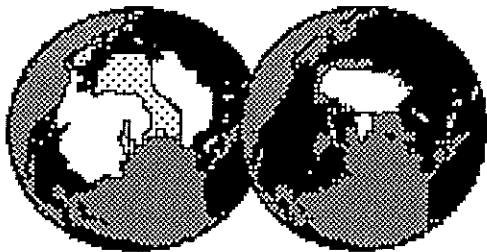


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Quaternary Research Center<sup>VP-MINORITY AFFAIRS</sup>  
Condon Hall Rm 510, Box 351360  
University of Washington  
Seattle, Washington 98195-1360  
(206) 543-1166  
Fax (206) 543-3836

Dr. Nancy Barceló  
Vice President and Vice Provost for Diversity  
Chair, Diversity Appraisal Steering Committee  
394 Schmitz Hall, Box 355845  
University of Washington  
Seattle, WA 98195-1310

2/3/04

RE: Special Report for Diversity / Quaternary Research Center

Dear Dr. Barceló,

I write at your request in regard to the diversity self-study for the Quaternary Research Center, which I became the Director of at the start of Fall Quarter 2003. The Quaternary Research Center (QRC) is an interdisciplinary research center that focuses on understanding the geologically recent (i.e., over the last two million years) history of people, landscapes, and ecosystems, the processes that structure these systems, and those processes that are responsible for changes in them. The QRC has no faculty FTE's and has two part-time administrative staff members. Our mission focuses on catalyzing research in Quaternary studies and the center is not a degree-granting unit. QRC-affiliated faculty are drawn from units and departments across campus. The primary mission of the QRC is to catalyze and support interdisciplinary research among faculty and students interested in issues under the QRC's purview. Toward this end we run a seminar series and annually host a workshop, both of which bring prominent Quaternary researchers to campus. Fall and Spring Quarters we host a Friday noon seminar series featuring informal talks by UW students, professors and visiting scholars. We also run the editorial office for the internationally distributed journal *Quaternary Research*.

*Diversity Target Areas*

(1) Student access and opportunities:

The QRC provides opportunities for students to become exposed to active research projects through regular Friday noontime brown-bag seminars, as well as a seminar series that brings in speakers from other institutions. The QRC also has modest funds available to help support interdisciplinary student research. Our Fall '03 Friday seminar series included talks by four UW graduate students (1 female).

(2) Student development and retention:

The QRC has some endowment funds available that are sometimes used to help initiate or support student projects. In setting up our seminar series and workshops, we seek to present a balanced slate of visitors. In the current quarter (Winter '04), two of our seminar speakers are established female scientists from the University of Washington and the University of Oregon.

(3) Engagement with the external community:

The QRC hosts a spring workshop on a different topic each year that is attended by a wide array of Quaternary scholars from around the world. We make special efforts to encourage attendance of scholars from disadvantaged areas, and we have some travel funds that can help bring visiting scientists to campus. The QRC also hosts the Puget Sound River History Project, which is developing web-based resources to support K-12 education and environmental restoration projects. The QRC managed and edited journal *Quaternary Research* is published by Elsevier and reaches an international audience with cutting edge research on Quaternary science.

(4) Staff and administrative diversity:

Half of our administrative staff is female, although our sample size (< 2 FTE) is admittedly too small to ascribe any significance to that observation. The staff working on the River History Project is half female.

(5) Faculty diversity:

The thirty QRC-affiliated faculty include seven women.

(6) Curriculum and research:

The QRC does not have a defined curriculum, as we are not a degree-granting unit. QRC research projects include field efforts in regions around the world, which usually involve collaborations with individuals at academic and governmental institutions in other countries.

(7) Climate:

The climate in the QRC is very friendly and supportive. Many students volunteer to give talks at the Friday brown-bag seminars, with a roughly even mix of male and female presenters. Collegial critiques are usually solicited by the speakers and the spirit of exchanges is generally rather constructive criticism.

The QRC has no formal diversity program, as we lack the means to fund such efforts. Nonetheless, diversity is a visible and active part of the QRC through the composition of our affiliated faculty and graduate students, as discussed above. In addition, the graduate students, hourly and professional staff working in the primary research groups that are affiliated with the QRC are diverse with about 50% females (varies somewhat year to year), and includes people of Indian and Asian ethnicity, as well as older workers. Since these people are formally employed through Earth and Space Sciences they will, I

presume, be covered in the ESS diversity report. Diversity also is integrated into the academic mission of the QRC through the core spirit of interdisciplinary research, which favors an openness of mind in the research and teaching of our affiliates. The success of our program is to some degree to be evaluated in the diversity of intellectual areas and viewpoints that participate in the Center's activities, and in the diversity of the faculty and graduate students who choose to participate in the Centers activities.

I hope that this brief report provides a useful perspective on diversity issues as they relate to the Quaternary Research Center. Naturally, we would welcome constructive suggestions for how a small center such as the QRC could better help promote intellectual diversity on campus.

Sincerely,

A handwritten signature in black ink, appearing to read "David R. Montgomery", with a long, sweeping horizontal flourish extending to the right.

David R. Montgomery  
Director, Quaternary Research Center