

Graduate Recruitment Strategies

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Abstract

Microelectronics-Photonics (microEP) was started in the fall of 1998 with the goal to emulate an industrial technical work group environment as much as possible in the academic environment. This goal was put in place primarily in recognition that the professional behaviors that most students observe in their academic career are the actions of their professors, whose behaviors are driven by an entirely different set of reward and recognition criteria than are used in industry. Since students in the microEP program were projected to be substantially oriented toward industrial careers, the Cohort Methodology was created to give them practice in the behaviors that would most strongly benefit them in organizations with large common goals.

The Cohort Methodology was recognized as an interesting new approach to PhD education in 1999 when the microEP graduate program won a NSF IGERT grant for \$2.5 million to support its experiment in PhD education. The tactics implemented in this grad program have had the result of preparing microEP graduates for early career success in both industry and academics, as well as resulting in a supportive work group atmosphere that has been attractive to underrepresented group students. The details of the Cohort Methodology will be presented in this talk, as well as information on the status of the program after its first seven years of existence.