

# 1. ISU College of Veterinary Medicine Diversity Climate Survey

## INFORMED CONSENT DOCUMENT

Title of Study: College of Veterinary Medicine Diversity Climate Survey  
Investigators:

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This form describes the research project. It has information to help you decide whether or not you wish to participate. Research studies include only people who choose to take part—your participation is completely voluntary. Please discuss any questions you have about the study or about this form with the project staff before deciding to participate.

### Introduction

Iowa State University values diversity. The ISU Strategic Plan states that “the goals of ISU include recruiting, supporting, retaining and graduating a diverse group of outstanding students, faculty and staff (2010-2015 Strategic plan)”. The purpose of this study is to determine the diversity climate at the College of Veterinary Medicine. Diversity is broadly defined to include race, ethnicity, gender, age, sexual orientation, class, physical and mental ability, family composition, social economic status, and spiritual practice which all relate to individual differences among individuals in our ISU community.

You are being invited to participate in this study because you are identified as a current member of the CVM student body, faculty or staff.

### Description of Procedures

If you agree to participate, you will be asked to:

- fill out an online survey instrument on SurveyMonkey. In addition to demographic questions the survey will use rating and questions about weaknesses, strengths, and needs of individuals within the CVM community with respect to diversity climate and issues. Results of this survey will be used to develop result-driven training materials and to conduct result-driven workshops for faculty and staff.
- Your participation will last for approximately 15-20 minutes.

### Risks or Discomforts

The survey includes questions of a sensitive nature pertaining to various diversity-related issues. You may find some of these questions difficult to answer or experience some emotional discomfort. Should this occur, please be aware that you can skip questions and/or exit the survey at any time. If completing the survey raises personal concerns for you that you wish to discuss with others, please be aware that there are support or counseling resources available through ISU Student Counseling Services or ISU's EAP (Employee Assistance Program).

## 2. ISU College of Veterinary Medicine Diversity Climate Survey

### Benefits

If you decide to participate in this study you will have the opportunity to contribute to program improvement of diversity climate at CVM. It is hoped that the information gained in this study will benefit the CVM community by leading to result-driven training for faculty and staff to insure that all individuals' differences are affirmed and that everyone at CVM is inspired to reach full potential in the classroom and the workplace. This is important because ISU believes in inclusive classrooms and inclusive workforce.

### Costs and Compensation

You will not incur any costs from participating in this study. You will not be compensated for participating in this study.

### Participant Rights

Participating in this study is completely voluntary. You may choose not to take part in the study or to stop participating at any time, for any reason, without penalty or negative consequences.

If you have any questions about the rights of research subjects or research-related injury, please contact the IRB Administrator, (515) 294-4566, IRB@iastate.edu, or Director, (515) 294-3115, Office for Responsible Research, Iowa State University, Ames, Iowa 50011.

### Confidentiality

Records identifying participants will be kept confidential to the extent permitted by applicable laws and regulations and will not be made publicly available. However, federal government regulatory agencies, auditing departments of Iowa State University, and the Institutional Review Board (a committee that reviews and approves human subject research studies) may inspect and/or copy study records for quality assurance and data analysis. These records may contain private information.

To ensure confidentiality to the extent permitted by law, the following measures will be taken:

- All individual responses will be kept confidential. Participants who choose to complete the survey instrument can do so in privacy. All potentially identifiable data will be kept confidential. In addition, to add another level of confidentiality, all filled in survey instruments will be received by our external collaborator at American Association of Veterinary Medical Colleges in Washington DC.
- All data files will be pass code protected and all original files will be housed on the AAVMC servers for a period of at least seven years. Only the researchers will have access to the master data file.
- If you are not comfortable with the level of confidentiality provided by the Internet, please feel free to print out a copy of the research survey, fill it out by hand, and mail it to the researcher at the address given below; please do not include a return address on the envelope.  
You may download the survey here: <http://tinyurl.com/ISUPaperVersion>.

Please mail it to:

ISU College of Veterinary Medicine Diversity Climate Survey  
C/o Lisa Greenhill  
1101 Vermont Avenue, NW; Suite 301  
Washington, DC 20005

- If results are published, participants' identity will remain confidential.

### Questions

You are encouraged to ask questions at any time during this study. For further information about the study, contact Wilson Rumbelha at 515-294-0630 or by email at [rumbelha@iastate.edu](mailto:rumbelha@iastate.edu), Catherine Logue at 515-294-3785 or [cmlogue@iastate.edu](mailto:cmlogue@iastate.edu) or Lisa Greenhill at [lgreenhill@aavmc.org](mailto:lgreenhill@aavmc.org) or 202-371-9195 x147 with questions and concerns regarding the research survey.

### Consent and Authorization Provisions

Your signature indicates that you voluntarily agree to participate in this study, that the study has been explained to you,

that you have been given the time to read the document, and that your questions have been satisfactorily answered.

You may download a copy of the written informed consent prior to your participation in the study by visiting:  
<http://tinyurl.com/ISUClimateInformedConsent>

**\* 1. By clicking yes below, I voluntarily agree to participate in this study, that the study has been explained to me, that I have been given the time to read the document, and that my questions have been satisfactorily answered.**

Yes

No

### 3. ISU College of Veterinary Medicine Diversity Climate Survey

For the purposes of questions on this page race is defined as an arbitrary classification based on any or a combination of various physical characteristics such as skin color, facial form, or eye shape.

Ethnicity may be defined as having racial, religious, linguistic, and certain other cultural traits in common. In the United States, Hispanics are considered an ethnicity regardless of racial phenotype.

#### 2. Are you Hispanic/Latino/Latina?

- Yes
- No

#### 3. What is your race? (check all that apply)

- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Pacific Islander
- White
- Other (please specify)

#### 4. Are you a veteran of the US Armed Forces?

- Yes
- No

#### 5. How do you express your gender? Please select a descriptor from the list below that is most applicable to you.

- Male
- Female
- A gender not listed here.

#### 6. Do you consider yourself on the transgender spectrum?

- Yes
- No



## 4. ISU College of Veterinary Medicine Diversity Climate Survey

### 11. How would you categorize the place you spent the majority of your life (eg. the longest block of time)?

- Urban
- Suburban
- Rural

### 12. In what region do you currently hold legal residency?

- Northeast (PA, NY, NJ, CT, MA, RI, VT, NH, ME)
- South (DE, MD, DC, VA, WV, KY, TN, NC, SC, GA, FL, AL, MS, AR, LA, OK, TX)
- Midwest (OH, MI, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS)
- West (MT, WY, CO, NM, AZ, UT, ID, NV, CA, OR, WA, AK, HI)
- US Territory
- I am a foreign national and my legal residence is outside of the US.

### 13. Which of the following best describes your marital/partner status?

- Single (e.g. never married, widowed)
- Married (inclusive of common law marriages).
- Domestic partner
- Legally separated
- Divorced
- Other relationship type not listed here.

### 14. Have you been diagnosed with a disability?

- Coordination impairment
- Hearing impairment
- Learning disability
- Mobility impairment
- Speech impairment
- Visual impairment (excluding corrective lenses such as glasses or contacts)
- None

Other diagnosis not listed here.

**15. Please identify your role in the ISU-CVM.**

- DVM Student (Go to Page 5)
- Resident, Intern, Graduate Student (MS & PhD) or Post-Doc (Go to page 10)
- Faculty (Go to page 7)
- Staff (Go to page 8)

## 5. ISU College of Veterinary Medicine Diversity Climate Survey

### 16. Please classify your program of study.

- DVM only
- DVM/MS
- DVM/PhD
- Other dual degree

### 17. When is your expected graduation date?

- 2015
- 2016
- 2017
- 2018
- Other

### 18. Do you have a DVM mentor within the CVM?

- Yes
- No

### 19. What type of impact has your mentor had on your intellectual and/or personal development? (select all that apply)

- Mentored me beyond the classroom experience.
- Helped enhance my community/involvement/relationships.
- Took a special interest in me and encouraged my academic development.
- Has not impacted.
- Other (please describe)



## 6. ISU College of Veterinary Medicine Diversity Climate Survey

**20. Do you have a faculty/staff member within the CVM in whom you can confide about things that concern you while in veterinary school?**

- Yes
- No

**21. What impact has this confidant had on your emotional well-being? (select all that apply)**

- Provided a safe place to talk about issues that concern me.
- Helped enhance my community/involvement/relationships.
- Took a special interest in me and encouraged my academic development.
- Has had no impact.
- This question does not apply to me.
- Other (please describe)

**22. Are you a member of any diversity clubs on your campus? Examples of such clubs may be, but are not limited to, VOICE and Broad Spectrum.**

- Yes
- No

**23. Have you attended any club sponsored diversity programming on your campus during the last year?**

- Yes
- No

**24. Do you look forward to going to class?**

- Yes
- Occasionally
- No

## 7. ISU College of Veterinary Medicine Diversity Climate Survey

### 25. I am:

- Tenured/Tenure Track Faculty
- Non -Tenure Track Clinical Faculty
- Non -Tenure Track Research Faculty
- Adjunct Faculty
- Visiting Scholar/Scientist/Affiliate/Collaborator

## 8. ISU College of Veterinary Medicine Diversity Climate Survey

### 26. I am:

- A full-time staff member
- A part-time staff member
- A temporary/contract staff member

## 9. ISU College of Veterinary Medicine Diversity Climate Survey

**27. Do you advise any student organizations at ISU-CVM?**

- Yes
- No

**28. Are you a member of any professional affinity groups on campus? Such groups are specific to topics such as, but not limited to race, religion and/or sexuality.**

- Yes
- No

## 10. ISU College of Veterinary Medicine Diversity Climate Survey

**29. To what extent do students/faculty/staff at ISU-CVM treat one another with respect?**

- 1- Always       2       3       4       5 -Never

**30. Do you feel that you have a supportive group of friends and/or acquaintances at ISU-CVM?**

- Yes  
 Sometimes  
 No

**31. Overall, do you believe that there is adequate gender representation on the faculty at ISU-CVM?**

- Yes  
 No  
 I don't know

**32. Overall, do you believe that there is adequate racial/ethnic representation on the faculty at ISU-CVM?**

- Yes  
 No  
 I don't know

## 11. ISU College of Veterinary Medicine Diversity Climate Survey

For the purposes of questions on this page race is defined as an arbitrary classification based on any or a combination of various physical characteristics such as skin color, facial form, or eye shape.

Ethnicity may be defined as having racial, religious, linguistic, and certain other cultural traits in common. In the United States, Hispanics are considered an ethnicity regardless of racial phenotype.

### **33. How comfortable do you feel with students/faculty/staff whose race is different from your own in the ISU-CVM environment?**

- 1- Very comfortable
- 2
- 3
- 4
- 5 -Very Uncomfortable

### **34. How comfortable do you feel with students/faculty/staff whose ethnicity is different from your own in the ISU-CVM environment?**

- 1- Very comfortable
- 2
- 3
- 4
- 5 -Very Uncomfortable

### **35. How comfortable do you feel with students/faculty/staff whose sexual orientation is different from your own in the ISU-CVM environment?**

- 1- Very comfortable
- 2
- 3
- 4
- 5 -Very Uncomfortable

**36. How comfortable do you feel with students/faculty/staff whose religious affiliation is different from your own in the ISU-CVM environment?**

- 1- Very comfortable
- 2
- 3
- 4
- 5 -Very Uncomfortable

## 12. ISU College of Veterinary Medicine Diversity Climate Survey

### 37. Have you heard racist remarks used at the ISU-CVM?

	Yes	No	I don't know
From students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 38. Have you heard sexist remarks used at the ISU-CVM?

	Yes	No	I don't know
From students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 39. Have you heard homophobic remarks used at the ISU-CVM?

	Yes	No	I don't know
From other college/university staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



### 13. ISU College of Veterinary Medicine Diversity Climate Survey

#### 40. Have you ever been verbally harassed at the ISU-CVM (called names, threatened, etc.) because of:

	Yes	No	I don't know
Your race or ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religious affiliation or perceived religious affiliation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 41. Have you heard negative remarks about gender expression at the ISU-CVM? (e.g., someone not being "masculine enough" or "feminine enough")?

	Yes	No	I don't know
From students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From other college/university staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 42. Have you ever been harassed and/or threatened by emails, text messages and/or social media from ISU-CVM faculty, staff, or students because of:

	Yes	No	I don't know
Your race or ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religious affiliation or perceived religious affiliation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 43. Have you ever been physically harassed at the ISU-CVM (pushed or shoved) because of:

	Yes	No	I don't know
Your race or ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your expressed gender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your disability or perceived disability?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your religion or because people think you are of a certain religion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**44. If you answered "Yes" to any of the questions on this page, where did the harassment (verbal, electronic and/or physical) occur? Check all that apply.**

- In a class.
- At my residence or someone else's residence.
- In a common area.
- At college/university event (e.g. sporting event).
- Via emails, text messages and/or social media

## 14. ISU College of Veterinary Medicine Diversity Climate Survey

### 45. In the past year at the ISU-CVM, have you:

	Yes	No	I don't know
Been sexually harassed (sexual remarks, inappropriate touching, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt that others told lies about you, spread rumors about you, or tried to make others dislike you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt that other students/faculty/staff left you out of things on purpose?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 46. Have you ever reported that you were bullied, harassed, or assaulted to college or university officials?

- Yes
- No

### 47. Have you ever witnessed verbal, physical or electronic harassment of a students/faculty/staff at the ISU-CVM (name calling, threat making, etc.) because of:

	Yes	No	I don't know
Race or ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability or perceived disability?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious affiliation or perceived religious affiliation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 48. Do you hear comments from others about stereotypes of your race, expressed gender, sexual orientation, disability, religious affiliation or other demographic difference?

	Yes	No
From students	<input type="radio"/>	<input type="radio"/>
From professors/teaching staff	<input type="radio"/>	<input type="radio"/>
From other college/university staff	<input type="radio"/>	<input type="radio"/>

**49. Do you feel safe explaining why you do something because of your race, ethnicity, expressed gender, disability, religious affiliation or sexual orientation?**

	Yes	No
With students	<input type="radio"/>	<input type="radio"/>
With professors/teaching staff	<input type="radio"/>	<input type="radio"/>
With other college/university staff	<input type="radio"/>	<input type="radio"/>

## 15. ISU College of Veterinary Medicine Diversity Climate Survey

### 50. Does the ISU-CVM provide access and accommodations for persons with disabilities?

- Yes
- No
- I do not know

### 51. Please select the answer that most closely describes your experience at the ISU-CVM.

#### I believe my college:

	1 - Not at all my experience	2	3	4	5 - Very much my experience
Fairly provides accommodations for students/faculty/staff with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is supportive of students/faculty/staff with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for students/faculty/staff with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 52. The term Underrepresented in Veterinary Medicine (URVM) is defined as populations of individuals whose advancement in the veterinary medical profession has historically been disproportionately impacted by six specific aspects of diversity (gender, race, ethnicity, geographic, socioeconomic, and educational disadvantage) due to legal, cultural, or social climate impediments.

#### I believe my college:

	1 - Not at all what I believe.	2	3	4	5 - Very much what I believe.
Fairly admits/hires the most qualified racial/ethnic URVM students/faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is supportive of racial/ethnic URVM students/faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for racial/ethnic URVM students/faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**53. I believe my college:**

	1 - Not at all what I believe	2	3	4	5 - Very much what I believe.
Is supportive of LGBT students/faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does too much for LGBT students/faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**54. I believe my college:**

	1 - Not at all what I believe.	2	3	4	5 - Very much what I believe.
Is supportive of students/faculty/staff of all religious affiliations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does not marginalize students/faculty/staff with Christian beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does not marginalize students/faculty/staff with non-Christian beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**55. Are there "out" LGBT faculty, staff, or students at the ISU-CVM?**

- Yes
- No
- I do not know

**56. Have you ever felt that the ISU-CVM has been overly sensitive and/or accommodating for underrepresented groups (racial, ethnic, sexual orientation, religious, etc)?**

- 1 - The CVM is not sensitive or accommodating enough.
- 2
- 3
- 4
- 5 - The CVM is too sensitive and accommodating.

**57. Is there anything else you want to tell us about the diversity climate at ISU CVM?  
Please include your comments below.**

## 16. ISU College of Veterinary Medicine Diversity Climate Survey

Again, thank you for your participation in this important survey.