

Application Related Information

Application: Application Verified
Grad Program Applying To: MES

Iteration Name: 202510_GR_G
Program Name: MES

Recommendation Information

Recommended By:	Katherine Kelly	Recommenders Title:	Cultural Resource Division Manager
Recommenders Institution:	Washington Department of Fish and Wildlife	Contact Name:	Michelle Sadlier
Waive Access to Recommendation Ltrs:	I choose to waive my right to review this recommendation.	Recommendation Waiver Choice:	
Recommendation Form Submitted:	✓	Recommendation Status:	Received
Received Date:	07/07/2024 10:48 AM	Recommender Assessment:	I recommend this applicant without reservation.
Recommendation Type:	General	Recommender Form:	Letter of Recommendation
Recommendation Entity ID:	1024000118838441	Recommendation Owner:	Josephine Bernier

Recommender Form Questions

How long have you known applicant:	Applicant ability as self-directed learner:
Time since last contact with applicant:	Applicant as productive member of group:
Relationship with Applicant:	Applicant most significant strengths:
Ability to complete rigorous grad program:	Responsibility/reliability:
Communication Skills - Oral:	Communication skills - written:
Service Orientation-sensitivity/empathy:	Ability to work independently:
Ability to handle stress:	Ability to think critically:
Ability to analyze/problem solve:	Ability to think creatively:
Openness to feedback:	Potential for leadership:
Ability to work in a team:	Personal/professional reflection:

Description Information

Description: Form URL: <https://evergreenstatecollege.radius>

Other Information

Created Time: 05/30/2024 09:15 PM
Modified Time: 07/07/2024 10:48 AM

Created By: Josephine Bernier
Modified By: Josephine Bernier



State of Washington
DEPARTMENT OF FISH AND WILDLIFE

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July 7, 2024

Dr. Carri LeRoy, Director
Master in Environmental Studies Program
The Evergreen State College
Evergreen Olympia Campus
2700 Evergreen Parkway NW
Olympia, WA 98505

RE: Reference for Michelle Sadlier: Applicant for Admission to The Evergreen State College Master in Environmental Studies Program

Dr. LeRoy:

It is my privilege and great delight, as a graduate of the Masters of Environmental Studies Program, to give a reference for Michelle Sadlier. I have worked with Michelle in many capacities for at least a decade. We have served together on the Olympia City Heritage Commission, coordinated reviews of projects in a client-consultant relationship, and worked together at Washington State Department of Fish and Wildlife (WDFW) as colleagues.

I observed multiple occasions when Michelle has shown excellence in the core competencies identified within our shared discipline. She consistently demonstrates a results-oriented work initiative, successfully identifying priorities out of complex scenarios and taking appropriate action as needed.

City of Olympia Staff Liaison, Michelle demonstrated significant leadership skills by connecting the Heritage Commission members to opportunities for working proactively to understand City Code, policy, and procedures, to assist us to be successful in managing our project workflow, and to successfully manage the expectations of City Planner and leadership. She demonstrates flexibility and creativity in work environments that have been largely characterized by restructure and re-development, requiring patience, compassion, and creativity to adapt to shifting organizational priorities. I have greatly admired her adaptability and creative thinking, as I leaned on her skills when I found myself in similar work scenarios.

Michelle thinks strategically and uses this skill to help her clients and coworkers to evaluate proposed actions and timelines against organizational mission and values. She consistently demonstrates the ability to effectively analyze data and apply skills learned in other arenas to her current job. I find her interpersonal and project management skills to be as strong as her fieldwork and research and have observed that she is consistently capable of working independently or as a member of a team.

Michelle's primary work at WDFW included managing complex and multi-faceted land acquisition projects funded by a varied of grant sources, subject to compliance in a variety of regulatory contexts, including

Cultural Resources Management. She was the only person in her Program who had the knowledge and experience with this kind of regulatory process, I observed her demonstrate (on multiple occasion) strong technical writing and verbal communication skill sets, particularly across disciplines and with people who may not get or appreciate the importance of cultural resource management.

In addition to her grant management duties at WDFW, she also performed a variety of review and research activities to support and ensure agency compliance with state and federal law, regulations, and policies related to historic preservation and cultural resources management.

Throughout her tenure at WDFW, Michelle displayed an intellectual curiosity that allowed her to rapidly absorb pertinent information related to WDFW's mission to preserve, protect, and perpetuate fish, wildlife, and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities. These experiences allowed her to become well-versed in the principles of resource stewardship, land management, environmental restoration, consultation, and regulatory compliance, as well as develop a strong understanding of a suite of habitat restoration projects, which I have seen her apply to her subsequent work as a consultant, and as federal employee.

Michelle has strong skills in technical writing and verbal communication, particularly across disciplines and with people who may not get or appreciate the importance of cultural resource management. She regularly demonstrates professional proficiency with report writing, professional correspondence, and research synthesis. Michelle is particularly gifted in research synthesis using historic maps and records, geologic and environmental data, site maps, plat maps, survey notes, database documentation, LIS, GIS, soil survey, tribal histories, and language resources to develop an understanding of the environmental conditions of her projects.

She has mastered navigation in multiple fields, and within myriad regulatory contexts, such as Section 106 of the National Historic Preservation Act, National Environmental Protect Act, State Environmental Protection Act, Executive Order 21-02 (and its predecessor, Executive Order 05-05), in addition to agency policies, and City and County code.

Michelle has polished project management skills, encompassing all aspects to Natural and Cultural Resources Management, including developing and managing project records, coordinating project review across multiple Programs and jurisdictions, and assisting with correspondence and data management. She effectively led coordination and communication when she was at WDFW, and continues to demonstrate her organizational and communication gifts as she leads coordination and communication in her current job.

As a coworker and a client, I observed multiple occasions when Michelle's flexibility and ability to quickly pick up new skills was an integral component of project success. She has strong research skills, a sense of curiosity, and an ability to think critically – I strongly believe these characteristics, which make her an excellent researcher, historian, and project manager, will lead her to succeed in whatever endeavor she attempts.

Michelle would be a tremendous asset for any Graduate Program, and as a colleague and graduate of TESC's Masters in Environmental Studies Program, she has my highest recommendation.

If you have any further questions with regard to her background or qualifications, please do not hesitate to contact me at Katherine.Kelly2@dfw.wa.gov or by phone at (360) 951-0941.

Sincerely,

A handwritten signature in black ink, appearing to read 'KMKelly', written in a cursive, flowing style.

Katherine M. Kelly
*Cultural Resources Division Manager
Capital and Asset Management Program
Washington Department of Fish and Wildlife*