



President's Letter – August 16, 2011
Bucknell University

Dear Faculty and Staff Colleagues,

I hope your summer has gone well. I write to provide you with the news of a variety of personnel appointments and decisions that reflect progress toward University re-accreditation, diversity and its importance to our goals, the role of admissions in the life of the University, and several other areas on which we are moving forward.

Among other business covered in this memo, we have

- begun organizing our Middle States re-accreditation team thanks to the leadership of two senior faculty,
- added a new position in the Office of the Provost to focus on diversity and re-introduced a position in the Office of Student Affairs dedicated to diversity,
- begun establishing a President's Council on Diversity,
- closed the Office of Government and Foundation Relations and the Office of the Chief Officer for Diversity and Equity,
- shifted reporting lines for the Office of Corporate and Foundation Relations back to the Office of Development and Alumni Relations,
- shifted reporting lines for the Office of the Registrar and the Office of Sponsored Research to the Office of the Provost,
- begun planning the search for our next vice president for enrollment management and director of institutional research,
- shifted reporting lines for community relations to the Office of Communications, and
- promoted our chief information officer to vice president.

This letter references major institutional objectives and will introduce you to several new initiatives and colleagues. In a few weeks, I will be sending you a further update about progress on other critical items of University business, including the progress on Academic West, the comprehensive campaign, Board of Trustee meetings, and the Campus Climate Task Force.

I wish you the best as we all prepare for the arrival of our students and the start of the fall semester.

Sincerely,

John

Middle States Accreditation

I am pleased to announce that Professor of German and Humanities Katie Faull, and Professor of Physics and Astronomy Tom Solomon, have agreed to co-chair the University's re-accreditation committee. This committee will be responsible for working with the administration to prepare for Bucknell's 2014 re-accreditation review. Additional members will be appointed in the coming semester.

Accreditation is part of the tradition of voluntary self-regulation within the independent sector of U.S. higher education. It involves a comprehensive peer assessment by seasoned higher education professionals every 10 years, and a substantive self-study that occurs without onsite peer review at the mid-point of the accreditation cycle. Our self-study was completed in 2009.

Bucknell is accredited by the Commission on Higher Education (CHE) of the Middle States Association of Colleges and Schools. Bucknell's last decennial accreditation was affirmed on June 25, 2004, following a comprehensive self-study and a three-day visit by a team of eight peer evaluators. In response to Bucknell's completion in 2009 of a mid-cycle self-study document, the Periodic Review Report, CHE re-affirmed accreditation on November 20, 2009 and complimented the University on the quality of its periodic review process.

The fundamental purposes of accreditation are to assure the high-quality and effectiveness of Bucknell's educational programs and services, including a clear and current mission, well-defined and measurable goals, adequate resources and personnel, a robust planning process, and steady and substantial success achieving its goals and objectives.

This highly intensive process will involve analyses of Bucknell policies and practices, consultation with the appropriate governance committees and departmental and program representatives, preparation of comprehensive documents articulating the University's work, and responsiveness to CHE questions, among other roles to fulfill our re-accreditation responsibilities. We are grateful to Katie and Tom for taking on this critical leadership role.

Diversity Appointments

As you know, Rolando Arroyo-Sucre recently announced his decision to retire from the University effective August 31. We have decided not to renew that position but to focus this work instead through appointments that will give the academic and student affairs offices specific direction for advancing diversity on campus and meeting the needs of those with disabilities. These positions will have the full support of Provost Smyer, Dean of Students Susan Lantz, and me. These two positions are as follows:

Associate Provost for Diversity: This new position will be dedicated to helping our academic searches and academic programs move ahead as rapidly as possible in fulfilling our goals for diversity in the academic area. Thanks to Dr. George Shields, dean of the College of Arts and Sciences, for agreeing to chair this search.

Associate Dean for Diversity in Student Affairs: This role re-introduces a position that existed years ago and will focus on supporting diversity growth and development across our student life programs.

We will be asking faculty and staff colleagues to serve on the search committees for these positions. I also want to commend Dean Susan Lantz and all those involved for their work filling five recently vacated positions in the Office of Student Affairs this summer. Three of these positions – the director of international student services, director of multicultural student services, and director of LGBT awareness – relate to our diverse student population and will eventually report to the new associate dean for diversity.

President's Council on Diversity

Because of the importance of diversity and the value of a comprehensive effort to increase the diversity of our students, personnel and programs, I am creating a President's Council on Diversity. Its representatives will have the capacity to recommend, monitor, assess and report on campus-wide programs, policies and personnel organizations that support our diversity objectives and initiatives. Offices to be represented on this council will include admissions, human resources, international education, financial aid, and the deans' offices, among others; I will also appoint two faculty

at-large. We will be announcing more about this council as the semester begins.

Improving diversity on campus and improving the experience of students, staff, and faculty of all backgrounds is everyone's responsibility. We simply will not make the kind of progress we claim to seek unless this is everyone's business. The positions noted here do not remove the responsibility each of us have as a member of this community to strengthen diversity on campus. In welcoming our new colleagues, we make a promise to them that we will help them be successful, as we make that promise to every student. Part of the answer to the question, "Who are we becoming?" must be: To fulfill our mission, to succeed as a University, to prepare our students for life, we must become a more diverse and supportive community. This University can only become what it must be if all of us live this value, and demonstrate in every way possible a deep and abiding commitment to this endeavor.

Office of Sponsored Research and Office of Corporate and Foundation Relations

As Provost Smyer announced several weeks ago, Dr. Joanne Romagni, director of the Office of Sponsored Research, has accepted the position of associate vice provost for Sponsored Programs and Research at DePaul University. The OSR office had reported to the Office of Government and Foundation Relations. As you know, Dave Myers, who had headed that office, announced his decision to retire from the University effective August 1. After careful consideration, I have decided to close that office. The newly titled position of associate provost for research will report to Provost Smyer. We will be initiating that search soon. Dean of Engineering Keith Buffinton will chair this search.

Meanwhile, as Provost Smyer has announced, colleagues from finance, the academic deans' offices and faculty are working together to manage the responsibilities of this office and ensure faculty have the resources they need to manage and pursue government grant support. On a related note, we have moved the reporting line for David Foreman, our director of corporate and foundation relations, back to the Office of Development and Alumni Relations. Our thanks to David for his

flexibility and continued excellent work during these re-structuring moves.

Admissions

As you know, Kurt Thiede has stepped down from his position as vice president for enrollment management to pursue a new career opportunity. This semester, we will be initiating a search to fill this position. I have thought carefully about whether we still need this to be a vice president position, and have come to conclusion that the enrollment, financial aid, budgetary management, staffing, committee, and other senior responsibilities of the office should report to the president as a vice president. Our goal will be to recruit a leader with broad national experience who is able to ensure that Bucknell continues to succeed in recruiting and enrolling young women and men from all backgrounds, focusing on those best able to take greatest advantage of the educational experience the University offers. We will be forming the search committee for this position with intentions of initiating the search early in the fall semester. In the meantime, I want to extend our special appreciation to Rob Springall, our dean of admissions; and Andrea Leithner Stauffer, our director of financial aid; and all the staff in admissions and financial aid for their continued hard work together on behalf of our current and future students.

Vice President for Communications and Community Relations

With my decision to close the Office of Government and External Relations, I felt the University should continue to provide the community with a locus for strong town-gown relations. We are proud of our partnership with Lewisburg and the surrounding community, and want to continue building this important relationship. I therefore have decided to add a related role to Pete's responsibilities as vice president for communications. In this additional role, Pete and his office will help connect campus and community programs and serve as a resource for community organizations seeking to identify appropriate institutional offices for partnerships. Pete's new responsibilities provide a natural fit for his work overseeing institutional communications and reflect my confidence in his judgment and leader-

ship. Thanks to Pete for assuming this additional role.

Vice President for Library and Information Technology

Since his arrival in January 2007, Param Bedi has been serving as our chief information officer. Upon my arrival, I moved the reporting line for this position to my office as I felt the CIO's portfolio of budgetary, infrastructure, library and information technology responsibilities should report to the president; and added Param to the Operations and Management Group, which comprises my direct reports and helps me make critical institutional decisions. Param has done an exceptional job, re-structuring and strengthening the L&IT staff, expanding our library holdings, ensuring the steady upgrade of our academic, administrative and classroom technology capabilities, playing a lead role in securing Bucknell's position as a hub in the new \$128 million high-speed KINBER network, and much more. I am pleased to announce that I have promoted him to the position of vice president for library and information technology. Thanks to Param for his continued service to the University, and congratulations to him on his new title.

Registrar's Office

For several years we have operated without the position of registrar being filled. But many of the duties associated with a registrar's responsibilities, including registration and graduation requirements and course scheduling have been managed in whole or in part by Dr. Robert Midkiff in close work with the excellent staff of the registrar's office. Following consultation with Provost Smyer, we have asked Robert to formally assume the full responsibilities of the registrar. The staff in the registrar's office will now report to Robert, whose title will be registrar, associate provost and dean of summer school programs. We are grateful to this staff for adapting to this new reporting arrangement and to Robert for officially taking on this leadership role.

Office of Institutional Research

As you saw from last week's announcement, Dr. Jerry Rackoff has announced his decision to retire from the University effective January 1, 2012. We

will immediately initiate a search to fill that position, and express our thanks to Dr. Jim Rice, associate provost and dean of graduate studies, for agreeing to chair that search. Given the demands that Middle States re-accreditation places on a university and the growing needs for institutional research in this era of increasing state and federal regulation of higher education, this will be a very important search. Meanwhile, we are grateful for the critical role that Jerry will be playing this semester in helping Katie and Tom get our reaccreditation work underway.

Office of the Chaplain

As you saw from yesterday's announcement, Dean Lantz will promptly be initiating a search to fill the position of University Chaplain vacated by Thomasina Yuille's retirement from the University. This position is critical to the religious life on our campus, and we intend to conduct an aggressive national search.