Success stories in student recruitment and retention
Not applicable

Innovations/success stories in faculty recruitment and retention
Through the University Provost’s Office spousal accommodation program, the Library was able to recruit and hire Suzanne LeSar in the adjunct faculty position of Acquisitions Coordinator. The position that Ms. LeSar assumed is integral to the management of the materials and access budget, which supports the research and learning missions of Iowa State University. This accommodation clearly benefits the recruitment of a key leader in the College of Engineering, the University Library, and a talented librarian. Ms. LeSar started in her position on September 18, 2006.

For the past two years Ms. LeSar worked as the Assistant State Law Librarian and Head of Cataloging for the New Mexico Supreme Court Law Library. Prior to this position, for nine years, she worked as a technical services librarian in the Mesa Public Library, in Los Alamos, New Mexico. Ms. LeSar received her 1981 MS in Library & Information Sciences from Simmons College in Boston with a focus on academic libraries and the literature of the humanities.

Profile of faculty recruitment (diversity among position finalists and those offered jobs)
Completed national recruitment for two library faculty members hired to support science and technology as tenure-track faculty. The finalists interviewed included H. Stephen McMinn (white male), Heather S. Lewin (white female), and Yan He (Asian female). We hired McMinn and Lewin.

Profile of diversity in endowed chairs, professorships, ISU awards
Not applicable

New curricular contributions to diversity
Not applicable

Any other notable efforts to improve library climate for diversity
The Library continues to have a Diversity Committee, chaired by Library Human Resources Coordinator and consists of six faculty and staff members. The committee meets monthly with responsibilities for monitoring professional searches and providing diversity awareness training.

- Faculty & P&S Recruitment. Provides each search committee chair with a diversity packet, and informs each committee chair of the obligation to take the online training titled "Invite Diversity." All candidates interviewed have an opportunity to meet with a Diversity Representative about the search process. Throughout the academic year the committee also sends reminders to staff regarding diversity related events on campus. During the faculty recruitment conducted this year, all interviewed candidates expressed strong satisfaction with the search process.

- Diversity Awareness Training: The Library hosted Equal Opportunity and Diversity training on the topic of Discrimination and Harassment in December 2006 and January 2007. As of February 2007, all Library staff have attended either the employee or supervisor training session and are aware of the new combined ISU policy on Discrimination and Harassment. A follow up to this training was sent to all staff to provide a quick resource and reminder of the policy, ways to file a complaint, employee's responsibility and supervisor's responsibility.