

The NM-PAID Program



**Annual Report
January 1, 2008 – December 31, 2008**

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Tara Gray, Co-PI, New Mexico State University

Tanja Pietraß, Co-PI, New Mexico Tech (01/07 - 08/08)

Dave Johnson, Co-PI, New Mexico Tech (as of 08/08)

Alejandro Aceves, Co-PI, University of New Mexico (01/07 - 08/08)

Les McFadden, Co-PI, University of New Mexico (as of 08/08)

Julianna Fessenden, Co-PI, Los Alamos National Laboratories

Pamela Hunt, Associate Director, NMSU-ADVANCE New Mexico State University

Cathilia Flores, Program Coordinator, New Mexico State University (08/07 - 02/08)

Shawn Werner, Program Coordinator, New Mexico State University (as of 3/08)

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I. NM-PAID PARTICIPANTS

Participating Institutions:

New Mexico State University (NMSU)
New Mexico Tech (NMT)
University of New Mexico (UNM)
Los Alamos National Laboratories (LANL)

Program Personnel:

PRINCIPAL INVESTIGATOR (PI) / PROGRAM DIRECTOR (PD) –

Tracy Sterling, PI/PD, (01/07-Present) Professor, Department of Entomology, Plant Pathology, and Weed Science, New Mexico State University

The principal Investigator (PI) / Program Director (PD) is responsible for all aspects of the PAID program. The PI/PD oversees and supports PAID initiatives at all four of the partnering institutions (NMSU, NMT, UNM, and LANL). The PI/PD also manages the PAID Program Coordinator at New Mexico State University.

CO-PRINCIPAL INVESTIGATORS (Co-PIs) -

Tara Gray, Co-PI, Director, (01/07-Present) Teaching Academy, New Mexico State University

Tanja Pietraß, Co-PI, (01-07-08/08), Professor, Department of Chemistry, New Mexico Tech

Dave Johnson, Co-PI, (08/08 – Present), Associate Professor, Department of Earth and Environmental Sciences, and Dean of Graduate Studies, New Mexico Tech

Alejandro Aceves, Co-PI (01/07-08/08), Professor and Chair, Department of Mathematics and Statistics, University of New Mexico

Les McFadden, Co-PI, (08/08 – Present), Professor and Former Chair, Department of Earth and Planetary Sciences, University of New Mexico

James Bossert, Co-PI, (01/07-08/08), Deputy Division Leader, Earth and Environmental Sciences, Los Alamos National Laboratories

Julianna Fessenden, Co-PI, (01/07-08/08) Team Leader, Earth and Environmental Sciences, Los Alamos National Laboratories

The co-principal investigators (Co-PIs) at each partnering institution are responsible for engaging administrators, faculty, and staff at their individual institutions to partner and participate in PAID programs and initiatives, including statewide Department Head Retreats. They are also responsible for the implementation and development of all PAID initiatives at their individual institutions.

ASSOCIATE DIRECTOR -

Pamela Hunt, Associate Director, NMSU-ADVANCE, New Mexico State University

The Associate Program Director handles the daily oversight and management of the PAID Program, including budget oversight and staff supervision. The Associate Director directly supervises the Program Coordinator.

PROGRAM COORDINATOR (PC)–

Cathilia Flores, PC, (08/07–02/08) PAID, New Mexico State University

Shawn Werner, PC, (03/08-Present) PAID, New Mexico State University

The Program Coordinator is responsible for the daily coordination of the PAID Program, including the planning and implementation of all PAID program activities and events in conjunction with the PI/PD and Co-PIs and university administrators at each of the partnering institutions. She produces program materials, meeting agendas, and meeting minutes. She also prepares presentations, proposals, and reports, maintains the PAID website, monitors budget, and writes interim and annual reports.

OFFICE ASSISTANTS –

Anne D'Mura, Undergraduate, Biology, New Mexico State University

Cheryl Schroeder, Undergraduate, Economics, New Mexico State University

Program Partners:

Lisa Frehill, External Program Evaluator
Director, Commission on Professionals in Science and Technology

New Mexico State University:

Tara Gray, Director, Teaching Academy
Mary O'Connell, Former Co-PI and Professor, Plant and Environmental Sciences
William McCarthy, Alliances for Graduate Education in the Professoriate

New Mexico Tech:

Scott Zeman, Director of Faculty Development, Center for Teaching & Learning
Barbara Bonnekessen, Director, Women's Resource Center
Ricardo Maestas, Vice President, University and Student Relations

University of New Mexico:

Felipe Gonzales, Associate Dean for Faculty, College of Arts & Sciences
Nora Dominguez, Director, Mentoring Institute
Jozi De Leon, Vice President, Office of Equity and Inclusion and Former NMSU
ADVANCE Co-PI

Los Alamos National Laboratories:

Christina B. Behr-Andres, Former Co-PI and Deputy Division Leader, EES

Michael Fehler, Former Co-PI and Deputy Division Leader, EES
Emily Schultz-Fellenz, Technician, EES

Alliance for Faculty Development (AFD) Committee Members:

New Mexico State University:

Sue Forster-Cox
Associate Professor, Health Sciences

Ereny Hadjigeorgalis
Assistant Professor, Agricultural Economics and Business

Stephen Kanim, Chair
Associate Professor, Physics
Facilitator at promotion & tenure and mentoring workshops

N. Khandan
Professor, Civil and Geological Engineering

Patrick Morandi
Academic Department Head, Mathematics Sciences

Inna Pivkina
Assistant Professor, Computer Science

William Quintana
Associate Professor, Chemistry and Biochemistry

April Ulery
Associate Professor, Plant and Environmental Sciences
Presenter at Orientation Retreat

Rene Walterbos
Professor and Former Department Head, Astronomy

New Mexico Tech:

Barbara Bonnekesson,
Assistant Professor, Social Science
Director, Women's Resource Center

Susan Dunston
Director, Women's Resource Center
Associate Professor, English

Jean Eilek
Professor, Astrophysics

Dave Johnson
Dean, Graduate Studies
Professor, Geology

Ricardo Maestas
Vice President, University and Student Relations

Fred Phillips
Professor, Hydrology

Tanja Pietraß
Professor and Former Chair, Chemistry
NM-PAID AFD Member and Former Co-PI

Claudia Wilson
Assistant Professor, Environmental Engineering

Scott Zeman
Associate Vice President, Academic Affairs
Director, Center for Innovative Teaching and Learning
Associate Professor, History

University of New Mexico:

Julia Coonrod
Associate Professor, Civil Engineering

Jozi De Leon
Vice President for Equity and Inclusion

Michael Dougher
Professor and Former Chair, Psychology and Deputy Vice President, Research Office

Julia Fulghum
Vice President of Research and Professor and Former Chair, Chemical and Nuclear
Engineering

Felipe Gonzales
Associate Dean for Faculty, College of Arts & Sciences and Professor and Former Chair,
Sociology

Les McFadden, Chair
Professor and Former Chair, Earth and Planetary Sciences
NM-PAID Co-PI

Mary Anne Nelson
Professor, Biology

Mark Ondrias
Associate Dean, Arts and Sciences and Professor, Chemistry

Mousumi Roy
Associate Professor, Earth, and Planetary Sciences

Jane Slaughter
Associate Dean, College of Arts and Sciences and Professor, History

Los Alamos National Laboratories:

Naomi Becker
Group Member, Geology, Geochemistry, and Hydrology

James Bossert
Deputy Division Leader, Earth and Environmental Sciences

Wendee Brunish
Group Leader, Geophysics

Beverly Crawford
Team Leader, Geophysics

Sebastian Darvenstall
Technical Staff Member, Geophysics

Julianna Fessenden, Chair
Coordinator of PAID events and programs at LANL
Team Leader, Geology, Geochemistry, and Hydrology

Jessica Houston
Postdoctoral Fellow

Lianjie Huang
Technical Staff Member, Geophysics

Rodman Linn
Deputy Group Leader, Atmospheric, Climate, and Environmental Dynamics

Andrea Maestas
Support Staff, Climate Research Facility

Cynthia Mayan
Deputy Division Leader, Chemistry

Emily Schultz-Fellenz
Technician, Environmental and Geological Risk

Aviva Sussman
Technical Staff Member, Geophysics

Other Collaborators:

Robert Drago, Professor of Labor & Women Studies, Penn State University
Keynote Speaker at Department Head Retreat

Patricia Witherspoon, Department Chair, Communications, and Director, Sam Donaldson
Center for Communication Studies, University of Texas-El Paso
Presenter at Department Head Retreats

New Mexico State University:

Tom Burton, Department Head, Mechanical and Aeronautical Engineering
Presenter at Department Head Retreats

Edgar Conley, Associate Professor, Mechanical Engineering
Facilitated workshop at Orientation Retreat

Sonya Cooper, Department Head, Engineering Technology and Survey Engineering
Presenter at Orientation and Department Head Retreats

Robert Czerniak, Associate Dean of Research, College of Arts and Sciences
Facilitated workshop at Orientation Retreat

Carol Potenza, Affiliated Faculty, USDA Jornada Experimental Range
Presenter at Post-Doc Workshop

Dan Howard, Associate Dean, College of Arts and Sciences
Presenter at Department Head Retreat

Anne Hubbell, Department Head, Communication Studies
Presenter at Department Head Retreat

Rudi Schoenmackers, Associate Dean and Research Director, College of Engineering
Facilitated workshop at Orientation Retreat

Luis Vazquez, Associate Dean, Graduate School and Regents Professor and Former
Chair, Psychology
Presenter at Orientation and Department Head Retreats

Walter Zakahi, Associate Dean, College of Arts and Sciences and Professor and Former Department Head, Communication Studies
Presenter at Orientation and Department Head Retreats

New Mexico Tech:

Sue Dunston, Women's Resource Center
Collaborating with NMT Co-PI on program initiatives

Mary Dezember, Assoc. Professor and Dept. Chair, Humanities
Panelist at Department Head Retreat

University of New Mexico:

Jennifer Gomez-Chavez, Director, Title V Program
Collaborating with UNM Co-PI on program initiatives and attended post-doc workshop

Richard Holder, Deputy Provost, Academic Affairs
Collaborating with UNM Co-PI on program initiatives

Rita Martinez-Purson, Vice President, Office of Institutional Diversity
Collaborating with UNM Co-PI on program initiatives and attended post-doc workshop

Mark Ondrias, Associate Dean, College of Arts and Sciences
Collaborating with UNM Co-PI on program initiatives

Gary Smith, Director, UNM Office for Support for Effective Teaching (OSET)
Collaborating with UNM Co-PI on program initiatives

Los Alamos National Laboratories:

Wendee Brunish, Deputy Group Leader, EES, GEO-EES 11
Panelist and Department Head Retreat
Collaborating with LANL Co-PI on program initiatives
Partnering to create statewide MentorNet portal

Mary Neu
Director, Chemistry, Life, and Earth Sciences Directorate
Collaborating with LANL Co-PI on program initiatives

Mary Ann With, Leader, Postdoctoral Program
Collaborating with LANL Co-PI on program initiatives

II. INTRODUCTION

Overview of NM-PAID:

Research findings over the past 20 years have documented the need for institutional transformation in academe to bring about diversity at all levels of the U.S. science, technology, and engineering (STEM) workforce. In recognition of the slow pace at which women's representation among STEM faculty was increasing, the National Science Foundation (NSF) implemented the ADVANCE-Institutional Transformation (IT) program in 2001. New Mexico State University (NMSU) is a successful ADVANCE-IT institution (2002-2007) which doubled the percentage of women hired into STEM faculty positions during the ADVANCE award period.

To disseminate these successes, a 3-y, \$0.5 mi award, Partnerships for Adaptation, Implementation, and Dissemination (PAID) was pursued to bring about faculty diversity in STEM in New Mexico by forming an Alliance for Faculty Diversity (AFD) among the three Ph.D.-granting institutions (NMSU, UNM, NMT) and a national laboratory (LANL) as a non-funded participant to provide a training pipeline for students and post-docs. NMSU has been working to disseminate to alliance members the "best practices" for increasing representation, participation, and advancement of underrepresented faculty in academic science using retreats, distance delivery, and face-to-face meetings.

Objectives at each Institution:

1. To establish a Faculty Diversity Committee Increase that will work to increase knowledge of diversity issues and strategies through:
 - * Mentoring approaches
 - * Promotion and tenure training
 - * Leadership training

2. To institutionalize sustainable grassroots structure for faculty development training
 - * Sustainable grassroots committees at each institution
 - * Supported by upper administration
 - * Including men and women
 - * Annual Department Heads Retreats to promote diversity leaders within the ranks

3. Provide a pipeline to STEM careers for diverse students
 - * Post-doc and student training
 - * Participation in the professoriate

Engaging Efforts:

2007

In 2007 foundations were laid at and among partner institutions to begin the process of institutional transformation toward a more diverse academe and research environment in

New Mexico. The following efforts were made by NMSU PAID staff to engage partnering institutions:

Email Correspondence – Weekly email correspondence between PI, PC, and Co-PIs.

Orientation Workshop: In March 2007 a retreat was held in Albuquerque, NM in March of this year and hosted by the University New Mexico (UNM) AFD to give Co-PIs and AFDs an overview of the PAID grant as well as an introduction to best practices established at New Mexico State University (NMSU) during the ADVANCE-IT grant. Topics covered were mentoring, promotion and tenure, operations, and assessment. Twenty-five PAID participants attended the orientation retreat. Evaluations of the offerings at the orientation indicated that the majority of participants felt the information disseminated was sufficient to begin developing and establishing programs at their institutions. This served also as an initial opportunity for partners to network with others around the state.

Co-PI Conference Calls – Co-PI Conference Calls – The PI and PC ask Co-PIs to call in to regular staff meetings throughout the year. The PC provides an agenda to the participants prior to each meeting, as well as provides meeting minutes with action items to each participant after the meetings. The PI facilitates each meeting and the following items are discussed:

- Individual Institution Events and Activities (including AFD committee updates/activities and faculty mentoring events)
- Shared Events (including video/audio conferences, shared speakers, and Department Head retreats)
- Shared Activities (dissemination and pipeline efforts)

Meeting Dates: 04/17/07, 09/12/07, 10/30/07

Pipeline Strategy Meeting - In December 2007 a meeting was held in Socorro, New Mexico and hosted by New Mexico Tech (NMT) for all the partnering institutions. At this meeting the primary topic was issues facing the pipeline for postdoctoral fellows within STEM disciplines in New Mexico. A panel of experts discussed specific problems with regard to post-docs, such as lack of specification of job title, duties, and a lack of mentoring and personal benefits. A long-term plan was developed at this meeting to facilitate these efforts over the course of the grant. Evaluations of the strategy meeting indicated that the majority of participants felt the meeting provided some good ideas for the next steps in establishing post-doc initiatives within the NM-PAID institutions.

2008

By the close of 2007 NMSU had disseminated the best practices for diversifying faculty to all of the NM-PAID partnering institutions (UNM, LANL, and NMT). LANL and NMT were well on their way with active AFD committees and plans for mentoring programs. UNM was faced with many challenges including changes in upper administration, budget deficits, and an increase in Department Chair's duties, therefore launch of the Faculty Mentoring Program was delayed until 2008.

NM-PAID also experienced three personnel changes in 2008 with the departure of the PC, Cathilia Flores in February and Co-PIs Tanja Pietraß (NMT) and Alejandro Aceves (UNM) in August. A new PC, Shawn Werner was hired in mid-March and two new Co-PIs, Les McFadden (UNM) and Dave Johnson (NMT) took over in August. As a result, the following efforts were made by the NMSU PAID staff in 2008 to re-engage the partnering institutions, with special attention to UNM:

Email Correspondence – Weekly email correspondence between PI, PC, and Co-PIs.

Co-PI Conference Calls – The PI and PC ask Co-PIs to call in to regular staff meetings throughout the year. The PC provides an agenda to the participants prior to each meeting, as well as provides meeting minutes with action items to each participant after the meetings. The PI facilitates each meeting and the following items are discussed:

- Individual Institution Events and Activities (including AFD committee updates/activities and faculty mentoring events)
- Shared Events (including video/audio conferences, shared speakers, and Department Head retreats)
- Shared Activities (dissemination and pipeline efforts)
- Action items and plans for each institution

Meeting Dates: 02/01/08, 03/20/08, 04/11/08, 05/15/08, 07/07/08, 08/21/08, 09/29/08, 10/31/08, 12/05/08

Mentor Trainings – The PI provided mentor training to LANL’s Co-PI and staff members on 6/23/08 and UNM’s Co-PI and faculty members on 10/03/08. The goal was to train and disseminate best practices for mentoring to LANL and UNM as they both launched mentoring programs. Evaluations of these two events indicated that the majority of participants felt that the training better equipped them to take on their roles as mentors and/or mentees.

Outreach Meeting at UNM – 04/11/08 – PI and PC met with UNM Co-PI and Director of the UNM Mentoring Institute.

Goal: To work toward a partnership between NM-PAID and UNM Mentoring Institute in order to implement STEM Faculty Mentoring Program at UNM.

Attendees:

Tracy Sterling, NM-PAID PI
Shawn Werner, NM-PAID PC
Alejandro Aceves, UNM Co-PI
Nora Dominguez, Director, UNM Mentoring Institute

Topics Discussed:

PAID Goals
Mentoring Institute Goals
Partnering to Implement STEM Faculty Mentoring Program

Outreach Meeting at UNM – 04/11/08 – PI and PC met with UNM Co-PI and Associate Dean for Faculty in the College of Arts and Sciences at UNM.

Goal: To work toward a partnership between NM-PAID and UNM Administrators in order to implement PAID programs at UNM.

Attendees:

Tracy Sterling, NM-PAID PI

Alejandro Aceves, UNM Co-PI

Felipe Gonzales, UNM Associate Dean for Faculty, College of Arts and Sciences

Topics Discussed:

PAID Goals

Partnering to Implement PAID Programs

Department Head Retreat

AFD Committee Membership

MentorNet Teleconference – 04/21/08 – PI and PC talked with NMT Co-PI, LANL Deputy Group Leader (EES), and MentorNet staff

Goals: To discuss bringing MentorNet to NM-PAID institutions and implementing a NM portal in order to support NM-PAID pipeline initiatives.

Attendees:

Tracy Sterling, PI

Shawn Werner, PC

Tanjaß Pietra, NMT Co-PI

Wendee Brunish, Deputy Group Leader, LANL-EES

Carol Muller, Former President, MentorNet

Aime Aldana, Assistant Director of Programs and Partnerships, MentorNet

Raymond Rose, Director of Programs and Partnerships, MentorNet

Topics Discussed:

Site Demo

Overview of MentorNet

Advantages to a statewide collaboration and portal

Next steps to implementing MentorNet at NMSU, UNM, and NMT

Phone Meeting LANL – 06/09/08 – Meeting between PI and LANL Co-PI

Goals: To discuss LANL updates and plan LANL events

Attendees:

Tracy Sterling, NM-PAID PI

Julianna Fessenden, LANL Co-PI

Topics Discussed:

Speaker Series

Audio Conferences

LANL-EES Structural Changes

Mentor Training

Planning Meeting at UNM – 6/25/08 – PI and PC met with UNM Co-PI and UNM Administrators

Goals: To discuss plans to move forward at UNM and implement several of the initiatives set forth by the NM-PAID grant.

Attendees:

Tracy Sterling, NM-PAID PI
Shawn Werner, NM-PAID PC
Alejandro Aceves, UNM Co-PI
Felipe Gonzales, UNM Associate Dean of Arts and Sciences
Juan Heinrich, Chair, Mechanical Engineering

Invitees:

Mary Ann Nelson, Professor, Biology
Joe Cecchi, Dean, School of Engineering
Kevin Malloy, Associate Dean, Engineering
Les McFadden, Professor, Earth and Planetary Sciences
Current AFD members

Topics Discussed:

Transitioning new Co-PI to NM-PAID
AFD Committee
Pipeline (MentorNet)
Faculty Mentoring Program

Planning Meeting at UNM – 6/25/08 – PI, PC, and UNM Co-PI met with Director of the UNM Mentoring Institute and Director, UNM OSET

Goal: To plan mentoring initiatives at UNM.

Attendees:

Tracy Sterling, NM-PAID PI
Shawn Werner, NM-PAID PC
Alejandro Aceves, UNM Co-PI
Nora Dominguez, Director, UNM Mentoring Institute
Gary Smith, Director, UNM OSET

Topics Discussed:

Mentoring Pairing and Orientation
Mentoring Pamphlet
Mentoring Institute Conference
MentorNet

Introduction Meeting at NMT – 6/25/08 – PI and PC met with new Co-PI

Goals: To introduce/orient new Co-PI to NM-PAID program and discuss PAID initiatives at NMT.

Attendees:

Tracy Sterling, NM-PAID PI
Shawn Werner, NM-PAID PC
Dave Johnson, NMT Co-PI

Topics Discussed:

PAID Goals
Budget
2008-2009 Events
Action Items

Planning Meeting at UNM – 7/18/08 – PC met with Co-PI and partners

Goals: To discuss new Co-PI transition, AFD committee, and faculty mentoring.

Attendees:

Shawn Werner, PC

Alejandro Aceves, UNM Co-PI

Felipe Gonzales, UNM Associate Dean of Arts and Sciences

Nora Dominguez, Director, UNM Mentoring Institute

Invitees:

Mary Ann Nelson, Professor, Biology

Les McFadden, Professor, Earth and Planetary Sciences

Topics Discussed:

Recruiting New Co-PI

AFD Composition

Fall Mentoring Events

Introduction and Mentoring Program Planning Meeting at UNM – 08/25/08 – PC met with new UNM Co-PI and partners

Goals: To introduce/orient new Co-PI to NM-PAID program and plan fall events at UNM.

Attendees:

Shawn Werner, PC

Les McFadden, UNM Co-PI

Felipe Gonzales, UNM Associate Dean of Arts and Sciences

Nora Dominguez, Director, UNM Mentoring Institute

Topics Discussed:

PAID Goals

Budget

2008-2009 Events

Actions Items/Fall Plans

AFD Planning Meeting at UNM – 10/23/08 – PI and PC met with UNM Co-PI and potential AFD members

Goals: To discuss the composition and plans/goals for AFD at UNM.

Attendees:

Tracy Sterling, PI

Shawn Werner, PC

Les McFadden, UNM Co-PI

Felipe Gonzales, UNM Associate Dean of Arts and Sciences

Mary Ann Nelson, UNM Professor, Biology

Kate Krause, UNM Professor, Economics

Mousumi Roy, UNM Associate Professor, Geophysics

Topics Discussed:

PAID Goals

Partnerships/Collaborators

Pursuing PAID extension or ADVANCE-IT grant

Goals of AFD Committee

MentorNet Teleconference – 11/19/08 – PC talked with UNM Co-PI, Director of the Mentoring Institute, and MentorNet staff

Goal: To discuss bringing MentorNet to UNM in order to support NM-PAID pipeline initiatives.

Attendees:

Shawn Werner, PC

Les McFadden, UNM Co-PI

Nora Dominguez, Director, UNM Mentoring Institute

Aime Aldana, Assistant Director of Programs and Partnerships, MentorNet

Topics Discussed:

Topics Discussed:

Site Demo

Overview of MentorNet

Advantages to a statewide collaboration and portal

Next steps to implementing MentorNet at UNM

Conference Call with UNM Mentoring Institute - 12/01/08 – PI and PC talked with Co-PI and Director of Mentoring Institute

Goal: To discuss long-term mentoring initiatives at UNM.

Attendees:

Tracy Sterling, PI

Shawn Werner, PC

Les McFadden, UNM Co-PI

Nora Dominguez, Director, UNM Mentoring Institute

Topics Discussed:

MentorNet

Future Location of the Faculty Mentoring Program

III. 2008 ACTIVITIES AND EVENTS

Activities:

DISSEMINATING EFFORTS - The NM-PAID staff made the following dissemination efforts during 2008:

Presentations – The NM-PAID staff presented at the following events in 2008:

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

Poster Presentation

Presented by Tracy Sterling, PI and Shawn Werner, PC

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

ENGAGE New Mexico Day, Las Cruces, NM (04/25/08) – Connecting 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.

Poster Presentation

Presented by Tracy Sterling, PI and Shawn Werner, PC

A presentation titled, “ADVANCE Institutional Advancement” was presented describing the NMSU ADVANCE best practices as well as the PAID grant initiatives.

NSF ADVANCE PI Meeting, Alexandria, VA (05/12/08, 05/13/08)

Roundtable Presentation

Presented by Tanja Pietraß, NMT Co-PI and Shawn Werner, PC

A presentation titled “NM-PAID: Partnering for Diversity at New Mexico Institutions of Higher Learning and Research,” was presented describing the NM-PAID alliance, with a special focus on faculty mentoring.

Poster Presentation

Presented by Tanja Pietraß, NMT Co-PI

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

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

Poster Presentation

Presented by Shawn Werner, PC

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

ADVANCE Distinguished Lecture Series, Washington, D.C. (10/06/08)

Presentation

Presented by Tracy Sterling, PI/PD

The NM-PAID PI/PD presented a talk titled “ADVANCE Institutional Advancement” describing the NMSU ADVANCE program accomplishments and best practices, as well as the PAID grant initiatives.

UNM Mentoring Institute Conference, Albuquerque, NM (10/22/08, 10/23/08)

Roundtable Presentation

Presented by Tracy Sterling, PI/PD

A presentation titled “NM-PAID: Partnering for Diversity at New Mexico Institutions of Higher Learning and Research,” was presented describing the NM-PAID goals and initiatives, with a special focus on the best practices for faculty mentoring.

Poster Presentation

Presented by Les McFadden, UNM Co-PI and Shawn Werner, PC

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

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

Poster Presentation

Presented by Pamela Hunt, Associate Program Director

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

ADVANCE Recognition Gala, Las Cruces, NM (11/17/08)

Presentation

Presented by Tracy Sterling, PI/PD

The NM-PAID PI/PD acted as MC and presented a slide show and talk describing the NMSU ADVANCE program accomplishments and best practices, as well as the PAID grant initiatives.

Poster Presentation

Presented by Tracy Sterling, PI and Shawn Werner, PC

A poster titled “NSF ADVANCE-PAID: Partnering for Diversity. New Mexico Institutions of Higher Learning and Research,” was presented describing the mission and objectives of the NM-PAID grant.

Website - The official program website, www.advance.nmsu.edu/paid/, features the initiatives of the NM-PAID Program. We expanded the website this year to include a link to the 2007 annual report and information about our past and future events.

Mentoring Pamphlets – This year we created 2008-2009 pamphlets for both NMSU and UNM’s Faculty Mentoring Programs. Each pamphlet includes information about the program goals and upcoming events. Additionally, the UNM pamphlet details the partnership between NM-PAID and the UNM Mentoring Institute.

PIPELINE EFFORTS -

MentorNet – MentorNet is the e-mentoring network in engineering and science that provides students and post-docs with positive, one-on-one, email-based mentoring with professionals from industry, government and higher education. In accordance with our NM-PAID pipeline goals, this year the NM-PAID staff has been working to get MentorNet established at each of the NM-PAID institutions. The goal is to provide additional tools to students, post-docs, and untenured faculty by expanding their access to the professionals in their fields of study, so they can learn about opportunities and how to prepare for them.

Below is the status of MentorNet at each NM-PAID institution:

NMSU – MentorNet was established at NMSU on November 3rd, 2008 thanks to Dean Lowell Catlett of the College of Agriculture and Home Economics, Dean Pamela Jansma of the College of Arts and Sciences and Dean Steven Castillo of the College of Engineering who generously provided the funds to bring MentorNet to NMSU. Advertising efforts began in November and will continue to take place throughout the year. There are currently 10 students/post-docs signed-up as mentees.

NMT – A start date for MentorNet at NMT is slated for January 2009.

UNM – The UNM Mentoring Institute and Title V have decided to partner with NM-PAID to fund MentorNet at UNM in the spring. The start date is slated for January 2009.

LANL – MentorNet was reinstated at LANL in 2008. Currently, LANL’s Wendee Brunish is working to facilitate a statewide portal in New Mexico. The goal is to provide a dramatic increase in both the number of college and graduate students in New Mexico who are participating as protégés in mentoring relationships with professionals in their fields, and the number of mentors from industries and higher education institutions from around the state. Wendee is working with MentorNet to engage every accredited institution of higher education offering degrees in STEM fields to become participating campuses along with corporations, government labs, professional societies, foundations, and other nonprofit initiatives and governmental groups throughout New Mexico that would support this network.

PostDocs – To address the post-doc initiatives detailed in the pipeline plan (resulting from the December 2007 pipeline meeting), strategies to provide sustainable funding for MentorNet at each of NM-PAID institutions have been explored and implemented at three of the four NM-PAID institutions. In addition, a census has been developed to explore the number of post-docs on each campus and determine their specific needs. The census will be distributed to STEM Department Heads at all the NM-PAID institutions over the next months. At that time we will have more information about the post-docs at each institution and can determine the next steps for 2009.

Shared Training Events:

Video Conference: Ten Easy Ways to Manage Your Time – 04/04/08 – NMSU Co-PI presented a video conference workshop in which all the NM-PAID partnering institutions participated. There were 18 total participants (4 from NMT, 3 from UNM, and 10 from LANL). Evaluations of this event indicated that the majority of participants felt they were provided with new and useful tools for managing their time.

Department Head Retreat – 05/21/08 -05/22/08 – This event is two-day retreat that is held each year in which leaders and Department Chairs from each partnering institution attend. The retreat is a mix of workshops, panels, social events, and presentations, which focus on attracting and retaining high-demand faculty in STEM. The topics this year were work/family issues, competitive start-up packages, conflict resolution, collegiality, valuing diversity, and the department chair as monitor and mentor. This year's keynote speaker was Robert Drago, Professor of Labor & Women Studies at Penn State University, who spoke about gender and family in the academy. The ultimate goals of the retreat were to broaden applicant pools at each institution, institutionalize hiring practices for diversity, and retain faculty. This year there were 25 attendees (13 from NMSU, 7 from NMT, 1 from UNM, 2 from LANL, and 2 other). Evaluations of the retreat indicated that the majority of participants felt they would implement many of the program ideas within their own departments.

Audio Conference: Benchmarks for Family Friendly Policies: Why They Matter and How to Create Them – 11/18/08 – All the NM-PAID institutions participated in an audio conference workshop hosted by Inside Higher Education. There were 23 total participants (10 at NMSU, 4 from NMT, 6 from UNM, and 3 from LANL). Evaluations of this event indicated that the majority of participants felt they were provided with new and useful information for implementing new programs and policies.

Individual Institution Programs/Events:

NMSU – During 2008 NMSU expanded their Faculty Mentoring Program, attended and presented several trainings and workshops, as well as continue to maintain an active AFD committee.

AFD COMMITTEE – The AFD at NMSU met prior to events in 2008 to establish programs and agendas. These meetings included discussions about mentoring

program design, the pairing of mentors and mentees, and recruitment for the spring Department Head Retreat.

MENTORING – This year NMSU’s faculty mentoring program became institutionalized at the Teaching Academy on campus and has expanded to serve all faculty at NMSU. A total of 120 faculty and administrators participated in the mentoring program (half men, half women). Most participants are from STEM fields, with 25 from the social sciences and 11 other faculty from the Humanities or the Library. NMSU’s mentoring program works to help build a climate through social networking in which faculty receive support and encouragement in achieving tenure, promotion, and the transition to leadership roles at NMSU. The program is currently offered to tenure-track faculty—male and female—in all departments on campus. Mentoring pairs consist of individuals from different but related departments, preferably within the same college. Early-career faculty are paired with established faculty. The mentoring program also hosts events throughout the year where participants can network with other mentors and mentees in the program.

2008 Mentoring Events:

- 02/15/08 - Promotion and Tenure Workshop: Getting a Head Start on Tenure Review, with Provost Cruzado
- 03/05/08 - Mentoring Program Workshop/Lunch: Microaggressions: Their Impact on Your Well-Being with Dean Luis Vazquez, Graduate School
- 08/27/08 - AFD-Sponsored University-Wide Event: ADVANCE Open House honoring Dean Pamela Jansma, Arts and Sciences
- 09/17/08 - Promotion and Tenure Workshop: Making the Transition from Assistant to Associate Professor with Provost Robert Moulton
- 09/30/08 - Mentoring Orientation/Lunch: Mentoring Roles and Rewards with AFD Committee member Professor Rene Walterbos, Astronomy
- 10/16/08 - Mentoring Program Sponsored University-Wide Workshop: Just Whelmed: Maintaining a Vibrant and Productive Work Life, with national speaker Meggin McIntosh
- 10/24/08 - Mentoring Program Workshop/Lunch: Incorporating Research into Classes and Student Assignments with Associate Professor Shguang Deng, Chemical Engineering
- 11/13/08 - Mentoring Program Sponsored University-Wide Workshop: The Anatomy of Prejudice, with national speaker Jane Elliott

OTHER ACTIVITIES – The PAID PI and Co-PI planned and presented at the Department Head Retreat, trainings events, and conferences/meetings over the course of the year. They also planned and participated in a variety of workshops and trainings at NMSU covering topics such as collaboration, collegiality, conflict management, and faculty development.

NMT – In 2008 NMT continued to promote and develop their AFD Committee and Faculty Mentoring Program as well as attended and presented at several trainings and workshops. In the July of 2008, NMT Co-PI Tanja Pietraß took professional leave to work with NSF. A search for a Co-PI replacement ultimately resulted in the addition of

Dave Johnson (Associate Professor, Department of Earth and Environmental Sciences, and Dean of Graduate Studies).

AFD COMMITTEE – In 2008 NMT has continued to develop their AFD Committee by inviting both administrators and faculty with both genders and ethnic minorities represented to join the committee. They are also currently working on appointing a committee chair.

MENTORING –NMT’s one-on-one mentoring program works to help build a climate in which faculty receive support and encouragement in achieving tenure, promotion, and the transition to leadership roles at NMT. The program is currently offered to tenure-track faculty—male and female—in all departments on campus. Early-career faculty are paired with established faculty. In the Spring of 2008 NMT’s AFD Committee paired 7 additional mentees and mentors, increasing the pairs from 11 to 17. The mentoring program hosts events throughout the year where participants can network with other mentors and mentees in the program.

2008 Mentoring Events:

Informative luncheon hosted by NMT’s Vice President for Student and University Relations, Ricardo Maestas.

Mentoring Social at the home of NM-PAID Co-PI Dave Johnson.

OTHER ACTIVITIES -

UNM – In the late Spring of 2008, UNM Co-PI Alejandro Aceves accepted a faculty position at another university, and in July, 2008 left UNM. A search for a Co-PI replacement ultimately resulted in the addition of Les McFadden (Professor and Former Chair, Department of Earth & Planetary Sciences). McFadden, who is on sabbatical leave during the Fall of 2008, was assisted in various grant-related activities at UNM by Associate Dean for Faculty in the College of Arts and Sciences, Felipe Gonzales.

AFD COMMITTEE - The original AFD committee members included Gary Harrison, Alejandro Aceves’, Mary Anne Nelson, Stephanie Forrest, Mousumi Roy, and Jane Slaughter. Prior to Aceves departure, several conversations with Felipe Gonzales, Associate Dean for Faculty in the College of Arts and Sciences helped to integrate UNM PAID activities more effectively with those of the Office of Equity and Inclusion and its Vice President and Former NMSU ADVANCE Co-PI, Dr. Jozi De Leon and several other meetings with selected UNM faculty and administrators, as led by Co-PI McFadden and Mary Anne Nelson. This resulted in a newly formed committee.

2008 AFD Meetings:

Spring 2008 – The AFD committee met to discuss recruitment of chairs for the May Department Chair Retreat and the design of the UNM faculty mentoring program.

10/23/08 – PI and PC met with UNM Co-PI and potential AFD members to discuss the NM-PAID grant and the AFD at UNM. This discussion included thoughts about potential members, partnerships and collaborations, and the possibility of pursuing an ADVANCE-IT grant.

11/23/08 – UNM Co-PI met with the newly composed AFD for the first time. The meeting was mainly devoted to an overview of the UNM ADVANCE-PAID grant, past, current, and planned activities, and a discussion concerning the possibility of, and interest in, developing a new UNM ADVANCE IT proposal.

MENTORING – A pilot mentoring program involving two junior faculty members in Dept. of Math and Statistics was initiated in the Spring of 2008. Also, during the first part of 2008, efforts were initiated to develop a more ambitious STEM Faculty Mentoring Program at UNM (mirrored after NMSU’s mentoring program) that would entail a collaborative partnership between NM-PAID at UNM and the recently established UNM Mentoring Institute (Dr. Nora Dominguez, Director). Alejandro Aceves, Nora Dominguez, Felipe Gonzales, and Kevin Malloy (Professor and then Interim Dean, School of Engineering) sent out a letter to all UNM STEM faculty members inviting those interested in this joint effort to respond, indicating their intention to participate, either as a mentor or protégé. The results to date are encouraging, with over 30 faculty members responding. At this time, there are now 15 mentoring pairs.

2008 Mentoring Events:

08/29/08 – UNM Co-PI, Les McFadden and Associate Dean for Faculty in the College of Arts and Sciences, Felipe Gonzales met with STEM Chairs from the Colleges of Engineering and Arts and Sciences to introduce the new mentoring program design and encourage Department Chair involvement in recruiting participants.

09/12/08 - 09/19/08 – Mentoring Pairing Meeting was held and pairing phone calls were made by UNM Co-PI, UNM Mentoring Institute Director, and NM-PAID PC.

10/03/08 – An inaugural Mentoring Orientation was held at which about 30 faculty members, the NM-PAID PI, PC, and UNM Co-PI and invited panel members presented diverse perspectives on faculty mentoring. At this time, there are now fifteen mentoring pairs.

11/20/08 – A mentor/mentee mixer was held at UNM’s faculty lounge in order to allow mentors and mentees to get together and socialize with other mentor/mentee pairs at UNM. There were approximately 10 people in attendance.

OTHER ACTIVITIES -

10/22/08-10/23/08 – UNM Co-PI registered for and attended the inaugural “Mentoring Symposium” organized and sponsored by the UNM Mentoring Institute, October 22-24, 2008.

11/13/08 - The UNM Co-PI met with a 6 female STEM junior faculty members from the two STEM Colleges and two senior faculty members from the Department of Earth & Planetary Sciences to discuss their views concerning promotion, tenure and other related academic “culture” issues, in the context of their experiences at UNM and prior to coming to UNM. The meeting proved to be successful, and a second meeting of this group is scheduled to (1) continue this discussion and (2) determine if the group may decide to continue to meet on a periodic basis during 2009, with Dr.

Maya Elrick of the Department of Earth and Planetary Sciences provisionally assuming organizational responsibility for the group.

11/19/08 - The UNM Co-PI has continued collaborative efforts involving UNM PAID and the UNM Mentoring Institute during 2008 to bring MentorNet to UNM, including participation in a phone conference with a MentorNet representative. We have just recently learned that Mentoring Institute has been able to secure a verbal agreement from the UNM Title V program to support the initial year of UNM MentorNet participation, hopefully beginning in January of 2009.

LANL – During 2008 LANL launched their Team Mentoring Program and a seminar series to recruit scientists to LANL, as well as maintained an active AFD committee.

AFD COMMITTEE - LANL's AFD Committee was established in 2007 and continues to meet on a monthly basis. The committee has recently made the following changes in preparation for 2009:

1. Lynn Mossolini (who is a post-doc leaving to a full-time faculty position at Michigan Tech-with spouse also hired as faculty) will be replaced with Emily Schultz-Fellenz.
2. Rod Linn is being replaced with Sebastian Darvenstall, who was brought on because of his interest in work-life balance initiatives.
3. Lianjie Huang is being replaced by Bruce Robinson, who is the new Deputy Division Director for EES interested in diversity issues.

MENTORING – In 2008 LANL established their team mentoring program and held five meetings involving mentor/mentee working groups. LANL currently has six mentors and 8-12 mentees (post-docs). Mentors teach mentees specific themes through workshop-type venues. These themes include "getting that next job", "creating new programs", and "surviving LANL". This workshop style of mentoring will continue through the course of this grant and hopefully beyond.

2008 Mentoring Events:

06/23/08 - The PI distance-delivered a mentor training via video conference to LANL's Co-PI and staff members. The goal was to provide training and disseminate best practices for mentoring to LANL as they launched their team mentoring programs. The event was recorded on DVD for presentation throughout the year.

07/08 – 12/08 – Five Team Mentoring Meeting Workshops

OTHER ACTIVITIES –

06/08 – LANL Co-PIs, Fessennden and Bossert met with Mary Neu, Associate Director of Chemistry, Life & Earth Sciences Directorate at LANL, to debrief her about the NM-PAID Department Head Retreat. This resulted in interest from Neu to expand these teachings and programs beyond the EES Division, to all divisions within her Directorate which houses ~800 research and administrative staff.

07/08 – 09/08 - LANL launched a seminar series that was paid for by the Institute of Geophysics and Planetary Physics (IGPP), which brought in eight graduate students and post-docs in the area of geosciences and planetary/stellar sciences for the purpose of recruitment of diverse scientists for post-doc, and research staff positions. Each of the eight invitees are currently either at LANL or working closely with LANL scientists.

LANL also reinstated the MentorNet program and is currently recruiting New Mexico Universities to participate in the program.

Program Evaluation:

In late 2007 the External Evaluator, Lisa Frehill visited each of the NM-PAID institutions. Per her request, in 2008 the NM-PAID staff began collecting CV's from faculty/staff at all 4 NM-PAID institutions and created mentor/mentee surveys for distribution in Spring '09 after IRB approval for mentor/mentee surveys at each institution. Additionally, the NM-PAID PI visited with the Evaluator in Washington D.C. on 10/08/08 and followed up by sending her the 2008 data from NMSU and LANL. The Evaluator will follow-up with NMT and UNM for their 2008 data in the coming months.

IV. FUTURE PLANS:

In 2009 the staff at NM-PAID have the following plans for continued progress toward our objectives:

Activities:

WEBSITE – NM-PAID staff will work on expanding the website further to include photos of events, presentation materials, and links to resources.

PAMPHLETS – This year a pamphlet will be developed that includes all the PAID institutions and programs. There will also be individual pamphlets created for PAID at NMT and LANL.

POST-DOCS - Currently the NM-PAID staff is primarily concerned with exploring the number of post-docs on each campus and determining their specific needs. A post-doc census has been developed and will be distributed to STEM Department Heads at all the NM-PAID institutions in January 2009. At that time we will have more information about the post-docs at each institution and can determine the next steps for 2009.

MENTORNET – In January 2009, MentorNet will be implemented at UNM and NMT. All of the PAID institutions will continue to work together to assist Wendee Brunish at LANL in her efforts to establish a statewide portal.

ENGAGEMENT - NM-PAID staff, PI and co-PIs will also continue with our engaging efforts by participating in monthly conference calls and regular email correspondence.

DISSEMINATION - The staff at NM-PAID will also continue dissemination of our initiatives by presenting at various conferences and meetings throughout the year.

Shared Events:

CRTL PLAYERS GROUP – September 23-25th, 2009 NM-PAID will host the Cornell Interactive Theatre Ensemble at UNM and NMSU (LANL and NMT participants will attend the performances at UNM). The group will be presenting synopses of scenarios for a diverse workplace.

DEPARTMENT HEAD RETREAT - May 20 - 21, 2009 NM-PAID will host our annual retreat at the Buffalo Thunder Hotel and Casino. In addition to local talent from each NM-PAID institution, the keynote speakers from the University of Oregon COACH program will present on topics such as leadership skills and conflict resolution.

Individual Institution Programs:

In 2009 the AFD at NM-PAID institutions will continue to develop and grow our individual programs.

PAID Budgets: 2008 and Projected 2009 Expenditures

2008 Budget	As of December 31st 2008	NMSU	UNM	NMT
PERSONNEL	Program Director: Research Time plus Admin Overload	6,000		
	Program Coordinator	42,000		
	Co-PIs			
	Student Workers	8,800		
	Fringes	13,920		
TRAVEL	Travel	9,085		
PARTICIPANT SUPPORT	Retreat and Planning Meetings	4,195		
CONSULTANT	External Evaluator	25,000		
WORKSHOPS	Program Workshops, Audio/Video Training	2,470		
SUPPLIES	Program Luncheons	1,857		
PRINTING	Program Materials	497		
COMMUNICATIONS	Communications	454		
	Total	114,278	24,849	17,049
	NSF-Approved Budget for 2008	174,317		
	Applied to Future Years	60,039		

2009 Budget		NMSU	UNM	NMT
PERSONNEL	Program Director: Research Time plus Admin Overload	6,182		
	Program Coordinator	42,000		
	Co-PIs			
	Student Workers	819		
	Fringes	13,973		
TRAVEL	Retreat and Planning Meetings	20,000		
PARTICIPANT SUPPORT	Speakers	20,000		
CONSULTANT	External Evaluator	25,000		
WORKSHOPS	Program Workshops, Audio/Video Training	3,000		
SUPPLIES	Program Luncheons			
PRINTING	Program Materials	2,000		
COMMUNICATIONS	Communications	900		
	Total	133,874	17,495	26,458
	NSF-Approved Budget for 2009	139,918		
	Applied to Future Years	6,044		