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CLIMATE OVERVIEW

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)

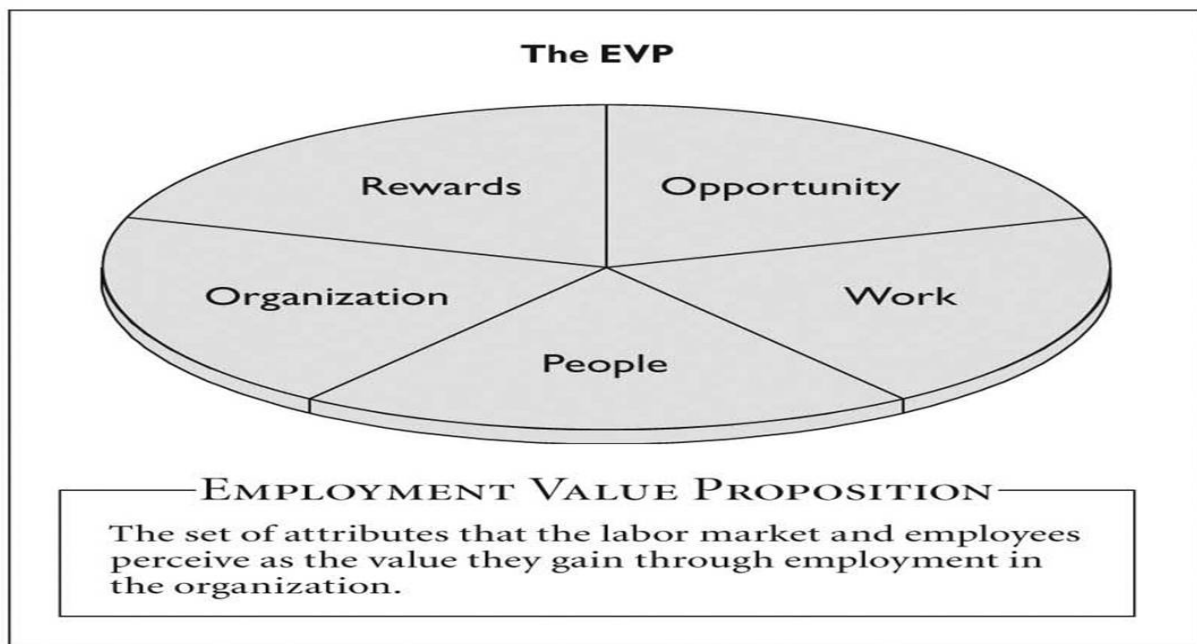
2. *Four components of diversity that influence department climate*

a. structure or composition (numbers)

b. interactions or behaviors

c. perceptions (beliefs related to barriers or supports)

d. initiatives (policies, workshops)



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Corporate Leadership Council. (2006). Attracting and Retaining Critical Talent Segments: Identifying Drivers of Attraction and Commitment in the Global Labor Market. Washington D.C.: Corporate Executive Board.

