

COLLEGE OF BUSINESS ADMINISTRATION
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August 1, 2016

Tenure & Promotion Committee
Abilene Christian University
Abilene, TX 79699

Dear Members of the Tenure and Promotion Committee:

It is my pleasure to heartily support Dr. Kilnam Cha as he seeks tenure and promotion at ACU. I first met Dr. Cha about four years ago when I joined a faculty-staff-student group ("ACU-FIFA") that plays soccer twice a week. Dr. Cha and I have also been on several intramural soccer teams together since that time (with such illustrious names as the "Sunflowers of Death" and the "Ten Plagues"). He has a strong sense of inclusiveness and camaraderie. I know of some instances in the past when ACU-FIFA had more players show up than usual, and others in the group tried to turn away newer students who showed up to play. Dr. Cha disagrees with that approach and does not go along with it. He endeavors to make sure that everyone in a group or on a team has a chance to participate and have fun.

When one of the ACU-FIFA members was moving away from Abilene and asked for assistance, Dr. Cha was there to help move furniture and boxes. Months ago, Dr. Cha was badly injured playing soccer. Even so, he still came to every intramural game to cheer on his team.

In January 2016, Dr. Cha and I taught a one-week intensive course together on the topic of Stewardship for the Graduate School of Theology. We worked together for a few months to prepare for the course. It was a pleasure to work with him on the preparation and delivery of the course, as well as the evaluation of the students' work along the way. Dr. Cha and I do not share the same points of view on all the topics we covered, but I think the students got a well-rounded experience that was more meaningful because of the interdisciplinary approach.

I believe that Dr. Cha is deeply committed to the mission of ACU and will continue to bring a unique perspective to the faculty, staff, and students at ACU for many years to come.

Sincerely,

A handwritten signature in blue ink that reads "Kyle Tippens". The signature is written in a cursive, flowing style.

T. Kyle Tippens
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