

March 19, 2019

Amy Petersen, Chair  
University Faculty Senate  
University of Northern Iowa  
Cedar Falls, IA 50614

Dear Dr. Petersen,

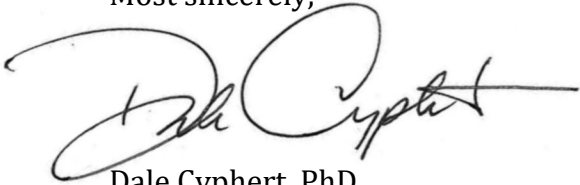
Dr. Gerald F. (Jerry) Smith has been on the faculty since 1995, when he joined the Department of Management as an Assistant Professor. He was tenured in 1997 and has since served the College of Business Administration and the University of Northern Iowa with distinction.

Dr. Smith's teaching and research activities have focused on improving managerial thinking in complex business situations. He has published over twenty papers in such high-quality refereed journals as *Management Science*, *Decision Support Systems*, *the Journal of Behavioral Decision Making*, *the Journal of Management Studies*, *the Journal of Creative Behavior*, and *the Journal of Management Education*. His book, *Quality Problem Solving*, was published by the ASQ Quality Press.

Dr. Smith's thirty years of scholarship have been complemented by significant service to the University of Northern Iowa. With a commitment to developing students' critical thinking skills, Dr. Smith has served on several task forces and committees related to the Liberal Arts Core and chaired the University's Education Discussion and Initiatives Team. He spearheaded the College of Business Administration's learning assessment activities for over a decade, chairing the Learning Assurance Committee and representing the College on the University's Student Outcomes Assessment Committee. Dr. Smith further served as a representative to both the College and University Faculty Senates, and as Chair of the UNI Faculty Senate.

Please accept my support for Dr. Smith's application for Emeritus status on behalf of the Department of Management and the entire College of Business Administration.

Most sincerely,



Dale Cyphert, PhD  
Associate Professor of Management & MBA Program Director