

# Departmental Acknowledgement

It was impossible to get a conversation going, everybody was talking too much.

Yogi Berra

Hi Everyone,

An academic Department such as ours is an organic community. To remain vibrant there must be a natural turnover of members in which there is a continuous renewal through the recruitment of younger staff. The recent substantive across-the-board imposition of cuts in our PEM allotment challenges this natural renewal on multiple fronts. To be honest, this is one of the most vexing strategic and operational challenges that I face as a leader. There are two ways of addressing this; through difficult discussions and painful decisions with senior members of our staff made in the best interests of the community as a whole or more positively through the careful recruitment of rising stars. This week's Departmental Acknowledgement highlights the latter approach and goes to Marc Beltempo and Wissam Shalish .

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