

MICHIGAN STATE UNIVERSITY

Dear Hiring Committee,

I would like to recommend Irfan Mir for your position. Irfan works on the Digital Content & Accessibility Team (DCAT) in Michigan State University (MSU) Information Technology. As Web Accessibility Specialist at MSU, I hired Irfan onto our team in Teaching and Learning Technology as Web Accessibility Intern, and I oversaw and assessed much of his project work.

Irfan is a talented and passionate member of our team with a focus on humanistic design. Irfan's work always advocates for the user—Irfan is always asking useful questions that encourage thinking on persons with disabilities while keeping in mind the context of the project work and teams that he interacts with. Irfan is great at driving team projects forward and quickly and accurately running accessibility evaluations with a UX mindset and doing testing with Assistive Technology. One of Irfan's greatest strengths is his user experience and creative design mindset coupled with his technical development ability. These two strengths make Irfan able to use user research and design principles to make technical information understandable by non-technical folks while at the same time being able to be innovative with his technical solutions.

One of Irfan's best qualities is his ability to innovate in healthy and creative ways within project boundaries to improve the product. Many of Irfan's reviews were done on applications that MSU purchased and they ranged from time-tracking solutions, to custom applications that build sharable MSU branded art on social media. The breadth of technical experience that Irfan has is immense due to his experience working with dozens of external vendors.

Irfan has also been an important leader on our student team and helps to train incoming students and increase their expertise in technical standards and our internal processes, using his ability to equally engage our students who come from development, design, and education backgrounds.

One of Irfan's most innovative and impactful projects was reviewing and providing technical recommendations on improving the accessibility of high impact sites at Michigan State. Two major sites that he worked on in this project was the Title IX website and the Admissions website, both immensely important to supporting students with disabilities at MSU. Irfan's emphasis on prioritization and user impact and his ability to relay information to clients about the importance of accessibility as well as how to implement changes has been extremely helpful. Within this long-standing project, Irfan conducted technical accessibility evaluations using the Web Content Accessibility Guidelines 2.0 (WCAG 2.0) and Section 508 on websites, web applications, and documents. He also plays a role in training other students in best practices for design and accessibility. His ability to explain technical accessibility standards such as WCAG 2.0 to others and engage them in practical conversations is an excellent asset to our team. Clients for both of these projects were extremely happy with the balance of technical information, the design of the material, and the explanation of accessibility.

Irfan mixes user experience (UX) with accessibility masterfully. His background from his work towards his degree in Experience Architecture (UX degree at MSU) is very recognizable in his project work. He always thinks strategically about team objectives, process development for increasing project efficiency, and how to develop his skills to facilitate the growth of the rest of the team and MSU's commitment to accessibility.

Irfan is one of our most talented accessibility minds and he balances risk assessment strategies, a UX mindset, an understanding for disability and technology, and technical accessibility/UX know-how with a strong ability to develop creative solutions. Irfan would make an excellent addition to your team, and I recommend him for your position. Please



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let me know if you have any questions about Irfan or his qualifications—I would love to have a conversation with you about how Irfan would fit your team.

Best regards,

A handwritten signature in black ink, appearing to read 'P. Deaton', with a stylized, cursive script.

Phil Deaton
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