



Dear members of the selection committee,

I am writing to give a most high recommendation to Dr. Marlen Harrison for a position in your program. I have worked with Marlen for nearly two years, and during this time, I have observed his work as a teacher and faculty leader in great detail and can, without hesitation, say that he is one of the strongest online teachers I have been able to work with. His passion for teaching, attention to detail, dedication to student success, and expertise in the field make him an asset to students and to any program.

I worked with Marlen during my time as a Team Lead at Southern New Hampshire University online. In this position, I was required to visit and evaluate courses for a small group of graduate English faculty each and every week of the term. In my course visits, I would examine course announcements, discussion activity, and feedback on written assignments. These weekly evaluations were very detailed and unlike any other evaluation system I have ever worked under. SNHU has very high standards for its online faculty members, and Marlen excelled amongst his peers. He excelled so much that he was the only faculty member in the time I worked at the university to go from new faculty to Team Lead within one term of teaching at the university.

He was one of the first faculty members to be innovative in his approach to weekly announcements by bringing in a variety of multimedia elements to appeal to different student learning styles. His discussion posts were thorough, engaging, and thoughtful. He always went above and beyond in providing students with detailed support, and he had a way of bringing in his expertise as a professor in such a way that seemed to inspire conversation and excitement for the content amongst his students. Marlen was model faculty member when it came to feedback on student writing. He was never late within the tight grading deadlines we often had at SNHU, and, at the same time, he provided a strong level of detail in his feedback. His feedback was clear, supportive, and in line with the best practices in the field of writing instruction. My visits to his online classes were always a pleasure.

Of course, once Marlen became a Team Lead, I had the pleasure of working with him as a colleague. He was always supportive of faculty and diligent in his work. He was also simply a pleasure to work with. He was helpful when other Team Leads had questions, and I relied on him for support on many occasions. His kindness and warmth also made him a great colleague, and I know he would do well in your program, bringing warmth, energy, and a passion for education to any department.

I recently left my position as a Team Lead at SNHU last semester in order to accept a full-time position at Walden University. However, in the time I was Marlen's supervisor and colleague, I was able to discern so much about his strong, supportive presence as a teacher thanks to the rigorous system at SNHU online. Moreover, during my time working with Marlen, I had

frequent communication with him, and he was always kind, supportive, and really just the kind of faculty member you hope to work with.

I cannot say enough about the quality of his work or the way he inspires students to love learning. If you have any questions about my work with Marlen, please do not hesitate to ask. I can be reached at Crystal.Sands@waldenu.edu or crystalands@gmail.com. I can also be reached by phone at 207.745.8177.

Warm regards,

A handwritten signature in cursive script that reads "Crystal Sands".

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