



CAPELLA UNIVERSITY

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July 25, 2017

To Whom It May Concern:

This is a general letter of recommendation for Dr. Artemio Garcia for leadership positions, especially in psychology and related fields. I worked with Dr. Garcia while he was a doctoral candidate and found him to have many qualities that would make him an excellent employee in any number of job positions. Specifically, I found Dr. Garcia to be self-motivated, self-directed, encouraging of colleagues, personable, and responsive to feedback. During the time I worked with Dr. Garcia, we were assessing a number of directions in which his dissertation research might go. During this process, in which Dr. Garcia ultimately and wisely decided to change his entire research plan, I found him to exhibit a high level of critical thinking skills, flexibility, and problem-solving. The context in which we were working was a face-to-face, very intense, weekend residency. The residencies are very stressful for most learners, especially ones who make major changes in their plans; yet, Dr. Garcia was very calm, thoughtful, and focused. Through his demeanor and accomplishments, he inspired the other students to push through their own obstacles. The behaviors and characteristics I observed in Dr. Garcia are those that I believe would be highly desirable by employers.

I am pleased to put forth this recommendation. Please do not hesitate to contact me at my e-mail address above if you should have further questions.

Sincerely,

Shana Pack, PhD  
Research Chair