



## Purpose

The Strategic Priorities Faculty Initiative (SPFI) provides temporary University financial support to academic departments enabling them to hire additional full-time, tenure-track faculty or continuing track academic professionals who will enhance UA's distinctive strengths in advancing Inclusive Excellence via equal opportunity, diversity, and inclusion as outlined in the University of Arizona's Purpose and Values. The SPFI program provides funding to hire faculty who were not recruited through a search with designated funding. Candidates will be considered whose work will

- 1) foster new and creative ways of involving our diverse student body in an accessible and engaged educational experience that is 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 or 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. Our [designation as a Hispanic Serving Institution](#) provides opportunities to expand our capacity to serve Latinx students. The broad diverse range cultures, experiences, social and economic backgrounds of our 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 diverse gender identities or gender expression; 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

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. We have particular interest in hires that can help address the current issues in teaching, research and service that have been raised by the Black Lives Matter movement. Additionally, given the University of Arizona's Hispanic Serving Institution Designation, there is a need for more faculty whose work can increase capacity of the institution to serve Latinx students. In addition, although Arizona has the highest percentage of Native Americans among all the U.S. states, students and faculty have been significantly underrepresented on campus; we seek hires whose work advances efforts with Native American and tribal students and communities. These bulleted items are meant to be illustrative, not exhaustive.

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

- The potential to contribute to our understanding of the conditions that enhance access and full participation and success 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, in particular Black/African American, Latinx, and Native American students.

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

- Research and scholarship that address 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 and LGBTQ+, as well as ethnic minorities in STEM disciplines;
- Potential for collaborations with UA's interdisciplinary strengths and programs that serve our diverse students and communities.

### ***Partnerships in Outreach and Service that Advance Equity, 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 state and region's economic, social and cultural needs, as well as our unique populations in the borderlands region (Native American populations, Mexican descent populations, and immigrants) 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.

## Submission Requirements

Deans or Department Heads must use the SPFI Application Form in UA Competition Space to provide the following information. Materials are reviewed by the SPFI Committee. Please submit one application per candidate on Competition Space.

1. Submit written statements to:
  - a) Describe how the candidate's background, experience and other qualifications will advance the University's [mission, values](#), and strategic priorities, as outlined in this Initiative and in the UA Strategic Plan.
  - b) Describe the department/college's plan to support and retain the SPFI candidate, including a description of a mentoring plan for the SPFI candidate. Dean's signature is required before the application can be reviewed.
  - c) Outline the candidate vetting process, including how the candidate will be reviewed by faculty and others prior to extending an offer of hire. Please remember that funds for recruitment are available, but not required for participation in the SPFI program.
  - d) Outline the Startup Package Plan. This should be comparable to peer faculty to support success.
  - e) Summarize how the proposed hire builds upon investments that your department or school has made to recruit and retain faculty from varied backgrounds and perspectives.
  - f) Outline how the proposed hire will help bring varied perspectives to your teaching, research, and service efforts in your unit. If your discipline faces particular challenges with respect to diversity, please note how this hire will help to address them.
2. Include the candidates' curriculum vitae. You may also include student evaluations or publications or collaborative project information. Such supplementary materials are important when such information is not detailed on candidates' CVs.
3. Submit budget sheet for salary requirements, which include:
  - a) Salary, FTE, title, and anticipated start date.
  - b) Percent of salary and years of support requested (see funding model).
  - c) Commitments to cover startup cost.
4. Department Head and Dean Memo containing:
  - a) Brief description of long-term plan for continued funding.
  - b) Proof that salary is comparable to recent hires in their department.
  - c) Priority order of request in relation to other requests that have been submitted by the school or college.
  - d) Signatures from both the department head and dean affirming agreement to financial commitments as described in the Initiative funding model.
5. Submit an equity statement, in which the department should specify the candidate's track record, experience, and commitments to meeting the SPFI goals.

### Application Deadline and Review

Applications are due the last Friday of the month and ending in March, 2022. The first deadline will be October 29, 2021. Reviews will occur monthly and conclude with the final decision from 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.

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

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 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 is included below.

Awarded funds will be transferred to the colleges/units in the form of State funds, unless otherwise noted on the approval notification.

### 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.