1. Good climate is more than attracting great people, it’s also about keeping them
   
a. Attrition is high when climate is negative especially for faculty in different social categories than the majority (Thompson & Sekaquaptewa, 2002)

b. ASA (Schneider, 1987)
   
   A = Attraction (Applicants most attracted to department if they see a personal fit)
   S = Selection (People are often most impressed with applicants like ourselves)
   A = Attrition (Turnover greatest among those not feeling accepted by department)

2. Four components of diversity that influence department climate

   a. structure or composition (numbers)

   b. interactions or behaviors

   c. perceptions (beliefs related to barriers or supports)

   d. initiatives (policies, workshops)
Inclusion
Fairness
Collegiality
Collaboration
Work-life Integration

Attraction
Commitment