The University of New Mexico and the Alliance of Hispanic Serving Research Universities (HSRU)

Updates Fall 2022

Alliance of Hispanic Serving Research Universities (HSRU)
Memorandum of Understanding (MOU)

- MOU states (on page 1), "Goals ... By 2030 we will:

- **Double the number of Hispanic doctoral students enrolled at our universities, and**

- **Increase by 20% the Hispanic professoriate in our universities."**

- See handout for the full MOU.

Comparisons Among Alliance of HSRUs: Doctorates Conferred and Hispanic Students Enrolled in Graduate Programs (from IPEDS 2021)

UnitID	Institution Name	Doctoral degrees conferred - research/ scholarship (DRVC2020)	Doctoral degrees conferred - professional practice (DRVC2020)	Total number of students receiving a Doctoral degree (DRVC2020)	Hispanic or Latino total (C2020_A Grand total Doctoral degrees conferred - research/ scholarship First major) #	Hispanic or Latino total (C2020_A Grand total Doctoral degrees conferred- research/ scholarship First major) %	Hispanic total (EF2020A Full-time students Graduate)
133951	Florida International University	194	365	559	50	9%	3430
228778	The University of Texas at Austin	806	504	1309	65	5%	1259
104151	Arizona State University Campus Immersion	656	252	908	58	6%	1121
187985	University of New Mexico-Main Campus	198	325	522	24	5%	1029
104179	University of Arizona	435	516	948	42	4%	1025
145600	University of Illinois Chicago	339	792	1124	19	2%	955
228796	The University of Texas at El Paso	139	26	165	63	38%	950
229027	The University of Texas at San Antonio	121	0	121	34	28%	878
110653	University of California-Irvine	420	233	650	38	6%	815
225511	University of Houston	343	467	810	24	3%	796
132903	University of Central Florida	300	166	466	18	4%	755
229115	Texas Tech University	390	127	517	24	5%	624
110671	University of California-Riverside	272	69	341	10	3%	574
182281	University of Nevada-Las Vegas	210	205	415	22	5%	560
228769	The University of Texas at Arlington	205	60	265	6	2%	520
126562	University of Colorado Denver/Anschutz Medical Campus	138	559	697	14	2%	472
227216	University of North Texas	312	13	325	25	8%	468
190576	CUNY Graduate School and University Center	421	14	435	48	11%	425
110705	University of California-Santa Barbara	298	0	298	13	4%	282
110714	University of California-Santa Cruz	152	0	152	10	7%	245

<- UNM is within top 4 of 20 institutions in enrolling Latinx full-time graduate students (number).

Source: Integrated Postsecondary Education Data System 2022, formatted by DEI [https://nces.ed.gov/ipeds/datacenter/Data.aspx]
Sorted by Total Full time Hispanic Graduate Students
HSRU Goal to double total number of Hispanic doctoral students enrolled

According to currently stated HSRU goals, UNM is expected to increase Hispanic tenure-system faculty (assistant, associate and full professors) by 20% by 2030 (from 303 to 363.6). We currently top all 20 institutions in our numbers of assistant and associate professors.

HSRU Institution Name	Grand total (S2020_IS Full-time instructional with faculty status)	Hispanic or Latino total (S2020_IS Full-time instructional with faculty status)	Grand total (S2020_IS Full-time instructional professors)	Hispanic or Latino total (S2020_IS Full-time instructional professors)	Grand total (S2020_IS Full-time instructional associate professors)	Hispanic or Latino total (S2020_IS Full-time instructional associate professors)	Grand total (S2020_IS Full-time instructional assistant professors)	Hispanic or Latino total (S2020_IS Full-time instructional assistant professors)	Hispanic or Latino total (full-time instructional with faculty status): Expected by 2030 (20% increase)
CUNY Graduate School and University Center	230	13	150	6	50	3	25	4	15.6
The University of Texas at Arlington	1093	65	241	9	206	13	187	13	78
University of California-Santa Barbara	1097	65	505	32	162	14	215	13	78
University of California-Santa Cruz	687	72	302	21	121	18	142	20	86.4
University of Nevada-Las Vegas	1143	73	310	14	248	12	166	17	87.6
University of California-Riverside	1049	78	374	15	244	22	289	23	93.6
University of North Texas	1127	79	327	19	247	21	214	15	94.8
University of Houston	1330	122	441	32	354	41	217	16	146.4
University of Central Florida	1577	123	359	24	390	25	350	26	147.6
University of California-Irvine	2125	126	932	50	410	19	472	39	151.2
Texas Tech University	1763	140	403	22	379	36	300	21	168
University of Illinois Chicago	2250	163	573	33	609	52	748	58	195.6
The University of Texas at San Antonio	958	180	259	41	227	34	232	49	216
University of Arizona	2056	186	784	48	524	48	497	48	223.2
University of Colorado Denver/ Anschutz Medical Campus	4610	228	689	30	951	63	1231	57	273.6
The University of Texas at Austin	2801	244	979	66	521	46	372	44	292.8
Arizona State University Campus Immersion	3176	252	825	70	754	66	684	53	302.4
The University of Texas at El Paso	765	282	162	41	180	63	133	32	338.4
Florida International University	1398	291	295	46	357	41	299	71	349.2
University of New Mexico-Main Campus	1935	303	481	45	534	★ 85	641	★ 115	★ 363.6

HSRU Bridge for Faculty Workgroup Plans
Alliance of HSRU Bridge for Faculty Workgroup

- Inventory of postdoc programs at our 20 institutions

    *commitment to recruit from HSRU institutions to our respective postdoc programs

- Tools and resources to assist
    - Prospective postdoc applying to programs
    - Prospective departments receiving new postdocs
    - To support HSRU schools in recruiting postdocs and retaining them as faculty

- Exploring: How to create a structure of matching across the 20 institutions

Strategic Planning for Increasing Faculty Diversity and Inclusion at UNM

Below we outline plans for **increasing diversity of faculty** from underrepresented racial/ethnic minority (URM) groups and women in STEM (with focus on engineering, and physical and mathematical sciences)

DIVISION FOR EQUITY & INCLUSION

Being an MSI in a research-intensive context is about our students, our values, and it is about our scholarship

Plan for Faculty Justice, Equity, Accessibility, Diversity, and Inclusion (JEADI)

1. LEAD Council of Associate Deans for Diversity from each academic college
2. Faculty composition goal setting and dashboard
3. Inclusive Excellence Postdoc and Visiting Scholars Program (Main/ABQ Campus)
4. Raising awareness of and how to lessen impact of implicit bias and create more diversity-competent faculty searches: DiversityEdu (Main/ABQ Campus)
5. Non-Competitive Hires (new) & Dual-Career Academic Couples Hiring Programs (pending-Main/ABQ Campus)
6. Professional development and work-life balance: NCFDD institutional membership and FSP scholarships

UNM Faculty Diversity Strategic Dashboard
Current view: All University

Can be viewed by campus and college.

See:
http://oia.unm.edu/facts-and-figures/dei-benchmarking-goals.html
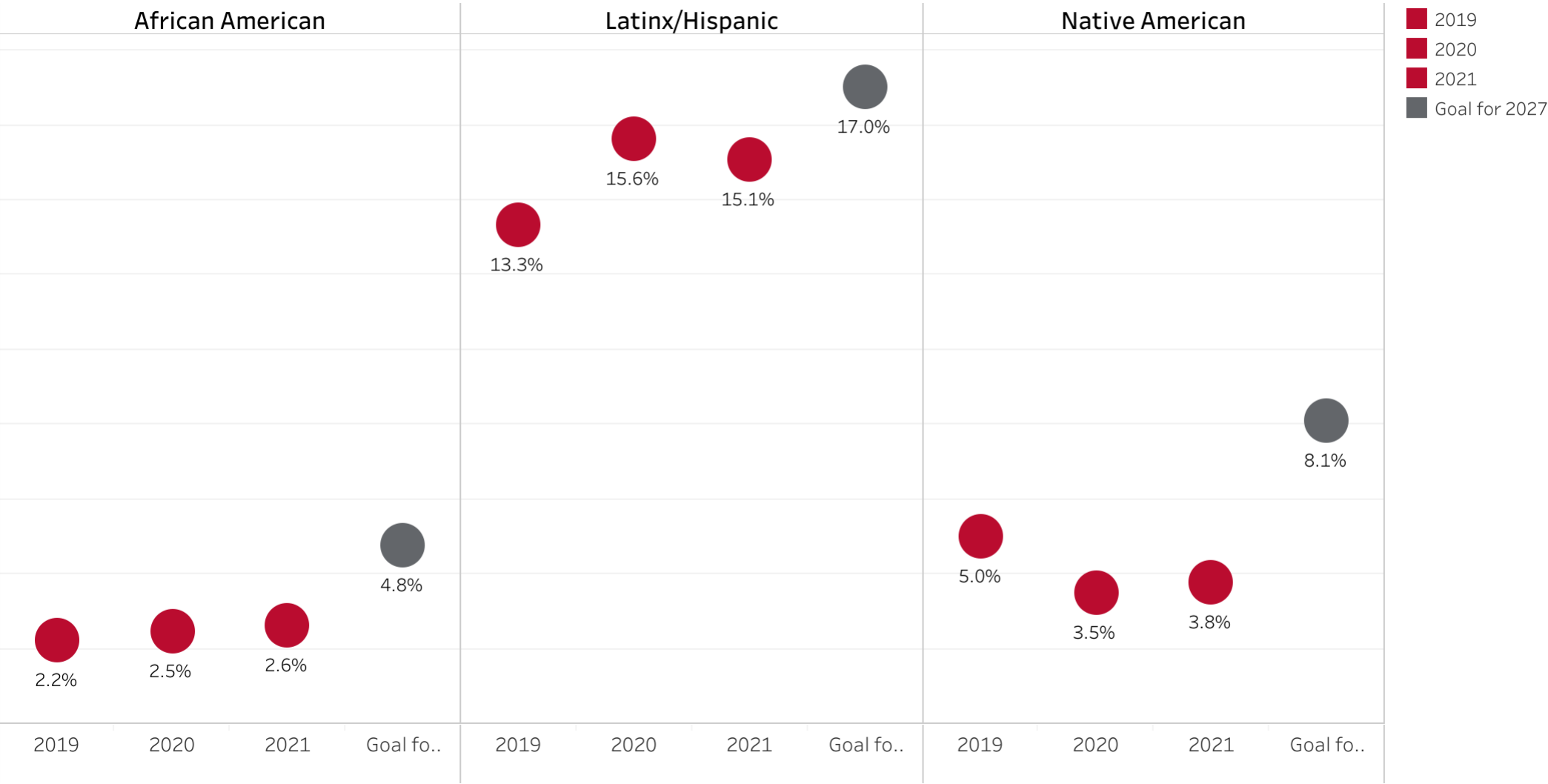
Legend:
- 2019
- 2020
- 2021
- Goal for 2027

African American
- 2019: 2.2%
- 2020: 2.5%
- 2021: 2.6%
- Goal for..: 4.8%

Latinx/Hispanic
- 2019: 13.3%
- 2020: 15.6%
- 2021: 15.1%
- Goal for..: 17.0%

Native American
- 2019: 5.0%
- 2020: 3.5%
- 2021: 3.8%
- Goal for..: 8.1%

UNM Inclusive Excellence Postdoctoral and Visiting Scholars Program

✓Deadlines:
- Round 1: 24 January 2023
- Round 2: 4 April 2023

✓Review checklist for nomination packets
- Mentoring plan is primary criterion
- NCFDD tools such as mentoring map
- https://diverse.unm.edu/postvschecklist.pdf

✓Rubric for evaluating candidates
- LEAD members will select candidates
- One vote per college (main campus) + VPEI
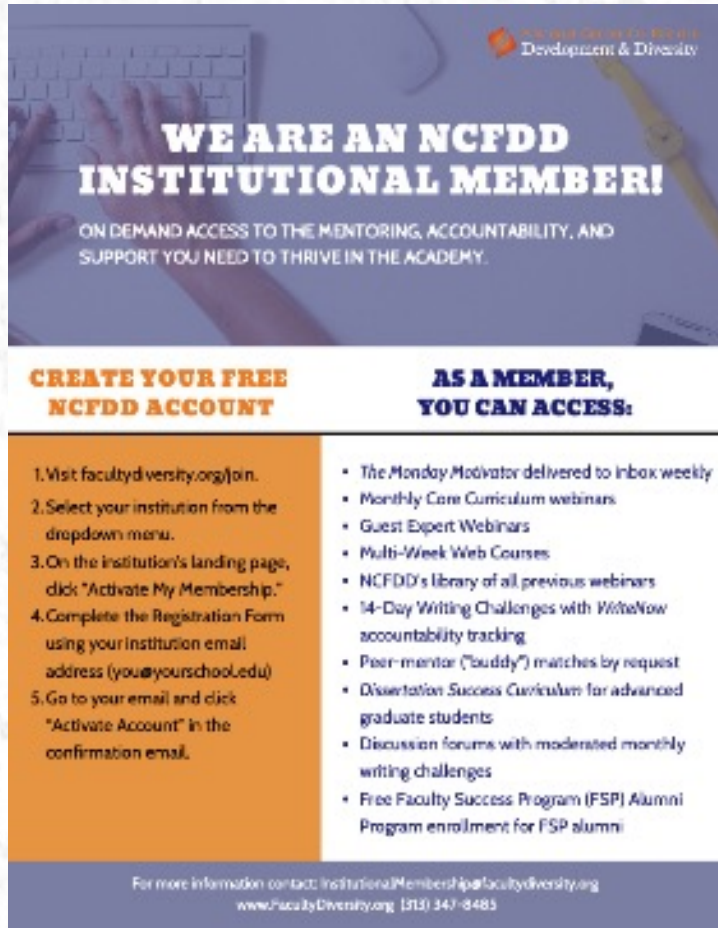- https://diverse.unm.edu/resources/postdoc.html

UNM 2040, faculty diversity & HSRU: opportunities to streamline goals across these portfolios

- **Faculty Diversity & IE program**
  - 8 postdocs hired so far (see table)
  - 2 converted to assistant prof
  - Working on conversion of 3rd postdoc
  - One postdoc is not returning

- **Making progress on overall goals to increase URM faculty diversity (see OIA website)**

- **Will continue to provide resources to increase faculty diversity & success (DiversityEdu, NCFDD/FSP, IE postdoc & hiring programs) & develop diversity interview Qs and rubric for evaluating evidence of a demonstrated commitment to diversity**

- **Graduate Student Diversity: we will begin tracking this and are working with deans to set goals that align with HSRU. Will recommend doubling of all URM doctoral students (depending upon current numbers, see Table-UNM Doctoral Enrollment Fall 2020 for a model.**

Nominee's Demographics and Degree			Academic Background and Prospective Appointment		Postdoc Standing	All Finalists
URM: AA/Black; Native/Indig; Latinx/Hispano & Gender	Ph.D. or Terminal Degree and Conferral Date	Ph.D. or Terminal Degree Institution	Field of Study	College & Department	Disposition	First Year/Semester
African American male	Ph.D. expected July 2022	University of Pittsburgh	Sociology	A&S, Sociology	Awarded & Accepted	Fall 2022
African American male	MFA 2018	Virginia Commonwealth University	Photo & Film	Honors College	Awarded & Accepted	Fall 2022
African American woman	Ph.D. 2019	University of Texas at Austin	Performance as Public Practice	Fine Arts, Theatre and Dance	Continuing second year	Fall 2021
Native American male	Ph.D. 2015	CU Boulder	Comparative and Indigenous politics	A&S, Political Science	Not continuing second year	Fall 2021
Black female	Ph.D. 2004	Univ of Florida	Materials Science & Engineering	Engineering, ECE	Continuing second year	Fall 2021
Hispanic male	Ph.D. Spring 2021 M.S. CCCP Architecture-2012	Massachusetts Institute of Technology; Columbia University	Architecture	School of Architecture & Planning	Continuing second year	Fall 2021
Native American woman	Ph.D. 2020	Univ of NM	American Studies, conc Art History	Fine Arts, Art History	Assistant Prof in Fall 2022	Fall 2020
Afro-Latina	Ph.D. 2015	Univ of NM	Spanish & Port; Afro-Mexican Studies	A & S, CCS	Assistant Prof in Fall 2020	Spring 2020

All (Main/ABQ; HSC; Branch Campuses) are encouraged to join the National Center for Faculty Development and Diversity (NCFDD)

Faculty, postdocs, graduate students, **& staff have access to UNM's NCFDD Institutional Membership**

To claim individual membership: facultydiversity.org/join

NCFDD provides resources and support for extraordinary research productivity and work-life balance.

Enhancing our Inclusive Culture at UNM

- Climate surveys of students, faculty and students every 4 years

- Other surveys:
  - Racial and Intersectional Microaggressions (RIMA) Survey (administered to all grad and undergrad students at six campuses, Spring 2021)
  - LGBTQ Resource Center Survey to faculty and staff (administered Spring 2022)
  - Survey to Faculty with Disabilities (launch date: 15 August 2022)

- Addressing built and virtual environment (new university seal, library mural, building names)

- Diversity Education: Workshops offered to university students, faculty, and staff on six campuses (ABQ/main, Branches and Health Sciences Center)

Action Collaborative on Preventing Sexual Harassment in Higher Education
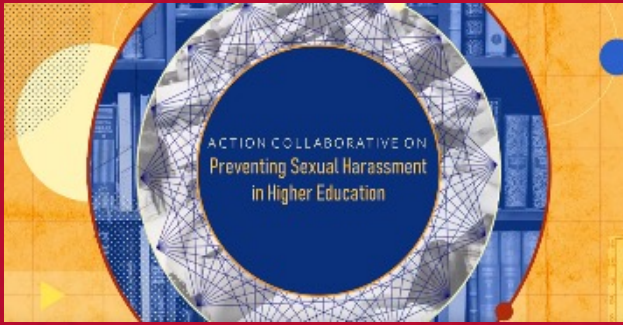
Upstander Workshops

DIVISION FOR EQUITY & INCLUSION

505.277.1238
DIVERSE.UNM.EDU

Institute for Study of Race and Social Justice

LGBTQ Resource Center
505.277.54288
lgbtqrc@unm.edu

Men of Color Initiative (MOCI)

Supplemental slides

UNM Division for Equity and Inclusion

Division for Equity and Inclusion (DEI) Acronyms

- Black, Indigenous and People of Color (BIPOC), to Include Asian/API, Latinx, & Others
- Diversity, Equity, Accessibility, & Inclusion (DEAI)
- Ethnography of UNM (EUNM)
- Lesbian, Gay, Bisexual/Pansexual, Transgender, Queer/Questioning, Intersex, Asexual (LGBTQIA)
- Liaisons for Equity, Advocacy & Diversity (LEAD) Council of Associate Deans for Diversity (& related titles)
- Minority Serving Institution (MSI)
- National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program (FSP)
- Office For Federal Contract Compliance Programs (OFCCP)
- UNM Office of Institutional Analytics (OIA)
- Person(s) with Disabilities/Disabled Persons (PWD)
- Queer and Trans People of Color (QTPOC)
- Racial and Intersectional Micro-aggression(s) [RIMA(s)], to include racial, class, sexual orientation, gender identity and expression, and ableism (discrimination and bias against Persons with Disabilities)
- Sexual Orientation, Gender Identity and Expression (SOGIE)
- **U**nderrepresented **R**acial/Ethnic **M**inority (URM), to include Native American/American Indian, Black/African American, & Latinx/Chicanx/Hispano
- Vice President for Equity and Inclusion (VPEI)

UNM DEI and OIA Racial/Ethnic Definitions

- **U**nderrepresented **R**acial/Ethnic **M**inority (URM)
  - Native/American Indian
  - African American/Black
  - Latinx/Hispanic (regardless of racial identification)

- International
  - Federal designation of "Nonresident alien": "A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Note: Nonresident aliens are to be reported separately in the places provided, rather than in any of the racial/ethnic categories described above."

- "A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status...are to be reported in the appropriate racial/ethnic categories along with United States citizens."

- https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-