

2019 Institute on Teaching and Mentoring Recruiter Comment Form

#	RESPONSES
1	It would be a great advantage to have access to the attendees names, discipline, and email address so we can reach out to them for specific job openings.
2	I think that we could use a little more clarity in terms of when recruiters should expect the most activity. The event is very well-organized overall.
3	Great job as always!
4	Only one branch of our institution participated this year, but I will definitely recommend that other branches send materials/recruiters for next year. This event is a must-attend!
5	Very well run; amazing students and volunteers. Great experience. Our university will definitely be back and is looking into becoming a member. Many thanks.
6	This is the fourth year that I am asking for this, but please allow session space for liberal arts colleges and universities. I have noticed that the number of liberal arts schools attending has decreased and it may be because repeated requests to provide space for a panel have been ignored.
7	I spoke about the value of the Institute just the other day with a university president in an SREB state. He was unfamiliar with the opportunities.
8	Thank you for this opportunity!
9	Bravo to the coordinators and the organizers on a job well done. Keep up the good work--your agency is needed!
10	It would be great if the scholars had scheduled time - no workshops - in which to visit recruiters. They have to weigh 1) get more information through workshops OR 2) meet a recruiter. Workshops will always win. The current setup results in low traffic. The relationship with FEDEX office was frustrating and expensive (every touch cost something). The information sent said they would deliver items to the booth as part of the contract. NO, they charged extra for that. It was AWFUL!
11	It would have been helpful to have designated recruiting times.
12	As my institution and first personal recruiting experience, It was a phenomenal experience that I hope to continue to be part of. It was a bit nostalgic and very surprising to me, personally, as through Dr. Belle's last speech I realized how Dr. Belle's influence and actions with the upward bound and Trio programs at their beginnings were also part of my beginnings as a researcher and scientist. It was a tremendous pleasure and honor to be in front of the man who made it available and possible for me to get different research opportunities that were fundamental to my future.
13	I would have liked to interact with more students during my time at the event. The students that I talked to were very impressive.
14	Doctoral Scholars continue to demonstrate the quality of untapped talent represented at the Institute who can and will change higher education and ultimately the world for the better.
15	This is one of my favorite conferences. I suggest that you consider providing an award for the best recruitment table. That would foster camaraderie among recruiters and help them to feel valued.
16	Would like to have had more interaction time with students.
17	Well attended event. Excited to see the participants engaged in the various activities/sessions. A little more time for interaction with the recruiters would have been helpful. Provided funding will be available, we hope to return next year.
18	Thanks for the great care taken with this meeting. It's a logistical feat of accomplishment, and the communications and instructions for recruiters this year was the best yet. You set the bar high!
19	My institution's finances will determine my participation next year.
20	Would it be possible to have a "Recruiter Room" where coffee, tea, and water are available longer than the scheduled break times? Recruiters thrive on that! Thank you for your consideration.
21	I am concerned about the space issue and smaller room venue for 2020. Part of what made 2019 so successful was the space through which undergraduate and graduate students travelled through the conference/hotel space.
22	A list of recruiters from each institution. I found several people I knew. It was great connecting and sharing ideas.
23	A great institute and it is clear your overall commitment to the success of doctoral students. Presenters were spot on. There was a bit of confusion at the start of the conference at orientation with information. It would be nice to receive the names of scholars prior to the conference. Overall, great success!

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24	We had fewer contacts this year. Not sure why. I assume the number of registrants stays the same each year, at least roughly. Also, if there is any way to get access to the scholar's directory before the conference, that would be fantastic. Thanks, Scott VanderStoep, Hope College
25	Great program. Very educative, motivating, and inspiring.
26	Having a space where all tables are just as likely to be visited by students would be ideal! Some tables were around corners or tucked away and did not get many visitors.
27	The food at the conference really could be improved. I would be willing to pay a higher fee to have better options.
28	The set up of the tables was too spread out. We need incentives for participants to visit our tables, raffle etc.
29	Recruiter orientation could have been held earlier rather than after we were set up as students were visiting the booths and many of us were not there as part of a team.
30	We were charged to have our boxes delivered to our table even though the green handout was clear that we weren't going to be charged. We asked for wifi and sent the form that we were supposed to fillet and never got a response. We had very little interaction with the students because of the layout of the tables. It would make more sense to have them in a ballroom rather than all spread out.
31	Our table ended up not being where it should have been. It was moved from right outside the ballroom to right before a hallway. I thought I was selecting a table with high traffic, but we ended up "in the corner". We were not happy. Barely anyone came over to us unless we went out to the other tables and suggested they come to our table.
32	While we met some great scholars, it seems we had less foot traffic this year with scholars who were actually looking for employment within the next year or so. There seemed to be more undergraduate students in attendance that we met, which is wonderful, but we were disappointed in the number of potential candidates for our faculty vacancies. Perhaps the conference is held too late in the academic year and many of the candidates have job offers in hand. On another note, it is always good to meet other recruiters and brainstorm about recruiting efforts at their respective institutions.
33	Students seemed to be younger and not ready to be recruited for jobs. Most students passed by recruiter tables and never stopped
34	I enjoyed the conference and did meet some great people. However this year I feel the recruiter's tables and set up did not allow for natural flow of students. Also the time the students/recruiters had to interact seemed to be cut down this year overall. Because the time allotted was so short the lunch keynote speaker went 30 minutes over which only allowed 15 minutes to visit tables. That is only one example. I know it's hard work and enjoy the conference so our school will be back. Please only take this survey as feedback and ways to improve.
35	Many students were in disciplines not relevant to the work ongoing on our campus, which is biomedical sciences. There was not much traffic at the tables in general. It was also very dark in the corner where we were.
36	Although detailed instructions were supplied for the shipment of recruitment materials that did not translate to how the process worked with FedEx Office in the hotel. Instructions said that shipped items would require a handling fee and be delivered to tables. We had to go to FedEx Office have them locate materials then pay for the handling and IF we wanted them walked to our table pay an additional fee for that. Also instructions were to leave materials on the tables to be picked up and shipped, but again that was not the process. We had to take our materials back to FedEx Office and pay the handling fee to ship back. Additionally it would have been nice to have coffee/tea/water out in the exhibit area during the day.
37	We should stick to times. Twice the main event went so long that it only left 15 min for folks to visit the booths if they were attending the recruitment events. This is unfair to recruiters who spend lots of money to have exclusive time with students. Have speakers and moderators respect time or build in extra. The speakers were good but since everything else did not get shifted back the ones that took the hit both times were the recruiters. Also most Saturdays half the recruiters leave and it seems really sparse so less students there. I would recommend not having it on Saturday.
38	Overall this was a very positive experience. We learned a lot about how the program runs and how best to reach the people we most would like to reach. Only satisfied with the table placement because we were moved from our original location to a less trafficked area. Would have appreciated more help in advance to connect with attendees on the job market to set up informational interviews. It was difficult to connect with possible applicants. Overall though a positive experience. Thank you.
39	The buffet tables interfered and obstructed the views for some of the tables making it difficult to attract attendees - particularly on Saturday.
40	I've participated in the SREB institute for the last 9 years. There have been lots of improvements, particularly in the event venues. I still think that there are too few opportunities for the students to interact with recruiters and that each "allotment" of time is too short. For example the schedule changes made this year on Saturday were problematic - they were made after travel plans had been finalized and they would require the recruiters to wait from 10:30 a.m. until 2:30 p.m. to meet with students on Saturday. I think you need to allot at least 60 minutes per meeting slot and you need to make sure that there are more of these slots throughout the event.

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41	Loved the opportunity for C.V. review. Meal/snack selections were outstanding. Congrats on a great event!
42	For some reason this year seemed to have fewer times for PhD students to engage with us—or perhaps they had less time to interact with us. Either way, the result was that we spoke to significantly fewer PhDs than in previous years. Additionally, there seem to be increasing numbers of undergraduates. I'm not interested in undergraduates at this conference. I'm bringing tenure track faculty (4) to the institute to talk with prospective colleagues. For undergrads, I'd bring an entirely different group of people. I'll try one more time. But, I sure do hope you folks schedule in good chunks of time for phd recruitment.
43	I love attending the institute and will continue to attend. However, it was disappointing when the general sessions ran over and took away from the limited time for recruiters to meet with students.
44	Recruitment should not occur the day students are checking in unless it is in the evening...not all day. Additionally, there should be a block of time for recruitment. For example: Thursday 6-9, Friday 10-12 and 2-5, Saturday, 10-12 and 2-5. 45 minute sessions are not fruitful. Other than that the event is always a pleasure.
45	Thanks for the work you are doing to help graduate students. Bravo!
46	It would be great if there was always water available to drink. Hotels are very dry. I appreciate that you gave us water bottles to use. But there wasn't a place to fill them sometimes, other than the bathroom. Other than that--great job and thank you for all that you do.
47	This is an amazing event and I look forward to returning year after year. Productive, inspiring, energizing.
48	I liked the mission of the Institute. I enjoyed the conversations with the students. My major hassle was the dealings with the hotel. Besides that, I enjoyed the events.
49	Reconsider the overlap of the sessions and the recruitment times, students feel both are equally as important.
50	It seemed that this year there were a number of undergrad students inquiring about PhD and MS programs. If you anticipate these scholars to continue to grow in numbers it would advantageous for us to send enrollment and admission staff to the conference as well.
51	While we were happy with our overall experience, being mindful of the actual time recruiters have (a few hours on the day attendees arrive, a full day Friday and a few hours on Saturday), perhaps it will be best to inform recruiters of this. Our only full day was Friday, meaning there can be a scramble to speak to a robust crop of scholars.
52	Well organized, good food and great students!
53	I think the Institute is a great chance to interact with the future scholars in our fields and to help move them to the next step of their careers. However, this year it felt like we were sitting for longer pockets with less interaction with them and several events ran long so they cut into the scheduled interaction time. Additionally, the recruiting times normally run into meals so if we leave our tables after the scholars have entered we have no where to sit. If we leave early we miss scholars. I'm glad that I have been able to interact with scholars over the course of their careers and have a chance to find their place in academia but there may also be a missed chance for more formal mentoring of scholars by willing recruiters.
54	Outstanding event!!!! As a first time attendee, I had a fantastic time, learned a lot, was humbled by the level of commitment and dedication of the SREB staff and volunteers, and left the institute feeling energized and motivated to step up and do more. KEEP UP THE GREAT WORK THAT YOU ARE DOING!!!!
55	The students had few little unstructured time to interact with the exhibitors. The foot traffic was considerably less than the previous year.
56	Can we have a session at the 2020 Institute focused on faculty careers at teaching-oriented institutions (small liberal arts colleges)? This is a unique path that many graduate students aren't aware of, but is of interest to many.
57	It was too easy for the students to 'escape' from the gigantic ballroom and race past the recruiter tables.
58	Original map of tables that we selected from was changed upon arrival--we selected based on the guide sent to us so not really right to change. The actual time for recruitment seemed shorter this year than in the past.
59	I learned a lot from this experience. Next year, I think it would be helpful to consider carefully what materials I bring to hand out to people. I ended up not giving away a lot of my materials. I also learned that a lot of the students are interested in teaching at R-1 institutions, and I will need to be ready to convince some of them to consider teaching institutions and undergraduate-focused institutions, as well! I will also be more prepared to speak with undergraduates, as I was surprised by the number of those students who were in attendance. It was a terrific experience. Very inspiring.
60	One fellow recruiter shared that she wished there would be a "table contest" where the recruiters vote for the best table (decor, swag, etc.) This would be a fun way to add a feel of community for the recruiters.

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61 1 'Graduation event' The idea to have the graduates say something was a great idea, but I have some concerns about some of the graduates' words. One in particular brought up sexual assault in her comments, and my opinion of this is that it was inappropriate because there was no warning of this triggering topic. It was also such a downer that it was even brought up. I would suggest in future that the graduates focus on something more positive, like what are their plans after graduating. 2 - the program listed breakfast as ending at 8:30 but the hotel staff ended breakfast at 8AM. The attendees had to compel the hotel staff to bring out more food, cutlery and dishes after 8am. Please communicate better with the attendees and hotel staff in future. - the font on the name tag could be made bigger. It was sometimes hard to read people's names and affiliations due to the small font size. Consider using more space on the name tag.

62 Our table was out of the way and received considerably less foot traffic. Other than that a great conference. It was our first time her and we have let our institution know we should continue attending. Kudos and gratitude to the organizers.
