

Inclusive Excellence

Winter 2025 Newsletter

A Message from Vice President Assata Zerai



Greetings and Happy New Year, Lobos!

We have had a fun-filled December, and the highlight was the Alza Council Celebration of Inclusive Excellence. It is our hope to make this an annual event. We built upon the tradition of the Luminaria Awards that predecessors to the Division for Change and Empowerment (DiCE, pronounced, 'dee-seh') hosted in years past. We delivered an exciting program that opened with curanderos, Professor Emeritus Cheo Torres and Dr. Mario Del Angel Guevara who offered a blessing. We featured our talented students who shared both poetry and song. We also had the opportunity to partake in a lovely meal provided by Ms. Bobbi's Homestyle Catering, UNM Catering, and Fab Cakes. And the central activity was recognition of luminaria awardees.

Our first award, and one of the most meaningful recognitions of the day, was the **Keeper of the Flame Award**. This award celebrates individuals who not only uphold the core values of our institution but also ignite



progress and inspire others to carry that flame forward.

The Keeper of the Flame Award is reserved for those who demonstrate unwavering commitment to inclusive excellence, visionary leadership, and the preservation of traditions that strengthen our community. It honors those who ensure that the light of progress never dims.

The beautiful luminaria awarded depicts a butterfly, which symbolizes transformation, resilience and hope, as values that ground and define DiCE's work. We recognized President Garnett S. Stokes as a trailblazer whose leadership has transformed the University of New Mexico. President Stokes embodies the spirit of this award. She has kept the flame of progress burning brightly by advancing student success, fostering community engagement, and breaking barriers as our first female president. Her vision and dedication have not only sustained our traditions but have propelled us toward a future defined by opportunity and excellence.



The other award categories are:

- The **Empowerment in Action** which recognizes those who remove barriers and empower others to succeed.
- The **Change Maker** award recognizes those who lead initiatives that transform the campus climate.
- The **DiCE Legacy** award was offered to those who have made sustained contributions to inclusive excellence and have left a lasting impact on UNM.
- And finally, El Corazón highlights those who lead with heart and hope, and who dance even in the midst of difficult circumstances.

Members of the Alza and LEID Councils nominated individuals for each of these awards. There were over 50 awardees in all who received specially crafted luminarias and certificates.

The ceremony ended with a rousing recital of "Ode to Taco Bell", that was penned by Gigi Guajardo, winner of the UNM Lobo Bites competition.



We hope that everyone will continue to bask in the joy of the celebration as they move into 2026.

In this edition of our newsletter, you will find a number of Spring 2026 resources from DiCE and our partners:

- DiCE Writing Retreat, 6-8 January 2026
- DiCE Listening Circles and Writing Challenges
- Faculty Forward Postdoctoral and Visiting Scholars Program Deadlines



- Graduate Student and Faculty Resources from the NCFDD
- HSRU Resources for graduate students
- Arcoíris Center Programming for 2026
- A Save the Date and Call for Proposals for the 2026
 New Mexico Diversity Summit
- The 14th Annual Spark FWCA Virtual Conference Announcement

Best wishes in 2026.
Peace,
Assata Zerai, Ph.D.
Vice President, Professor of Sociology

DiCE Resources



SPRING 2026 DICE FACULTY/POST DOC PROGRAMMING

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.

Spring 2026

Faculty Retreat
Jan 6 – 8

Writing Challenge Feb 16 – March 1

Writing Check-Ins March 10 – May 14

Listening Circles
Held Monthly

Workshops From Feb - April

There is infations in display

rnese initiatives include:

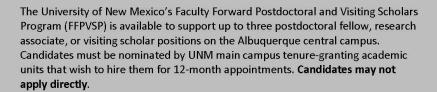
- Faculty retreats
- Writing challenges
- Accountability check-ins
- Listening circles
- Workshops

*Remote options available for all events. 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, and Advance. We further welcome new collaborators and sponsors to share ideas, time, effort, and so on.





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



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)



Guidelines/Eligibility

- Must be nominated by a tenuregranting 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 fulltime 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.

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

 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

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: <u>Faculty Forward Checklist</u>,

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 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 <u>InfoReady</u> 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

FAQ

*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.



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



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



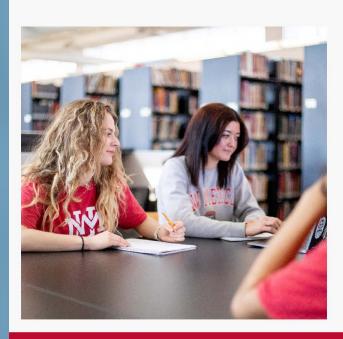
Activate your Free Membership

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









February 20, 2026 (for Summer 2026 session) May 4, 2026 (for Fall 2026 and Spring 2027 sessions)

scholarship Application Deathnes

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 <u>National Center for Faculty Development</u> (NCFDD). NCFDD provides all UNM faculty members, post-doctoral fellows, graduate students, and staff with free access to a number of the <u>NCFDD's programs and resources</u> 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.

<u>Main campus and Health Sciences</u> 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

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 Summer 2026 Session

Apply for the Fall 2026 or Spring 2027 Session

HSRU ASCEND^R The ASCEND^R Fellowship is a one-year, cohort-based fellowship that prepares emerging scientists and engineers for careers aligned with the national security agenda through defense-relevant research experiences and professional development.

Fellows will receive a \$12,500 award over 12

reliowship Program

months to support their academic and professional development.

Application deadline: February 20, 2026









CROSSING LATINIDADES HUMANITIES RESEARCH INITIATIVE

Call for Applications



2026 Summer Institute in Latino/a Humanities Studies: **Theories and Methodologies**

University of Illinois Chicago, June 12-21, 2026

We invite applications from current second- and third-year pre-candidacy Ph.D. students who will work on dissertations related to U.S. Latino humanities/humanistic social sciences topics. Application deadline: February 1, 2026 Notification of Award: March 10, 2026

The Fellowship Research Award includes a stipend of \$30,000 + tuition, fee waivers, and health insurance. The Summer Institute provides a stipend of \$3,000 to attend.

For more information, reach out to:

For additional information visit: https://crossinglatinidades.com/summer-institute

Mark Your Calendars!

SAVE THE DATE

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





Registration.





To register to attend, scan the QR code or visit https://forms.office.com/r/AwLOJpMXrD

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



THE UNIVERSITY OF NEW MEXICO-GALLUP

Diversity Summit: Náásgóó

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April 17-18, 2026



UNM-Gallup



CALL FOR PROPOSALS

Submission Deadline: Saturday, Feb. 21, 2026

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

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

Information Required for Proposal:

- 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)

Format for Presentations:

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

*Each session will be 1 hour in length







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







14TH ANNUAL **SPARK FWCA**

Virtual Conference

Theme: "Liberation in Practice: Healing, Justice, and Imagination in Higher **Education.**"

Each spring, the community comes together for a 4-day immersive experience—this year, fully virtual—to honor the complexity, creativity, and courage of those reshaping higher education.

It's not just professional development.
It's a reclaiming.
The date is approaching fast and we're making preparations.

09 April, 2026 to

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Just starting out? Let's talk strategy.

Grant declined or terminated? Plan your resubmission.

Confused by the solicitation? Find clarity.

Need to write for a general audience? Think about translation.

Narrative that's accurate but not compelling? Craft persuasion.

Sign up for a session <u>HERE!</u>



email frdo@unm.edu with questions



FRDO.unm.edu

What's Happening @ the

Arcoíris Center





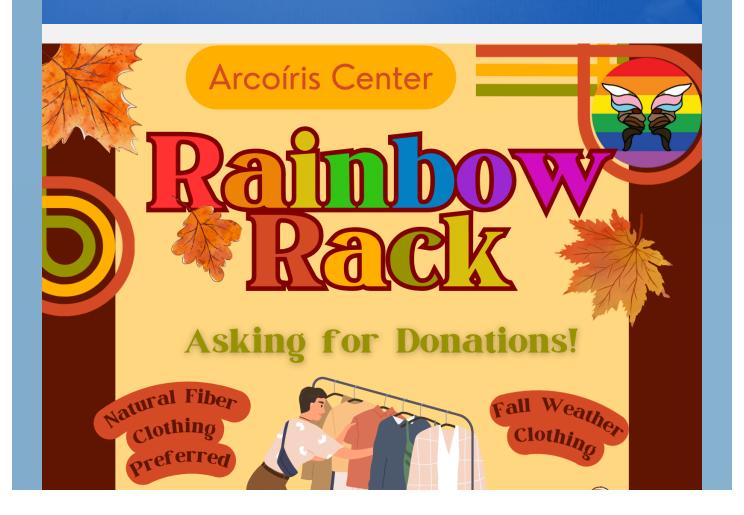
come see us!

We have snacks and small meals availabe for students, staff, and faculty.

The Arcoíris 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







Make friends and form lifelong connections

Join Us This Year! Wednesdays 6-9pm Arcoiris Center



linktr.ee/juniperreimagined

The Association for Joteria Arts, Activism, and Scholarship

Join AJAAS to find queer-trans Latino/a/e community on campus and participate in events to uplift our gente!

https://tinyurl.com/InterestAJAAS



Fill out the form and let us know what events

you want to see!









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