

June, 15, 2016



To Whom It May Concern:

COLLEGE OF
ARTS AND SCIENCES

I am a Professor of Sociology at Seattle University and the Director of the Wismer Office for Faculty Diversity, Equity, and Inclusive Excellence. I have previously served at Seattle University as Chair of the Department of Anthropology, Sociology and Social Work and as Director of the Women's Studies Program. Much of my research is focused on women and gender studies. As a Ph.D. candidate at the University of Washington, I led one of the advanced teaching seminars offered to graduate students. Talcott Franklin was one of my students.

The seminar taught advanced techniques to convey course material, develop curriculum, and assess student retention. Tal excelled in this seminar to the point that he was promoted to teaching his own introductory sociology course prior to receiving his masters' degree, which was unusual if not unprecedented at the time. His teaching style was honest and straightforward. He directed students to research results but challenged them to question study design and potential bias. He worked hard to avoid inserting his personal political, religious, or other views into the material, and it was a point of pride for him when students asked him whether he was a Republican or a Democrat, which he answered with "We have a secret ballot in this country for a reason."

Since our time together at the University of Washington, Tal and I have remained friends and I have acted as a sounding board for some of his ideas. The law firm he founded is a field leader in gender equality. Men and women are paid under an objective formula and receive the same rate of pay for their work. Women head all of the regional offices. People are allowed to work from home and/or part time without consequence to their opportunities.

Tal is well qualified to create curriculums and instruct on sexual assault and domestic violence. His time as a juvenile rehabilitation counselor in the maximum security unit of a juvenile rehabilitation facility helps him understand the perspective and techniques of offenders. His *pro bono* work as an attorney on behalf of domestic and dating violence survivors, which resulted in his county bar association's award for exemplary service to the indigent, helps him understand the motivations and perspective of survivors.

After creating the P³ training seminars to help girls and their parents recognize, avoid, escape, and fight off sexual assault, Tal appropriately tested the results using the skills he learned studying quantitative research methodology in his graduate program at the University of Washington. The P³ training program is an evidence-based solution to sexual assault and dating violence. This is important and urgent work and Tal's approach is both innovative and effective. He is a leader in establishing these training seminars and I have full confidence in the benefit of his work as well as his excellent character and sincerity. I encourage you to take this opportunity to work with him in expanding this important work both nationally and internationally.

Sincerely,

Jodi O'Brien, Ph.D.

DEPARTMENT OF ANTHROPOLOGY AND SOCIOLOGY

901 12th Avenue P.O. Box 222000 Seattle, WA 98122-1090 www.seattleu.edu Tel.: (206) 296-5906 Fax: (206) 296-2066