

Academic Faculty Scholars Program

The University of New Mexico Health Sciences Center Office of Diversity, Equity and Inclusion (UNM HSC OfDEI) is pleased to announce the Academic Faculty Scholars Program, which is supported by the HRSA-funded New Mexico Workforce Diversity Center of Excellence (NM COE) (1 D34HP45723-01-00) as part of its commitment towards promoting excellence in diversity among junior faculty. The program will advance under-represented minority (URM) faculty academic careers at UNM HSC by addressing barriers and challenges. **One URM junior faculty member from each of the four school/colleges will be chosen to participate in a 12-month program beginning June 1, 2023.** Each selected scholar will sign a contract with their Chair and the NM COE for a 20% FTE protected time to participate in program-related activities. Deans of all HSC school and colleges have agreed to support this year-long structured program. The grant and the school/colleges will together support up to \$40,000 per faculty per year for the required 20% FTE protected time. The Department will be requested to cover the difference between the actual salary amount and the supported salary amount.

While participating in a community of practice, the scholars will participate in structured mentored career development, networking, and leadership activities. Each scholar will have a network of mentors and mentees, which comprises their developmental network. Important components of career development will include participation in:

- a six-month weekly ECHO for FACULTY (**F**acilitating **A**dvancement of **C**areers for **U**nderrepresented Faculty **L**everaging **T**echnology) sessions,
- a personalized career development track in one of the following four areas: research, interprofessional education, medical leadership, or teaching, and
- a mentored scholarly project.

The ECHO for FACULTY will provide structured, evidence-based training on cross-cultural communication and collaboration, mentor development, networking, and leadership using the world-famous ECHO model developed by Project ECHO at the University of New Mexico. The career development tracks may take advantage of unique opportunities and resources at UNM HSC, such as grant writing workshops, TREE (Transdisciplinary Research Equity and Engagement) Center, the Academic Medicine Writing fellowship offered by the National Center for Pre-faculty Development, the Medical Leadership Academy, and the Office of Continuous Learning Opportunities.

Who is Eligible?

Full-time URM junior faculty (usually instructor or assistant professor) in any academic track with a terminal degree or advanced degree in one's profession at UNM HSC are eligible. URM includes Black or African American, Hispanic or Latina/Latino/Latinx/Latine, Native-American or Alaska Native, Hawaiian or Other Pacific Islander, and Vietnamese American faculty.

How to Apply:

Applications must be submitted by Feb. 20, 2023, and the selection process will be completed by April 1, 2023.

To apply, please submit the following via <https://bit.ly/FacultyScholarsApplication>

- 1) **Current curriculum vitae**
- 2) **Cover letter (up to two pages)**

The cover letter should describe interest and/or experience in the following:

- Obstacles overcome in career advancement
 - Working with underserved communities (including community service and involvement)
 - Receiving and providing mentoring
 - Receiving guidance about career advancement
 - Receiving guidance about networking and collaboration
- 3) **An email of support from the Chair that addresses commitment to a 20% FTE protection for one year.**

Faculty are strongly encouraged to discuss their application with the Academic Faculty Scholars Program with Erin Flynn (email: FACULTYecho@salud.unm.edu) before February 7, 2023.