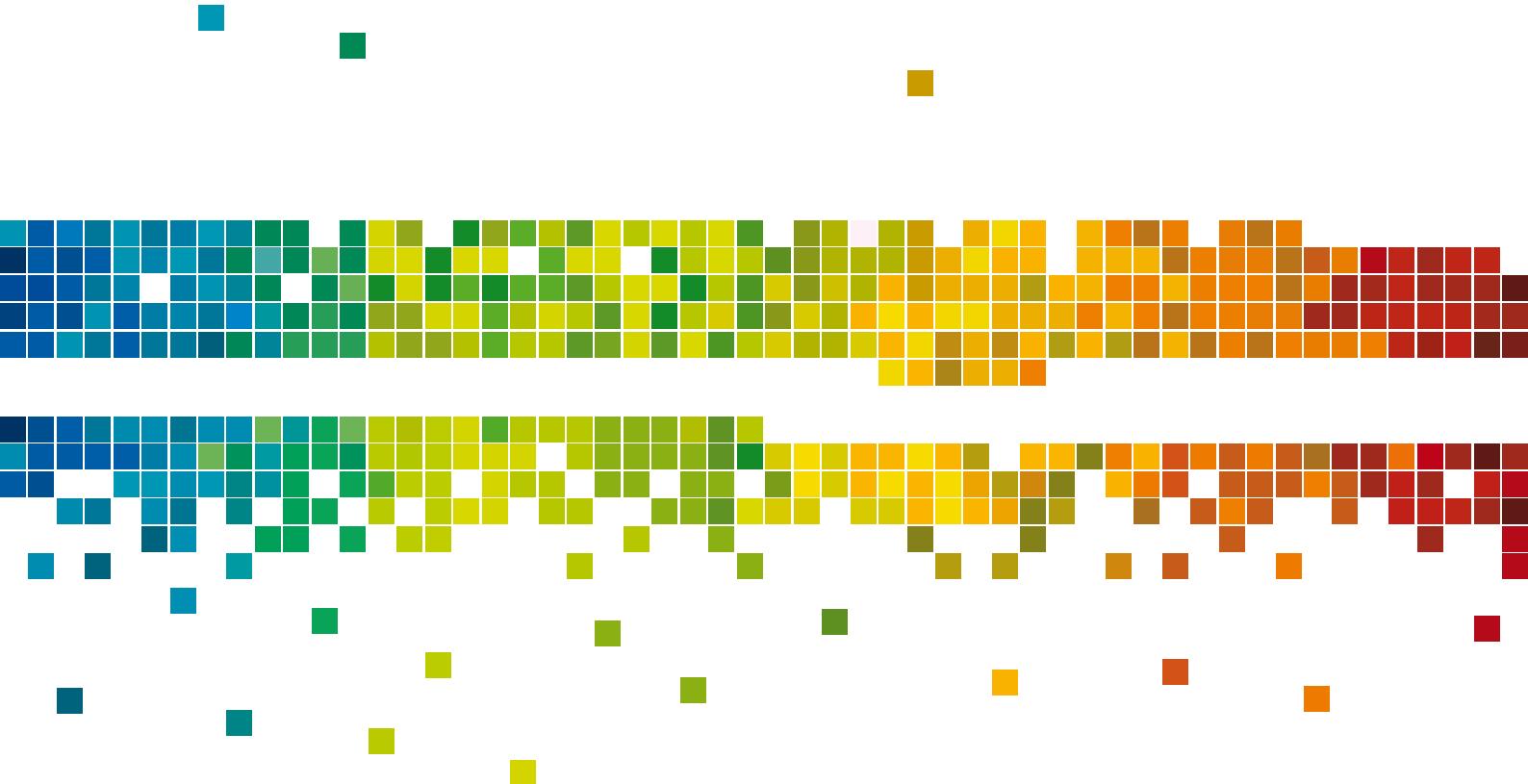


7 K H 8 . G R F W

D J X L G H I R U F X U U H Q W D Q G S U R V S H F



# & R Q W H Q W V

:KDW LV WKH SXUSRvh RI WKLV JXLGH"

7KH 8. GRFWRUDO TXDOLÀFDWLRQ

:KDW LV D GRFWRUDO GHJUHH"

:KDW LV WKH GLIIHUHQFH EHWZHHQ D GRFWRUDWH DQG RWKHU

:K\ DUH WKHUH GLIIHUHQW GRFWRUDO TXDOLÀFDWLRQV"

\$UH WKHUH QDWLRQDO VWDQGDUGV IRU WKH PDQDJHPHQW RI 8

5RXWHV LQWR GRFWRUDO VWXG\

+RZ GR , DSSO\ WR GR D GRFWRUDWH"

:KDW DUH WKH HQWU\ UHTXLUHPHQWV IRU GRFWRUDO GHJUHH\

&DQ , VWXG\ SDUW WLPH RU DV D GLVWDQFH OHDUQHU"

&DQ , JHW DFDGHPLF FUHGLW IRU XQGHUWDNLQJ D GRFWRUDW

&DQ , VZLWFK LQVWLWXWLRQ" ,I VR ZLOO WKH UHVHDUFK , KD

:KDW GLIIHUHQFH GRHV LW PDNH LI , DP DQ LQWHUQDWLRQDO

)XQGLQJ DQG ÀQDQFH

+RZ PXFK ZLOO WKH GRFWRUDWH FRVW"

:LOO , EH DEOH WR DFFHVV IXQGLQJ IRU WKH GRFWRUDWH"

:LOO , EH DEOH WR XQGHUWDNH SDUW WLPH ZRUN DV D IXOO W

:KDW KDSSHQV LI , GRQ\W FRPSOHWH P\ GHJUHH ZLWKLQ WKH V

7KH GRFWRUDO H[SHULHQFH

:KDW LV WKH UROH RI P\ VXSHUYLVRU V "

+RZ GR , OHDUQ KRZ WR GR UHVHDUFK"

,V WKH GRFWRUDWH MXVW DERXW GRLQJ UHVHDUFK"

+RZ ZLOO P\ SURJUHVV EH PRQLWRUHG"

+RZ LV WKH GRFWRUDWH DVVHVWHG"

+RZ ORQJ LV D GRFWRUDO WKHVLV"

+RZ DP , UHSUHVHQWHG DW P\ LQVWLWXWLRQ"

4XHVWLQRQV WR FRQVLGHU

6RXUFHV RI KHOS DQG LQIRUPDWLRQ

%RRNV

2QOLQH UHVRXUFHV

2WKHU UHVRXUFHV

\$FNQRZOHGJHPHQWV

7 K H 8 . G R F W R U D W



7R KHOS \RX ZLWK ÀQGLQJ PRUH LQIRUPDWLRQ ZH KDYH DVNHG  
WKURXJK WKH 8. &RXQFLO IRU \*UDGXDWH (GXFDWLRQ **ZZZ XN**  
RI KHOS 7KHSV DUH OLVWHG DW WKH HQG RI WKLV JXLGH ,W L  
SDUWLFXODUO\ KHOSIXO DQG LW LV QRW LQFOXGHG SOHDVH G  
7KH 4XDOLW\ \$VVXUDQFH \$JHQF\ IRU +LJKHU (GXFDWLRQ 4\$  
186 **ZZZ QXV RUJ XN** KDYH FUHDWHG WKLV JXLGH LQ UHFRJQL  
GHJUHHV WKDW KDYH GHYHORSHG WR DFFRPPRGDWH WKH QHHG  
TXHVWLRQV LQ WKLV JXLGH ZHUH LQIRUPHG E\ H[WHQVLYH FRG  
GRFWRUDO FDQGLGDWHV DQG ZLWK VWXGHQW UHSUHVHQWDW  
3DUWLFXODU WKDQNV DUH GXH WR 'U 'HEELH OF9LWW\ DW 186

7KH 8. GRFWRUDO TXDOLÀFD

:KDW LV D GRFWRUDO GHJUHH"

\$ GRFWRUDO GHJUHH LV WKH KLJKHVW DFDGHPLF TXDOLÀFDWL  
DJUHHG SURJUDPPH RI VWXGI 5HJLVWUDWLRQ SHULRGV IRU D  
RU VL[ WR HLJKW \HDUV SDUW WLPH \$ FDQGLGDWH LV H[DPLQ  
FOLQLFDO SUDFWLFH RU RWKHU RXWSXW ZKLFK PXVW GHPRQV  
H[WHQW WR ZKLFK LW KDV EHHQ DGGUHVVG DQG PDNH DQ



OHYHO ZLWK WKRVH UHTXLUHG RI PRUH H[SHULHQFHG UHVHDU  
5HVHDFKHU 'HYHORSPHQW )UDPHZRUN 5')

: KDW LV WKH GLIIHUHQFH EHWZHHQ D GRFWRUDW  
+( TXDOLÀFDWLRQ"

7KH H[SHULHQFH RI XQGHUWDNLQJ D GRFWRUDWH YDULHV IRU  
DOO VKDUH WKH H[SHULHQFH RI FUHDWLQJ NQRZOHGJH WKURX  
VFKRODUVKLS 7KLV FUHDWLQ RI QHZ NQRZOHGJH RU RI DSSO  
H[SHFWHG LQ WKH VDPH ZD\ DW XQGHUJUDGXDWH RU WDXJKW  
RSHUDWH DW D OHYHO RI LQGHSHQGHQFH DQG VHOI GLUHFWR  
RU WDXJKW SRVWJUDGXDWH VWXGHQW

'RFWRUDO FDQGLGDWHV OHDUQ DERXW UHVHDFK WKH PHDQ'  
WKURXJK XQGHUWDNLQJ LQGHSHQGHQW UHVHDFK XQGHU W  
QRUPDOO\ ZLWKLQ D ZLGHU LQVWLWXWLQDO SURIHVVLRQDO

+ROGHUV RI D GRFWRUDO TXDOLÀFDWLRQ ZRXOG EH H[SHFWHG  
DQG RU DSSOLHG UHVHDFK DQG GHYHORSPHQW DW DQ DGYDQ  
GHYHORSPHQW RI QHZ WHFKQLTXHV LGHDV RU DSSURDFKHW 7  
MXGJHPHQWV RQ FRPSOH[ LVVXHV LQ VSHFLDOLVW ÀHOGV RIW  
EH DEOH WR FRPPXQLFDWH WKHLU LGHDV DQG FRQFOXVLRQV F  
QRQ VSHFLDOLVW DXGLHQFHV

: K\ DUH WKHUH GLIIHUHQW GRFWRUDO TXDOLÀFDW  
'RFWRUDO GHJUHHV IXOÀO D ZLGH UDQJH RI SXUSRHV :KHUHD  
GRFWRUDO GHJUHH PLJKW KDYH EHHQ VHHQ VROHO\ DV D ZD\ F  
LV QRZ MXVW RQH RI WKH PDQ\ RSWLRQV DYDLODEOH WR GRFWR  
GLIIHUHQW GRFWRUDO TXDOLÀFDWLRQV KDYH HYROYHG 'RFWR  
3K' WKH SURIHVVLRQDO GRFWRUDWH WKH SUDFWLFH EDVHG G  
<RX FDQ ÀQG RXW PRUH DERXW GLIIHUHQFHV EHWZHHQ GRFWR  
characteristics DYDLODEOH DW ZZZ TDD DF XN \$Vvxulqj6WDQGDUGV\$  
GHIDXOW DVS[

\$OO GRFWRUDO GHJUHHV SUHSDUH WKH FDQGLGDWH WR PDNH  
DQG LQGHSHQGHQW UHVHDFK +RZHYHU WKH FRQWH[W LQ ZK  
UHVHDFK PD\ YDU\ EHWZHHQ WKH GLIIHUHQW U WKH FRQWH[  
Z @đ0p€ PH€p0 %,,H DUQ ° `pp€ PHHV SUHSDUH tpÀp@rV WH HU

research programmes ZZZ TDD DF XN 3XEOLFDWLRQV , QIRUPDWLRQ\$QG \* X  
VHFWLRLQ DVS[ 706de lf practice VFRYQI URM WKH IROORZLQJ DUHDV  
‡



5RXWHV LQWR GRFWRUDO VW

+RZ GR , DSSO\ WR GR D GRFWRUDWH"

7KHUH LV QR QDWLRQDO DSSOLFDWLRQ VFKHPH IRU GRFWRUDO FDQGLGDWHV DSSO\ GLUHFWO\ WR WKH LQVWLWXWLRLQ V RI W UHTXLUHPHQWV IRU HQWU\ DQG DSSOLFDWLRQ ZKLFK PD\ GLII DUH FOHDUO\ SXEOLVKHG IRU H[DPSOH RQ LQVWLWXWLRLQDO Z DSSOLFDWLRQV DOO \HDU URXQG ZKLOH RWKHUV KDYH DSSOL W\SLFDOO\ 2FWREHU -DQXDU\ DQG \$SULO

&DQGLGDWHV RIWHQ KDYH WR ÀQG WKHLU RZQ IHHV DQG PDLQ DGHTXDWH IXQGLQJ EHIRUH WDNLQJ XS WKHLU SODFH +RZHYH ,Q SDUWLFXODU VRPH VXEMHFWV PD\ KDYH D EXUVDU\ RU ÀQD SURFHVV LI WKLV LV WKH FDVH VSHFLÀF GHDGOLQHV XVXDOO\

6RPH LQVWLWXWLRLQV ZLOO DGYHUWLvh IRU D GRFWRUDO FDQ XQGHUWDNH UHODWLYHO\ VSHFLÀF UHVHDUFK ZLWKLQ WKDW S OLNHO\ WR KDYH IHHV DQG PDLQWHQDQFH IXQGLQJ DWWDFKHG DGYHUWLvhPHQW IRU DQ\ VXFK VWXGHQWKLS

,I \RX GR QRW LQWHQG WR DSSO\ IRU D VSHFLÀF VWXGHQWKLS ZLVK WR DSSO\ WR FDQ RIIHU GRFWRUDO VXSHUYLVLRLQ LQ WK \RXU UHVHDUFK ,QVWLWXWLRLQ VWDII UHVHDUFK SURÀOHV DUH

\$SSOLFDQWV IRU GRFWRUDO VWXG\ PD\ EH DVNHG WR VXSSO\ WKHLU DSSOLFDWLRQ

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‡‡ EORI&LÀ V@ Đ‡

\$S

‡ FD %op 3 U U‡



&DQ , VWXG\ SDUW WLPH RU DV D GLVWDQFH OHD

'LIIHUHQW PRGHV RI VWXG\ DUH SRVVLEOH IRU GLIIHUHQW GRF  
LQVWLWXWLRQ LQWHQGHG VXEMHFW RI VWXG\ DQG WKH TXDO  
WR H[SORUH ZKHWKHU SDUW WLPH RU GLVWDQFH OHDUQLQJ LV  
WKHVH PRGHV RI VWXG\ DIIHFW WKH IRUP \RXU GRFWRUDO SUR  
QXPEHU RI SURJUDPPHV EHIRUH \RX A\QG RQH WKDW VXLWV \RX

,W LV LPSRUWDQW WKDW DV D SDUW WLPH RU GLVWDQFH OHD  
UHVHDUFK FRPPXQLW\ E\ VRPH PHDQV DV WKLV LV D FUXFLDO  
UHVHDUFK 'LIIHUHQW LQVWLWXWLRQV KDYH GLIIHUHQW ZD\V R  
IRU SDUW WLPH GRFWRUDO FDQGLGDWHV ZZZ YLWDH DF XN SRE

&DQ , JHW DFDGHPLF FUHGLW IRU XQGHUWDNLQJ

,W LV XQXVXDO IRU GRFWRUDO GHQJH\ HWRWWRKFDQJ\W DQG GRH PW K  
DQG LWV EDVLV LQ RULJLQDO UHVHDUFK ,W PD\ EH SRVVLEOH  
GRFWRUDO ZRUN VXFK DV DVVHVVG UHVHDUFK VNLOOV WUDL

,I D GRFWRUDO FDQGLGDWH FDQQRW FRPSOHWH WKH SURJUDP  
PLQLPXP UHTXLUHG OHYHO RI DFKLHYHPHQW LW PLJKW EH SRV  
VXFK DV D SRVWJUDGXDW FHUWLAFDW RU GLSORPD \\$Q\ FUH  
VXFFHVVIXO FRPSOHWLRQ RI DVVHVVG HOHPHQWV RI UHVHDU  
DQ\ VXFK DZDUGV ZLOO EH GHWDLOHG LQ LQGLYLGXDO LQVWLW

&DQ , VZLWFK LQVWLWXWLRQ" ,I VR\ `pÀ `pÀ RP

7KH YLVD SURFHVV FDQ WDNH VRPH WLPH VR LW LV DGYLVDEO  
QHHG WR KDYH D &RQÀUPDWLRQ RI \$FFHSWDQFH IRU 6WXGLHV  
FKRVHQ LQVWLWXWLRQ DQG PHHW UHTXLUUHPHQWV IRU (QJOLVI  
VSHFLI\ LQ WKH LQIRUPDWLRQ WKH\ SURYLGH IRU DSSOLF DQW\\  
ODQJXDJH UHTXLUUHPHQWV DGGLWLRQDO WR WKH YLVD UHTXLU  
VXSSRUW IRU FDQGLGDWHV RQFH WKH\ KDYH UHJLVWHUHG

7KH 8. &RXQFLO IRU ,QWHUQDWLRQDO 6WXGHQW \$IIDLUV ZZZ X  
LQIRUPDWLRQ IRU FXUUHQW DQG SURVSHFWLYH LQWHUQDWLRQ  
LQ WKH 8. 0DQ\ LQVWLWXWLRQV KDYH DQ ,QWHUQDWLRQDO 21/  
VWXG\LQJ DW WKDW LQVWLWXWLRQ





# 7KH GRFWRUDO H[SHULHQFH

7KH TXHVWLQV EHORZ WDFNOH FRPPRQDOLWLHV LQ WKH HOH  
H[SHULHQFH ZLOO EH VKDSHG E\ D GRFWRUDO FDQGLGDWH V R  
RI VWXG\ DQG LQ SDUWLFXODU E\ LQGLYLGXDO LQVWLWXWLRQ  
FDQGLGDWHV DWWHQG WKH LQVWLWXWLRQDO LQGXFWLRQ IRU  
LQGLYLGXDO LQVWLWXWLRQV. UHVHDUFK GHJUHH UHJXODWLRQ

: KDW LV WKH UROH RI P\ VXSHUYLVRU V "

\$V DOp OPHIHU WR WKU LVIYLVRU V "  
RIÀ €



7KH DSSRLQWPHQH [WHUDODOH] DVVXUH UHG IRU HDFK RUDO GRFWRUDO H[DPLQLQJ LV D NH\ IHDXUH LQ 8. TXDOLW\ DVVXUD RI DFDGHPLF VWDQGDUGV 7KH H[WHUQDO H[DPLQHU V DW D G DVVXUDQFH WKDW WKH SURFHVV LV DSSURSULDWH DQG WKDW WKH DZDUG RI WKH GRFWRUDO GHJUHH

\$OO LQVWLWXWLQV KDYH UHJXODWLQV DQG SURFHVVHV WR WUDQVSDUHQW ,QVWLWXWLQV ZLOO SURYLGH FDQGLGDWHV Z WKHLU GRFWRUDO H[DPLQDWLRQ ,W LV YHU\ LPSRUWDQW WR E

‡ D SRVWJUDGXDWH VWXGHQW VRFLHW\ DVVRFLDWLRQ RU FRP  
‡ SRVWJUDGXDWH IRUXPV HYHQWV RU RQOLQH V\VWHPV GHVL  
'RFWRUDO FDQGLGDWHV DXWRPDWLFDOD\ EHFRPH PHPEHUV RI  
PRVW FDVHV ZLOO EH DIÀOLDWHG WR ZZZHQ X\WRURQXND 8QLRQ R  
6WXGHQWV XQLRQV IDFLOLWDWH WKH DFDGHPLF UHSUHVHQWD  
SURYLGLQJ DGYLFH DQG DGYRFDF\ RQ DFDGHPLF PDWWHUV DG  
)RU LQIRUPDWLRQ RQ KRZ VWXGHQWV XQLRQV VXSSRUW WKH  
LQFOXGLQJ GRFWRUDO FDQGLGDWHV VHH WKH 186 SRVWJUDG  
FDPSDLJQV SRVWVUDQ DIÀOLDWH RI WKHZ ZKURVSE DRQ\ W\Q\ QRW V  
(XURGZZ HXURGRF QHW

# 4 X H V W L R Q V    W R    F R Q V L G H U

% HIRUH WDNLQJ XS \RXU SODFH RQ D GRFWRUDO SURJUDPPH  
LQHYLWDEO\ KDYH PDQ\ TXHVWLQRQV DERXW WKH H[SHULHQFH D  
7KH TXHVWLQRQV EHORZ SURYLGH D JHQHUDO VWDUWLQJ SRLQW  
QHHG WR DVN WKDW UHODWH WR \RXU FKRVHQ VXEMHFW RU W  
DQG \RXU FKRVHQ LQVWLWXWLQRQ

% HIRUH VWDUWLQJ DQG DW SRLQWV WKURXJKRXW WKH GRFWR  
PRWLYDWLRQ IRU GRFWRUDO VWXG\ \RXU SURJUHVV DQG \RXU  
FDQ VKDSH DQG GLUHFW \RXU H[SHULHQFH VR WKDW \RX FDQ D

: KDW GRHV WKH LQVWLWXWLQRQ H[SHFW RI LWV UHVHDUFK VV  
XQGHUWDNLQJ WUDLQLQJ RU DWWHQGLQJ ¶WDXJKW. HOHPHQ

: KDW DUH WKH UROHV DQG UHVSQRQVLELOLWLHV RI GRFWRUD  
SURYLVLRQ LV WKHUH IRU FKDQJH RI VXSHUYLVRU LI P\ VXSH

: KDW IDFLOLWLHV DQG UHVRXUFHV DP , OLNHO\ WR QHHG IRU

: KDW FRVWV DP , OLNHO\ WR LQFXU WKDW DUH QRW LQFOXG  
UHVHDUFK SXUSRVHV FRQIHUHQFH DWWHQGDQFH EHQFK IHH

+RZ ZLOO , EH VXSSRUWHG LQ ÀQGLQJ RSSRUWXQLWLHV WR  
DQG SXEOLVK"

: LOO , EH JLYHQ RSSRUWXQLWLHV WR WHDFK DQG LI VR KR  
ZKDW VXSSRUW ZLOO EH DYDLODEOH WR PH DV D QRYLFH WH

: KDW VXSSRUW LV DYDLODEOH LQ P\ VXEMHFW IRU UHVHD  
VNLOOV GHYHORSPHQW"

+RZ GRHV WKH LQVWLWXWLQRQ SURPRWH DQ HQJDJLQJ DQG L  
UHVHDUFK HQYLURQPHQW"

+RZ DUH WKH FRQFHUQV RI GRFWRUDO VWXGHQWV UHSUHVHQW

: KDW SURYLVLRQ LV WKHUH IRU DUUDQJHG VXVSHQVLRQ RI V  
ZLOO , EH DEOH WR UHWXUQ WR P\ UHVHDUFK LI , VXVSHQG

: KDW KDSSHQV LI , GRQ·W FRPSOHWH P\ UHVHDUFK"

: KDW HPSOR\PHQW RSSRUWXQLWLHV DUH DYDLODEOH IRU VR  
WKLV GRFWRUDO TXDOLÀFDWLRQ HQKDQFH P\ FDUHHU SURVS

6RXUFHV RI KHOS DQG LQIRU

## 2QOLQH UHVRXUFHV

7KH 8QLYHUVLW\ RI 2[IRUG·V FHQWUH IRU H[FHOOHQFH LQ SUH  
ZZZ DSSULVH R[ DF XN

7KH 9LWDH SURJUDPPH SRVWJUDGXDWH UHVHDUFKHUV ZHEVLW  
ZZZ YLWDH DF XN 3RVWJUDGXDWH UHVHDUFKHUV KWPO

KWWS YLWDH DF XN UHVHDUFKHUV \*5\$'%'ULWDLQ RQOLQH

(OHFWURQLF 7KHZHV 2QOLQH 6HUYL FH (WKRV  
KWWS HWKRV EO XN +RPH GR MVHVVLRLQLG ')\$& % & ) (

\$ FDUHHU UHVRXUFH IRU DUWV DQG KXPDQLWLHV 3K' UHVHDUF  
ZZZ EH\RQGWKHSG FR XN

\$ SRVWJUDGXDWH FRPPXQLW\ ZKHUH \RX FDQ ÀQG DQG FRQQH  
ZZZ JUDGXDWHMXQFWLRQ QHW

&RPLF VWULSV DQG KXPRXU WR OLJKWHQ ORDG RI GRLQJ D GR  
ZZZ SKGFRPLFV FRP FRPLFV SKS

ODWW OLJKW V LOOXVWUDWHG JXLGH WR D 3K'  
KWWS PDWW PLJKW QHW DUWLFOHV SKG VFKRRQ LQ SLFWXUH

7KH 5HVHDUFKHU V %LEOH  
KWWS KRPHSDJHV LQI HG DF XN EXQG\ KRZ WRV UHVELEOH KV  
+RZ 7R :ULWH \$ 'LVVHUWDWLRQ RU %HGWLPH 5HDGLQJ )RU 3H  
ZZZ FV SXUGXH HGX KRPHV GHF HVVD\ GLVVHUWDWLRQ KWPO

7KH 7KHZHV :KLVSHUHU EORJ E\ ,QJHU OHZEXUQ  
KWWS WKHWKHVLVZKLVSHUHU ZRUGSUHV FRP

## 2WKHU UHVRXUFHV

0RRUH 3 4XDOLW\ 3DSHUV ZRUNERRN DQG &RQIHUHQFH 3RVW

# \$ F N Q R Z O H G J H P H Q W V

4\$\$ ZRXOG OLNH WR WKDQN DOO WKRVH ZKR SURYLGHG FRPPH  
RI *The UK Doctorate: A guide for current and prospective doctoral candidates* DUWLFXODU WKDQNV J  
'U 'HEELH OF9LWW\ 5HVHDUFK DQG 3ROLF\ 2IÀFHU +LJK  
1DWLRQDO 8QLRQ RI 6WXGHQWV  
7KDQNV DUH DOVR GXH WR WKH PHPEHUV RI DQ H[WHUQDO DGY  
'U ,DLQ &DPHURQ +HDG 5HVHDUFK &DUHHUV DQG 'LYH  
&RXQFLOV 8. 6WUDWHJ\ 8QLW  
OV \*LOO &ODUNH +LJKHU HGXFDWLRQ FRQVXOWDQW Y  
\*UDGXDWH 6FKRRO RI (GXFDWLRQ 8  
DQG '3KLO FDQGLGDWH 8QLYHUVLV  
3URIHVVRU 3DP 'HQLFROR 'LUHFWRU RI WKH \*UDGXDWH 6FKRRC  
6FLHQFHV DQG 'LUHFWRU RI WKH 3K  
,QWHU 3URIHVVLVRQDO 3RVWJUDGXD  
7UDLQLQJ 8QLYHUVLW\ RI 5HDGLQJ  
3URIHVVRU &KULV 3DUN +LJKHU HGXFDWLRQ FRQVXOWDQW I  
8QLYHUVLW\ RI /DQFDVWHU DQG VS  
+LJKHU (GXFDWLRQ \$FDGHP\br/>3URIHVVRU ,QJULG /XQW 'HSDUWPHQW RI (GXFDWLRQ 8QLYHUV  
'U -DQHW 0HWFDOIH &KDLU DQG +HDG 9LWDH  
3URIHVVRU &OLYH 1HDO 6W(RUHJHLWXV 3URIHVVRU RI 0HFKDQLFD  
8QLYHUVLW\ RI %LUPLQJKDP 9LVLWL  
\$XWRPRWLYH 6DIHW\ &RYHQWU\ 8QL  
3URIHVVRU RI &OLQLFDO %LRPHFKD  
&LW\ 8QLYHUVLW\br/>3URIHVVRU 9HUQRQ 7UDIIRUBORIHVVRU (PHULWXV \$QJOLD 5XVNLD  
'U &KULVWLDQ <HRPDQV 3ROLF\ 2IÀFHU 8. +LJKHU (GXFDWLRQ  
DQG (XURSH 8QLW  
OV -DQHW %RKUHU \$VVLVWDQW 'LUHFWRU 5HVHDUFK 5H  
)LQDOO\ VSHFLDO WKDQNV JRHV WR DOO WKRVH LQGLYLGXDOV  
WR ZRUNVKRS GLVFXVVLRQV DQG JDYH DGYLFH LQFOXGLQJ OU  
3DUWQHUVKLSV 4\$\$ 0U 'HUIHO 2ZHQ 0XOWLPHGLD DQG 6WXG  
0UV 5DFKHO %HFNHWW 0XOWLPHGLD (GLWRU 4\$\$

‘ 7KH 4XDOLW\ \$VVXUDQFH \$JHQF\ IRU +LJKHU (GXFDWLRQ  
, 6 % 1

\$OO 4\$\$.V SXEOLFDWLRQV DUH DYDLODEOH RQ RXU ZHEVLWH Z  
5HJLVWHUHG FKDULW\ QXPEHUV DQG 6&