

**F. C. "Chuck" Humphrey, Ph. D.; Professor Emeritus, Idaho State University**

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**August 1, 2009**

**Ref: Michael Kennedy**

I am pleased to provide this letter of reference for Michael Kennedy, who was a student of mine while he earned a master's degree in human resource development at Idaho State University. I retired from ISU in 2007, and my recollection is that he finished the master's program in 2002.

Michael was a truly academic graduate student, having previously earned a master of theology degree before entering our program. As such, he had excellent writing and speaking skills. His HRD master's research focused on the application of Mager's instructional design model to adult education. He was always willing to make extra effort when researching a topic, and when presenting that topic in class. His classmates especially enjoyed discussing HRD topics with him because of his superior vocabulary and his willingness to share his knowledge.

Michael has told me that he is enrolled in a post-master's program in school psychology. I think he would be very effective in that field, because he has lots of life experience in psychology from doing pastoral counseling. His interest in both pedagogic and adult education is genuine. He is a scholar, a gentleman, and a lifelong learner.

Please contact me by mail, by phone, or by e-mail if you'd like to visit further about Micheal's work as a graduate student at ISU.

Sincerely,

A handwritten signature in cursive script that reads "F. C. Humphrey". The signature is written in black ink and is positioned below the word "Sincerely,".

F. C. "Chuck" Humphrey, Ph. D.

