



11 May 2026

Letter of Recommendation for Jennifer Fiala

To Whom It May Concern,

I am writing to offer my strongest recommendation for Jennifer Fiala, whom I have had the privilege of teaching and mentoring over the past three years at Lower Columbia College. I serve as a faculty member in the BAS–Organizational Leadership and Technical Management program, where Jennifer has consistently distinguished herself as an engaged, thoughtful, and emerging leader. I also had the opportunity to teach Jennifer in my CMST 230 Small Group Communication course, in which she demonstrated exceptional leadership aptitude and professionalism.

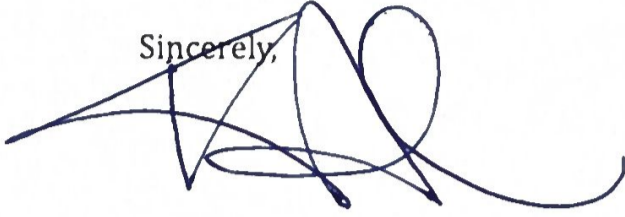
Jennifer is a member of our leadership-focused program that emphasizes collaboration, team development, project management, and leadership beyond measure. She consistently exemplifies these principles through both her academic performance and her interpersonal interactions. Jennifer possesses a natural ability to foster collaboration, engage in active and respectful listening, and contribute purposefully to group initiatives. She is regarded by her peers as dependable and encouraging, and she routinely cultivates an environment in which others feel supported and motivated to succeed. She approaches teamwork with a strong commitment to cooperation and makes a deliberate effort to minimize conflict.

Throughout my experience working with Jennifer, she has demonstrated a strong work ethic, diligence, and a sustained commitment to excellence. She approaches her academic and leadership responsibilities with exceptional organizational and time management skills, enabling her to manage multiple priorities effectively while consistently meeting—and often exceeding—expectations. Jennifer is receptive to constructive feedback, reflective in her learning, and intentional in her pursuit of continuous personal and professional development.

Beyond her academic accomplishments, Jennifer leads with integrity, professionalism, and empathy—qualities that are essential to effective and ethical leadership. I am confident that she will continue to make meaningful contributions and exert a positive influence in any academic or professional environment she enters.

I recommend Jennifer Fiala without reservation and am confident she will be a valuable asset to any leadership program or organization. Please feel free to contact me should you require additional information. I may be reached at 360-442-2626 or via email at kharlan@lowercolumbia.edu.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kathryn Harlan', with a long horizontal flourish extending to the left.

Kathryn Harlan

Faculty, Tenure Track

BAS – Organizational Leadership and Technical Management

Lower Columbia College