

Draft 2020-2021 Budget Narrative

- 1) Have you made any changes to your unit's annual budget development process from the response provided last year? If yes, please briefly describe the changes you've made to your unit's annual internal budget development process. If no, please answer with a simple, "no changes." *Word Limit: 500*
 - a. No change.

<OPB insert FY 20 response below>

OMA&D's diversity executive leadership team (DEXT) starts to identify key budget priorities at our annual retreat in August. DEXT members include the Vice President, Associate Vice President for College Access, Associate Vice President for Student Success, Associate Vice Provost for Faculty Advancement, Assistant Vice President for Administration, Director of Fiscal Services, and Director of Strategy. After this initial conversation, OMA&D's leadership team seeks input from leaders and staff members across the organization when the Provost's office sends out its annual budget letter. The budget is discussed at DEXT meetings in November and December and conversations take place at the Administrative Leadership Team (ALT) meetings. ALT members include all senior level directors who have responsibility for leading and managing the various state- and federally-funded programs in the organization. All budget information is shared with the rest of the organization at various all staff meetings and with the Student Advisory Board (SAB) for transparency and to apprise both students and staff of any budget challenges. SAB members include student leaders of various registered student organizations that are affiliated with the Samuel E. Kelly Ethnic Cultural Center. SAB is a long-standing (nearly 50 years) advisory board for OMA&D's VP.

- 2) Have you made any changes to your unit's strategic plan in the past year? If yes, what are 3-5 key elements of your unit's new/revised strategic plan? If no, please comment on the progress you've made in 3-5 key areas of your strategic plan. *Word Limit: 500*
 - a. OMAD&D completed its strategic plan in 2018. The OMA&D strategy is now in the implementation phase, focusing on the plans and objectives for the possible future state of the organization, in alignment with our mission, vision, and values. The strategy is to increase our organizational efficiencies and levels of engagement through five targeted imperatives: Communication, Outreach, Technological Innovation, Education and Leadership Development, and Fund Development. Workgroups have been tasked with developing the specific strategies, actions, and measures that will allow us to track our success in achieving each strategic imperative.
- 3) What major obstacles or institutional barriers currently do, or will, hinder execution of your strategic plan? What are you doing to address these challenges? If no changes from your response to either component of this question from last year, please answer "no changes": *Word Limit: 250*

- a. As we have been monitoring over the past several years, current state-wide demographic trends and enrollment trends (more high school graduates of color) indicate that more students from diverse backgrounds will require our services in the future. However, even with the demographic shifts our applications for students of color have been declining. This is a trend to watch and may require further investment in our outreach efforts. We have not felt the impact as an institution because we have been very successful yielding students who were admitted. The success of yielding students has led to capacity constraints in our advising area, our instructional center, and the other specialized programs that provide holistic support to students. This has necessitated adjustment in the assignment of advising case-loads, tutoring support, and the engagement with marginalized populations (e.g., undocumented students).
- 4) Over the next year, could any of your planned strategic activities result in material changes to revenues or expenditures, faculty or staff workload, or the student experience within your unit/campus and/or another unit/campus? *Word Limit: 500*
 - a. We anticipate that our efforts to provide advancement opportunities for staff who are new and mid-level will increase organizational morale, allow the more effective delivery of services, and increase the ability of staff to develop close working relationships with students. Our strategic plan includes an emphasis on training and professional development for our staff as a mechanism to increase retention rates and to allow leadership growth for emerging leaders within our organization. This will require setting aside funding to support these efforts. We also want to manage staff workloads as we continue to enroll more diverse students so we can provide effective advising and instructional support.
- 5) What is your unit doing to effectively use or redeploy resources in a way that benefits your unit/campus and/or other units/campuses? *Word Limit: 500*
 - a. We have put funding aside to manage the deployment and integration of HR Workday and fiscal transformation. Without these set-asides, we would be looking at small deficits across our central services area. VP Hall has continued to emphasize that we must be both forward-thinking and austere in the management of our resources.
 - b. In addition, OMA&D units are fully engaged in collaborative efforts with degree granting and administrative units to meet OMA&D, college/school, and UW missions and objectives regarding access, completion, and diversity. Many of our federally funded efforts directly complement our institutional access, success, and completion goals by serving students from low-income, first generation, and underrepresented backgrounds in a variety of fields, including those in STEM.
- 6) For UW student facing units, what are you doing to improve the experience and outcomes of students on your campus or in your unit? What could the University do to support your efforts? *Word Limit: 500, Leave blank if N/A*

- a. On-going assessment and evaluation of programmatic efforts across the organization is a high priority for OMA&D. This allows us to receive timely feedback from students and to make strategic decisions to enhance services.
- b. The VP for OMA&D has a Student Advisory Board (SAB) that he meets with regularly. The students provide advice to the VP and share ideas for making their student experiences better at the university.
- c. The VP and other key staff members are involved with the Retention Taskforce that is involved at looking at the student experience with the goal of improving retention.
- d. The Ethnic Cultural Center conducts ongoing training with approximately 150 student organizations annually.
- e. OMA&D also provides training and education for all our student employees.