

FY2022 Annual Review Narrative Survey

Unit: Finance

Section 1: Programmatic & Academic Vitality Narratives

- 1) Have you made any changes to your unit's strategic plan and/or budget process in the past year? If yes, what are 3-5 key elements of your unit's new/revised strategic plan and/or budget process? If no, please comment on the progress you've made in 3-5 key areas of your strategic plan.**

UW Finance has NOT made any changes to our strategic plan in the past year. However, as detailed below, we have made a commitment to a new initiative in DEI. We continue to focus on two key strategic priorities:

- a. **Embrace Financial Transformation:** *UW Finance will lead the implementation of the UWFT program.*
UW Finance, in addition to overseeing the core FT program team, has made a very significant commitment to the UWFT program. During the past year we have help establish the "to be" business processes through the BTO team, leading or co-leading eight of the nine business process areas. We have also stood up the Finance Readiness Program to manage the implementation of the program within UW Finance, including remediation of over one-quarter of the total UW systems that will remain after workday go live.
- b. **Maintain Operational Excellence:** *Ensure UW stakeholders/customers continue to receive critical services during UWFT Implementation.*
UW Finance continues to execute its core operational responsibilities in accounting, treasury, grants, student fiscal services, tax, printing and mailing, procurement and public records. Despite working in a remote environment, teams have continued to meet operational goals and metrics and execute against key initiatives.

UW Finance has prioritized diversity, equity, and inclusion as an organizational development priority initiative for all UW Finance Staff. Created:

- DEI Interest Group to bring together interested individuals across UW Finance to discuss diversity issues and initiatives
- DEI Collaboration Committee is a sub-group out of the DEI Interest Group that helps plan and program the DEI initiative for UW Finance
- Engaged a trainer and facilitator for UW Finance training
 - Develop all staff DEI required training
 - Develop manager DEI required training
 - Develop deep dive DEI training for the DEI Interest Group
 - Provide leadership and learning opportunity for the DEI Collaboration Committee

We are in the process of developing:

- Hiring manager and hiring committee bias training
- Integrating a DEI lens to all hiring



FY2022 Annual Review Narrative Survey

Unit: Finance

- Reviewing leadership/promotional opportunities to be inclusive and to invite in underrepresented staff for opportunities for in leadership roles
- Processes for salary equity review