

SOE-SOP Implementation Taskforce

Advancing the School Merger Timeline: A Phased Approach

Approved by the SOE-SOP Implementation Team April 8, 2025

The Implementation Taskforce recommends accelerating key components of the school merger, starting with the early appointment of a single Dean to lead both Schools. This phased approach will provide leadership stability and clear direction throughout the transition.

Phase 1 (Fall 2025):

To build a strong and sustainable administrative framework, the appointment of the Dean will be a key first step. Administrative Assistants will continue in their current roles, though office locations may be adjusted to better align with evolving priorities and staffing needs. This thoughtful approach ensures continuity, promotes stability, and creates opportunities for leadership growth and development.

Phase 2 (Spring 2026):

Focus on key operational tasks, including formally announcing the new School name, redesigning the website, updating essential forms, and implementing necessary changes with the Registrar. These efforts will ensure a smooth transition and alignment with the updated structure.

Rationale for Accelerating the Timeline:

1. **Leadership Stability:** *Early appointment provides steady leadership during a time of change.*
2. **Institutional Knowledge:** *An experienced Dean can address complex issues and ensure continuity.*
3. **Relationship Building:** *Early involvement allows the Dean to collaborate with faculty, staff, and stakeholders.*
4. **Incremental Implementation:** *A phased approach ensures flexibility and minimizes disruption.*
5. **Operational Efficiency:** *Clear leadership promotes accountability and consistent decision-making.*
6. **Support for Stakeholders:** *Stable leadership reassures and engages faculty, staff, and students.*
7. **Foundation for Growth:** *Early leadership enables strategic planning and resource alignment for future success.*

In summary, advancing the Dean's appointment and implementing changes incrementally, beginning in Fall 2025, will ensure a smooth transition, strengthen leadership, and position Buffalo State University for long-term success.