

As a student worker, Cathryn Valliere-Hennes worked for me as a student employee/writer when I was the Manager of Pre-Awards in the Office of Sponsored Programs and Research at Cleveland State University and she was a student. During the entire time she worked in my office, I found her to be a reliable responsible employ who was punctual and invariably consistent in her work habits and in the high quality of her work products. I found her to be an outstanding talented worker who was congenial and full of enthusiasm for her work and very supportive of her fellow workers and colleagues.

I have met very few people who have the energy, commitment, and integrity that Cathryn has. She is a worker who gives her complete attention to the job at hand. My work focus included identifying and analyzing trends in grant making to scholarly researchers and to academia in general. Cathryn was very instrumental in writing some of these reports and very helpful in editing many more. Cathryn also wrote informative reports on funders and funding that were published in our monthly newsletter, *Research News*. Throughout the tenure of her job with my office, Cathryn consistently exhibited a personal integrity that guaranteed she met or bested every deadline with articles and summations of the highest quality. She always exhibited strong research and editing skills and a very facile mind which guided her creativity in writing engaging reports and articles for the newsletter and other projects.

Cathryn is an intelligent, warm and outgoing person who contributed to an open and friendly atmosphere at work. She showed interest in and respect for her fellow workers and never failed to come to work in a good mood, with a smile on her face, and a spring in her step.

If I were in a position to hire a writer/researcher/analyst/teacher I would not hesitate to hire her immediately. Her intelligence, her strong writing skills, her imaginative approach to problem-solving, her unflagging commitment to excellence, and her enthusiastic approach to her job make her a delight to know and a treasure to employ.