



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

[Office of External Affairs]

Programmatic & Academic Vitality Narratives

*Text submitted within this section **will** be published to OPB's Annual Budget Development website*

Where possible, you are encouraged to leverage published materials already created

- 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](#)

The Office of External Affairs brings together units and functions responsible for influencing public policy and opinion, communicating about the university priorities, challenges and achievements.

Our five government, tribal and community relations teams advocate for the UW's priorities, provide advice on legislative strategy, build and maintain strategic relationships and raise awareness of emerging issues and opportunities. These efforts result annually in millions of dollars in state, federal, regional, and tribal financial support for a variety of UW programs.

The Office of External Affairs also engages in vigorous outreach and engagement by hosting elected officials, tribal leaders, staff and other key business and civic stakeholders on campus and at other UW locations throughout the state. These outreach and relation building activities are essential to our strategic plans and pay huge dividends.

Our FY24 operating budget proposal includes revenue needed for multiple sources of funding (GOF/DOF/Gift/Self-sustaining/Discretionary) to operate our business. We plan to utilize some of our carryover funds accumulated from previous years (mostly due to the pandemic and position vacancies) to fund various memberships, sponsorships, and increased lobbyist contract to further strengthen the university's reputation.

However, we want to address our concern about staff retention for our deputy directors in Federal relations, State relations, and Regional and Community relations offices. Our deputy directors' salaries have been on the lower side comparing to the national average. They are all very dedicated and long-term employees and salary compression makes it even harder to retain them. Retaining them is important because they often move into the Director positions when those are vacated as was the case with Sarah Castro and now most recently, Aaron Hoard. We would like to request permanent funding support for 15% salary increase to the 3 positions effective 7/1/2023. The amount for 15% salary increase and benefits equal to \$64,000.

We are also requesting additional funding support via the Provost Reinvestment Funds Request portal. External Affairs' government relations teams are small but highly effective and strongly committed to the mission of the University of Washington. Given the financial stakes involved at both the state and federal levels, the University's return on these investments is considerable.

- 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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The Director of Tribal Relations, reporting both to the President and to the VP of External Affairs, was hired in March 2022. The position manages the government-to-government relationship between the University of Washington and the American Indian tribes across the state and northwest region. The Director of Tribal Relations serves as a primary point of contact for Tribal issues and acts as a liaison between the University with Tribal governments. The Director is responsible for strengthening the University's relationships with Tribal governments in a mutually reinforcing and sustainable partnership. The Director works closely with the Vice President for Minority Affairs & Diversity, the Director of wəłəbʔaltxʷ –Intellectual House, other government relations directors in the Office of External Affairs, marketing and communications staff, and other relevant campus officials to carry out the duties and responsibilities of the position.

This position has significantly increased the UW's engagement with tribal governments in the state. Previously, tribal relations and support of native students was handled by one FTE. Now, this position in External Affairs manages and coordinates with tribes, while another position in OMAD continues to manage the University's Intellectual House and supports native students.

We are in the process of hiring the Assistant to the Director of Tribal relations position. This position will be integral to the Tribal relations office and assist the Director with broader outreach activities. With the help of the new assistant, the Director of Tribal relations will be able to establish a high-level overview of each of the Tribal Nations and communities in the state and region and develop policies and best practices.

In addition, VP Randy Hodgins was appointed co-chair of the Seattle Metropolitan Chamber of Commerce Race and Equity Committee in summer 2021. Much of the work that the University has done in this area has been useful in discussions with regional business leaders who want to create anti-racist organizations and step up their efforts on diversity, equity and inclusion. As the committee continues this work in 2024, VP Hodgins will continue sharing those learnings with EA staff and campus Race and Equity initiative leadership.

We have weaved diversity, equity, and inclusion in everything we do. In addition to including Equal Employment Opportunity statement in job posting, we encourage all hiring managers to employ inclusive language during all phases of hiring process, from job description to job offer. Making sure our employees feel a high sense of belonging, empowerment and inclusion is one of the most important goals for our organization.

These efforts support four of the UW's Diversity Blueprint Goal either directly or indirectly:

Goal 1. Cultivate an Inclusive Campus Climate

Goal 2. Attract, Retain and Graduate a Diverse and Excellent Student Body

Goal 3. Attract and Retain a Diverse Staff

Goal 6. Improve Accountability and Transparency