



# Mentoring Black Student Excellence at UNM and Creating a STEM Equity Bank

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Funded by the Howard Hughes Medical Institute (HHMI).  
Inclusive Excellence 3 (IE3) Learning Community Clusters  
(LCC) 2 Grant to UNM.

University of New Mexico

31 October 2022; Update 28 November 2022

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# **UNM Land and Territory Acknowledgement**

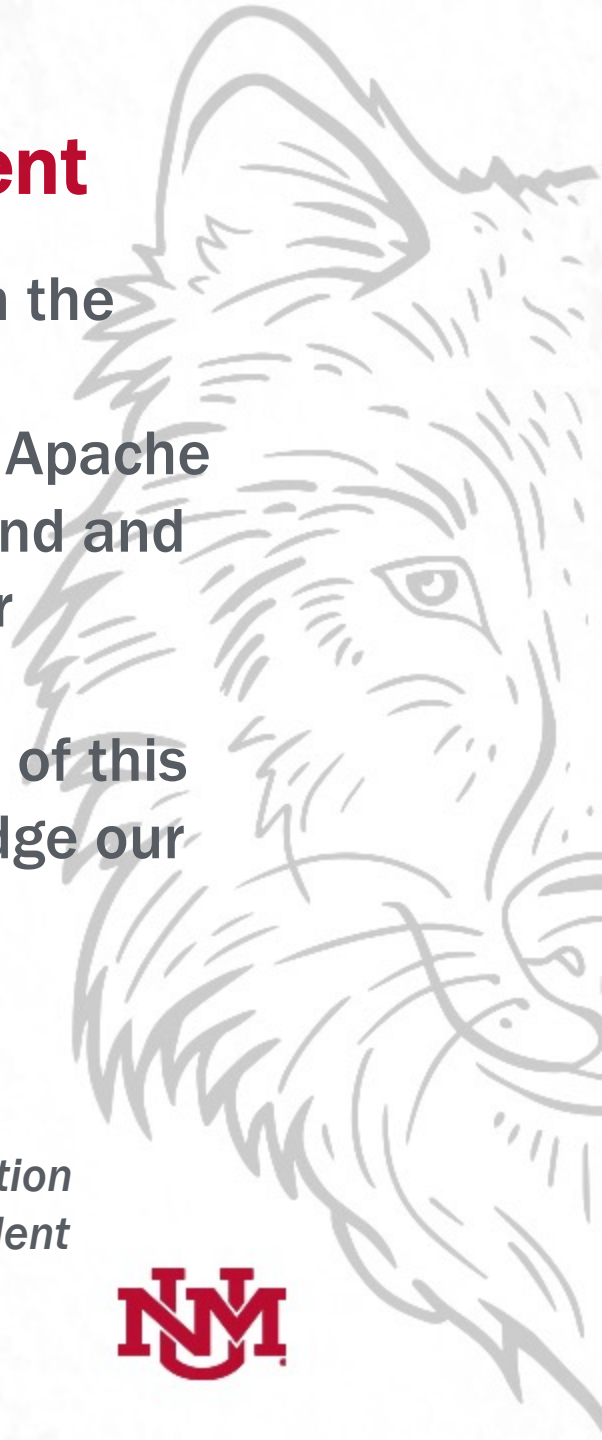
Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia.

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.

We honor the land itself and those who remain stewards of this land throughout the generations, and we also acknowledge our committed relationship to Indigenous peoples.

We gratefully recognize our history.

*Developed by the Special Assistant for American Indian Affairs in consultation with the Native American Faculty Council. Approved and adopted by President Garnett S. Stokes, February 2020.*



# Labor Acknowledgement Honoring the Sacrifice of Black Americans

From [Terah 'TJ' Stewart](#)

<https://www.diverseeducation.com/demographics/african-american/article/15108677/on-labor-acknowledgements-and-honoring-the-sacrifice-of-black-americans>

We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and their ascendants who suffered the horror of the transatlantic trafficking of their people, chattel slavery, and Jim Crow. We are indebted to their labor and their sacrifice, and we must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.



# Today's Agenda

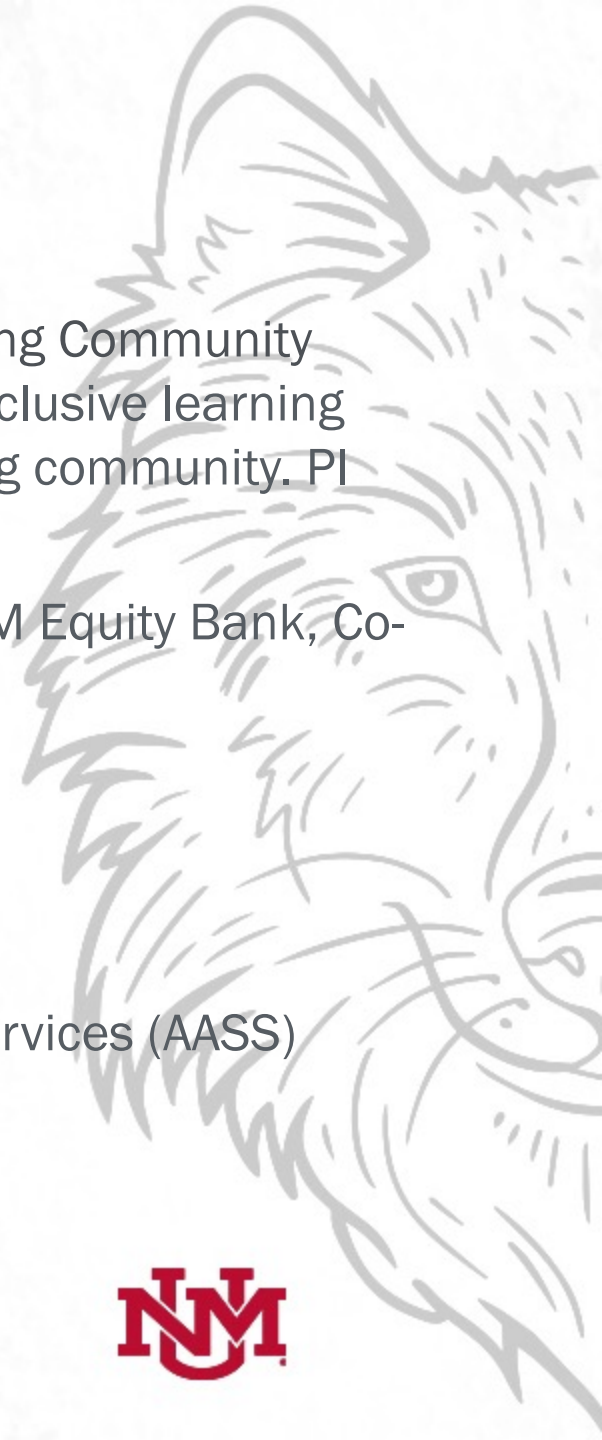
## 31 October 2022

- Welcome to HHMI
- Purpose of the Grant
- Grant Activities
  - Professional and academic development workshops
  - 1:1 and small group mentoring with Black UNM faculty and staff
- The Students
- Discussion
- Next steps



# Welcome to HHMI

- Howard Hughes Medical Institute (HHMI). Inclusive Excellence 3 (IE3) Learning Community Clusters (LCC) 2 Grant to UNM. Increasing capacity to support equitable & inclusive learning environments for introductory-level STEM students in a 14-institution learning community. PI Pamela Cheek.
- Sub-Award: Mentoring Black Student Excellence at UNM and Creating a STEM Equity Bank, Co-PI Assata Zerai. For more info on HHMI, see: <https://www.hhmi.org/science-education/programs/inclusive-excellence-3-learning-community>
- Participants:
  - Approximately 10 faculty and staff mentors
  - Research team of approximately 5 faculty and staff
  - 15 African first-year students who participated in the American Student Services (AASS) Summer Bridge Academy in 2022
- Research support to 10 faculty and staff mentors
- Small stipend to 15 student participants



# Purpose of the Grant

- It the hope of PI and co-PIs that the project will
  - a. help to build some organic connections between African American Student Services (AASS), Africana Studies, and Black faculty and staff at UNM,
  - b. strengthen retention of especially Black male students (given that AASS Dir Brandi Stone has identified UNM's challenges with retaining them), but all Black students, of course, and
  - c. give rise to a STEM Equity Bank, so that the best practices learned from our faculty and from the project, can be shared across the region and nation.



# Grant Activities

The Division for Equity and Inclusion (DEI) will utilize the funding to pilot the first-year mentoring and wrap around services program for African American Student Services (AASS) summer bridge academy students. The *Mentoring Black Student Excellence* project will do three things.

1. The project will design a mentoring and wrap-around services program for Black students.
  - a. It will provide funding to students who consistently participate in the mentoring program, meet with mentors, and are intentional about meeting their academic benchmarks.
  - b. The project will require students to meet monthly with mentors in 1:1 or small-group meetings and to participate in monthly professional and academic development workshops organized by DEI and AASS in collaboration with The Department of African American Studies (AAS) November, January, February, March, and April. The financial incentive to students will be approximately \$250 per semester.
2. The project will provide compensation to UNM Black faculty and staff for the extra mentoring work, much of which they are already doing. We expect to hire 8 senior faculty and staff fellows to participate as mentors and will compensate them to:
  - a. Present synchronously to the group during a recorded session via Zoom. An IRB protocol will be submitted so researchers can record these sessions and use the info in them for the STEM Equity Bank.



# Grant Activities (continued)

2. The project will provide compensation to UNM Black faculty and staff for the extra mentoring work, much of which they are already doing. We expect to hire 8 senior faculty and staff fellows to participate as mentors and will compensate them to:
  - b. Meet with 2 or more students during 1:1 or small group monthly mentoring meetings and agree to sustain mentoring connections with undergrads assigned to them throughout their four years at UNM (via semesterly check-ins once the grant period elapse).
  - c. Provide feedback on the STEM Equity Bank as it is developing.
3. We expect to hire 4 faculty fellows. We will compensate them to:
  - a. Present synchronously to the group during a recorded session via Zoom.
  - b. And provide feedback on the STEM Equity Bank as it is developing.
4. The “STEM Equity Bank” will be an outgrowth of the mentoring program.
  - a. As noted in #2, researchers will record Zoom sessions during which UNM Black faculty and staff share their stories of success and challenges in their academic and career trajectories.
  - b. Researchers will use the expansive definition of STEM, to include social sciences, biological sciences, pre-medicine, and other fields outside of the traditional physical sciences, mathematics, and engineering, to enable capturing as many stories as possible.





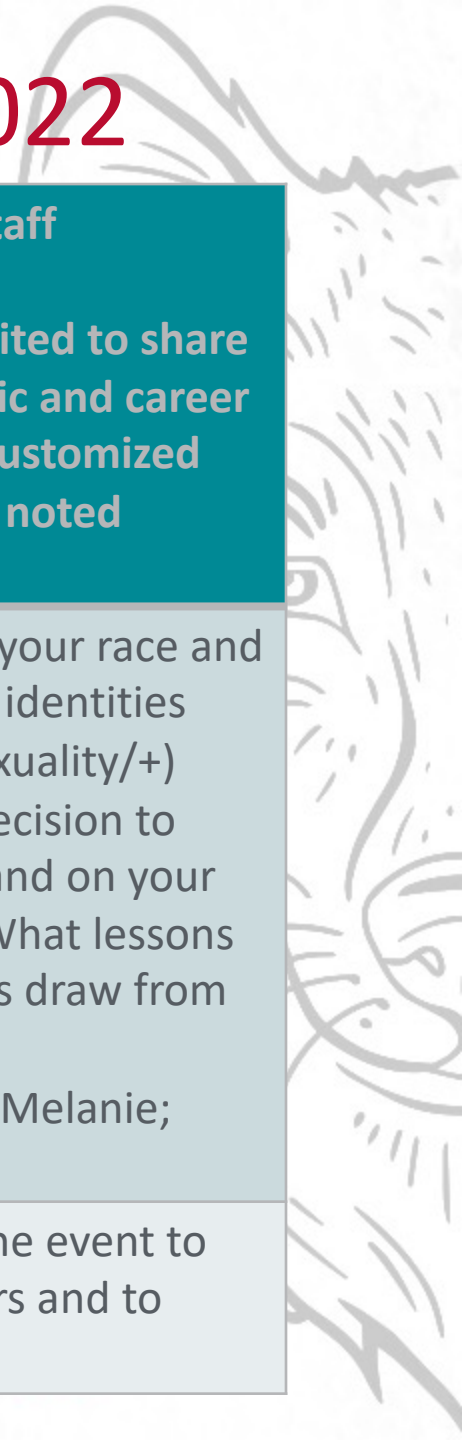
# HHMI Mentoring Black Students Fall 2022 Activities

- \*Initial workshop to introduce the program to our students
- \*Introducing students and faculty mentors
- \*Celebration of Africana Studies and UNM Black Faculty & Scholars



# Calendar of Workshops and Events Fall 2022

<p>Month and Year: Workshops to take place 12noon-1.30p,</p>	<p>Topic &amp; Presenter(s) Confirmed: Kathy Powers, Grace Faustino, Nancy López, Liz Godwin, Melanie Moses; Possible co-presenters: K. Buick, B. Stone, T.Y. Neely &amp; A. Zerai; Pending: Lisa Taylor; Stephanie McIver</p>	<p>Prompts to Faculty and Staff Presenter(s) *all presenters will be invited to share the story of their academic and career trajectory; and monthly customized prompts will be issued as noted below)</p>
<p><b>Friday 12-1.30pm</b> 11 November 2022</p>	<p><b>Welcome to the Mentoring Black Student Excellence Program (share goals &amp; expectations); Racial Identity Development and its Positive Impact on Academic Success.</b></p>	<p>Prospective Prompts: Did your race and you're your intersectional identities (e.g., race, and gender/sexuality/+) have an impact on your decision to pursue higher education and on your career trajectory? How? What lessons might UNM Black students draw from your experiences? Co-presenters: Grace and Melanie; Dannelle and AZ</p>
<p><b>Wednesday 4-6pm</b> 7 December 2022</p>	<p><b>Celebration of Africana Studies and UNM Black Faculty</b></p>	<p>Invite HHMI students to the event to connect with their mentors and to expand their networks</p>



JOIN US IN CELEBRATING



DEPARTMENT OF  
AFRICANA STUDIES

AND ACCOMPLISHMENTS OF

UNM BLACK FACULTY  
& SCHOLARS

WEDNESDAY, DECEMBER 7TH | HODGIN HALL - BOBO ROOM | 4PM - 6PM

RSVP Here: <https://bit.ly/3S7H9BW>

IN COLLABORATION WITH  
THE OFFICE OF THE PRESIDENT  
ACADEMIC AFFAIRS  
DIVISION FOR EQUITY & INCLUSION  
COLLEGE OF ARTS & SCIENCES  
AFRICAN AMERICAN STUDENT SERVICES



## The Students and Mentors

Names	Intended Major	Mentors
Nwamaka Tutman	Psychology	Lindsay Smart
Taylor Miller	Exercise Science	Tryphenia Peele-Eady & Christopher Choice
Ahadu Tsehaye	Biochemistry	Bernard Tawfik
Hailey Clark	Nursing	Lisa Taylor
Imani Knox	Nursing	Lisa Taylor
Xavier Jones	Marketing, Entrepreneurship	Angela Ekofo
Maranda Crutchfield	Architecture	Michaele Pride
Nubia Warren-Miller	Psychology	Lindsay Smart
Alexia Johnson	Nursing	Lisa Taylor
Karlie Powell	Biology	Melanie Moses
Pauline Nelson	Nursing	Lisa Taylor
Nicole Wells	Mechanical Engineering	Liz Godwin
Selena Rogers	criminology	Sonia Gipson Rankin
Herman Jackson	Secondary Ed	Tryphenia Peele-Eady & Christopher Choice
Danae Young	Pre- Computer Science	Melanie Moses & Grace Faustino



# Next Steps

1:1 and small groups meetings with Students and Faculty/Staff mentors



# Faculty mentors: please send an email to your mentee(s) and find a time to meet once this semester

Recommended discussion topics (during 1:1 and small group meetings):

- **Get to know one another.**
  - Ask student why they chose their major
  - What would student like to do after they finish earning their baccalaureate degree?
  - Have they considered grad school?
- **Finals survival skills:**
  - Rest
  - Exercise
  - Eating well
  - Study skills
  - Time Management



# Next Steps: Plans for Spring 2022

Month and Year: Workshops to take place 12noon-1.30p	Topic & Presenter(s)	Prompts to Faculty and Staff Presenter(s) *all presenters will be invited to share the story of their academic and career trajectory; and monthly customized prompts will be issued as noted below)
January 2023	<b>Overcoming challenges</b> , falling down, and getting back up! What to do when you feel you have faltered and how to get back on track. Presenter: Dr. Teresa Y. Neely	<b>Prospective Prompts:</b> Discuss a time that you overcame a challenge as an undergrad student. What are your favorite UNM resources that can support our students aiming to get back on track or to advance their academic success?
February 2023	<b>Exposing the hidden curriculum:</b> Summer plans-internships; Degree program mapping; 2-step programs: 5 years for BA-MA; Considering graduate programs	Prospective Prompts: TBA; Co-presenters: TBA
March 2023	<b>Financial Capability</b> as undergraduate students and beyond. Presenters: UNM Center for financial capability	Prospective Prompts: Did your socioeconomic status impact your undergrad experiences and your decision to go to graduate school? How? How did you face financial constraints as undergrads and how did you pay for grad school. What are lessons you would like to pass along?
April 2023	TBD-with student input	TBD-with student input

# Terms used interchangeably, acronyms and relevant notes

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- **Asian/Asian American and Pacific Islander (AAPI)** – includes Asian, Asian American, and Hawai’ian students unless otherwise indicated
- **Black, African American** – includes Black people of African descent
- **Black, Indigenous, and People of Color (BIPOC)**, also includes Latinx/Hispano, Asian American and Pacific Islander, and Multiracial individuals
- **Diversity, Equity, Accessibility, & Inclusion (DEAI)**
- **Indigenous, Native American, American Indian** – used interchangeably
- **Liaisons for Equity, Advocacy & Diversity (LEAD)** Council of associate deans for diversity
- **Office of Institutional Analytics (OIA)**
- **Persons with Disabilities (PWD)**; includes physical, emotional, cognitive, and/or sensory disabilities
- **Sexual Orientation, Gender Identity and Expression (SOGIE)**
- **URM: Underrepresented Racial/Ethnic Minorities: American Indian, Black, Hispanic/Latina/o/x.** See NSF: <https://www.nsf.gov/statistics/2017/nsf17310/digest/glossary-and-key-to-acronyms/>
- **Note:** presentation references available upon request





**Upstander Workshops**



**DIVISION  
FOR EQUITY  
& INCLUSION**

**505.277.1238  
DIVERSE.UNM.EDU**

**Institute for Study of  
Race and Social Justice**



**LGBTQ Resource Center  
505.277.54288  
lgbtqrc@unm.edu**



**Men of Color  
Initiative  
(MOCI)**