Iowa State’s mission, as outlined in the 2017-2022 strategic plan, is to **create, share and apply knowledge to make Iowa and the world a better place**. You’ll find that mission at work in every corner of campus; in our research, extension and outreach programs across the state; and in the global reach of the University.

One of the ways we realize our mission is by recruiting and retaining diverse students and faculty. Recruiting a diverse student population ensures that the reach of our educational programs extends through society. Likewise, recruiting excellent and diverse faculty provides students with the broadest range of experiences – experiences they will draw on during their academic and professional careers.

We cannot have one without the other.

Iowa State, with both diverse students and diverse faculty, is thus uniquely positioned to address the challenges of the 21st century, and to become a treasured resource for Iowa, the nation, and the world.

To maintain this competitive advantage I, as senior vice president and provost, will guide those involved in search processes to follow the policies outlined in this Resource Guide. It is the best way to ensure we hire excellent scholars, teachers and leaders who are truly committed to serving the community.

Sincerely,

Jonathan Wickert  
Senior Vice President and Provost