



October 13, 2020

John Vassar, PhD, Provost and Senior Vice President for Academic Affairs
Academic Affairs Administrators
Promotion and Tenure Committee
University of Mary Hardin-Baylor
Belton, Texas 76513

Regarding: Support for Aaron R. Baggett, PhD, Assistant Professor of Psychology, on behalf of his application for tenure and promotion

Dear Dr. Vassar:

This is a letter of support for my colleague, Aaron R. Baggett, PhD, Assistant Professor of Psychology, as he is applying for tenure and promotion to Associate Professor of Psychology, University of Mary Hardin-Baylor. I will be relating information about his teaching, his leadership in the Department of Psychology, his University leadership, his collegiality, his Christian example, and work I have observed.

Aaron came to UMHB to fill a specific academic need in the Psychology Department, and during the interview I asked him if he would stay with us if the teaching position turned out to be what we were offering. We had just had a disappointing loss of a person who only stayed one year. The position has proven to be mutually satisfactory, and he and the department have thrived. He and I work together in Freshman Seminar, and in normal times—before COVID-19, our groups start the fall semester with a Sunday luncheon at his home in Belton, hosted by his family and my family members. He has taught, as a guest lecturer, in my PSYC 4350, Psychology of Leadership class on several occasions, presenting, discussing, and interacting with my students on the topic of “Smart-Mob Organizing.” He is a very effective lecturer, and he easily uses electronic media (cell phones) to demonstrate instant data gathering during the class.

Aaron’s leadership in the Psychology Department, as a collegial peer-among-peers, has been important to us during the last several years as we sought to give input into developing a new graduate degree in psychology, and as we moved forward toward reorganization of the department within the College of Humanities and Sciences. The graduate degree proposal he brought to us is still a viable option when the timing is right. He has provided leadership for the Watson Scholars' Day, sponsored by the Office of Research that offers development opportunities for undergraduate and graduate students, and I and my students who participated have benefited from the student research program under his leadership. He officially holds the title of Director of Undergraduate Research. Because he is an accomplished

researcher, he has successfully served on the Institutional Review Board during the developmental years of this support group for graduate and undergraduate research. He is currently the Chair for the Institutional Review Board, and his guidance has helped the group mature and focus as a formally designated review and monitoring group dedicated to improving student research at the University.

He is collegial, meaning that he works with his professional colleagues in a pleasant and professional manner. He has creative ideas, and he also has good judgment. Because he is a researcher, an athlete, and competitive, he brings his unique perspective to our departmental discussions, especially when interacting and sharing knowledge. On the fun side of things, he has brought food he has prepared and shared it with the social sciences faculty from time-to-time.

Aaron is a person who lives the Christian example, as he is supportive of the faculty and of our students with Christian intentionality. He is a very good father to his two young children, and he and his wife have been very good examples to our students as we gather in their home for the Sunday Freshman Seminar each fall.

I recommend that Aaron R. Baggett, PhD, be promoted to Associate Professor of Psychology, and that he be awarded Tenure at the University of Mary Hardin-Baylor. It has been a pleasure to work alongside this particular faculty member, and it will be a blessing to the Psychology Department and the College of Humanities and Sciences to acknowledge and reward a peer in the profession—a worker—who is doing well.

Sincerely,

Cecilia Wharton Erlund, EdD

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