

**MIDAMERICA**  
NAZARENE UNIVERSITY

July 13, 2018

Dr. Damron and Professor Flanders,

This letter is regarding the service provided by Lauren Hays and Jill Gonzalez-Bravo to MidAmerica Nazarene University's Department of Social and Behavioral Sciences. During the Spring 2018 semester Dr. Hays and Dr. Gonzalez-Bravo were members of a search committee to hire a faculty member to lead the History Program. I chaired the committee to hire for this very important position and they deserve to be commended for their work in assisting this process.

Dr. Hays and Dr. Gonzalez-Bravo tackled this task in the middle of the semester on short notice and juggled their schedules to make sure we could complete thorough interviews and evaluations of our candidates. They both had fantastic attitudes during the entire process and provided valuable insights on each of the candidates. Their expertise was excellent in assisting me to determine what kind of person we needed to find for this position to ultimately benefit MNU students. I am confident that our process resulted in an excellent faculty hire. Furthermore, this was a personally grueling hiring process with a few speed bumps along the way. I could not ask for better teammates to work alongside.

In short, Dr. Gonzalez-Bravo and Dr. Hays demonstrated exemplary service that went above and beyond their regular duties. This, I believe, is deserving of respect and commendation.

Sincerely,



Todd C. Hiestand, J.D.  
Chair, Department of Social and Behavioral Sciences

cc: Dr. Jill Gonzalez-Bravo  
Dr. Lauren Hays