

2007-2008 Employment Survey Highlights

To get a more accurate picture of employment trends in the field, the AAR and the SBL have expanded our data collection efforts. Employment Information Services (EIS) created a Web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates.

In spring 2008, surveys were sent to all candidates who had registered for the 2007 EIS Center in San Diego, California and to all employers who had advertised a position in *Openings* in 2007. Presented here are highlights of the data received. Complete results can be found at www.aarweb.org/jump/jobcenter. This ongoing project will provide longitudinal data.

Employer Data

Out of 531 employer solicitations, 148 responses were received (28 percent response rate). Eighty percent of those who responded filled the position which they had advertised in *Openings*. Of the 118 positions filled, 76 percent of the employers report interviewing the appointee at the EIS Center. The majority of the positions filled were at the assistant professor level (67 percent), followed by full professor (13 percent), visiting professor (6 percent), associate professor (4 percent), lecturer (4 percent) and instructor (3 percent), with 3 percent of the positions ranked as “other.” Sixty-two percent of the positions were tenure-track, 20 percent were non-tenure-track, 13 percent were tenured, 4% were limited and less than 1 percent were joint appointment. None were reported as adjunct. Sixty-seven percent of the appointees were male; forty-three percent were female. The racial/ethnic distribution of the appointees was as follows: 76 percent Caucasian or Euro-American, 6 percent Asian or Pacific Islander, 6 percent African-American or black, 2 percent Latino/a or Hispanic, 2 percent multi-racial, and 8 percent reported “other.”

Figure 1: Year of appointee’s degree

2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998
1.02%	32.65%	17.34%	6.12%	12.24%	5.10%	6.12%	1.02%	1.02%	3.10%	1.02%	1.02%

1997	1995	1994	1993	1992	1989	1988	1986	1985	1982
1.02%	1.02%	1.02%	2.04%	1.02%	2.04%	1.02%	1.02%	1.02%	1.02%

Candidate Data

Out of 669 candidate solicitations, 209 responses were received (31 percent response rate). When asked to indicate employment status during the search, 47 percent reported being a graduate student, 34 percent reported part-time/adjunct faculty, and 15 percent reported full-time/non-tenure-track faculty [candidates could select more than one

response]. Seventy-one percent held a PhD or planned to have completed theirs by August 2008, while 15 percent would be ABD going into fall 2008.

Job Offers

Of the 209 candidates who responded, 34 percent received one or more job offers. Of those, 64 percent received one offer, 19 percent received two offers, 13 percent received three offers, and 4 percent received more than three offers.

Figure 2: Data on candidates who received one or more job offers

80.28%	Doctoral Degree by start of position
66.19%	Article published/accepted for publication in peer-reviewed journal
19.71%	Book or monograph published/accepted for publication
67.60%	Presentation(s) at regional scholarly conference
85.91%	Presentation(s) at national scholarly conference
98.59%	Teaching experience
50.70%	Administrative experience
30.98%	Ministerial experience
50.70%	First time using EIS
30.98%	Second time using EIS
9.85%	Third time using EIS
8.45%	Used EIS more than three times

Of those candidates who did not receive or accept a new position, 68 percent planned to continue in the same employment status, the top four of which were: part-time/adjunct faculty (42 percent), graduate student (41 percent), full-time/non-tenure-track faculty (12 percent), non-academic employment (11 percent), and other religious related employment (11 percent) [candidates could select more than one response]. Twenty-one percent did not know at the time of the survey what they would do the following academic year.

Position Data

Of the 67 candidates who accepted an offer, 35 percent will work in a private college/university, 29 percent will work in a church-related college, 26 percent will work in a public college/university, and 10 percent will work in a university-related divinity school. None reported working for a free-standing seminary. Seventy-two percent will work as full-time/tenure-track faculty, 20 percent as full-time/non-tenure-track faculty, 6 percent as part-time/adjunct faculty, and 1 percent in administration (e.g., dean, chair). One percent reported "other." None reported working as Fulltime-Tenured faculty.

Of the 67 candidates who accepted positions, 59 percent report being thrilled with the new position, 38 percent report feeling satisfied with the position, and 3 percent report feeling unsatisfied. None reported feeling deeply unhappy about the position.

Figure 3: Salary of Appointment

\$19,999 or below	1.53%
\$20,000 - \$24,999	1.53%
\$25,000-\$29,999	0.00%
\$30,000-\$34,999	1.53%
\$35,000-\$39,999	3.07%
\$40,000-\$44,999	10.46%
\$45,000-\$49,999	18.46%
\$50,000-\$59,999	41.53%
\$60,000-\$69,999	15.38%
\$70,000 or more	6.15%

Figure 4: Highest Degree Offered at New Institution

AA	0.00%
BA	30.30%
MA	19.69%
PhD	40.90%
ThD	1.51%
DMin	4.54%
Don't Know	3.03%

Candidate Demographics

Sixty-three percent of the candidates who registered for the 2007 EIS Center were male; thirty-six percent were female. Regarding race/ethnicity, 86 percent of the registrants reported their race/ethnicity as Caucasian or Euro-American, 5 percent African-American or black, 5 percent Asian or Pacific Islander, 2 percent multi-racial, and 1 percent Latino/a or Hispanic. Two percent chose “other.” None reported their race/ethnicity as American Indian or Alaskan native. In terms of citizenship, 91 percent were United States citizens, 5 percent were citizens of Canada, 2 percent were non-citizen residents of the United States and 1 percent reported their citizenship as “other.”

Figure 5: Age Distribution of Registered Candidates

Under 30	30-34	35-39	40-44	45-49	50-54	55-59	60+
5.31%	29.95%	24.63%	15.45%	10.62%	6.28%	5.79%	1.93%

Job Search Experience

Eighty-seven percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Those that did encounter such behavior reported offensive remarks and offensive actions.

Seventy-six percent of candidates report that interviewers did not ask questions or broach topics of an inappropriate nature. Of those who did encounter such questions/topics, the three most common were in regards to religious beliefs, marital status, and partner's career. Forty-five percent reported that the interviewer directly asked an inappropriate question. Forty-one percent stated the interviewer indirectly broached an inappropriate topic. Seventy-four percent of the respondents answered the question truthfully, while 13 percent changed the topic in order to avoid the question. Fifty-three percent are not sure whether their response was to their advantage or disadvantage. Twenty-eight percent believe their answer was to their disadvantage and 19 percent believe it was to their advantage.

PhD-Granting Institutions of Candidates Who Received Position Offer

Associate Professor Position

University of California, Los Angeles

Associate Professor Position

Brown University
Indiana University
Catholic University of America
Florida State University
Duke University
Temple University
University of St. Michael's College (Toronto School of Theology)
University of Notre Dame
Yale University
University of Michigan
University of Virginia
UC Berkeley & the Graduate Theological Union
University of Iowa
Duke University
Northwestern University
Emory University
Wycliffe College
University of Chicago Divinity School
Maynooth College
University of Chicago
University of Virginia
New York University
Boston College
Graduate Theological Union
Columbia University
Emory University
Temple University
University of Chicago Divinity School
Yale University
Harvard University
The University of Texas at Austin
Marquette University
Baylor University
Claremont Graduate University
Harvard Divinity School
Yale University
University of Notre Dame
Harvard University
Harvard University
University of Texas at Austin
Claremont Graduate University
Union Theological Seminary-New York
Baylor University
Southern Methodist University
Rice University

Visiting Professor Position

Columbia University
Vanderbilt University
University of Michigan
Drew University
Harvard University
The University of Arizona
Duke University

Instructor Position

Emory University
Duke University

Other

Weston Jesuit School of Theology
California Institute of Integral Studies
University of California, Santa Barbara