



To: Dr. Beth Roth, Provost and VPAA
From: Dr. Elizabeth McDermott, Dean, College of Arts and Sciences
Re: Dr. Kevin Spicer, Associate Professor of English
Cc: Dr. Kevin Spicer, Dr. Anna Ioanes (Chair, Department of English and Foreign Languages)
Date: April 23, 2023

This letter is written regarding the 5-year post-tenure review for Dr. Kevin Spicer. Dr. Spicer's committee included Dr. Leia Levy, Dr. Lisa Hedrick, and Prof. Paul Erschen, though Dr. Hedrick submitted feedback directly to Dr. Spicer, since she was traveling with students to a conference at the time of this meeting. The chair of the English Department, Dr. Anna Ioanes, was also in attendance. According to section 2.9.5, the department chair and dean meet with the committee after their review is completed, and the dean submits a report to the provost "with a copy to the faculty member under review."

Teaching: The committee discussed the intersection of Dr. Spicer's teaching with scholarship and service. More specifically, Dr. Levy pointed out that Dr. Spicer's mentorship of two USF students exemplified the university values. In particular, Dr. Spicer's work with mentoring a couple of different students qualified as a type of service. Dr. Levy noted that Dr. Spicer was a committed teacher who put students first.

Prof. Erschen talked about the pandemic and the challenges faculty have faced in recent years. He noted that it's rare and unpredictable when a student's engagement in a discipline is inspiring to faculty members. Dr. Spicer offered that even a little bit of energy coming from students can provide balance for him when things might otherwise be too weighty.

Prof. Erschen found the experiences with the two students interesting, and agreed with Dr. Levy that Dr. Spicer's work with these students exemplified the university mission and offered an example of the kind of relationships faculty should want to build with students. Prof. Erschen would have also been interested in stories about students Dr. Spicer worked with who didn't have as good of a bond.

Scholarship: The committee discussed how Dr. Spicer's teaching intersected with his scholarship. In particular, Dr. Spicer has a publication forthcoming in an edited collection from Routledge. His co-author is MaKenzie Munson, a recent USF alum who graduated from the English department this past December. MaKenzie was also in Duns Scotus and participated in numerous USF initiatives, including Saints Ambassadors.

The full citation for the article will be as follows. Dr. Spicer and MaKenzie are expecting to hear a publication date from the publisher in the next month or so:

MaKenzie Hope Munson and Kevin Andrew Spicer, “‘Holmes, that’s some Santa Claus *shit*’: Reading Lydia Millet’s *A Children’s Bible* as an Ecological Crime Fiction Hybrid.” *The Routledge Handbook of Crime Fiction and Ecology*, ed. Nathan Ashman. New York: Routledge, 2023.

Service: Dr. Levy noted that Dr. Spicer’s willingness to spend time with recent alumni is service. She explained further that there is such a thing as service in a general sense that usually looks like initiatives a faculty member is interested in, whether on campus or in the community. But Dr. Levy also offered that service often times can’t be scheduled, planned or predicted, and that such service resembles making time for alumni who visit their former faculty.

Dr. Spicer’s service goals for the next five years include moving back into the chair position come fall 2023. Since Dr. Ioanes is applying for tenure, this transition may happen sooner than later. Dr. Spicer will be supporting Dr. Ioanes through that process. Future plans for the English department could include thinking more intentionally about the Digital Humanities program, though he wonders about putting those ideas forward in relation to revision of General Education at USF.

The English graduate courses are going well. One idea is to move that into an MA program. Could English have a 4+1? Teachers are taking the masters courses and sections are full. He may also revisit Duns Scotus.

Overall, the post-tenure review committee had some individual questions and suggestions for Dr. Spicer going forward. Dr. Levy commented that she appreciated the way the portfolio was organized and suggested Dr. Spicer try to pare down the length “without losing the essence” of a future narrative when it comes time to apply for promotion to full professor. Prof. Erschen concurred and offered that, based on past experiences, committees can be very particular with the portfolio format, even post-tenure. Dr. Spicer noted that there’s not a lot of guidance in the *Policy Manual* about what a post-tenure review portfolio should look like. (Speaking somewhat out of turn here, this may be an area of the *Policy Manual* to edit after building consensus about what the narrative or portfolio should entail. Dr. Angela Antonou’s process with other language regarding annual review for tenure-track faculty provides an example.)