Enlightened Searches for Talent are Needed to Bring Newcomers into Physics¹

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The National Academies have suggested that increasing diversity in STEM will be critical to the future competitiveness of the US in these areas [1], and the leadership of both the NSF [2] and the APS is taking this seriously. Physics and Astronomy programs grant, on average, only one PhD every 5 and 10 years, respectively, to members of underrepresented groups [3]. We are therefore not surprisingly the least diverse of the sciences [4]. In this talk, I will discuss several opportunities that may help our community move toward meeting these goals. The most universally applicable regard perturbing graduate admissions policies and practices [5], and employing key features of successful Bridge Programs into graduate programs [6]. For the former, we need to reevaluate the use of the GRE exams [7], and develop and implement more enlightened searches for talent.


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