

14 January 2016

Dear Sir or Madam:

I am writing to recommend that Dr. Matthew C. Mitchell be selected for the 2016 Forty under 40 cohort. It is my belief that his professional accomplishments, dedication to community, and leadership qualities make him a worthy candidate for this honor.

Dr. Mitchell is currently in his sixth year at Drake University. He has excelled at all areas of his chosen profession. As a scholar, he has published in internationally respected journals, served as an editor of various publications, and been awarded fellowships to work with other experts in the area of religion and business. He has received two outstanding teaching awards including the 2015 Madelyn M. Levitt Memorial Teacher of the Year. Dr. Mitchell has also actively participated in the governance of the university through work on graduate business program design, faculty compensation, and the university's strategic plan. He has been especially active in global initiatives and strategic partnerships with foreign partners, including the establishment of a new partner in Chile, Universidad de los Andes, in 2015.

Under the auspices of both Drake University and Bâton Global, a boutique consultancy of which Dr. Mitchell is a cofounder, he has worked continuously to increase Des Moines area firms' capabilities to deal with both global and local challenges. For example, he has taught classes to executives of Principal Financial Group on cultivating a global mindset, and recently developed a one-week boot camp on negotiating with global regulators for DuPont Pioneer. He has also been involved in helping deal with local challenges, such as working with the board of Iowa Homeless Youth Centers to help them develop and implement a strategic vision for the future of the organization, and working with local healthcare workers towards improving the interactions among different kinds of professionals to improve the quality of patient care.

Finally, Dr. Mitchell has shown outstanding leadership among all of the stakeholders with whom he works. At Drake, he has been working with the university's new president to implement a culture of continuous improvement across the institution. Within greater academia, he has chaired the largest national chapter of scholars in international business. At the community level, he has served on the international committees of the Greater Des Moines Partnership to encourage global trade and advise on international issues.

I strongly recommend Dr. Mitchell for this year's Forty under 40 for his professional accomplishments, efforts to improve Des Moines and its employers, and his ability and continuous efforts to influence those around him towards accomplishing new goals. The achievements outlined above are only a fraction of what you will find in his CV, which I am submitting with this recommendation. If you have any questions, please feel free to contact me at (515) 271-4095 or via email jeffrey.kappen@drake.edu.

Sincerely,

Dr. Jeffrey A. Kappen