The Campus Climate Study Implementation Committee held its first meeting on Wednesday, December 8, 2004 at 5 p.m. The following committee members attended the meeting: Claudia Baldwin, Karen Zunkel, Leonard Perry, Ellen Semran, Robert Baum, Sharon Bird, Patricia Hamm, Ashley Lerch, John Wong, Kaela Black, Chris Deal, and Bellinda Hegelheimer, along with Chair Larry Genalo.

In addition, the President’s Advisory Committee on Diversity (PACD) was represented by co-chairs, Carla Espinoza and Mike Whiteford, and staffed by Megan Wolf from Human Resource Services.

Dr. Genalo began by welcoming the committee members to the meeting, and reviewed how members were nominated and selected, which involved nominations to Carla Espinoza, Mike Whiteford, Dr. Genalo, the Provost’s Office, and the President’s Office. The nominations were reviewed at three different levels to ensure that all of the constituent groups who participated in the study would be represented on the implementation committee. Dr. Genalo then reviewed the charge to the committee and noted that he intends it to be an open process and encourage open discussion.

Dr. Sue Rankin, the consultant for the Campus Climate Study, joined the group via telephone. Dr. Rankin reviewed the process of the Campus Climate Study and gave her ideas for the next steps. She encouraged the committee to be action oriented – take information from the ISU Strategic Plan to guide the work of the committee and develop goals that examine the University’s strengths, trends, and opportunities. Below are some recommendations from Dr. Rankin as to how action plans and ideas can be connected to the strategic goals Dr. Rankin identifies in “Transformation Tapestry Model for Maximizing Equity on Campus” (Rankin and Associates, 2001):

**Draft Strategic Goals**

**Strategic Goal #1**

**Institutional Commitment**

Achieve a just environment on campus where everyone feels welcome, respected, and safe.

Action idea: Create a visible statement of diversity within major themes and goals on campus.

**Strategic Goal #2**

**Curriculum & Pedagogy**

Develop a curriculum that guides students to think critically about social justice issues and provides faculty with the tools to teach inclusively.

Action idea: Establish instructional development opportunities to be used by faculty in curriculum.
Strategic Goal #3
Research & Scholarship
Create an academic environment that appreciates and values cultural / social differences.

Action ideas: Encourage faculty to promote social justice research among graduate students.

Implement a grant program for research on social justice issues.

Strategic Goal #4
Access and Success
Recruit and retain underrepresented students, faculty, & staff.

Action ideas: Build and enhance productive partnerships with high schools, tribal schools and community colleges.

Identify alumni to assist in recruitment efforts for underrepresented groups.

Strategic Goal #5
Inter-group & Intra-group Relations
Create a just environment that recognizes and celebrates cultural differences and socially constructed differences (e.g. gender, race, etc.)

Action ideas: Continue to build a campus environment that ensures the safety of its members.

Offer multicultural training that address power and privilege.

Dr. Rankin summarized the biggest question before the committee: What do we need and how can we make it happen?

The committee decided to divide into subcommittees – each focused on one of the Strategic Goals. The subcommittee members are as follows (chair in bold):

2. Research/Scholarship – Claudia Baldwin, **Sharon Bird**, Patricia Hamm
4. Inter-group/Intra-group Relations – **Ellen Semran**, Ashley Lerch, Penny Rice

Subcommittees are encouraged to involve the campus and Ames communities in developing action plans. Dr. Genalo requested the subcommittees send their input and ideas to him by February 2\(^{nd}\). The committee will meet again the week of February 7\(^{th}\). Megan Wolf will contact committee members to determine the meeting date, time and location when the majority of the committee can attend.