Dear Prospective Faculty Member,

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. We want our students to be exposed to many different concepts, experiences and ideologies throughout their collegiate career to help prepare them for success personally and professionally in a culturally diverse environment.

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 university 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 that those who are involved in the recruitment and hiring processes are well-equipped and well-informed about the specific components of faculty searches.

By highlighting the elements of an effective search process, and by sharing internal and external resources, we want to provide assistance and insight from both practical and instructional perspectives to strengthen the recruitment and retention efforts at Iowa State University.

Sincerely,

Steven Leath
President