IMPROVING CLIMATE
as a part of the Strategic Plan

Comprehensive Climate Study
Faculty Symposium on Graduate Recruitment Best Practices

BUILDING PARTNERSHIPS
between research and non-Ph.D. institutions

Campus Inclusion Strategy for 15 Penn State Campuses
**Comprehensive Climate Study**

<table>
<thead>
<tr>
<th>Identify</th>
<th>Act</th>
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| • Professional survey  
• Focus groups  
• Competition  
• Repetition | • Three sets of questions  
• Communications  
• Analysis |

- Focus on priorities
- Make decisions
- Assess challenges

*82%, 31%, 48% participation in college-wide survey*
Graduate Recruitment
Best Practices for Faculty

OBJECTIVES

Engage Faculty
- Symposium
- Search tools provided
- College goals clear

Effective Recruitment
- Challenges explained
- Increased prospects
- Collaborative strategies

OUTCOMES

✓ Increased visitors
✓ Better recruitment skills
✓ Increased offers
✓ Increased diversity

*14 URM prospective grad students participated
Campus Outreach Strategies

**OBJECTIVES**

- Increased engagement
- Increased retention

**STRATEGY**

Increased engagement:
- Undergraduate research
- Bridging programs
- Dedicated resource office

Increased retention:
- Scholarly engagement
- Community building
- Partnership building

**OUTCOMES**

- Increased scholarship
- Smooth transitions
- Campus partnerships
- Increased retention
- Graduation rates
- Sustained programming

*50 applicants from 13 campuses in 2016*