

— TCU and UNTHSC —  
**School of Medicine**



Dear TCU and UNTHSC School of Medicine Community Colleagues,

At TCU and UNTHSC School of Medicine, we seek to create an environment characterized by openness, fairness, and equal access for all students, staff, and faculty. A welcoming and inclusive campus climate is grounded in mutual respect, nurtured by dialogue, evidenced by a pattern of civil interaction, and is one of the foundations of our educational model. Creating and maintaining a community environment that respects individual needs, abilities, and potential are critically important.

During 2020, the TCU and UNTHSC School of Medicine will undertake a vital and relevant climate assessment. This is our chance to make a difference in the School of Medicine's future, our opportunity to make positive, lasting changes and to help create a more inclusive campus. To ensure full transparency and to provide a more complete perspective, we have contracted with Rankin & Associates Consulting to help lead this effort. Rankin & Associates have conducted more than 200 campus climate assessment projects during the last 20 years.

A team from Rankin & Associates will be working with a committee of students, staff, and faculty from the TCU and UNTHSC School of Medicine to develop and implement the assessment. The results will better enable us both to develop programs and policies that will increase inclusivity in areas that are shown to be problematic and enhance and replicate programs and policies in areas that are shown to be successfully meeting the needs of the community.

A web site is being developed to provide communication on the project process and results. We will forward this site and additional information about the project as it is available.

I hope that you will join me in supporting this important project.

Sincerely,

A handwritten signature in blue ink that reads 'Stuart D. Flynn'. The signature is written in a cursive style with a large, stylized 'S' and 'F'.

Stuart D. Flynn, Dean  
TCU and UNTHSC School of Medicine