



October 8, 2020

Dear Dr. Vassar and Committee Members,

I am pleased to write this letter in support of Dr. Aaron Baggett's application for promotion and tenure. He positively contributes to the endeavors in which he engages. I worked directly with Dr. Baggett from June 2016 through December 2019 after which his primary appointment moved to the College of Education. Since that time, he continues to teach a limited schedule in the Department of Psychology.

Dr. Baggett is a dedicated teacher. The courses he teaches most often in the School of Social Sciences are Research Methods for Social Sciences (open to all students) and Statistics for Social Sciences (required in Psychology and Social Work). In both courses, he makes the material interesting and accessible. Many students in the Social Sciences do not immediately perceive the need for knowledge of statistics and thus enter the class with trepidation. I observed the Statistics class in Fall 2019. Dr. Baggett's relaxed approach and wry sense of humor creates a good rapport with the class and helps to put them at their ease so that they will ask the necessary questions to establish understanding. The comments by students on these and other courses regularly note his willingness to help and his ability to find multiple ways to explain a concept. He experimented with different approaches to research projects in Experimental Psychology and developed an online version of Research Methods.

Dr. Baggett excels in the area of University Service. Early in his time at UMHB he accepted responsibility in committees. This led to leadership roles on significant committees. Under his chairmanship, the Curriculum Committee ran smoothly. He progressed from contributing member of the Institutional Review Board to leading it. He chaired the Research Committee and was the Director of Undergraduate Research that not only oversees the support for students' research related travel, but also organizes Scholars' Day. His students advising load has regularly been at 40 or more. He is an effective and accurate advisor. He has also regularly lent his expertise in research methods and statistical analysis by guest lecturing.

Dr. Baggett's regular scholarly productions includes a balance between his discipline and pedagogy. He has presented at conferences, as well as authored and co-authored publications. He received a Faculty Development Grant to create tutorial modules to help students in his Statistics course.

Dr. Baggett consistently exhibits collegiality. He treats faculty, staff, and students with respect. His willingness to step into other faculty's classrooms is just one example of his willingness to support the institution and his colleagues. He is willing to share his faith, for instance when he provided the Monday morning devotion in the President's suite.



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Dr Baggett has met, and in many instances exceeded, the criteria for promotion and tenure. He is an asset to the institution and to his academic unit. I believe that he should be granted promotion and tenure.

Sincerely,

A handwritten signature in black ink that reads "Rebecca C. Peterson".

Dr. Rebecca C. Peterson
Associate Dean for Social Sciences
College of Humanities and Sciences