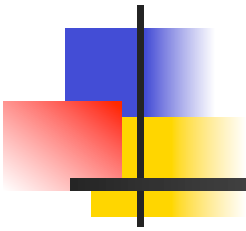
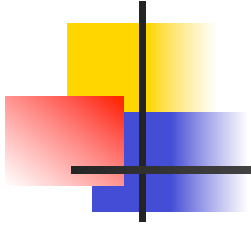


Recruiting Graduate Students



Richard Yuretich
and
Paul Markowski

The Challenge



- The most desirable graduate students are
 - Smart
 - Efficient
 - Self-starting
 - Creative
 - Adaptable
 - Literate
 - Independent
- Graduate admissions normally selects for
 - High GPA
 - GRE Scores
 - Glowing letters of recommendation
- The two lists are not mutually inclusive!

Traditional Measures



■ GPA

- All schools are different, need to put grades in context
- Quantitative reasoning (calculus, physics, statistics etc.)

■ GRE scores

- No correlation between GRE scores and success as a graduate student
- Useful only as a rudimentary filter for marginal students

■ Letters

- Especially valuable when written by a former research mentor
- Letters need to be substantive, with specific references to achievements or abilities beyond the classroom.
- Letters written by experienced researchers are often more valuable, since they have dealt with more students

Other Useful Tools



Personal Statement

- Can reveal details about the students motivation and maturity
- An important first glimpse at writing ability

■ Phone calls

- A follow-up phone call to letter-writers can provide candid feedback

■ Prior research experience

- REU students can be like stumbling upon “lightning in a bottle”
- Senior thesis

■ On-campus visit (where possible)

- Enthusiasm
- Personality and “people skills.”
- Knowledge of the field



What students are for you?

- Ph.D.

- Usually technically well-prepared
- Generally more motivated and keyed into research
- But they can be slow in completing

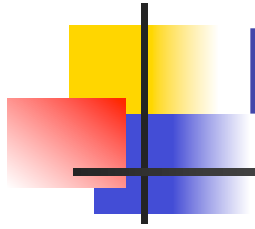
- M.S.

- Can be focused on more targeted projects
- Faster completion times
- Rarely publish their results



What students are for you?

- B.S.
 - Can be selective in taking on an undergraduate research student
 - Often know them well beforehand
 - Have a graduation deadline for completion
 - Most undergraduates have little capacity for good research.



People to Consider

- Returning students
 - Often more mature
 - Motivation better
- Non-traditional background
 - Can bring useful skill sets
- Your own undergraduates
 - Known quantity
 - Cultivate working relationship



Realistic Expectations: What students are not!

- Fully developed colleagues
 - Don't expect them to know all the answers, or where to find them
- Vehicles to advance your career
 - They will not write your papers
- Slaves or servants
 - Think of them as apprentices who can help
- Totally independent
 - They will always need guidance, feedback and nurturing to be successful