



Dr. Faye Deters (she/her)
Professor & Chair
Department of Teacher Education

March 29, 2024

Starks 211-B
859.846.5445 (office)
Faye.deters@midway.edu

Dear Hiring Committee,

I am writing to recommend Dr. Darlene Spurlock for a position on your faculty. I have known Dr. Spurlock for many years and worked directly with her in several capacities over nearly the past decade. I am confident that I can speak to the characteristics and abilities that she possesses that will make her an excellent addition to your team.

While I have known Darlene since we attended the same high school as teenagers, I first worked with her as an advisor on her doctoral committee at Eastern Kentucky University in 2015. Darlene was committed to her research and actively sought feedback to strengthen her dissertation. She was extremely professional in the presentation of her work and her dissertation defense was reminiscent of a conference presentation by a seasoned researcher. Around that time, Darlene also began teaching as an adjunct in my department, Curriculum and Instruction, specifically in the areas of educational technology and assessment in the initial teacher education core. In that role she generated positive feedback from students both anecdotally and through her course evaluations. Dr. Spurlock was able to follow the set outcomes for the courses, but also offered ideas for improving instruction, student engagement, and learning going above and beyond what is typically expected of adjuncts.

A few years later, in my role as Associate Dean in the College of Education leading the college's accreditation efforts, I had the opportunity to hire a Research and Data Manager for Accreditation. Dr. Spurlock applied and was selected for the position. Her participation in the Strategic Data Project Fellowship at Harvard as well as her work at the Kentucky Department of Education as a research analyst made her an excellent fit for the position. She quickly learned the subtleties of the accreditation work and our data systems at ECU and became an invaluable member of our team. As her direct supervisor, I noted that Dr. Spurlock struck the perfect balance of independently seeking out information in trying to solve problems on her own and asking questions or seeking assistance when needed. She was highly efficient and accurate in her work and gave excellent suggestions for improving operations and processes. As a colleague, Dr. Spurlock was always pleasant to be around contributing to a vibrant and productive work environment.



Once I accepted a position as Chair of Teacher Education at Midway University and needed to recruit adjuncts, I reached out to Dr. Spurlock again. I knew that she would be an excellent instructor for our teacher education students and hired her to teach courses in assessment and mathematics for teachers as well as to supervise clinical experiences. Again, she received positive evaluations from students and contributed excellent ideas and suggestions to our team for improving our courses and programs. Dr. Spurlock also continued to exceed expectations for adjunct instructors.

Through these experiences working with Dr. Spurlock, she has demonstrated that she is highly capable, efficient, professional, collegial, and innovative. Dr. Spurlock is a lifelong learner who continually improves her craft and embeds evidence-based practices into her instruction whether it is in the courses that she teaches for preservice teachers or professional development she provides for in-service teachers. Dr. Spurlock enjoys challenges and works to persevere when faced with them. I am confident that she will be a strong contributor to your faculty if given the opportunity to work with you.

I am pleased to provide you with this recommendation of Dr. Darlene Spurlock and would be happy to provide any additional information you may need or answer any additional questions you may have. Please do not hesitate to contact me at faye.deters@midway.edu or on my cell at 859.200.3575.

Sincerely,

Dr. Faye Deters
Chair & Professor
Department of Teacher Education