

---

April 2, 2024

It is my honor and privilege to offer my strongest support for Professor Heidi Noonan-Day's request for Faculty Emeritus Status. Professor Noonan-Day joined UNI in the Fall of 2000. Her effective departure date from the University of Northern Iowa is June 1, 2024.

Over her nearly two-and-a-half decades of service to the University of Iowa, Professor Noonan-Day has made numerous significant contributions through all facets of her work roles: teaching and service. A large number of students have benefited from her teaching Legal and Social Environment of Business, a Business Core class at Wilson College of Business. In addition, she has taught the Employment Law class to our HRM majors. Across all sections, students have rated her teaching as highly effective. I have attended several of her classes and found myself fully engaged in the learning process. In fact, she has been consistently recognized for her teaching excellence by receiving ten teaching awards during her career at UNI.

Professor Noonan-Day is a member of the Iowa State Bar Association and has formally and informally provided her legal services to students and faculty. Such services have been perceived as valuable and cost-effective. In addition, she has been an excellent department citizen and a great colleague. Specifically, she has been helpful in various faculty/staff searches.

To conclude, let me reiterate my support for Professor Noonan-Day's request for Faculty Emeritus Status. I know that she values the opportunity to teach and mentor our students. Please feel free to contact me (319-273-2237, [atul.mitra@uni.edu](mailto:atul.mitra@uni.edu)) if you need any additional information. Thank you.

Sincerely,

*Atul Mitra*

Atul Mitra  
Head and Professor of Management  
Nationwide Mutual Insurance Company Professor  
Department of Management  
Wilson College of Business  
University of Northern Iowa  
Cedar Falls, IA 50613  
Phone: 319-273-2237  
Email: [atul.mitra@uni.edu](mailto:atul.mitra@uni.edu)