

Field Availability Estimates 101: Projecting Potential Applicant Pools

For 2023 IHP Proposal Process

UO Values

The University of Oregon is dedicated to increasing diversity, equity, and inclusion. To achieve this in our hiring, each year we update our strategy to reflect the evolving best practices of active recruitment, with the goal of building strong, diverse applicant pools. We enhance these efforts by crafting searches in ways that foster high-quality, diverse pools; Field Availability Estimate analysis is one 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 (2016-2020). 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

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 2023 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 2023-24 Institutional Hiring Plan: <https://provost.uoregon.edu/ay2023-24-institutional-hiring-plan>
- For information on Active Recruitment: <https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches>

Field Availability Estimates for 2023 IHP Proposals

(2016-2020 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%	28%	7%	9%	0%	8%	3%	SED
Education	69%	33%	15%	5%	1%	8%	3%	SED
Education administration	63%	38%	24%	3%	1%	8%	2%	SED
Educational administration and supervision	59%	43%	31%	3%	1%	6%	2%	SED
Educational and human resource studies, development	69%	40%	19%	8%	0%	11%	1%	SED
Educational leadership	62%	34%	21%	2%	1%	8%	2%	SED
Urban education and leadership	70%	62%	41%	5%	0%	10%	6%	SED
Education research	70%	32%	14%	6%	1%	8%	3%	SED
Counseling education, counseling and guidance	74%	36%	20%	4%	0%	8%	3%	SED
Communication Disorders Sciences and Services	85%	16%	3%	5%	0%	6%	2%	IPEDS
Curriculum, instruction, educational assessment/measurement	74%	29%	11%	5%	1%	9%	2%	SED
Educational policy analysis	63%	37%	18%	7%	0%	9%	3%	SED
Educational psychology (education)	73%	31%	9%	9%	1%	7%	4%	SED
Educational statistics, research methods	66%	29%	10%	9%	1%	5%	4%	SED
Educational/instructional technology, media design	60%	29%	13%	7%	1%	5%	3%	SED
Higher education evaluation and research	63%	37%	19%	4%	0%	10%	3%	SED
Learning sciences	66%	32%	10%	11%	0%	6%	5%	SED
School psychology (education)	83%	27%	9%	6%	0%	9%	2%	SED
Social and philosophical foundations of education	61%	45%	17%	10%	1%	13%	3%	SED
Special education	79%	24%	8%	5%	1%	7%	2%	SED
Teacher education	78%	30%	18%	4%	1%	5%	2%	SED
Teaching fields	72%	27%	10%	6%	0%	8%	2%	SED
Health education	78%	44%	28%	6%	1%	6%	2%	SED
Literacy and reading education	86%	22%	9%	3%	1%	7%	2%	SED
Mathematics education	62%	27%	11%	5%	1%	6%	2%	SED
Music education	49%	21%	7%	6%	0%	4%	2%	SED
Science education	70%	28%	11%	7%	0%	6%	3%	SED
Teaching fields, aggregated	75%	27%	8%	6%	0%	10%	2%	SED
Other education	71%	37%	15%	6%	1%	11%	4%	SED
Education, general	71%	38%	13%	8%	1%	13%	3%	SED
Other education, aggregated	71%	37%	16%	5%	2%	9%	5%	SED
Engineering	24%	31%	4%	16%	0%	7%	3%	SED
Aerospace, aeronautical, and astronautical engineering	14%	24%	3%	10%	0%	7%	3%	SED
Bioengineering and biomedical engineering	39%	37%	4%	22%	0%	7%	4%	SED
Chemical engineering	31%	31%	3%	18%	0%	7%	3%	SED
Civil engineering	25%	29%	5%	12%	1%	7%	2%	SED
Electrical, electronics, and communications engineering	17%	37%	4%	22%	0%	6%	3%	SED
Industrial and manufacturing engineering	29%	37%	11%	14%	0%	8%	2%	SED
Materials science engineering	28%	32%	4%	15%	0%	7%	4%	SED

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		% Total Minorities	% Black or African American	% Asian	% American Indian or Alaska Native	% Hispanic or Latino	% Two or more races	
Mechanical engineering	16%	26%	3%	13%	0%	6%	3%	SED
Other engineering	25%	29%	5%	13%	0%	7%	3%	SED
Computer engineering	17%	37%	4%	23%	0%	7%	3%	SED
Environmental, environmental health engineering	47%	28%	5%	11%	0%	8%	3%	SED
Nuclear engineering	16%	17%	2%	6%	0%	7%	2%	SED
Robotics	12%	29%	2%	15%	0%	7%	3%	SED
Structural engineering	19%	25%	2%	12%	0%	8%	3%	SED
Systems engineering	24%	35%	10%	12%	1%	8%	2%	SED
Other engineering, aggregated	26%	30%	6%	12%	0%	6%	3%	SED
Humanities and arts	51%	21%	4%	5%	0%	8%	3%	SED
Foreign languages and literature	62%	33%	2%	5%	0%	23%	2%	SED
African Languages, Literatures, and Linguistics	17%	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%	0%	5%	2%	IPEDS
East Asian Languages, Literatures, and Linguistics	61%	37%	1%	28%	1%	2%	5%	IPEDS
Foreign Languages, Literatures, and Linguistics, Other	61%	42%	0%	2%	0%	39%	2%	IPEDS
French	73%	17%	5%	3%	0%	6%	2%	SED
German	59%	12%	1%	1%	0%	5%	3%	SED
Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	36%	15%	2%	6%	0%	4%	2%	IPEDS
Romance Languages, Literatures, and Linguistics	63%	35%	2%	2%	0%	30%	1%	IPEDS
Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	63%	5%	0%	1%	0%	3%	1%	IPEDS
South Asian Languages, Literatures, and Linguistics	69%	20%	10%	10%	0%	0%	0%	IPEDS
Spanish	58%	49%	2%	1%	0%	45%	1%	SED
Other languages and literature, aggregated	61%	34%	1%	9%	1%	19%	3%	SED
History	44%	20%	5%	4%	0%	8%	3%	SED
American history, United States and Canada	43%	19%	6%	2%	1%	7%	3%	SED
Asian history	45%	38%	2%	29%	0%	3%	5%	SED
European history	45%	9%	1%	1%	0%	5%	2%	SED
Latin American history	45%	44%	4%	1%	0%	37%	2%	SED
Middle, Near East history	42%	17%	1%	6%	1%	4%	2%	SED
History, general	43%	23%	7%	5%	0%	7%	3%	SED
History, aggregated	45%	24%	9%	2%	0%	8%	2%	SED
Letters	60%	18%	4%	4%	0%	6%	3%	SED
American literature, United States and Canada	56%	18%	5%	3%	0%	6%	3%	SED
Classics	44%	12%	1%	3%	0%	4%	3%	SED
Comparative literature	59%	23%	4%	7%	0%	9%	2%	SED
English language	61%	19%	5%	4%	1%	5%	1%	SED
English literature, British and Commonwealth	65%	15%	2%	6%	0%	4%	2%	SED
Folklore Studies	60%	33%	18%	6%	0%	9%	0%	IPEDS
Rhetoric and composition	66%	18%	5%	2%	1%	6%	3%	SED

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Speech and rhetorical studies	47%	18%	5%	3%	0%	5%	2%	SED
Letters, aggregated	54%	21%	4%	5%	0%	8%	4%	SED
Medieval and Renaissance Studies	50%	5%	3%	0%	0%	3%	0%	IPEDS
Creative Writing	51%	16%	4%	3%	0%	7%	1%	IPEDS
Other humanities and arts	44%	21%	5%	6%	0%	6%	3%	SED
African American studies, literature, and history	63%	78%	61%	3%	0%	8%	5%	SED
Art history, criticism, and conservation	77%	21%	2%	7%	0%	8%	4%	SED
Dance, drama	64%	22%	5%	4%	1%	8%	3%	SED
M. Dance	88%	35%	10%	4%	0%	13%	6%	IPEDS
M. Drama/Theatre Arts and Stagecraft	63%	30%	8%	3%	0%	13%	5%	IPEDS
Film, cinema, video studies	48%	26%	5%	7%	0%	7%	5%	SED
Music	42%	19%	2%	6%	1%	7%	1%	SED
M. Music	44%	30%	6%	7%	0%	12%	5%	IPEDS
Musicology and ethnomusicology	55%	19%	4%	5%	0%	6%	2%	SED
Music performance	49%	24%	3%	10%	1%	6%	3%	SED
Music theory and composition	26%	17%	2%	5%	0%	6%	4%	SED
M. Music Theory and Composition	25%	23%	3%	5%	0%	10%	4%	IPEDS
Other humanities and arts	44%	21%	5%	6%	0%	6%	3%	SED
M. Design & Applied Arts	73%	31%	6%	10%	0%	10%	5%	IPEDS
M. Digital Arts	44%	43%	8%	9%	1%	20%	5%	IPEDS
M. Film/Video & Photo Arts	47%	38%	8%	8%	0%	16%	6%	IPEDS
M. Fine and Studio Arts	74%	35%	6%	8%	0%	15%	5%	IPEDS
Philosophy, ethics	30%	17%	3%	4%	0%	6%	3%	SED
Religion/religious studies, Jewish/Judaic studies	38%	22%	6%	7%	0%	5%	4%	SED
Theology, religious education	26%	21%	6%	6%	1%	6%	2%	SED
Other humanities, aggregated	48%	21%	5%	6%	1%	6%	2%	SED
Life sciences	55%	30%	6%	11%	0%	8%	3%	SED
Agricultural sciences and natural resources	48%	21%	5%	6%	0%	7%	3%	SED
Agricultural sciences*	49%	24%	5%	7%	1%	8%	3%	SED
Agricultural economics	38%	25%	5%	9%	0%	6%	4%	SED
Agronomy, horticulture science, plant breeding, plant pathology, plant sciences-other	43%	21%	3%	8%	0%	7%	3%	SED
Animal nutrition, poultry science	47%	17%	3%	2%	1%	6%	3%	SED
Animal sciences, other	58%	15%	3%	3%	1%	6%	2%	SED
Food science, food technology-other	56%	30%	10%	13%	0%	6%	1%	SED
Soil chemistry and microbiology, soil sciences-other	50%	16%	3%	4%	0%	6%	2%	SED
Natural resources and conservation*	50%	21%	5%	5%	0%	8%	2%	SED
Environmental science	56%	28%	8%	7%	0%	9%	2%	SED
Fishing and fisheries sciences and management	45%	16%	3%	2%	1%	6%	2%	SED
Forest biology, forest management, forestry sciences-other	39%	19%	4%	6%	1%	3%	2%	SED

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Natural resources policy and environmental economics	54%	23%	5%	6%	0%	5%	6%	SED
Natural resources and conservation, wildlife and range management	48%	12%	4%	0%	1%	4%	2%	SED
Agricultural sciences and natural resources, aggregated	45%	20%	6%	4%	0%	6%	3%	SED
Biological and biomedical sciences	53%	30%	5%	12%	0%	8%	4%	SED
Anatomy, developmental biology	55%	35%	4%	14%	0%	12%	4%	SED
Bacteriology, parasitology, and virology	53%	27%	5%	8%	0%	7%	5%	SED
Biochemistry (biological sciences)	48%	29%	4%	12%	0%	8%	4%	SED
Bioinformatics	34%	34%	4%	23%	0%	4%	2%	SED
Biomedical sciences	56%	37%	8%	14%	0%	11%	4%	SED
Biometrics and biostatistics	50%	41%	4%	29%	0%	4%	3%	SED
Biophysics (biological sciences)	35%	28%	4%	12%	1%	7%	3%	SED
Botany, plant pathology, plant physiology	48%	24%	2%	6%	0%	8%	6%	SED
Cancer biology	55%	38%	7%	17%	0%	11%	2%	SED
Cell, cellular biology, and histology	52%	30%	4%	14%	0%	8%	4%	SED
Computational biology	35%	32%	4%	18%	0%	5%	4%	SED
Ecology	54%	14%	1%	3%	0%	6%	3%	SED
Endocrinology, human/animal pathology	60%	29%	7%	8%	0%	9%	4%	SED
Entomology	46%	19%	3%	6%	0%	7%	2%	SED
Environmental toxicology	55%	30%	9%	8%	0%	8%	3%	SED
Epidemiology	70%	35%	10%	14%	1%	7%	3%	SED
Evolutionary biology	48%	22%	2%	6%	0%	8%	4%	SED
Genetics and genomics, human and animal	57%	28%	3%	13%	0%	7%	4%	SED
Immunology	54%	36%	5%	17%	0%	9%	4%	SED
Microbiology	56%	29%	5%	10%	0%	10%	4%	SED
Molecular biology	54%	31%	4%	14%	0%	8%	3%	SED
Molecular medicine*	56%	37%	13%	14%	0%	7%	3%	SED
Neurosciences, neurobiology	51%	30%	3%	12%	0%	9%	4%	SED
Nutrition sciences	77%	27%	7%	10%	0%	7%	3%	SED
Pharmacology, human and animal	54%	31%	7%	12%	0%	7%	3%	SED
Physiology, human and animal	50%	29%	4%	11%	1%	9%	4%	SED
Plant genetics*	43%	20%	2%	6%	1%	6%	5%	SED
Structural biology	39%	31%	6%	11%	0%	9%	3%	SED
Toxicology*	59%	34%	10%	11%	0%	10%	3%	SED
Wildlife biology, zoology	55%	14%	1%	3%	0%	6%	2%	SED
Biological and biomedical sciences, general	56%	34%	5%	14%	0%	9%	4%	SED
Biotechnology, biology/biomedical sciences-other	52%	32%	6%	13%	0%	9%	2%	SED
Health sciences	67%	33%	13%	9%	1%	7%	3%	SED
Environmental health	70%	40%	16%	12%	1%	7%	3%	SED
Health and behavior	76%	43%	18%	9%	1%	10%	4%	SED
Health services/systems administration	67%	46%	20%	17%	0%	5%	2%	SED
Kinesiology, exercise science	42%	17%	4%	3%	0%	7%	2%	SED

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Medical physics, radiological science	30%	25%	3%	11%	0%	8%	3%	SED
Nursing science	90%	27%	11%	7%	1%	6%	2%	SED
Pharmaceutical sciences	47%	40%	9%	23%	0%	4%	3%	SED
Public health*	74%	48%	24%	9%	1%	9%	4%	SED
Rehabilitation, therapeutic services	65%	22%	6%	7%	0%	5%	3%	SED
Speech-language pathology and audiology	78%	21%	7%	6%	0%	6%	2%	SED
Health sciences, aggregated	66%	34%	11%	11%	1%	6%	2%	SED
Mathematics and computer sciences	25%	28%	4%	14%	0%	5%	4%	SED
Computer and information sciences	22%	31%	5%	17%	0%	5%	3%	SED
Computer science	19%	30%	3%	17%	0%	5%	3%	SED
Information science, systems	40%	36%	11%	12%	1%	7%	4%	SED
Computer and information sciences, general	31%	37%	7%	20%	0%	6%	3%	SED
Computer and information sciences, other	29%	32%	6%	13%	0%	7%	3%	SED
Mathematics and statistics	29%	26%	3%	12%	0%	6%	4%	SED
Algebra	22%	24%	2%	10%	0%	6%	4%	SED
Analysis and functional analysis	22%	19%	3%	9%	0%	6%	1%	SED
Applied mathematics, computing theory	29%	27%	5%	12%	0%	7%	3%	SED
Computational mathematics*	25%	42%	12%	14%	0%	7%	9%	SED
Geometry, geometric analysis	17%	21%	2%	6%	0%	8%	5%	SED
Logic, topology/foundations	21%	21%	1%	9%	0%	5%	5%	SED
Number theory	23%	24%	1%	13%	0%	5%	5%	SED
Operations research, mathematics/statistics-general, mathematics/statistics-other	27%	24%	2%	10%	0%	5%	5%	SED
Statistics (mathematics)	38%	35%	3%	21%	0%	4%	4%	SED
Physical sciences and earth sciences	32%	21%	2%	9%	0%	6%	3%	SED
Chemistry	38%	25%	4%	10%	0%	7%	3%	SED
Analytical chemistry	48%	23%	5%	9%	0%	6%	3%	SED
Chemical biology	46%	32%	3%	15%	0%	8%	7%	SED
Inorganic chemistry	38%	22%	3%	9%	0%	7%	3%	SED
Medicinal chemistry	38%	25%	8%	11%	0%	3%	3%	SED
Organic chemistry	31%	25%	4%	11%	0%	6%	3%	SED
Physical chemistry	34%	20%	2%	8%	0%	6%	3%	SED
Polymer chemistry	34%	25%	2%	12%	1%	6%	4%	SED
Theoretical chemistry	26%	22%	3%	10%	0%	4%	4%	SED
Chemistry, general	41%	27%	3%	11%	0%	7%	3%	SED
Chemistry, other	48%	28%	4%	9%	0%	11%	4%	SED
Geosciences, atmospheric sciences, and ocean sciences	43%	18%	2%	5%	0%	6%	3%	SED
Atmospheric science and meteorology	37%	21%	2%	8%	0%	7%	2%	SED
Atmospheric physics, meteorology	30%	17%	1%	9%	1%	5%	2%	SED

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Atmospheric chemistry, atmospheric sciences-general, atmospheric sciences-other	40%	21%	2%	8%	0%	8%	2%	SED
Geological sciences	40%	17%	2%	4%	0%	6%	3%	SED
Geochemistry, mineralogy	46%	18%	1%	5%	0%	8%	4%	SED
Geology	40%	14%	2%	1%	1%	5%	3%	SED
Geomorphology, geological sciences-general, geological sciences-other	43%	18%	1%	5%	0%	6%	4%	SED
Geophysics and seismology	31%	21%	2%	6%	0%	9%	3%	SED
Paleontology, stratigraphy	44%	11%	2%	2%	0%	4%	3%	SED
Ocean and marine sciences	51%	19%	1%	6%	0%	6%	4%	SED
Marine biology and biological oceanography	63%	20%	1%	7%	0%	8%	4%	SED
Oceanography, chemical and physical	47%	18%	0%	4%	0%	9%	4%	SED
Ocean/marine sciences, aggregated	46%	18%	2%	6%	1%	5%	5%	SED
Physics and astronomy	21%	20%	2%	10%	0%	5%	3%	SED
Astronomy and astrophysics	31%	17%	1%	7%	0%	5%	3%	SED
Astronomy	38%	14%	1%	6%	0%	4%	3%	SED
Astrophysics	28%	19%	1%	8%	0%	6%	3%	SED
Astronomy and astrophysics, other	32%	8%	0%	0%	0%	4%	4%	SED
Physics	20%	21%	2%	11%	0%	5%	3%	SED
Acoustics, optics/photonics	18%	26%	2%	14%	0%	5%	3%	SED
Applied physics	24%	28%	5%	13%	0%	7%	2%	SED
Atomic physics, polymer physics	21%	19%	1%	10%	0%	5%	2%	SED
Biophysics (physics)	26%	24%	2%	13%	0%	4%	3%	SED
Condensed matter, low-temperature physics	16%	22%	2%	12%	0%	5%	3%	SED
Elementary particle physics	17%	20%	1%	10%	0%	4%	3%	SED
Nuclear physics	20%	16%	1%	5%	0%	7%	3%	SED
Plasma, high-temperature physics	12%	16%	0%	6%	0%	6%	2%	SED
Physics, general	21%	18%	1%	8%	0%	5%	3%	SED
Physics, other	25%	22%	1%	10%	0%	6%	4%	SED
Professional Schools and Other	53%	33%	13%	10%	0%	7%	2%	SED
Law	49%	28%	7%	7%	1%	11%	3%	IPEDS
Business management and administration	42%	37%	13%	15%	0%	6%	2%	SED
Accounting	46%	29%	5%	16%	0%	3%	3%	SED
Business administration and management	38%	36%	12%	13%	0%	6%	3%	SED
Finance	27%	38%	6%	23%	1%	6%	1%	SED
Human resources, organizational behavior	56%	38%	20%	7%	0%	6%	2%	SED
Management information systems, business statistics	32%	46%	18%	22%	0%	3%	1%	SED
Marketing management and research	51%	40%	6%	22%	0%	8%	3%	SED
Other aggregated business fields	42%	39%	14%	15%	0%	7%	2%	SED
Communication	63%	24%	8%	6%	0%	6%	3%	SED
Communication research	65%	23%	8%	6%	0%	7%	2%	SED

Field Availability Estimates for 2023 IHP Proposals

(2016-2020 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	
Mass communication, media studies	59%	25%	8%	7%	0%	7%	2%	SED
Communication, general	68%	22%	6%	8%	0%	4%	3%	SED
Communication, Journalism, and Related Programs	61%	22%	7%	6%	0%	6%	3%	IPEDS
Communication, aggregated	62%	26%	10%	4%	0%	6%	4%	SED
Non-S&E fields	63%	35%	17%	6%	1%	7%	3%	SED
Architecture	See below	See below	See below	See below	See below	See below	See below	See below
Architecture and environmental design	56%	23%	3%	10%	0%	4%	3%	SED
M. Architecture	47%	37%	5%	9%	0%	19%	4%	IPEDS
M. Interior Architecture	90%	25%	4%	5%	0%	11%	4%	IPEDS
M. Landscape Architecture	46%	23%	3%	6%	0%	11%	3%	IPEDS
Family, consumer sciences and human sciences	74%	42%	23%	9%	1%	6%	2%	SED
Parks, sports, recreation, leisure and fitness	47%	21%	11%	2%	1%	3%	4%	SED
Public administration	55%	44%	28%	4%	1%	8%	2%	SED
Social work	78%	35%	16%	7%	1%	8%	3%	SED
Fields not elsewhere classified, aggregated	51%	28%	9%	8%	1%	8%	1%	SED
Psychology and social sciences	58%	29%	8%	7%	0%	9%	3%	SED
Psychology	72%	28%	8%	6%	0%	10%	3%	SED
Behavioral analysis	69%	20%	7%	5%	0%	5%	3%	SED
Clinical psychology	77%	28%	6%	6%	0%	10%	3%	SED
Cognitive neuroscience	53%	24%	2%	9%	0%	9%	4%	SED
Cognitive psychology and psycholinguistics	57%	22%	2%	8%	0%	7%	4%	SED
Community psychology	81%	45%	23%	4%	1%	12%	4%	SED
Counseling	73%	33%	12%	6%	1%	9%	4%	SED
Developmental and child psychology	85%	30%	5%	9%	0%	11%	4%	SED
Educational psychology (psychology)	77%	31%	14%	4%	0%	9%	3%	SED
Experimental psychology	58%	16%	2%	4%	0%	5%	3%	SED
Family psychology, human development and family studies	76%	27%	11%	5%	0%	8%	3%	SED
Health, medical psychology	77%	28%	12%	4%	0%	9%	3%	SED
Industrial and organizational psychology	60%	27%	7%	4%	0%	11%	3%	SED
Marriage and family therapy, counseling	75%	40%	20%	4%	0%	11%	4%	SED
Neuropsychology, physiological psychology	66%	28%	2%	9%	0%	11%	5%	SED
School psychology (psychology)	80%	28%	9%	6%	0%	9%	3%	SED
Social psychology	62%	24%	4%	7%	0%	8%	5%	SED
Psychology, general	68%	29%	9%	4%	0%	11%	3%	SED
Psychology, aggregated	69%	28%	8%	5%	0%	10%	3%	SED
Social sciences	50%	30%	9%	8%	1%	9%	3%	SED
American, U.S. studies	64%	40%	12%	8%	2%	11%	5%	SED
Anthropology	66%	27%	5%	6%	1%	10%	4%	SED
Anthropology, cultural	65%	31%	7%	8%	1%	10%	4%	SED
Anthropology, general	61%	23%	2%	4%	1%	9%	5%	SED

Field Availability Estimates for 2023 IHP Proposals

(2016-2020 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	
Anthropology, physical and biological	75%	18%	1%	3%	0%	9%	4%	SED
Economics	34%	28%	4%	14%	0%	6%	3%	SED
Econometrics, economics	33%	29%	4%	15%	0%	6%	3%	SED
Natural resources and environmental economics (social sciences)	38%	21%	6%	6%	1%	5%	2%	SED
Political science and government	39%	23%	5%	6%	0%	7%	3%	SED
Sociology	61%	31%	10%	6%	0%	10%	4%	SED
Other social sciences	56%	33%	11%	7%	1%	9%	3%	SED
Applied linguistics	64%	30%	1%	15%	0%	10%	4%	SED
Ecology, Evolution, Systematics, and Population Biology	60%	23%	3%	9%	1%	7%	3%	IPEDS
Environmental Studies	59%	17%	4%	4%	1%	7%	3%	IPEDS
Archaeology (social sciences)	57%	14%	2%	2%	1%	5%	3%	SED
Area, ethnic, and cultural studies	65%	61%	18%	9%	3%	23%	5%	SED
Criminal justice and corrections	56%	32%	20%	2%	1%	7%	1%	SED
Criminology	59%	23%	7%	4%	0%	8%	4%	SED
Demography, gerontology, statistics, urban affairs, social sciences-general, social sciences-other	62%	41%	17%	9%	1%	11%	3%	SED
Gender and women's studies*	87%	40%	14%	7%	1%	12%	6%	SED
Geography	46%	19%	4%	5%	0%	6%	3%	SED
Health policy analysis	64%	35%	16%	11%	1%	5%	2%	SED
History, science and technology and society	50%	19%	3%	5%	0%	5%	4%	SED
International relations, international affairs	42%	27%	6%	8%	0%	8%	3%	SED
Linguistics	58%	26%	3%	8%	1%	9%	3%	SED
Public policy analysis	52%	38%	22%	7%	0%	5%	3%	SED
Urban, city, community and regional planning	50%	39%	11%	12%	0%	10%	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.								