ADVANCE at UNM Program Information

ADVANCE at UNM is a five-year National Science Foundation-funded project that aims to foster the success and advancement of women and minority STEM faculty at UNM.

Our general objectives are to:

- create a more inclusive and supportive institutional climate
- increase the participation of women and minority STEM faculty in leadership positions
- improve satisfaction with, and perceptions of, the tenure and promotion process among women, and minority STEM faculty
- increase the number of women and minorities at all levels in STEM departments
- increase the national and international recognition of scholarship by all women STEM faculty at UNM.

Demographic Context

Women are more numerous in the humanities and social and behavioral sciences than in natural sciences, math, and engineering.

UNM has significantly more Hispanic and Native American faculty than the average public 4-year institution.
We plan to reach these goals by:

- promoting UNM's synergistic identities as a Hispanic Serving Institution and Carnegie Very High Research Activity University
- engaging current leadership at UNM in addressing the university climate
- providing career mentorship and guidance to women and minority STEM faculty through real and virtual resource development
- hosting speakers and developing workshops that can help women STEM faculty navigate their academic careers and advancement
- creating a work and meeting space for women and minority STEM faculty
- building a system to collect and analyze institutional and individual data

Some Current Efforts

- Faculty service loads
- Faculty retention
- Promotion of women STEM faculty accomplishments
- Spring break alignment
- Leader, junior faculty and exit interviews
- Ongoing workshops

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