

#### Application Related Information

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Application: Application Incomplete  
Grad Program Applying To: MPA

Iteration Name: 202410\_GR\_G  
Program Name: MPA

#### Recommendation Information

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Recommended By:	David Flynn	Recommenders Title:	Assistant Secretary, Health Services
Recommenders Institution:	Washington State Department of Corrections	Contact Name:	Marie Carney
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:	01/25/2023 10:47 AM	Recommender Assessment:	I recommend this applicant without reservation.
Recommendation Type:	General	Recommender Form:	MPA Letter of Recommendation/Form
Recommendation Entity ID:	1024000108945143	Recommendation Owner:	Josephine Bernier

#### Recommender Form Questions

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How long have you known applicant:	4 Years	Applicant ability as self-directed learner:	Marie, will be excellent as a self-directed learner.
Time since last contact with applicant:	Meet daily	Applicant as productive member of group:	Marie, will be engaged and a productive member of all group work.
Relationship with Applicant:	Presently, I supervise.	Applicant most significant strengths:	Marie has many strengths: Strategic Communication Change Management Adaptive Leadership Growth mindset Relationship building Thoughtful decision making
Ability to complete rigorous grad program:	Outstanding	Responsibility/reliability:	Outstanding
Communication Skills - Oral:	Outstanding	Communication skills - written:	Outstanding
Service Orientation-sensitivity/empathy:	Outstanding	Ability to work independently:	Outstanding
Ability to handle stress:	Outstanding	Ability to think critically:	Outstanding
Ability to analyze/problem solve:	Outstanding	Ability to think creatively:	Outstanding
Openness to feedback:	Outstanding	Potential for leadership:	Outstanding
Ability to work in a team:	Outstanding	Personal/professional reflection:	Outstanding

#### Description Information

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Description:

Form URL: <https://evergreenstatecollege.radiu>

Other Information

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Created Time: 01/16/2023 10:28 AM

Created By: Josephine Bernier

Modified Time: 01/25/2023 10:47 AM

Modified By: Josephine Bernier

January 15, 2023

Ms. Marcia Zitzelman, MPA  
Assistant Director Master of Public Administration  
The Evergreen State College  
2700 Evergreen Pkwy NW  
Olympia, WA 98505

Dear Ms. Zitzelman,

I am writing to you regarding Ms. Marie Carney who has requested that I write a letter of recommendation on her behalf. Marie and I discussed her recent decision to pursue graduate study and I support her decision and strong desire to take her dedication and skill to the next level.

I have worked with Marie in multiple roles over the last 5 years. Specifically, as a colleague within the Department of Social Health Services (DSHS) and now as her direct supervisor in the Department of Corrections (DOC). During our time together at DSHS Marie and I both worked within the Behavioral Health Administration, now as her direct supervisor she leads my team of healthcare technology professionals within the Health Services Division.

Over the time I have known Marie, she has consistently performed her duties with the upmost competence and typically goes above and beyond the expectations set for her. Since joining the Health Services Division earlier this year as our EHR Informatics Program Director, Marie has been instrumental in developing and advising our department Electronic Health Records (EHR) and Informatics Program and has recently stepped up to help direct a statewide effort with our partner agencies. Marie is thoughtful and understands the “big picture”. She is routinely one step ahead of our current work efforts and strategically plans to ensure we are prepared for multiple outcomes. While Marie’s experience in both state and private healthcare environments has helped her to advise our program appropriately, it is her analytical and critical thinking skills that help ensure we are making sound choices for the agency’s future.

As a leader on our team, Marie has shown exemplary communication and written skills. Leading a hybrid team of remote vs. onsite staff, it is important that Marie be able to clearly communicate through both written and verbal communication. Our EHR program consists of multiple different teams and parallel work efforts, and she is required to keep clear direction to multiple stakeholders including internal divisions, external consultant groups as well as partner state agencies. She routinely provides clear, concise, and meaningful communication to all project teammates and stakeholders to ensure work is completed optimally and on time. She genuinely cares about her teammates and the wellbeing of our agency’s culture. She brings these skills and ensures all voices are heard and all teammates feel valued.

In closing, it is with great pleasure that I recommend Marie to continue her education through graduate studies toward a Master’s in Public Administration with concentration in Public and Non-Profit Administration. She is an intelligent, committed, and inquisitive individual who excels at the new challenges and goals she sets for herself. I believe she is an ideal candidate for the Master’s in Public Administration program and will be a vital asset to The Evergreen State College.

Thank you for your time,

David Flynn  
Assistant Secretary, Health Services  
Washington State Department of Corrections