The committee described below is charged with fulfilling the Division of Student Affairs Strategic Planning priority regarding Diversity.

**Committee Co-Chairs**

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<th>Name</th>
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<tr>
<td>Todd Holcomb</td>
<td>VPSA Office</td>
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<td>Marc Harding</td>
<td>Admissions</td>
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<td>James Dorsett</td>
<td>ISS</td>
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<td>Richard Reynolds</td>
<td>MU</td>
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<td>Pete Englin</td>
<td>DoR</td>
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**Committee Members**

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<tr>
<td>Jeanne Lehmkuhl</td>
<td>Student Health</td>
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<td>John Hirschman</td>
<td>DSO</td>
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<td>Jenn Plagman-Galvin</td>
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<td>Clay Gurganus</td>
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<td>Stella Okeke</td>
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<td>Laura Bestler-Wilcox</td>
<td>MU</td>
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<td>Vern Hawkins</td>
<td>Admissions</td>
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<td>Sara Kellogg</td>
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Update May 2007: The February 2007 Student Affairs Divisional meeting was devoted to a comprehensive review of Divisional progress on the Campus Climate Implementation Plan. What is “working” and what is “still to be done” was collected from all attendees. With the dissolution of PACD, the new leadership model was also presented.

1.3 – Re-evaluate organizational structures, offices, staffing, services, and naming related to campus climate.

- **Plan and offer celebrations of diversity (e.g. ISCORE, National Coming Out Day, Lavender Graduation, Hispanic heritage Month, etc.).** *Full calendar to be developed and published annually at the beginning of each semester.*
  - **ACTION:** Promote the University Calendar to have various component groups add their specific events to the online University Calendar; the University Calendar at [www.iastate.edu](http://www.iastate.edu) has a cultural/diversity sub-calendar within it.
  - Send out a specific memo which directs the use of the site to promote cultural and diversity events at Iowa State University.
• This memo will go departmental heads, and student organization advisers asking them to assist with the campus effort.

• ACTION: Events currently being planned by: Multicultural Student Affairs, Student Activities Center, Vice President Student Affairs, LGBTSS, Sloss House Women’s Center, Catt Center, Department of Residence, Dean of Students Office, ISU Lectures, Office of the Provost, University Committee on Women, numerous multicultural organizations, and other student organizations.
  • Bring together campus partners to determine annual calendar of events and collaboration calendars.
  • Investigate publishing a paper format of the calendar that would be distributed during Destination Iowa State and other large events to promote the specific events. (Update May 2007 – calendar in place and utilized. Still need to remind areas to share when events are being held).

• **Create Multicultural Center**
  o Space (approximately 3,500 square feet) has been identified in the Memorial Union. This space is where the Alumni Association was formerly located. *Due to Phase I of the renovation schedule and funding for the Memorial Union, renovation of this space is slated no earlier than 2008.*
  • ACTION: President’s Advisory Committee on Diversity (PACD) will need to invite key student leaders, faculty and staff to discuss the overall strategic plan for the area.
  • Encourage the Ethnic Cultural Center advisory group to work with Multicultural Student Affairs, Government of the Student Body, Iowa State Memorial Union and other key partners to develop a plan, mission, budget, and identify funding for the space.
    o Continue to have the Iowa State Memorial Union investigate the financial needs to renovate the proposed area.
    o Continue to research other higher education institution’s multicultural center and the impact on the campus community.
    o Continue to research the needs of the space with direct input from current students for the programming of the space and mission.
    o Continue to investigate other institution’s multicultural centers and their campus community impact.
  • Update May 2007 - $3.00 per student per semester fee was approved in the Spring 2006 GSB general ballot. The fee was approved by the Special
Student Fee and Tuition Committee in August 2006. Fee proposal was approved by Board of Regents. Center is part of the current MU renovation project.

- Persistence and graduation rates for all ethnic minority groups will be continuously monitored and strategies will be implemented to retain matriculated ethnic minority students. Examples include the Carver Scholar Program, Multicultural Vision Program, etc. *Ongoing.*
  - ACTION: Persistence and graduation rates will be monitored annually utilizing institutional data as reported by the Office of Institutional Research in the annual fact book. The most recent cohort data is attached and available at the following URL: [www.iastate.edu/~inst_res_info/FB06files/pdf06/FB06-55.pdf](http://www.iastate.edu/~inst_res_info/FB06files/pdf06/FB06-55.pdf).
  - ACTION: It is the intention that Multicultural Student Affairs (MSA) is the coordinating body/unit for monitoring as well as the cataloguing of strategies and programs that are being implemented to retain minority students. Additionally, a mechanism/database needs to be created to collect, document, and report persistence and graduation rates for those strategies and programs that serve to retain matriculated ethnic minority students. While MSA has the role of coordinating body, college based data should be reported by Multicultural Liaison Officers (MLO’s). Collaboration in collecting, reporting, and analyzing data is expected by numerous units, including, but not limited to, the Dean of Students Office, MSA, MLO’s, the Multicultural Student Services Coordinating Team (MSSCT) and the Student Affairs Assessment Team.
  - Update May 2007 – database is being utilized by MSA staff and MLO’s. Based on this experience Hall Directors will be added for fall 2007.

- Establish standing Divisional committee for diversity issues. *Committee appointments completed.*
  - ACTION: Establish a committee to develop action steps for the Campus Climate Survey Recommendations.
    - Appoint committee members.
    - Review divisional publications (brochures, websites, orientation materials, etc.) with the assistance of community members and University Relations’ staff.
    - Review Student Affairs’ department names with assistance from community members and University Relations’ staff.
    - Develop recommendations and implementation plan.
    - Implement action steps.
  - Update May 2007 – Committee has continued charge for the 2006-07 academic year. Dr. Dione Somerville will replace Pete Englin as Chair for the Divisional priority.
• **Identify existing best practices and develop new best practices that promote diversity.** *Divisional diversity committee will be charged with this task to be completed by spring 2006.*
  
  • **ACTION:** Promote various departmental efforts for social justice and diversity through an annual “Best Practices” paper published through the Office of the President. The “Best Practices” paper would serve as an annual report on the previous year’s progress on the campus climate survey initiatives and detail plans for the upcoming year. (See also Student Activities) Update May 2007 – President’s Office distributed a progress report on the implementation of the campus climate initiatives. This document serves as the basis for ongoing planning for the Division of Student Affairs.
    
    o The “Best Practices” paper would be available for distribution at the beginning of each academic year via the Office of the President website. Update May 2007 – we will defer to the new Diversity leadership model as to the relevance of a “Best Practices” paper derived from the Campus Climate Implementation progress report.
    
    o Discussion of the “Best Practices” paper would be part of the annual Global Citizenship Symposium. Update May 2007 – President’s progress report will be part of the Global Citizenship Symposium, if a symposium is identified as being appropriate.
    
    o Invite the campus community to facilitate various educational programs during the Global Citizenship Symposium to participants.
    
    o Evaluate the program each year in conjunction with the National Survey on Student Engagement. Update May 2007 – NSSE not viewed as the most appropriate evaluation tool to complement Campus Climate progress.

  • **ACTION:** Work with President’s Advisory Council on Diversity (PACD) and City of Ames Human Relations Committee to institutionally acknowledge campus and community efforts for diversity and social justice on an annual basis. (See also Student Activities) Update May 2007 – PACD has been dissolved. Dr. Hill will serve with Dr. Hoffman and Mr. Madden to lead University efforts.

  • **ACTION:** Utilize ISCORE (Iowa State Conference on Race on Ethnicity) as a venue to highlight Iowa State University’s best practices on diversity.
    
    o Continue to engage the staff, faculty and students in conversations creating inclusive environments, improving campus racial and ethnic relations, and expanding opportunities for access to education for traditionally underrepresented populations.
o Increase the participation commitment of all members of the campus community. This may be completed through additional advertising, word-of-mouth discussion groups, and post experience reflections. Update May 2007 – ISCORE continues to be a highly attended “anchor” event for the University and Division of Student Affairs.

o Investigate inviting potential students from area high schools to ISCORE. This will be an open invitation for high school students to experience Iowa State and to learn about our diversity initiatives. Update May 2007 – ISCORE continues to be a highly attended “anchor” event for the University and Division of Student Affairs.

- **Review publications, website, orientation, New Student Days, etc.** Divisional diversity committee will be charged with this task (Ongoing).
  - **ACTION:** Utilize the Divisional Diversity committee to review divisional publications (brochures, websites, orientation materials, etc.) with the assistance of community members and University Relations’ staff.
    - Discuss with University Relations if there is a required publication guideline related to the ISU non-discrimination statement and the campus climate survey recommendations.
    - Research other Peer 11 institutions regarding their publications’ best practices and have student affairs professionals collect information at National Conventions/Regional Conferences related to this initiative.
    - Collect items from all departments for both internal and external use to examine any inconsistencies and/or discrepancies.
    - Determine guidelines for the Division of Student Affairs with the assistance of University Relations’ staff.
    - Update May 2007 – this is an ongoing process where all media is reviewed.

- **Renaming of offices, programs or services to be more inclusive/welcoming**
  - Evaluate names of all offices and programs for current appropriateness of descriptors: Women’s Center, Multicultural Student Affairs, LGBTSS, International Students and Scholars, Disability Resources, etc. Divisional diversity committee will be charged with this task (Ongoing).
  - **ACTION:** Utilize the divisional Diversity Committee to review divisional departments (brochures, websites, orientation materials, etc.) with the assistance of community members and University Relations.
    - Discuss with University Relations if there is a required guideline related to the ISU non-discrimination statement and the campus climate survey recommendations.
Research other Peer 11 institutions in regarding their departmental names’ best practices and have student affairs professionals collect information at National Conventions/Regional Conferences related to this initiative.

- Gather names of departments and programs for both internal and external use to examine any inconsistencies and/or discrepancies.
- Determine guidelines for the Division of Student Affairs with the assistance of University Relations’ staff.
- Update May 2007 – Within the past two years both the Dean of Students Office and Women’s Center have undergone a formal review process mandated out of the Vice President of Academic Affairs and Provost Office. As stated previously, current names of programs were affirmed as appropriate.

**Establish divisional expectations regarding searches**
- Office of the Vice President for Student Affairs will collaborate with Office of Equal Opportunity and Diversity to establish guidelines for searches to be implemented Spring 2006.
- Update May 2007 – this process is ongoing and requires approvals thru the Office of Equal Opportunity and Diversity and is yet to be secured.

**Increased staffing/support for various groups (LGBTSS, etc.)**
- Evaluate current staffing levels to determine necessity of improving future recruitment from under-represented groups for staff positions. Diversity committee will evaluate and make recommendations to the Vice President for Student affairs. Predicated on available funding (Done).
- Update May 2007 – New funding for positions are still the challenge. The positions listed below await the opportunity for new funding.

**Lesbian Gay Bisexual Transgender Student Services**
- **ACTION:** The sub-committee proposes the hiring of one full-time coordinator for LGBTSS.

Staffing is needed to:

1. Provide Education
2. Work towards equality, all students, faculty, and staff on this campus could utilize the services of the Office of LGBTSS. This is an area that most people need additional educated in, and have had little to no exposure different sexual orientations.
3. Support the Iowa State University’s commitment to diversity.

**Background:**
- It is very difficult to name how many students the Office of LGBTSS is serving because of the number of students who may
not be "out' on campus, but attend programs, meetings, or check out our website.

- We have approximately 50 members of the Alliance, 10 in LGBT Allies for Christ, 15-20 in Les-Bi-Real, 20-30 in the Gay/Bi Men's group, 20 in Bisexuality Support group, 10 in Queer Grads and 10 in Questioning and Coming Out -- members of these groups do not overlap one another. In addition to these groups, we have several students who do not utilize any of our support groups.
- In addition to those coming to our office, we have served over 1000 students this semester alone through our Speaker's Bureau program.

**Disability Resources**

- **ACTION**: The sub-committee proposes the hiring of another full-time staff coordinator for Disability Resources. The current number of student served in the Disability Resources Office has increased from 367 students in 2000 to 778 students in 2005 with no additional staff to support this dramatic increase.

Staffing is needed to:

- Ensure compliance with Federal Laws and promote more timely accommodation services/assistance (i.e. early term intervention)
- Improve crisis intervention and "immediate need" consultation (i.e. office hours and availability)
- The opportunity for much needed disability awareness/academic accommodation training with faculty and staff (i.e. accommodation processes, etc.)
- Improved service orientation for students, faculty, and staff (i.e. reduce appointment delays, etc.)
- Proactively work in outreach and education to students, staff, and faculty which will help prevent discrimination and law suits.

Background:

- More than 778 students this term (fall 2005).
- The Disabilities Resource Office (DR) considers that 10% of the general population has a disability (this is a conservative figure based on many studies) and our current full-time undergraduate student enrollment of 20,732 is representative of the general population, then there may be more than 2000 full-time students who may qualify for DR services.
- At a minimum, DR needs at least 1 more full-time Program Coordinator (or similar role player) with specific skills, training, and experience to assist in identifying accommodations/providing case management for qualified students with disabilities. The DR Office will also benefit greatly by having qualified staff to provide job
placement/career development services to qualified students with disabilities as well as a 'retention specialist' to work directly with those students with disabilities in need of specific retention services.

Margaret Sloss Women’s Center  
- ACTION: The sub-committee proposes converting the ¾ time staff person to full time.

Staffing is needed to:
1. Proactive outreach and education to students, staff, and faculty. Current staff levels cannot adequately reach a critical mass of any subpopulation of community members on outreach and education.
2. Expanded representation on university committees, task forces, etc. One fulltime staff person cannot be on every committee, special meeting, etc.
3. Opportunities to explore possible grants and fundraising opportunities.
4. Increased staff to address assessment and program evaluation needs.

Background:
- The Women’s Center serves all students, staff, and faculty at ISU.
- Students utilizing the Sloss House during office hours: 300 each week, this includes a few Women's Studies classes that meet in the house each week.
- Student clubs/organizations/support groups utilizing the Sloss House after office hours: 200 each week.
- Personal and Crisis management - 20-25/week
- Educational Outreach Programs (first half of semester) - 650 - 700 students
- University Studies 160X - eight sections, second 1/2 of semester - 200 students and 16 facilitators (all benefit from the class)
- Resources, referrals, interviews, inquiries, etc. (walk-in, phone, email) - 125/week
- Volunteers - 50-75/year

Multicultural Student Affairs  
- ACTION: The sub-committee proposes a review of the current staffing model. If additional staffing is needed it, they would help implement plans to increase diversity on campus and support MSA’s programs.

Staffing is needed to:
1. Opportunity to develop and implement a campus-wide race-relations education initiative.
2. Opportunity to develop and implement a campus wide community service learning program with connections with diverse communities in greater Iowa.
3. Opportunity to further develop a strong and model MSA operation (programs/services).
4. Opportunity to develop and implement a MVP program initiatives that would parallel similar student of color scholarship program on campus.

Background:
Again, considering the MSA vision and mission statements, approximately 25,700 students could utilize MSA programs and services that could be developed and implemented with adequate staffing.

GOVERNMENT OF THE STUDENT BODY
PRINCIPLES COMMISSION
Phil Hernandez & Penny Rice Chairs

This past summer the Iowa State Campus was victim of campus disturbances that carried with it messages of hate. As this was not the first time such an incident had taken place on the Ames campus, I was inspired to create and lead a commission within the Government of the Student body to compile research towards the development of an intentional statement for Iowa State University. The idea of the commission was born out of desire to have a campus dialogue in response to campus disturbances that have existed on our campus. In a proactive approach, the intentional [or value] statement will serve as a compact for all members of the Iowa State campus community. I want to clarify that this will not be a policy statement, but rather an intrinsic set of values that will serve as a guide for our University as it celebrates and promotes each facet of our community.

As a leader within the Principles Commission, our main focus for the development of an intentional statement has been related to the frustration that the student body itself consistently fails to be engaged to consider the meaning or effects of campus disturbances. I think as a student leader and as a student affairs professional in-training, it is our responsibility to educate ourselves to understand the harmful effects campus disturbances have on the fabric of university life.

The Senate of the Student Body has placed on the members of the Principles Commission the responsibility of gathering student, staff, and faculty feedback on what it means to be a member of the ISU family. These probing inquiries will be the structure that the Commission will ground the draft of a statement that will embody all members of the Iowa State Community. This statement will speak of our commitment to respect, appreciation of diversity, self-awareness and scholarship. This forward thinking process
will enable us to develop a statement that will bring our community together, focus our action plans, and stand the test of time for years to come.

Update May 2007 – President Geoffroy has approved the Principles Commission statement and they are in wide distribution across the University.