

The Senior Vice President for Academic Affairs and Provost has committed funds to help offset departments' costs for the recruitment of promising candidates as part of the University of Arizona's Strategic Priorities Faculty Initiative (SPFI). For more information, visit the Faculty Affairs [SPFI website](#).

The following criteria will be used to review funding requests for the recruitment of future SPFI candidates, or participation or membership in national organizations, with the intent of cultivating recruitment pathways. **If awarded**, the funds will support departments with the costs associated with vetting future SPFI candidates. A subsequent submission of a SPFI Hiring Fund application is not required.

Candidates must demonstrate the potential to and/or experience in advancing UArizona's distinctiveness in expanded opportunities and inclusion within higher education with the purpose of:

- 1) Fostering new and creative ways to involve our diverse student body in an accessible and engaging educational experience that is aimed at producing highly capable graduates who will meet our state's critical workforce needs;
- 2) Developing 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) Expanding collaborations with community and business partnerships, including those involving traditionally underserved groups.

For a complete list of criteria, please refer to the SPFI Hiring Application Guidelines. Also, preference will be given to the priorities for strategic investment listed in the Provost's call for SPFI hiring proposals.

Applications for recruitment funding may be submitted by the 15th of each month, from October through December 15, 2024. Funds may be used for the costs of recruitment for a specific candidate, or participation or membership in national organizations with the intent of cultivating recruitment pathways. Departments will be awarded a maximum of \$1,500 (e.g., one application) per year. Please submit an application for each visit or recruitment effort using these procedures:

- 1) **By the 15th of the month**, submit the following materials via [Arizona Cultivate](#):
 - a. The candidate's curriculum vitae or, in the case of participation or membership with a national organization, an overview of that organization, special interest group, and/or institution;
 - b. A cover letter that summarizes how the candidate has demonstrated the

potential to and/or experience in advancing UArizona's values and distinctiveness in opportunity and inclusion in areas of teaching, research and service. Requests for participation or membership funding should summarize how the proposed activities will cultivate recruitment pathways leading to diverse candidate pools;

- c. A letter of support with the signatures of the Department Head/Director and Dean outlining how the candidate will contribute to departmental and interdisciplinary hiring priorities and/or how the activities will cultivate recruitment pathways, including those of the SPFI program;
- d. A budget sheet with detailed cost; and
- e. Business Manager/Officer contact information.

If approved, funding will be provided to cover costs associated with recruitment, which may include an honorarium for a virtual lecture, on-campus visit costs, membership in national organizations with the goal of developing recruitment pathways, participation in special interest groups with national organizations, or activities to develop relationships with Tribal Colleges, HSIs, HBCUs, or women's colleges. The support funding commitment for these expenses may not exceed \$1,500.

- 2) Upon approval, have your business manager contact Nina Bates at ninaari@arizona.edu or (520) 621-7766 to arrange the transfer of funds within the fiscal year.
- 3) Candidates should meet with the Associate Vice Provost for Faculty Advancement as part of their visit. Please include this meeting on the candidate's agenda.
- 4) After the visit, please meet with the Associate Vice Provost for Faculty Advancement to discuss the recruitment activities or the plan to proceed with SPFI Hiring Funds.

If you have questions with the application procedures or appropriate activities for this funding, please contact Dr. Andrea Romero, Vice Provost for Faculty Affairs, at romeroa@arizona.edu or (520) 626-0202.