



# Putnam Valley Central School District

**"The Child, First and Foremost...  
Building a Foundation for the Future"**

June 23, 2015

To Whom It May Concern:

It is a privilege to write this letter of recommendation for Dr. Charles Richburg, who was my student when he was pursuing his doctorate at the St. John Fisher College Executive Leadership ED.D program. Dr. Richburg's contributed his extensive experience in the field of criminal justice, and his background in communications and psychology to deepen the discussion and direction of his classes. His intellectual curiosity and thirst for diversity of thought offered a unique perspective on issues of social justice in the policy and ethics course and on human relations in the workplace during the course in human resources. Dr. Richburg provides a lens on human behavior that he explored in his dissertation and in his prior research endeavors. He is acutely aware of the strategies needed to support youth as well as the approaches to organizational learning that build effective teams in the business community. The expansiveness of Dr. Richburg's experience as a professor and practitioner offer the versatility needed in flexible environments and nimble college settings serving changing student interests and needs.

Most remarkable is Dr. Richburg's sensitivity to those around him, to the range of ages, genders, and ethnic backgrounds that he has taught and served during his career. His experience in the judicial system and in the university environment brings a depth and latitude of discourse to academic institutions. Perhaps most enduring and valuable in working with Dr. Richburg is the depth of his humanity that is reflected in his conversation and analysis. He is a remarkable scholar and a skilled practitioner who will connect with students and colleagues and be respected as a mentor, teacher and leader in the organization fortunate to retain his professional services.

I am available to provide further information if needed (cell: 914 312-3641).

Respectfully yours,

Dr. Frances Wills  
Superintendent of Schools

146 Peekskill Hollow Road  
Putnam Valley, New York 10579  
(845) 528-8143