



To Whom It May Concern,

It is my pleasure to write in support of Olivia de Guzman, Assistant Professor and Head of the Musical Theatre Program in the Department of Theatre at Florida International University, as she undergoes her third-year tenure review.

I worked closely with Professor de Guzman during my time as the Academic Advisor for Music and Theatre at Florida International University, where I observed her arrival and professional development. In that capacity, I witnessed firsthand her contributions to students and the curriculum. I also collaborated with her artistically as a music director on departmental productions.

From the outset, Professor de Guzman demonstrated exceptional initiative and professional momentum, quickly establishing herself as a thoughtful educator, disciplined artist, and collaborative colleague.

Professor de Guzman's impact on teaching and directing is evident. In courses such as *Musical Theatre Workshop* and *Acting the Song*, students demonstrate meaningful artistic and technical growth. She combines high standards with an environment that encourages autonomy, exploration, and accountability, articulating clear artistic visions while allowing space for students to grow.

Since joining FIU, Professor de Guzman has directed three fully staged departmental musicals, each reflecting imaginative vision and strong organizational execution. Her staging choices consistently push artistic boundaries and incorporate meaningful thematic layers.

Professor de Guzman independently initiated the creation of a dedicated practice room by repurposing an underutilized space, overseeing soundproofing and the installation of a piano — a clear reflection of her investment in student training and program development.

Her musical competencies are notably comparable to her acting and directing strengths — an uncommon and highly valuable combination in musical theatre training.

Her reputation within the department is exemplary. Students regard her as approachable and supportive, while faculty value her reliability, diligence, and professionalism.

Professor de Guzman's leadership has coincided with significant program growth. What began as a cohort of approximately five to eight students has expanded to more than forty students.

Professor de Guzman embodies the qualities essential to a successful tenure-track faculty member. I offer my strongest support for her continued progress toward tenure.

Sincerely,

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