

INF PhD recruitment

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Challenges & Deficiencies (1/2)

- Conservative approach to hiring: full funding must be guaranteed to make an offer
 - Often, funding is known/likely to be forthcoming, but still can't make offer until it's "there"
 - Particularly painful when exceptional candidates have a firm offer from a strong competitor
 - Bottom line: loss of opportunity through inability to aggressively recruit
- Overseas fees
 - These are killer!
 - In reality, the college hands them back to school (80%)
 - Ideally, college would allow us to waive them
 - In practice, school can use an "IOU" approach

Challenges & Deficiencies (1/2)

- DTA funding under-spend
 - Restricted to UK students
 - Must focus on building local pipelines
 - Better allocation (e.g., fund EU student fees, UK stipends)?
- Lack of statistics
 - What fraction of the offers is accepted?
 - Why are offers rejected?
 - Where do candidates who reject our offer end up? (provides a picture of competitive landscape)

Informatics Fellowship Scheme

Motivation:

- Better allocation of funds through a global view of the applicant pool
 - Allows speculative over-commitment of funds (not all offers will be accepted)
 - Facilitates diversity-focused recruiting
- Improves our visibility and brand
- Incentivizes candidates (fellowship is ego-boosting and looks good on CV)
- Is fully compatible with our existing internal funding streams

Informatics Fellowship Scheme

Proposal:

- Common deadline + application form
 - Aligned w/ US admissions
 - Does not require (but encourages) contacting a potential supervisor
 - Ideally auto-integrated w/ University scholar applications
- Internal committee ranks applicants
 - Offers made quickly after deadline; waiting list for non-rejects
- School must underwrite based on historical data
 - Balance expected funding with expected hit rate
 - Waiting list affords making quick offers as extra funding arrives

Informatics Internship Scheme

Current internship situation:

- Partitioned across institutes
- Little or no external visibility
- Bottom line: doesn't help our brand, doesn't help in building *recruitment pipelines*

Informatcs Internship Scheme

Better model:

- Informatcs-wide internship scheme
- Global visibility → strengthens our brand, helps attract top PhD talent
- Affords taking a chance on a student (e.g., stellar academic record from a 3rd-tier university)
- Good investment: ~£1000/mo per student

Example: Summer @ EPFL <http://ic.epfl.ch/SummerAtEPFL>

- Students are paid ~£1200/mo + ticket