

# Recruiting and Mentoring\*

Joanne M Atlee  
University of Waterloo



\*based on slides from Gail Murphy

Hard to talk about because there aren't many generalities. As you know from your experiences as a grad student, the supervisor–supervisee relationship is like no other: part mentor, part evaluator, part manager, if you are lucky lifelong mentor and friend.

So I will do my best to describe some observations from being on the other side, the supervisor side, for 17 years.

# Recruitment: Applicants

## Get Involved

- figure out your dept. process, get involved

## Advertise

- get the word out: talk to colleagues for leads
- communicate your group's results effectively
- give talks in places students come from

## Recruit Locally

- give great grad courses or seminars
- talk to undergrads about research and get them involved

## It Always Takes Work

# Recruitment: Selecting

## Interview!

- in-person is great but Skype video can work
- let the student do the talking

## What to Look for?

- look for a good *match*
  - compatible problem-solving and work styles?
  - interested in similar problems?
- find students smarter and more creative than you
- keenness can be more important than smarts

## Build a Goup, don't Rush

# Mentoring

Your students are colleagues, not worker bees, not slaves, not easily replaceable...

- collaborate (don't dictate)
- communicate expectations and context clearly
- create opportunities

It has to work for both of you

- be sensitive to their contexts
- you will have a unique style but be adaptive
- help student find a better fit if progress is not being made

"Focus on the students, since graduating great students means you'll produce great research, while focusing on the research may or may not produce great students."

Nico Habermann and David Notkin