

December 1, 2025

Board of Deans and Chancellors  
President's Cabinet  
Unit Administrators

Dear colleagues,

This letter is a follow up to my October 16 communication and serves to formally launch the fiscal year 2027 (FY27) operating budget development process and academic year 2026-27 faculty hiring plan proposal cycle. This holistic financial and planning assessment effort will involve deans, chancellors, vice presidents, vice provosts, faculty, staff, and students, and the result will be a new institutional operating budget for consideration by the Board of Regents.

The information below is intended to provide a high-level summary of the themes, timeline, expectations, and resources for this cycle's process.

**Budget Planning Themes and Priorities**

Unit and campus budget priorities should be responsive to the following themes, which underpin the forthcoming strategic plan:

- Expanding access, affordability and support so every student can make the most of their Husky Experience
- Amplifying the impact of our research, scholarship and innovation to improve lives and strengthen communities across Washington and the world
- Harnessing our collective strength and spirit to create bold solutions for urgent challenges in partnership with communities, businesses, governments and organizations
- Operating as a unified, data-informed institution that stewards resources wisely to advance the public good
- Prioritizing the health and well-being of all students, academic personnel and staff

As I previewed in October, the University is facing many external pressures including rapid changes in federal policy, proposed changes to federal research funding and health care reimbursement, and ongoing financial challenges for the state of Washington. These uncertainties require us to plan for contingencies. **Please continue to develop strategies for how your unit or campus would respond to reductions in available resources.** In doing so, consider decision-making frameworks, stakeholder engagement, and alignment with our mission.

Looking ahead, and in response to these challenges and the need to use limited public resources more effectively, we will continue to explore opportunities to streamline and share administrative processes across multiple areas in the coming months and

years. However, for the purpose of developing your initial FY27 operating budget proposals due in February, do not incorporate assumptions for local cost savings or local cost growth beyond salary, benefits, and other expected changes outlined in central assumptions. In this context, significant new hiring or cost growth will be highly scrutinized.

As usual, final decisions for any budget reductions, salary and benefits changes, tuition increases, and other enterprise-level budget drivers will be finalized as state legislative outcomes are determined later in this process. Regardless, this heightened risk will require our collective effort as stewards of public resources.

### **Expectations**

- **Budget proposals and forecasts must reflect break-even or better financial performance within core and auxiliary resources.** Where use of net position is requested as part of your submissions, we expect a strong business case justifying investment of public funds in alignment with our mission. In addition, we expect the following:
- **Academic year 2026-27 faculty hiring plan proposals and the financial implications of unit adjustments must be fully integrated into your unit's financial plans to receive consideration.** 2026-27 hiring plan proposals and 2025-26 hiring plan reports will be considered alongside the financial performance of units and campuses. While modifications may be accepted due to unforeseen circumstances, it is expected that your initial hiring plan submission is comprehensive and includes all the positions that your unit intends to search for and fill in the current hiring cycle.
- **Workday Adaptive Planning is the system of record for submission** of required financial data points. Units must make entries in Adaptive at the required level of granularity outlined in the process guide available on FPB's website and at a level of detail necessary for consistent and prudent month-to-month management of financial activity; unfavorable variances to budget will require unit action. FPB will regularly review development progress in Adaptive and conduct outreach to campuses and units. **Only the financial data entered in Adaptive Planning will be considered in Executive Office review of FY27 budget proposals.**
- **Meaningful consultation with stakeholders** - faculty, staff, and students - is an essential component of transparent planning and shared governance. You will be expected to summarize what your consultative process entailed - how, when and with whom you consulted as part of your narrative submission. **Ensure the process your campus or unit has been working to put in place for this cycle allows for sufficient time to conduct this consultation.**
- **Please be succinct in your responses to narrative questions and adhere to word count limits.** Bullet points are encouraged rather than extensive prose. It is expected that results from local campus or unit internal budget processes are vetted and consolidated into a single response representing your overall campus or unit. Submissions must originate from and receive the full support of the chancellor, dean, vice president, or vice provost.

### **Timeline**

| <b>Date</b>                 | <b>Milestone(s)</b>                                                                                                                                                                                         | <b>Applicable to</b>                        |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| 12/1/2025                   | FY27 Operating Budget cycle commences: Planning guidelines and assumptions available<br>Faculty Hiring Plan Portal opens for drafting and submission of AY2025-26 hiring reports and AY2026-27 hiring plans | UW Academy Units & Campuses                 |
| 1/30/2026                   | Rate recommendations for tuition and fee-based programs, enrollment projections for tuition-based programs, and accompanying narrative due                                                                  | UWS Academic Units, UW Bothell, & UW Tacoma |
| 2/2/2026                    | AY2026-27 Faculty Hiring Plan and AY2025-26 Hiring Report submissions due                                                                                                                                   | UWS Academic Units, UW Bothell, & UW Tacoma |
| 2/23/2026                   | Operating budget proposals, narrative responses, and PRF requests (UWS) due                                                                                                                                 | UW Academy Units & Campuses                 |
| March 16 – April 3, 2026    | Budget conferences w/Chancellors, Deans & VPs                                                                                                                                                               | UW Academy Units & Campuses                 |
| Late April 2026             | Operating Budget & Faculty Hiring Plan decisions communicated                                                                                                                                               | UW Academy Units & Campuses                 |
| Late April - Early May 2026 | Final adjustment window to FY27 Operating Budget proposals                                                                                                                                                  | UW Academy Units & Campuses                 |
| June 2026                   | Regental action on FY27 Operating Budget                                                                                                                                                                    | UW Academy & UW Medicine                    |

### **Provost Reinvestment Funds and ABB Values-Based Pool (Seattle Campus)**

Requests must be submitted through the [Request for Provost Reinvestment Funds form on FPB's website](#) by February 23, 2026, to be considered. **It is unlikely that units will be approved for limited duration or ongoing funding if core resource accumulated net position was greater than 10% of core expenditures** as of the end of fiscal year 2025. **Funding requests should support only the most essential activities**, supporting our university's mission and values.

In addition, we will review requests for Values-Based Pool allocations to Seattle schools and colleges. Seattle academic units may submit requests for funding from this pool no later than February 23, 2026, by selecting "Values Based Pool" as the funding source on the same [Request for Provost Reinvestment Funds](#) form. Local matching contributions are encouraged.

### **Resources**

| <b>Process Area</b>           | <b>Resource Location</b>                                  | <b>Primary Contact</b>                                                                   |
|-------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------------------|
| Operating Budget Development  | <a href="#">FY27 Budget Development Materials Website</a> | Budget Planning & Operations ( <a href="mailto:fpb-bpo@uw.edu">fpb-bpo@uw.edu</a> )      |
| Faculty Hiring Plan Proposals | <a href="#">Provost Guidance on Annual Hiring Cycle</a>   | Office for Academic Personnel & Faculty ( <a href="mailto:vpap@uw.edu">vpap@uw.edu</a> ) |

Please become familiar with this information as it will assist you in executing this year's process.

Thank you for your hard work on this important process.

Sincerely,



Tricia R. Serio  
Provost and Executive Vice President for Academic Affairs  
Professor, Biochemistry

cc: Robert J. Jones, President  
Jason Campbell, Interim Senior Vice President & Chief Financial Officer  
Fred Nafukho, Vice Provost, Academic Personnel & Faculty  
Faculty Senate Leadership