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DIVISION
FOR CHANGE &
EMPOWERMENT

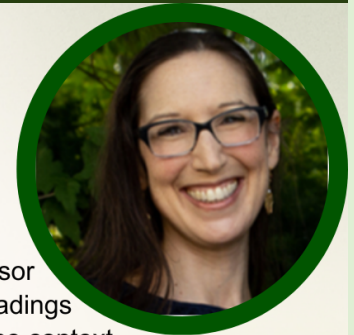
Inclusive Excellence

Spring 2026 Newsletter

DiCE (dee-seh) Resources

“Conversations about Disability and Academia”

Join fellow faculty with disabilities in conversation about topics related to academic identity, experience, and goals for a more inclusive university. This spring, Dr. Marissa Greenberg, Presidential Teacher Fellow and Special Advisor for Disability Affairs, will host three virtual conversations. Once again short readings will springboard conversations about living with disability, not exclusively in the context of higher education. New to the conversations are listening circles focused on issues such as disclosure and accommodation, educating colleagues and supervisors, and building coalition across disability communities.



Interested in learning more? Contact Marissa at marissag@unm.edu. Folks who signed up in fall 2025 should expect to receive Outlook invitations soon.



DIVISION
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& EMPOWERMENT

CRITICAL ANALYSES OF U.S. AND GLOBAL CULTURES (CAC)

Office hours to support syllabi submissions for the Critical Analyses of US and Global Cultures (CAC) are held weekly on Wednesdays, 2.30-3.30p, starting February 25th. Led by Special Advisor Dr. Nahir I. Otaño Gracia

Zoom link for office hours:

<https://unm.zoom.us/j/94077804631>





SPRING 2026 DICE FACULTY/POST DOC SCHOLARLY WELLBEING INITIATIVES

The Division for Change and Empowerment (DiCE) believes in a university where all Lobos are empowered to pursue their dreams. As part of our commitment to curiosity and the production of new knowledge, innovative research, and creative works, we are organizing several initiatives to help faculty thrive through ideals of community and belonging.

These initiatives include:*

- Faculty retreats
- Writing challenges
- Accountability check-ins
- Listening circles
- Workshops

* Remote options available for all events. First five Remote Retreat Participants receive a Grub Hub award. New events will be announced on a rolling basis. DiCE believes that faculty success is a university-wide endeavor. As such, we are partnering with the Office of the Provost, the Graduate School, FRDO, OVPR, and Advance. We further welcome new collaborators and sponsors to share ideas, time, effort, and so on.

Spring 2026

**Faculty Retreat
Jan 6 – 8**

**Writing Challenge
Feb 16 – March 1**

**Writing Check-Ins
March 10 –
May 14**

**Listening Circles
First Friday of the
Month**

**Workshops
From Feb - April**

**FOR MORE
INFORMATION**



DiCE Spring 2026 Faculty/Postdoc Scholarly Wellbeing

Read what participants have to say about DiCE's Faculty and Postdoc Scholarly offerings.

Faculty Writing Retreat

(happened Jan 6-8)

✓ Writing Challenge
(happened Feb 16-Mar 1)

✓ Writing Check-In
Mar 10 - May 14

✓ Listening Circles
First Friday of the month



"Through the **DiCE Listening Circles** I have met people from other departments and programs, giving me a greater understanding of the variety of experiences at UNM.

The **DiCE Listening Circles** are an invaluable space for listening to others' experiences and for sharing your own story."

Dr. Lisa Myers
Department of English
Language and Literature



The **DiCE Writing Challenge** offers a supportive, judgment-free environment that fosters gentle accountability and respects the real constraints faculty—especially women of color—face in sustaining research and writing time. It helps faculty cultivate a positive, productive relationship with writing while connecting them with encouraging colleagues.

Dr. Belinda Deneen Wallace
Associate Professor of English



Thank you so much for putting together this **writing retreat!** It has been so helpful to connect with colleagues from all across the University who are engaged in writing projects of all imaginable sorts. It has been first and foremost a wonderful community builder—most of these new friends I have made I might never have met otherwise. It has also been so helpful to get tidbits of advice and scaffolding for writing exercises right before we all dive into our writing sessions for the day. The combination of having some structure from without (from you) and freedom from within to work on our own projects has been a perfect mixture to facilitate community while at the same time fostering individual success. The entire environment here has been extremely welcoming and I would recommend it to anyone who is working on any sort of scholarly writing project.

Dr. David Bashwiner
Associate Professor of Theory & Composition



2026-2027
Faculty Forward (FF)
Postdoctoral &
Visiting Scholars



Program

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

The original DiCE Postdoctoral Fellowship Program was established in the 1990s to encourage outstanding 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 main campus will be encouraged to apply for DiCE bridge funding for hiring tenure-system faculty whose research, teaching, and service will contribute to inclusive culture and climate at UNM after candidates' successful completion of the program.

Stipend

- DiCE's contribution to salary for the 2026-27 Academic Year is \$50,000 (for 12-month appointments). Academic units will cover fringe benefits and additional funds to meet UNM minimums and to provide competitive salary offers.
- DiCE provides a one-time allocation of \$2,000 for research expenses, to be supplemented by departments. A moving allowance is not provided by DiCE.
- If needed, funding for legal assistance associated with immigration is the responsibility of the academic unit. DiCE will not be responsible for immigration paperwork.

Visit: [DiCE Website](#) | Questions: dice@unm.edu

Evaluation of Nominations

Evaluation of nominees will be based on academic accomplishments, the department's mentoring plan designed for the nominee, evidence of nominee's and nominating department's demonstrated and sustained 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, and the letter of support from the dean of the college associated with the nominating department. If the nominee was initially identified in a national faculty search, and if main campus unit(s) choose(s) to hire the successful nominee as a tenure-track faculty member, the position may be eligible for DiCE bridge funding designated for increasing proportions of faculty whose experiences, research, and teaching prepare them to contribute to the peoples of New Mexico and beyond.

Submission Instructions

Please see FFPVSP check list for details: [Faculty Forward Checklist](#).

Submissions must include the following:

Department/College materials

- The academic department's mentoring plan
- A mentoring statement outlining a mentoring plan for the postdoc to include support for scholarly activities during the appointment period.
- Letter of support from department chair detailing the faculty support for the nominee. The letter of support may address the faculty members' support for the nominee to assume a tenure-track position.
- Letter of support from the school/college dean indicating that if the nominee, after successful completion of the postdoc appointment, is considered competitive for a position as assistant professor by the department, they will support the department in pursuing hiring the postdoc for such a position.
- Department's statement delineating their past, current and expected future contributions to the success of the university's mission to serve local and global communities through supporting research, teaching, and/or service (1 page is typical, 2-page max). See statement guidelines on DiCE's website.
- Current departmental promotion/tenure guidelines and ways in which planned activities during postdoc will put candidates on the trajectory for achieving tenure at UNM.
- Academic department's record of leadership in mentoring and advocating for minoritized and women junior faculty.

Nominee's materials

- Current curriculum vitae (CV).
- Planned scholarly activities during the FF postdoc/visiting scholar appointment.
- The nominee's letter of interest addressed to the department chair. A letter of application to a recent faculty search may be submitted in lieu of a letter of interest.
- Candidate's statement delineating their past, current and potential contributions to the success of the university's mission to

Guidelines/Eligibility

- Must be nominated by a tenure-granting UNM ABQ central campus academic unit.
- Nominee must have obtained Ph.D. or terminal degree within the past 3 years from an accredited institution and prior to July 1, 2026.
- 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.
- FF Postdoctoral Fellows and Visiting Scholars are recommended to teach a maximum of one course annually, at the discretion of the department.
- FF Postdocs/Scholars are appointed for one year with the possibility of a second year. In the final year of postdoctoral fellowship/visiting scholars' program, the unit (or units) will undertake a rigorous review of the candidate's qualifications for a tenure-track position.
- FF 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 DiCE support as postdocs or graduate fellows in the past do not qualify.

2026 Nomination Deadlines
(Nominations must be received by 12:00 noon)

Round 1 – January 29, 2026

Round 2 – April 9, 2026

serve local and global communities through research, teaching, and/or service (1 page is typical, 2-page max). See statement guidelines on DICE's website.

- Three letters of recommendation.

Assemble nomination materials and supporting documents into a single PDF file in the order listed above. Submit nominations via [InfoReady](#) beginning **August 11, 2025**. Incomplete submissions or those received past the established deadlines will not be considered.

Nominations must be received by 12:00 noon.

Round 1 - January 29, 2026

Round 2 – April 9, 2026

FAQs

**On September 19, 2025, an Executive Proclamation was issued wherein, for certain H-1B sponsorships, employers would be required to submit a \$100,000 payment in order for such sponsorships to be considered (<https://www.whitehouse.gov/presidential-actions/2025/09/restriction-on-entry-of-certain-nonimmigrant-workers/>). Due to budgetary constraints, neither the Nominating Department nor the Division for Change and Empowerment at the University of New Mexico are able to select finalists for this Faculty Forward program who will require sponsorship for employment authorization that will require expenditure of the \$100,000 payment.*

**How will/should candidates be prioritized? The most important criterion will be the unit's willingness and demonstrated effectiveness to mentor, advocate for, and sponsor the candidate, not only to become an assistant professor but to put them on the trajectory to achieve tenure, promotion, and beyond, as demonstrated by custom-tailored mentoring plans for the nominee.*

**Can a single department (or school) submit more than one candidate? Yes. Must be central campus departments.*

**How does the FF postdoc/scholars program address concerns about search committees potentially segregating applicants (e.g., by race and gender or by the strength of commitments to the success of UNM's mission) in national searches? If a candidate competing for a national search is nominated, nominating department must outline their hiring criteria and criteria ultimately for tenure & promotion and provide evidence to show why one candidate was selected for the faculty position and why the prospective postdoc was not.*

PLEASE NOTE:

Faculty Forward Postdoc Program office hours for nominating departments (via Zoom)

Monday, 16 March 2026, 11:00am-12:00pm

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



\$2,125.00

Scholarship Application Deadlines

February 20, 2026 (for Summer 2026 session)

May 4, 2026 (for Fall 2026 and Spring 2027 sessions)

The Division for Change and Empowerment (DiCE) 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](#) (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](#) 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.ncfdd.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 2026

FALL 2026

SPRING 2027

May – Mid-August 2026

August – November 2026

January – April 2027

Approximate Tuition Cost:

\$5,000.00 (Please visit NCFDD for current tuition cost).

Program Support

The Division for Change and Empowerment 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, which may come from the faculty member's home department, college, their start-up funds, or other sources.

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

DiCE Scholarship Support Deadlines

February 20, 2026 for Summer 2026

May 4, 2026 for Fall 2026, or Spring 2027

Funding Eligibility

Main and HSC campuses full-time, tenure-stream faculty members at UNM are eligible to apply to DiCE 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.*, DiCE 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 DiCE. Applications must be received by **February 20, 2026** to apply for the Summer 2026 session or **May 4, 2026** to apply for the Fall 2026 or Spring 2027 session.

Apply for the Fall 2026 or Spring 2027 Session





THE DISSERTATION SUCCESS CURRICULUM



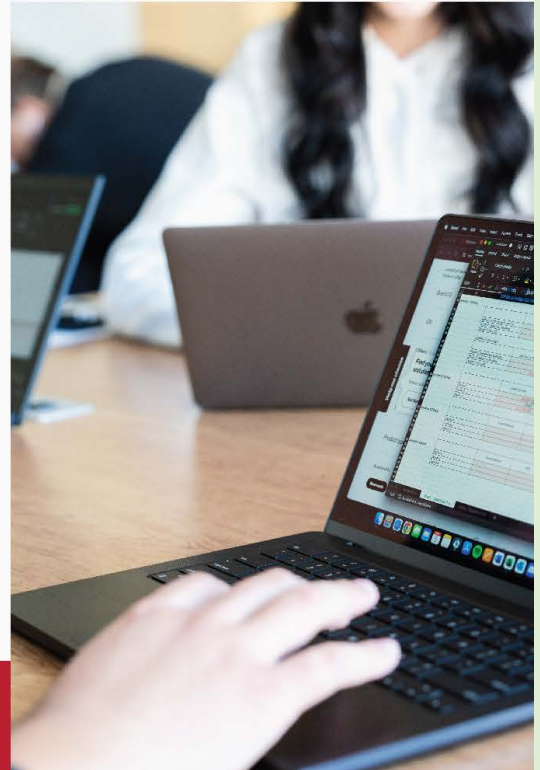
Finish your dissertation
with confidence



-  Streamline Your Dissertation Completion
-  Free for UNM faculty, postdocs, and doctoral students





Program Highlights

-  **Weekly Video Lessons**
from experienced faculty
-  **Guided Exercises**
to build consistent writing habits
-  **Goal Tracking Tools**
to stay on schedule
-  **Supportive Online Community**
of peers and mentors
-  **Proven Strategies**
to overcome perfectionism & procrastination



 www.ncfdd.org/join

Why Join?

-  Build lasting writing habits
-  Gain national community support
-  Boost dissertation completion & satisfaction
-  Adapt tools to your personal style



Activate your Free Membership

Go to ncfdd.org/join



Select University of New Mexico under Institutional Membership

Activate your account



Additional NCFDD Resources

- Monthly Writing Challenges
- Publish & Flourish
- Work-Life Balance
- Navigating Departmental Politics
- Early-Career Faculty Guidance

Brought to you by the Division for Change & Empowerment



Mark Your Calendars!



Estefania Sanchez-Vasquez, PhD

Postdoctoral Fellow
University of California Santa Cruz

SPECIAL SEMINAR

Changing paths: cell fate transitions in development and reprogramming

Thursday, March 12th



Thursday, March 12th
12:00 – 1:00 PM

**College of Nursing and Public
Health Excellence (CON-PHE)**

Room 1620, 2300 Tucker Ave. NE

Faculty Host: Kathryn M. Fietze, PhD



BIO

Dr. Sanchez-Vasquez is a postdoctoral fellow visiting UNM as part of the Alliance of Hispanic Serving Research Universities Postdoctoral Fellowship Program. Her research focuses on neural crest development, embryo-like self-organization, aneuploidy tolerance in early embryos, and somatic reprogramming. She has been supported by funding from the Pew Charitable Trust as a Pew Latin American Fellow, an NIH Institutional Research and Academic Career Development Award (IRACDA), and the National Institute of Child Health and Human Development.

THE UNIVERSITY OF NEW MEXICO-GALLUP

Statewide Diversity Summit: Náásgóó

Creating a Future of Solidarity and Liberation in New Mexico Higher Education



April 17-18, 2026



UNM-Gallup

Keynote Speakers





Deb Haaland

54th U.S. Secretary of the Interior



Dr. Eric Romero

Professor, New Mexico Highlands University



Dr. Patricia Trujillo

Deputy Cabinet Secretary, New Mexico Higher Education Department



Dr. Assata Zerai

Vice President, UNM Division for Change and Empowerment



Visit goto.unm.edu/gds26 or scan the QR code to register for the event or to submit a proposal.

If you have questions, please contact:
L.D. Lovett, llovett@unm.edu
Dr. Aretha Matt, matta@unm.edu



THE UNIVERSITY OF NEW MEXICO-GALLUP **Diversity Summit: Náásgóó**

Creating a Future of Solidarity and Liberation in New Mexico Higher Education

April 17-18, 2026

UNM-Gallup



CALL FOR PROPOSALS

Submission Deadline: Sunday, Mar. 1, 2026

Presentations, posters, and discussions should address one of the following tracks:

- Academic Freedom
- Immigration
- Leadership
- Impact of Funding Cuts
- LGBTQ+
- Fact vs. Misinformation
- Library Censorship
- First Amendment Rights
- International Faculty and Students

Information Required for Proposal:

- Title of Presentation

Format for Presentations:

- Individual Paper

- Title of Presentation
- A 100-word Abstract of Purpose and Content of Session
- Learning Objectives for Presentation
- Name and Email
- Format of Presentation
- 100-word Biography for Each Presenter
- Type of Presentation: In-Person or Online (Zoom)

- Individual Paper
- Poster
- Panel
- Roundtable Discussion
- Student Panel
- Student Poster

**Each session will be 1 hour in length*



Submit a proposal:

To submit a proposal, scan the QR code or visit
<https://forms.office.com/r/EnP4uBWTHW>

If you have questions, please contact:

LD Lovett, llovett@unm.edu
 Aretha Matt, matta@unm.edu



What's Happening @ the Arcoiris Center



Building Better Ships

BUILDING HEALTHY
 RELATIONSHIPS IN YOUR
 COMMUNITY

SHAC will be hosting a weekly FREE group workshops at

the Arcoiris Center every Thursday from 9am- 10 am

The workshops will focus on empowering Trans and Queer folks to have effective communication, setting affirming boundaries, and showing up for yourself and others.

Contact the Arcoiris Center with any questions at arcoiris@unm.edu
505-277-LGBT (5428)

HIV TESTING

Provided by MPower

Every 2nd Tuesday 10am-2pm:



03.10.26

04.14.26

05.12.26



Come to the UNM Arcoiris Center to get FREE confidential rapid HIV testing.

No appointment needed!



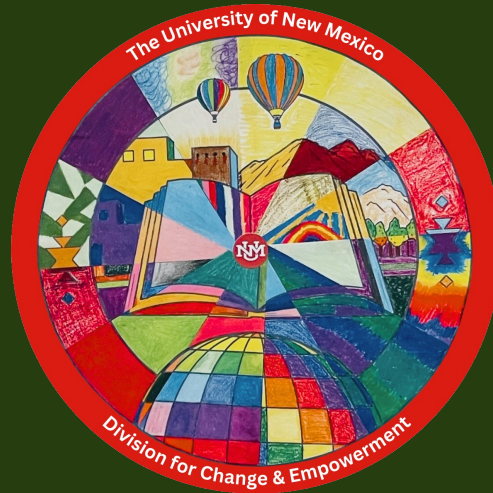
**The Arcoiris Center wants to make sure
all Lobos are fed.
If you find yourself in need of a quick bite to
eat, come see us!
We have snacks and small meals available
for students, staff, and faculty.**

**The Arcoiris Center is
open Monday-Friday 9-
5pm.**

**For more information, please feel free to
reach out to us:**

505.277.LGBT

(5428) or
arcoiris@unm.edu



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