



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

[University Libraries]

Programmatic & Academic Vitality Narrative

*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 provide a web link to your campus/unit strategic framework and provide three to five bullet points outlining the relationship between your resource plan and your strategic framework. *Word Limit: 750*

Strategic plan: <https://www.lib.washington.edu/about/strategicplan>

The [Libraries 2023-2026 strategic plan](#) focuses on four key directions to enhance research, clinical care, teaching, learning, and student success. In FY25, the Libraries will continue to realign existing resources with the strategic plan and advance our goals through the combined power of redirected core funds, Provost Reinvestment Funds (PRFs), programmatic renewal, and Libraries endowments and grants.

1. Advance Research for the Public Good

- Continued redirection of core funds to enhance research data lifecycle services and expertise, including a subscription to Dryad Data Repository (a platform to make UW research data discoverable, reusable, and citable); increased FTE for data service librarian position to support compliance with funding guidelines; funding staff participation in a two-year project "[Building Campus Strategies for Data Support Services](#)," to help Libraries and UW partners strengthen research data support services across campus.
- Advancing interdisciplinary and emerging forms of scholarship support by investing in [physical Open Scholarship Commons](#) space, including: dedicating core funds, programmatic renewal, and endowment funding to development of physical space (including a media production studio), investment in technology (e.g., Manifold), and staffing.
- Developing a comprehensive digital infrastructure and building IT capacity, including strengthening the digitization program and investing in the institutional repository.
- Continuing to expand [open access investments](#), including building on major agreements enabled by Provost Reinvestment Funding (e.g. PLOS All Titles, Company of Biologists, memberships in Directory of Open Access Books).

2. Enrich the Student Experience

- Continuing investment in multi-modal teaching, learning, and student success, including 2023 Graduate Student Research Institute, Undergraduate Research Tutorial, and programmatic support for BIPOC graduate students. FY25 resources aligned with this goal include core funds for staff positions dedicated to instructional design and student success, Libraries endowment funding, and Diversity Seed grant.
- Enhancing student spaces through ongoing contributions to capital projects and space development. Projects include the renovated Tateuchi East Asia Library, Open Scholarship Commons, and Zoom pods to support online learning and holistic student success. A large portion of funding for many of these renovation/space innovation projects is from endowments and/or programmatic renewal. The Libraries also completed a capital project proposal and is developing a programmatic renewal-funded feasibility study for off-site storage of some collections, enabling continued development of innovative user spaces.
- Providing educational and career-development opportunities through student hourly employment (bolstered by Provost Reinvestment Funds), which also enabled critical spaces and services for student success. Gift & endowment funding supports over 50 student scholarships.



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- Ongoing development of tri-campus Open Education Resources (OER) and Pedagogy efforts through outreach, programming, and funding for expansion of Pressbooks platform. Core funds directed toward staff and student hourly positions and infrastructure support, which provides course-integrated opportunities for students to engage with the full research to publication lifecycle.

3. Enhance Equitable Environments for Research, Learning and Working

- Libraries equity, diversity, and inclusion goals are closely aligned with the UW Diversity Blueprint: see responses to Question 2 for examples of how FY25 resources will advance Libraries goals and the Blueprint.

4. Accelerate Scholarship and Learning through Responsive Collections

- Operationalizing the Libraries' approach to [collections as service](#) and collaborative collection management opportunities, including membership in Orbis Cascade Alliance and considering new potential partnerships with [Big Ten Academic Alliance](#) Libraries (see Provost Reinvestment Fund request).
- Developing a centralized digitization program to support reformatting, preservation, and access to unique materials, including digitizing unique materials (e.g. National Library of Korea sponsored digitization of 68 rare books in Tateuchi East Asia Library, digitization of *Daily* student newspaper). Resources include staff, software, spaces, and endowment-funded projects.
- Investing core funds in technology to improve seamless access to collections, including tools connecting users more quickly with electronic journal articles (LibKey, Article Galaxy Scholar), systems that enable off-site storage of collections and maximize available user space by improving findability/retrieval of off-site or closed stacks materials (CaiaSoft and AEON).
- Continuing to enhance access to vital collections, including news and media sources such as New York Times, The Atlantic, and the Economist.
- Addressing the critical conservation needs of UW's more than 2.5 million photographs and works on paper for the Burke Museum, Henry Art Gallery, and UW Libraries (see Arts & Sciences Provost Reinvestment Fund request).

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.
- The Press supports the University's research, education, and outreach missions by publishing vital new work for an international community of scholars, students, and intellectually curious readers.
- [UW Press In Action report](#).

- 2) Please discuss your campus/unit's planned utilization of resources, as identified in your Adaptive entries (institutional initiative = UW Diversity Blueprint), in support of the [2022-2026 UW Diversity Blueprint](#) themes and goals. *Word Limit: 750*

Equity is both a core [Libraries value](#) and a major element of the [Libraries 2023-26 strategic plan](#). The Libraries and Press align our strategic plans with the UW Diversity Blueprint, with FY25 Adaptive entries incorporating the institutional initiative where feasible. As we continue to refine our FDM over the coming year, we are evaluating how and where we can best reflect connections to the Diversity Blueprint sections. We've noted when we have been able to apply IN100000 as of March 4, 2024.



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Cultivating an inclusive campus climate:

- Investing in a Libraries senior leadership position (Assistant Dean for Organizational Development & Inclusion) to strengthen organizational culture and advance DEI efforts [IN100000].
- Ongoing accessibility improvements in Libraries digital systems and physical spaces, including core funds directed towards Libraries website redesign and Health Sciences Libraries spaces accessibility review, as well as continued leveraging of staff positions (permanent and student hourly) for ongoing [e-resources testing and advocacy](#) and creating an openly available resource “[Quick Tips For Accessibility: a Guide to Everyday Accessibility](#).” Libraries Staff recognized for their accessibility leadership in [UW IT’s 2023 Digital Accessibility Awards](#) [Partial implementation of IN100000].
- Providing UW and wider communities with access and preservation to unique and rare archival materials including diverse Pacific Northwest communities through Libraries Distinctive Collections, supported by core funds, endowments, programmatic renewal funds, and grant funds (e.g. Mellon, CLIR, and Department of Education Title VI) [In development].
- Continuing to create Libraries collections that reflect our diverse campus and community through ongoing implementation of recommendations of the Task Force on Diversity, Equity, Inclusion, and Anti-racism in Libraries Collections. This will be accomplished initially through internal allocation, and an integration request will be needed for expenditures to reflect use in FY25. Health Sciences Library dedicating resources to an ongoing collection development project focused on ebooks and videos supporting DEI efforts in the Health Sciences [Partial implementation of IN100000].

Attracting and retaining a diverse staff:

- Investing in staff development and retention through allocating \$50,000 net position funding to Libraries Organizational Development and Inclusion (ODI). Funding supports training opportunities and diversity, equity, and inclusion (DEI) and anti-racism initiatives (e.g., expanding a [Search Advocate Training program](#) to reduce implicit bias and improve equity throughout the recruitment process) [IN100000].
- Leveraging endowment funding to improve accessibility for staff through dedicated funding for ergonomic improvements [IN100000].

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

- In FY25, the Libraries will continue to create numerous opportunities for students through student hourly employment. Through Libraries employment, students gain educational and career skills and knowledge of campus resources that support student success. Students also note that the support and connections they receive during their employment were vital for their career paths. In addition to student hourly funds, the Libraries provide student employee scholarships as a result of Advancement fundraising efforts and also offers the [McKinstry Fellowship](#), designed to encourage BIPOC students to pursue a career in academic librarianship. As many of our hourly student employees are UW Information School students who will go on to careers in Library and Information Sciences, these efforts also support UW Blueprint Goals 3 & 4 of attracting diverse academic personnel and staff [IN100000].
- Dedicating funds in FY25 for programming and events to support marginalized students and creating paid fellowships programs to support Black, Indigenous, and Person of Color (BIPOC) graduate student success, including the [Research Communication and Equity fellowship](#) and the [Open Scholarship Commons Fellows workshop series program](#) (supported through Diversity Seed Grant funding) [IN100000].



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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 FY25 and beyond [IN100000].
- The press continues to prioritize the publication of books that center historically underrepresented voices. UW Press continues to expand its publications in Indigenous, Asian American, Latinx, and African American studies. Our collaborative relationships with local Indigenous communities are of vital importance for language and cultural revitalization [In development].

Do Not Submit This File



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Required Budget Development Consultative Process Summary – Faculty, Staff and Students

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-- If specific questions are not applicable to your unit, simply indicate n/a --

Consultation with your elected faculty councils, student councils and unit/campus staff, regarding your unit's/campus's budget proposal materials, including your proposed FY25 operating budget, narrative responses, tuition rate recommendations and fee-based rate recommendations are 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 FY25 operating budget development review materials provided to Executive Leadership of the UW.

PLAN NOW to ensure that all unit/campus review and consultative processes are completed by the March 4, 2024 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.

Libraries Cabinet and Directors were closely involved in all stages of the budget planning exercise. Multiple meetings occurred during the period December 2023-February 2024, both at departmental and cross-departmental levels.

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

Lauren Pressley (pressley@uw.edu) & Denise Pan (dpan@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.

N/A

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

N/A

- 5) Please discuss how you involved campus or unit staff in the consultative process.

Unit staff across Libraries departments were consulted by Directors and/or Associate Deans as needed to identify core operational and strategic needs and to discuss how to align our FY25 operating budget with those needs. Directors and staff were involved in planning for key expenditure areas such as student hourly, operations funds, gift/endowment planning, and net position strategy.

- 6) Since submission of your tuition and/or fee-based rate recommendations on February 1, 2024, has your campus or unit received any additional feedback from students? If so, please summarize here.

N/A