## Rangeland Ecology & Management

# Sustaining Working Rangelands: Insights from Rancher Decision-Making --Manuscript Draft--

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Abstract:	Grazed rangeland ecosystems encompass diverse global land resources, and are complex social-ecological systems from which society demands both goods (e.g., livestock and forage production) and services (e.g., abundant and high quality water). Including the ranching community's perceptions, knowledge, and decision-making is essential to advancing the ongoing dialogue to define sustainable working rangelands. We surveyed 507 (33% response rate) California ranchers to gain insight into key factors shaping their decision-making, perspectives on effective management practices and ranching information sources, as well as their concerns. First, we found that variation in ranch structure, management goals, and decision-making across California's ranching operations aligns with the call from sustainability science to maintain flexibility at multiple scales to support the suite of economic and ecological services they can provide. The diversity in ranching operations highlights why single-policy and management "panaceas" often fail. Second, the information resources ranchers rely on suggest that sustaining working rangelands will require collaborative, trust-based partnerships focused on achieving both economic and ecological goals. Third, ranchers perceive environmental regulations and government policies—rather than environmental drivers—as the major threats to the future of their operations.		

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## Sustaining Working Rangelands: Insights from Rancher Decision-

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## 1 ABSTRACT

2	Grazed rangeland ecosystems encompass diverse global land resources, and are complex
3	social-ecological systems from which society demands both goods (e.g., livestock and forage
4	production) and services (e.g., abundant and high quality water). Including the ranching
5	community's perceptions, knowledge, and decision-making is essential to advancing the ongoing
6	dialogue to define sustainable working rangelands. We surveyed 507 (33% response rate)
7	California ranchers to gain insight into key factors shaping their decision-making, perspectives
8	on effective management practices and ranching information sources, as well as their concerns.
9	First, we found that variation in ranch structure, management goals, and decision-making across
10	California's ranching operations aligns with the call from sustainability science to maintain
11	flexibility at multiple scales to support the suite of economic and ecological services they can
12	provide. The diversity in ranching operations highlights why single-policy and management
13	"panaceas" often fail. Second, the information resources ranchers rely on suggest that sustaining
14	working rangelands will require collaborative, trust-based partnerships focused on achieving
15	both economic and ecological goals. Third, ranchers perceive environmental regulations and
16	government policies—rather than environmental drivers—as the major threats to the future of
17	their operations.
18	
19	Key Words: agricultural policy, biodiversity, coupled human and natural systems, ecosystem
20	services, sustainability science, working landscapes.

## INTRODUCTION

2	Rangelands are biologically diverse working landscapes that include complex ecosystems
3	ranging from arid deserts and shrublands to mesic grasslands and woodlands. Covering
4	approximately 50% of the world's terrestrial surface (Lund 2007), rangelands support nearly
5	one-third of the world's population and provide multiple ecosystem goods and services—
6	including food and fiber production, water resource protection, and biodiversity (MA 2005;
7	Havstad et al. 2007; Neely et al. 2009). With the global population expected to reach 10.9 billion
8	by 2100 (UN 2013), providing these goods and services into the future will continue to be a
9	fundamental challenge—especially under the mounting pressures of uncertain economic, social,
10	and climate changes (FAO, IFAD, and WRP 2013; Sayre et al. 2013; UN 2013). The long-term
11	sustainability and stewardship of rangeland systems around the globe has been the subject of
12	increasing public debate (NRDC 2010; Briske 2011; FAO, IFAD, and WRP 2013; Sayre et al.
13	2013; UN 2013).
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- 1 management strategies (Kreuter et al. 2006; Knapp and Fernandez-Gimenez 2009; Sorice et al.
- 2 2012; Kachergis et al. 2013; Kachergis et al. 2014). They also have insights into the impacts of
- 3 these decisions on economic and ecological aspects of their agricultural enterprises (Berkes et al.
- 4 2000). Finally, ranchers are the actors expected to participate in policy partnerships and comply
- 5 with regulations, and so it is crucial to understand how they view the policy and regulatory
- 6 landscape.
- We examined results of a mail survey of California ranchers within the context of a social-
- 8 ecological framework for adaptive decision-making (Fig. S1; available online at [insert URL]).
- 9 The framework provides a conceptual approach that integrates existing decision-making theories
- 10 to address challenges and opportunities in complex agro-ecological systems (e.g., California's
- working rangelands (Lubell et al. 2013)). Grazed rangelands in California cover approximately
- 12 13.8 million hectares (CALFIRE-FRAP 2010) and support cattle production—the state's fourth
- leading commodity (3.2 billion U.S. dollars for cattle and calves) (USDA NASS 2012; CDFA
- 14 2013). These lands also preserve open space, encompass highly valued ecosystems, and provide
- habitat for a diversity of common, threatened, and endangered species (GAO 1994; Maestas et
- al. 2003; Huntsinger et al. 2007; Brunson and Huntsinger 2008; Ferranto et al. 2013; Huntsinger
- and Oviedo 2014; Plieninger et al. 2012.
- Long-term sustainability of individual ranches, and thus working rangeland ecosystems, lies
- 19 within ranchers' abilities and desires to make adaptive management decisions to cope with
- 20 changes in ways that attain agricultural goals and conserve essential ecosystem functions (Fig.
- 21 S1; available online at [insert URL]). Sustaining working rangelands is thus, in part, dependent
- 22 upon ranchers' social values, management goals and resource options and capacity, and
- 23 management strategy and practice adoption (Walker et al. 2002; McAllister 2012; Lubell et al.

1 2013; Marshall and Smajgl 2013). In this context, the goal of this paper is to document and

2 report 1) operator and operation demographics; 2) management goals, practices, and information

resources; 3) and operator values and beliefs across California's working rangelands. We argue

that including the ranching community's perceptions, experiential knowledge, and decision-

making is essential to advancing the ongoing dialogue to define sustainable working rangelands.

7 METHODS

### **Survey Design and Sampling**

We developed a mail survey of ranchers using the membership list of the California Cattlemen's Association (CCA). CCA is a non-profit trade organization serving cattle ranchers, beef producers, and private owners of cattle-grazed properties across California. The survey included sections on operator and operation demographics, management goals, practices, information resources, and operator values and beliefs. Survey questions were informed from the literature and discussions with collaborating ranchers, and were then pilot tested. The final survey was administered via a multi-contact approach, including both print and online advertisements endorsed by local agricultural organizations (Dillman 2007). Producer members of CCA received four waves of contact from March to June 2011: the initial mail survey and return envelope, a reminder letter including the option to refuse the survey or note ineligibility, a second mail survey packet, and a final reminder card. The survey was delivered to 1727 addresses.

Survey response rate was 33% (American Association of Public Opinion Research, Response Rate 4), with little indication of non-response bias across successive response waves of the survey (Lubell et al. 2013). There were 507 eligible surveys for this analysis; number of

- responses (n) per question ranged from 332 to 507 (Table S1; available online at [insert URL]),
- 2 and is noted throughout.

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#### **Data Collection and Analysis**

- 4 To provide social and ecological insights into the key factors shaping ranch decision-making,
- 5 we used descriptive statistics to characterize key components adapted from the rangeland
- 6 decision-making framework (Fig. S1; available online at [insert URL]): operator and operation
- demographics; management goals, practices, and information resources; and individual social
- 8 values. Detailed information on each survey question is provided in Supplementary Table S1.
- 9 **Operator and Operation Demographics.** We asked survey respondents about a number of
- operator characteristics and structural features of the operation, including age, gender, education,
- 11 number of generations ranching, income, financial dependence on ranch, state of succession
- planning, other agricultural production activities, land base of ranching operation (owned by
- individual, private leased, public leased, paid to graze), total acres, and number of grazing
- animals (i.e., cow-calf pairs, stockers, dairy cattle, sheep, other).
- 15 **Management Goals, Practices, and Information Resources.** We provided respondents
- with a list of nine potential agricultural and natural resource management goals (livestock
- 17 production, forage production, carbon sequestration, invasive weed management, recreation,
- riparian/meadow health, soil health, water quality, and wildlife) and asked them to rank (1–9)
- each goal as it related to the priorities of their operation. We assigned a rank of "10" to goals that
- were not ranked by each individual respondent, and therefore not identified as a priority. For
- 21 common rangeland and ranch management practices, we asked respondents about their
- 22 experience with, and perceived effectiveness of, ranch facilities and infrastructure, herd
- 23 management, vegetation management, and landscape enhancements; in particular, we focused on

1 management practices prominent in conservation planning and incentive programs (see Table

2 S1; Briske 2011). For each practice, we asked 1) if the practice had been used in the past 5 years;

3 2) whether the practice was key, helpful, or not effective in moving toward management goals;

4 and 3) if additional information on the practice would be useful to future management decisions.

For information needs and networks, we asked respondents to rank (1 = "Never Use", 2 = "I

use this, and the quality is poor", 3 = "I use this, and the quality is good", 4 = "I use this, and the

quality is excellent") the quality of information they received from local government agencies,

non-governmental organizations, and independent sources (Table S1). We also asked about

internet accessibility and preferred methods of accessing information resources.

**Operator Values and Beliefs.** We posed statements on basic social values, including views on private property rights, natural resource conservation, environmental protection, ranching lifestyle, and the role of government in rangeland conservation. Respondents were asked the extent to which they agreed or disagreed with each statement using a five-point scale (1 = "fully disagree") to 5 = "fully agree").

To identify key challenges and risks to sustainability as perceived by ranchers, we used word cloud analysis (Cidell 2010) of the open-ended question, "What is your biggest concern for the future of your operation?" Content clouds, or word clouds, assess the relative frequency of words used in analyzed text. We also coded individual response text using an iterative coding process of summarizing and organizing text passages (Neuman 2004; Knapp and Fernandez-Gimenez 2009). We then computed the number of individually coded responses under each theme, and the number of survey respondents addressing each theme.

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23 RESULTS

#### **Operator and Operation Demographics**

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2 Median respondent age was 62 (range 25-93; n = 491), and most respondents were male (83%; n 3 = 494). In terms of formal education, 63% had an associate college degree or beyond and an 4 additional 21% reported at least some college training (n = 496). Although first generation 5 ranchers made up 19% of survey respondents, the majority of respondents were from 6 multigenerational ranching families—71% were third or more generations (n = 493). Over 70%7 of respondents had a succession plan in place (45%; n = 456) or in progress (26%) that identified 8 a strategy for keeping the land in ranching. 9 Nearly two-thirds of the respondents (64%; n = 487) identified ranching as a critical source 10 of income. Median annual household income category—including on-ranch and off-ranch 11 sources—was \$100,000-149,999 (n = 463), with many survey respondents reporting diversified 12 income sources. Almost one-third of respondents reported other agricultural production activities 13 (e.g., timber, vineyards, row crops) within their operation. More than three-quarters of survey 14 respondents (79%) reported some level of off-ranch employment (n = 479), and 56% of these 15 respondents (n = 379) relied on off-ranch employment for more than half of their total household 16 income. 17 Responding operations spanned a range of sizes and land ownership types (Table 1). Survey 18 respondents (n = 494) represented 4.6 million hectares of rangeland, approximately 33% of 19 California's grazed rangeland (CALFIRE-FRAP 2010). In terms of total ranch land resources, 20 75% of total rangeland area reported by all respondents (n = 494) was publicly leased (held by 21 19% of respondents), 14% was privately leased (held by 60% of respondents), and 11% was 22 privately owned (held by 87% of respondents). Operation sizes (i.e., including all private and 23 public rangeland utilized by a ranch) widely varied—ranging from one to more than two million

- 1 hectares, with a median operation size of approximately 970 hectares. Individual operation
- 2 structure was approximately divided between those with a single land ownership type (47% of
- 3 respondents, n = 494) and those with two or more types of land ownership (e.g., privately owned
- 4 land and publicly leased land) (53% of respondents, n = 494). Irrigated pastures played a role in
- 5 half (50%) of operations represented (n = 494)—amounting to more than 70,000 ha (2% of the
- 6 total land reported), which were primarily privately owned (60%) or privately leased (35%).
- 7 The majority of operations were cow-calf based, with a median cow-calf herd size of 145
- 8 (Table 1). In total, respondents reported more than 300,000 head of livestock (beef and dairy
- 9 cattle, sheep, horses, goats, etc.). Ninety-one percent of total livestock reported were beef cattle
- 10 (evenly divided between cow-calf pairs and stockers (yearling cattle)); sheep represented less
- than 6% of total livestock reported, and less than 10% of the respondents grazed sheep. Nearly
- 12 two-thirds of operations grazed only cow-calf pairs, one-third grazed both cow-calf pairs and
- stocker cattle, and less than 5% grazed only stocker cattle. Survey respondents were from a
- diversity of bioregions across California—spanning 49 of the state's 58 counties (Fig. 1).
- Approximately 3% of survey respondents had < 20 cattle and calves; 30% had 20 to 99; 52% had
- 16 100 to 499; 13% had 500 to 2,499 and 2% had 2,500 or more. For comparison, the 2007 Census
- 17 of Agriculture (USDA NASS 2007) reports 52%, 23%, 12%, 9%, and 3% for the same
- 18 categories, respectively.

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#### **Management Goals, Practices, and Information Resources**

- 21 Respondents (n = 488) rankings of goals fell into three observable tiers: 1) highest priority,
- 22 agricultural production goals (livestock and forage production); 2) mid-level priority,
- conservation and environmental goals (weed management, water quality, soil health, riparian

- health, and wildlife); and 3) low-level priority, recreation and carbon sequestration (Fig. 2). The
- 2 most highly rated key practices (Fig 3. "primary practices": match calving to the environment,
- 3 livestock water development, consult veterinarian on heard health plan, cross fencing,
- 4 supplemental feeding, match cattle genetics to environment) clearly link to ranchers' highest
- 5 priority goals, livestock and forage production. Across all practices, respondent interest in
- 6 additional information to guide future use of practices ranged from 12 to 39% (Fig. 3).
- 7 Survey respondents' identified other ranchers and industry organizations (e.g., California
- 8 Cattlemen's Association, California Farm Bureau Federation) (99% rated these combined
- 9 resources as good or excellent; n = 502) as their most valued sources of information (Fig. 4).
- 10 University of California Cooperative Extension and University information resources were rated
- second highest (80% rated these combined resources as good or excellent; n = 485), and USDA
- NRCS was rated third highest (56% rated quality as good or excellent; n = 470). Respondents (n
- = 500) reported using a diversity of methods to access these information resources. The top
- preferred source of communication was print publications (55%), followed by word-of-mouth
- and face-to-face interactions (42%), and e-mail and other electronic sources (25%). Eighty-two
- percent of respondents noted they had internet access—with 68% connecting via high-speed
- 17 connections, 16% connecting via smartphones, and 14% connecting via dial-up connections.
- 18 Twenty percent indicated a preference for a combination of information access options.

20 **Operator Val** 

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#### **Operator Values and Beliefs**

- The majority (63%; n = 486) of respondents agreed that the ranching lifestyle was more
- important than economic return. Ninety-seven percent of survey respondents (n = 490) agreed
- 23 with the statement "Whenever possible, I try to conserve natural resources". If confronted with

1 conflict between economic viability and environmental protection, 68% (n = 484) agreed that it 2 would be more important to protect economic viability. However, nearly half (47%) of 3 respondents (n = 481) disagreed with the statement "My landowner rights allow me the absolute 4 right to do whatever I want with my land" (29% agree; 31% neutral). 5 Trust in government involvement in conservation was divided among respondents. Thirty-six 6 percent of respondents (n = 484) agreed, 31% were neutral, and 33% disagreed with the 7 statement "Government involvement in conservation has helped ranchers". Similarly, 35% of 8 respondents (n = 470) agreed, 29% were neutral, and 36% disagreed with the statement "In the 9 future, government incentives will be the best way to improve voluntary conservation on actively 10 ranched lands". The vast majority of respondents (90%; n = 488) viewed the most important 11 role of government was upholding the private property rights of individual citizens. 12 In response to the open-ended question, "What is your biggest concern for the future of your 13 operation?", respondents (n = 415) primarily identified socio-economic threats (Fig. 5), 14 encompassing three main themes: 1) government regulations and environmental policies (50%); 15 2) economic viability (43%), with 25% of these respondents voicing concerns for continued 16 funding of the Williamson Act (i.e., California Land Conservation Act of 1965)—a widely used 17 program in California (Lubell et al. 2013) that enables the preservation of open space by

program in California (Lubell et al. 2013) that enables the preservation of open space by
providing reduced property tax rates for landowners maintaining land in agricultural or related
uses (DOC 2013); and 3) succession planning (21%), with 49% of these respondents specifically
noting estate taxes as a challenge. The only commonly emerging biophysical concern was

security of water supply (21%), for which respondents also identified interrelated policy and

weather issues.

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## DISCUSSION

2	Relative to the Census of Agriculture (USDA NASS 2007) for California, the Rangeland
3	Decision-Making Survey respondents represent larger production operations. This is one
4	important segment of the ranching population to understand because of their high levels of
5	activism, prevalence on rangelands, and long-term connections to rangelands (i.e., as largely
6	multi-generational ranching families) (Ferranto et al. 2011). Our results highlight broad
7	differences in ranch structure, management goals, and adaptive decision-making across
8	California's ranching operations, which have also been reflected in other grazed rangelands
9	(Rowan and White 1994; Coppock and Birkenfeld 1999; Coppock 2011; Kachergis et al. 2013;
10	Marshall and Smajgl 2013; Sayre et al. 2013; Huntsinger and Oviedo 2014). This landscape-
11	level heterogeneity (e.g., variation in operation structures, sizes, and ownership types reported by
12	507 ranchers spanning 49 California counties) potentially accommodates the breadth of
13	opportunities necessary to provide the continuum of food, water, and habitat goals increasingly
14	demanded by society. Furthermore, ranch-level diversification in resources and response options
15	enhances individual abilities to cope with and adapt to economic and ecological variability and
16	uncertainty (Walker et al. 2002; Folke et al. 2005; McAllister et al. 2006; Fazey et al. 2010;
17	Brunson 2012; Sayre et al. 2012; Lubell et al. 2013; Kachergis et al. 2014).
18	Differences in ranch structure, preferences, and perceptions further reveals why single-policy
19	and simple management "panaceas" often fail (Ostrom et al. 2007). The social, economic, and
20	ecological outcomes of different management practices will vary depending on the structural
21	features of the individual operation; likewise, different ranching operations will be affected by
22	different policies (Lubell et al. 2013; Huntsinger and Oviedo 2014). This suggests some type of

- 1 portfolio approach to defining sustainable policies and practices, enabling ranchers to maintain
- 2 flexibility and adaptive capacity to produce economic and ecological services.
- 3 Like other agricultural communities, California ranchers seek information from a diversity of
- 4 trusted sources (median number of "good" or "excellent" information sources used = 6),
- 5 including peers and recognized opinion leaders (Fig. 4) (Rowan et al. 1994; Kachergis et al.
- 6 2013; Lubell et al. 2013; Lubell and Niles 2014). This survey was based on the membership of
- 7 the California Cattlemen's Association (CCA), and so rankings of producer groups were high, as
- 8 expected; however, previous work has also found similarly favorable rankings of industry
- 9 organizations by agricultural landowners (Ferranto et al. 2012). In general, there is a lot of work
- 10 to do to build trust and enhance the relevance of information from conservation and
- environmental groups to the ranching community (Fig. 4). Individuals and institutions that can
- 12 effectively span different social networks have the opportunity to link diverse knowledge sources
- and goals, and bring multiple groups together for the co-production of knowledge (Cutts et al.
- 14 2011; Briske 2012; Lubell et al. 2013). Among our respondents, UC Cooperative Extension,
- 15 Universities, and the USDA Natural Resources Conservation Service appear to be recognized
- and trusted boundary organizations (Fig. 4). These organizations have a long history of
- 17 connecting science-based management and conservation with the needs of local communities. In
- the past decade, there has been an increasing number of new collaboratives and organizations
- 19 with vested interests in the stewardship and conservation of working rangelands. Building
- 20 cooperation among these diverse and growing interests can potentially bring new opportunities to
- 21 the table for rangeland management and conservation.
- Ranchers clearly ascribed value to ecological services linked to rangeland health (e.g., weed
- 23 management, soil health) (Fig. 2); however, they prioritized economic aspects of sustainability

1 (i.e., livestock and forage production) over general environmental and social goals (Fig. 2).

2 Conservation organizations looking to advance conservation goals on working rangelands should

focus on joint solutions for both economic and ecological sustainability. To enhance adoption,

voluntary approaches to advancing conservation goals should 1) highlight win-win scenarios for

achieving conservation and agricultural goals; 2) include education and outreach to demonstrate

any long-term economic benefits of conservation activities; and 3) mitigate potential economic

tradeoffs.

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Lastly, identifying the most salient challenges perceived by ranchers can aid translation among science, policy, and management in establishing common goals, identifying barriers to effective partnerships, and finding win-win solutions for management and conservation of working rangelands. More than a century of rangeland science has focused on the ecological complexity and biophysical aspects of rangeland ecosystems (as reviewed in DiTomaso 2000; Herrick et al. 2010; Briske 2011; Sheley et al. 2011; Ash et al. 2012; Belnap et al. 2012). Contrary to this ecological focus, the dominant concerns for sustainability among surveyed ranchers were socio-economic (Fig. 5). Most notably, ranchers commonly identified environmental regulations and governmental policies—rather than environmental drivers—as the major threats to the future of their operations, a sentiment that has been echoed in other agricultural communities (Smith and Martin 1972; Liffmann et al. 2000; Conley et al. 2007; Niles et al. 2013). Although respondents were divided on trust in government involvement in conservation, a considerable fraction of respondents perceived some government agencies as barriers to their flexibility and management capacity—rather than as facilitators and partners in sustaining multifunctional rangelands.

## **IMPLICATIONS**

2	The California Rangeland Decision-Making Survey revealed substantial variation in ranch
3	structure, management goals, and decision-making across the state's ranching community. Ranch
4	and landscape-scale heterogeneity provide opportunities to support the full suite of social-
5	ecological services rangelands provide (Huntsinger and Oviedo 2014)—but also highlights the
6	challenge of one-size-fits-all approaches of linking management practices and policies to
7	adaptive capacity and long-term sustainability. To effectively support flexibility across these
8	scales, rangeland policy and outreach strategies should actively engage opinion leaders, local
9	social networks, and trusted organizations. Among landowners in general, ranchers who value a
10	combination of agricultural and environmental goals are more proactive managers, more
11	motivated to adopt conservation practices, and likely to engage in collaborative approaches
12	(Smith and Martin 1972; Liffmann et al. 2000; Didier and Brunson 2004; Fernandez-Gimenez et
13	al. 2005; Conley et al. 2007; Ferranto et al. 2011; Oviedo et al. 2012). Collaborative partnerships
14	can capitalize on different knowledge sources and build trust and cooperation among the
15	growing diversity of stakeholders interested in the stewardship and conservation of rangelands.
16	Such boundary-spanning (Guston 2001; Briske 2012) partnerships are key in negotiating
17	potential conflicts between groups and addressing individual fears of regulation. These
18	partnerships will also be critical in developing creative and flexible mitigation and adaptation
19	strategies for environmental change, and thus enhance resilience, adaptive capacity, and
20	sustainability of rangeland social-ecological systems.

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#### LIST OF FIGURES

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2 Figure 1. Geographic distribution of number of survey respondents by county in California. 3 4 Figure 2. Mean ranking of agricultural production and other ecosystem service goals by California 5 ranchers (n=488). Size of circles are proportional to total number of respondents indicating the given goal 6 as their number one priority. 7 8 Figure 3. Percentage of survey respondents (n ranged from 412-461) identifying primary and supporting 9 key management practices (bars), and percentage of respondents (n = 482) identifying important 10 information needs (area curve). 11 12 Figure 4. Use and rating of information sources as reported by surveyed California ranchers (n = 449 to 13 494). 14 15 Figure 5. Word cloud based on rancher responses to mail survey question, "What is your biggest concern 16 for the future of your operation?" Font size is proportional to word frequency across all responses from 17 415 survey respondents. 18 19 Figure S1. Adaptive decision-making framework from Lubell et al. (2013).

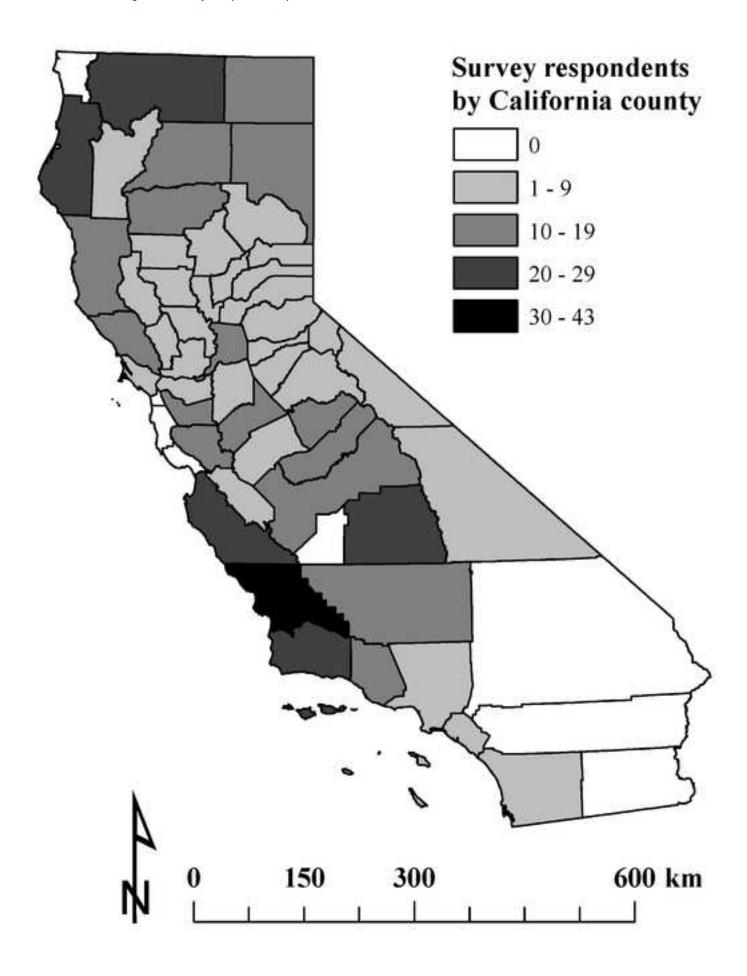
#### **TABLES** 1

2

## **Table 1.** General operation characteristics for surveyed California ranches.

	Mean	Median	Range
Total area <sup>1</sup> (ha)	9,405	971	0 - 2,059,852
Private owned <sup>1</sup> (ha)	1,075	251	0 - 16,187
Private leased <sup>1</sup> (ha)	1,306	101	0 - 40,469
Public leased <sup>1</sup> (ha)	7,001	0	0 - 2,023,430
Irrigated lands <sup>1</sup> (ha)	144	1	0 - 4,856
Total livestock <sup>2</sup>	643	200	4 - 22,000
Cow/Calf pairs <sup>2</sup>	288	145	0 - 8,000
Stockers <sup>2</sup>	295	0	0 - 15,000
Sheep <sup>2</sup>	181	0	0 - 8,200

 $<sup>^{1}</sup>$ n = 494.  $^{2}$ n = 492.



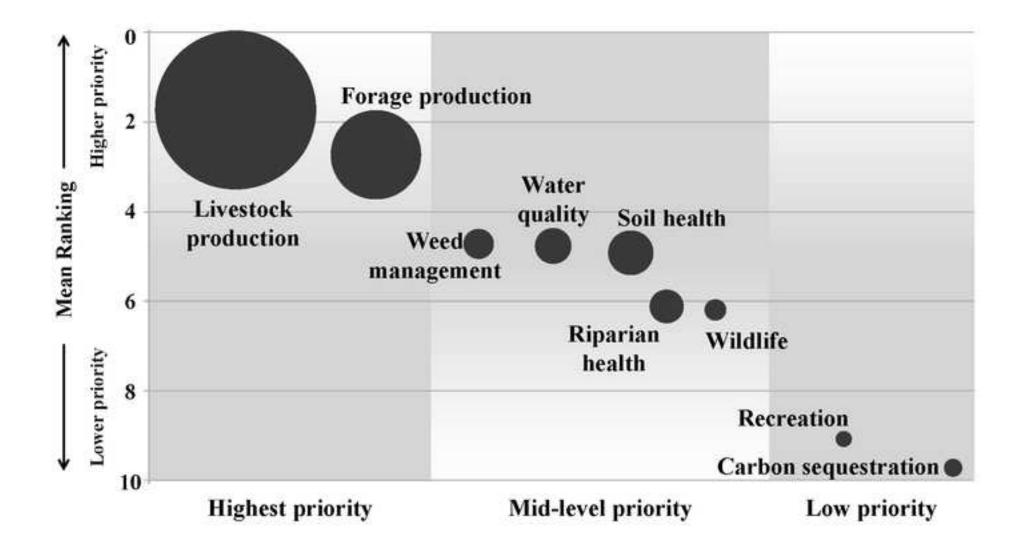


Figure3
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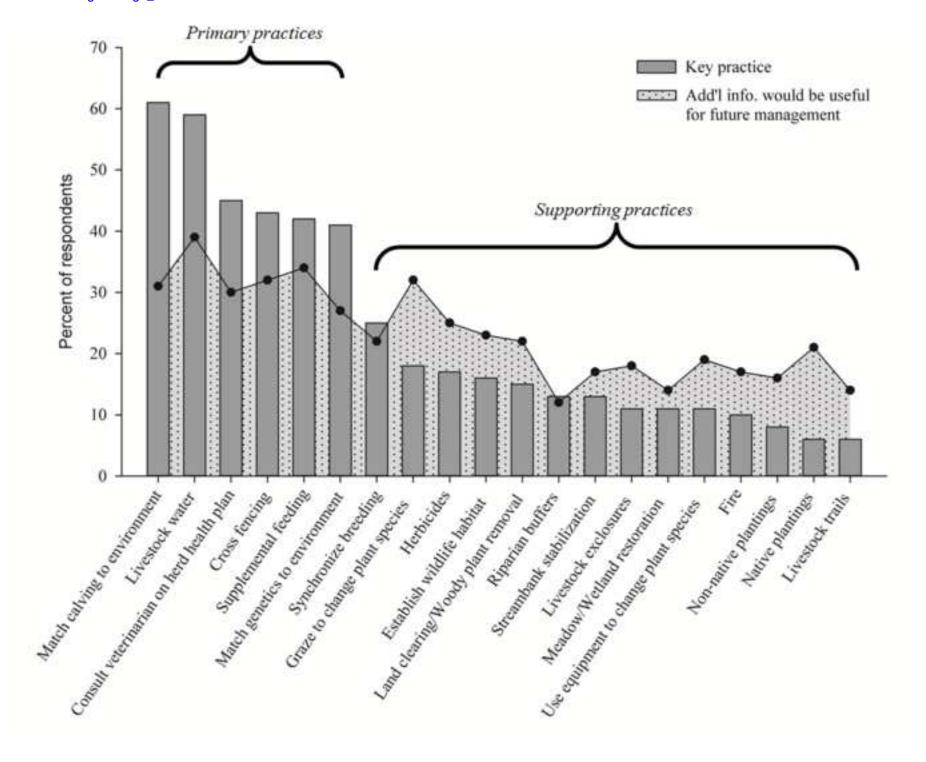
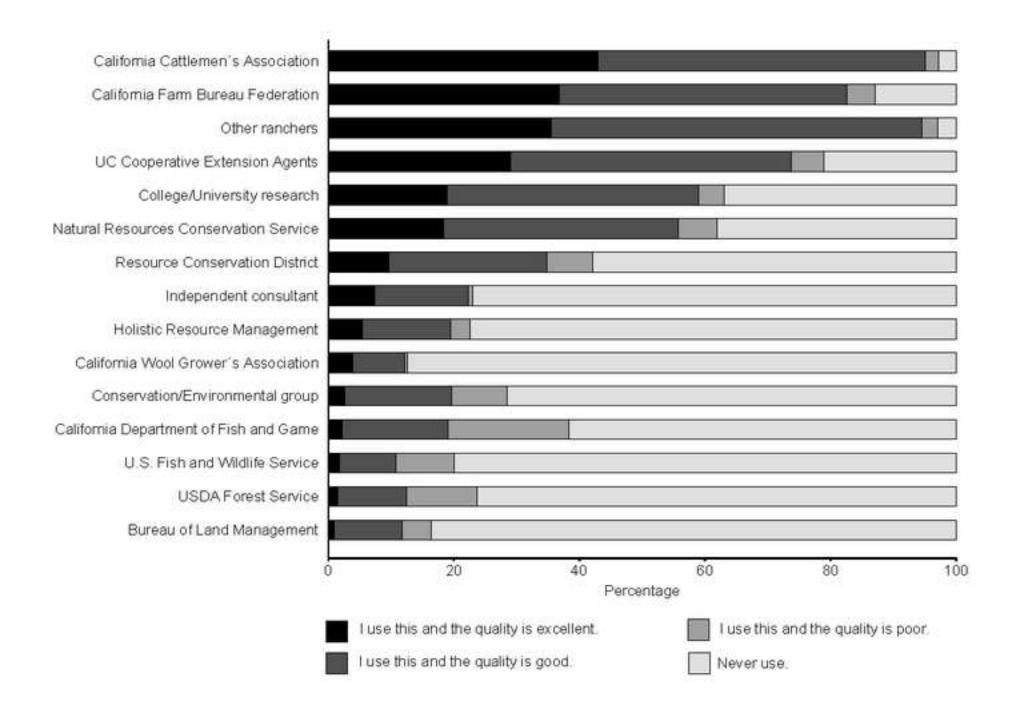


Figure4
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Supplemental Figure1 Click here to download Supplemental Material: FigS1.jpeg

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