



RELEASE: Thursday, June 12:

Lobo Researchers,

We have some good news to share with all of you.

### **Term Retention Initiative**

The Research Rapid Response Team has been working with UNM Human Resources to develop the new Term Retention Initiative (TRI) program intended to connect our term staff with new opportunities, thereby retaining talent and institutional knowledge. TRI is designed for term appointment employees whose positions are being eliminated (or reduced) because of funding disruptions.

The TRI program offers three talent pools (Research & Technical Staff; Program, Operations, and Financial Management Staff; and Administrative & Support Staff) that impacted employees can opt-in and join in UNMJobs. TRI enables staff to submit a single application to be considered for a broad range of open positions. Likewise, units within the University that have an open position can also opt-in by requesting access to the talent pools and reviewing qualified applicants for direct placement. We anticipate the program will be able to connect people and open positions more seamlessly. For more information or to opt in to the program, check out [TRI's new website](#).

### **Data Report**

As a reminder, there are ongoing efforts to maintain data continuity from a range of resources and longitudinal studies. A coordinated effort among a group of data organizations includes the [International Association for Social Science Information Service & Technology](#), [Research Data Access & Preservation](#), and members of the [Data Curation Network](#). Our goal is to serve as a clearinghouse for data rescue-related efforts and data access points for public U.S. governmental data that are currently at risk. You can view the results of this work at the [Data Rescue Project](#).

Jon Wheeler and Todd Quinn from UNM Libraries are members of the organizations listed above, and they have put together [this local guide](#) to support researchers.

### **Civic Engagement vis-a-vis Political Activity**

The UNM Government & Community Relations team plays a pivotal role in keeping us informed about the dynamic political landscapes of Washington D.C. and Santa Fe. Beyond tracking events, they empower us with knowledge and awareness of a diverse array of important topics.

In this vein, we recently learned about the differences between 501(c)(3) and 501(c)(4) organizations. 501(c)(3) is a recognized classification of nonprofit organizations with a dedicated mission that have tax-exempt status from the IRS. Generally, these are charitable, religious, educational, or other designated public-serving purposes, and donations can be tax deductible. 501(c)(3)s are prohibited from supporting or opposing



candidates for elected public office and must only engage in nonpartisan advocacy under strict IRS rules and limits.

In comparison, a 501(c)(4) organization is a different type of nonprofit that serves the public good through social welfare promotion and can engage in lobbying and limited political, potentially partisan activities under this alternative designation. Unlike 501(c)(3)s, donations made to them are not tax-deductible for the donor. Also, 501(c)(4)s may engage in some partisan activity, but partisan political activity cannot be the primary purpose of a 501(c)(4). Situations where representatives of UNM are being asked to engage in political activity are generally worthy of heightened internal review because of existing internal or external policies that may apply.

We bring this to your attention as it serves as a vital reminder of the significance of understanding the organizations that seek your engagement. Each organization carries its own set of values, objectives, and potential impacts that can resonate on political, personal, and institutional levels. As members of the UNM research community, you may encounter an array of requests for participation from diverse entities. Therefore, we urge you to delve deeply into the implications of your involvement and to consider how your actions reflect on our students, your fellow colleagues, and overall our Lobo community. If you have any questions, please do not hesitate to reach out to your research office or the UNM Government & Community Relations team ([govrel@unm.edu](mailto:govrel@unm.edu)).

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