

Inclusive Excellence Updates from the UNM Division
for Change and Empowerment and Arcoiris Center
New Faculty Orientation
12 January 2026

UNM 2040

Goal 3: Inclusive Excellence



Today's Discussion

1. Our Division's Aspirations, Mission, Values, and Portfolio
2. Resources to support faculty members' and students' success
3. Critical Analyses of US & Global Cultures
4. Initiatives to support scholarly wellbeing
5. UNM Arcoiris Center

Our Division's Hopes, Mission, Values, and Portfolio





Our DiCE ["dee-seh"] Team



Our Division's Hopes, Mission, and Values

Our Hope for the Future:

We envision a university where all Lobos are empowered to pursue success without barriers.

Our Mission:

We seek to elevate and strengthen UNM's core values by creating access for, cultivating the potential of, and inspiring all Lobos. We do so by learning from our legacies and fostering connections for synergy, hope, and joy.

Our Values: As the heart of the pack, we build on our roots to amplify the voices of UNM's communities by following these core values.

- Curiosity and the production of new knowledge
- Promotion of innovative research and artistic endeavors
- Creating and following best practices
- Meeting the changing needs of all Lobos
- Minimizing harm
- Remembering to dance even in the midst of difficult circumstances

Alza Council

All are invited the first
Wednesday of the month

11.30-1.30p

Scholes Hall 204

(Roberts Room)

And via Zom

We are excited to announce that our council has a new name: Alza Council. In Spanish, alza means “to rise, to elevate” a reflection of our mission to uplift and amplify voices that too often go unheard. The Alza Council embodies our commitment to creating space for all Lobos, ensuring that every member of our community has the opportunity to rise and be heard.





Resources to
support faculty
staff, and student
success

The Staff and Faculty Wayfinder website: a confidential tool to discover options for reporting and surviving bullying, harassment, and other interpersonal incidents.



Wayfinder

A Resource Navigator for UNM Staff and Faculty



- Wayfinder is a user-centered, private, intersectional, and trauma-informed website for employees at The University of New Mexico who have experienced or witnessed bullying, harassment, or discrimination
- Wayfinder has received traffic from thousands of users; the website utilization has reached approximately 700 visits per month.



Empowering faculty for lasting success with programs, coaching, and on-demand support

Download the Faculty Success Program Guide 

Learn more about Membership

Have you heard about the Faculty Success Program? It's our signature 10-week program for faculty. Secure your spot now!

Learn More

Multiple benefits for the professional development of faculty members, postdocs, and advanced graduate students

- Monthly Writing Challenges
- Dissertation Success
- Early Career Faculty
- Publish & Flourish
- Department Politics

Why should faculty, postdocs, and doctoral students activate their individual accounts?

DiCE Scholarships to Main/ABQ and HSC for the NCFDD Faculty Success Program: Summer & Fall 2026 & Spring 2027

- The NCFDD Faculty Success Program (FSP) is an intense, 12-week, online-based program
- Designed to transform the personal & professional lives of participants, FSP provides strategies to:
 - ✓ increase research productivity
 - ✓ gain better control of their time
 - ✓ live a full & healthy life beyond campus
- FSP scholarship applications will be accepted from tenure system faculty on main campus and HSC who are active NCFDD members
- DiCE is providing up to \$2,125 per person in funding assistance for up to six recipients to participate in this program.
- Applications to DiCE are due by **Feb 20** (for summer 2026) and **May 10** (for fall 2026 or spring 2027).
- FSP Scholarship deadlines during 2024-25:
 - **20 Feb 2026** for Summer 2026
 - **4 May 2026** for Fall 2026, or Spring 2027
 - Apply on UNM InfoReady, <https://unm.infoready4.com/#competitionDetail/1997472>
 - Faculty will be required to pay for the difference of the remaining tuition cost, through matching funds, which may come from the faculty member's home department, college, their start-up funds, or other sources.

14-Day Writing Challenge

University of New Mexico is partnering with the NCFDD
to host a private 14-Day Writing Challenge!

What's the challenge?

This challenge is open to academics at all stages, looking to experiment with daily writing and find joy in the process.

- Commit to writing for at least 30 minutes a day for two weeks
- Login to our online community, start the timer, complete your writing, and post your progress at the end
- Take 5 minutes to support other writers in your group by commenting on their progress

"Writing" refers to any scholarly activity ranging from the spark of a new idea to polishing a near-complete project (article, grant proposal, exhibit, book chapter, etc.).

The average participant writes for 350 minutes over the two weeks and 98% of recent participants agreed that "the 14-Day Writing Challenge was helpful in making progress on your scholarly work."

Monday, April 20 - Sunday, May 3, 2026
Registration ends Sunday, April 12, 2026

Register at:

members.ncfdd.org/sessions/apr2026unm14daychallenge



NCFDD Writing Challenge for UNM Scholars

- April 20th -May 3rd, 2025
- Registration ends April 12, 2026

UNM's
Undergraduate
Requirement:

3-credit
Critical Analysis of
US & Global
Cultures (CAC)
courses



The Purpose of the CAC Course Requirement

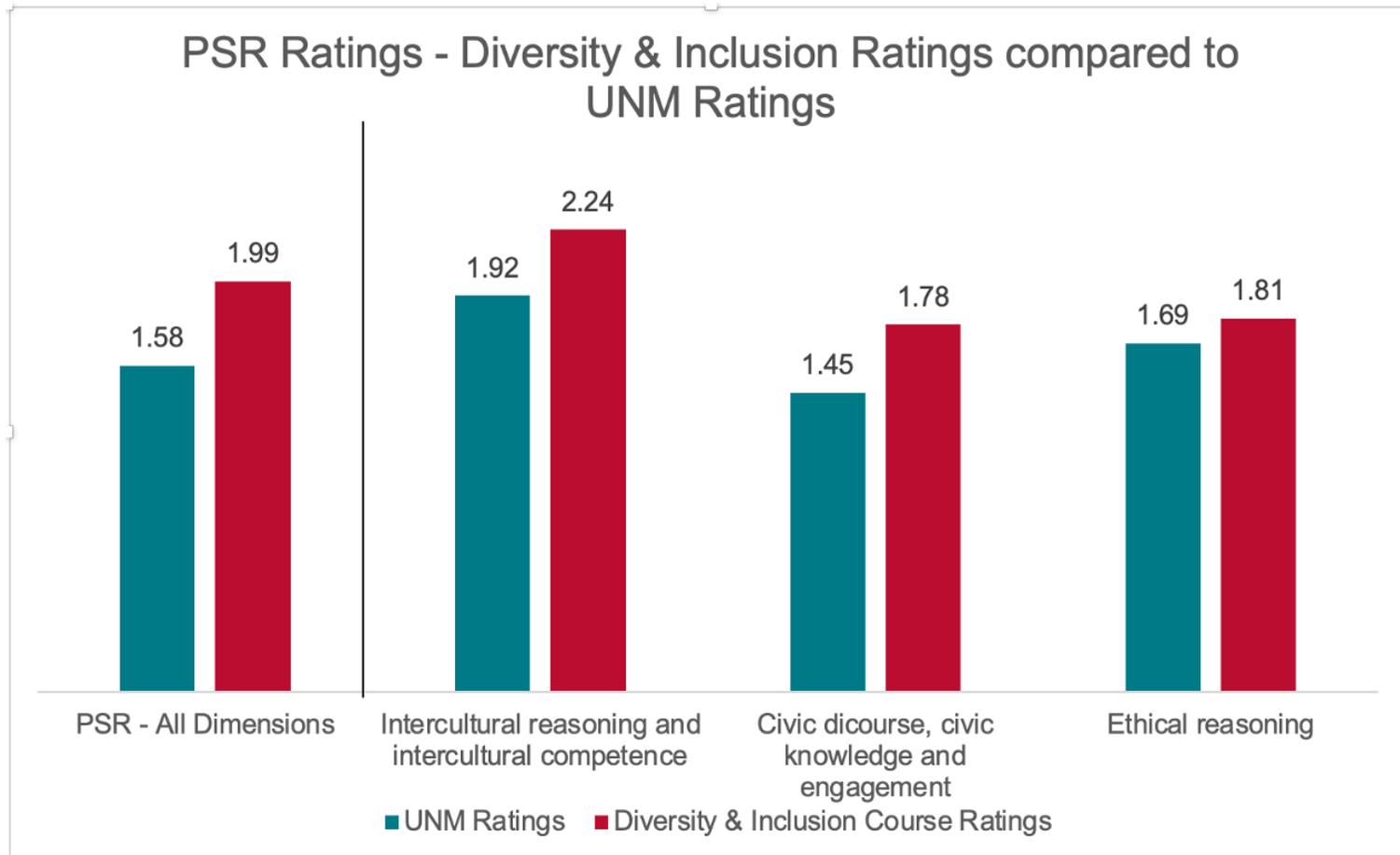
- Established at UNM in 2014
- Updated to Critical Analyses of US & Global Cultures (CAC) courses in 2025
- To promote a broad-scale critical understanding of the culture, history, or current circumstance of populations that have experienced historic and/or contemporary inequitable treatment in the U.S. or in a global context.

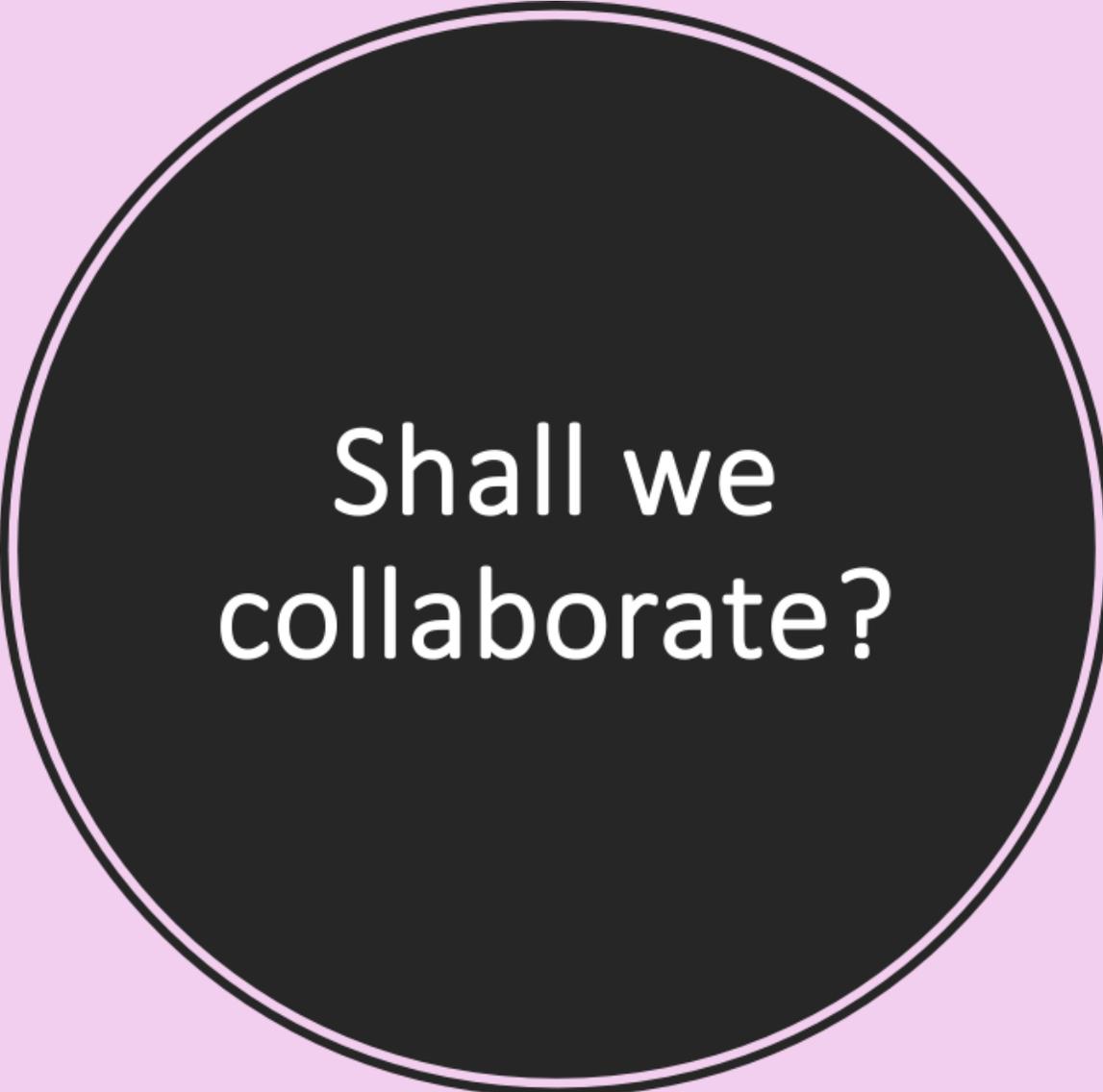


The Academic Rigor and
Objectives of
Critical Analysis of U.S.
& Global Cultures
Requirement

- **Promotes** critical thinking, leadership skills and lifelong learning
- **Cultivates** cross-cultural understanding, respect and solidarity
- **Encourages** civic engagement
- **Promotes** student success
- **Fulfills** accreditation criteria
- **Benefits** *all* students in their careers

AY 2020-21 (Data from the Office of Assessment)





Shall we
collaborate?

We encourage you to:

- Serve on the Alza Council Curriculum Subcommittee (ACCS) (commitment is approximately 2 hours monthly)
- Offer more CAC courses
- Apply for [CAC](#) courses

Eligibility for CAC Course Submission

- Any cataloged undergraduate course
- A 3-credit hour course
- Americans with Disability Act Statement
- Covers Specific Learning Outcomes

Weekly Office Hours: Wednesdays, 2.30-3.30p, (starting Feb 25th)

Led by Special Advisor
Dr. Nahir Otaño Gracia
Zoom link:





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 AND
REGISTRATION**



Initiatives to support the scholarly wellbeing of UNM Faculty and Postdocs led by Dr. Nahir I. Otaño Gracia





UNM Arcoiris
Center

- Confidential advocacy
- HIV Testing
- Peer Counseling led by SHAC:
Building Better 'Ships
- Student Organizations
- Safe Zone Workshops
- Serves all Lobos (students, faculty,
staff)
- See arcoiris.unm.edu

Resources from the Division for Change and Empowerment

...to assist you
and your students
& staff.

Please see DICE's
website, link:

goto.unm.edu/dice
[resources](#)

Resources for faculty ABQ-main, branches, HSC):

- National Center for Faculty Development (NCFDD-all campuses) & the NCFDD Faculty Success Program (FSP-main and HSC only)
- Faculty Forward Postdoctoral and Visiting Scholars Program
- HSRU Postdoc Fellowship Cohort Program
- Supporting Faculty with Disabilities
- Addressing Stress During Polarizing Times

Resources for chairs, deans, and targets of web-based incidents

- Resources for Department Chairs assisting Scholars Targeted in Doxing and Trolling Incidents
- Resources for Scholars Targeted in Doxing and Trolling Incidents
- Resources for Scholars receiving IPRA-FOIA requests

Resources for your students (ABQ-main, branches, HSC):

- Critical Analyses of US and Global Cultures Undergraduate Requirement
- ASCEND^r doctoral funding from HSRU
- New Mexico Alliance for Minority Participation (NM-AMP) info

Resources for students, faculty & staff (ABQ-main, branches, HSC):

- The Staff-Faculty Wayfinder Website
- Alliance of Hispanic Serving Research Universities
- Upstanders' Toolkit
- [Arcoíris Center](#)

Resources for Admissions Committees

- Guidance on Admissions, post-June decision from SCOTUS - 4 December 2023

VP contact: zerai@unm.edu and website dice.unm.edu. *Please reach out to me; I am here to support you!*



Thank you!

- For more information, reach out to:
Assata Zerai, Ph.D., Vice President
and Professor of Sociology
zerai@unm.edu

Terms used interchangeably, acronyms and relevant notes

- ACCS, Alza Council Curriculum Subcommittee
- AAUP, American Association of University Professors
- CAC, Critical Analyses of US and Global Cultures Courses
- FF, Faculty Forward Postdoc and Visiting Scholars Program
- GS, Grad Studies
- HSRU, Alliance of Hispanic Serving Research Universities
- LEID, Liaisons for Excellence, Innovation, and Development Council of associate deans
- NCFDD, National Center for Faculty Development
- NSF, National Science Foundation
- OIA, Office of Institutional Analytics
- TRI, UNM Term Employee Retention Initiative, hr.unm.edu/tri
- UNM 2040 Opportunity Defined, <https://opportunity.unm.edu/>