

**PURPOSE**

The Hispanic Serving Institution (HSI) Fellows Program serves to strategically further the scope and depth of work around our HSI designation and provide a venue for community-building and career development for faculty and staff through a project-based leadership experience, mentoring and coaching, and a series of targeted workshops. As we seek to serve students from diverse backgrounds, particularly Hispanic undergraduate and graduate students, the HSI Fellows Program serves as one of many strategies for strengthening our institutional capacity and exceeding the federal criteria required to be a designated Hispanic Serving Institution.

**AUDIENCE**

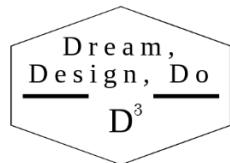
To optimize the UA's organizational identity as a HSI and enhance and diversify the University's leadership capacity, the HSI Fellows Program will provide a project-based leadership opportunity for 10 thought and action leaders, including junior and mid-career faculty, academic and administrative heads, program directors, and individuals identified as emerging leaders. Faculty and staff from all backgrounds are invited to apply.

**COMMITMENT**

The aim and scope of the HSI Fellows' involvement warrants a time commitment of 8-10 hours per week to fulfill project obligations and attend the entire meeting schedule. The Office of the Provost with the College Deans and Vice Presidents will work to ensure a cost-sharing arrangement for course release/buyout and workload reassignments.

**ACTIVITIES**

The core activities of the HSI Fellows Program include: (1) participating in all pre-scheduled skill-building and leadership development workshops; and (2) leading a team-based HSI-related initiative.

**THE DREAM, DESIGN, DO (D<sup>3</sup>) PROJECT-BASED LEADERSHIP DEVELOPMENT**

Four teams consisting of 2-3 faculty and staff will lead a project from conception to launch to expand institutional capacity for actualizing the HSI designation.

Project teams or D<sup>3</sup> Teams will provide the University with a plan of action for tackling one of the four broadly defined HSI-related opportunities listed below. Based upon applicants' expressed preferences, participants will be assigned to one D<sup>3</sup> project and will assume varying leadership roles to ensure effective project management.

- Design a UA HSI-Inspired Research Agenda
- Design a HSI Communication Plan that Informs & Inspires
- Develop Capacity Building Activities in Support of Culturally Responsive Pedagogies and Practices
- Pitch a compelling case for a project that would significantly further our institutional capacity to actualize the HSI designation

## MEETING SCHEDULE

**Participants must attend all scheduled sessions in their entirety.**

HSI Fellows D <sup>3</sup> Kickoff Dinner: Dine, Dream, Do	December 7, 2018	5:00-8:00pm
Dream, Design, Do (D <sup>3</sup> ): Stories from Visionary Doers	January 11, 2019	8:00-11:00am
Design Thinking Principles & Project Management	January 25, 2019	8:00-11:00am
Dream it, Design it, Do it (D <sup>3</sup> ): Convey Your Charge	February 15, 2019	8:00-11:00am
Rethinking Your Sphere of Influence: Influence in all Directions	March 1, 2019	8:00-11:00am
HSI Advocacy: The Power of a Story	March 29, 2019	8:00-11:00am
Risks & Rewards: Leaning into a New Authored Self	April 5, 2019	8:00-11:00am
Declaring the State of Our Work: Updates & Next Steps	April 19, 2019	3:00-7:00pm
D <sup>3</sup> Team Meetings	Weekly/Bi-weekly Team Meetings	
HSI Fellows' Panel	August 28, 2019	10:00-11:30am

## APPLICATION PROCESS

**DUE: October 8**

[Click here](#) to complete the online application process, which will require you to upload the following documents:

**1. PERSONAL STATEMENT** (2 pages maximum)

Please prepare a statement that addresses the following questions:

- Why are you applying to participate in the HSI Fellows Program?
- What specific experiences, strengths, areas of expertise, and/or achievements make you a promising leader for advancing our work as a HSI?
- Indicate your preferred HSI D<sup>3</sup> (Dream, Design, Do) project and explain some of your preliminary thoughts and ideas regarding advancing work in this area. The foci of the projects are loosely described to allow the teams to further shape the work. Please indicate your second preference for a D<sup>3</sup> project should we need to compose work groups more evenly.

**2. SHORT RESUME or CV** (3 pages maximum)

**3. LETTER(S) OF RECOMMENDATION** (1-2 letters)

**Primary Letter (required):** Your primary letter of recommendation must come from your direct supervisor and speak to your leadership and project management potential and commitment towards advancing institutional efforts related to diversity, inclusion, and equity. Supervisors must also address in their letter whether a course buy out or reassignment of duties is needed to offset the required time commitment of their faculty or staff.

**Secondary Letter (optional):** If you would like to submit a letter of support from someone other than your direct supervisor who could further speak to the requested components of the letter please feel free to include a secondary letter. This letter is in addition to the letter from your supervisor.

Please direct questions to Marla A. Franco, Director, HSI Fellows Program,  
[marlafranco@email.arizona.edu](mailto:marlafranco@email.arizona.edu)