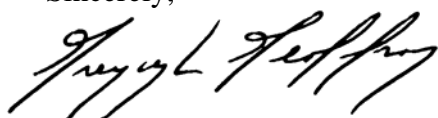


In order to advance our academic excellence and create a campus community that mirrors the changing demographics of our society, Iowa State University is committed to employing recruitment strategies that help us attract an excellent and diverse faculty. As a result of this commitment, our students will be exposed to various concepts, frameworks and ideologies throughout their collegiate experiences, which ultimately prepare them to be successful in a culturally pluralistic environment.

At Iowa State University, we aggressively pursue highly competent and well-respected scholars and academicians who are committed to the mission and ideals of a land grant university. As we recruit faculty to our campus community, we seek to follow hiring processes that enable us to create a campus environment that reflects the larger society. To that end, it is our intent that this manual will provide the guidance, best practices and assistance needed to ensure those involved in the hiring processes are well-equipped and well-informed about the specific components of faculty searches.

By highlighting the elements of an effective search process, as well as sharing internal and external resources (i.e., books, videos, checklists, websites), we want to provide insight from both practical and instructional perspectives on the recruitment and retention efforts at Iowa State University.

Sincerely,



Gregory L. Geoffroy
President