

**S2 Table.** Race/ethnicity data used for simulations and for comparisons against simulations, years of data, and NSF report sources.

DATA	YEARS	SOURCES
# Bachelors degrees (data by race/ethnicity for U.S. citizens and permanent residents only)	1981-1991 1990-1998 1996-2007 2006-2016	WMPD, 1994 report, Table 5-19 WMPD, 2002 report, Table 3-8 WMPD, 2009 report, Table C6 WMPD, 2009 report, Table 5-3
# PhD students (data by race/ethnicity for U.S. citizens and permanent residents only)	1990-1999 1999-2006 2008-2010 2012 2014 2016	WMPD, 2002 report, Table 4-6 WMPD, 2009 report, Table D-1 WMPD, 2011 report, Table 3-1 WMPD, 2013 report, Table 3-1 WMPD, 2017 report, Table 3-1 WMPD, 2019 report, Table 3-1
# PhD degrees (data by residency, permanent vs. temporary) used to calculate $R(t)$	1984:5:2014 1985:5:2015 1986:5:2016 1987:5:2017 1988:5:2018	SED, 2014 report, Table 17 SED, 2015 report, Table 17 SED, 2016 report, Table 17 SED, 2017 report, Table 17 SED, 2018 report, Table 17
# PhD degrees (data by race/ethnicity for temporary residents) used to calculate $V(t,k)$	2000–2010 2009–2018	SED, 2010 report, Table 19 SED, 2018 report, Table 19
doctoral workforce (data by race/ethnicity for temporary residents) used to calculate $V(t,k)$	1991 1993	WMPD, 1994 report, Table 8-11 WMPD, 1996 report, Table 5-33
# postdoctoral researchers (data by race/ethnicity)	2010 2011-2016 2017 2018	GSPD, 2010 report, Table 34 GSPD, 2010 report, Table 34 GSPD, 2017 report, Table 2-2 GSPD, 2018 report, Table 2-2
# professors [assistant, tenured] (data by race/ethnicity)	1991 1993 1995 1997 2001 2003 2006 2008 2010 2013 2015 2017	WMPD, 1994 report, Table 8-18 WMPD, 1996 report, Table 5-28 WMPD, 1998 report, Table 5-10 WMPD, 2000 report, Table 5-19 WMPD, 2004 report, Table H-26 WMPD, 2007 report, Table H-28 WMPD, 2009 report, Table H-28 WMPD, 2011 report, Table 9-26 WMPD, 2013 report, Table 9-26 WMPD, 2015 report, Table 9-26 WMPD, 2017 report, Table 9-26 WMPD, 2019 report, Table 9-26