



August 4, 2023

Dr. Elizabeth McDermott, College of Arts and Sciences Dean  
Rank, Promotion, and Tenure (RPT) Committee of the University of St. Francis

Dear Dr. McDermott and RPT Committee members,

This letter is written in strong support of Dr. Kevin Spicer's application for promotion to full Professor. I have had the pleasure of engaging and interacting at length with Dr. Spicer. I have found Dr. Spicer to be a devoted teacher and mentor to students. As a colleague, Dr. Spicer is attentive and genuinely interested in people. After Dr. Spicer spent a brief period substituting for a colleague on the University Assessment Committee (UAC), for which I served as chair at the time, it was apparent to me that Dr. Spicer is conscientious and committed. In every situation, he seeks to comprehend fully and be as helpful as possible. The work of the UAC was quite taxing at the time but Dr. Spicer sought out understanding and completed service with total commitment. It might be expected that someone serving as substitute might not be as diligent but this was not the case. Recognizing that, a broader relationship blossomed between the two of us. The university's values of respect, integrity, service and compassion are genuinely shared by Dr. Spicer.

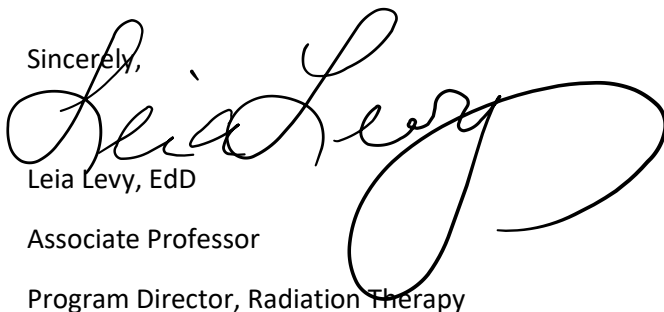
A portion of the university's description for the rank of full professor found in the policy manual reads "A professor shall demonstrate measurable contributions to the university, one's academic discipline and/or the community." It is my intent that this letter will provide a measure of Dr. Spicer's unmatched contributions to the university.

Dr. Spicer has held the position of English and Foreign Language Department Chair while successfully completing portfolio and application toward tenure and promotion to Associate Professor. This feat is a testament to his level of commitment to service and ability to press forward. As colleagues, we have engaged in several discussions regarding university community topics. Dr. Spicer is expressly interested in the success of the university. He asks thought provoking questions igniting an expectation and enthusiasm for progress. The poignancy of his questions put me in the mind of a courageous leader and agent for change in the years to come.

I've come to learn that Dr. Spicer is strongly committed to the success of students. I am aware that his commitment continues beyond graduation. Interest in the success of the student does not end with graduation, as such, I'm aware that he routinely mentors university alumni. Passion for his field of study and his students can be found in his conversations with students/alumni as words often spill out into the hallways. As a passerby, I realize the learning and teaching that can be heard happening is not only audible, but in my opinion, exemplary of what a learning community should feel and sound like.

I appreciate Dr. Spicer's interest in my personal well-being. A collegial relationship should be more than equal regard for authority at work and in work things, but should include respect and caring on a personal level. Dr. Spicer lends a listening ear and offers to be available consistently. Connections are important to him and it's obvious that he cares for his co-laborers and leaders. He's ready to lead and equally ready to follow. Dr. Spicer has contributed greatly to the university and serves the university community on all levels. His curriculum vitae shows how much he's contributed to his profession in writing, research and presentation. Service on various committees is well documented. It is my hope that this letter provides testimony for service rendered beneath the surface. I enthusiastically support the application for promotion to full Professor by Dr. Kevin Spicer.

Sincerely,

A large, elegant, handwritten signature in black ink, reading "Leia Levy". The signature is fluid and cursive, with a large loop at the end of the last name.

Leia Levy, EdD

Associate Professor

Program Director, Radiation Therapy