all proof of eligibility by the screening date. Proof of eligibility includes a DD-214 and if claiming disabled status, a current letter of disability.



## New Members

**SRM welcomes its new members. Following is a list of new members, their section and recruiter for August 15, 2007 to September 30, 2007.**

<u>Member</u>	<u>Company</u>		<u>Section</u>	<u>Recruited By</u>
Amy Coe	Arizona State University	Gilbert, AZ	AZ	
Gary Vinson	G&H Land and Cattle Co	Oracle, AZ	AZ	Gregg Vinson
Jim Holder	Anchor Ranch	Clifton, AZ	AZ	Al Medina
Clarice Holder	Anchor Ranch	Clifton, AZ	AZ	Al Medina
Erin Sharp	Arizona State University	Gilbert, AZ	AZ	
Walt Pachucki	TEAM Engineering & Mgmt.	Bishop, CA	Cal-Pac	
Fletcher Nelson	Humboldt State University	Eureka, CA	Cal-Pac	
Dan Kominek	Wildlands Inc.	Rocklin CA	Cal-Pac	
Jenny Todd	Colorado State University	Fort Collins, CO	CO	
	Colorado State Land Board	Denver, CO	CO	Dennis Phillippi
Rebecca Stephens	ISDA-NRCS	Savannah, GA	FL	
Callum Sears	Flying E Ranche	Stavely, AB	IM	Hal Sears
Digit Dee Ash	Alberta Sustainable Resources Devel.	Calgary, AB	IM & NGP	
Karl Harborth		Chanute, KS	KS	
Angela Peterson	University of Nebraska	North Platte, NE	NE	Jerry Volesky
Norma Van Nostrand	USDA-NRCS	Ogallalaa, NE	NE	
Brookelynn Stewart	Chadron State College	Chadron, NE	NE	
Sarlyn Morse	Chadron State College	Chadron, NE	NE	
Jessica Unruh	The Corteau Properties Company	Beulah, ND	NGP	
Simon Neufeld	University of Manotoba	Winnipeg, MB	NGP	
Erl Svendsen	Prairie Farm Rehab. Admin.	Regina, SK	NGP	Mae Elsinger
Michele Wisnefski	University of Nevada, Reno	Reno, NV	NV	
Lesley McNeff	OK Dept. of Wildlife Conservation	Oklahoma City, OK	OK	Larry Wiemers
Katrina Strathmann	Yakama Nation-Wildlife Resource Mgmt.	Naches, WA	PNW	
Matthew Odden	USDA-NRCS	Sturgis, SD	SD	
Laura Robison	Redwing Ecological Services. Inc.	Louisville, KY	SO	Linda Hardesty
Jacob Siegrist	University of Kentucky	Lexington, KY	SO	
Rachel Holland		Boerne, TX	TX	Dr. Barron Rector
Jason Gerngross	USDA-NRCS	Wellington, TX	TX	Kevin Wright



## New Members

<u>Member</u>	<u>Company</u>		<u>Section</u>	<u>Recruited By</u>
Rebecca Flack	The Nature Conservancy	Uvalde, TX	TX	Sarah Flath
Chase Garcia	USDA-NRCS	Big Spring, TX	TX	Dustin Ratliff
Ralph Porter	Dow AgroSciences, LLC	Abilene, TX	TX	Jodie Stockett
Kaare Remmee	Remme Corporation	San Marcos, TX	TX	
Bob Anderson	Randolph Ranch East Kindaide	Marathon, TX	TX	Jed Elrod
Ross Weishuhn		Columbus, TX	TX	Barron Rector
Matt Chastain	Integrated Environmental Solutions, Inc.	Richardson, TX	TX	
Alan York	West Texas A & M University	Happy, TX	TX	
Ryan McClintock	USDA-NRCS	McKavett, TX	TX	Rob Cook
Kyle Wright	USDA-NRCS	Andrews, TX	TX	Raymond Schimcek
Diego Rochinotti	INTA-EEA Mercedes Ctes	Mercedes, Argentina	UN	
Derek Troutvein	Utah State University	Logan, UT	UT	James Stuart
Michael Guttery	Utah State University	Logan, UT	UT	
Kate Peterson	Utah State University	Logan, UT	UT	
Mary O'Brien	Grand Canyon Trust	Castle Valley, UT	UT	
Nathan Cline	Brigham Young University	Provo, UT	UT	
Heather Garrison	USDA-Forest Service	Vernal, UT	UT	
Karin Bergum	University of Wyoming	Laramie, WY	WY	
Kem Nicolaysen	Cole Creek Sheep Co.	Casper, WY	WY	Michael Smith
Amber Robbins	USDI-BLM	Pinedale, WY	WY	

### **Deadline for the *November 2007 SRM Rangeland News***

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

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



# Upcoming Deadlines, Events and Meetings

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

## October 2007

- Oct 10-12 Texas Section Annual Meeting, Lubbock, TX
- Oct 11-12 Nebraska Section Annual Meeting, Grand Island, NE
- Oct. 18-19 Pacific Northwest Section Annual Meeting, Corvallis, OR
- Oct 23-25 ESD Workshop, Park City Marriott, Park City, UT
- Oct. 26 Florida Fall Tour, Kenansville, Florida

## Nov. 2007

- Nov 1-2 Utah Winter Meeting, Price, UT
- Nov 1-3 Cal-Pac and NV Joint Meeting, Bishop, CA
- Nov 27-28 Wyoming Winter Meeting, Lander, WY
- Nov. 28-29 Colorado Winter Annual Meeting, Fort Collins, CO

## 2008

- Jan. 26-Feb. 1 SRM/AFGC 2008 Joint Annual Meeting, Louisville, KY
- June 29-July 5 Joint International Grassland Congress and International Rangeland Congress Hohot, Inner Mongolia, China



**Society for Range Management**  
**10030 W. 27<sup>th</sup> Ave.**  
**Wheat Ridge, CO 80215**

Non-Profit Org  
US Postage  
PAID  
Denver, CO  
Permit #4551

