

## MEMORANDUM

To: Vice Presidents, Vice Provosts, and Deans  
From: Nojin Kwak, Vice Provost for International Education  
Date: 11 February 2026  
Subject: Guidance for UB Faculty and Staff regarding Encounters with Federal Immigration Agents

In support of UB faculty and staff who have shared concerns about immigration enforcement actions by agents of US Immigration and Customs Enforcement (ICE) and US Customs and Border Protection (CBP), my office has [updated guidance](#) to help faculty and staff prepare for a potential encounter with a federal immigration agent. While such an encounter is unlikely in most cases, the guidance is intended to provide some reassurance and reduce anxiety. The Office of International Education continues to monitor immigration policy developments as they pertain to our employees and will provide updates as needed.

It is important to remind the campus community of the resources available to foreign national faculty and staff through UB Immigration Services (UBIS). Since each employee's situation is unique, UBIS requests that questions be addressed at the earliest opportunity in a private one-on-one Zoom meeting with Oscar Budde, Esq., Associate Vice Provost and Director of UBIS. Meetings may be scheduled by [emailing UBIS](#).

Please share this update with your chairs, faculty, and staff, as appropriate.