



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

Office of Research

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*

<https://www.washington.edu/research/or/about-or/>

The Office of Research (OR) exists to create an outstanding climate of support for UW researchers. OR enables the realization of UW's core values of innovation and excellence through the positive impact of research for public good. OR is home to five administrative and two research units. Administrative units are Office of Sponsored Programs, Human Subjects Division, Office of Animal Welfare, Office of Research Information Services, and Office of Research Central. Research units are Washington National Primate Center and Applied Physics Lab. Together, OR's portfolio of programs enables UW's reputation for research excellence to endure.

The Office of Research's strategic framework is comprised of four key tactics to ensure the health and longevity of the UW research enterprise. These tactics are supported by the FY2025 resource plan as follows:

- **OR enhances the ability of PIs to obtain and manage grants.** Research administration capabilities provided through OR directly facilitate campus-wide research, mitigating the effects of administrative burden. In FY2025, OR will leverage technology, information, collaboration, and process improvements to continue providing comprehensive, seamless research administration services to our tri-campus community. OR will augment existing resources to directly support the University's investments in new and early career faculty, established Principal Investigators, and research administrators, with a continued emphasis in realizing the potential of Workday Finance.
- **OR promotes the responsible and ethical conduct of research and facilitates compliance.** OR constantly improves and streamlines processes to support UW's multi-faceted, evolving research oversight and administrative obligations. In FY2025, we plan to strengthen regulatory compliance support, facilitate new learning programs, and upgrade systems that support process automation and on-demand, task-based information delivery in a fiscally responsible manner. New efforts include addressing emergent research security requirements and aligning research administration practices with Workday Finance best practices.
- **OR strategically invests in promising research and shared facilities.** OR partners cross-functionally with other central units to understand and respond to researcher needs. In FY2025, OR will accommodate a projected 25% increase in applications through user-focused improvements in the application and review processes for internal funding programs and limited submission proposals, enhancing access to these opportunities for the most promising research. OR will work with UW central offices in FY2025 to prioritize research space expansions and improvements, including cyberinfrastructure that supports research involving big data.
- **OR advocates for the UW research community with leadership and external stakeholders.** In FY2025, OR will engage stakeholders to redesign the UW Research website to better serve internal and external audiences. This work promotes UW's reputation as a world-class research institution, highlights UW's research capabilities, and emphasizes UW's positive research impact for public good. In FY2025, OR's programs and units will continue to support recruitment and retention of top faculty, shared resources, collaborations with internal and external partners, and integration of education and research.



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- 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*

OR's planned utilization of resources in support of the UW Diversity Blueprint themes and goals include:

- **We will cultivate an accessible, inclusive, and equitable climate** through outreach to research stakeholder communities. Examples:
 - The Office of Animal Welfare demonstrates transparency and inclusion by highlighting UW's excellent animal care program through facility tours, educational outreach, and embracing new non-animal models and simulation for research and training. These actions instill pride in UW personnel and counter negative media attention.
 - The Applied Physics Laboratory (APL) promotes accessibility in the research stories highlighted at <https://seeyourselfapl.uw.edu/>. Content serves all audiences, from K-12 to senior professionals.
 - The WaNPRC maintains a relationship with the Salt River Pima Maricopa Indian Community (SRPMIC) at leased premises in Mesa, Arizona. The WaNPRC will continue hosting SRPMIC community members at the University Northwest Tribal Summit to provide networking opportunities and will host facility tours for SRPMIC members.
 - The Office of Research administrative units refine written resources to address language inclusivity by developing style guides for process documents, forms, and website language.
 - The Human Subjects Division is creating an anti-bias review framework for their Institutional Review Boards to utilize when evaluating research protocols.
 - OR will develop new learning resources and revitalize training programs to bolster the world-class research of academic personnel. Responsible and Ethical Conduct of Research training requirements will be offered in learner-centered formats, and OR will harness cross-functional subject matter experts to redesign its research administration courses.
- **We will attract and retain diverse academic personnel** by supporting faculty recruitment, development, and research collaboration. Examples:
 - An OR DEI Task Force is charting a path for OR to support equity in research excellence, which brings together people, research processes, and research objectives. OR will support a series of workshops planned by the Task Force to develop a comprehensive, equity-centered framework for research, establish an institutional network across campuses connecting DEI leaders with research leaders, and grow an "Equity in Research" community of practice across campuses.
 - OR commits \$3M to DEI STEM Faculty Recruitment Initiative with the goal of attracting and retaining a diverse faculty and supporting research exploring issues of equity. In FY2022-2023, this supported the recruitment of 22 outstanding faculty to 15 departments in six schools/colleges.
 - To promote the work of UW's diverse academic community, the OR website will be expanded to include content highlighting UW's internal collaborations, partnerships, and resources that are behind the transformative discoveries.
 - APL is partnering with Historically Black Colleges and Universities to provide capstone project and summer internship opportunities to undergraduate students.



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- **We will work to attract and retain diverse staff engaged in advancing access, equity and inclusion by promoting OR's value of diversity, involving varied perspectives and experiences, to enrich our organizational culture.** Examples:
 - OR units actively engage staff in assessing organizational climate periodically through staff surveys, open discussion forums, and protected time to measure progress on improvement initiatives.
 - OR intends to retain our diverse staff and empower them to advance access, equity, and inclusion through their work. One opportunity is to hold a membership position on the OR-wide DEI Committee, a group that received dedicated FTE to generate ideas and provide input to OR leadership to integrate into our operations, processes, and culture. Input from the OR DEI Committee has generated opportunities for staff to pursue professional development opportunities, anti-bias, and cultural competency training, and establish work/life balance forums.
 - OR will attract diverse staff by making position descriptions and interview questions accessible, considering interview committee composition, and ensuring staff involved with hiring complete targeted learnings to help advance access, equity, and inclusion.
- **We will do our part to improve accountability and transparency at all levels** through organization-wide initiatives and measures. Examples:
 - In response to OR's recent organization-wide staff satisfaction survey, we will develop new initiatives to address calls for more OR-wide communications and support of professional development, demonstrating our commitment to accountability and transparency.
 - OR is committed to UW's vendor diversification initiative. We will continue to compare the prices of goods and services from [diverse suppliers](#) and purchase when appropriate. Per instructions, these activities will not be noted in Adaptive.