



## Policy for Quality in the Student Recruitment and Guidance Processes

### *Overview of the quality of the student selection and guidance processes*

Bocconi University aims to attract and recruit highly motivated, quality students coming from all over the world, through impartial and transparent selection processes, and to assist them effectively in the initial decision-making process and throughout their University career until the moment they enter working life.

### *Guiding criteria*

In pursuing its own view of quality in the student selection and guidance process, Bocconi University draws on the following basic criteria, which in turn stem from the University's general quality policy:

- Selecting talented students of any nationality, guaranteeing all applicants the same treatment and equal access opportunities.
- Ongoing dialogue with the main stakeholders to carefully define and revise applicant target profiles for the different educational segments, in terms of values, knowledge, specific and transversal competences, in consideration of the evolution of the educational demand expressed by the labor market.
- Envisaging a system of limiting access to study programs, with the dual purpose of selecting the best applicants and allowing future students to use a learning environment that is as functional as possible in terms of class numbers, student/faculty ratios, student/tutor ratios, provision of study and university activity support services.
- Ensuring continual support to students during their university program with the aim of helping them to overcome the various difficulties they may encounter in the course of their studies, constructing a personal background of curricular and extracurricular experiences and effectively mentoring them to the moment they enter working life.

## *Implementation instruments and procedures*

In consideration of the criteria described above, the procedures developed by the University for the policy on student quality can be summarized as follows:

- Determining and developing the most effective promotion and guidance initiatives to raise awareness of the characteristics of the degree programs offered, internally, as well as nationally and internationally, in particular as regards the intended learning outcomes and the envisaged job opportunities for each educational program, the relevant admission procedures, the opportunities and services provided by the University, so that potential students can make a motivated and informed choice.
- Definition of recruitment programs aimed at attracting specific categories of meritorious students of all nationalities (for example, by assigning scholarships based on merit).
- Applying clear and transparent assessment and selection mechanisms, based on the most widespread international good practices and such as to allow widespread and simple participation to Italian and international students, through procedures manageable online and suitably distributed test sessions regarding both location and time.
- Use of instruments supporting the right to education that contemplate not only the customary scholarships established by domestic legislation, but also other forms of support: partial and full exemption from university fees, contributions to student international mobility, fees which vary according to the income bracket of the students' families.
- Monitoring the effectiveness of the recruitment policies adopted in terms of suitability of the student's career (measured by indicators such as: drop-out rate at the end of the first year, percentage of credit points (CPs) acquired, percentage of changes of degree program, average graduation time, etc.) and of the capacity to meet the education demand expressed by the main stakeholders (with indicators such as: level of employer satisfaction for the internships performed by Bocconi graduating students/graduates, employment rate 1 year after graduation, degree of coherence between employment sector/area and qualification).
- Provision of specific support services and activities for students with disabilities or those with attendance difficulties, defined on the basis of the different kinds of needs and with the intervention of a dedicated team made up of faculty and staff.
- Implementing initiatives and services aimed at helping students identify and resolve situations of particular difficulty or discomfort (Individual Counseling) or developing/strengthening specific abilities or skills useful for dealing as well as possible with the educational program

and the subsequent professional career (e.g. courses and seminars on subjects such as: public speaking, study methods, assertiveness, stress management, etc.).

- Preparation of structured services and specific initiatives to assist and mentor graduating students and graduates in the job integration process, including seeking internship and apprenticeship opportunities in Italy and abroad, organizing aptitude tests and seminars on professions and job seeking techniques, support in writing a CV and submitting an effective application, job interview simulations, organizing events of various kinds to aid contact between graduating students and prospective employers.
- Promoting actions of disseminating the policies adopted for student recruiting and guidance within the academic community of the University and active involvement of the faculty and staff in implementing them.

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