



Scholarship Support

\$2,125.00

Available to faculty on Main and Health Sciences campuses

Scholarship Deadline: May 10 for Fall 21 & Spring 22

The Division for Equity and Inclusion (DEI) is offering scholarships to support eligible faculty members on main campus and HSC to participate in the NCFDD Faculty Success Program. Details are outlined below.

The University of New Mexico is an institutional member of the [National Center for Faculty Development and Diversity \(NCFDD\)](#). NCFDD provides all UNM faculty members, post-doctoral fellows, and graduate students free access to a number of the [NCFDD's programs and resources](#). The NCFDD programs and resources deal with various aspects of academic life and professional development.

Overview

The NCFDD Faculty Success Program is an intensive, 12-week, online program where participants learn strategies to increase their research productivity, gain greater control of their time, and live a full and healthy life beyond campus. The program is designed to transform the personal and professional life of participants.

The program is intended for tenure-track and tenured faculty members who are looking for the perfect combination of empirically tested methods to improve research productivity through intense accountability, coaching, and peer support and to propel their work-life balance and personal growth to a completely new level.

Participation in the NCFDD Faculty Success Program is open to all tenure stream faculty who are active NCFDD Individual and Institutional Members. To become an active member of NCFDD, go to <https://www.facultydiversity.org/>

Program Outcomes

1. Develop achievable personal and professional goals as well as a realistic plan to meet them.
2. Develop a consistent, healthy, and sustainable daily writing routine.
3. Move forward in developing a publication profile.
4. Master best practices in academic time management.
5. Develop a set of strategies to move through barriers.
6. Nourish physical and emotional health.
7. Enjoy a full life beyond campus.
8. Participate in an intensely supportive community that processes day-to-day challenges, pushes individuals when they need it, and celebrates members' successes as they occur.

Program Support

The Division for Equity and Inclusion is providing \$2,125 per person in funding assistance for up to ten recipients (6 pre-tenure faculty and 4 tenured faculty) for full-time, tenure-stream faculty whose primary appointment is in main or health sciences campus colleges and schools to participate in this program. 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.

Main campus faculty members may apply for UNM-DEI funding assistance for the fall, spring, or summer session. See application information below. Applicants must note the timelines of both the DEI funding request, as well as NCFDD registration, in order to participate in the Faculty Success Program.

Cost: Standard tuition is \$4,750.00 per participant. Early Bird tuition rate is **\$4,250.00**

Important Dates

- Registration Opens: **March 22, 2021**
- Summer 2021 FSP Early Bird Discount of \$500 Ends: **April 16, 2021**
- Summer 2021 FSP Registration Closes: **April 23, 2021**

Faculty Members who wish to participate in NCFDD's Faculty Success Program **must register individually**, according to the appropriate NCFDD timeline:

NCFDD FSP Session	Program Session (12 consecutive weeks)	Early Bird Registration
SUMMER 2021	May – Mid-August 2021	April 16, 2021
FALL 2021	August – November 2021	June, 2021
SPRING 2022	January – April 2022	October, 2021

Funding Eligibility

Main and HSC campuses full-time, tenure-stream faculty members at UNM are eligible to apply to DEI for program support funding. Faculty may apply for funding each year, but can receive these funds only once.

Expectations and Requirements for Recipients of Program Funding Support

Faculty who receive funding support are expected to complete the Faculty Success Program and to participate in the weekly calls and exercises, as described in the program. (It is important to note that NCFDD's Faculty Success Program is nicknamed "boot camp" for a reason!)

Also, within 2 years following completion of the program, recipients either individually or in small groups are expected to share with others in the university community what they learned from their participation in NCFDD's Faculty Success Program. Sample activities include:

- Facilitate a weekly or monthly writing group with graduate students or faculty in your department or college.
- Host one of NCFDD's virtual workshops for faculty and students in your department or college.
- Create a podcast or write a professional blog for your department's or college's communication outlets (*e.g.*, social media accounts) on relevant topics related to lessons learned from your participation in the program (*e.g.*, career planning).
- Via a brown-bag seminar or colloquium, present to students, staff, or faculty in your department or college, relevant lessons learned from your participation in the program (*e.g.*, time management).
- Agree to lead a workshop or participate in a panel session for campus-wide seminars on related topics organized by campus units (*e.g.*, DEI postdoc seminar series, CTL workshops, Office of Graduate Studies, etc.).
- Develop and distribute a handout, poster, or other visual or audio-based materials to students, staff, or faculty in your department or college on relevant topics related to lessons learned from your participation in the program (*e.g.*, work-life balance).

Application for Funding

Complete the online form to apply for funding from DEI. Applications must be received by the **April 1** (to apply for summer 2021) or **May 10** deadline (for FY22). Link to apply:

<https://podio.com/webforms/25720755/1917486>

April 1 – Deadline to apply for scholarships from DEI for the Summer, 2021 session. This program session (12 weeks) will occur end of May-Mid Aug 2021. And early bird registration is due April 2021.

May 10 – Deadline to apply for scholarships from the DEI for FY2022 (Fall 2021/Spring 2022).



Dr. Tiffany N. Florvil
Associate Professor
History

The program has provided me with a new intellectual community and a support system that has already been so important for me. The program is empowering. I am grateful to participate in it and learn new strategies.



Verónica C. Gonzales-Zamora J.D
Assistant Professor
Law

The 12-week coaching program helped me create a plan, break it down into tasks, manage my time, and, ultimately, do things I did not believe I could do. I prepared two articles for submission this semester and I could not have done it without their guidance and support.



Dr. Natasha Howard,
Assistant Professor
Geography and
Environmental Studies
Africana Studies Program

Participating in the Faculty Success Program has changed my relationship to writing. I now have a sustainable writing practice. The opportunities to connect with other faculty nationwide has been invaluable for my professional development.



Dr. Shihong Li
Assistant Professor
Accounting

The weekly videos and group meetings helped me realize that I am not the only one who struggles with the issues that I face and that there are more effective ways to handle those issues. I learned the importance of effective planning and self-care in career success.



FSP taught me how to align my time with my priorities—placing as much weight and accountability on my research as I did other parts of my job. I developed a practice of daily writing, learned how to strategically plan out my semesters, and created a wonderful writing accountability group with other junior faculty from different universities.

Dr. Hannah V. Mattson

Assistant Professor
Anthropology



The accountability tools are really effective for helping faculty understand how they are actually spending their time. (Spoiler alert: It's likely not at all aligned with how they're being evaluated!) The program really drives home the point that faculty need to be their own advocates for ensuring they have adequate time for research. No one else will do it for you.

Dr. Caroline Scruggs

Associate Professor,
Natural Resources and
Environmental Planning



It did not disappoint! The workshops, coaching, and webinars have completely altered how I engage my academic career. I found the resources on prioritizing research and saying “no” to be especially helpful. It may be cliché, but in this case, it is true: the FSP is a game changer!

**Dr. Belinda Deneen
Wallace**

Assistant Professor,
English



It gave me tools to help me be more productive and stay focused on my key priorities; and second, it helped me with strategies for balance and wellbeing to help me avoid burnout or overwhelm. I'm still benefiting in concrete ways through the NCFDD alumni and member programming.

Dr. Marygold Walsh Dilley

Associate Professor
Geography & Environmental Studies