HEALTH SCIENCES
ACADEMIC AFFAIRS

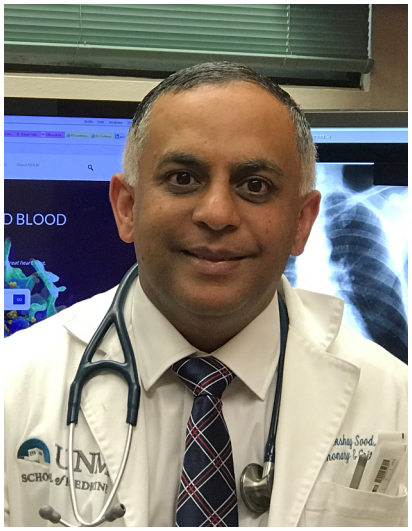
NEWSLETTER

HSC FAA

Akshay Sood, MD, MPH
Interim Director for Faculty
Academic Affairs



FACULTY ECHO: A SCALABLE APPROACH TO FACULTY MENTOR AND NETWORK DEVELOPMENT



Dr. Akshay Sood,
Interim DIrector of
Faculty Academic Affairs

Faculty success depends on strong mentoring and professional networks, yet access to high-quality training in this field remains limited. From 2023 onwards, the University of New Mexico Health Sciences Center has used the Project ECHO virtual community-of-practice model to disseminate evidence-based mentor development and networking programs—free of charge—to faculty across multiple institutions and states. A total of 40 Mentor Development sessions and 36 Mentoring Networks sessions were delivered across five courses each. Participants represented institutions in New Mexico, Arizona, and other USA states. More than 1,300 total attendances were recorded, with participants reporting significant gains in knowledge, mentoring competence, and networking confidence. The programs were highly relevant to faculty work and supported improved team-based communication and collaboration. These findings highlight UNM-based Project ECHO as a novel, powerful, and scalable model to expand equitable access to faculty career development nationwide.

The UNM HSC Faculty Mentor Development ECHO Program carries the badge of distinction for American Association of Medical Colleges (AAMC) Medical School Operations Promising Practices.

REGENTS' PROFESSORS AND LECTURERS



Dr. Mark Unruh
Regents' Professor
with
Dean Patricia Finn
School of Medicine



Dr. Maurico Tohen
Regents' Professor
with
Dean Patricia Finn
School of Medicine



Dr. Lisa Hofler
Regents' Lecturer
with
Dean Patricia Finn
School of Medicine



Dr. Vijay Naik
Regents' Lecturer
with
EVP Michael Richards
School of Medicine



Dr. Xian Xue
Regents' Lecturer
with
Dean Patricia Finn
School of Medicine



Dr. Linda A. Felton
Regents' Professor
Pharmaceutical Sciences
College of Pharmacy



Dr. Paulina Deming
Regents' Lecturer
College of Pharmacy



Dr. Roberta Proffitt Lavin
Regents' Professor
College of Nursing



Adreanne Cordova, MSN, RN, CNE
Regents' Lecturer
College of Nursing

HSC INSTITUTE OF ETHICS

The HSC Institute of Ethics runs the Ethics Grand Rounds series, which is a setting where members of the HSC and the wider New Mexico community can listen to and discuss issues of interest to clinicians, educators, researchers, and community members from the domains of clinical ethics, professional ethics, organizational ethics, research ethics, and public health ethics.



Dr. Jonathan Bolton,
Director, Institute of Ethics

This year, the series is hosting speakers to discuss topics related to organizational ethics. In January, Dr. Steve McLaughlin, CMO of UNM Hospital and Clinics and Regents Professor, discussed some of the many ethical issues that he deals with. He made the point that we must recognize ethical problems for what they are, and not try to respond by gathering more facts and treating them as technical issues. It requires the ability to think through ethical issues using ethical concepts. He ended by observing that an ethical organization is one that lives its mission and values.

On April 7th, Dr. Mike Richards, EVP of Health Sciences, will present his thoughts on the mission and role of Academic Medical Centers.

We invite all members of the Health Sciences to join the monthly Ethics Grand Rounds. If you have any topics that you would like to include in next year's schedule please let me know jwbolton@salud.unm.edu

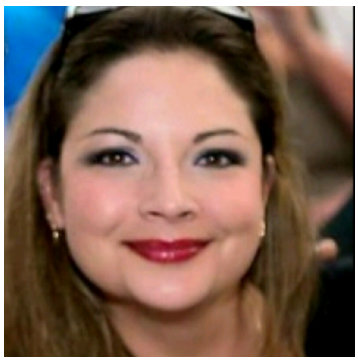
OFFICE OF FACULTY EMPLOYMENT RELATIONS



Shirley Alexander
Director, HSC Faculty Employment Relations

HSC Faculty Employment Relations is moving from a reactive, transactional model toward a proactive, development focused approach. The office continues to address concerns and ensure compliance with University policies, but now places greater emphasis on recognizing patterns of complaints early to prevent escalation. Collaboration with HSC leadership remains central, offering guidance on complex issues and providing training that strengthens leaders' ability to hold difficult conversations while fostering safe, respectful environments. This year's Deans' Leadership Seminar Series highlights emotional intelligence, effective communication, mentoring, and coaching as essential skills for improving faculty relations. The ongoing series supports leaders in developing empathy, active listening, and conflict resolution abilities that contribute to a trusting and inclusive workplace. As leadership roles evolve and time for development becomes limited, the office is committed to offering accessible, collaborative learning opportunities that build core leadership competencies and reimagine how leadership development supports positive, productive faculty relationships.

HSC FACULTY CONTRACTS OFFICE



Krickett Marquez, Director, HSC Faculty Contracts

With the start of a new calendar year, starts the beginning and planning for the new fiscal year. The FY27 FIBCI/contract renewal season has started. The annual FIBCI/FCP presentations were given on February 25, 2026. I presented on the FIBCI/FCP process, updates, and deadlines. Right after that the FIBCI/FCP systems was opened on March 1, 2026 for the School, Colleges and HSLIC to enter faculty compensation for FY27.

We will be presenting our Biannual meeting in April 2026, this is an opportunity for us to provide updates and reminders regarding the UNMJobs process, required documents, and new Smartsheet processes our office has implemented.

After all the changes within our team in 2025, we are fully staffed and have reorganized. We now have three Faculty Affairs and Services Consultants to help our Colleges and Departments with their faculty hiring, one HR Tech to help with all Post Doc and TPT hiring, and our Administrative Coordinator to help with all things PRC, NSP EPAF, and affiliations.

The HSC FCO team is here to help and answer questions.

Upcoming Birthdays: May 21 – Krickett Marquez, May 29 – Ken Read

Happy Birthday!

Please check our website for all deadlines, updates, templates, and more. HSC Faculty Contracts Office website: https://hsc.unm.edu/faculty-affairs/offices/faculty-contracts/

HSC FACULTY ACADEMIC MATTERS (FAM)

FAM members will on the HSC Faculty Expansion Support Workgroup—faculty issues related to increasing student numbers. FAM finalized annual performance recommendations--expert guidance rather than official policy: 1) use of Faculty Success; 2) written procedures; 3) three-item rating scale for self- and supervisor-ratings; 4) submitted: CV, self-evaluation of previous goals, future year goals, and teaching, scholarship, and service (clinical practice); 5) meetings with supervisor; 6) written faculty response; 7) final faculty signatures reflecting understanding of comments, not necessarily agreement; 8) higher level review with signed copy returned to faculty 9) annual departmental/unit summaries to HSC Office of Faculty Academic Affairs; 10) limited access and proper storage (FHB Policy C70).



Dr. Beth Tigges
Regents' Professor and Chair, Faculty Academic Matters Advisory Group

VIVIAN'S POLICY CORNER

UNM TO REVIEW AND REVISE POLICIES ON OUTSIDE EMPLOYMENT



Vivian Valencia,
University Secretary Emerita,
Policy Consultant

UNM Regent's Policy 5.5 encourages faculty engagement in outside professional activities such as writing, consulting, lecturing, or activities of a similar nature. These forms of faculty engagement may advance scholarship, enhance reputation, and strengthen community and industry partnerships. At the same time, UNM requires transparency and oversight to ensure these activities do not compromise academic integrity, research objectivity, or fulfillment of university responsibilities. Outside activities matter because they can strengthen academic expertise and professional networks, enhance UNM's visibility and community impact, support economic development and technology transfer and bring real-world experience into teaching and research. Effective conflict of interest management protects academic integrity and public trust, safeguards faculty from inadvertent violations, and allows faculty to pursue outside opportunities responsibly. While UNM generously provides 12-month faculty with 52 days per year to engage in outside professional activities, current applicable university policies need updating, refinement, and clarification. In the coming months efforts will be undertaken to make important and necessary revisions to these policies to provide clarity to faculty as well as improve the university's ability to balance faculty engagement in outside activities with transparency, disclosure, and proactive oversight to ensure institutional integrity. As these policy revisions are developed, all faculty will have an opportunity to provide their feedback and input during the campus comment periods. Watch for your opportunities to contribute to these important policies: Faculty Handbook Policy C130 and University Administrative Policy 3720.

2025 FACULTY AFFAIRS RETREAT STRENGTHENING TEAM BUILDING ACTIVITIES



Interim Director of Faculty Academic Affairs Dr. Akshay Sood addresses the staff.



UNM Health Sciences & the VA Partnership

UNM HEALTH SCIENCES

UNM Health Sciences and the New Mexico VA have enjoyed a long-standing commitment to fostering and supporting joint appointee opportunities. The MOU dated September 2022 allows for Joint Appointments for up to 150% effort total time at both institutions combined. UNM HSC currently has over 117 faculty joint appointees who enjoy this opportunity.

A LEGACY OF PARTNERSHIP

Since World War II, the Veterans Administration (VA) has established robust partnerships with academic institutions nationwide. These collaborations have been instrumental in advancing medical research, enriching educations opportunities, and elevating patient care standards. The long-standing alliance between the New Mexico VA Healthcare System and the University of New Mexico Health Sciences Center exemplifies the impact of such affiliations.

PURPOSE OF THE NATIONAL JOINT APPOINTEE PROGRAM

The Joint Appointee Program is designed to foster a synergistic relationship between VA medical centers and academic health institutions. By appointing healthcare professionals to roles that span both organizations, this program aims to:

Enhance Patient Care

Integrating academic insights with clinical practice ensures that both organizations have access to current medical treatments and comprehensive care.

Advance Medical Research

Collaborative efforts facilitate research initiatives, leading to innovative solutions for complex health challenges.

Enrich Educational Opportunities

Joint appointments provide a dynamic platform for training the next generation of healthcare professionals, offering them diverse experiences in both academic and clinical settings.

Community Engagement Opportunities

Joint appointment can advance health equity and community outreach activities in their service areas through patient care, research, education, and advocacy.

Interested professionals should contact their department or college administrator regarding available opportunities.

Additional benefits information is available through the School of Medicine Office of Faculty Affairs and Career Development "OFACD."

https://bit.ly/42GF4ot

STEAM & COPH Present



Writing Accountability Groups

Are you a graduate student, post-doc, or faculty member in the midst of data collection, grant submission, or manuscript drafting? Join Dr. Dolores Guest and Dr. Martha Grimes for one to two hours of focused, independent writing. Each writing group time is designed to support your individual goal achievement:

- **Initial Check-In** (5-10 minutes): Set a specific writing goal
- **Writing Session** (60 to 90 min): Work independently
- **Regroup & Share Accomplishments** (10 minutes): Briefly share what you accomplished during the session.

Spring 2026 Dates

Wednesday, Jan 28	10 am - 12 pm	COPH East Rm 1107
Thursday, Feb 5	1 pm - 2 pm	Zoom
Friday, Feb 13	10 am - 12 pm	COPH East Rm 1107
Tuesday, Feb 24	10 am - 11 am	Zoom
Wednesday, Mar 4	10 am - 11:30 am	COPH East Rm 1107
Thursday, Mar 12	1 pm - 2 pm	Zoom
Friday, Mar 20	10 am - 12 pm	COPH East Rm 1107
Tuesday, Mar 24	10 am - 11 am	Zoom
Wednesday, Apr 8	10 am - 11:30 am	COPH East Rm 1107
Thursday, Apr 16	1 pm - 2 pm	Zoom
Friday, Apr 24	10 am - 12 pm	COPH East Rm 1107
Tuesday, Apr 28	10 am - 11 am	Zoom
Wednesday, May 6	10 am - 11:30 am	COPH East Rm 1107
Thursday, May 14	1 pm - 2 pm	Zoom
Friday, May 22	10 am - 12 pm	COPH East Rm 1107
Wednesday, May 27	10 am - 12 pm	COPH East Rm 1107

Join on Zoom:

ID:

948 6620 5282
Passcode:
Spring2026

The STEAM Network Program supports research and educational activities that complement and enhance individual training in the Cancer Biomedical Workforce.

This NIH-funded program focuses on providing professional career development, mentoring, and networking opportunities for researchers at no cost. STEAM is open to US citizens and non-US citizens participating in any cancer-related research at the graduate, post-doc, medical fellows, or junior faculty level from The University of New Mexico, New Mexico State University, Burrell College of Osteopathic Medicine, or Northern Arizona University. STEAM network mentoring opportunities will run for 12 months. After the initial 12-month period, trainees will remain members of the STEAM community with continued access to peer mentoring and online learning materials.

UNM COMPREHENSIVE CANCER CENTER

Boonshoft School of Medicine Wright State University | The University of Oklahoma Health Sciences Center | The University of Arizona | Mentoring Institute | Health Sciences Office for Diversity, Equity & Inclusion | Project ECHO

THE NM WORKFORCE CENTER OF EXCELLENCE, UNM HSC OFFICE OF DIVERSITY, EQUITY, AND INCLUSION AND ITS PARTNERS PRESENT

FACULTY ECHO

A virtual professional development opportunity for faculty

You are invited to join the Faculty-to-Faculty Mentor Development Series, a core component of the **FACULTY ECHO Program**. This series offers a valuable opportunity to enhance your leadership, communication, and resilience skills, while also providing a deeper understanding of cognitive diversity, cultural perspectives, self-awareness, and cultural humility. Together, these elements support the development of inclusive, impactful, and meaningful mentoring relationships.

March 4th - April 22nd, 2026
Wed., 4-5 PM (MT)



F2F Mentor Development Spring 2026 Topics:

REGISTER HERE:

https://rebrand.ly/FacultyECHO

- **Intro to Faculty Mentor Development**
- **Rewards & Challenges of Mentoring**
- **Communicating Effectively with Mentees**
- **Achieving Work-Life Balance**
- **Understanding Diversity Among Mentees**
- **Benefits of Informal Mentoring**
- **Leadership Skills: How to Build a Research Team**
- **Helping Mentees Obtain and Manage Grant Funding**

OTHER PROGRAM IS SUPPORTED BY THE UNM HSC OFFICE FOR DIVERSITY, EQUITY & INCLUSION, NEW MEXICO WORKFORCE DIVERSITY CENTER OF EXCELLENCE, UNM HSC OFFICE OF FACULTY ACADEMIC AFFAIRS, UNM SCHOOL OF MEDICINE, OFFICE FOR FACULTY AFFAIRS AND CAREER DEVELOPMENT, AND UNM MENTORING INSTITUTE,
HRSA GRANT #: 1 D34HP45723-01-00 NIH GRANT#: U01 GM132175

Project ECHO

In support of improving patient care, Project ECHO® is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Jointly Accredited Provider™ With Commendation Interprofessional Continuing Education

AMA Designation Statement
Project ECHO® designates this live activity for a maximum of 1.0 *AMA PRA Category 1 Credit*™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

ANCC Designation Statement
Project ECHO® designates this live activity for a maximum of 1.0 ANCC contact hour. Nursing contact hours will be awarded for successful completion of program components based upon documented attendance and completion of evaluation.

FACULTYecho@salud.unm.edu
echo.unm.edu

Boonshoft School of Medicine Wright State University | The University of Oklahoma Health Sciences Center | The University of Arizona | NM Mentoring Institute | NM Health Sciences Office for Diversity, Equity & Inclusion | Project ECHO

THE NM WORKFORCE CENTER OF EXCELLENCE, UNM HSC OFFICE OF DIVERSITY, EQUITY, AND INCLUSION AND ITS PARTNERS PRESENT

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Join us to participate in the Faculty-to-Faculty Mentoring Networks Series, a key element of the **FACULTY ECHO Program**. This series offers a unique opportunity to build leadership, communication, and resilience skills, while deepening your understanding of cognitive diversity, cultural perspectives, self-awareness, and cultural humility. These essential components foster the creation of inclusive, effective, and enriching mentoring relationships.

April 29th - June 17th, 2026
Wed., 4-5 PM (MT)

F2F Mentoring Networks Spring 2026 Topics:

- **Social Networks: The Importance of Connections**
- **Introduction to Developmental Networks**
- **Developmental Networks' Structure and Content: Allies, Friends, Sponsors, and Mentors**
- **Team Dynamics in Facilitation Group Mentoring**
- **Networking Skills in Professional Settings**
- **High-quality Connections**
- **Analyzing Your Developmental Network**
- **Building Your Developmental Network**

REGISTER HERE:

https://rebrand.ly/FacultyECHO

OTHER PROGRAM IS SUPPORTED BY THE UNM HSC OFFICE FOR DIVERSITY, EQUITY & INCLUSION, NEW MEXICO WORKFORCE DIVERSITY CENTER OF EXCELLENCE, UNM HSC OFFICE OF FACULTY ACADEMIC AFFAIRS, UNM SCHOOL OF MEDICINE, OFFICE FOR FACULTY AFFAIRS AND CAREER DEVELOPMENT, AND UNM MENTORING INSTITUTE,
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FACULTYecho@salud.unm.edu
echo.unm.edu

AMBITION HAS NO BOUNDARIES

GET YOUR EMBA

Attend an *INFO SESSION* to learn more about Anderson's *EXECUTIVE MBA* and its...

- EMBA Faculty Lead, Shawn Berman
- Latest changes to the EMBA program
- Class curriculum
- Application deadlines
- Application requirements

* Receive an application fee waiver

Wednesday, April 22

5:30 to 6:30 p.m.

Rio Bravo Brewing Company Barrel Room Upstairs
1912 2nd St NW, Albuquerque, NM 87102

RSVP

HRSA Health Resources & Services Administration | UNM HEALTH SCIENCES OFFICE FOR DIVERSITY, EQUITY & INCLUSION | Project ECHO

Academic Faculty Scholars Program

Program begins July 1st, 2026

THE SCHOLARS PROGRAM

A virtual professional development opportunity facilitating the advancement of careers for under-represented minority academic faculty at University of New Mexico Health Sciences through the New Mexico Workforce Diversity Center of Excellence.

- Participate in a 12-month virtual community of practice that supports **structured career development.**
- Connect with evidence-based resources and best practices in **cross-cultural communication, mentorship, development, networking and leadership.**



ELIGIBLE PARTICIPANTS

- Full time URM junior faculty (usually instructor or assistant professor) in good standing, in any academic degree or advanced degree in one's profession at UNM Health Sciences (School of Medicine, College of Nursing, College of Population Health, College of Pharmacy, and the Comprehensive Cancer Center).
- URM as defined by the NM COE grant includes Black or African American, Hispanic or Latino/Latina/ Latinx/Latine, and Native American or Alaskan Native
- Will commit to attending weekly ECHO sessions, to develop their own personallized academic scholars track which will include developing leadership, mentoring, networking and research skills, to complete a mentored scholarly project and who will become a member of a community of practice with Academic Faculty.

*Scholars will be given 5% FTE protected time to participate in program-related activities



APPLY TO THE PROGRAM

*Applications must be submitted by **APRIL 24,2026** and the selection process will be completed by **MAY 27,2026** To apply please submit:*

1. **Current curriculum vitae**
2. **A cover letter, up to two pages, describing interest and/ or experience in:**
   - 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 your Chair that addresses commitment to a 5% FTE protection for one year.**

Zoom Open House for Program Information

March 3: 12:00 PM - 1:00 PM
March 10: 12:00 PM - 1:00 PM
March 17: 12:00 PM - 1:00 PM

Click Here to Register

Application Link
Apply Here

THE NEW MEXICO DIVERSITY CENTER OF WORKFORCE EXCELLENCE (NM COE) UNIVERSITY OF NEW MEXICO HEALTH SCIENCES OFFICE FOR DIVERSITY, EQUITY, & INCLUSION.
PROJECT ECHO FOR EDUCATION

nm-coe@salud.unm.edu
HRSA GRANT #: 1D34HP45723-01-00

HRSA Health Resources & Services Administration | UNM HEALTH SCIENCES OFFICE FOR DIVERSITY, EQUITY & INCLUSION | Project ECHO

Community Faculty Scholars Program

Program begins July 1st, 2026

THE SCHOLARS PROGRAM

A virtual professional development opportunity facilitating the advancement of careers for under-represented minority community faculty who train UNM Health Sciences learners in under-resourced communities.

- Participate in a 12-month virtual community of practice that supports collaborative career development as educator and community leader.
- Connect with evidence-based resources and best-practices in community-based education and training, cross-cultural communication, mentorship, development, networking and leadership.



ELIGIBLE PARTICIPANTS

- Underrepresented minority (URM) Community Faculty in good standing with the UNM Health Sciences (School of Medicine, College of Nursing, College of Pharmacy, and College of Population Health), who work with UNM Health Sciences undergraduate or health professions learners.
- URM as defined by the NM COE grant includes Black or African American, Hispanic or Latino/Latina/Latinx/Latine, and Native American or Alaskan Native.
- Will commit to attending weekly ECHO sessions, to develop their own personallized community scholars track which will include developing leadership, mentoring, networking and research skills, and who will become a member of a community of practice with Community Scholars.

*Scholars will be given 5% FTE protected time to participate in program-related activities



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1. **Current curriculum vitae**
2. **A cover letter, up to two pages, addressing the following questions:**
   - What obstacles in your professional career are you encountering that you hope this program can help you address?
   - What educator knowledge and skills do you hope to gain?
   - What knowledge and skills do you need to recruit UNM learners to serve as community practitioners?
   - What is your experience and/or interest related to participating in community faculty development in your region?
   - What knowledge and skills do you need to be effective mentee and mentor?
   - What obstacles do you foresee in connecting your community with UNM resources?
3. **An email of support from your employer that addresses commitment to a 5% FTE protection for one year.**

Zoom Open House for Program Information

March 3: 12:00 PM - 1:00 PM
March 10: 12:00 PM - 1:00 PM
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THE NEW MEXICO WORKFORCE CENTER OF EXCELLENCE (NM COE)
UNIVERSITY OF NEW MEXICO HEALTH SCIENCES OFFICE FOR DIVERSITY, EQUITY, & INCLUSION
PROJECT ECHO FOR EDUCATION

nm-coe@salud.unm.edu

HRSA GRANT #: 1D34HP45723-01-00