Veterans Employment Preference

Iowa State University (ISU) values your commitment and contributions while serving our country. We are committed to supporting military veterans and their families by actively working with those who are pursuing a civilian career. We are proud to partner with Home Base Iowa, a unique, non-profit private-public organization focused on recruiting veterans and active duty service members for quality, well-paying private-sector jobs in Iowa. Visit their website at [https://www.homebaseiowa.gov/](https://www.homebaseiowa.gov/) for more information.

Who can request Veteran’s Preference?

Qualified veterans as required by [Iowa Code Chapter 35C](https://www.legis.iowa.gov/idocs/SessionLaws/LawsOfIowa/1989-90/Chapters/35C/35C89-90.html) may request preference at ISU in appointment and employment over other applicants of no greater qualifications.

How to request Veteran’s Preference:

- Submit **Posting(s) number, Job Title** and copy of your **DD214** to University Human Resources (UHR) Talent Acquisition at:
  - Email: [employment@iastate.edu](mailto:employment@iastate.edu)
  - Fax: 515-294-8226
  - Mail to: 3810 Beardshear Hall, 515 Morrill Rd Ames, IA 50011-2103
- Requests must be submitted for each posting of interest AND requests must be submitted by the Guaranteed Consideration Date
- DD214 forms only need to be submitted once

For questions, please call the UHR Service Center at 515-294-4800 (Toll free at 1-877-477-7485) or email [employment@iastate.edu](mailto:employment@iastate.edu). TTY users are welcome to use the Iowa Relay Service number by dialing 7-1-1 or (800) 735-2942.

### Qualifying Service as defined within Iowa Code 35.1

(2) a. "Veteran" means a citizen and resident of the United States who served in the armed forces of the United States at any time during the following dates and who was discharged under honorable conditions:

1. World War I from April 6, 1917, through November 11, 1918.
2. Occupation of Germany from November 12, 1918, through July 11, 1923.
3. American expeditionary forces in Siberia from November 12, 1918, through April 30, 1920.
4. Second Haitian suppression of insurrections from 1919 through 1920.
5. Second Nicaragua campaign with marines or navy in Nicaragua or on combatant ships from 1926 through 1933.
6. Yangtze service with navy and marines in Shanghai or in the Yangtze valley from 1926 through 1927 and 1930 through 1932.
7. China service with navy and marines from 1937 through 1939.
8. World War II from December 7, 1941, through December 31, 1946.
13. Persian Gulf conflict from August 2, 1990, through the date the president or the Congress of the United States declares a cessation of hostilities. However, if the United States Congress enacts a date different from August 2, 1990, as the beginning of the Persian Gulf conflict for purposes of determining
whether a veteran is entitled to receive military benefits as a veteran of the Persian Gulf conflict, that date shall be substituted for August 2, 1990.

b. "Veteran" includes the following persons:

1. Former members of the reserve forces of the United States who served at least twenty years in the reserve forces after January 28, 1973, and who were discharged under honorable conditions. However, a member of the reserve forces of the United States who completed a minimum aggregate of ninety days of active federal service, other than training, and was discharged under honorable conditions, or was retired under Title X of the United States Code shall be included as a veteran.

2. Former members of the Iowa National Guard who served at least twenty years in the Iowa National Guard after January 28, 1973, and who were discharged under honorable conditions. However, a member of the Iowa National Guard who was activated for federal duty, other than training, for a minimum aggregate of ninety days, and was discharged under honorable conditions or was retired under Title X of the United States Code shall be included as a veteran.

3. Former members of the active, oceangoing merchant marines who served during World War II at any time between December 7, 1941, and December 31, 1946, both dates inclusive, who were discharged under honorable conditions.

4. Former members of the women's air force service pilots and other persons who have been conferred veterans status based on their civilian duties during World War II in accordance with federal Pub. L. No. 95-202, 38 U.S.C. § 106.

5. Former members of the armed forces of the United States if any portion of their term of enlistment would have occurred within the time period specified in paragraph "a", subparagraph (9), but who instead opted to serve five years in the reserve forces of the United States, as allowed by federal law, and who were discharged under honorable conditions.

6. Members of the reserve forces of the United States who have served at least twenty years in the reserve forces and who continue to serve in the reserve forces.

7. Members of the Iowa National Guard who have served at least twenty years in the Iowa National Guard and who continue to serve in the Iowa national guard.