



UNIVERSITY of WASHINGTON

FY2027 Operating Budget Development Narrative Prompts

OPERATING BUDGET PROPOSAL NARRATIVE PROMPTS DUE MONDAY 2/23/2026

Section 1

- 1) Please select your unit or campus.

Human Resources CCH100044

Section 2: Programmatic & Academic Vitality Narrative

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

- 2) In bullet format, please list your operating budget priorities for the upcoming period and describe how your campus/unit is aligning available resources with strategic programmatic goals and university initiatives such as the Diversity Blueprint, Population Health, etc. (Where possible, you are encouraged to leverage published materials already created) *Word Limit: 500*

-> Required, after answering go to Next Section, Question #3

- *Deliver UW's shift to a centralized administrative model through enterprise HR infrastructure*
UWHR's top FY27 priority is to operationalize UW's move from a highly decentralized HR model to a centralized, enterprise approach that reduces duplicative work, clarifies accountability, and enables colleges and schools to focus more fully on teaching and research. This priority directly aligns with UW's strategic direction to operate as a unified, data-informed institution and steward resources responsibly.
- *Implement enterprise HR case management to reduce employment liability and improve consistency*
UWHR will prioritize progress toward an enterprise HR case management system to support employee relations, disability accommodations, and related work. Identified through the Recruitment and Retention Enterprise Risk Management project, this investment is foundational to reducing employment liability, strengthening documentation and accountability, and ensuring consistent, timely support across units as HR work centralizes.
- *Advance enterprise HR leadership and partnership across the institution*
By strengthening how UWHR partners with leaders and how workforce decisions are supported at an enterprise level, UWHR aims to reduce administrative complexity, improve the employee and candidate experience, and create conditions over time for units to rely more fully on centralized HR support. This approach supports UW's broader goal of simplifying administrative work so academic leaders can focus on teaching and research.
- *Build execution capacity through an Enterprise HR PMO to accelerate process improvement and reduce rework*
UWHR will establish dedicated project management capacity to deliver enterprise HR initiatives with disciplined sequencing, governance, and cross-functional coordination. This addresses a persistent constraint: major process improvement efforts have relied on leaders to carry project work in addition to full-time operational roles, slowing progress and increasing delivery risk. A PMO enables sustained, measurable simplification of HR transactional work and stronger outcomes from UW's enterprise system investments.
- *Strengthen workforce wellbeing by reducing friction, increasing clarity, and improving the employee experience*
UWHR's FY27 priorities support workforce wellbeing by addressing root causes of stress and disengagement in the employee experience: inconsistent processes, unclear ownership, delays in resolution of workplace issues, and uneven access to support. By centralizing service delivery, strengthening leader partnership, and improving accountability through systems and execution capacity, UWHR advances an environment where employees and



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managers can focus on meaningful work, resolve concerns earlier, and experience UW as a consistent and supportive employer. These outcomes directly support the Diversity Blueprint goals to cultivate an inclusive climate and to attract and retain diverse staff and academic personnel.

Section 5: Summary of Required Consultation with Faculty, Staff and Students

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

-- If specific questions are not applicable to your unit/campus, 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 FY27 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 FY27 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 23, 2026 due date.

- 14) 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

-> Required for UWS Academic Units, UWB and UWT. Other units enter "n/a." Go to Question #15.

n/a

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

-> Required for UWS Academic Units, UWB and UWT. Other units enter "n/a." Go to Question #16.

n/a

- 16) Please indicate the date that STUDENT leadership within your unit/campus was consulted and provided the opportunity to offer input as part of this budget planning exercise.

-> Required for UWS Academic Units, UWB and UWT. Other units enter "n/a." Go to Question #16.

n/a

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

-> Required for UWS Academic Units, UWB and UWT. Other units enter "n/a." Go to Question #17.

n/a

- 18) Please discuss how you involved your campus or unit faculty EFC, how you consulted with students, and how you engaged with staff in the budget development 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.

- 19) Since submission of your tuition and/or fee-based rate recommendations on January 30, 2026, has your unit/campus received any additional feedback from students? If so, please summarize here.

-> Required for all units/campuses. Go to Question #19.

n/a

Do Not Submit This File