



COLLEGE OF BUSINESS AND THE
LUCAS GRADUATE SCHOOL OF BUSINESS

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Dear Gary J. Sbona Honors Program Selection Committee:

I am writing this recommendation letter in support of Cameron Kemske's application for selection into your Gary J. Sbona Honors Program at the SJSU Lucas College of Business. I am currently a Lecturer in the Lucas College of Business at SJSU. Since 2007 and I have advised hundreds of students on various research projects at universities in California, as well as internationally in Germany, Vietnam, Brazil, and India. I was able to get to know Cameron quite well, because he attended my Strategic Management virtual study abroad program, for which we used a Collaborative Online International Learning (COIL) pedagogy approach with a partner university in Germany, this past summer. It should be noted that this program was initially a 'travel' study abroad program to Germany, for which there was a rigorous selection process. The 'travel' portion was cancelled due to the Coronavirus pandemic. Additionally, I continue to meet with him periodically for academic and career advice.

During this time, I was very impressed by the rare combination of tenacity, analytical abilities, and communications skills found in Cameron. He was one of just ten percent in the class to receive a top grade. Cameron also has displayed a maturity, motivational level, and seriousness of purpose, which I have seldom encountered during my extensive interactions with college students. He was one of very few students who consistently sought my individual counsel as part of a relentless, and ultimately, successful drive to master the theories taught. Further, Cameron is very bright and has demonstrated an eagerness to learn. He is a quick study and has shown the ability to grasp general principles, as well as subtle details.

Cameron is also very well organized, approaches projects in a systematic way, and manages his time effectively. His thoroughness and production of quality work were instrumental to his success while in my class. And without exception, Cameron has

consistently demonstrated tremendous integrity and honesty both in his personal and professional life.

In addition, Cameron has demonstrated an incredible ability to organize and motivate others, as well as sensitivity to different perspectives. Moreover, he has an incredible ability to truly listen and empathize, when discussing a sensitive or challenging topic with others. He also has demonstrated an uncommon sensitivity to multiculturalism. This cultural sensitivity is clearly reflected in his interactions with his project team members and other class members while in my class.

The only fault I have encountered in Cameron is his unassuming nature; Cameron's modesty sometimes hides a young man of remarkable, intelligence, strength, and keen interests.

With his exceptional interpersonal, writing, and analytical skills, Cameron will be a great asset to your Gary J. Sbona Honors Program.

Sincerely,

A handwritten signature in dark ink, reading "Thomas A. Shirley". The signature is fluid and cursive, with a large, stylized initial "T" and "S".

Thomas A. Shirley
Former Professor and current Faculty Advisor of Applicant
Senior Lecturer, Department of Psychology
San José State University