



DIVISION OF
**Enrollment
Management**
EAST TEXAS A&M

Dear Members of the Tenure and Promotion Committee,

I am writing to enthusiastically recommend Dr. Sharon Ross for tenure and promotion to the rank of Associate Professor. Dr. Ross has been an invaluable member of our university community, and her contributions to service have been exemplary.

While working closely with Dr. Ross, I have witnessed her exceptional leadership, dedication, and expertise in educational leadership and strategic planning. I am particularly impressed by her commitment to our university's mission and strategic plan, especially through her impactful leadership in university governance and her service on numerous committees, including her recent committee service for updates to the Institutional Strategic plan.

Dr. Ross has actively contributed to key strategic initiatives aimed at enhancing our university's effectiveness. Her involvement in the Strategic Enrollment Management process, highlighted by her co-presentation with Dr. Julia Ballenger, demonstrates her commitment to this critical area for our university's future. The title of their presentation, "A Collaborative Effort," reflects the service-oriented approach Dr. Ross brings to her work. By sharing her expertise and insights in developing the vision, mission, and core values for enrollment management, she has made significant contributions to our division's efforts in the university's strategic planning activities. This collaborative engagement is essential for achieving the university's goals.

Dr. Ross combines high-level administrative leadership experience with direct involvement in university governance, earning her recognition as a respected scholar and leader. Her multifaceted perspective enriches strategic planning and collaborative efforts within the university, particularly among key stakeholders involved in enrollment management.

In conclusion, Dr. Sharon Ross's background clearly demonstrates her profound commitment to service at East Texas A&M University. I am confident that her proactive approach to communication and well-being—essential elements of effective service in a university setting—along with her accomplishments in teaching and scholarship make Dr. Ross an outstanding candidate for tenure and promotion to Associate Professor.

Sincerely,

Nechell T. Bonds, M. Ed
Vice President for Enrollment Management