

The Four W's of Advocacy

- **WHO** → An advocate must be:
 - a faculty member (or emeritus) at UB, RPCCC, or VA Health Center
 - from the candidate's department or discipline
 - must have direct knowledge of the candidates' professional/academic performance
 - faculty members holding administrative titles in an academic unit or at the provost, vice president or president levels, **may not act as an advocate.**
- **WHAT** → What does the advocate do?
 - submits a written statement which is included in the dossier
 - should be invited to the department and school ad hoc committee meetings and may make an oral statement to the unit review bodies
- **WHY** → Why choose an advocate?
 - choose an advocate if you believe your case will be strengthened or more fully presented with an advocate
 - ***Note: there is no negative connotation to having an advocate! Having an advocate can only strengthen your case and does not reflect negatively on the candidate!**
- **WHEN** → When is an advocate chosen?
 - ideally, the advocate is selected at the start of the review process but can be selected at a subsequent stage of the review process

*The candidate does not need to have an advocate → if they choose not to have an advocate, they will complete an advocate opt-out form (found on our website) to be used in place of the advocate's statement. However, even after completing an opt-out form, **the candidate can still choose to select an advocate at any time during the review process!**

Questions? Contact Alicia Chadwick, Office Administrator, for more information.

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