February 14, 2020

To whom it may concern,

We write this letter to enthusiastically support Dr. Victoria DeFrancisco's request to be awarded emeritus status. Since earning a PhD in 1989, Dr. DeFrancisco has spent her entire academic career at UNI, earning tenure in 1994 and being promoted to full professor in 2001. During that time, Dr. DeFrancisco has been a valued colleague, a dedicated teacher who constantly improves her craft, a productive scholar who creates publication opportunities for colleagues and students, and an integral member of the department and university who provides extensive and meaningful service.

Dr. DeFrancisco is known as a rigorous teacher who deeply cares for students and their wellbeing. She directed over 30 graduate theses (many of which won awards) and served on even more committees. She taught courses that uniquely and significantly enhanced the curriculum's attention to diversity (notably, Gender Issues in Communication and Intercultural Communication). She consistently revised her courses to meet changing student needs and to reflect evolving research. She translated her commitment to teaching into two textbooks: *Gender in Communication* (in its 3rd edition) and *Foundations of Communication Research Methods* (a free web-based textbook she co-authored with department colleagues to meet the unique needs of UNI Communication Studies majors).

Dr. DeFrancisco's scholarship extends beyond textbooks. Dr. DeFrancisco's range of publications is noteworthy because it represents interdisciplinary work with both faculty and students in Women's and Gender Studies and Communication Studies. Peer reviewed journal publications have appeared in the *Howard Journal of Communication*, *Feminism and Psychology*, *Women & Language*, *The Western Journal of Communication*, *Studies in Linguistic Sciences*, and *Women's Studies in Communication.* Book chapters have appeared in *Gender, Discourse & Ideology*; *Untying the Tongue*; *Gender, Language and Power*; *Gender Actualized: Cases in Communicatively Constructing Realities,* and *Communication and Sex Role Socialization*. In addition, Dr. DeFrancisco edited a special issue of *Women's Studies in Communication* on self-esteem and co-edited the collection *Women's Voices in Our Time: Statements by American Leaders.* This list does not include the many invited works and the scores of conference presentations.

Dr. DeFrancisco's service is noteworthy. She fulfilled numerous leadership roles and consistently acted as an advocate for diversity across the university and globe. In 1995, Dr. DeFrancisco was a UNI Representative at the United Nations Non-Governmental Organizations Conference on Women in Beijing, China. Closer to home, she was Director of Graduate Studies in the Communication Studies Department 1990-1994, director of the undergraduate Women's and Gender Studies program from 1994-1999 and again in 2006 and 2016, acting Associate Dean of the Graduate College 2007-2008, and assistant to the acting head of the Communication Studies Department in 2010. Notable about these roles is the number of times she stepped in for a semester or year to serve in an acting role because she had the experience and her skills were needed. Repeatedly, colleagues and administrators have looked to Dr. DeFrancisco when leadership was needed during moments of instability and transition. She also was a Diversity Fellow in the Office of the Executive Vice President and Provost from 2010-2015. During that time, she mentored dozens of people into leadership roles as UNI

NCBI facilitators who provided over 10,000 hours of volunteer participation on the UNI campus to over 1,200 faculty, staff and students who attended UNI NCBI workshops, including RAs, the Summer Orientation Staff, and the WRC workers.

The merits of Dr. DeFrancisco's teaching, scholarship, and service have already been recognized by a number of awards, including the Iowa American Association of University Women Distinguished Faculty Award in 2002, UNI's Ross A. Nielsen Professional Service Award for Faculty in 2003, the Iowa Board of Regents Award for Faculty Excellence in 2004, the UNI Outstanding Graduate Faculty Teaching Award in 2011, and the UNI Diversity Matters Award in 2014. It is only fitting that this impressive list of awards be capped off with the awarding of emeritus status.

Sincerely,

Communication Studies Department faculty members

C H Palczewski
Melissa Dolcoh
Michael Harken
Lori Johnson
Sarah Chen
Amelia K. Dimitrova
Laura Tuckey
Bettina Fabos
C. R. Mei
Tom Hall
Karen Mitchell
Ryan McKeogh