EMPLOYER ADVISORY BOARD MEETING

DIVERSITY & MULTICULTURAL STUDENT AFFAIRS
BREAKING IT DOWN

RECRUITING AND HIRING DIVERSE K-STATE TALENT

RECRUITING, HIRING, AND RETAINING DIVERSE K-STATE TALENT

Words of Focus
Diverse K-State Talent
Recruit & Hire
Retain (Thrive)
DIVERSE
K-STATE TALENT
CHARACTERISTICS OF A SUCCESSFUL MULTICULTURAL STUDENT

- ACADEMICALLY SUCCESSFUL
- CULTURALLY COMPETENT
- CAREER READY
- TECHNOLOGICALLY CAPABLE
- SERVICE-ORIENTED
- POWERCAT SKILLS
Understanding Diverse K-State Talent

- Story about Johnny
- Where I am from
- How minority students experience college
UNDERSTANDING THEIR STUDENT EXPERIENCE

• 3 FACTORS FOR SUCCESS
• STUDENT SUCCESS CONTINUUM
3 PSYCHO-SOCIAL FACTOR TRENDS

ACTIVE INVOLVEMENT

ACADEMIC AND SOCIAL INTEGRATION

SENSE OF BELONGING

DIVISION OF STUDENT LIFE | DIVERSITY & MULTICULTURAL STUDENT AFFAIRS
DIVERSITY & MULTICULTURAL STUDENT AFFAIRS | STUDENT SUCCESS CONTINUUM

Access: Moving Toward
- College-Going Culture
- College Readiness

Transition: Moving In
- College Adjustment

Engagement: Moving Through
- Persistence Retention

Success: Moving On
- Completion Graduation

MULTICULTURAL STUDENT PROGRAMS

KANSAS STATE ADVISING CORP

COLLEGE FOR A DAY

LEADERSHIP CONFERENCES

URBAN GARDENING

K-STATE FIRST

MAPS / KOMPASS

MULTICULTURAL STUDENT ORGANIZATIONS

DEVELOPING SCHOLARS

EDGERLEY-FRANKLIN URBAN LEADERSHIP SCHOLARSHIP

KS-LSAMP (RESEARCH)

IMHOTEP -- BLACK MALE INITIATIVE

PROJECT IMPACT SCHOLARS

FIRST SCHOLARS

MCNAIR SCHOLARS

IMPACT PLACEMENT

KANSAS BRIDGES TO THE FUTURE

ADAPTED FROM NANCY SCHLOSSBERG’S TRANSITION THEORY
PAIR SHARE

• WITH A PARTNER CONSIDER ONE TAKE-AWAY
RECRUITING & HIRING
RECRUITING & HIRING

• MY STORY

• PROJECT IMPACT - MAPS & KOMPASS, SCHOLARSHIPS

• CAREER CENTER - INTERNSHIPS & CO-OPS, PROGRAMMING

• DIRECT TARGETING - DIVERSITY & MULTICULTURAL STUDENT AFFAIRS
MY STORY
PROJECT IMPACT - MAPS

Cargill
Union Pacific
Hormel
Phillips 66
Koch
PROJECT IMPACT
CAREER CENTER

• INTERNSHIPS / CO-OPS
• PROGRAMMING

DIVERSITY & MULTICULTURAL
STUDENT AFFAIRS

• DIRECT TARGETING
PAIR SHARE

• WITH A PARTNER CONSIDER ONE STRATEGY/TECHNIQUE YOU WANT TO CONSIDER FOR RECRUITMENT & HIRING
RETAIN (THRIVE)
THRIVING

- Critical determiner for diverse students
- Authenticity
- Multicultural / Intercultural
MULTICULTURAL

INTERCULTURAL
PAIR SHARE

• WITH YOUR PARTNER CONSIDER THE MULTICULTURAL / INTERCULTURAL CONSTRUCT AS IT RELATES TO YOUR WORKPLACE
RECRUITING
HIRING
RETAINING
DIVERSE K-STATE TALENT

EMPLOYER ADVISORY BOARD MEETING

- DIVERSE K-STATE TALENT
- HIRING
- RECRUITING
- THRIVING
DISCUSSION