

# WOMEN IN STEM\*

## SECTION 3.

### AVAILABILITY POOLS

DATA FOR ESTIMATING EXPECTED  
PROPORTION OF WOMEN AT  
EARLY-CAREER AND MID-CAREER RANKS

COMPILED BY  
THE ASSOCIATION FOR WOMEN IN SCIENCE

\*STEM = SCIENCE, TECHNOLOGY, ENGINEERING,  
AND MATHEMATICS

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# "AVAILABILITY POOLS":

BASED ON DOCTORAL DEGREES AWARDED BY U.S. INSTITUTIONS

Availability pools represent the best estimate of the proportion of women within the cohort expected to be available for a position.

For the physical sciences, engineering, math and social sciences it is assumed that postdoctoral training will not be more than 3 years, and assistant professors in 2009-2011 will have received their PhDs between 1997 and 2006.

For the biomedical sciences, it is assumed that postdoctoral training will be 4-7 years, and assistant professors in 2009-2011 will have received their PhDs between 1996 and 2005.

The earlier time periods indicated the expected proportion of women at the rank of associate professor.

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# DATA SOURCES

NSF S&E DEGREES, 1966-2006 NSF 08-321 October  
2008

Research Doctorates Awarded to U.S. Citizens and  
Permanent Residents, by Race/Ethnicity, Gender, and  
Fine Field of Study: 1997-2006

Commission on Professionals in Science and Technology  
(CPST)

*Professional Women & Minorities - A Total Human*

*Resources Data Compendium* <http://www.cpst.org>

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# PhDs AWARDED TO WOMEN: BROAD FIELDS

<u>FIELD</u>	PROPORTION OF WOMEN AMONG PhDs (average/time period)	
	1987-1996	1997-2006*
BIOLOGY	38.7%	45.4%
COMPUTER SCI	15.2%	19.0%
MATH	19.4%	26.7%
PHYSICAL SCI	19.7%	25.3%
SOCIAL SCI	35.6%	43.2%
ENGINEERING	9.2%	16.4%

Includes US citizens, permanent residents and temporary residents

# PhDs AWARDED TO WOMEN PHYSICAL SCIENCES, MATH, AND ENGINEERING

<u>FIELD</u>	PROPORTION OF WOMEN AMONG PhDs (average/decade)	
	1987-1996	1997-2006*
ASTRONOMY	15.5%	23.3%
PHYSICS	10.6%	14.7%
CHEMISTRY	26.7%	33.0%
GEOLOGY/EARTH SCI	23.3%	33.1%
OCEAN/MARINE SCI	23.8%	38.5%
MATHEMATICS	22.5%	29.3%
COMPUTER SCI	19.7%	21.6%
ENGINEERING	12.4%	19.2%

\* US citizens and permanent residents only

# PhDs AWARDED TO WOMEN: BIOMEDICAL SCIENCES

<u>FIELD</u>	PROPORTION OF WOMEN AMONG PhDs (average/time period)	
	1985-1995	1996-2005
BIOCHEMISTRY	37.3%	42.7%
BIOMEDICAL SCIENCES	45.2%	46.6%
GENETICS	46.0%	49.2%
IMMUNOLOGY	43.3%	48.1%
MICROBIOLOGY	38.8%	46.1%
NEUROSCIENCES	37.5%	42.3%
PHARMACOLOGY	38.4%	46.9%
PHYSIOLOGY	35.9%	41.1%

Includes US citizens, permanent residents, and temporary residents

# PhDs AWARDED TO WOMEN: BIOLOGICAL SCIENCES

<u>FIELD</u>	PROPORTION OF WOMEN AMONG PhDs (average/time period)	
	1985-1995	1996-2005
BIOPHYSICS	24.1%	30.5%
CELL BIOLOGY	44.2%	47.6%
DEVELOPMENTAL BIOLOGY	48.1%	50.2%
ECOLOGY	30.2%	41.1%
PLANT SCIENCES	33.5%	43.5%
MICROBIOLOGY	38.8%	46.1%
MOLECULAR BIOLOGY	39.0%	45.4%

Includes US citizens, permanent residents, and temporary residents

# PhDs AWARDED TO WOMEN: SOCIAL SCIENCES & PSYCHOLOGY

<u>FIELD</u>	PROPORTION OF WOMEN AMONG PhDs (average/time period)	
	1990-2000	1998-2006
ANTHROPOLOGY	55.6%	57.5%
ECONOMICS	23.4%	28.4%
POLITICAL SCIENCE	31.3%	38.2%
SOCIOLOGY	52.8%	59.4%
PSYCHOLOGY	63.5%	67.6%

Includes US citizens, permanent residents, and temporary residents