



HLC Accreditation Evidence Document

Title: UNM Native American Cluster Hire

Office of Origin: Office of Academic Affairs

Description: A short memo from the Office of Academic Affairs concerning the 2018 cluster hiring initiative focusing on the strategic hiring of Native American faculty.

Date: 2018

**UNM Native American Cluster Hire
Office of the Provost in collaboration with UNM Deans
October 2018**

As a flagship research university built on original Indigenous peoples' lands and hosting a significant Native American student population, the University of New Mexico recognizes the need to diversify its faculty in order to reflect the demographics of our student population and our state. This diversity cluster hire will emphasize Native American faculty and others who will contribute to UNM's profile on this terrain. The cluster hire will advance UNM's longstanding commitment to becoming a destination for our region's Native and Indigenous students and scholars. With recognition that UNM has not always lived up to its potential or promise regarding Native American students and faculty, we move forward to create a more inclusive and welcoming climate for all of our students, staff, and faculty, and to recruit the most talented Native American and Indigenous scholars possible. Therefore, UNM is engaged in an ambitious cluster hiring initiative to recruit into disciplines and departments across the University scholars who can advance the University's teaching and research mission on by on this terrain.

Led by an initiative from the Deans and Academic Affairs, we will solicit proposals for strategic hires that help diversity UNM's schools and colleges. Such hires may be standard competitive hires within this cluster or "target of opportunity" (TOP) hires. The latter must meet the requirements outlined in UNM's TOP guidelines and be approved by the TOP committee. The hires can be in any discipline but should be supported with a rationale that indicates how the hire fits with the strategic growth of the unit and how the unit will support and help retain their new hire. The Office of the Provost and the TOP committee will look to approve a diverse pool of proposals from a range of disciplines and colleges/schools, with some priority to diversifying units currently lacking in that regard.

As part of this cluster hire, faculty recruited by this initiative will be supported with a mentoring and advising infrastructure supported by the Office of the Provost, the Special Assistant to the UNM President for Indian Affairs, and the Native American Faculty Council. They will facilitate discussions that draw on the expertise of more senior Native American and Indigenous scholars at UNM, areas of Native American research across the University, the Division of Equity & Inclusion, UNM ADVANCE, and related resources. We seek to recruit the most talented Native American, Indigenous, and other scholars available—and to support them during careers at UNM, in part by creating a successful cohort from the cluster initiative.

Process:

For competitive hires on intellectual terrain likely to attract strong candidates from backgrounds relevant for this initiative, Departments should work with their Deans to develop a proposal to submit to the Office of the Provost under the standard process. This may be done either as a revision to the 2018-2019 hiring plan (if College/School has funding available) or in developing the hiring plan for 2019-2020. For TOP hires seeking to recruit an identified scholar to UNM, see the TOP guidelines at link above. For Departments without current budget lines for a hire, Academic Affairs may be able to provide bridge funding for the most outstanding candidates, if the College/School has a credible way to build in funding in future fiscal years.

Goal:

In 2018, UNM successfully hired two outstanding Native American scholars to join our faculty. During 2018-2019 we have multiple tenure-track faculty hires planned in intellectual areas focusing on the study of American Indian cultures, histories, arts, and societies. This cluster hire also aspires to hire more diverse faculty (including Native Americans) into departments in which Native Americans have heretofore been underrepresented on the faculty. We aspire to heighten the University of New Mexico's national and international profile as a top destination university for scholarly work by and about the experience of indigenous peoples.