

Date: September 7, 2017
To: Deans, Department Heads and Directors
Copy: Kimberly Espy, *Senior VP for Research and Director AZ Research Laboratories*
Leigh Neumayer, *Interim Senior Vice President for Health Sciences*
From: Andrew C. Comrie, Ph.D., *Senior Vice President for Academic Affairs & Provost*
Subject: Call for Campus Visit & Hiring Proposals for the Strategic Priorities Faculty Initiative (SPFI)

I am writing to invite proposals to [the Strategic Priorities Faculty Initiative](#) (SPFI), which is coordinated by Vice Provost and Senior Diversity Officer Jesús Treviño and Vice Provost Thomas Miller. As in previous semesters, SPFI will provide funding to help hire outstanding faculty who have demonstrated strengths in advancing teaching, research, and service that enable us to advance our vision of [Inclusive Excellence](#) by strengthening our work with diverse students and constituencies and developing more inclusive workplaces, pedagogies, and research. SPFI is an important reflection of the UA's commitment to inclusive excellence, the conscious and intentional practice of diversity and inclusiveness.

To help leverage our investment in the SPFI hiring fund, I encourage departments to bring potential candidates to campus using the Campus Visit Funds.

1. **[SPFI Hiring Funds](#)**: I have committed funds for departments to hire exceptional faculty, including both rising stars and established researchers with a demonstrated track record of advancing diversity and inclusion as one of the synergistic initiatives outlined in our *UA Never Settle* Strategic Plan.
2. **[SPFI Campus Visit Funds](#)**: To help support campus visits with future SPFI candidates, we will provide matching funds to cover half the costs of campus visits up to \$1,500. These funds can be used to develop relationships with potential "laureate" candidates as well as postdoctoral researchers and graduate students completing dissertations. These funds are not available for campus visits associated with searches already in progress.

SPFI Hiring Funds are distributed through a competitive process. 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 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. Applications for funding are reviewed twice a year, November 1 and April 1.

We encourage departments to use the Campus Visit Funds to build relationships with outstanding faculty who will be competitive for future SPFI hiring proposals. The SPFI Campus Visit Funds can be used to complement college and department speaker funds to build relationships with possible "laureate" hires. If you have questions on SPFI and related programs, I encourage you to contact the co-chairs of SPFI: Vice Provost Jesús Treviño (jesustrevino@email.arizona.edu) and Vice Provost Tom Miller (tpm@email.arizona.edu), who will be happy to talk with you about how the SPFI program can help you recruit faculty who can better serve our diverse students and constituencies.