To: President Geoffroy

From: Larry Genalo,
Chair, Campus Climate Implementation Committee

Date: April 15, 2005

Subject: Report of the Committee

I want to thank you for the opportunity to chair this committee, deal with these important issues, and work with some of the most talented and dedicated professionals at Iowa State University. I believe Iowa State is at a crossroads where many concerns about diversity exist, but several unique factors are coming together to bring hope to people for whom diversity is of utmost importance. Commitment from Iowa State’s leadership team is the primary factor in bringing that hope for an improved campus climate to fruition. Your commissioning of the Campus Climate Study, empanelling this Implementation Committee, and developing a plan of action to address these issues are demonstrative of the commitment to diversity in the President’s office. This, I believe, is the source of the hope I felt in the community. That commitment should now lead to a consistent, clear expression of direction throughout the leadership team – your office, all the Vice Presidents, the Provost’s office, EOD, and to the many programs that deal with these issues on campus. Staffing these programs are people eager for direction that will improve the campus climate.

Another important factor that is a cause for hope among Iowa Staters dealing with diversity issues is the funding possibilities. After several very difficult budget years that brought cuts in various programs across campus, the confluence of the Reallocation Plan and the new Capital Campaign are seen as sources for vitally needed funding. The challenge, of course, is to set priorities for this funding and continuing funding that will institutionalize policies and programs to support our ongoing successful initiatives as well as address some of the issues raised by the Campus Climate Study.

The final factors I’ll mention here are the current world, national, and statewide situations. Now, more than ever, we have come to realize that we are citizens of the world. The United States is no longer isolated from cultures far different from our own by oceans that protected us in previous centuries. Now is the time to act on this realization to build a truly multicultural environment in which to educate the next generation of students who are global citizens.

In the attached report you will see a set of bold actions that focus on issues raised in the study. Key to improvements in the diversity climate is accountability and assessment. You will see some very specific suggestions on these topics. Visibility of diversity programs, accountability, and assessment are extremely important. This is happening already at universities across the country. A brief look at the university web sites for The University of Maryland, North Carolina State, or Penn State, for example, will show links to diversity on the home page that lead to public airing of the programs for diversity,
reporting structures, and assessments being undertaken. We see this plan as a living
document that will evolve. The plan interfaces well with the proposed Strategic Plan and
is structured along the same five-year timeline. A twenty page grid showing action items,
responsibility, resources, expected outcomes, rationale, status, time frame, and priorities
forms the crux of this report. We hope you’ll find this structure helpful.

The committee, and many others in the community who assisted us, are anxious to help.
On a personal note, I have been at Iowa State for 34 years and have always been proud to
be a Cyclone. After working with this committee, the PACD leaders, and various others
in the community who are helping in these efforts, I’ve never been prouder. We are
hopeful that we are about to make a dramatic improvement in Iowa State’s diversity
climate and we look forward to working with you on plans that will lead us there.