



*To: Dr. Kristi Ringen, Vice President of Academic Affairs and Provost
CC: Dr. Craig Fuller, Dean, College of Nursing & Health Professions;
Dr. Kelly Stalker, Department Chair;
Promotion & Tenure Committee members,*

I am writing this letter of intent to support my application for Tenure as a member of the faculty body at Immaculata University. With my employment commencing August 2021 at the rank of Assistant Professor, I am in my fifth year of service to the University and therefore eligible for tenure per Volume IV 4.5.2.4.1.2 of the Faculty Personnel Policies. I will use the following paragraphs as evidence of eligibility in accordance with Faculty Personnel Policies Volume IV 4.5.2.4.1.3: Tenure Criteria.

Criteria 1: Integrity, honesty, sound moral character, and reputation;

I seek to demonstrate all of the above attributes through my professional conduct, service, and engagement with the university community, guided by my faith and commitment to the University's mission of selfless service. As a professor in good standing at the university, I strive to embody all of these attributes both in the classroom and in the community. I have served alongside Campus Ministry as chaplain to the men's lacrosse team, offering mentorship, ethical guidance, and personal support to student-athletes and coaches. In addition, I serve as assistant director to our GetFIT@IU program serving individuals with intellectual and developmental disabilities (IDD) as well as volunteering off campus as a Unified Rugby coach for the Media Unified Rugby Club; a service opportunity I have shared with several of our undergraduate students. Through these roles, I aim to reflect compassion, humility, and service-oriented leadership visible to my students and colleagues.

Criteria 2: Manifest competence in teaching and advising effectiveness or exemplary effectiveness of performance as a librarian over the duration of the faculty member's pre-tenure period and the promise of continued development as a teacher or librarian;

While my course evaluations highlight my competence in teaching more thoroughly than I could here, for the sake of brevity, I have included the following quotes from course evaluations from 2021-2024:

"One of the best professors I have had here. He was able to teach us information in different ways to help people who learn in different ways. He was a very down-to-Earth person and it was great being feeling like I always had him in my corner." (2021); "Dr. Racich is a great teacher and explains his expectations of the course in a respectful manner. He pushes us to actually retain the information that he is teaching by giving us numerous labs and assignments



that go along with the material that we have previously learned that week to better our understanding.” (2024); “I strongly believe he is a core example of Immaculata’s mission.” (2024)

Based on feedback from my course evaluations over my first five years at Immaculata, my students appear to overwhelmingly enjoy the welcoming, energetic culture of my classroom environment, highlighting my passion for the content I teach as well as my transparency in grading evaluations as effective instructional tools.

Criteria 3: Demonstrated interest in scholarly research over the duration of the faculty member’s pre-tenure period and the promise of continued effectiveness in productive scholarship;

During my tenure, I have proudly represented Immaculata University and research conducted with colleagues and students at several state conferences, including the American College of Sports Medicine and American Physical Therapy Association’s annual conferences. Additionally, I have served as a mentor and advisor to countless student-led research projects presented at both the State Capitol as well as Posters Under the Dome. I am currently co-author on two on-going research projects examining physical activity interventions within the IDD population and student-trainer confidence in serving this population.

Criteria 4 and 6: (4) The acquisition of the doctorate or acceptable terminal degree⁹ from a regionally accredited institution in the applicant’s field; (6) Adherence by the faculty member over the duration of the pre-tenure period to the policies, procedures, and regulations of the University and to the procedures determined for the effective conduct of the institution.

With an earned Doctorate in Physical Therapy and a record of adherence to all university policies during my pre-tenure period, I have adhered to items (4) and (6) of the Eligibility Criteria for Tenure without conflict or disciplinary actions.

Criteria 5: Active, constructive participation in the academic community, the external community, and in department and University activities over the duration of the faculty member’s pre-tenure period and the promise of continued effectiveness in each;

Within the department and university communities, I have served on admissions and faculty search committees for the graduate Master’s in Athletic Training program, as well as on the hiring committee for the Dean of the College of Nursing & Health Professions. I have also assumed instructional responsibilities outside of the Exercise Science program, teaching courses and labs in the Allied Health program and the Biology department to support broader campus needs.

Beyond the classroom, as noted in Criteria 1, I continue to serve the IDD population through the GetFIT and Media Unified Rugby programs—opportunities that have been deeply formative and



made possible through my time at Immaculata. Additionally, I maintain a per diem clinical presence as a licensed Physical Therapist in Chester and Delaware Counties and have completed over 90 hours of continuing education to uphold professional standards and licensure. Surprisingly, my clinical role has allowed me to interact with prospective students prior to their enrollment at Immaculata; several of whom are currently enrolled undergraduate students; while completely unplanned, I now view these clinical interactions as opportunities to serve as a positive ambassador for the University within the surrounding community. (While I am confident these students would have chosen Immaculata without meeting me, I like to think I reflected the university in a positive light and made their decision to enroll easier).

In closing, I hope this letter provides sufficient evidence in support of my eligibility for Tenure at Immaculata University. If you have any questions or require further information, please do not hesitate to reach out. Thank you for your time, consideration, and continued service to the University and faculty body.

Sincerely,

Dr. Cole Racich, PT, DPT, OCS
Associate Professor