

Application Related Information

Application: Application Not Verified
Grad Program Applying To: MPA

Iteration Name: 202510_GR_G
Program Name: MPA

Recommendation Information

Recommended By: Rae Baghirov
Recommenders Institution: Department of Social and Health Services
Waive Access to Recommendation Ltrs: I choose to waive my right to review this recommendation.
Recommendation Form Submitted: ✓
Received Date: 12/12/2023 05:44 PM
Recommendation Type: General
Recommendation Entity ID: 1024000112531912

Recommenders Title: Personnel and Program Operations Analyst
Contact Name: Michael Martin
Recommendation Waiver Choice: I choose to waive my right to review this recommendation.
Recommendation Status: Received
Recommender Assessment: I recommend this applicant without reservation.
Recommender Form: MPA Letter of Recommendation/Form
Recommendation Owner: Josephine Bernier

Recommender Form Questions

How long have you known applicant:

2.5 years

Applicant ability as self-directed learner: I am 100% confident that Luke (Michael) will be able to complete self directed learning timely and stay on track for successful program completion. At DSHS, Luke is required to work independently to perform a wide variety of projects and tasks, and is responsible for ensuring they make continual progress. Luke has been doing this successfully for the department without any issues.

Time since last contact with applicant:		Applicant as productive member of group:	I am 100% confident that Luke (Michael) will be a productive member of the group. Luke is currently serving as the chair of our Regional HQ Respect, Equity, Diversity and Inclusion steering committee for region-wide staff. As the head of our steering committee, Luke engages regularly with REDI program staff to solicit input, feedback, and work to identify areas for training and program improvement. Luke is a valued member of the steering committee, as they keep our group and work continually moving forward and keeps inclusivity at the core of the work we do.
	Today		
Relationship with Applicant:		Applicant most significant strengths:	Luke (Michael) has strong skills in organization, time management, diplomacy, empathy, compassion, and a desire to make a positive impact. These are skills that are sometimes rare in public administration, as administration-level leadership can lose touch with the human impact of the work we do. Luke is thoughtful and engaged, advocating for the needs of our clients and staff in a way that is respectful and inclusive. DSHS has a strong program for Respect, Equity, Diversity and Inclusion, and Luke is one of our key individuals that is helping to advance our REDI program initiatives agency wide. Luke is responsible for coordinating training, meetings and resources for hundreds of staff throughout the region, and manages to communicate timely and thoroughly with all stakeholders.
	Colleague		
Ability to complete rigorous grad program:	Outstanding	Responsibility/reliability:	Outstanding
Communication Skills - Oral:	Outstanding	Communication skills - written:	Outstanding

Service Outstanding
Orientation-sensitivity/empathy:

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

Description:

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

Other Information

Created Time: 12/04/2023 06:04 PM

Created By: Josephine Bernier

Modified Time: 12/12/2023 05:44 PM

Modified By: Josephine Bernier

Raechelle L. Baghirov

Personnel & Program Operations Analyst

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December 5, 2023

Graduate School of Public Administration
The Evergreen State College
2700 Evergreen Parkway NW
Olympia, WA 98505

Dear Marcia Zitzelman,

It is with great pleasure that I am writing to highly recommend Michael (Luke) Martin for the Master of Public Administration program at The Evergreen State College.

I have had the privilege of working closely with Luke since July 2021, and throughout this time, they have consistently demonstrated unparalleled dedication and proficiency in their role first a Public Benefits Specialist, and then again as our Regional Headquarters' Management Analyst. Luke's exceptional contributions and outstanding qualities include their time as our regional headquarters coordinator for the Respect, Equity, Diversity, and Inclusion (REDI) program. They have not only met but exceeded expectations in fostering an inclusive and equitable environment across our organization.

One of Luke's most striking attributes is their unwavering attention to detail. They have an exceptional ability to meticulously plan and execute policies, procedures, and program initiatives, ensuring that every aspect aligns with the highest standards. Their organizational skills have significantly contributed to the coordination and delivery of training programs, positively impacting over 500 staff members throughout our region. The thoroughness and precision with which Luke handles responsibilities have been integral to the success of our Equity, Diversity, and Inclusion initiatives.

Moreover, Luke is an exceptionally collaborative individual, and not only serves on our Regional REDI program steering committee, but is also an elected officer for the State of Washington's Rainbow Alliance Inclusion Network (RAIN) business resource group. Their approachability and willingness to engage with colleagues at all levels have fostered an environment of teamwork and cooperation. They have an innate ability to bring diverse perspectives together, creating a space where everyone feels heard and valued. This collaborative spirit has been instrumental in driving meaningful change and advancing our REDI program's objectives.

In addition to their professional expertise, Luke embodies empathy in their interactions. This is a rare quality in individuals who serve in positions that directly impact public policy. Luke has had personal experience with adversity and uses this experience to interact empathetically with others in public administration that need an ally and support in the workspace. They have consistently shown genuine concern for the well-being of others, fostering a culture of inclusivity and support. Their empathetic nature has not only strengthened their relationships with colleagues but has also been pivotal in creating an environment where individuals feel safe to express themselves.

Furthermore, Luke has exhibited exemplary leadership qualities throughout their tenure. They have taken charge of challenging situations with poise and determination, inspiring others to follow their lead. Their ability to motivate and empower team members has been instrumental in achieving our REDI program's success.

In conclusion, I wholeheartedly endorse Luke for the Master of Public Administration at The Evergreen State College. Their commitment to promoting equity, diversity, and inclusion is not only commendable but essential in today's diverse workplace landscape. They have my utmost respect and admiration for their contributions and remarkable qualities.

Please do not hesitate to contact me should you require any further information. I am more than willing to provide additional insights into Luke's exceptional capabilities.

Sincerely,

Raechelle L. Baghirov

Raechelle L. Baghirov

Personnel & Program Operations Analyst, CSD/ESA/DSHS