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May 23, 2021

To Whom it May Concern,

This letter is in support of Dr. James McCullagh's request for emeritus status at UNI. As one of the faculty appointed in the early days of the Department of Social Work, Dr. McCullagh has educated and influenced generations of social workers. He has been an exceptional instructor who is highly regarded by the students he taught. Devoted to student success, he established three scholarships to award to the highest achieving students in the Social Work major. Eager to join in the celebration of graduation, Dr. McCullagh served as Commencement Marshall every year for 39 years. He would have served his 40<sup>th</sup> year if COVID had not disrupted in-person commencement plans.

Dr. McCullagh's scholarship is vast and, more recently, examined and chronicled the Cherokee tribe in Oklahoma. He gained respect of the tribe after a visit to the reservation in the early 2000's and established long-term relationships with their leaders. He is currently a member of the Cherokee National Historical Society and plans to continue his scholarship as emeritus faculty.

His knowledge of the child welfare system and his experience as a practicing attorney who specialized in juvenile delinquency and children in need of assistance helped Dr. McCullagh secure the Child Protective Training Academy contract in 1994. In that role he helped educate the Iowa DHS workforce by hiring quality trainers and scheduling an array of trainings.

Dr. McCullagh's 41-year career in the Department of Social Work at UNI has been outstanding. His exceptional teaching and extensive scholarship have contributed widely to the education of students and practitioners across the state and country. I strongly support Dr. McCullagh's transition to emeritus faculty.

Sincerely,



Cindy Juby, Ph.D.  
Department Head of Social Work

cc: File