



January 14, 2014

Daemen College
Faculty and Staff

Dear Colleagues,

I hope you had a restful holiday break and are ready for another exciting semester at Daemen. I am writing with some updates.

After thirty-one years of service to Daemen, Bob Beiswanger has decided to retire. The exact date is yet to be determined but is likely to be sometime this summer. During his tenure as Vice President for Business Affairs, Bob oversaw substantial growth of the Daemen campus, and he is in part responsible for making Daemen one of the best-run colleges (from a fiscal standpoint) of any college I know. This is especially noteworthy given the poor economic conditions nationally over the last decade. Please help me thank him for helping to make our college what it is today. We, of course, will launch a national search for his successor in the very near future.

As you know, each year we present three awards at the Fall State of the College Address for outstanding faculty, staff, and administrators. These are Daemen's most prestigious awards. Although presenting the awards at the Fall Address was a nice feature of that event, this schedule also was a burden for faculty and staff because the selection process extended throughout the summer. After discussing a change with Faculty Senate President, Michele Flint, who in turn brought the subject up at a Senate meeting, I have decided to move the presentation of the awards to the newly formed Spring State of the College Address, this year to be held on Friday, April 25. The advantage of this change is that it eliminates the burdensome summer selection process and it quite appropriately awards people at the end of a year of service rather than as a new year is beginning. I hope to see you in April at that event and the reception that will follow.

Finally, as we prepare to welcome back our students for the Spring semester, I wanted to reinforce the priority that all of us should be giving to student retention. As you know,



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Daemen has been very fortunate to have experienced steady enrollment at a time when most other institutions in the region have been experiencing a decline in numbers. We have also done a very good job of keeping our tuition increases in check, while appropriately providing generous (given the economy) cost-of-living increases and keeping health care costs down for our faculty and staff.

At the same time, if we are to sustain our ability to provide financial aid to a broader spectrum of Daemen students, continue to grow our support for our student athletes under our NCAA Division II plans, and provide the continued strong and well-deserved benefits to our faculty and staff, it will be incumbent upon all of us to give student retention initiatives a special place in our plans for the New Year. To these ends, I urge all faculty and staff to continue to explore new and proven ways to help ensure that the wonderful academic and nurturing experience remains the cornerstone of our student life, from their first year through graduation. If you know that a student needs assistance—a tutor, an advisor, a counselor, a financial aid specialist—please help that individual find the right advisor. Sometimes this simple intervention is all it takes to prevent a student from withdrawing in despair.

Finally, I want to thank all of you who have completed the survey for the local “best places to work” survey. If we are awarded this distinction, this will go far in increasing our visibility regionally. As I mentioned in a previous communication, this year we are entering e