STANDING COMMITTEES

Academic and Student Affairs Committee

Introduction of New Leadership: Interim Vice President/Vice Provost, Office of Minority Affairs and Diversity

INFORMATION

For information only.

BIOGRAPHICAL SKETCH

Dr. Gabriel E. Gallardo

Dr. Gabriel Gallardo was appointed interim vice president for minority affairs and vice provost for diversity at the University of Washington effective Aug. 3, 2015. A strong advocate for student success in higher education, Dr. Gallardo has served in administrative roles with the UW Office of Minority Affairs and Diversity (OMA&D) for nearly two decades. He holds a passionate commitment to equity and inclusive excellence in higher education and is an advocate for student access at all levels of the educational system. Prior to his appointment as interim VP, Dr. Gallardo served as OMA&D associate vice president for student services and academic support for eight years. In that role, he provided leadership for programs that focus on the retention and graduation of students from low-income, first-generation and underrepresented backgrounds. He was the principal investigator and director of the federally-
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funded TRIO Ronald E. McNair Program, which prepares students for doctoral degrees. He also served as the principal investigator for the College Assistance Migrant Program (CAMP) which focuses on increasing the number of students from migrant and farm working backgrounds that enroll in higher education and complete baccalaureate degrees.

From 1997-2007, Dr. Gallardo served in various leadership capacities in OMA&D including directing the Early Identification Program for Graduate Studies, managing new initiatives, providing administrative oversight of seven federally-funded programs, coordinating various scholarship programs in the department, and providing support to the vice president and other campus leaders on the conceptualization and implementation of a campus-wide diversity appraisal initiative.

Dr. Gallardo has been an affiliate professor in the UW’s Department of American Ethnic Studies (Chicano Studies), has served on various campus scholarship committees, advisory boards and leadership search committees during his more than 18 years at the UW.

Dr. Gallardo was born in Chile and came to the United States at age 11. Together with his family they resettled in the Seattle area. A product of the Seattle Public Schools, Dr. Gallardo attended Kimball Elementary, Mercer Junior High and Cleveland High School in South Seattle’s Beacon Hill neighborhood. He was the first member of his family to graduate from high school in the U.S. and attend college. As a 19 year-old sophomore at the UW, Dr. Gallardo met his wife, Veronica, the daughter of migrant farm workers from the Yakima Valley. Together they raised three children, Adrian, Daniel and Stephanie.

Dr. Gallardo earned his bachelor’s (1989), master’s (1993) and doctorate (2000) degrees in geography from the UW.

Attachments

1. Office of Minority Affairs and Diversity Organizational Chart
2. Overview of the Work of the Office of Minority Affairs and Diversity
Overview of the work of the Office of Minority Affairs and Diversity

Prepared by Gabriel E. Gallardo, Ph.D.
Interim Vice President for Minority Affairs and Vice Provost for Diversity

OMA&D’s Role in the Context of the UW’s Institutional Priorities

We at OMA&D are focused on broadening college access for low-income, first generation, and underrepresented minority (URM) students from across our state and supporting their academic excellence at UW.

Getting our students here is not enough; supporting them throughout their entire academic journey, and committing to retention efforts is a vital component of making this university an equitable and socially just intellectual community.

Through our multiple access and retention programs we provide a comprehensive support system that enhances the academic success and excellence of over 5,000 undergraduates from diverse backgrounds.

We also work to build a welcoming and supportive campus climate for students, faculty, and staff and work with our academic and administrative partners to enhance diversity related teaching and learning.

- All of the elements above are integrally connected to access and excellence;
- They help support the Husky Experience;
- The diversity of our students, their academic work and the research questions that they are pursuing contributes to a vibrant and robust culture of innovation and scholarship;
- We have a state-wide footprint in our outreach and recruitment efforts and engagement with our various communities;
- We articulate a commitment to the value of giving back to the community—our social contract with our public mission; and
- We have been breaking down boundaries and breaking through barriers since the inception of our organization.

In summary—OMA&D is at the center of access and excellence and other key institutional priorities—and we will continue to deliver on that commitment in the coming months and years.

Goals for the Position

- My goals for the coming year will continue to be driven by the OMA&D mission to broaden college access, support student success and advance diversity on behalf of the university.
- We will remain committed to supporting the UW Presidential Race & Equity Initiative, ensuring that our students have access to a rich and meaningful Husky Experience, and continue to build and enhance relationships with our K-12 partners.
- We will increase the visibility of resources for undocumented students, led by the launch of a web site this past fall.
We will continue to advance the work of the Diversity Council and the new Diversity Blueprint to cultivate a climate that encourages and promotes a vibrant intellectual community.

And we will focus on building capacity to support the completion of the 2nd Phase of the Intellectual House and the construction of a modern, state-of-the-art instructional center facility.

The support of our campus and community partners is critical to maintaining our current momentum and I am excited to lead the organization at this critical time. Together we will accelerate our vision for access, equity and inclusion at the UW.

Markers of Success

Success for my role and the work of the organization means that students from diverse backgrounds are at the center of our efforts and able to fully realize their academic goals, that they experience high levels of involvement and engagement in campus activities and programs, and that they feel strongly that the campus climate is supportive and validating of their social identities. This requires that we focus critical attention to the following areas:

- Increasing the number of URM applications, offers, yields, and enrollments.
- Narrowing the retention and graduation gap between URM students and majority students.
- Leveraging the pool of state-funded and federally funded resources to support diversity and excellence.
- Building capacity in our fundraising efforts to expand the scholarship portfolio that supports student success among diverse students.

In addition to our student-centered emphasis, success for my role also requires strong leadership in advancing the core value of diversity on behalf of the institution. This can be advanced through the following priorities:

- Expanding the role of the organization as a critical resource for diversity efforts in our colleges and schools (augmenting the posture of shared responsibility for diversity).
- Building a shared culture of innovation that generates best practices in advancing and supporting diversity and equity in our campus community.
- Strategically positioning the university to tap the full range of energy, creativity, imagination, and critical thinking from diverse voices and perspectives to help us create new knowledge and bring new discoveries to the forefront in the future.

The University of Washington is well positioned to be a leader in the work of diversity, equity, and inclusion. This is possible because of the strong commitment from our leadership to these critical issues and the solid foundation of supporting student success that has been built since the inception of the Office of Minority Affairs and Diversity nearly 48 years ago.