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Dear University Tenure and Promotion Committee,

It is with great pleasure that I write this recommendation for Dr. John Homer for promotion to the position of full professor. I have known John for three years now and regard him with the utmost respect and admiration. During this time, I have repeatedly seen him model the traits of humble leadership, thoughtful communication, and unselfish service, all characteristics that serve him well as a teacher and leader within his department.

Although we have crossed paths a number of times at ACU in our respective positions, most of my contact with John has come through our regular meetings with our church's small group. John's contributions to our group are inestimable. In this setting, I have seen him speak openly on many issues of faith, lead worship, and volunteer in different capacities. Through these interactions, I can attest that John is a humble man and strong servant leader whose passion for Christ emanates through his words and actions.

One trait that I admire greatly about John is the care and deliberation he takes in considering what he says before he speaks. Because he is so careful with his words, I find myself listening more attentively when John speaks because I know that his comment is going to provide valuable insight to the conversation. In fact, I can think of few people in my life who have influenced my faith in the past three years as much as John. Through our numerous conversations about technology, the Bible, media, church and more, John's faith has shaped my own in profound ways.

One of the measures that I consider when evaluating teachers is whether or not I would recommend them to my students. I can enthusiastically say that I would wholeheartedly endorse Dr. Homer to any of my students. John is a strong servant leader and a wonderful fit as someone who espouses the ACU mission in all areas of his life. I strongly recommend him for this promotion.

A handwritten signature in black ink that reads "Trey Shirley". The signature is written in a cursive, flowing style with a large, prominent "T" and "S".

Trey Shirley, PhD