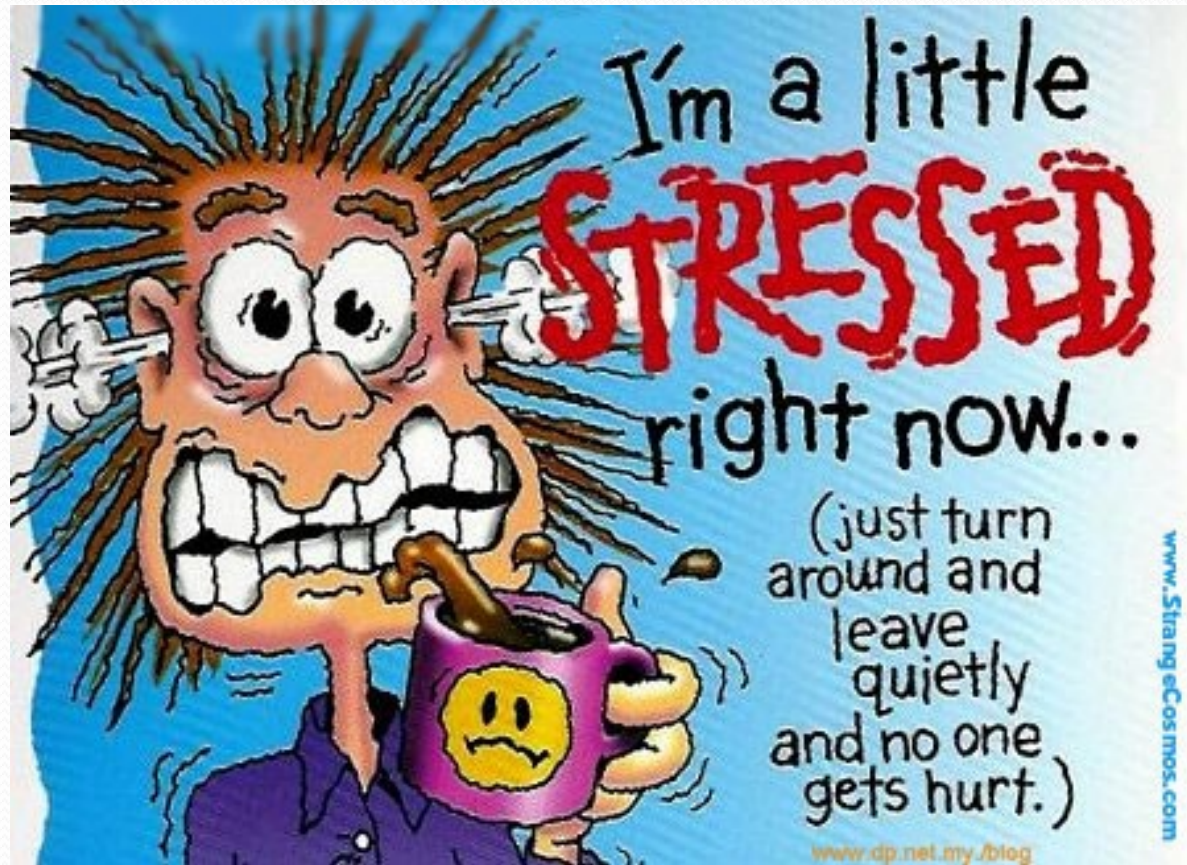


From 0 to 60 mph in 3 seconds

Ania C. Ulrich
Assistant Professor
Civil & Environmental Engineering

From 0 to 20 researchers in 3 years

Ania C. Ulrich
Assistant Professor
Civil & Environmental Engineering



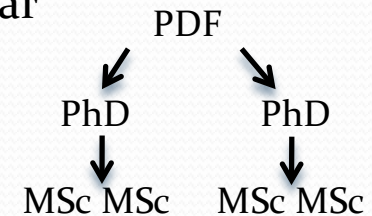
www.Strangecosmos.com

www.dp.net.my/blog

Recruiting: Quality over Quantity

Don't grow too fast

- One PhD/MSc student per year
 - have one rookie that needs training from you per year
 - build teams working on the same topics:



Always check references

- 1 bad student = 5 good students
 - Call references – it is easier for them to be honest on the phone (no permanent record) rather than email (permanent record)
 - Face to face visit with potential student is a must (for me), which includes a visit to your lab & meeting with your other students

Students want to be inspired

- Teaching performance and passion will bring you the best students

Managing

Be clear about expectations; mine include:

- Take ownership of your project
 - ***your degree***: thesis is a reflection of you the student, so time spent reading, thinking & asking questions shows at defense time
 - ***our project with industry/gov***: presentations, industry meetings, publications reflect on all partners involved
 - need help - then ask; organize yourself (be accountable for your time); write, write, write
- Mutual respect and consideration
 - I am very busy and have to constantly prioritize, therefore students must give me enough lead time for editing papers, presentations, etc.
 - If I ask for a task – then complete it, I will not chase you around

Managing

Keep your students accountable & productive

- Regular meetings with students during critical times
 - During the first experiment so they feel supported
- Praise good work
 - Create a culture of positivity
- Student research journals (how I track each student's progress)
 - I write my meeting notes into the journal and add in their research results
- “Ulrich Probation” (don't let a student boss you around)
 - If a student is consistently not performing then:
 - they have 4 months to accomplish a list of tasks or else X, Y, Z will occur (talk with your associate chair on what X, Y, Z can be), meet regularly so the student has support during this time, follow through with X, Y, Z at the end of the 4 months.
 - Document everything via email

Learn to let go

- Don't over manage because “Cream rises to the top”
 - or in other words your best students will always amaze you with their incredible research results with little help from you 😊



**KEEP
CALM,
RELAX
AND
HAVE FUN**