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Inclusive Excellence

Winter 2024 Newsletter



UNM DIVERSITY COUNCIL

Weaving Diversity Into Excellence: Shaping UNM's Future Together

Future Diversity Council Plans

We are planning to return to in-person meetings of the Diversity Council during **odd** months of the year. We will offer Zoom during even months (i.e. February is second month of the year, so February and April will be on Zoom in the Spring and March and

May will be in person.) Our next DC meeting will take place on 5 February 2025 (on Zoom).

Inclusive Excellence

Postdoctoral Fellowship Deadlines for Departmental Nomination Packets

Round 1: January 23, 2025

Round 2: April 10, 2025

2025-2026 Inclusive Excellence Postdoctoral & Visiting Scholars Program



The University of New Mexico's Inclusive Excellence Postdoctoral and Visiting Scholars Program (IEPVSP) is available to support up to three postdoctoral fellow, research associate, or visiting scholar positions that would enhance diversity and equal opportunity on the Albuquerque central campus. Candidates must be nominated by UNM central campus tenure-granting academic units that wish to hire them for 12-month appointments. **Candidates may not apply directly.**

The original DEI Postdoctoral Fellowship Program was established in the 1990s to encourage outstanding minority Ph.D. recipients to pursue academic careers at the University of New Mexico. The current program offers postdoctoral research fellowships, professional development and faculty mentoring to outstanding scholars in all fields who are potential candidates for central campus tenure-track faculty appointments that would contribute to strategic hiring goals.

Departments are expected to mentor and support high-potential candidates to prepare them for tenure-track assistant professor appointments at UNM. In addition, departments on central campus will be encouraged to apply for DEI bridge funding for hiring tenure-system faculty whose research, teaching, and service will contribute to diversity and equal opportunity at UNM after candidates' successful completion of the Inclusive Excellence Postdoc & Visiting Scholars Program.

Stipend

- DEI's contribution to salary for the 2025-26 Academic Year is \$50,000 (for 12-month appointments). Academic units will cover fringe benefits and additional funds to meet UNM minimums and for competitive salary offers.
- DEI provides a one-time allocation of \$2,000 for research expenses, to be supplemented by departments. A moving allowance is not provided by DEI.
- If needed, funding for legal assistance associated with immigration is the responsibility of the academic unit. DEI will not be responsible for immigration paperwork.

Visit: <https://diverse.unm.edu/affiliate-resources/post-doctoral/inclusive-excellence-post-doctoral-and-visiting-scholars-program.html> |

Questions: diverse@unm.edu

Guidelines/Eligibility

- Must be nominated by a tenure-granting UNM ABQ central campus academic unit.
- Nominee must have obtained Ph.D. or terminal degree from an accredited institution, prior to July 1, 2025.
- Nominee must demonstrate promise for a tenure-track appointment at UNM.
- Recipients must be in residence full-time for the duration of the award period.
- IE Postdoctoral Fellows and Visiting Scholars are recommended to teach a maximum of one course annually, at the discretion of the department.
- IE Postdocs and Scholars are appointed for one year with possibility for a second year. In the final year of IE program, the unit(s) will undertake a rigorous review of the candidate's qualifications for a tenure-track position.
- IE Postdocs & Scholars, identified through a national search and subsequently recommended by the department for a tenure-track faculty position, may be eligible for bridge funding.
- Due to limited funding, individuals who have received DEI support as postdocs or graduate fellows in the past do not qualify.

2025 Nomination Deadlines

Round 1 – January 23, 2025

Round 2 – April 10, 2025

PLEASE NOTE:

Inclusive Excellence postdoc office hours for nominating departments

(via Zoom)
Wednesday, 18 December 2024, 2:00-3:00pm

Please email Janet Hurula at jhurula@unm.edu for the Zoom link to the office hours.



\$2,125.00

Scholarship Deadlines

February 24, 2025 (for Summer 2025 session)

The Division for Equity and Inclusion (DEI) is offering \$2,125 scholarships to support eligible faculty members on main campus and HSC to participate in the NCFDD Faculty Success Program.

The University of New Mexico is an institutional member of the [National Center for Faculty Development and Diversity](https://www.facultydiversity.org/) (NCFDD). NCFDD provides all UNM faculty members, post-doctoral fellows, graduate students, and staff with free access to a number of the [NCFDD's programs and resources](https://www.facultydiversity.org/) that can assist 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/>

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FEATURING KEYNOTE SPEAKER

HAZEL V. CARBY

Hazel V. Carby, born on January 15, 1948, in Okehampton, Devon, UK, is a prominent scholar in African American Studies and American Studies. With Jamaican and Welsh heritage, she completed her BA at Portsmouth Polytechnic and her PGCE at the Institute of Education, London University. After teaching high school, she earned an MA and PhD from Birmingham University's Centre for Contemporary Cultural Studies. Carby began her academic career at Yale University in 1981, later teaching at Wesleyan University before returning to Yale, where she is now the Charles C. and Dorathea S. Dilley Professor Emeritus of African American Studies, Professor Emeritus of American Studies, Yale University. Her research focuses on race, gender, and sexuality in Caribbean and diasporic cultures, as well as transnational and postcolonial literature. Her acclaimed book "Imperial Intimacies: A Tale of Two Islands" won the British Academy's Nayef Al-Rodhan Prize for Global Cultural Understanding in 2020. Currently, she is exploring "Planetary Futures and the Political Ecology of Art." Carby has received numerous accolades, including election to the American Academy of Arts and Sciences in 2023, and her work has appeared in prestigious publications like the London Review of Books and The Paris Review.

January 25, 2025 | SUB Ballrooms | 10:30 AM

Africana Studies' 40th Annual Black History Month Kick-Off Brunch
with keynote speaker Hazel V. Carby, a prominent scholar from Yale University, will

take place at 10.30a on 25 January 2025 at the SUB Ballrooms.

Tickets are now on sale.

For more information, please visit

<https://news.unm.edu/news/unms-africana-studies-to-host-40th-annual-black-history-month-kick-off-brunch>

LGBTQ Resource Center

The LGBTQ Resource Center has had a flurry of exciting activities that have helped support our Trans and Queer community at UNM. In October we had our Out and Proud Waffle Breakfast, which brings together LGBTQIA students, staff and faculty as well as our Allies, Advocates, and Accomplices for a breakfast. November kicked off with a collaboration for Cholo Goth Night with UNM AJAAS, that had 60 students in attendance. We set up our altar for Dia De Los Muertos to honor our loved ones that have passed on. November is Trans Day of Remembrance (TDoR) and along with Juniper Reimagined, we held an intergenerational dinner for Trans elders and students to share a meal, stories, and to give each other our flowers while we're still here. We closed out the semester with Friendsgiving, serving nearly 90 people with a meal and an opportunity to build community with each other.

We look forward to next semester and expanding our community care work.

- Frankie Flores

Director, LGBTQ Resource Center



LGBTQ Resource Center

FALL 2024 SNAPSHOTS



Frito Pie Friday

Friday, January 24th, 2024

12-2pm

Join the LGBTQ Resource Center for
our annual spring welcome back and
learn about our plans for the upcoming
semester!

Vegan and to-go options
available!

1919 Las Lomas Rd.
Building 168
505.277.LGBT (5428)

2024 HACU ¡Adelante! Student Leadership Institute

This year, with the support of President Stokes, we proudly sent nine outstanding students to the Hispanic Association of Colleges & Universities (HACU) ¡Adelante! Student Leadership Institute in Aurora, CO. The conference was an incredible opportunity for professional development, networking, and cultural engagement. Our students represented UNM with pride and gained invaluable skills to propel them toward their academic and career goals.

We are excited to share their success stories and reflections—check out some of their heartfelt testimonials to see how this experience shaped their leadership journey!



“Despite HACU not having a focus on nursing, I still found it very beneficial for my future career. Workshops focusing on resume writing, budgeting, and personal development truly made me feel more confident transitioning into a professional career.... I cannot thank UNM enough for this incredible opportunity.” Rylee Angelina

Brachle.

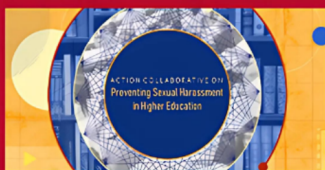
“I was grateful to be selected for this experience and it was extremely valuable to round off my undergraduate collegiate experience. I was able to network with other students, professional staff, and organizations, building new relationships that will positively impact my future

endeavors.” Monice Aguilar



“Beyond the skills and knowledge gained, the conference gave me a renewed sense of purpose and excitement for my own educational and career goals. I left feeling more prepared and motivated to contribute to my community and to advocate for future students like myself. I’m incredibly grateful for this experience and hope other students will have the opportunity to attend in the future, as the insights and connections I made are invaluable for my personal and professional development.”

Emma Loya



Upstander Workshops



DIVISION
FOR EQUITY
& INCLUSION

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DIVERSE.UNM.EDU



LGBTQ Resource
Center
505.277.5428
lgbtqrc@unm.edu



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The first of these is the *Journal of the Royal Society of Medicine*, which was founded in 1849 and is the oldest of the three. It is a peer-reviewed journal that covers a wide range of medical topics, including clinical medicine, public health, and medical law. The journal is published by the Royal Society of Medicine, which is a professional body that represents the interests of the medical profession in the United Kingdom. The journal is known for its high quality and its focus on original research.

The second of the three journals is the *British Medical Journal*, which was founded in 1844. It is a peer-reviewed journal that covers a wide range of medical topics, including clinical medicine, public health, and medical law. The journal is published by the British Medical Association, which is a professional body that represents the interests of the medical profession in the United Kingdom. The journal is known for its high quality and its focus on original research.

The third of the three journals is the *Lancet*, which was founded in 1823. It is a peer-reviewed journal that covers a wide range of medical topics, including clinical medicine, public health, and medical law. The journal is published by the Lancet Publishing Group, which is a professional body that represents the interests of the medical profession in the United Kingdom. The journal is known for its high quality and its focus on original research.

These three journals are the most influential in the field of medical law, and they are all highly respected by the medical profession. They provide a platform for the publication of original research and for the discussion of important issues in the field of medical law.