



EMPLOYER DIVERSITY SPOTLIGHT

PENN STATE ARL

The Applied Research Laboratory (ARL) at Penn State University serves as a national center of excellence for advanced capabilities in science and technology research. ARL provides technical innovations and solutions to real-world problems in national security, economic competitiveness and quality of life.

As an inter-disciplinary unit at Penn State, ARL provides research projects and financial support for undergraduate and graduate students working as interns, externs, coops, wage-payroll staff, and graduate assistants.

Overarching Diversity Goals:

- Broaden the diversity of the workforce
- Maintain an inclusive work environment that challenges every member of the workforce
- Strengthen the talents and capabilities of all employees
- Enhance partnership relationships with faculty and underrepresented women and students at Penn State and other colleges/universities, including Historically Black Colleges and Universities (HBCUs), and Minority Serving Institutions (MSIs); and
- Promote sensitivity towards cultural, professional, and personal diversity

Overarching Diversity Goals:

ARL/Penn State's Educational Mission:

- Provide research opportunities for students at ARL
- Enable ARL faculty and engineering staff to educate students in critical disciplines and utilize student talent for exploring new ideas
- Conduct educational and training programs for DOD, Service, and National Security personnel
- Help to ensure a pipeline of scientists and engineers to address future National Security needs

WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

ARL strives to create a culture that values the diverse talents and abilities of its workforce. The Laboratory employs 1200 faculty, staff, and students of different races, ethnicity, culture, sex, gender, ability, religion, sexual orientation, citizenship, and veteran status.

ARL's success is attributable to the employees who bring various research abilities, talents, creativity, and cultural diversity to the workplace. The Laboratory's goal to expand on its diverse talent base will help to meet the evolving needs of its sponsors in government, industry, and academia.

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DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

ARL has a Diversity Committee whose members assist the Diversity Office and Human Resources with implementation of various diversity programs and outreach activities. Outreach programs include:

- ARL/Drexel Coop Program
- ARL Open Diversity Outreach Opportunities in Research (DOOR) Summer Internship Program
- ARL Summer Faculty Research Program
- ARL Laser Internship Program
- ARL Engineering Apprentice Program
- ARL SeaBass Program
- ARL/Bucknell Externship Program

Many of the programs listed above are described on the following webpages:
www.arl.psu.edu/education.php http://www.arl.psu.edu/emp_info_student.php
www.arl.psu.edu/diversity.php

ARL faculty, staff and students are encouraged and supported to lend their time and talents in service to ARL, university, and community groups who value and foster diversity:

- ARL Diversity Committee
- FastStart Mentoring Program for first-generation underrepresented students
- Society for Women Engineers (SWE)
- Society for Hispanic Professional Engineers (SHPE)
- National Society of Black Engineers (NSBE)
- Navy League
- Graduate Student Association
- Staff Advisory Council
- Penn State College of Engineering Diversity Advisory Board
- Penn State Research and Graduate School Dean's Diversity Council
- HBCU Business and Industry Cluster Advisory Boards and Steering Committees
- Community Diversity Group

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IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

ARL/Penn State has been nationally recognized for fostering diversity:

- ARL was twice named to the list of "100 Top Supporters of HBCUs" as designated by the HBCU Council of Engineering Deans in US Black Engineer & Information Technology Magazine
- Cited as "A Best Place to Work in America" in Career Communication's Black Professional Magazine
- 2009 Presidential Early Career Award for Scientist and Engineers presented to female research associate by President Barack Obama
- Diversity awards presented to ARL faculty and staff by Penn State's President
- ARL offers a \$500 Diversity Award in its Awards and Recognition Program

WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

The ARL Navigation Research and Development Center in Warminster, PA continues a 15 year partnership with the Drexel University co-op program.

ARL/Drexel Co-op History as of fall 2014

- Co-op program started in 1997
- A total of 89 Co-ops have been hired to date
- A total of 6 Co-ops have been hired after graduation and added to ARL staff
- Current hiring rate is 8-10 students per year

Announcements for current co-ops, internships and full-time employment are added to the ARL/PSU job site weekly. Check for current vacancy announcements at: www.arl.psu.edu/employment.php.

**For more information on ARL co-op positions,
Drexel co-op students can visit SCDCOnline.**

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