

# Improving research personnel recruitment at Texas A&M

SUBCOMMITTEE REPORT BY JAYANTH RAMADOSS

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## Goals

- ▶ Identify limiting factors in graduate student and technical staff recruitment at Texas A&M
- ▶ Suggest solution(s) on how can we make Texas A&M an attractive place for graduate students?

## Limitations

- ▶ Lack of long-term financial support for graduate students
  - ▶ Funding for Ph.d. students
- ▶ Marketing concerns
  - ▶ Tools to reach out
  - ▶ Concerns on recruitment processes
- ▶ Concerns on organization of graduate programs
  - ▶ Variability across departments
  - ▶ Variability across colleges

## Potential Solutions

- ▶ **Financial :**
  - ▶ Multi-year graduate student offers (How can this be done?)
  - ▶ Endowed graduate students & postdocs (?)
  - ▶ Money from Masters (Non-Thesis) to fund thesis students (Is this possible?)
- ▶ **Marketing :**
  - ▶ Powerful websites
  - ▶ Entrepreneur certificate / Business certificate / teaching certificate
  - ▶ Advertise graduate student alumni success
  - ▶ Consolidation of recruitment (Dean of graduate school)
  - ▶ Increase number of students interviewed
- ▶ **Organization:**
  - ▶ Well-organized graduate programs
  - ▶ Interdisciplinary programs
  - ▶ Professional development
  - ▶ Interfacing with colleges/departments/graduate students