

# There's lots of work to do

- First year experience is being retooled; focus on transition to graduate school
- Pathways to PhD candidacy requires reflecting on goals and offering alternatives
- We must address systemic sexism[10] and racism throughout our program
- MSU joined the APS Inclusion, Diversity, and Equity Alliance (APS-IDEA)

[10] Aycock et al, PRPER 15, 010121 (2019)

# Changes to the Program

We are committed to the students we admit