



UNIVERSITY of WASHINGTON

FY2025 Operating Budget Development Narrative Prompts

Office of Academic Personnel

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*
OAP's strategic plan: <https://ap.washington.edu/blog/2024/01/oap-2023-28-strategic-plan/>
The strategic plan 2023-2028 has three key priorities goals linked to the resource plan and the strategic plan. These include:
 - **Develop** – We seek to support Diversity, Equity, and Inclusion (DEI) in recruitment and retention of UW faculty and all academic personnel. OAP will promote and participate in UW-wide structures and resources to support effective recruitment and retention of faculty. In addition, we seek to cultivate a world-class global workforce by leveraging visa sponsorship as a recruitment and retention tool.
 - **Partner** – During the plan period we will create university-wide onboarding resources for faculty and academic personnel and onboarding leadership training for new chairs and deans. We plan to build capacity for S/C/C internal and cross-unit faculty professional development opportunities at all career stages and disseminate faculty development resources via OAP redesigned website.
 - **Clarity** – OAP will engage collaboratively in examination of required evaluative processes to promote transparency and equity. We will partner to optimize processes for individuals and units related to evaluative reviews. In addition, we will cultivate OAP's identity as trusted partner and resource on required faculty evaluative processes, including promotion/tenure processes.
- 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*
In alignment w/ Diversity blueprint Goals 1, 3, 4, and 6 we will use resources in support of:
 - (Goal 1) engaging in inclusive design of office spaces, and facilities. We seek to renovate old file room into open office space, and to provide accessible and ergonomic furnishings.
 - (Goal 1) DEI committee will offer trainings to OAP, ADVANCE, and Faculty Advancement on topic of diversity, and equity. ? another book club
 - (Goal 1) We will continue to support minority/women owned local businesses when catering is needed for unit meetings and trainings of university staff.
 - (Goal 2): we are the unit tasked with providing consultation to units in their protocols. Salary support to staff and faculty.
 - (Goal 2) we are providing trainings on professional development to faculty (initial hire and ongoing) and to university administrators/leaders to support recruitment/retention, and career progression such as leadership development.
 - (Goal 2 and 3) In alignment with the strategic plan, Resources will be used so ISO can expand the successful visa pilot for staff, create growth pathways for staff supporting the program and to support transition planning to retirement.
 - (Goal 3) We seek to use resources to allow for professional development of staff. Staff will be able to fully participate in relevant unit and campus DEI trainings.



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