

February 17, 2021

To the Faculty Senate:

It is an honor to be writing this letter of support for Art Cox's Emeritus status application. However, I somehow never thought I would be writing this letter. Art seemed like such an intrinsic part of this university and CBA, it was as if he would always be here. Yet, here I am writing my letter of support for Art's application for Emeritus Status. While I am happy for Art for his well-earned retirement, I am sad that he is no longer going to walking our halls and teaching our students. I will miss him a lot.

Art is an excellent teacher and cares deeply for his students. He is largely responsible for building the Real Estate program at the College of Business Administration. In this context, he has worked tirelessly to build a strong network across the state of Iowa for this program. We know that he was successful in his endeavor because Art is well known in the state of Iowa, which means that UNI's Real Estate program is well known as well. Art helped UNI build a niche, which is the Real Estate program. Many students come to UNI because of the reputation of the Real Estate program. Art has ensured that all Real Estate graduates find gainful employment after they graduate. This program can proudly boast a placement rate of 100%. This is Art's legacy. Therefore, Art Cox may retire but his legacy will live on and his name will be associated with the Real Estate program at UNI forever.

Art has established an Advisory Board for the Real Estate program comprised of well-known and highly influential individuals in the field of real estate. These people either own their own business or work in high-demand jobs and are wealthy beyond measure. They respect and support Art personally and professionally and they are committed to the success of the Real Estate program. They are happy to take time out of their busy schedules to support the program that Art has built. We should be proud to have the support and advocacy of this group, much of which is thanks to the strong relationship Art has built with them and the leadership he has shown.

Art Cox has also built and nurtured strong relationships with his students and colleagues over the years. After they graduate students do not remember which classes they took but they remember the people, they remember how they are treated, and they remember relationships. They remember how Art reached out to them, how he helped find an internship for them, how he made sure they were prepared to hit the ground running after graduation, how he helped them find a job, and how he stayed in touch with them and their employer/s well after they had graduated. The same can be said about his relationships with faculty members. He is a nurturing and friendly person and he mentors young faculty without being asked to do so.



I met Art when I joined UNI as the head of the Economics and the Finance Departments. I felt quite lost as the Head of the Finance Department since it is not my home department. However, Art welcomed me and made me feel like I was part of the department. I respect Art professionally for being an excellent and dedicated teacher, a strong researcher, and for his service to the department, college, university and his profession, but I care much more deeply for him as a dear friend and a kind and caring human being. The relationships Art has built at UNI are also part of his legacy.

He is and will be cherished as a valuable and highly respected faculty member and Director of the Real Estate program. He has earned his retirement and his emeritus state. As such, his application for emeritus status has my highest support.

Regards,

A handwritten signature in cursive script that reads "Sharmistha Self". The signature is written in black ink and is positioned above the typed name.

Sharmistha (Shar Self)