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Inclusive Excellence

Summer 2025 Newsletter

Staying Informed on Federal Policy Changes

New federal policies introduced in January 2025 may impact UNM, though their effects remain uncertain. University leadership is closely monitoring developments and will provide updates through a [dedicated information page](#). Rapid response teams have been formed to assess and address potential changes. Students, faculty, and staff are encouraged to stay informed and engaged as the situation evolves. Visit the information page for answers to FAQs or to submit a question of your own.

Changes in DEI

Thank You, Professor Julia So!

Prof. Julia So has announced that she will return to her position as a full-time faculty member at UNM Valencia for the 2025-26 academic year. We thank her for her many contributions to DEI, and especially her work with the Diversity Curriculum subcommittee.



Congratulations,

Professor Liz Hutchison!



Prof. Liz Hutchison will serve as an American Council on Education fellow in 2025-26. Please see an article about her new appointment [here](#). We appreciate Dr. Hutchison for developing the innovative Wayfinder website and wish her luck with her fellowship.



Job Announcement

DEI is seeking to hire a faculty colleague and thought partner to serve as ***Special Advisor to the Vice President for Equity and Inclusion*** effective August 11, 2025, at .5 FTE. This part-time appointment shall have a term of August 11, 2025, through May 16, 2026, and will report to the UNM Vice President for Equity and Inclusion (VPEI). The start date is negotiable to better accommodate candidates' schedules.

The selected candidate will receive a Special Administrative Component (SAC) of \$10,000 paid in ten (10) equal installments (August – May). Their tenured faculty appointment at UNM will continue on a 0.50 FTE basis with workload determined by the Department Chair. For each semester, the candidate will also receive a 1-course reduction in their teaching load. Their UNM academic department will receive funds each semester for the replacement cost of hiring a part-time instructor. This funding will support the candidate's course releases, based on the temporary part-time pay rates for the Academic Year 2025-2026. The special advisor to the VPEI will continue as a 9-month employee and will remain represented by United Academics - UNM (UA-UNM).

Under the direction of the Vice President for Equity and Inclusion (VPEI), the Special Advisor's duties are as follows:

- Coordinate efforts that contribute to Objective 5 (student success) of the Goal 3 (Inclusive Excellence) of 2040 Opportunity Defined <https://opportunity.unm.edu/index.html> including collaborations to implement, monitor, and assess a university-wide academic inclusive excellence strategy for student success from enrollment to commencement, to include Branch campuses, ABQ-Main, & the UNM Health Sciences Center.
- Gain familiarity with and coordinate provision of DiversityEdu to UNM faculty and executive search committee members and maintain relevant records.
- Publicize National Center for Faculty Development and Diversity (NCFDD) resources to UNM. Promote NCFDD Membership and the NCFDD Faculty Success Program (FSP) to faculty and graduate students at UNM Main, Health Sciences, and Branch Campuses. This will include updating list of NCFDD members at UNM, FSP participants, obtaining testimonials from FSP participants and recommending website updates, and learning to post updates and receive applications from our InfoReady online portal.
- Publicize DiversityEdu resources and maintain records concerning utilization
- Co-chair the Diversity Curriculum Subcommittee (that oversees communications strategy and course approval for the U.S. & Global Critical Engagement undergraduate requirement).
- Plan and carry out, in consultation with the VPEI, a portfolio of special interest to the candidate that enhances Inclusive Excellence at UNM.

The minimum qualifications:

- PhD., J.D., or other terminal degree
- Holds tenured faculty appointment at UNM at the rank of associate professor or higher
- At least 3 years of academic supervisory experiences
- Strong leadership and administrative skills
- Excellent communication skills, including oral and written communications

The preferred qualifications:

- Rank of Full Professor by the start of the appointment
- Experience and demonstrated success with supporting diverse populations
- A commitment to cultivate an understanding of the rich and varied cultures of New Mexico and to contribute to the success of the university's mission to serve local and global communities
- Previous engagements with UNM's inclusive excellence work (e.g., service on the LEAD Council, Diversity Council, Diversity Curriculum subcommittee, and/or college efforts)

For best consideration, please submit the following to [InfoReady](#) by May 29, 2025.

- Candidate's C.V.
- Letter of intent that provides evidence of candidate's relevant experiences to fulfill duties and the minimum and preferred qualifications of the position
- Chair's statement indicating awareness of and support for the application (a copy of an email from the candidate's department chair will suffice)
- Contact information for four references (to include names, titles, organizations, email addresses and phone numbers)

Questions? Please contact VPEI, A. Zerai at zerai@unm.edu.

2025-26 Diversity Council

The UNM Diversity Council (DC) brings together individuals from a wide range of roles and areas of expertise across the University's academic and professional community. Council members represent the rich variety of perspectives and lived experiences found at UNM, and work collaboratively to foster a more welcoming, effective, and responsive environment for all. The DC includes faculty, staff, and

students who are committed to supporting UNM's ongoing efforts to strengthen community engagement, inclusive practices, and institutional excellence.

Diversity Council will be taking a break during the summer semester but will start up again in September. Diversity Council meets the **first Wednesday** of each month during the academic year from 12-1:30PM in the Roberts Room of Scholes Hall (suite 204). For more information regarding the Diversity Council, to receive the calendar invitations for AY25-26, or to be placed on the agenda, please contact Donna Lopez, Project Manager for DEI Programs at dmlopez50@unm.edu.

LGBTQ Resource Center



2025 Dyke March



LGBTQ Resource Center





2025 Pride Convocation



UNM COMES OUT FOR PRIDE 2025

SCHEDULE OF EVENTS

PRIDE KICK OFF BRUNCH | 06.02.25

MESA VISTA COURTYARD | 11-1PM

Join the LGBTQ Resource Center along with our other student services centers for an outdoor brunch affair.

PALETAS FOR PRIDE | 06.03.25

BBRP PAVILLION | 11-2PM

Come celebrate Pride at UNMH with paletas from Pop Fizz and music by La Perrissima

PRIDE PARADE PREP | 06.04-06.06

LGBTQ RESOURCE CENTER

Are you crafty? Sign up [here](#), to join us in preparing for the ABQ Pride Parade.

QUEERING UNM'S HISTORY | 06.11.25

HONORS COLLEGE FORUM | 12-1:30PM

Come learn about the Queer history of UNM. Lunch and interpreters provided.

PRIDE MIXER | 06.13.25

LOCATION TBD | 4-7PM

Celebrate UNM Comes Out for Pride with the LGBTQ-RC, DEI and the UNMH/HSC LGBTQ Collaborative.

QUEERING JUNETEENTH | 06.17.25

LGBTQ RESOURCE CENTER | 12-1:30PM

UNM PhD student, Laz Letcher, will be speaking on Black Trans and Queer ancestors, and the legacy

Pride Parade.

PRIDE PARADE | 06.07.25

LGBTQ RESOURCE CENTER

Do you want to show your LOBO
Pride for the parade? Sign up
[here](#)

Queer ancestors, and the lessons
we can learn from them.

Lunch and interpreters provided.

UNM UNITED NIGHT | 06.28.25

ISOTOPES STADIUM

End Pride month celebrations
with us at the NM United Pride
Game. Sign up [here](#) for tickets

Pride Parade Prep Signup

Pride Parade Participant Signup

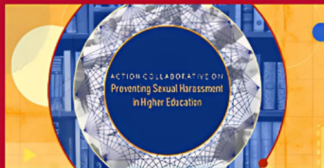
United Game Signup

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Upstander Workshops



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DIVERSE.UNM.EDU**



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