



07 December 2018

Dean Charla Miertschin
College of Science and Engineering
Winona State University

Dear Dean Miertschin and Mathematics & Statistics Department faculty,

It is with great enthusiasm that I write this letter in support of Silas Bergen's application for Tenure and Promotion. I have come to know and respect Silas as a colleague through my work as library liaison to the Mathematics & Statistics Department and through our service for the University and the greater Winona community. I am in my fourteenth year at Winona State University as a member of the library faculty.

In December of 2016, Silas electronically presented to the Board of Directors of the Winona Area Public Schools (WAPS) a data visualization of the racial disparity in disciplinary action rate and teacher demographics in relation to student demographics. Along with the infographics, Silas included several thoughtful and investigative questions. Immediately, I was impressed by Silas's expertise and inquisitiveness. As a newly elected member to the school board, I had many questions about WAPS and felt overwhelmed by the volume of raw data. Because of his offer to assist, I shared these questions with Silas who then analyzed some of the available data and presented them in an accessible format. Silas's skill to transform the numbers into a story has been instrumental in shaping my comprehension of the issues. I remain grateful to Silas for sharing his expertise and time.

During the Fall semester of 2017, Silas invited me to present to his DSCI 310 students the option of analyzing and visualizing WAPS data for their final project. Three students decided to work with me. I met with each student at least once and maintained email communication as they worked with the data. With Silas's instruction and guidance, the students provided a story that would have otherwise been challenging to grasp considering the volume of available data. I attended the presentations for the final project. Of course, the students wanted to earn a high grade, but their aim was to impress Silas; the students held Silas with high-esteem and wanted him to be proud of their work.

I know that Winona State has benefited from Silas Bergen's expertise, teaching, and dedication. It is evident that his openness, thoughtfulness, and collegiality sets a perfect example for students, are qualities that are admired and respected across campus and make the campus and greater community a more enriching place for all of us. I highly recommend Silas without reservation for tenure and promotion. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Allison R. Quam".

Allison R. Quam
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