

To Whom It May Concern,

During their time at Chatham University, I had the pleasure of serving as Mia Fite's direct manager and witnessed firsthand the exceptional skill, professionalism, and commitment they brought to every project.

One of Mia's most valuable qualities is their ability to jump into complex initiatives and hit the ground running. She quickly grasped project scopes and timelines, skillfully navigating evolving requirements and collaborating seamlessly with stakeholders at every level, from administrators and department chairs to faculty and support staff. Her adaptability and initiative consistently ensured that nothing slipped through the cracks.

Faculty who worked with Mia during course development consistently praised her creativity, responsiveness, and deep understanding of instructional design. She not only applied adult learning principles and proven instructional methodologies with expertise, but she also inspired innovation. Mia encouraged faculty to think beyond traditional approaches and explore new ways to engage learners. As a result, many faculty members specifically requested to work with her on future course updates or new development projects.

Mia became my go-to person for high-priority or time-sensitive projects. I could always count on her to deliver polished, effective work under pressure, without compromising quality or instructional integrity. Her ability to balance creativity with structure made her stand out as a professional.

I would gladly rehire Mia in a full-time capacity or bring her on for one-off projects without hesitation. Her talent, reliability, and collaborative spirit make her an asset to any institution or organization seeking expert-level instructional design support.

Sincerely,
Mark Kassel, Psy.D.
Chatham University