

IGNITE YOUR PHD STUDENT RECRUITMENT PLAN!

Why your School? Why your PhD program?	Policy, Process, or Practice. (How and What)	Priority, who leads and when. (Who is accountable?)
Examples: Mission, Vision, Values	i.e. • Confirmation that we have them	Immediate, Dean's office, web team
Why are students coming to us?	• Develop survey and collect data	June 2019, Student Services Office
Funding opportunities	• T32s or scholarships published or on website	Fall 2019, Director of Financial Aid, Advancement
Faculty mentor match	<ul style="list-style-type: none"> • Faculty profiles updated on the website • Conference-specific outreach materials (faculty presentations and table attendance scheduling) • Networks with GNAP colleagues and learn about what other Schools have to offer recruits to ensure best possible match • Speed Rounds 	<ul style="list-style-type: none"> -Summer 2019, Web Team, Dept. Chairs -4 weeks prior to each conference, call from recruiting team goes out to faculty for presentation titles and table recruiting -Ongoing, Recruiter -Summer planning, Fall event, Recruiter, Faculty
Diversity and Inclusion	<ul style="list-style-type: none"> • Clear and accountable Diversity, Equity, Inclusion Strategic Plan • Unconscious Bias Training for Admissions Committee members. • Cultural Humility and Diversity/Inclusion Session at Orientation 	<ul style="list-style-type: none"> Fall 2019, Diversity Committee, Dean's Office Fall 2019, Diversity Lead, Admissions Director and Curriculum Committees

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