

## ANNUAL REPORT



## NM-PAID Alliance for Faculty Diversity

January 1, 2010– December 31, 2010

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## APPENDIX I

### INSTITUTIONAL DATA AND GRAPHS

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## OVERVIEW

Appendix I of this report includes a compilation of institutional data for the four partner institutions. Data for NMSU goes back to 1995, before the inception of the ADVANCE IT program at NMSU. One contribution of institutionalization on the NMSU campus is the extensive institutional reporting of faculty gender and ethnicity information. Information from the partner institutions begins at the inception of the NM PAID program.

The data show that NMSU has increased the number, and percentage of female faculty in the STEM disciplines from 2001 to 2009. The overall number of faculty in the STEM disciplines has decreased over that time period, but the number of women faculty has increased. We also see that women are 40% of tenure-track assistant professors in STEM disciplines, 19% of tenured Associateiate professors and 18.6% of full professors. Since a larger percentage of men in the STEM Assistant Professor cohorts left NMSU than the percentage of women, the larger percentage of women at the assistant professor level is reflective of an increase in the number of new hires that are women and the ability of NMSU to retain those new hires. At NMSU women do still comprise a significant fraction of non-tenure track faculty.

Another notable trend for NMSU over the last decade is the increase in representation in both the College of Arts & Sciences and the College of Engineering on the College Promotion and Tenure Committees. For Engineering the number of women eligible to serve on this committee is small (full professors who are not department heads) so the increase is only one person, but in Arts and Sciences the gender distribution was 0% female until 1999, and now is 57.14% female.

The data from the partner institutions only includes years since 2006, so it is more difficult to identify trends. An effect of institutionalization of this program at the partner institutions may be the continued compilation of data relevant to representation for the STEM faculty and all faculty. At UNM we can see that the percentage of female faculty in STEM disciplines has stayed relatively constant over the past three years, but has kept pace with the overall increase in the number of tenured and tenure-track STEM faculty.

## New Mexico State University Data – 2009

Table 1.1/Figure 1.1.: New Mexico State University Faculty by Category, Fall 2009

Table 1.1 and Figure 1.1 show the percentages of female faculty in all departments at NMSU. The table indicates that women represent 34% of tenured or tenure-track faculty across all departments at NMSU. A total of 65.2 % of non-tenure track faculty are female. In STEM departments at NMSU women make up 21.7% of tenured or tenure-track faculty, while 55.3% of non-tenure track faculty are female. Figure 1.1 shows that the number of tenure-track female faculty in STEM departments has increased since the inception of the NMSU ADVANCE program, while the corresponding number of male faculty has decreased.

Table 1.2/Figure 1.2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995-2009

The data in Table 1.2 shows the distribution of STEM faculty over time at NMSU. Table 1.2 indicates that the percentage of females among tenure-track faculty in STEM departments at NMSU has increased from 13.5% to 22.8% since 1995. Likewise, the number of female non-tenure track faculty in STEM departments at NMSU has also increased from 42.9% to 53.1% since 1995. For all STEM faculty at NMSU there has been an increase of female participation from 17.1% to 26.4% from 1995 to 2009. The total number of faculty in NMSU STEM departments has decreased from 1995 to 2009, while the number of women has increased.

Table 1.3: Fall 2009 STEM and SBS Departmental Faculty Composition at NMSU

Table 1.3 shows the faculty composition in STEM departments at NMSU. The data indicates that women are less than 50% of tenured and tenure-track faculty in all departments except Family and Consumer Sciences, Communication Studies, Sociology, and Anthropology. The College of Engineering has the lowest percentage of women at 13.3%. A large percentage of the women in STEM departments are non-tenure track.

Table 1.4: Distribution within Gender, Rank, and Tenure Status of NMSU Faculty, Fall 2009

The data in table 1.4 shows the 2009 gender, rank, and tenure distribution within all departments at NMSU. In all departmental categories there are greater percentages of women among non-tenure track faculty than among tenure-track faculty. Women are less represented at the higher tenure ranks, both within STEM disciplines and across the university.

Table 1.5/Figures 1.3 and 1.4: Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track for STEM Departments at NMSU

Table 1.5 and the graphical representations in Figures 1.3 and 1.4 show the gender and ethnicity distributions across STEM departments at NMSU. The data indicate that there is a greater variety of ethnicities represented in tenure-track faculty than non-tenure track. This could be due to the greater number of tenure-track faculty overall. Representation of ethnicities other than White, Asian, and Hispanic are very small. White males comprise the majority of the tenure and tenure-track faculty, making up 53.2% of all STEM tenure-track faculty. White females are the second largest group at 13.9%, followed by Asian males at 12.2%. White women make up a larger percentage of non-tenure track faculty in STEM departments at 46.9% of non-tenure track faculty, while white men represent 37.5% of faculty in this category.

Table 1.6A: Assistant Professor Cohorts, STEM Departments

Table 1.6B: Assistant Professor Cohorts, Non-STEM Departments\

Figure 1.5: Status of NMSU Asst Professor Cohorts

Tables 1.6A and 1.6B as well as a graphical representation in Figure 1.5 show the Assistant Professor Cohorts in both STEM and non-STEM departments at NMSU. The data indicates that fewer STEM females have been tenured than males both within cohorts and overall. There are 17 tenured females and 17 who are not yet tenured. Conversely there are 63 tenured males and 31 males not yet tenured. The numbers of males and females who have been promoted are much closer in non-STEM departments. In non-STEM departments there are 52 tenured females and 50 females not yet tenured compared to 48 tenured males and 42 males not yet tenured. A significant number of tenure-track faculty left NMSU before reaching tenure. A total of 36 males and 45 females left the institution before getting tenure in non-STEM departments, versus 20 males and 6 females in STEM departments. The percentage of males leaving before tenure is higher than for females in tenure-track STEM positions. Of note in Figure 1.5 is the roughly equal number of tenured STEM and tenured non-STEM males, compared to the significantly fewer tenured STEM women compared to the tenured non-STEM women.

Table 1.7A: Associate Professor Cohorts, STEM Departments

Table 1.7B: Associate Professor Cohorts, Non-STEM Departments

Figure 1.6: Status of NMSU Associate Professor Cohorts, Non-STEM Departments, Fall 2009

Tables 1.7A and 1.7B and the graphical representation in Figure 1.6 show the tenure and promotion status of Associate Professor Cohorts in both STEM and non-STEM departments at NMSU starting in 1995 until the present. The Non-STEM females have the highest percentage of associate professors who have not been promoted within the timeframe studied compared to all other faculty categories (with 19 women being promoted and 48 women not yet promoted in 2009.) In the STEM departments, 10 women were promoted and 13 women were not yet promoted by the close of 2009. Non-STEM males have a lower percentage of promotion than STEM males. In non-STEM departments, 25 men have been promoted versus 44 who have not yet been promoted. In STEM departments 34 men have been promoted, with 44 men who have not yet been promoted. Again note the roughly equal numbers of STEM and non-STEM promoted or not yet promoted male faculty, while the

number of STEM female faculty are significantly less than half in both the promoted and not yet promoted categories.

Table 1.8: Tenured and Tenure Track Age, Time at NMSU, Experience, 2009

Table 1.8 shows the ages, experience, and time employed for all faculty at NMSU. The data indicates that among all departmental categories, male tenured and tenure-track faculty on average are older, have been at NMSU longer, and have more years of experience (defined as years since obtaining highest degree) than female tenured and tenure-track faculty. The gender gap for STEM departments is smaller than for STEM departments.

Table 1.9: Tenure and Tenure Track Monthly Salary By Rank, 2009

Table 1.9 shows salary distributions for all faculty at NMSU. Across all ranks in STEM departments, female faculty are paid less than their male colleagues. The greatest average pay gap (\$1,462.28) exists between male and female associate professors in STEM departments, although the ratio of women's to men's median earnings is comparable to the STEM disciplines at the assistant professor level. The smallest average pay gap and ratio in STEM departments is at the full professor level: \$476.39 and 0.95. Overall at NMSU the ratio of female to male median earnings is higher than in STEM disciplines and the pay gap is smaller than in STEM disciplines.

Table 1.10: Non-Contract Age, Time at NMSU, Experience and Monthly Salary 2009

Table 1.10 shows the age, experience, time at NMSU, and salary for non-contract faculty at NMSU. Non-contract female faculty in Social and Behavioral Science departments have been at NMSU an average of 2.34 years longer than their male counterparts but make an average of \$470.22 less. On average, female non-tenure track faculty make less than their male counterparts across all departmental categories. STEM departments had the highest gender gaps compared to other categories in average age, average time at NMSU, and average monthly salary. This means that male non-tenure track faculty are older, have had more time at NMSU and earn a higher average monthly salary. The gender gap in terms of time at NMSU is larger than the years of experience measured as years since earning Ph.D., 3.62 years versus 1.79 years.

Table 1.11: NMSU Administrative Leadership Positions, Fall 2002 and 2009

Table 1.11 shows the gender distribution of administrative leaders at NMSU over time. The percentage of women in administrative leadership positions has increased since 2002 among STEM department heads (from 10.5% to 18.8%), STEM associate department heads (14.3% to 25.0%), and deans (28.6% to 37.5%). The percentage of female Vice Presidents/Provosts, Vice Provost and Associate deans decreased from 2002 to 2009. However, since the overall number is small, it is difficult to see a significant trend in the number of women holding NMSU administrative positions since 2002.

Table 1.12: Social and Behavioral Science (SBS) Faculty, ADVANCE (STEM) Faculty, and Faculty not in ADVANCE Departments nor Social and Behavioral Science Departments (non-STEM and Non-SBS) Holding Regents Professorships at NMSU, 2009

Table 1.12 shows the faculty holding Regents Professorships. The Regents Professorship was established by the Board of Regents to recognize faculty who have made outstanding contributions to the University in education, research, extension education and public service. Overall, more men have been recognized than women in all categories. The Regents Professorship, once awarded, is maintained until an individual retires

Table 1.13: Gender Distribution of Promotion and Tenure Committees 1997-2009

The data in table 1.13 shows that women are significantly represented on the College of Agriculture and Home Economics Promotion and Tenure Committee. In the College of Arts and Sciences there has been a significant increase in female participation from 1997-2009. For the College of Engineering, 2008-2009 was the only academic year in the time period studied with a female member, but this is not surprising, as there are six tenured women in the College of Engineering, two of whom are department heads, and three of whom were recently tenured, leaving only one full professor candidate eligible to serve on the College Promotion and Tenure Committee.

Table 1.14: Women as a Percent of All Ph. D. Recipients Nationwide, 2003, Post Docs, 2001, Academic Employment, 2003 and NMSU Faculty, 2009

Table 1.14 shows the percentage of female Ph.D. recipients nationwide over time. NMSU's percentage of female faculty in most categories is comparable to the 2003 national average of women employed in academia. NMSU exceeds the national average in the categories of Earth and Atmospheric Sciences with 33.3%, Mathematics with 30.8%, and Computer Sciences with 22.2%.

Table 1.15: Women as a Percentage of NMSU STEM Tenured and Tenure-track faculty by discipline 1995-2009

Figure 1.7: Women as a Percentage of NMSU STEM Tenured and Tenure-track faculty by discipline 1995-2009

Figure 1.7 shows the percentage of NMSU STEM tenured and tenure-track faculty over time. The percentage of women has increased since 1995 in Engineering (by 6.1%), in Biology (by 11.3%), in Mathematical Sciences (by 3.2%), in Agricultural Sciences (by 3.2%), and in Natural and Physical Sciences (by 4.5%).

Table 1.16: Women as a percentage of all STEM New Hires at NMSU, 1995-2009

Figure 1.8: as a percentage of all STEM New Hires at NMSU, 1995-2009

Table 1.16/Figure 1.8 shows the percentage and number of female new hires over time at NMSU. Women's representation among STEM New Hires has increased since 1995 from 33% to 46% in 2009. To address the problem of small numbers of STEM hires at NMSU, we compared hiring before the NSF ADVANCE program and the NMPAID program and after.

We averaged new hires from 1995-2001, and compared to an average of 2002-2009. Comparing those time periods (pre-ADVANCE and after implementation of ADVANCE) the hiring percentage of females nearly doubled, from 18% to 35%.

\*All NMSU data provided by the NMSU Office of Institutional Research, Planning, and Outcomes Assessment (IRPOA) unless otherwise noted



**Table 1.1: New Mexico State University Faculty by Category, Fall 2009**

Faculty Category	All NMSU			STEM and SBS Departments*			Social and Behavioral Science Departments			STEM Departments*		
	All	Female	% Female	All	Female	% Female	All	Female	% Female	All	Female	% Female
Tenured/ Tenure Track	582	198	34.0%	290	73	25.2%	46	20	43.5%	244	53	21.7%
Temporary / Non-Tenure Track	141	92	65.2%	51	29	56.9%	13	8	61.5%	38	21	55.3%
Total	723	290	40.1%	341	102	29.9%	59	28	47.5%	282	74	26.2%

\*For a complete list of Social and Behavioral Science Departments and ADVANCE (STEM) Departments, see Table 1.3.

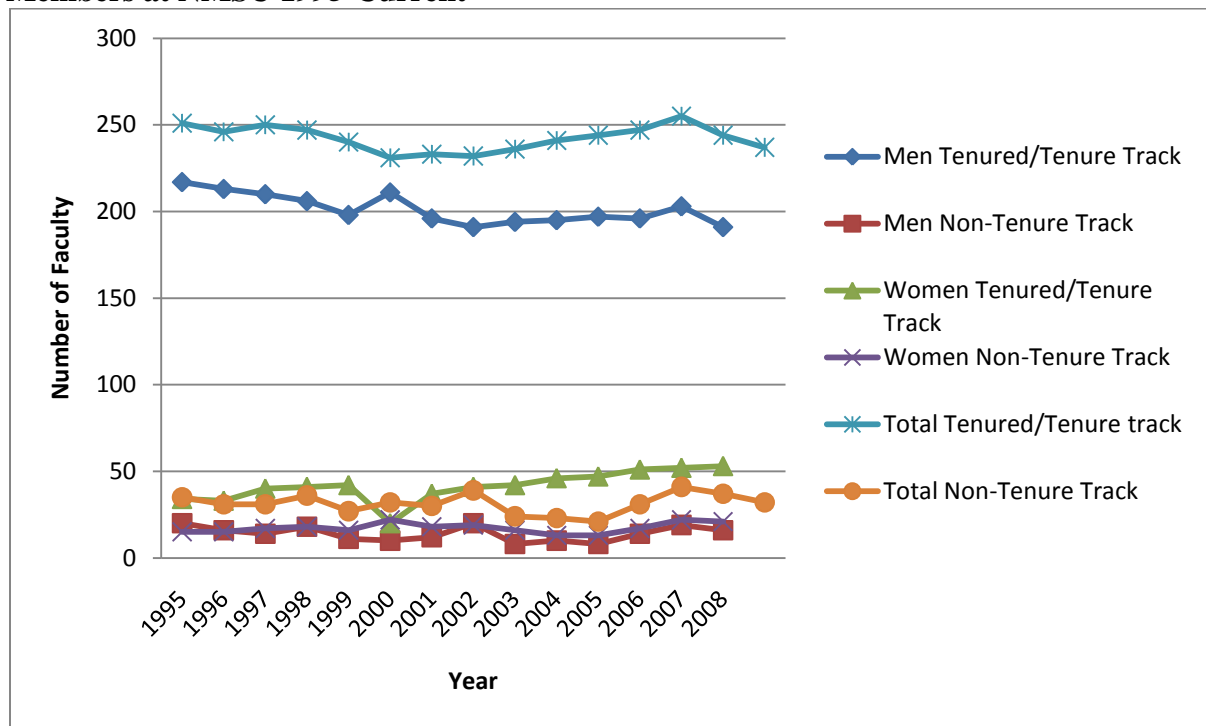
**Table 1.2: Distribution of NMSU STEM Faculty by Category and Gender, Fall Semesters 1995-2009**

	Tenure/ Tenure Track			Non- Tenure Track			All Categories		
	Total	Female	%Female	Total	Female	%Female	Total	Female	%Female
1995	251	34	13.5%	35	15	42.9%	286	49	17.1%
1996	246	33	13.4%	31	15	48.4%	277	48	17.3%
1997	250	40	16.0%	31	17	54.8%	281	57	20.3%
1998	247	41	16.6%	36	18	50.0%	283	59	20.8%
1999	240	42	17.5%	27	16	59.3%	267	58	21.7%
2000	231	20	8.7%	32	22	68.8%	263	42	16.0%
2001	233	37	15.9%	30	18	60.0%	263	55	20.9%
2002	232	41	17.7%	39	19	48.7%	271	60	22.1%
2003	236	42	17.8%	24	16	66.7%	260	58	22.3%
2004	241	46	19.1%	23	13	56.5%	264	59	22.3%
2005	244	47	19.3%	21	13	61.9%	265	60	22.6%
2006	247	51	20.6%	31	17	54.8%	278	68	24.5%
2007	255	52	20.4%	41	22	53.7%	296	74	25.0%
2008	244	53	21.7%	37	21	56.8%	281	74	26.3%
2009	237	54	22.8%	32	17	53.1%	269	71	26.4%

**Figure 1.1: STEM Faculty at NMSU by Gender, Beginning of ADVANCE and Current**



**Figure 1.2: Male and Female Tenured/Tenure Track and Non-Tenure Track Faculty Members at NMSU 1995-Current**



**Table 1.3: Fall 2009 STEM and SBS Departmental Faculty Composition at NMSU**

	Tenured and Tenure Track			Non-Tenure Track			Non-Tenure Track as % All Females
	All	Female	%Female	All	Female	%Female	
<b>Agriculture and Home Economics</b>	68	18	26.5%	9	3	33.3%	14.3%
Agronomy and Horticulture	18	3	16.7%	2	0	0.0%	0.0%
Animal and Range Science	15	2	13.3%	2	1	50.0%	33.3%
Entomology, Plant Pathology and Weed Science	18	3	16.7%	2	0	0.0%	0.0%
Family and Consumer Science	10	8	80.0%	1	1	100.0%	11.1%
Fishery and Wildlife Science	7	2	28.6%	2	1	50.0%	33.3%
<b>Arts and Sciences</b>	105	27	25.7%	20	12	60.0%	30.8%
Astronomy	10	2	20.0%	0	0	0.0%	0.0%
Biology	21	9	42.9%	0	0	0.0%	0.0%
Chemistry and Biochemistry	18	3	16.7%	6	2	33.3%	40.0%
Computer Sciences	9	2	22.2%	1	1	100.0%	33.3%
Geological Sciences	6	2	33.3%	0	0	0.0%	0.0%
Mathematical Sciences	26	8	30.8%	11	8	72.7%	50.0%
Physics	15	1	6.7%	2	1	50.0%	50.0%
<b>Engineering</b>	75	10	13.3%	3	2	66.7%	16.7%
Electrical and Computer Engineering	19	1	5.3%	1	1	100.0%	50.0%
Chemical Engineering	9	3	33.3%	0	0	0.0%	0.0%
Civil and Geological Engineering	11	2	18.2%	0	0	0.0%	0.0%
Engineering Technology	11	2	18.2%	1	1	100.0%	33.3%
Industrial Engineering	5	1	20.0%	0	0	0.0%	0.0%
Mechanical Engineering	17	1	5.9%	1	0	0.0%	0.0%
Survey Engineering	3	0	0.0%	0	0	0.0%	0.0%
<b>Social and Behavioral Sciences</b>	62	28	45.2%	18	11	61.1%	28.2%
Communications	6	3	50.0%	3	3	100.0%	50.0%
Criminal Justice	11	4	36.4%	6	3	50.0%	42.9%
Geography	6	2	33.3%	0	0	0.0%	0.0%
Government	11	4	36.4%	1	1	100.0%	20.0%
Psychology	13	3	23.1%	0	0	0.0%	0.0%
Sociology and Anthropology	15	12	80.0%	8	4	50.0%	25.0%

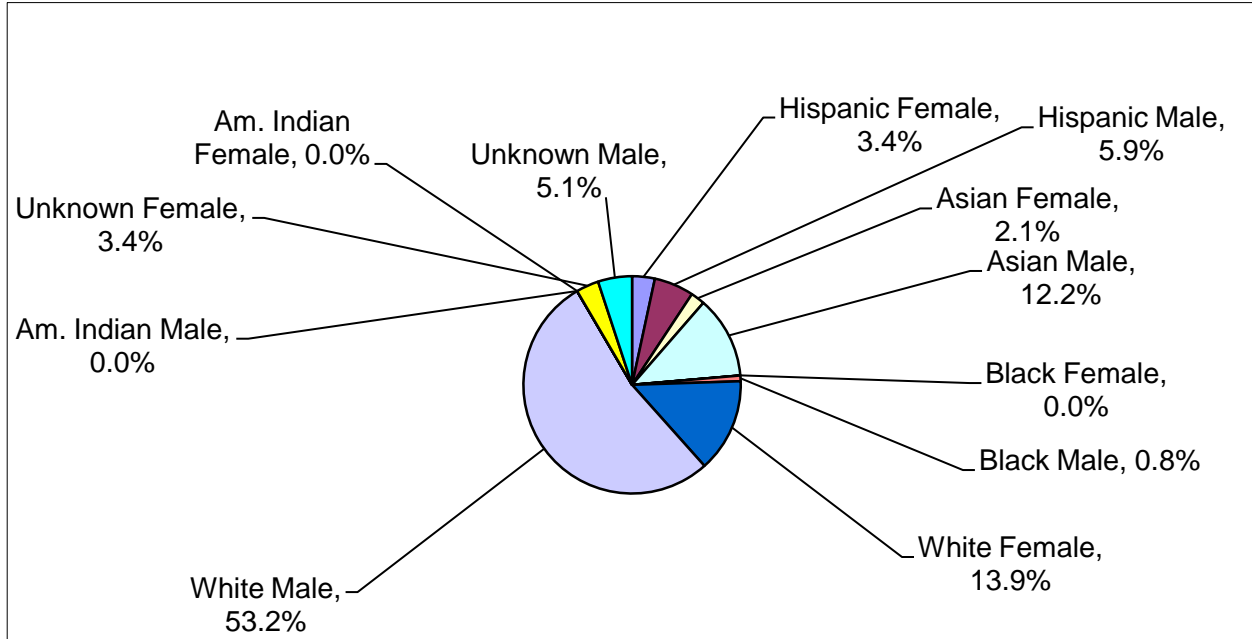
**Table 1.4: Distribution by Rank, Tenure Status and Gender of NMSU Faculty, Fall 2009**

	Social and Behavioral Sciences			NMSU-ADVANCE STEM Fields			Non-STEM or SBS		
	# Female	# Male	% Female	# Female	# Male	% Female	# Female	# Male	% Female
<b>Non-Contract</b>									
Instructor	1	0	100.0%	4	3	57.1%	25	6	80.6%
Assistant	6	4	60.0%	3	6	33.3%	19	13	59.4%
Associate	4	2	66.7%	9	4	69.2%	9	6	60.0%
Full	0	1	0.0%	1	2	33.3%	3	5	37.5%
<b>Tenure-Track/ Tenured</b>									
Assistant, Tenure-Track	13	10	56.5%	20	30	40.0%	43	32	57.3%
Assistant, Tenured	2	1	66.7%	0	4	0.0%	4	4	50.0%
Associate, Tenure-Track	0	0	0.0%	0	2	0.0%	2	4	33.3%
Associate, Tenured	7	12	36.8%	15	64	19.0%	50	49	50.5%
Full, Tenured	6	11	35.3%	19	83	18.6%	24	63	27.6%
<b>Total</b>	39	41	48.8%	71	198	26.4%	179	182	49.6%
<b>Non-Contract, Total</b>	11	7	61.1%	17	15	53.1%	56	30	65.1%
<b>Tenure-Track, Total</b>	13	10	56.5%	20	32	38.5%	45	36	55.6%
<b>Tenured, Total</b>	15	24	38.5%	34	151	18.4%	78	116	40.2%

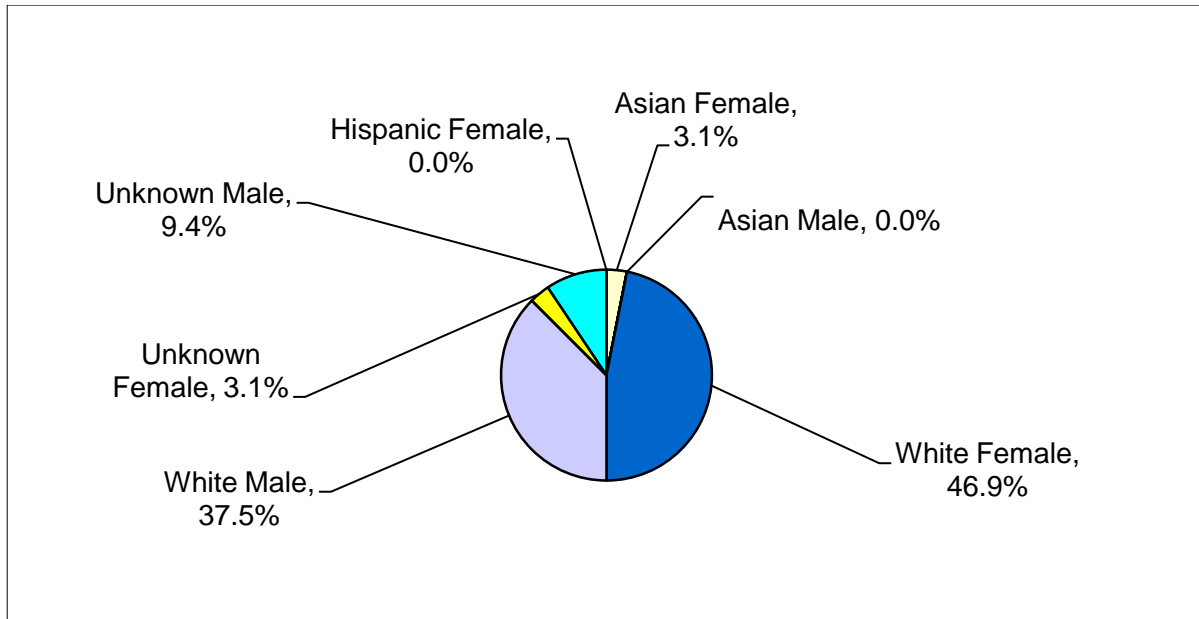
**Table 1.5: Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track**

2009		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
<b>STEM</b>	<b>Female #</b>	8	5	0	33	0	8	0	1	0	15	0	1
	<b>%</b>	3.4%	2.1%	0.0%	13.9%	0.0%	3.4%	0.0%	3.1%	0.0%	46.9%	0.0%	3.1%
	<b>Male #</b>	14	29	2	126	0	12	0	0	0	12	0	3
	<b>%</b>	5.9%	12.2%	0.8%	53.2%	0.0%	5.1%	0.0%	0.0%	0.0%	37.5%	0.0%	9.4%
	<b>Total</b>	22	34	2	159	0	20	0	1	0	27	0	4
<b>SBS</b>	<b>Female #</b>	5	0	0	17	0	6	0	0	0	10	0	1
	<b>%</b>	8.1%	0.0%	0.0%	27.4%	0.0%	9.7%	0.0%	0.0%	0.0%	55.6%	0.0%	5.6%
	<b>Male #</b>	3	0	0	24	0	7	1	0	0	3	1	2
	<b>%</b>	4.8%	0.0%	0.0%	38.7%	0.0%	11.3%	5.6%	0.0%	0.0%	16.7%	5.6%	11.1%
	<b>Total</b>	8	0	0	41	0	13	1	0	0	13	1	3
<b>Non-STEM and Non-SBS</b>	<b>Female #</b>	12	4	2	79	3	23	12	1	0	29	0	14
	<b>%</b>	4.3%	1.4%	0.7%	28.5%	1.1%	8.3%	14.0%	1.2%	0.0%	33.7%	0.0%	16.3%
	<b>Male #</b>	18	5	2	96	5	28	4	0	0	17	0	9
	<b>%</b>	6.5%	1.8%	0.7%	34.7%	1.8%	10.1%	4.7%	0.0%	0.0%	19.8%	0.0%	10.5%
	<b>Total</b>	30	9	4	175	8	51	16	1	0	46	0	23

**Figure 1.3: Gender and Ethnicity of Tenured and Tenure Track STEM Faculty at NMSU Fall 2009**



**Figure 1.4: Gender and Ethnicity of Non-Tenure Track STEM Faculty at NMSU Fall 2009**



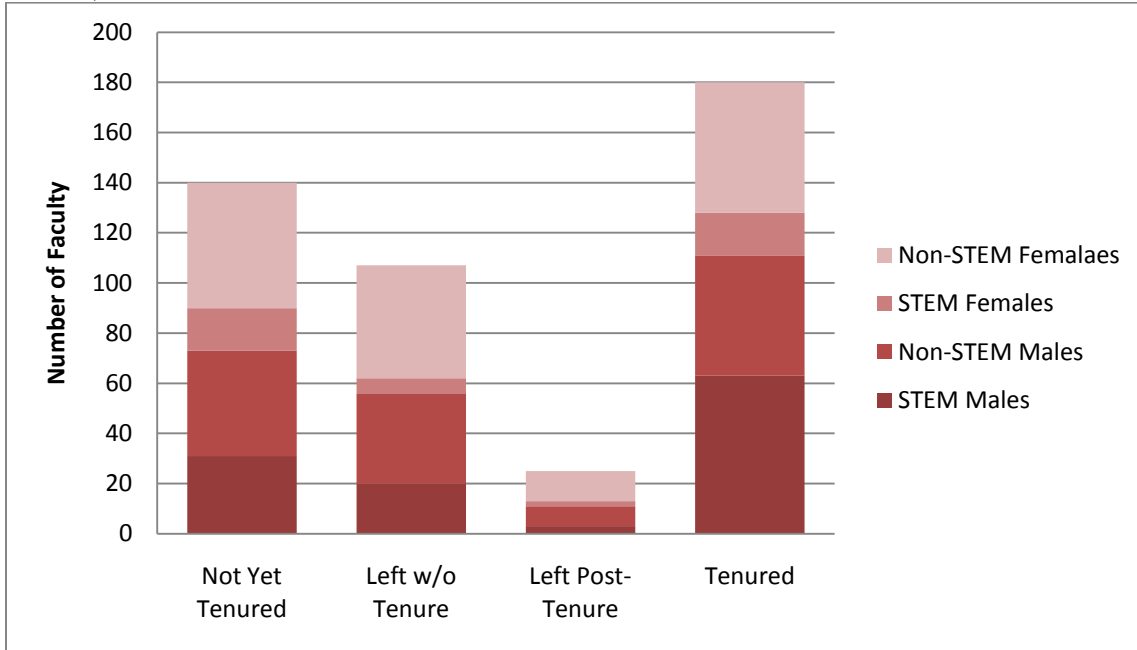
**Table 1.6A: Assistant Professor Cohorts, STEM Departments**

Cohort Year	# In Cohort		Tenured		Left Institution				Not Yet Tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	9	4	8	0	0	1	1	3	0	0
1996	10	1	4	1	3	0	3	0	0	0
1997	9	1	6	0	0	0	3	0	0	1
1998	5	3	5	2	0	1	0	0	0	0
1999	5	4	5	4	0	0	2	0	0	0
2000	6	2	5	1	0	0	1	1	0	0
2001	16	1	10	1	0	0	6	0	0	0
2002	10	5	8	4	0	0	2	1	0	0
2003	12	4	11	4	0	0	1	0	0	0
2004	5	5	0	0	0	0	1	1	4	4
2005	5	1	0	0	0	0	0	0	5	1
2006	5	3	1	0	0	0	0	0	4	3
2007	4	0	0	0	0	0	0	0	4	0
2008	8	2	0	0	0	0	0	0	8	2
2009	6	6	0	0	0	0	0	0	6	6
<b>Total</b>	115	42	63	17	3	2	20	6	31	17

**Table 1.6B: Assistant Professor Cohorts, Non-STEM Departments**

Cohort Year	# In Cohort		Tenured		Left Institution				Not Yet Tenured	
					After P/T		Without P/T			
	M	F	M	F	M	F	M	F	M	F
1995	10	13	4	3	3	3	3	7	0	0
1996	9	15	6	6	1	2	2	7	0	0
1997	8	13	2	4	1	4	5	5	0	0
1998	10	5	1	2	1	0	8	3	0	0
1999	8	5	6	2	0	0	2	3	0	0
2000	10	9	6	5	1	1	3	3	0	0
2001	4	13	3	11	1	1	0	1	0	0
2002	15	20	10	11	0	0	5	9	0	0
2003	12	7	7	4	0	0	4	3	1	0
2004	5	12	0	3	0	0	3	3	2	6
2005	4	8	2	0	0	0	1	1	1	7
2006	8	11	1	1	0	1	0	0	7	9
2007	8	6	0	0	0	0	0	0	8	6
2008	11	11	0	0	0	0	0	0	11	11
2009	12	11	0	0	0	0	0	0	12	11
<b>Total</b>	134	159	48	52	8	12	36	45	42	50

**Figure 1.5: Status of NMSU Assistant Professor Cohorts 1995-2009, STEM vs. Non-STEM, Fall 2009**



**Table 1.7A: Associate Professor Cohorts, ADVANCE (STEM) Departments**

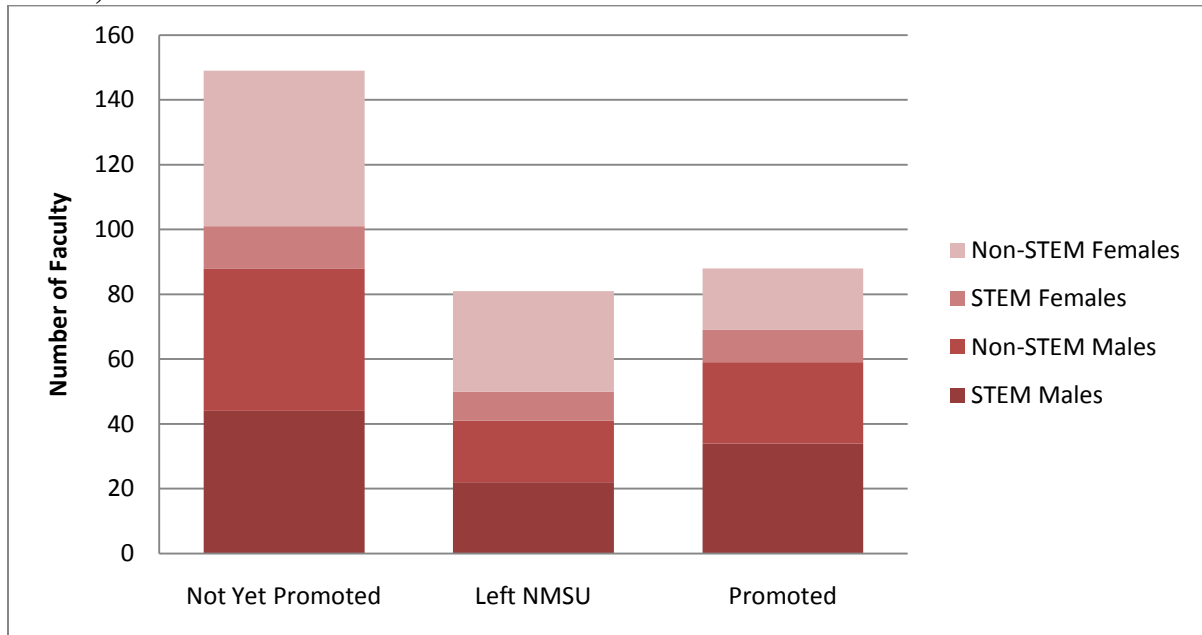
Cohort Year	# In Cohort		Promoted		Left		Not Yet Promoted		Not Yet Tenured	
	M	F	M	F	M	F	M	F	M	F
1995	6	1	2	0	2	1	2	0	0	0
1996	7	3	3	2	3	1	1	0	0	0
1997	9	1	4	1	3	0	2	0	0	0
1998	8	4	4	3	2	1	2	0	0	0
1999	10	2	6	1	3	1	1	0	0	0
2000	8	3	3	0	3	3	2	0	0	0
2001	7	1	3	0	1	1	3	0	0	0
2002	5	1	2	0	2	0	1	1	0	0
2003	6	0	4	0	0	0	2	0	0	0
2004	8	2	2	1	1	0	5	1	0	0
2005	5	5	0	1	2	1	3	3	0	0
2006	11	3	1	1	0	0	10	2	1	0
2007	1	0	0	0	0	0	1	0	0	0
2008	9	6	0	0	0	0	9	6	0	0
2009	1	0	0	0	0	0	0	0	1	0
<b>Total</b>	101	32	34	10	22	9	44	13	2	0

**Table 1.7B: Associate Professor Cohorts, Non-STEM Departments**

Cohort Year	# In Cohort		Promoted		Left		Not Yet Promoted		Not Yet Tenured	
	M	F	M	F	M	F	M	F	M	F
1995	8	11	1	4	4	5	3	2	0	0
1996	11	6	7	2	2	4	2	0	0	0
1997	5	3	1	0	2	2	2	1	0	0
1998	7	9	3	3	2	5	2	1	0	0
1999	6	9	4	2	2	6	0	1	0	0
2000	4	4	3	2	1	1	0	1	0	0
2001	2	5	1	1	1	2	0	2	0	0
2002	11	7	5	2	3	1	3	4	0	0
2003	5	7	0	2	2	2	3	3	0	0
2004	5	4	0	1	0	1	5	2	1	0
2005	5	5	0	0	0	0	5	5	0	0
2006	10	7	0	0	0	1	10	6	1	0
2007	3	9	0	0	0	0	3	9	1	1
2008	5	11	0	0	0	1	5	10	1	0
2009	1	1	0	0	0	0	1	1	1	1
<b>Total</b>	88	98	25	19	19	31	44	48	5	2



**Figure 1.6: Status of NMSU Associate Professor Cohorts 1995-2009, STEM vs. Non-STEM, Fall 2009**



**Table 1.8: Tenured and Tenure Track Age, Time at NMSU, Total Academic Experience, 2009**

2009	SBS Departments			STEM Departments			NonSTEM/SBS Departments		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
<b>Age</b>									
# of valid cases	34	28		183	54		154	123	
Mean	48.53	44.61	3.9	50.14	47.52	2.6	52.14	48.75	3.4
Median	48.5	43.5	5.0	49	47	2.0	54	49	5.0
Std. Dev.	10.67	9.09		9.49	8.9		10.35	9.96	
Minimum	28	31		28	32		28	26	
Maximum	64	62		77	68		73	78	
<b>Time at NMSU</b>									
# of valid cases	34	28		183	54		154	123	
Mean	12.65	8.21	4.4	14.95	11	4.0	13.76	9.27	4.5
Median	13.5	6.5	9.2	14	10	4.0	13	7	6.0
Std. Dev.	9.25	6.94		10.05	7.58		10.08	7.19	
Minimum	0	0		0	0		0	0	
Maximum	34	20		43	26		38	24	
<b>Years of Experience</b>									
# of valid cases	34	27		175	53		145	114	
Mean	15.65	10.07	5.6	19.59	14.79	4.8	18.42	12.11	6.3
Median	16	8	8.0	19	15	4.0	16	10	6.0
Std. Dev.	10.29	8.21		10	8.18		10.35	8.26	
Minimum	0	1		1	1		0	0	
Maximum	35	31		48	33		42	36	

\*Gender Gap = Male - Female

\*Years of Experience = current year - date of PhD.

# of valid cases is the number of people for whom we had applicable data for each variable.

**Table 1.9: Tenured and Tenure Track Monthly Salary By Rank, 2009**

	SBS Departments			STEM Departments			Non-STEM and Non-SBS		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
<b>Monthly Salary: Assistant Professors</b>									
# valid cases	11	15		34	20		36	47	
Mean	\$5,749.43	\$4,777.38	\$972.05	\$7,136.23	\$6,167.76	\$968.47	\$5,670.51	\$5,129.78	\$540.73
Median	\$5,835.56	\$4,350.41	\$1,485.15	\$7,042.29	\$6,250.00	\$792.29	\$5,290.20	\$4,730.25	\$559.95
Std. Dev	\$809.34	\$774.96		\$1,355.13	\$1,242.59		\$2,381.61	\$855.89	
Minimum	\$4,259.44	\$4,112.37	Ratio: 0.83	\$4,721.16	\$4,231.99	Ratio: 0.86	\$2,083.33	\$3,799.83	Ratio: 0.90
Maximum	\$6,888.89	\$6,582.00		\$9,721.24	\$8,960.62		\$11,797.13	\$6,833.43	
<b>Monthly Salary: Associate Professors</b>									
# valid cases	12	7		66	15		53	52	
Mean	\$5,936.07	\$6,358.92	(\$422.85)	\$7,339.74	\$7,054.15	\$1,462.28	\$6,835.91	\$6,424.60	\$411.31
Median	\$5,256.28	\$6,819.84	(\$1,563.56)	\$7,219.05	\$6,802.46	\$1,567.76	\$6,871.60	\$5,746.22	\$1,125.38
Std. Dev	\$1,164.59	\$1,023.57		\$1,330.07	\$1,091.24		\$1,705.41	\$1,767.83	
Minimum	\$4,723.20	\$5,151.58	Ratio: 1.07	\$5,160.50	\$5,637.96	Ratio: 0.83	\$2,493.28	\$4,560.21	Ratio: 0.94
Maximum	\$8,355.69	\$7,412.25		\$10,268.38	\$9,759.99		\$11,810.77	\$11,231.33	
<b>Monthly Salary: Full Professors</b>									
# valid cases	11	6		83	19		65	24	
Mean	\$7,795.85	\$7,186.32	\$609.53	\$8,992.82	\$8,516.43	\$476.39	\$8,416.75	\$8,209.56	\$207.19
Median	\$8,047.91	\$7,204.92	\$842.99	\$8,901.33	\$8,370.22	\$531.11	\$8,170.75	\$8,013.52	\$157.23
Std. Dev	\$1,131.11	\$1,402.38		\$1,360.58	\$1,089.74		\$1,904.03	\$2,108.72	
Minimum	\$5,822.59	\$5,623.90	Ratio: 0.92	\$6,086.41	\$7,020.95	Ratio: 0.95	\$5,281.22	\$5,529.77	Ratio: 0.98
Maximum	\$9,299.15	\$8,889.76		\$13,057.28	\$10,985.82		\$13,666.22	\$12,397.73	

Gender Gap = Male - Female

Ratio: Consistent with conventional reporting on pay gaps between men and women, the ratio of women's to men's median earnings was computed and reported.

This ratio is interpreted as the amount the average woman earns for every dollar the average man earns.

**Table 1.10: Non-Contract Age, Time at NMSU, Experience and Monthly Salary 2009**

2009	SBS Departments			STEM Departments			Non STEM/SBS		
	Males	Females	Gender Gap	Males	Females	Gender Gap	Males	Females	Gender Gap
<b>Age</b>									
# valid cases	7	11		15	17		30	56	
Mean	58.29	53.09	5.2	51.27	44.18	7.09	53.9	52.29	1.61
Median	58	58	0	49	47	2	58	53	5
Std. Dev.	4.23	13.43		69	9.36		11.41	10.28	
Minimum	51	29		38	24		27	30	
Maximum	64	68		69	58		66	78	
<b>Time at NMSU</b>									
# valid cases	7	11		15	17		30	56	
Mean	8.57	10.91	-2.34	13.33	9.71	3.62	10.03	8.89	1.14
Median	9	9	0	11	7	4	6	5	1
Std. Dev.	6.58	9.42		10.06	8.1		9.38	8.8	
Minimum	0	0		0	1		0	0	
Maximum	16	34		30	28		36	37	
<b>Years of Experience</b>									
# valid cases	7	10		13	16		27	52	
Mean	19.43	17.4	2.03	18.54	16.75	1.79	19.89	13.98	5.91
Median	18	19.5	-1.5	16	16.5	-0.5	19	13	6
Std. Dev.	11.79	10.64		10.57	8.41		11.52	9.7	
Minimum	3	3		2	1		1	0	
Maximum	35	37		40	32		40	35	
<b>Monthly Salary: All Non-Contract</b>									
# valid cases	7	11		15	17		30	56	
Mean	\$4,204.71	\$3,734.49	\$470.22	\$4,746.29	\$4,240.62	\$505.67	\$4,681.12	\$4,277.41	\$403.71
Minimum	\$2,106.54	\$2,695.58		\$1,739.86	\$1,739.86		\$1,764.02	\$1,657.01	
Maximum	\$6,571.01	\$4,442.06		\$6,692.09	\$7,825.30		\$8,289.01	\$9,403.47	
<b>Monthly Salary: Excluding Instructor Rank</b>									
# valid cases	7	10		12	13		28	31	
Mean	\$4,204.71	\$3,730.16	\$474.55	\$5,200.55	\$4,884.24	\$316.31	\$4,726.38	\$5,050.09	-\$323.71
Minimum	\$2,106.54	\$2,695.58		\$2,641.37	\$3,154.51		\$1,784.02	\$1,765.82	
Maximum	\$6,571.01	\$4,442.06		\$6,692.09	\$7,825.30		\$8,289.01	\$9,403.47	

**Table 1.11: NMSU Administrative Leadership Positions, Fall 2002 and 2009**

	2002				2009			
	Total	Male	Female	% Female	Total	Male	Female	% Female
<b>STEM Department Heads</b>	19	17	2	10.5%	16	13	3	18.8%
<b>STEM Associate Department Heads</b>	7	6	1	14.3%	4	3	1	25.0%
<b>STEM Assistant Department heads</b>	1	1	0	0.0%	1	1	0	0.0%
<b>Vice Presidents / Provosts</b>	5	3	2	40.0%	6	4	2	33.3%
<b>Vice Provosts</b>	3	1	2	66.7%	3	2	1	33.3%
<b>Deans</b>	7	5	2	28.6%	8	5	3	37.5%
<b>Associate Deans</b>	11	7	4	36.4%	14	11	3	21.4%

**Table 1.12: Social and Behavioral Science (SBS) Faculty, ADVANCE (STEM) Faculty, and Faculty not in ADVANCE Departments nor Social and Behavioral Science Departments (non-STEM and Non-SBS) Holding Regents Professorships at NMSU, 2009**

	Total	Men	Women
SBS Departments	3	2	2
STEM Departments	13	10	4
Non-STEM and Non-SBS	10	8	2
Total	28	20	8

Regents Professors who have left the University and have retired are not counted in totals

**Table 1.13: Gender Distribution of Promotion and Tenure Committees 1997-2009**

	College of Agriculture and Home Economics			College of Arts and Sciences			College of Engineering		
	Total	Female	% Female	Total	Female	% Female	Total	Female	% Female
1997-1998	N/A	N/A	N/A	6	0	0.00%	6	0	0.00%
1998-1999	5	1	20.00%	6	0	0.00%	7	0	0.00%
1999-2000	5	2	40.00%	6	1	16.60%	6	0	0.00%
2000-2001	5	2	40.00%	6	1	16.60%	7	0	0.00%
2001-2002	5	2	40.00%	6	1	16.60%	6	0	0.00%
2002-2003	5	2	40.00%	6	1	16.60%	6	0	0.00%
2003-2004	5	2	40.00%	6	2	33.30%	5	0	0.00%
2004-2005	5	2	40.00%	6	2	33.30%	5	0	0.00%
2005-2006	7	3	42.90%	6	3	50.00%	6	1	16.60%
2006-2007	8	3	37.50%	6	3	50.00%	5	0	0.00%
2007-2008	12	3	25.00%	7	4	57.14%	6	1	16.60%

\*Data Source: College Dean's Offices.

**Table 1.14: Comparison of Women as a Percent of All Ph. D. Recipients Nationwide, 2003, Post Docs, 2001, Academic Employment, 2003 and NMSU Faculty, 2009**

	Physical Sciences <sup>1</sup>	Biological and Agricultural Sciences <sup>2</sup>	Earth and Atmospheric Sciences <sup>3</sup>	Mathematical Sciences <sup>4</sup>	Computer Sciences <sup>5</sup>	Engineering <sup>6</sup>
<b>National, 2003</b>	26.90%	44.00%	33.10%	26.50%	20.20%	17.00%
<b>Post Docs, 2001</b>	23.10%	43.10%	25.00%	25.00%	0.00%	22.20%
<b>Employed in Academia, 2003</b>	14.80%	32.1% *		17.10%	18.30%	10.30%
<b>NMSU Faculty<sup>7</sup>, 2009</b>	14.00%	24.10%	33.30%	30.80%	22.20%	13.30%

<sup>1</sup>Physical Sciences Includes: Astronomy, Chemistry and Biochemistry, and Physics

<sup>2</sup>Biological and Agricultural Sciences Includes: Agronomy and Horticulture; Entomology, Plant Pathology and Weed Science; Animal and Range Sciences; Fishery and Wildlife Sciences and Biology

<sup>3</sup>Earth and Atmospheric Sciences Includes: Geological Sciences

<sup>4</sup>Mathematical Sciences Includes: Mathematical Sciences

<sup>5</sup>Computer Sciences Includes: Computer Science

<sup>6</sup>Engineering Includes: Chemical Engineering; Civil and Geological Engineering; Electrical and Computer Engineering; Engineering Technology; Industrial Engineering; Mechanical Engineering and Survey Engineering

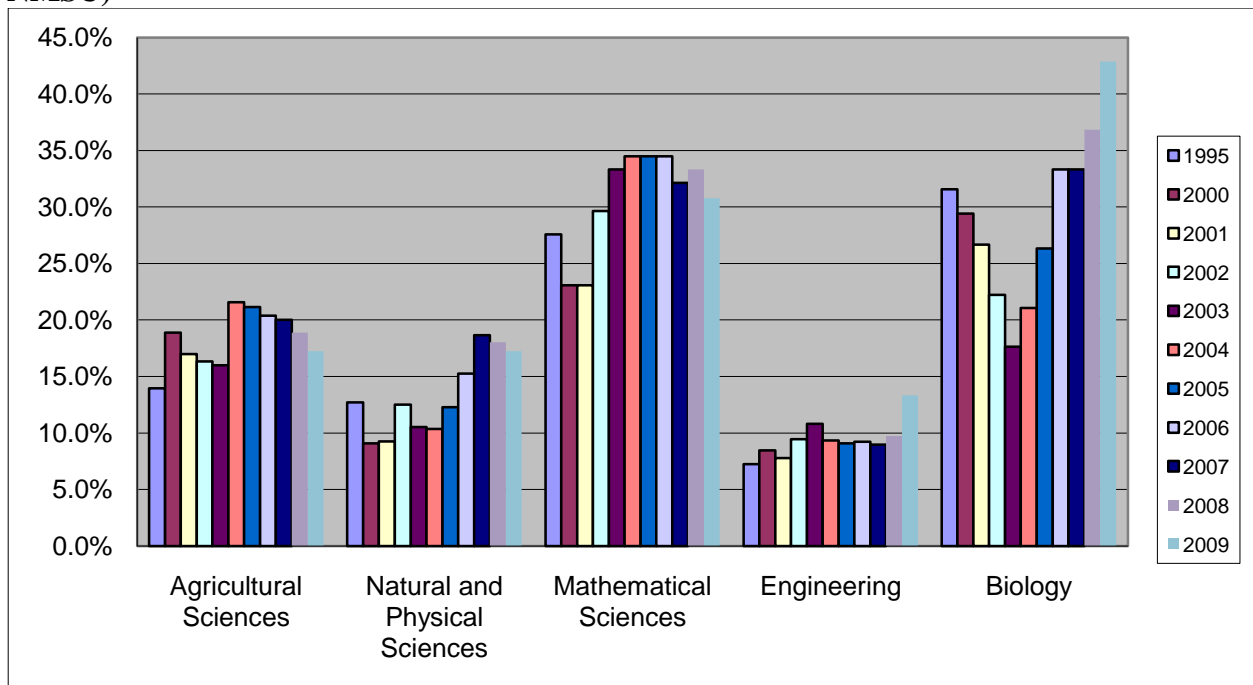
<sup>7</sup>Tenured and Tenure-Track Faculty Only.

\* In 2001, the percentage of women employed in Academia Biological and Agricultural Sciences was 31.3% and Earth and Atmospheric Sciences was 18.6%. In 2003 no distinction was made between these groups.

**Table 1.15: Women as a Percentage of NMSU STEM Tenured and Tenure-track faculty by discipline 1995-2009 (1995 data included as a snapshot of pre-ADVANCE state of NMSU)**

	1995	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Agricultural Sciences	14.0%	18.9%	17.0%	16.3%	16.0%	21.6%	21.2%	20.4%	20.0%	18.9%	17.2%
Natural and Physical Sciences	12.7%	9.1%	9.3%	12.5%	10.5%	10.3%	12.3%	15.3%	18.6%	18.0%	17.2%
Mathematical Sciences	27.6%	23.1%	23.1%	29.6%	33.3%	34.5%	34.5%	34.5%	32.1%	33.3%	30.8%
Engineering	7.2%	8.5%	7.8%	9.5%	10.8%	9.3%	9.1%	9.2%	9.0%	9.7%	13.3%
Biology	31.6%	29.4%	26.7%	22.2%	17.6%	21.1%	26.3%	33.3%	33.3%	36.8%	42.9%

**Figure 1.7: Women as a Percentage of NMSU STEM Tenured and Tenure-track faculty by discipline 1995-2009 (1995 data included as a snapshot of pre-ADVANCE state of NMSU)**

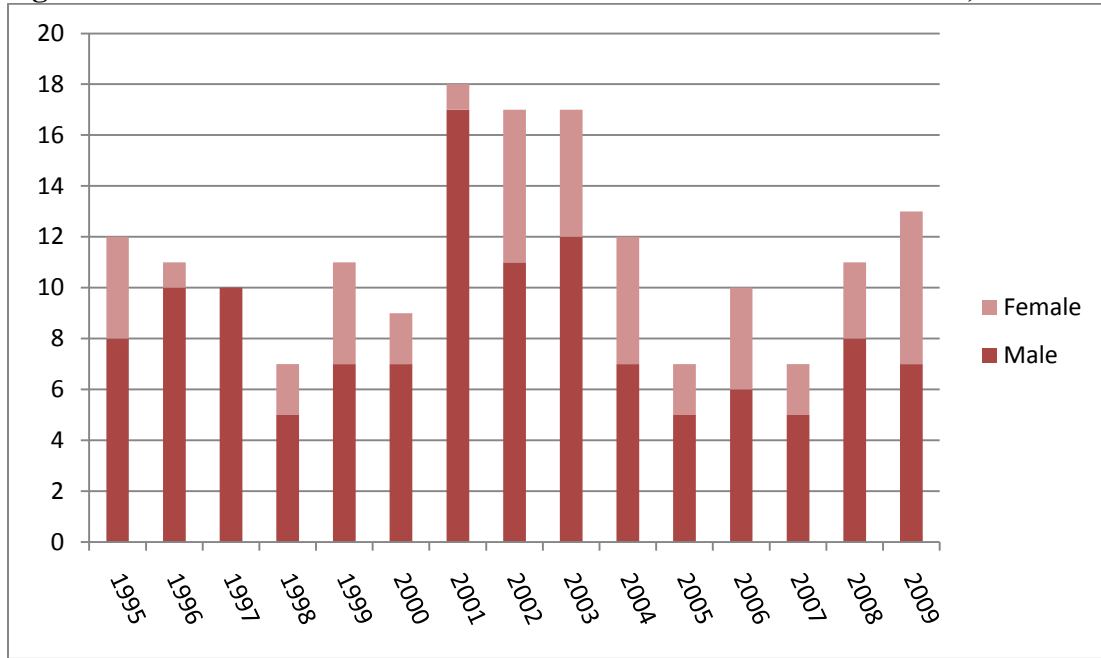


**Table 1.16: Women as a percentage of all STEM New Hires at NMSU, 1995-2009**

<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>% Female</b>
1995	8	4	33%
1996	10	1	9%
1997	10	0	0%
1998	5	2	29%
1999	7	4	36%
2000	7	2	22%
2001	17	1	6%
2002	11	6	35%
2003	12	5	33%
2004	7	5	36%
2005	5	2	38%
2006	6	4	40%
2007	5	2	28%
2008	8	3	27%
2009	7	6	46%



**Figure 1.8: Number of STEM New Hires That Were Women at NMSU, 1995-2009**



## New Mexico Tech Data 2009

### Summaries

Table 2.1: New Mexico Tech Faculty by Category, Fall 2009

The data in Table 2.1 shows the percentages of female faculty in all departments at NMT. The table indicates that women represent 15.2% of all NMT tenured/tenure-track faculty and 62.5% of non-tenure track faculty at NMT. Most of these women are in non-STEM departments as only 15.4% of STEM non-tenure track faculty are women. Women are slightly better represented as tenured/tenure-track faculty in non-STEM departments, making up 35.3% of non-STEM faculty.

Table 2.2/Figures 2.1 and 2.2: Distribution of NMT STEM Faculty by Category and Gender, Fall Semesters 2003-2009

The data in Table 2.2 and the graphical representations in Figures 2.1 and 2.2 show the distribution of STEM faculty over time at NMT. Table 2.2 indicates that there has been very little change in the percentage of female tenure-track faculty since 2003, with 12.0% for both 2003 and 2009. However, the total number of tenured/tenure-track faculty increased over that time period, so the number of women holding tenure/tenure-track positions increased as well. In 2003 there were very few non-tenure track positions at NMT and three of the seven positions (42.9% were held by women). In subsequent years the number of non-tenure track positions grew significantly, and the number of females holding those positions stayed somewhat static, so the overall percentage of women holding non-tenure track positions decreased.

Table 2.3: Fall 2009 STEM Departmental Faculty Gender Composition at NMT

Table 2.3 shows the faculty composition in STEM and non-STEM departments at NMT. Biology is the only STEM department with more than one female tenure-track faculty member.

Table 2.4/Figure 2.3 and 2.4: Distribution By Gender Rank and Tenure Status at NMT

The data in table 2.4 shows the 2009 gender, rank, and tenure distribution within all departments at NMT. A pie chart for gender and ethnicity for tenured and tenure-track STEM faculty at NMT is shown in Figure 2.3 as well as a similar figure for non tenure-track faculty in Figure 2.4. White males comprise 67.9% of the tenured and tenure-track faculty, followed by white females, Asian males and females and with small representation by Hispanic men. White males comprise 61.5% of the non-tenure track faculty, followed by a smaller, but nonzero, representation of white females and Asian males and females.

Table 2.5: Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track at NMT

Table 2.5 shows the gender and ethnicity distributions across departments at NMT. The data indicates that there is greater ethnic diversity among male faculty than female faculty in both categories. White males are the most represented group in STEM tenure-track faculty at

67.6%. Among non-white categories, Asian males are the most represented at 14.8% of tenure track STEM faculty.

Table 2.6/Figures 2.5 and 2.6: Women as a Percentage of All STEM New Hires at NMT, 2004-2009

Table 2.6 and Figures shows the percentage of female new hires over time at NMT. The number of female new hires in STEM has remained between one and two from 2004-2009. There were no female new hires in 2007 or 2009.

\*All NMT data provided by the NMT Research Services Office (RSO) unless otherwise noted

**Table 2.1: New Mexico Tech Faculty by Category, Fall 2009**

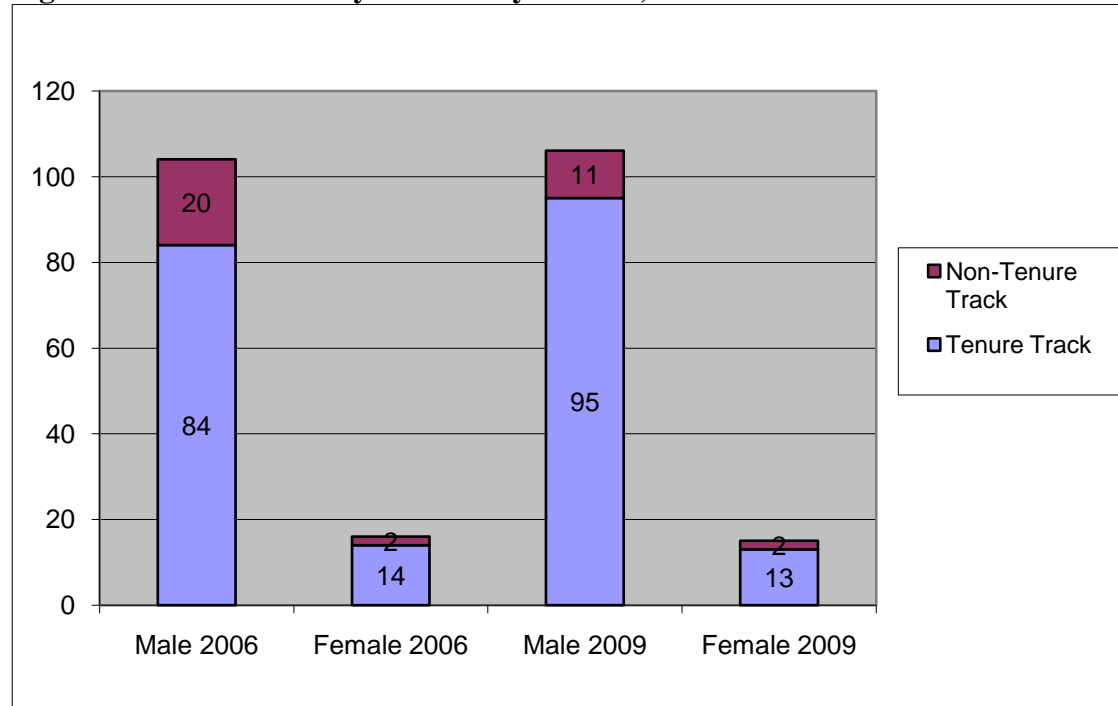
Faculty Category	All NMT			Non-STEM Departments			STEM Departments*		
	All	Female	% Female	All	Female	%Female	All	Female	%Female
Tenured/ Tenure Track	125	19	15.2%	17	6	35.3%	108	13	12.0%
Temporary / Non-Tenure Track	24	15	62.5%	21	13	61.9%	13	2	15.4%
Total	149	34	22.8%	38	19	50.0%	121	15	12.4%

\*For a complete list of ADVANCE (STEM) Departments, see Table 2.3.

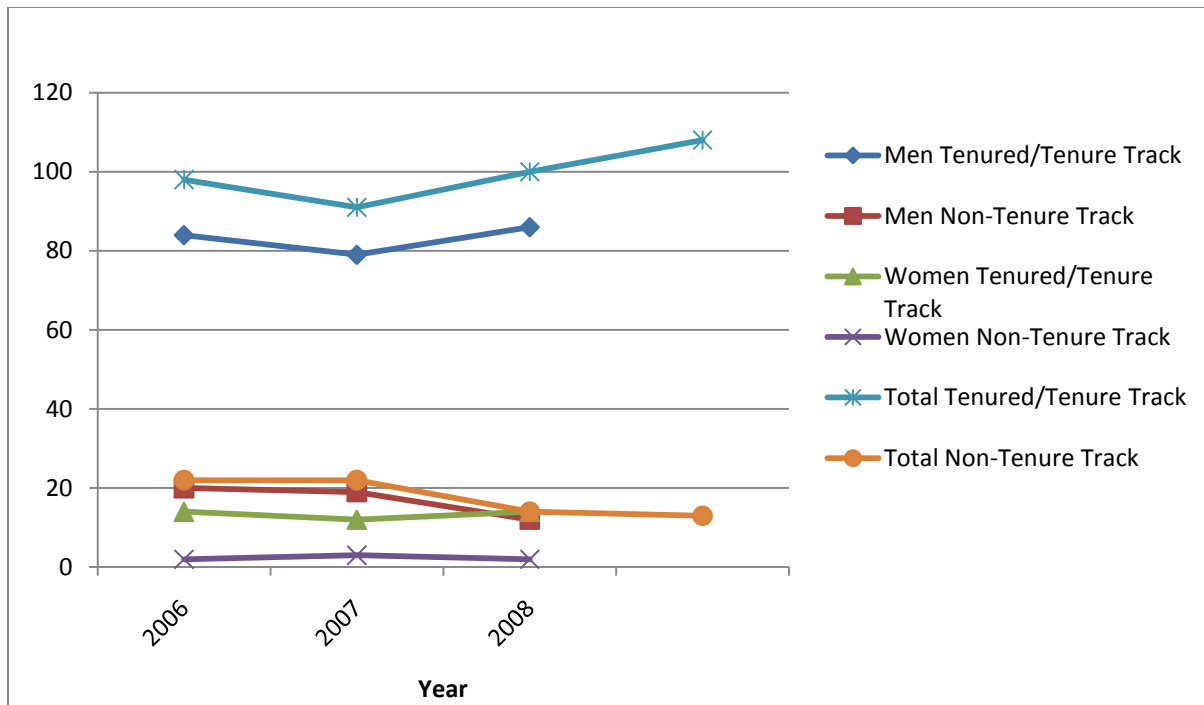
**Table 2.2: Distribution of NMT STEM Faculty by Category and Gender, Fall Semesters 2003-2009**

	Tenure/ Tenure Track			Non- Tenure Track			All Categories		
	Total	Female	%Female	Total	Female	%Female	Total	Female	%Female
<b>2003</b>	92	11	12.0%	7	3	42.9%	99	14	14.1%
<b>2004</b>	98	13	13.3%	11	1	9.1%	109	14	12.8%
<b>2005</b>	98	13	13.3%	11	1	9.1%	109	14	12.8%
<b>2006</b>	98	14	14.3%	22	2	9.1%	120	16	13.3%
<b>2007</b>	91	12	13.2%	22	3	13.6%	113	15	13.3%
<b>2008</b>	100	14	14.0%	14	2	14.3%	114	16	14.0%
<b>2009</b>	108	13	12.0%	13	2	15.4%	121	15	12.4%

**Figure 2.1: STEM Faculty at NMT by Gender, Before PAID and Current**



**Figure 2.2: Male and Female Tenured/Tenure Track and Non-Tenure Track Faculty Members at NMT, 2003-Current**



**Table 2.3: Fall 2009 STEM Departmental Faculty by Category and Gender at NMT**

	Tenured and Tenure Track			Non-Tenure Track			Non-Tenure Track as % All Females
	All	Female	%Female	All	Female	%Female	
Biology	6	2	33.3%	0	0	0.0%	0.0%
Chemistry	10	1	10.0%	1	1	100.0%	50.0%
Computer Science	8	1	12.5%	0	0	0.0%	0.0%
Earth Science	20	3	15.0%	1	0	0.0%	0.0%
Mathematics	11	0	0.0%	3	1	33.3%	100.0%
Physics	12	3	25.0%	0	0	0.0%	0.0%
Electrical Engineering	9	0	0.0%	0	0	0.0%	0.0%
Materials Engineering	8	1	12.5%	1	0	0.0%	0.0%
Mechanical Engineering	7	0	0.0%	7	0	0.0%	0.0%
Mineral Engineering	4	0	0.0%	0	0	0.0%	0.0%
Petroleum & Chemical Engineering	8	1	12.5%	0	0	0.0%	0.0%
Environmental Engineering	5	1	20.0%	0	0	0.0%	0.0%

**Table 2.4: Distribution by Rank, Tenure Status and Gender of NMT Faculty, 2009**

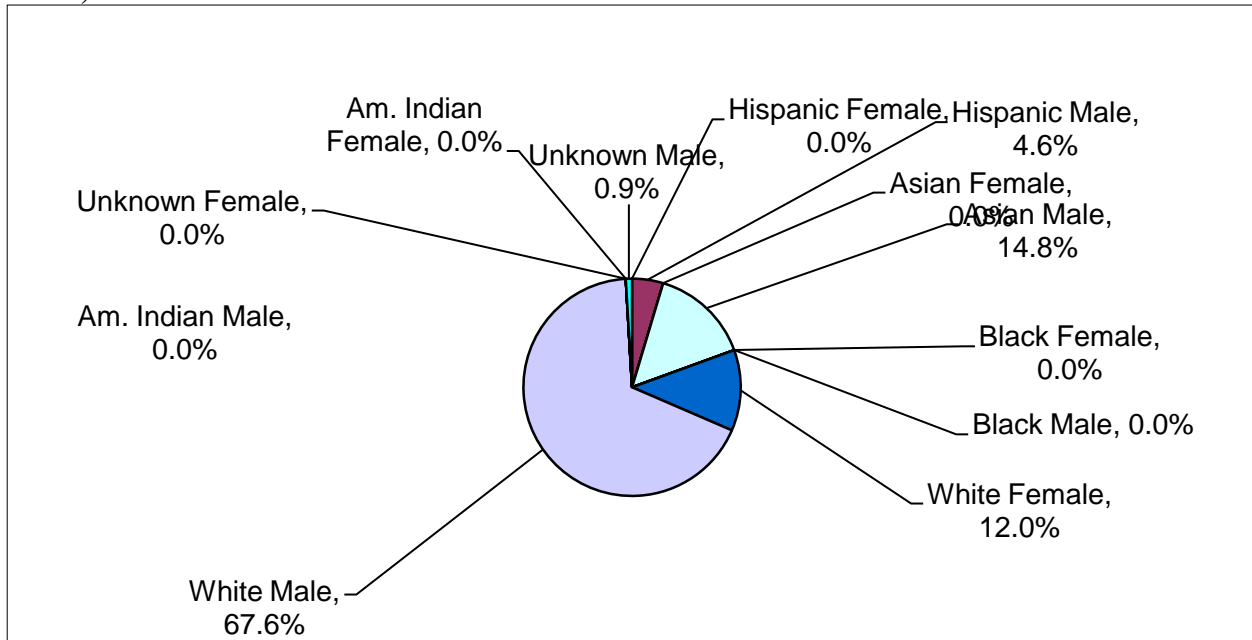
	STEM			Non-STEM		
	# Female	# Male	% Female	# Female	# Male	% Female
<b>Non-Contract</b>						
All*	2	11	15.4%	13	8	61.9%
<b>Tenure-Track/ Tenured</b>						
Assistant, Tenure-Track	4	27	12.9%	3	3	50.0%
Assistant, Tenured	0	0	0.0%	0	0	0.0%
Associate, Tenure-Track	0	3	0.0%	0	0	0.0%
Associate, Tenured	5	35	12.5%	3	5	37.5%
Full, Tenured	4	30	11.8%	0	3	0.0%
<b>Total</b>	15	106	12.4%	19	19	50.0%
<b>Non-Contract, Total</b>	2	11	15.4%	13	8	61.9%
<b>Tenure-Track, Total</b>	4	30	11.8%	3	3	50.0%
<b>Tenured, Total</b>	9	65	12.2%	3	8	27.3%

\*All of the non-contract faculty at NMT are considered the same rank (Lecturer).

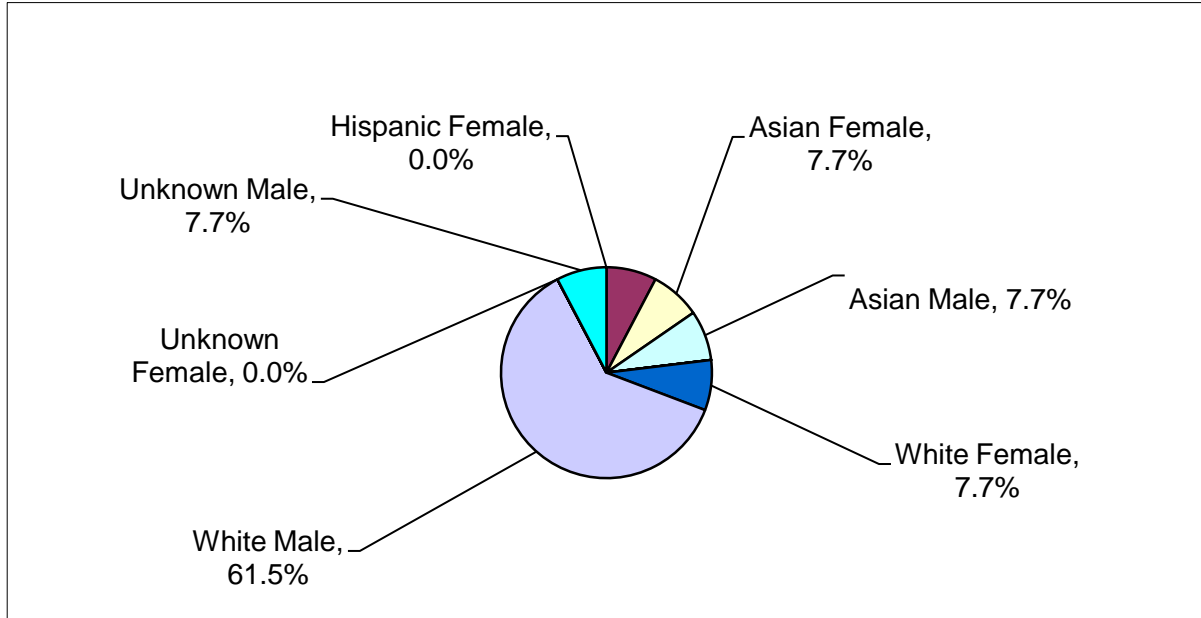
**Table 2.5: Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track at NMT**

2009		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
STEM	Female #	0	0	0	13	0	0	0	1	0	1	0	0
	%	0.0%	0.0%	0.0%	12.0%	0.0%	0.0%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%
	Male #	5	16	0	73	0	1	1	1	0	8	0	1
	%	4.6%	14.8%	0.0%	67.6%	0.0%	0.9%	7.7%	7.7%	0.0%	61.5%	0.0%	7.7%
	<b>Total</b>	5	16	0	86	0	1	1	2	0	9	0	1

**Figure 2.3: Gender and Ethnicity of Tenured and Tenure Track STEM Faculty at NMT, Fall 2009**



**Figure 2.4: Gender and Ethnicity of Non-Tenure Track STEM Faculty at NMT, Fall 2009**

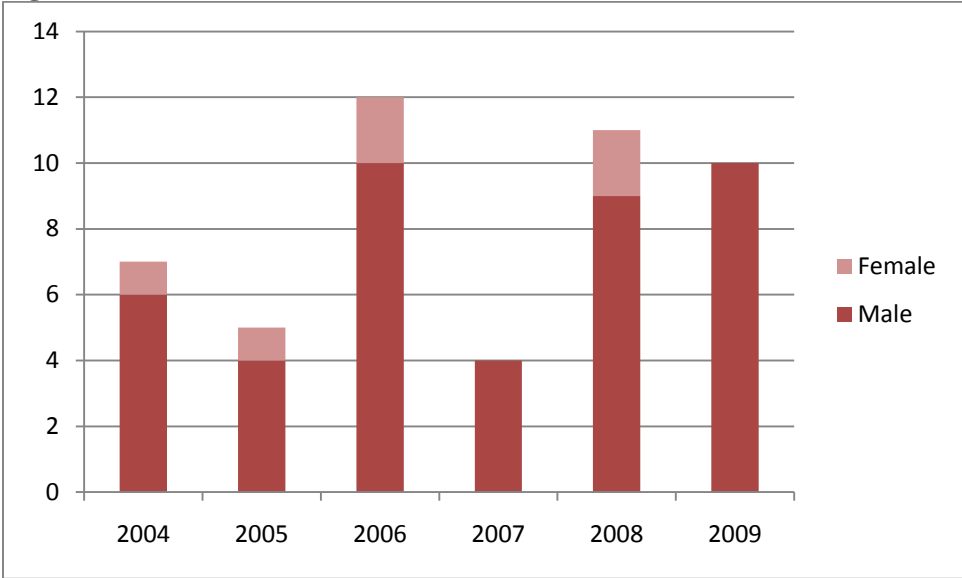


**Table 2.6: Women as a percentage of all STEM New Hires at NMT, 2004-2009**

	Male	Female	% Female
2004	6	1	14.3%
2005	4	1	20.0%
2006	10	2	16.7%
2007	4	0	0.0%
2008	9	2	18.2%
2009	10	0	0.0%



**Figure 2.5: Number of STEM New Hires that were Women at NMT, 2004-2009**



## University of New Mexico Data -2009

### Summaries

Table 3.1: University of New Mexico Faculty by Category, Fall 2009

The data in Table 3.1 shows the percentages of female faculty in all departments at UNM. The table indicates that women are 22.6% of STEM tenure-track faculty and 37.9% of STEM non-tenure track faculty. Overall a UNM females comprise 41.7% of tenure-track faculty and 58.6% of non-tenure track faculty..

Table 3.2/Figure 3.1: Distribution of UNM STEM Faculty by Category and Gender, Fall Semesters 2006-2009

The data in Table 3.2, the bar chart in Figure 3.1 and the graph in Figure 3.2 show the distribution of STEM faculty over time at UNM. Table 3.2 indicates that the percentage of female faculty at UNM has been stable since 2006. However, the numbers of both tenure/tenure-track faculty and non-tenure track faculty in STEM has increased since 2006, and the increases in numbers of female STEM faculty has kept up with the numbers of male faculty.

Table 3.3: Fall 2009 UNM STEM Departmental Faculty Gender Composition

Table 3.3 show the faculty composition in all departments at UNM. The percentage of females is higher for the non-tenure track faculty, especially in the College of Arts & Sciences where women make up 19.5% of tenure-track faculty and 47.8% of non-tenure track faculty.

Table 3.4: Distribution within Gender and Rank of UNM Faculty, Fall 2009

The data in table 3.4 shows the 2009 gender, rank, and tenure distribution within all departments at UNM. The percentage of female faculty is lowest in STEM departments at the rank of full professor (14.9%).

Table 3.5/Figures 3.3 and 3.4: UNM Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track

Table 3.5 shows the gender and ethnicity distributions across departments at UNM. A pie chart for gender and ethnicity for tenured and tenure-track STEM faculty at UNM is shown in Figure 3.3 as well as a similar figure for non tenure-track faculty in Figure 3.4. The data indicates that a greater number of ethnicities are represented among tenure-track faculty than non-tenure track faculty. White males represent 61% of STEM tenure-track faculty and white females make up 15% of STEM tenure-track faculty. Among non-white categories, Asian males are the most represented at 9.8% of STEM tenured-track faculty.

Table 3.6/Figures 3.5 and 3.6: Women as a percentage of all STEM New Hires at UNM, 2007-2009

Table 3.6 and Figures 3.5 and 3.6 show the percentage of female new hires over time at UNM. The percentage of new hires that were women at UNM has been relatively constant since 2007, with 43% in 2007 and 40% in 2009. The total number of new hires in STEM has decreased by over half since 2007.

\*All UNM data provided by the UNM Institutional Research Office (IRO) unless otherwise noted

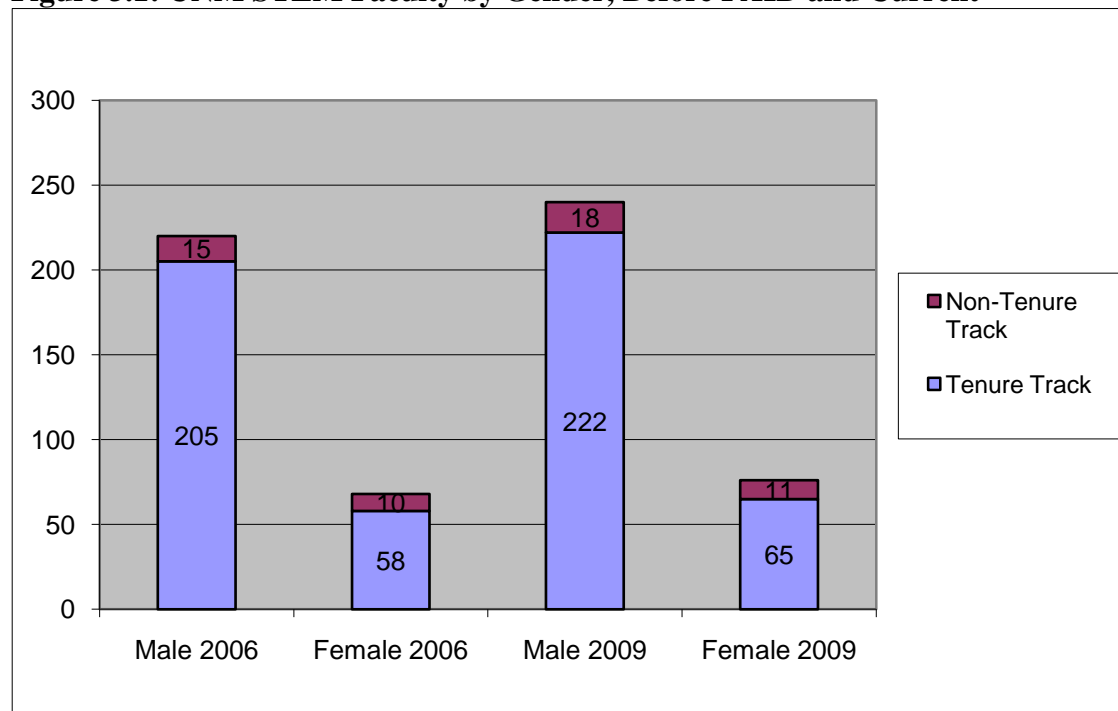
**Table 3.1: University of New Mexico Faculty by Category, Fall 2009**

Faculty Category	All UNM			STEM and SBS Departments			Social and Behavioral Science Departments			STEM Departments		
	All	Female	% Female	All	Female	% Female	All	Female	% Female	All	Female	% Female
Tenured/ Tenure Track	792	330	41.7%	374	104	27.8%	87	39	44.8%	287	65	22.6%
Temporary / Non-Tenure Track	128	75	58.6%	37	15	40.5%	8	4	50.0%	29	11	37.9%
Total	920	405	44.0%	411	119	29.0%	95	43	45.3%	316	76	24.1%

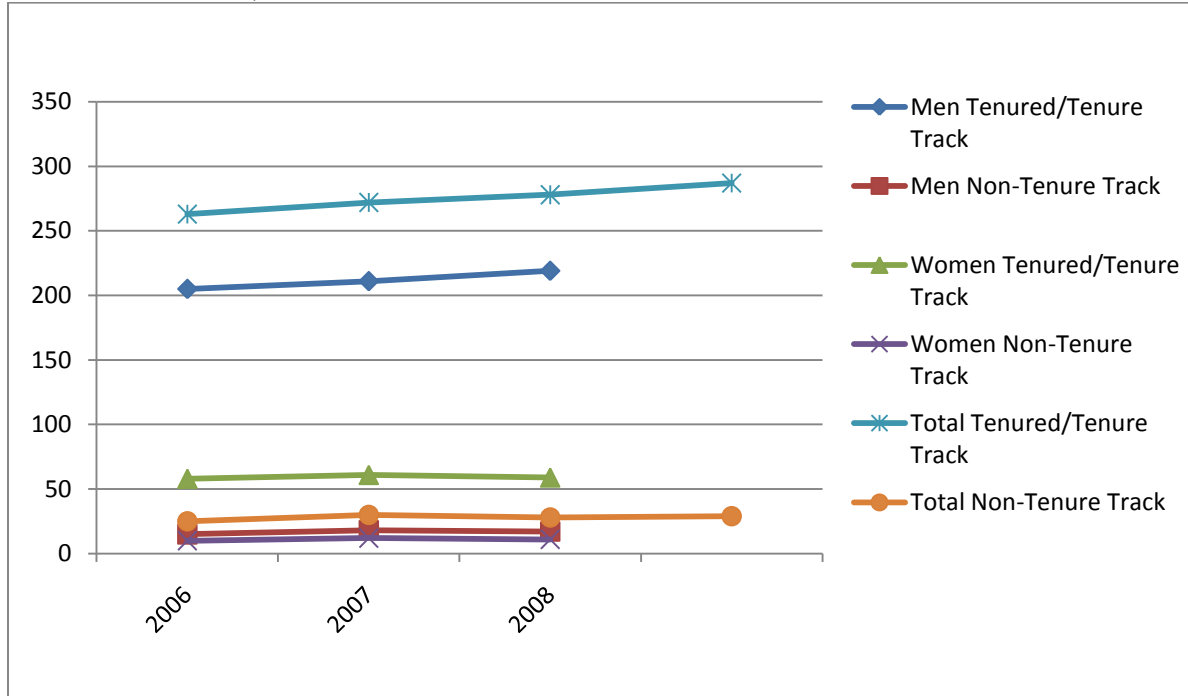
**Table 3.2: Distribution of UNM STEM Faculty by Category and Gender, Fall Semesters 2006-2009**

	Tenure/ Tenure Track			Non- Tenure Track			All Categories		
	Total	Female	%Female	Total	Female	%Female	Total	Female	%Female
2006	263	58	22.1%	25	10	40.0%	288	68	23.6%
2007	272	61	22.4%	30	12	40.0%	302	73	24.2%
2008	278	59	21.2%	28	11	39.3%	306	70	22.9%
2009	287	65	22.6%	29	11	37.9%	316	76	24.1%

**Figure 3.1: UNM STEM Faculty by Gender, Before PAID and Current**



**Figure 3.2: Male and Female Tenured/Tenure Track and Non-Tenure Track Faculty Members at UNM, 2006-Current**



**Table 3.3: Fall 2009 UNM STEM Departmental Faculty Composition by Gender**

	Tenured and Tenure Track			Non-Tenure Track			Non-Tenure Track as % All Females
	All	Female	%Female	All	Female	%Female	
<b>Arts and Sciences</b>	123	24	19.5%	23	11	47.8%	31.4%
Biology	34	8	23.5%	9	5	55.6%	38.5%
Chemistry	12	3	25.0%	3	2	66.7%	40.0%
Earthy & Planetary Sciences	20	4	20.0%	3	1	33.3%	20.0%
Mathematics Statistics	29	6	20.7%	6	3	50.0%	33.3%
Physics Astronomy	28	3	10.7%	2	0	0.0%	0.0%
<b>Engineering</b>	95	12	12.6%	5	0	0.0%	0.0%
Chemical Nuclear Engineering	17	3	17.6%	1	0	0.0%	0.0%
Civil Engineering	17	2	11.8%	0	0	0.0%	0.0%
Computer Science	17	3	17.6%	2	0	0.0%	0.0%
Electrical Computer Engineering	28	3	10.7%	1	0	0.0%	0.0%
SOE Mechanical Engineering	16	1	6.3%	1	0	0.0%	0.0%
<b>SOM - Basic Medical</b>	46	20	43.5%	1	0	0.0%	0.0%
Biochemistry Molecular Biology	8	2	25.0%	0	0	0.0%	0.0%
Cell Biology	12	6	50.0%	1	0	0.0%	0.0%
Molecular Genetics Microbiology	13	6	46.2%	0	0	0.0%	0.0%
Neurosciences	13	6	46.2%	0	0	0.0%	0.0%
<b>Pharmacy</b>	23	9	39.1%	0	0	0.0%	0.0%
<b>Social and Behavioral Sciences</b>	87	39	44.8%	8	4	50.0%	9.3%
Anthropology	23	8	34.8%	0	0	0.0%	0.0%
Communications Journalism	19	12	63.2%	4	3	75.0%	20.0%
Geography	6	2	33.3%	1	0	0.0%	0.0%
Psychology	22	10	45.5%	1	0	0.0%	0.0%
Sociology	17	7	41.2%	2	1	50.0%	12.5%

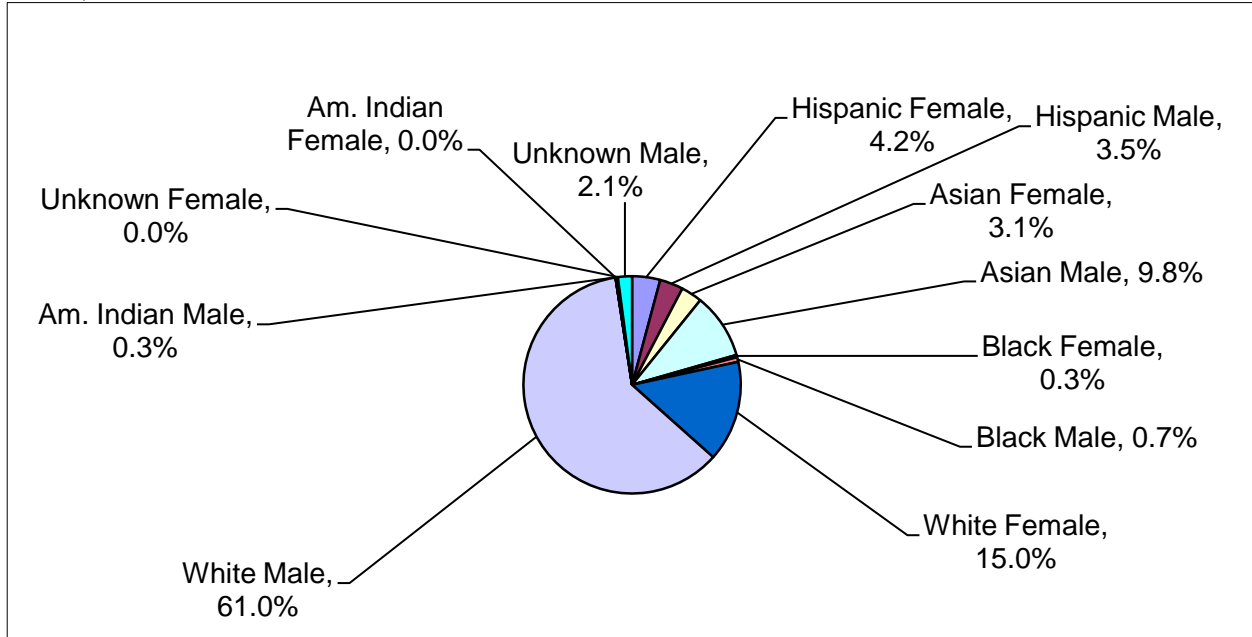
**Table 3.4: Distribution by Gender, Rank and Tenure Status of UNM Faculty, Fall 2009**

	Social and Behavioral Sciences			STEM Fields			Non-STEM or SBS		
	# Female	# Male	% Female	# Female	# Male	% Female	# Female	# Male	% Female
<b>Non-Contract</b>									
All	4	4	50.0%	11	18	37.9%	60	31	65.9%
<b>Tenure-Track/ Tenured</b>									
Assistant	13	8	61.9%	23	40	36.5%	95	59	61.7%
Associate	13	21	38.2%	21	62	25.3%	66	48	57.9%
Full, Tenured	13	19	40.6%	21	120	14.9%	66	84	44.0%
<b>Total</b>	43	52	45.3%	76	240	24.1%	287	222	56.4%
<b>Non-Contract, Total</b>	4	4	50.0%	11	18	37.9%	60	31	65.9%
<b>Tenure Track/Tenured, Total</b>	39	48	44.8%	65	222	22.6%	227	191	54.3%

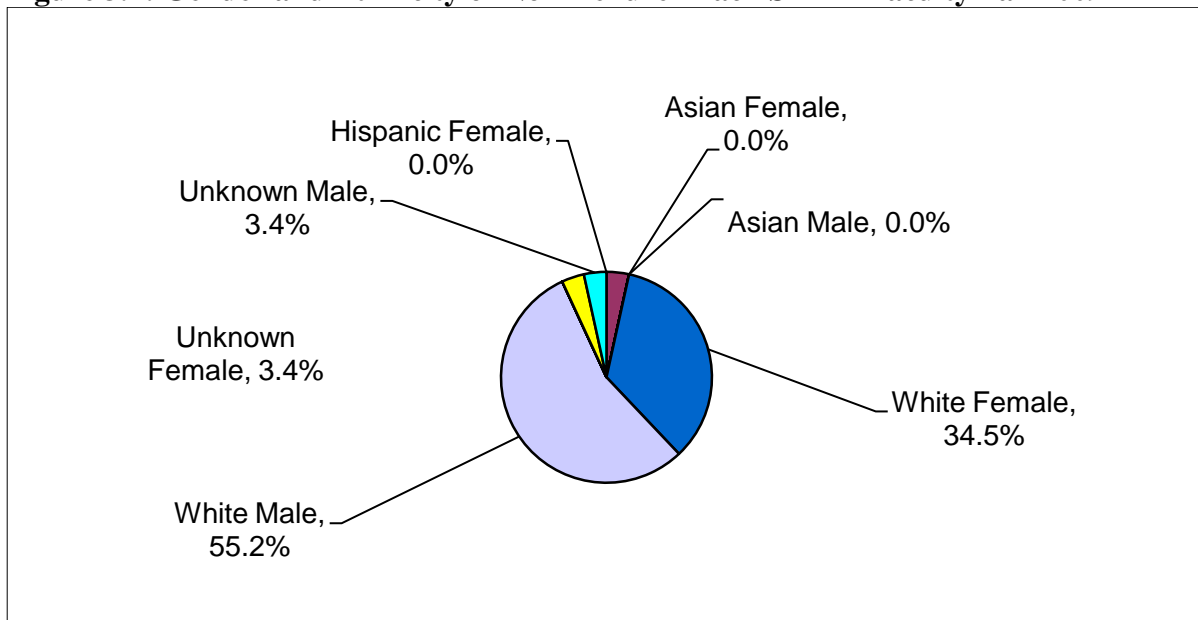
**Table 3.5: UNM Faculty by Gender and Ethnicity, Number and Percent Total within Tenured and Tenure-Track and Non-Tenure Track**

2009		Tenured and Tenure-Track						Non Tenure-Track					
		Hispanic	Asian	Black	White	Am. Indian	Not coded	Hispanic	Asian	Black	White	Am. Indian	Not coded
<b>STEM</b>	<b>Female #</b>	12	9	1	43	0	0	0	0	0	10	0	1
	<b>%</b>	4.2%	3.1%	0.3%	15.0%	0.0%	0.0%	0.0%	0.0%	0.0%	34.5%	0.0%	3.4%
	<b>Male #</b>	10	28	2	175	1	6	1	0	0	16	0	1
	<b>%</b>	3.5%	9.8%	0.7%	61.0%	0.3%	2.1%	3.4%	0.0%	0.0%	55.2%	0.0%	3.4%
	<b>Total</b>	22	37	3	218	1	6	1	0	0	26	0	2
<b>SBS</b>	<b>Female #</b>	5	3	0	28	1	2	1	0	0	3	0	0
	<b>%</b>	5.7%	3.4%	0.0%	32.2%	0.0%	2.3%	12.5%	0.0%	0.0%	37.5%	0.0%	0.0%
	<b>Male #</b>	3	1	0	42	1	1	0	0	0	4	0	0
	<b>%</b>	3.4%	1.1%	0.0%	48.3%	1.1%	1.1%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
	<b>Total</b>	8	4	0	70	2	3	1	0	0	7	0	0
<b>Non-STEM and Non-SBS</b>	<b>Female #</b>	37	13	6	157	11	3	4	2	3	46	2	2
	<b>%</b>	8.9%	3.1%	1.4%	37.6%	2.6%	0.7%	4.4%	2.2%	3.3%	51.1%	2.2%	2.2%
	<b>Male #</b>	36	15	2	129	5	4	6	0	2	21	1	1
	<b>%</b>	8.6%	3.6%	0.5%	30.9%	1.2%	1.0%	6.7%	0.0%	2.2%	23.3%	1.1%	1.1%
	<b>Total</b>	73	28	8	286	16	7	10	2	5	67	3	3

**Figure 3.3: Gender and Ethnicity of Tenured and Tenure Track STEM Faculty at UNM, Fall 2009**



**Figure 3.4: Gender and Ethnicity of Non-Tenure Track STEM Faculty Fall 2009**

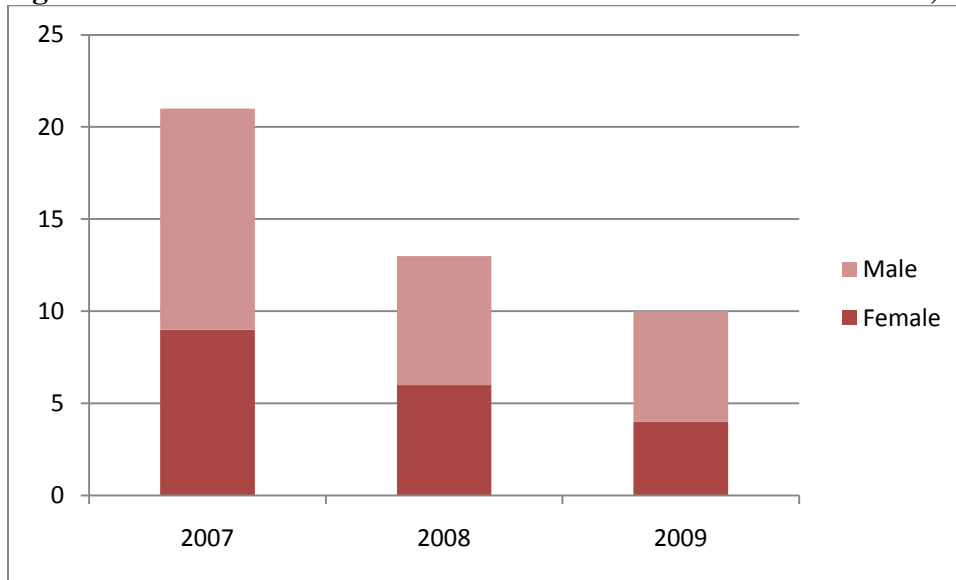




**Table 3.6: Women as a percentage of all STEM New Hires at UNM, 2007-2009**

	Female	Male	% Female
<b>2007</b>	9	12	43%
<b>2008</b>	6	7	46%
<b>2009</b>	4	6	40%

**Figure 3.5: Number of STEM New Hires that were Women at UNM, 2007-2009**



## **Los Alamos National Lab Data -2009**

### **Summaries**

Table 4.1: Gender composition of all LANL employees, 2006-2009

Table 4.1/Figure 4.1 shows the gender composition of EES LANL employees over time. The data indicates that the percentage of female employees has not increased significantly since 2006, with 18.3% female employees in 2006 and 18.18% female employees in 2009. The total number of employees has remained constant since 2006.

Table 4.2: Ethnicity of LANL EES Employees, 2009

Table 4.2 and Figure 4.2 show the gender and ethnicity distributions of LANL EES employees in 2009. 67.4% of employees are white males, and 14.4% of LANL EES employees are white females. Among non-white categories, Asian males are the most represented at 11.4% of all employees.

Table 4.3 and Figure 4.3: Percent of New Hires That Were Women, 2007-2009

Table 4.3 and the bar chart in Figure 4.3 show the percentage of female new hires over time at LANL in the EES division. The percentage of new hires that were women at LANL has increased since 2007, from 21.4% in 2007 to 29.4% in 2009.

\*All LANL data provided by the LANL Human Resources Division unless otherwise noted



## **NEW MEXICO**

Partnerships for Adaptation, Implementation, and Dissemination (PAID)

### **ALLIANCE FOR FACULTY DIVERSITY (AFD)**

#### **Report from Site Visits in November 2009**

**Evelyn J. Posey**  
**The University of Texas at El Paso**  
**January 13, 2010**

The aim of the New Mexico Partnerships for Adaptation, Implementation, and Dissemination (NM-PAID) Alliance for Faculty Diversity (AFD) initiative is to increase representation of women in the science, technology, engineering, and mathematics (STEM) academic careers in New Mexico by meeting the following goals:

- increasing knowledge of gender and race/ethnicity diversity issues among AFD members
- creating a sustainable grass roots committee at each institution to institutionalize faculty development training
- providing a pipeline for graduate students and post-docs into the professorate

From 2002-2006, New Mexico State University (NMSU) had a highly successful National Science Foundation ADVANCE Institutional Transformation (IT) grant. The purpose of NM-PAID is to disseminate materials and practices of the following three components of the original ADVANCE IT program:

- faculty development, primarily through promotion and tenure workshops
- mentoring
- department chair and leadership training

Evaluation of the success of this dissemination includes formative and summative internal assessments, including data collection, surveys, event evaluations, and visits by an external reviewer.

As an external reviewer for NM-PAID, I conducted the following site visits:

New Mexico State University (NMSU)	November 3, 2009
Los Alamos National Laboratory (LALN)	November 5, 2009
New Mexico Institute of Mining and Technology (NMT)	November 18, 2009

A copy of the itineraries is included as Appendix A.

This report offers a brief description of my understanding of each of the three goals and three program initiatives of the NM-PAID program, followed by a summary of what I learned through my conversations and interviews during each site visit. Each summary is followed by several key findings and a few remaining suggestions. The suggestions are not intended as criticisms, but simply denote areas that might need additional attention during conversations about sustainability and institutionalization.

I was impressed with the excellent preparation and attention to the logistics associated with my visits. The NM-PAID team provided written materials in advance and provided excellent hospitality throughout each of my stays. I commend the team for its willingness to work together across campuses and the national lab, its dedication to the goals of the initiative, and its progress in raising awareness of the issues NM-PAID is designed to address.

### **Context Matters**

One of the greatest challenges the NM-PAID team faces is the number of administrative changes that took place at NMSU, and to a lesser extent at the other sites, during the three-year grant period. It is difficult to initiate, much less sustain, systemic change at a time when the university is undergoing numerous leadership changes. Since my site visits, however, I am encouraged that NMSU has hired Barbara Couture, Principal Investigator of the ADVANCE program at University of Nebraska-Lincoln, as its President. This critical hire will not only help NMSU to take additional steps to ensure a diverse faculty, but will provide the support of upper administration necessary for ADVANCE and NM-PAID to continue to thrive.

In addition to changes in NMSU administration, there were numerous changes in NM-PAID administration as well. During the course of the NM-PAID grant, a new PI and Program Coordinator were named at NMSU, new Co-PIs were named at the receiving sites, and a new external evaluator was named in the final year. In spite of these changes in personnel, the NM-PAID program endured. One unintended consequence of this turnover is that three NMSU colleges—Arts and Sciences, Agriculture, and now Engineering have had faculty serve as PI of the ADVANCE and NM-PAID grants. This speaks well to the broad institutionalization of these efforts. The PI and Co-PIs all credit the current Program Coordinator's dedication for the continued success of the initiative in the face of so many personnel changes.

Another challenge, not unique to New Mexico institutions, is that money is extremely tight. According to administrators and faculty at each site that I visited, there is little salary money available to recruit highly qualified women or to arrange for dual career hires. So, although the aim of NM-PAID to recruit and retain more females in STEM

academic departments is as important as when the grant was first awarded, progress is especially slow while there is no money to hire anyone.

## **NM-PAID Goals**

### **Increasing Knowledge of Gender and Race/Ethnicity Diversity Issues**

Because of its talented faculty and diverse student population, New Mexico is the ideal setting to create, implement, and document a model for diversifying the academic workforce and contributing to the NSF's national goal of creating positive and sustainable change in academic climates. Achieving diversity is not a short-term goal, but a long-term process, and the first step is to increase knowledge of the issues themselves. NM-PAID is committed to that process.

#### *Perceptions of the value and contributions of NM-PAID's efforts to increase knowledge of gender and race/ethnicity diversity issues*

- ❖ NMSU: Through extensive communication across sites, dissemination of materials, and department head training retreats, NMSU is doing an excellent job of increasing knowledge of diversity issues. The Co-PIs at NMT, UNM, and LANL are unanimous in their praise of the NMSU team's efforts to share what they know. The greatest accomplishment of NM-PAID is that it gives visibility to the critical need for greater gender diversity at New Mexico universities and at LANL.
- ❖ NMT: Direct involvement of key administrators, including the Dean of the Graduate School and the Associate Vice President for Academic Affairs, ensures that the NMT administration is committed to diversifying its faculty.
- ❖ UNM: Everyone interviewed perceived that opening lines of communication across campuses and the national lab has been the most significant accomplishment of NM-PAID, as these conversations foreshadow significant cultural change. Moreover, as a result of NM-PAID, UNM submitted a proposal for an NSF ADVANCE IT grant to continue faculty diversity efforts on its own campus.
- ❖ LANL: It is important to note that although NM-PAID LANL is confined to the Earth and Environmental Science (EES) Division, the Co-PI has single-handedly worked to increase knowledge of the need for more diversity among all LANL staff.

*Some suggestions/ thoughts*

- ❖ NMSU: The administration's financial commitment to ADVANCE and NM-PAID institutionalization remains unclear. The ADVANCE budget consists of one staff position, with all other expenses coming from the Teaching Academy budget, which has also seen substantial cuts. The administration still needs to develop a creative plan for sustaining important ADVANCE/NM-PAID initiatives.
- ❖ NMT: Continued work at the department level is needed, perhaps both general training and training specific to the hiring and nurturing of female faculty. The majority of chairs are on board, but a few are not. Not coincidentally, these are the same departments that have few or no women faculty.
- ❖ UNM: Through its Office of Equity and Inclusion, UNM has made great strides in the area of student diversity. This office now has plans to turn attention to faculty diversity. In partnership with the UNM AFD committee, this office is positioned to make great strides in faculty diversity.
- ❖ LANL: Most of the staff and post-docs interviewed, male and female, are concerned that LANL management puts up roadblocks to hiring and retaining females. The lack of a childcare facility and the lack of dual career opportunities are two examples. Post-docs mention that this is not a problem at some other national labs. Left unchecked, this perception about LANL will make it more difficult to recruit and retain female staff.

### **Creating a Sustainable Grassroots Committee at Each Institution**

To provide a forum for the discussion of diversity issues and to ensure the widespread implementation and institutionalization of NM-PAID initiatives, the PI and Co-PIs established grassroots Alliance for Faculty Diversity (AFD) committees made up of interested faculty members, Chairs, and Deans on each campus.

#### *Perceptions of the value and contributions of NM-PAID's efforts to create a sustainable grassroots committee at each institution*

- ❖ NMSU: The NM-PAID PI and Coordinator make effective use of these AFD committees to help sustain NM-PAID initiatives. The committees are positioned to improve the recruitment process because they are exploring how to proactively search for qualified women candidates, embodying not just compliance with equal opportunity requirements, but also a genuine commitment to improving the quality of the faculty.
- ❖ NMT: In fall 2009, the NMT Faculty Senate voted to approve a new standing committee to the Senate: the Faculty Development Committee. This committee

will assume the responsibilities of the NMT AFD committee, including coordinating faculty development and continuing the mentoring program. With the formation of this committee, NMT will ensure that faculty development continues as a grassroots effort, in addition to being a commitment of upper administration.

- ❖ UNM: UNM already has many diversity efforts in place, including an Office of Equity and Inclusion and a Mentoring Institute. The current NM-PAID Co-PI has done an excellent job of determining where NM-PAID can complement what is already in place. The AFD, for example, is now focused on helping faculty move from Associate to Full professor.
- ❖ LANL: Although the LANL AFD has struggled, there is still a small, passionate group committed to seeing LANL improve the quality of its staff by converting a larger percentage of its female post-docs to staff positions.

*Some suggestions/ thoughts*

- ❖ NMSU: The AFD committees have gathered many valuable materials. NMSU could build the NM-PAID Web site to serve as a rich repository of materials for others wishing to learn from NM-PAID's experiences.
- ❖ NMT: Because of the departure of the Vice President for Student and University Relations and the pending retirement of the Dean of Graduate Studies and Co-PI of NM-PAID, NMT should consider appointing the Associate Vice President for Academic Affairs as Co-PI on the grant. He has been an active member of the NMT AFD since its inception and is now an ad hoc member of the newly formed Faculty Senate Committee. He has an excellent grasp of what needs to be done to institutionalize NM-PAID.
- ❖ UNM: Whether or not it receives the ADVANCE IT grant, the UNM AFD committee should explore ways to work more closely with the Office of Equity and Inclusion. This committee has its pulse on the faculty needs and can be quite valuable to the Vice President who oversees this office.
- ❖ LANL: The role of the AFD is unclear. Even as the AFD continues to meet monthly, the EES administration is creating another diversity committee. Somehow, the roles and membership of these two committees must be clarified and possibly merged. How will the administration address the need for a childcare center, an issue that seems to have polarized women post-docs and staff members?

**Providing a Pipeline for Graduate Students and Post-docs into the Professorate**



The Co-PIs have differing perceptions of the implementation of the pipeline component of the NM-PAID grant, with most seeing it as an initiative specific to LANL. NMSU led the New Mexico Alliance for Graduate Education and the Professorate (NM-AGEP) which included UNM and NMT as partner institutions. NM-AGEP offered mentoring programs and workshops to encourage a diverse graduate student population to enter the professorate. In the case of LANL, the emphasis has been to convert post-doctoral students to staff positions.

*Perceptions of the value and contributions of NM-PAID's efforts to provide a pipeline for graduate students and post-docs into the professorate or research positions*

- ❖ NMSU: NM-PAID has begun efforts to determine who the audience is for this pipeline initiative. Although it is obvious that LANL is the primary audience, it is less obvious how NMSU, NMT, and UNM will participate. In spring and fall 2008, NMSU, NMT and UNM participated in teleconference meetings with MentorNet to determine the viability of bringing it to NM-PAID institutions. Subsequently, MentorNet was launched at all NM-PAID institutions.
- ❖ LANL: LANL has an excellent Post-doc program, with a director who is sensitive to the lack of diversity. One excellent suggestion by a post-doc program committee is that all opportunities be advertised widely to ensure a more diverse pool.

*Some suggestions/thoughts*

- ❖ NMSU: NM-PAID should consider completing a separate evaluation of MentorNet to determine if continued participation is a viable option for graduate students and post-docs.
- ❖ LANL: According to the Co-PI, even though 30% of the post-docs are female, only 19% of the staff and 12% of the administration are female. LANL may want to do an assessment to determine why a larger percentage of female post-docs do not convert to staff positions.

## **NM-PAID Initiatives**

### **Faculty Development through Tenure and Promotion Workshops**

One initiative of NM-PAID focuses on improved retention of STEM women through participation in tenure and promotion workshops. Modeled on the NMSU ADVANCE IT workshops, each of the three universities (LANL does not have a tenure system), planned to hold yearly workshops for all (men and women) junior faculty, members of

promotion and tenure committees, and deans. Content included balancing family and work, and collegiality, and legal and procedural issues.

*Perceptions of the value and contributions of NM PAID's faculty development initiative*

- ❖ NMSU: NMSU has an excellent series of tenure and promotion workshops that can serve as a model for the NM-PAID sites. Indeed, one of the greatest legacies of the ADVANCE program at NMSU is that it spearheaded a discussion of tenure and promotion that resulted in an entirely new process. Although not specific to tenure and promotion, the NMSU Teaching Academy, delivered four workshops to all of NM-PAID sites. Evaluation reports show that these workshops were well attended and evaluated positively.

*Some suggestions/thoughts*

- ❖ NMSU: The receiving sites have all benefitted from the NMSU workshops offered. NM-PAID could develop a plan for continuing to offer workshops across the alliance, possibly with each site accepting responsibility for organizing one or two of them.
- ❖ NMT: The newly formed Senate Faculty Development Committee could expand the mentoring program to include tenure and promotion and leadership workshops.

## **Mentoring Programs**

The mentoring programs, patterned after NMSU's ADVANCE mentoring program, are one-on-one mentoring programs at NMT and UNM and a team-mentoring model for LANL's large post-doc population. The primary goals of the mentoring program are to provide faculty and post-docs with access to information and resources, to acculturate them to the academic and research community, and to facilitate and support their work.

*Perceptions of the value and contributions of NM-PAID's mentoring program*

- ❖ NMSU: The mentoring program has made excellent progress in identifying attitudes toward mentoring and ways to encourage women faculty to build peer relationships. Everyone interviewed commented positively on the value of mentoring. The NMSU Provost commented that because of ADVANCE and NM-PAID, mentoring is now part of the core values on campus. Whether it is newly hired faculty, or faculty interested in moving into leadership positions, everyone recognizes and discusses the value of mentoring.

- ❖ NMT: At NMT, the faculty mentoring program has been highly successful, with more faculty volunteering to be mentors than there are mentees. Because of the small size of the campus community, there is a strong desire on the part of most faculty to become involved in mentoring newly arrived faculty.
- ❖ UNM: UNM NM-PAID is working closely with the UNM Mentoring Institute to build mentoring pairs in the STEM disciplines. The UNM Mentoring Institute has developed excellent materials and offers an annual mentoring conference for both faculty and students.
- ❖ LANL: The LANL Co-PI has done an excellent job of mentoring post-docs and working to establish a mentoring program. The post-docs interviewed are very grateful for this mentoring.

*Some suggestions/thoughts*

- ❖ NMSU: There needs to be a better understanding of how the ADVANCE faculty mentoring program and the Teaching Academy mentoring program complement each other. Several faculty and administrators mentioned that they do not understand why these are not combined into one program.
- ❖ NMT: The NM PAID program and the NMT faculty mentoring program are nearly synonymous. NMT's new Senate Faculty Development committee will want to broaden the goals of faculty development to include a review of NMT family friendly policies, attention to dual career hires, and a review of departmental climates.
- ❖ UNM: With so much in place for newly hired faculty, UNM should turn its attention to how to support Associate Professors who are taxed administratively. Because of these commitments, some faculty members are not able to complete requirements for promotion to Full Professor.
- ❖ LANL: Because they are part of a younger generation, the post-docs are particularly interested in seeing LANL become a family-friendly place. They should be consulted for ideas on how to improve LANL's post-doc program.

**Department Chair and Leadership Training**

The NM-PAID PI and Co-PIs astutely recognize that “department heads play a critical role in bringing about institutional change within academia.” Based on NMSU’s department head workshops, this initiative includes annual retreats with activities such as educating search committees and decision makers on the importance of attracting women to their campuses/lab and enhancing the faculty search process.

*Perceptions of the value and contributions of NM-PAID's Department Chair and Leadership Training*

- ❖ NMSU: NM-PAID's success has resulted in a renewed realization that institution-wide training for recruiting women and minorities is vital. These annual retreats have been favorably evaluated by participants, both in written evaluations and in comments during the interviews.
- ❖ UNM: Department heads have participated in the annual Department Head retreats and report that they have benefitted greatly. UNM also hosted a workshop by Cornell's Interactive Theater Ensemble for all of NM-PAID.
- ❖ LANL: Although not many LANL staff have attended the retreats, the Co-PI briefs everyone on what has transpired at the faculty head retreats. Those interviewed felt the materials are valuable because they raise awareness of the importance of diversity, but they also admitted that diversity is not currently a core value at LANL.

*Some suggestions/thoughts*

- ❖ NMSU: The receiving sites are looking to NMSU to continue the department head retreats. There appears to be a need to develop a plan, possibly with each site taking responsibility for organizing and offering one.
- ❖ LANL: Each department does its own hiring, with few written policies to guide the divisions or directorates. Written hiring and advertising policies may be a place to start, with diversity as one value. There must also be known accountability metrics and clear rewards for success in hiring a diverse staff.

**NCE Priorities: Institutionalization and Sustainability**

The plans for institutionalization and sustainability of all components of NM-PAID are the focus of the NCE year. Some of these funds could be used to better gather and package the stories of NM-PAID's success. This is not only to convince NSF that the grant has been successful, but also that the program components would be worth funding by external donors.

Much of the success of NM-PAID has been due to the willingness of those who are on the project, as well as others associated with the grant, to create dialogues that raise awareness and attention to the issues faced by women. They have made sure that the topic of diversity is consistently discussed. If this energy is going to continue, there has to be not only champions, but resources to support the efforts. Moreover, they must be given appropriate recognition and rewards.

The NM-PAID program needs a clear communication of what the transition plan is. What is going to be ongoing, how, and by whom? What is over? In addition, the lessons learned need to be transmitted. In the NCE year, NM-PAID may wish to form a Path Forward committee to develop a plan to institutionalize NM-PAID components and activities. Although the PI and Co-PIs should serve on this committee, the Chair should be the Provost or someone in the Provost's Office.

The evaluation to date has concentrated on assembling data relevant to the various programs and activities. In its NCE year, NM-PAID should consider developing a general synthesis of NM PAID's experiences and accomplishments, as well as a review of the statistical data to determine if the initiative did increase representation of women in New Mexico STEM academic departments and national lab.

NM-PAID External Evaluator, Dr. Evelyn Posey, UTEP  
NMSU Site Visit  
Tuesday November 3<sup>rd</sup> 2009

8:00AM - 8:30AM	Meeting with Tara Gray (PAID Co-PI/Director, Teaching Academy) and Pam Hunt (PAID Director/Director, ADVANCE Program)
9:00AM - 9:30AM	Meeting with Shawn Werner (PAID Program Coordinator) and Anne D'Mura (PAID Data Analyst)
9:30AM - 9:55AM	Meeting at the College of Extended Learning which houses ADVANCE/PAID with Roberta Derlin (Associate Dean)
10:00AM – 10:55PM	Meeting with Deans: Arts and Sciences: Greg Fant (Interim Dean), Agriculture, Consumer and Environmental Sciences: Lowell Catlett (Dean), Jim Libbin (Associate Dean) Engineering: Ken White (Interim Dean), Rudi Schoenmachers (Associate Dean on Co-PI of ADVANCE grant)
11:00AM -11:50AM	Meeting with Waded Cruzado Salas (Provost and Executive Vice President)
12:00PM – 12:50PM	Lunch with Martha Mitchell (PI), Pam Hunt (Director) and Shawn Werner (Program Coordinator)
1:00PM – 2:00PM	Meeting with Department Heads: Retreat Presenters - Sonya Cooper (Engineering Technology and Survey Engineering), Anne Hubbell (Communication), Luis Vazquez (Graduate Studies), and Walter Zakahi (Arts and Sciences) Department Heads: Retreat Attendees - Patrick Morandi (Mathematical Science) (Also on AFD), David Thompson (Entomology, Plant Pathology, and Weed Science), and James Murphy (Astronomy)
2:00PM – 2:50PM	Meeting with AFD Committee: Sue Forster-Cox (Associate Professor, Health Science) (Chair), Stephen Kanim (Associate Professor, Physics), N. Khandan (Professor,

Civil Engineering), Inna Pivkina (Associate Professor, Computer Sciences), Rene Walterbos (Professor, Astronomy)

3:00PM to 4:00PM

Agricultural, Consumer and Environmental Sciences: Wiebke Boeing (Assistant Professor, Fishery and Wildlife Sciences), Shanna Ivey (Assistant Professor, Animal and Range Sciences)

Arts and Sciences: Graciela Unguez (Associate Professor, Biology), and Mary Ballyk (Associate Professor, Mathematical Sciences)

Engineering: Julieta Valles-Rosales (Associate Professor, Industrial Engineering)

4:00PM to 5:00PM

Meeting with Recipients of Program Services: Office of Institutional Equity - Gerald Nevarez (Director), Employee Assistance Program - Dario Silva (Director), Research and Graduate Studies - Vimal Chaitanya (Vice President), Hispanic Caucus William Quintana (Associate Professor, Chemistry/Biochemistry) (Also on AFD)

5:00PM – 5:30PM

Wrap-up with Pam Hunt, Director

NM-PAID External Evaluator, Dr. Evelyn Posey, UTEP

LANL Site Visit  
Thursday November 5<sup>th</sup> 2009

8:00AM – 8:15AM	Meeting with Julianna Fessenden, Co-PI
8:30AM – 9:00AM	Meeting with Emily Schultz Fellenz, AFD Member
9:00AM – 9:45AM	Meeting with Bruce Robinson, Deputy Division Leader
10:00AM – 10:45AM	Meeting with Monica Maceira, Mentoring Program
11:00AM– 11:50AM	Meeting with Mary Ann With, LANL Postdoc Program
12:00PM – 12:50PM	Lunch at Hot Rocks (students/postdocs)
1:00PM – 2:15PM	Meeting with AFD Committee
2:30PM - 3:30PM	Meeting with Pam French, new ADVANCE IT Program

NM-PAID External Evaluator, Dr. Evelyn Posey, UTEP



NMT Site Visit  
Wednesday November 18<sup>th</sup> 2009

8:00AM – 8:30AM	Breakfast with NM-PAID Co-PI, Dave Johnson, Dean of Graduate Studies
8:30AM – 8:50AM	Meeting with Chairs, Department Leaders
9:00AM – 9:50AM	Meeting with Scott Zeman, Associate Vice President for Academic Affairs and AFD Member
10:00AM – 10:50AM	Meeting with NMT AFD Committee Members: Deidre Hirschfeld (Materials Engineering), Scott Zeman (Assoc. VPAA), Barbara Bonnekesson (Humanities), Claudia Wilson (Civil Engineering), Fred Phillips (Earth & Envr. Sci.), David Johnson (Dean of Graduate Studies)
11:00AM – 11:50AM	Meeting with Mentees
12:00PM – 1:00PM	Women's Resource Center Luncheon - Disabilities: Good Intentions, the Law, and Realities
1:00PM – 1:30PM	Meeting with Barabara Bonneskesson, Director of the Women's Resource Center
1:30PM – 2:30PM	Meeting with Mentors
2:30PM – 3:00PM	Wrap-up with Dave Johnson, Co-PI

NM-PAID External Evaluator, Dr. Evelyn Posey, UTEP

UNM Site Visit  
Thursday November 19<sup>th</sup> 2009

8:00AM - 9:00AM	Breakfast with NM-PAID Co-PI, Les McFadden, Associate Dean of Arts and Sciences, Felipe Gonzales and UNM Mentoring Institute Director, Nora Dominguez
9:00AM - 10:00AM	Meeting with Associate Provost Richard Holder, VP for Equity and Inclusion, Jozi De Leon, and Associate VP for Research, Michael Dougher
10:00AM - 11:00AM	Meeting with Deans Brenda Claiborne of Arts and Sciences and Arup Maji of Engineering
11:00AM – 12:00PM	Meeting with STEM Chairs/ Associate Chairs
12:00PM -1:30PM	Lunch with Les McFadden, NM-PAID Co-PI
1:30PM – 2:30PM	Meeting with AFD Committee
2:30PM – 3:30PM	Meeting with STEM Mentoring Program participants
4:15PM to 5:00PM	Meeting with Dr. Kate Krause, Economics (leading the UNM ADVANCE IT proposal)

## **APPENDIX III**

### **PARTICIPANT SUMMARIES**

2010.....	1
2009.....	2
2008.....	2
2007.....	3

## APPENDIX III

### PARTICIPANT SUMMARIES

Dissemination and implementation of PAID goals and initiatives involves faculty and administrators from each campus. The presence of these academic leaders at NM-PAID events is crucial for garnering support for the continuation of PAID programs through the no-cost extension, as well as setting the stage for program sustainability after the end of the award period in June 2011.

All NM-PAID events have included both male and female representation and span department heads and division leaders, upper administrators, faculty involved as recipients of project services, and faculty/staff participating in NM-PAID programs, as well as NM-PAID collaborating partners at each site.

#### 2010

By 2010 the mentoring programs that were initiated at partner institutions were well-established. Participants in these mentoring programs numbered as follows:

LANL	20	NMT	42
UNM	14		

Number of participants in lead institution NMSU's mentoring program was 139.

Supporting these programs were orientations and workshops:

- At NMT, 25 faculty members and administrators participated in the Mentoring Orientation.
- Mentoring Program events at UNM drew 28 participants.
- Mentoring pairs at LANL met on a monthly basis.

The institutionalized ADVANCE Program at lead institution NMSU held 24 workshops funded by NMSU with a total of 603 attendees.

The third Department Head Retreat drew 25 participants, including 11 department heads, six upper administrators, and seven associate or full professors involved in recruitment and promotion committees. Participants by partner institution were:

LANL	3	NMT	7
NMSU	6	UNM	9

## 2009

By 2009 the mentoring programs that were initiated at partner institutions were well-established. Participants in these mentoring programs numbered as follows:

LANL	15	NMT	42
UNM	33		

Number of participants in lead institution NMSU's mentoring program was 132.

Supporting these programs were orientations and workshops:

- At NMT, 27 faculty members and administrators participated in the Mentoring Orientation.
- Mentoring Program events at UNM drew 42 participants.
- From three to six participants met monthly for team mentoring workshops at LANL.

The institutionalized ADVANCE Program at lead institution NMSU held 22 workshops funded by NMSU with a total of 435 attendees.

The third Department Head Retreat drew 24 participants, including 11 department heads, six upper administrators, and seven associate or full professors involved in recruitment and promotion committees. Participants by partner institution were:

LANL	4	NMT	7
NMSU	6	UNM	7

A total of 70 faculty members and administrators participated in the diversity workshops conducted by the Cornell Interactive Theatre Ensemble held at UNM and NMSU. Participants by partner institution were:

LANL	10	NMT	4
NMSU	32	UNM	31

## 2008

In 2008 partner institutions continued to build the mentoring programs that they had inaugurated in 2007. Participants in these mentoring programs numbered as follows:

LANL	6	NMT	34
UNM	26		

Number of participants in lead institution NMSU's mentoring program was 124.

Supporting these programs were orientations and workshops:

- At NMT, a total of 42 attendees participated in two sessions.
- At UNM, there were 22 participants in the Mentoring Orientation
- From three to six participants met monthly for team mentoring workshops at LANL.

The ADVANCE Program at lead institution NMSU held 30 workshops funded by NSF ADVANCE IT (spring) and NMSU (fall) with a total of 693 attendees.

The second Department Head Retreat drew 22 participants, including 10 department heads, three upper administrators, and nine associate or full professors involved in recruitment and promotion committees. Participants by partner institution were:

LANL	1	NMT	8
NMSU	10	UNM	3

The NMSU Teaching Academy hosted two distance-delivered events – one an audio-conference and the other a video-conference. These sessions attracted a total of 40 participants. Participants by partner institution were:

LANL	13	NMT	8
NMSU	10	UNM	9

## 2007

In 2007 partner institutions initiated mentoring programs. Participants in these mentoring programs numbered as follows:

LANL	6	NMT	22
UNM	0		

Number of participants in lead institution NMSU's mentoring program was 124.

A total of 36 faculty members and administrators at the four partner institutions worked together to set up STEM faculty mentoring programs on their campuses at the inception of the NM-PAID grant program. These individuals were members of the Alliance for Faculty Diversity (AFD) Committees at each partner institution and the eight members of the ADVANCE Faculty Development Committee at lead institution NMSU. Committee membership at partner institutions:

LANL	8	NMT	9
NMSU	8	UNM	11

Supporting these programs were orientations and planning meetings:

- Planning activities were the focus at UNM during 2007.
- NMT successfully launched its mentoring program with a Mentoring Orientation that attracted 36 participants.
- LANL launched its Team Mentoring Program on site with planning meetings that involved 15 participants, including deputy division leaders, group leaders, and staff.

The ADVANCE Program at lead institution NMSU held 31 workshops funded by NSF ADVANCE IT with a total of 717 attendees.

The first Department Head Retreat drew 25 participants, including 16 department heads, six upper administrators, and three associate or full professors involved in recruitment and promotion committees. Participants by partner institution:

LANL	5	NMT	7
NMSU	8	UNM	5

A total of 39 faculty and administrators from NM-PAID partners participated in a March meeting held at UNM to train AFD Committees led by the NMSU PI and Co-PI with the NMSU ADVANCE Faculty Development Committee members serving as table discussion facilitators and NMSU administrators serving as trainers. Participation in this workshop:

LANL	9	NMT	8
NMSU	14	UNM	8

The NMSU Teaching Academy organized workshops at NMSU and UNM led by Craig E. Nelson, Professor of Biology at Indiana University-Bloomington with a total of 99 participants:

NMT	10	NMSU	24
UNM	65		

*See Appendix IV for a list of the NM-PAID shared events*

**APPENDIX IV**

**OPPORTUNITIES FOR TRAINING AND DEVELOPMENT**

Conferences and Presentations .....1

Department Head Training .....4

Committee Training .....12

Pipeline Strategy .....14



## APPENDIX IV

### OPPORTUNITIES FOR TRAINING AND DEVELOPMENT

Throughout the award period, NM-PAID has supported training and outreach efforts that involved as many members of each of the NM-PAID institutions as possible, and allowed the Principal Investigator, the Program Director, and the Program Coordinator to widely disseminate best practices and findings. The NM-PAID staff has presented at various regional and national conferences and special events, as well as provided training programs that reached faculty and administrators from many of the STEM academic departments at all of the NM-PAID institutions.

#### CONFERENCES AND PRESENTATIONS

##### 2010

###### ADVANCE PI Meeting - Alexandria, VA (11/07/10-11/10/10)

Poster presentation by PC, Shawn Werner, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.” Participants from NMSU included Dean Ricardo Jacquez, Engineering and Associate Dean Lisa Bond-Maupin, Arts and Sciences. Also attending from NMT was Barbara Bonnekessen, Director of the Women’s Resource Center and Assistant Professor, Social Science.

###### Creating the Future: Women in Engineering at New Mexico State University

In October NMSU PAID led the organization of this first-time conference co-sponsored by the College of Education and the PAID grant. The goal of this conference was to encourage retention and support women engineering students at NMSU. Of the 85 participants in this conference, 66 were female engineering students. Eleven engineering faculty members attended in support of these students, joined by four upper administrators including the Dean of Engineering and four industry panelists. ADVANCE STEM faculty who have been active in the ADVANCE IT and PAID grants at NMSU moderated two panels, one of faculty and the other of industry leaders. The College of Engineering is working to make this an annual and possibly a regional event.

###### Faculty Productivity Assessment and Faculty Retention Advancement

In November PAID hosted a workshop for NMSU Academic Department Heads on assessment and performance evaluation, led by UNM Co-PI McFadden. McFadden had been invited to repeat a highly successful presentation that he delivered at the 2010 PAID Department Head Retreat. The NMSU ADVANCE Program at the Teaching Academy co-sponsored this event.

## 2009

### *The Weed Science Society of America (01/15/09)*

PI Tracy Sterling served as a symposium speaker, presenting on “Diversity and Inclusion: Why all the Fuss?” The presentation included an historical view of the data and strategies for improving the inclusion of underrepresented groups in STEM fields, using the NMSU ADVANCE Program as a model.

### *ADVANCE PI Meeting - Alexandria, VA (10/28/09-10/30/09)*

Poster presentation by PI, Martha Mitchell: “NSF ADVANCE: Institutional Transformation.”

Poster presentation by PC, Shawn Werner, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.”

### *UNM Mentoring Institute Conference: Making the Most of Mentoring in a World of Change - Albuquerque, NM (11/16/09 - 11/18/09)*

Poster Presentation by UNM Co-PI, Les McFadden, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research

## 2008

### *American Association for the Advancement of Science (AAAS). Southwestern and Rocky Mountain (SWARM) Division Conference, Albuquerque, NM (04/11/08)*

Poster presented by PI/PI Sterling, PI and Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.”

### *ENGAGE New Mexico Day, Las Cruces, NM (04/25/08)*

Poster presented by PI/PI Sterling and Program Coordinator Werner: “ADVANCE Institutional Advancement.”

ENGAGE works to connect STEM and Knowledge Workforce Solutions Statewide in order to educate New Mexicans about the need for STEM education, support collaboration between communities, education, government, industry, youth development, etc., and to build capacity for local schools to provide improved STEM education and career guidance.

### *ADVANCE PI Meeting - Alexandria, VA (05/12/08-05/13/08)*

Poster presented by NMT Co-PI, Tanja Pietraß:

“NSF ADVANCE: Institutional Transformation.”

Poster presented by Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.”

WEPAN Conference, St. Louis, MO (06/10/08)

Poster presented by Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.

UNM Mentoring Institute Conference – Fostering a Mentoring Culture in the 21st Century, Albuquerque, NM (10/22/08, 10/23/08)

Poster presented by Program Coordinator Werner:

“NSF ADVANCE: Institutional Transformation.”

New Mexico Network for Women in Engineering and Science Annual Meeting, Truth or Consequences, NM (10/25/08)

Poster presented by Associate Director Hunt:

“NSF ADVANCE: Institutional Transformation.”

## **2007**

ADVANCE PI Meeting - Alexandria, VA

Poster presented by PI/PD Tracy Sterling.

“NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.”

NMSU University Research Council Fair

Posted presented by PI/PD Sterling placed as one of top three posters at the fair.

“NSF-ADVANCE: Institutional Transformation for Faculty Diversity”

## Department Head Training

### **2010 DEPARTMENT HEAD RETREAT**

Albuquerque, NM

May 19-20, 2010

Participants: 25

Average Evaluation Score\*: Day 1: 1.32

Day 2: 1.41

\*1 = *Most positive*    4 = *Most negative*

The 2010 annual retreat was led by PAID PI/PD Sterling, with incoming PI Martha Mitchell in attendance. Co-PIs McFadden (UNM) and Johnson (NMT) facilitated sessions covering the “best practices” for recruitment and retention and how to develop the ideal department, respectively. Thomas Burton of NMSU’s Mechanical Engineering led the Recruitment session, “Effective Strategies to Diversify Faculty” and Co-PI Fessenden facilitated the retreat’s wrap-up session. Faculty, Department Heads, Administrators, and Researchers from all of the partner institutions participated in this training.

Contracted Presenter: “Academic Leadership and Teamwork”

Walter Gmelch (Dean, School of Education, San Francisco University)

#### Presenters

Martha Mitchell, PI and Department Head, Chemical Engineering – NMSU

Tracy Sterling, Former PI/PD, Department Head, Land Resources and Environmental Sciences – Montana State University

Dave Johnson, Former Co-PI, Dean of Graduate Studies –NMT

Jane Slaughter, Professor, History - UNM

Tom Engler, Professor, Petroleum & Natural Gas Engineering - NMT

Carl Gable, Team Leader, Computational Earth Science (EES-16) - LANL

Les McFadden, Co-PI, Professor, Earth and Planetary Sciences – UNM

#### Participants

##### **NMSU**

Chris Brown, Department Head, Geography

Adrian Hanson, Department Head, Civil Engineering

Paul Furth, Department Head, Electrical and Computer Engineering

Martha Mitchell, Academic Department Head, Chemical Engineering

##### **NMT**

Jeff Altig, Associate Chair, Chemistry and Biochemistry

Susan Dunston, Co-PI, Associate Professor, English

Kenneth Eack, Department Chair, Physics

Wim Steelant, Department Chair, Chemistry and Biochemistry

Severine Van slambrouck, Research Professor, Chemistry and Biochemistry

## **2010 Department Head Training – continued**

### **UNM**

Chaouki Abdallah, Department Chair, Electrical and Computer Engineering

Adrian Brearley, Associate Professor, Earth and Planetary Sciences

Trish Henning, Associate Professor, Physics

Arup Maji, Department Chair, Civil Engineering

Mary Anne Nelson, Professor, Biology

Tim Ward, Department Chair, Chemical and Nuclear Engineering

### **LANL**

Julianna Fessenden, Co-PI, Program Manager, Global Security Program Office

Carl Gable, Team Leader, Computational Earth Science

Yolanda Martinez, Human Resources Specialist, Human Resources

## **2009 DEPARTMENT HEAD RETREAT**

Santa Fe, NM

May 20-21

Participants: 24

Average Evaluation Score\*: Day 1: 1.47

Day 2: 1.53

\*1 = *Most positive*    4 = *Most negative*

The 2010 annual retreat was led by PAID PI/PD Sterling, with incoming PI Martha Mitchell in attendance. Co-PIs McFadden (UNM) and Johnson (NMT) facilitated sessions covering the “best practices” for recruitment and retention and how to develop the ideal department, respectively. Thomas Burton of NMSU’s Mechanical Engineering led the Recruitment session, “Effective Strategies to Diversify Faculty” and Co-PI Fessenden facilitated the retreat’s wrap-up session. Faculty, Department Heads, Administrators, and Researchers from all of the partner institutions participated in this training.

### Contracted Presenters: “Leadership Strategies”

Barbara Butterfield (COACH, University of Oregon)

Jane Tucker (COACH, University of Oregon)

### Presenters

Tracy Sterling, PI/PD, Professor, Weed Science – NMSU

Tom Burton, Department Head, Mechanical and Aeronautical Engineering – NMSU

Julianna Fessenden, Co-PI, Team Leader, Earth and Environmental Sciences – LANL

Dave Johnson, Co-PI, Dean of Graduate Studies –NMT

Les McFadden, Co-PI, Professor, Earth and Planetary Sciences – UNM

### Participants

#### **NMSU**

Patrick Morandi, Academic Department Head, Mathematical Sciences

Tim Ross, Academic Department Head, Animal and Range Sciences

Jacob Urquidi, Associate Professor, Physics

Martha Mitchell, Academic Department Head, Chemical Engineering

#### **NMT**

Barbara Bonneken, Director, Women’s Resource Center

Anwar Hossain, Department Chair, Mathematics

Lorrie Liebrock, Associate Chair, Computer Science

Subhashish Mazumdar, Associate Professor, Computer Science

Hamdy Soliman, Associate Professor, Information Technology

Scott Zerman, Associate Vice President for Academic Affairs

## **2009 Department Head Training – continued**

### **UNM**

Chaouki Abdallah, Department Chair, Electrical and Computer Engineering

Beverly Burris, Chair and Professor, Sociology

Brenda Claiborne, Dean, Arts and Sciences

Trish Henning, Associate Professor, Physics

Kate Krause, Associate Professor Economics

Mousum Roy, Associate Department Chair, Geological Sciences

### **LANL**

Kay Birdsell, Senior Project Leader, Computational Earth Science

Carl Gable, Team Leader, Computational Earth Science

Andy Wolfsberg, Group Leader, Computational Earth Science

## **2008 DEPARTMENT HEAD RETREAT**

Truth or Consequences, NM  
May 21-22

Participants: 22

Average Evaluation Score\*: Day 1: 1.43 Day 2: 1.37

\*1= *Most positive* 4= *Most negative*

The Retreat was led by PI/PD Sterling. Co-PI and Head of Chemistry at NMT, Tanja Pietraß, facilitated the “Ideal Department” exercise. Thomas Burton, Head of Mechanical and Aeronautical Engineering at NMSU led the Recruitment session, “Effective Strategies to Diversify Faculty.” Anne Hubbell, Head of Communication Studies at NMSU led a session on Collegiality.

### Contracted Presenters

Robert Drago, Professor, labor and Women Studies, Penn State Universities, “Gender and Family in the Academy”

Patricia Witherspoon, Chair, Communication, University of El Paso, TX, “Conflict Management”

### Presenters

Tom Burton, Department Head, Mechanical and Aeronautical Engineering – NMSU

Anne Hubbell, Department Head, Communication Studies – NMSU

Tracy Sterling, PI/PD, Professor, Weed Science – NMSU

Tanja Pietraß, Co-PI, Department Head, Chemistry – NMT

Mary Dezember, Associate Professor and Department Chair, Humanities – NMT

Felipe Gonzales, Associate Dean, Arts and Sciences – UNM

Julianna Fessenden, Co-Director, Hydrology, Geochemistry and Geology

### Facilitators

Steven Kanim, Associate Professor, Physics – NMSU

William Quintana, Associate Professor, Chemistry/Biochemistry – NMSU

### Participants

#### **NMSU**

Terry Crawford, Academic Department Head, Agricultural Economics and Agricultural Business

Stephen Horan, Academic Department Head, Computer Engineering

Douglas Kurtz, Associate Academic Department Head, Mathematical Science

James Murphy, Academic Department Head, Astronomy

David Thompson, Academic Department Head, Entomology, Plant Pathology and Weed Science



## **2008 Department Head Training – continued**

### **NMT**

Richard Aster, Associate Chair, Earth and Environmental Science

Savayur Bakhtiyarov, Department Head, Mechanical Engineering

Tom Kieft, Department Chair, Biology

Subhashish Mazumdar, Associate Professor, Computer Science

Hamdy Soliman, Professor, Computer Science

David Westpfahl, Professor, Astrophysics

### **UNM**

Alex Stone, Professor, Mathematics and Statistics

Josephine De Leon, Office of Equity and Inclusion and Equity

### **LANL**

James Bossert, Division Leader, Earth and Environmental Science Division

## **2007 DEPARTMENT HEAD RETREAT**

Sevietta National Wildlife Reserve, Socorro, NM

May 17-18

Participants: 25

Average Evaluation Score\*: Day 1: 1.31 Day 2: 1.25

\*1= *Most Positive* 4= *Most negative*

NMSU faculty members and administrators who were active in the NMSU ADVANCE initiative met with PAID partners to disseminate best practices. Associate Dean Luis Vazquez of the NMSU Graduate School led a session, “Collegiality and Approaches to Creating Department Cohesion.” NMSU Academic Department Heads Dan Howard of Biology, Tom Burton of Mechanical and Aeronautical Engineering, and Sonya Cooper of Engineering Technology and Surveying Engineering participated in a panel discussion, “Creative Start-Up Packages and Dual Career Issues.” Howard also led a Recruitment session, “Effective Strategies to Diversify Faculty.”

### Contracted Personnel

Patricia Witherspoon, Department Chair, Communications – Presenter, “Conflict Management”

Lisa Frehill, Evaluator, Commission on Professionals in Science and Tech. – Evaluator

### Presenters

Tom Burton, Department Head, Mechanical and Aeronautical Engineering

Sonya Cooper, Department Head, Engineering Technology and Survey Engineering

Dan Howard, Associate Dean, College of Arts and Sciences

Tracy Sterling, PI/PD, Professor, Weed Science

Luis Vazquez, Associate Dean, Graduate School and Regents Professor

Walter Zakahi, Associate Dean, College of Arts

### Participants

#### **NMSU**

Nancy Baker, Professor, Government

Tara Gray, Co-PI, Director, Teaching Academy

#### **NMT**

Richard Aster, Associate Department Chair, Geophysics

Mark Cal, Chair, Civil and Geological Engineering

Mary Dezember, Associate Chair, Humanities

Tom Kieft, Chair, Biology

Subhasish Mazumdar, Associate Professor, Computer Science

Tanja Pietraß, Co-PI, Department Head, Chemistry

Bill Stone, Chair, Mathematics

## **2007 Department Head Training – continued**

### **UNM**

Alejandro Aceves, Co-PI, Head, Department of Mathematics and Statistics

Gary Harrison, Associate Dean, English Department

Juan Heinrich, Chair, Mechanical Engineering

Eric Loker, Chair, Biology Department

Arup Maji, Chair, Civil Engineering

### **LANL**

Chris Bradley, Team Leader, Geophysics

Beverly Crawford, Team Leader, Repository Science

Michael Fehler, Co-PI, Division Leader, Earth and Environmental Sciences

Rod Linn, Deputy Group Leader, Atmospheric and Climate Sciences

Lee Steck, Deputy Group Leader, Geophysics

## Committee Training

### **ALLIANCE FOR FACULTY DIVERSITY (AFD) COMMITTEE MEMBERS TRAINING UNM MARCH 30-31, 2007**

Participants: 19

Average Evaluation Score\*: Day 1: 1.81 Day 2: 1.59

\*1 = *Most positive* 5 = *Most negative*

At the beginning of the NM PAID Program, faculty members and administrators who were active in the NMSU ADVANCE initiative helped get PAID AFD Committees off the ground at partner institutions by meeting with their PAID counterparts from UNM, NMT and LANL at a meeting at UNM. Led by PI/PD Sterling and NMSU Co-PI O'Connell, attendees from the partner institutions learned how best to organize Promotion and Tenure Training Programs and Mentoring Programs. NMSU trainers included Engineering Technology head Sonya Cooper, April Ulery, Professor of Plant and Environmental Sciences and Chair of the ADVANCE Faculty Development Committee, Graduate School Associate Dean Luis Vazquez, and Arts and Sciences Associate Dean Walter Zakahi. Other NMSU faculty and administrators served as table discussion leaders.

#### Training Program Presenters – NMSU

Sonya Cooper, Department Head, Engineering Technology and Survey Engineering  
Mary O'Connell, Professor, Plant and Environmental Sciences  
Tracy Sterling, PI/PD, Professor, Weed Science  
April Ulery, Professor, Plant and Environmental Sciences  
Luis Vazquez, Associate Dean, Graduate School and Regents Professor  
Walter Zakahi, Associate Dean, College of Arts

#### Training Program Discussion Facilitators – NMSU

Edgar Conley, Associate Professor, Mechanical Engineering  
Inna Pivkina, Associate Professor, Computer Science  
Laurie Churchill, Senior Project Development Specialist  
Robert Czerniak, Associate Dean of Research, College of Arts and Sciences  
Steven Kanim, Associate Professor, Physics  
William Quintana, Associate Professor, Chemistry/Biochemistry  
Rudi Schoenmackers, Associate Dean and Research Director, College of Engineering  
Rene Walterbos, Professor, Astronomy

## Participants

### **NMT**

Susan Dunston, Associate Director, English and Director, Women's Resource Center  
Jean Eilek, Professor, Astrophysics  
Dave Johnson, Associate Professor, Geology and Dean, Graduate Studies  
Ricardo Maestes, Vice President and Dean of Students  
Fred Phillips, Professor, Hydrology  
Tanja Pietraß, Co-PI, Department Head, Chemistry  
Claudia Wilson, Associate Professor, Environmental Engineering  
Scott Zeman, Associate Vice President, Academic Affairs

### **UNM**

Alejandro Aceves, Co-PI, Head, Department of Mathematics and Statistics  
Julia Coonrad, Associate Professor, Civil Engineering  
Gary Harrison, Associate Dean, English Department  
Richard Holder, Deputy Provost  
Mary Anne Nelson, Professor, Molecular, Cellular and Developmental Biology  
Mousum Roy, Associate Department Chair, Geological Sciences  
Jane Slaughter, Associate DEAN, Arts and Sciences  
Gary Smith, Special Assistant to the Provost, Faculty Development

### **LANL**

Wendee Brunish, Deputy Group Leader, Geophysics  
Beverly Crawford, Technical Staff Member, Carlsbad Operations  
Sebastian Darteville, Technical Staff Member, Geophysics  
Michael Fehler, Co-PI, Division Leader, Geology, Geochemistry and Hydrology  
Julianna Fessenden, Technical Staff Member, Geology, Geochemistry and Hydrology  
Linn Rodman, Deputy Group Leader, Atmospheric, Climactic and Environmental Sciences  
Andrea Maestas, Support Staff Member, Climate Research Facility  
Cynthia Mahan, Deputy Division Leader for Chemistry, Geophysics  
Emily Schultz, Post-BA Student Fellow

## **PIPELINE STRATEGY SESSION**

NMT

December 5, 2007

17 Participants:

Average Evaluation Score\*: 1.78

\*-3 = *Extremely Useless* and 3 = *Extremely Useful*

PI/PD Tracy Sterling led a roundtable discussion with representatives from NMSU, NMT, UNM and LANL to strategize pipeline approaches to fulfill objectives of the grant program to provide a pipeline for students into the professoriate and post-doctorate studies via training and participation in the professoriate.

### NMSU

Tracy Sterling, PI/PD

Carol Potenza, Affiliated Faculty, USDA Jornada Experimental Range

Pam Hunt, Associate Director

Cathilia Flores, Program Coordinator

### NMT

Susan Dunston, Founder of Women's Resource Center

Jean Eilek, Physics

Dave Johnson, Dean, Graduate Studies

Tanja Pietraß

Ricardo Maestas, Vice President, Student Affairs

Claudia Wilson, Civil Engineering

### UNM

Alejandro Aceves, Co-PI

Jennifer Gomez-Chavez, Director, Title V Program

Gabriel Melendez, post-doctoral researcher, American Studies

Rita Martinez-Purson, Vice President, Office of Institutional Diversity

### LANL

Wendee Brunish, Deputy Group Leader, Geophysics

Jessica Perea Houston, LANL Postdoctoral Association

Mary Ann With

**APPENDIX IV**

**OPPORTUNITIES FOR TRAINING AND DEVELOPMENT**

Conferences and Presentations .....1

Department Head Training .....4

Committee Training .....12

Pipeline Strategy .....14

## APPENDIX IV

### OPPORTUNITIES FOR TRAINING AND DEVELOPMENT

Throughout the award period, NM-PAID has supported training and outreach efforts that involved as many members of each of the NM-PAID institutions as possible, and allowed the Principal Investigator, the Program Director, and the Program Coordinator to widely disseminate best practices and findings. The NM-PAID staff has presented at various regional and national conferences and special events, as well as provided training programs that reached faculty and administrators from many of the STEM academic departments at all of the NM-PAID institutions.

#### CONFERENCES AND PRESENTATIONS

##### 2010

###### ADVANCE PI Meeting - Alexandria, VA (11/07/10-11/10/10)

Poster presentation by PC, Shawn Werner, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.” Participants from NMSU included Dean Ricardo Jacquez, Engineering and Associate Dean Lisa Bond-Maupin, Arts and Sciences. Also attending from NMT was Barbara Bonnekessen, Director of the Women’s Resource Center and Assistant Professor, Social Science.

###### Creating the Future: Women in Engineering at New Mexico State University

In October NMSU PAID led the organization of this first-time conference co-sponsored by the College of Education and the PAID grant. The goal of this conference was to encourage retention and support women engineering students at NMSU. Of the 85 participants in this conference, 66 were female engineering students. Eleven engineering faculty members attended in support of these students, joined by four upper administrators including the Dean of Engineering and four industry panelists. ADVANCE STEM faculty who have been active in the ADVANCE IT and PAID grants at NMSU moderated two panels, one of faculty and the other of industry leaders. The College of Engineering is working to make this an annual and possibly a regional event.

###### Faculty Productivity Assessment and Faculty Retention Advancement

In November PAID hosted a workshop for NMSU Academic Department Heads on assessment and performance evaluation, led by UNM Co-PI McFadden. McFadden had been invited to repeat a highly successful presentation that he delivered at the 2010 PAID Department Head Retreat. The NMSU ADVANCE Program at the Teaching Academy co-sponsored this event.



## 2009

### *The Weed Science Society of America (01/15/09)*

PI Tracy Sterling served as a symposium speaker, presenting on “Diversity and Inclusion: Why all the Fuss?” The presentation included an historical view of the data and strategies for improving the inclusion of underrepresented groups in STEM fields, using the NMSU ADVANCE Program as a model.

### *ADVANCE PI Meeting - Alexandria, VA (10/28/09-10/30/09)*

Poster presentation by PI, Martha Mitchell: “NSF ADVANCE: Institutional Transformation.”

Poster presentation by PC, Shawn Werner, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.”

### *UNM Mentoring Institute Conference: Making the Most of Mentoring in a World of Change - Albuquerque, NM (11/16/09 - 11/18/09)*

Poster Presentation by UNM Co-PI, Les McFadden, “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research

## 2008

### *American Association for the Advancement of Science (AAAS). Southwestern and Rocky Mountain (SWARM) Division Conference, Albuquerque, NM (04/11/08)*

Poster presented by PI/PI Sterling, PI and Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.”

### *ENGAGE New Mexico Day, Las Cruces, NM (04/25/08)*

Poster presented by PI/PI Sterling and Program Coordinator Werner: “ADVANCE Institutional Advancement.”

ENGAGE works to connect STEM and Knowledge Workforce Solutions Statewide in order to educate New Mexicans about the need for STEM education, support collaboration between communities, education, government, industry, youth development, etc., and to build capacity for local schools to provide improved STEM education and career guidance.

### *ADVANCE PI Meeting - Alexandria, VA (05/12/08-05/13/08)*

Poster presented by NMT Co-PI, Tanja Pietraß:

“NSF ADVANCE: Institutional Transformation.”

Poster presented by Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.”

WEPAN Conference, St. Louis, MO (06/10/08)

Poster presented by Program Coordinator Werner:

“NSF ADVANCE-PAID: Partnering for Diversity – New Mexico Institutions of Higher Learning and Research.

UNM Mentoring Institute Conference – Fostering a Mentoring Culture in the 21st Century, Albuquerque, NM (10/22/08, 10/23/08)

Poster presented by Program Coordinator Werner:

“NSF ADVANCE: Institutional Transformation.”

New Mexico Network for Women in Engineering and Science Annual Meeting, Truth or Consequences, NM (10/25/08)

Poster presented by Associate Director Hunt:

“NSF ADVANCE: Institutional Transformation.”

## **2007**

ADVANCE PI Meeting - Alexandria, VA

Poster presented by PI/PD Tracy Sterling.

“NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research.”

NMSU University Research Council Fair

Posted presented by PI/PD Sterling placed as one of top three posters at the fair.

“NSF-ADVANCE: Institutional Transformation for Faculty Diversity”

## **Department Head Training**

### **2010 DEPARTMENT HEAD RETREAT**

Albuquerque, NM

May 19-20, 2010

Participants: 25

Average Evaluation Score\*: Day 1: 1.32

Day 2: 1.41

\*1 = *Most positive*    4 = *Most negative*

The 2010 annual retreat was led by PAID PI/PD Sterling, with incoming PI Martha Mitchell in attendance. Co-PIs McFadden (UNM) and Johnson (NMT) facilitated sessions covering the “best practices” for recruitment and retention and how to develop the ideal department, respectively. Thomas Burton of NMSU’s Mechanical Engineering led the Recruitment session, “Effective Strategies to Diversify Faculty” and Co-PI Fessenden facilitated the retreat’s wrap-up session. Faculty, Department Heads, Administrators, and Researchers from all of the partner institutions participated in this training.

Contracted Presenter: “Academic Leadership and Teamwork”

Walter Gmelch (Dean, School of Education, San Francisco University)

#### Presenters

Martha Mitchell, PI and Department Head, Chemical Engineering – NMSU

Tracy Sterling, Former PI/PD, Department Head, Land Resources and Environmental Sciences – Montana State University

Dave Johnson, Former Co-PI, Dean of Graduate Studies –NMT

Jane Slaughter, Professor, History - UNM

Tom Engler, Professor, Petroleum & Natural Gas Engineering - NMT

Carl Gable, Team Leader, Computational Earth Science (EES-16) - LANL

Les McFadden, Co-PI, Professor, Earth and Planetary Sciences – UNM

#### Participants

##### **NMSU**

Chris Brown, Department Head, Geography

Adrian Hanson, Department Head, Civil Engineering

Paul Furth, Department Head, Electrical and Computer Engineering

Martha Mitchell, Academic Department Head, Chemical Engineering

##### **NMT**

Jeff Altig, Associate Chair, Chemistry and Biochemistry

Susan Dunston, Co-PI, Associate Professor, English

Kenneth Eack, Department Chair, Physics

Wim Steelant, Department Chair, Chemistry and Biochemistry

Severine Van slambrouck, Research Professor, Chemistry and Biochemistry

## **2010 Department Head Training – continued**

### **UNM**

Chaouki Abdallah, Department Chair, Electrical and Computer Engineering

Adrian Brearley, Associate Professor, Earth and Planetary Sciences

Trish Henning, Associate Professor, Physics

Arup Maji, Department Chair, Civil Engineering

Mary Anne Nelson, Professor, Biology

Tim Ward, Department Chair, Chemical and Nuclear Engineering

### **LANL**

Julianna Fessenden, Co-PI, Program Manager, Global Security Program Office

Carl Gable, Team Leader, Computational Earth Science

Yolanda Martinez, Human Resources Specialist, Human Resources

## **2009 DEPARTMENT HEAD RETREAT**

Santa Fe, NM

May 20-21

Participants: 24

Average Evaluation Score\*: Day 1: 1.47                      Day 2: 1.53

\*1 = *Most positive*    4 = *Most negative*

The 2010 annual retreat was led by PAID PI/PD Sterling, with incoming PI Martha Mitchell in attendance. Co-PIs McFadden (UNM) and Johnson (NMT) facilitated sessions covering the “best practices” for recruitment and retention and how to develop the ideal department, respectively. Thomas Burton of NMSU’s Mechanical Engineering led the Recruitment session, “Effective Strategies to Diversify Faculty” and Co-PI Fessenden facilitated the retreat’s wrap-up session. Faculty, Department Heads, Administrators, and Researchers from all of the partner institutions participated in this training.

### Contracted Presenters: “Leadership Strategies”

Barbara Butterfield (COACH, University of Oregon)

Jane Tucker (COACH, University of Oregon)

### Presenters

Tracy Sterling, PI/PD, Professor, Weed Science – NMSU

Tom Burton, Department Head, Mechanical and Aeronautical Engineering – NMSU

Julianna Fessenden, Co-PI, Team Leader, Earth and Environmental Sciences – LANL

Dave Johnson, Co-PI, Dean of Graduate Studies –NMT

Les McFadden, Co-PI, Professor, Earth and Planetary Sciences – UNM

### Participants

#### **NMSU**

Patrick Morandi, Academic Department Head, Mathematical Sciences

Tim Ross, Academic Department Head, Animal and Range Sciences

Jacob Urquidi, Associate Professor, Physics

Martha Mitchell, Academic Department Head, Chemical Engineering

#### **NMT**

Barbara Bonneken, Director, Women’s Resource Center

Anwar Hossain, Department Chair, Mathematics

Lorrie Liebrock, Associate Chair, Computer Science

Subhashish Mazumdar, Associate Professor, Computer Science

Hamdy Soliman, Associate Professor, Information Technology

Scott Zerman, Associate Vice President for Academic Affairs

## **2009 Department Head Training – continued**

### **UNM**

Chaouki Abdallah, Department Chair, Electrical and Computer Engineering

Beverly Burris, Chair and Professor, Sociology

Brenda Claiborne, Dean, Arts and Sciences

Trish Henning, Associate Professor, Physics

Kate Krause, Associate Professor Economics

Mousum Roy, Associate Department Chair, Geological Sciences

### **LANL**

Kay Birdsell, Senior Project Leader, Computational Earth Science

Carl Gable, Team Leader, Computational Earth Science

Andy Wolfsberg, Group Leader, Computational Earth Science

## **2008 DEPARTMENT HEAD RETREAT**

Truth or Consequences, NM  
May 21-22

Participants: 22

Average Evaluation Score\*: Day 1: 1.43 Day 2: 1.37

\*1= *Most positive* 4= *Most negative*

The Retreat was led by PI/PD Sterling. Co-PI and Head of Chemistry at NMT, Tanja Pietraß, facilitated the “Ideal Department” exercise. Thomas Burton, Head of Mechanical and Aeronautical Engineering at NMSU led the Recruitment session, “Effective Strategies to Diversify Faculty.” Anne Hubbell, Head of Communication Studies at NMSU led a session on Collegiality.

### Contracted Presenters

Robert Drago, Professor, labor and Women Studies, Penn State Universities, “Gender and Family in the Academy”

Patricia Witherspoon, Chair, Communication, University of El Paso, TX, “Conflict Management”

### Presenters

Tom Burton, Department Head, Mechanical and Aeronautical Engineering – NMSU

Anne Hubbell, Department Head, Communication Studies – NMSU

Tracy Sterling, PI/PD, Professor, Weed Science – NMSU

Tanja Pietraß, Co-PI, Department Head, Chemistry – NMT

Mary Dezember, Associate Professor and Department Chair, Humanities – NMT

Felipe Gonzales, Associate Dean, Arts and Sciences – UNM

Julianna Fessenden, Co-Director, Hydrology, Geochemistry and Geology

### Facilitators

Steven Kanim, Associate Professor, Physics – NMSU

William Quintana, Associate Professor, Chemistry/Biochemistry – NMSU

### Participants

#### **NMSU**

Terry Crawford, Academic Department Head, Agricultural Economics and Agricultural Business

Stephen Horan, Academic Department Head, Computer Engineering

Douglas Kurtz, Associate Academic Department Head, Mathematical Science

James Murphy, Academic Department Head, Astronomy

David Thompson, Academic Department Head, Entomology, Plant Pathology and Weed Science

## **2008 Department Head Training – continued**

### **NMT**

Richard Aster, Associate Chair, Earth and Environmental Science

Savayur Bakhtiyarov, Department Head, Mechanical Engineering

Tom Kieft, Department Chair, Biology

Subhashish Mazumdar, Associate Professor, Computer Science

Hamdy Soliman, Professor, Computer Science

David Westpfahl, Professor, Astrophysics

### **UNM**

Alex Stone, Professor, Mathematics and Statistics

Josephine De Leon, Office of Equity and Inclusion and Equity

### **LANL**

James Bossert, Division Leader, Earth and Environmental Science Division



## **2007 DEPARTMENT HEAD RETREAT**

Sevietta National Wildlife Reserve, Socorro, NM

May 17-18

Participants: 25

Average Evaluation Score\*: Day 1: 1.31 Day 2: 1.25

\*1= *Most Positive* 4= *Most negative*

NMSU faculty members and administrators who were active in the NMSU ADVANCE initiative met with PAID partners to disseminate best practices. Associate Dean Luis Vazquez of the NMSU Graduate School led a session, “Collegiality and Approaches to Creating Department Cohesion.” NMSU Academic Department Heads Dan Howard of Biology, Tom Burton of Mechanical and Aeronautical Engineering, and Sonya Cooper of Engineering Technology and Surveying Engineering participated in a panel discussion, “Creative Start-Up Packages and Dual Career Issues.” Howard also led a Recruitment session, “Effective Strategies to Diversify Faculty.”

### Contracted Personnel

Patricia Witherspoon, Department Chair, Communications – Presenter, “Conflict Management”

Lisa Frehill, Evaluator, Commission on Professionals in Science and Tech. – Evaluator

### Presenters

Tom Burton, Department Head, Mechanical and Aeronautical Engineering

Sonya Cooper, Department Head, Engineering Technology and Survey Engineering

Dan Howard, Associate Dean, College of Arts and Sciences

Tracy Sterling, PI/PD, Professor, Weed Science

Luis Vazquez, Associate Dean, Graduate School and Regents Professor

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### Participants

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Tom Kieft, Chair, Biology

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Tanja Pietraß, Co-PI, Department Head, Chemistry

Bill Stone, Chair, Mathematics

## **2007 Department Head Training – continued**

### **UNM**

Alejandro Aceves, Co-PI, Head, Department of Mathematics and Statistics

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## Committee Training

### **ALLIANCE FOR FACULTY DIVERSITY (AFD) COMMITTEE MEMBERS TRAINING**

UNM

MARCH 30-31, 2007

Participants: 19

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Rudi Schoenmackers, Associate Dean and Research Director, College of Engineering

Rene Walterbos, Professor, Astronomy

## Participants

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Susan Dunston, Associate Director, English and Director, Women's Resource Center  
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Ricardo Maestes, Vice President and Dean of Students  
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Scott Zeman, Associate Vice President, Academic Affairs

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## **PIPELINE STRATEGY SESSION**

NMT

December 5, 2007

17 Participants:

Average Evaluation Score\*: 1.78

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### NMSU

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Claudia Wilson, Civil Engineering

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Gabriel Melendez, post-doctoral researcher, American Studies

Rita Martinez-Purson, Vice President, Office of Institutional Diversity

### LANL

Wendee Brunish, Deputy Group Leader, Geophysics

Jessica Perea Houston, LANL Postdoctoral Association

Mary Ann With

## APPENDIX VI: BUDGET

### 2010 Budget

2010 Budget	As of December 1 2010	NMSU	UNM	NMT
<b>PERSONNEL</b>	Principle Investigator: Research Time plus Admin Overload	7,920		
	Program Coordinator	31,104		
	Co-PIs			
	Student Workers / Data Analyst	735		
	Fringes	10,105		
<b>TRAVEL</b>	Travel: NSF PI meeting participants (PC Werner and Deans Jacquez and Bond-Maupin)	4,655		
<b>PARTICIPANT SUPPORT</b>	Retreat and Planning Meetings / Speakers			
<b>SUPPORT</b>	Speakers	5,475		
<b>CONSULTANT</b>	External Evaluator	10,200		
<b>WORKSHOPS</b>	Program Workshops, Audio/Video Training, Conf. Fees	3,286		
<b>SUPPLIES</b>	Program Luncheons, Office Supplies	4,547		
<b>PRINTING</b>	Program Materials	1,754		
<b>COMMUNICATIONS</b>	Communications	919		
	<b>Total Spent in 2010</b>	80,700	26,808	14,754
	NSF-Approved Budget for 2010	83,600	30,218	22,820
	Difference	2,900	3,410	8,066
	Carry-over from Previous Years	45,094	0	0
<b>REMAINING</b>	Budget for 2011	47,994	3,410	8,066

### Projected 2011 Budget

2011 Budget		NMSU	UNM	NMT
<b>PERSONNEL</b>	Program Director: Research Time plus Admin Overload	4000		
	Program Coordinator	23,328		
	Co-PIs			
	Student Workers / Data Analyst	0		
	Fringes	7,578		
<b>TRAVEL</b>	Retreat and Planning Meetings	0		
<b>PARTICIPANT SUPPORT</b>	Speakers	8,500		
<b>SUPPORT</b>				
<b>CONSULTANT</b>	External Evaluator	0		
<b>WORKSHOPS</b>	Program Workshops, Audio/Video Training, Conf. Fees	2800	1700	7,566
<b>SUPPLIES</b>	Program Luncheons, Office Supplies	500	1710	500
<b>PRINTING</b>	Program Materials	500		
<b>COMMUNICATIONS</b>	Communications	788		
	<b>Total</b>	47,994	3,410	8,066
	Remaining Funds	0	0	0