



Dear Colleagues,

Some of you are new to the faculty, scheduled for a mid-probationary review or applying for promotion & tenure in the fall. We recognize that while you are figuring out how to adapt to on-line delivery, you are also having field seasons cancelled, research trips postponed, publication slow-downs, and delays in receiving equipment and supplies. If you have a research lab, there will be a decrease in productivity. Even without additional concerns, it is difficult to work effectively given the level of uncertainty we are all adjusting to.

Delays in your professional progress will not be held against you during annual or milestone reviews.

In the weeks to come, we will work with Deans and Chairs on a process for milestone reviews that allows for consideration of these unusual circumstances, and we will communicate further details as they become available. If you have questions in the meantime, you can direct them to apfaculty@unm.edu, or anonymously through ADVANCE's [drop us a line](https://advance.unm.edu/drop-us-a-line/) (<https://advance.unm.edu/drop-us-a-line/>).

Thank you for all you are doing for our students. While being patient and kind with them, please remember to also be patient and kind with yourself.

Take care,

A handwritten signature in blue ink, appearing to read 'James', written over a light blue horizontal line.

James Paul Holloway
Professor of Nuclear Engineering
Provost and Executive Vice President for Academic Affairs