The National Academies have suggested that increasing diversity in Science, Technology, Engineering, and Math will be critical to the future competitiveness of the US in these areas, and both the National Science Foundation and the American Physical Society are taking this seriously. In this talk, I will discuss several opportunities that may help move toward meeting this goal, and, importantly, the potential benefits to programs and individual investigators willing to take on these challenges. The most universally applicable and implementable actions regard perturbing graduate admissions policies and practices, and employing key features of successful Bridge Programs into graduate programs. Despite the prevalent use of minimum acceptable scores by admissions committees, there is no correlation between GRE scores and research ability. I will remind the community that the use of minimum acceptable GRE scores for admissions is in opposition to ETS’s Guide to the Use of GRE Scores, and I will present data showing that this practice will have (has had?) a negative impact on diversity in graduate programs. I will conclude by discussing non-cognitive competencies and their role in student selection processes.

Bio: Professor Miller is a recipient of the AFOSR Young Investigator and NSF CAREER Awards. Dr. Miller also has a keen interest in the issue of diversity in STEM graduate programs. He served as Director of the University of South Florida’s American Physical Society (APS) Bridge Site, which was created by the APS in 2013 in order to facilitate the admission of minorities into graduate programs in physics.