

CREATIVE STRATEGIES FOR RECRUITING DOCTORAL STUDENTS

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Always begin with the most obvious

- Begin with a strong and visible research program
- Offer to pay your students money (a lot)
- Live in a really nice place

1. Recruit from other Disciplines

- Linguistics
- Engineering
- Psychology
- Exercise physiology
- Physiology
- Occupational therapy
- Rehabilitation science

Create a Culture of Interdisciplinary Work

- Do research with colleagues
- Do presentations together at your university
- Teach joint courses and get to really know students in other departments
- Present at interdisciplinary conferences

2. Recruit Foreign Students

We have had great success with students from

- Canada (Buffalo is a border town)
- China
- India
- Thailand
- Italy

To become internationally visible:

- Present your work at international conferences in foreign countries
- Sponsor international conference, sponsor IN the foreign country
- Visit universities on your European vacations – give a talk!

What is the effect?

- It brings world faculty to your conferences
- They bring their students
- You meet their students
- The students get interested in your work and apply to your Ph.D. program

Advantages of Foreign Students

- Good math, science (physiology, anatomy, computer, programming) skills
- Very skilled and dedicated researchers
- Promotes interdisciplinary, cross cultural research
- Promotes diversity

Disadvantages for Foreign Students

Some students:

- have problems with cultural pragmatics and language
- do poorly on SPEAK tests (oral communication skills)
- Are not always able to teach independently
- Problems with writing in English

What happens after the Ph.D.?

- Some students return to their native countries and apply their clinic and research skills at home
- Many students stay in the U.S. and take jobs – they seem to have same success in Ph.D. research career as American students - mixed

3. Recruit Students from Our Field

- Undergraduate Recruiting of our own high level students can be very effective

Our successes have been tied to

- UG basic science offerings
- Recruit the best students from our own courses
- Identify students through joint faculty discussion

Formalize:

- An honors program
- An early admissions program
- Get them into the labs early and start research training of undergrads
- Independent study

- Research projects
- Presentations at national conferences

Do not underestimate the power of:

- Approaching your students individually-paying attention to them
- Giving them a phone call about working in the laboratory
- Advising one-to-one