


UNLV

FACULTY AFFINITY GROUPS



The background of the page is a photograph of a university campus. On the left, there is a modern building with large windows. In the center, a person is walking away from the camera. On the right, there is a signpost with a red roof and the UNLV logo. The foreground is filled with vibrant red roses.

THE UNIVERSITY OF NEVADA, LAS VEGAS (UNLV) is home to an incredible community of talented and innovative faculty. At UNLV, we recognize that a faculty body that is diverse with respect to race, ethnicity, socioeconomic class background, sexual orientation, gender identity, and geography among other dimensions of cultural difference, benefits and enriches the educational experiences of all students, faculty, and staff.

As a university we value our individual differences. This means embracing our institutional diversity and holding equity and inclusion in the highest regard in our daily interactions. The UNLV Faculty Affinity Groups brochure promotes our institutional values and shares information about the many different identity-based faculty groups at UNLV. Becoming part of a faculty affinity group provides networking, a community of peers, professional development opportunities, and most importantly, a space for your voice to be heard. Each affinity group has representation on the President's Advisory Council. The President's Advisory Council provides advice to the President on important issues that shape our workplace and campus culture, and provides affinity groups a platform to share concerns.

The University conducts campus climate surveys to assess workplace satisfaction and holds all academic and administrative units accountable to improving the work experiences of all faculty. The Office of Diversity Initiatives leads several campus-wide task forces to identify campus priorities and develops strategies that impact faculty, staff, and students. Additional committees to improve diversity, equity, and inclusion have been established within academic and administrative units across campus. To learn more about what your unit/division is doing, contact your chair/director/supervisor.

Within this brochure, each affinity group has outlined their mission and goals and provides contact information to learn more and join. We welcome you to explore what our campus offers to support our talented faculty community!

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Undocu Task Force

The Undocu Task Force (previously named the All Access Task Force) is composed of faculty and staff who are committed to building a comprehensive support system for community members who are undocumented or who receive Deferred Action for Childhood Arrivals (DACA), as well as those who identify as immigrants and are from mixed-status families.

The Task Force advises and supports efforts to:

- Recruit and retain undocumented students and staff/faculty.
- Collaborate to create solutions and increase campus accessibility for the undocumented community through advocacy, policy changes, programming, and other solutions.
- Implement practical, research-informed, and systemic policies to provide tangible resources and on-campus support for undocumented students, faculty, and staff.

CONTACT INFORMATION:

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Alliance of Latino/a Faculty



The Alliance of Latino/a Faculty's mission is to support the Latinx and Hispanic communities on- and off-campus by promoting and advocating for diversity initiatives at UNLV. Our mission also includes mentoring junior faculty and providing a support network for faculty and students. The Alliance of Latino/a Faculty (ALF) has met regularly since 2000, which makes it the most active faculty group of its type at UNLV. We have been involved in urgent issues such as increasing faculty diversity, supporting Dreamer and other immigrant students, and promoting diversity initiatives campus-wide. Although ALF began as a faculty group, it now welcomes administrative faculty and others, on an ad hoc basis, whose work and interests overlap with those of faculty members.

CONTACT INFORMATION:

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<https://www.facebook.com/UNLV-Latino-a-Faculty-Alliance-188461717859880>



Alliance of Professionals of African Heritage

The Alliance of Professionals of African Heritage (APAH) is a long-standing affinity group on the University campus for over 30+ years. The APAH is comprised of faculty, administrators, and classified staff.

The APAH's student-centered focus is to:

- Celebrate academic excellence, acknowledge the dedication, perseverance, and commitment to higher education for students of African Heritage.
- Recognize students' outstanding academic, leadership, and community service.
- Acknowledge graduates of African Heritage receiving degrees from UNLV.
- Foster open communication and collaboration among student organizations of African Heritage to promote an optimum college experience at UNLV.



CONTACT INFORMATION:

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<http://caeo.unlv.edu/alliance/>



American Indian Alliance

The American Indian Alliance (AIA) is composed of faculty and staff who are committed to advancing Native American/Alaska Native education. The alliance advises and supports efforts to:

- Recruit, retain, and advance Native American/Alaska Native students, faculty, and staff.
- Foster a climate supportive of positive experiences for Native American/Alaska Native students, faculty, and staff—an environment that attracts, welcomes, and retains students, faculty, and staff.
- Ease the transition to campus life by creating an environment that emphasizes involvement, inclusion, and identification with the campus community.
- Create and sustain a First Nations community that celebrates achievements, acknowledges milestones, represents concerns, and provides advocacy.
- Promote open communication and strengthen relationships between UNLV and Native American/Alaska Native communities.



*Dr. William J. Bauer,
Chair, American Indian
Alliance
Professor, Department of
History
Member, Wailacki and
Concow tribes of the
Round Valley Indian*

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Asian Pacific American Faculty Staff Alliance

The Asian Pacific American Faculty Staff Alliance (APAFSA) serves Asian, Asian-American, and Pacific Islander faculty and staff. The APAFSA provides networking opportunities that build community through faculty-staff connections across campus. The Alliance is currently reorganizing its leadership team; for more details about the APAFSA, reach out to the person below:

CONTACT INFORMATION:

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Black Professional Women's Alliance

The Black Professional Women's Alliance (BPWA) is composed of 80+ faculty, staff, and administrators who work at UNLV and the Nevada System of Higher Education (NSHE). The BPWA supports black and multi-ethnic women by:

- Promoting cultural awareness about the experiences of black and multi-ethnic women working at UNLV and the NSHE,
- Providing professional development, networking opportunities, and community resources to faculty, staff, and administrators who identify as black and multi-ethnic women,
- Fostering a positive workplace that welcomes and retains black and multi-ethnic women,
- Celebrating the professional achievements and scholarly accomplishments of black and multi-ethnic women, and
- Creating a space for the voices of black and multi-ethnic women to be shared with one another.

CONTACT INFORMATION:

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Council of African-American Professionals

CAAP supports the success of the UNLV community by:

- Providing information, networking opportunities, and other resources for black faculty, staff, administrators, students, as well other members of the campus and surrounding communities who are interested in promoting diversity and inclusion
- Highlighting and supporting research and scholarship of black professionals at UNLV
- Participating actively in campus governance, programs, services, and mentoring
- Promoting cultural awareness and competency through academic and professional development programs
- Sponsoring and co-sponsoring targeted programming about issues that affect and are of particular interest to black professionals
- Advancing a respectful and informed environment in which issues of real and perceived inequity and injustice are effectively identified, directly addressed, and discussed in a manner that incorporates the most current academic research and scholarship on race, education, diversity, and inclusion

CAAP supports the continued success of UNLV by:

Expanding and strengthening the sense of community and mutual support among UNLV's black faculty, staff, as well as with the entire campus community. Supporting the recruitment and retention, promotion and tenure, professional development, and career advancement of black professionals at UNLV, including faculty, staff, and administrators.

Supporting the recruitment, retention, academic excellence, graduation, and placement of black graduate students. Encouraging university-wide engagement and interdependent relationships with and within black communities at UNLV and Southern Nevada.

CONTACT INFORMATION:

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The Intersection: First Generation Faculty

First generation faculty members face many of the same challenges entering their first jobs in higher education as they did when they were first generation students pursuing their academic degrees. Some of these challenges include:

- Being unfamiliar with the new environment
- Difficulty accessing campus and community resources
- Building or expanding personal and professional networks
- Meeting other first-generation faculty and first-generation students
- Understanding how to navigate various university processes and procedures

At UNLV, the Intersection serves as a connection point to help new faculty members acclimate to UNLV. We provide monthly gatherings that allow for faculty to meet, share ideas and information, and connect with others over a cup of coffee. These networking events have resulted in cross-campus partnerships for academic programming, interdisciplinary research collaborations, and making faculty feel welcomed, valued, and part of the UNLV family. Visit our web page for more information on how to get involved, access resources, or stay informed. We look forward to hearing from you!

CONTACT INFORMATION:

The Intersection

(702) 895-0459

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<https://www.unlv.edu/intersection/first-generation>[https://](https://www.unlv.edu/intersection/first-generation)



New First-Gen Fridays Help Faculty Connect with Each Other, Students

Q:UNLV is an alliance of faculty and staff dedicated to the following:

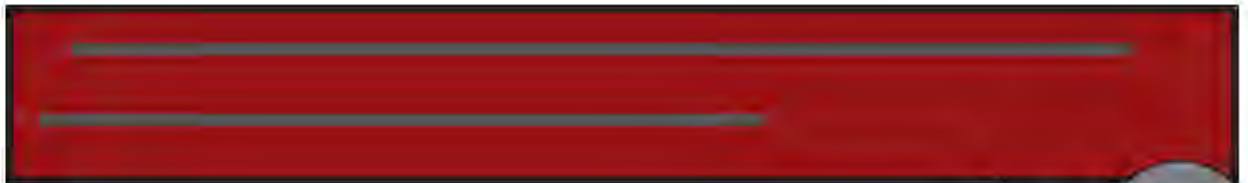
- Fostering a climate of support and service for the LGBTQIA+
- Promoting a campus environment that values the recruitment, retention, and advancement of LGBTQIA+ students, faculty, and staff
- Creating educational and advocacy opportunities to promote a diverse and inclusive environment
- Sponsoring professional and social networking opportunities to strengthen and maintain positive working relationships between UNLV and the LGBTQIA+ community.

CONTACT INFORMATION:

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*Mr. Phillip Burns,
Chair, Q: UNLV,
Executive Director, Office
of Student Conduct*



UNLV Able and Active ***(An organization for faculty and staff with dis.ABILITIES)***

UNLV Able and Active (UNLV A & A) is a dedicated group of staff and faculty who are committed to advancing the principals of the Disability Rights Movement, namely equity, accessibility, and opportunity in employment and scholarship, and to support a University-wide culture of excellence.

A & A encourages efforts to:

- Recruit, retain, and advance world class faculty and staff with lived experience of disability as self-advocates and allies.
- Engage in and support advocacy efforts that will increase knowledge, awareness, and acceptance of disability and diversity issues that impact the campus community.
- Ease the transition to campus life by creating an environment that emphasizes involvement, inclusion, and identification with our dimensionally diverse campus community.
- Promote open communication and strengthen relationships between UNLV, the Las Vegas community, and faculty and staff.

Working together to provide opportunities for concerns to be heard, challenges to be addressed, and innovative solutions as we work across campus to create an inclusive community.

CONTACT INFORMATION:

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UNLV Military & Veteran Services Center ***“Veteran Victory Starts Here”***

The UNLV Military & Veteran Services Center (MVSC) is staffed with veterans and VA education benefit-experienced staff who are nationally recognized for assisting our more than 1,800 veterans, active duty service members, persons in the Reserve or National Guard, and military families. We support their academic and personal success and we are dedicated to helping them with their transition to college life.

Our programs and honors include:

- Nevada residency is granted to all “honorably” discharged veterans within five years of separation and within three years for military family members using benefits.
- Priority registration is provided to all veterans to expedite payment of the Chapter 33 GI Bill® housing allowance.
- UNLV is ranked as a GOLD-rated “Veteran-Friendly” University (GIJOBS.COM 2011-2019).
- Military Times magazine ranked UNLV #33 in the Nation out of 605 4-year schools — “Best for Vets”.
- UNLV offers the VetSuccess program with a VA Benefits Counselor on campus.
- UNLV sponsors a nationally recognized Student Veterans Organization chapter, Rebel Vets.
- UNLV participates in the University of Michigan Peer Advisors for Veteran Education (PAVE) peer-to-peer mentoring program.
- UNLV co-sponsors the semiannual Veteran Hiring Fair with local employers ready to hire veterans.
- Since 2012 the Eleanor Kagi Foundation has funded 12 Rebel Vet Graduation receptions to honor our 1,968 student veteran graduates.
- In 2020, UNLV hosted our annual VA Compliance Inspection resulting in “No Deficiencies Noted”.

CONTACT INFORMATION:

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Women's Council



The mission of the UNLV Women's Council is to ensure that the voices of UNLV women are heard and to advocate for a positive quality work-life for women at all levels of the university. The Council, a volunteer group of faculty and staff, contributes to the creation, implementation, and monitoring of initiatives designed to ensure that women are treated equitably and respectfully and are valued and supported in pursuit of their professional and personal growth. The Women's Council has identified five key areas of focus: Hiring, Retention and Assessment, Programming, Communication and Networking, Family Advocacy, and Health and Safety.

CONTACT INFORMATION:

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<https://www.unlv.edu/womenscouncil>

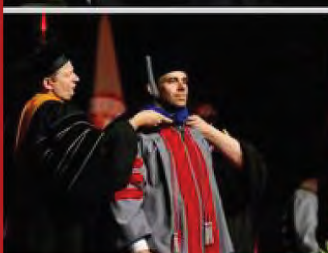


The President's Advisory Council

The President's Advisory Council (PAC) consists of an At-Large Faculty member selected by the President (Chair), the President's Senior Advisor, the Immediate-Past Faculty Senate Chair, the Administrative Faculty Committee Chair, the Classified Staff Council Chair, the GPSA President, the CSUN President, and representatives from select campus constituencies.

With representation of campus leaders from all sectors of UNLV, the PAC invites the campus community to submit issues of importance. These issues will be communicated to the President. Find out where to turn when personally aggrieved, subjected to adverse personnel actions or as a witness to inappropriate or prohibited conduct.

To send an email to the entire Advisory Council, please contact: Presidents-advisory-council-group@unlv.edu.



Professional Networks

UNLV is home to several professional networks that advocate for your rights as a UNLV employee while supporting your success and advancement within the institution.

ADMINISTRATIVE FACULTY COMMITTEE: The Administrative Faculty Committee (AFC) is a standing committee of the Faculty Senate and participates in university governance by reviewing and recommending policy on issues that directly affect administrative faculty such as merit and compensation, human resources, and faculty senate representation. The AFC serves as a forum for promoting and communicating administrative faculty initiatives and concerns among the administrative faculty, the Faculty Senate, and top UNLV Administrators.

CLASSIFIED STAFF COUNCIL: The Classified Staff Council serves classified employees and is an advisory group to the President of UNLV. The Council provides professional development, service opportunities, recognition and awards, and serves as a resource to classified employees.

FACULTY SENATE: The UNLV Faculty Senate is the voice of the academic and administrative faculty working transparently with university administration to advance the vision and direction of the institution. The Faculty Senate assures quality in research, creative activity, teaching, and service while exercising responsibility for maintaining and improving rigorous standards throughout the curriculum.

NEVADA FACULTY ALLIANCE: The UNLV Chapter of the Nevada Faculty Alliance (NFA) represents advocacy for faculty employed at UNLV. The UNLV-NFA advocates for quality education for the common good of the Las Vegas community by promoting dialogue, and effective policies and procedures based on the following: Advocacy and action for faculty staff; Access, inclusion and diversity for students, faculty and staff, and the administration; Affordability and funding that emphasize access to the citizens of Nevada pursuing higher education; and academic achievement.



UNLV

CONTACT INFORMATION:

Office of Diversity Initiatives
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ABOUT THE AUTHORS

The UNLV Faculty Affinity Group brochure was developed by the Offices of Diversity Initiatives and Faculty Affairs. Below is a brief description of each office:

The Office of Diversity Initiatives (ODI) partners with academic and administrative units to make equity, diversity, and inclusion on campus and in the community a daily practice. The ODI is home to The Intersection: UNLV's Academic Multicultural Center, The Undocumented Student Program, and UNLV's only Director of Development for Diversity. To learn more about Diversity at UNLV, visit: www.unlv.edu/diversity.

The Office of Faculty Affairs (OFA) develops resources and services to support and advance UNLV's faculty community. The OFA is committed to creating a supportive work environment that enables faculty to reach their fullest potential and achieve the highest standards of excellence. To learn more about the OFA and faculty diversity initiatives led by this office, visit: www.unlv.edu/ofa.

*For more information about UNLV's Faculty Affinity Groups, visit:
<https://www.unlv.edu/diversity/affinity-groups>.*

