



UNIVERSITY OF  
MARY HARDIN-BAYLOR  
*EDUCATION FOR LIFE... EXPERIENCE OF A LIFETIME*

September 25, 2020

Dear Promotion and Tenure Committee,

I am writing in support of Dr. Aaron Baggett's promotion and tenure, especially regarding his collegiality within the university. I have known Dr. Baggett ever since I arrived at UMHB 3 years ago, and we have worked closely together and become friends. He is an excellent colleague, and UMHB is a stronger university because he is on faculty.

Professionally, Dr. Baggett works exceptionally well with other faculty members. I have personally experienced this because we both teach the Statistics for the Social Sciences courses for our majors. Dr. Baggett has worked extensively with me to help me improve my course material. As we bounce ideas off each other about how to best teach this complex subject, he offers gentle constructive criticism and shares all of his resources on pedagogy. He has guest lectured for my classes when we cover areas that are in his expertise (e.g. experimental methodology). Furthermore, he has shown his collegiality by inviting my family over to his house for dinner, which helped welcome me as a new faculty a few years ago.

I have also witnessed Dr. Baggett's collegiality with other professors and students. He builds others up and does not speak ill of others. He is intentional about connecting with his colleagues and has set up lunch outings with other professors in order to build community. I often see him in the hallways having meaningful conversations with other faculty (pre-COVID, of course). He helped start the Bass Fishing club with students because it is a passion for him, and I know he would love to share this hobby with others.

I myself have had many deep and thought-provoking conversations with Dr. Baggett about our shared Christian faith, a characteristic that is so important at a Christian university. On so many pre-COVID lunches in the cafeteria, we would talk extensively about Christ and church. These lunches have been one of the highlights for me working at UMHB.

In short, Dr. Aaron Baggett is an excellent colleague. His presence not only strengthens the School of Social Sciences but also the entire university. We are better because he is with us. I will be happy to continue to discuss Dr. Baggett's merits, so please contact me if you have any questions.

Sincerely,

Todd W. Ferguson, Ph.D.  
Assistant Professor of Sociology  
Department of Social Work, Sociology, and Criminal Justice