university registrar
IOWA STATE UNIVERSITY

Ames, Ia
Iowa State University (ISU) strives to be the most student-centered public research university in the nation. It is a place where adventurous minds are encouraged to accomplish amazing things. As a major international university ranked among the top public universities by *U.S. News & World Report* and a member of the Association of American Universities (AAU), ISU offers a student experience rich in social and academic diversity. Over 33,000 students choose from 100 majors, study with world-class scholars, and hone their leadership skills in more than 800 student organizations. Students from all 50 states and over 120 countries converge on one of the nation’s most beautiful campuses. Big 12 sports and a tradition of cultural and popular performances make campus life fun and memorable. Iowa State is a land-grant university, as well as the largest university in the state of Iowa. The ISU class of 2022 has the record highest average high school GPA for an incoming Iowa State class. The campus is located in Ames, a community of 60,000 situated approximately 30 minutes north of Des Moines. Ames was recently voted one of the best college towns in the nation and Des Moines was ranked among the top 10 best places to live in America.
The Position
ROLE OF THE REGISTRAR FOR IOWA STATE UNIVERSITY

Reporting to the Associate Vice President for Enrollment Management and Student Success (AVPEMSS), the University Registrar provides strategic planning, direction, and supervision for the Office of the University Registrar and manages all units within that office, including the student information system, enrollment support services, registration, tuition and fee assessment, student academic records, transfer services, degree audit and clearance, commencement, student certification services, transcripts, athletic eligibility and certification, residency review, course scheduling, publications
(Schedule of Classes and University Catalog), exam schedules, enrollment reporting and data, statistics, and learning community support. The University Registrar further plays a critical role in support of the Veterans’ Center by serving as the Department of Defense Memorandum of Understanding Point of Contact, advocating for resources, and directing veteran certification processes for all veteran and military-affiliated students utilizing education benefits. The University Registrar serves as a member of the enrollment leaders group, contributes to strategic enrollment management (SEM) planning, and is responsible, in part, for the execution and evaluation of a number of SEM initiatives. The University Registrar also serves as the NCAA certifying officer; administers all functions of confidential student records, including FERPA; supervises various institutional certification functions such as veterans’ benefit eligibility; leads the development of the academic infrastructure, to include secure administrative systems for maintenance and reporting of student and course information; develops and administers university academic and administrative policies affecting students and courses; manages a dynamic team of six direct reports and a total of 33 staff members, overseeing all training, supervision, and evaluation of staff; and develops and administers an annual operating budget of $3.2 million.

This position serves at the pleasure of university administration and is exempt from certain P&S policies.
HISTORY OF THE POSITION

Kathleen M. Jones served as the University Registrar from 1996 to 2004. In 2004, Kathleen was promoted to Assistant Vice President for Student Affairs & University Registrar and retired from that position in 2013 with the designation of University Registrar Emeritus. Laura Doering served as the Senior Associate Registrar from 2005-2013, when she was promoted to University Registrar, and served in that capacity until she was promoted to Associate Vice President for Enrollment Management and Student Success in early 2017.
Mark Simpson was then hired as University Registrar; he served until June 2019, when he left Iowa State University (ISU) to become the Assistant Vice Provost for Enrollment Services and University Registrar at the University of Texas at Austin. An Interim Registrar is currently in place while ISU searches for the right leader to fill this critical role.
The next University Registrar should be an experienced leader capable of managing challenges and complex situations, interpreting policy, and contributing at both a strategic and tactical level to the work of the Division of Student Affairs and Academic Affairs as well as the campus at large. The Registrar must possess a broad and deep understanding of national best practices with regard to academic policy and records, technology and automation, and the large, land-grant university environment. It will be of great advantage
for candidates to have knowledge of and experience in both the academic and student affairs fields, combining the student experience and academic management. There is additionally great interest in identifying an energetic and dynamic individual who can cultivate and optimize the team and lead the department into the future.

In addition to the minimum academic and experiential requirements indicated in the Position Announcement, the following priorities, opportunities, and challenges emerged:

- **Continue and complete the implementation of the new Workday student information system.** ISU has partnered with Workday for its new student information system (SIS), and the new University Registrar will be a primary advocate and champion in the implementation of this system. With the complexity and breadth of systems within the Registrar’s purview, it is imperative that the current homegrown SIS be resourced and maintained temporarily, while at the same time implementing and deploying the new Workday Student product. With this, as with any new system, many of the policies and practices of the current legacy system will have to change, and the Registrar should be prepared to assess, revise, or even rewrite current policy to be consistent with Workday Student, ensuring proper oversight of data governance at all times and appropriately working within the faculty governance structure for approval of policy changes. It will be imperative to connect with faculty leadership and include them in the process to maximize the strategic partnership that exists.

- **Commit to a comprehensive culture of collaboration and partnering across campus for maximum effectiveness.** Iowa State University is committed to building relationships as a foundation of its campus culture, and strong collaboration is an absolute necessity in all endeavors to ensure success. Implementing a new SIS is truly a campus-wide endeavor, as the Registrar’s influence touches a tremendous number of other departments and entities within Student and Academic Affairs and across campus. It will be crucial that the new Registrar quickly reach out across campus to build strong relationships and partnerships to foster an efficient and effective implementation, as well as foster ongoing positive relationships and be a “connector” in all instances.

- **Devise and enact appropriate policies around data in support of research and assessment, ensuring robust data sharing and storage such that decision makers have data when and how they need it.** While adherence to FERPA is a prime objective of the Registrar’s Office, there is a need for various administrators, academic advisers and others to be able to access student data for assessment and other strategic purposes. The Registrar has an opportunity to redefine what data governance and stewardship
looks like at Iowa State, closing many of the wide variances that currently exist in gathering, storing, and disseminating data, as well as changing how ISU crafts and undertakes its success initiatives. Additionally, analytics, data mining, and other techniques for delving beyond the surface numbers and into their meaning are absolutely necessary for the Registrar; the successful candidate should understand the importance of analyzing statistics and be able to suggest innovative strategies to utilize this information.

- Act as both a catalyst and support mechanism in the creation and implementation of a strategic enrollment management model. The Registrar’s Office at ISU is one of only two in the Big 12 Conference that report through Student Affairs instead of Academic Affairs. Iowa State is moving towards a strategic enrollment management model; development is underway. The current Associate Vice President for Enrollment Management and Student Success has been charged with creating and implementing this comprehensive enrollment management model in an effort to support enrollment, retention, and graduation and meet enrollment goals. In supporting this effort, the Registrar will need to be an advocate of Student Affairs and the student relationships it promotes, and also develop strong partnerships with the Provost’s Office and other academic departments on campus. Additionally, the Registrar will be instrumental in assisting the effort to close the achievement gap between the various student populations and will provide structural support, along with Admissions and Financial Aid, for these students.

Other priorities, opportunities and challenges of the position include the following:

- This is an outstanding opportunity for the successful candidate to put their professional mark on the program and build it to a higher level, as there is tremendous support for the Registrar and the programs and services that emanate from this office. Not insignificantly, the new Registrar should recognize the impact that Workday Student will have on the Registrar’s portfolio and take this impact into account when planning and visioning for the future.
- With a new President having taken office at Iowa State in 2017, there is a great measure of support for change to occur for the better, and that change appears to be fast and dramatic. The new Registrar will be asked to come on board, learn the office, staff, and institution, and be prepared to quickly begin moving forward.
- Iowa State has recently experienced a large number of retirements, and this trend will continue for the near future; many staff members have come to Iowa State and remained in positions for a great period of time. As these long-term staff members leave the
institution, there is potential for a “knowledge vacuum” in some areas, although this also creates opportunities for fresh and innovative thinking at the same time.

- Enrollment has increased by approximately 40 percent in the last decade. Since 2017, overall enrollment has started to decline, due in part to record graduating classes. Iowa State is dedicated to managing the impact of this decline. The new Registrar will need to devise proactive initiatives, using data and systems as well as effective assessment, to assist in the overall efforts to improve retention and graduation rates, especially with underrepresented, marginalized, and/or at-risk populations.

- Regardless of the previous enrollment growth and current enrollment decline, the staffing structure of the Registrar’s Office has remained primarily unchanged. Although staffing numbers have remained constant, the Registrar’s organization has changed to meet current goals and objectives. There are great opportunities to prioritize needs and develop strategic plans for the future.

- Campus stakeholders indicated a genuine concern for each other, and there appears to be great collegiality across the department, the division, and the University at large. Many staff agreed that there is never a lack of support from colleagues throughout the institution, and staff members are ready to assist each other whenever needed. The new Registrar should be a team player at all times and will find solid, professional colleagues with whom to work and collaborate.
At an appropriate interval after joining Iowa State University, the items listed below will initially define success for the new University Registrar.

- The Workday student information system implementation is well underway and communication around this implementation is frequent and transparent.
- Subsequently, business processes are well-defined going into the new Workday system.
- The University Registrar has been established as a respected leader, staff vacancies are
filled, and the professional staff in the Office of the Registrar are operating effectively as a cohesive team as are the support staff.

- Effective and cohesive relationships have been developed with crucial partners (the Board of Regents, the President, campus departments, faculty leadership, enrollment leaders, etc.), and through these relationships, the Office of the Registrar is highly valued and respected and thus able to suggest and influence policy and enrollment priorities.
- Academic units are seeking out the enrollment offices for assistance and strong partnerships have also been formed with these academic entities.
- Outcomes are based on student input and hard assessment data.
- Service provided by the Office of the Registrar meets or exceeds the needs of the campus community and ISU alumni.
- The new University Registrar has become a positive presence on campus, and they are the “go-to” person when issues arise related to the functions of the office.
The successful candidate will possess a master’s degree and eight years of related experience, which must include experience working in a Registrar’s office in a higher education setting. Preferred qualifications include experience with the following: administrative experience in a comprehensive office of registration and student records or equivalent; extensive knowledge of and expertise with enterprise-wide student information systems and emerging information technologies, along with demonstrated
experience in developing and utilizing that technology in a complex college/university setting; providing leadership for and supervising a multi-faceted office operation; training and staff development; establishing and meeting strategic priorities and goals; developing and implementing academic policies; interpreting and analyzing data and generating reports from information systems and databases; demonstrated knowledge of FERPA and other policies and best practices governing the management of student records and information; demonstrated accomplishments on major projects requiring innovation and creative thinking; demonstrated experience embracing diversity and inclusion and providing opportunities for staff to develop greater cultural competence; and demonstrated experience with student success initiatives and metrics.

Iowa State is a global and culturally diverse university committed to providing an inclusive, equitable, and diverse environment for both learning and employment. Knowing that diversity in experience and perspective is vital to advancing innovation, critical thinking, solving complex problems, and building an inclusive academic community, Iowa State translates these values into action by seeking individuals who have experience working with diverse students, colleagues, and constituents.

In addition to the minimum academic and experiential requirements indicated in this document, other desired characteristics, skills, actions, and/or abilities noted from discussions with institutional stakeholders include the following:

- A strategic and data-informed decision maker who is also able to think fast on their feet when necessary;
- Subsequently, an individual who is adept in change management, adaptable to large changes on the spur of the moment, and can address these situations with a cool and collected demeanor;
- A mindset that prioritizes student identities, inclusivity, and social justice, as well as an understanding and championing of the broad aspects of diversity among traditional and non-traditional students and how they will impact the work of the Registrar’s Office;
- An understanding of the strategic importance that the Registrar plays alongside Admissions and Financial Aid in the strategic enrollment management model;
- A strong focus on the student experience, with a heart for serving the students and tending to the priorities surrounding student needs, but also a deep understanding of the academic perspective and a willingness to openly partner and actively engage with academics;
• Previous experience directing or actively participating in a new SIS migration/implementation will be extremely helpful;
• An excellent communicator with the ability to reach all levels of the University, especially in advocating for the needs of the Registrar’s Office, but also within Student Affairs and the department;
• The ability to grow, develop, and mentor professional staff, while building a strong and dedicated team;
• The skill to recognize the knowledge and experience of the current staff, the willingness to obtain their perspectives and utilize their input in making decisions and changes, and the ability to remain present and accessible at all times;
• Someone who can articulate a clear future vision for the department, but who is also flexible in assessing and assimilating what is already successfully in progress;
• Strong budgeting and finance skills, with the ability to be strategic in all budgetary decisions and recognize at all times the limits of the state budgeting system;
• A deep understanding of FERPA, data security, and other policies related to protecting student records;
• An innovator with a futuristic orientation and a willingness to try new opportunities and remain informed on new trends and best practices;
• Someone with integrity, honesty, ethics, social and emotional intelligence, and the ability to build trust;
• A passion for the Registrar profession and a passion for Iowa State University;
• Experience in statistics, forecasting, assessment, and technical experience with data is a plus;
• An ardent delegator who can balance knowing when to actively participate and when tasks can be delegated to others who are empowered;
• Knowledge of nontraditional student populations (including transfer students) and best practices centered around service to these populations;
• A strong focus on outcomes assessment;
• A willingness to abide by policies, but also to stand up to them if necessary;
• Political savvy and tact;
• Experience with NCAA certification, interpreting rules, and being timely with eligibility decisions;
• Previous and ongoing involvement in professional associations (e.g., ACCRAO), positioning the Registrar to represent ISU positively on the regional and national stage;
• Promotion of a positive work/life balance in themselves and the staff;
• An understanding and appreciation of the differences between a graduate student experience and an undergraduate student experience and a willingness to pursue innovative solutions that benefit graduate students as well as undergrads;
• The ability to work and thrive in a highly decentralized University environment; and
• The ability to have fun and celebrate accomplishments, while still focusing on getting the job done.
THE INSTITUTION DIVISION/DEPARTMENT: AN OVERVIEW
An Overview of the Office of the University Registrar
The Office of the Registrar at Iowa State University supports the instructional and student progress endeavors of the University by providing quality services to students, faculty, academic and administrative departments, alumni, and the public.
Vision Statement

The Office of the Registrar, a unit within the Student Affairs Division, strives to be an office that:

- develops and implements policies and procedures to assure the integrity, security, and preservation of each student’s official academic record;
- provides the highest quality services to students, faculty, staff, and the public in a courteous and professional manner;
encourages suggestions and ideas from its customers for improving the quality and efficiency of its services;
respects and values employees, promotes a positive and stimulating work environment for them, and seeks to develop their individual potential;
evaluates and utilizes the latest technology to meet the needs of its customers and staff; and
is recognized by its peers and customers as a national leader in carrying out the office’s mission.
An Overview of the Division of Student Affairs

Led by Dr. Martino Harmon, the Division of Student Affairs encompasses a broad and diverse portfolio of units, offices, and teams on campus that is unique to Iowa State University when compared to other institutions.

The units work collaboratively with each other and campus colleagues with an unwavering focus on serving ISU students. As student affairs professionals, it is their responsibility to understand both the long-standing and developing issues and trends in student life and to
present and interpret these with partners in other areas of the university and community.

Student Affairs brings students into the institution and helps them succeed academically and personally. From entry to exit, students are touched by the services and programs offered.

2017-18 saw the first full year of the division operating under its new leadership structure. Working with the team of Associate and Assistant Vice Presidents this past year has allowed the divisional staff to respond to issues quickly and plan and improve communications and programming throughout the division. As with the previous year, campus climate issues and the national political landscape impacted much of the programming and to some degree enrollment. Part of the response to this uncertainty and tension was to make a commitment across the division to focus on the ISU Principles of Community. Throughout the division, efforts were made to ensure these principles guided their actions, their beliefs, and how they want themselves and their communities to act. In addition to the Principles of Community, across the division, core values were promoted among staff so that any services and programming efforts were within these parameters as they interacted with students.
The four Principles of Community are the following:

**Student Development and Engagement**
In recognizing the uniqueness of each student, overall growth and development is supported through leadership and involvement opportunities, rich and meaningful co-curricular activities, and global engagement experiences. Student Affairs also works to remain accessible and responsive to students and to minimize barriers that inhibit effective learning.

**Connection, Collaboration, and Communication**
Student Affairs strives to share its successes and outcomes with the community, ensuring transparency and inviting discussion about where the work can be enhanced. Further, there is a desire to instill a global mindset in all Cyclones to enhance their cultural awareness and intercultural competence.

**Diversity, Inclusion, and Social Justice**
Student Affairs seeks to welcome and engage all Cyclones in an effort to create a respectful, responsible community that allows for equitable access to learning and involvement.

**Holistic Health, Wellness, and Safety of Students and Staff**

Cyclones should feel safe anywhere at Iowa State University. The Student Affairs programs, services, and interactions are designed to embody this and to identify areas where continued work needs to occur. We function best when everyone aspires to their best physical, emotional, intellectual, financial, environmental, occupational, social, and spiritual wellbeing.

The focus within the division is always about student success. Knowing that students do their best and ultimately succeed when they have the right support and resources, Student Affairs develops programs and resources to guide them through their academic careers. Equally important has been the continued focus on staff wellbeing. The division started the fall with a kick-off that included announcing the Principles of Community apparel gift for the division staff. Throughout the semester, professional development opportunities were provided, with guest speakers and “Lunch and Learns.” And finally, in May, the academic year was closed out with the first “Student Affairs Staff Appreciation Day.”
Leadership of the Division
Dr. Martino Harmon – Senior Vice President for Student Affairs

Dr. Harmon assumed the position of Senior Vice President for Student Affairs on March 21, 2016. He had served, since 2013, as the Associate Vice President at Iowa State University. He brings extensive experience in admissions and enrollment management, student development, student activities, and diversity programming to Iowa State University. As the Associate Vice President for Student Affairs, Dr. Harmon oversaw enrollment services, admissions, student financial aid, learning communities, Educational Talent Search, and
Upward Bound programs, as well as the student affairs budget and human resources operations.

Previously, Dr. Harmon was Executive Director of Student Success and Retention at Cincinnati State Technical and Community College in Cincinnati, Ohio; Dean of Student Development at Rhodes State College in Lima, Ohio; and Dean of Admission, Retention, and Student Life at Washtenaw Community College in Ann Arbor, Michigan. From 1996 to 2007, he served in various leadership positions at the University of Toledo in Ohio. He was Interim Assistant Dean of Students, Director of the University of Toledo’s African American Student Enrichment Office, and Director of Freshman Admission, among other roles. During his career at the University of Toledo, he worked closely with the Office of Residence Life in resource planning and programming.

Dr. Harmon is a member of the National Association of Student Affairs Administrators in Higher Education (NASPA) and has held regional and state offices with American College Testing (ACT), the College Board, and the Ohio Board of Regents’ Committee on College Access. Dr. Harmon earned his doctoral degree in higher education and administration (2013) from the University of Toledo, and he holds a bachelor of business administration degree (1987) and a master’s in education (1998) from the University of Toledo.
Organizational Chart for the Division of Student Affairs
The following organizational structure was developed to improve and streamline our ability to respond to issues and the needs of the departments; enhance effectiveness and efficiency of the leadership; create a synergistic approach that groups like departments into smaller management units that are directly aligned with division priorities.

Martino Harmon  Senior Vice President for Student Affairs

Vernon Harte  Associate Vice President and Dean of Students

Laura Doering  Associate Vice President for Enrollment Management and Student Success

Erin Baldwin  Assistant Vice President for Student Health and Wellness

Pete Englin  Assistant Vice President for Student Affairs and Director of Residence

Central Office

Assessment & Research

Student Affairs Development

NCORE-ISCORE Program

\* Denotes area function — not a direct report or office

Diversity of Student Affairs at Iowa State University 2020 Organization Chart

studentaffairs.iastate.edu
INSTITUTION: AN OVERVIEW
Institutional Background

Iowa State University, located in Ames, Iowa, is one of the nation’s leading land-grant universities. Chartered in 1858 as the Iowa Agricultural College and Model Farm, it became the nation’s first land-grant institution when the Iowa General Assembly awarded it the state’s land-grant charter in 1864. The college opened in 1868-1869, and a class of 26 was graduated at the first commencement in 1872. Graduate study was offered almost as soon as classes began, and the first graduate degree was conferred in 1877. The college was
renamed Iowa State College of Agriculture and Mechanic Arts in 1898 and became Iowa State University of Science and Technology in 1959. Today, Iowa State University is a comprehensive research university of international stature with over 33,000 students from all 99 counties in Iowa, all 50 states, and over 120 nations.

Iowa State has led the development of several fields of study that are central to the land-grant movement, including engineering, agriculture, human sciences, and veterinary medicine. Extension, which celebrated its 100th anniversary in 2003, traces its roots to Iowa and early outreach programs by Iowa State’s Adonijah Welch and Perry Holden. The legislation establishing the national Agricultural Experiment Station system was written by Iowa State faculty members Seaman Knapp and Charles Bessey in the 1880s.

George Washington Carver, one of the nation’s most distinguished educators and agricultural researchers, received bachelor’s (1894) and master’s (1896) degrees from Iowa State. The electronic digital computer, one of the most important technological innovations of the 20th century, was invented by John Vincent Atanasoff at Iowa State in the late 1930s. Carrie Chapman Catt, founder of the League of Women Voters and a key strategist behind the final ratification of the 19th Amendment, graduated as valedictorian of the Iowa State class of 1880.

Today, Iowa State is a recognized leader in many areas, including plant and animal genomics, materials sciences, analytical chemistry, biology, physics, behavioral studies, information assurance, virtual reality, engineering, architecture, landscape architecture, business, journalism, kinesiology, transportation and logistics, and education. Major research initiatives involve the bioeconomy, food safety and security, combinatorial chemistry, human/computer interaction, and animal health.

Iowa State is a member of the prestigious Association of American Universities (AAU), which consists of leading research universities in the United States and Canada. Iowa State aspires to be the best university in the nation in advancing the land-grant ideals and putting science and technology to work. The University’s mission is to create, share, and apply knowledge to make Iowa and the world a better place.

From a student perspective, Iowa State University is a place where adventurous minds are encouraged to accomplish amazing things. As a major international university ranked #56 in fall 2019 among public universities by *U.S. News & World Report*, Iowa State offers a student experience rich in social and academic diversity. One hundred majors, over 900
clubs, and approximately 12,000 students living in campus residential facilities enrich college life on a beautiful, park-like campus. A tradition of cultural and popular performances makes campus life fun and memorable. At Iowa State University, students can discover their passions and unlock their potential.

Iowa State fields 18 varsity teams in the Big 12 Conference, one of the nation’s premier athletics leagues. A strong fan base helps the Cyclones continually break attendance records and earn top honors in national online polls ranking the best “student spirit” (Hilton Coliseum) and “most dominant mascot on Earth” (Cy).
About Ames and Central Iowa
Beneath the small-town charm of Ames, Iowa, beats the heart of a much larger city. A city that has become a player in developing the world’s bio-economic future. A city with top-quality education, from kindergarten to graduate school. A city that regularly draws performers like Kenny Chesney, Dave Matthews, Gabriel Iglesias, and Widespread Panic, along with international symphonies and Broadway musicals. A city with hundreds of acres of parks, numerous bike paths, and cultural festivals and celebrations. A city that has been
ranked the second-most-livable small city in the nation.

Iowa is a place where neighborhoods are friendly and commutes are short. A place where quality public education is not just a dream, but a reality. A place of vibrant cities with shopping and entertainment possibilities. A place of endless outdoor recreational opportunities.

You can learn more about Ames at [www.cityofames.org](http://www.cityofames.org).
Located 35 miles south of Ames, Des Moines is the state capital and the largest city in Iowa, with over 600,000 residents. Often referred to as the “Hartford of the West,” Des Moines is a major insurance and financial center housing the home office of the Principal Financial Group and branches of EMC Insurance Group, Fidelity & Guaranty Life, Allied Insurance, Wellmark Blue Cross Blue Shield of Iowa, and American Republic Insurance Company.

Wells Fargo is the city’s largest employer, and the 18,000-seat Wells Fargo Arena is the Des
Moines area’s primary venue for sporting events and concerts. It is the home of the Iowa Energy of the NBA Development League, the Iowa Wild of the American Hockey League, and the Iowa Barnstormers of the Indoor Football League. Des Moines is also home to the Iowa Cubs baseball team of the Pacific Coast League. The I-Cubs, Class AAA affiliate of the Chicago Cubs, play their home games at Principal Park near the confluence of the Des Moines and Raccoon rivers.
Mission: Create, share, and apply knowledge to make Iowa and the world a better place.

Iowa State’s focus has always been its students. The university emphasizes learning by doing. ISU students take advantage of many opportunities to engage in real-world class experiences and cutting-edge research, to study in other countries, and to test their leadership skills in 800-plus campus organizations. They are tomorrow’s leaders and problem solvers and they are ready to get started. In addition to educating students, Iowa State faculty and staff are conducting basic and applied research to improve lives and
sustain the planet. They are boosting crop production, protecting natural resources, perfecting biobased fuels, refining wind turbines, designing human and animal vaccines, improving firefighting gear, fighting Parkinson’s disease, fostering economic growth and development, strengthening forensic science techniques, assessing the effects of media violence, devising defenses against cyberattacks, enhancing the quality of life through the arts and humanities, and educating the leaders of tomorrow. As a member of the Association of American Universities and the Association of Public and Land-grant Universities, Iowa State is dedicated to conducting research and scholarship with local, national, and international impact.

As the land-grant institution in the very first state to adopt the Morrill Act, Iowa State University wholeheartedly supports the mission of sharing knowledge beyond the campus borders. It is no surprise that Iowa State pioneered the first statewide Extension Service in 1906. The extension experiment – universities actively transferring their research and expertise to every corner of every state – was immensely successful across America and remains so today. More than a million Iowans annually benefit directly from ISU Extension and Outreach programs.

As the world has gotten smaller, the scope of Iowa State’s mission has increased. ISU faculty, staff, and students are dedicated to improving lives around the nation and the world. The Center for Statistics and Applications in Forensic Evidence is helping to improve forensic evidence to create a more objective criminal justice system. The Center for Sustainable Rural Livelihoods helps support a longstanding program to help Ugandans improve farming, launch home businesses, keep children in school, and build food security. Through these activities and many others, Iowa State presses forward, on a mission to help make the world safe and sustainable for generations to come.
Vision: Iowa State University will lead the world in advancing the land-grant ideals of putting science, technology, and human creativity to work.

Iowa State University of Science and Technology lives up to its name in many ways. Half of its undergraduates major in science, technology, engineering, and mathematics. The campus is a hub of creative and entrepreneurial activity. ISU and the city of Ames are home to a national laboratory; five federal research labs; world-class programs in genomic-based agricultural breeding, health, and biotechnology; renowned institutes in virtual reality, plant sciences and the bioeconomy; and the only university in Iowa with ROTC programs for all
military services. The Iowa State University Research Park, which helps move discoveries to market, has launched numerous start-up companies, including some that are recognized worldwide for ingenuity and major contributions.

Iowa State University has the talent and the facilities to lead the urgent, global quest for solutions. Providing these solutions and preparing the next generation of leaders and problem solvers requires efforts from across campus. It is the combination of all of our academic colleges, units, and departments that create the community of scholars necessary for this work. This university is and always has been a community of practical, hard-working problem-solvers. Major investments in new research and educational facilities and an outstanding tradition of cross-disciplinary research bring all of ISU’s colleges and departments together with global partners. Iowa State is dedicated to the belief that, with hard work and innovation, future generations will have ample food and fuel, good health, and a safe, bountiful planet.
The University’s latest strategic plan went into effect on July 1, 2016.

The approved strategic plan is available at
http://www_president_iastate_educ/sites/default/files/sp/2017-2022/2016.05_FinalText.pdf
Leadership
Dr. Wendy Wintersteen was selected on October 23, 2017, to serve as Iowa State University’s 16th President. She assumed the office November 20 and is the first woman President in the university’s history.

From 2006-2017, Dr. Wintersteen served as Dean of the College of Agriculture and Life Sciences and Director of the Iowa Agriculture and Home Economics Experiment Station at Iowa State University. She was also the holder of the university’s first endowed deanship.
During her tenure, the College of Agriculture and Life Sciences was ranked in the top 10 in the world (Quacquarelli Symonds ratings); experienced record enrollment growth (third largest in the nation); established innovative teaching partnerships, including the Global Resource Systems interdisciplinary major; expanded student opportunities in entrepreneurship through the Agriculture Entrepreneurship Initiative; enhanced diversity and inclusion efforts; raised nearly $250 million in private support; and completed several major building projects.

Dr. Wintersteen’s career at Iowa State spans nearly 40 years, beginning as an extension specialist in integrated pest management. After completing her doctorate, she served as a professor of entomology with a brief stint in Washington D.C., and then assumed a number of administrative roles in extension and the College of Agriculture and Life Sciences.

Dr. Wintersteen represents Iowa State University on many state, national, and international boards. She currently serves as President of the Charles Valentine Riley Memorial Foundation, which has worked in support of greater funding for food, agricultural, and natural resources research through a unified message to meet global challenges of a growing population, limited arable land, climate change, and new pest and disease pressures. In 2013, she was appointed by U.S. Secretary of Agriculture Tom Vilsack to the Board of Directors of the U.S.-Israel Binational Agricultural Research and Development Fund. Her past service includes terms on the boards of the Farm Foundation and the Council for Agricultural Science and Technology. Wintersteen also serves as past chair of the Administrative Heads Section of the Association of Public and Land-Grant Universities’ Board on Agriculture Assembly. She was the 2016 recipient of the Carl F. Hertz Distinguished Service to Agriculture Award from the American Society of Farm Managers and Rural Appraisers.

Dr. Wintersteen earned a bachelor’s of science degree in crop production from Kansas State University and her PhD in entomology from Iowa State University. In 2007 she was honored as a Kansas State University Alumni Fellow for professional accomplishments and distinguished service.
Jonathan Wickert serves as Senior Vice President and Provost at Iowa State University, overseeing the university’s Division of Academic Affairs. Major reporting units include the university’s seven academic colleges, the Graduate College, the University Library, the Office of the Vice President for Research, the Office of the Vice President for Extension and Outreach, and the Ames National Laboratory, which is managed by Iowa State for the Department of Energy.
Dr. Wickert has responsibility for the division’s allocation of resources, planning, and policy, all with a view to advance Iowa State as a student-centric major research university. The Senior Vice President and Provost works with a team of academic deans, associate provosts, vice presidents, senior staff, faculty, and student governance bodies. In that work, Dr. Wickert emphasizes student access and success, educational opportunities that prepare students to make a difference in the world, and collaborative partnerships.

He is a professor of mechanical engineering with research and teaching interests in the areas of vibration and noise control. He is the author of over one hundred technical papers, holds two U.S. patents, and has served as a consultant to the computer, automotive, aerospace, and materials industries. Dr. Wickert is the author of the textbook *An Introduction to Mechanical Engineering*, which has been translated into Korean, Chinese, and Portuguese. He is a fellow of both the American Society of Mechanical Engineers and the National Academy of Inventors.

Dr. Wickert serves on advisory councils and boards for non-profit organizations in Iowa, and he is active nationally in higher education organizations. He earned BS, MS, and PhD degrees from the University of California, Berkeley; was a post-doctoral fellow at the University of Cambridge, UK; and was a visiting professor at the Helsinki University of Technology. He previously served as department chair and dean at Iowa State University, and he was a member of the engineering faculty at Carnegie Mellon University for 17 years.
Organizational Chart for the Campus
The University is organized into eight colleges:

- College of Agriculture and Life Sciences
- College of Business
- College of Design
- College of Engineering
- Graduate College
• College of Human Sciences
• College of Liberal Arts and Sciences
• College of Veterinary Medicine

These colleges offer 100 bachelor’s degree programs, one professional degree (doctor of veterinary medicine), 112 master’s degree programs, and 83 PhD programs.

Departments with the largest number of undergraduate majors:

• Mechanical Engineering
• Electrical and Computer Engineering
• Civil, Construction & Environmental Engineering
• Kinesiology
• Animal Science
• Art and Design
• Apparel, Events, and Hospitality Management
• Psychology
• Aerospace Engineering
• Curriculum and Instruction
• Greenlee School of Journalism and Communication
• Architecture
• Chemical and Biological Engineering
• Finance
• Accounting
Student Body

*Iowa State at a glance, fall 2018:*

Total Enrollment: 34,992 (the fourth largest in school history)

Undergraduate Total: 29,621

Graduate Students: 4,774 students
Professional Students: 597 students

Interesting Statistics 2018:

- New direct from high school students (freshman class) of 6,047 students includes 3,362 Iowans.
- The freshman class has an average ACT score of greater than 25 and an average high school GPA of 3.64.
- Students come from every county in Iowa, every state in the country, and over 120 countries.
- Fall 2018, 19,022 Iowans attended Iowa State (54.4% of the student body).
- A total of 3,691 international students enrolled at Iowa State in fall 2018, comprising 10.5% of the total enrollment.
- Of the total number of students enrolled in fall 2018, 15,083 (43%) were women and 19,909 (57%) were men.
- Of undergraduate students, 42% were women, while 82% of professional students were women and 43% of graduate students were women.
- Nearly one in four Iowa State students is either a minority or an international student. Total U.S. minority and international enrollment is 8,554, or 24.4% of the student body. U.S. minority enrollment is 4,883 (14% of total enrollment). For the past twelve years, Iowa State has met or exceeded the 8.5% minority enrollment goal set by the Iowa Board of Regents.
As an employee of Iowa State University, you have the following benefits available to you:

- Medical insurance
- Dental insurance
- Vision discount plan
- Prescription drug insurance
- Life insurance
- Long-term disability insurance
- Retirement plans
- Health care flexible spending account and dependent care assistance program
- Sick leave
- Vacation and holidays
- Tuition discounts for employee
• Vendor discounts
Review of applications will begin immediately, and continue until the position is filled. To apply for this position please click on the Apply button, complete the brief application process, and upload your resume and position-specific cover letter. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the Iowa State University website at www.iastate.edu.

Iowa State University is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity, genetic information, national origin, marital status, disability, or protected Veteran status and will not be discriminated against.