

## 2009-2010 Job Search Survey Highlights

To get a more accurate picture of employment trends in the field, the AAR created a Web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates.

In spring 2010, surveys were sent to all candidates who registered for the 2009 Annual Meeting Job Center in Montreal, QC and to all employers who had advertised a position in *Job Postings* in 2009. Presented here are highlights of the data received.

### Employer Data

Out of 240 employer solicitations, 59 responses were received (25 percent response rate). Eighty-six percent of those who responded filled the position which they had advertised in *Job Postings*. Of the 51 positions filled, 26 percent of the employers report interviewing the appointee at the Job Center. The majority of the positions filled were at the assistant professor level (66 percent), followed by associate professor (8 percent), visiting professor (8 percent), full (8 percent), instructor (2 percent), with 8 percent of the positions ranked as “other.” None of reported filled positions were ranked at the lecturer level. Sixty-one percent of the positions were tenure-track, 19 percent were non-tenure-track or term contract, 12 percent were tenured, 3 percent were reported as limited, 2 percent were adjunct and 2 percent were reported as “other.” Forty-nine percent of the appointees were male; fifty-one percent were female. The racial/ethnic distribution of the appointees was as follows: 74 percent Caucasian or Euro-American, 10 reported “other,” 8 percent African American or black, 4 percent Asian or Pacific Islander, 4 percent Multi-racial. None reported Latina/o or Hispanic or American Indian or Alaskan Native.

Figure 1: Year of Appointee’s Degree

2011	2010	2009	2008	2007	2006	2005	2003	2002
4.3%	25.5%	19.2%	14.9%	4.3%	4.3%	6.4%	2.1%	2.1%
1998	1996	1993	1992	1991	1987	1984		
2.1%	2.1%	4.3%	2.1%	2.1%	2.1%	2.1%		

### Candidate Data

Out of 462 candidate solicitations, 149 responses were received (32 percent response rate). When asked to indicate employment status during the search, 52 percent reported being a graduate student, 36 percent reported part-time/adjunct faculty, 13 percent reported full-time/non-tenure-track faculty, and 13 percent reported teaching assistant [candidates could select more than one response]. Seventy-one percent held a PhD or planned to have the degree completed by August 2010, while 15 percent would be ABD going into fall 2010.

## Job Offers

Of the 149 candidates who responded, 29 percent received one or more job offers. Of those, 83 percent received one offer, 15 percent received two offers, and 2 percent received three offers. None reported receiving more than three offers.

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

85.4%	Doctoral Degree by start of position
63.4%	Article published/accepted for publication in peer-reviewed journal
9.8%	Book or monograph published/accepted for publication
73.2%	Presentation(s) at regional scholarly conference
75.6%	Presentation(s) at national scholarly conference
100.0%	Teaching Experience
36.6%	Administrative Experience
14.6%	Ministerial Experience
48.8%	First time using Job Center
36.6%	Second time using Job Center
12.2%	Third time using Job Center
2.4%	Used Job Center more than three times

## Position Data

Of the 41 candidates who accepted an offer, 37 percent will work in a public college/university, 37 percent will work in a private college or university, 13 percent will work in a church-related college, and 10 percent work in a free-standing seminary. Three percent reported that they will work in an institution classified as “other.” None reported that they will work in a university-related divinity school. Forty-five percent will work as full-time/tenure-track faculty, 39 percent as full-time/non-tenure-track faculty, 8 percent as part-time/adjunct faculty, and 3 percent as Administration. Five percent reported “other.” None reported working as Fulltime-Tenured faculty.

Of the 41 candidates who accepted positions, 58 percent report being thrilled with the new position, 39 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

Less than \$20,000	5.3%
\$20,000-\$24,999	2.6%
\$25,000-\$29,999	2.6%
\$30,000-\$34,999	5.3%
\$35,000-\$39,999	2.6%
\$40,000-\$44,999	7.9%
\$45,000-\$49,999	10.5%
\$50,000-\$59,999	39.5%
\$60,000-\$69,999	21.1%
\$70,000 or more	2.6%

Figure 4: Highest Degree Offered at New Institution

AA	2.60%
BA	10.50%
MA	23.70%
PhD	47.40%
ThD	0.00%
DMin	10.50%
Don't Know	5.30%

## **Candidate Demographics**

Sixty-two percent of the candidates who registered for the 2009 Job Center were male; thirty-eight percent were female. Regarding race/ethnicity, 84 percent of the registrants reported their race/ethnicity as Caucasian or Euro-American, 5 Asian or Pacific Islander, 3 percent Latina/o or Hispanic, Multi-racial, and “other” respectively. Two percent reported their ethnicity as African American or Black. None reported American Indian or Alaskan Native. In terms of citizenship, 80 percent were United States citizens, 10 percent were citizens of Canada, 5 percent were non-citizen residents of the United States and 5 percent reported their citizenship as “other.” None reported their citizenship as non-citizen of Canada.

## **Job Search Experience**

Ninety-six percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Those that did encounter such behavior reported the type of behavior as “other” than the choices provided: offensive remarks, offensive actions, excessive use of during interview and use of a hotel bedroom for interview.

Eighty-eight 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 marital status, partner’s career and religion. Sixty-one percent reported that the interviewer directly asked an inappropriate question. Fifteen percent stated the interviewer indirectly broached an inappropriate topic. Seventy-one percent of the respondents answered the question truthfully, while 7 percent changed the topic/avoided the question and 7 percent refused to answer. Forty-six percent reported that they believed their response to the question was to their disadvantage. Another 46 percent reported that they were not sure if their response was to their advantage or disadvantage. Eight percent believed their response was to their advantage.