

MARY ANN ROGERS

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ACADEMIC EXPERIENCE

University at Buffalo School of Management, The State University of New York

Assistant Dean for Diversity and Inclusion	2019-present
Coordinator, Communication Literacy 2 Program	2018-present
Clinical Associate Professor	2018-present
CLOE Faculty Member	2014-present
EMBA Core Faculty Member	2014-2021
Clinical Assistant Professor	2008-2018
Adjunct Instructor, School of Management	2007-2008

SUNY at Buffalo, Department of Communication

Adjunct Instructor, Department of Communication	2005-2007
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Singapore Institute of Management, Singapore

Visiting Associate Professor	2009-present
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EDUCATION

State University of New York at Buffalo

MBA
B.A., Communication

Certifications

Diversity and Inclusion training certification	American Management Assoc.
Climate and Leadership training certification	The Hay Group, Boston, MA
Myers-Briggs Type Indicator training certification	American Management Assoc.

NOTEABLE ACCOMPLISHMENTS

- Appointed as a pillar co-chair for the School of Management's current strategic planning committee (2024)
- Served as an Equity, Diversity, Justice, and Inclusion Fellow in the University at Buffalo's inaugural cohort (2023-2024)
- Co-founded and planned two SUNY-wide business school conferences on Diversity, Equity and Inclusion (2021 and 2022)
- Received the university's Philip B. Wels Outstanding Service Award, with philanthropy committee (2022)
- Established the School of Management's first office of diversity and inclusion (2019)
- Chosen for the first cohort of faculty to develop hybrid instruction, PMBA program (2018)
- Oversaw staffing and scheduling of twenty-one sections of the School's communication literacy course each fall and spring semester (2018-2024)
- Hired and supervised four full-time clinical faculty and seven adjunct faculty (2018-2024)
- Developed and launched the School of Management's undergraduate communication literacy program (2018)
- Routinely maintained 4.5 or higher on key metrics for most teaching evaluations (2018-2024)
- Received the Arjang A. Assad Excellence in Teaching Award (2018)

PROFESSIONAL ASSOCIATIONS

Board of Directors, [Buffalo/Niagara Waterkeeper](#), and Chair of Advancement Committee (2018 present)

Buffalo Niagara Waterkeeper protects and restores Western New York's fresh water and surrounding ecosystems for the benefit of current and future generations.

Board of Directors, Saturn Club Historic Preservation Foundation (2021 to present)

The Saturn Club Historic Preservation Foundation was created to help preserve, restore, and memorialize this historic cultural and community gem. Raised more than \$1,000,000 as co-chair of the Foundation's annual fundraising campaign. (2014-present)

Board of Directors, [Dreams from the Heart Camp](#) (2011-present)

Dreams from the Heart Camp was created in 1994 for children with severe congenital heart disease, many of whom are limited and unable to participate in traditional children's camps. The camp allows these children to enjoy a total camping experience under the watchful eyes of cardiologists and nurses.

Board of Directors, Pink Pillow Project (2014-present)

The Pink Pillow Project provides individuals diagnosed with breast cancer a free pillow to aid in their post-surgical recovery.

COURSE DEVELOPMENT AND DELIVERY

In 2018, led the School of Management's new Communication Literacy 2 (CL2) initiative, a three-credit course that helps undergraduates build a strong foundation in a range of communication skills, and improve how they write, speak, operate and conduct themselves in the workplace. Oversee delivery of twenty-one sections of the CL 2 course each fall and spring semester, staffed by three full-time clinical faculty and several adjunct faculty. Am responsible for hiring, scheduling, (and sometimes dismissing) instructors, along with the preparation of annual reviews.

Have served on the MBA core faculty since 2008; served on the EMBA core faculty (2014-2021); served on the PMBA core faculty (2018-2021).

Co-founded and continue to oversee the MBA Corporate Champions competition with fellow colleague each fall semester (2014-2024).

Developed original curriculum for the following courses:

MGG 635	Management Communication (Core Day MBA and former EMBA core course)
MGG 636	Managerial Communication (former PMBA core course)
MGB 625	Power and Influence
MGB 620	MBA Team Mentoring
MGB 619	Team Building
MGG 524	Management Communication (MS in Management core course)
MGB 425	Power and Influence
MGB 360	Honors Course on Leadership
MGG 303	Business Communication
MGB 301	Organizational Behavior
MGI 301	Human Resources Management
MGG 199	First-year student Recitation

OFFICE OF DIVERSITY AND INCLUSION

Since 2019, have served as the School of Management's first diversity and inclusion officer, while retaining clinical associate professor responsibilities.

The School of Management's [office of diversity and inclusion](#) works with faculty, staff, and students on a school-wide basis, with many departments in the university, and with other organizations in the Western New York community. In addition to planning and developing its own initiatives, the office seeks to elevate its presence and form partnerships and build relationships to further the scope of its mission wherever possible. The assistant dean for diversity and inclusion oversees two graduate assistants, who through a recent generous gift from a donor, are named as our Irene and Jeffrey Jacobson Fellows beginning in fall 2021. The assistant dean for diversity and inclusion also works closely with the university's [office of inclusive excellence](#) in the adoption of best practices.

The role includes enhancing school support for faculty, staff, and students, especially in consideration of hiring, promotion, admission, and retention processes. Provides guidance to individuals, departments, and programs in identifying practices that will generate a more inclusive environment and equitable outcomes, and works across the school to develop short and long-term goals and strategies for success.

Selected Initiatives, Activities, and Events

- Created comprehensive School of Management plan for diversity and inclusion (2020)
- Worked with dean's office and senior staff to inventory diversity related efforts and programs (2020-present)
- Identified diversity and inclusion elements in the school's mission, vision, and values (2020)
- Established and chaired faculty committee on diversity and inclusion (2020-present)
- Established and chaired student committee on diversity and inclusion (2020-present)
- Presented school's diversity and inclusion report to the 2021 AACSB Accreditation team (2021)
- Funded and linked MBA students to Black/African American and Hispanic American specific cultural organizations; are now able to cover student memberships in national student organizations whose primary mission is to drive increased diversity and inclusion in the workplace, academia, and society (2024)
- Joined [The PhD Project](#) and now attend its fall and spring conferences and recruiting events (2020-present)
- Launched a first-generation student mentorship program for School of Management undergraduate students (2020)
- Launched a Role Model series, celebrating URM alumni who have scaled great heights in their careers and bringing them visibility from our students (2020-present)
- Created and maintained diversity and inclusion pages on School of Management web site (2020-present)
- Planned and coordinated SUNY Business Deans DEI Conference/Seminar Series throughout 2022 with SUNY business deans and hosted and ran the first seminar, "The State of DEI in Business"
- Co-founded and planned the first SUNY Business Deans conference, "Business Disciplines Leaning into our Future: Tips, Tools and Practices for Incorporating Diversity, Equity and Inclusion into Business School Classes" (2021)
- Programmed student town halls and supportive conversations when national or world events were extraordinarily troublesome. This support was especially crucial in light of anti-Asian hate reports (2020/2021), in the wake of the George Floyd story (2020), and after the mass shooting in Buffalo (2022)
- Hosted screening of "The Loyola Project" for Black History Month, supported with funding from Northwestern Mutual (2024)
- Planned and organized a spring multi-cultural panel, open to the School of Management community, featuring topics on diversity and inclusion and disabilities (2023)

- Planned and organized a Black History Month panel, open to the School of Management community, featuring five local leaders, business owners, and entrepreneurs. Questions covered the history, challenges, and future opportunities in business for Black Americans, particularly those in WNY (2022)
- Held fall Hispanic Heritage event for School of Management students (2023)
- Assembled and anchored panels showcasing our talented URM students to employers, who explained what they are looking for in the workplace from a D&I perspective. (2021, 2022, 2023)
- Set up picnic hosted by the dean and the faculty committee on diversity and inclusion, with a goal to welcome URM MBA students to our program and give them a head start on building a supportive network and community in our school (2021)

Increasing Faculty Diversity

- Continuously consulted with faculty and staff search committee chairs and members to conduct fair, unbiased searches that yield culturally competent candidates
- Continued to locate other networks and sources of talent, and actively reaching out to identify more diverse candidate pools
- Participated in numerous searches since 2019

Visiting Future Faculty Program (VITAL)

- The Visiting Future Faculty Program (VITAL) brings outstanding doctoral scholars to the University at Buffalo to introduce our faculty and students to their groundbreaking scholarship; goal is to contribute to the growth of faculty from traditionally underrepresented and marginalized populations in the United States
- The School of Management welcomed four VITAL scholars over the past three years; 2022's scholar, Daniela Goya-Tochetto successfully joined our tenure-track faculty in 2023

Building a More Inclusive Classroom

- Encouraged faculty to place an inclusivity statement in syllabi
- Assisted faculty in choosing cases with diverse subjects and protagonists and diversify examples and data sets
- Reviewed research, teaching, and service D&I activity in faculty annual reports (beginning 2024)

Say Yes Buffalo

- Say Yes serves as a strategic partner with the Buffalo Public Schools in supporting and facilitating the community schools model in Western New York. This model aims to improve students' academic scores and attendance rates as well as increase parent and community engagement
- UB School of Management faculty, staff and students welcome the opportunity to support Say Yes community school programming at Saturday Academies and Parent Centers, as well as to invite families for campus activities at UB through a pilot program begun in spring 2024
- School of Management/Say Yes activities are overseen and coordinated by the SOM's assistant dean for diversity and inclusion (2024)

UNIVERSITY AT BUFFALO EQUALITY, DIVERSITY, JUSTICE, AND INCLUSION FELLOWSHIP

The EDJI program was developed to enhance the implementation of the university's [PACOR recommendations](#). One faculty member per academic unit serves as the EDJI Faculty Fellow representative each academic year, with 2023/2024 set as the inaugural year for the program.

Despite two consecutive School of Management deans deeply committed to EDJI, messaging to faculty previously lack resonance and getting traction in this area was slow. The fellowship afforded time to hold one on one meetings with faculty throughout the course of the academic year. When presented with a chance to have conversations in a non-threatening and psychologically safe manner, many faculty members listened and accepted suggestions as to how they could make their courses more inclusive.

At the time of this project, the School of Management employed 73 full-time faculty. Each was contacted for an individual meeting. 73 full-time faculty invited; 51 accepted.

Previously, frustration in the school stemmed from the faculty's belief that since so many areas of our programs are quantitative in nature, there are no opportunities to include EDJI concepts, and the thinking was that they are best left to those in the school who teach "soft skills." As the year transpired and more and more good classroom examples piled up, they were used to explain to other faculty how easily they could make changes in their course content as well. Perhaps most rewarding is the fact that many of our faculty now see the necessity of making the *business* case for EDJI rather than simply the moral one. Hence, the previous norm of "we can't" has changed to a norm of "we are" through the now recognized critical mass of those who put the work in and are now running their courses in a more inclusive fashion.

OTHER SCHOOL OF MANAGEMENT SERVICE

- Undergraduate Committee (2019-present)
- MBA Admissions Committee (2021-present)
- Strategic Planning Committee (2024)
- Corporate Champions Committee (2014-present)
- Graduate Management Association, Faculty Advisor (2015-present)
- School of Management Philanthropy Committee (2019-2022)
- MGB 301 course coordinator, overseeing course waiver process for transfer students (2016-present)
- LeaderCore coach, overseeing three students' certifications a year (2016-2024)
- 2024 LeaderCore certification evaluator (2016-2024)
- Judge, School of Management poster competition (2022-2024)
- OHR department representative for spring 2024 School of Management student open houses (2019-present)
- PriceWaterhouse Coopers accounting challenge competition, coach (2014-2023)

UNIVERSITY SERVICE

- Vice President for Faculty Affairs Non-Tenure Track Advisory Board (2022-present)
- COACHE Faculty Committee (2022/2023)
- University at Communication Literacy committee, overseeing the institution's implementation of the communication literacy program (2014-2023)
- COVID-19 Strategic Planning - Faculty/Staff Subcommittee (2020-2021)
- University at Buffalo Internal Communication Committee (2017-2020)
- Three Minute Talk (3MT) Instructor and Coach for UB PhD Students (2021-present)

CORPORATE AND ORGANIZATIONAL TRAINING (2018-PRESENT)

- Buffalo Niagara Partnership
- Greenpac Mill (multiple trainings)
- Hodgson Russ (multiple trainings)
- Independent Health
- Life Storage
- National Fuel
- Seneca Niagara Casino (multiple trainings)
- Value Network
- Venture Forth

PROFESSIONAL EXPERIENCE

8/08 – 8/18

Clinical Assistant Professor

Joined the School of Management faculty on a full-time basis to continue in the development and delivery of courses in the school's MBA and undergraduate programs.

8/7 – 8/08

Adjunct Instructor

Designed and delivered multiple sections of a new communication course tailored for accounting students.

1/05 – 8/07

Marketing and Business Development Manager Center for Executive Development

Promoted the School of Management's executive development programs to the regional professional community, including corporate training, Executive MBA and Professional MBA degree offerings, while enrolled in a full-time PhD program. Worked closely with organizational decision makers and prospective participants/students in determining appropriate education initiatives and learning platforms. Worked with School of Management faculty to ensure delivery of quality education programs to individual and corporate clients. Contributed to the development of new revenue-generating initiatives for the School of Management.

8/03 - 1/05

Director of Development Albright-Knox Art Gallery

Managed all fundraising activities related to meeting a \$3.5 million annual goal in Buffalo/Niagara's world-renowned art museum. Oversaw and conducted Gallery's public and private grant filings, corporate and individual gift solicitations, planned giving programs, Gallery Annual Fund, and Membership campaigns. Ensured that all Gallery exhibitions, community initiatives, education programs, and special projects were fully funded. Maintained continuous working relationships with Gallery Director and individuals of thirty-six member Buffalo Fine Arts Academy Board of Directors.

7/01-8/03

Vice Dean and Senior Director of Development University at Buffalo Law School

Retained all Associate Dean responsibilities, with greater emphasis on managing external relationships on behalf of the Dean. Assumed management of the Dean's Advisory Council and other projects. Oversaw additional growth in the development department through increased staffing and expanded objectives.

9/98-7/01

**Associate Dean and Director of Development
University at Buffalo Law School**

Promoted to position after seven months as Assistant Dean. Was responsible for the School's comprehensive fundraising program, and for all aspects of its \$12 million segment of the University's \$250 million capital campaign. Supervised development program personnel, including four professionals and other support staff. Traveled nationally to meet prospects individually, and in small and large groups. Oversaw School's annual fund and reunion giving program, and provided support to the alumni relations organization. Established campaign plans, volunteer structures, programmatic goals, timelines, and communication pieces. Worked with the Dean, President, University Provost, faculty, and other staff to coordinate Law School development efforts.

12/97-8/98

**Assistant Dean and Director of Development
University at Buffalo Law School**

Served as Major Gifts Officer, identifying and managing prospects capable of providing gifts of \$25,000 or greater to the Law School. Ensured successful identification, qualification, involvement, solicitation, and stewardship of major gift prospects. Launched several new development initiatives, including a forty-member New York City Leadership Council and Reunion Giving program. Developed the New York City area in preparation for regional fund-raising effort. Participated fully in School's capital campaign planning activities.

12/95-12/97

**Assistant Dean and Director of Development
University at Buffalo, Graduate School of Education**

Oversaw entire fundraising program for Graduate School of Education (GSE) departmental units and program areas within the School. Planned and executed all strategies relating to the acquisition of individual, corporate, and foundation gifts. Worked with the GSE Dean, faculty and volunteers, involving them in fundraising activities when appropriate. Formed national GSE Capital Campaign Committee.

3/93 - 12/95

**Director of Development
WBFO-88.7 FM**

Served as primary fundraiser for WBFO, a National Public Radio (NPR) member station licensed to the University at Buffalo. Raised revenue for one-third of the station's operating budget through listener support. Supervised biannual on-air membership drives, direct mail campaigns, and telemarketing efforts. Formed partnerships with local organizations and businesses for underwriting and co-sponsorship of special projects. Cultivated major donors and corporate supporters as special members of the station through personal contacts and inclusion in exclusive station activities. Established volunteer groups for fundraising campaigns and community outreach purposes.

5/90 - 3/93

**Associate for Personnel Administration
University at Buffalo, Faculty of Arts & Letters**

Served as Personnel Officer for the faculty and staff of Arts and Letters (now Arts and Sciences). Implemented University hiring and personnel policies. Oversaw recruitment authorizations and reporting of search and affirmative action procedures. Managed position descriptions and job classifications. Reviewed appointment and promotional procedures. Monitored staff performance programs and appraisals. Completed special assignments as required.

10/87 - 5/90

Assistant to the Dean

University at Buffalo, School of Management

Assumed responsibilities of the School's Chief Financial Officer during extended leave periods. Hired, supervised ,and assigned personnel and facility space. Solved problems and addressed day-to-day operating needs of faculty and staff. Researched resource allocations, projected future requirements, and developed in-depth review plan of appropriations.