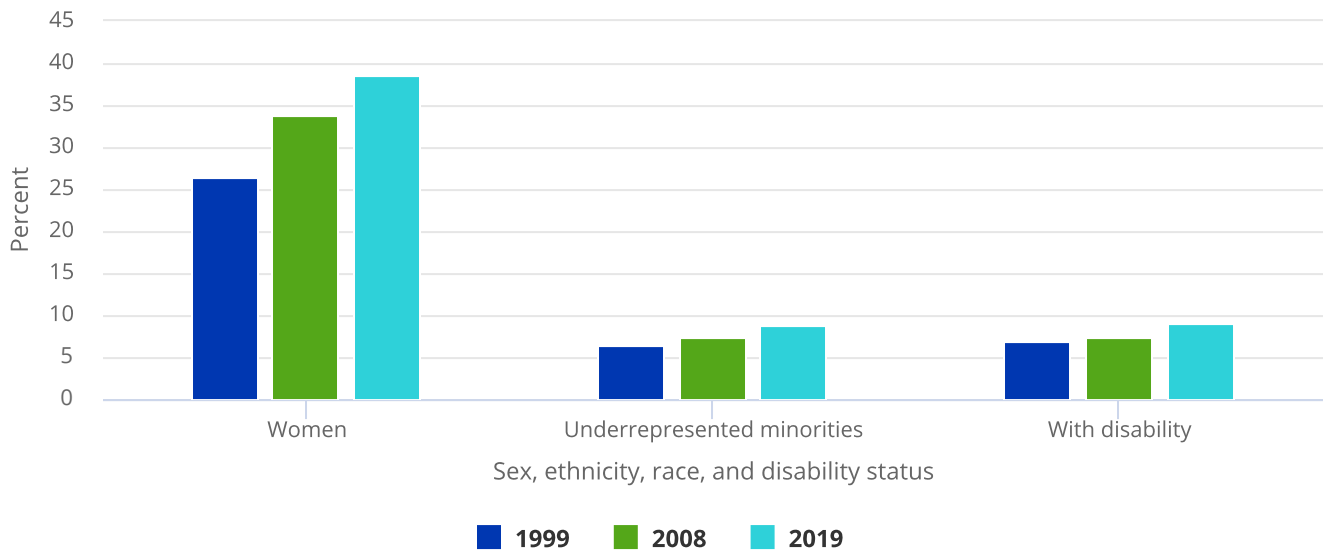


Figure 42**Women, underrepresented minorities, and those with disability as a percentage of the academic doctoral workforce: 1999, 2008, 2019****Note(s):**

Underrepresented minority groups include Black or African American, Hispanic or Latino, and American Indian or Alaska Native. Hispanic or Latino may be any race; race categories exclude Hispanic origin. Survey of Doctorate Recipients asks the degree of difficulty—none, slight, moderate, severe, or unable to do—an individual has in seeing (with glasses); hearing (with hearing aid); walking without assistance; lifting 10 pounds; or concentrating, remembering, or making decisions. Respondents who answered "moderate," "severe," or "unable to do" for any activity were classified as having a disability. Academic doctoral workforce consists of doctoral science, engineering, or health doctorate holders who are working at a university or 4-year college .

Source(s):

National Center for Science and Engineering Statistics, Survey of Doctorate Recipients. Related detailed data: WMPD table 9-25.