



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

[College of Arts and Sciences]

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***

In addition to a mission statement and strategic vision, the [CAS Strategic Planning Framework](#) outlines five key goals for the College, listed below. This budget proposal aims to distribute resources to departments and units to achieve each of these goals while not overcommitting the College financially.

1. *Improve and enrich the experience of undergraduate students across the College of Arts and Sciences*—This resource plan maintains the College's high standard for undergraduate education. This includes support for teaching track and tenure track faculty and graduate student instructors as well as for advising and other student services.
2. *Enhance research, scholarship and artistic excellence within each of the divisions in the College of Arts and Sciences*—This plan maintains faculty levels across the College, includes unit adjustments to address inconsistencies in faculty salary, and supports facilities maintenance. It includes a new research-specific associate dean role and funds designated for a new Chemical Sciences building, both of which are critical to our research and teaching mission.
3. *Create a more inclusive, equitable and diverse educational experience across the College of Arts and Sciences*—Last year, the College dedicated resources to creating a new role, Associate Dean for Equity, Justice and Inclusion. We believe that a world class education and cutting-edge research must be grounded in equity, justice, and inclusion from perspectives both local and global. We are committed to building that culture, starting with the people—our faculty—who conduct research and who teach our students. The ADEJI supports programs, policies, and practices that promote equity, justice and inclusion across the College's 39 departments and 18 centers and institutes and leads with a commitment to advancing accountability in an environment that both fosters and welcomes difference, growth, and accentuates positive change. After only one year, this role has proven to be incredibly valuable to the College. The ADEJI's many impressive accomplishments are outlined in Question Two below.
4. *Achieve a fiscally sustainable model for College funding*—As outlined in this budget plan, the College is using resources thoughtfully to provide students, staff, and faculty the resources they need to achieve excellence in their studies, work, teaching, and research while maintaining a stable fiscal state. The College is committed to adjusting expenses to remain within its financial resources. This may involve changes such as centralizing departmental functions, where appropriate, to maximize efficiency.
5. *Communicate the value of the College of Arts and Sciences to local, regional, and global audiences*—our budget plan includes ongoing support for our Marketing and Advancement teams who work to communicate the College's value to a wide audience through outreach to donors, community members, and prospective students; engagement with alumni; promotion on social media; representation at local, national, and international events; dissemination of faculty research; and developing and amplifying the College's brand.



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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*

The College of Arts & Sciences is committed to centering diversity, justice, equity, inclusion and access in everything we do across the College and campus. In 2021-22, Dean Harris created a new role and led an internal search for the first-ever CAS Associate Dean for Equity, Justice, and Inclusion. In AY 2022-23, the College welcomed CAS' inaugural Associate Dean for Equity, Justice and Inclusion, Dr. Maya Angela Smith, associate professor of French in the Department of French and Italian Studies.

Dr. Smith's first year was primarily spent building an apparatus for sustained EJI engagement. She familiarized herself with the college; networked with leaders and staff in EJI offices across campus; formed a community of support with EJI leaders locally, nationally, and internationally; and began aligning the College with national best practices in higher education EJI work based in knowledge gained in part through attending local and national conferences, trainings, and workshops. In Spring Quarter, she launched CAS's first ever EJI climate survey, which was sent to 3,082 faculty and staff members; 1,026 people (33.29%) completed it. Dr. Smith analyzed survey data and created a detailed report that she shared with the campus community.

Dr. Smith developed a vision and action plan for EJI work in the college that focuses on three areas for action. The first is recognizing that CAS leadership plays a pivotal role in shaping departmental climate and culture regarding equity, justice, and inclusion. The College is leveraging its influence by communicating clear goals, facilitating conversations across departments, and supporting departmental EJI work. Initial steps have included implementing a quarterly newsletter that showcases EJI work in the College and co-sponsoring departmental EJI initiatives and related work.

The second is transforming ideas into action in a disciplinarily diverse college that requires a flexible, multifaceted, and holistic approach to EJI work. CAS aims to make information about best practices easily accessible, facilitate connection between colleagues engaged in similar work, and empower individual units to tackle the specific issues they face. Steps towards these goals include updating the EJI webpage and sharing a robust, searchable repository with EJI resources for faculty & staff; piloting an Anti-Racist and Inclusive Pedagogy Program & CTL Partnership with the help of Diversity Seed Grant funding; and exploring & creating infrastructure for mentorship.

The third area of focus is cultivating equity and community and the role of the college in assisting departments in these efforts. Dr. Smith has been working with departments to improve culture and climate issues; support values-driven work, community building, and collaboration; and assess initiatives and climate. The annual climate survey will focus on mentorship and collaboration where we will gather information about what types of mentorship faculty and staff need, what barriers are preventing more mentorship from happening in the college, and what programs we can put in place to facilitate mentoring relationships.

Divisional Updates

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.



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- 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.
- 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.

Humanities:

- All twelve departments have DEI+A committees, DEI+A statements, write 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
- The Department of English awards annual DEI Collaboration Grants that have supported a range of curricular and programmatic activities

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 set agenda.
- 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 programming 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.

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).



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- 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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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:

February 26, 2024

- 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.

February 23, 2024

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

Emma D'cessare, edcess@uw.edu

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

On Thursday, February 29, the Associate Dean of Finance presented the Adaptive plan for the GOF resource at the Quarterly Chairs and Directors meeting. On Friday, March 1, the Associate Dean Finance presented the plan for the College's operating budget at a convening of the College's Administrators.

This year, CAS formed an inaugural Staff Council to increase communication between the Dean's Office and the college's staff. Next year, we plan to involve the council in the budgeting process. This will be beneficial to all staff, as council members serve as ambassadors to their communities. Unfortunately, the group was formed too recently to allow participation this year.

- 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.



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We have not received any additional feedback from students.

Do Not Submit This File