Improving research personnel recruitment at Texas A&M

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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