

IOWA STATE UNIVERSITY
OF SCIENCE AND TECHNOLOGY

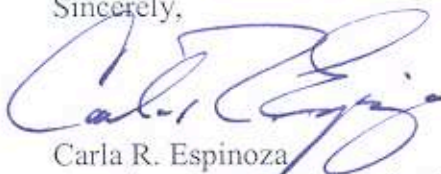
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Diversity is achieved and sustained through open, lawful processes and open minds. In the process of recruiting faculty the same strategy for openness applies. Successful and diverse search efforts utilize creative techniques and are undertaken with imagination and an attitude of possibility.

Diversity is a critical ingredient in the fostering of new ideas, in the expression of ideologies and in the debate of ideals. Additionally, it validates social learning models that advance excellence in research and problem solving. As a university community we recognize that our greatest responsibility is influencing and nurturing tomorrow's leaders. We have a responsibility, therefore, to lead by example in valuing differences, demonstrating inclusion and embracing full participation in the pursuit of success in the academy.

When diversity is presented as an Iowa State University priority, it becomes a tool that allows us to speak to our pursuit of a special and inclusive environment, which we should feel confident offering and demonstrating to candidates and their families. This includes discussions about the balance of family and work life, which the university seeks to support, or the university's recognition and special efforts regarding dual career professionals. We should proudly take every opportunity to demonstrate these progressive and inclusive attitudes.

Sincerely,



Carla R. Espinoza
Associate Vice President for Human Resources Services
and Director of Equal Opportunity and Diversity