

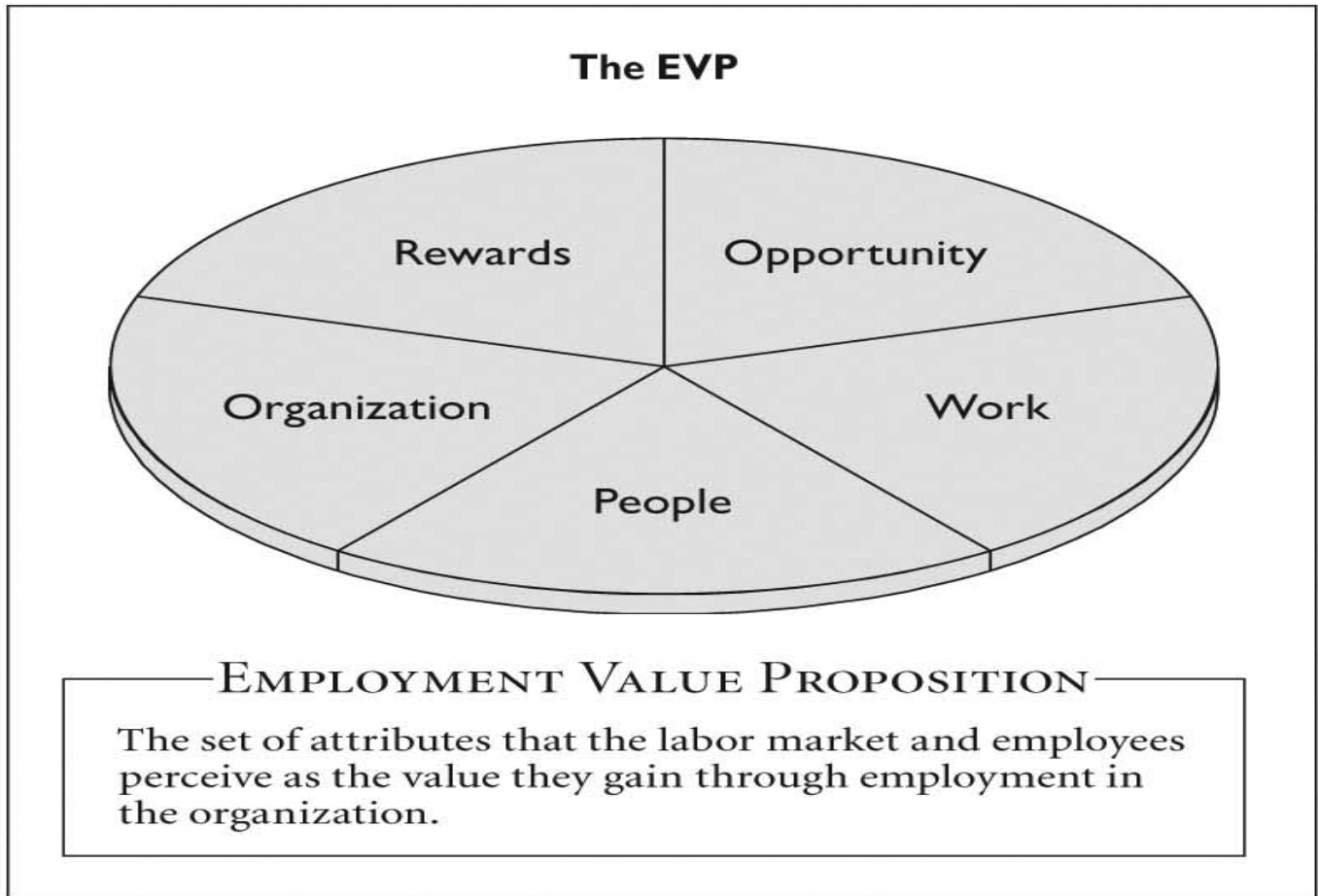
CLIMATE

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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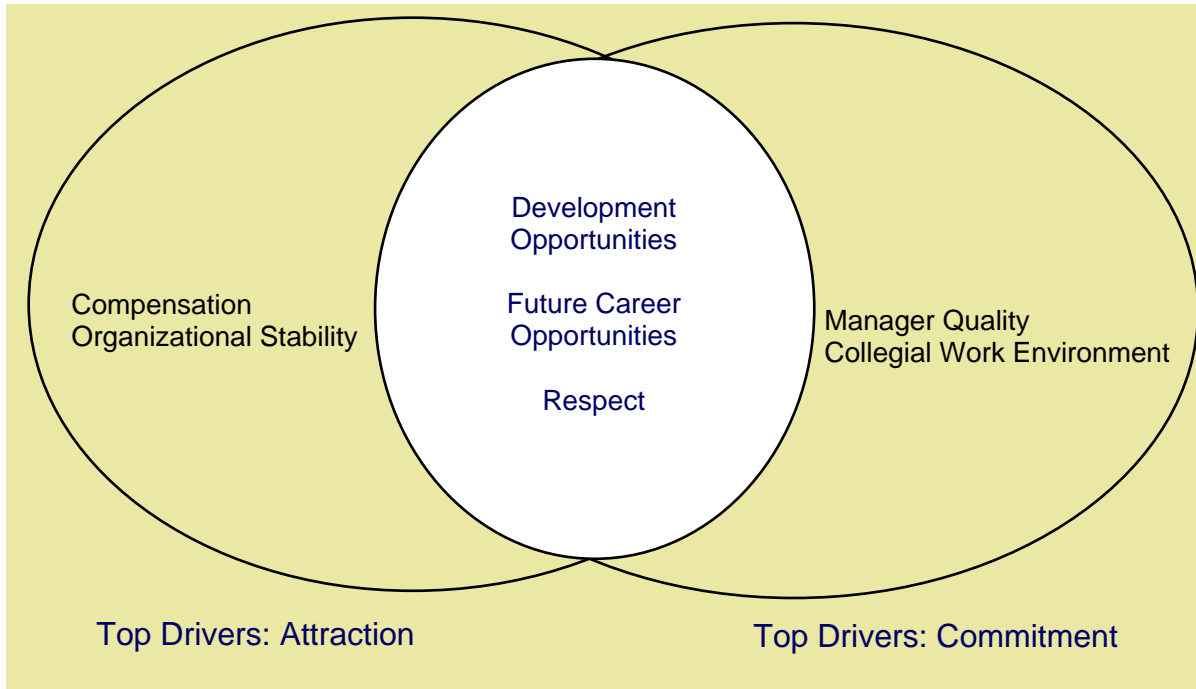
The Employment Value Proposition¹



¹ Source: Corporate Leadership Council, *Attracting and Retaining Critical Talent Segments: Identifying Drivers of Attraction and Commitment in the Global Labor Market*, Washington D.C.: Corporate Executive Board 2006,

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What Drives Commitment?²



² Source: Corporate Leadership Council, *Attracting and Retaining Critical Talent Segments: Identifying Drivers of Attraction and Commitment in the Global Labor Market*, Washington D.C.: Corporate Executive Board 2006,