

Field Availability Estimates 101: Projecting Potential Applicant Pools

For 2022 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 (2015-2019)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 differs from the type of Field Availability Estimate provided for 2019-20 IHP-approved searches; those estimates were tailored to specific searches and the data was based on 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 2022 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 2022-23 Institutional Hiring Plan: <https://provost.uoregon.edu/ay2022-23-institutional-hiring-plan>
- For information on Active Recruitment: <https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches>

Field Availability Estimates for 2022 IHP Proposals

(2015-2019 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%	7%	3%	SED
Education	69%	32%	15%	5%	1%	8%	2%	SED
Education administration	63%	38%	24%	3%	1%	7%	2%	SED
Educational administration and supervision	60%	41%	29%	4%	1%	6%	1%	SED
Educational and human resource studies, development	68%	40%	21%	8%	0%	9%	2%	SED
Educational leadership	61%	33%	21%	2%	1%	7%	2%	SED
Urban education and leadership	72%	62%	42%	5%	0%	9%	5%	SED
Education research	70%	31%	14%	6%	1%	8%	3%	SED
Counseling education/counseling and guidance	75%	36%	20%	3%	0%	9%	3%	SED
Communication Disorders Sciences and Services	85%	15%	3%	4%	0%	6%	2%	IPEDS
Curriculum and instruction	74%	29%	11%	6%	1%	8%	2%	SED
Educational assessment, testing, measurement	62%	34%	11%	13%	0%	5%	5%	SED
Educational policy analysis	63%	37%	17%	8%	1%	9%	2%	SED
Educational psychology (education)	72%	30%	11%	7%	1%	7%	3%	SED
Educational statistics, research methods	66%	27%	8%	9%	1%	6%	4%	SED
Educational/instructional technology, media design	59%	28%	12%	7%	1%	5%	2%	SED
Higher education/evaluation and research	64%	35%	18%	4%	0%	9%	3%	SED
International education	75%	32%	6%	7%	0%	16%	2%	SED
School psychology (education)	82%	26%	9%	6%	0%	8%	2%	SED
Social and philosophical foundations of education	61%	41%	16%	8%	1%	13%	3%	SED
Special education	79%	23%	8%	5%	1%	7%	2%	SED
Teacher education	78%	29%	17%	4%	1%	5%	2%	SED
Teaching fields	72%	26%	10%	6%	0%	7%	2%	SED
English as a second or foreign language*	73%	27%	6%	12%	0%	7%	1%	SED
Health education	79%	43%	25%	6%	1%	7%	3%	SED
Literacy and reading education	87%	22%	9%	3%	0%	7%	2%	SED
Mathematics education	64%	27%	11%	5%	1%	7%	2%	SED
Music education	53%	19%	6%	6%	1%	3%	2%	SED
Physical education and coaching*	38%	16%	7%	4%	0%	2%	2%	SED
Science education	68%	27%	9%	7%	0%	6%	3%	SED
Teaching fields, aggregated	75%	26%	8%	6%	0%	9%	2%	SED
Other education	71%	36%	15%	6%	1%	11%	3%	SED
Education, general	72%	36%	14%	7%	1%	11%	3%	SED
Education, other*	70%	38%	16%	5%	2%	10%	4%	SED
Other education, aggregated*	69%	34%	16%	4%	1%	10%	3%	SED
Engineering	24%	31%	4%	16%	0%	7%	3%	SED
Aerospace, aeronautical, and astronautical engineering	14%	23%	3%	9%	0%	7%	3%	SED
Bioengineering and biomedical engineering	39%	37%	3%	22%	0%	7%	3%	SED
Chemical engineering	31%	29%	3%	17%	0%	6%	3%	SED
Civil engineering	26%	28%	6%	12%	0%	7%	2%	SED

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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%	37%	4%	23%	0%	6%	3%	SED
Industrial and manufacturing engineering	30%	36%	10%	14%	0%	7%	2%	SED
Materials science engineering	27%	32%	4%	15%	0%	8%	4%	SED
Mechanical engineering	15%	25%	3%	13%	0%	6%	2%	SED
Other engineering	24%	29%	5%	13%	0%	7%	3%	SED
Computer engineering	15%	37%	3%	22%	0%	7%	3%	SED
Environmental health engineering	48%	30%	5%	12%	1%	9%	3%	SED
Nuclear engineering	14%	17%	2%	6%	0%	6%	2%	SED
Structural engineering	20%	23%	3%	10%	0%	8%	3%	SED
Systems engineering	23%	36%	11%	11%	1%	8%	3%	SED
Other engineering, aggregated	25%	30%	6%	12%	1%	7%	3%	SED
Humanities and arts	51%	20%	4%	5%	0%	8%	3%	SED
Foreign languages and literature	62%	33%	2%	4%	0%	24%	2%	SED
African Languages, Literatures, and Linguistics	25%	0%	0%	0%	0%	0%	0%	IPEDS
Celtic Languages, Literatures, and Linguistics	50%	0%	0%	0%	0%	0%	0%	IPEDS
Classics and Classical Languages, Literatures, and Linguistics	43%	9%	1%	2%	0%	4%	2%	IPEDS
East Asian Languages, Literatures, and Linguistics	61%	35%	0%	28%	0%	2%	5%	IPEDS
Foreign Languages, Literatures, and Linguistics, Other	57%	38%	0%	3%	0%	32%	3%	IPEDS
French*	74%	17%	5%	1%	1%	6%	2%	SED
Germanic Languages, Literatures, and Linguistics	59%	11%	2%	1%	0%	6%	1%	IPEDS
Italian*	69%	6%	0%	0%	0%	0%	6%	SED
Latin American languages and literature*	58%	61%	1%	0%	1%	59%	0%	SED
Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics	36%	15%	2%	4%	0%	6%	3%	IPEDS
Romance Languages, Literatures, and Linguistics	63%	34%	2%	1%	0%	29%	1%	IPEDS
Slavic, Baltic and Albanian Languages, Literatures, and Linguistics	60%	6%	1%	1%	0%	3%	2%	IPEDS
South Asian Languages, Literatures, and Linguistics	50%	13%	13%	0%	0%	0%	0%	IPEDS
Spanish language and literature	58%	52%	2%	1%	0%	47%	1%	SED
Other languages, aggregated	62%	33%	1%	10%	0%	17%	4%	SED
History	45%	20%	5%	4%	0%	8%	2%	SED
American history (U.S. and Canada)	44%	19%	7%	2%	0%	6%	3%	SED
Asian history	45%	37%	1%	27%	0%	3%	6%	SED
European history	45%	9%	1%	1%	0%	5%	3%	SED
History, aggregated	45%	25%	11%	3%	0%	8%	2%	SED
History, general	44%	21%	7%	4%	1%	6%	2%	SED
History, science and technology and society	50%	16%	2%	4%	0%	5%	3%	SED
Latin American history	47%	46%	4%	1%	0%	39%	1%	SED
Middle/Near East studies	40%	18%	1%	5%	0%	6%	1%	SED
Letters	60%	17%	3%	4%	0%	6%	3%	SED
American literature (U.S. and Canada)	57%	18%	5%	4%	0%	6%	3%	SED
Classics	43%	11%	1%	3%	0%	4%	2%	SED
Comparative literature	60%	23%	4%	7%	0%	9%	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	
English language	62%	21%	4%	5%	1%	7%	1%	SED
English literature, British and Commonwealth	65%	15%	2%	5%	0%	4%	2%	SED
Folklore Studies	64%	26%	12%	6%	0%	9%	0%	IPEDS
Letters, aggregated	55%	19%	3%	5%	1%	7%	3%	SED
Medieval and Renaissance Studies	55%	6%	3%	0%	0%	3%	0%	IPEDS
Creative Writing	50%	16%	3%	4%	0%	6%	3%	IPEDS
Rhetoric and composition	65%	15%	3%	2%	1%	5%	3%	SED
Speech and rhetorical studies	46%	17%	4%	3%	0%	6%	2%	SED
Other humanities	46%	20%	4%	5%	1%	6%	3%	SED
American/U.S. studies	63%	39%	12%	7%	2%	11%	5%	SED
Archaeology	55%	13%	2%	2%	1%	4%	3%	SED
Art history/criticism/conservation	77%	21%	2%	7%	0%	7%	4%	SED
Dance, drama*	66%	22%	5%	4%	0%	9%	3%	SED
M. Dance	88%	33%	10%	4%	0%	12%	6%	IPEDS
Drama, theater arts*	64%	19%	6%	1%	1%	7%	3%	SED
M. Drama/Theatre Arts and Stagecraft	63%	29%	8%	3%	0%	12%	5%	IPEDS
Film, cinema, video studies	48%	26%	4%	7%	0%	7%	6%	SED
Music	40%	17%	1%	6%	0%	6%	1%	SED
M. Music	44%	29%	5%	7%	0%	11%	5%	IPEDS
Music performance	50%	24%	3%	11%	1%	6%	3%	SED
Music theory and composition	26%	16%	2%	4%	0%	5%	3%	SED
M. Music Composition	24%	22%	3%	4%	0%	10%	5%	IPEDS
Musicology and ethnomusicology	55%	19%	4%	5%	1%	5%	3%	SED
Near and Middle Eastern Studies	48%	11%	1%	6%	0%	4%	1%	IPEDS
Philosophy, ethics	30%	15%	3%	4%	0%	5%	3%	SED
Religion/religious studies, Jewish/Judaic studies	37%	20%	6%	6%	0%	4%	3%	SED
Other humanities and arts	45%	20%	5%	5%	0%	6%	3%	SED
M. Design & Applied Arts	72%	30%	5%	10%	0%	10%	4%	IPEDS
M. Digital Arts	41%	41%	8%	8%	1%	21%	4%	IPEDS
M. Film/Video & Photo Arts	47%	36%	7%	8%	0%	16%	5%	IPEDS
M. Fine & Studio Arts	73%	34%	6%	8%	1%	14%	5%	IPEDS
Other humanities, aggregated	49%	23%	6%	6%	1%	7%	3%	SED
Life sciences	55%	29%	6%	11%	0%	8%	3%	SED
Agricultural sciences and natural resources	48%	21%	5%	6%	0%	6%	2%	SED
Agricultural economics	39%	22%	6%	9%	0%	5%	3%	SED
Agricultural sciences and natural resources	48%	21%	5%	6%	0%	6%	2%	SED
Agricultural sciences, aggregated	43%	20%	5%	5%	0%	7%	2%	SED
Agronomy, horticulture science, plant breeding, plant pathology, plant sciences-other	42%	21%	3%	8%	0%	6%	3%	SED
Animal breeding, animal nutrition, poultry science	46%	15%	2%	2%	1%	7%	2%	SED
Animal science, other	54%	15%	3%	3%	0%	7%	2%	SED

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Environmental science	56%	29%	8%	7%	1%	9%	2%	SED
Fishing and fisheries sciences and management	43%	14%	3%	2%	1%	5%	3%	SED
Food science, food technology-other	57%	30%	8%	14%	0%	7%	1%	SED
Forest biology, forest management, wood science, forestry sciences- other	41%	20%	4%	7%	1%	3%	2%	SED
Natural resource and environmental policy	53%	21%	5%	5%	0%	4%	6%	SED
Natural resources and conservation, wildlife and range management	50%	11%	3%	2%	1%	3%	3%	SED
Soil chemistry, soil sciences-other	50%	17%	3%	4%	0%	7%	3%	SED
Biological, biomedical sciences	53%	29%	4%	12%	0%	8%	3%	SED
Anatomy, developmental biology	58%	33%	4%	14%	0%	12%	3%	SED
Bacteriology, parasitology	55%	26%	5%	8%	1%	8%	5%	SED
Biochemistry (biological sciences)	48%	28%	4%	12%	0%	8%	4%	SED
Bioinformatics	35%	32%	4%	22%	0%	3%	3%	SED
Biological and biomedical sciences, general	55%	34%	5%	15%	0%	9%	4%	SED
Biomedical sciences	56%	36%	8%	14%	0%	10%	4%	SED
Biometrics and biostatistics	49%	42%	5%	30%	0%	4%	2%	SED
Biophysics (biological sciences)	35%	29%	4%	12%	1%	8%	3%	SED
Biotechnology, biology/biomedical sciences-other	51%	32%	5%	13%	0%	10%	2%	SED
Botany, plant pathology, plant physiology	48%	24%	1%	6%	0%	11%	5%	SED
Cancer biology	56%	37%	6%	17%	0%	11%	2%	SED
Cell, cellular biology, and histology	53%	30%	4%	14%	0%	8%	4%	SED
Computational biology	32%	29%	3%	17%	0%	4%	4%	SED
Ecology	53%	14%	1%	3%	0%	6%	4%	SED
Endocrinology, human/animal pathology	57%	29%	8%	9%	0%	8%	3%	SED
Entomology	47%	19%	3%	7%	0%	7%	2%	SED
Environmental toxicology (biological sciences)	56%	26%	7%	9%	0%	7%	3%	SED
Evolutionary biology	46%	23%	2%	7%	0%	9%	5%	SED
Genetics and genomics, human and animal	56%	27%	3%	13%	0%	7%	4%	SED
Immunology	54%	35%	5%	17%	0%	8%	3%	SED
Microbiology	56%	29%	4%	10%	0%	10%	4%	SED
Molecular biology, medicine	55%	30%	4%	14%	0%	9%	3%	SED
Molecular medicine*	55%	39%	14%	15%	0%	7%	2%	SED
Neurosciences and neurobiology	52%	29%	3%	12%	0%	9%	4%	SED
Nutrition sciences	76%	27%	6%	10%	0%	7%	3%	SED
Pharmacology, human and animal	55%	30%	8%	14%	0%	6%	2%	SED
Physiology, human and animal	49%	28%	4%	11%	0%	8%	4%	SED
Plant genetics*	45%	22%	3%	6%	1%	7%	6%	SED
Structural biology	43%	32%	6%	13%	0%	9%	3%	SED
Toxicology*	58%	35%	11%	10%	0%	11%	2%	SED
Virology*	51%	26%	2%	8%	0%	11%	5%	SED
Wildlife biology, zoology	55%	12%	1%	2%	0%	5%	2%	SED
Health sciences	69%	32%	12%	10%	1%	6%	3%	SED

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Environmental health, public health	73%	40%	19%	11%	1%	7%	2%	SED
Epidemiology	69%	34%	10%	13%	0%	7%	3%	SED
Health and behavior	77%	42%	20%	9%	1%	9%	3%	SED
Health policy analysis	64%	30%	13%	10%	0%	4%	2%	SED
Health services research*	70%	34%	10%	17%	0%	6%	1%	SED
Health sciences, aggregated	67%	33%	10%	12%	1%	6%	2%	SED
Health systems/services administration	66%	43%	19%	17%	0%	4%	2%	SED
Kinesiology, exercise science	40%	16%	4%	3%	1%	6%	2%	SED
Nursing science	91%	27%	11%	6%	1%	6%	2%	SED
Pharmaceutical sciences	47%	40%	8%	24%	0%	4%	3%	SED
Public health*	75%	47%	23%	9%	1%	9%	4%	SED
Rehabilitation/therapeutic services	62%	23%	7%	7%	0%	5%	3%	SED
Speech-language pathology and audiology	80%	21%	6%	6%	0%	6%	2%	SED
Mathematics	28%	25%	3%	12%	0%	5%	3%	SED
Algebra	23%	21%	1%	8%	0%	7%	4%	SED
Analysis and functional analysis	21%	19%	2%	10%	0%	5%	1%	SED
Applied mathematics, computing theory	30%	25%	4%	11%	0%	7%	3%	SED
Geometry, geometric analysis	15%	21%	2%	7%	0%	5%	6%	SED
Logic, topology/foundations	20%	20%	0%	9%	0%	5%	5%	SED
Number theory	20%	24%	1%	13%	0%	4%	4%	SED
Operations research, mathematics/statistics-general, mathematics/statistics-other	27%	24%	2%	10%	0%	6%	4%	SED
Statistics (mathematics)	38%	34%	4%	21%	0%	3%	4%	SED
Physical sciences	31%	22%	3%	10%	0%	6%	3%	SED
Chemistry	38%	24%	4%	10%	0%	6%	3%	SED
Analytical chemistry	49%	24%	5%	10%	0%	6%	3%	SED
Chemical biology*	47%	31%	2%	14%	0%	8%	7%	SED
Chemistry, general	41%	27%	4%	11%	0%	7%	3%	SED
Chemistry, other	49%	29%	5%	11%	0%	10%	3%	SED
Inorganic chemistry	37%	22%	4%	9%	0%	6%	3%	SED
Medicinal chemistry	38%	26%	9%	11%	0%	3%	2%	SED
Organic chemistry	31%	26%	4%	11%	0%	6%	3%	SED
Physical chemistry	35%	20%	3%	8%	0%	5%	3%	SED
Polymer chemistry	35%	24%	3%	11%	1%	6%	3%	SED
Theoretical chemistry	24%	20%	3%	8%	0%	5%	3%	SED
Computer and information sciences	21%	30%	5%	16%	0%	5%	3%	SED
Computer and information sciences, general	31%	37%	8%	20%	0%	6%	3%	SED
Computer and information sciences, other	30%	30%	7%	12%	0%	7%	3%	SED
Computer science	19%	29%	3%	16%	0%	5%	3%	SED
Information science and systems	40%	33%	11%	11%	1%	7%	3%	SED
Robotics	11%	28%	1%	15%	0%	7%	2%	SED

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Geosciences, atmospheric sciences, and ocean sciences	43%	17%	2%	5%	0%	6%	3%	SED
Atmospheric science and meteorology	38%	21%	2%	9%	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%	1%	8%	1%	7%	1%	SED
Geological and earth sciences	41%	16%	2%	4%	0%	6%	3%	SED
Geochemistry, mineralogy	48%	17%	1%	5%	1%	7%	4%	SED
Geology	40%	13%	2%	1%	1%	5%	3%	SED
Geomorphology, geological sciences-general, geological sciences-other	44%	16%	1%	5%	0%	5%	3%	SED
Geophysics and seismology	32%	20%	3%	5%	0%	9%	1%	SED
Paleontology, stratigraphy	42%	13%	1%	1%	0%	6%	4%	SED
Ocean and marine sciences	50%	17%	1%	5%	0%	6%	3%	SED
Marine biology and biological oceanography	62%	18%	1%	5%	0%	9%	3%	SED
Ocean/marine sciences, aggregated	46%	17%	2%	5%	1%	4%	4%	SED
Oceanography, chemical and physical	49%	14%	0%	4%	0%	6%	3%	SED
Physics and astronomy	21%	20%	1%	10%	0%	5%	3%	SED
Astronomy	31%	17%	1%	7%	0%	5%	3%	SED
Astronomy	31%	17%	1%	7%	0%	5%	3%	SED
Astronomy and astrophysics	31%	17%	1%	7%	0%	5%	3%	SED
Astronomy and astrophysics, other	29%	5%	0%	0%	0%	5%	0%	SED
Astrophysics	26%	19%	1%	8%	0%	5%	3%	SED
Physics	20%	21%	2%	11%	0%	5%	3%	SED
Acoustics, optics/phototonics	18%	24%	2%	13%	0%	5%	3%	SED
Applied physics	25%	26%	4%	12%	0%	6%	2%	SED
Atomic physics, polymer physics	21%	17%	1%	10%	0%	4%	1%	SED
Biophysics (physics)	26%	21%	2%	13%	0%	3%	3%	SED
Condensed matter/low temperature physics	17%	22%	2%	12%	0%	5%	3%	SED
Elementary particle physics	17%	21%	1%	11%	0%	5%	4%	SED
Medical physics/radiological science	30%	27%	3%	12%	0%	8%	4%	SED
Nuclear physics	19%	14%	1%	4%	0%	6%	3%	SED
Elementary particle physics	17%	21%	1%	11%	0%	5%	4%	SED
Physics, general	22%	17%	1%	8%	0%	5%	2%	SED
Physics, other	25%	21%	1%	11%	0%	6%	3%	SED
Plasma, high-temperature physics	11%	17%	0%	6%	0%	6%	3%	SED
Professional Schools and Other	52%	32%	12%	10%	0%	6%	2%	SED
Law	48%	28%	7%	7%	1%	10%	3%	IPEDS
Business management and administration	42%	35%	12%	15%	0%	6%	2%	SED
Accounting	45%	28%	5%	16%	0%	2%	3%	SED
Business administration and management	38%	35%	11%	13%	0%	7%	3%	SED

Field Availability Estimates for 2022 IHP Proposals

(2015-2019 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 area	42%	35%	12%	15%	0%	6%	2%	SED
Finance	28%	35%	6%	22%	0%	5%	1%	SED
Human resources, organizational behavior	56%	37%	20%	6%	0%	6%	2%	SED
Management information systems, business statistics	30%	44%	16%	22%	0%	4%	1%	SED
Marketing management and research	51%	37%	5%	23%	0%	5%	2%	SED
Organizational behavior*	54%	32%	17%	7%	0%	6%	2%	SED
Other aggregated business fields	41%	37%	13%	15%	0%	7%	2%	SED
Communication	63%	23%	8%	6%	0%	5%	3%	SED
Communication research	64%	21%	7%	7%	0%	5%	2%	SED
Communication, aggregated	62%	24%	9%	4%	0%	6%	4%	SED
Communication, general	69%	22%	6%	8%	0%	4%	2%	SED
Communication, Journalism, and Related Programs	61%	21%	7%	6%	0%	5%	2%	IPEDS
Mass communication, media studies	60%	25%	10%	6%	0%	6%	2%	SED
Non-S&E fields not elsewhere classified	60%	32%	15%	7%	1%	7%	3%	SED
Architecture	See below	See below	See below	See below	See below	See below	See below	See below
Architecture/environmental design	53%	23%	3%	9%	0%	5%	4%	SED
M. Architecture	46%	36%	5%	10%	0%	18%	4%	IPEDS
M. Interior Architecture	89%	24%	4%	5%	0%	11%	4%	IPEDS
M. Landscape Architecture	45%	22%	3%	6%	0%	9%	3%	IPEDS
Family, consumer sciences and human sciences	76%	42%	22%	9%	0%	8%	2%	SED
Fields not elsewhere classified, aggregated	51%	30%	10%	10%	0%	6%	2%	SED
Non-S&E fields not elsewhere classified	60%	32%	15%	7%	1%	7%	3%	SED
Parks, sports, recreation, leisure and fitness	46%	22%	12%	2%	2%	3%	3%	SED
Public administration	54%	40%	26%	4%	0%	6%	3%	SED
Social work	79%	35%	16%	7%	1%	8%	3%	SED
Theology/religious education	26%	21%	6%	5%	1%	6%	2%	SED
Psychology and social sciences	58%	28%	8%	7%	1%	9%	3%	SED
Psychology	72%	27%	7%	6%	0%	9%	3%	SED
Behavioral analysis	69%	21%	7%	4%	0%	6%	3%	SED
Clinical psychology	77%	27%	6%	6%	0%	10%	3%	SED
Cognitive neuroscience*	54%	24%	2%	8%	0%	9%	4%	SED
Cognitive psychology and psycholinguistics	55%	22%	2%	9%	0%	7%	3%	SED
Community psychology*	82%	45%	23%	3%	1%	12%	5%	SED
Counseling	73%	31%	11%	6%	1%	9%	4%	SED
Developmental and child psychology	84%	29%	6%	10%	0%	9%	4%	SED
Educational psychology (psychology)	77%	31%	15%	4%	1%	8%	3%	SED
Experimental psychology	57%	16%	2%	4%	1%	6%	3%	SED
Family psychology, human development and family studies	76%	28%	11%	5%	0%	9%	2%	SED
Health, medical psychology	78%	30%	13%	4%	0%	10%	3%	SED
Industrial and organizational psychology	61%	26%	7%	5%	1%	10%	3%	SED
Marriage and family therapy, counseling*	76%	41%	19%	5%	0%	12%	3%	SED

Field Availability Estimates for 2022 IHP Proposals

(2015-2019 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	
Neuropsychology, physiological psychology	64%	23%	2%	9%	0%	9%	3%	SED
Psychology, aggregated	68%	27%	10%	5%	1%	9%	3%	SED
Psychology, general	70%	28%	9%	5%	0%	10%	3%	SED
School psychology (psychology)	80%	26%	9%	6%	0%	8%	3%	SED
Social psychology	63%	24%	4%	7%	0%	7%	5%	SED
Social sciences	49%	30%	9%	8%	1%	8%	3%	SED
Anthropology	65%	27%	5%	6%	1%	10%	4%	SED
Anthropology, cultural	64%	31%	7%	7%	1%	10%	4%	SED
Anthropology, general	61%	23%	2%	3%	1%	10%	4%	SED
Anthropology, physical and biological	73%	17%	2%	2%	1%	8%	3%	SED
Area/ethnic/cultural/gender studies	66%	61%	20%	10%	3%	21%	5%	SED
Criminal justice and corrections	54%	30%	18%	3%	2%	5%	1%	SED
Criminology	59%	22%	7%	3%	0%	7%	4%	SED
Demography, gerontology, statistics, urban affairs, social sciences-general, social sciences-other	62%	38%	16%	8%	1%	10%	3%	SED
Economics	34%	28%	4%	14%	0%	6%	3%	SED
Econometrics, economics	34%	28%	4%	14%	0%	6%	3%	SED
Natural resources and environmental economics (social sciences)	38%	24%	6%	9%	1%	6%	2%	SED
Political science and government	39%	23%	6%	6%	0%	7%	3%	SED
Sociology	62%	30%	10%	6%	0%	9%	4%	SED
Other social sciences	56%	33%	12%	7%	1%	9%	3%	SED
Applied linguistics*	65%	29%	1%	14%	1%	9%	4%	SED
Ecology, Evolution, Systematics, and Population Biology	59%	22%	3%	9%	1%	7%	2%	IPEDS
Environmental Studies	57%	16%	4%	5%	1%	6%	2%	IPEDS
Gender and women's studies*	88%	42%	13%	8%	0%	14%	6%	SED
Geography	44%	17%	3%	5%	0%	5%	2%	SED
International relations, international affairs	42%	29%	7%	9%	0%	8%	3%	SED
Linguistics	58%	26%	2%	8%	1%	9%	4%	SED
Public policy analysis	51%	38%	22%	7%	0%	4%	3%	SED
Social sciences	49%	30%	9%	8%	1%	8%	3%	SED
Urban/city, community and regional planning	51%	39%	10%	13%	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

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.