

The 2005-2010 Strategic Plan Mission for Iowa State University states that Iowa State will “*Create, share, and apply knowledge to make Iowa and the world a better place. In carrying out its mission, Iowa State will increase and support diversity in the university community. Diversity enlivens the exchange of ideas, broadens scholarship, and prepares students for lifelong, productive participation in society.*”

In selecting prospective faculty, we strive to recruit those that are committed to the ideals of a university created for these purposes. Our Strategic Goals include: “*Recruit and retain outstanding faculty who are or will be leaders in their fields*” and “*Expand the diversity of people, ideas, and cultures, and nurture an environment in which diversity can thrive.*”

The educational development of our students is one of our institutional priorities; thus we intentionally utilize institutional policies that guide our recruitment practices in identifying excellent faculty in various disciplines. As Executive Vice President and Provost, I, along with those involved in search processes seek to follow these guidelines and policies which assist in identifying those individuals who are committed to excellent scholarly pursuits, outstanding teaching, and active participation in community endeavors.

Finally, as a land grant institution, our mission is woven into our academic programs and services that we provide members of our campus community on a daily basis. Our goal is to recruit, hire, and retain faculty who are committed to serving the needs of the campus community.

Sincerely,



Elizabeth Hoffman  
Executive Vice President and Provost

