#### EMPLOYER ADVISORY BOARD MEETING

DIVERSITY & MULTICULTURAL STUDENT AFFAIRS

#### BREAKING IT DOWN

#### RECRUITING AND HIRING DIVERSE K-STATE TALENT

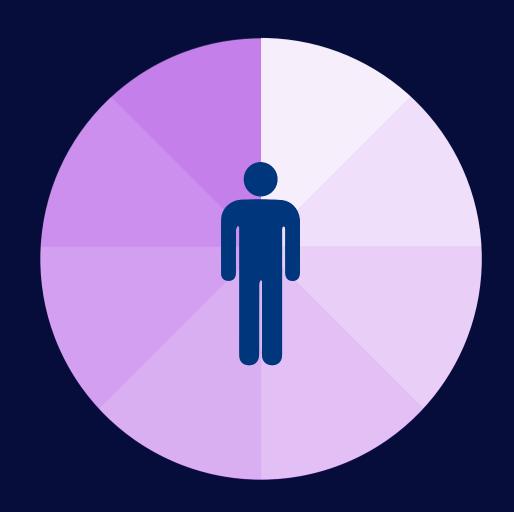
RECRUITING, HIRING, AND RETAINING DIVERSE K-STATE TALENT

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



DIVISION OF STUDENT LIFE | DIVERSITY & MULTICULTURAL STUDENT AFFAIRS

#### DIVERSITY & MULTICULTURAL STUDENT AFFAIRS | STUDENT SUCCESS CONTINUUM

Access
Moving Toward
College-Going Culture
College Readiness

Multicultural Student Programs

Engagement
Moving Through
Persistence
Retention

Moving On

Completion
Graduation

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

#### 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



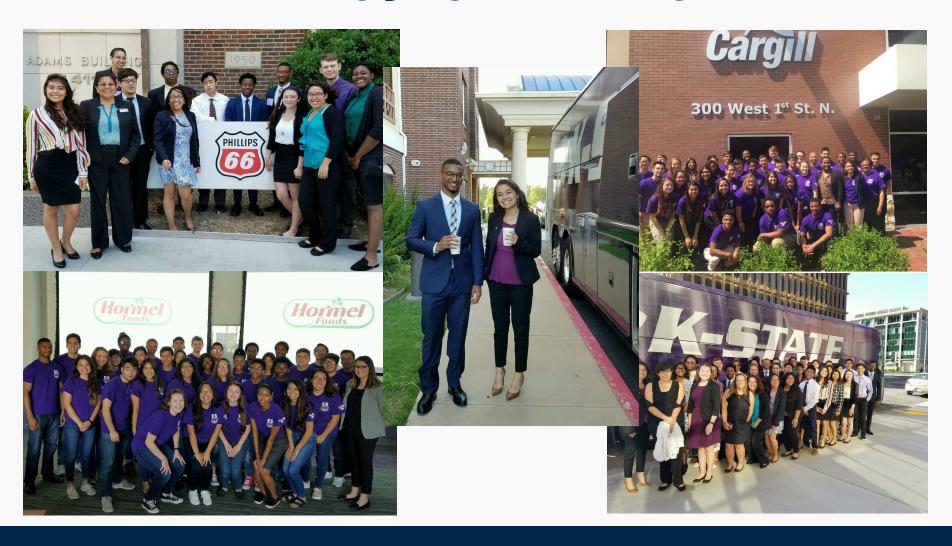








#### PROJECT IMPACT



#### CAREER CENTER

- INTERNSHIPS / CO-OPS
- PROGRAMMING

## DIVERSITY & MULTICULTURAL STUDENT AFFAIRS

DIRECT TARGETING

#### PAIR SHARE

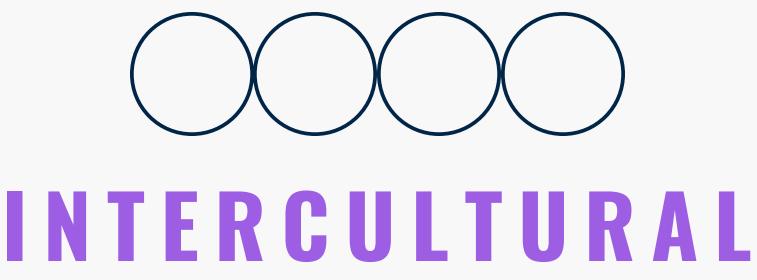
 WITH A PARTNER CONSIDER ONE STRATEGY/TECHNIQUE YOU WANT TO CONSIDER FOR RECRUITMENT & HIRING

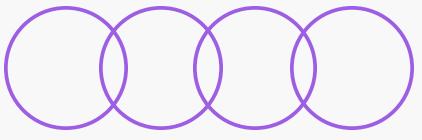
## RETAIN (THRIVE)

#### THRIVING

- CRITICAL DETERMINER FOR DIVERSE STUDENTS
- AUTHENTICITY
- MULTICULTURAL / INTERCULTURAL

#### MULTICULTURAL





#### PAIR SHARE

WITH YOUR PARTNER
 CONSIDER THE
 MULTICULTURAL /
 INTERCULTURAL CONSTRUCT
 AS IT RELATES TO YOUR
 WORKPLACE

# RECRUITING HIRING RETAINING DIVERSE KSTATE TALENT

EMPLOYER ADVISORY BOARD MEETING

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



DIVISION OF STUDENT LIFE | DIVERSITY & MULTICULTURAL STUDENT AFFAIRS