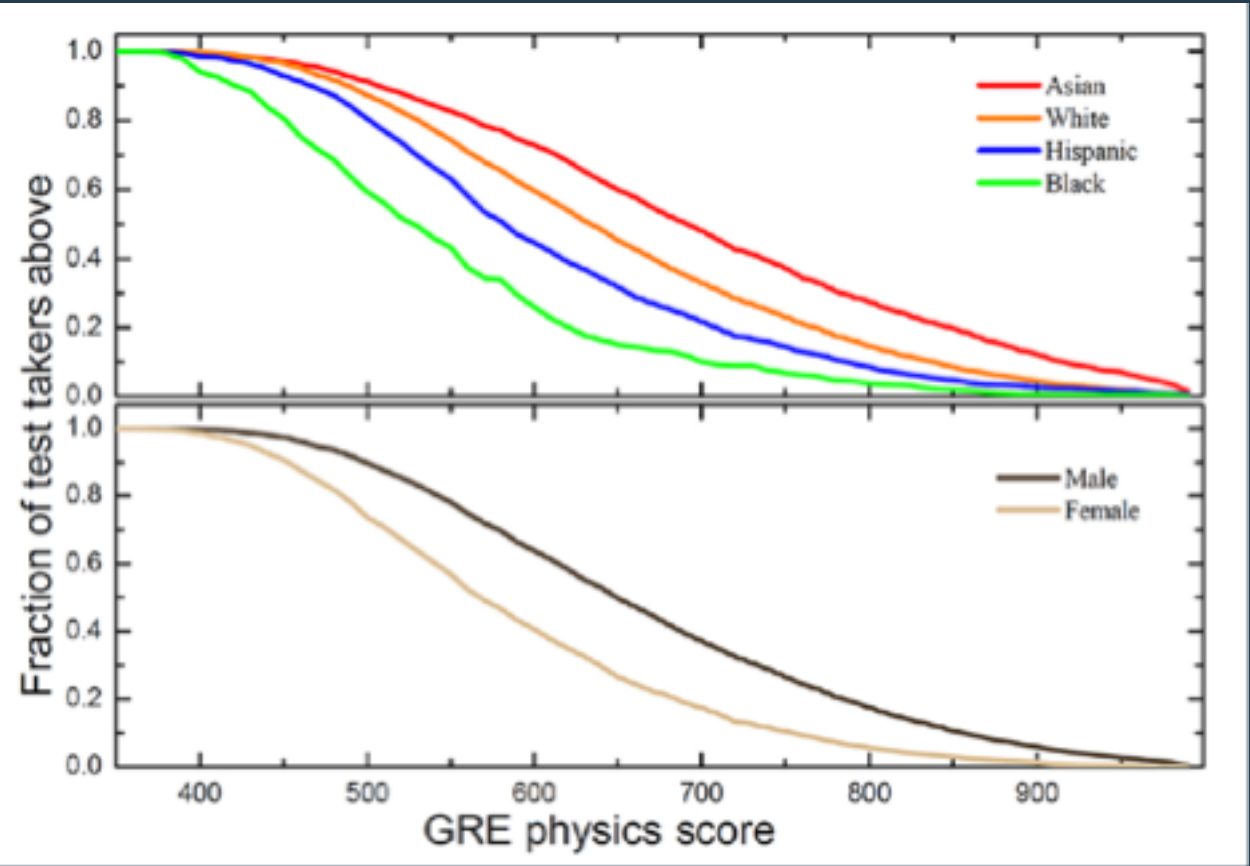
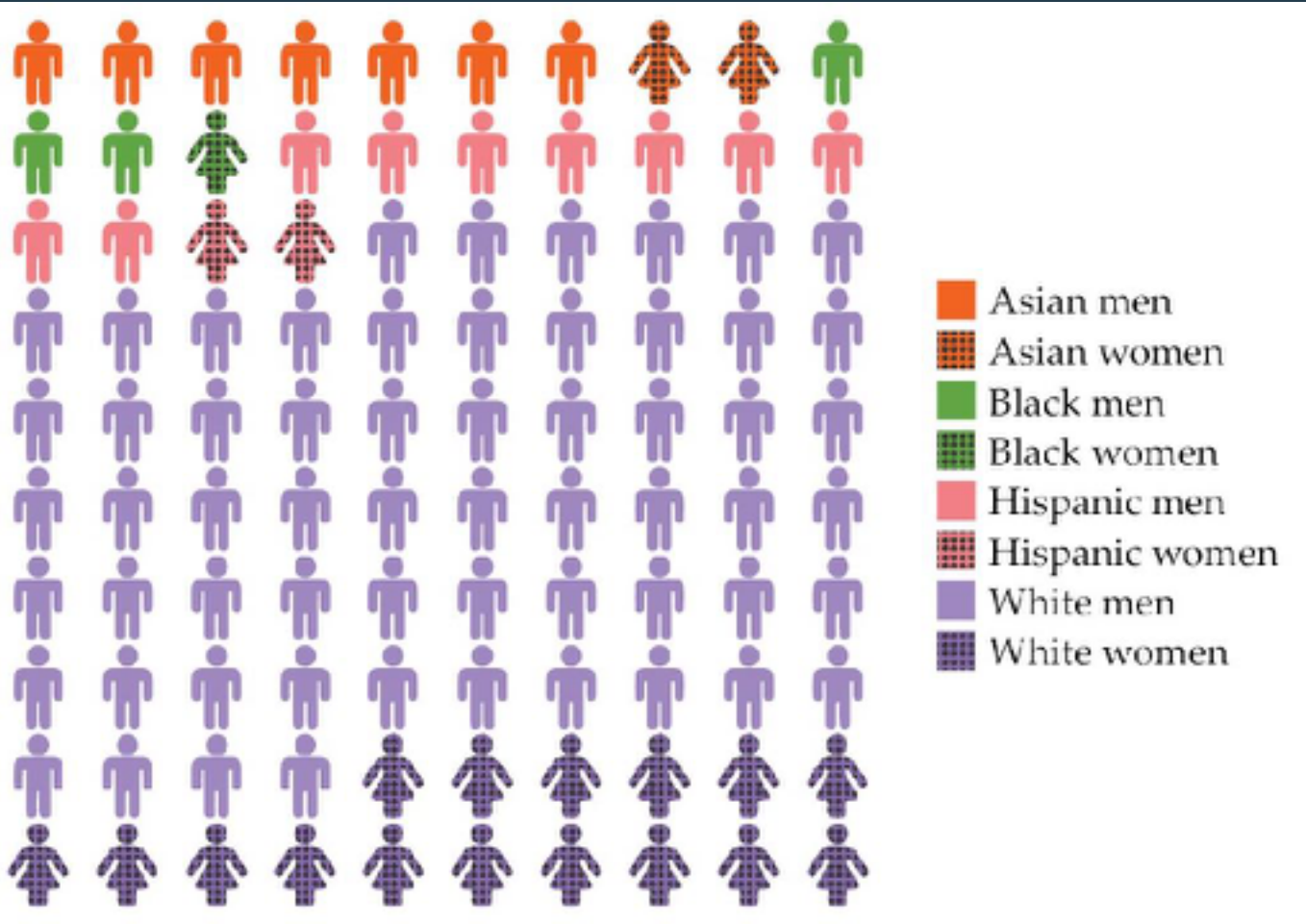


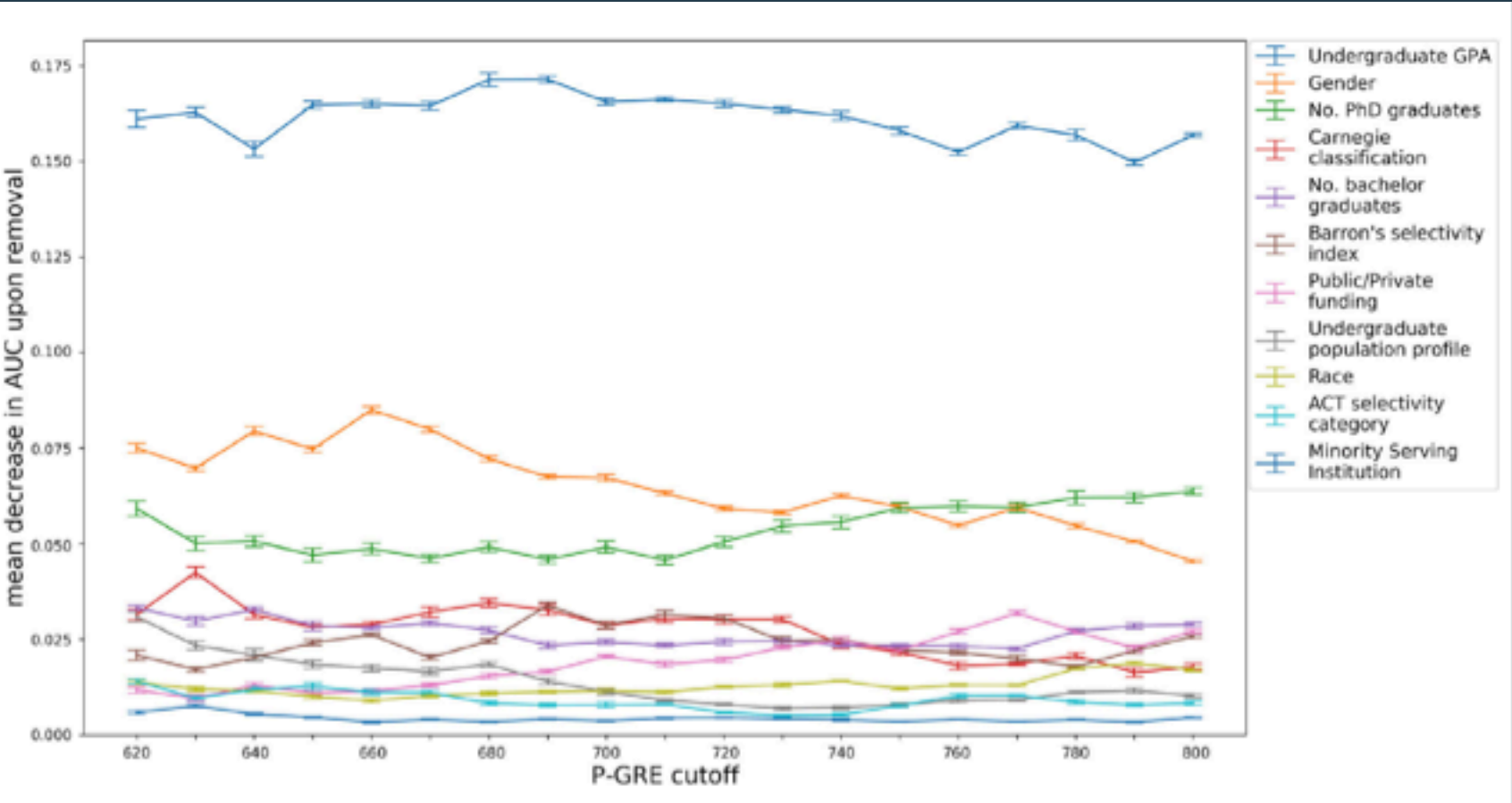
# diversifying graduate physics programs

potential physics phd applicants

using holistic admissions rubric



disaggregated  
gre distribution



gre cutoffs  
limit diversity

		Most common rubric score		
		Low	Medium	High
ACADEMIC PREPARATION	Physics coursework	✗		✓
	Math coursework		✗	✓
	All other coursework			✓✗
	Academic honors	✗		✓
RESEARCH EXPERIENCE	Variety/duration of research			✓✗
	Quality of work		✗	✓
	Technical skills		✗	✓
	Research dispositions		✗	✓
NONCOGNITIVE COMPETENCIES	Achievement orientation		✗	✓
	Conscientiousness		✗	✓
	Initiative		✗	✓
	Perseverance		✗	✓
FIT WITH PROGRAM	Alignment of research		✗	✓
	Alignment with faculty		✗	✓
	Community contributions		✗	✓
	Diversity contributions	✗		✓
GRE SCORES	General GRE scores			✓✗
	Physics GRE score	✗	✓	

✓ Admitted ✗ Nonadmitted

Young, Verboncoeur, Lam, and Caballero Phys Rev PER 19.1 (2023): 010134.  
Young, Tollefson, Zegers, and Caballero. Phys Rev PER 18.2 (2022): 020140.  
Young and Caballero. Phys Rev PER 17.1 (2021): 010144.  
Mikkelsen, Young, and Caballero. Phys Rev PER 17.1 (2021): 010109.

more folks learn  
science better

greater diversity  
across all of  
science

A science that is more  
representative of and  
responsive to society

A society that deeply  
values and strongly  
supports science