



# **Strategic Priorities Faculty Initiative (SPFI) Information Session**

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**Liesl Folks, PhD, MBA**

Senior Vice President for Academic Affairs and Provost

**Andrea J. Romero, PhD**

Vice Provost for Faculty Affairs

**Judy Marquez Kiyama, PhD**

Associate Vice Provost for Faculty Development





# Land Acknowledgement

**We respectfully acknowledge the University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally-recognized tribes, with Tucson being home to the O’odham and the Yaqui. Committed to diversity and inclusion, the University strives to build sustainable relationships with sovereign Native Nations and Indigenous communities through education offerings, partnerships, and community service.**



# University of Arizona Faculty Career Equity Strategies

<https://facultyaffairs.arizona.edu/about-0>

It is important to acknowledge that there are still gaps in diverse representation, access and inclusion at each stage of the faculty career. We describe here the goals for each stage to improve equity and then a list of current tactics to help reach the goal.

<https://www.cue-tools.usc.edu/>

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## Recruitment Stage

Creating targeted diverse recruitment efforts

- Faculty Affairs Search Committee Guidelines and Mandatory Training for all search committee members
- Consultation for recruitment with Deans, Department Heads, and Search Chairs
- **Strategic Priorities Faculty Initiative for Hiring**
- Strategic Priorities Faculty Initiative for Recruitment
- HBCU Liaison
- Transparent faculty data and reports on representation, equity, hiring, departures, and exit survey findings to raise awareness

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## Professional Advancement Stage

Ensuring a culture to enable a high-performing academic enterprise

- Promotion Opportunities for all tracks
- Equity based changes to promotion dossier templates
- Promotion workshops for all candidates, department heads, and administrators
- Leadership Programs (ALI, HSI, ILC, Faculty Fellows)
- National Center for Faculty Development and Diversity membership and resources
- Faculty Development Promotion Communities Mentoring Program
- Faculty Affinity Groups
- HSI Seed Grants

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## Retention Stage

Building affirming environments and anti-oppressive structures for faculty advancement

- Multi-year contracts for CT
- Salary Equity Review
- University Faculty Awards
- Bias Education & Support Team
- Integration of implicit bias, equity and inclusivity in all Faculty Affairs workshops
- HSI Servingness Series, Talking Race Series, Caregiver Series, Our Best Work Environment Speaker Series
- Culturally Responsive Curriculum Development Institute
- Annual climate survey
- Heritage Month Faculty Spotlights
- Campus wide Mentoring Training and Mentoring Institute for inclusive mentoring of faculty and graduate students

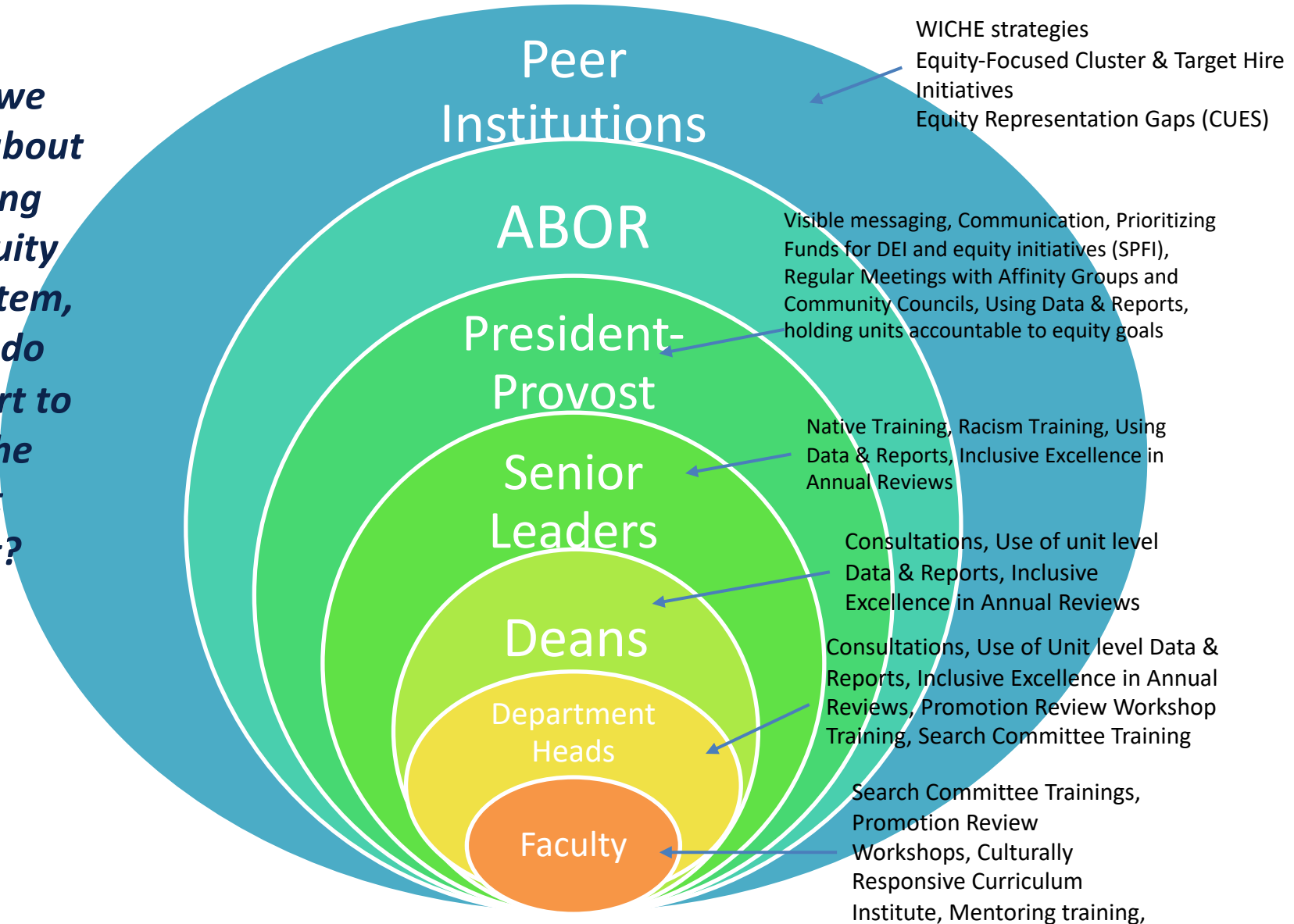
**Policies and Senior Leadership Support**





# University of Arizona Faculty Equity Ecosystem

*When we think about changing the equity ecosystem, where do we start to have the largest impact?*



# SPFI Hiring Funds Overview

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-eligible** academic professionals who will enhance UA's distinctive strengths in advancing Inclusive Excellence via equal opportunity, diversity, and inclusion

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:

- foster new and creative ways of involving 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,
- 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
- expand collaborations with community and business partnerships, including those involving traditionally underserved groups.

# SPFI Recruitment Funds

- Recruitment funds are available to cover costs associated with recruitment, which may include honorarium for a virtual lecture, on-campus visit costs, or participation in special interest groups with national organizations, membership in national organizations with the intent of cultivating recruitment pathways, or activities to develop relationships with Tribal Colleges, Hispanic Serving Institutions (HSIs), Historically Black Colleges and Universities (HBCUs), or women's colleges.
- The support funding commitment for the expenses may not exceed \$1,500.
- Due 15<sup>th</sup> of each month, beginning October 15
- Do not need to have a candidate in mind unless inviting for a lecture.

# SPFI 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.

1. Engagements with students that advance Equity, Diversity, and Inclusion
2. Innovations in Research, Scholarship and Creative Achievements that advance Equity, Diversity, and Inclusion
3. Partnerships in outreach and service that advance Equity, Diversity, and Inclusion





# SPFI Key Points

- Approximately \$1 million per year allocated for funding.
- Additional funds for SPFI (+175,000 USD) from President Robbins.
- Applications due last Friday of every month beginning October 29.
- Candidates should be identified before submitting application.
- SPFI funds cannot be used to support a candidate who has applied to an open position.
- Must have info on their scholarship and how it advances equity goals of unit.
- Submit through UA Competition Space.

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Information and FAQ's

<https://facultyaffairs.arizona.edu/strategic-priorities-faculty-initiative>



# SPFI Hiring Fund Submission Requirements

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.

# SPFI Hiring Fund Submission Requirements

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.

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.

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.

Submit an equity statement, in which the department should specify the candidate's track record, experience, and commitments to meeting the SPFI goals.





# SPFI Recruitment Fund Submission Requirements

- 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.
- A cover letter that summarizes how the candidate has demonstrated potential and/or experience advancing UA's distinctiveness in equal opportunity, diversity, and inclusion within higher education. Requests for participation or membership funding should include a cover letter summarizing how participation and/or relationship building will cultivate recruitment pathways leading to diverse candidate pools.
- A memo with 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,
- A budget sheet with detailed costs, and Business Manager/Officer contact information.

# SPFI Faculty AY 2021-2022

- **Total applications: 23**
- **Applications Approved / Offers Made: 19**
- **Offers Accepted: 12 (includes one from previous year)**
- **Offers Declined: 5**
- **Offers Pending: 2 (with three start dates of 2023)**
- **Academic Unit of New SPFI Faculty:**

RII – 1

Law – 2

Public Health – 1

Education – 1

SBS – 2

Science – 2

Fine Arts – 1

Engineering – 1

Nursing - 1

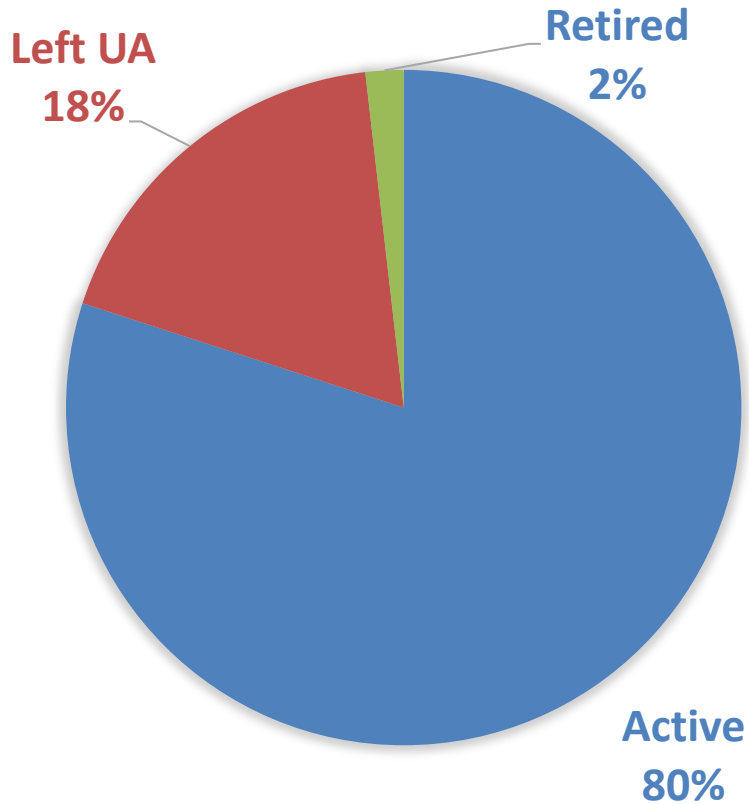
# SPFI Faculty Over Time (2008-2020)

- **67 offers** were made **since the program launched** in 2008.
- During FY2021, 7 SPFI applications have been submitted thus far, with 4 approved for departmental use.
- **44** faculty members **remain active** at UArizona.
- **10** faculty members are **no longer** with UArizona.
- **1** faculty member **retired**.
- **12** faculty members **declined** the offer between fiscal year 2009 and 2020.
- The average number of **SPFI offers per year is 7**.
- An average of **4.2 new SPFI faculty begin** each academic year.

[https://facultyaffairs.arizona.edu/sites/default/files/2.19.2021\\_SPFI\\_Report.pdf](https://facultyaffairs.arizona.edu/sites/default/files/2.19.2021_SPFI_Report.pdf)



# SPFI Faculty Snapshot (2008-2020)

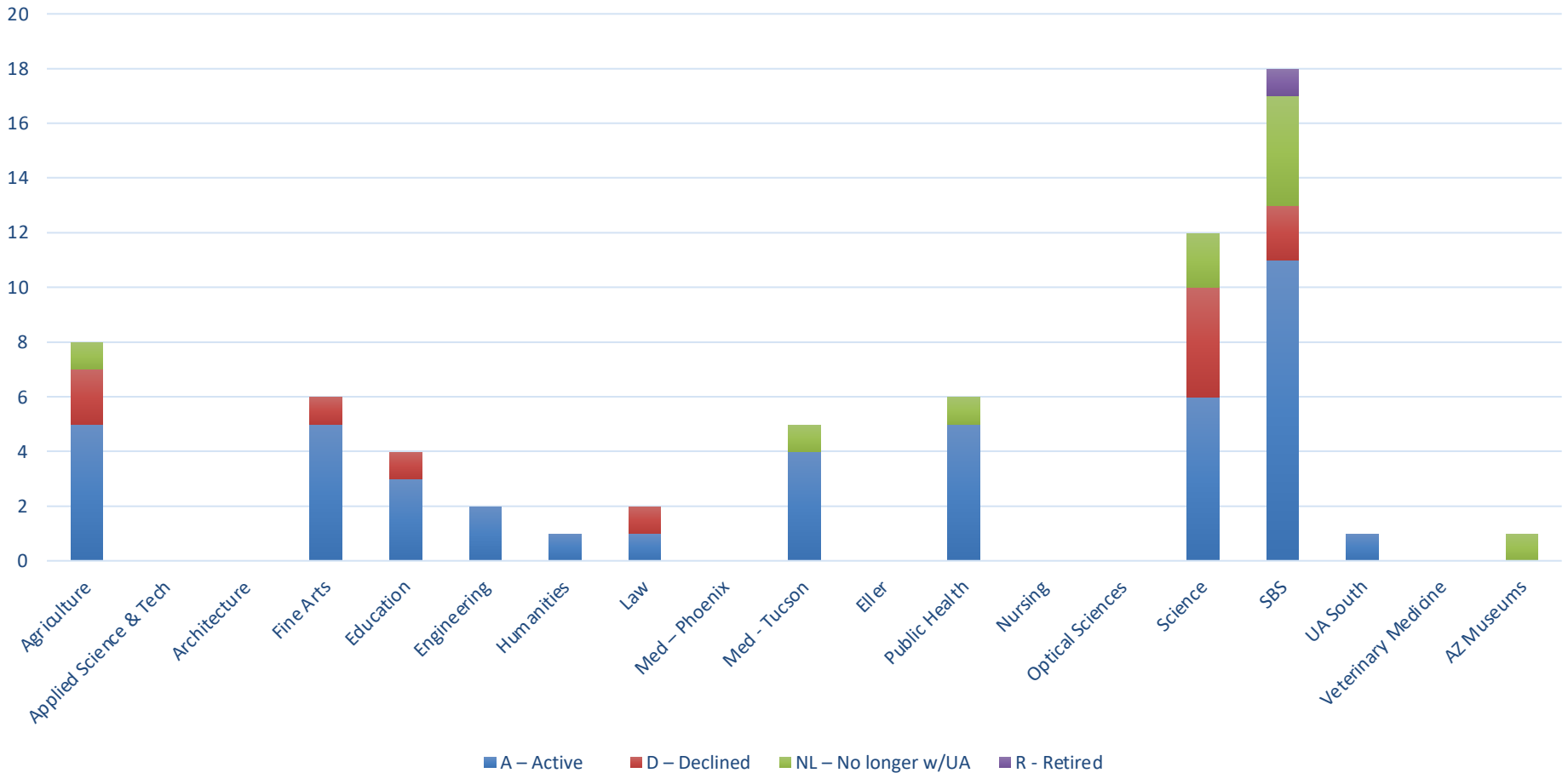


## Key facts

- SPFI began in AY2008
- 67 total offers
- **80% retention** of those hired

# SPFI Offers by College (2008-2020)

SPFI Offers by College



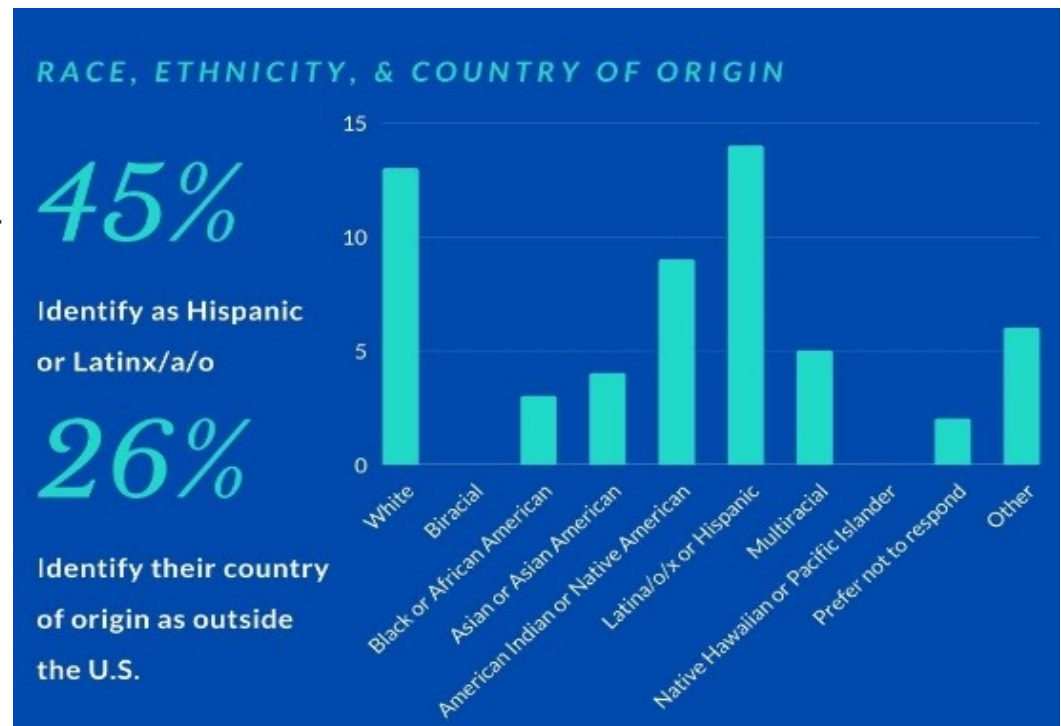


# Fall 2020 Survey of Current SPFI Faculty (2008-2020)

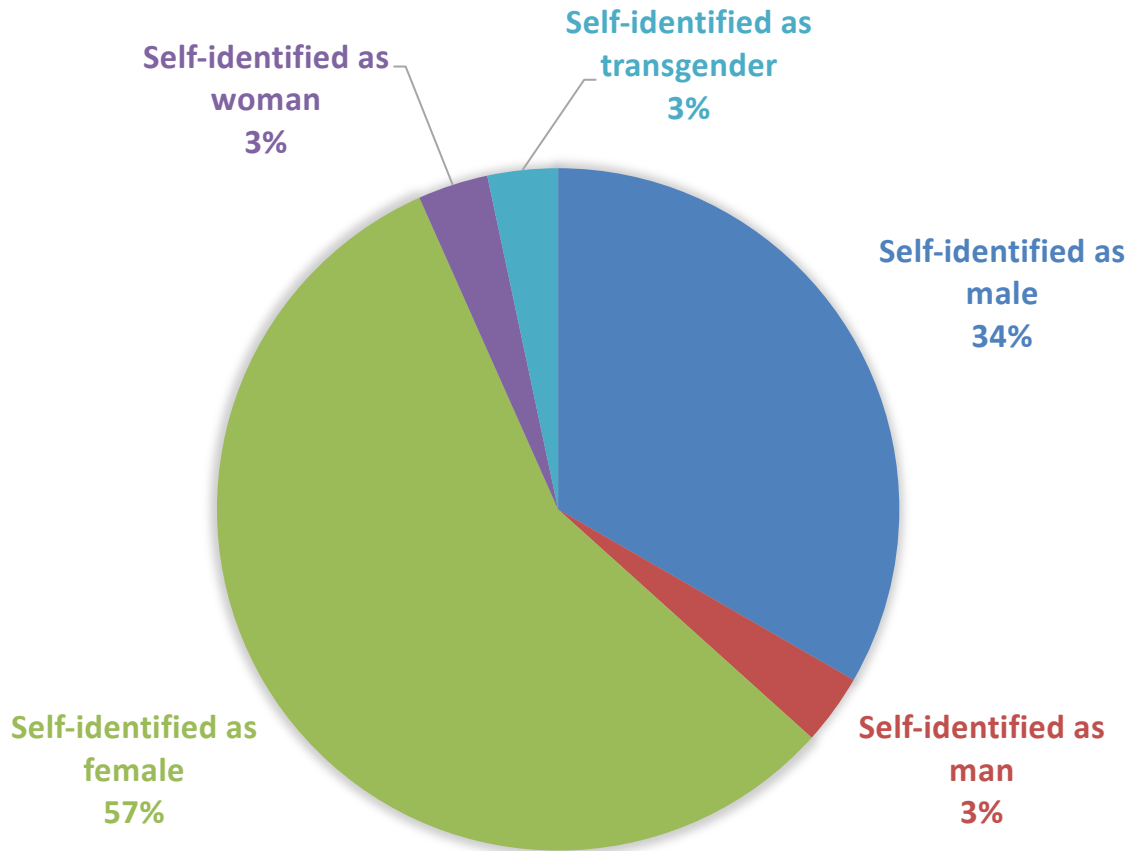
In Fall of 2020, a survey was distributed to all active UArizona SPFI faculty (n=44). **31** faculty members completed the survey for a **response rate of 70%**.

## Faculty Demographics

- **45%** Hispanic or Latina/o/x
- **21%** American Indian, Indigenous, or Alaska Native
- **10%** as Asian or Asian American
- **7%** Black or African American
- **31%** White
- **11** faculty indicated two or more racial/ethnic categories



# Gender & Sex Identity (2008-2020)

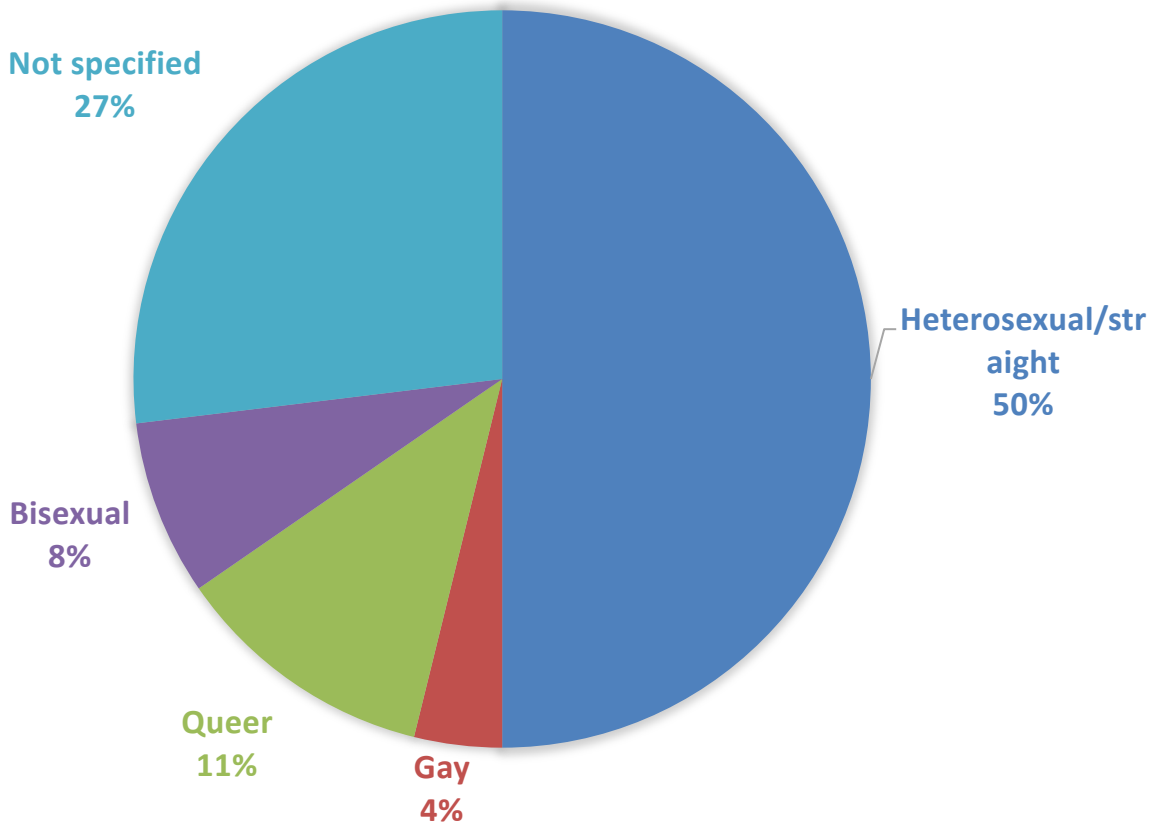


## Key facts

**57%** of faculty self-identified as female.

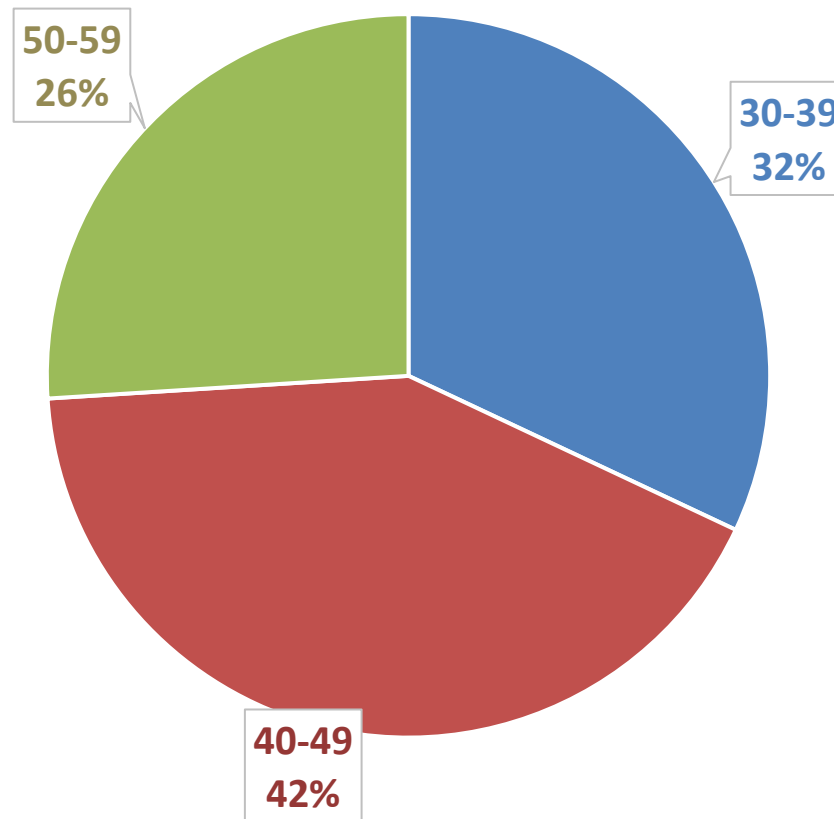
**3%** of faculty self-identified as transgender.

# Sexual Orientation (2008-2020)

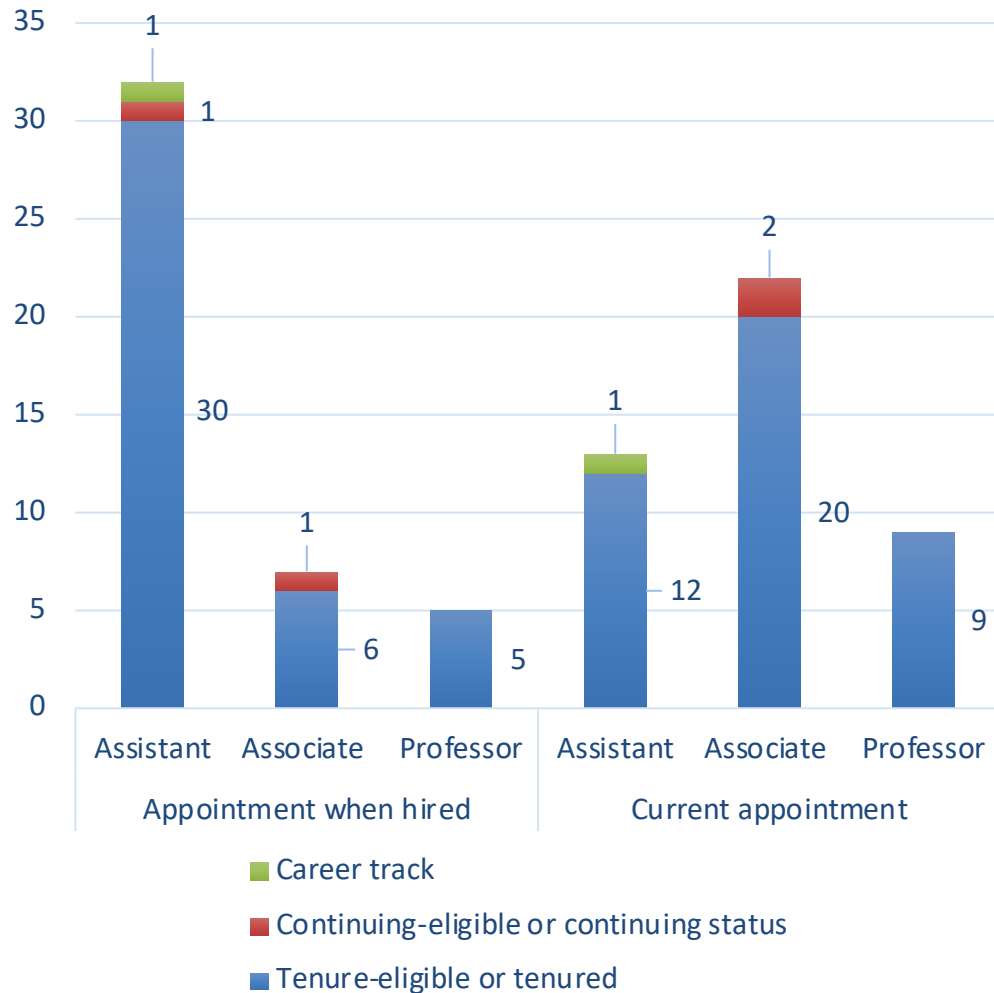


**23%** of faculty indicated a sexual orientation **other than** heterosexual/straight.

# Age Range (2008-2020)



# Faculty Career Progression (2008-2020)



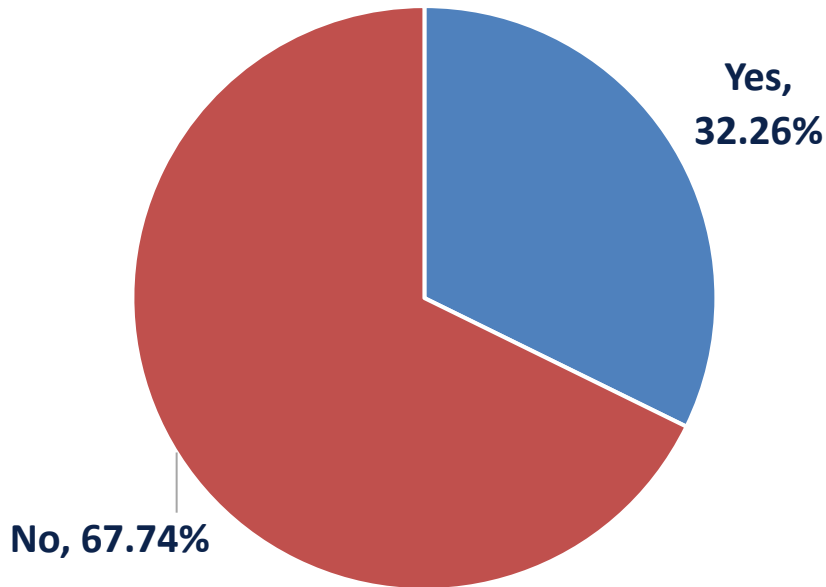
**54%** of eligible SPFI faculty have been promoted.

## 41 TT faculty

- **16** have been promoted from assistant to associate
- **2** have been promoted from associate to full
- **2** have gone from assistant to associate to full status
- **5** were hired as full professors.

**32** faculty were hired at the assistant rank, **7** at the associate rank, and **5** as full professors

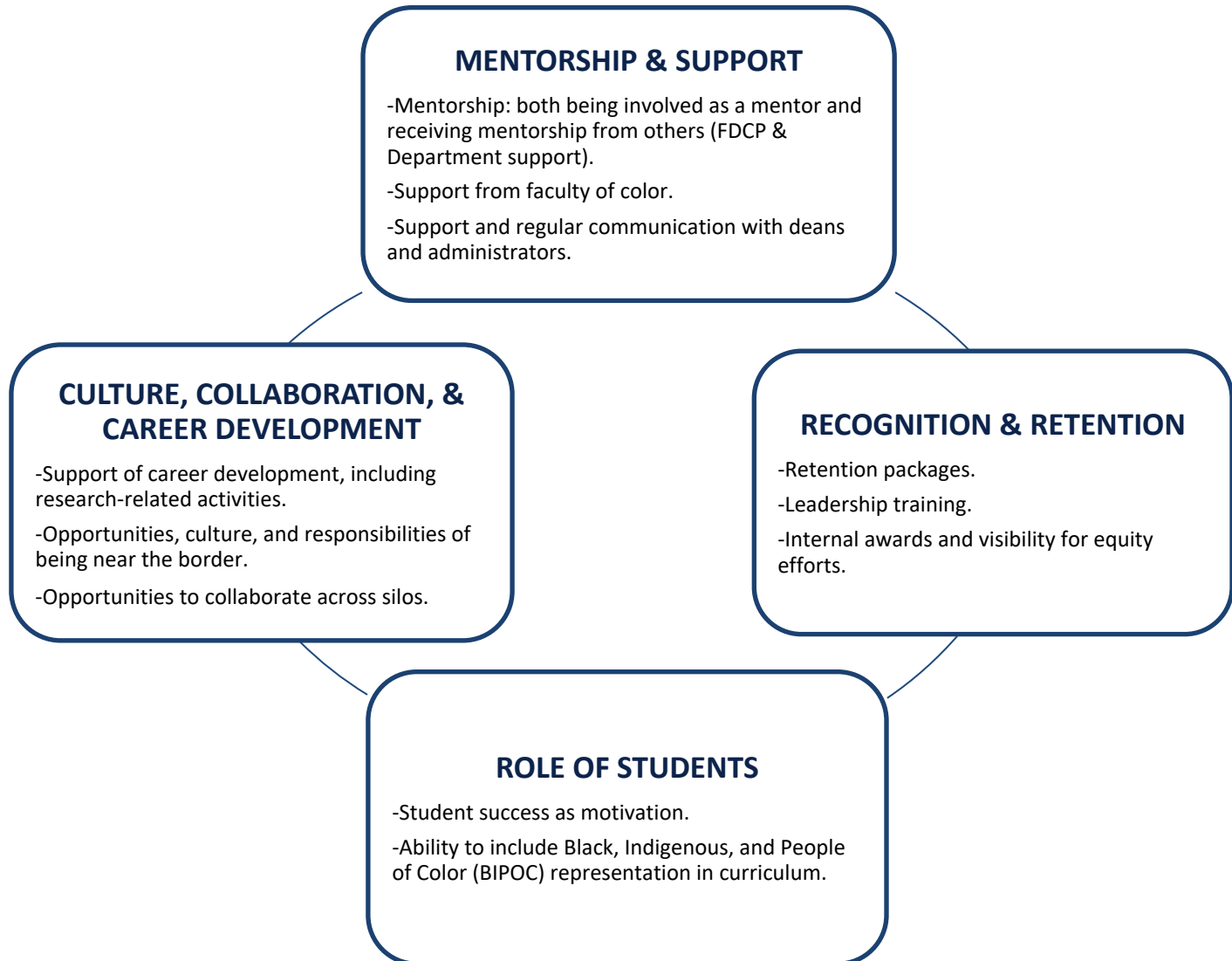
## Stigma Related to SPFI (2008-2020)



- Institutional efforts to diversify the faculty can be met with **misperceptions or stigma** related to what has been problematically referred to as a “**diversity hire**” (Hughes, Horner, & Vélez Ortiz, 2012).
- When these misperceptions present, difficulties related to **faculty identity negotiation, tokenism, departmental politics, and assumptions about qualifications and/or preferential treatment** can also **manifest** (Hughes, et al., 2012; Medina & Luna, 2000).



# Factors to Retention and Persistence







# Recommendations from SPFI Faculty

1. Ensure all SPFI faculty are **connected to resources upon hiring.**
  2. **Engage active SPFI faculty** in the **outreach efforts** when recruiting potential new SPFI faculty.
  3. Establish a **mentoring component** that pairs new SPFI faculty with senior SPFI faculty.
  4. Offer **regular opportunities for engagement** across SPFI faculty including receptions, workshops, and community connections.
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# Frequently Asked Recruitment Fund Questions

1. Can departments use SPFI recruitment funds to reach out to recruit candidates?
  2. Can recruitment SPFI funds be requested before identifying a specific candidate?
  3. Are departments expected to submit a subsequent hiring fund application after vetting a candidate through the use of recruitment funds?
  4. What is the expected application and approval schedule for SPFI recruitment funds?
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# Frequently Asked Hiring Fund Questions

1. Can SPFI funds be used to hire a candidate identified in a current open search?
  2. Should a SPFI candidate be identified prior to applying for SPFI funds?
  3. How could departments find top candidates that satisfy SPFI criteria?
  4. Does a SPFI candidate approval involve both the faculty line and the startup funds?
  5. What is the expected application and approval schedule for SPFI hiring funds?
  6. Can SPFI funds be used to hire career-track faculty?
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# Additional Questions

# Thank you!