

Email DATE: September 28, 2021

Email SUBJECT: Call for Recruitment & Hiring Proposals for the Strategic Priorities Faculty Initiative (SPFI)

CC: Elizabeth Cantwell, Ph.D., M.B.A., Senior Vice President for Research, Discovery and Innovation
Michael Dake, M.D., Senior Vice President for Health Sciences

Dear Deans, Directors and Department Heads,

I am writing to invite your proposals to the [Strategic Priorities Faculty Initiative](#), which is coordinated by Vice Provost Andrea Romero and the Office of Faculty Affairs. SPFI provides funding to help academic departments to hire outstanding faculty who have demonstrated excellence in teaching, research, and service to better serve our diverse students and constituencies. Since 2012, SPFI has supported 76 hires and we have demonstrated high retention and promotion rates of our amazing SPFI faculty. We are pleased and grateful that President Robbins has again contributed an additional \$175,000 to the fund for this year.

Applications for funding will be accepted on the last Friday of every month between October 2021 through March 2022. A committee will review the applications and provide a response in two weeks or less.

Our designation as a Hispanic-Serving Institution (HSI), as well as our national prominence in serving Native students, demonstrates the ways in which our institution exemplifies equity and inclusivity through our research, practice and leadership. In turn, these strengths provide us with a competitive advantage in recruiting faculty who engage in equitable and inclusive work with our diverse students because they will also find themselves in a strongly supportive environment of colleagues who are aligned with these our values of inclusion, compassion, adaptation, integrity, exploration and determination.

For successful applications, **SPFI Hiring Funds** 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 should be provided for all proposals. We encourage departments to begin needed discussions with their colleges early in the process, before submitting an application.

To help develop connections with potential candidates, you may also request **SPFI Recruitment Funds**. The purpose of these funds is to develop relationships with potential faculty candidates, including postdoctoral researchers and graduate students completing dissertations. Amounts up to \$1,500 will be allocated for approved recruitment costs, which may include items such as an honorarium for a lecture, travel for a campus visit, or involvement with special interest groups or national organizations to develop relationships for future recruitment. These funds may 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 may apply for SPFI Recruitment Funds on the 15th of each month during the academic year. If you have questions on SPFI and related programs, I encourage you to contact Associate Vice Provost Judy Marquez Kiyama at jkiyama@email.arizona.edu.

A SPFI Information Session will be held on **Thursday, October 7th at 1pm**. Please register for the information session [HERE](#) or <https://arizona.zoom.us/j/87266117618>.

Applications for SPFI Hiring and Recruitment Funds are online: <https://arizona.infoready4.com/#homePage>.

Yours sincerely,

Liesl Folks, Ph.D., M.B.A., Senior Vice President for Academic Affairs and Provost