item	subitem	High	Medium	Low
Academic Preparation (25%)	Physics Coursework	GPA>=3.7 (A-) in all core subjects: CM1&2, EM1&2, QM1&2, SM1, if not taken 2nd semester courses yet are they planning on taking them?	CM1&2, EM1&2, QM1&2, SM1; OR GPA>=3.7 (A-) in CM1, EM1, QM1, SM1 if no 2nd semester courses taken	GPA>=3.7 (A-) in EM1 and CM1; GPA>=3.0 (B) average in other advanced courses; any grades <2.7 (B-) without explanation
	Math Coursework	Real and Complex Analysis, Group Theory with GPA>=3.5 (A) grades	grades; or more than this with	Bare bones math prep (e.g., up to DiffEq), or low grades regularly on math
	Other Coursework	Consistently 3.5 (A) grades	Consistently 3.0 (B) grades with nothing below a 2.5 (B-/C+)	One or more 2.5s (B-/C+)
	Academic honors and/or recognitions	multiple honors, e.g., Dept/University Honors; Phi Beta Kappa, etc	one academic award/recognition	No academic honors in college documented in the application
Research (25%)	variety/duration	two years in research	one year in research; only REUs	nothing more than coursework laboratories
	quality of work	multiple indications of excellence	clearly made significant contributions to the project	limited intellectual or technical contribution to projects; "button pusher"
	technical skills	a variety of experiment, theory, and/or computational skills	has developed only one class of skill (exp or theory or comp)	nothing more than coursework laboratories
	dispositions	clear commitment to and enthusiasm for research; AND understands what the process entails	clear commitment to and enthusiasm for research; OR understands what the process entails	not clear if they know what they are getting into with a PhD; seems lukewarm about research
Non-Cognitive Competencies (25%)	Achievement Orientation	Consistently strives to improve or meet a high standard of excellence in all areas	Has demonstrated a high standard of excellence in selected areas	No evidence of striving for excellence provided in application or student record
	Conscientiousness	Takes responsibility for personal performance, both the good and the bad; AND demonstrates efficiency and organization	Takes responsibility for personal performance, both the good and the bad; OR demonstrates efficiency and organization	No evidence of taking responsibility for performance AND minimal evidence of efficient, organized work
	Initiative	Consistently seeks out or acts on opportunities AND takes leadership	Consistently seeks out or acts on opportunities OR takes leadership	Has not sought out or taken advantage of opportunities AND does not have a record of leadership
	Perserverence	Application clearly describes successful coping with failures/ obstacles	Basic or perfunctory description of overcoming challenges	Application does not describe experience with failure/obstacles

	item	subitem	High	Medium		Low
item		subitem	High	Medium		Low
			GPA>=3.7 (A-) in all core subjects CM1&2, EM1&2, QM1&2, SM1, it not taken 2nd semester courses	CM1&2, EM1&2, QM1&	2, SM1;	GPA>=3.7 (A-) in EM1 and CM1; GPA>=3.0 (B) average in other
			yet are they planning on taking	QM1, SM1 if no 2nd se	emester	advanced courses; any grades
Academic Prepar	ration (25%)	Physics Coursework	them?	courses taken		<2.7 (B-) without explanation
				DiffEq, Linear, and a		
				Methods course, all with	>=3.5 (A)	Bare bones math prep (e.g., up to
			Real and Complex Analysis, Grou		his with	DiffEq), or low grades regularly on
		Math Coursework	Theory with GPA>=3.5 (A) grades	GPA>=3.0 (B or A) g	rades	math
		Academic honors and/or	Dept/University Honors; Phi Beta		No academic	c honors in college

			' ' ' '		
ш		Academic honors and/or	Dept/University Honors; Phi Beta		No academic honors in college
Ш		recognitions	Kappa, etc	one academic award/recognition	documented in the application
Ш					nothing more than coursework
Ш	Research (25%)	variety/duration	two years in research	one year in research; only REUs	laboratories
Ш					limited intellectual or technical
ш				clearly made significant	contribution to projects; "button
Ш		quality of work	multiple indications of excellence	contributions to the project	pusher"
ш			a variety of experiment, theory,	has developed only one class of	nothing more than coursework
ш		technical skills	and/or computational skills	skill (exp or theory or comp)	laboratories
ш			clear commitment to and	clear commitment to and	
ш			enthusiasm for research; AND	enthusiasm for research; OR	not clear if they know what they
ш			understands what the process	understands what the process	are getting into with a PhD; seems
ш		dispositions	entails	entails	lukewarm about research
ш			Consistently strives to improve or	Has demonstrated a high	No evidence of striving for
ш	Non-Cognitive Competencies		meet a high standard of excellence	standard of excellence in selected	excellence provided in application
ш	(25%)	Achievement Orientation	in all areas	areas	or student record
ш			Takes responsibility for personal	Takes responsibility for personal	No evidence of taking
ш			performance, both the good and	performance, both the good and	responsibility for performance
ш			the bad; AND demonstrates	the bad; OR demonstrates	AND minimal evidence of efficient,
ш		Conscientiousness	efficiency and organization	efficiency and organization	organized work
					Has not sought out or taken
ш					advantage of opportunities AND
ш			Consistently seeks out or acts on	Consistently seeks out or acts on	does not have a record of
ш		Initiative	opportunities AND takes leadership	opportunities OR takes leadership	leadership
			Application clearly describes		
			successful coping with failures/	Basic or perfunctory description of	Application does not describe
		Perserverence	obstacles	overcoming challenges	experience with failure/obstacles