Opportunity and Challenge Profile

Search for the Jim and Ellen King Dean of Engineering and Computing
University of New Mexico
Albuquerque, New Mexico

New Mexico's flagship R1 university, The University of New Mexico (UNM), seeks a strategic, innovative, and engaging leader to serve as the next Jim and Ellen King Dean of the School of Engineering. The Dean will join a collaborative and committed team of staff and faculty dedicated to serving a remarkably diverse student body with a substantial proportion of first-generation college students. The UNM School of Engineering is integral to the University's success. The School ranks #2 in impact of innovation for mid-sized research universities and ranks 18th in the nation as the "best value" engineering school. Home to 1,818 undergraduate and 800 graduate students, the School boasts more than 170 faculty members who engage in various research, academic, and professional opportunities within and outside of campus. UNM houses seven research centers and a health sciences center and is in close proximity to multiple national research labs including Sandia National Laboratories (SNL) and Los Alamos National Laboratory (LANL), as well as industry partners such as Intel. The next Dean will be expected to engage and expand these relationships to provide students, staff, and faculty the academic, research, and professional opportunities needed to excel in their careers, and to advance New Mexico through economic development and education of the advanced technical leaders the state needs. The Dean will represent the School and its interests to the state legislature, industry partners and community stakeholders. The Dean will set and execute an ambitious plan to increase the School's visibility, influence, and impact in the community, state of New Mexico, and beyond.

As the state's flagship institution, UNM provides an education to approximately 25,000 enrolled students, more than 80 percent of whom are New Mexico residents. UNM is one of only a handful of Hispanic-Serving Institutions with a Carnegie Classification of Doctoral University – Very High Research Activity (R1). UNM also holds the Carnegie Community Engagement classification. UNM aspires to be a model for how a university can fulfill its missions of academic excellence, research, service, patient care, student success, and access given the changing demographics of the United States. The institution plays a critical role in educating New Mexico's residents and driving its economy. UNM's impact is delivered through research excellence and education in a variety of disciplines, a vibrant health sciences enterprise, branch campuses in Gallup, Los Alamos, Taos, and Valencia, technology incubators, and two medical centers. UNM is a place where cutting-edge research and creative endeavors flourish. Its research generates new knowledge, injects billions of dollars into New Mexico's economy, funds advances in healthcare, and provides students with intellectual challenges as well as valuable hands-on training in state-of-the-art laboratories, libraries, courtrooms, and studios. About 58% of UNM alumni remain in the state and provide valuable contributions to the State's intellectual life, economy, cultural community, legal and educational systems, healthcare industry and every aspect of life in New Mexico.

The Dean will have an exceptional opportunity to continue to lead, advance, and grow a thriving research university by leveraging its many strengths, including its strong sense of pride and community, and raise its profile as a leader in engineering education. In this role, the new Dean will address the following opportunities and challenges, including:

- Build and execute a strategic vision in alignment with the new UNM 2040: Opportunity Defined strategic plan, to foster a collaborative community within the School and wider UNM community;
- Partner with school and university academic and service units to foster inclusiveness, reduce equity gaps, and advance student success initiatives;
- Recruit and retain exceptional and highly dedicated faculty and staff;
- Generate and expand resources to achieve the School's high aspirations;
- Strengthen and expand global, national, regional, and local partnerships to increase visibility and impact.

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which was prepared 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, UNM opened in June 1892, twenty years before its namesake would become a state. UNM now offers over 250 degree and certificate programs, including approximately 106 baccalaureate, 80 masters, and 50 doctoral degrees through the College of Education, Anderson School of Management, College of Arts and 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 enrolls 22,000 students on the Albuquerque Campus and nearly 4,000 at the branch campuses in Gallup, Los Alamos, Taos, and Valencia and serves as one of the state's largest employers and the largest producer of skilled labor. The 2022 edition of the *U.S. News & World Report* ranks UNM as 62nd in top performers on social mobility, and 99th overall among public institutions in the nation. The Albuquerque campus provides a culturally rich and rewarding atmosphere for students, staff, faculty, and the general public, offering Broadway shows, dance companies, and other national acts at the renowned Popejoy Hall performing arts center, and museums and art shows that highlight New Mexico's cultural diversity. UNM is also fortunate to have a wonderful collection of public art that provides a rich learning experience for the community and visitors to the campus.

UNM has a decades-long deep and abiding commitment to make education accessible and affordable to both the state's urban and rural residents. The University maintains relatively low tuition and provides grant aid from all sources (including federal, state, and institutional) to 97% of undergraduates on the Albuquerque campus, with over $27 million awarded to students receiving Pell Grants in 2020-2021. In March 2022, Governor Michelle Lujan Grisham signed the New Mexico Opportunity Scholarship Act, making college tuition-free for most New Mexicans and establishing the most wide-reaching tuition-free scholarship program in the United States. Extending the reach of UNM across the state and ensuring access to education will continue to be priorities for the University.

Not unlike other institutions, UNM has experienced declining enrollment numbers over the last few years. The largest declines were seen among new first year students and transfer students from New Mexico high schools. However, with new leadership in enrollment management, fall 2020 first year enrollment

was up 7.5% and graduate enrollment was up 20%, and in fall 2021 new first year student enrollment was up over 10% and graduate enrollment up more than 19%. These are strong trends that are counter to the national enrollment downturn during the COVID-19 pandemic.

Similar to many universities across the country, though much more pronounced at UNM compared to other R1 institutions given its high level of accessibility, UNM students are facing housing, food, and basic needs insecurities. These concerns are especially pronounced in student communities of color, with Native American, Black, and Hispanic students disproportionately impacted. Addressing these needs requires a new and different level of professional attention compared with the traditional student success model, and the UNM community has just hired a new Vice President for Student Affairs who will have this issue as a focus, but every school and college at UNM will share the joint responsibility to ensure that students have what they need to be success. The university aspires to address student success from multiple vantage points to fulfill the needs of a highly diverse student body, and we look to all members of the UNM community to ensure that students are properly supported in the pursuit of their educational goals.

UNM has a strong tradition of faculty governance as set forth in the Faculty Constitution established in 1949. The University faculty has 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. Adjuncts and full-time faculty have separate bargaining units, and recent negotiations have resulted in new collective bargaining agreements. In spring of 2022 the state labor board also certified a union for all graduate students employed in assistantship positions, represented by UE, the United Electrical, Radio and Machine Workers of America. Negotiations for a first collective bargaining agreement are underway.

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. Today, these assets total over $450 million. 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 UNM programs.

To learn more about UNM, please visit www.unm.edu.

University Leadership

President Garnett S. Stokes was selected as the 23rd President of The University of New Mexico on November 2, 2017, and took office on March 1, 2018. A first-generation college graduate with a track record of higher education leadership, President Stokes previously served as Interim Chancellor, Provost and Executive Vice Chancellor for Academic Affairs at the University of Missouri; as Provost and Executive Vice President for Academic Affairs and Interim President at Florida State University; and as a faculty member, chair of the Department of Psychology, and Dean of the Franklin College of Arts and Sciences at the University of Georgia.

Dr. James Paul Holloway is Provost and Executive Vice President for Academic Affairs, and Professor of Nuclear Engineering at UNM. Prior to his appointment on July 1, 2019, Provost Holloway was the Vice

Provost for Global Engagement and Interdisciplinary Academic Affairs, Arthur F. Thurnau Professor, and Professor of Nuclear Engineering and Radiological Sciences at the University of Michigan.

2040 Strategic Plan

In the Spring of 2021, President Stokes and Provost Holloway launched *UNM2040: Opportunity Defined*, a 20-year aspirational vision that hopes to advance New Mexico, provide innovative education and a transformative student experience, promote inclusive excellence, become a sustainable campus, and strengthen the identity and impact that UNM has regionally, nationally, and globally. The plan was formally launched on May 6, 2022, and includes a new vision and mission statement for the university, the identification of 5 values (excellence, inclusion, environment, integrity, and place), and 5 goals, each supported by a set of objectives to achieve the goals. The goals encompass: Advance New Mexico; Student Experience and Educational Innovation; Inclusive Excellence; Sustainability; and One University. The UNM 2040 plan will guide critical decisions for UNM in the coming years.

To learn more about Opportunity Defined, please visit opportunity.unm.edu.

About the School of Engineering

The mission of University of New Mexico School of Engineering is to educate students in engineering and computer science to contribute to the social, technological, and economic development of the state, nation, and global community. As the highest ranked engineering program in New Mexico embedded within the only R1 university in the state, the School prides itself in creating outstanding educational programs that promote learning by uniting teaching and research; utilizing cultural and intellectual diversity to enable excellence in engineering and computer science; and engaging the School's programs to advance economic development and address critical technological challenges across the state, nation, and world.

From the humble beginnings of its founding, in 1906 with nine students and two faculty members the University of New Mexico School of Engineering has grown to include over 1,800 students and 177 faculty members. The School has established itself as a leader in engineering and computer science and is keen on expanding its influence across the nation through technological advancements, social change initiatives, and partnering with surrounding institutions and national laboratories.

The School has six academic departments, which are outlined below:

Chemical and Biological Engineering: The Department of Chemical and Biological Engineering (CBE) is ranked 73rd in the nation and offers the options of Bachelor of Science (B.S.), Master of Science (M.S.), and Doctor of Philosophy (PhD) degrees. The Department also has three interdisciplinary programs including Biomedical engineering (BME), Nanoscience & Microsystems (NSME), and Optical Science & Engineering. Faculty in the CBE Department also participate in the interdisciplinary graduate programs offering the MS and PhD in Biomedical Engineering (BME) and in Nanoscience and Microsystems Engineering (NSME). Faculty are also involved in research through the Center for Biomedical Engineering (CBME), the Center for Micro-engineered Materials (CMEM) Center for Emerging Energy Technologies (CEET), and the Center for High Technology Materials (CHTM). To learn more about the Chemical and Biological Engineering Department, please visit www.cbe.unm.edu.

Civil, Construction & Environmental Engineering: Ranked 84th in civil engineering and 59th in environmental engineering in the U.S., the Department of Civil Engineering (CCEE) has an active and diverse research program with annual sponsored research expenditures of nearly $3 million. The department is involved with interdisciplinary research with the School of Medicine and the College of Arts & Sciences and enjoys extensive interactions and collaborations with Los Alamos National Laboratory, Sandia National Laboratories, the Air Force Research Laboratory, the New Mexico Department of Transportation and the New Mexico Building Branch, and the Associated General Contractors. The department also houses the Intelligent and Sustainable Transportation Programs which aims to find more efficient ways to use existing transportation infrastructures and the Center for Water and the Environment (CWE) to address challenges with accessing safe water to communities. The CCEE Department offers as degrees: Bachelor of Science (B.S.) in Civil Engineering, Construction Engineering, and Construction Management; Master of Science (M.S.) in Civil Engineering; Master in Engineering (M.E.) in Civil Engineering; Master of Construction Management (online); and Doctorate of Philosophy (PhD) in Engineering. To learn more about the Civil, Construction & Environmental Engineering Department, please visit www.civil.unm.edu.

Computer Science: Ranked 75th in the country, the Computer Science (CS) Department boasts very high research activity in a number of areas including high-performance computing, game theory and collaborative computing, computational medicine, DNA computing, biologically inspired computation, formal methods and automated reasoning and privacy, security and computational immunology. The CS Department also holds externally sponsored research grants from the National Science Foundation (NSF), Department of Energy (DOE), Defense Advanced Research Projects Agency (DARPA), National Institute of Health (NIH), Department of Defense (DOD), and Army Research Laboratory (ARL). They also boast strong ties with local national labs including Los Alamos, National Laboratory, the Sandia National Laboratories, and the Santa Fe Institute. The CS Department offers a minor in Computer Science; Bachelor of Science Degree in Computer Science; Bachelor of Science/Master of Science shared credit degree; Master of Science (MS); and a Doctor of Philosophy (PHD). To learn more about the Computer Science Department, please visit www.cs.unm.edu.

Electrical & Computer Engineering: Internationally recognized for its excellence in research and education, the Electrical & Computer Engineering (ECE) department ranks 58th in electrical engineering and 66th computer engineering. The ECE Department hosts 32 tenured or tenured tracked professors, including eight IEEE Fellows, and over 500 students. Research pursuits include applied electromagnetics, photonics, and nanotechnology, communications and signal processing, biomedical-technologies, renewable energy, control systems, information systems, and networking systems. The ECE Graduate programs include Master of Science (M.S.) and Doctor of Philosophy (PhD) degrees in electrical engineering, computer engineering, and optical science & engineering. National research labs including Sandia National Laboratories (SNL), Kirtland Air Force Base and the Air Force Research Laboratory (AFRL), the Santa Fe Institute, Intel Corporation and Los Alamos National Laboratory (LANL) have offered ECE students various research and professional collaboration opportunities throughout their program. To learn more about the Electrical and Computer Engineering Department, please visit www.ece.unm.edu.

Mechanical Engineering: The Mechanical Engineering (ME) Department is ranked 91st in the US and is also home to the Manufacturing Engineering Program (MEP), a multi-disciplinary Masters-level academic program that prepares students for real-world manufacturing and management program covering modern manufacturing methods across computer, mechanical, electronic, and business disciplines. The ME Department houses 15 faculty members whose research interests include thermal & fluid systems, dynamics & control, materials & solid mechanics, renewable energies, microsystems engineering, and

bioengineering. The ME Department offers a minor in mechanical engineering, a Bachelor of Science in Mechanical Engineering (BSME); Bachelor of Science/Master of Science shared degree (B.S./M.S.); Master of Science (M.S.), with an optional concentration in space systems; and a Doctor of Philosophy (PhD) in Mechanical Engineering. The department has recently partnered with UNM-Los Alamos, one of UNM's four branch campuses, to offer a mechanical engineering degree to Los Alamos Lab employees. To learn more about the Mechanical Engineering Department, please visit www.me.unm.edu.

Nuclear Engineering: The Department of Nuclear Engineering (NE) is the only nuclear engineering program in the state of New Mexico, and part of a small group of schools that offer the degree in the Western United States. A rapidly evolving field, the NE program ranks 14th in the nation and the program provides students with in-depth understanding of nuclear processes, including professional specialty courses in radiation detection and protection, nuclear reactor theory and safety, thermal hydraulics, and nuclear systems design. With associated research centers such as the Center for Nuclear Nonproliferation Science and Technology (CN^2ST) and the Institute for Space/Nuclear Power Studies, faculty have access to state-of-the-art facilities to conduct research in in plasma science, fusion technology, space power, thermal hydraulics, radiation diagnostics and protection, nuclear criticality safety, radiation transport and radiation interactions with matter, and radioactive waste management. The NE Department offers Bachelor of Science (B.S.); Master of Science (M.S.); and Doctor of Philosophy (PhD) degree options. To learn more about the Nuclear Engineering Department, please visit www.ne.unm.edu.

One of the few Hispanic Serving Institutions (HSIs) that is also classified as a Carnegie Research (R1) university, UNM is committed to student success. In the School of Engineering, the Engineering Student Support Center (ESS) provides students with the holistic co-curricular experiences and advising to best prepare them for their career post-graduation. As a member of the Sandia Academic Alliance, UNM provides students with the opportunity to gain hands-on learning through numerous internship and research opportunities with well-renown faculty and develop their professional networks.

In 2020-2021, the School had over $34 million in research expenditures and hosts seven research centers on campus including: the Center for Biomedical Engineering (CBME), Center for Engineered Resilience and Ecological Sustainability (CERES), COSMIAC, Manufacturing Training and Technology Center (MTTC), Institute for Space and Nuclear Power Studies, Center for Water and Environment (CWE), and the UNM Resilience Institute. The School also collaborates closely with three other centers: Center for High Technology Materials (CHTM), Center for Microengineering Materials (CMEM), and the Center for Advanced Research Computing (CARC).

In keeping with UNM's rich tradition of impactful research, innovation, and collaboration, the School prioritizes student research. The School benefits from state-of-the-art facilities on the UNM campus as well as a wide variety of partnerships with surrounding national labs within New Mexico. These include Sandia National Laboratories (SNL), Kirtland Air Force Base and the Air Force Research Laboratory (AFRL), the Santa Fe Institute, Intel Corporation and Los Alamos National Laboratory (LANL). UNM is also part of the Sandia University Partnership Network (SUPN), offering postdoc opportunities at SNL through the Truman Fellowship, Jill Hruby Fellowship, and the John von Neumann Fellowship. In November 2021, the School of Engineering launched their $50 million campaign at the opening of the Dana C. Wood FSAE Racing Lan and Garage, which aims to provide more student and faculty support in research and scholarships.

For more information on the UNM School of Engineering, please visit www.engineering.unm.edu.

Role of the Jim and Ellen King Dean of Computing and Engineering

Reporting to the Provost and Executive Vice President for Academic Affairs, the Jim and Ellen King Dean of the School of Engineering is responsible for all academic and operational areas across the school, including staff and faculty recruitment and development, curricula, delivery of student services, facilities maintenance, and other functions, including oversight of the Industry and Innovation Board. The Dean will also interface with other academic leaders on campus, including those in the Health Sciences Center. The Dean plays an external role as a fundraiser and representative for the college and university and will oversee an unrestricted budget of $30 million and grants and contracts of $31 million. Positions reporting directly to the Dean include the Associate Dean for Academic Affairs and Community Engagement; Associate Dean for Research and Innovation and Special Assistant to the Provost for Lab Relations; Associate Dean for International Programs; Academic Operations Officer; Chief Financial Officer; Special Advisor to the Dean for Inclusion and Climate; Special Assistant to the Dean for Health Science Center Relations; Special Assistant to the Dean for Learning Sciences; Academic Operations Officer; Senior Development Director; Financial Analyst; and Marketing Officer. The Dean will also oversee all engineering department chairs, engineering centers, and school of engineering staff.

Key Opportunities and Challenges for the Dean

The incoming Dean must be a consultative, accessible, and inclusive leader dedicated to excellence and equity. The Dean will be well positioned to usher in a new era for the School of Engineering by addressing the following opportunities and challenges:

Build and execute a strategic vision in alignment with the new UNM 2040: Opportunity Defined strategic plan, to foster a collaborative community within the School and wider UNM community

Building upon a strong foundation, the Dean will engage with all stakeholders to determine a comprehensive vision and strategic plan that aligns with *UNM2040: Opportunity Defined*. This includes expanding undergraduate enrollment in the School and strengthening relationships with industry leaders and research labs. The new Dean will ensure resources and efforts are well-aligned with the plan, gaining buy-in through transparency and data-driven decision-making and maintaining a high level of communication with all stakeholders. Leveraging innovative and interdisciplinary research and academic opportunities, the Dean will be a collaborative partner across the UNM campus to advance the impact of the School and institution.

Partner with school and university academic and service units to foster inclusiveness, reduce equity gaps, and advance student success initiatives

Student success is a high priority, and the next Dean must strive to eliminate achievement gaps among underrepresented students in STEM, further improve student outcomes, and ensure graduates are ready for engineering careers. To continue fostering a diverse and inclusive environment, the new Dean will be tasked with developing pipelines for underrepresented students, increasing their enrollment, and ensuring their success at the School. The Dean will work closely with the Engineering Student Success Center, , the University Office of Advising Strategies, the UNM ethnic student service centers (American Indian Student Services, African American Student Services, El Centro de la Raza, LGBTQ Resource Center, Asian and Pacific Islander Resource Center, Veterans Resource Center), Office of Career Services, and other university-wide offices to ensure that students are being provided appropriate academic and career guidance. This includes adapting advising structures to better support and train student advisors,

standardizing student advisement standards, and ensuring that services are equitable for all students. The Dean will also collaborate with partners across the UNM campus to promote cross-disciplinary opportunities to support academic scholarship. The next Dean will be a vocal and compelling advocate for diversity, equity, and inclusion within the field of engineering and STEM nationwide.

Recruit and retain exceptional and highly dedicated faculty and staff

The School of Engineering's success comes from its committed and engaged faculty. The School prides itself on being a collaborative, supportive, and innovative academic community. The Dean will lead efforts to recruit, retain, and develop an exceptional and diverse faculty and staff, supporting stakeholders as they provide an impactful mission-centered engineering education and excellent outcomes for all students. In particular, the student experience is enhanced by the presence of top faculty scholars at the forefront of research. The Dean will continue to support all faculty members in their pursuit of scholarship and teaching to support the advancement of scientific innovation that will provide a societal and economic impact to the School, the broader UNM community, and beyond. The dean will have strong interpersonal and communication skills to build relationships that inspire trust and credibility to provide opportunities for interdisciplinary research and support. The Dean will need to foster a culture that promotes collegiality and recognizes contributions made by all members of the community and prepares faculty and staff to address upcoming unknown challenges in research and industry settings.

Generate and expand resources to achieve the School's high aspirations

The Dean will work closely with the President, the Provost, and senior leadership at the University to advocate for and identify appropriate resources to support the continued success of the School of Engineering. The Dean will work closely with the UNM leadership team to identify and articulate the needs and advantages for programming and activities specific to the School of Engineering. A top priority of the School is to find additional resources and funding to support the academic pursuits of faculty and students. The Dean will seek patronages and public and private funding for scholarships, endowed positions, and expansion of academic programs and research labs that attract top-tier students and high-quality faculty. The Dean will engage and partner with the School's alumni through opportunities for engagement on campus and in the broader community, , and be a leader in generating philanthropic support for the school.

Strengthen and expand global, national, regional, and local partnerships to increase visibility and impact

The Dean will be an inspirational, visible, and accessible representative of the School of Engineering, building productive local, regional, national, and global partnerships. The Dean should be an active collaborator with other UNM deans as well as other campuses within the state of New Mexico and with peer institutions, finding opportunities for cross-disciplinary partnerships, activities, and programming. The Dean should continue working closely with national lab and industry partners, alumni, and other supporters of the School to further strengthen connections that can promote collaboration and engagement opportunities for students, staff, and faculty members and expand UNM's impact on New Mexico, the nation, and the world.

Qualifications and Characteristics

The School seeks a leader with an outstanding record of scholarship as well as strong management and leadership skills. The ideal candidate will have served at the level of chairperson or higher and/or possess other comparable administrative experience. In addition, they must possess a doctoral degree or equivalent and the qualifications for an appointment as a full tenured professor in a School of Engineering department.

They will also possess most, if not all, of the following qualifications and attributes:

- Intellectual leadership; a distinguished teacher, scholar, and academic leader in engineering who brings a passion for students, research and teaching;
- Strong academic administrative experience with a track record of success in a complex unit; an astute understanding of finances and the relationship between academic priorities and the budget;
- A personal commitment to and record of success in advancing initiatives that improve diversity, equity, and inclusion in student, staff, and faculty populations;
- Proven ability to cultivate and develop staff and an aptitude to form an effective leadership team;
- A commitment to and passion for undergraduate and graduate education and research;
- An extensive track record in building sponsored research; deep knowledge of the internal and external mechanisms required to sustain and expand a R1 research program;
- An open and consultative leadership style; an excellent collaborator who can partner with staff and motivate faculty, staff, and students to take the School to a heightened level of success;
- A deep commitment to the importance of interdisciplinary work; the wide-ranging intellectual and scientific interests to understand, appreciate, and encourage the varied work within the School;
- Demonstrated capacity and interest in fundraising; the ability to carry an inspiring message, cultivate key external constituencies, attract partners, raise funds, generate enthusiasm among alumni, and obtain commitments to support the School, and steward donors;
- National recognition and reputation in the engineering community; ability to command the respect of colleagues in research, university administration, federal agencies, and funding organizations;
- Knowledge and experience working effectively with varied student populations including first-generation students, students from various socio-economic backgrounds, students from diverse cultural, religious, and ethnic backgrounds, international students, students with disabilities, veterans, undocumented students, and students pursuing degrees at various stages in their careers and lives;
- Outstanding communication and listening skills; able to articulate a vision, inspire others, attract partners, and generate enthusiasm with varied constituencies;
- Strategic capacity with an affinity for change and continuous improvement through the use of data, and a willingness to look ahead, think big, and try new approaches;
- Experience in collaborating with community stakeholders such as industry partners, engineering organizations, and national laboratories;
- Strong personal orientation toward collaboration, teamwork, transparency, accessibility, accountability, and delegation.

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 a multicultural heritage, including 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, including descendants of the original Spanish colonists 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 the 20 Pueblos, Navajo, and three Apache peoples.

Oil and gas production, agriculture, the arts, film and television, 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 Ph.D. 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 land management agencies including the Forest Service and National Park Service. The state's Department of Economic Development has recently launched a comprehensive economic development plan that focuses on biosciences, film and television, intelligent manufacturing, aerospace technology, value added and sustainable agriculture, green and sustainable energy, cybersecurity, global trade, and outdoor recreation as pillars of the 21st century New Mexico economy.

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 original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. UNM honors the land itself and those who remain stewards of the land throughout the generations and also acknowledges their committed relationship to Indigenous peoples.

The University of New Mexico's 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 hiking, 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/ or https://advance.unm.edu/why-abq/.

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: www.imsearch.com/8494. Electronic submission of materials is strongly encouraged.

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