



UNIVERSITY of WASHINGTON

FY2026 Operating Budget Development Narrative Prompts

UW Human Resources

OPERATING BUDGET PROPOSAL NARRATIVE PROMPTS DUE 2/24/2025

Programmatic & Academic Vitality Narrative

*Text submitted within this section **will** be published to FPB's Annual Budget Development website*

Where possible, you are encouraged to leverage published materials already created

- 1) Please list your operating budget priorities for the upcoming period (bullet format) and how your campus/unit is aligning available resources with strategic programmatic goals and university initiatives (e.g. Diversity Blueprint, Population Health, etc). *Word Limit: 500*

In FY26, UWHR will continue advancing initiatives that align with the University's strategic priorities, including fostering an inclusive and welcoming workplace, modernizing HR systems, and enhancing operational efficiency. With the successful integration of key functions from the Office of Academic Personnel and Faculty (APF) and the implementation of Workday Recruiting and Workday Learning on the horizon, our focus remains on leveraging technology, collaboration, and process improvements to better serve the UW community. Additionally, we are committed to mitigating employment risks, strengthening recruitment and retention strategies, and effectively navigating complex labor relations, all while ensuring alignment with the University's values and strategic goals.

Consistent with UW's strategic commitment to access and excellence, UWHR will continue efforts that promote an inclusive and equitable workplace climate. We will enhance enterprise-wide policy development, professional development programs, and data-informed decision-making to support a work environment where all employees have opportunities to succeed. Key initiatives include expanding resources for hiring managers to ensure fair and consistent hiring practices, refining demographic data reporting to provide university leaders with workforce insights, and fostering engagement through employee programs like The Whole U and the Combined Fund Drive. These efforts reflect our dedication to a workplace where all employees feel valued and supported, and where excellence is achieved through broad access to opportunity.

- **Implementing Workday Recruiting and Workday Learning**

A critical focus will be the implementation of these two Workday modules, requiring significant effort from HRIS and key UW leadership members to ensure smooth integration and alignment with institutional goals. These initiatives will modernize recruitment and learning processes, creating a seamless and efficient experience for staff and faculty.

- **Supporting and Streamlining Functions Transitioned from the Office of Academic Personnel and Faculty (APF)**

UWHR will continue collaborating with APF, UW-IT, and our clients to support and improve processes for functions transitioned to UWHR. Key areas include reducing the historical redundancies in Workday approvals and changing the culture so we are putting trust and accountability with academy leaders while deploying low touch methods to identify and correct data integrity concerns.

- **Automating the Annual Merit Cycle**

To enhance efficiency and consistency, we are prioritizing automation for the annual merit cycle. This initiative will reduce administrative burden while ensuring compliance and accuracy in salary adjustments across the University.



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- **Reducing Employment Risks and Enhancing Recruitment and Retention**

Guided by the Enterprise Risk Management program, UWHR will focus on mitigating employment risks and advancing strategies to recruit and retain a diverse, talented workforce. These efforts directly support the UW Diversity Blueprint and broader institutional goals. In FY26, UWHR will be launching no-fee manager and chair trainings, on-campus summer camps for UW's working families with a discounted rate, and orientation and housing resources particularly geared to faculty.

- **Navigating Complex Labor Relations**

UWHR will negotiate contracts with three new employee populations, Continuum College, advisors and research consultants/coordinators, increasing the total number of unique union contracts to 21. Balancing competing interests and fostering productive relationships with union partners remain core to our success.

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 FY26 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 FY26 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 February 24, 2025 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
n/a
- 2) Please list a point of contact for your FACULTY leadership (name and UW email address).
n/a
- 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.
n/a
- 4) Please list a point of contact for your STUDENT leadership (name and UW email address).
n/a
- 5) Please discuss how you involved campus or unit staff in the consultative process.

UWHR leadership has continued its commitment to transparency and collaboration by actively involving staff in the budgetary process. These efforts ensure that staff voices are heard, and their insights are integrated into decision-making.



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UWHR leadership hosts dedicated segments in our quarterly updates to educate staff about the University's budget practices. These sessions include topics such as budget development, staff salary determinations, the annual merit process, and funding considerations for enterprise-wide systems like Workday Recruiting. This fosters a shared understanding of the financial context shaping departmental priorities.

Budget priorities are also discussed within the UWHR leadership team on an ongoing basis.

- 6) Since submission of your tuition and/or fee-based rate recommendations on January 24, 2025, has your campus or unit received any additional feedback from students? If so, please summarize here.

n/a

Do Not Submit This File