

21 December 2023

To whom it may concern:

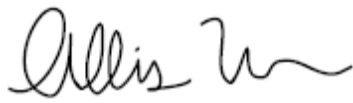
I am writing to express my enthusiastic support for **Anneke Wilder**'s application to the Master of Environmental Studies Program at Evergreen State. I knew Anneke very well during her time as an undergraduate at the College of Charleston. During this time, Anneke took two Biology courses from me and conducted research in my laboratory for two years. Anneke is an exceptionally talented student with outstanding academic skills, excellent communication and interpersonal skills, and a wealth of curiosity and creativity. Having worked with Anneke as both a course instructor and research mentor, I have observed in both contexts her dedication, critical thinking, attention to detail, and intellectual independence.

I met Anneke in fall 2010, when she was a student in my Biodiversity, Ecology, and Conservation Biology course (BIOL 211). She also took an upper-level Herpetology course (BIOL 334) from me in spring 2013. During both courses, Anneke impressed me with her intelligence, her curiosity about the natural world, her writing and analytical skills, and her ability to work collaboratively with others. She earned her high As in both courses, and her work was uniformly excellent. In addition to her intelligence, Anneke shows tremendous dedication, an exacting attention to detail, and earnest engagement in her studies. For example, in Biology 211, Anneke became particularly engaged in her final project, for which she wrote a proposal for novel research on an endangered New Zealand parrot. This project demonstrated her intellectual curiosity and strong writing skills as well as her interest in pragmatic, real-world applications of her learning. In both courses, Anneke interacted effectively with a diversity of students, and her collaborative and positive approach allowed her to emerge as a leader among her peers.

In 2011, Anneke began conducting research in my amphibian ecology lab, which she continued for the next two years. During this time, Anneke contributed to a variety of projects, including analyzing data from frog choruses, experimentally testing habitat choice among reproductive frogs, and testing the effects of environmental stressors on frog sperm and embryos. Her work culminated in the publication of a co-authored research article in *Ichthyology and Herpetology* (then *Copeia*), a major journal in the field, and the presentation of a research poster at a national meeting. Anneke is an exceptional writer, which allowed her to make a significant contribution to writing and earn first authorship on the manuscript which was ultimately published. In the research setting, Anneke proved to be extremely competent and hard-working. She quickly became independent in her work, developing diverse skills including animal husbandry, developmental staging of embryos, ecological mesocosm experiments, light and dissecting microscopy, video microscopy, video and image analysis (in particular, using the NIH program Image J for computer assisted sperm analysis), and statistical data analysis. Throughout her research with me, Anneke demonstrated excellent judgement and maturity as well as self-reliance, dedication, and efficiency in her work. I learned that I could trust Anneke to solve problems as they arose, with confidence that she would make good decisions and allocate her time wisely. As Anneke became a more senior student in the lab, she took on a role as mentor to other students in our research group, teaching them new skills and supporting them in their work.

I believe that Anneke is an ideal candidate for a graduate-level program in environmental studies. She is an inquisitive, intelligent, and dedicated student, with a strong background in science as well as art and design. Compared to most undergraduate science students that I have encountered over my career, Anneke is exceptionally talented as a scientist and a writer, as well as a broad and engaged thinker who is passionate about ways in which her work can make the world a better place. Finally, in addition to Anneke's academic qualifications, she is a fantastic person. She is unassuming yet engaging, sincere, dependable, and easy to get along with. I am pleased to give **Anneke Wilder** my highest recommendation for admittance to your program. Please do not hesitate to contact me if I can provide any further information

Sincerely,

A handwritten signature in black ink, appearing to read "Allison M. Welch". The signature is fluid and cursive, with a large initial "A" and a stylized "W".

Allison M. Welch, Ph.D. (she/her)

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