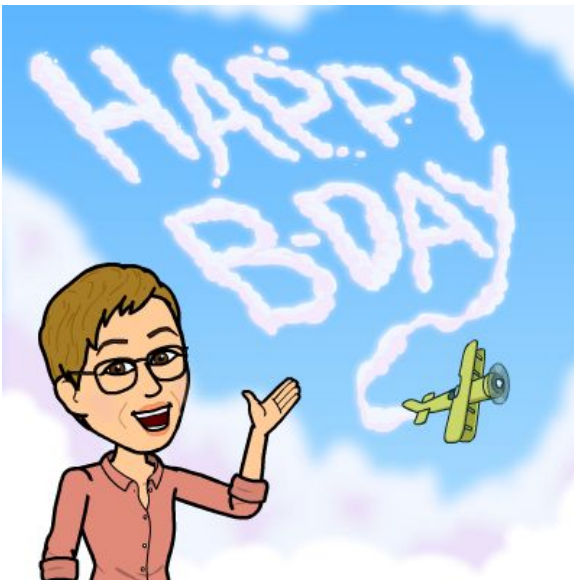




September 2017



Happy Birthday to us!

Our first year of institutional transformation is coming to an end. It's been an amazing journey. We've hosted eight workshops and panels, engaged with UNM leaders at various levels, and worked for change on ideas ranging from aligning UNM and APS spring breaks, to decreasing inequities in service loads, to helping search committees find more diverse pools of candidates.

What did we miss? Are there issues you want us to work on or be aware of? Drop us an email at advance@unm.edu.

Our first summer is over, too.

We had a successful [online writing challenge](#) with 25 participants from various departments on main campus as well as the UNM Gallup campus!

We produced [a video that highlights the work of women and minority faculty members](#). Take a look to learn about some innovative scholarship around campus.

Our fall workshop and panel series is underway!



Thanks to those who attended our first panel Aug. 25 about navigating work duties as an associate professor. It was great to see the interest!

Erik Erhardt's workshop on "Getting Things Done" set a new attendance record. Apparently many of us are trying to get more organized!

Special thanks to workshop speakers Steve Cabaniss, Mary Domski, Erik Erhardt and Tina Takacs-Vesbach.

We have more events coming see below or check our calendar at advance.unm.edu/events to keep up to date on our events.

Upcoming events

As part of our ongoing series of workshops and panels, we have several events scheduled for you in September and October.

On **Sept. 20**, come hear the latest news from the Innovation Academy and Innovate ABQ. Speakers include Rob DelCampo, head of the academy and Lisa Kuuttilla, president and CEO of STC.UNM.

On **Oct. 5**, learn strategies for getting promoted to professor. Come get a roadmap navigating expectations at the department, college, university level. Speakers include Advance at UNM Director Julia Fulghum, Biology Professor Tina Takacs-Vesbach, Department of Economics Chairman Bob Berrens and Senior Associate Dean Phil Ganderton.

On **Oct. 6**, Harvard Sociology Professor Frank Dobbin will speak about why diversity programs fail. Find out what works and what doesn't work to get more women and minorities into leadership positions.

On **Oct. 20**, find out how to use social media in a professional and academic context with CNM chemistry professor Rissa Sorensen-Unruh and Advance communication director Kate

Cunningham.

On **Nov. 10**, get help managing problem students and student problems. Hear from Dean of Students Nasha Torres and SHC Counseling and Therapy Services Director Stephanie McIver, who will outline the on-campus resources and strategies for helping students and resolving student issues.

Register [here](#) for the innovation update and [here](#) for the promotion to professor workshop.

PRESENTATION AND DISCUSSION	PANEL AND DISCUSSION
<h2 data-bbox="240 611 727 741">INNOVATION UPDATE</h2> <p data-bbox="220 751 763 804">You've heard the buzz about UNM's Innovation Academy and the Innovate ABQ projects.</p> <p data-bbox="220 835 771 909">Come find out the latest news, learn more about recent grants that provide opportunities for faculty and hear about how faculty can work with students to develop their own expertise.</p> <div data-bbox="289 940 444 1142"></div> <p data-bbox="272 1146 472 1230">Rob DelCampo Executive Director Innovation Academy</p> <div data-bbox="539 940 695 1142"></div> <p data-bbox="529 1146 711 1230">Lisa Kuuttilla President and CEO STC.UNM</p>	<h2 data-bbox="813 600 1403 632">From the Associate Professor Workshop Series:</h2> <h1 data-bbox="878 642 1338 831">MULTIPLE PATHS TO EXCELLENCE: PROMOTION TO PROFESSOR</h1> <p data-bbox="854 835 1349 888">The path from associate professor to professor is paved with uncertainty.</p> <p data-bbox="824 898 1373 951">Come get a roadmap for navigating expectations at the department, college and university level.</p> <div data-bbox="824 972 932 1100"></div> <p data-bbox="808 1108 954 1182">Bob Berrens Chairman, Department of Economics</p> <div data-bbox="971 972 1078 1100"></div> <p data-bbox="963 1108 1101 1245">Julia Fulghum Director, Advance at UNM, Special Assistant to the Dean for Graduate Education, Arts and Sciences</p> <div data-bbox="1110 972 1218 1100"></div> <p data-bbox="1105 1108 1243 1182">Phil Ganderton Senior Associate Dean and Associate Dean of Faculty</p> <div data-bbox="1256 972 1364 1100"></div> <p data-bbox="1268 1108 1390 1203">Tina Takacs - Vesbach Professor, Department of Biology</p>
<p data-bbox="233 1266 310 1373">WED SEP. 20 3:30-5</p> <p data-bbox="337 1266 508 1308">SUB Fiesta A&B Snacks provided!</p> <p data-bbox="337 1329 760 1373">Please register at advance.unm.edu/events or email advance@unm.edu.</p> 	<p data-bbox="854 1266 930 1373">THURS OCT. 5 9:30-11</p> <p data-bbox="946 1266 1117 1308">SUB Fiesta A + B Snacks provided!</p> <p data-bbox="946 1329 1369 1373">Please register at advance.unm.edu/events or email advance@unm.edu.</p> 

We also have three regular events in our space each week: Shut up and Write sessions, Research Development Times and R Office Hours.

Our series of **Shut up and Write sessions** are on Tuesdays and Thursdays this fall. Join us Tuesday from 2 to 4 or Thursday from 8 to 10 a.m. Sessions are listed on [our calendar](#) and there's no registration required.

We also have **Research Development times** every Wednesday from 1 to 3. Visit with representatives from the Faculty Research Development Office on applying to and finding grants or other related questions.

New this semester, Our **R Office Hours** are a time for anyone to come and get help using the R programming language, which can be used for data visualization and analysis. Computer Science grad student Elizabeth Esterly hosts these office hours, and will be creating online R tutorials as well as hosting two R workshops Oct. 23 and Dec. 4.

[Here's how to find us for those events.](#)

Shoutout to Stephanie Forrest

ADVANCE at UNM co-PI and Distinguished Professor of Computer Science Stephanie Forrest has accepted a position at Arizona State University. Stephanie was a key part of our first year successes and we'll all miss her. We wish her much success at ASU.

META MENTOR UPDATES

We have updates on several questions our Meta Mentor has received. We're changing our approach this year and will be posting updates more regularly!

We're making progress on the Spring Break situation

As a result of a question to [our Meta Mentor](#), we have been working on the issue of getting the UNM and APS spring breaks to align. We have some progress to report! We hope everyone noticed that our winter break now extends through Jan 2nd, aligning with the APS break. This is particularly helpful for staff, and we're delighted that Staff Council is partnering with us on this issue.

We've now surveyed faculty, staff and graduate students. The surveys shows a very high level of support for aligning breaks. The results have been presented to the Academic leadership and the Faculty Senate, and you can look at the results [here](#).

Child care questions

Our Meta Mentor also had a question about why the UNM Child Care Center is closed the two days before the fall semester starts. We're talking with the Director to see if there is any flexibility in scheduling the mandatory staff training.

Administrative bottlenecks and frustrations

Another faculty member wrote to Meta Mentor asking:

"I'm having trouble navigating all the administrative processes in my department. It seems to take forever to get approvals to complete purchases or spend money on other things that I need to do for my research. Even with my department admin's help, I'm spending tons of time on these tasks. How/where do I get help?"

We're talking with the Provost's Office and Purchasing about a possible process for evaluating administrative frustrations. As part of this, we need a range of examples.

Are you also experiencing red tape?
Tell us your stories [here](#).

Remember you can submit your anonymous questions to our the Meta Mentor on anything career related from our website [here](#).



Meta Mentor
Ask your career-related questions!

Advance
at UNM

Give yourself (or a colleague) a shoutout!

Did you catch all of the STEM Shoutouts on our website in August? We recognized different women each day of the month for their accomplishments. And our work highlighting the scholarship of women and minorities in STEM at UNM continues. We'll continue the shoutouts during the semester. Submit the name or a colleague or nominate yourself [here](#). See who we've recognized recently [here](#).

STEM SHOUTOUTS



STEM Shoutout: Dr. Kathy Powers



STEM Shoutout: Dr. Lindsay Lowe Worthington



STEM Shoutout: Dr. Cristina Takacs-Vesbach and Dr. Heather Canavan

Policy Resources and PDF coming soon...

Puzzled by where to find policies relevant to faculty? Confused about how to interpret these policies? We've consolidated the policies you need and are developing guidance on how to ask for help. We'll have new web pages and a downloadable pdf with live links to help you. Look for this resource on [our website](#) by the end of September.

Space for you!

Our office is located in the annex to the Communication and Journalism building and has space for you to work collaboratively with colleagues or to sit and work by yourself. You can schedule special meetings in our conference room too. The workspace calendar is [here](#).

If you'd like to use the conference room, send an email to advance@unm.edu.

Our communication team is here to help promote women in STEM



Sarah, Adrian and Beatriz are ready to hear about your work! Let them know about your recent awards, grants or activities. They take photos, do writing, edit videos and more.

You may have seen our interns out photographing and making videos at our recent events. This fall's interns -- Sarah, Adrian and Beatriz -- are here to help us tell the story of women and minorities in STEM. Each is a student at UNM, and they have backgrounds in computer science and film, mechanical engineering and communication and journalism.

They also are here to help you promote what you're doing. That means if you have news of an award, a grant or interesting research, you should get in touch! Our students do the writing, take photos, produce video and use social media to let the world know about your accomplishments. Tell us what you are up to and they'll help with the rest.

Be social !

Stay up to the minute with our events, news and other information by liking our Facebook page (Advance at UNM) and following us on Twitter @advanceunm. Sharing our posts and updates helps show your support and spread the word.

As always, contact Director Julia Fulghum at (jfulghum@unm.edu) or advance@unm.edu or use the submission options on our web page to send ideas, useful links, concerns and questions.

We hope to see you soon,

The Advance at UNM team