

California-Pacific Section, Society for Range Management

Certification Panel

Prepared by Jon Gustafson, CRM and Panel Member, November 2011

Memo to CRM Applicants

Helpful hints to CRM applicants for obtaining excellent letters of recommendation:

- 1) Applicants for the CRM are required to provide three letters of reference by professional rangeland managers attesting to the applicant's qualifications, one of which must be from a currently licensed CRM. The following are suggestions, not requirements, but are strongly encouraged by the members of the Panel after reading through many applications.
- 2) Make sure to secure at least one letter from a CRM speaking specifically to your technical capabilities.
- 3) Advise your recommenders why you are seeking certification so that you are properly represented. Most people pursue the certification to eventually earn the California state license to practice rangeland management as well as to demonstrate their commitment to appropriate management of rangeland resources.
- 4) If you are requesting substitution of related education and experience for the more traditional academic program or professional jobs identified as "range" or "rangeland management," ask at least one of your recommenders, preferably CRMs, to address how the substitution may be justified.
- 5) SRM is deeply concerned as to the ethics of those who would represent themselves as a CRM. Ethics is an aspect that should be addressed in at least two of your letters.
- 6) Collaboration with other professionals on a technical level is an important part of being effective as a professional. At least two of your letters should speak to your ability to work collaboratively towards specific goals.
- 7) Academic records speak for themselves. Unfortunately, transcripts don't always speak to the ability to acquire knowledge outside the context of a purely academic setting. At least one of your letters should address your ability to pursue and acquire new technical knowledge specific to rangeland resource science and/or affiliated disciplines, such as watershed management, wildlife management, forestry, or restoration ecology.