



10 January 2024

To whom it may concern,

I am writing this letter in support of Dr. Silas Bergen's application for promotion to Full Professor at Winona State University. My interactions with Dr. Bergen during the past several years indicate that he is extremely deserving of promotion. I am happy to provide him with a very strong recommendation.

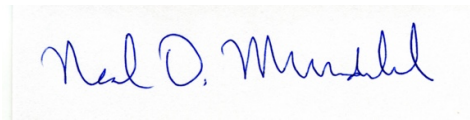
Most of my interactions with Dr. Bergen have revolved around collaborations related to various environmental research projects that my students and I have undertaken, and Dr. Bergen's expertise in analyzing and visualizing complex data sets. He has demonstrated a great ability to interact with all players in these projects, from undergraduates to grad students to PhDs., and the success in getting these projects through to completion and publication has depended greatly on the insight and computational skills that he has provided. To date, these projects have resulted in poster presentations at various scientific meetings, a graduate (PSM) thesis, and two publications in international journals.

Dr. Bergen has demonstrated a great ability to visualize complicated and messy sets of environmental data, and to recommend the best path forward to tease out patterns and summarize findings in easy-to-understand formats. His contributions on a recent grant-funded project were a major reason we were able to publish the project results in an international journal, where it will receive maximum exposure and benefit to the scientific community. On

a different project, he was able to help me “rescue” a dataset after manuscript reviewers recommended an analysis that neither he nor I had ever done. His “let’s try this” attitude and his expertise using R got us where we needed to be and ultimately got the paper published. I can’t thank him enough for his assistance.

In summary, I strongly recommend that Dr. Silas Bergen be promoted to Full Professor at Winona State University. His collaboration and assistance with my recent research projects are a major reason that we have succeeded in getting so much science completed during the past few years. Please give Dr. Bergen’s application serious consideration.

Sincerely,

A handwritten signature in blue ink that reads "Neal D. Mundahl". The signature is written in a cursive, flowing style.

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