



CAPELLA UNIVERSITY

August 25, 2007

To Whom It May Concern:

I am writing this to give my strongest possible endorsement to Dr. R. Drummond McNaughton in the areas of higher and online education consulting.

I am currently Chair of the Management and Organizational Systems Department for Capella University, a premier online university in the United States. Capella has nearly 20,000 students in over 100 undergraduate, masters, doctoral, and certificate programs. Students hail from all 50 states and 56 countries, and include underserved populations such as the US Military, Native Americans, rural, and foreign students.

I have known and enjoyed my relationship with Dr. McNaughton for nearly three years as friend, colleague and supervisor at Capella University. I have come to know him a person and consultant of the highest caliber, and, most importantly, a great human being and leader!

Dr. McNaughton developed and teaches our PhD course in Management Consulting. Through his thought leadership, I have come to understand the importance of this area and his talents in this field, and the unique requirements of being a consultant. Therefore, I would give my strongest possible endorsement to Dr. McNaughton for the following reasons.

Dr. McNaughton has deep knowledge of higher and online education. He has taught at and developed programs for all levels, including undergraduate, Masters, and PhD. He understands the requirements and intricacies of developing and implementing strategies and tactics for a successful online program, including the accreditation process. Those so gifted with this knowledge are rare indeed.

Dr. McNaughton is a tireless, well organized professional with a strong work ethic and the demonstrated ability to lead by example and collaborate with colleagues. He plans well, starts early, and works until projects are completed, traits essential to successful consultants.

Dr. McNaughton brings 15 years experience as a consultant to and employee of Fortune 500 organizations to his educational consulting. It was this fact that had us ask him to revise our PhD Management Consulting course – he has “been there and done that.” His knowledge and abilities as a consultant are unsurpassed, which is reflected in the course that he developed; it



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was completed in record time and we have had nothing but glowing reports of the course and his ability to teach it.

Dr. McNaughton has earned my highest possible endorsement for any project entailing higher education and especially online education. He will transform your educational organization!

Sincerely,

Sheila Fournier-Bonilla
Faculty Chair