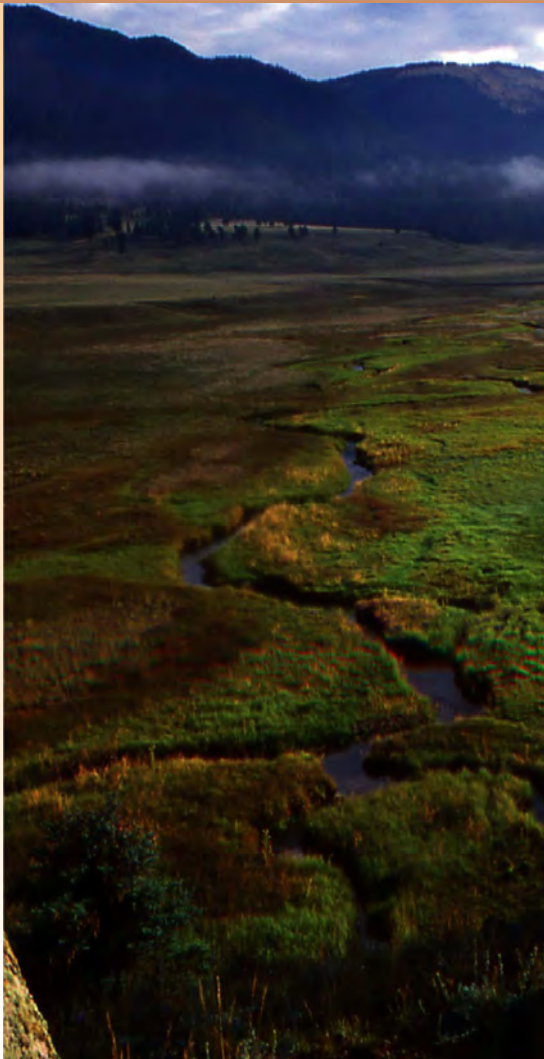




New Mexico
EPSCoR



New Mexico EPSCoR State Committee Meeting May 4, 2010

Valles Caldera Science & Education Center

Jack Jekowski

Committee Chair

Bill Michener

Program Director

Mary Jo Daniel

Associate Director

State Committee Welcome/Updates, Jack Jekowski

- Introductions
- Welcome new Associate Director
- Review agenda (packet)
- Approval of Minutes from Oct. 2009 meeting (packet)



Agenda

- 8:30 am - Welcome and updates (Jekowski)
- 8:45 am - Project Updates
 - Track 1 & 2, C2 (Daniel)
 - Upcoming events (Michener)
 - CI Day for Industry
 - AAAS Panel Visit
- 9:30 am - Workforce development (Daniel and Committee)
- 10:15 am - Diversity Plan for Faculty (Michener and Committee)
- 11:15 am - other business
- 11:30 am - lunch followed by departures



NM EPSCoR Project Updates

- RII 3 (Track 1) Review of activities since last State Committee Meeting (October, 2009)
- Track 2 Year 1 Activities
- C2 Proposal Update
- Upcoming Events



RII 3 (Track 1) Activities

- All Hands Meeting (November, 2009)
 - Updates from research components
 - Brainstorming: What scientific questions can serve to enhance the integration across research components?

Led to the development of an IWG proposal: “Identifying the Most Relevant Spatial and Temporal Scales of Climate Change with Respect to Surface Hydrologic Processes”
- Updates from cyberinfrastructure, education and outreach
- Expansion of Diversity Committee and discussion of role



RII 3 (Track 1) Activities

- Research Activities
 - Field work recommencing after large snowfall
 - 4 SCAN sites operational
 - Distributed Temperature Sensing system
 - Further development of System Dynamics model (economic-behavior-physical)
 - Socio-cultural data for Rio Chama and Rio Hondo areas



RII 3 (Track 1) Activities

- Innovation Working Group:
 - Natural and Human Dynamics of *Acequia* Systems
 - September 15-17, 2009 at Ghost Ranch
 - Led by Sam Fernald, NMSU
 - 10 participants
 - Created a graphic representation of the traditional irrigation system as a nexus of the interactions between human and natural systems
 - Led to the development of an NSF proposal submitted in November, 2009 (Dynamics of Coupled Natural and Human Systems)



RII 3 (Track 1) Activities

- Junior Faculty Leadership Workshop (January, 2010)
 - Held at the Santa Fe Institute
 - 17 attendees—faculty and post docs from 8 institutions
 - Focused on communicating with media and policy makers, effective meeting facilitation skills, managing research projects, and promoting diversity



RII 3 (Track 1) Activities

- External Advisory Board (January, 2010)
 - Summary: *The EAB is very impressed with the year one progress of RII3. Much of the necessary baseline work in both physical and human infrastructure have been put in place and positions New Mexico EPSCoR well in both Climate Change adaptation and broadening STEM education and career opportunities for their diverse population.*
 - The full EAB report and State Office response are in your packet.



RII 3 (Track 1) Activities

- National Meeting for NSF EPSCoR Project Directors and Administrators (January, 2010)
 - Held at Tamaya (Bernalillo)
 - Representatives from most EPSCoR jurisdictions were present
 - NSF EPSCoR Director and Senior Associate attended



RII 3 (Track 1) Activities

- Education and Public Outreach Activities
 - Follow-up work with Summer Institute teachers
 - UROP recruiting for summer, increased applications
 - Climate Change events at NM Museum of Natural History and Science
 - Earth Hour
 - Climate Change seminars and lectures
 - Bio Blitz
 - [Math and Science Day at the NM Legislature](#), [Earth Day in Taos](#)
 - Engaging America's Talent Conference, Arkansas



RII 3 (Track 1) Activities

- Tri-State Consortium Meeting (April, 2010)
 - Held in Incline Village, NV
 - 150 Participants from NV, ID, and NM (40)
 - Goals: advance understanding of climate change by leveraging resources, data sharing and data management and develop joint research, education, and outreach capacity
 - Highlights included a poster session for graduate students, half-day session on diversity, and workshop on Hydrologic Information Systems



Track II: Tri-State Consortium CI Development

- Organizational “Kick-Off” held in November, 2009
 - Monthly leadership conference calls
 - Monthly component conference calls
- External Advisory Committee held in February, 2010
 - Responses being compiled by Nevada PI



C2 Proposal Status

- *Improving Broadband Access for Tribal and Regional Colleges in New Mexico*
 - Responded to NSF request for additional information
 - Anticipating notification from NSF in mid-May



EPSCoR 2010 Milestones and Upcoming Events

- Milestones in 2010
 - Complete field installation of hydrology, meteorology and snowpack monitoring network in north central NM
 - Begin climate change impacts on water quality research
 - Initiate SEED grants program, up to \$40,000 per school
 - Innovation Working Groups
 - Open *Climate Change in New Mexico* exhibit at NMMNHS



EPSCoR 2010 Milestones and Upcoming Events

- Milestones in 2010, cont.
 - Teacher Institute at Valles Caldera - June 7-11
 - Dick Powell (N. Network), Edward Martinez (Highlands), Laura Crossey (UNM), Bob Parmenter (Valles Caldera), etc.
 - Addition of pre-service teachers
 - Tri-state Modeling Course (Instructors: Laurel Saito, NV; Sam Fernald, NMSU; Caiti Steele, NMSU; Mark Stone, UNM; with Vince Tidwell (SNL) and Cliff Dahm (UNM) as guest speakers)
 - 11 NV, 9 ID, 10 NM (1 NM Tech, 3 NMSU, 6 UNM)



EPSCoR 2010 Milestones and Upcoming Events

■ Upcoming Meetings

- DoE Science Panel - Beltsville Md - May 5, 2010
- NSF EPSCoR PD/PA Mtg - Washington DC - May 17-20, 2010
- DoE EPSCoR Site Visit (Plamen Atanasov) - May 20-21, 2010
- External Adv. Board meeting - Fall 2010
- NM All Hands Meeting - Fall 2010
- Tri-State Annual Meeting - April 2011
- CI Day for Industry - to be discussed
- AAAS Site Visit - to be discussed



CI for Industry Day

- CI Day in fall 2010
- Planning workshop for CI Day
 - Timing: late spring or early summer in Albuquerque or Santa Fe
 - Format: 10 am - 3 pm (includes catered lunch)
 - Objectives:
 1. Review prior “CI Day” programs
 2. Identify needs/objectives for “CI for Industry Day”
 - a) from perspective of business/industry reps
 - b) from perspective of CI-providers
 3. Draft tentative program and identify possible speakers based on 2a and 2b.



Possible Planning Workshop Participants:

1. Beverly McClure (ACI)
2. Stephan Helgesen (Consultant)
3. Jack Jekowski (ITP)
4. Kurt Steinhaus (LANL)
5. Janice Arnold-Jones (NM Legislature)
6. Jami Grindatto (Intel)
7. Ron Tafoya (Intel)
8. Bob Eisenstein (Math & Science Adv Council)
9. Lillian Montoya Rael (formerly with LANL)
10. Patty Lundstrom (NW NM CoGs)
11. Lawrence Rael (M. Rio Grande CoGs)
12. Ed Burckle (Regional Dev. Corp.)
13. Linda Lopez (NM Leg.)
14. Marie Garcia (SNL)

1. Lori Liebrock (NM Tech)
2. Ed Angel (Santa Fe Complex)
3. Scott Lathrop (NCSA)
4. Susan Atlas (UNM CARC Director)
5. Gina Tanner (NMCAC Gateway Coordinator)
6. Lenny Martinez and / or Tom Bowles (NM Governor's Office)
7. SNL rep
8. LANL rep



AAAS Review: Summer/Fall 2010

1. Strategic fidelity of Track 1&2 activities to Proposals?
2. What research area(s) could we pursue that tie NSF-EPSCoR opportunities with the statewide needs as identified in the State's Science and Technology Plan?
3. How could we develop an effective proposal (i.e., viewed favorably by NSF) that would channel resources to small regional and tribal schools to increase their role in contributing to the STEM pipeline?
4. What creative strategies could we propose that would contribute to workforce development in STEM?



Workforce Development—from NSF...

- These proposals [RII] are unique in their state-wide scope and complexity...and in their role in developing the diverse, well- prepared, STEM-enabled workforce necessary to sustain research competitiveness and catalyze economic development.
- Implementation of novel concepts and the identification of best practices ...that will result in a strong, quantifiable impact on the STEM workforce;



Workforce Development—From NSF...

- **Workforce Development Plan.** A jurisdiction's STEM workforce is the life blood of its innovation and competitiveness. The development of such a workforce is critical to building and sustaining research capacity and economic growth. To this end, the scope of RII Track-1 activities must include specific focus on transformative workforce development leading to innovations and competitiveness.



Workforce Development

- What are NM's near and long-term workforce needs related to STEM (and the state's S&T plan) that can inform our next RII proposal?
- What resources do we currently have to meet those anticipated needs?



Diversity Plan for Faculty in New Mexico Colleges and Universities



Planning for “Diversity Plan” modification

- (1) complete an environmental scan of institutional diversity at colleges and universities in New Mexico and at peer institutions within our region
- (2) compile pointers to existing diversity plans at New Mexico institutions and highlight exemplary plans within and outside our state; and
- (3) convene a diversity workshop as part of our New Mexico EPSCoR State Committee meeting that will be held Monday October 26th in Albuquerque
- Use input (1-3) to fashion a best practices diversity plan for New Mexico’s research universities that highlights EPSCoR diversity goals, builds on key EPSCoR programs such as the Faculty Leadership Program, and provides recommendations and approaches for increasing the participation of women and underrepresented minorities on the faculty.
- Plan will be researched and presented for review at the spring meeting of the New Mexico EPSCoR State Committee. Pending approval of the State Committee, the final Plan will be presented to the Council of University Presidents at their fall 2010 meeting.



Best Practices Guide for Increasing Faculty Diversity at New Mexico Higher Education Institutions

I. Introduction, Background, and Objectives

- 1) Environmental scan of NM and other states
- 2) Develop set of recommended best practices
- 3) Identify additional resources

II. Environmental Scan

III. Recommendations

IV. Additional Resources



Environmental Scan (Chronicle of Higher Education, October 16, 2009)

- The racial and ethnic diversity of the University of New Mexico and New Mexico State University as a percentage of total full-time faculty is the highest among the group of comparable institutions and typically exceeds their peers by a factor of 2.
- New Mexico institutions have the highest percentage of Hispanic faculty among their comparable institutions.
- New Mexico institutions have an above-average percentage of American Indian faculty relative to comparable institutions, but are lower in comparison to Oklahoma institutions.



Environmental Scan (numerous sources)

- 24% of faculty at NM Institutions of Higher Education report themselves to be of non-white ethnicity;
 - 50% of faculty are female;
 - and NM currently averages 12% Hispanic and 3% Native American faculty.
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- Thus, overall New Mexico does have a diverse faculty, but efforts must be made to retain and promote faculty from underrepresented minorities at all institutions of higher education.



Recommended Best Practices

1. Intentional hiring strategies
2. Active recruiting
3. Diverse hiring committee
4. Candidate champions
5. New faculty support
6. Maintaining an inclusive community of practice
7. Institutional commitment to diversity



Additional Resources

- General information
- Databases for targeted recruitment
- Sample diversity plans
 - NMSU
 - UNM
 - UCLA
 - Berkeley
 - Cornell



Diversity Plan

- Recommended revisions/additions?
- How best to present the plan to the CUP in the fall?



Thank you !

