



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

207 – UW Libraries

Programmatic & Academic Vitality Narratives

- 1) Please briefly summarize your unit's/campus's strategic plan and how your FY24 operating budget proposal (as submitted in Workday Adaptive Planning) connects to your campus/unit strategic plan. *Word Limit: 500*

- [UW Libraries 2018-2023 strategic plan](#)
- [UW Press 2019-2021 strategic plan](#)

The Libraries current strategic plan focuses on four key directions to enhance research, clinical care, teaching, learning, and student success at the University, and we have made significant progress towards major goals in each strategic direction.

During 2023-24, the Libraries will continue to realign existing resources with our strategic plan and will be beginning a new plan for 2023-26. Important areas for ongoing resource realignments are detailed below:

1. Advance Research for the Public Good

- Investing in data management expertise and tools (e.g., Dryad data repository) and increasing capacity of institutional repository to comply with new federal and funder guidelines. (See separate PRF request: Making UW Research Open, Accessible & Global)
- Expanding [Open Access publishing support](#) for faculty, including building on major agreements enabled by Provost Reinvestment Funding (e.g., PLOS, Association for Computing Machinery).
- Implementing [Article Galaxy Scholar](#), a tool ensuring access to full-text articles from major publishers by connecting users to open access articles or interlibrary loan options.
- Building on the success of the [virtual Open Scholarship Common](#) by creating the [physical Open Scholarship Commons](#) in Suzzallo Library (awarded minor capital funding, opening Fall 2023).
- Expanding digitization and digital scholarship infrastructure to support open scholarship and course-integrated opportunities for students to engage with the full research to publication life cycle. (See separate PRF request: Unlocking Campus History)

2. Enrich the Student Experience

- Providing educational and career-development opportunities through student employment, which also enables the Libraries to continue providing critical spaces and services for student success.
- Enhancing tri-campus Open Education Resources (OER) and Pedagogy efforts through outreach, programming, and expansion of Pressbooks platform.
- Accelerating investment in online and hybrid teaching, learning, and student success support, leveraging successes from pivot to remote during COVID.
- Leveraging opportunities to partner with campus groups to create spaces supporting faculty and students from historically underrepresented groups, military veterans, working parents, and non-traditional students.

3. Enhance Equitable Environments for Research, Learning and Working

- Continuing efforts to align with UW Diversity Blueprint, assess DEIA efforts, and make ongoing changes as needed.
- Building on significant accessibility improvements in Libraries digital systems and physical spaces, including usability of e-resources.



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207 – UW Libraries

- Providing UW and wider communities with access to rare archival materials from diverse Pacific Northwest communities.

4. Accelerate Scholarship and Learning through Responsive Collections

- Operationalizing the Libraries' approach to [collections as service](#) and exploration of collaborative collection management opportunities for a sustainable future.
- Creation of a centralized and coordinated digitization program to support reformatting and preservation of our unique collections.
- Maximizing resource investments and space stewardship, building on major initiatives such as 2022-23 subscription review, de-selection of physical collections, and new Elsevier contract.
- Continue leveraging key partnerships to expand online and streaming resources.

UW Press:

- The Press's [strategic plan](#) has not changed significantly and our goals are ongoing.
- We promote the academic reputation and brand of UW through a globally successful publishing program.
- We publish outstanding books by UW faculty and community partners in the press's core academic fields, including DEI.

- 2) Building on the responses your campus/unit submitted during the FY23 annual review cycle ([posted here](#)), how has your unit/campus integrated the themes and goals of [the 2022 – 2026 UW Diversity Blueprint](#) into your campus's/unit's ongoing work to take actions towards access, inclusion, and equity? *Word Limit: 750*

Equity is both a core [Libraries value](#) and a major element of the [Libraries 2018-23 strategic plan](#) and the Libraries and Press align our strategic plans with the UW Diversity Blueprint.

Cultivating an inclusive campus climate:

- Continued investment in significant education and training for staff at all levels of the organization to strengthen organization-wide commitments to Diversity, Equity, and Inclusion (DEI) and anti-racism.
- Began implementation of recommendations from a Task Force on Diversity, Equity, Inclusion, and Anti-racism in Libraries Collections, including setting up automatic purchase of award winners from 170 DEI related book awards and making investments in open access resources focused on diversity and equity.
- Provided UW and wider communities with access to rare archival materials from diverse Pacific Northwest communities and received federal funding to begin digitizing select indigenous material.
- Accomplished [significant accessibility improvements](#) in Libraries digital systems and physical spaces, including testing over 550 online resources for accessibility standards, conducting an accessibility evaluation of libraries physical spaces, and adding library building accessibility information to Libraries website.
- Received Friends of the Library award to create accessibility kits that have been distributed throughout all tri-campus locations and added 18 power height adjustable workstations at several branch locations paid for with funds from the Student Technology Fee (STF).

Attract, retain, and graduate a diverse and excellent student body:

- A Friends of the Libraries award was granted to pilot paid fellowships in Research Communication and Equity for Black, Indigenous, and Person of Color (BIPOC) graduate students. Participating will enable fellows to raise the visibility of their work on campus and develop skills for communicating research in public formats. The small pilot will be evaluated in collaboration with Fellowships awardees to determine if ongoing program funding should be secured.



UNIVERSITY of WASHINGTON

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- Continued high school internship program to support first generation students in transition to college: students who participate in the program and admitted to the UW have gone on the employment in the Libraries: <https://www.lib.washington.edu/commons/programs/intern>
- 2022 Libraries Graduate Student Research Institute (GSRI) curriculum was revised to align anti-racism goals, focused on centering the voices and experiences of BIPOC graduate and professional students and scholars. GSRI was attended by over 300 graduate students from all three campuses.
- The Libraries Undergraduate Student Success team continues to collaborate with UW partners such as First Year Experience and the Office of Minority Affairs & Diversity to develop programming and resources for first year, transfer, international students, underrepresented minority students, and first-generation UW students.
- The Research Commons continued collaborations with Core Programs to offer programming highlighting the work of UW graduate students, with particular attention on graduate student research by and for marginalized students.
- McKinstry Fellowship is offered to an admitted iSchool student. Fellowship includes a scholarship and employment in the Libraries.

Attracting and retaining a diverse staff:

- Created a new senior leadership position (Assistant Dean for Organizational Development & Inclusion) and hired for this key position to lead equity, diversity, and inclusion efforts.
- Expanded a [Search Advocate Training program](#) to reduce implicit bias and improve equity throughout the recruitment process. To date, nine advocates have been trained and served on five searches at Seattle, Bothell, and Tacoma campuses.
- Continued to update recruitment practices to be more inclusive: require candidate diversity statements; share interview questions prior to interviews; search committees watch bias reduction videos; post recruitments in a broad range of job lists; involve search advisory committee members in drafting of notices of vacancies.
- Expanded outreach to UW students to increase awareness of conservation, the [UCLA Mellon Opportunity for Diversity in Conservation](#), and [Internship in Library Materials Conservation](#) with the goal of introducing students from underrepresented backgrounds to conservation as a profession.

Improving accountability & transparency:

- The Libraries Cabinet diversity, equity, and inclusion (DEI) sub-committee reviewed approximately 300 recommendations from internal Libraries' assessments and reports produced over the previous five years (2016-2021) to identify priority actions for the Libraries. Findings are being used to guide next steps for DEI efforts and further integrate DEI and accessibility priorities into the next strategic plan.
- Continued efforts to use vendors and suppliers representing minority, women, and locally owned businesses.

UW Press:

- The Press continues to lead the publishing industry in DEI work through its demonstrably successful and transformative [Mellon-funded University Press Diversity Fellowship program](#). The press and Libraries have secured private funding to continue this program at UW for FY23 and beyond.
- The press continues to prioritize the publication of books that center historically underrepresented voices. UW Press expanded book publications in Indigenous, Asian American, Latinx, and African American Studies.