

2008 Data	University of New Mexico ¹	New Mexico Institute of Mining and Technology ²	New Mexico State University ³	New Mexico Highlands University ⁴	Northern New Mexico College ⁵	Eastern New Mexico University ⁶	San Juan College ⁷	Navajo Technical College ⁸	Western New Mexico University ⁹	Southwestern Indian Polytechnic Institute ¹⁰
Website	http://www.unm.edu/~oir	http://www.nmt.edu	http://www.nmsu.edu/	http://www.nmhu.edu	http://www.nnmc.edu/index.html	http://www.enmu.edu/	http://www.sanjuancollege.edu/pages/1.asp	http://205.242.219.103/newntc/index.html	http://www.wnmu.edu	http://www.sipi.edu/
Source	2008 - 2009 UNM Fact Book	Institutional Research at New Mexico Tech - Common Data Set 2008-2009	Fall 2008 Fact Book	2008 - 09 Fact Book	NCATE Institutional Report	2008 Fact Data	Office of Institutional Research; San Juan College 2008 Fact Book	Information provided by Roy Tracy and Tom Davis from NTC via email on 10/08/09)	(Accessed on 10/06/09)	(Accessed on 10/06/09)
Demographics										
Total Faculty Reported	3,454	151	705	145	49	176	231	68	0	0
Females	1,761	29	341	69	23	81	155	27	0	0
Males	1,693	122	364	76	26	95	76	41	0	0
African American/Black	51	0	7	0	0	3	12	3	0	0
American Indian	97	0	10	1	0	3	0	34	0	0
Asian/Pacific Islander	237	18	45	0	2	8	0	0	0	0
Hispanic	452	7	76	41	21	7	14	0	0	0
White, non-Hispanic	2,496	115	567	94	24	151	187	26	0	0
No Response	121	0	0	9	0	0	2	0	0	0
Other	0	11	0		2	4	16	5	0	0

¹Office of Institutional Research, University of New Mexico, 2008 - 2009 UNM Fact Book, <<http://www.unm.edu/~oir>>.

²Office of Institutional Research, New Mexico Institute of Mining and Technology, Common Data Set 2008-2009, <<http://www.nmt.edu/>>.

³Office of Institutional Research, New Mexico State University, Fall 2008 Fact Book, <<http://www.nmsu.edu/>>.

⁴Office of Institutional Effectiveness and Research, New Mexico Highlands, NMHU Fact Book, 2008-2009, <<http://www.nmhu.edu/>>.

⁵College of Education, Northern New Mexico College, NCATE Institutional Report April 5, 2009, <<http://www.nnmc.edu/>>.

⁶Office of Institutional Research, Eastern New Mexico University, Fall 2008 Fact Book, <<http://www.enmu.edu/>>.

⁷Office of Institutional Research, San Juan College, 2008 Fact Book, <<http://www.sanjuancollege.edu/>>.

⁸Data Assessment, Navajo Technical College, NTC Facts provide by R. Tracy and T. Davis, <<http://205.242.219.103/newntc/index.html>>.

⁹Data not published or available, Western New Mexico University, <<http://www.wnmu.edu/>>.

¹⁰Data is not available to the public, POLICY STATEMENT - INDIAN PREFERENCE POLICY: Preference is given to qualified Indian candidates in accordance with the Indian Preference Act of 1937 (Title 25, USC, Section 472). Verification Form BIA-4432 must be submitted if claiming Indian Preference. <<http://www.bie.edu/home.aspx>> Southwestern Indian Polytechnic Institute, > <http://www.sipi.edu/>

The State of New Mexico has a historically diverse population, and today stands as one of four states in the U.S. that can claim minority/majority status – is that where the minority population of the state outnumbers the non-minority population. Moreover, our state is one in which diversity and cultural richness has been recognized through the centuries, and the universities throughout the state recognize that diversity needs to be expressed, cultivated and made meaningful. New Mexico has unique traditions, languages and multi-cultural heritages which can provide inspiration to cultivate an important model for university diversity efforts.

As a comprehensive research university, the University of New Mexico includes diversity in its values and mission statements, and commits to educating students to function and thrive in a multicultural and global society. We also acknowledge that to have community credibility, we need diversity at all levels – from our student body, to our accomplished graduates, to our faculty, staff and administrative ranks.

It is through this commitment that we strive to recruit and retain minority and women faculty, provide faculty development to support diversity, equity and inclusion.

Efforts include:

- Best practices to diversify applicant pools when vacancies occur.
- Strengthening fiscal resources for minority faculty hiring and retention.
- Develop and provide guidelines and support for equity funds and other retention incentives.
- Develop and implement curriculum to meet diversity competencies for faculty.
- Foster faculty-to-faculty mentorship programs
- Provide incentives for research and publication for promoting success of diverse students.
- Support research/service projects to develop diversity expertise

It is the mission of Navajo Technical College and Southwestern Indian Polytechnic Institute; to provide technical and higher education opportunities that meet the needs of federally recognized tribes. The colleges' values and support diversity within its structure and within the individuals and communities that they serve. They are committed and adhere to the following values and goals within their respective institutions.

- Respect for tribal sovereignty, self-determination, self-governance and recognized for treaty obligation.
- They strive to deliver culturally, socially, and economically relevant education, training and services that will offer long-term solutions and encourage life-long learning.
- Their missions are to promote enchantment and excellence for all American Indians and Alaskan Natives.