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**Enlightened Searches for Talent are Needed to Bring Newcomers into Physics**[1]

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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.

[1] "Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads," The National Acadamies Press (2011);
[2] Joan Ferrini-Mundy, "Driven by Diversity," Science **340**, 278 (2013).
[3] Stassun, K.G., "Building Bridges to Diversity", Mercury, **34**, 3 (2005).
[4] http://www.aps.org/programs/education/statistics/minoritydegrees.cfm
[5] Casey W. Miller, "Admissions Criteria and Diversity in Graduate School,"APS News, The Back Page, February 2013. http://www.aps.org/publications/apsnews/201302/backpage.cfm
[6] Stassun, K.G., Sturm, S., Holley-Bockelmann, K., Burger, A., Ernst, D., & Webb, D., Am. J. Phys. **79**, 374 (2011).
[7] http://www.hispanicphysicists.org/news/GREandDiversity.html

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