**2024-25 THRIVE Change Team Application**

Name of Hispanic-Serving Institution (HSI)\*: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*(Note: Emerging HSIs will be included as space allows)

Name of Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Tenure and Tenure-Track Faculty: \_\_\_\_\_\_\_\_\_\_\_ # Other Faculty: \_\_\_\_\_\_\_\_\_\_

Chair’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chair’s Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chair’s Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*If the Chair is not leading this effort, please provide*:

Name of Chair Designee\*: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email Address Chair Designee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone Chair Designee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*(*Please provide strong rationale for identification of a designee in the application.* If awarded, the stipend will go to this representative.)

Dean’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean’s Email (for award announcement, if accepted): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In order to ensure full consideration, please review the Latina [**THRIVE Partnership Overview**](https://www.utrgv.edu/advance/initiatives-events/thrive-partnership/index.htm), [**Change Team Application Overview**](https://www.utrgv.edu/advance/initiatives-events/thrive-partnership/thrive-cohort-application/index.htm),the[**Psychologically Healthy Workplace Examples**](https://www.utrgv.edu/advance/initiatives-events/thrive-partnership/psychologically-healthy-workplace/index.htm), and answer the following questions. Brevity is appreciated; please limit each response to 200 words or less.

1. Why are you **interested** in participating in this opportunity? In your answer, include challenges or barriers, especially to Latina faculty, that currently exist in your department.
2. What **experience**, if any, do you have in leading and/or participating in organizational change?
3. Fill in the blank the primary [**Psychological Healthy Workplace Principle**](https://www.utrgv.edu/advance/initiatives-events/thrive-partnership/psychologically-healthy-workplace/index.htm) (i.e., employee involvement, work-life balance, employee growth and development, employee recognition, and health and wellbeing) for the proposed department change focus: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
4. Please provide a **brief description** of the specific change proposed and **how success will be measured**.
5. Please provide **justification** for the specific change proposed and how it will serve all faculty, especially Latina faculty.
6. Please identify proposed **change team members** (e.g., name, department rank, expertise)\*. Consider including those with pertinent expertise (e.g., staff, adjunct faculty, DEI leader, marketing, evaluator, HR.) \**Note: Creating an inclusive department climate should not fall only to underrepresented faculty*.
7. Please provide up to three examples of potential resources that could support the **success and sustainability** of the proposed area of focus.

Please submit completed application in PDF format to [**Gretalyn.Leibnitz@UTRGV.edu**](mailto:Gretalyn.Leibnitz@UTRGV.edu)**; (March 1, 2024)**

**Questions?** Contact: Gretal Leibnitz at [**Gretalyn.Leibnitz@UTRGV.edu**](mailto:Gretalyn.Leibnitz@UTRGV.edu).