



OFFICE OF THE PRESIDENT

**Memorandum**

TO: Messiah Colleagues and Students

FROM: Kim S. Phipps, President

DATE: March 23, 2007

RE: **CAMPUS CLIMATE SURVEY**

At the beginning of the school year, I shared with you my commitment to creating and maintaining an inclusive community that values, affirms, and advances the diverse backgrounds, interests, experiences, and aspirations of all its members. I believe that a critical step in creating an inclusive environment is to assess the current campus climate in order to identify important issues, and then create ways for individuals, departments and the administration to address them. **To accomplish this, I ask you to please make time to complete a campus climate survey that will be available on line beginning on March 28.**

Created by the Rankin & Associates consulting group, this survey reflects input from the Campus Climate Assessment Task Force as well as insights gained from information-seeking groups comprising Messiah students, educators, administrators and staff that took place in recent months. Thank you to everyone who contributed to this important effort.

The survey is designed to gather information about Messiah's current campus climate as experienced by all members of our community. Completing the survey is **your opportunity to describe your own personal experiences and observations, and to offer constructive suggestions for change and improvement.** The survey data will be used to identify strategies for improving our campus climate as it relates to creating a welcoming, inclusive campus environment. Messiah's senior leadership has been engaged in and is fully supportive of this assessment process.

Your answers will be kept confidential, and you will not be identifiable as an individual; the results will **only** be reported as a composite of group responses. Although your participation in this project is voluntary, I urge you to invest the 20 to 25 minutes needed to complete the survey as a means of helping us enhance our community.

Rankin & Associates will analyze the survey findings and make recommendations later this summer in order to assist us as we work on the College's strategic plan. The Campus Climate Assessment Task Force will keep the campus community informed of the results, recommendations, and timeline for the campus climate assessment. It is important to note the research has been reviewed and approved by Messiah College's Institutional Review Board.

Thank you in advance for your contribution to this important project which will help us fulfill our institutional mission.