

This is not an actual form. All recommenders must submit their recommendation via the online system.

**WMU Graduate College – Online Application  
Recommender Rating  
Higher Education & Student Affairs Leadership (HESA) Concentration**

**Knowledge of Applicant**

How long have you known the applicant?

How well do you know the applicant?

Has the applicant been any of the following? Check all that apply\*

- An advisee
- In your class or classes
- Teaching or research assistant
- Employee
- Other

Briefly describe the nature of your relationship with the applicant, and how you came to know the applicant?

**Rating Scale**

For each category that follows, please rate the applicant in comparison to other students or employees whom you have known in a similar capacity.

- Intellectual ability
- Knowledge of the chosen field
- Motivation
- Research potential
- Teaching potential
- Social skills
- Work habits
- Originality
- Problem solving ability
- Oral communication skills
- Written communication skills
- Leadership Potential

**Overall Rating**

Please indicate the strength of your overall endorsement by choosing one of the following.

**Letter of Reference\***

You may attach a detailed letter indicating in what capacity you know the applicant and your opinion of the individual's potential as a graduate student. Offer insights regarding the individual's accomplishments, intellect, creativity, and capacity for analytical thinking.

*\*Please note\* The online application system does not require a letter of reference. However, the HESA Leadership program **strongly recommends** that all applicants request that their recommenders submit completed letters of reference into the online system. Students **who do not** have letters may be at a disadvantage in the application pool.*