Culture
Talent &
UNIVERSITY
IOWA STATE
Employment Life Cycle

Success
For every effort & outcome
How we set the stage

Select talent
How we source &
8 the talent needed

1. Attraction

2. Jobs

3. Recruitment

4. Onboarding &
Organization

5. Performance
Management

6. Labor Relations

7. Employee Relations

8. Organization Development

9. Training &
Development

10. Compensation

11. Health & Well-being

12. Work/Life

13. Separation/Exit

14. Separation/Grievance

15. Recognition

16. Contribution

How we treat
The whole person

How we treat
out of the university

How we define ourselves
8 the talent needed

How we build
capability & capacity

How we recognize
contribution and value

How we build
8 the stage each other
How we engage