

## Purpose

The Strategic Priorities Faculty Initiative (SPFI) provides temporary University financial support to academic departments to enable them to hire new, full-time, tenure-track faculty or continuing-eligible academic professionals who will enhance UA's distinctive strengths in advancing equal opportunity, diversity, and inclusion as outlined in the University of Arizona's Strategic Plan, *Never Settle*. The SPFI program provides funding to hire faculty who will

- 1) foster new and creative ways of involving our diverse student body in an accessible and engaged education aimed at producing highly capable graduates who will meet our state's critical workforce needs,
- 2) develop new approaches to discoveries and cutting-edge interdisciplinary research, scholarship and creative work that benefits our diverse communities and addresses complex global problems, and
- 3) expand collaborations with community and business partnerships, including those involving traditionally underserved groups.

UA's long tradition of access and inclusion has enabled us to recruit a diverse student body. UA students represent a diverse range cultures, experiences, social and economic backgrounds, and circumstance. Such differences among students include, but are not limited to

- first-generation college students;
- students underrepresented in higher education in comparison to Arizona and national high school university eligibility rates;
- students from a variety of socioeconomic backgrounds including socioeconomically disadvantaged backgrounds;
- U.S. ethnic minorities;
- geographic location including rural communities;
- students who identify as LGBTQ;
- students with disabilities;
- international students, who speak and communicate in a variety of languages;
- non-traditional students, including adult learners;
- students with differing gender identities; and
- students with varying religious backgrounds, or who identify with no particular religious background.

Research indicates that innovation, critical thinking, and problem-solving are greatly enhanced in a diverse and inclusive academic community that supports the participation and success of all its members by advancing efforts to increase collaborations across traditional disciplinary and ideological divides, develop inclusive and engaged modes of instruction, and expand community and business partnerships, including those with traditionally under-served populations.

## Criteria

The SPFI Program supports the commitments to diversity in the University's Strategic Plan: *Through cross-cutting innovations distinctive to the University of Arizona, we will expand the student experience through engagement, advance knowledge through innovations in creative inquiry and collaboration, and forge novel partnerships to positively impact our community.*

Departments seeking financial support to recruit academic professionals and faculty must establish that those individuals demonstrate competency in one or more of the following critical areas. Interdisciplinary hires are strongly preferred. These bulleted items are meant to be illustrative not exhaustive.

### ***Engagements with Students That Advance Equal Opportunity, Diversity, and Inclusion:***

- The potential to contribute to our understanding of the conditions that enhance access to and full participation of a diverse academic community,
- Experience with developing innovations in pedagogy and curriculum to engage a diverse student body, and
- Experience with mentoring students from groups that have been underrepresented in higher education.

### ***Innovations in Research, Scholarship and Creative Achievements that Advance Equal Opportunity, Diversity, and Inclusion***

- Research and scholarship that addresses the needs of our diverse society;
- Artistic expression and cultural production that reflects culturally diverse communities or voices not well represented in the arts and humanities;
- Research that addresses the experiences of groups underrepresented in higher education, including women as well as ethnic minorities in STEM disciplines;
- Potential for collaborations with UA's interdisciplinary strengths and programs such as, but not limited to, the Confluence Center, Women's Center for Excellence, American Indian Studies, LGBT Institute, Center for National Civil Discourse, and the Disability Studies Collaborative.

### ***Partnerships in Outreach and Service That Advance Equal Opportunity, Diversity, and Inclusion:***

- A record of service aimed at expanding educational access, including building or leading bridge and mentoring programs for undergraduate and graduates,
- Particular expertise with serving the needs of our diverse state and region's economic, social and cultural needs, and
- Broader programs of research concerned with eliminating disparities such as access to health programs, educational advancement, political engagement, social mobility, and civil and human rights.

## Applications

Deans or Department Heads must use the SPFI Application Form to provide the following information. The Application Form is online at <http://facultyaffairs.arizona.edu/recruitment/SPFI>.

1. Provide a written statement describing how the candidate's background, experience and other qualifications will advance the University's strategic priority of building on our distinctive cross-cutting innovations, as outlined in this Initiative and in the UA Strategic Plan. Please describe the candidate vetting process, including how the candidate will be reviewed by faculty and others in the department prior to the extension of an offer of hire. You may also submit student evaluations, publications, a statement from the candidate on his or her engagements with diversity issues, and/or a brief description of outreach activities to facilitate an in-depth review of the candidate. Such supplementary materials are important when such collaborations are not detailed on candidates' CVs.
2. Submit candidate hiring information including:
  - a. Salary requirements, FTE, title, and anticipated start date.
  - b. Percent of salary and years of support requested (see funding model).
  - c. Brief description of long-term plan for continued funding.
  - d. Priority order of request in relation to other requests that have been submitted by the school or college.
  - e. Signature affirming agreement to financial commitments as described in the Initiative funding model.
3. Include the candidate's curriculum vitae with your materials.

## Application Review

Reviews occur twice each academic year, on November 1 and April 1. The first review will generally be concluded by November 21 and the second review by April 21. Applications will be reviewed by a faculty committee. Candidates in all fields are evaluated by faculty reviewers in their own fields and in related fields. Recommendations will be made to the Provost.

## Funding Model

The Initiative is funded and administered by the Executive Office of the President and the Office of the Senior Vice President for Academic Affairs and Provost.

Funding of no more than \$100,000 per hire is available for up to three years based on the formula below. The total amount of funding available each year depends on the hires that have been made in the previous two years. The Process described under "Application Review" will be used to determine the amount of funding awarded. Salary funding will include associated fringe benefits. In some cases, lesser levels of funding may be offered to maximize

the number of hires under this program. The typical funding model employed by the Initiative follows:

| Hire Year | Initiative Contribution | Department Contribution |
|-----------|-------------------------|-------------------------|
| One       | 75%                     | 25%                     |
| Two       | 50%                     | 50%                     |
| Three     | 25%                     | 75%                     |
| Four      | 0%                      | 100%                    |

### Program Review

This program will be reviewed annually to ensure that it is being implemented in a manner that meets the strategic priorities outlined above and findings will be reported to the President and Senior Vice President and Provost.

*The University of Arizona is an equal opportunity, affirmative action institution. The University prohibits discrimination in its programs and activities on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or gender identity and is committed to maintaining an environment free from sexual harassment and retaliation.*