

Unit: College of Education

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.**

We did not make changes to our unit's strategic plan and budget process. However, at last summer's start, the College's leadership team (CLT) received a "Black Lives Matter Call to Action" letter signed by 200+ faculty/staff/students/alumni calling on the College to act in light of the Black Lives Matter movement. In the BLM Call to Action, the CLT was asked to partner with students, faculty, and staff to develop a plan for creating a racial justice framework to guide our collective work across the College and to provide a plan, by the start of Fall 2020, to act in six named areas.

To address this, the budget process/presentation highlighted our College's genuine progress in the last few years towards "walking our talk". We provided an overview of the College's budgeting and advancement (fundraising, marketing, communications) units through the lens of the EDJE framework and the College's BLM Call to Action. We are working towards co-creating guiding principles to inform financial and fundraising decision-making that aligns with our Mission and justice commitments. Below are 3 of the six named areas:

(1) Align financial decisions to racial justice commitments: We know determining budget priorities and funding sources will likely be at the forefront of decisions especially as UW and units wrestle with budget impacts in response to COVID-19. The College's financial decisions are aligned with our strategic plan which is aligned with our stated commitments to racial justice. The College continues to engage in more in-depth and open discussions regarding the extent to which budget priorities, funding solicitation processes (including the representation of student and faculty work), and funding sources align with our racial justice framework.

(2) Transform hiring practices and recruitment investments: To address this area, the College looked at data to see the alignment of our strategic plan to this request of transforming hiring practices and recruitment. The College is committed to diversifying the composition and leadership of our College's staff and faculty. There has been significant student growth and diversification at COE over the past 5 years. These gains have been highest among undergraduate students, but students at all degree levels, as well as faculty and staff, have shown an increase in BIPOC and Underrepresented Minority (URM) students (see illustrations below)



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Student 5-Year Increase

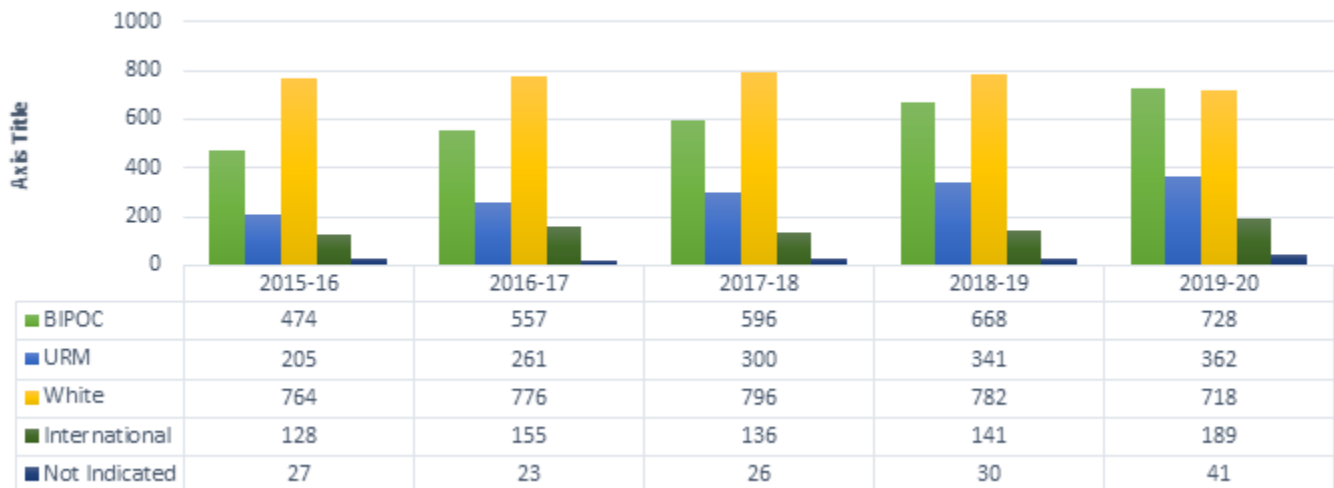
- BIPOC: 44%
- URM: 52%
- Black: 58%
- Native American: 117% (nearly tenfold when including Native Education Certificate Program)



Faculty 5-Year Increase

- Tenure-line faculty: BIPOC: 33%
- All teaching faculty:
 - BIPOC: 6%
 - URM: 14%

All COE Student Demographics Title



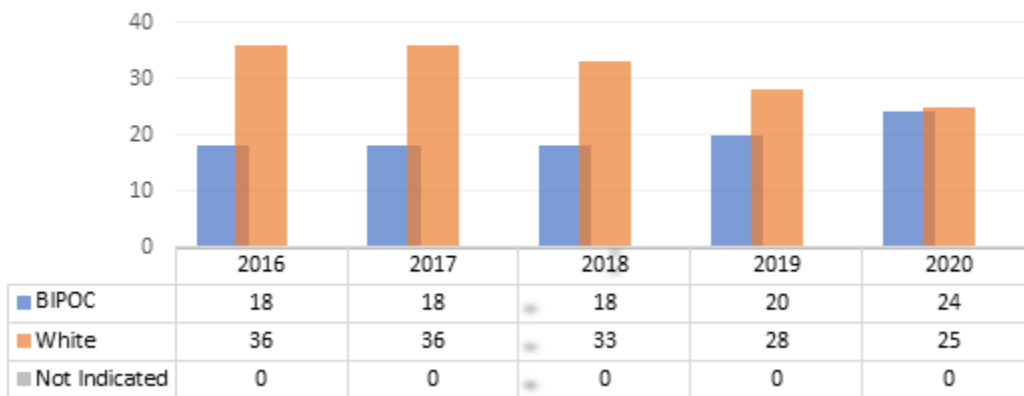


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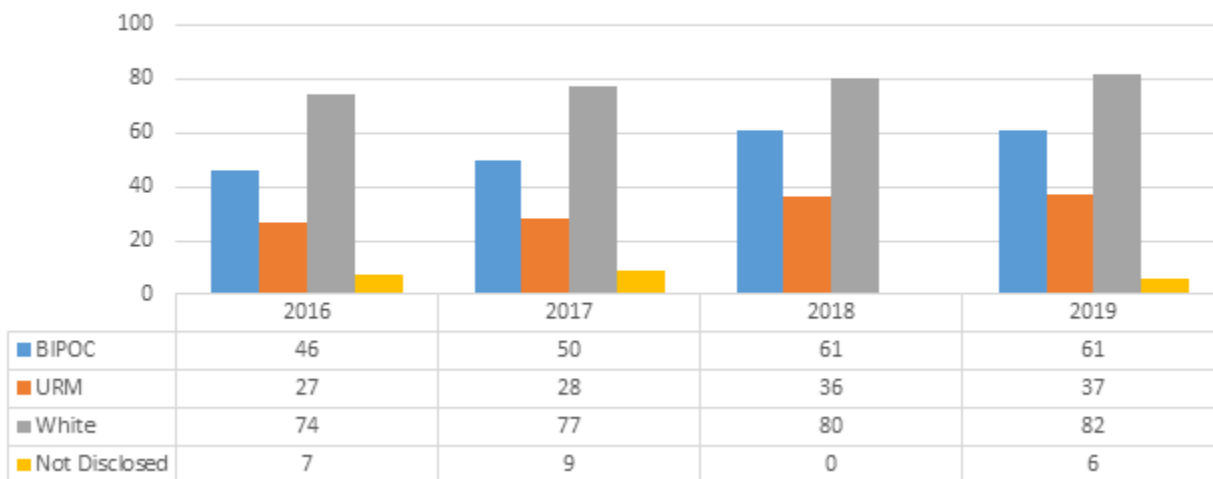
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All COE Tenure/Tenure Track Faculty



All COE Staff Demographics



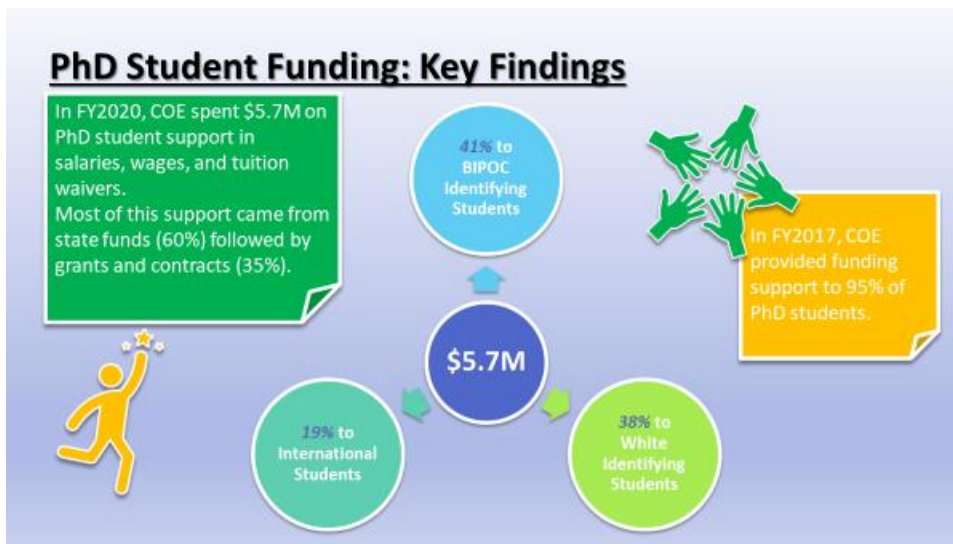
A deep dive into our graduate student funding also showed gains with this alignment. BIPOC doctorate students increased from **30% to 41%**. With 32% being URM students. The College provided 4-year funding to 35% of our BIPOC students, with 46% of White students receiving 4-year funding.



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The College's Student Support & Advancement Committee (SSAC) continues to work on prioritizing funding opportunities specifically for Black & Indigenous students with an intent to provide four-year funding to those students in the 2022-23 admissions cycle. This process requires a deep look into the totality of funding available within the college and a reprioritization, and perhaps some reconceptualization of resources.

(3) Hire an Assistant/Associate Dean of Equity and Educational Justice: As the college rethinks funding at the administrative level, the prioritization and allocation of funds for the hiring of an Assistant/Associate Dean of Equity and Educational Justice has been set aside to move this work forward in substantive and thoughtful ways.

The College continues to

- gather relevant information and synthesize a frank assessment of our existing strategic plan/infrastructure/culture/practices. Applying the EDJE framework to our decision-making
- conduct interviews/focus groups with key College constituents to understand our current culture and areas in need of change.
- concentrate on the six areas identified in the Call to Action and potentially other areas that surface based on input from our community.
- review the College's current strategic plan to ensure alignment with the College's justice-centered goals and anti-racist commitments.
- work with the College leadership, faculty governance structures, as well as faculty and staff to ensure effective follow-through on identified action steps

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Section 8: Communication with Faculty & Student Stakeholders

- 1) **Please select the date that FACULTY leadership within your unit/campus was consulted and provided the opportunity to provide input as part of this budget planning exercise. If, due to scheduling difficulty, you are unable to consult with faculty leadership before the February 1, 2021 submission deadline, please select the date you are scheduled to consult with FACULTY leadership and, immediately after that date, please provide an update to Jed Bradley.**

Thursday, January 14, 2021

We presented the budget to

1. Faculty Budget committee – Wednesday, January 13th, 2021.
2. The College Leadership Team (CLT) – Thursday, January 14th, 2021.
3. **Staff – Thursday, January 14th, 2021**
4. Faculty Council – Friday, January 15th, 2021.
5. Faculty Meeting – Friday, January 29th, 2021.

- 2) **Please list a point of contact for your FACULTY leadership (name and UW email address).**

Janine Jones – Associate Dean for Academic Affairs - Janine Jones <jjones2@uw.edu>

- 3) **Please select the date that STUDENT leadership within your unit/campus was consulted and provided the opportunity to provide input as part of this budget planning exercise. If, due to scheduling difficulty, you are unable to consult with student leadership before the February 1, 2021 submission deadline, please select the date you are scheduled to consult with STUDENT leadership and, immediately after that date, please provide an update to Jed Bradley.**

ASCE –There will be a more in-depth meeting in March.

Tuesday, January 5, 2021

- 4) **Please list a point of contact for your STUDENT leadership (name and UW email address).**

Cory Campbell <cjcampbe@uw.edu>

- 5) **Enrolled students affected by tuition rate increases should be consulted on proposed increases before proposals are finalized. Please describe when and how students were consulted and summarize the feedback they provided regarding EACH of your tuition recommendations.**

Not applicable (no tuition rate increases requested)