



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

UW Seattle – School of Social Work

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***

Link to strategic framework: <https://socialwork.uw.edu/about>

The School of Social Work strategic plan/aspirational aims emphasize effective, culturally dignifying, and sustainable solutions that are rooted in the profession's social justice mission and are intimately linked to our commitment of equity and impact. Our strategic, aspirational goals include:

- Creation of a culture of equity and inclusion at the School of Social Work;
- Impact Science: strengthening the capacity of our faculty and doctoral students to engage in collaborative impact science by expanding opportunities for community engaged, collaborative, transdisciplinary research that are real-world, scalable, sustainable, and scientifically and culturally appropriate;
- Impact Education: co-creation and transformation of our curricula by providing our students with cutting-edge knowledge, skills, and mentored experiences within diverse settings that allow our students to take on new roles and leadership positions within the field;
- Inclusive Innovation: Identification of new funding streams and opportunities to fuel and accelerate innovation to impact pipelines;
- Social Compacts: expansion and exploration of current partnerships with the State of Washington

Our FY25 operating budget proposal in Adaptive aligns with a continuation of the aforementioned aspirational aims in all ways. The operating budget continues to emphasize recognition of access for students both by growing program enrollments to meet the needs of our community in the service of social work while providing enhanced funding to students to offset costs related to that education. Investment in infrastructure including our workforce, technology systems, and facilities is noted to meet current and ongoing operational needs so that our community feels supported to continue to thrive in mission centric efforts in teaching, research, and service. These investments will allow the School of Social Work to continue to attract world class faculty, excellent staff, and passionate students while creating efficiencies for reporting and transparency and engage all in the exploration of new scholarship and research for the field of social work. Investments include upgrades to major educational systems from admissions and field operations to administrative systems including Workday, our website, and internal business operational programs in human resources and finance. Review of salaries both to attract new talent while honoring the talent we have and want to retain is a high priority. Finally, investment in launching cutting edge pedagogy and curriculum that connects students and faculty with the field will propel the school to a new era of social work education that is aligned to the ever-changing needs of the communities we serve locally and regionally.



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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 School's current Diversity, Equity, and Inclusion (DEI) Master Plan was developed through an extensive, inclusive process involving SSW students, staff, and faculty. Initiated in FY2017 and completed in FY2019, the planning process was structured around the goals of the UW Blueprint, as applied to the SSW's unit-specific objectives, strategies, and activities. While the production of the "public" version of the plan (updated, final-edited, and formatted) has been delayed due to the pandemic, the School's activities have been guided by the "draft" plan, and many of the priority activities outlined in the SSW DEI Plan have already been achieved. In this section, we highlight a few significant achievements for FY2024.

GOAL 2: Attract, retain, and graduate a diverse and excellent student body: In the past year, SSW's undergraduate and graduate student bodies continued to be among UW's most diverse (and most excellent!), and our retention and on-time graduation rates for BIPOC, URM, and students overall remained among the University's highest. For the past several years including the most recent data set in Fall FY24, close to a majority of our students are from diverse communities. Currently over 48% of our student body is BIPOC with an overall URM student body rate of 29.4%. Our undergraduate student population is over 60% BIPOC with over 37.7% identifying under the definition of URM. This is more than double the UW Seattle campus broadly at 15.4%. Finally, the School is particularly proud of a 95+% graduation rate among our bachelors and master's students.

Starting in FY22 and continuing thru FY24, the School succeeded in securing funding for three major initiatives that significantly advances our capacity to recruit, support, and graduate a highly diverse student body. In particular, these initiatives will allow the School to reduce the "debt-to-salary" ratio of our graduates—a fundamental educational equity goal to which the School has been committed for over a decade.

- SSW Behavioral Health Workforce Development Initiative: Funded by the Ballmer Group, this ambitious \$34.4 million initiative will provide over \$21.4 million in generous, two-year scholarship grants to approximately 415 behavioral health graduate students in Washington State broadly over the next five years. The initiative specifically aims to strengthen support to BIPOC students committed to serving the state's most in need of behavioral health services, and to eliminate or dramatically reduce student debt associated with graduate education. Since inception in FY22 over 289 students statewide have received close to \$12M. Out of the \$12M total in FY23-24 alone over 76 UW Seattle students have received \$3.3M of conditional grants with additional funding of \$.9 million are anticipated to UW-Tacoma social work students.
- The Alliance for Child Welfare Excellence: In FY2022, the Washington State Department of Children, Youth & Families (DCYF) and the SSW renewed a historic agreement that created the Alliance for Child Welfare Excellence, an innovative partnership led by the UW School of Social Work. The Alliance encompasses all three Master of Social Work (MSW) programs at public universities in the state—UW Seattle, UW Tacoma and Eastern Washington University. The Alliance through our Child Welfare Training Advancement Program provides specialized courses, field education placements, and generous educational grants, totally approximately \$3.8 million per year, for approximately 75 SSW MSW students on the Seattle campus and 47 for MSW students on the Tacoma campus.



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GOAL 3: Attract and retain diverse academic personnel: From FY21-FY23, the School completed one of its most successful and diverse faculty hiring periods across all ranks in its recent history. From our tenure and teaching tracks to research faculty, the School welcomed 15 new faculty. Of those hires, 70% were BIPOC and seven were tenure track faculty. Both of our research hires were BIPOC and 83% of our six teaching track hires are BIPOC. Among this notable group of diverse hires, we welcomed two Indigenous, senior tenure-track professors, three African American tenure track assistant professors, and five African American assistant teaching professors.

GOAL 4: Attract and retain a diverse staff: The School of Social Work has made strides in hiring diverse staff. From enhanced training in implicit bias awareness in interviewing to more robust onboarding, the School of Social Work staff have experienced significant gains in meeting our goals of diversity, equity, and inclusion. Major units such as the Dean's office to SSWIT have seen as much as a 30% increase in diverse employment as staff retire or leave for different opportunities.

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

Upcoming faculty council meeting in March 2024 due to agenda issues

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

Emiko Tajima, chair faculty council: etajima@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.

The school leadership is restructuring our student advisory council and instead has appointed a group of students across each of the curricular programs to support administrative and budgetary recommendations for feedback. Due to this change a meeting of students is still forthcoming.

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

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

Annually, the Assistant Dean of Finance & Administration reports to the faculty and staff community the state of administrative and fiscal affairs to the School of Social Work. The Assistant Dean reported out the School's annual budget and relevant fiscal information on the health of the School back on December 5, 2023 and again on January 9, 2024.

- 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.

We will be soliciting feedback in March and will report any updated changes to tuition if necessary.