

October 14, 2020

Members of the Promotion & Tenure Committee,

I am pleased to submit this letter of support **Aaron R. Baggett, Ph.D.** for promotion and tenure at the University of Mary Hardin-Baylor. Having recently gone through this process myself, I am quite familiar with the expectations and criteria, and in this letter, I will describe my experiences with and observations of Dr. Baggett that support his consideration for promotion and tenure.

I have known Dr. Baggett since joining the faculty in 2014. In that time, he has regularly taught some of the more intimidating courses in our department. Many students have shared with me that his engaging personality made all the difference in their experience. While students may not develop a lifelong love of statistics, data analysis, and research design (though some have), his enthusiasm for the content creates an inviting atmosphere for exploration and learning. He uses his interests of culture, music, and sports to connect with his students and the course concepts. Dr. Baggett is innovative in his pedagogy, whether it be experimenting with Team-Based Learning (TBL) or his adoption of statistical software, *R*. He has also been creative in developing proposals for future degree programs that would grow our department. I have also witnessed Dr. Baggett prioritizing needs of our students. Whether it be a freshman or transfer student in need of academic advising, or an upper-level student in need of research experience or post-graduate planning, he readily makes himself available.

Dr. Baggett has been active across campus in multiple service roles. He has been on the Institutional Review Board (IRB) for many years, currently as Chair (which allows him to bring an extra level of insight to his research design and experimental courses). As Director of Undergraduate Research he has expanded the scope of Watson Scholars' Day. He has also found ways to be engaged, either as Chair or through his efforts, in various committee assignments. I am confident that the UMHB Bass Fishing Team is in good hands with him as their sponsor/advisor. Dr. Baggett promotes collegiality within the department by consistently volunteering for recruiting, advising, and other campus events. His door is open to faculty and students alike. Despite my refusals, Dr. Baggett continues to invite me to lunch in Bawcom weekly, which I really do appreciate.

Dr. Baggett is committed to the Mission and Vision of UMHB as evident by his tireless work in and out of the classroom. I strongly support his consideration for promotion to Associate Professor. If you have any additional questions, please feel free to contact me directly via email (jbias@umhb.edu) or phone (254.295.4941).

Sincerely,



Joshua P. Bias, Ph.D.
Associate Professor
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University of Mary Hardin-Baylor