



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

Student Life Org 212

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*

[Strategy Map.JPG](#)

- The division of Student Life regularly engages in strategic planning to ensure that our efforts and resources are aligned well with student and campus needs. We are currently engaged in an iterative process for building our strategies for the next three years.
- We are currently focusing our efforts on ensuring that staff feel well supported on numerous fronts, increasing our capacity and expertise around DEI, and enhancing health & wellness support for students.
- An additional area of emphasis this year has been on improving parent and family engagement and support of the UW.

- 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*

Housing and Food Services (HFS) undertakes numerous activities in support of the Diversity Blueprint; the majority of these are low- or no-cost in that they are incorporated into routine workloads and existing training/learning opportunities. For example, staff who perform procurement duties also track the total amount we spend with diverse vendors. The Director of HFS HR & DEI is charged with facilitating a department-wide approach to incorporating DEI practices. Finally, the department hosts a committee using staff volunteers that focuses on programming and consultation on program development and policy review. Financial resources are used when staff identify as part of professional development plans a fee-based workshop/conference focused on DEI strategies. In addition, it is typical that professional conferences attended by staff include a DEI learning track and/or keynote speakers on DEI topics.

In alignment with UW's emphasis on low- and no-cost solutions, Student Life's Wellness units (Career Center; Counseling Center; Community Standards & Student Conduct; Disability Resources for Students; LiveWell; and Recreation) have folded DEI efforts into existing staff positions and staff time. Through the Strategy Map Activation Team and the Student Life Diversity Lead, Wellness units are providing and accessing free trainings. Some individuals are engaging more deeply through committees. On rare occasions, Wellness units have additional costs for travel/training/food/programs. Almost all of the work from Disability Resources for Students is in support of creating an accessible learning environment for students (Goal 1).



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Student Life's Engagement units (Ceremonies; CIRCLE; HUB; Office of Fraternity & Sorority Life; Q Center; Student Publications; and Student Veteran Life) remain actively engaged in the goals of the Diversity Blueprint. Overall, the vast majority of programs and services celebrate, support, and validate the student community by striving toward an accessible, inclusive and equitable climate where students gain a sense of belonging. For example, departments try to hire full-time and student employees who reflect the diversity of those utilizing the many activities, programs, and services. Student Veteran Life is resurrecting (post-pandemic) its Intersectional Identities program for students from minoritized communities. The Center for International Relations & Leadership Exchange (CIRCLE) provides direct support to students in the form of culturally appropriate case management, crisis intervention, and coaching that considers their identities and needs to help them be successful. Additionally, the Student Life Engagement units invest in training and education from a variety of sources including UW Human Resources and their respective professional associations.

Hall Health Center (HHC) recognizes the importance of diversity and inclusion in healthcare. Every student should feel welcomed and cared for, regardless of race, identity, ability, or health status. HHC also recognizes that the medical establishment writ large has long been a contributor to institutional racism and discrimination. HHC is finalizing a strategic plan that aligns with the UW Diversity Blueprint. This will result in additional training, recruiting, and retention expenses that will not immediately translate into revenue, but which ensure the overall commitment and efficacy of HHC to serve our entire student population. HHC is exploring options with Student Life Advancement to creatively meet the needs of marginalized and excluded students and mitigate financial burden related to their medical expenses.

Finally, the Provost Reinvestment funding we received during the FY24 budget cycle provided partial funding which enabled us to permanently hire a Student Life Director of Diversity to serve as our division's dedicated Diversity Lead.



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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

Not Applicable.

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

Not Applicable.

- 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.

Not Applicable.

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

Not Applicable.

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

Planning in Adaptive R2 is being done by our Student Life units' finance staff in consultation with Directors and AVP leadership.

- 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.

Not applicable.