OFFICE OF THE PROVOST  
Response to President's Diversity Appraisal Survey 2003–04

The Office of the Provost comprises the following units:

- Office of the Vice Provost and Office of International Education  
  (Steven G. Olswang, Vice Provost)
- Academic Planning (Susan Jeffords, Vice Provost)
- Equal Opportunity Office (Helen Remick, Assistant Provost)
- Federal Relations (Barbara Perry, Associate Vice President)
- Intellectual Property and Technology Transfer (James Severson, Vice Provost)
- Office of Research (Craig Hogan, Vice Provost)
- Student Relations (Gus Kravas, Vice Provost)
- UW Educational Outreach (David Szatmary, Vice Provost)
- Office of Planning and Budgeting (Harlan Patterson, Vice Provost)
- The Graduate School (Elizabeth Feetham, Acting Dean & Vice Provost)
- Office of Undergraduate Education (George Bridges, Dean & Vice Provost)

Website with links to these offices: <http://www.washington.edu/president/provost.htm>.

In addition to these units, Vice President and Vice Provost Rusty Barceló (Office of Minority Affairs) and Vice President and Vice Provost Ron Johnson (Computing and Communications) are part of the Office of the Provost as well as the Office of the President.

Each of the above units is submitting a separate response to the President's Diversity Appraisal, with the exception of two of our very small units—Federal Relations (3 employees) and Academic Planning (1 employee). The central Office of the Provost consists of the Provost, Executive Assistant, and Administrative Assistant.

1) How diversity is a visible and active part of your unit:

Concern for diversity is a major driver of policies emanating from the Provost's Office, which affect all of the diversity target areas named in this survey. Each week the Vice and Assistant Provosts and the Associate Vice Provost for GO-MAP* meet with the Provost to discuss topics and issues occurring within their units or centrally that are of institution-wide significance. Diversity is an important consideration in these discussions and in the context of all Provost's Office planning.

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* Graduate Opportunity and Minority Achievement Program
2) Specific ways that diversity is integrated into your academic mission in regard to your curricula, your undergraduate and graduate students, your faculty, and staff:

As a nonacademic unit only the staff portion of this question applies to the Provost's Office. Again, we are reporting here only on the central office, plus Federal Relations and Academic Planning (7 employees in total). At this time we do not have any underrepresented minorities among these seven. One position will be opening soon, that of assistant director of Federal Relations. This position is located in the UW's Washington, D.C., office. Every effort will be made to obtain a diverse pool of applicants for this key position of Federal representation for the UW.

3) The ways in which you have structured your unit so that diversity is institutionalized as part of your criteria for success:

Associate Dean and Associate Vice Provost Johnnella Butler, who leads the Graduate School's GO-MAP Program is a member of the Office of the Provost. Recently, Vice President Barceló's appointment was expanded to include the title of Vice Provost. Having these two UW leaders within the Office of the Provost facilitates the promotion of diversity efforts throughout the University, as well as making diversity a visible and active part of the larger Office of the Provost.