

October 3, 2017

Dear Iowa State Community:

Iowa State University is taking part in a comprehensive campus climate survey and we want to hear from you!

As a member of Iowa State's community of more than 36,300 students and 6,000 faculty and staff, you contribute to making Iowa State a unique and vibrant place. We are committed to an ISU experience that provides a safe, welcoming environment; values diverse perspectives; and offers equitable tools and opportunities for success. As part of the university's FY17-22 strategic plan, we will continue to enhance and cultivate this experience to benefit all members of our community.

To that end, **we must assess the current campus climate** in order to 1) identify successful initiatives that promote inclusion, equity, and safety; 2) uncover current challenges, roadblocks, and inconsistencies; and 3) develop, enhance, or scale up policies and programs to meet the needs of our university.

**I encourage you to complete this survey** to help us understand the current climate at Iowa State. In light of recent occurrences on campus, it is important for all to share their experiences. Whether positive or challenging – we want to hear your honest assessment of your Iowa State experience.

Be assured: **All of your answers will remain confidential** and the results will be reported in group form only. You will not be identifiable as an individual. Your participation in this project is voluntary. This research has been reviewed and approved by the Iowa State Institutional Review Board.

**Surveys like this do effect tangible change!** The last time Iowa State conducted a climate survey was in 2004, and as a result, the university adopted more than a dozen recommendations including:

- Creation of the Multicultural Student Center
- Creation of a university-level diversity committee
- Creation of the Ombuds office
- Training of departments and search committees on techniques for improving diversity in search processes
- Development of the Principles of Community

You can access the 2017 survey at <https://rankinsurveys3.com/iastate>. **The survey will take 20-30 minutes to complete and must be completed in one sitting.** Participants who complete the survey can enter to win one of 10 gift cards valued at \$50 each. Additional information about the project is available at [campusclimate.iastate.edu/survey](http://campusclimate.iastate.edu/survey)

Thank you in advance for your contribution to this vital project.

Sincerely,  
*Benjamin J. Allen*  
Benjamin J. Allen  
Interim President