

Field Availability Estimates 101: Projecting Potential Applicant Pools

For 2021 IHP Proposal Process

UO Values

The University of Oregon is dedicated to increasing diversity, equity, and inclusion. To achieve this in our hiring, we are working to bring in strong, diverse applicant pools and to follow the best practices of active recruitment. We can enhance these efforts by crafting searches in ways that foster high-quality, diverse pools. Field Availability Estimates are a tool to help units consider how the focus of their searches might impact the demographics of future applicant pools.

What are Field Availability Estimates?

Field Availability Estimates provide a demographic breakdown of recent domestic (US) terminal degree awards by field and subfield. In other words, they offer a demographic snapshot of people who have earned terminal degrees in these fields and may therefore be potential applicants. These data are from two sources:

- **SED:** National Science Foundation (NSF) Survey of Earned Doctorates (SED) – an annual census of research doctoral degree recipients from accredited U.S. academic institutions. [http://www.norc.org/Research/Projects/Pages/survey-of-earned-doctorates-\(sed\).aspx](http://www.norc.org/Research/Projects/Pages/survey-of-earned-doctorates-(sed).aspx)
- **IPEDS:** U.S. Department of Education’s National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS) – annually reported degree conferrals from higher education institutions. <https://nces.ed.gov/ipeds/>

UO uses both SED and IPEDS data to offer a fuller picture for Field Availability Estimates; the data reflect terminal degree recipients by field over a five-year period (2014-2018)¹. The “Source” column in the table indicates the data source for each field.

Using Field Availability Estimates

In this oversimplified example, a unit is deciding whether to search in a *Discipline-Specific Field* or to refine down to a *Discipline-Specific Field Subset* (e.g. a more qualitative subfield). As is shown by the example FAE data below, restricting the scope of their search to this *Discipline-Specific Field Subset* could reduce the likelihood of attracting female applicants by almost half. In the *Discipline-Specific Field*, a search pool might expect female representation around 65%; that drops to 35% if they focus their search to this *Discipline-Specific Field Subset*. In this way, Field Availability Estimates give the unit an opportunity to consider possible search field(s) with respect to potential unintended consequences on the applicant pool.

Degree Field/Subfield	Estimated % Women in Field	Estimated % Underrepresented Minorities in Field						Source
		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Discipline-Specific Field	65%	40%	10%	20%	1%	5%	4%	SED
Discipline-Specific Field Subset	35%	40%	10%	20%	1%	5%	4%	SED

¹ This data may differ slightly from the Field Availability Estimates provided for 2019-20 IHP-approved searches; those estimates were tailored to specific searches and the data was based on slightly older conferred terminal degree information from IPEDS (2005-14) and SED (2009-14).

Why do Field Availability Estimates matter?

When choosing a search focus, Field Availability Estimates can help highlight the potential impacts of a search direction on the potential candidate pool – see the Example above. Looking at the Field Availability Estimates helps units see when decisions are more likely to eliminate high-quality underrepresented candidates.

When conducting a search, Field Availability Estimates can be used as units craft position descriptions, design advertising, and engage in active recruitment efforts (e.g., identifying when focused outreach is necessary to attract a robust pool). They can also be used as a reference point from which units can gauge their applicant pools at appropriate search milestones.

What about my other insights into the field?

It is important to recognize that Field Availability Estimates are only one aspect of anticipating and developing strong candidate pools. In 2021 IHP proposals, units may also reference additional data sources within their disciplines (e.g., data on international applicant pools, data on postdocs) and what they already know about availability in the field (e.g., insights on graduates who seek positions in academia vs industry), as long as they include that data with their proposal. This discipline-specific information is welcome, as it provides additional insight into likely applicant pools.

Where can I learn more?

- For information on 2021-22 Institutional Hiring Plan: <https://provost.uoregon.edu/ay2021-22-institutional-hiring-plan>
- For information on Active Recruitment: <https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches>

Field Availability Estimates for 2021 IHP Proposals

(2014-2018 IPEDS and SED Data, sorted by SED category)

Degree Field/Subfield	Estimated % Women in Field	Estimated % Underrepresented Minorities in Field						Source
		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
All fields	46%	27%	7%	9%	0%	7%	3%	SED
Education	69%	31%	15%	5%	1%	8%	2%	SED
Education administration	62%	37%	24%	3%	1%	7%	2%	SED
Educational administration and supervision	61%	39%	26%	4%	1%	7%	2%	SED
Educational and human resource studies, development	68%	42%	21%	8%	0%	11%	2%	SED
Educational leadership	61%	33%	21%	2%	1%	6%	2%	SED
Urban education and leadership	74%	59%	39%	4%	0%	10%	4%	SED
Education research	70%	30%	13%	6%	1%	8%	3%	SED
Counseling education/counseling and guidance	74%	35%	20%	3%	1%	9%	2%	SED
Communication Disorders Sciences and Services	85%	15%	3%	4%	0%	6%	2%	IPEDS
Curriculum and instruction	74%	29%	11%	6%	1%	8%	3%	SED
Educational assessment, testing, measurement	61%	33%	12%	11%	1%	5%	5%	SED
Educational policy analysis	64%	38%	18%	8%	1%	9%	2%	SED
Educational psychology (education)	72%	28%	10%	7%	1%	7%	3%	SED
Educational statistics, research methods	65%	25%	7%	9%	1%	5%	3%	SED
Educational/instructional technology, media design	58%	26%	11%	7%	1%	5%	1%	SED
Higher education/evaluation and research	63%	34%	18%	4%	0%	9%	3%	SED
International education	72%	32%	7%	9%	0%	15%	2%	SED
School psychology (education)	82%	25%	9%	6%	0%	8%	2%	SED
Social and philosophical foundations of education	62%	38%	17%	6%	1%	10%	3%	SED
Special education	80%	21%	7%	4%	1%	6%	2%	SED
Teacher education	78%	27%	15%	4%	1%	5%	2%	SED
Teaching fields	71%	25%	9%	6%	0%	7%	2%	SED
English as a second or foreign language	72%	30%	5%	15%	0%	9%	1%	SED
Health education	80%	37%	20%	7%	1%	6%	2%	SED
Literacy and reading education	88%	21%	9%	3%	0%	6%	2%	SED
Mathematics education	63%	26%	11%	5%	0%	8%	2%	SED
Music education	53%	18%	5%	6%	1%	3%	2%	SED
Physical education and coaching	46%	19%	6%	4%	0%	3%	4%	SED
Science education	69%	26%	9%	8%	0%	5%	3%	SED
Teaching fields, aggregated	74%	26%	8%	6%	0%	9%	2%	SED
Other education	72%	34%	14%	5%	1%	10%	3%	SED
Education, general	73%	34%	13%	6%	1%	11%	3%	SED
Education, other	72%	39%	16%	6%	1%	10%	5%	SED
Other education, aggregated	69%	31%	14%	4%	1%	9%	2%	SED
Engineering	24%	30%	4%	15%	0%	7%	3%	SED
Aerospace, aeronautical, and astronautical engineering	14%	24%	3%	9%	0%	8%	3%	SED
Bioengineering and biomedical engineering	38%	36%	4%	22%	0%	6%	3%	SED
Chemical engineering	31%	28%	2%	16%	0%	6%	3%	SED
Civil engineering	26%	27%	6%	11%	0%	8%	2%	SED

Field Availability Estimates for 2021 IHP Proposals

(2014-2018 IPEDS and SED Data, sorted by SED category)

Degree Field/Subfield	Estimated % Women in Field	Estimated % Underrepresented Minorities in Field						Source
		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Electrical, electronics, and communications engineering	17%	36%	5%	22%	0%	6%	3%	SED
Industrial and manufacturing engineering	30%	36%	9%	14%	0%	8%	2%	SED
Materials science engineering	26%	30%	4%	14%	0%	8%	4%	SED
Mechanical engineering	15%	25%	3%	13%	0%	6%	2%	SED
Other engineering	25%	29%	5%	13%	0%	7%	3%	SED
Computer engineering	15%	36%	5%	22%	0%	6%	2%	SED
Environmental health engineering	48%	30%	5%	13%	1%	8%	3%	SED
Nuclear engineering	14%	16%	2%	5%	0%	5%	3%	SED
Structural engineering	18%	20%	2%	9%	0%	6%	2%	SED
Systems engineering	24%	34%	11%	11%	1%	8%	2%	SED
Other engineering, aggregated	25%	30%	6%	12%	1%	7%	3%	SED
Humanities and arts	51%	20%	4%	4%	0%	8%	3%	SED
Foreign languages and literature	62%	32%	2%	4%	0%	23%	2%	SED
African Languages, Literatures, and Linguistics	40%	0%	0%	0%	0%	0%	0%	IPEDS
Celtic Languages, Literatures, and Linguistics	67%	0%	0%	0%	0%	0%	0%	IPEDS
Classics and Classical Languages, Literatures, and Linguistics	44%	10%	1%	2%	1%	4%	1%	IPEDS
East Asian Languages, Literatures, and Linguistics	61%	32%	0%	26%	0%	2%	2%	IPEDS
Foreign Languages, Literatures, and Linguistics, Other	56%	39%	0%	2%	0%	35%	3%	IPEDS
French	73%	16%	3%	2%	1%	5%	3%	SED
Germanic Languages, Literatures, and Linguistics	58%	10%	1%	2%	0%	5%	1%	IPEDS
Italian	69%	6%	0%	0%	0%	0%	6%	SED
Latin American languages and literature	61%	59%	1%	1%	1%	56%	0%	SED
Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	38%	13%	1%	4%	0%	5%	2%	IPEDS
Romance Languages, Literatures, and Linguistics	63%	33%	2%	2%	0%	27%	1%	IPEDS
Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	60%	6%	1%	1%	0%	3%	1%	IPEDS
South Asian Languages, Literatures, and Linguistics	57%	13%	13%	0%	0%	0%	0%	IPEDS
Spanish language and literature	59%	49%	2%	1%	0%	44%	2%	SED
Other languages, aggregated	61%	32%	1%	11%	0%	16%	3%	SED
History	45%	21%	5%	4%	0%	8%	2%	SED
American history (U.S. and Canada)	44%	19%	7%	2%	0%	6%	3%	SED
Asian history	47%	41%	1%	30%	0%	4%	4%	SED
European history	46%	10%	1%	1%	0%	5%	3%	SED
History, aggregated	47%	26%	11%	3%	0%	7%	2%	SED
History, general	44%	22%	6%	5%	1%	8%	2%	SED
History, science and technology and society	49%	18%	3%	5%	0%	5%	3%	SED
Latin American history	46%	45%	4%	1%	0%	39%	0%	SED
Middle/Near East studies	42%	18%	2%	4%	0%	6%	1%	SED
Letters	59%	17%	3%	4%	0%	5%	3%	SED
American literature (U.S. and Canada)	57%	18%	5%	3%	0%	6%	3%	SED
Classics	44%	11%	1%	3%	0%	5%	2%	SED

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		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Comparative literature	58%	24%	3%	8%	0%	9%	4%	SED
English language	60%	19%	4%	4%	1%	6%	1%	SED
English literature, British and Commonwealth	64%	14%	2%	5%	0%	4%	2%	SED
Folklore Studies	65%	22%	10%	5%	0%	7%	0%	IPEDS
Letters, aggregated	57%	17%	3%	4%	1%	6%	3%	SED
Medieval and Renaissance Studies	49%	6%	3%	0%	0%	3%	0%	IPEDS
Creative Writing	47%	18%	4%	5%	0%	5%	4%	IPEDS
Rhetoric and composition	64%	15%	4%	2%	1%	5%	3%	SED
Speech and rhetorical studies	47%	13%	2%	1%	0%	5%	2%	SED
Other humanities	46%	19%	4%	5%	1%	6%	3%	SED
American/U.S. studies	62%	40%	13%	7%	3%	10%	5%	SED
Archaeology	55%	13%	2%	3%	1%	4%	3%	SED
Art history/criticism/conservation	78%	19%	2%	7%	1%	6%	4%	SED
Dance	88%	31%	9%	4%	0%	12%	5%	IPEDS
M. Dance	88%	31%	9%	4%	0%	12%	5%	IPEDS
Drama, theater arts	63%	17%	5%	2%	1%	5%	3%	SED
M. Drama/Theatre Arts and Stagecraft	63%	28%	8%	3%	0%	12%	4%	IPEDS
Film, cinema, video studies	49%	27%	5%	8%	0%	6%	7%	SED
Music	40%	16%	3%	6%	0%	4%	1%	SED
M. Music	44%	27%	5%	7%	0%	10%	5%	IPEDS
Music performance	50%	24%	2%	11%	1%	7%	3%	SED
Music theory and composition	26%	15%	2%	3%	0%	6%	3%	SED
M. Music Composition	22%	22%	3%	4%	0%	10%	4%	IPEDS
Musicology and ethnomusicology	54%	20%	4%	5%	0%	6%	3%	SED
Near and Middle Eastern Studies	46%	11%	1%	5%	0%	4%	1%	IPEDS
Philosophy, ethics	29%	14%	3%	3%	0%	5%	3%	SED
Religion/religious studies, Jewish/Judaic studies	36%	19%	6%	5%	0%	4%	3%	SED
Other humanities and arts	45%	19%	4%	5%	1%	5%	3%	SED
M. Design & Applied Arts	72%	29%	5%	10%	0%	9%	4%	IPEDS
M. Digital Arts	38%	39%	7%	7%	1%	19%	4%	IPEDS
M. Film/Video & Photo Arts	46%	34%	6%	8%	0%	15%	5%	IPEDS
M. Fine & Studio Arts	73%	32%	5%	8%	1%	13%	4%	IPEDS
Other humanities, aggregated	49%	22%	6%	5%	1%	6%	3%	SED
Life sciences	56%	28%	6%	11%	0%	7%	3%	SED
Agricultural sciences and natural resources	48%	20%	5%	6%	0%	6%	2%	SED
Agricultural economics	41%	26%	6%	13%	0%	3%	2%	SED
Agricultural sciences and natural resources	48%	20%	5%	6%	0%	6%	2%	SED
Agricultural sciences, aggregated	46%	21%	6%	5%	0%	8%	1%	SED
Agronomy, horticulture science, plant breeding, plant pathology, plant sciences-other	43%	20%	3%	7%	0%	6%	2%	SED
Animal breeding, animal nutrition, poultry science	45%	16%	3%	2%	1%	8%	1%	SED

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Animal science, other	52%	16%	2%	4%	0%	7%	2%	SED
Environmental science	55%	27%	8%	7%	0%	9%	2%	SED
Fishing and fisheries sciences and management	39%	12%	4%	2%	1%	4%	3%	SED
Food science, food technology-other	57%	32%	8%	13%	0%	9%	1%	SED
Forest biology, forest management, wood science, forestry sciences- other	41%	20%	4%	6%	1%	4%	1%	SED
Natural resource and environmental policy	54%	20%	4%	6%	0%	3%	5%	SED
Natural resources and conservation, wildlife and range management	49%	11%	2%	2%	1%	4%	2%	SED
Soil chemistry, soil sciences-other	51%	16%	2%	5%	0%	7%	2%	SED
Wildlife biology	51%	10%	1%	0%	0%	6%	1%	SED
Biological, biomedical sciences	53%	28%	4%	12%	0%	8%	3%	SED
Anatomy, developmental biology	57%	32%	3%	15%	0%	12%	3%	SED
Bacteriology, parasitology	56%	24%	5%	6%	1%	8%	5%	SED
Biochemistry (biological sciences)	49%	28%	4%	12%	0%	7%	4%	SED
Bioinformatics	36%	35%	5%	22%	0%	4%	3%	SED
Biological and biomedical sciences, general	55%	33%	5%	15%	0%	8%	3%	SED
Biomedical sciences	56%	35%	7%	14%	0%	9%	4%	SED
Biometrics and biostatistics	51%	41%	5%	30%	0%	3%	3%	SED
Biophysics (biological sciences)	35%	29%	4%	14%	1%	7%	2%	SED
Biotechnology, biology/biomedical sciences-other	52%	31%	6%	13%	0%	9%	2%	SED
Botany, plant pathology, plant physiology	48%	22%	1%	6%	0%	10%	5%	SED
Cancer biology	57%	35%	6%	17%	0%	9%	2%	SED
Cell, cellular biology, and histology	53%	29%	4%	14%	0%	7%	3%	SED
Computational biology	31%	27%	4%	15%	0%	4%	2%	SED
Ecology	52%	14%	1%	3%	0%	6%	3%	SED
Endocrinology, human/animal pathology	57%	31%	8%	11%	0%	8%	3%	SED
Entomology	46%	18%	2%	6%	0%	8%	2%	SED
Environmental toxicology (biological sciences)	55%	24%	6%	8%	1%	6%	3%	SED
Evolutionary biology	46%	22%	2%	7%	0%	8%	4%	SED
Genetics and genomics, human and animal	56%	26%	3%	12%	0%	6%	4%	SED
Immunology	56%	33%	5%	17%	0%	8%	3%	SED
Microbiology	56%	27%	5%	9%	0%	9%	4%	SED
Molecular biology, medicine	54%	29%	4%	13%	0%	8%	3%	SED
Molecular medicine*	55%	39%	14%	15%	0%	6%	3%	SED
Neurosciences and neurobiology	52%	29%	4%	12%	0%	8%	4%	SED
Nutrition sciences	77%	26%	5%	10%	0%	6%	2%	SED
Pharmacology, human and animal	54%	32%	9%	14%	0%	6%	2%	SED
Physiology, human and animal	49%	26%	5%	10%	0%	7%	3%	SED
Plant genetics	49%	20%	0%	7%	0%	7%	7%	SED
Structural biology	40%	28%	5%	12%	0%	8%	1%	SED
Toxicology*	64%	37%	10%	12%	0%	8%	2%	SED
Virology	50%	25%	4%	6%	0%	10%	4%	SED

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Zoology	61%	16%	1%	5%	0%	5%	4%	SED
Health sciences	69%	32%	12%	9%	1%	6%	3%	SED
Environmental health, public health	73%	42%	21%	10%	1%	6%	3%	SED
Epidemiology	70%	33%	10%	13%	0%	7%	3%	SED
Health and behavior	80%	39%	18%	6%	1%	11%	3%	SED
Health policy analysis	67%	28%	11%	10%	0%	4%	2%	SED
Health services research*	70%	34%	10%	17%	0%	6%	1%	SED
Health sciences, aggregated	65%	32%	9%	11%	1%	5%	2%	SED
Health systems/services administration	65%	41%	19%	15%	0%	5%	2%	SED
Kinesiology, exercise science	42%	16%	4%	4%	0%	6%	2%	SED
Nursing science	92%	26%	11%	6%	1%	6%	2%	SED
Pharmaceutical sciences	47%	41%	8%	26%	0%	4%	2%	SED
Public health*	75%	48%	27%	8%	0%	8%	4%	SED
Rehabilitation/therapeutic services	63%	22%	7%	7%	0%	5%	2%	SED
Speech-language pathology and audiology	79%	20%	5%	7%	0%	6%	2%	SED
Mathematics	28%	24%	3%	11%	0%	5%	3%	SED
Algebra	23%	17%	2%	7%	0%	5%	2%	SED
Analysis and functional analysis	21%	18%	3%	8%	0%	5%	1%	SED
Applied mathematics, computing theory	29%	24%	4%	10%	0%	6%	3%	SED
Geometry, geometric analysis	15%	21%	2%	7%	1%	5%	5%	SED
Logic, topology/foundations	20%	19%	1%	8%	0%	5%	5%	SED
Number theory	19%	22%	2%	10%	0%	5%	5%	SED
Operations research, mathematics/statistics-general, mathematics/statistics-other	28%	23%	3%	11%	0%	4%	3%	SED
Statistics (mathematics)	38%	32%	4%	20%	0%	3%	3%	SED
Physical sciences	30%	22%	3%	10%	0%	5%	3%	SED
Chemistry	38%	24%	4%	10%	0%	6%	3%	SED
Analytical chemistry	48%	25%	5%	10%	0%	6%	3%	SED
Chemical biology	49%	30%	2%	13%	0%	9%	6%	SED
Chemistry, general	41%	26%	4%	10%	0%	7%	2%	SED
Chemistry, other	49%	29%	5%	10%	0%	10%	4%	SED
Inorganic chemistry	38%	21%	4%	8%	0%	6%	3%	SED
Medicinal chemistry	38%	31%	9%	14%	0%	3%	4%	SED
Organic chemistry	31%	25%	4%	11%	0%	7%	3%	SED
Physical chemistry	34%	17%	3%	7%	0%	4%	3%	SED
Polymer chemistry	34%	23%	3%	11%	1%	5%	3%	SED
Theoretical chemistry	25%	18%	4%	7%	0%	4%	4%	SED
Computer and information sciences	21%	29%	5%	16%	0%	5%	3%	SED
Computer and information sciences, general	30%	35%	8%	19%	0%	5%	2%	SED
Computer and information sciences, other	29%	30%	6%	12%	0%	6%	3%	SED

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		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Computer science	18%	28%	3%	16%	0%	4%	3%	SED
Information science and systems	39%	34%	11%	13%	1%	7%	3%	SED
Robotics	11%	28%	1%	14%	0%	8%	2%	SED
Geosciences, atmospheric sciences, and ocean sciences	43%	17%	2%	5%	0%	6%	3%	SED
Atmospheric science and meteorology	38%	20%	2%	8%	0%	7%	2%	SED
Atmospheric chemistry, atmospheric sciences-general, atmospheric sciences-other	41%	22%	3%	9%	0%	7%	2%	SED
Atmospheric physics, meteorology	31%	18%	2%	7%	0%	7%	2%	SED
Geological and earth sciences	42%	15%	2%	4%	0%	6%	3%	SED
Geochemistry, mineralogy	51%	15%	1%	3%	1%	6%	4%	SED
Geology	40%	13%	1%	2%	0%	6%	3%	SED
Geomorphology, geological sciences-general, geological sciences-other	46%	16%	1%	5%	0%	5%	3%	SED
Geophysics and seismology	32%	21%	4%	7%	0%	7%	1%	SED
Paleontology, stratigraphy	47%	10%	1%	1%	0%	5%	4%	SED
Ocean and marine sciences	49%	16%	2%	5%	0%	6%	3%	SED
Marine biology and biological oceanography	62%	18%	1%	5%	1%	8%	3%	SED
Ocean/marine sciences, aggregated	44%	14%	2%	4%	0%	4%	3%	SED
Oceanography, chemical and physical	46%	17%	1%	5%	0%	6%	3%	SED
Physics and astronomy	21%	19%	2%	9%	0%	5%	3%	SED
Astronomy	30%	17%	1%	7%	0%	5%	3%	SED
Astronomy	30%	17%	1%	7%	0%	5%	3%	SED
Astronomy and astrophysics	30%	17%	1%	7%	0%	5%	3%	SED
Astronomy and astrophysics, other	29%	5%	0%	0%	0%	5%	0%	SED
Astrophysics	26%	19%	2%	8%	0%	5%	3%	SED
Physics	20%	21%	2%	10%	0%	5%	3%	SED
Acoustics, optics/phototonics	18%	23%	3%	14%	0%	4%	2%	SED
Applied physics	25%	25%	4%	12%	0%	5%	2%	SED
Atomic physics, polymer physics	19%	18%	1%	10%	0%	5%	2%	SED
Biophysics (physics)	25%	20%	1%	12%	0%	4%	3%	SED
Condensed matter/low temperature physics	16%	23%	2%	12%	0%	6%	3%	SED
Elementary particle physics	16%	21%	1%	10%	0%	6%	3%	SED
Medical physics/radiological science	28%	32%	4%	15%	0%	8%	5%	SED
Nuclear physics	18%	15%	1%	5%	0%	5%	3%	SED
Particle (elementary) physics	12%	25%	1%	10%	0%	7%	3%	SED
Physics, general	21%	16%	1%	8%	0%	5%	2%	SED
Physics, other	25%	20%	2%	8%	0%	6%	3%	SED
Plasma, high-temperature physics	14%	15%	1%	6%	0%	4%	3%	SED
Professional Schools and Other	51%	30%	11%	9%	0%	6%	2%	SED
Law	47%	27%	7%	7%	1%	10%	3%	IPEDS

Field Availability Estimates for 2021 IHP Proposals

(2014-2018 IPEDS and SED Data, sorted by SED category)

Degree Field/Subfield	Estimated % Women in Field	Estimated % Underrepresented Minorities in Field						Source
		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Business management and administration	41%	34%	11%	14%	0%	6%	2%	SED
Accounting	45%	28%	6%	15%	0%	3%	3%	SED
Business administration and management	39%	33%	10%	12%	0%	7%	3%	SED
Business management and administration area	41%	34%	11%	14%	0%	6%	2%	SED
Finance	28%	34%	6%	20%	0%	5%	1%	SED
Human resources, organizational behavior	54%	35%	20%	5%	0%	7%	2%	SED
Management information systems, business statistics	28%	42%	16%	19%	0%	4%	2%	SED
Marketing management and research	49%	38%	6%	22%	0%	6%	3%	SED
Organizational behavior	55%	31%	16%	6%	0%	6%	2%	SED
Other aggregated business fields	41%	36%	12%	15%	0%	6%	2%	SED
Communication	62%	23%	8%	6%	0%	6%	2%	SED
Communication research	64%	21%	6%	7%	0%	6%	2%	SED
Communication, aggregated	61%	24%	8%	3%	0%	7%	3%	SED
Communication, general	69%	21%	6%	7%	0%	4%	3%	SED
Communication, Journalism, and Related Programs	61%	20%	7%	5%	0%	5%	2%	IPEDS
Mass communication, media studies	58%	23%	10%	6%	0%	5%	2%	SED
Non-S&E fields not elsewhere classified	59%	31%	14%	6%	0%	7%	3%	SED
Architecture	See below	See below	See below	See below	See below	See below	See below	See below
Architecture/environmental design	49%	22%	3%	9%	0%	6%	3%	SED
M. Architecture	45%	34%	4%	10%	0%	17%	3%	IPEDS
M. Interior Architecture	89%	23%	4%	4%	0%	10%	4%	IPEDS
M. Landscape Architecture	42%	21%	3%	6%	0%	9%	3%	IPEDS
Family, consumer sciences and human sciences	78%	37%	19%	10%	0%	7%	1%	SED
Fields not elsewhere classified, aggregated	50%	29%	11%	9%	0%	6%	2%	SED
Non-S&E fields not elsewhere classified	59%	31%	14%	6%	0%	7%	3%	SED
Parks, sports, recreation, leisure and fitness	48%	22%	13%	2%	1%	4%	3%	SED
Public administration	52%	37%	25%	3%	0%	6%	3%	SED
Social work	79%	35%	16%	7%	0%	8%	3%	SED
Theology/religious education	28%	20%	6%	5%	1%	6%	2%	SED
Psychology and social sciences	58%	27%	8%	7%	1%	8%	3%	SED
Psychology	71%	26%	7%	6%	0%	9%	3%	SED
Behavioral analysis	65%	21%	7%	4%	0%	6%	4%	SED
Clinical psychology	77%	26%	6%	6%	0%	10%	3%	SED
Cognitive neuroscience	54%	24%	2%	9%	0%	10%	3%	SED
Cognitive psychology and psycholinguistics	53%	20%	2%	8%	0%	6%	3%	SED
Community psychology	79%	47%	26%	3%	1%	12%	3%	SED
Counseling	73%	31%	11%	6%	1%	9%	4%	SED
Developmental and child psychology	84%	27%	5%	10%	0%	8%	4%	SED
Educational psychology (psychology)	75%	29%	14%	5%	0%	8%	3%	SED
Experimental psychology	56%	16%	2%	3%	1%	6%	4%	SED

Field Availability Estimates for 2021 IHP Proposals

(2014-2018 IPEDS and SED Data, sorted by SED category)

Degree Field/Subfield	Estimated % Women in Field	Estimated % Underrepresented Minorities in Field						Source
		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Family psychology, human development and family studies	76%	27%	11%	6%	0%	8%	2%	SED
Health, medical psychology	78%	30%	12%	5%	0%	10%	2%	SED
Industrial and organizational psychology	60%	26%	7%	5%	1%	10%	3%	SED
Marriage and family therapy, counseling	74%	39%	18%	5%	1%	11%	3%	SED
Neuropsychology, physiological psychology	62%	19%	2%	7%	0%	7%	2%	SED
Psychology, aggregated	68%	25%	10%	4%	1%	8%	3%	SED
Psychology, general	70%	25%	8%	5%	0%	8%	3%	SED
School psychology (psychology)	80%	24%	8%	6%	0%	7%	3%	SED
Social psychology	64%	23%	4%	7%	0%	7%	4%	SED
Social sciences	50%	29%	8%	8%	1%	8%	3%	SED
Anthropology	65%	26%	5%	6%	1%	9%	4%	SED
Anthropology, cultural	64%	30%	7%	7%	1%	10%	5%	SED
Anthropology, general	61%	26%	3%	4%	1%	12%	3%	SED
Anthropology, physical and biological	72%	15%	1%	2%	1%	8%	2%	SED
Area/ethnic/cultural/gender studies	65%	60%	21%	11%	2%	18%	5%	SED
Criminal justice and corrections	54%	28%	15%	4%	1%	5%	2%	SED
Criminology	59%	21%	7%	4%	0%	6%	4%	SED
Demography, gerontology, statistics, urban affairs, social sciences-general, social sciences-other	61%	36%	15%	8%	1%	9%	2%	SED
Economics	34%	27%	3%	14%	0%	6%	3%	SED
Econometrics, economics	34%	27%	3%	14%	0%	6%	3%	SED
Natural resources and environmental economics (social sciences)	37%	22%	5%	7%	1%	6%	3%	SED
Political science and government	40%	22%	6%	6%	0%	6%	3%	SED
Sociology	62%	30%	9%	7%	0%	9%	4%	SED
Other social sciences	56%	31%	11%	7%	1%	8%	3%	SED
Applied linguistics*	65%	28%	1%	14%	0%	10%	3%	SED
Ecology, Evolution, Systematics, and Population Biology	59%	20%	3%	8%	1%	6%	2%	IPEDS
Environmental Studies	56%	18%	3%	5%	1%	6%	2%	IPEDS
Gender and women's studies*	88%	42%	17%	5%	1%	15%	3%	SED
Geography	45%	16%	3%	5%	0%	5%	2%	SED
International relations, international affairs	42%	28%	7%	9%	0%	6%	3%	SED
Linguistics	59%	23%	2%	7%	1%	8%	3%	SED
Public policy analysis	53%	35%	19%	7%	0%	4%	3%	SED
Social sciences	50%	29%	8%	8%	1%	8%	3%	SED
Urban/city, community and regional planning	51%	37%	10%	12%	0%	9%	4%	SED

*Limited years of data.

Sources:

IPEDS is the U.S. Department of Education's, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS). It contains annually reported degree conferrals from higher education institutions.

SED is the National Science Foundation (NSF) Survey of Earned Doctorates (SED). It is an annual census of research doctoral degree recipients from accredited U.S. academic institutions.