* Note that students may have applied to our MS program because they are unaware that they are eligible for the PhD program with a bachelor's degree or have been erroneously advised that they need to obtain an MS before beginning PhD studies
* Be on the lookout for bias pitfalls in letter writing (see handout on the back)
* When reading application essays, consider that access to resources, cultural norms, gender, etc. have been shown to impact the way applicants discuss themselves and their scientific accomplishments. (e.g., NYT article today <https://www.nytimes.com/2019/12/17/opinion/gender-science-study.html?fbclid=IwAR3yi3pkEx6GYXgX6l1gFZ4fRvzhAxmGOE77Q--5WJBJXh7uLRH72w3ssGw> citing research on how women tend to be less assertive in writing, and men disproportionately describe their scientific work in positive terms,
* Apply the holistic review guidelines from our colleagues in BioEngineering, and information about holistic admissions review from the Graduate School (email today from Noell).
* Consider writing an informal rubric (with criteria for evaluation) so you know what you are looking for before reviewing applications. The *distance a student has traveled* to get where there are is a great predictor of success in graduate school
* Regarding the GRE, note that
  + Many of our peers have eliminated the GRE requirement, and CoENV is considering GRExit
  + GREQ does not cover calculus, so the scores may not be as relevant as they seem.
  + Students may have lacked funds for test preparation materials or courses
  + "The article [below] corroborates earlier negative findings about the efficacy of the GRE in predicting success. It finds gender differences in GRE Q scores, but no gender differences in completion rates, time to degree, or percentage who left in the first year. There was no relationship between GRE Q scores and PhD completion for women. GRE Q scores were NEGATIVELY associated with PhD completion for men," (Dan Brown, SEFS)  <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0206570>
  + Another article which discusses the GRE:  <https://www.sciencemag.org/careers/2017/06/gres-dont-predict-grad-school-success-what-does>
  + Another article which discusses the GRE: <https://www.nature.com/naturejobs/science/articles/10.1038/nj7504-303a>
* Noell sent out a list of students who self-identified as members of historically underrepresented ethnic/racial groups in geoscience. Review those applicants first! Additionally, our department was not allocated an ARCS fellowship for this recruiting cycle, so the only ARCS funding we will have access to is the Diversity ARCS.