

PROCEDURES FOR CERTIFICATION AS A PROFESSIONAL IN RANGELAND MANAGEMENT (CPRM)

Purpose

To certify individuals who have the professional credentials required to plan and implement sound management of rangelands as a means of improving the standards of professional expertise used in managing public and private rangelands. Granting of the status of "Certified Professional in Rangeland Management" by SRM signifies only that the individual so designated has met the basic qualifications to do professional work in this field and has not been found to engage in unprofessional conduct.

Term

Certification is for a period of two years from the date the applicant is informed of successful initial certification or re-certification. Application for renewal of certification must be prior to the second anniversary date of such notification.

Education

1. Completion of a bachelor's degree, preferably in range science/management or closely related field.
2. Completion with a grade of "C" or better in the following subjects:
 - a. Rangeland plant identification
 - b. Rangeland vegetation management
 - c. Rangeland animal management
 - d. Rangeland ecology
 - e. Plant physiology
 - f. Rangeland or natural resource policy and planning
 - g. Rangeland vegetation measurement
 - h. Basic soil science (at least one course that includes some taxonomy)
 - i. Range economics or microeconomics plus natural resource/environmental economics
 - j. Interpersonal communications and discussions
3. The educational requirement must be completed prior to accumulation of qualified experience.

Experience

At least five years of full-time experience is required. Only work directly related to rangeland management or administrative duties directly related to rangeland management will be counted toward the experience requirement.

Qualifying experience may consist of employment in ranching, land management agencies, consulting, teaching, research, extension or technical assistance, or other types of rangeland resource management/ use. Qualifying experience is defined as activity demonstrating professional competence in the science, art and practice of effectively managing and using, for human benefit,

the natural resources that occur on and in association with rangelands. At least one course should be taken in each of the following areas:

1. Vegetative management – use of grazing or other biological agents, chemical or mechanical methods, or fire to control vegetation structure/composition or for revegetation.
2. Animal management – grazing systems or other practices to control numbers, distribution and timing of grazing to reach a natural resource or animal production objectives.
3. Planning and policy – development of rangeland management plans and analysis of laws and policy pertaining to them.
4. Measurement and assessment – classifying, mapping, measuring and interpreting the characteristics and ecological condition/health of rangelands.
5. Economics – analysis as it relates to sustainable rangeland management.
6. Communication – effectively transmitting information about rangelands to users and other professionals.

Qualifying experience must begin after the completion of the educational requirements listed above. Education towards a M.S. or PhD degree in a field closely related to rangeland management may be substituted for up to 2 years of experience as determined by the Certification Committee. The Committee will evaluate the evidence of education and experience submitted by each applicant. The Committee may, at its discretion, accept other combinations of experience, education and grades as meeting these requirements. (For example, experience and/or performance on the written exam could be substituted for course requirements if the Committee decides that the required subject matter content is met, or completion of courses approved for continuing education units could be substituted for some educational requirements.)

Examination

Applicants must obtain a passing score of at least 75% on the comprehensive written exam covering the basic subject matter outlined in the educational requirements above. Applicants who fail the exam must retake the entire exam. Exams may be retaken more than once and the applicant may retake the exam at the next available opportunity. Applicants may take the exam prior to completing the experience requirement providing the initiation fee has been paid. Once the exam is passed, the applicant will have up to 6 years to complete the experience requirement. After 6 years, the applicant must retake the exam again.

The CPRM examination requirement will be waived for the **top 10%** of those individuals who have **passed** the SRM Undergraduate Range Management Exam (URME). Those students who qualify will have 5 ½ years to make application to the CPRM program before such waiver becomes void.

References

Applicants must furnish 3 letters of reference, at least one of which must be from a SRM Certified Professional in Rangeland Management, a SRM Certified Range Consultant, or a California Certified Range Manager. Applicants must also furnish a list of range professionals or rangeland users and contact information with/for whom the applicant has worked during the 5 or more years of qualifying experience. A list of updated references will be required for each renewal period.

Fees

Fees include a non-refundable, one-time initiation fee that must be paid when the application is submitted, and a renewal fee paid each biennial renewal period. The **initiation fee is \$100** for SRM members and **\$200 for non-members**. Only members in good standing qualify for the member rate. Certain penalty fees will be assessed for failure to meet continuing education requirements or to make timely application for renewal of certification.

Fees will be used for administration of the certification program, and may be adjusted as the program matures.

Requirements for Re-Certification

Continuing Education Units (CEUs): Certified Professionals in Rangeland Management will be required to meet the minimum continuing education requirements of 32 CEUs during the 2-year certification period. Courses, and the number of CEU credits counting toward re-certification, will be approved by the Certification Committee. A general estimate is that 4 days of instruction will be required for 32 CEUs. Continuing education courses will be offered at SRM Annual Meetings. SRM Sections, universities, government agencies, or other professional organizations may offer courses as well. Post approval of a course for continuing education can be requested, but there is no guarantee that the course will be accepted by the Committee. *It is preferred that all meeting agendas be submitted for review several weeks prior to the meeting to obtain proper CEU credit.*

Generally, at least half the credits should be directly related to the subject matter described under the educational requirement. The remainder should be in subject matter related to professional practice of rangeland management. Continuing education requirements must include a diversity of *rangeland related* topics among: vegetative management, animal management, planning and policy, measurement and assessment, economics, and communications (transmitting information to rangelands users and other professionals). **NOTE: To ensure continuing recognition of the well rounded backgrounds of CPRM's, CEU's will be reviewed to insure they occur in several subject matter areas, and are not narrowly focused into an unvaried or limited area of concentration or interest. No credit will be given for general training (e.g. computer software). Development of a scientific based extension (or other) program on rangeland topics would be approved, but the developer/presenter can only obtain credit once for any series of related presentations. Attendees will also only be awarded credit once for their participation in duplicate program/sessions.**

When considering applications for renewal of certification, the Committee will evaluate the breadth and depth of continuing education submitted and make recommendations for needed additions during the next certification period.

Individuals must submit proof of satisfactory completion of all CEUs when making application for renewal of certification.

Certified individuals who fail to obtain the required 32 CEUs during a 2-year period will be given a provisional re-certification period of 6 months to complete the requirement, and charged a penalty fee of \$25.00. If more than 32 ceus are earned during a 24 month period, up to 8 ceus over 32 may be carried over into the next renewal period.

Ethics: Certified Professionals in Rangeland Management will be required to adhere to the Standards of Conduct for SRM Members Providing Public Service and the SRM Code of Ethics. Documented evidence of unprofessional or illegal conduct or failure to comply with the Standards or Code may result in decertification.

References: Applications for renewal of certification must contain a list of at least 3 range professionals and/or rangeland users and contact information with whom the applicant has worked since their last certification. Three or more allegations of fundamental professional weakness may be grounds for denial of recertification.

Examination: No examination will be required for re-certification if the application for re-certification is timely, or where certification has lapsed for less than 1 year before applying for re-certification. After a lapse of one year, the applicant will be required to take the examination and pay the initiation fee again.

Fees (re-certification): A fee of \$60 for members, and \$135 for non-members, will be submitted at the time application for re-certification is made. A penalty fee of \$25 may be assessed if all required continuing education units are not complete at the time of application, but are completed within the 6 months after the certification period expires.

Denial or Revocation of Certification

1. Certification may be denied or revoked for any of the following reasons:
 - a. Failure to supply all documents requested;
 - b. Failure to endorse and comply with the Standards of Conduct for SRM Members Providing Public Service, and the Code of Ethics for Range Management;
 - c. Failure to meet academic and experience requirements;
 - d. Misrepresentation on an application, or transmittal of incorrect information regarding academic training, professional experience, employment, or publications, and,
 - e. Professional incompetence.
2. The right to deny or revoke certification is vested in the Committee. Action to deny or revoke certification requires that the Committee transmit a statement of specific charges through the Executive Vice President to the applicant and designate a time and place at which the individual can appear and/or be represented before the Committee. The individual must be informed that a request for appeal to the Committee must be made within 60 days after receipt of the letter of denial, and the hearing of the Committee must be held at the next SRM Annual Meeting.
3. Sustained denial or revocation by the Committee at such hearing may be appealed to the SRM Board of Directors by filing a formal request with the Executive Vice President and the President of SRM. The President shall promptly notify the Board of Directors of the request and an appeal hearing will be conducted at the next Board of Directors Meeting.
4. Complaints or charges of unethical conduct or incompetence against a Certified Professional in Rangeland Management must be submitted in writing to the Executive Vice President for transmittal to the Committee.

Certified Professional in Rangeland Management committee

1. The CPRM committee consists of nine (9) members appointed by the President and approved by the Board of Directors of the SRM. The Chairperson shall be appointed by the President. Each member serves a three-year staggered term, and cannot serve two (2) full terms consecutively.
2. Each member of the committee shall meet the eligibility requirements for certification as a Certified Professional in Rangeland Management.
3. The committee shall meet in conjunction with the SRM Annual Meeting. Additional meetings may be called by the Chairperson.
4. Closed sessions may be announced and implemented for discussion and action on applicants.

Executive Vice President

1. The Executive Vice President shall issue certificates to those approved by the committee; shall issue wallet cards after payment of renewal fees; shall maintain and publish annually a Register of Certified Professionals in Rangeland Management; shall publish annually the Procedures for Certified Professionals in Rangeland Management; and, shall reimburse committee members for expenses incurred for certification activities, when requested by the committee.
2. These Procedures may be revised by recommendation of the Executive Vice President and/or the CPRM committee and approval by the Board of Directors.

Appeal of Denial of Certification

1. If the CPRM committee re-affirms its denial of certification after a hearing, the applicant may appeal the denial to the Board of Directors. An appeal to the Board of Directors will be scheduled only after a hearing before the Committee has been held and the Committee has re-affirmed denial of certification. An appeal to the Board of Directors is a review of the original application, the hearing by the Committee, plus any additional supporting material from the Committee. It is not a complete re-hearing of the entire case by the Board of Directors. However, the applicant will be allowed to present an oral statement as outlined before.
2. When the applicant is informed that the Committee has re-affirmed its denial of certification after a proper hearing before the Committee, the applicant will also be informed of the right to appeal the decision. This appeal request must be filed with the Executive Vice President within 60 days after the receipt of the letter re-affirming denial.
3. In the appeal request the applicant must submit evidence of additional pertinent experience, education, or publications that have occurred since the original date of filing of the request for certification. No additional written material may be submitted.
4. The appeal review by the Board of Directors will be made within 8 months following the receipt of the appeal request from the applicant. Appeals normally will be held in conjunction with one of the regularly scheduled meetings of the Board of Directors.
5. Upon receipt of an appeal request, the Executive Vice President will notify the Chairperson of the Certification Committee. The Chairperson will then prepare a brief of the original application proceedings and of the hearing. This brief will outline the reasons for the original denial and for the re-affirmation of the denial. Attached to the brief will be copies of:
 - a. the original application material,
 - b. an in-depth reviewers report,
 - c. the original denial letter,
 - d. the letter requesting a hearing,
 - e. the letter re-affirming denial, and,
 - f. any other needed supporting material.

These will be sent to the Executive Vice President who will send copies of the complete brief and the appeal request to the Board of Directors, at least 4 weeks before the scheduled appeal date. Publications or other supporting reports or documents originally submitted to the Committee will not be sent to each Board Member unless one or more of these documents is involved in the reason for denial.

6. In the appeal, the applicant will be given 20 minutes in which to present oral arguments for their case before the Board of Directors. This time limit will be rigid and can be extended only by a majority vote of the members of the Board of Directors present.
7. The final discussion and vote by the Board of Directors will be held in Executive Session. The motion to act on the matter will be to grant certification. Passage will require an affirmative vote of 2/3 of the Board Members present. Failure of the motion to pass will constitute re-affirmation of the denial of certification.
8. If the applicant is available after the vote is taken, they will be orally notified, but no public notice of the outcome will be made. The applicant will not be allowed any further time before the Board. Written notice will be sent to the applicant within 30 days of the date of the appeal stating that the Board of Directors either granted certification or re-affirmed the denial. No further explanation will be given. If the certification is granted, the certificate speaks for itself. If certification is denied, the Committee will have already provided the reasons for the denial in previous correspondence and the Board is simply upholding their decision.

Please make inquiries to:

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