



Opportunity and Challenge Profile

*Search for the Associate Vice President for Research
University of New Mexico
Albuquerque, New Mexico*

The University of New Mexico (UNM) seeks a strategic and innovative academic leader to serve as the next Associate Vice President for Research (AVPR). The AVPR will work closely with the Vice President for Research to lead and support the research mission and achieve the ambitious research goals of the institution. UNM has established a reputation of excellence in equity and equity in excellence, where collaboration and innovation allow researchers to productively engage in cross-cutting areas of strategic focus to make positive and meaningful institutional, societal, and global impacts. Research at UNM allows students and faculty to tackle intellectual challenges as well as engage in valuable hands-on training spanning all academic disciplines using world-class facilities. Several areas of UNM research excellence focused on local issues are now poised to have a global impact, due to changes in climate, migration, energy, health, and community-responsive arts and education.

UNM provides education to over 25,000 students, more than 80 percent of whom are New Mexico residents. The University has one of the most diverse student bodies of any major research university in the nation and is one of only 21 Hispanic-Serving Institutions (HSI) in the U.S. that has a Carnegie Classification of Highest Research Activity (R1). UNM is ranked among the top 100 Research and Development-Performing Institutions in the U.S. with expenditures of over 300 million dollars annually.

New Mexico is a state whose population has been significantly affected by challenges such as chronic disease, housing insecurity, and climate change, among others. In 2019, President Garnett Stokes announced the creation of the Grand Challenges program that brought researchers and scholars together to find solutions to address some of the state's most pressing concerns. The program has been a tremendous success since its inception with three concept teams that to date have had over \$50 million

return on the original \$2.5 million investment. In September of 2022, the university added ten new concept teams in its efforts to broaden its reach and impact. The AVPR will play a key role in supporting these teams to continue bettering the health and well-being of a state with a rich history and boundless potential.

The next AVPR will join the Office of the Vice President for Research (OVPR) at a pivotal time as the university also embarks on [UNM 2040](#), an ambitious and aspirational vision that defines the long- and short-term objectives of the university. Reporting to and working closely with the Vice President of Research (VPR), Dr. Ellen Fisher, the AVPR will be instrumental in supporting UNM's research goals through the implementation of a recently developed research strategic plan aligned with the priorities outlined in UNM 2040. They will oversee and support the leadership of OVPR units and programs, including the Director of Faculty Research Development Office (FRDO), Director of the Office of Sponsored Projects (OSP), and the Executive Director of the Office of Research Integrity and Compliance (ORIC). By establishing and further developing partnerships within the UNM community and externally with local, state, and national stakeholders, the AVPR will play an integral role in achieving the campus' ambitious research objectives.

To be successful, the AVPR will be expected to address a number of opportunities and challenges, listed below, and outlined in detail beginning on page seven of this document:

- *Catalyze the implementation of UNM's research strategic plan that furthers the campus' scholarly and innovative impact on the State of New Mexico and beyond;*
- *Further integrate the OVPR with the broader UNM community to strengthen collaborative research efforts;*
- *Establish and further develop key partnerships locally, nationally, and globally to better position UNM's reputation as a world-class research enterprise while securing financial resources;*
- *Serve as the primary resource for the UNM campus on all compliance matters at the federal, state, local, and institutional level;*
- *Continue to foster a culture of collaboration and customer service to further OVPR's reputation as an accessible and supportive resource for the campus and an attractive place for staff to work.*

A list of the desired qualifications and characteristics of the AVP for Research can be found at the conclusion of this document, which was prepared by the search advisory committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About The University of New Mexico

Founded by an act of the New Mexico Territorial Legislature in 1889, the University of New Mexico opened its doors in June 1892, 20 years before its namesake would become a state. The University now offers

over 215 degree and certificate programs, including approximately 94 baccalaureates, 71 masters, and 37 doctoral degrees through the Anderson School of Management, College of Arts and Sciences, College of Education and Human Sciences, College of Fine Arts, Graduate Studies, Honors College, College of Nursing, College of Pharmacy, College of Population Health, College of University Libraries and Learning Sciences, School of Architecture and Planning, School of Engineering, School of Law, School of Medicine, and University College.

UNM comprises its Albuquerque Campus as well as its branch campuses in Gallup, Los Alamos, Taos, and Valencia. There is also a campus and regional health center in Rio Rancho. The Albuquerque Campus student population reflects the ethnically diverse population of New Mexico and includes historically underrepresented groups – approximately 44% of the student population are Hispanic, 5% Native American, 4% Asian, 2% African American, 3% multi-racial, and 5% are international. The Hispanic student population includes some with deep roots going back many generations in the region while others are recent immigrants from Latin America; Native American students come from 24 tribes that have ancestral homeland ties to New Mexico including 20 Pueblos, the Navajo Nation, and the Jicarilla Apache Nation, Mescalero Apache Tribe, and the Fort Still Apache Tribe. The populations at the branches are equally diverse, with, for example, the student population of the Gallup campus being nearly 70% Native American. It is a point of pride that the University is composed of a complex intersection of cultures and backgrounds.

Each branch campus has an elected Advisory Board from their communities. Branch campuses are funded separately by the State of New Mexico and also receive local mill levy funding from their communities. In New Mexico, per state statute, branch campuses offer 100-200 level courses. Historically, UNM Main Campus in Albuquerque has also offered upper-division and graduate-level classes on the branch campuses.

UNM boasts an outstanding faculty that includes four National Academy of Sciences/Engineering Members, five National Academy of Inventors Fellows, 60 Fulbright Scholar program awardees, and many fellows of various other associations and societies. Faculty publish in high impact professional journals such as *Science*, *The New England Journal of Medicine*, *Nature*, *Biological Psychiatry*, *Proceedings of the National Academy of Sciences*, *Journal of the American Chemical Society*, *Physical Review Letter*, *International Journal of Art and Design Education*, and *Journal of Politics*, as well as with major academic publishers such as Cambridge University Press and Oxford University Press, and with the University of New Mexico Press. UNM professors have been quoted in local newspapers and media, and in national publications such as *Business Week*, *Los Angeles Times*, *The New York Times*, *The New Yorker*, *Newsweek*, *Parade Magazine*, and *U.S. News and World Report*, among others. They have shared their expertise on CNN, Good Morning America, Nova, National Geographic, the Today Show, National Public Radio, local news stations, and other television and radio shows. As a dynamic visual and performing arts center for the vibrant arts community of Albuquerque, the University presents over 300 public performances, exhibitions, installations, and art lectures annually in local, national, and international venues such as the Venice Biennale.

UNM has a strong tradition of faculty governance as set forth in the Faculty Constitution established in 1949. UNM faculty have broad powers assigned to it by the Board of Regents and the Faculty Constitution. In October 2019, both full- and part-time faculty at UNM, not including those in the Health Sciences Center, voted to form a union affiliated with the American Federation of Teachers and the American Association of University Professors.

To develop private financial support, the UNM Board of Regents established the UNM Foundation Inc. in 1979 as a nonprofit corporation. In 1989, the Board of Regents delegated the responsibility of overseeing University assets and investments to the UNM Foundation Investment Committee. These assets total over 450 million dollars today. In 2008, at the request of the Regents, the Foundation transitioned to a standalone organization that receives all private gifts and has the responsibility of managing contributions to all University programs.

About the Office of the Vice President for Research

The mission of the Office of the Vice President for Research (OVPR) is to advance innovation and discovery. UNM believes that research is education and as New Mexico's premier R1 institution, the University is uniquely positioned to provide an unparalleled education for students and world-class opportunities for faculty and staff. The core OVPR comprises 14 staff, faculty, and student employees and a budget of around 12.7 million dollars.

There are three types of centers and institutes at UNM. Category 1 research centers are within academic departments, category 2 centers are within colleges or schools, and category 3 centers cut across units of the university and are under the Office of the Vice President for Research. There are currently nine research [centers and institutes](#) managed by the OVPR. Included in the 9 centers and institutes is the New Mexico Established Program to Stimulate Competitive Research (NM EPSCoR). Each center/institute has broad faculty and interdisciplinary representation, as well as external grant funding and interdisciplinary programs. The OVPR provides an overarching management support structure that includes high-level HR, facilities, financial, information technologies, management assistance, and staff development. Although some of these centers and institutes support themselves through grants and contracts, others are centrally funded by the OVPR as they provide support, research, and analysis of importance to New Mexico and UNM.

The administrative costs of the Office of the Vice President for Research, including support for the Centers and Institutes, are currently entirely funded by the recovery of Facilities and Administrative (F&A) costs from grants to main campus researchers. Additional F&A is returned to the OVPR from grants to the [UNM Health Sciences Center](#) (HSC) investigators that include collaborations with main and branch campus researchers, based upon the level of effort by the investigator on the main or branch campus. After the OVPR costs are covered, the F&A is then distributed to schools, colleges, departments, and PI's.

Since Dr. Ellen Fisher joined the team at the OVPR as Vice President for Research (VPR) in 2021, there has been a dedicated commitment to furthering the Office's reach and impact across the university through a culture of collaboration and transparency. The recently developed five-year research strategic plan outlines goals focusing broadly on strengthening the research enterprise at UNM while ensuring ethical and compliant research practices. There are also opportunities to build and enhance external relationships with private entities, government, and community partners to secure financial resources and realize UNM's ambitious objectives.

Current Context of Research at UNM

UNM is ranked among the top research and development-performing institutions in the U.S. with expenditures of over 300 million dollars annually. At UNM, research, scholarship, and creative activity are not just limited to STEM fields. They include several nationally recognized interdisciplinary research groups focused on bioinformatics and collections-based research; ecology and climatology; human evolution, social and behavioral dynamics, and addictions; materials science and optical sciences and engineering; and quantum information science and technology. Excellence in additional disciplinary units includes computational and data sciences; high energy density physics; medieval studies; regional resource economics, sustainable water, and environment; southwest anthropological research and socio-cultural studies, Latin American studies; indigenous planning; and land arts of the American West. Developing areas of research and scholarship strength include community-engaged arts, education, and public health; high performing computing; neuroscience, learning, cognition and memory; and clean energy systems.

The UNM Health Sciences Center (HSC) has a separate research enterprise and leadership team with many exciting opportunities to increase collaborations across all UNM campuses. The HSC has seven Research Signature Programs (Brain and Behavioral Illness; Cancer; Cardiovascular & Metabolic Diseases; Child Health; Environmental Health Sciences; Kidney Disease; and Infectious Disease & Immunity). Some key drivers of the research funding at the HSC include the Comprehensive Cancer Center, the Clinical and Translational Science Center (CTSC), and the Center of Biological Research Excellence (CoBRE).

In 2016-17, during the development of UNM's Research Strategic Plan, *Research2020*, it was noted that UNM had a robust, high-quality research enterprise led by an outstanding faculty. However, it also became clear that an investment of new funds would be critical to maintaining UNM's status as a first-class research university that could lead the state and the nation in ensuring the success of an increasingly diverse student body while generating new knowledge and understanding to benefit all. For this reason, President Stokes launched the aforementioned [UNM Grand Challenges Initiative](#) in 2019. To further develop and enhance faculty research, scholarship, and creativity in a post-pandemic world, the OVPR launched the [WeR1 Faculty Success Program](#) in 2021 in collaboration with [UNM ADVANCE](#) and the Provost's Office.

About the Grand Challenges Initiative

Grand Challenges are problems of global, national, and regional significance that will foster additional interdisciplinary efforts across the main campus and the Health Sciences Center, engage community partners, and align university resources. In the Spring of 2019, President Stokes announced the first three Grand Challenges (one led by UNM Main Campus, one led by UNM Health Sciences Center, and one with shared leadership between the two campuses) that aim to tackle the complex issues of sustainable water resources, substance use disorders, and successful aging for the people of New Mexico. These efforts have generated productive collaborations among faculty, students, and staff as well as community stakeholders that promote UNM as a comprehensive intellectual resource for its region.

The Grand Challenges Initiative has proven to be an enormous success. In August of 2022, President Stokes announced the program would expand with the addition of ten more concept teams. The ten new Level 1 Concept Teams represent all UNM campuses including the Health Sciences Center and UNM branch campuses. The research teams comprise UNM faculty, staff, post-docs, and graduate students.

The reimagined Grand Challenge program will provide each team with funds for team development and the solidification of their ideas. The new teams will work with members of the OVPR, HSC Office of Research, and other campus university offices to further develop their research plans. In 2023, the Level 1 teams will be eligible to compete for Level 2 status which will provide additional funds to seed their projects and build capacity for larger, team-based activities.

About the WeR1 Faculty Success Program

The OVPR, in collaboration with the Office of the Provost & Executive Vice President for Academic Affairs, and [ADVANCE](#) at UNM, has launched an institutional initiative to support main campus faculty in navigating the post-pandemic world. UNM data shows that during the pandemic, many faculty members spent less time on research, scholarship, and related professional development as they revised their teaching and dealt with new and different demands. As society transitions out of the pandemic, the WeR1 Faculty Success Program seeks to support UNM faculty in new and creative ways.

Goals of the WeR1 Faculty Success Program were created with the understanding that faculty retention and advancement depend upon increased transparency, support structures, and resources that allow faculty to transition, rebuild, recover, and/or refocus their research, scholarship, and creative work. Any investment must encompass both small steps and expansive interdisciplinary initiatives—faculty need support now, but they also need that support to remain in place and be accessible in the coming years. The OVPR has committed over \$1 million in funding for this program over the next two years.

Key UNM Research Partners and Potential Partnerships

Established in 2006, the New Mexico Consortium (NMC) is a partnership with UNM, the [Los Alamos National Laboratory](#), [New Mexico State University](#), and the [New Mexico Institute of Mining and Technology](#) to develop, implement and continually improve models that encourage and support collaborative research across its partner institutions. The NMC was formed to anticipate what it takes for LANL, universities, and industry to work together. Research within the NMC includes [Advanced Computing](#), [Biofuels](#), [Biomedical & Human Health](#), [Climate Change](#), [Material Science](#), [Neuromorphic Computing](#), [Plant Biology & Agriculture](#), [Physics](#), [Seismic Research](#), [Space Science](#), and [Web Data Analysis](#).

To provide UNM researchers at all levels with the opportunity to protect and market their intellectual property and to catalyze commercialization of the University's inventions, the Board of Regents established [STC.UNM](#) in 1996; STC.UNM was recently renamed to UNM Rainforest Innovations. UNM Rainforest Innovations is a 501(c)(3) nonprofit corporation formed and owned entirely by The University of New Mexico Board of Regents with an independent board of directors. Located in the Lobo Rainforest Building in downtown Albuquerque, UNM Rainforest Innovations has proximity to research and development and laboratory facilities and other technology-based companies, many of which were created with help from STC.UNM.

In addition to the UNM Foundation and UNM Rainforest Innovations, UNM operates several other wholly-owned 501(c)3 corporations, including the [Lobo Development Corporation](#), [Lobo Energy, Incorporated](#), and [Innovate ABQ](#), an entrepreneurial hub being developed as a premier downtown innovation district for researchers, investors and entrepreneurs around the Lobo Rainforest building. The vision of Innovate ABQ is to create a one-stop-shop approach for companies, entrepreneurs, and investors seeking to evaluate new technology and create new business opportunities in New Mexico. The mission will be achieved by commercializing new technologies developed at New Mexico's research universities, by public/private partnerships with national labs, business organizations, civic leaders, the non-profit sector, national and global corporations, and public schools, and by providing entrepreneurial education and support. Given the lack of a diverse industrial and corporate base in New Mexico, it will be essential for UNM to continue to build relationships such as these, not only to benefit the economy and grow research, but also to continue to create a pipeline for student internships, provide students with opportunities for hands-on research, and for job placement after graduation. The Innovation Academy, also located in the Lobo Rainforest, is a meta-curricular program designed to be UNM's student incubator for ideas and businesses that provides an opportunity for students to infuse creativity, innovation, and entrepreneurship into their degree.

There is also great potential for UNM to have an even larger impact on the local and state economy by leveraging resources around New Mexico, including industry, national labs, the human services and nonprofit sector, and a vibrant artistic community. UNM must continue to work on building the deep,

statewide support that a major research university should earn by consistent attention to the needs of their stakeholders and their own reputations.

A major driver of the New Mexico economy has been federal government spending on major military and research institutions in the state. New Mexico is home to three Air Force bases, White Sands Missile Range, the federal research laboratories Los Alamos National Laboratory and Sandia National Laboratories, and the Air Force Research Lab. By being one of the primary sources of human capital for these institutions, UNM has built some key relationships with these entities, but there are opportunities to do more. Recent success in developing collaborative intellectual property agreements is an example of how these very different institutions can work synergistically. Additionally, one in ten jobs in New Mexico is in the arts and culture industries, making UNM's strong creative arts scholarship and education a hub for this economic driver. A new UNM initiative underway in Santa Fe is focused on providing UNM with a physical site in a newly developing creative district, which will bring together creative companies in design, arts, and technology.

The State of New Mexico is also facing many challenges and, as a major research university, UNM will be expected to help the state overcome these challenges and position it for greater success through research. The COVID-19 pandemic has raised issues not only related to medicine and health but also to a myriad of other issues including social justice, technology, and education. There has been a long-standing need to build a more diverse economy that is less reliant on extractive industries and the federal government. New Mexico is challenged to develop and integrate the rural areas of the state into the 21st-century economy, creating challenges for the state's farmers and ranchers. Urban centers in the state are highly diverse and display differing economic dynamics. Albuquerque and Rio Rancho have a strong presence in electronics manufacturing and research and development, Santa Fe is a world-renowned cultural center, Las Cruces is a manufacturing and defense hub, Farmington and Hobbs have strong foundations for natural resource development, and the state is a vibrant center of film production. UNM has the opportunity to leverage its many assets, including the branch campuses and the Health Sciences Center, to respond to these great challenges by expanding their reach through programming, the clinical enterprise, and research. UNM also has an opportunity to have a greater impact on the national and global economies by leveraging the proximity and relationship with Mexico and other countries in Latin America, as well as its neighboring states. Opportunities also exist in healthcare and in some of the signature strengths of New Mexico and the University, such as tourism, technology, and Native American art, culture, Indigenous knowledge, and languages.

Role of the AVP for Research

As a member of the senior leadership team, the role of the AVPR is to oversee university research administration-related activities and advise the VPR on matters of administration, policy, and faculty relations. The AVPR will be an experienced and innovative leader, skilled at developing and collaborating with teams and individuals at all levels of faculty, staff, and students within the university. This individual will supervise and support the leadership of OVPR units and programs including the Director of the Faculty

Research Development Office (FRDO), the Director of the Office of Sponsored Projects (OSP), and the Executive Director of the Office of Research Integrity and Compliance (ORIC).

Working closely with the Vice President for Research, the Associate Vice President for Research will assist in leading and supporting the research mission of the University. The AVPR will oversee, facilitate, and help promote large research initiatives and programs, including the Presidential Grand Challenges initiative, the WeR1 Faculty Success Program, and other University-wide research initiatives. The AVPR will also represent the OVPR at internal and external meetings as needed, including but not limited to, UNM's Board of Regents; the Faculty Senate, including the Research Policy Committee; Academic Program Review; and the Research Advisory Council.

Key Opportunities and Challenges for the AVP for Research

Catalyze the implementation of UNM's research strategic plan that furthers the campus' scholarly and innovative impact on the State of New Mexico and beyond

Working closely with the VPR, faculty, administration, and other key stakeholders, and in alignment with UNM 2040's outlined objectives, the AVPR will advance the research strategic plan which focuses on furthering the university's research reputation throughout New Mexico and beyond. OVPR has already made notable strides in expanding its research footprint through the development and recent expansion of the Grand Challenges program, as well as launching the WeR1 initiative. However, there are more opportunities to engage the campus community and support the professional development for students, faculty, and post-doctoral fellows across all campuses. The AVPR will be instrumental in working to advance existing initiatives while also collaborating with associate deans, research and center directors, and other key partners to identify strategic priorities for research within their units.

Further integrate the OVPR with the broader UNM community to strengthen collaborative research efforts

The OVPR is part of an institution which strives for the highest standards of academic and educational rigor. To support interdisciplinary research, the AVPR will work to strengthen the integration between OVPR and the broader UNM community to build out research efforts, encourage scholarship, and deepen collaboration between the Office and UNM's various schools and colleges, particularly those outside of STEM. The AVPR will also work closely with the leadership team in the HSC to foster partnerships and look for ways to enhance and facilitate research collaboration. The AVPR will assist in leading the creation of accessible and transformational educational experiences for all students to ensure a development transcending their disciplines and resulting in the next generation of scholars who will transform our world.

Establish and further develop key partnerships locally, nationally, and globally to better position UNM's reputation as a world-class research enterprise while securing financial resources

The AVPR will be a visible presence at UNM and within the state. They will work alongside the VPR and represent the OVPR as needed in internal and external meetings with the Board of Regents, the Faculty Senate (including the Research Policy Committee), the Academic Program Review, and the Research Advisory Council. They will be skilled in articulating the benefits of UNM's research efforts to maintain and further develop professional relationships with industry partners and government officials. The AVPR will be committed to uncovering new and innovative approaches to funding and supporting research activities which support UNM's mission and aspirations. The AVPR will work to build productive relationships and goodwill with partners and stakeholders to realize OVPR's and UNM's full potential.

Serve as the primary resource for the UNM campus on all compliance matters at the federal, state, local, and institutional level

The incoming AVPR must understand the value, importance, and challenges of supporting world-class researchers while meeting the complex regulatory requirements of a research university. This individual will bring experience with research organizations that prepares them to provide a vision to address the structural challenges facing research universities. Working closely with the Office of Research Integrity and Compliance, the AVPR will be the UNM's point person on all compliance matters at the federal, state, and institutional level. Moreover, this individual will partner with other campus units to offer campus constituents training and workshops on timely research integrity topics.

Continue to foster a culture of collaboration and customer service to further OVPR's reputation as an accessible and supportive resource for the campus and an attractive place for staff to work.

In recent years, the OVPR has made strides in enhancing customer-focused research administration that provides efficient, effective, and inclusive support. The AVPR will promote the highest standards of safety, integrity, and compliance that meet the needs of researchers, regulatory offices, and funding agencies. The AVPR will also work with campus partners such as the ADVANCE program and the VP for Diversity, Equity, and Inclusion (DEI) to identify needs of specific constituent groups and seek creative ways to support those needs to deliver superior customer service for everyone.

In addition to promoting a positive experience for customers, the AVPR will also be charged with working to improve the overall job satisfaction of staff and reduce turnover in research administration positions as staff are indispensable to OVPR's mission. The AVPR will support educational opportunities for staff and will assist in the development of opportunities for upward mobility within the organization. They will display exceptional interpersonal and management skills and will be accessible internally and externally. This individual will be committed to ensuring a healthy workplace environment for staff at all levels, and will have experience managing conflict, mentoring, and recognizing and rewarding staff for outstanding performance. The AVPR will bring a critical consciousness to their work and will assess any inequities within their unit. They will work to create an equitable and diverse environment for their team at all levels. The AVPR will also identify ways for OVPR to serve UNM's larger DEI objectives outlined in UNM 2040.

Qualifications and Characteristics

The University seeks a proven leader with a distinctive record of achievement. They will possess many of the following professional qualities, skills, experiences, and personal characteristics as they are listed below:

- Earned doctorate in a research-intensive field from an accredited institution required;
- A minimum of 10 years of combined active research experience as principal investigator and/or oversight of research operations at a large public or private academic/research institution;
- Significant administrative experience leading research administration at a university or research institution;
- Experience in compliance management, requirements, norms, and current issues relating to research;
- Excellent written communication, oral communication, and presentation skills;
- A demonstrated commitment to diversity, equity, inclusion, student and faculty success, and working with broadly diverse communities;
- Record of successful, collaborative leadership in an area relevant to the research mission;
- Excellent and proven administrative and managerial skills, including leadership-building, and strong interpersonal skills, including successful conflict resolution;
- Demonstrated capacity to appropriately prioritize multiple tasks, and to collaborate effectively on staff-faculty teams across the breadth of research and scholarship on campus;
- Demonstrated understanding of how to work with information technology to increase the effectiveness and efficiency of institutional operations, including process redesign and simplification, especially in the context of electronic research administration, collaboration and project management tools;
- Demonstrated working knowledge of sponsored funding mechanisms, including federal, state and private funding agencies' missions and expectations;
- Knowledge of concepts and principles of intellectual property, human research protections, disclosure of financial conflicts of interest, export controls, and other areas of research compliance;
- A comprehensive working knowledge of current laws (Federal and State), regulations, and sponsor policies related to sponsored projects management and administration and an ability to continuously adapt in an ever-changing research environment;
- Ability to secure and maintain top security clearance;
- A sense of humor.

Location

New Mexico is known as "The Land of Enchantment" or "Tierra del Encanto" because of its scenic beauty and rich history. New Mexico offers a wide variety of adventures, art, music and dance, breathtaking landscapes, and multicultural heritage, including a combination of Native American, Hispanic, and Anglo

cultures that cannot be found in any other state in the U.S. New Mexico has the highest percentage of Hispanics in the U.S., including descendants of the original Spanish/Mexican settlers who have lived in the area for more than 400 years, as well as more recent immigrants from a variety of nations in Latin America. It has the second-highest percentage of Native Americans as a proportion of the population, and the fourth-highest total number of Native Americans. The major Native American nations in the state are Pueblo, Navajo, and Apache peoples.

Oil and gas production, agriculture, the arts, the film industry, tourism, and federal government spending are important drivers of New Mexico's economy. State and local governments have a comprehensive system of tax credits and technical assistance to promote job growth and business investment, especially in new technologies. The state is home to more PhD holders per capita than any other state in the country as it is home to Sandia National Laboratories, Los Alamos National Laboratory, Intel, several other research facilities, and several land management agencies including the Forest Service and National Park Service.

New Mexico has one of the most diverse landscapes in the world, with a range of incredible outdoor adventures to match. The geography ranges from snow-capped 13,000-foot peaks, wildflower fields, thick forests of cottonwoods, white sand dunes, volcanoes and lava fields, to vast expanses of ranchland and desert.

The University of New Mexico Main Campus is located in Albuquerque, the most populous city in New Mexico with its own rich culture and heritage as one of the oldest cities in the U.S. It has a multicultural heritage and history where diverse influences are a part of everyday life. Averaging 310 days of sunshine a year, it is also a great place for outdoor activities, including biking, skiing, or golfing on some of the best golf courses in the Southwest. Residents and visitors alike take advantage of the many traditional New Mexican restaurants, enjoy world-class visual and performing arts, and visit the many museums and historical sites around the state. Albuquerque is home to the International Balloon Fiesta, the world's largest gathering of hot-air balloons. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. More information about Albuquerque can be found at <http://www.visitalbuquerque.org/>.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/search-detail/8741>. Electronic submission of materials is required.

Julie Filizetti, Rafa Escobedo, Katie Pusecker
Isaacson, Miller
1000 Sansome Street, Suite 300
San Francisco, CA 94111

Phone: 415.655.4900

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