

APPLICATION LETTER

Dear Dr. John Lajaunie, Chair of the Tenure and Promotion Committee, and Members of the Tenure and Promotion Committee:

I am applying for both tenure and promotion to the rank of Associate Professor in the Department of Management and Marketing in the College of Business Administration at Nicholls State University.

To be eligible for promotion, there are minimum standards which must be met. The standards are set by the Board of Trustees, Nicholls State University, and (in my case) the College of Business Administration. The Faculty Development Plan documents the minimum standards for the Board of Trustees and for the University. The College of Business Administration's standards are documents in its Faculty Development Plan. The accompanying portfolio presents evidence of meeting all the required standards. Explanation of how the specific criteria denoted in the university's policies regarding promotion are addressed below.

The NSU Policies and Procedures manual lists the criteria for tenure and promotion to Associate Professor (see section 2.9.3.2.4.). I address each of the criteria below.

Criterion: the terminal degree

I received a PhD from Louisiana Tech University in August 2015.

Criterion: continued development as an effective teacher

Based on the definitions provided within **Table 6: Classifications of Teaching Accomplishments** of the College of Business Administration Faculty Development Plan, I have performed at High or Exemplary Performance levels from Fall 2017–Spring 2022. My performance has improved markedly since I began teaching at Nicholls State. I am also frequently acknowledged by students as having contributed to their success.

Criterion: research or scholarly or creative activity indicating promise of a productive career

I am well-regarded in my field as a leader in the field of open science as it intersects with industrial-organizational psychology. I have an h-index of 8 (see my [Google Scholar Profile](#)) which is standard for scholars promoted to Associate Professor. On this and other topics, I have published 10 journal articles (7 of which were published while I served as a Nicholls faculty member). *Therefore*, according to **Table 7a: Intellectual Contributions Productivity Classification** of the College of Business Faculty Development Plan, I have met the criteria necessary to be classified as Exemplary (the highest level possible).

Criterion: cooperation and industry within the department

I have advised roughly 20-30 Human Resource Management students per academic year for the Department of Management and Marketing. I have also supervised at least 10 internships in Human Resource Management. To summarize these achievements, according to **Table 8: Service Productivity** of the College of Business Faculty Development Plan, I have consistently met the criteria necessary to be classified as High.

Criterion: professional presentation at regional, national, or international conferences

I am a very active scholar in my field of study. I have completed 37 presentations (not published as proceedings), 10 magazine articles catering to practitioners in my field, 2 conference proceedings, and 1 book chapter (1 forthcoming) 10 magazine articles catering to practitioners in my field. My research has received awards from the *Southern Management Association* and as well as the College of Business Administration. *Therefore*, according to **Table 7a: Intellectual Contributions Productivity Classification** of the College of Business Faculty Development Plan, I have met the criteria necessary to be classified as Exemplary (the highest level possible).

Criterion: significant participation in the University community

Regarding university service, I have consistently represented faculty interests via the Faculty Senate, where I served as a member of the COVID 19 Taskforce. Also at the university level, I have assisted faculty from the Biological Science (e.g., Asst. Prof. Justine Whitaker) with completing a competitive grant. Dr. Whitaker sought out my expertise on social network analysis. I have also chaired/lead the development of the College of Business Administration's social impact goals, which will be useful in the CBA's aim to sustain our AACSB accreditation.

Criterion: effective work with students in a non-classroom setting beyond minimal expectations

I have supervised 5 students in independent research in Human Resource Analytics and 1 student thesis. One student team (Sara Avet, Kathryn Daigle) won a "Best Poster" award at the Scholar's Expeaux hosted by Nicholls State University. Another student, Sandesh Sharma, would go on to publish a paper along with my colleague, Dr. Ann-Marie Castille, in the *Journal of Organizational Psychology*. At the community level, I have been invited to speak on a variety of topics of interest to the HR profession by local HR organizations (e.g., Bayou SHRM and IC SHRM). When I have a presentation, I invite my Human Resource Management students to help me to prep. Occasionally, they play an active role gathering information for my presentations or help me to facilitate discussion.

Criterion: other civic or community activities in which professional expertise is utilized

I serve on the Editorial Boards for three major journals: the *Journal of Business and Psychology*, *Journal of Business Ethics* (a member of the Financial Times Top 50 journals), and *Journal of Managerial Psychology*. I also edit a column in my profession's quarterly publication, *The Industrial-Organizational Psychologist*, which provides content to practitioners in my discipline. I have also been sought after for my expertise, having completed 47 article review requests.

In summary, based upon the performance standards set forth, I have met the criteria required for promotion from Assistant Professor to Associate Professor. I have been evaluated as High in both teaching and research, and exemplary in research. As such, I believe that I deserve serious consideration for the award of tenure and promotion to Associate Professor.

Sincerely,

Christopher M. Castille