

# CHUGD

## Committee of Heads of University Geoscience Departments

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**From:** Professor M Lovell (University of Leicester) – Chair of CHUGD  
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**To:** All heads of geoscience departments

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### Conduct during postgraduate recruitment and PhD offers for 2013

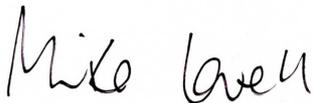
Dear Head of Department and/or Director of Postgraduate Studies

Once again, your representatives on the Committee of Heads of University Geosciences Departments (CHUGD) have raised their concerns regarding recruitment of postgraduate students – in particular, that certain institutions may put undue pressure onto candidates to accept their offer too early in the cycle, in order to gain some advantage. We are all working in an increasingly competitive environment where fee income is a significant driver, but none of us would wish to lose sight of the fact that we are offering training in the geosciences to PhD applicants, and that they have every right to consider alternative offers before making such an important decision.

Postgraduate recruitment typically takes place in the 'window' between Christmas and spring the following year. Some of our Members have been disappointed to hear of candidates being pressurised to make decisions on places in other institutions, within a couple of weeks of a formal offer being made. Inevitably each Department has its own postgraduate selection and interviewing schedule; it is also understandable that Departments want to secure good candidates to available studentships as soon as possible, and do not want to/ cannot wait for too long while some Departments interview excessively late. However, we take the view that to be fair to all candidates, they should have the opportunity to be interviewed at all the Departments in which they are interested first. ***It has therefore been agreed that we should request that Departments do not exert undue pressure on candidates to accept PhD offers before the end of March 2013.***

Of course this cannot be a hard and fixed rule; we simply offer it as a collegial guideline agreed by those attending CHUGD, and we do hope that you feel able to honour it.

Yours



**Mike Lovell**  
**Chair of Committee of Heads of University Geoscience Departments**

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