



SCHOOL OF MEDICINE

Dean

Leadership Profile

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WittKieffer

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The Opportunity

The University of New Mexico School of Medicine (UNMSOM) seeks an innovative, compassionate and accomplished academic physician leader to serve as its next Dean. This is an exciting opportunity to lead the School of Medicine as it embarks on a new era dedicated to delivering cutting edge primary and subspecialty clinical care, innovative and culturally humble education to the next generation of physicians, scientists and healthcare providers, and transformational scientific discoveries to improve the health of all New Mexicans. UNMSOM uniquely serves a diverse population at one of the most respected public universities in the United States. Leadership, frontline faculty, staff and learners hold the mission to ensure that all populations in New Mexico have access to the highest quality health care as the highest of goals. Candidates will quickly sense the strong commitment to the primacy of the mission to all patients and communities across the state of New Mexico, as well as the many other foundational strengths in all pillars of clinical, research, teaching, community engagement, and diversity.

The School of Medicine, along with the College of Pharmacy, College of Nursing and College of Population Health, is part of the UNM Health Sciences Center, which is the state's only academic health center. The University of New Mexico Health System is one of the largest health system in New Mexico and is comprised of the UNM Hospital, UNM Medical Group, Sandoval Regional Medical Center and the state's only NIH designated Comprehensive Cancer Center. In addition, UNM Health is New Mexico's only Level I Trauma Center, UNM Children's Hospital, home to the only Burn Center, and the state's first Comprehensive Stroke Center. UNM Health providers specialize in over 150 areas and receive 900,000 outpatient visits, 22,000 surgical cases and 100,000 emergency room visits each year. Combined, the Health Sciences Center and UNM Health System enterprise employ nearly 11,000 FTE, enroll over 2,200 bachelors, professional and graduate students; have research awards of about 220 million per year (FY21); and manages a total budget of \$2.2 billion (FY20), which includes the \$1.5 billion health care delivery system.

UNM prides itself on being an engaged partner to the many communities it serves and takes great pride and accepts the responsibility that comes with that commitment. The School of Medicine, created in 1964, is celebrated for its research discoveries and innovations in medical education and has earned a reputation for prioritizing diversity in the physician workforce. Its programs in rural and family medicine are nationally recognized and its groundbreaking BA/MD Program has provided a new pathway for students from throughout New Mexico to pursue a medical career.

The UNMSOM leads the nation in family medicine and rural health training. UNM graduates account for nearly 40% of New Mexico's practicing physicians. UNM is home to a nationally ranked research enterprise and Biomedical Science Graduate Programs with world-class scientific investigators and scholars who deliver life-saving results for humanity. With over 1,110 clinical faculty and over 2,500 staff, the School of Medicine consists of 20 departments, has 425 medical students and over 700 residents and fellows in GME training programs. The State of New Mexico supports the school with direct public funding. In addition to being educators supporting research programs with national impact and recognition, the School of Medicine has grown into being a major part of the health care infrastructure for the State of New Mexico, with programs in 141 communities.

The Dean will report directly to the EVP for Health Sciences and CEO, UNM Health System, Douglas Ziedonis, MD and will work in close collaboration with the other Health Sciences Center Deans and leaders. The Dean is charged with setting the vision for the School of Medicine's next stage of evolution and guiding change through empowering other leaders, faculty, staff and students in

advancing the academic, clinical, research, community engagement, and diversity missions while embracing New Mexico's rich and vibrant cultures as invaluable assets.

The successful candidate will be a tribally, nationally or internationally recognized leader with a substantial record of leadership and management skills in growing all the key mission areas with a personal history of strengths in these mission areas that was leveraged to help develop and support others in all the mission areas. They will have the in-depth knowledge and ability to effectively lead physicians, researchers, and educators while embracing the importance of accountability, excellence, and financial sustainability. Integrity, professionalism, compassion, excellent communication skills, intellect, cultural humility, the ability to work effectively with numerous stakeholders, and the ability to substantially advance diversity, cultural competency and health equity are essential. Candidates should seek to actively engage with diverse communities and serve the state of New Mexico. Qualified candidates must hold an MD or equivalent medical degree; be board certified in their specialty and eligible for medical licensure in New Mexico; and meet University of New Mexico criteria for appointment to a tenured professor faculty position. We strongly encourage applications from diverse individuals, especially those with lived experiences of communities historically underrepresented in medicine.

Organization Overview

UNM School of Medicine

In 1957, New Mexico faced a growing shortage of physicians and no medical school to train them. To fill that need, The University of New Mexico's President, Tom Popejoy, began the process of establishing a medical school at UNM. The School of Medicine's first class of 24 students began in 1964 and in 1966, the four-year MD curriculum was launched. The first class of UNM MDs graduated in 1968.

By 2006, the Doctor of Medicine program's class size had increased to 76. That year, UNM's Combined BA/MD Degree Program was launched and the School of Medicine once more increased its entering MD class size to 103. The first cohort of BA/MD students matriculated in 2010. Over the years and true to its beginnings, the UNM School of Medicine has remained focused on expanding New Mexico's health care workforce.

Fall 2020 enrollment included more than 1,600 students, including 700 residents and fellows being trained at UNM Health System and in partnership with the Raymond G. Murphy VA Medical Center. Undergraduate medical students total 418 with 6 students enrolled in the MD/PhD program and 89 students in the Physical Therapy Doctoral program. Masters level graduate programs include Dental Hygiene, Medical Laboratory Sciences, Occupational Therapy and Physician Assistants. The UNMSOM undergraduate programs enroll about 200 students in Dental Hygiene, Emergency Medicine, Medical Laboratory and Radiological Sciences.

The total UNMSOM budget for the 2022 fiscal year is \$640 million across all missions and programs, funding 1,200 faculty 2,200 staff. The UNMSOM has shown steady growth in finances for the last ten years of 5-7% annually. The research enterprise was awarded about \$185 million in fiscal year ending June 30, 2021.

U.S. News and World Report's 2022 edition of "America's Best Graduate Schools" ranks the [UNMSOM](#) 28th in primary care, 81st in research and fifth in Most Diverse Medical Schools.

Patient Care

UNM School of Medicine's clinical faculty include the 880 providers for the UNM Health System. Physicians practice at UNM Hospital, Sandoval Regional Medical Center and in the UNM Medical Group (UNMMG) Clinics providing primary to tertiary and quaternary care.

The UNMMG, with over 600 employees, is the faculty practice for the UNMSOM. The UNMMG represents 152 specialties and is a multi-specialty group practice that supports the UNMSOM clinical departments through professional revenue cycle activities, serves critical Health System support functions, and operates 16 clinics in addition to employing staff providers that work throughout the Health System. UNMSOM Faculty attend at the 76 clinics of UNM Hospital and practices at Sandoval Regional Medical Center and UNMMG clinics.

Additional Clinical Partners

The Veterans Affairs Medical Center has been a long time partner of the School of Medicine and a number of faculty are shared between the two facilities. These shared appointments provide the faculty with a robust environment for research. Currently about 100 FTE residency slots are filled at the VA with the potential for 15 more.

Another partner of the School of Medicine is the Lovelace UNM Rehabilitation Hospital (LUNMRH). This partnership is critical in both education, and in providing care for patients who need to be discharged to rehabilitation. The newly established Physical Medicine and Rehabilitation residency is anchored at LUNMRH.

Education

The UNM School of Medicine has an outstanding group of engaged faculty who deliver the education mission to over 1000 diverse learners. The breadth of this school encompasses students from medicine (undergrad and graduate), dental hygiene, emergency medical services, medical laboratory sciences, occupational therapy, physical therapy, physician assistant, radiologic sciences and biomedical graduate education. This diversity of learners leads to multiple opportunities for rich Interprofessional Education Experiences across the entire Health Science campus as well as interdepartmental collaborations in research and service. The programs are augmented by a large group of community partners across New Mexico and in multiple neighboring states. The academic faculty have strong backgrounds in pedagogy and deliver exceptionally skilled graduates from programs, employing the future health care workers of this very diverse and largely rural state.



Educational Programs within the UNM School of Medicine include: Undergraduate Medical Education; Graduate Medical Education with 22 residencies and 42 fellowships, including three different Family Medicine training tracks in Albuquerque, Santa Fe and the Northern Navajo Medical Center in Shiprock—the breadth of GME programs from primary care to subspecialty fellowships enable UNM to train physicians for the state; Continuing Medical Education; Biomedical Sciences Graduate

Program; Health Professions training and educational programs range from certifications to doctoral level degrees and include the following professional training programs:

- Dental Hygiene
- Emergency Medicine Academy
- Medical Lab Sciences
- Occupational Therapy
- Physical Therapy
- Physician Assistants
- Radiological Science

Faculty retention is better than the national average driven by a compassionate culture supported by the Office of Professional Wellbeing (OPW) and other programs and services that include:

- The Learning Environment Office
- Office of Applied Cognition
- Office of Medical Student Affairs (OMSA)
- Anti-racism curriculum
- Preceptorship and community faculty office
- Community of Scholars
- Office of continuous professional learning
- Rural and Urban Underserved Program (RUUP)
- Diversity research mentoring

The UNMSOM has a proactive Office for Diversity, Equity, and Inclusion (DEI) with diversity leaders in all academic departments. The office supports the UNMSOM's diversity, equity, and inclusion strategic efforts and programmatic initiatives (e.g. anti-racism, LGBTQ+, women leadership, Hispanic health, disability initiatives) in collaboration with leaders in departments, academic offices, and health system entities. The office supports the UNMSOM in meeting UME and GME accreditation standards and in creating a supportive culture and climate for all community members. The office staff works with departmental diversity leaders to design, implement and/or evaluate DEI-related activities, including but not limited to, DEI-related curriculum content; diverse learner, resident, fellow, and faculty recruitment and retention; faculty and staff development; and supporting equitable policies and practices within the UNMSOM. The office represents the UNMSOM's interests on the new HSC Office for DEI Inclusive Excellence Council.

The Combined BA/MD Degree Program

Designed to help address the state's physician shortage by assembling a class of diverse students who are committed to serving New Mexico communities, UNM's Combined BA/MD Program is a collaboration between the Health Sciences Center and the UNM College of Arts & Sciences.

The program is open to students graduating from a New Mexico high school and members of a Native American nation, tribe or pueblo located wholly or partially in New Mexico and graduating from a local school. Students in the program receive undergraduate scholarship support and are provisionally admitted to UNM School of Medicine. As of January 2020, 119 students were enrolled in the undergraduate phase and 111 were medical students at UNM. Of BA/MD alumni practicing medicine, 73 percent have returned to New Mexico and 94 percent practice in primary care medicine.

Discovery & Innovation

There is an outstanding group of research-oriented faculty in basic, clinical, and translational research, including strengths in health services delivery, community based participatory, health equity and disparities research. UNMSOM faculty are vital members of the UNM NCI designated Comprehensive Cancer Center, and the Clinical Translation Science Center. These Centers and others provide mentoring support, K Award Career Development grant writing support, infrastructure for IRB protocol supports, patient recruitment, community engagement, and all other critical components to help faculty be successful in their research work. There are many stand-out Departments in NIH rankings as well as many individual departmental PI's. In 2019, the Department of Family and Community Medicine was ranked in the top 10 (9/42) and the Departments of Pathology (19/85) and Neurosciences (17/50) were ranked in the Blue Ridge top 20.

The research interests of many of the faculty are engaged across the Health Sciences Center in team based science across disciplines and specialties in six signature research programs ([Brain and Behavioral Health](#), [Cancer](#), [Cardiovascular and Metabolic Disease](#), [Child Health](#) Research, [Environmental Health Sciences](#), and [Infectious Diseases and Immunity](#)) as well as across the UNM campus in the Grand Challenges Programs (Substance Use Disorders, Healthy Aging, etc). New Mexico has emerged with a pivotal role in the modern defense and biothreat era with important partnerships with world class national labs in New Mexico of the Los Alamos National Lab and Sandia Lab as well as other research enterprises in Albuquerque such as Lovelace Research Labs.

Interdisciplinary teams conduct research that has substantially improved health in New Mexico and throughout the world with a focus on Population health, Comparative effectiveness research, Advanced microscopy, Molecular screening for drugs, Data science and informatics, Neurosciences, Immunology, Cell biology, the AIM center, COBRE's and P20's.

Due to the unique setting UNMSOM offers, there are many examples of community-based research, including with Native American and Hispanic communities. . One of three majority-minority states with 49 percent Hispanic and 39 percent non-Hispanic White and 28 percent speaking Spanish at home, New Mexico is ethnically diverse (Anglo, Hispanic, Native American), rural, impoverished, and medically disenfranchised with health-disparate populations. New Mexico presents geographic, racial/ethnic, and rural obstacles to health care and outcomes- and is among only five of 24 IDeA states with a CTSA hub and NCI designated Comprehensive Cancer Center. Faculty, staff and learners perform research statewide and regionally.

Position Summary

Reporting Relationships

Reporting to Douglas Ziedonis, MD, Executive Vice President for UNM Health Sciences and Chief Executive Officer of the UNM Health System, the Dean is responsible for all five of the critical missions of clinical, education, research, community engagement, and diversity in the UNMSOM. The Dean serves as the chief academic, administrative, executive and financial officer of the UNMSOM. This includes promoting a community of diverse faculty, residents, students, and staff, and fostering professionalism, diversity and a positive work and learning environment.

There is a strong team of Vice Deans and Staff Leaders who provide needed support for these mission areas and work.

Direct reports include: all Departmental Chairs within the School of Medicine, CEO of the UNM Medical Group, Senior Associate Dean of Education, Senior Associate Dean for GME and Learning Environment Office, Senior Associate Dean for Research Education, Senior Associate Dean for Research, Senior Associate Dean for Faculty Affairs and Career Development, and Director of Finance.

Key relationships for the Dean of the UNMSOM include: Vice President for Academic Affairs, Vice President for DEI, SVP for Administration and Finance, Vice President for Research, CEOs of UNMH and SRMC, Boards of UNMH, UNMMG and SRMC UNM, Board of Regents and Deans of other Health Sciences Colleges.

Responsibilities

- As the chief academic officer for all the UNMSOM educational activities, the Dean is responsible for building and ensuring the highest possible quality in medical, graduate, and post-graduate education and research education, including expanding innovation in the educational mission. The Dean also oversees continuing medical education, the biomedical sciences graduate program, and the seven health professions programs: Dental Hygiene, Emergency Medicine Academy, Medical Lab Sciences, Occupational Therapy, Physical Therapy, Physician Assistants and Radiological Science.
- In the clinical mission area, the Dean is a critical member of the UNM Health System Executive Leadership group which makes all the clinical decisions for the health system and integrates the other missions into the health care system. The Dean is responsible for ensuring that the clinical environment provides high quality patient care and is conducive to appropriate integration of the educational and research programs, including assuring active engagement and collaboration with community partners to improve health through partnership, outreach, health advocacy and engaged scholarship.
- The CEO of the UNM Medical Group reports to the UNMSOM Dean, and together they are critical in developing the group practice and its many components, including current initiatives in primary care, telemedicine, and quality improvement.
- The Dean is responsible to lead the vision for the research mission, and support the Vice Deans, Department Chairs, Center leaders, and faculty, staff, and students in creating systems to support research career development, mentoring, research infrastructure, collaborations across the HSC and UNM campus, and collaborations with other Deans and the HSC Vice President for Research.
- The Dean is responsible for supporting inclusive excellence and diversity and equity matters in collaboration with the Executive Diversity Office of the UNMSOM, Vice President for HSC Diversity as well as other leaders in DEI across the HSC.
- The Dean is responsible for supporting community engagement efforts in all mission areas, including working with the Vice President for the Office of Community Health and numerous other leaders with trusted partnerships in the community.
- The Dean is also responsible for matters relating to the design and effective administration of the school, including academic programs, faculty, students, staff, facilities, resources, budgets,

development initiatives such as grateful patient initiatives, fundraising and relationships with the community and external stakeholders.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- The incoming Dean will work with the faculty and staff to develop a shared vision for the next stage of evolution for the UNMSOM. The Dean will act in a transparent and proactive manner to evaluate current programs and practices. The Dean will mentor, empower and motivate faculty and staff toward a shared vision.
- The Dean will lead and champion the goal to make the UNMSOM be the national model for Diversity, Equity and Inclusion, address -isms (e.g. racism, ethnoracism, sexism, homophobia, transphobia, xenophobia, etc.) and improvements in health equities across the State.
- The Dean will build and foster community relationships both within the City of Albuquerque and the State of New Mexico to ensure that UNMSOM is serving the population to improve the health of all New Mexicans.
- Ensure the financial security of the UNMSOM.
 - Engage with alumni, donors and friends of UNM to increase philanthropy in support for the UNMSOM.
 - Assess the current financial structure and ensure a culture of accountability and transparency.
 - Enhance the research funding portfolio to provide healthcare impact and to address the needs of the community and state.
- To be successful, the Dean must develop strong relationships with the clinical, educational and executive leaders across the institution and elevate each of the academic missions while ensuring a focus on the needs of the population served in New Mexico.
 - For the **Clinical Mission**, as the head of the group practice, the next Dean will focus on improving integration in partnership with the Hospital CEOs as dyad partners to ensure alignment with optimization of UNMMG and become deeply integrated in the oversight of operational management of the clinical enterprise.
 - Expansion of clinical services; increasing diverse faculty recruitment and retention, and working with health system leadership to expand inpatient and outpatient services.
 - Attract and retain the highest caliber of diverse department chairs.
 - Improve diverse faculty recruitment/retention with support of necessary measures for faculty mentorship and compensation improvements.
 - Utilize a deep understanding of how funds flow and resource allocation in academic/clinical medicine strengthen the collaborative function of department chairs in the clinical and basic science realms.

- For the **Education Mission**, as the Chief Academic Officer:
 - Ensure positive and inclusive learning environments understanding the complex intersections between diversity, equity and inclusion and learner support.
 - Maintain program accreditations, support and invest in UME/GME, set ambitious goals and provide leadership for learning and teaching innovations across the UNMSOM.
 - Invest in curriculum developments, accountability of educational leadership and advocate and allocate resources where needed to elevate the educational platform across the UNMSOM.
 - Engage and work in concert with all schools and colleges of healthcare programs at UNM HSC and understand characteristics of different healthcare providers (e.g., physicians, pharmacists, nurses, PTs, OTs, etc.) and to promote and enhance interprofessional education so that students and healthcare providers at UNM HSC work effectively with patients in a highly functioning team-based approach.
 - Serve as a strong advocate for faculty and learner needs in the research and clinical environments.
- For the **Research Mission**, work towards a broader national and international presence and reputation with the ultimate goal of impact to improve the quality of life to both New Mexicans and the nation.
 - Lead Chairs/Associate Deans/other UNMSOM leaders and teams to develop a full-spectrum research enterprise and continued growth within the UNMSOM.
 - Attract and retain the highest caliber of diverse department chairs.
 - Leverage research strengths across UNM to build multidisciplinary team science and programs to compete and succeed in securing external grant funding.
 - Develop strategies to increase research-oriented faculty recruitments.
 - Serve as a strong advocate for faculty and learner needs in the research, education and clinical environments.
- For the **Diversity Mission**, advance inclusivity, diversity, justice and equity throughout the UNMSOM and New Mexico through capacity building and sustainable programs and collaborations.
 - Lead Chairs, Senior Associate, Associate, Assistant Dean and other UNMSOM leaders and teams to develop a comprehensive approach to ensuring a diverse, inclusive and equitable learning and work environment.
 - Support the recruitment, retention, and promotion of diverse learners, staff, faculty and senior administrators.
 - Develop clinical, research, and educational strategies to help address health inequities in New Mexico.

- Collaborate with the HSC Office for DEI to align DEI strategic plans, goals and metrics.

Candidate Qualifications

Education/Certification

Minimum Qualifications:

- MD or MD/PhD, or international equivalent degree. Additional related secondary degree preferred including MPH, MBA, EdD.
- Board Certification in the candidate's specialty/discipline.
- Nationally or internationally recognized achievement in research, clinical and educational pursuits that would warrant appointment as a tenured, full professor.
- Considerable executive leadership within an academic medical center, or similarly complex and oriented institution, usually demonstrated with having led a large department, interdisciplinary center/institute or having served at the dean or vice dean level.
- Evidence of meaningful community engagement work.
- Considerable executive leadership in diversity, equity, and inclusion.
- Evidence and understanding of cultural humility and cultural responsiveness.

Leadership Skills and Competencies

- The Dean is expected to be an energetic, visionary, compassionate, inspirational, and collaborative leader with a commitment to excellence in all five UNM mission areas of clinical, education, research/scholarship, community engagement, and diversity / inclusive excellence. The Dean will build on these strengths and provide leadership in promoting innovation, scholarship, research, academic, diversity, and clinical excellence that is well integrated with the entire Health Sciences Center while developing and maintaining good relationships with students/trainees, faculty, staff, and alumni.
- The Dean is expected to be an innovative, strategic leader and builder with the reputation, stature and credibility to attract strong diverse faculty, staff and learners, strengthen connections with community partners and build collaborations with other academic institutions. The Dean is entrusted with growing the research and clinical enterprise through increased collaboration and integration within the UNM HSC Colleges, with the main campus Deans and through comprehensive affiliations with external clinical and academic partners outside UNM.
- The Dean must be effective in interpersonal and communication skills that engender cooperation and collaboration among faculty, students, staff, allied health professionals and community leaders and must demonstrate commitment to diversity and inclusion.

Preferred Professional Experience and Characteristics

- Track record of knowledge, experience and commitment to efforts at advancing diversity, inclusion/belonging and equity relevant to patients, learners, faculty, staff and the community.

- Track record as a creative, collaborative, strategic, and critical thinker.
- Demonstrated emotional intelligence in leadership, coaching and mentoring faculty, clinicians, researchers and/or students and professional staff.
- Experience in effecting change within an organization in a way that has resulted in collaborative partnerships both within their own school or department and more broadly throughout the institution.
- Strong clinician and educator with evidence of high impact research success and/or creating an environment supportive of others' research.
- History of working collaboratively and effectively within a highly matrixed, interdisciplinary environment for education, research and clinical care.
- Track record of successful recruitment and mentorship of academic physicians and scientists and supporting diverse teams.
- Broad understanding of current national health policy and future challenges to academic medicine; a track record in drafting policy and working with legislators.
- A fair leader that values staff, recognizes their contributions across mission areas, encourages their development and can build effective teams.
- Strong financial acumen, with experience of effective and efficient management of a large, distributed infrastructure and budgets and a deep understanding of funds flow and resource allocation.
- Strong skills in mediating high-level conflict
- Understanding and a demonstrated history of addressing health equity across areas of education, research, service and/or policy.
- Knowledge and practice in population health.
- Strong commitment to advancing innovation in medical education.
- Commitment to patient-centered and high quality healthcare.
- Success leading and increasing philanthropy.

Timeline

Potential interview dates for this position have been outlined as follows:

Paper presentation of qualified candidates to Search Committee: October 20, 2021

Round One interview dates: Mid November (tentative)

Round Two interview dates: TBD

Selected candidates should plan to hold the above dates in the event they are invited by the committee to participate in the interview process.

Procedure for Candidacy

Please direct all nominations and resumes to Joyce De Leo, PhD, Karen Otto, Kerry Quealy and Philip Burton via e-mail, to UNMSOMDean@Wittkieffer.com.

The University of New Mexico School of Medicine values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of New Mexico School of Medicine documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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Appendix

University of New Mexico

Founded in 1889 as New Mexico's flagship institution, with a total enrollment of over 29,600 students (44 percent Hispanic and 14 percent Native American) across multiple campuses, the University of New Mexico now occupies nearly 800 acres near old Route 66 in the heart of [Albuquerque](#), a city of more than 500,000 people in a metropolitan area of nearly a million. The University has branch campuses in [Gallup](#), [Los Alamos](#), [Taos](#) and [Valencia County](#), plus an HSC extension campus in Rio Rancho, and home to the Sandoval Regional Medical Center. [UNM's libraries](#), [museums](#), galleries and performance spaces are rich cultural resources for the state. UNM is a federally designated Hispanic-serving institution.

UNM is the premier research university in New Mexico, as well as a Carnegie Highest Research Activity Institution (R1) and a federally designated Hispanic Serving Institution (HSI). Among the University's outstanding research units are the [Center for Advanced Research Computing](#), [Cancer Center](#), New Mexico Engineering Research Institute, [Center for High Technology Materials](#), [Design Planning Assistance Center](#), and Center on [Alcoholism, Substance Abuse & Addictions](#).

UNM offers 94 baccalaureate, 71 masters and 37 doctoral degrees. You can find a list of the schools and colleges [here](#) and read more about our campus demographics [here](#).

University of New Mexico Health Sciences Center

Designated as a *World Health Organization (WHO) Center for the Dissemination of Community-Oriented, Problem-Based Medical Education*, the UNM Health Sciences Center (UNM HSC) has grown rapidly and is internationally recognized and nationally ranked for innovative programs.

The UNM HSC now includes the UNM School of Medicine, the College of Pharmacy, College of Nursing, College of Population Health, a National Cancer Institute (NCI)-Designated Comprehensive Cancer Center, and a NIH-funded Clinical and Translational Sciences Center. The UNM Health Delivery System (UNM Health) includes UNM Hospital, Sandoval Regional Medical Center, the UNM Medical Group, and the UNM Comprehensive Cancer Center. Components of the UNM HSC have built transdisciplinary research enterprises and statewide networks for health care delivery and clinical and community participatory research to be of service to the people of New Mexico.

Vision

The University of New Mexico Health Sciences Center (UNM HSC) will work with community partners to help New Mexico make more progress in health and health equity than any other state.

Mission

Our mission is to provide an opportunity for all New Mexicans to obtain an excellent education in the health sciences. We will advance health sciences in the most important areas of human health with a focus on the priority health needs of our communities. As a majority-minority state, our mission will ensure that all populations in New Mexico have access to the highest quality health care.

In order to realize the Vision and Mission, the following goals will be achieved:

1. Improve health and health care to the populations served with community-wide solutions.
2. Build the workforce of New Mexico by providing a premier education and transformative experience that prepares students to excel in the workplace.
3. Foster innovation, discovery and creativity; and translate research and discoveries into clinical or educational practice.
4. Provide the environment and resources to enable people and programs to do their best.
5. Deliver a well-integrated academic health center that provides high quality of care and service while being accessible to all New Mexicans.
6. Nurture and embrace an environment of diversity, integrity and transparency.

Values Statement

The UNM HSC's most important value is a steadfast duty to improve the health of all New Mexicans. UNM HSC will serve patients and the public with **integrity** and **accountability**. UNM HSC will strive as an institution and as individuals to recognize, cultivate and promote all forms of **diversity, equity and inclusion**; to fully understand the health needs of our communities; and to advance clinical, academic and research **excellence**. UNM HSC is committed to perform duties with **compassion** and **respect** for patients, learners and colleagues; and always to conduct themselves with the highest level of **professionalism**.

Community

New Mexico, the nation's 5th largest state in landmass, is a distinctively beautiful and geographically vast region of the southwestern United States with rich multicultural and multiethnic diversity, tremendous scientific opportunity, and challenging health and socioeconomic disparities. As one of the nation's majority-minority states, New Mexico has the highest percentage of Hispanics and American Indians of any state: its 2.1 million citizens are 49 percent Hispanic, 39 percent non-Hispanic White, 11 percent American Indian, 2.4 percent African American, and 1.6 percent Asian and other ethnic minorities. In addition to English and Spanish (28 percent of inhabitants), New Mexico's 19 Pueblos, the Jicarilla and Mescalero Apaches, the Navajo Nation, and 3 Eastern Navajo Bands (Alamo, Ramah, and To'hajiilee; formed during the forced "Long Walk" of the Navajos by the U.S. Army in 1864), each a separate sovereign nation, speak over 20 different languages and dialects. New Mexico's Hispanic communities north of Santa Fe and south of Albuquerque also have distinct histories, cultural heritages, and genetic ancestries. Many northern New Mexico Hispanics are descended from European Spanish ancestors who settled in New Mexico in the early 1500s in land grants ceded by the government of Spain. Their genetic ancestry is complex, within European, Spanish, Basque, and crypto-Sephardic Jewish roots and frequent American Indian genetic admixture. In contrast, Hispanics of southern New Mexico are more often descended from Mexican ancestors or recent immigrant populations and have complex genetic ancestries that may contain indigenous components. Despite the State's high technology presence, with two of the nation's largest Department of Energy Laboratories located in Albuquerque (Sandia National Laboratory) and Los Alamos (Los Alamos National Laboratory), New Mexico ranks only 43rd in the U.S. in annual per capita income. A substantial number of New Mexicans, particularly its minority populations, live in rural and medically underserved areas. Nearly 20 percent of all New Mexicans live below the poverty level and from 8 percent to 22 percent, depending on their county of residence, still lack health insurance.

UNM prides itself on being an engaged partner to the many communities it serves and takes great pride and accepts the responsibility that comes with that commitment. Each year UNM takes part in numerous community events to educate, nurture and care for the many people that make up each of these communities. This includes Healthy Neighborhoods Albuquerque, an initiative for ANCHOR institutions to buy local, hire local and support business development in underinvested neighborhoods. The goal is to increase “Main Street” jobs. This project was initiated by the UNM Health Sciences Center and includes six members. Each anchor has projects of their own, but there are two major joint projects, Operation: Carrots and a hiring pipeline.

UNM continues to honor the longstanding relationship with Native Americans by following the [1952 Contract](#). In 1952, the Bureau of Indian Affairs, followed by the Indian Health Service in the Department of Health and Human Services, entered into a federal contract with the Bernalillo Board of County Commissioners, the Board of Trustees of Bernalillo County Hospital and the State of New Mexico to serve Native American populations through the provision of health care. The university itself sits on the traditional homelands of the Pueblos of Sandia and Isleta.

The University of New Mexico Hospital (UNMH) receives approximately \$95 million annually from Bernalillo County property taxes that are subject to voter renewal of a mill levy every eight years. Voters approved the most recent mill levy in November 2016. The New Mexico Hospital Funding Act (N.M. STAT. ANN. 4-48B-1 et. seq.) is the statutory basis for Bernalillo County to assess a mill levy to support UNMH. UNMH combines this funding with their other revenue streams for its operations and maintenance.

About the UNM Health Sciences Center

 **900,000**

The estimated total number of patient visits to the UNM Health System each year.

 **20**

The number of years the UNM School of Medicine has been nationally ranked for its innovative Rural Medicine Program.

 **1.6 billion**

The number of dollars UNM HSC contributes annually to the state's economy.

 **\$161 million+**

Last fiscal year, the UNM HSC's biomedical research was awarded this amount in grants from the National Institutes of Health and other entities.

 **2,153**

The number of students enrolled in UNM HSC academic programs for fall 2017.

 **19,500**

The estimated number of jobs generated throughout the state by UNM HSC.

Patient Care

Children to senior citizens benefit from specialized services for their entire well-being – from rigorous and supportive behavioral health programs to integrative medicine and spiritual care.

The health system comprises:

- University of New Mexico Hospital, the state's only academic medical center and the primary teaching hospital for the university's health sciences schools/colleges.
- Sandoval Regional Medical Center, which provides the personal attention of a community hospital and the expertise and resources of an academic health care facility.
- UNM Children's Hospital and UNM Carrie Tingley Hospital, which offer the widest range of pediatric services in the state.
- UNM Comprehensive Cancer Center, where 60 percent of adults and almost every child with cancer in New Mexico receive care.
- UNM Clinical Neurosciences Center, the only comprehensive neurology, neurosurgery and pain management center in the Southwest.
- UNM Psychiatric Center and UNM Children's Psychiatric Center, which provide the full spectrum of behavioral health care.
- Dozens of outpatient care offices, including facilities strategically located in historically underserved areas.
- University of New Mexico Medical Group, Inc. (UNMMG), a network of more than 1,100 practitioners in more than 150 specialties.



Collectively, the hospitals handle 22,000 surgical cases, 100,000 emergency room visits and nearly 900,000 outpatient visits per year.

Primary care is a critical component of the UNM Health System and the primary care system is the foundation for improved health in the state. Primary care services are provided by the departments of Internal Medicine, Family and Community Medicine, Psychiatry, ObGyn and Pediatrics at UNM Hospital, SRMC and UNMMG clinics in addition to community links and partnerships with organizations such as: First Choice Community Health (FCCH), Presbyterian Healthcare Services (PHS), and the Indian Health Service (IHS). The UNM Health System recently completed a primary care strategic plan to address community and health system needs, plans for future growth, and both changing demographics and delivery models.

Telemedicine has greatly expanded since the beginning of the COVID pandemic and is critical in a state as large as California in land mass with a population half the size of San Diego County (2 million). With a recently completed Virtual Health strategic plan, a new telehealth platform is being implemented with services that include both direct patient and provider to provider teleconsults and telemonitoring across the state.

Education

UNM Health Sciences Center offers over 40 academic degrees and residency programs and in addition to the School of Medicine includes:

- **College of Nursing:** In the spring of 1955, the state legislature approved \$60,000 in the University's budget to establish the College of Nursing. This also marked the creation of the first Bachelor of Science in Nursing degree program in New Mexico. The college went on to develop the state's first Advanced Practice Master of Science in Nursing and Doctorate of Philosophy in Nursing programs. The College of Nursing has graduated thousands of students over the decades and today, over 1,000 students are enrolled across Bachelor's, Master's, and DNP and PhD programs.
- **College of Pharmacy:** The UNM College of Pharmacy has been training the next generation of pharmacists since 1945. Today, it offers the only Doctor of Pharmacy degree in New Mexico, an undergraduate degree in pharmaceutical sciences, as well as multiple other doctorate and master's degrees. It enrolls more than 350 students each year and the student body is one of the most diverse in the nation. The faculty has grown to more than 50 and the college is now home to both the New Mexico Poison and Drug Information Center and the New Mexico Center for Isotopes in Medicine, building on the record of public service and the distinction as the world's first licensed radiopharmacy. In addition to classroom teaching, research and scholarship are critical parts of the College of Pharmacy's mission, and the college now ranks 12th in the nation in NIH research funding, offering students experience in first-rate laboratories as well as internships in clinical settings around New Mexico.
- **College of Population Health:** Founded in 2016, the College of Population Health will be a globally recognized leader committed to health as a human right. Population health uses the framework of integrated health strategies to work collectively with communities to improve their health and expand access, quality and the affordability of healthcare. The mission is to advance the health, environmental and social well-being of all people in and outside of New Mexico. As health is a right, we are committed to promoting health and social equity for all populations. Through education, applied research, policy, service and partnerships, the College of Population Health will educate a diverse future workforce equipped with competencies in disease prevention, wellness, social determinants, environmental health, mental health, health care delivery and policy. We will mobilize and expand partnerships within the UNM Network, with Tribal, regional, and global communities, public and private institutions, and government agencies to take actions that advance health and social equity for New Mexico, the United States/Mexico border, Tribal Nations, the country, the region and the globe. The College currently has 120 students within the two educational programs which include a Bachelor of Science in Population Health, the first ever in the country, and Master of Public Health. Graduates have moved into careers in medicine, community health, industry, research and education. The College is now launching a PhD program in Health Equity Sciences as part of a cooperative agreement with New Mexico State University. This program will allow further development for the workforce in population health and provide additional educational offerings for students. Over the next three years, a new building will be underway and the number of faculty and students will continue to grow.

Research

Biomedical research funding has grown steadily and impressively at UNM HSC and the UNMSOM during the past decade. The recent explosion in extramural research funding at UNM HSC has outpaced the NIH and has enabled the institution to develop cutting-edge research facilities, expand job opportunities, provide support for New Mexico businesses, and most importantly, to education and mentor the scientific and healthcare workforce of tomorrow. UNM HSC Research grant and contract awards have increased with a record \$210 million in FY21. This impressive growth in research funding can be attributed to nationally and internationally renowned faculty who conduct innovative research in medicine, public health, nursing, pharmacy, prevention, and diagnostic and therapeutic sciences. Scientists focus on important questions in today's health care environment, including social, biotechnology, drug, and behavioral discovery. This endeavor to further the scientific foundations of knowledge in health care and biotechnology requires expertise that spans the full spectrum of care from pediatric to geriatric disease, from invasive to non-invasive procedures, from artificial life support to organ transplantation, from sub-cellular to cellular to whole-organism levels, and from cure to prevention.



The UNM Health Sciences Center's 16 shared core facilities to support biomedical research include:

- [Analytical and Translational Genomics Shared Resource](#)
- [Animal Resource Facility](#)
- [Biomedical Informatics](#)
- [Biostatistics Support](#)
- [BRaIN Imaging Center](#)
- [Community Engaged Research Core](#)
- [Clinical Research Unit](#)
- [Community Health Network](#)
- [Drug Rescue, Repurposing and Repositioning Network](#)
- [Flow Cytometry and High Throughput Screening Resource](#)
- [Fluorescence Microscopy Shared Resource](#)
- [Human Tissue Repository and Tissue Analysis Shared Resource](#)
- Human Imaging Research Core
- [Regulatory Support](#)
- [Translational Laboratory](#)
- Proteomics Core Facility (in partnership with UC Davis)

Additionally, the UNM HSC Signature Programs have provided a robust collaborative platform for joint planning on scientific collaborations among colleges, departments, and other collaborators. The six signature programs include:

- Brain and behavioral illness

- Cancer
- Cardiovascular and metabolic disease
- Child Health Research
- Environmental Health Sciences
- Infectious diseases and immunity

Extramurally Funded Center Grants

The UNM HSC and UNMSOM have a rich array of extramurally-funded center grants that have also proven to be invaluable assets toward advancements in healthcare and research endeavors. Some of these centers include:

- Center for Healthcare Equity in Equity in Kidney Disease (CHEK-D)
- Center for Molecular Discovery
- Diabetes Prevention & Outcomes Center
- Fetal Alcohol Deficits Center
- Interdisciplinary HPV Prevention Center
- Prevention Research Center
- Spatio Temporal Modeling Center (STMC)
- Autophagy, Inflammation, and Metabolism (AIM) center
- NIDA Clinical Trial Network Center
- Center for Brain Recovery and Repair
- Center for Disaster Medicine
- Center for Forensic Imaging
- Center for Memory and Aging
- Center for Native American Health
- Illuminating Druggable Genome Knowledge Management Center
- Institute for Resilience, Health and Justice
- Transdisciplinary Research, Equity and Engagement Center

Annual retreats are held that include faculty from Main Campus, including more than 100 that participated in these activities in the last year. In addition, the UNM HSC Vice President, the Vice President for Research on Main Campus, Dean of the School of Engineering, and their research faculty hold monthly collaboration meetings. These meetings have led to the creation and funding of an appreciable number of joint education and research initiatives, typically numbering five to ten active collaborative projects in any calendar year.

Douglas Ziedonis, MD – Bio



Douglas Ziedonis, MD, MPH, is the Executive Vice President (EVP) for Health Sciences and Chief Executive Officer (CEO) for the Health System at the University of New Mexico. He works closely with the Deans of the School of Medicine and Colleges of Nursing, Pharmacy, and Population Health in addition to the other senior leaders of the Health Sciences Center. Current major initiatives not only focus on the COVID pandemic, but are across all mission areas including co-leading a new campus-wide strategic planning process and sponsoring new initiatives in faculty career development, Veterans Affairs partnering, research infrastructure expansions, educational programs, wellness, community partnerships, and many health system activities. He is leading a new focus on health equity that includes all mission areas and partners across New Mexico with efforts to better address social determinants of health, adverse childhood experiences, and historical multi-generational traumas in addition to enhancing patient experience in our effort to enhance the health of all New Mexicans in New Mexico.

Prior to UNM he served as Associate Vice Chancellor for Health Sciences at the University of California San Diego, including with the role of Chief Academic Officer. He has served as department chair, clinical service line leader, president of behavioral health services, research center director, and hospital board of trustee while at the University of Massachusetts and UMass Memorial Health Care. He has served as a division director, center co-director, and residency program director while at Rutgers University / UMDNJ.

Dr. Ziedonis is a UNM Distinguished Professor in Psychiatry who has been faculty at Yale, Rutgers, UMass, and UCSD in Schools of Medicine, Nursing, Public Health, Theology, and Biomedical Science. He has demonstrated excellence as an individual and team leader in all mission areas, including clinical, research, teaching, community engagement, and inclusive excellence. He has an extensive history of developing and expanding outstanding mentoring, leadership, coaching, wellness, and career development programs, including research career development programs. Dr. Ziedonis is internationally recognized for his own research in addressing co-occurring addiction and mental illness, including health disparities. His program of research has been continuously funded since his own NIDA K-Award at Yale University in 1993, including 118 research grants with 28 as PI from the NIH, VA, SAMHSA, private foundations, and other sources resulting in over 324 original research articles, including clinical practice guidelines, behavioral therapy, and organizational change manuals. He's led or co-led national initiatives for the Robert Wood Johnson Foundation, NIMH, NIDA, Veterans Affairs Health Care, SAMHSA, and the Institute of Medicine. He has served on President Bush's New Freedom Commission on Mental Health and President's Cancer Panel, and the Institute of Medicine's (IOM) Committee on Gulf War and Health: Smoking Cessation in Military and Veteran Populations. His work experience with state, county, federal, community, and business leaders has improved services and outcomes on critical public health and health concerns, such as health disparities, homelessness, addictions, mental illness, healthy aging, and health equity. He has overseen the successful expansion of health science global initiatives.

The Community

Albuquerque, New Mexico

The cultural capital of the Southwest, Albuquerque's ethnic tapestry is reflected in its architecture, artwork, cultural centers and cuisine. Recognized as one of the most culturally diverse cities in the country; countless customs and traditions are a vibrant part of daily life in the city.

The most populous city in the state of New Mexico, this high-elevation city serves as the county seat of Bernalillo County, and is situated in the north central part of the state, straddling the Rio Grande. The city population is 560,218 as of the July 1, 2018 population estimate from the United States Census Bureau, and ranks as the 32nd-largest city in the United States. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. Smaller surrounding cities, Rio Rancho, Bernalillo, Placitas, Corrales, Los Lunas, Belen, and Bosque Farms comprise the Albuquerque metropolitan area.



Albuquerque is home to the University of New Mexico (UNM), and Central New Mexico Community College (CNM), and a variety of public and private schools that offer a wide array of options. The Albuquerque Academy was recently ranked as the fifth-best independent high school in the nation by bestcolleges.com. Significant employers in the region include: Sandia National Laboratories, Los Alamos National Laboratory, Ernest Health, United Healthcare, Intel, Hewlett-Packard, General Mills, Bank of America and others.

Named one of the 50 Best Places to Travel in 2018 by Travel + Leisure, Albuquerque is an outdoor enthusiast's paradise. With more than 310 days of sunshine per year, Albuquerqueans of all ages enjoy events such as the Albuquerque International Balloon Fiesta and exploring area parks like Petroglyph National Monument. During the winter, residents are quick to head to the mountains for ski weekends. In addition to outdoor recreation, Albuquerque enjoys a thriving art scene with a wide array of local galleries and a burgeoning performing arts scene. Families enjoy visiting Albuquerque's zoo, aquarium and museums, such as the New Mexico Museum of Natural History and Science and the Explora Science Center and Children's Museum.

The city offers a diverse range of shopping, from major retailers to many local boutiques. Nob Hill still sports the neon signs of its Route 66 heyday, now lined with fun locally-owned shops and restaurants. New Mexico's legendary green chile dominates the culinary scene; however, Albuquerque also has a growing craft beer scene and several local wineries.

Albuquerque's warm and inviting community, low cost of living, temperate climate, and rich culture make it the ideal area to live, work and play.

To learn more visit: <http://www.visitalbuquerque.org> <http://www.cabq.gov>

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