

Inclusive Excellence
Updates from the
UNM Division for
Equity & Inclusion

UNM 2040 Goal 3: Inclusive Excellence



Inclusive Excellence Updates: Today's Brief Discussion

1. Ways The UNM Division for Equity and Inclusion (DEI) can support your efforts to achieve UNM 2040 goals
2. Rapid Response Team on Inclusive Excellence (2025)

Faculty at UNM Good Faith Efforts to Support Faculty Success

<https://www.fdic.gov/diversity-and-inclusion/defining-good-faith-efforts>



All are welcome to join the National Center for Faculty Development (NCFDD): for ABQ-main, Branch Campuses, & HSC

- NCFDD provides resources and support for extraordinary research productivity and work-life balance.
- Available to Main/ABQ; HSC; Branch Campuses
- To activate individual membership: <https://www.ncfdd.org/>



CREATE YOUR FREE NCFDD ACCOUNT

AS A MEMBER, YOU CAN ACCESS:

1. Visit [ncfdd.org/join](https://www.ncfdd.org/join).
2. Select our institution from the dropdown menu.
3. Click “**Activate My Membership**”
4. Complete the **Registration Form** using your institution email address (you@yourschool.edu)
5. Click “**Activate Account**” in the confirmation email

- *The Monday Motivator* delivered to inbox weekly
- Monthly Core Curriculum webinars
- Guest Expert Webinars
- Multi-Week Web Courses
- NCFDD’s library of all previous webinars
- 14-Day Writing Challenges with *WriteNow* accountability tracking
- Peer-mentor (“buddy”) matches by request
- *Dissertation Success Curriculum* for grad students
- Free Faculty Success Program (FSP) Alumni Program enrollment for FSP alumni



Empowering faculty for lasting success with programs, coaching, and on-demand support

Download the Faculty Success Program Guide 

Learn more about Membership

Have you heard about the Faculty Success Program? It's our signature 10-week program for faculty. Secure your spot now!

Learn More

- **Multiple benefits** for your professional development and that of your graduate students

- Monthly Writing Challenges
- Dissertation Success
- Early Career Faculty
- Publish & Flourish
- Department Politics

Why
activate
my
individual
account?

DEI Scholarships to Main/ABQ and HSC for the NCFDD Faculty Success Program: Fall 2025 & Spring 2026

- The NCFDD Faculty Success Program (FSP) is an intense, 12-week, online-based program
- Designed to transform the personal & professional lives of participants, FSP provides strategies to:
 - ✓ increase research productivity
 - ✓ gain better control of their time
 - ✓ live a full & healthy life beyond campus
- FSP scholarship applications will be accepted from tenure system faculty on main campus and HSC who are active NCFDD members
- DEI is providing up to \$2,125 per person in funding assistance for up to six recipients to participate in this program.
- Applications to DEI are due by **May 10** (for fall 2025 or spring 2026).
- Remaining FSP Scholarship deadline in 2025:
 - **10 May 2025** for Fall 2025, or Spring 2026 programs
 - Link to apply: <https://diverse.unm.edu/resources/faculty/ncfddfactorsuccessprogram.html>
 - Faculty will be required to pay for the difference of the remaining tuition cost, through matching funds, which may come from the faculty member's home department, college, their start-up funds, or other sources.

Supporting Student Success:

UNM's
3-credit
US & Global
Diversity, Equity,
Inclusion & Power
(DEIP) courses



The Purpose of DEIP Courses

- To promote a broad-scale critical understanding of the culture, history, or current circumstance of populations that have experienced historic and/or contemporary inequitable treatment in the U.S. or in a global context.
- To learn more or apply for your course to count as a DEIP requirement, we invite you to join office hours (see QR code)



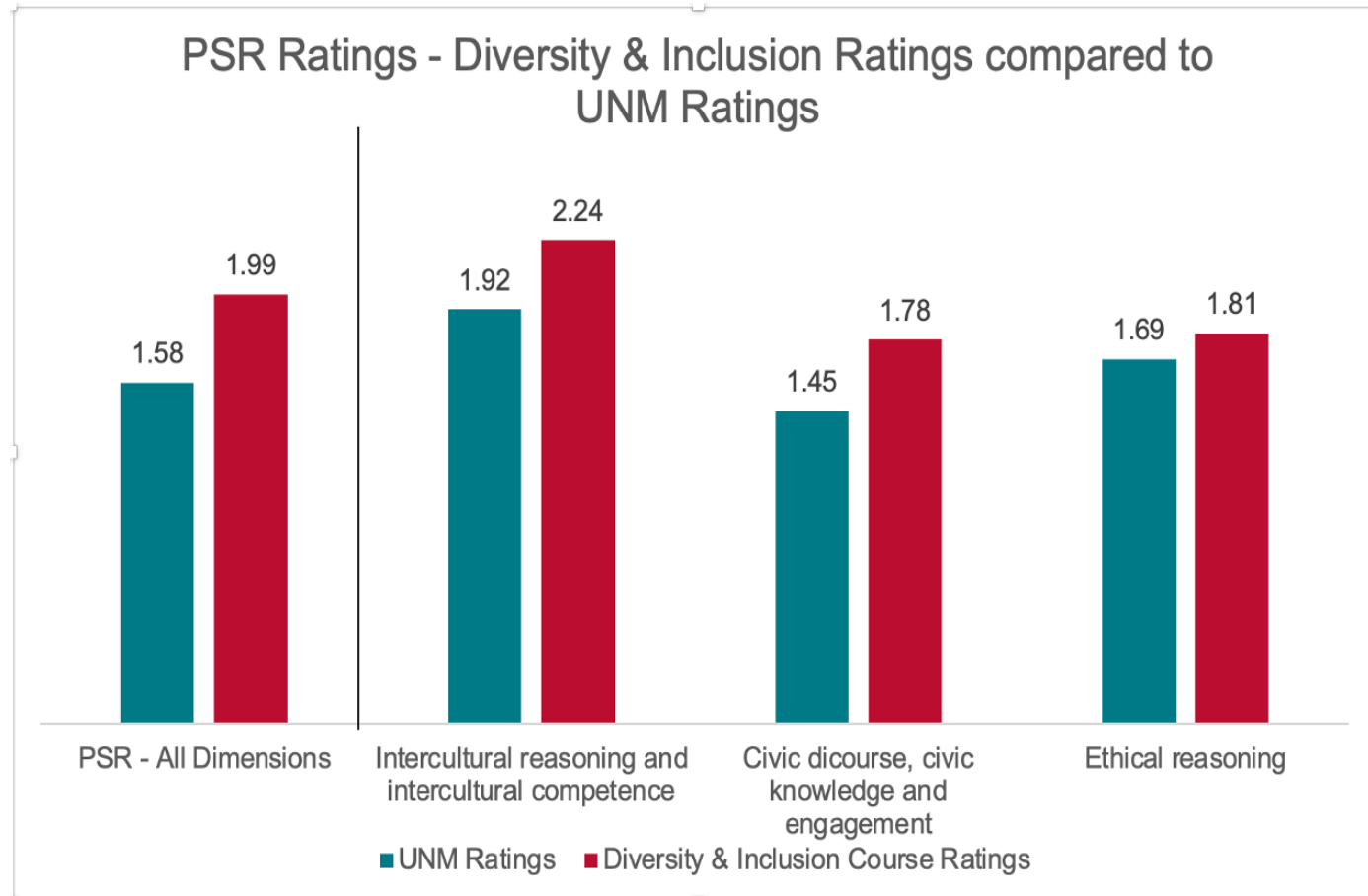
QR code to access the Zoom Office Hour



The Academic Rigor
and Objectives of
U.S. & Global DEIP
Requirement

- **Promotes** critical thinking, leadership skills and lifelong learning
- **Cultivates** cross-cultural understanding, respect and solidarity
- **Encourages** civic engagement
- **Connects** course material to student success
- Fulfills Accreditation Criteria
- **Benefits** *all* students in their careers

AY 2020-21 (Data from the Office of Assessment)



DEIP
Course &
PSR Rating

Shall we
collaborate?

Encourage your faculty colleagues to:

- Serve on the DCCS
(average work: 2 hr per
month)
- Apply for and offer
more courses that fulfill
the [DEIP](#) UG
requirement
- Contact:
juliaso@unm.edu

Resources from the Division for Equity and Inclusion

...to assist you and
your faculty, students
& staff.

Please see DEI's
chancellors, deans,
division and
department chairs
website. Contents and
link:

[https://goto.unm.edu/
deiresources](https://goto.unm.edu/deiresources)

Resources for faculty ABQ-main, branches, HSC):

- National Center for Faculty Development and Diversity (NCFDD) & the NCFDD Faculty Success Program (FSP-main and HSC only)
- Inclusive Excellence Postdoctoral and Visiting Scholars Program
- Supporting Faculty with Disabilities
- Addressing Stress During Polarizing Times

Resources for chairs, deans, and targets of web-based incidents

- Resources for Department Chairs *assisting* Scholars Targeted in Doxing and Trolling Incidents
- Resources for Scholars Targeted in Doxing and Trolling Incidents

Resources for your students (ABQ-main, branches, HSC):

- New Mexico Alliance for Minority Participation (NM-AMP) info
- HHMI Mentoring Black Students' Academic Excellence and STEM bank

Resources for students, faculty & staff (ABQ-main, branches, HSC):

- The Staff-Faculty Wayfinder Website
- Alliance of Hispanic Serving Research Universities
- RIMA Upstanders' Toolkit
- LGBTQ Resource Center
- UNM Campus Climate Surveys Final Report

Resources for Admissions Committees

- Guidance on Admissions, post-June decision from SCOTUS - 4 December 2023

VPEI contact: zerai@unm.edu and website diverse.unm.edu. *Please reach out to me; I am here to support you!*



Overview of 5 UNM Rapid Responses Teams:

HIRING ISSUES

INCLUSIVE EXCELLENCE

IMMIGRATION

PATIENT CARE

RESEARCH IMPLICATIONS



Inclusive Excellence Rapid Response Team Members

[https://President.UNM.edu/
2025-federal-executive-
actions/index.html](https://President.UNM.edu/2025-federal-executive-actions/index.html)

Chair: VPEI, Assata Zerai

Co-chair: VP for Student Affairs, Eric Scott

OUC representative: Brandon Toensing

Members:

- Fabián Armijo, Executive Director DEI, UNMH
- Heather Jaramillo, Director, Equal Opportunity, and ADA Coordinator, CEEO
- Stephanie McIver, Executive Director, SHAC
- Shelly McLaughlin, Associate Dean Health Professions, HSC-SOM
- Nahir Otaño-Gracia, Associate Professor, CAS (on behalf of Faculty Senate)
- Valerie Romero-Leggott, VP-DEI, HSC
- Lindsay Smart, AVP-DEI, HSC (alternate)
- Teresa Vigil-Baca, Associate Dean, Medical Student Affairs, HSC-SOM

Topics addressed by the Inclusive Excellence Rapid Response Team

- Accessibility
- Academic Freedom and Free Speech
- Admissions and Pathway Programs
 - Recruitment
 - Selection
 - Scholarships and financial aid
- Diversity Initiatives (DI): UNM and UNMH
 - Hiring
 - Student Success
 - Faculty Success
 - Staff Success
 - Community Engagement
 - Campus Climate and Culture
 - Surveys
 - Education and Training
 - Other Resources (Wayfinder, Web Threats)
- Diversity Initiatives, Campus Climate, continued:
 - Examine activities connected to federal grants and contracts
- Conflict Management and Civil Rights
- Student Programming and Services
 - Title V, VI, VII activities
 - Title IX: Gender
 - Title IX: LGBTQIA+ Issues
 - Other programming, considered in opposition to EOs
 - Examine activities connected to federal grants and contracts
 - SHAC, Housing, Recreation, etc
- UNM 2040
- Other issues
 - Use of language “DEIA”, JEADI, DEI, Inclusive Excellence
 - Defining “illegal DEIA”
 - Others

A list of relevant Executive Orders (EOs)

1. Protecting the American People Against Invasion
2. Reevaluating and Realigning United States Foreign Aid
3. Putting America First in International Environmental Agreements
4. Unleashing American Energy
5. Ending Radical and Wasteful Government DEI Programs and Preferencing
6. Defending Women From Gender Ideology Extremism And Restoring Biological Truth To The Federal Government – The White House
7. Enforcing the Hyde Amendment
8. Ending Discrimination and Restoring Merit-based Opportunity
9. EO 14148 Rescission of Harmful EOs and Actions
10. EO, “Keeping ‘Men’ Out of Women's Sports



Recommendations
from IE RRT
-submitted 14 February

A summary of the 5
reports can be found here:

<https://President.UNM.edu/2025-federal-executive-actions/index.html>

[Resisting Anticipatory Obedience](#) (see AAUP statement, January 2025): IE RRT largely recommended narrow application of EOs to UNM programs and practices

- Academic Freedom and Free Speech: still protected (including instruction, research, & use of pronouns in signature)
- Accessibility: ADA and Section 504 of Rehab Act would take an act of Congress to change
- Admissions and Pathway Programs: Response to SCOTUS decision SFFA v. Harvard, UNM pivot in 2023, ensure pathway programs & resources are open to all
- CEEO is leading changes as guidance becomes available for Titles VI and VII [of the Civil Rights Act and Title IX of the Education Amendments Act of 1972](#).
- Diversity Initiatives: UNM does not practice 'illegal DEI(A)', defined as discrimination and preferences for certain groups; ensure that programs and resources are open to all, and workshops address broad array of experiences
- Language: Review list of words flagged by NSF and determine appropriate next steps
- Student Programming: Ensure programs and resources are open to all & shift to stolling ceremonies
- UNM2040, Goal 3-Inclusive Excellence: review language and ensure objectives benefit all groups



June 13, 2014

To: Hiring Officers of Academic Units Reporting to Academic Affairs
From: Chaouki Abdallah, Provost and Executive Vice President for Academic Affairs *Chaouki Abdallah*
Re: Implementation of Diversity Council Recommendation to Further Goal of Recruiting a
More Diverse Faculty
cc: EVP for Academic Affairs' Direct Reports
UNM Executive Cabinet Members
Director, Faculty Contracts and Services Office
Director, Office of Equal Opportunity

The Diversity Council has recommended that the following language be added to all open, competitive postings for faculty appointments as a Preferred Qualification:

*"A demonstrated commitment to diversity, equity, inclusion, and student success,
as well as working with broadly diverse communities."*

I support this recommendation. Please instruct your search committees to include this language in all postings in UNMJobs from now on.

Please contact Senior Vice Provost Carol Parker if you have any questions.

Thank you for your consideration.

Previous preferred criteria
language for all UNM faculty &
staff searches:

“a demonstrated commitment to
diversity, equity, inclusion, and
student success, as well as
working with broadly diverse
communities.”

**A consideration
for new
recommended
language:**

Coming soon!
Input from
Diversity Council,
LEAD Council,
and other
stakeholders



Final recommendation:

Take advantage of resources to build community in your units through restorative justice circles.

DEI is happy to lead them!



Georgia O'Keeffe, *My Front Yard, Summer*;
1941, Oil, Georgia O'Keeffe Museum



Thank you!

For more information, reach out to:
Assata Zerai, Ph.D., Vice President for
Equity and Inclusion

zerai@unm.edu

Supplemental Slides

Terms and acronyms

DEIP Course Info

RJ Circles

Updates and HSRU comparisons



Eligibility for Course Submission

- Any cataloged undergraduate course
- A 3-credit hour course
- Americans with Disability Act statement
- Covers specific learning outcomes



QR code to access the Zoom Office Hour

- Office hours: Third Friday each month, 2.30-3.30pm

Meeting ID: 991 4283 7674 | password: 983166

- Questions? Reach out to: juliaso@unm.edu

Terms used interchangeably, acronyms and relevant notes

- Asian/**A**si**A**merican and **P**acific **I**slander (**AAPI**) – includes Asian, Asian American, and Hawai’ian students unless otherwise indicated
- Black, African American – includes Black people of African descent
- Black, Indigenous, and People of Color (**BIPOC**), also includes Latinx/Hispano, Asian American and Pacific Islander, and Multiracial individuals
- Indigenous, Native American, American Indian – used interchangeably
- Justice, Equity, Accessibility, Diversity, & Inclusion (**JEADI**)
- Liaisons for Equity, Advocacy & Diversity (**LEAD**) Council of associate deans for diversity
- Office of Institutional Analytics (**OIA**)
- Persons with Disabilities (**PWD**); includes physical, emotional, cognitive, and/or sensory disabilities
- Sexual Orientation, Gender Identity and Expression (**SOGIE**)
- **URM**: Underrepresented Racial/Ethnic Minorities: American Indian, Black, Hispanic/Latina/o/x. See NSF: <https://www.nsf.gov/statistics/2017/nsf17310/digest/glossary-and-key-to-acronyms/>
- Vice President for Equity and Inclusion (VPEI)
- Note: presentation references available upon request

NM Diversity Summit: NM Highlands University

28-29 March 2025

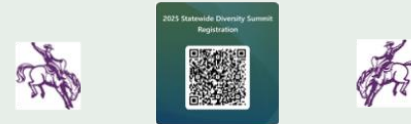


Presents the **2025** Statewide Diversity Summit
**Investing in Inclusive Practices and Programs in
New Mexico Hispanic Serving Institutions**

Friday, March 28, 2025 11:00 am—7:00 pm
Saturday, March 29, 2025 8:00 am—2:30 pm

**New Mexico Highlands University
Student Union Building 800 National Avenue
Las Vegas, New Mexico 87701**

Deadline to register is March 7, 2025 at 5:00pm. Please scan the QR Code below to register.



For more information contact:
Dr. Eric Romero or Dr. Rebecca Moore
Email: ericromero@nmhu.edu Phone: 505-454-3009
Email: rmmoore@nmhu.edu Phone: 505-426-2053



Final recommendation:

Take advantage of resources to build community in your units through restorative justice circles.

DEI is happy to lead them!



Georgia O'Keeffe, *My Front Yard, Summer*;
1941, Oil, Georgia O'Keeffe Museum

Restorative Justice: An Initial Conversation

- Restorative Justice (RJ) Circles are a common practice in higher education
 - They help to build community among participants, establish shared goals, and enhance a sense of belonging
 - DEI hosted 20 leaders at UNM who received RJ training from Ms. Tonya Covington during summer 2024
 - We are available to lead RJ Circles in your college or department
 - Here we provide an overview
- Part 1. Keeping inclusion and belonging at the center when serving students, faculty, staff, and our communities, and in balancing our work-academic and home-personal lives:
 - One-word check in: How are you feeling at this moment?
 - For Parts 2 & 3, break into small groups of no more than 8.

Restorative Justice: An Initial Conversation

- Part 2 (30 minutes): Do you see signs of disruption within your field? Have you had a chance to begin preparing? What are ways you are considering adapting to subsequent changes in your work? Are these inspired by your academic discipline or field of work or other changes in the national landscape or transnationally? If so, how?
- Part 3 (30 minutes): What resources do you need or think are essential in order for you to continue to lead in JEADI efforts? What are some ways to incorporate restorative practices in this moment of crisis? What are some other practical strategies?
- End with reports from each of the small groups and plans for next steps
- Contact: zerai@unm.edu

Tenure System Faculty within HSRU, Fall 2023

HSRU Institution Name	Hispanic or Latino total (Full-time instructional professors) #	Hispanic or Latino total (Full-time instructional associate professors) #	Hispanic or Latino total (Full-time instructional assistant professors) #	Grand total: all tenure-system faculty #	Hispanic total: all tenure-system faculty #	Hispanic total: all tenure-system faculty %
University of New Mexico-Main Campus	60	87	108	1672	255	15%
Arizona State University Campus Immersion	72	62	62	2360	196	8%
The University of Texas at Austin	73	53	55	1879	181	10%
University of Colorado Denver/Anschutz Medical Campus	38	70	70	3205	178	6%
The University of Texas at San Antonio	61	43	73	961	177	18%
University of Arizona	51	57	65	1925	173	9%
Florida International University	51	52	69	931	172	18%
University of Illinois Chicago	41	54	75	2040	170	8%
University of California-Irvine	50	35	60	1951	145	7%
The University of Texas at El Paso	45	58	37	465	140	30%
Texas A & M University-College Station	64	45	27	1991	136	7%
Texas Tech University	23	38	46	1267	107	8%
University of California-Santa Cruz	27	24	33	621	84	14%
University of Houston	31	38	14	1047	83	8%
University of California-Riverside	30	17	28	839	75	9%
University of Central Florida	24	29	20	1005	73	7%
University of California-Santa Barbara	32	19	19	888	70	8%
University of North Texas	19	18	22	787	59	7%
The University of Texas at Arlington	18	15	20	954	53	6%
University of Nevada-Las Vegas	14	21	17	745	52	7%
CUNY Graduate School and University Center	9	4	1	236	14	6%
New Jersey Institute of Technology	3	4	3	338	10	3%

UNM currently tops all 22 HSRU institutions in our total *number* of Hispanic tenure system faculty (including UNM-ABQ Central and HSC) and numbers of assistant & associate professors. However, at 15% we are within the top 4 of HSRU institutions in percentage of Hispanic faculty.

Hispanic PhDs Earning Doctorates at HSRU Institutions (2022-23)

UNM was the **top 4** of 22 HSRU institutions in percentage of PhDs conferred to Hispanics (research/scholarship); however, in *numbers*, it was in bottom third of PhDs conferred to Hispanics. Note that UNM is bottom quartile of HSRU for total number of PhDs conferred.

HSRU Institution Name	Total doctoral degrees conferred - research/scholarship (2022-23)	Hispanic or Latino total (Doctoral degrees conferred - research/scholarship First major) # (2022-23)	Hispanic or Latino total (Doctoral degrees conferred - research/scholarship First major) % (2022-23)
The University of Texas at El Paso	152	69	45.39%
Florida International University	282	70	24.82%
The University of Texas at San Antonio	147	31	21.09%
University of New Mexico-Main Campus	184	25	13.59%
Texas Tech University	424	57	13.44%
University of Nevada-Las Vegas	250	28	11.20%
University of California-Irvine	496	53	10.69%
University of California-Santa Cruz	226	23	10.18%
University of Colorado Denver/Anschutz Medical Campus	188	18	9.57%
University of Central Florida	324	31	9.57%
University of Arizona	467	43	9.21%
University of California-Santa Barbara	356	32	8.99%
University of Houston	375	33	8.80%
University of Illinois Chicago	344	30	8.72%
University of California-Riverside	324	27	8.33%
Arizona State University Campus Immersion	604	49	8.11%
The University of Texas at Austin	842	66	7.84%
Texas A & M University-College Station	846	61	7.21%
University of North Texas	298	20	6.71%
CUNY Graduate School and University Center	391	26	6.65%
The University of Texas at Arlington	180	11	6.11%
New Jersey Institute of Technology	95	0	0.00%

Sorted by percentage of doctorates conferred to Hispanic students among HSRU.
 Source: Integrated Postsecondary Education Data System 2025, formatted by DEI.
[\[https://nces.ed.gov/ipeds/datacenter/Data.aspx\]](https://nces.ed.gov/ipeds/datacenter/Data.aspx).

Hispanic Earning Doctorates of Professional Practice at HSRU Institutions (2022-23)

UNM was the **top 3** of 22 HSRU institutions in percentage of PhDs conferred to Hispanics (research/scholarship); however, in *numbers*, it was in bottom third of PhDs conferred to Hispanics. Note that UNM is bottom quartile of HSRU for total number of PhDs conferred.

HSRU Institution Name	Hispanic or Latino total (Doctoral degrees conferred - professional practice First major) #	Hispanic or Latino total (Doctoral degrees conferred - professional practice First major) %
Florida International University	193	27.81%
The University of Texas at El Paso	62	26.27%
University of New Mexico-Main Campus	107	22.53%
University of Illinois Chicago	136	9.82%
Texas A & M University-College Station	145	9.73%
University of Arizona	95	9.60%
University of Houston	70	8.14%
University of Nevada-Las Vegas	40	7.50%
The University of Texas at Arlington	19	6.91%
Texas Tech University	36	6.37%
University of Colorado Denver/Anschutz Medical Campus	41	5.73%
University of Central Florida	30	5.42%
Arizona State University Campus Immersion	43	4.98%
The University of Texas at Austin	64	4.96%
University of California-Irvine	33	4.56%
University of California-Riverside	11	2.84%
University of North Texas	2	0.65%
CUNY Graduate School and University Center	0	0.00%
University of California-Santa Barbara	0	0.00%
The University of Texas at San Antonio	0	0.00%
University of California-Santa Cruz	0	0.00%
New Jersey Institute of Technology	0	0.00%

Sorted by percentage of doctorates conferred to Hispanic students among HSRU.
 Source: Integrated Postsecondary Education Data System 2025, formatted by DEI.
[\[https://nces.ed.gov/ipeds/datacenter/Data.aspx\]](https://nces.ed.gov/ipeds/datacenter/Data.aspx).