

STUDENT EXPERIENCE AND PROGRAMS SUBCOMMITTEE

April 15, 2022

Co-Chairs:

**-Dr. Brian F. Hamluk, Vice President
for Student Life**

**-Lee H. Melvin, Vice Provost for
Enrollment Management**

UB University at Buffalo The State University of New York

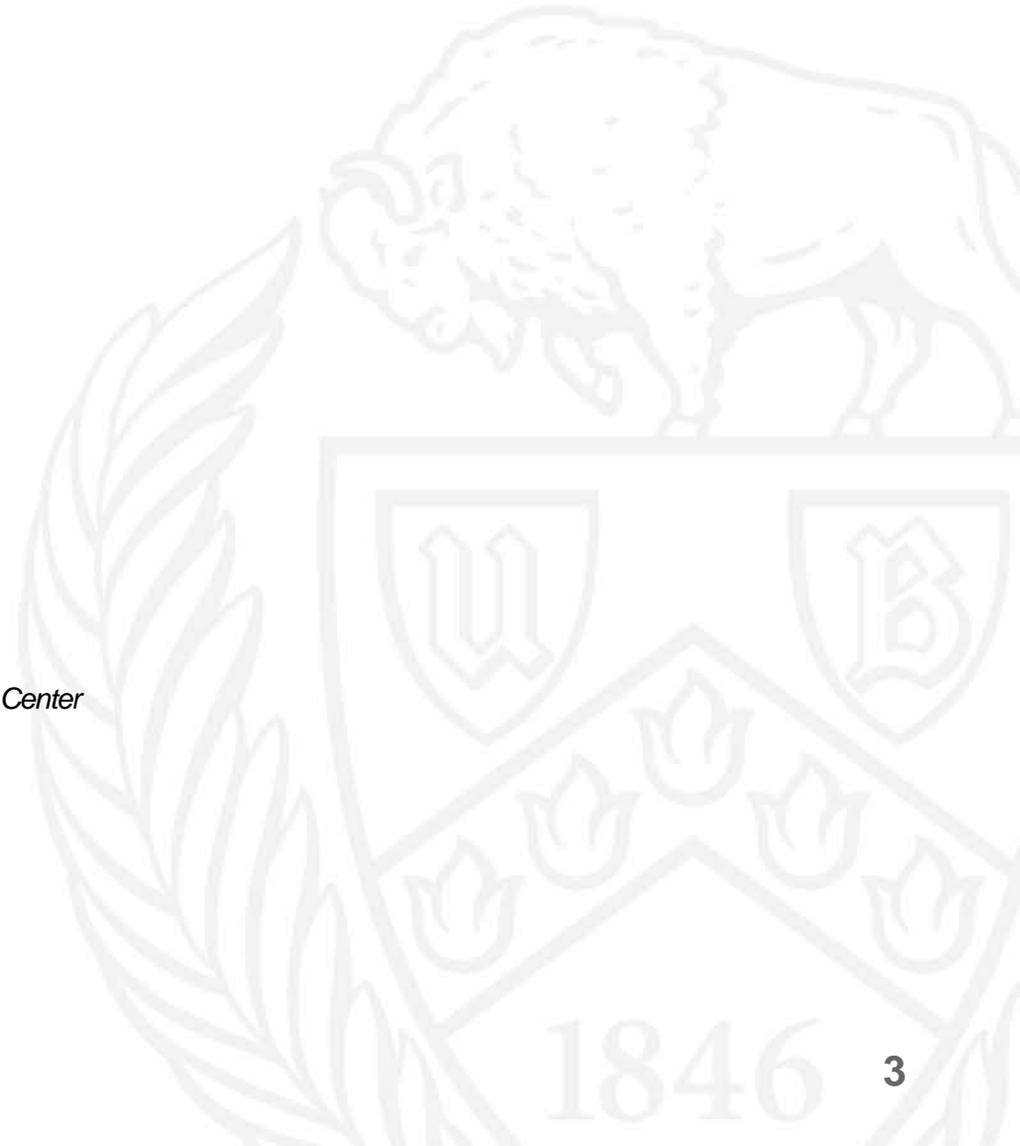


Subcommittee members:

- **Kevin Ahuna**, *Director of Intercultural and Diversity Center, Student Life*
- **Thikriat Al-Jewair**, *Assistant Dean for Diversity and Inclusion, Associate Professor of Orthodontics, School of Dental Medicine*
- **Matthew Ardila-Weigand**, *Director of Orientation, Transition, and Parent Programs, Student Life*
- **Kelly Cruttenden**, *Associate Athletic Director for Compliance, Division of Athletics*
- **Janessa Givens-Daniels**, *Senior Associate Director, Financial Aid*
- **Benjamin Fabian**, *Assistant Director for Student Support, Conduct and Advocacy & Head of LGBTQ + FSA, Student Conduct and Advocacy*
- **Keith Griffler**, *Associate Professor and Director of Undergraduate Studies, Africana and American Studies, College of Arts and Sciences*
- **Jennifer Harris**, *Senior Counselor, Educational Opportunity Center*
- **Anyango Kamina**, *Assistant Dean for Student Development and Academic Enhancement, iSEED Scientific Workforce Specialist, Jacobs School of Medicine and Biomedical Sciences*
- **Arlene Kaukus**, *Director of Career Design Center*
- **Sung Eun Kim-Kubiak**, *Psychologist, Assistant Director/Training Director, Counseling Services*

Subcommittee members:

- **Jennifer Mdurvwa**, *Graduate Enrollment Coordinator, College of Arts and Sciences*
- **Sharon Mitchell**, *Senior Director Student Wellness; Director, Counseling Services, Student Life*
- **Erin O'Brien**, *Assistant Dean, Chief Marketing & Enrollment Officer, School of Management*
- **Amy Reynolds**, *Professor of Counseling, School and Educational Psychology, Graduate School of Education*
- **Barbara Ricotta**, *Dean of Students, Associate Vice President, Student Life*
- **Betsy Rodriguez**, *Director of UB's Arthur O. Eve Education Opportunity Program*
- **Amanda Sauter**, *Senior Pre-health Academic Advisor, Coordinator, Exploratory and Pre-Professional Advising Center*
- **Tom Tiberi**, *Director of Campus Living*
- **Camilo Trumper**, *Associate Professor of History, College of Arts and Sciences*
- **Katie Tudini**, *Assistant Vice Provost and Director, International Student Services*



CHARGE AND BACKGROUND



Charge and Background:

The President's Advisory Council on Race was established to help guide the university's progress in realizing the ideals of equity, diversity, inclusion, and social justice in its educational, research, and engagement missions. The Advisory Council, Student Recruitment, Admissions, Retention and Graduation Committee, made ten recommendations related to improving pipeline programs, student recruitment, admissions, retention, and graduation that are intended to combat racism and dismantle structural barriers to inequality. These recommendations were based on student feedback, input from key stakeholder offices, institutional data, and research on best practices and successful programming at peer AAU, APLU, and MAC institutions.

Charge and Background:

The subcommittee on Student Experience and Programs is charged with reviewing these ten recommendations for successful implementation. Specifically, the subcommittee will:

- engage stakeholders to identify offices and units that will be responsible for implementation;
- develop an understanding of initiatives currently underway that address the goals of particular recommendations;
- identify critical barriers (including cultural barriers) to successful implementation, assess the nature of those barriers, and propose solutions; and
- propose measures and data necessary to assess whether desired improvements are being made.

In reviewing these recommendations, the subcommittee should attend to both the particular and shared needs of undergraduate, graduate, and professional students. The subcommittee may decide to propose supplemental recommendations that would advance the broader goals of the President's Advisory Council on Race.

KEY RECOMMENDATIONS



Pipeline/Admissions/Recruitment Strategies

- Increase our BIPOC and other minority undergraduate and graduate student enrollment.
- Implement a campus-wide holistic admissions.
- Invest in institutional grant-funding to ensure admitted students can pursue a UB degree.
- Reduce BIPOC low-income student apprehension about covering the cost of their education.
- Strengthen, reimagine, grow and better coordinate pipeline programs for students of color.
- Identify and recruitment from Buffalo Public and WNY Schools Enrollment Pipelines. (Originally recommended by the Community Engagement Committee)
- Articulate strategic diversity plans for recruiting, retaining, and graduating BIPOC and other minority students at the school and academic support department levels.
- Conduct annual assessment of outcomes on articulated diversity plans.

Academic Support/DEI Student Success

- Identify academic support programs successfully retaining and graduating BIPOC students.
- Commit Investments to support at scale programs across the campus.
- Increase resources and funding to offices and initiatives that promote student diversity programs and services representative of a SUNY flagship and comparable to other AAU institutions.

Data/Transparency

- Provide transparent, regularly updated and easily accessed data on the President, Provost and University websites regarding race/ethnicity trends of Black, Indigenous and people of color (BIPOC) and other minority students, faculty, and staff as well as current programs and services.
- Enhance University Police arrest data collection protocols to provide more clarity and granularity on the demographic details.

Programs/Initiatives/Belonging

- Institutionalize annual celebrations of our diverse community in an ongoing manner such as awards, events, festivals, heritage months, etc.
- Organize and involve a broad spectrum of students in identifying needs and envisioning future diversity and social justice initiatives.
- Better coordinate, promote and increase programs designed to create a more welcoming and supportive environment for current UB students in order to improve retention and graduation rates.

IMPLEMENTATION



IMPLEMENTATION: NEXT STEPS & CONSIDERATIONS

- Identify key stakeholders accountable to advance identified recommendations.
- Identify, strengthen and advance partnership areas.
- Identify and compile necessary data and information required.
- Identify recurring resources needed, both financial and staffing.
- Obligation: make this a sustainable approach that will be ongoing and not a one-time effort.