

**Greenwood
Asher &
Associates®**



Vice President of Research

Position Profile



The Opportunity

New Mexico Tech (NMT) seeks a visionary leader for the position of Vice President of Research (VPR). The VPR will be a skilled, entrepreneurial, and astute administrator with significant experience in leadership, prioritization, and collaboration within a complex, interdisciplinary research environment focused on science, technology, engineering, entrepreneurship, and mathematics (STE²M). The VPR plays a crucial role in shaping the future of research and innovation at the institution, driving growth, excellence, and impact across diverse STE²M disciplines, championing NMT as a driver for the betterment of the institution, state, nation, and beyond, and serving as the chief promoter and main facilitator of STE²M research, innovation, and creativity at NMT.

The VPR oversees a current external funding portfolio of \$300M, with annual research awards approaching \$50M. The VPR reports directly to the President and is a member of the President's executive cabinet. The VPR is the most senior direct manager of numerous STE²M centers, some of which perform classified projects. As a member of the NMT senior leadership team, the VP guides institutional strategic planning and fiscal stewardship for research and sponsored program development. The VPR also connects faculty, staff, and external entities to enable transdisciplinary research opportunities and campus-wide initiatives to enhance one of NMT's roles as a STE²M driver for the state, nation, and world.



Role of the Vice President of Research

The Office of the Vice President of Research includes the following key positions: Associate Vice President of Research, Director of Finance and Business Operations, Executive Director of the [Office of Innovation Commercialization](#), and directors of several research centers, including EMRTC and ICASA. The entire research enterprise at NMT has over 250 research and support staff.



The successful candidate will have a strong understanding of STE²M. The successful candidate will also have a strong understanding of the national funding landscape, including federal, foundation, and industry support pertaining to STE²M. The successful candidate will further have broad knowledge of STE²M research policy and compliance and the patent process. And the successful candidate will possess the tools to support and expand the scientific and creative potential of a diverse and highly motivated STE²M faculty and researchers while also encouraging experiential learning opportunities for NMT students.

Leadership and Vision

- Develop and expand NMT's research enterprise from individual projects to large-scale, multidisciplinary initiatives sponsored by NIH, DoE, NSF, and other major extramural sponsors.
- Create a vision and strategy informed by national funding trends and NMT's areas of excellence.
- Promote the highest standards of research excellence and compliance.
- Advance the research mission through support services and resources, fostering partnerships with national laboratories, government, industry, and other research enterprises.
- Build a culture that fosters innovation, collaboration, improvement, and growth.
- Weave into STE²M projects experiential learning opportunities for NMT students as a natural and imperative component of the endeavor.
- Develop and maintain strategic plans that address challenges and opportunities within NMT, across STE²M industries, and in response to current and emerging societal needs, determining future directions consistent with the University [mission](#) and [strategic plan](#).



Strategic Planning and Development

- Dramatically increase research expenditures by supporting and incentivizing researchers.
- Identify new research partnerships with industry, government, and other external partners.
- Facilitate strategic planning for the construction and renovation of research spaces.
- Oversee institutional research support, including the indirect cost return program and other related programs.
- Engage with faculty to help connect them with funding and research opportunities.

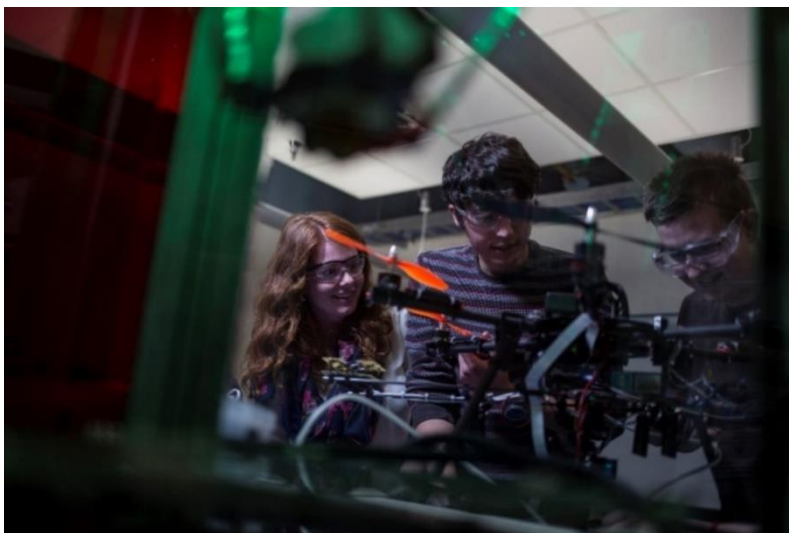


Collaboration and Partnerships

- Work closely with Deans, Department Chairs, Directors, and other stakeholders to enhance research collaboration.
- Foster partnerships with national laboratories, industry, government, and other academic institutions.
- Promote a culture of broadening participation in STE²M research by historically underrepresented populations.
- Manage the NMT Office of Innovation Commercialization and closely collaborate with the University Research Park Corporation to promote technology transfer and innovation.
- Engage in effective and transparent decision-making in consultation with key stakeholders.

Administration and Compliance

- Oversee the campus research enterprise, including policymaking, research support, and compliance.
- Manage the human and financial resources of the Office of the Vice President of Research.
- Ensure compliance with University, state, and federal policies and regulations.
- Represent NMT in matters related to research and development among federal and state agencies, industry, foundations, and other universities.
- Ensure a sustainable financial model that includes a balanced budget and appropriate resources for STE²M research activity.



Outreach and Advocacy

- Communicate the possibilities created by NMT research to the general public and decision-makers.
- Promote research embedded in the community, partnering with community members to uplift the community.
- Cultivate partnerships and collaborations across the state, region, nation, and world with labs, industry, government, and other academic institutions.
- Inspire and manage a diverse portfolio of innovation and development activities in coordination with external partners.
- Develop a culture of broadening participation of underrepresented populations in STE²M.



General Responsibilities

- Represent the University with government entities and external organizations and perform other duties as assigned.
- Provide leadership and executive management for all research entities, ensuring fiscal stewardship and professional development of personnel.
- Promote diversity, equity, and inclusion.
- Participate in crisis management and emergency response planning.



Required Qualifications

The successful candidate will have:

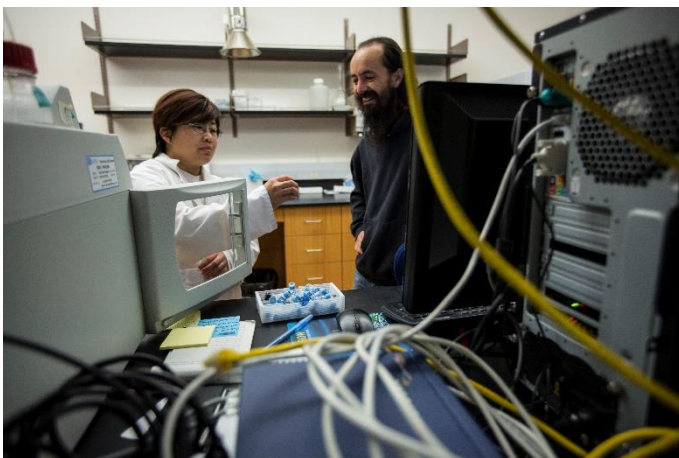
- Earned doctorate from an accredited institution with qualifications for a tenured, full professor appointment in a department represented at NMT.
- Proven track record of securing funding, ideally STE²M funding, from a variety of sources, including federal/state government agencies, foundations, and industry.
- Understanding of federal and state appropriations processes, budgeting in a complex environment, grants and contracts administration, and strategic planning.
- Knowledge of and demonstrated experience in budgeting, financial controls, and fiscal accountability for a large, complex, matrixed organization.
- Strong interactions with government agencies and the corporate sector, with knowledge of national and international research agendas.
- Knowledge of intellectual property, technology transfer, patents, and the ability to balance academic research excellence with technology transfer.
- Extensive background in forming successful partnerships with other universities, government agencies, and research institutions both nationally and internationally.
- Experience with federal and state audit control guidelines and with research compliance and institutional adherence to rules, regulations, policies, and standards of conduct that govern research.





Preferred Qualifications

- Current holder of, or eligibility for, Department of Defense or Department of Energy clearance.
- Eligible to obtain up to a TS/SCI Security Clearance.
- Experience in cultivating diversity, equity, and inclusion across an organization.
- Experience in creating experiential learning opportunities for students.
- Experience in institutional policymaking.



About New Mexico Tech

NMT was founded in 1889 to train engineers to support the mining boom town of Socorro and to boost the state economy. The New Mexico School of Mines opened on Sept. 5, 1893, with one building, two professors, and seven students. The school incrementally expanded over the eras and changed its name to New Mexico Institute of Mining and Technology in 1951.



For some 135 years, NMT has been at the pinnacle of science, technology, engineering, entrepreneurship, and mathematics (STE²M) education, research, innovation, and entrepreneurship. NMT offers degrees and certificates from associate to doctoral levels, houses numerous pioneering research centers, and is a federally-designated Hispanic Serving Institution.

A small but mighty campus of 1,565 degree-seeking students in fall 2023 (1,112 undergraduates and 453 graduate students), New Mexico Tech collaborates and offers expertise to industry partners, national labs, government agencies, the White House, and academic institutions. NMT research spans hydrology and astrophysics, petroleum recovery and explosives engineering, atmospheric physics and materials engineering, cybersecurity and management, and more.

A learn-by-doing campus, NMT equips classrooms with state-of-the-art technology, allowing faculty, staff, and students to conduct real-world, collaborative research that addresses industry needs and pioneers new advancements. Students regularly participate in rigorous experiential learning, challenging fieldwork, and demanding internships with top firms. They also excel at prestigious national competitions, such as Mini Baja and NASA Lunabotics.

New Mexico Tech research divisions work on seminal projects that expand the reach of science and technology. Renowned facilities include the [Energetic Materials Research Testing Center](#), [Petroleum Recovery Research Center](#), [Magdalena Ridge Observatory](#), [Langmuir Laboratory for Atmospheric Research](#), and the [National Cave and Karst Research Institute](#), among others.



Over the decades, faculty have contributed significantly to areas such as atmospheric electricity, atmospheric physics, and groundwater hydrology. Current faculty are also making impactful contributions in bioinspiration in aerospace and drone technologies, mammalian DNA repair, and cybersecurity, among others.

NMT's research portfolio exceeds \$300M, with annual research awards approaching \$50M. NMT boasts more than 60 patents and patents pending worldwide,

including innovations like the nicotine patch. Each year, NMT's faculty, staff, and students garner over \$130 million in grants and contracts; non-taxpayer research expenditures average \$75,000 per student; and the average research per faculty member is \$800,000. This level of research output is what a 30,000-person research campus strives for and takes enormous pride in.

NMT has trained more than 700,000 workers in Homeland Security, police, and other security-related agencies. New Mexico Tech also conducts top-secret research and serves the nation through training and research programs that involve the Dept. of Defense, Air Force, Army, and other branches of U.S. military.

NMT alumni secure influential positions with major employers such as Abbott Laboratories, Apple, Bank of America, Brookhaven National Laboratory, Chevron, ConocoPhillips, ExxonMobil, Halliburton, Honda, Intel, Lockheed Martin, NASA, Raytheon, Sandia National Laboratories, and many more giants in the field. NMT alumni salaries are higher than those at competitor schools, averaging \$65,800 for early career and \$124,500 for mid-career. NMT's alumni network exceeds 11,000 members.

Majestic mountains overlook NMT's beautiful, rural, 320-acre campus. Facilities also include a manicured 18-hole golf course (open to the public). Its Macey Center hosts a well-attended performing arts series along with an art gallery. The NMT student esports and rugby club teams recently won national championships. There are outdoor adventures galore nestled amid nearby breathtaking mountains. Big-city attractions in Albuquerque are a quick 75-mile drive north. Santa Fe is 139 miles away from Socorro.

NMT takes pride in extensive community outreach, hosting popular events like a robotics demolition derby for 6th–12th graders and a weeklong summer science, technology, engineering, and mathematics program for high school students.

NMT regularly ranks high as a top public college in the West (*U.S. News & World Report*), public universities for percentage of bachelor's students who earn a doctorate (National Science Foundation), and as one the best Hispanic-serving universities in America (Niche.com).

Mission Statement

New Mexico Tech leads education and research in science, technology, engineering, entrepreneurship, and mathematics (STE²M) for New Mexico.

- We educate a diverse student body in foundational and collaborative student-focused programs.
- We expand the body of knowledge through cross-disciplinary, culturally relevant, and challenging discourse in an inclusive setting.
- We forge scientists, engineers, and leaders for the future.
- We pioneer innovation through leading-edge research and creativity, and entrepreneurship.
- We serve the public through research, scientific knowledge, economic development, and STE²M.



Vision

To be an inclusive, distinguished, and vibrant community of scholars dedicated to education, research, and innovation to meet the science, technology, engineering, entrepreneurship, and mathematics (STE²M) challenges of tomorrow.

Institutional Values

New Mexico Tech has defined the following enduring, guiding principles for its continued growth and development as a quality (STE²M) institution of higher education.

- *Research*
 - Groundbreaking transdisciplinary research that generates knowledge and innovative design for science and engineering and solves challenging and complex problems, driven by a relentless commitment and focus by faculty, students, and research staff.
- *Integrity*
 - Maintaining the highest standards of academic and professional ethics, fairness, and honesty in all endeavors, and being responsible members of the NMT community.

- *Creativity*
 - Creativity is integral to all our teaching, research, and business processes and is driven by curiosity, adaptability, and resourcefulness, requiring imagination, vision, risk-taking, and diligence.
- *Lifelong Learning*
 - Lifelong learning skills are developed through a rigorous curriculum, a challenging educational experience with a foundation of critical thinking and problem-solving, invigorating research, and significant professional development that prepare students, faculty, and staff for continuing individual and career growth.
- *Excellence*
 - High-quality education and research drive excellence in all aspects of our mission.
- *Economic Prosperity and Technological Development*
 - STE²M education, research, technical assistance, and technology transfer are drivers of economic prosperity and technological development in the state, nation, and the world; continuous faculty, researcher, and staff professional development programs and outreach initiatives for underrepresented communities to pursue STE²M careers are hallmarks for the future.
- *Integrated Planning and Decision-Making*
 - Openness, fairness, collaboration, and stakeholder input in University operations are driven by accurate and reliable data made available to the campus community.
- *Collegiality and Collaboration*
 - Positive energy, performance, and support from a collegial and collaborative environment contribute to the advancement of our students, our colleagues, and our institution.



Strategic Plan

To provide an outstanding educational and research experience to our students, NMT is committed to:

- *Empowering Student Success:* Empower our students to reach purposeful academic and career goals through a University culture focused on providing a comprehensive STE²M education while nurturing students to succeed at NMT and beyond.

- *Enriching Engaged Learning:* Enhance undergraduate and graduate STE²M education through increased opportunities for active learning within and outside of the traditional classroom.
- *DEI Driven Excellence:* Proactively integrate diversity, equity, and inclusive (DEI) excellence into the fabric of NMT, including academics, leadership, decision-making, day-to-day operations, community engagement, and organizational cultures.
- *Amplifying Research Innovation:* NMT will amplify research innovation to meet the challenges of tomorrow through education, transdisciplinary collaboration, and entrepreneurship. Engaged researchers will expand the reach and impact of NMT innovation in the service of New Mexico, the region, nation, and society.
- *Energizing Community:* NMT will serve the public through research, scientific knowledge, economic development, and STE²M outreach, which benefit Socorro and communities throughout New Mexico. NMT will commit to strengthen the bonds with Socorro and surrounding areas by cooperatively developing an open and inclusive identity and a common vision to build a more vibrant and resilient community.
- *Financial Resilience:* Through an open and inclusive budgeting process, expand and diversify funding sources and opportunities to ensure the ongoing viability of delivering the mission of the Institution.

For more information about New Mexico Tech, please visit: <https://nmt.edu/>



NMT Research Centers and Institutes

NMT is a science and engineering institute focused on both pure and applied research as well as on academic teaching. NMT addresses fundamental scientific and engineering questions and conducts applied research in response to pressing homeland and national security challenges. NMT hosts numerous fascinating and complex research centers, including but not limited to:

[Energetic Materials Research and Testing Center](#)



The internationally recognized Energetic Materials Research and Testing Center (EMRTC) has more than 70 years of experience in explosives research and testing. The largest research division at NMT, EMRTC conducts research on the performance and safety of energetic materials and explosives for the U.S. government, friendly foreign governments, and academic and commercial entities on its 40-square-mile field

test laboratory in the mountains adjacent to New Mexico Tech. The field laboratory contains more than 30 test sites, gun ranges, and state-of-the-art research facilities. EMRTC also develops tools to analyze material interactions by using computer codes designed to simulate detonation, fragmentation, and impact. EMRTC has the capability to conduct tests involving over 20,000 pounds of explosives. EMRTC also develops and conducts training courses for federal, state, tribal, and allied government agencies; academic institutions; and commercial entities in national domestic preparedness, anti-terrorist efforts, and explosives safety.

[Institute for Complex Additive Systems Analysis](#)

The Institute for Complex Additive Systems Analysis (ICASA) contributes innovative and relevant solutions to national security and critical infrastructure protection problems. ICASA is a cooperative alliance among academia, industry, and government that NMT administers under a contract with the Dept. of Defense, plus support from the state of New Mexico. Funded via legislative action in 2001,

ICASA studies the behavior, vulnerabilities, and predictability of complex systems through its unique process that gathers information-age research and applies it to real-world problems. ICASA has been recognized by the National Security Agency and Dept. of Homeland Security as a Center of Academic Excellence in Information Assurance Education since 2001. This designation expanded in 2009 to include being a Center of Academic Excellence in Information Assurance Research. The State of New Mexico utilizes ICASA/NMT personnel as first responders to perform forensic analysis of computer attacks and assist with the improvement of computer security as well as leveraging data.



[Playas Research and Training Center](#)

Playas Research and Training Center (PRTC), in Hidalgo County, serves government and industry clients, both nationally and internationally, that require controlled environment, reality-based testing, and training venues in physical security. PRTC was once a company town with about 1,500 residents and home to employees of the Phelps Dodge Corp., which operated a copper smelter nearby.



When Phelps Dodge shut down the smelter in 1999, the town's population dwindled to just a few families. NMT purchased Playas, a 640-acre township, from Phelps-Dodge in 2003, using funds from the Dept. of Homeland Security. NMT converted the town into a counter-terrorism training facility. Training includes first responder and hostage negotiation; urban warfare and weapons of mass destruction exercises; and terrorism-related border security programs. Facilities span realistic combat environments, a shooting range and a comprehensive driving range designed to simulate challenging terrains with water traps, boulder and log obstruction fields, and incline and slant hazards for ATVs and off-road vehicles. An onsite airstrip supports small aircraft.

[New Mexico Bureau of Geology & Mineral Resources](#)



Established in 1927, the New Mexico Bureau of Geology and Mineral Resources (the Bureau) is the official state agency responsible for original investigations of geology and mineral and water resources. The Bureau investigates, evaluates, and disseminates information on geology, mineral, water, energy resources, and extractive metallurgy—with emphasis on aiding the discovery and responsible development of nonrenewable resources. The Bureau also makes maps of

geology and resource potential, provides timely information on potential geological hazards (e.g., earthquakes, volcanic events, soil- and subsidence-related problems, flooding), and acts as a repository for cores, well cuttings, and other geological data. By furnishing vital scientific information and advice, the Bureau aids in the establishment of new mining and petroleum operations and new energy and mineral industries, plus in the expansion and diversification of existing resource industries and water supplies. The Bureau director also serves as State Geologist. The Bureau's [Mineral Museum](#) contains more than 16,000 mineral, rock, mineral product, mining artifact, and fossil specimens.

[National Cave and Karst Research Institute](#)



The National Cave and Karst Research Institute (NCKRI) is the country's authority on caves and karst. The latter is a fragile landscape with vulnerable aquifer systems. Associated features include caves, springs, underground rivers, and sinkholes. Karst landscapes are prevalent on 20% to 25% of the land worldwide. NCKRI facilitates and conducts programs in research, education, data management, and stewardship in all fields of speleology. NCKRI supports research projects such as the development of caves and karst, characterizing their unique geomicrobiology, and evaluating their hydrogeology. Other NCKRI projects and interests range literally from inner space to outer space. Recent studies: geophysical

characterization, sinkhole collapse hazard assessment and prevention, geomicrobiological characterization, and hydrogeological evaluation. Created by Congress in 1998 in partnership with the National Park Service, State of New Mexico, and the City of Carlsbad, NCKRI is headquartered in Carlsbad.

[Langmuir Laboratory for Atmospheric Research](#)

Langmuir Laboratory, built in 1963, is located at an elevation of 3,240 m (10,630 ft) in the Magdalena Mountains, 27 km (17 air miles) southwest of the Socorro campus, and provides a base for the study of cloud processes that produce lightning, hail, and rain. It was named in honor of Dr. Irving Langmuir, a Nobel Prize winner in chemistry, who participated in numerous experiments at NMT related to cloud physics after the discovery of cloud seeding in 1946. The Magdalena Mountains offer favorable conditions for the study of thunderstorms because many occur there during the summer, and the storms tend to remain isolated,



stationary, and small. High altitude discharges, such as sprites, blue jets, and gigantic jets, also can be observed. Langmuir Laboratory operates as one of only four lightning triggering facilities in the world. The facility has a restricted airspace in which to fly balloons, aircraft, rockets, and UAVs up to 45,000-foot altitude, along with two underground Faraday cages for lightning studies and a high-bay balloon hangar.

[Climate and Weather Consortium](#)

The goal of the Climate and Weather Consortium is to improve the New Mexico and Southwestern economies and industry through interdisciplinary research that bridges biology, physics, atmospheric physics, engineering, hydrology, geophysics, chemistry, applied math, economics, computer science, and education. The objective is to use science to solve overarching problems in society, especially applied to weather prediction, climate change, water management, and high technology.



[Petroleum Recovery Research Center](#)



The Petroleum Recovery Research Center (PRRC) is a trailblazing scientific organization dedicated to solving problems related to the oil and gas industry. The New Mexico State Legislature established PRRC as a research division of NMT in 1977; the site opened in 1979. PRRC's mission is to develop, through theoretical and practical research, improved oil and natural gas recovery methods to increase oil and natural gas recovery from New Mexico's and the nation's oil and gas reservoirs and to transfer new technology to the industry and local independents. PRRC is

the only research center of its kind in the state. Its active research portfolio for fiscal year 2023 was \$172M. Additional PRRC research conducted includes membrane technology, nanotechnology, and chemical/optics sensors. PRRC is also the lead organization for the Carbon Utilization and Storage Partnership, a Dept. of Energy-funded regional initiative to accelerate onshore carbon capture and storage technology deployment in the Western region of the U.S. via a consortium of academia, government agencies, national labs, and industry.

[New Mexico Bureau of Mine Safety](#)

The New Mexico Bureau of Mine Safety (BMS) promotes the safety of the miners, contractors, operators, researchers, and other persons associated with operating mines and performing earthwork or rock excavation in New Mexico. BMS trains



thousands of miners each year. Training and initiatives focus on accident prevention. Directed by the State Mine Inspector, BMS provides mine rescue and emergency response, mine compliance assessment, safety and health training, certification of coal mine officials, education and outreach programs, and coordination with the New Mexico Mine Safety Board.

[Magdalena Ridge Observatory](#)



The Magdalena Ridge Observatory (MRO) is located on 1,000 acres at 10,600 feet in the Magdalena Mountains of the [Cibola National Forest](#) in Socorro County. MRO is the fourth highest observatory in the world and provides classical astronomical research, space surveillance, and public outreach. MRO consists of two major facilities. One is an operational 2.4-meter fast-tracking telescope. It is used mostly to observe, track, and characterize solar system astronomical targets, artificial

Earth satellites, space vehicles, and terrestrial military targets. The other is the Magdalena Ridge Observatory Interferometer, a 10-element optical/infrared interferometer, under construction, whose array will simulate single dish telescopes that range in size from 7.8 to 340 meters in diameter and produce model-independent images of faint and complex astronomical targets at resolutions over 100 times that of the Hubble Space Telescope.

[National Radio Astronomy Observatory](#)

National Radio Astronomy Observatory (NRAO) is not a division of NMT; NRAO is funded by the National Science Foundation. NRAO's offices are on the NMT campus. NRAO operates two major radio telescopes based in New Mexico: the Very Large Array (VLA) and Very Long Baseline Array. VLA is comprised of 27 radio antennas configured in a "Y-shape" 50 miles west of Socorro. Each radio antenna is 82 feet (25 meters) in diameter. The data from each antenna are combined to create the resolution of an antenna 22 miles in diameter.

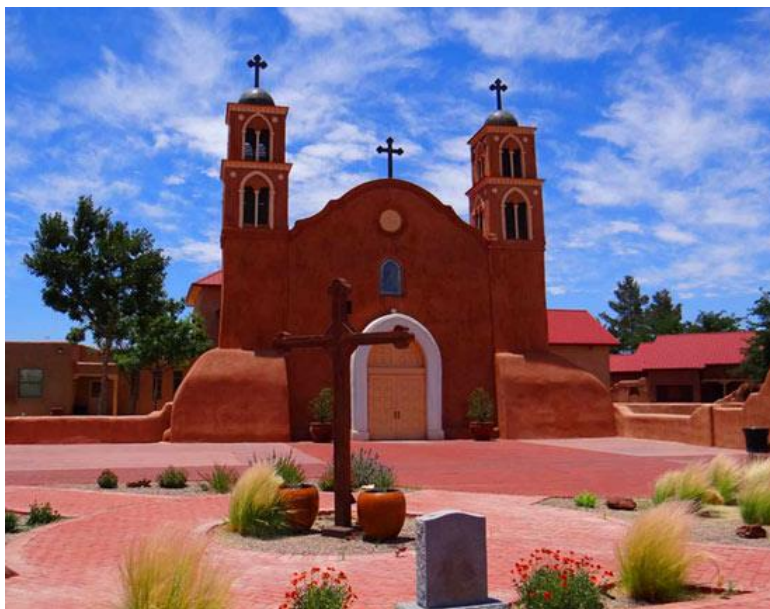


About the City of Socorro

Located about 75 miles south of Albuquerque, Socorro is nestled in the Rio Grande Valley at an elevation of 4,579 feet. The former mission town is now a hub for technology, history, and scenic beauty. Socorro is home to a wide array of art, music, theater, golfing, biking, hiking, rockhounding, rock climbing, and gallery hopping, as well as wildlife refuges, radio telescopes, a mineral museum, university, historical mission church, and robust performing arts series.



Home to approximately 9,000 residents and ample attractions, Socorro is a town that perpetually earns its good reputation. With abundant leisure activities, a reasonable cost of living and moderate climate, Socorro residents enjoy its safe and friendly small-town feel, short commutes, and plentiful reasonably priced housing.



Founded in 1598, Socorro is rich in history and offers a vibrant culture. Today the town serves as a charming example of placemaking excellence, preserving its indigenous and Spanish heritage while earning acclaim as a center for science and technology. In Socorro's historic district, which is home to one of New Mexico's 13 designated state scenic byways and centered on a plaza, the Elfego Baca Heritage Park tells the story of the town through an art wheel and a series of interpretive

monuments. The historic San Miguel Catholic Church continues to operate as one of the oldest Catholic churches in the nation and an enduring example of Mission-style architecture. Socorro also has a lovingly restored movie theater that shows first-run releases.

Nature lovers are drawn to Socorro and the surrounding area for its scenic beauty, fascinating wildlife, and outdoor recreation. During the winter, the Bosque del Apache National Wildlife Refuge is home to bald eagles and thousands of sandhill cranes and snow geese. Also, located just five miles from Socorro, Box Canyon is a popular site for camping, hiking, and rock climbing, and attracts both locals and knowledgeable visitors.



NMT's popular and beautiful golf course.



For more information about Socorro, please visit:
<https://www.socorronm.gov/>.



Nomination & Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates® is assisting the New Mexico Tech in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position
- A current résumé/curriculum vitae

We strongly encourage submitting application materials as two separate PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Denice Perdue
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New Mexico Tech (NMT) is an Equal Opportunity /Affirmative Action institution that is committed to providing equal access to its programs, facilities, and employment for all people. This policy applies to students, employees, applicants, vendors, visitors, and guests. NMT prohibits discrimination and harassment based on the following protected characteristics: race, age, religion, color, national origin, ancestry, sex, sexual orientation, physical or mental handicap, serious medical condition, spousal affiliation, gender identity, genetic information, pregnancy, and veteran status.