**Description of NMT**

New Mexico Institute of Mining and Technology (NMT) is a public education, research, and service university focused in science, technology, engineering, and mathematics (STEM). A Hispanic-Serving Institution (HSI), NMT is a member of the Hispanic Association of Colleges and Universities and is classified by Carnegie as a Master’s College & University – Small Program. Undergraduate enrollment at NMT for Fall-2022 was 1,218 degree-seeking students with 40% Hispanic enrollment and 31% female. Graduate enrollment was 472 degree-seeking students with 20% Hispanic and 41% female. The 2022-2023 annual national college rankings place NMT among the nation, #72 as top public university in America, #9 as the best Hispanic-Serving University in America and #34 in colleges with the best professors. US News and World Report ranked NMT as #5 in the top public college in the West and #107 as top performers for social mobility.

For more information see:

NMT National Rankings: <https://nmt.edu/rankings/index.php>

Institutional Research: <https://www.nmt.edu/academicaffairs/research/index.php>

**Institutional Commitment to Diversity, Equity, Inclusion & Access (DEIA)**

As an HSI, NMT bears tremendous responsibility for constructing pathways to successful careers for its students, many of whom come from historically marginalized populations, especially with respect to computational and data sciences. NMT’s goals to reverse this historical exclusion are twofold. NMT hopes to advance institutional excellence through a university-wide commitment to diversity, equity, inclusion, access, and belonging, and justice and by fostering a culture of appreciation and respect. To accomplish this, NMT has begun developing and implementing equity-centered practices (*e.g*., campus climate surveys, preferred name/pronoun promotion, advertising of DEIA-related events, developing a land acknowledgement statement, peer support and mental health training, and assessment of campus accessibility). The overarching goal is to promote community building and a positive campus climate. NMT also works to inspire change, promote dialogue, and advocate for diversity, equity, inclusion, access belonging, and justice by defining the university’s commitment to DEIA efforts. Additionally, NMT works to develop a DEIA-focused curriculum for training and professional development purposes, building broader communities (*e.g*., Café Latino – a weekly campus meetup of Spanish speakers and friends), and increase awareness of the Chief Diversity Officer’s role in promoting DEIA-driven excellence. By building and sustaining the infrastructure needed to enhance diversity, equity, inclusion, belonging, and justice at all levels of the university, NMT serves its community in the best way possible. To accomplish this, NMT is working to improve bias incident reporting processes by making reporting simpler and more transparent and by providing tools and policies for supportive responses to incidents that arise. NMT is also transitioning its institutional decision-making processes to center DEIA-related principles and practices by using data collected from campus climate surveys to nimbly adjust practices and provide annual reporting on activities. In sum, NMT serves a vibrant and active community full of diverse learners; it must therefore also be actively responsive to the needs of its constituent members to allow students to thrive and take advantage of the tremendous opportunities an NMT education will provide.

**NMT Research Training**

NMT participants will complete a series of trainings to provide background information on safely and ethically completing research. The NMT Safety Office will present an overview of laboratory safety including relevant procedures and identifying resources for more information if needed. Individual faculty mentors will provide additional safety training if needed for their laboratory (e.g. chemical handling). The NMT Research Compliance Office will present on Responsible Conduct of Research (RCR), and NMT participants will be encouraged to complete training for a certificate through the Collaborative Institutional Training Initiative (CITI) Program. If participants are doing research involving human subjects, they will complete human subjects research training provided by CITI.

For more information see:

CITI: https://about.citiprogram.org/course/responsible-conduct-of-research-basic/

Research Ethics Training: https://www.nmt.edu/research/research\_ethics\_series.php

Research Compliance Office – Mikell Coleman – Mikell.coleman@nmt.edu

**NMT Sexual Harassment Policy and Training**

New Mexico Institute of Mining and Technology (NMT) is committed and obligated to comply with all federal, state, and local laws, as well as regulatory boards and agencies. The campus requires its faculty, staff, students and visitors to abide by these laws, regulations, and campus policies. The NMT campus displays its Notice of Non-Discrimination throughout campus for our campus community and guests. The NMT community and its guests are obligated to abide by Title IX of the Education Amendments of 1972 (Title IX). The law states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance” [Education Amendments Act of 1972, 20 U.S.C. §§1681 - 1688 (2018)].

Participants in NMT programs will be made aware of the legal rights Title IX affords and all campus policies through a through a training session that will be held by the NMT Title IX Coordinator and Associate Vice President for Student Life Dr. Peter Phaiah. Participants will be provided written information and references to the appropriate NMT websites for details on prevention and awareness; reporting mechanisms through the Title IX office and coordinating faculty and staff will report known or suspected abuse, including those with minors; steps for taking appropriate action to stop the issues, preventing its reoccurrence, and remedy of the issue effectively. NMT is committed to ensuring all visitors and guests enjoy their experience on campus in a safe, inclusive, and diverse environment. Any violation of NMIMT’s policies or violations of the law could result in removal from the RET Site and campus, as well as result in associated charges.

For more information see: <https://www.nmt.edu/titleix/>

Contact: Peter Phaiah at peter.phaiah@nmt.edu or titleixcoordinator@nmt.edu