

**DATE:** September 18, 2020  
**TO:** Deans, Directors and Department Heads  
**FROM:** Liesl Folks, Ph.D., M.B.A., Senior Vice President for Academic Affairs and Provost  
**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  
Michael Dake, M.D., Senior Vice President for Health Sciences

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I am writing to invite proposals to [the Strategic Priorities Faculty Initiative](#) (SPFI) Program, which is coordinated by Vice Provost Andrea Romero. 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. This has been a successful program since 2012, with over 62 hires and with high retention and promotion rates of SPFI faculty. We are pleased and grateful that President Robbins has contributed an additional \$175,000 to the fund for this year.


Our designation as an Hispanic-Serving Institution as well as our national recognition in serving Native students demonstrates the ways in which our institution exemplifies equity and inclusivity through our research, data, practice and leadership. This provides a competitive advantage in recruiting faculty who engage in equitable and inclusive work to reach the diverse range of our students because they will also find themselves in a strongly supportive environment of colleagues who are aligned with these same values of inclusion, compassion, adaptation, integrity, exploration and determination.

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

SPFI Hiring 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 academic 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. We encourage departments to begin these discussions early with their colleges before submitting an application.

To help develop connections with potential candidates, you may request SPFI Recruitment Funds, which are available for recruitment activities. Up to \$1,500 for recruitment could include honorarium for virtual lecture, campus visit, or activities for involvement with special interest groups through national organizations to develop relationships for future recruitment. The purpose of these funds is to develop relationships with potential candidates, including postdoctoral researchers and graduate students completing dissertations. These funds may be used to supplement your departmental funding for visiting speakers for colloquia and conferences, but they may not be used for campus visits associated with searches already in progress. You may apply for SPFI Recruitment Funds by the 15<sup>th</sup> of each month during the academic year.

If you have questions on SPFI and related programs, I encourage you to contact Vice Provost Andrea Romero at [romeroa@arizona.edu](mailto:romeroa@arizona.edu) about how the SPFI program can help you recruit faculty who can better serve our diverse students and constituencies.



**Applications for SPFI Hiring and Recruitment Funds** are online:

<https://arizona.infoready4.com/#homePage>.