



October 1, 2022

Promotion and Tenure Committee
Department of Management and Marketing
College of Business Administration
Nicholls State University

Dear Committee Members:

I am pleased to offer this letter in support of the case for promotion and tenure of Dr. Christopher Castille, currently the Gerald Gaston Assistant Professor of Management at your school. I have known of Dr. Castille and his work for some time, given our interest in similar research methods topics. It can be easily seen from his vita that he has a good publication record, with 11 peer-reviewed articles, many of which have appeared in good outlets (*Industrial/Organizational Psychology: Perspectives on Science and Practice*; *Journal of Business and Psychology*; *Advances in Methods and Practices in Psychological Science*; *Journal of Business Ethics*). I also think it is noteworthy that he is first author on seven of these articles- that pattern of leadership in his research speaks to his abilities and motivation and provides evidence that he is positioned to have continued success in his future research efforts. His research accomplishments are reflected in his appointment to editorial boards of *Journal of Business and Psychology* and *Journal of Managerial Psychology*.

While Dr. Castille's accomplishments above can be easily seen from his vita, what may be less obvious is the impact of his work, especially as relates to research methods. I view the work he is doing from the perspective of being the Founding Editor of the journal *Organizational Research Methods (ORM)* and the Founding Director of the Consortium for the Advancement of Research Methods and Analysis (CARMA). From this vantage point, I would like to emphasize the importance of Dr. Castille's passionate and effective support for "open science". As we in management research face challenges related to replicability (or lack thereof) of our research findings, those like he who help educate researchers as to how they can better conduct and report their work are making a very important contribution to our field. His participation in SIOP's Open Science and Practice Committee and editorship of the Opening Up column in the *Industrial/Organizational Psychologist* is having an important impact on junior and senior scholars.

I was also very happy to have him work to co-organize our first SIOP/CARMA Open Science Virtual Summer Series in 2021. This series presented workshops on various aspects of Open Science and included panel sessions in which leading researchers shared their experiences with implementing Open Science principles. In my roles with *ORM* and *CARMA* I have learned that leading change that improves how scholars conduct and report their research is difficult and can be slow. Thanks in part to his leadership in the open science area, change is happening, and our field will be better in the long run as a result. His ongoing work in this area is much needed in our future.



TEXAS TECH UNIVERSITY

Rawls College of Business



I hope you find my comments to be helpful and wish you well in your consideration of Dr. Castille's case for promotion. It seems like he contributes much to your school- I know he does to our professional community, and I hope my letter increases understanding of the importance of his research and service. Please let me know if I can be of any further assistance.

Sincerely

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