



UNIVERSITY of WASHINGTON

FY2026 Operating Budget Development Narrative Prompts

Seattle School of Nursing

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*

*The University of Washington School of Nursing is currently in the process of identifying and adopting a five-year strategic plan (2025-2030), with an anticipated finalization date of Spring 2025. In the interim, the School of Nursing is relying on several tools, including the School's mission and values, the University Diversity Blueprint goals, and the University's Strategic Pillar priorities including: 1: **Center an inclusive tri-campus community as the foundation of academic excellence and belonging**; 2: **cultivate and nurture local, national, and global partnerships to co-create equitable impact**; 3: **create opportunities for individuals to explore and pursue their passions by spurring creativity and innovation**; 4: **connect research and scholarship, teaching and learning, and service and outreach to fulfill the vision of our public mission**; and 5: **care for oneself and others**, to determine the strategic direction of the School's key initiatives and priorities.*

*In consultation with student, faculty, and staff leadership from across the School, the UW SoN has identified three priority areas: **reinvesting in faculty and staff**; **student experience**; and **high-impact research support and infrastructure** where we plan to dedicate financial resources in fiscal year 2026.*

- **Priority 1 – Reinvesting in Faculty & Staff**

Providing continual investment in faculty and staff is critical to the UW SoN's ability to uphold the academic and research missions of the School. The SoN will focus on retention as a cost-saving measure throughout FY 2026. The intent of this initiative is to ensure the UW SoN remains a competitive institution by investing in faculty and staff through salary stability, training, development, and growth opportunities.

- **Diversity Blueprint:** 1, 3 & 4
- **University Strategic Pillars:** 3 & 4

- **Priority 2 – Student Experience**

The student experience remains paramount to the School's ability to academically and clinically prepare students for entering the nursing workforce. Both student leadership, and the UW SoN student body have been actively engaged throughout the budgetary process. To ensure continual advancement and innovation in this space, the following priority initiatives have been outlined to support this work: competency-based education; exploration of flexible modalities of instruction (i.e., increasing hybrid learning opportunities); and continual investment in high-fidelity simulation education.

- **Diversity Blueprint:** 2 & 5
- **University Strategic Pillars:** 1, 3 & 4

- **Priority 3 – High-Impact Research Support & Infrastructure**



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As the research sponsor landscape is evolving, the UW SoN wishes to prioritize its continued support to stimulate high-impact, promising research that may be impacted by new or forthcoming federal guidance. In order to support this effort, the UW SoN is committing up to \$1 million in current reserve funds. Committed support will allow the School the opportunity to continue to provide high-quality human and physical resources that undergird the research lifecycle.

- **Diversity Blueprint:** 1 & 3
- **University Strategic Pillars:** 1, 3 & 4

(454/500)

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
Faculty have been engaged in multiple venues throughout the budget process. Faculty leaders attended the Shared Leadership Council (SLC) retreat 12/1 on January 31, 2025 where they were first presented with an opportunity to provide feedback during the SLB retreat. Faculty leaders again received an opportunity to provide additional feedback on February 11, 2025; and all faculty council were engaged during a Faculty Council (FC) meeting on February 13, 2025. Based on feedback during this session, faculty leaders voiced that funding summer salary for FY 2026, and 12-month appointments are a priority.
- 2) Please list a point of contact for your FACULTY leadership (name and UW email address).
Dr. Clare Sherley: UW SoN Faculty Council Chair clares2@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.
Student leadership was engaged in this process on December 19, 2024. This meeting covered both the overarching budget strategy, as well as the proposed tuition increase. In response, a student survey was disseminated across all degrees and tracks in early January, soliciting student feedback to the proposed tuition increase, as well as proposed budgetary priorities. This feedback was shared with School leadership and has been incorporated into the proposed FY 2026 narrative. 1/3
- 4) Please list a point of contact for your STUDENT leadership (name and UW email address).



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Jasper Bang: Student Leadership Board President Jkbang@uw.edu

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

Key staff have been engaged throughout the budget process, including soliciting feedback and input from Staff Council leadership during both the January 31 SLC retreat, and at the February 11 SLC meeting.

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.

Yes. The Student Leadership Board provided the following feedback on February 13, 2025. Feedback included the following points for consideration:

- With staffing trends, the School is noticeably becoming whiter, less queer, more able-bodies, etc. Students would like to see further emphasis on recruiting and retaining diverse staff in this document to address this issue. It was strongly emphasized by students in the meeting that one of the ways the School can begin to work on this is by offering 12-month contracts that have been requested by faculty, as this both supports research and will have the largest positive impact on historically marginalized communities as people from those communities are the most likely to face financial instability. Students are *strongly* in favor of 12-month contracts.
- Students come to the UW for its reputation for research and innovation, and also diversity in professors. These things are what create the really strong educational experience that we're looking for. Faculty and staff diversity directly impacts student experience in positive way. It's important to students not only to keep the reputation of the UW SoN strong but also live up to it. Research and diversity need to be more strongly emphasized to do this.
- The SoN has said that scholarships are a priority, and many students are only able to attend because of scholarships given through the School. How are student scholarships going to be protected? This is especially a concern for ABSN-Spring students, as they are off-cycle for the FAFSA and face greater struggles with funding as a result.
- How are austerity measures going to change the student experience? What costs are going to be passed on to students? Which things that are currently offered are going to be cut (i.e., lunches with the dean)? Are professors going to leave, meaning that classes will be taught by less experienced or more overworked people? Either would significantly impact student experience in a negative way.

Responses to these questions were provided to SLC representatives on February 21, 2025. Feedback from these questions was either incorporated into this proposal or outlined for specific response plans as needed.