



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

[College of Arts and Sciences]

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*

In 2019, the College of Arts & Sciences' (CAS) outlined key goals in a Strategic Planning Framework—to build on our excellence as a college of liberal arts in a leading public research university through our strategic imperatives of an outstanding undergraduate experience; research excellence within all divisions; creation of an inclusive environment; fiscal sustainability; and improved communications. We aim to leverage and amplify our existing research strengths, activate the power of diversity and inclusion, and vitalize our curriculum and student experience.

This budget proposal aims to properly distribute resources to departments and units to achieve the goals outlined above and maintain a high standard of teaching and research, while not overcommitting the College financially.

- 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*

The College of Arts & Sciences is committed to centering diversity, justice, equity, inclusion and access in everything we do across the College and campus. To honor that commitment, the College began an internal search last year for CAS' inaugural Associate Dean for Equity, Justice and Inclusion. In September, Dr. Maya Angela Smith, associate professor of French in the Department of French and Italian Studies, accepted the role.

She is a sociologist whose scholarship broadly focuses on the intersection of racial and linguistic identity formations among marginalized groups in the Francophone African diaspora. In addition to her role as a faculty member, Dr. Smith also served as interim chair of the African Studies Program in the Jackson School of International Studies. We are grateful for the extensive experience, knowledge and scholarship that Dr. Smith brings to this position. Her role will support programs, policies, and practices that promote equity, justice and inclusion across the College's 39 departments and 18 centers and institutes and will lead with a commitment to advancing accountability in an environment that both fosters and welcomes difference, growth, and accentuates positive change.

Dr. Smith's main goal for her first year has been to assess the current status of DEI in the college. In line with the diversity blueprint's suggestion of complementing the University-wide Climate Survey, Dr. Smith is in the process of conducting individual and departmental listening sessions with various members of faculty and staff. She is also preparing to launch a college-wide survey for all faculty and



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staff. These efforts serve as a benchmarking exercise, a means for measuring yearly progress, and a guide for establishing new and supporting already existing DEI initiatives.

Another focus has been to expand on the work already started in the college to centralize DEI efforts. Dr. Smith is working with the Marcomm and web development teams to build a central repository of DEI materials that the CAS community can consult because faculty and staff feedback has pointed to the difficulty in knowing where to look for materials in such a decentralized institution. The repository will include, but is not limited to, definitions of DEI-related terminology; information on where to find DEI trainings and consultants; and examples of DEI mission statements, anti-racist action plans, best practices for recruiting and retaining diverse faculty and staff, and inclusive pedagogical and curricular materials. A central repository will increase transparency (Goal Six) because it will be easier for units to see how their colleagues across the college are grappling with similar issues. This repository will also link to other DEI focused entities on campus such as OFA and OMAD as well as to national and international examples of DEI work.

Dr. Smith is also dedicated to the blueprint's fifth goal by looking at the role of lesser-taught languages as a form of place-based education and engagement. She is working with faculty members in various departments (e.g. African Studies, MELC, History, the LLC, the Women's Center) to revive the Horn of Africa initiative. There is a large East African community in Seattle and at UW, and a discussion with students revealed a desire to have more of their home languages taught and valued. Along with Humanities Divisional Dean Brian Reed, she is applying for values-based provost funding to offer language instruction and to create a task force that will advise on how to make lasting change in this area. This funding proposal will serve as a template for applying for national funding. She has also been engaging various community partners including Seattle Public Schools to see about building a pipeline of students whose families are from the Horn of Africa. This work is part of a larger initiative of centering the role of languages, especially minorities languages, in DEI discussions, and she views the Horn of Africa Initiative as a pilot project that will provide insight into supporting other lesser taught languages such as local Indigenous languages.

Divisional Updates:

- Natural Sciences:
 - All 9 departments have active DEI+A committees to support department governance and leadership.
 - All academic position searches must include a statement about candidates' work and commitment to DEI+A and the departments need to account for the roles these play in hiring rubrics.
 - Applied Math, Mathematics and Statistics led other UW Mathematical Science units as the "Math Alliance" Center Partner in the Pacific Northwest. The aim of the Math Alliance is "to increase the number of doctoral degrees in the mathematical sciences among groups that have been traditionally underrepresented in those fields."
 - Monthly meetings of department Chairs & Directors focus solely DEI+A, rotates among departments to host and agenda set.



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- Advancing diversity and equity is a key component of sponsored research activities, this includes the recent \$9 million NSF Center for Integration of Modern Optoelectronic Materials on Demand (IMOD) which has significant resources and programing devoted to this.
- We are increasing diversity through strong equity training in Quantum Information Science and Engineering (QISE) via the NSF Accelerating Quantum-Enabled Technologies (AQET) NRT and the Quantum Technologies Teaching and Testbed (QT3) which recently received \$2.5M of Congressionally Directed funding through NIST.
- Arts:
 - All 8 units have diversity statements posted on their website, and most have active DEI+A committees.
 - A division-wide committee meets quarterly to build best practices and cross-unit collaboration and advise the Divisional Dean.
 - The Divisional Dean has coordinated a single annual report highlighting goals, progress and accountability metrics.
 - Burke, Henry and Meany continue to collaborate on “Remaking Our Institutions for a More Just World” to share cross-unit knowledge and best practices.
 - The Division collaborates with the Arts Diversity Council, a registered student organization to support students of color.
 - AY22 hires resulted in two new BIPOC tenure-track faculty, one of whom is a URM.
 - Promoted the Jacob Lawrence Gallery, including through a major facilities renovation and \$8.5 million capital campaign. The Division continues to be the lead sponsor of the Black Embodiments Studio, housed at the Gallery.
 - Visiting artist program in Ethnomusicology centered artists from the Global South and Global South diasporic communities in the Puget Sound region, building bridges between campus, students, and communities of color.
 - Meany Center developed guest curator program with an initial season curated by Black dance luminary, Bill T. Jones. Performances featured emerging queer and BIPOC artists.
 - Henry Art Gallery focused major shows on Indigenous, Black, Latinx, and Global South contemporary artists.
- Humanities:
 - All twelve departments have DEI+A committees, DEI+A statements, are writing annual DEI reports for the Divisional Dean and involve their DEI committees in their hiring processes.
 - Numerous DEI-related lecture series and workshops have been launched to support DEI+A work in course design, decolonization of fields, pedagogy and promotion and merit standards.
 - The Simpson Center for the Humanities supports a range of DEI-focused initiatives and events.



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- The Department of English awards annual DEI Collaboration Grants that have supported a range of curricular and programmatic activities.
- Two of six full-time faculty hired in 2021-2022 are BIPOC.
- Social Sciences:
 - 3 departments in the division have explicit DEI+A commitments at the core of their missions (AIS, AES, GWSS) and the other 9 departments and the Jackson School have active DEI+A committees. Many have developed detailed diversity statements for their public websites (see, e.g., Sociology).
 - Hiring: All academic position searches include a statement about candidates' work and commitment to DEI+A. All departments include training with the Office of Faculty Advancement and involve their DEI+A committees in their hiring processes.
 - Diversity, equity, and inclusion are foci for much of the research activity in the division and these commitments motivate work in the Center for Human Rights, the HI-NORM cluster, the Washington Institute for Study of Inequality and Race (WISIR), Program on Ethics, and the Bridges Center for Labor Studies.
 - The Integrated Social Science Program expands educational access to students otherwise unable to attain an education at UW. The College's ROTC programs, located in the division, are an important component of CAS's commitment to educational access, especially related to economic and cultural barriers to obtaining a university education.
 - Multiple departments are exploring Inclusive Pedagogy. One example: After holding workshops in Spring 2021 and 2022, Philosophy developed a Universal Design for Learning Resource Guide.

The division has many programs and events that support the Diversity Blueprint. To name a few: Alene Moris Women's Center Annual Women of Color Celebration; 55th Anniversary of Black Student Union protests (May 2023); LSJ's mixed enrollment classes and Prison Book Clubs in coordination with Monroe Correctional Complex.



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Tuition Based Program Rate Recommendations - Narrative Section

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

-- If applicable to your unit. If not applicable, simply leave this section blank --

Responses to the questions below are required for each tuition category that your unit/campus recommends adjusting (as submitted to OPB by 2/1/23). **Please note question #7 is required for any programs for which no tuition increase is requested.** If you are recommending changes for multiple tuition categories, please differentiate your responses within each question.

- 1) Please explain why each proposed change is needed and how your unit/campus will use new incremental tuition revenue increases or absorb incremental tuition revenue losses. *Word Limit: 500*
- 2) Explain whether and how each proposed change will affect peer comparisons and/or whether a market analysis was conducted. *Word Limit: 500*
- 3) Tuition and fee increases have a disproportionate impact on low-income students. Please comment on how each fee change will affect student debt loads, and specifically how the program will offset this impact. *Word Limit: 550*
- 4) Describe whether you expect the proposed tuition rate(s) to result in any substantial changes to enrollment (including a change in the resident/nonresident composition) or to the volume of waivers awarded. *Word Limit: 250*
- 5) For each proposed change, please explain what would happen if the change were not implemented (e.g. deficit, loss of staff positions, etc.). If a proposed change is part of a plan to eliminate a current deficit, please indicate that. *Word Limit: 250*
- 6) For each tuition category that you have proposed changing, please discuss your unit/campus's overall tuition rate strategy for the next 3-5 years. In your response, please explain whether and how your long-term strategy connects to "market" rates (e.g. where do you want to be, rate wise, compared to peers?) *Word Limit: 250*
- 7) If you are not planning to increase tuition for any program, please respond to the following: Generally, small, inflationary increases (1-2% annually) are preferred over no increase or large increases every few years. Please answer the following questions for each program where no increase is requested. *Word Limit: 250*
 - a) Please explain why this program's rate does not warrant an increase by describing the program's financial position, structure, peer comparisons, or other relevant information.
 - b) What do you currently anticipate annual rate change requests will be for the next two years?



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Communication with Faculty & Student Stakeholders

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-- If applicable to your unit. If not applicable, simply leave this section blank --

Communication of your unit's/campus's annual review materials, including your proposed FY24 operating budget, narrative responses and tuition rate recommendations is an important and necessary component of the UW's budget development process. Your responses to the questions below will be documented and included as part of the FY24 operating budget development review materials provided to Executive Leadership of the UW. **It is expected that all unit/campus review and consultative processes are completed by the March 17, 2023 due date.**

- 1) Please indicate 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 March 6, 2023
- 2) Please list a point of contact for your FACULTY leadership (name and UW email address). Emily Carrington, ecarring@uw.edu
- 3) Please indicate 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. March 10, 2023
- 4) Please list a point of contact for your STUDENT leadership (name and UW email address). Hayden, asacs@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. n/a