

WE ARE AN NCFDD INSTITUTIONAL MEMBER!

ON DEMAND ACCESS TO THE MENTORING, ACCOUNTABILITY, AND
SUPPORT YOU NEED TO THRIVE IN THE ACADEMY.

CREATE YOUR FREE NCFDD ACCOUNT

1. Visit facultydiversity.org/join.
2. Select your institution from the dropdown menu.
3. On the institution's landing page, click "Activate My Membership."
4. Complete the Registration Form using your institution email address (you@yourschool.edu)
5. Go to your email and click "Activate Account" in the confirmation email.

AS A MEMBER, YOU CAN ACCESS:

- *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 advanced graduate students
- Discussion forums with moderated monthly writing challenges
- Free Faculty Success Program (FSP) Alumni Program enrollment for FSP alumni



\$2,125.00

Scholarship Deadlines

March 1, 2023 for Summer 2023 session

May 10, 2023 for Fall 2023 and Spring 2023 sessions

The Division for Equity and Inclusion is offering \$2,125 scholarships to support tenure-track faculty members on the Main and Health Sciences campus to participate in the Faculty Success Program.

The University of New Mexico is an institutional member of the [National Center for Faculty Development and Diversity](#) (NCFDD). The NCFDD provides all UNM faculty members, post-doctoral fellows, graduate students, and staff with free access to a number of [NCFDD programs and resources](#) 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 work-life balance. The program is designed to transform the personal and professional life of participants.

This program is ideal for tenure-track and tenured faculty members 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 is open to all tenure-track faculty who are active NCFDD 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 Sessions:

SUMMER 2023
FALL 2023
SPRING 2024

May – Mid-August 2023
August – November 2023
January – April 2024

Standard Tuition Cost:

\$4,750.00

Program Support

The Division for Equity and Inclusion will provide \$2,125 in funding assistance for up to ten recipients (6 pre-tenure faculty and 4 tenured faculty) for full-time faculty whose primary appointment is at main or Health Sciences campuses. Faculty are required to pay for the difference of the remaining tuition cost, and are encouraged to seek support from their home department, college, start-up funds, or other financial resources.

Main campus and Health Sciences faculty may apply for UNM-DEI funding assistance for a fall, spring, or summer session. To ensure the maximum NCFDD–FSP tuition discount, interested participants must submit DEI funding request by the established DEI deadlines.

DEI Scholarship Support Deadlines

March 1, 2023 for Summer 2023

May 10, 2023 for Fall 2023, or Spring 2024

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 DEI funds only once.

Expectations and Requirements for Recipients of Program Funding Support

Faculty are expected participate in 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!)

Within 2 years following completion of the program, recipients are expected to share with others in the university community what they learned from their FSP participation either individually or in small groups.

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 **March 1, 2023** for summer 2023 session or **May 10, 2023** to apply for fall 2023 or spring 2024 session.



Past Participants



Dr. Justine Andrews
Associate Professor
Art

The NCFDD program was very worthwhile. At the end of the program, I felt a renewed ability to make progress on my research projects. I learned much about creating balance in my schedule to accommodate my own writing and wellness amidst the consistent needs of teaching and administrative work. I am extremely grateful that DEI and CFA were able to support my participation in this experience.



Dr. Natalia Vidal, PhD
Associate Professor
Anderson School of
Management

The FSP provides an excellent combination of tools and a welcoming community of academics that support faculty development in balanced ways. Participants first learn and experiment with different organizational tools, such as developing strategic plans for each semester and weekly schedules. The program then dives into time management skills and self-care. It has helped me immensely in finding better work-life balance and developing a daily writing practice. I strongly recommend this program.



Dr. Myrriah Gomez
Assistant Professor
Honors College

It was a unique experience to work in a group comprised entirely of women of color, led by a woman of color, who were all working on writing projects. The trainings and homework that were part of the program enabled me to get back on track and chart my career going forward. Ultimately, I was able to finish my book manuscript in large part due to the NCFDD program and my small group's support."



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.



Dr. Hannah V. Mattson
Assistant Professor
Anthropology

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. Caroline Scruggs
Associate Professor,
Natural Resources and
Environmental Planning

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. Belinda Deneen
Wallace**

Assistant Professor,
English

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. Marygold Walsh Dilley

Associate Professor
Geography & Environmental Studies

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.