

Community Faculty Scholars Program

The University of New Mexico Health Sciences Center Office of Diversity, Equity and Inclusion (UNM HSC OfDEI) is pleased to announce the **Community Faculty Scholars Program**, which is supported by the HRSA-funded New Mexico Workforce Diversity Center of Excellence (NM COE) (1 D34HP45723-01-00). UNM HSC is grateful to our community-based faculty, many from under-represented minorities (URM) in under-represented communities, who train, mentor and role model excellence to our learners across the School of Medicine, College of Nursing, College of Pharmacy and College of Population Health. The program will enrich the experience and opportunities of URM community faculty by addressing barriers and challenges. **One faculty member from each school/college will be chosen to participate in a 12-month program beginning June 1, 2023.**

The program expectation is that the scholars are committed to and will spend 10% of their time in this endeavor. Community Faculty Scholars will sign a contract with their employer and the NM COE for 10.0% FTE protected time to participate in program-related activities. Funds will be distributed in an equitable manner, up to \$20,000 per scholar. We are grateful for and will recognize agencies and practices that support Community Faculty Scholars.

While engaging in a community of practice with their colleagues in the Academic Faculty Scholar Program, our Community Faculty Scholars will participate in structured mentoring, educator, career development, networking, and leadership curricula that recognize their communities' unique cultural and economic needs. Components of career and professional development will include:

- A six-month weekly ECHO for FACULTY (**Facilitating Advancement of Careers for Underrepresented Faculty Leveraging Technology**) sessions that will promote educator and leadership skills
- Mentorship from the Office for Community Faculty and the Office of Faculty Affairs and Career Development
- Specialized professional development from the Office for Continuous Professional Learning
- Opportunities for demonstrating leadership and creating connections in your region with UNM learners, UNM's existing programs, and leadership.

The ECHO for FACULTY will provide structured, evidence-based training on cross-cultural communication and collaboration, mentor development, networking, and leadership using the UNM-created ECHO model. Each community scholar can take advantage of unique opportunities and resources at UNM HSC, such as grant writing workshops, TREE (Transdisciplinary Research Equity and Engagement) Center, the Academic Medicine Writing fellowship offered by the National Center for Pre-faculty Development, the Medical Leadership Academy, and the Office of Continuous Learning Opportunities.

Who is Eligible?

URM Community Faculty in good standing at the UNM HSC who have worked with UNM learners in under-resourced rural and urban communities. URM includes Black or African American, Hispanic or Latina/Latino/Latinx/Latine, Native-American or Alaska Native, Hawaiian or Other Pacific Islander, and Vietnamese American faculty.

How to Apply:

Applications must be submitted by Feb 20, 2023, and the selection process will be completed by April 1, 2023.

To apply, please submit the following via bit.ly/CommunityFacultyScholarsApply

- 1) **Current curriculum vitae**
- 2) **Cover letter (up to two pages)**
The cover letter should address the following questions: As a Community Faculty member...
 - What obstacles in your professional career are you encountering that you hope this program can help you address?
 - What educator knowledge and skills do you hope to gain?
 - What knowledge and skills do you need to recruit UNM learners to serve as community practitioners?
 - What is your experience and/or interest related to participating in community faculty development in your region?
 - What knowledge and skills do you need to be an effective mentee and mentor?
 - What obstacles do you foresee in connecting your community with UNM resources?
- 3) **An email of support from your employer that addresses the commitment to a 10% FTE protection for one year.**

Faculty are strongly encouraged to discuss their application to the Community Faculty Scholars Program with Helene Silverblatt MD and/or Erin Flynn (email: FACULTYecho@salud.unm.edu) before February 7, 2023.