

2/3/2026

To Whom It May Concern,

I am pleased to provide this unqualified letter of recommendation for my colleague, Paul Alper.

I have known and worked with Paul since 2017, when he served as VP of Patient Safety Innovation at DebMed, now part of SC Johnson Professional. Paul is a master networker who skillfully navigates the complex research, compliance, business, and interpersonal networks of healthcare systems to develop innovative business solutions and implement new technologies from pilot programs to system-wide adoption on a commercial level.

My collaboration with Paul began after he had successfully negotiated and supported the development of what became the foundation for DebMed's Electronic Hand Hygiene Monitoring system. He worked closely with our VP of Quality and Patient Safety, our PhD biostatistician, Hospital Epidemiologist Dr. Bill Kelly, and the system infection prevention and control leader and hygiene champion, Connie Steed. The insights and hand hygiene data contributed by these Prisma Health employees were instrumental in calculating an evidence based, statistically reliable denominator for hand hygiene compliance based on the WHO 5 Moments framework.

As a technology transfer officer, my involvement centered on negotiating compensation and intellectual property ownership for innovations developed by Prisma Health employees and the valuable industry insights they provided. Paul demonstrated a sophisticated understanding of our academic healthcare system's compliance requirements, liabilities, and interests in deploying and funding a new hand hygiene system—particularly one to which we had contributed critical insights and validation data. He proposed and adapted a compensation strategy that satisfied both Prisma Health and its employees, ultimately leading to a successful three-year, multi-million-dollar contract for system-wide adoption of DebMed's Electronic Hand Hygiene Monitoring system.

Paul is a pleasure to work with and strikes the rare balance between building genuine personal connections and rallying stakeholders toward collective goals. He communicates fluently across scientific, business, and academic domains and has achieved success on an international stage. He is a passionate and visionary innovator who sees projects through from concept to commercialization while keeping stakeholders' needs at the forefront. Paul consistently takes the high road, communicates openly and transparently, welcomes feedback, and holds himself to the highest standards of professional conduct.

I highly recommend Paul for any groundbreaking healthcare endeavor or role requiring the ability to understand healthcare facility needs and translate that understanding into actionable innovation that leads, ultimately to commercial success for all parties. Please feel free to contact me if you have any questions about his work, qualifications, or his unwavering passion for improving patient safety.

Sincerely,



Cody Reynolds, PhD

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