

# SOE-SOP Implementation Team

Initial Meeting  
February 4, 2025



# Thank You

Co-Chair: Julie Henry, Professor & Chair, Elementary Education, Literacy & Educational Leadership

Co-Chair Jim Sobol, Chair & Associate Professor, Criminal Justice

Mary Codick, Administrative Assistant, Teacher Certification Office

Tina Colaizzo-Anas, Associate Professor, Health, Nutrition & Dietetics

Jessica Fitzpatrick, Associate Professor & Chair, Social Work

Ilya Grinberg, Distinguished Professor & Chair, Engineering Technology

Andrew Hashey, Chair & Associate Professor, Exceptional Education

Steve Macho, Chair & Associate Professor, Career, Tech & Science Ed

Lorena Mathien, Chair & Associate Professor, Business

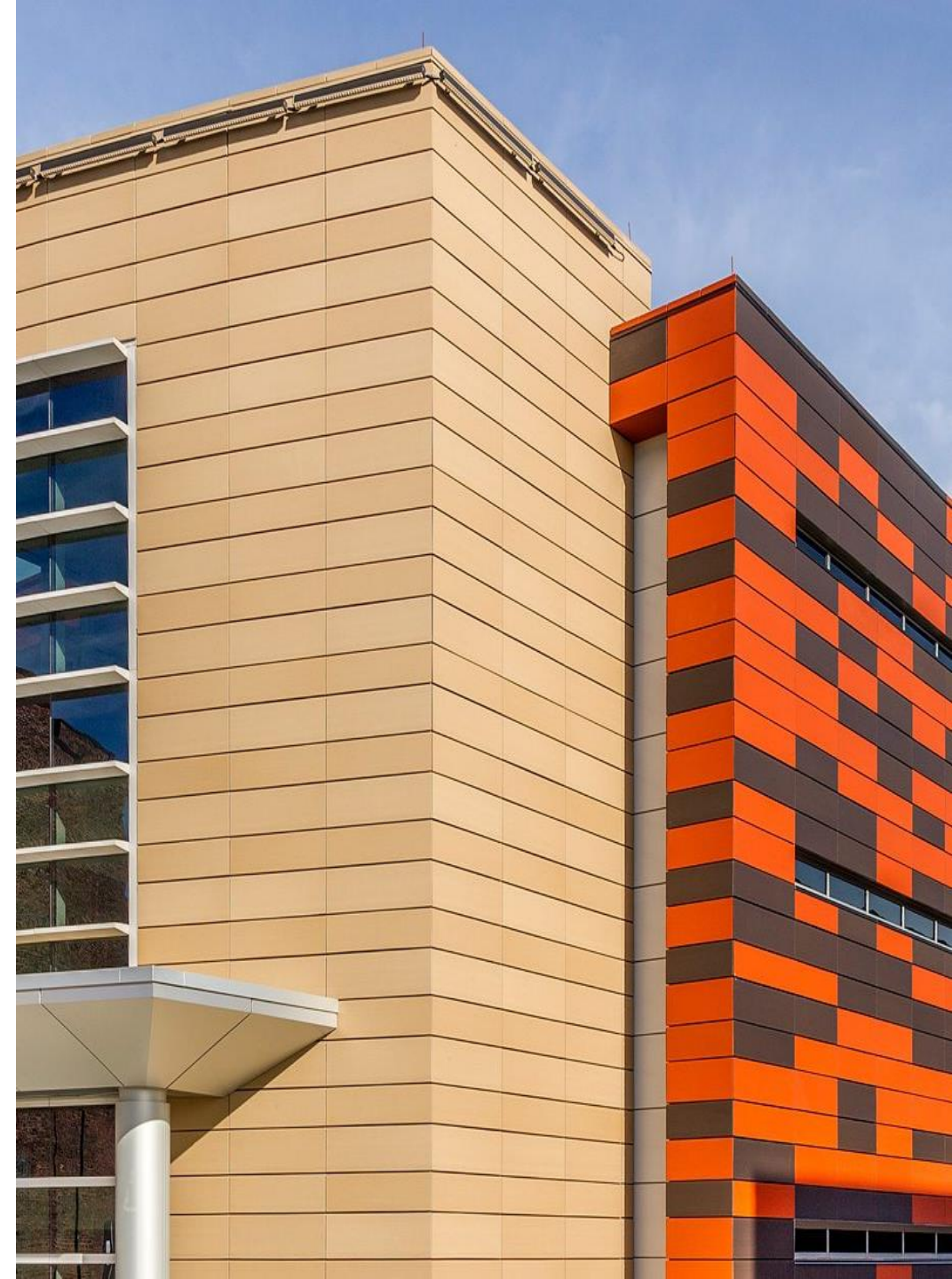
Gliset Morales, Associate Professor, Exceptional Education

Leah Panek-Shirley, Associate Professor & SOP Student Success Lead,  
Health, Nutrition, & Dietetics

Sara Peters, Graduate Student, Higher Education Administration

Gehan Senthinathan, Assistant Professor, Social & Psych. Foundations

Deb Silverman, Chair & Associate Professor, Communication





## Charge

Merging School of Education and School of Professions by fall 2026

- new bylaws for the new Unit (to include governance structure, membership, meeting cadence, elections, etc).
- protocols and procedures for promotion and tenure for the merged School.
- alignment of key personnel: associate deans, assistant deans, department chairs, directors, etc.
- structure and composition of school committees and Units (personnel, curriculum, budget, TEU, etc).
- alignment of SOE-SOP academic and non-academic departments and programs.
- Dean's position description in collaboration with Academic Affairs.

# Considerations

- Acknowledge and Validate Emotions
  - Empathy & active listening
  - Validate concerns
- Transparent Communication
  - Frequent updates
  - Humility in leadership
- Lead with Compassion & Humility
  - Recognize and honor culture
  - Model calmness, patience, and grace

