

2025

UW EMPLOYEE EXPERIENCE ANNUAL REPORT



Employee Experience engages our diverse community of UW employees by fostering holistic community connections through programs that empower well-being and support a positive employee experience.

Comprising The Whole U, the UW Combined Fund Drive, UW WorkLife and employee recognition programs, the team encourages a transformative employee experience so that all employees can thrive and take advantage of what makes working at UW truly unique.

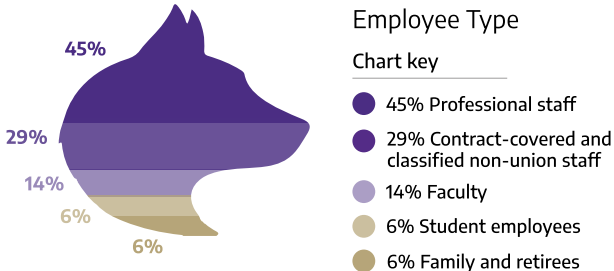
The University of Washington's holistic well-being and engagement program. Building community for all at the University and UW Medicine.



EVENT AND PROGRAM ENGAGEMENT

TOTAL PARTICIPATION

174,461 Participation (Live and virtual) **892** Events



PARTICIPANTS IN HIGH IMPACT PROGRAMS

9,469 Daily Moving Break	1,915 UW Photo Day
8,738 Weight Training	1,817 Wellness Connection Series
3,700 UW Yoga Month	1,600 UW Benefits Fairs
3,231 UW Athletics events	1,349 Fall Well-Being Series
2,226 New Year Challenge	925 UW Endurance Club

FLU SHOT CLINICS

9,648 Vaccines administered **25** Clinics

FINANCIAL EDUCATION

9,025 Participation

Events and tabling sessions	57
1:1 Consultations	4,932

WEB AND DIGITAL ENGAGEMENT

THE WHOLE U WEBSITE AND DISCOUNTS

1,352,897 Web views **781,641** Article views

167,719 Discount web views **320** Discounts

COMMUNITY AND DEPARTMENT IMPACT

UWCFD PARTNER GIVING

\$22,246 Donated **1,133** Unique donors **HUSKY STRONG**

SOCIAL CONNECTIONS

75,400 YouTube views **324** YouTube videos

6,485 Social followers **750** MS Teams members

TOP ENGAGED ORGANIZATIONS

UW Bothell	UW Medical Center
UW College of Arts and Sciences	UW School of Medicine
UW College of Engineering	UW School of Public Health
UW College of the Environment	UW Student Life
Harborview Medical Center	UW Tacoma

CONNECT WITH US!

Website

YouTube

@uwwholeu

The Whole U

@TheWholeU

THANK YOU SPONSORS



CAMPUS PARTNERSHIPS

CARE4U	UW Hall Health
Disability Staff & Faculty Association	UW Housing & Food Services
HMC Resiliency Committee	UW LiveWell
Office of Minority Affairs & Diversity	UW Medicine
University Book Store	UW Professional & Organizational Development
UW Athletics	UW Professional Staff Organization
UW Center for Child & Family Well-Being	UW Recreation
UW Counseling Center	UW Recycling
UW Facilities	UW Resilience Lab
UW Food Pantry	UW Student Life
	UW Student Well-Being Committee
	UW Sustainability

UW WorkLife enhances the well-being of thousands of faculty, staff and students with top tier childcare for our littlest huskies, numerous caregiver supports, the Washington Employee Assistance Program and more.

TOTAL PROGRAM IMPACT

14,449

Total participation

2,525

Event attendees



120,912

Website reach



\$1,277,468

Total dollars saved

CAREGIVER SUPPORTS

CAMPUS CHILDCARE CENTERS

465

Children served

6

Onsite centers

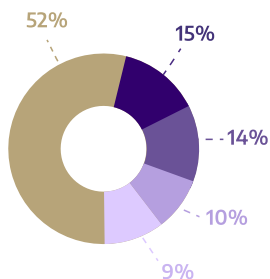
755

Children on waitlist



Employee Type

Chart key



- 52% Faculty
- 15% Professional staff
- 14% Contract-covered and classified non-union staff
- 10% Resident, Fellow, RSE, Postdoc
- 9% Students

HOUSING SOLUTIONS

Mechanics Bank Affinity Mortgage Program



51

Mortgage loans



\$308,848

Total savings

BACK UP CARE

Days of care utilized*

1,360

Reduced cost of absenteeism**

\$657,511

* Days of care surpassed budgeted uses by 460.

** Calculated using Forbes Cost of Absenteeism Calculation less the cost of the program.

Percent Usage by UW Department

Medical centers and School of Medicine

56%

Seattle campus academy

31%

Seattle campus administration

10%

Other (termination or student)

1%

UW Bothell

>1%

UW Tacoma

>1%

KINDERCARE AND BRIGHT HORIZONS

Priority enrollment and tuition discounts at partner centers



219

Families helped



\$367,400

Tuition saved

ADDITIONAL SUPPORTS

2,723

Parenting listserv members

309

Sitter City participants

102

Onsite summer camp users

55

Lactation stations

WASHINGTON EMPLOYEE ASSISTANCE PROGRAM

PROGRAM IMPACT



3,041

Employees helped



4,647

EAP website views

PRIMARY AREAS OF CONCERN

- Mental/Emotional
- Family
- Workplace concerns
- Life concerns



SERVICES ACCESSED

Counseling

1,488 users

Legal services

705 users

Critical incidents

629 users, 20 occurrences

WorkLife services

147 users

Organizational consultation

72 consultations




Social Impact Programs comprise the UW Combined Fund Drive and recognition programs. They are an essential part of what connects UW employees to the University, the community and to each other.

UW COMBINED FUND DRIVE

Since 1984, UW employees have shown remarkable generosity through the workplace giving program, contributing nearly \$58 million over 40 years. This legacy of caring supports local, national and international organizations.



FUNDRAISING

 \$1,796,139 Raised	1,260 Nonprofits supported
 3,066 Donors	 ∞ Good in the world

2024 FEATURED NON PROFIT

UW campaigned for WestSide Baby: a local nonprofit providing essential items for King County youth.


 \$25,345 Raised	
 421 Total donors	

WestSide Baby
basics for children in need

RECOGNITION PROGRAMS

University of Washington employees make meaningful contributions every day. These awards programs recognize the impact and dedication of UW staff and faculty.

DISTINGUISHED STAFF AWARDS

 344 Total award nominees	654 Reception attendees
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Career Achievement	25 Individuals
Innovation	14 Individuals 3 Teams
Impact	30 Individuals 8 Teams
Inclusion and Belonging	18 Individuals 2 Teams
Collaboration	39 Individuals 14 Teams

DAVID B. THORUD LEADERSHIP AWARDS

Recognizing outstanding leadership since 2006, the Thorud Leadership Award is the highest leadership honor at the University of Washington.

56 Total nominees	15 Faculty	41 Staff
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UW SERVICE AWARDS

This program recognizes eligible staff for their continuous years of dedicated service.

3,689 Total employees recognized

Milestone breakdown

5 years	1,223 people	30 years	95 people
10 years	1,034 people	35 years	85 people
15 years	461 people	40 years	23 people
20 years	410 people	45 years	10 people
25 years	345 people	50 years	3 people

THE WHOLE U

MANAGING MONEY WEBINAR

The presentation was engaging, interactive and provided some great information. I was very surprised when they were wrapping up their presentation, because it didn't feel like it had been an hour!

Donna Parks
UW Retiree

COMMUNITY YOGA CLASS

This was a wonderful event to offer at a time when our community is feeling very stressed by our environment. I very much appreciate that this was offered. I immediately found benefit to my personal level of stress!

Renee Davis
Graduate Student, Civil Engineering

NEW YEAR HABIT PROGRAM

I have started incorporating healthy habits into my life during the last month, and it's nice to have some accountability from the workbook and my community. I would like to participate in this again!

James Hancock
Data Indexer, IHME

FALL WELLNESS SERIES

I liked the emphasis on community and genuine listening, which leads to collaboration and consideration for those who do not have a voice or who feel disempowered.

Judy Cashman
RN, Environmental Health & Safety

PET BLANKET MAKING FOR PAWS

This event is especially fun because it combines a cause I care about with a fun project and a few people on my team do it together every year, so it's a fun team bonding activity, too. Thank you for holding this event every year and for the flexibility to join a Zoom group or hold your own group independently like my team does!

Allison Palzwald
Senior Research Strategist, Advancement

UWCFD PROGRAM

The CFD has continually opened my eyes to the extraordinary generosity of our UW community and state agencies. Each year, I'm grateful for the chance to support my favorite charities and discover new ones doing incredible work. I especially appreciate how the CFD brings people together, whether through lively in-person events or simple online 'high fives' that let colleagues celebrate one another through giving.

Hannah Barnett
Operations Manager, UW Human Resources

UW WORKLIFE

BRIGHT HORIZONS BACKUP CARE

Back-Up Care is the best benefit. I have shared it with all my colleagues and they agree. It has saved us on a number of occasions.

Bright Horizon's made my daughter feel safe and cared for even though it was a new place for her. Without back-up care, I would have missed work. I am very thankful for this benefit.

Back-up care is invaluable for unexpected emergencies and when we generally don't have family around to assist.

Anonymous users

WRITING FOR WELL-BEING

This was a terrific webinar. I left feeling motivated and excited to renew my desire to write regularly and look forward to the positive impact it will have on my sense of well-being!

Wendy Hilliker
Research Administrator, Department of Medicine

STAYING HEALTHY IN FLU SEASON

It is great to hear directly from Dr. John Lynch. He has been a trusted source of information since the beginning of 2020. Great mix of science and practical information!

Susan Taylor
Assistant to the Chair, Neurobiology and Biophysics

FACULTY WELLBEING ROUNDTABLE

All of the information was useful, and I plan to implement many of the suggestions into my daily routine. Hearing new ideas of how to combat burnout is very beneficial.

Moniqueetra Slater
Teaching Associate/Field Instructor, UW Tacoma

COOKING SERIES WITH UWHFS

I love this series with Chef Eliot! He is fun, knowledgeable, and has inspired me to become a better cook!

Jane Park
Staff, Resident Hall Food Services

NONPROFIT ORGANIZATIONS SERVING LGBTQIA + COMMUNITIES

Our students' gender identities span the whole spectrum and it is really great for me to hear from the organizations that support people of all gender identities. I am always inspired by their work and stories, and I appreciate knowing there are resources out there I can recommend to my students.

Eloise Boyle
Senior Academic Counselor, College of Arts & Sciences

ACTIVE AGING RESOURCES WEBINAR

Great program; many thanks! Good variety of information in digestible amounts.

Wendy Katz
Proof and Production Editor, Foster School of Business

I had no idea there is so much opportunity for both UW-led and city-led activity upon retirement!

Sandra Pennington
Program Operations Specialist, Genome Sciences

UNLOCKING PERSONALITIES WEBINAR

Our team attended this workshop and then discussed it at our team meeting. Applying the learning to our work life and our lives brought us closer as a team and helped us consider perspectives for better working with our research community. Thank you!

Elizabeth Falsberg
Team Operation Lead, Human Subject Division

WA EAP INFORMATION SESSION

I try to attend at least one of these a year. It's important to get the most recent information so that I can recommend it to those I manage. It's also great to know there is guidance available for managers, before reaching out to staff who may need these resources. I am so glad to know we continue to have these services available to us all.

April Greenwell
Grants and Contracts Manager, School of Nursing

ERGONOMICS FOR DESK WORK

The recommendations for monitor height were very helpful. I've already changed the set up in my home office and am feeling less neck stiffness as a result!

Jennifer Hallmon
Grants and Contracts Manager, Population Health

UW PHOTO DAY

Amazing event! Thank you so much for having this. It is truly wonderful to see all these Husky families out there in all shapes and sizes and so many great opportunities to connect with a lot of different people that are all part of the Husky family.

Rachel Cichowski
Associate Professor, Political Science

INJURY PREVENTION SESSION

This was one of the best talks I've ever been to! So informative and useful and I'm so grateful for how efficiently the material was presented. Really engaged my focus! Thank you so much!!!!

Julia King
Graduate Student, Chemical Engineering

UW COMBINED FUND DRIVE & AWARDS AND RECOGNITION

DISTINGUISHED STAFF AWARDS

As a school and as a society we don't say thank you enough. This event helps to right that wrong. So great to highlight the good work being done by so many people across the University.

Darryl Potyk
Associate Dean for Eastern Washington,
School of Medicine Regional Affairs

Such a lovely reminder of just how many people and types of work it takes to run this place. Inspiring!

James Wehmeyer
Information Specialist Videographer, MEDEX

ACCESSING SUPPORT THROUGH THE WA EAP

It was a very positive experience. The presenters were compassionate and thoughtful. Sometimes, things can get "robotic" and out of touch at similar presentations, but not at this one. I appreciate this being offered.

Amra Habibuddin
Assistant to the Dean,
School of Medicine Academic Affairs

NAVIGATING CONVERSATIONS WITH AGING LOVED ONES

I am just embarking on these types of conversations with my family and am very grateful for this guidance.

Colleen Boyce
Administrative Assistant to the VP,
President's Office, External Affairs