

Application Related Information

Application: Application Verified
Grad Program Applying To: MPA

Iteration Name: 202510_GR_G
Program Name: MPA

Recommendation Information

Recommended By:

James Harvey

Recommenders Title: Outpatient Mental Health and
Substance Use Disorder
Program Manager (former)

Recommenders Institution: Compass Health

Contact Name: Andrew Rodgers

Waive Access to Recommendation Ltrs: I choose to waive my right to
review this recommendation.

Recommendation Waiver Choice: I choose to waive my right to
review this recommendation.

Recommendation Form Submitted: ✓

Recommendation Status: Received

Received Date: 12/21/2023 07:59 AM

Recommender Assessment: I recommend this applicant.

Recommendation Type: General

Recommender Form: MPA Letter of
Recommendation/Form

Recommendation Entity ID: 1024000112488802

Recommendation Owner: Josephine Bernier

Recommender Form Questions

How long have you known
applicant:

Two years

Applicant ability as
self-directed learner:

"Why should you try self-directing learning?" As Andy's former supervisor, I watched him take steps to be responsible for what he learned and mastered; self-directed learning experiences fit well for him. Andy has repeatedly demonstrated a high propensity for asking "why" and many other job-related questions to be a successful self-directed learner. Even in a learning environment, on the job, Andy demonstrated the eagerness to explore unfamiliar areas of his job and other employees' duties to understand better how everyone within a team is intertwined. Whether that meant learning a foreign task never performed, Andy would take on the responsibility professionally. Andy has an awareness of his learning desires and interests, confidence in his abilities based on previous learning experiences, and the ability to set goals and strategies. He is fully capable of being self-motivated and self-disciplined as an employee. Andy will do the same in this master's degree program.

Time since last contact with
applicant:

90 days

Relationship with Applicant:

Former Program Manager
(Supv)

Applicant as productive
member of group:

Applicant most significant
strengths:

As this reviewer mentioned in the previous response to this recommendation, Andy can take individual responsibility and accountability when working within a group dynamic. He is fully engaged with his peers, even within a professional environment. In the short time I supervised Andy, individually and within a group setting, he welcomed and gave feedback on ideas and projects focused on improving how clinical operations could perform better. He is a problem-solver and solution-oriented employee.

Andy's most significant strengths as an employee are that he can lead and supervise and is an idealist. When our office building caught fire at the beginning of 2022, as the Safety Captain for San Juan Island, he took the lead to ensure everyone vacated the building, addressed the technology failures associated with our phone system, and coordinated with the local fire department in Friday Harbor. Andy does well with structure, and this is a time when his skill sets exceed his job duties. For example, managing offices on San Juan, Orcas, and occasionally needing to support the Lopez islands with supplies, ordering clinical resources, mailing, and attending multiple meetings simultaneously, he did exceptionally well balancing life and work obligations. When he needed to be out of the office,

communication with his supervisor was punctual and sincere every time.

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

Description:

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

Other Information

Created Time: 12/09/2023 09:01 AM

Created By: Josephine Bernier

Modified Time: 12/21/2023 07:59 AM

Modified By: Josephine Bernier

DA: December 21, 2023

To the Review Committee: I am pleased to write a letter of recommendation for Andrew Rodgers, a former employee I supervised at COMPASS Health in San Juan County, Washington. I have known Andy for almost two years. I supervised him professionally as he was a supervisor over a Clinical Administrative Assistant and the region's Office Manager to COMPASS Health's San Juan Mental Health and Substance Use Disorder programs. During my time as his Program Manager and Clinical Supervisor, we worked together on many projects. However, as a new employee to this type of work environment, Andy repeatedly demonstrated commitment to all the services provided through my region, and he frequently took the lead in facilitating our weekly clinical team huddle in my absence. I write this letter of recommendation for his admission to the Masters in Public Administration of unequivocal support.

Andy's most significant strengths as an employee are that he can lead and supervise and is an idealist. When our office building caught fire at the beginning of 2022, as the Safety Captain for San Juan Island, he took the lead to ensure everyone vacated the building, addressed the technology failures associated with our phone system, and coordinated with the local fire department in Friday Harbor. Andy does well with structure, and this is a time when his skill sets exceed his job duties. For example, managing offices on San Juan, Orcas, and occasionally needing to support the Lopez islands with supplies, ordering clinical resources, mailing, and attending multiple meetings simultaneously, he did exceptionally well balancing life and work obligations. When he needed to be out of the office, communication with his supervisor was punctual and sincere every time.

Andy is an enthusiastic, energetic, and exceptionally well-organized employee. He writes well, is widely read, and demonstrates good quantitative and qualitative skill sets. I will admit that Andy was one of the most accountable and sincere employees I had the honor of supervising, and he documented in his annual evaluation that public administration would utilize his abilities much further than what he was doing as an Office Manager. Andy's performance on the job (I believe) exceeded that of the typical Office Manager opening the office daily. He always came to work prepared and was far above her peers in understanding and appreciating the challenges of his work.

I know from discussions with colleagues and other employees I supervised that Andy is an invaluable employee and co-worker. I have enjoyed getting to know him as an employee and person and find him surprisingly mature and quite capable of working entirely on his own in a self-directed manner. I am pleased that Andy is planning to enroll in graduate school. I do not doubt that he has the skills, focus, and determination to complete a master's degree successfully and in a timely fashion. Andy is ambitious and a thriver yet very open-minded and self-effacing. I believe Andy will be a dedicated student and a competent professional. I recommend Andy very highly and without reservation.

Respectfully,

A handwritten signature in dark ink, appearing to read "James Harvey". The signature is fluid and cursive, with a large, sweeping loop at the end.

James Harvey, MA, MSHS, Ed.S, LAAC, SUDPt, MHP, CMHS, BCPC

