



TO WHOM IT MAY CONCERN

It is my pleasure to provide a positive reference for Mr. Perry. Even though I have known Mr. Perry for just over a year, our collaboration has been very productive, and I hope it will continue. His personable manner, mentoring skills, eagerness to engage in collaboration across offices of the university, and the desire to make the best use of existing resources make him a great colleague to work with.

The study abroad team at the International Studies Office reached out to Mr. Perry earlier this year when re-designing the cross-cultural workshop component of the pre-departure orientation for UVA students leaving to study abroad. This component is arguably the single most important part of the pre-departure preparation offered to the UVA students. It is also the most one difficult to deliver within the time constraints and in the face of students' highly optimistic perception of their own cross-cultural competencies. ISO was searching for engaging formats and innovative solutions.

Mr. Perry has been highly generous with his time and ideas. He participated in brainstorming and planning sessions with the ISO study abroad staff, providing very useful insights into both the workshop structure and its content. Exhibiting his strong mentoring skills, Mr. Perry invited a young ISO staff member, who had never presented such workshops before, to be his co-presenter. His encouragement and guidance helped her to succeed, thus providing her with a valuable professional development opportunity.

The cross-cultural workshop Mr. Perry and the young ISO staff member presented during a day-long pre-departure orientation on a Saturday in April was well received by students, who demonstrated higher than before levels of engagement in this sensitive matter. Mr. Perry was very effective in drawing on students' personal experiences for the discussion items, tying them to the topic of his presentation, and putting both into a broad cross-cultural perspective. He later provided useful insights at the orientation de-brief, which lay the foundation for the next year's refinement of the workshop.

I look forward to working with Mr. Perry on other projects, in particular the ones that bridge the efforts of the ISO to help international students with adjusting to American culture, develop cross-cultural awareness in UVA students participating in programs overseas, and the multicultural efforts of the Dean of Students Office.