

To Whom it May Concern,

I had the privilege of getting to know Dr. Easter through my last two years at ACU, and I believe she is very deserving of this promotion to Associate Professor. Dr. Easter is empathetic, kind, personable, and devoted to her students. I first met Dr. Easter through a class she taught, "Principles of Management and Organizational Behavior". This class came at a significant time for me, as I was transitioning from a Global Studies major to a Management major. Upon entering her class, I felt lost and unsure that I had made the right decision to change majors. I was not mathematically inclined nor did I have much knowledge of how the business world worked; I was afraid that business may not be a good fit for me. However, through three classes that I took with her and her mentorship, I learned that business was a great fit for me.

Dr. Easter cares deeply for her students' spiritual, personal, and professional development. She cultivated an environment in her classroom where students felt at ease. I remember feeling a bit nervous the first time I entered her classroom, but, when I heard Christian worship music playing, I was instantly soothed by Lauren Daigle's voice. Dr. Easter played Christian worship music and read a short devotional each morning. These two things were impactful to me because no matter how I was feeling walking into her class, I felt recentered around Christ and rejuvenated when I left.

Dr. Easter is observant and takes a personal approach to building relationships with her students. I remember one day I was having a rough morning and she came over and asked how I was doing. She could tell that I was off and wanted to check in on me. Dr. Easter expressed that if I wanted to chat about anything she would be in her office. I took her up on her offer and thus began my mentorship with Dr. Easter. I would meet with Dr. Easter about two or three times a semester. However, in my first semester in COBA, I probably came to her office about five or six times. Each time I visited she would receive me and listen to my concerns, whether they were personal or professional. Dr. Easter became my first mentor in the business department and encouraged me to keep pursuing a degree in business even when I felt that some business principles didn't come naturally to me.

Dr. Easter continued to push and challenge me through all three classes of hers that I took. She knew I didn't like speaking up in class but she would call on me and encourage me to think and answer questions. Initially, this was hard for me; over time, I grew in confidence in my ability to answer questions in class. Dr. Easter would also push her students to think deeply, to think about real life examples in business, and to strategize about what we should do to make good business decisions. This encouraged me as I learned that going into business was not limited to mathematically minded or "left brained" individuals; it was also a place for creative "right brained" individuals like myself. I learned that my creativity and different perspective could be important to solve complex business problems in ways that were "outside the box".

Dr. Easter was one of the incredibly influential professors I had while at ACU. Both Dr. Easter's mentorship and her classes helped me realize that I wanted to pursue a career in social enterprise and use business for good. Dr. Easter's guidance encouraged me to continually push and challenge myself in what I could do, deepen my understanding of business, and broaden my awareness of careers within business. Without Dr. Easter's continual encouragement and

guidance throughout my last two years at college, I would have likely switched back to a Global Studies major and not continued in business. Because of her impact, I have now embarked successfully on a career in business that I know will be for the good of God's kingdom. I am very thankful for Dr. Easter's attention to me personally and to all her students. She cares deeply, not only about expanding student's professional development, but also contributing to their personal and spiritual development as well.

After college, I have continued to maintain my relationship with Dr. Easter. Right after I graduated, I was trying to decide between pursuing a graduate degree right away or entering the workforce first. She was the first person I reached out to, to discuss what I should do and to think through my different options. I am thankful for Dr. Easter's devotion to her students and continual support even beyond ACU. Dr. Easter is an advocate for students not only within their time at ACU but even beyond. I believe she is very deserving of this promotion.

In summary, Dr. Easter is exactly the type of professor/mentor that ACU should desire to reward. She deserves promotion and I hope that she continues her excellent work at ACU for many years to come.

Best,

Autumn Flanders