

**Subject:** [cfaes-all] College Leadership Structure Changes  
**Date:** Monday, June 1, 2020 at 3:01:16 PM Eastern Daylight Time  
**From:** Cfaes-all on behalf of CFAES Office of the Vice President and Dean via Cfaes-all  
**To:** Kress, Cathann A. via Cfaes-all  
**Attachments:** image001.png, image002.png, ATT00001.txt

CFAES Community –

Over the past couple of years, we have been making changes to the college leadership structure to ensure greater clarity, efficiencies, and responsiveness. In the next few months, you will see several announcements regarding revisions to the college leadership structure that were planned prior to COVID-19. This message includes leadership changes in CFAES Operations and CFAES Finance.

### **Background**

Many of the initial changes that reshaped the structure of our college's leadership included modifying the Senior Associate Dean position, then held by Terry Niblack, to focus on our people and moving from a Senior Administrative Officer to an Associate Dean of Operations to consistently focus on our facilities and infrastructure. This restructuring provided clarity to our overall work and has allowed us to attend to the complexity of our college in a more efficient and effective manner.

### **Recent Changes**

Prior to COVID-19, we were working toward continued revisions to align with this broader vision. When onboarding Dr. Anne Dorrance, the position of Associate Dean and Director of Wooster campus was realigned against changes with the Associate Deans for Operations and for Research and Graduate Education positions. This and several other restructuring decisions result in savings for our college. Although this is good news in reference to our budget, I want to be clear that these changes were not motivated by the COVID-19-related budget issues and should not be read as a predictor of things to come related to our budget situation.

### **Changes to CFAES Operations**

Many changes were directed at standing up a coherent Operations unit led by Dr. Graham Cochran. In streamlining CFAES Operations, we now have one team assembled to engage in collegewide strategies spanning our facilities, farms and infrastructures on all three campuses.

To that end, here is a summary of changes that have occurred so far:

- Moved Ken Scaife into CFAES Operation team leading agricultural operations in Wooster and Statewide (research stations)
- Integrated Grace Drake Ag Lab land-based agricultural operations with Wooster Farm Operations under the leadership of Mike Sword
- Transferred Joe Messenger into CFAES Operations team to provide leadership and administrative oversight to facilities operations on the Wooster Campus and fleet services collegewide
- Transferred Seth Walker into the CFAES Operations team to provide administrative oversight to safety matters across the state of Ohio for CFAES

Additional changes that will be effective moving forward:

- We will be bringing Grace Drake Agricultural Lab into the rest of the Wooster Campus consolidated operations now led by Mike Sword (Farm Operations) and Julie Morris (Animal

Operations). Julie will have a dual report to Animal Sciences and CFAES Operations. We will continue to work with the units involved to finalize this transition.

- Due to the reorganization in the CFAES Operations unit, many of the duties of the Assistant Director of Wooster Campus position have been shifted. To that end, it was determined we no longer need this administrative position and it will therefore be eliminated.

Thank you to those of you who will be stepping into these new roles moving forward. I also want to share my appreciation to Rhonda Billman for her work as Assistant Director and thank her for her service to our college. Many on the Wooster campus have come to know Rhonda for her care of the Wooster campus community. I'm certain you will want to share your appreciation, as well.

### **Changes to CFAES Finance**

In February, I announced Terry Snoddy was appointed interim Senior Fiscal Officer (SFO) for the college. I have now asked Terry to assume the position full-time and he has accepted. Please help me in congratulating him on this new role. Former SFO Eric Bode had been working on our WorkDay transition. Recently, he was hired as the Chief Administrative Officer for the College of Social Work. We wish Eric well in his new role. We will not be back-filling Eric's WorkDay position or Terry's former role. The WorkDay transition work will be absorbed by the unit.

We are in the process of completing the next phase of structural changes within our college leadership team. I look forward to sharing with you further how we plan on meeting opportunities and solving challenges more effectively and efficiently in the future.

Cathann A. Kress

### **Dean Cathann A. Kress, Ph.D.**

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