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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