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To the Tenure and Promotion Committees:

I am writing to recommend to you the collegiality of Dr. Jim Drachenberg within the department of Engineering and Physics. Dr. Drachenberg is one of the most collegial members of the department. He is very respectful to everyone, even when there needs to be a pointed conversation he works hard to make sure that he is not stepping on others toes or embarrassing someone. Dr. Drachenberg clearly articulates his expectations and cooperates without even being asked. He goes beyond being a colleague in that I believe he is a close friend to many if not all faculty and staff within the department.

When hired, Dr. Drachenberg asked how he could help the department. He was asked to work on the Engineering Physics I lab (which had been asked of several faculty before him to no avail). He not only revised the lab into a publishable curriculum, but has done so in a time frame well in advance of expectations. Thus, he delivered well beyond what all of us had hoped within the department. This work required that Dr. Drachenberg work with the entire faculty, as a colleague, to incorporate the hopes and expectations of the faculty.

As a colleague Dr. Drachenberg joins us in all activities. From the department's first homecoming float, to leading an internationally recognized research group, Jim is the consummate colleague. I count it a blessing that we can all call him our friend and colleague, as he could gain employment and be successful at any institution.

Dr. Drachenberg is someone who will have a long a significant contribution to the Engineering and Physics Department at ACU, and I cannot think of someone who I would rather spend the next twenty years working beside. Please give him full consideration for tenure.

Respectfully yours,

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