

**2024**

# **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

**120,357** Participation **949** Events

Employee Type

Chart key

- 42% Professional staff
- 32% Classified staff
- 16% Family and retirees
- 5% Student employees
- 5% Faculty

### PARTICIPANTS IN HIGH IMPACT PROGRAMS

<b>9,935</b> Daily Moving Break	<b>1,624</b> UW Fitness Day
<b>8,840</b> Weight Training	<b>1,586</b> UW Endurance Club
<b>3,330</b> UW Yoga Month	<b>1,435</b> UW Benefits Fairs
<b>3,143</b> Dare to Restore	<b>994</b> UW Summer Olympics
<b>2,302</b> UW Photo Day	<b>988</b> Situational Awareness

### FLU SHOT CLINICS

**7,052** Vaccines administered **18** Clinics

### FINANCIAL EDUCATION

**4,321** Participants

Events	56
1:1 Consultations	2,453

## WEBSITE AND DIGITAL ENGAGEMENT

### THE WHOLE U WEBSITE

**1,104,572** Web views **322,603** Article views

**26,270** People of UW views **130** Total articles

### SOCIAL CONNECTIONS

**23,463** YouTube views **6,203** Social followers

### UW DISCOUNTS

**310** Discounts **167,506** Discount web views

## COMMUNITY AND ORGANIZATIONAL IMPACT

### UWCFD PARTNER GIVING

**\$28,360** Donated **1,784** Unique donors

# HUSKY STRONG

### TOP ENGAGED ORGANIZATIONS

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

### CAMPUS PARTNERSHIPS

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



**PET BLANKET CLASS WITH UWCFD**

293 PARTICIPANTS



**CAMPUS WALKING TOUR**

80 PARTICIPANTS



**HARBORVIEW CARE FAIR**

211 PARTICIPANTS



**UW SUMMER OLYMPICS**

994 PARTICIPANTS



**UW NURSES WEEK PHOTO BOOTH**

428 PARTICIPANTS



**UW FITNESS DAY**

1,624 PARTICIPANTS



**UW PHOTO DAY**

2,302 PARTICIPANTS



**UW ENDURANCE CLUB**

1,586 PARTICIPANTS



**GET IN THE GAME**

513 PARTICIPANTS

## CONNECT WITH US!



Website



YouTube

@uwwholeu

The Whole U

@TheWholeU

## THANK YOU SPONSORS



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

**12,734**

Total participation

**1,533**

Event attendees



**100,163**

Website reach



**\$1,126,115**

Total dollars saved

## HOUSING SOLUTIONS

### HomeStreet Affinity Program



**72**

Users



**\$784,315**

Total savings

### Bridges at 11th



**138**

Users



## CAREGIVER SUPPORTS

### CAMPUS CHILDCARE CENTERS

Children served

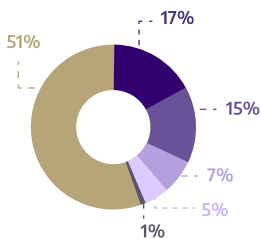
**468**



Centers

**6**

#### Employee Type



#### Chart key

- 51% Faculty
- 17% Classified Staff
- 15% Professional Staff
- 7% Resident, Fellow, RSE, Postdoc
- 5% Students
- 1% Other

### BACK UP CARE

Days of care utilized

**1,712**

#### UW Department

Medical centers and School of Medicine **935 uses**

Seattle campus academy **550 uses**

Other (termination or student) **109 uses**

Seattle campus administration **73 uses**

UW Bothell **40 uses**

UW Tacoma **5 uses**

#### Employee Type

Academic personnel **181 families**

Professional staff **116 families**

Classified staff **87 families**

Exempt **18 families**

Graduate student **6 families**

ICA contract **2 families**

### KINDERCARE AND BRIGHT HORIZONS

Priority enrollment and tuition discounts at partner centers



**402**

Families helped



**\$341,800**

Tuition saved

### ADDITIONAL SUPPORTS

**1,416**

Sitter City participants

**53**

Lactation stations

**2,626**

Parenting listserv members

## WASHINGTON EMPLOYEE ASSISTANCE PROGRAM

### PROGRAM IMPACT



**4,367**

Employees helped



**7,049**

Website views

### PRIMARY AREAS OF CONCERN

- Family / relationship
- Anxiety
- Wellness
- Grief / Loss
- Stress overwhelm
- Stress at work

### SERVICES ACCESSED BY UW FACULTY & STAFF

Critical incidents

**2,093 users**

Counseling

**1,360 users**

Legal services

**700 users**

WorkLife services

**202 users**

Information calls

**135 users**

Organizational consultation

**80 users**

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

 **\$2,013,230** Raised


 **3,564** Donors


**1,324** Nonprofits supported

 **∞** Good in the world

### 2024 FEATURED NON PROFIT

UW campaigned for Northwest Education Access: a local nonprofit providing education support to Washington youth.

 **\$14,415** Raised


 **323** Total donors



## RECOGNITION PROGRAMS

The people who work at the University of Washington are some of the best people in the world. They are changing the world every day. These awards programs acknowledge just how special UW staff and faculty are.

### DISTINGUISHED STAFF AWARDS

 **177** Total award nominees

**650** Reception attendees

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Career Achievement <b>20 Individuals</b>	Innovation <b>8 Individuals   2 Teams</b>	Impact <b>60 Individuals   6 Teams</b>
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Diversity, Equity, and Inclusion <b>18 Individuals   5 Teams</b>	Collaboration <b>48 Individuals   10 Teams</b>
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### DAVID B. THORUD LEADERSHIP AWARDS

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

**44** Total nominees

**17** Faculty

**27** Staff

### UW SERVICE AWARDS

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

**50,245** Cumulative years of service

**3,580** Total employees recognized

#### Milestone breakdown

5 years	1,550 people	30 years	103 people
10 years	813 people	35 years	66 people
15 years	42 people	40 years	26 people
20 years	368 people	45 years	4 people
25 years	258 people	50 years	3 people

## THE WHOLE U

### RETIREMENT WORKSHOP

The TIAA presentations I've gone to have been consistently EXCELLENT. Welcoming, engaging, energizing, and definitely very informative and helpful. I recommend these to anyone I can.

**Soyong Heidi Denn**  
HMC Dietary

### UW FITNESS DAY

I love these events! They help create such an amazing community of wellness, happiness and joy at the UW.

**Alexes Harris**  
UW Regent and Associate Professor, Sociology

### CREATIVE SKETCHING ART CLASS

Great workshop! The instructor was passionate and engaged, a great teacher. This gave me the skills to sketch and helped with a playful attitude and approach. Thanks!

**Michael Powers**  
Nurse Manager, Float Pool

### VALOR OF VETERANS PANEL

This is the second event I have attended to learn about community organizations. I really enjoy knowing about them and their mission. This one highlighted some great organizations and a UW specific Veteran center that I didn't know about.

**Erica Wasmund**  
Research Coordinator, School of Medicine

### UWCFD PROGRAM

It's fulfilling to know we are doing our part to support critical causes in our University community and beyond.

**Annette Bernier**  
Program Coordinator, East Asia Center

### DISTINGUISHED STAFF AWARDS

It's gratifying to hear about work and accomplishments, and to participate in recognizing UW staff!

**Steven Tatge**  
Executive Director, Major Projects  
Capital Projects Management

## UW WORKLIFE

### BACKUP CARE

I wasn't aware this benefit existed until a friend told me about it. It completely saved the day and gives me piece of mind when figuring out childcare. - **Anonymous**

If I didn't have such reliable and thoughtful back-up care, I would have missed work and important deadlines. This benefit gives me peace of mind and makes me a better employee. - **Anonymous**

I understand the privilege to work with an organization that cares for family life as its core value. - **Anonymous**

### BREAKING THE BURNOUT CYCLE CLASS

What a wonderful webinar! A large group from my office signed up for this event and afterwards we just all felt validated. The speaker was amazing, and I appreciated that she was talking from experience.

**Azalea Vasquez**  
Grant Analyst, Grant and Contract Accounting

### SITUATIONAL AWARENESS TRAINING

This is probably the most useful and important 'training' that I've received. The presenters were very knowledgeable and gave real-life examples.

**Leanne Cornel**  
Administrative Assistant, Anesthesiology & Pain Medicine

### ZUMBA CLASS AT HARBORVIEW

The instructor was so sweet and his energy was infectious. Thank you for providing a great time and physical activity to us at Harborview.

**Leondra Weiss**  
RN3, Nurse Manager, HMC Women's Clinic

### NONPROFIT ORGANIZATIONS SERVING LGBTQIA+ COMMUNITIES

This was a wonderful event! The speakers were knowledgeable and shared great information about how to get involved. I appreciate that UW values and supports the LGBTQIA+ community. It makes me feel like I can be my whole self at work, and makes me proud to be a part of such an inclusive community.

**Jules Hansen**  
UWHR, Human Resources Specialist

### THERE'S NO PLANET-B: SOLUTIONS FOR A SUSTAINABLE FUTURE PANEL

I loved ALL of the speakers - and learned a lot about each of the organizations. Makes me want to become more involved, AND I shared the BirdNote information with a fellow bird-lover colleague.

**Barbara Silko**  
Nurse Practitioner, School of Medicine  
Department of Medicine: Hematology & Oncology

### SANDWICH GENERATION PANEL

It was incredibly helpful to hear about other's struggles and situations. Thank you, I love being a part of the UW!

**Nelwyn Fleming**  
Administrator, Principal Accounts

This was so helpful, I really appreciated the resources and personal stories shared.  
**Roxanne Kerani**  
Research Assistant Professor, Dept. of Medicine

### PSYCHOLOGICAL SAFETY WEBINAR

I really needed this at a time of a lot of change in my department at the UW. I really appreciated all of the tools that the presenter gave us on how to build trust within our small work team.

**Holly Schneidmiller**  
International Program Coordinator, Operating Resources

### GLOBAL RUNNING DAY

I walked 5 miles! I have been trying to get out and move more and this was just the motivation I needed. I ended up walking at least two miles each day since the event, getting in my steps!

**Karen Hinckley Stukovsky**  
Doctoral Student, Epidemiology

### BRIDGING THE GRATITUDE GAP WITH RYAN FEHR

I felt heard, seen and appreciated just by attending the event. It made me reflect on how I can show gratitude toward team members at work for things big or small, and the importance of sincere appreciation and specificity.

**Lauren Lederer**  
Senior Graduate Program Advisor  
Applied Mathematics

## UW COMBINED FUND DRIVE

### EMPOWERING EDUCATION ORGANIZATION PANEL

Loved hearing about these programs and the impact they are having. The presenters were excellent!!

**Rita Johnson**  
Administrator, Nursing and Health Sciences  
UW Bothell

### UW FOOD PANTRIES PANEL

Thank you to the food pantry coordinators for sharing their impactful work with UW staff. I learned a lot about the student experience and I'm motivated to do more to support food insecurity on campus.

**Emilie Vrbancic**  
Undergraduate Experience Librarian  
UW Libraries

### GETTING YOUR TEEN READY FOR COLLEGE WEBINAR

My daughter is a senior this year, she has worked her tail off to get into Harvard and this seminar was very helpful in that process. We have been applying for scholarships and grants and everything else, but this was really helpful.

**Anonymous**

### EMOTIONAL INTELLIGENCE CLASS

Very informative and useful information, good reminders to be self-aware and see the impact our non-verbal communication has on others. Thank you for offering, I look forward to attending other events.

**Necitz Alarva**  
Administrative Coordinator, HMC Personnel