

6.10.20

Dear Academic Colleagues,

I thoroughly enjoyed leading Kaitlin (Katie) Willem's internship for a professional development program, *Industry Immersion* (industry.ua.edu). In my role as the program's founder, I provided direct oversight of Katie's contributions. Katie held several responsibilities which included serving as a Network Associate. She later extended her internship tenure under my management to serve as a Policy Manager with my data science company, DiversityPolicy.com. Katie reviewed and submitted over 2,500 policy documents that contributed to a database that serves as the "Google Scholar of HR Policy in Higher Education."

Katie was trustworthy, reliable, and highly productive in her roles. Katie's active work duties were balanced with international travel, and her job involved collaboration with colleagues through various channels. I was impressed with her resolve and resilience, especially when faced with logistical hardships while abroad.

Along with managing Katie's workload and overseeing delegated tasks, I also instructed Katie during my tenure at The University of Alabama (UA). In my previous role as a business faculty member at Johns Hopkins University and faculty member at New York University, and in my current professorship at Texas Christian University, I often reflected on the thousands of students I have taught at each institution. Looking back, I consider Katie among the most enthusiastic and dedicated students I ever had enrolled in my courses.

Katie earned an "A" in my course, and accomplished this by producing exemplary work. Part of her responsibilities were to conduct formal research for the course's corporate client, Nissan (more at APR280.com). Her research was exceptional, which earned her an opportunity to present data insights to executives at Nissan's American headquarters. The presentation was effective, salient, and resonated with each executive in attendance. This excellence is what compelled me to offer Katie an internship.

Katie's continued success and professional development are also what compels me to professionally associate with her as she advances her academic and professional career. I confidently and enthusiastically recommend Katie. Please do not hesitate to contact me with any questions.

Regards,



Brandon Chicotsky, Ph.D.

Assistant Professor of Professional Practice in Marketing
Texas Christian University, Neeley School of Business
817.800.1798 | b.chicotsky@tcu.edu