

Administrative Unit Name: Office of Minority Affairs and Diversity (OMA&D)

Please complete this Word document and the accompanying Excel workbook (both of which were provided to your unit via email), and submit them to the Office of Planning & Budgeting (OPB) on or before **Thursday, February 1, 2018**.

Please email your materials to [Jason Campbell](#).

Please note that the responses you provide in this Word document **will** be posted to the OPB website.

1. What is the programmatic vitality of your unit?

Please provide both quantitative and qualitative information, leveraging published materials and [previous submissions](#) where possible. In your response to this question, you may wish to include responses to some or all of the following prompts. Please note that these are suggestions, not requirements.

- What are the top 3-5 strategic goals of your unit? Could any of these goals increase expenditures or decrease revenue for other units?
- What is your unit doing to effectively use resources in a way that benefits your unit and/or other units outside of our own?
- Please describe your unit's emerging or changing personnel needs—prompted by changes that either your unit or the institution is facing—and what your unit will do to meet these needs *without* creating new FTE positions (e.g. redeploying FTE among other functional areas).

Please respond in 500 words or fewer and please use bullets, rather than dense prose.

This is an exciting and promising time for the Office of Minority Affairs and Diversity (OMA&D). In 2018, OMA&D is celebrating its 50th anniversary – a significant milestone for the University of Washington and the communities we serve. As we reflect on our past, we also look to the future, realizing that in order for the University to continue to be among the preeminent research institutions it must achieve its vision of “educating a diverse student body to become responsible global citizens and future leaders through a challenging learning environment informed by cutting-edge scholarship.” The mission of OMA&D is to “create pathways for diverse populations to access postsecondary opportunities, nurture and support their academic success, and cultivate a campus climate that enriches the educational experience for all.” OMA&D has identified the following strategic goals that contribute to the University's vision of success for students.

- Expand and enhance access programs for underrepresented minorities, low-income students, students who are the first in their families to attend college, and other diverse populations.
- Ramp up support services for transfer students, in collaboration with our partner two-year colleges.
- Support the success of increasing numbers of underrepresented students (URMs, low income, first generation) through academic advising, instruction, and experiential learning opportunities that will assist them in persisting in meaningful academic pathways, completing their degrees, and engaging fully in an inclusive Husky Experience.
- Review OMA&D central administrative services to ensure appropriate service levels, quality, and greater transparency.

- Provide meaningful professional development to support OMA&D staff in program development, meeting program infrastructure needs, and health and wellness for staff and students.

OMA&D has leveraged state and institutional dollars well. We continue to seek out and have been successful in securing new and renewed external funding. External funding has significantly contributed to our access and student success efforts. Revenue generated through room reservations, training, and test preparation is reinvested into student programming. In addition, all units are engaged in efforts to collaborate with degree granting and administrative units to meet OMA&D, college/school, and UW missions and objectives regarding access, completion, and diversity.

OMA&D has the following emerging and changing personnel needs:

- The enrollment of record numbers of underrepresented students for the past two years has significantly increased the number of Educational Opportunity Program students, leading to increased advising caseloads and usage of the Instructional Center.
- We currently have temporarily funded positions in the Instructional Center (1), wəłəbʔaltxʷ (1), and the Kelly Ethnic Cultural Center (1).
- The minimum wage changes for hourly-paid staff, especially student staff, created difficulties. We had to reduce student hours to stay within budget. This has had an impact on some of the services and programming offered.
- The two positions that support the Race and Equity Initiative are temporary. We are working with other senior leaders on a longer-term plan for shared funding of the positions.

To address these emerging and changing needs, we are currently going through a strategic planning process that will help us make some difficult decisions on ways to allocate and redeploy funding.