

March 20, 2024

Dear Chair Dobosh and Faculty Senators,

I am writing in full support of Dr. Cynthia (Cindy) Juby's application for emeritus status. I have worked directly with Dr. Juby for many of her 18 years at the University of Northern Iowa, serving as her direct supervisor during her time as department head of Social Work. I can wholeheartedly attest to the quality of Dr. Juby's credentials for emeritus status.

Since arriving at UNI from her prior faculty position at the University of Texas – Arlington, Dr. Juby has distinguished herself through her strong service to the department and her profession. As a pre-tenured faculty, she already stood out for her exceptional service record, with extensive work on program accreditation and strong advising for students. During her time as department head, Dr. Juby continued her work managing accreditation processes, generating required reports and monitoring the programs to make sure all accreditation requirements were met. She also administered a department that saw a 100% turnover in the faculty due to planned retirements. This sea of change required sensitive and diligent oversight to make sure that students were not negatively impacted and the curriculum could successfully be delivered. This also meant that she chaired numerous search committees over the years, hiring the next generation of excellent UNI Social Work faculty who will chart the future course of the programs. The amount of change also has meant she taught many overload classes to make sure the curriculum could be delivered, and served as the BSW Director and the MSW Director at different points in time (positions required for accreditation standards). Dr. Juby always has had an open-door policy for students, and was extremely supportive of her faculty colleagues. Her dedication was further highlighted by her willingness to delay her planned retirement date, as she returned to full time faculty to ensure the success for the latest program accreditation cycle.

In conclusion, Dr. Juby's meritorious and meaningful service to UNI and to higher education is deserving of emeritus status. Her expertise has been invaluable to the advancement of UNI's Social Work programs, and she has built excellent opportunities for students and the faculty. I wish her well in her retirement!

Sincerely,



Brenda L. Bass, Ph.D.
Dean, CSBS