



**BOARD OF REGENTS  
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE**

**MEETING AGENDA**

**August 3, 2017  
1:00 PM  
Roberts Room  
Scholes Hall**

UNIVERSITY OF NEW MEXICO BOARD OF REGENTS'  
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE MEETING  
August 3, 2017 – 1:00 p.m.  
Roberts Room, Scholes Hall

**AGENDA**

- I. Call to Order**
- II. Approval of Summarized Minutes from Previous Meeting** **TAB A**
- III. Reports/Comments:**
  - Provost's Administrative Report
    - i. Craig White, Acting Provost & EVP for Academic Affairs*
  - Member Comments
  - Advisor Comments
- IV. Action Items:**
  - A. KMP Resolution** **TAB B**
    - Deborah Kuidis, Industrial Security Officer*
- V. Information Items:**
  - A. Budget Update** **TAB C**
    - Craig White, Interim Provost & Nicole Dopson, Financial Officer*
  - B. Reorganization of Academic Affairs** **TAB D**
    - Craig White, Interim Provost*
  - C. Latin American & Iberian Institute Presentation** **TAB E**
    - William Stanley, Director*
  - D. Advance Grant Presentation** **TAB F**
    - Julia Fulghum, Director, Advance at UNM & Professor of Chemistry*
- VII. Public Comment**
- VIII. Adjournment**

UNIVERSITY OF NEW MEXICO BOARD OF REGENTS'  
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE MEETING  
June 1, 2017 – 1:00 p.m.  
Roberts Room, Scholes Hall

**AGENDA**  
**Meeting Summary**  
**(All “TABS” correlate to the June ASAR E-Book)**

*Committee members present: Regent Bradley Hosmer, Regent Suzane Quillen, Student Regent Garrett Adcock Acting Provost & EVP for Academic Affairs Craig White*

*Regents’ Advisors present: ASUNM President Noah Brooks, GPSA Chief of Staff Trajuan Briggs*

**I. Call to Order 1:05 p.m.**

**II. Approval of Summarized Minutes from Previous Meeting:**

**TAB A**

**Motion to Approve:** Regent Quillen

**Second:** *Regent Adcock*

**Motion: Approved**

**III. Reports/Comments:**

Provost’s Administrative Report

*Craig White, Acting Provost & EVP for Academic Affairs*

- Presentaton Attached
- Budget continues to be a primary focus and BLT has made their recommendations
- Honors College Dean candidates have all visited campus
- There will be departures from Academic Affairs
- Lawrence Royabl has been named Acting VP for Equity and Inclusion
- A task force will be assembled to determine re-building efforts for Academic Affairs
- The UNM Press will be going through a transition process

Member Comments – None

Advisor Comments - None

**IV. Action Items:**

**A. Approval of Endowed Professorship:**

**TAB B**

**Creation of the “Jim and Ellen King Professor in Dermatology**

*Amy Wohlert, Chair, Naming Committee*

**Motion to Approve:** *Regent Adcock*

**Second:** Regent Quillen

**Motion: Approved**

UNIVERSITY OF NEW MEXICO BOARD OF REGENTS'  
ACADEMIC/STUDENT AFFAIRS & RESEARCH COMMITTEE MEETING  
June 1, 2017 – 1:00 p.m.  
Roberts Room, Scholes Hall

**V. Information Items:**

**A. Accreditation Update**

**TAB C**

*Joe Suilmann, Program Manager*

- Overview of accreditation
- Overall time line of the process
- Outline of the campus visit
- Breakdown of the assurance agreement and criteria for accreditation

**B. Smith Plaza/Cornell Mall Renovation Update**

**TAB D**

*Kim Kloeppel, Chief Operations Officer, Division of Student Affairs*

- Supplemental materials attached
- Project snapshot and overview
- Overview of the stakeholder groups and design team
- Breakdown of the project schedule with the site requirements
- Discussion surrounding the surveys and workshops for stakeholder feedback
- Conceptual designs were presented and discussed

**VI. Public Comment - None**

**VII. Adjournment – 2:15 p.m.**

**Motion to Approve:** Regent Quillen

**Second:** *Regent Adcock*

**Motion:** Approved

Office of Academic Affairs

Provost's Administrative Report  
Dr. Craig White, Interim Provost

Regents' Academic/Student Affairs &  
Research Committee

June 1, 2017

THE UNIVERSITY of NEW MEXICO



Office of Academic Affairs

**Budget Summit**

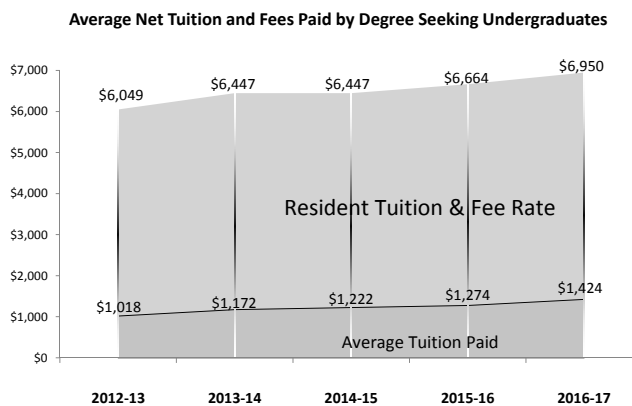
- Outcome
  - \$3M budget gap remains for I&G
  - Academic Affairs share is \$2M
  - Looking at options to close the gap including:
    - Use of reserves
    - Reorganization
    - Workforce reduction

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## Office of Academic Affairs

## UNM Affordability



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## Office of Academic Affairs

## Summer Activities

- Continuation of efforts on campus climate initiatives
  - Seal
  - Library Murals
  - DEI Organization Task Force
- Review of reorganization and efficiency opportunities
- Review of Faculty Roles/Obligations related to Policy 2740 – Sexual Violence & Sexual Misconduct

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## Office of Academic Affairs

### Leadership Updates

- In consultation with the President and key AA leadership, in the process of finalizing new interim leadership structure for the Provost's Office.
  - Will immediately name an interim Vice Provost to stabilize the office
  - Associate Provost positions will be filled through a search process
- Negotiating with Honors College Dean candidate
- Christopher Dyer, CEO of Gallup Campus announced that he was stepping down immediately
  - Jeronimo Dominguez, Vice Provost Emeritus agreed to step in as part-time CEO while a search for Dr. Dyer's replacement is conducted
- Associate Director for IT Outreach & Engagement being hired
  - Goal of position is to further advance collaboration between central IT and Academic Affairs

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## Office of Academic Affairs

### Other News

- On June 6, 2017, The University of New Mexico will welcome Dr. Charles Matson, Chief Scientist, U.S. Air Force Office of Scientific Research, a part of the Air Force Research Laboratory (AFRL) to present "Overview of AFOSR Including Funding Opportunities."
  - This information session is free and open to all University Faculty, Staff and Students. The presentation will take place on June 6, 2017 from 11:00AM to noon in Dane Smith Hall, Room 123.
- The University of New Mexico recently welcomed Dr. Robin Staffin, Director of Basic Research, U.S. Department of Defense (DoD), to discuss DoD basic research programs and opportunities for faculty and students.
  - The visit included meetings with University leadership, faculty and students about the on-going relationship between DoD and UNM.
  - Faculty from across campus discussed their active research projects in DoD areas of interest including engineered biology, quantum information science, engineered optical materials, neuroscience, human and social behavior, political science and artificial intelligence/machine learning.
  - During an interactive information session, Dr. Staffin stressed the importance of basic research, highlighting relevant basic research programs and opportunities at DoD and addressed questions and comments from the audience.

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Questions/Comments?



## PROJECT GOALS

The Needs Assessment developed seven over-arching goals for the renovation of Smith Plaza and Union Square. These original goals remain accurate objectives following subsequent programming efforts. These goals serve as the framework for the program elements detailed on the following pages. Each program element must further one of these stated goals. The goals below are taken directly from the Needs Assessment (Sept. 2016).

### ENHANCE SENSE OF COMMUNITY

- Create a “great room” environment for campus users to feel engaged, socialize, relax, and study.
- Provide an opportunity for a donor funded site feature.

### IMPROVE ACCESSIBILITY

- Improve physical access to and through the space, inclusive of people with disabilities.
- Organize passage through the space for pedestrians, bicyclists, and people using skateboards for transportation
- Provide wayfinding cues to direct users through the plaza

### OFFER INFRASTRUCTURE FOR FLEXIBLE USE

- Accommodate events of varying types and sizes, including other uses requiring some degree of crowd control.
- Provide power and wireless connectivity to students.

### PROVIDE SAFETY AND SECURITY

- Maintain or expand access for emergency and service vehicles.
- Ensure safety of users through lighting, visibility, and ease of egress.

### REINFORCE THE UNM BRAND

- Respond to the architectural context and presence of the surrounding buildings.
- Promote student usage of the space for academic and community outreach missions.
- Encourage and promote the Lobo Spirit and Lobos for Life

### PROMOTE STEWARDSHIP OF THE UNIVERSITY

- Ensure material and configuration choices minimize long-term maintenance costs.
- Avoid disrupting activities in adjacent buildings.

### INCORPORATE ENVIRONMENTAL SUSTAINABILITY

- Incorporate sustainable techniques to enhance the space and function.
- Shield users from sun and inclement weather.



## Board of Regents of the University of New Mexico Security Managerial Group Resolution

Pursuant to requirements of the National Industrial Security Program (NISP), the Board of Regents adopts the following resolution:

1. Those persons occupying the following positions at the University of New Mexico (UNM) shall be known as the Managerial Group for safeguarding classified information. They shall implement the Provisions of the National Industrial Security Program Operating Manual (NISPOM).  
  
President  
Chancellor for Health Sciences  
Provost  
Facility Security Officer
2. The members of the Managerial Group have been processed, or will be processed for a personnel clearance (PCL) for access to classified information, to the level of the Facility Clearance (FCL) granted to this Institution, as provided in the NISPOM (DoD 5220.22.M.) Individuals will be denied access to classified information until such time that their clearances are granted.
3. The Managerial Group hereby delegates all of the Board's duties and responsibilities pertaining to the protection of classified information under classified contracts awarded to the University of New Mexico, including the Health Sciences Center and Branch Campus locations. In addition, the Managerial Group shall have the authority and responsibility of for the negotiation, execution, and administration of the contracts, consistent with UNM policy, state, and federal law.
4. The following named members of the Board of Regents shall not require, shall not have, and will be effectively excluded from access to all classified information disclosed to the University of New Mexico. The duties and responsibilities of the Board of Regents as a policy-making body do not require access to classified contracts awarded to the University of New Mexico, and therefore need not be processed for a personnel clearance (PCL).

Regent Robert M. Doughty (President)  
Regent Marron Lee (Vice President)  
Regent Tom Clifford  
Regent Lieutenant General Bradley C. Hosmer  
Regent Suzanne Quillen  
Regent Alex O. Romero  
Regent Garrett Adcock (Student Regent)

5. Effective August 1, 2017, the Facility Security Officer will report directly to the Provost of the University for all matters regarding classified and export control issues.

Adopted by the Board of Regents of the University of New Mexico at its regular meeting held August 15, 2017. This resolution supersedes all previous Security Managerial Group Resolutions. A copy of this resolution will be furnished to the Defense Security Service.

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President of the Board

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Secretary Treasurer of the Board

# TAB C

## **Budget Update**

*Craig White, Interim Provost &  
Nicole Dopson, Financial Officer*

(Presentation to be added)

# **TAB D**

## **Reorganization of Academic Affairs**

*Craig White, Interim Provost &*

(Presentation to be added)

A black silhouette map of North and South America is positioned on the right side of the page. The map shows the outlines of the continents, with the United States, Canada, Mexico, and the various countries of South America clearly defined. The map is set against a white background.

# **University of New Mexico**

## **LATIN AMERICAN & IBERIAN INSTITUTE: EXCELLENCE AT UNM**

William Stanley, Director, Latin American & Iberian Institute

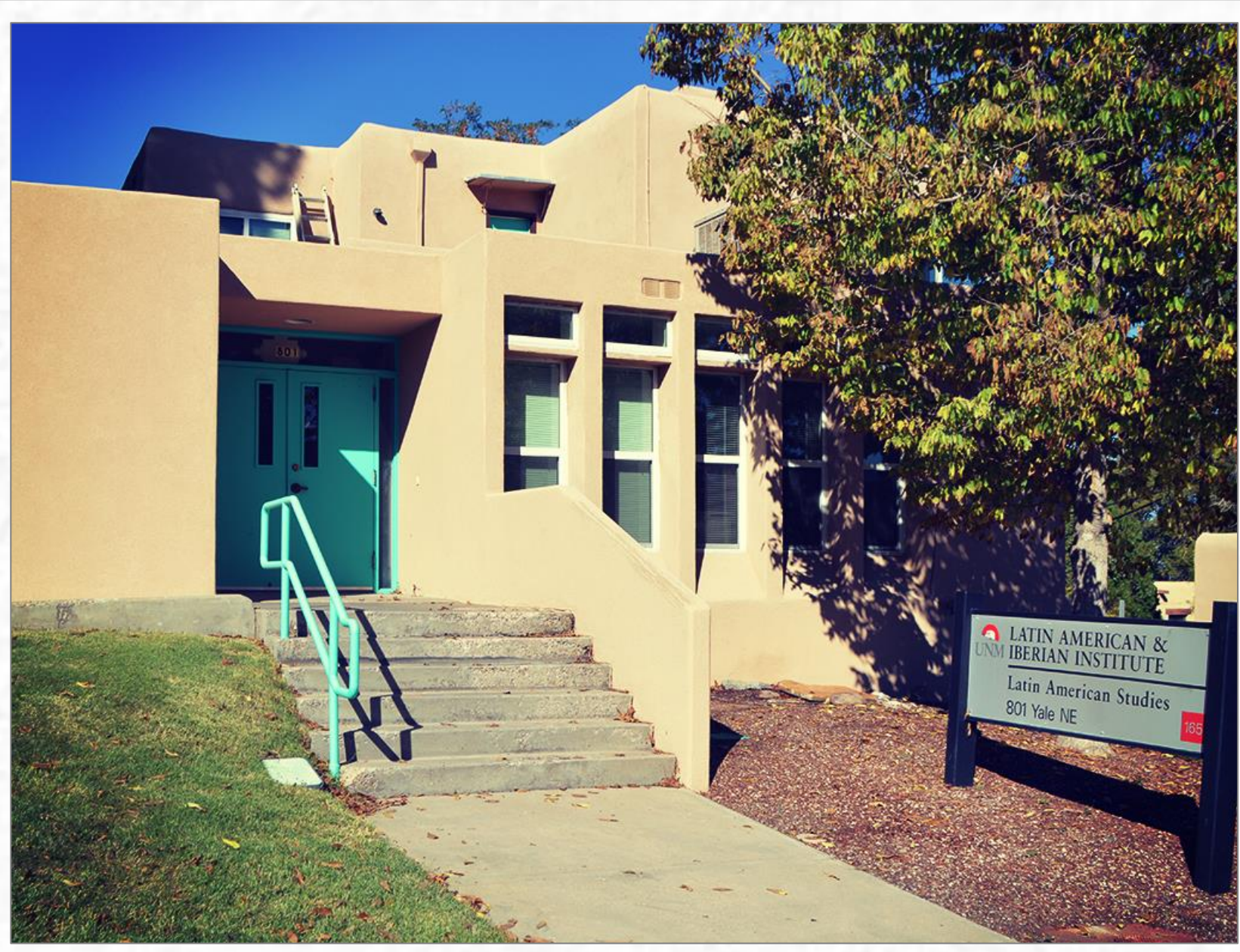
July 2017

# PRESENTATION OVERVIEW

1. Introduction to the Latin American & Iberian Institute
2. Significance of National Resource Center (NRC) Designation
3. History of Latin American Studies at UNM
4. Faculty Teaching and Research Strengths
5. Scope of Faculty Research
6. Latin American Studies Placements
7. Latin American Studies Enrollments
8. Departmental Program Strengths
9. Title VI National Resource Center
10. Foreign Language and Area Studies
11. Beyond Title VI
12. Program Spotlight: Field Research Grants
13. Program Spotlight: PhD Fellowships
14. Program Spotlight: Mexican Studies Chair
15. Vulnerabilities
16. Questions/Comments

# INTRODUCTION TO LAII

Designated a National Resource Center (NRC) by the US Department of Education, the Latin American and Iberian Institute (LAI) offers academic degrees, supports research, provides development opportunities for faculty, and coordinates an outreach program that reaches diverse constituents.



- **Support unit facilitating the work** of over 100 faculty at UNM who specialize on Latin America and Iberia
- **Reports** to the Office of the Provost
- **Staffed** by faculty director (1/2 time); faculty associate director for academic programs (1/2 time); 6 full-time staff
- **Faculty co-governed** through 9-member Executive Committee, elected by Faculty Concilium on Latin America and Iberia

# SIGNIFICANCE OF NRC DESIGNATION

The LAII has a long, established history of securing the prestigious National Resource Center designation from the US Department of Education, which attests to the strength of UNM's commitment to the region.

**The LAII is designated a National Resource Center (NRC) by the US Department of Education, making UNM home to the only NRC in the State of New Mexico and a recipient of one of only 16 Latin America-focused NRC grants awarded nationwide. This premier recognition is given to institutions that have demonstrated an exemplary commitment to Latin American scholarship, research, and teaching. At UNM, that translates to outstanding faculty across campus, extensive library collections, and a deep connection to the broader community.**



# HISTORY OF LATIN AMERICA AT UNM

The LAll's current programming builds on UNM's long and distinguished historical connections to Latin America.

**1939**

**Latin American Studies is established** by President Zimmerman, signaling an increasing strength in UNM's ties to the region

**1941**

**UNM School of Inter-American Affairs is established** under the guidance of Professor Joaquín Ortega, representing the culmination of an expanding concern for international affairs at UNM, and particularly an interest in Latin America

**1965**

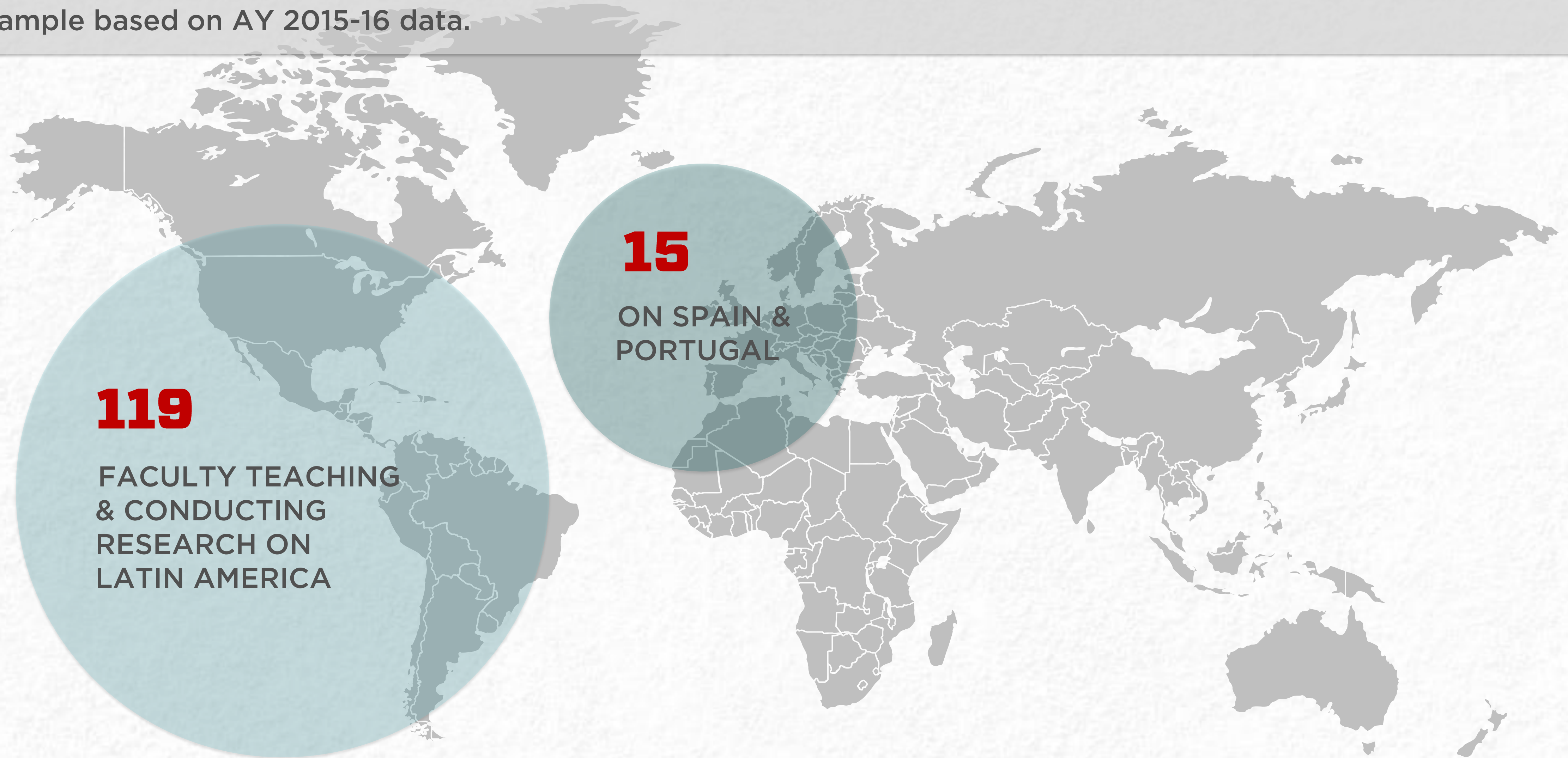
**First Title VI award received**, nationally recognizing UNM's excellence in Latin American Studies

**1979**

**Latin American Institute** established under the leadership of Professor Gilbert Merkx, centralizing and consolidating Latin American programs across campus

# FACULTY TEACHING AND RESEARCH

100+ faculty from across UNM's campus teach, research, and/or provide service to Latin America. Below is a sample based on AY 2015-16 data.



# SCOPE OF FACULTY RESEARCH

Faculty teaching and research on Latin America constitute an exemplary area of scholarship at UNM, with Latin American Studies recognized by OVPR as a Research Focus Area / Area of Research and Scholarly Strength.

Below is sample data from 2012-2016.



➤ **410** Articles and book chapters

➤ **41** Books

➤ **\$12.5 Million** In external funding from Latin Americanist faculty



T-B, L-R: Evan Carson, Biology; Mala Htun, Political Science; Rosa Vallejos Yopán, Linguistics/Spanish and Portuguese.

**\$12.5  
Million**

IN EXTERNAL  
FUNDING AMONG  
LATIN AMERICANIST FACULTY

# LATIN AMERICAN STUDIES ENROLLMENT

The LAll offers the BA, MA, MA dual degree (with 5 professional schools), and PhD. Degrees are conferred by the College of Arts and Sciences. Below is sample of degree-seeking graduate enrollments based on AY 2015-2016 data.



Javier Astorga. PhD student.

➤ **47** BA

➤ **18** MA

➤ **9** MA DUAL

➤ **7** PHD

Business

Community & Regional Planning

Education

Law

Public Health

# LATIN AMERICAN STUDIES PLACEMENT

LAS alumni have held positions as city planners, data analysts, economists, health care workers, lawyers and legal advocates, librarians, professors, program directors, social workers, and teachers, among others. Below is a sample of recent placements.

## FEDERAL GOVERNMENT

- Congressional Research Service
- US Agency for International Development
- US Department of Labor

## STATE & LOCAL GOVERNMENT

- 2<sup>ND</sup> Judicial District Attorney's Office
- Bernalillo District Attorney's Office
- Mid-Regional Council of Governments
- New Mexico Assistant Attorney General
- New Mexico Law Office of the Public Defender

## ACADEMIA

- Louisiana State University
- University at Albany
- University of Michigan
- University of New Mexico
- University of Utah

## NEW MEXICO NON-PROFITS

- Center for Non-Profit Excellence
- The Grant Plant
- Lutheran Family Services
- New Mexico Immigration Law Center

## BUSINESS

- Creative Startups

## NEW MEXICO K-12

- Albuquerque Academy
- Albuquerque Public Schools
- Menaul School
- South Valley Academy



# DEPARTMENTAL PROGRAM STRENGTHS

The Latin American Studies (LAS) degree program is interdisciplinary, and draws on qualifying courses offered by departments across campus. Below is sample data drawn from AY 2015-2016 demonstrating the breadth of LAS content offered at UNM within and beyond the LAS program.

**25** • Departments offer courses with Latin American content

**6** • degree programs at UNM have official concentrations in Latin America (excluding LAS); 2 others have unofficial concentrations

**284** • Latin America-related language courses were offered during AY

**4,893** • undergraduate students

**264** • graduate students

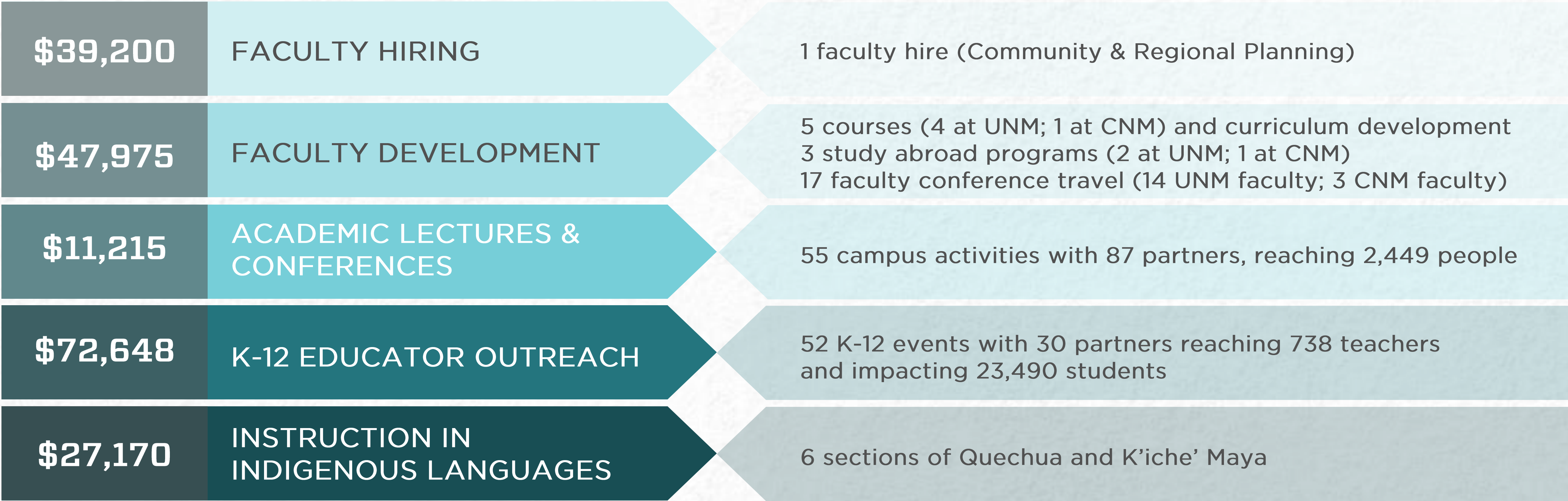
**379** • Non-language courses with substantial LAS content were offered during AY

**3,271** • undergraduate students

**868** • graduate students

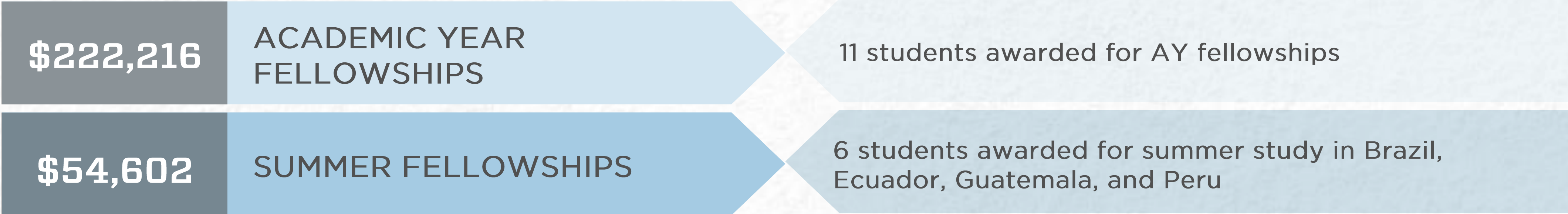
# TITLE VI NATIONAL RESOURCE CENTER

Below is a sample of how National Resource Center funding is allocated to the campus and broader community based on AY 2015-16 data.



# FOREIGN LANGUAGE AND AREA STUDIES

Along with the LAll’s Title VI NRC grant, it also receives prestigious Foreign Language and Area Studies (FLAS) Fellowship funding, which it distributes to undergraduate and graduate students across campus. Students receive full tuition and stipend in exchange for studying Portuguese or indigenous languages of Latin America. Fellowships are awarded for the academic year or summer term. Below is a sample based on AY 2015-16 data.





# BEYOND TITLE VI

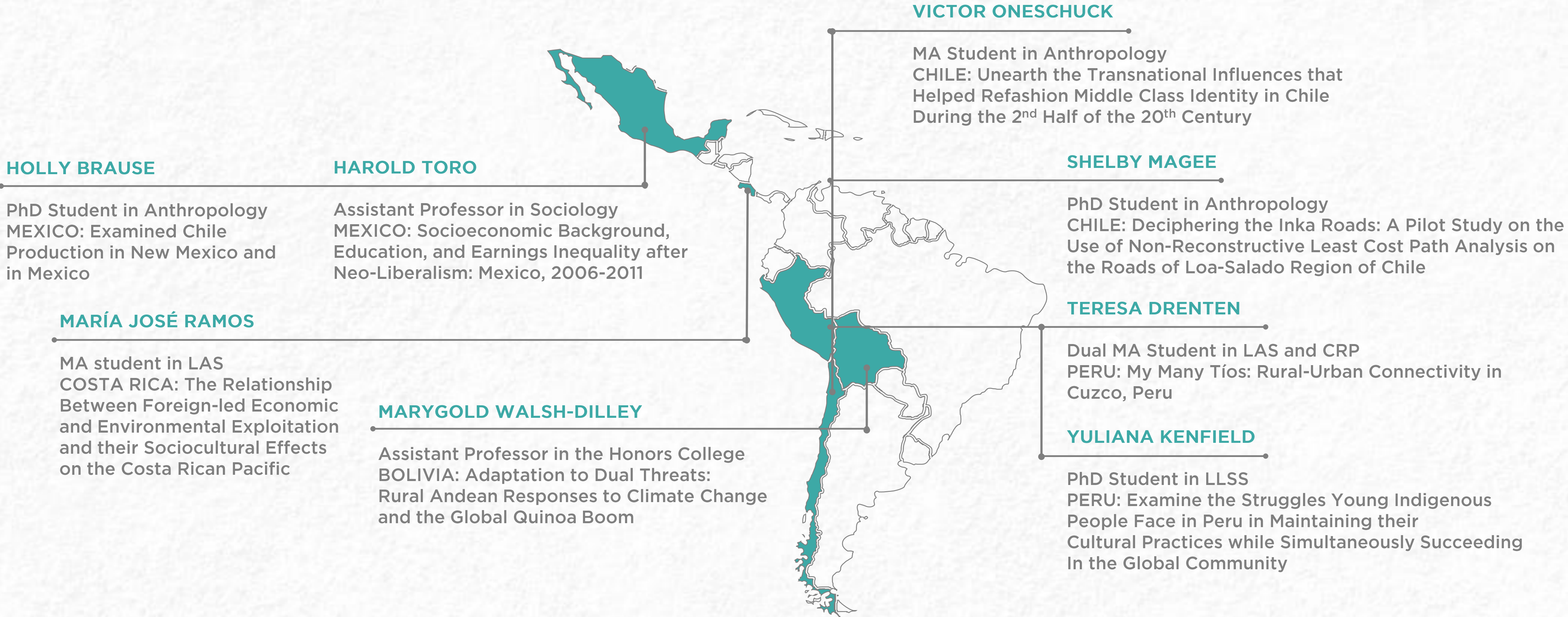
Beyond Title VI support, the LAll uses funds from I&G, a grant from the Tinker Foundation, and multiple private endowments to build UNM’s excellence in Latin American Studies.

- 1 Funds field research for students and faculty, including seed grants to allow feasibility studies
- 2 Provides PhD Fellowships to advanced graduate students
- 3 \* Co-sponsors Mexico Studies Chair program with COMEXUS / Fulbright - García Robles
- 4 Brings outside speakers to UNM for symposia and lectures; holds annual interdisciplinary conference
- 5 Supports faculty and student conference travel
- 6 Funds external researchers to use nationally-ranked library collections
- 7 Holds student research colloquia
- 8 \* Offers competitive awards for interdisciplinary grant proposal development
- 9 Provides faculty startup to support hiring and retention
- 10 \* Facilitates interdisciplinary connections through Lightning Lounge and Research Working Groups
- 11 Publishes 3 weekly electronic newsletters covering Mexico, Central America and South America
- 12 Negotiates agreements with Latin American universities and gov. institutions (with GEO)

\* Starting in AY 17/18

# PROGRAM SPOTLIGHT: FIELD RESEARCH

The LAll provides field research grants (FRGs) to graduate students and faculty across campus. Below is a sample of projects and locations based on AY 2015-16 data, during which the LAll awarded \$20,000 in FRGs.



# PROGRAM SPOTLIGHT: PHD FELLOWSHIPS

The LAll awards 10 PhD Fellowships annually to meritorious doctoral students across campus whose research focuses on Latin America or Iberia. Below are 2015-16 Fellows, who each received tuition and a stipend of \$12,550.



Janeth



Lara



José

**ANTHROPOLOGY - Lara Gunderson** - “Contemporary Christian Base Communities: Renewal under the Shadow of Ortegguism”

**BIOLOGY - Janeth Peña** - “Study of Snail Biology to Counter Parasitic Disease of Humans in Latin America”

**ECONOMICS - Brandon Bridge** - “Individual and Household-level Impacts of Energy Poverty on Human Development in Latin America”

**ECONOMICS - José Bucheli** - “Microcredits, Financial Services, and Risk Mitigation in Latin America”



Lean



Ana



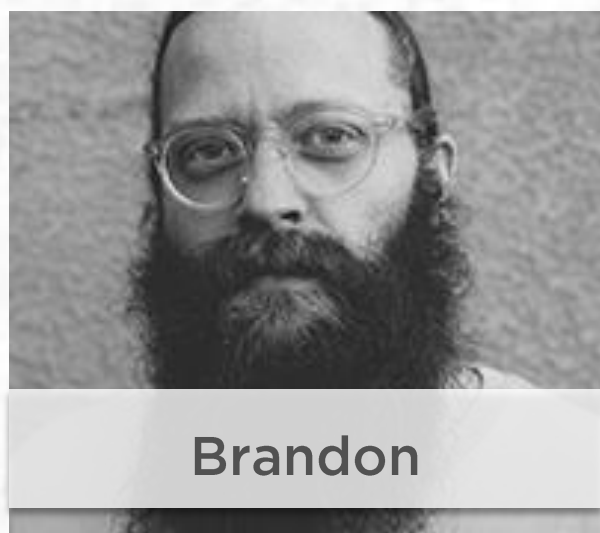
Andrés

**HISTORY - Daniel Cozart (not pictured)** - “Afro-Peruvian Creoles: The Social and Political History of Black Peruvians in an Era of Nationalism and Scientific Racism”

**HISTORY - Lean Sweeney** - “Unfixed Frontiers and Rootless Communities: Keys to State Power in 19th Century Guatemala, Belize, and Southeastern Mexico”

**LINGUISTICS - Rebeca Martínez Gómez** - “Language, Stereotypes and Social Categorization in Mexico”

**LINGUISTICS - Andrés Sabogal** - “A Cognitive Grammar Approach to the Semantics of Valence and Aspect in Wayuunaiki”



Brandon



Nathaniel



Rebeca

**SPANISH & PORTUGUESE - Ana Hernández Gonzalez** - “Diversas de sí, entre el hoy y el ayer: (Re)memoria de íconos femeninos en tres novelas postcoloniales del siglo XXI”

**SPANISH & PORTUGUESE - Nathaniel L. Redekopp** - “Performing (Female) Masculinity in the Early Modern Ibero-Atlantic World: An Analysis of the *mujer varonil* in Genre- and Gender-Based Contexts”

# PROGRAM SPOTLIGHT: MEXICAN STUDIES

The Mexican Studies Chair has been approved July 2017.



- Senior Mexican scholar to visit UNM one semester per year
- Open to all disciplines
- Organized in collaboration with COMEXUS / Fulbright-García Robles
- Facilitated by Global Education Office representative in Mexico
- One of three universities nationwide for 2018 (UNM, University of Chicago, University of Southern California)

# VULNERABILITIES

Despite UNM’s long-standing success in Latin American scholarship, the program is vulnerable to fiscal and policy changes. Below are key details.

## Federal Funding

- Trump Administration Budget Proposal for FY18 zeroed all international education programs
- House Appropriations Committee draft retained funding at FY17 levels, signaling bipartisan support
- Both parties have supported Title VI as a vital national resource since the 1960s

## State Funding

- Reductions in travel funding could cripple international studies programs

For more information, see the LAll's Annual Reports:

<http://lail.unm.edu/about/reports.php>

William Stanley

[wstanley@unm.edu](mailto:wstanley@unm.edu) // 505-277-9182

**THANK YOU FOR YOUR TIME.**

The logo for 'Advance at UNM' is centered within a light beige oval. The word 'Advance' is written in a large, italicized, sans-serif font with a color gradient from purple on the left to orange on the right. Below it, the word 'at' is in a smaller, dark red, lowercase sans-serif font, and 'UNM' is in a larger, black, uppercase serif font.

*Advance*  
at UNM

**An NSF-funded program to advance  
women and minority STEM faculty**

# NSF ADVANCE Institutional Transformation Grant

- Recruitment, retention, and advancement of women STEM faculty
  - Includes the social sciences, focused on SOE and A&S
  - Many activities open to all main campus faculty
- Change the institution not the women
  - Partnership with University Leadership
- \$3.3 million over 5 years
- 8% of proposals funded in 2016
- ADVANCE at UNM started Sept 15, 2016





# ADVANCE at UNM Leadership Team



(left to right)

**Co-PI Mary Jo Daniel**  
*Faculty Research  
Development Office*

**Co-PI Felipe Gonzales**  
*Sociology*

**Director Julia Fulghum**  
*Chemistry*

**Co-PI Stephanie Forrest**  
*Computer Science*

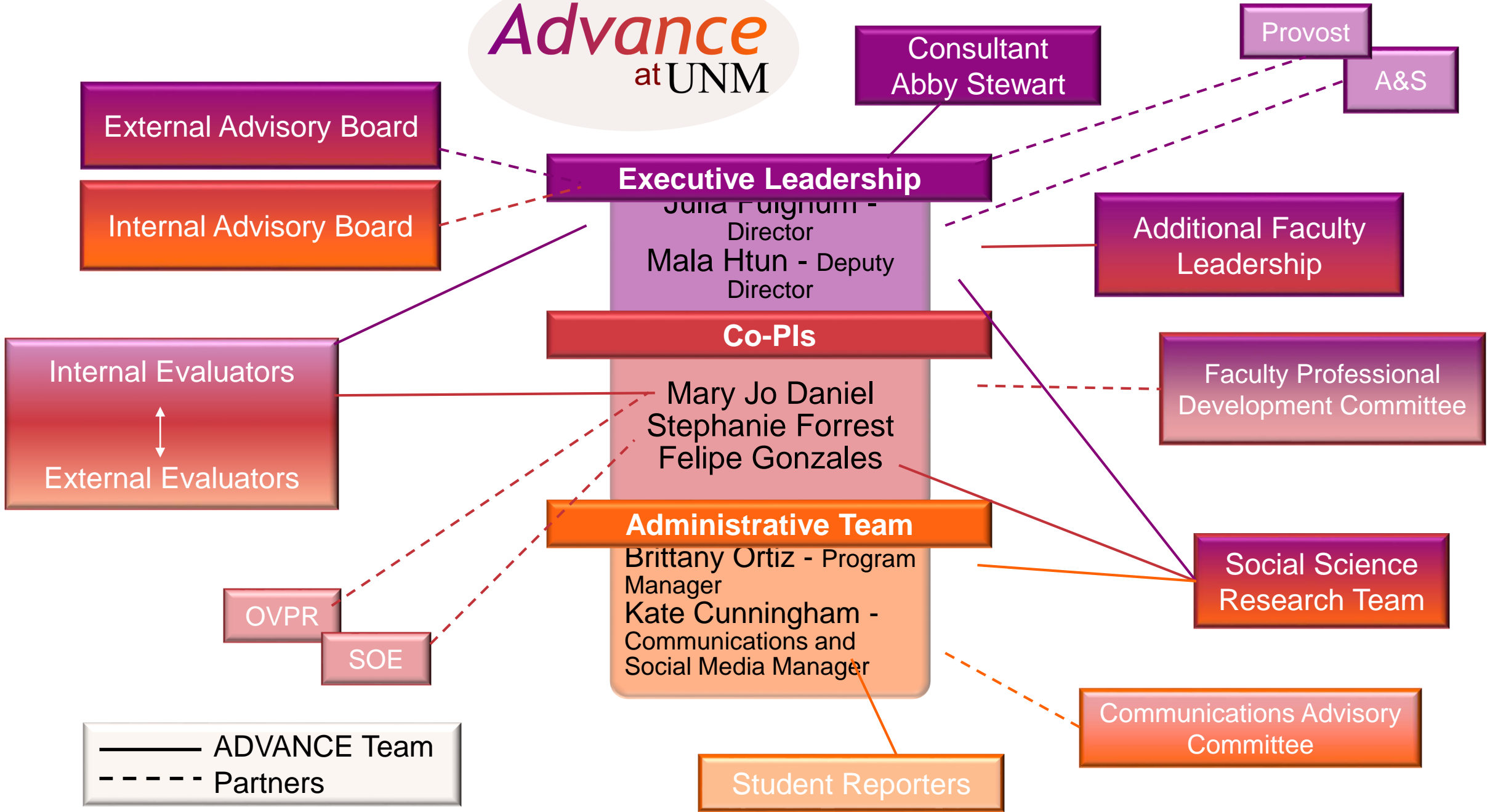
**Deputy Director Mala Htun**  
*Political Science*

# Goals of ADVANCE at UNM:

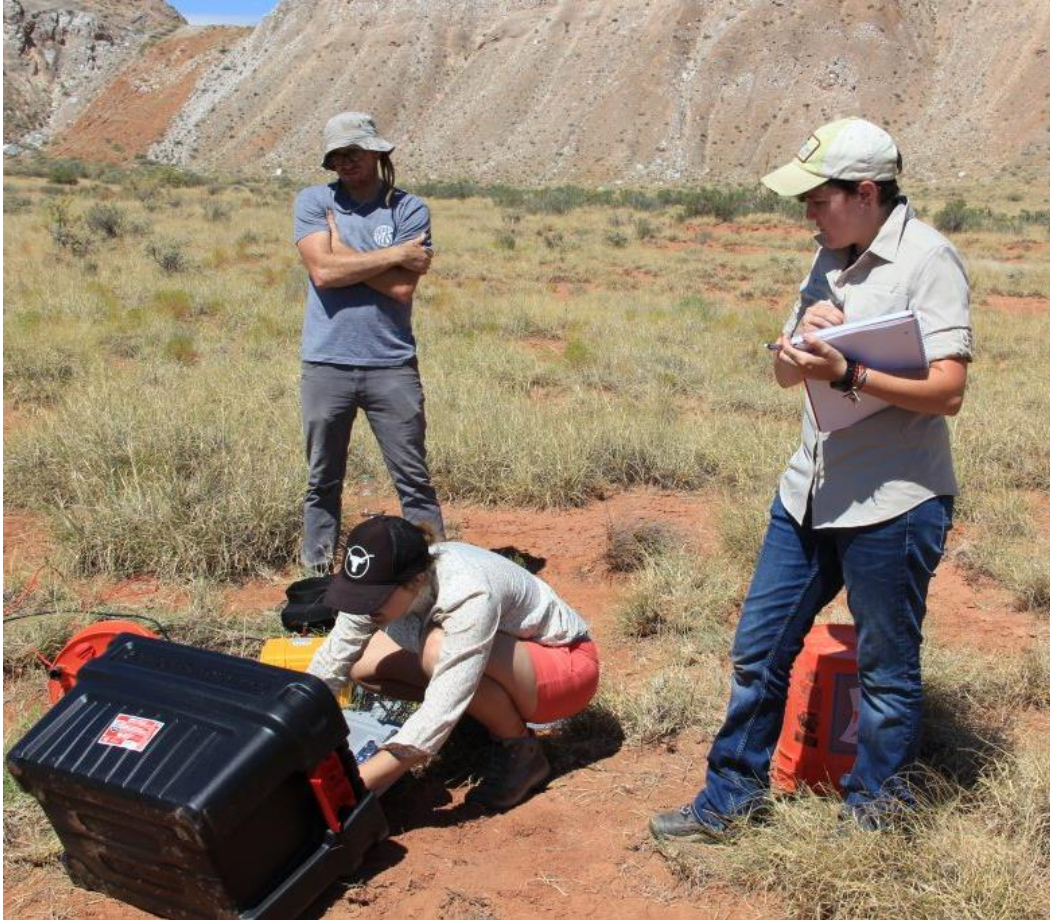


- create a more inclusive and supportive institutional climate
- increase the participation of women and minority STEM faculty in leadership positions
- improve satisfaction with, and perceptions of, the tenure and promotion process among women, and minority STEM faculty
- increase the number of women and minorities at all levels in STEM departments
- increase the national and international recognition of scholarship by all women STEM faculty at UNM.

# Advance at UNM



——— ADVANCE Team  
 - - - - - Partners



## We will reach our goals by:

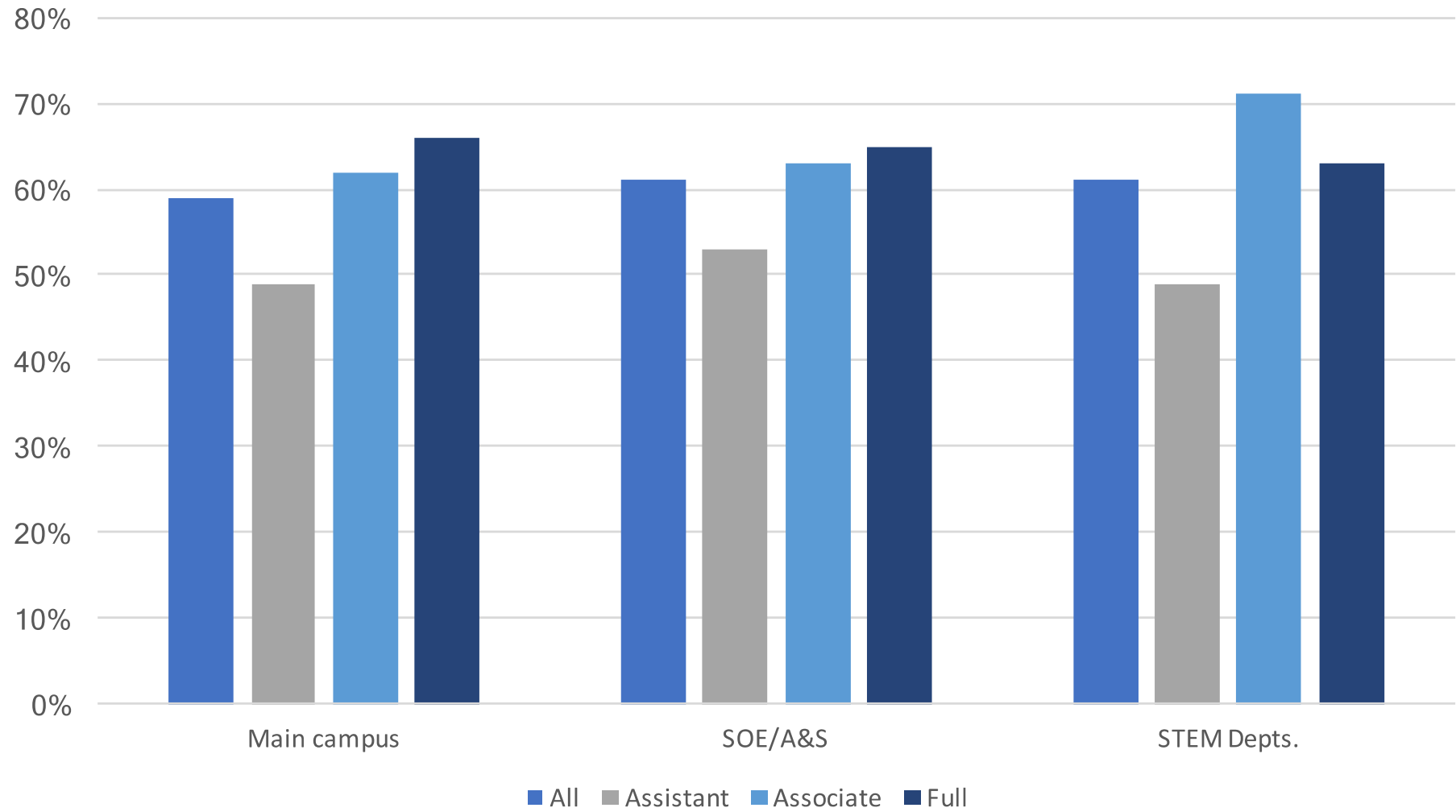
- promoting UNM's synergistic identities as a Hispanic Serving Institution and Carnegie Very High Research Activity University
- engaging current leadership at UNM in addressing the university climate
- providing career mentorship and guidance to women and minority STEM faculty through real and virtual resource development (available to all faculty)
- hosting speakers and developing workshops that can help women and minority STEM faculty navigate their academic careers and advancement (open to all faculty)
- creating a work and meeting space for women and minority STEM faculty
- building a system to collect and analyze faculty demographic data

# Initiatives for FY '18

- **Partner with Academic Leaders on Low-Cost/No-Cost Faculty Retention Efforts**
- Work with Provost and OEO to bring Main Campus faculty hiring processes in line with best practices
- Begin Faculty Exit Interviews
- Develop and pilot Department Climate Surveys
- Additional faculty Support
  - Workshops for Associate Professors
  - Mentoring groups for Assistant Professors
  - Writing Accountability

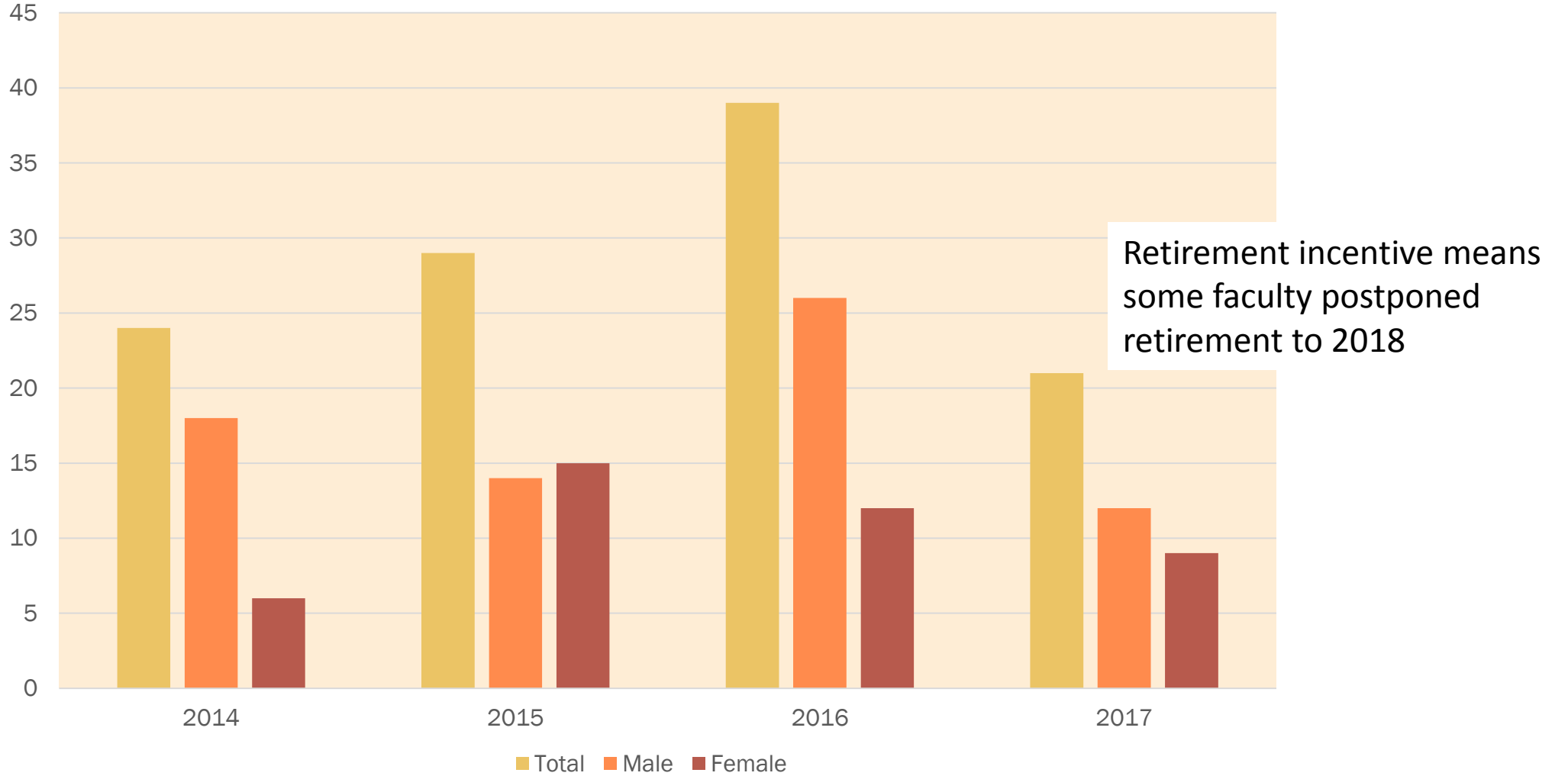


## % of Faculty Who Applied for Position and/or Received Offer Elsewhere



Our Fall '16 Baseline Survey indicates large numbers of faculty have considered leaving in the last year

## Number of Faculty Who Left UNM by Year and Gender



Faculty departures are not always about money.

## Distinguished Prof of Computer Science, Stephanie Forrest: Leaving UNM for ASU (also recruited by U Michigan)

“I was on the Computer Science faculty at UNM for 27 years and never expected to leave. I love UNM, but it has become impossible to run a first-class research program here. It breaks my heart to leave New Mexico.”



- External Faculty at Santa Fe Institute
- CS Dept Chair 2006-2011
- ACM/AAAI Allen Newell Award 2011
- Jefferson Science Fellow advising the US Department of State on Cybersercurity 2013-2104
- ADVANCE at UNM co-PI



# Recent Departures by 3 Women Assistant Professors:

#1 “I decided to leave UNM largely because my spouse's department was not welcoming from the beginning. Senior members of the department were not willing to advocate for him and frequently treated him as an accommodation rather than a colleague. If his department had been more supportive of his research from the beginning, we would have probably stayed at UNM and not accepted another university's offer.”

#2 “I think the biggest reason that I left is that I felt like I was drowning and no one noticed or cared. I know everyone thought I was doing just fine (had gotten external grants, was publishing, good teaching reviews) but I had just been through a very difficult situation in my personal life, and I was in terrible shape ... I was really on the fence, and then I went to a program meeting and got yelled at for not completing some administrative work as fast as the program coordinator wanted it, and assigned yet another new teaching prep - and it was the last straw.”

#3 “It was with great sadness that I decided to apply for jobs after having a very difficult experience at UNM. The climate in my former department was unmanageable: no clarity about expectations or regulations; a differential workload among faculty, with female junior faculty shouldering the majority of service and advisement duties; and bullies allowed to behave inappropriately via email and in faculty meetings. ...Although I am now happy at my new institution, I left behind a local research project, family, a home, and tenure to seek a more supportive, professional, safe, environment. “

# Low/No Cost Faculty Retention

## Guiding Principles

- creating a supportive and respectful environment that values collegiality and recognizes faculty contributions and achievements;
- showing we value and care about faculty time;
- raising the level of intellectual discourse on campus.

## Examples of Initiatives

- Identify and decrease administrative bottlenecks
- Address service loads
- Align UNM/APS spring breaks
- Workshops and support for associate professors
- Departmental climate

# Website

advance.unm.edu

- Recognition of women STEM faculty
- Ask the Meta Mentor
- Request confidential meeting
- Coordinated campus event calendar
- Professional development resources
- Repository of relevant UNM policies

UNM STEM Faculty video

The screenshot shows the top navigation bar of the Advance at UNM website with the following menu items: ABOUT THE PROJECT, DATA AND REPORTS, EVENTS, NEWS, RESOURCES, and STEM HIGHLIGHTS. Below the navigation is a 'LATEST NEWS' section featuring an article titled 'UNM computer science prof partners with NASA for Swarmathon 2017 robotics competition'. Underneath the article is a video player with the title 'Space Exploration: Taken by Swarm' and a play button. To the right of the video player is a sidebar with three sections: 'TURN IN YOUR COLLEAGUES!' with a link 'Let us know.', 'MEET THE META MENTOR' with text about career navigation and links 'here' and 'here', and 'JOIN US ON TWITTER' with a tweet from @AdvanceUNM.

# Questions?



**Boosting women and minorities in STEM at UNM**



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## ADVANCE at UNM Year One Highlights

### Project Goals

- 1) create a more inclusive, egalitarian, and supportive institutional climate
- 2) increase the participation of women, particularly minority women, STEM faculty in leadership positions
- 3) improve satisfaction with, and perceptions of fairness of, the tenure and promotion process among women, and especially minority women, STEM faculty
- 4) increase the number of women, particularly minority women, at all levels in STEM departments



### Getting Started



Much activity in Year 1 has focused on establishing the organizational and administrative structures needed for a successful program.

Hires:

- Brittany Ortiz, Program Manager
- Kate Nash Cunningham, Communications Manager
- Five undergraduates and two graduate students, project support

Space: ADVANCE office--supervising minor renovations, ordering furniture, and overseeing installation of technology and security systems. The space is now fully functional and is being used for team meetings, special events, mentoring sessions, faculty work, and interviews.

Evaluation:

- The Internal Advisory Board (IAB) had two formal meetings and approved their charter.
- We developed a comprehensive evaluation plan with internal and external evaluators.
- Virtual meeting of External Advisory Board

## Project Activities

Year 1 activities are grouped into three clusters to align with the Managerial Engagement Model that serves as the theoretical framework for the project:



### **Engage and mobilize campus leaders**

- Meetings with Interim President and Acting Provost to discuss ADVANCE objectives and raise issues of faculty retention
- Working toward establishing a prominent presence for ADVANCE in Academic Affairs
- ADVANCE Open House attended by 75 leadership, faculty and staff; Interim President announced Women in STEM Faculty Development awardees
- ADVANCE leadership participated in interviews for School of Engineering (SOE) Dean and SOE Associate Dean for Research
- Initial presentations about ADVANCE to SOE and Arts and Sciences (A&S) Deans and Department Chairs, including joint meeting to discuss faculty service
- Faculty workshop co-presented by Dean of A&S and ADVANCE Director
- ADVANCE is included as a partner in the VPR Research Strategic Plan

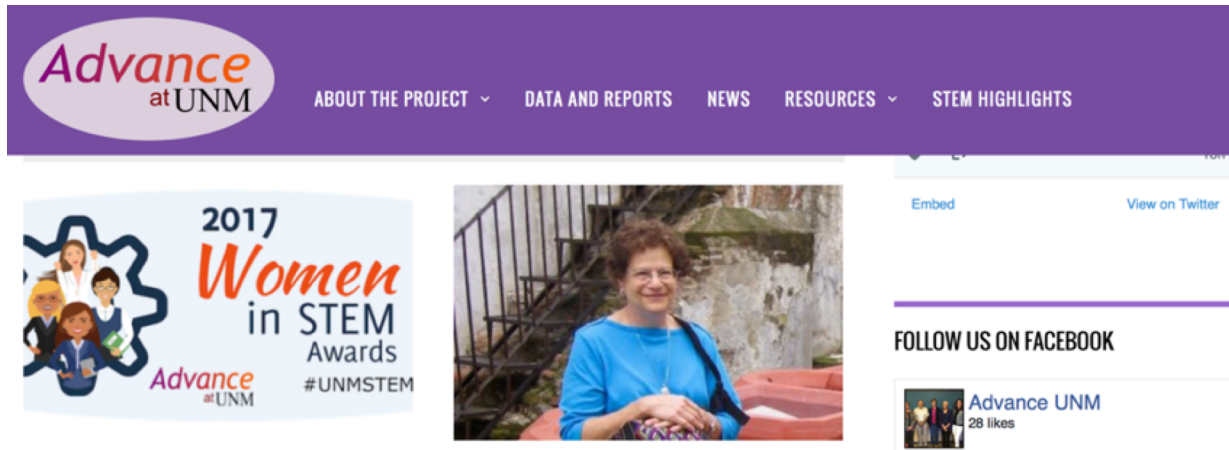


### **Access and Connections**

- ADVANCE office provides space for faculty to work, hold meetings and small events, and collaborate
- Presented first two “Building a Career You Can Enjoy” workshops
- Co-presented with Faculty Research Development Office (FRDO) three “Research Success” workshops for early career investigators
- Instituted weekly “Shut Up and Write” and Research Development times for faculty

## Transparency in Processes and Policies

- We use our website, social media, email, meetings, presentations and printed fliers to communicate information to women STEM faculty.
- We've featured 54 women on our site, which has had more than 2,200 visits.



- Developing database of faculty demographic information starting with AY'14 in order to track trends

In addition, NSF requires the following elements:

### Evaluation

- Completed a comprehensive evaluation plan that includes regular meetings with internal and external evaluators
- Conducted a baseline survey about faculty perceptions and interest in leadership positions that will enable evaluation of progress towards goals

**Social Science Research:** analyzing implementation of the Managerial Engagement model

- Conducted pre-launch survey: baseline prior to implementation of ADVANCE activities
- Conducted two surveys with colleagues at Dartmouth College to gather data on priorities in faculty hiring
- Conducted six semi-structured interviews with university leaders, 11 interviews with student groups, and began interviews with junior faculty
- Consultant Abigail Stewart working with Social Science team members (Lisa Marchiondo, Steve Verney and Kamilla Venner) to develop research projects based on survey results
- Qualitative analysis of existing diversity initiatives





Outcomes / Achievements



- Participated in SOE hires that resulted in 2 women faculty hired in Computer Science and the first woman lecturer in Nuclear Engineering
- In response to a faculty message to MetaMentor, ADVANCE leadership is working to align UNM and APS spring breaks to assist faculty with small children (work/life balance)
- ADVANCE leaders are working with the Provost and other campus leaders to develop low and no-cost strategies to support faculty retention

- Three department chairs have requested help from ADVANCE in preparing for faculty searches in Fall 2017.
- Established a partnership with UNM’s Communication and Marketing (UCAM); UCAM published seven ADVANCE stories highlighting women STEM faculty
- Developed first video about a women STEM faculty member and her research; currently developing a video on benefits of working at UNM for faculty recruiting

Keep up with us in Year 2 and beyond!



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## Draft Fall 2017 Workshop Schedule

### Building a Career You Enjoy Workshop Series *(Open to all faculty)*

#### **Productivity & Time Management**

*September TBD*

Erik Erhardt, Associate Professor of Statistics will talk about the time management method “Getting Things Done”.

#### **Social Media 101**

*October 20, 12-1:30pm*

Social media guru Rissa Sorensen-Unruh and ADVANCE at UNM’s communications manager Kate Cunningham will talk about the importance of a professional website and social media presence for academics and give you the tools to develop your own.

#### **Dealing with Problem Students and Student Problems**

*November TBD*

The Dean of Students Nasha Torres and SHC Counseling and Therapy Services Director Stephanie McIver will outline the on-campus resources and strategies for helping students and resolving student issues.

### Associate Professor Workshop Series *(Open to all faculty)*

#### **Associate Professor Orientation: Succeeding with New Expectations**

*August 24, 9:30-10am*

*August 25, 1:30-3pm*

How do you chair a committee? What should you think about when evaluating your colleagues’ teaching? How do you write effective evaluations of promotion and tenure files? All of these and more are part of being an associate professor. Come get some tips on managing these new obligations.

#### **Multiple Paths to Excellence: Promotion to Professor**

*October 5, 9:30-10am*

The path from associate professor to professor is paved with uncertainty. Come get a roadmap navigating expectations at the department, college, university level.

### Research Success Series *(Open to all faculty)*

**Faculty Research Development** support moves to Wed afternoons from 1:00-3:00 pm in the ADVANCE at UNM space. Every 2<sup>nd</sup> Wed, we’ll have a 20-30 minute workshop followed by hands-on help from Faculty Research Support Officers.

*Sept 13: Working with NSF Oct 11: Budget your way to Success Nov 8: Working with DoX (Defense, Education, Energy) for Social Scientists*

### Other ADVANCE at UNM Events *(Open to all faculty)*

#### **Innovation Academy/Innovate ABQ Update**

*September TBD*

Rob Del Campo and Lisa Kuutila will present an update on innovation at UNM with a focus on opportunities for faculty to work with students and develop their own expertise.

#### **Why Diversity Programs Fail**

*October 6, TBD*

Harvard researcher Frank Dobbin will present and discuss his research on diversity initiatives at large organizations.