

Date: September 10, 2019

To: President's Cabinet
Council of Deans
Faculty Senate President
P&S Council President
GPSS President
Student Government President
Members of the Campus Climate Experience Workgroups

From: Wendy Wintersteen, President 

Re: Campus Climate Survey Next Steps

Goal 4 of Iowa State University's 2017-22 Strategic Plan states that we will "continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included, and valued by the university and each other."

As part of our commitment to advance this goal, four workgroups have spent the past year reviewing and analyzing the results of Iowa State's comprehensive campus climate survey, collecting additional feedback and ideas from campus partners through town hall meetings and focus groups, and ultimately developing final reports outlining recommended actions to improve our campus climate.

The four workgroups each focused on the experiences of a specific campus population: undergraduate students, graduate students and postdoctoral scholars, faculty, and Professional and Scientific (P&S) and Merit staff. The final reports, available on the [Campus Climate website](#), contain both suggestions for new initiatives as well as ideas for strengthening current programs and efforts.

I appreciate the strong collaboration and dedication of the workgroups to help shape the next steps toward our goal of becoming the most welcoming and inclusive land-grant university in the nation. The workgroups identified a number of thoughtful recommendations, some of which are already underway. I am pleased to highlight the following recommendations that we believe will have a broad campus impact:

- Implementing the New Student Onboarding Initiative to provide more consistent information and training around a variety of key topics affecting new student success, campus climate, diversity, inclusion, and equity

- Improving information channels, support, and services for graduate students
- Improving professional and leadership development offerings led by University Human Resources
- Creating a Child Care Task Force to identify and evaluate solutions to improve access to high-quality, affordable child care
- Developing the Civility Campaign

In addition, I have asked the chairs of the campus climate workgroups (Jonathan Wickert, Martino Harmon, Reg Stewart, Bill Graves) and Kristi Darr to work with me to oversee the implementation of these action items and to consider how we address the remaining recommendations made by the workgroups.

I also want to acknowledge the excellent work being done outside the campus climate workgroup structure to advance the university's welcoming and inclusive environment. There are a number of robust initiatives, programs, and resources in all of our colleges, departments, and units. I appreciate the dedication of our Multicultural Liaison Officers who are working every day to support and advocate for our multicultural students and students of color. The Center for Excellence in Learning and Teaching offers a wide variety of resources for creating inclusive classrooms and supporting diversity in the learning environment. The Assistive Technology Lab opened this fall in Durham Hall to provide a centralized space where students with disabilities can access assistive technology resources such as speech-to-text tools and screen readers. These are just a few of the many examples of cross-campus efforts to enhance the ISU experience. You can read about a few other recent projects on the [Campus Climate website >Initiatives](#).

Again, I want to thank the members of the Campus Climate Experience Workgroups for their efforts to develop actionable recommendations. Becoming the most welcoming and inclusive land-grant university is truly a collective effort. As university leaders, it is incumbent on us to model welcoming and inclusive behavior in all of our areas of influence. Please share this memo with your units and colleagues as appropriate. My thanks to all of you for your commitment to this important priority.