



THE UNIVERSITY OF ARIZONA

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Date: August 23, 2018
To: Deans, Department Heads and Directors
Cc: Kimberly Ogden, Interim VP for Research
Michael D. Dake, Senior Vice President for Health Sciences
From: Jeffrey Goldberg, Interim Senior Vice President for Academic Affairs and Provost
RE: Call for Campus Visit & Hiring Proposals for the Strategic Priorities Faculty Initiative (SPFI)

I am writing to invite proposals to the Strategic Priorities Faculty Initiative (SPFI) Program, which is coordinated by Vice Provost Thomas Miller and Regents Professor Rebecca Tsosie. Our recent designation as an Hispanic-Serving Institution provides us with a competitive advantage in recruiting faculty, and the SPFI Program provides resources to help us to make use of that advantage. SPFI provides funding to help hire outstanding faculty who have demonstrated strengths in advancing teaching, research, and service to better serve our diverse students and constituencies.

SPFI Hiring Funds are distributed through a competitive review process on November 1 and April 1. Funds are provided to cover 75% of the salary of the candidate in the first year (up to a maximum of \$100,000), 50% in the second year, and 25% in the third year, with units taking on all the salary costs in successive years. In some situations, hires may be underwritten at a lower rate to maximize available funding. No funding is provided for start-up costs, so agreements on start-up costs need to be secured when developing proposals.

The SPFI Program can help you build outstanding pools of diverse applicants even if you are not hiring this year. To help you develop relationships with potential candidates, you can request SPFI Campus Visit Funds to underwrite half of the costs of faculty visits for individuals who will be competitive for future SPFI hiring. Up to \$1,500 will be provided to develop relationships with potential candidates, including postdoctoral researchers and graduate students completing dissertations. These funds can be used to supplement your departmental funding for visiting speakers for colloquia and conferences, but they cannot be used for campus visits associated with searches already in progress. You can apply for SPFI Campus Visit Funds on the 15th of each month during the academic year by emailing Vice Provost Tom Miller (tpm@email.arizona.edu) with the potential candidate's CV and the projected budget for the visit.

If you have questions on SPFI and related programs, I encourage you to contact SPFI Co-Chair Vice Provost Tom Miller about how the SPFI program can help you recruit faculty who can better serve our diverse students and constituencies.