

**President's Advisory Council on Race
Implementation Committee Final Report**

April 15, 2022

Steering Committee Co-Chairs:

Mark Alnutt

Vice President and Director of Athletics

Suzanne Rosenblith

Dean of the Graduate School of Education

Executive Summary

In June of 2020, President Satish Tripathi convened The President's Advisory Council on Race (PACOR). In constituting this committee, President Tripathi stated that PACOR "will address issues of race, culture and higher education to guide and shape our university's programs, policies, activities, traditions. In addition, this council's work will inform how we can harness our education, research and engagement mission to combat racism and dismantle structural barriers to equality." In the Spring of 2021, the PACOR submitted its report to the President, highlighting a series of recommendations, which led to a campus-wide community dialogue to garner more feedback on the recommendations.

In the Summer of 2021, Provost A. Scott Weber, created a [university-wide implementation committee](#). The PACOR implementation committee was charged with reviewing and discussing the original PACOR recommendations to determine how best to implement them, develop a timeline for the implementation, and establish measurable milestones for anticipated progress. The PACOR implementation committee, composed of 135 UB faculty and staff, as well as a student advisory committee, was provided a semester to complete their work. In charging the committee, Provost Weber asked that members work diligently and expeditiously and bring "their own unique expertise and experience to help the University harness its education, research and engagement mission to combat racism, dismantle structural barriers to equality, and make UB a more inclusive place to live, learn and work."

The implementation committee comprised seven subcommittees, each co-led. The seven subcommittee areas reflect the PACOR recommendations:

- Faculty Recruitment, Mentoring & Retention – Dr. Lorraine Collins & Dr. Luis Colón
- Scholarship, Tenure & Recognition – Dr. Patricia Diaz & Dr. Robert Granfield
- Staff Recruitment, Mentoring & Advancement – Mark Coldren & Jacqueline Hollins
- Curriculum & Pedagogy – Dr. Ann Bisantz & Dr. Raechele Pope
- Student Experience & Programs – Brian Hamluk & Lee Melvin
- Inclusive Space – Tonga Pham & Dr. Korydon Smith
- Community Engagement – Dr. Beth Del Genio & Dr. David Milling

In addition to these seven subcommittees, a student advisory group, made up of undergraduate and graduate students met regularly with Dr. Cheryl Taplin and provided insight and advice to the implementation committee. Overall guidance to the implementation committee was coordinated by the Implementation Steering Committee, led by Dean Suzanne Rosenblith and Vice President and Athletic Director Mark Alnutt, and composed of the subcommittee co-chairs and other selected members of the university community.

Guided by principles of fairness and mutual respect, the implementation committee engaged in many conversations related to implementation. While there was recognition that resources would be needed to achieve some of the recommendations, it was widely acknowledged that

this was first and foremost an ethical task, requiring the implementation committee members to reflect on their values and commitments, rather than mainly on resources. To this end, subcommittees approached the recommendations in this vein.

The recommendations reflected in this report provide a road map for UB to realize its commitment to racial equity. Building on UB's longstanding commitment to equity, diversity, and inclusion, what follows is an ambitious, but realistic, set of recommendations meant to ensure that racial equity is supported, valued, and amplified in the course of our research, teaching, community outreach, and student experiences. However, for UB to realize its commitment to racial equity, we believe it is important for UB, as an institution, to shift its perspective on DEI work from a worthwhile, but discrete, initiative to a core value that is embedded in and helps define all that we do. Viewing DEI as a thread woven through all of UB's strategic priorities enables us to widen our understanding of what constitutes research excellence, disciplinary excellence, and excellent student experiences. In so doing, UB's stated aspiration can become a reality. Structurally, this amounts to a need to ensure that representatives from all parts of the campus— academic affairs, student affairs, and business affairs— take on this shared opportunity and responsibility. We therefore propose the establishment of a university-wide DEI advisory board. This entity will work iteratively and collaboratively to ensure that as an institution we are doing our level best to create and sustain an inclusive and welcoming environment. Creating a university-wide advisory group will provide the necessary organizational structure to provide collaboration, continuity, and accountability for UB's efforts.

In addition to this new organizational structure, we hope that there will be ongoing transparency and accountability. Deans, Vice Provosts, and Vice Presidents should report annually on their progress toward DEI action items (detailed within the report). Such reports not only mark successes and milestones, but provide an opportunity to discuss challenges and roadblocks that may be alleviated through such reporting. Further, we recommend an annual presidential and/or provostal DEI report to the University.

As we look across the country, we feel very fortunate to be at an institution and in a state that values the tenets of diversity, equity, and inclusion. We believe the work done to date is a reflection of the commitment by the faculty and staff at UB to translate our values into actions. We hope you will join us in working to ensure that these recommendations are actualized and that UB is a place where all are welcome and feel included.

We would like to extend an enormous note of gratitude to the subcommittees for the dedication, commitment, and tireless effort in developing these recommendations for implementation. UB is indeed indebted to each of you for your service and contribution.