



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

UW Information Technology

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*

Good technology, well-delivered, for a better University - The UW-IT strategy is founded on the belief that information technology, well-conceived, designed and delivered, is a powerful force for good at the University. It recognizes that UW-IT is in a unique position to support the [University's mission, vision and values](#) from an enterprise perspective, and that one of our key roles is to provide strong institutional IT leadership across the University. Our strategy focuses on the following:

- **Enhance the student experience:** Promote a positive student experience, including delivering technologies to support teaching and learning, student administrative systems, student life and student success.
- **Advance world-class research:** Support UW researchers in their work with an integrated approach that includes research computing, research applications support, research data management and consulting.
- **Enable academic administration:** Efforts that support administrative work carried out by faculty, staff and others who do not have a primary role as a professional administrator. These include faculty hiring, faculty review, and other aspects of faculty affairs.
- **Modernize UW business administration:** Enable the business of the University, including HR, finance, research administration, and facilities.
- **Support the workforce:** Efforts to support and develop staff, build community and collaboration, promote transparency and communication, and provide a strong set of processes, operations, and opportunities needed for success.
- **Manage enterprise risk:** Our approach and efforts to manage enterprise risk associated with information technology, including cybersecurity, accessibility, vendor risk, and input on legislation.
- **Build technology foundations:** Includes UW-IT's technology and service delivery strategy, as well as support for robust, reliable, and secure IT infrastructure. Shapes priorities for how technology services are designed, implemented, deployed, and shared with the UW, our partners and the public.

The FY24 budget aligns with the strategy above. UW-IT will further this focus through the addition of the ISC in UW-IT and additional sustainment resources in support of the implementation of Workday financials. The Provost Reinvestment Fund request will enable UW-IT to make significant progress towards achieving enterprise risk management through cybersecurity initiatives. UW-IT will also be reorganizing itself effective July 1, 2023, to best deliver on the strategy above. In the near future and after Workday stabilization, UW-IT will develop a comprehensive strategic plan which will guide the organization for several fiscal years.

- 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*



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UW-IT is committed to fostering an environment that is inclusive, equitable, welcoming, and that honors and values diverse experiences, perspectives, and identities. We believe in a future that supports and sustains diversity, equity, and inclusion in our organization, in the University and beyond.

We are guided in our efforts by a DEI Action Plan, published and updated on our intranet, which documents the steps UW-IT has taken and will take next year to promote diversity, equity and inclusion, and create an inclusive environment within UW-IT. The Action Plan is led by the director of UW-IT Human Resources and the director of UW-IT Organizational Development, who also represents UW-IT on the University's [Diversity Council](#).

There are many past and ongoing efforts around DEI in UW-IT that operate within and across different divisions, these are some highlights:

- A project team that includes service managers for IT Connect, Inside UW-IT, our external organizational website, Knowledge Base on UW Connect and the Service Catalog completed an [IT Inclusive Language Guide](#).
- Provide quarterly communications about DEI POD classes to UW-IT staff to heighten visibility of training opportunities, including announcements in Inside UW-IT News.
- Communicate with UW-IT staff about UW-IT's DEI action plan and progress.
- Communications team partnering with HR to identify and support integration of DEI hiring/interviewing/other resources into HR employee and supervisor toolkits.
- Support promotion of Title IX training for staff.
- Support supervisors, staff in understanding [UW-IT DEI Core Competencies](#) for performance evaluation criteria.
 - UW-IT developed DEI core competencies for supervisors and staff, to be included with the other core competencies measured in the annual performance reviews. According to the Title IX Office, UW-IT's DEI core competencies align directly with the objectives of the Husky Prevention & Response: Employee course.
- Require diversity recruiting training for all hiring managers, as available from UW Professional & Organizational Development (POD).
- Research training opportunities and work with POD to determine availability of training resources for hiring managers and teams, and implicit bias training for staff.
 - Working with POD to determine what training will be conducted within the next year; POD is currently converting in-person classes to online training and working with Consulting Alliance consultants to provide online training.
- Develop a DEI Rubric for UW-IT, and recruit members of an Assessment Committee.
- UW-IT Organizational Development is developing a dashboard that will be used to show our progress towards our DEI goals and other organizational change efforts.
- UW-IT Organizational Development and Human Resources with the DEI Community of Practice are hosting forums with staff to discuss opportunities for staff to develop and demonstrate DEI core competencies.
- UW-IT Organizational Development is offering DEI core competency training to support staff in understanding how to operate by and hold each other accountable to our DEI core competencies.