

## 2012 Job Search Survey Highlights

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

In spring 2013, surveys were sent to all candidates who registered for the 2012 Annual Meetings Employment Center in Chicago, Illinois, and to all employers who had advertised a position in *Employment Listings* in 2012. Presented here are highlights of the data received.

### Employer Data

Out of 391 employer solicitations, 79 responses were received (20.2 percent response rate).

Nearly 88.3 percent of those who responded filled the position that they had advertised in *Employment Listings*. The majority of the positions filled were at the assistant professor level (57.4 percent), followed by full professor (13.1 percent), associate professor (11.5 percent), visiting professor (6.6 percent), and lecturer (1.6 percent), with 9.8 percent of the positions ranked as “other.” No jobs were categorized as instructor.

The highest percentage of positions were tenure-track at 65.5 percent, 14.8 percent were non-tenure-track or term contract, 14.8 percent were tenured, 3.3 percent were limited, and 1.6 percent were reported as “other.” None of the reported filled positions were adjunct or joint appointments.

Sixty-nine percent of the appointees were male; 31 percent were female. The racial/ethnic distribution of the appointees was as follows: 67.1 percent Caucasian or Euro-American, 12.8 percent African American or Black, 12.8 percent “other,” and 7.3 percent Asian American. None reported being Latina/o or Hispanic or American Indian or Alaskan Native.

The year of the appointee’s degree varied widely: 30.8 percent received their degree in 2013, 21.2 percent in 2006 or before, 17.4 percent in 2012, 15.4 percent in 2011, 3.8 percent in 2010, 3.8 percent in 2007, 1.9 percent in 2009, and 1.9 percent in 2008. Upcoming 2014 graduates represented 3.8 percent of the appointments.

### Candidate Data

Out of 646 candidate solicitations, 167 responses were received (26 percent response rate). When asked to indicate employment status during the search, 55.1 percent reported being a graduate student, 26.3 percent reported part-time/adjunct faculty, 20.4 percent reported full-time/non-tenure-track faculty, 8.4 percent reported teaching assistant, 5.4 percent reported salaried or post-doctoral researcher, 4.2 percent reported non-academic employment, 4.2 percent reported other religion-related employment, 2.4 percent reported academic administration, 1.8 percent reported full-time/tenured, 1.2 percent reported full-time/tenure-track, 0.6 percent reported teaching in a secondary school, and 4.2 percent reported being unemployed [candidates could select more than one response].

## Job Offers

Of the 167 candidates who responded to the candidate survey, 26.7 percent received one or more job offers. Of those, 84.1 percent received one offer, 13.6 percent received two offers, and 2.3 percent received three offers. None reported receiving more than three offers.

Figure 1: Data on candidates concerning their accomplishments

64.8%	Article Published/Accepted for Publication in Peer-Reviewed Journal
27.9%	Book or Monograph Published/Accepted for Publication
77.0%	Presentation(s) at Regional Scholarly Conference
86.7%	Presentation(s) at National Scholarly Conference
96.4%	Teaching Experience
37.6%	Administrative Experience
30.9%	Ministerial Experience
49.7%	First Time Using Employment Center
26.7%	Second Time Using Employment Center
9.1%	Third Time Using Employment Center
14.5%	Used Employment Center More Than Three Times

Figure 2: Candidates' highest level of education completed by August 2013

MA	7.8%
MDiv	1.2%
PhD	78.4%
ThD	1.8%
DMin	0.0%
STD	0.0%
ABD	8.4%
Other	2.4%

## Position Data

Of the 44 candidates who accepted an offer, 53.5 percent will work in a private college or university, 20.9 percent will work in a public college or university, 18.6 percent will work in a church-related college, and 7.0 percent work in a free-standing seminary. None reported accepting a position at a university-related divinity school. Over 58 percent will work as full-time/tenure-track faculty, 25.6 percent as full-time/nontenure-track faculty, 11.6 percent as part-time/adjunct faculty, and 2.3 percent in administration. Just over 2 percent reported "other." None reported working as full-time tenured faculty.

Of the 43 candidates who responded to the question, 72.1 percent report being thrilled with the new position, 25.6 percent report feeling satisfied with the position, and 2.3 percent report feeling unsatisfied. None reported feeling deeply unhappy about the position.

Figure 3: Salary of Appointment

Less than \$20,000	7.0%
\$20,000–\$24,999	4.7%
\$25,000–\$29,999	0.0%
\$30,000–\$34,999	2.3%
\$35,000–\$39,999	0.0%
\$40,000–\$44,999	7.0%
\$45,000–\$49,999	9.3%
\$50,000–\$59,999	44.2%
\$60,000–\$69,999	16.3%
\$70,000 or More	9.3%

Figure 4: Highest Degree Offered at New Institution

AA	0.0%
BA	32.6%
MA	27.9%
PhD	25.6%
ThD	0.0%
DMin	7.0%
Don't Know	4.7%
Other	2.3%

### Candidate Demographics

Nearly 59 percent of the candidates who registered for the 2012 Employment Center and responded to the survey were male, 40.6 percent were female, and 0.6 percent were transgender. Regarding race/ethnicity, 80.1 percent of the registrants reported being Caucasian or Euro-American, 5.1 percent reported Asian or Pacific Islander, 5.1 percent reported African American or Black, 4.5 percent reported Latina/o or Hispanic, 1.9 percent reported multiracial, 1.9 percent reported “other,” and 1.3 percent reported American Indian or Alaskan Native. In terms of citizenship, 90.6 percent were United States citizens, 3.1 percent were citizens of Canada, 2.5 percent were non-citizen residents of the United States, 0.6 percent were non-citizen residents of Canada, and 3.1 percent reported their citizenship as “other.”

### Job Search Experience

Over 95 percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Nearly 2 percent reported offensive remarks and 0.6 reported an interview was conducted in a hotel bedroom. None noted excessive use of alcohol during the interview or offensive actions. The remaining 2.6 percent noted unprofessional and/or inappropriate behavior as “other” than the choices provided.

Nearly 93 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 religion, marital status, and partner’s willingness to relocate. Nearly 56 percent reported that the interviewer directly asked an inappropriate question, 33.3 percent

stated the interviewer indirectly broached an inappropriate topic, and 11.1 percent reported that the interviewer broached the topic in some other manner. Nearly 73 percent of the respondents answered the question truthfully, while 9.1 percent changed the topic/avoided the question. No one directly refused to answer or answered untruthfully, but 18.2 percent deflected the question in some other manner. Twenty-five percent reported that they believed their response to the question was to their disadvantage. Another 58.3 percent reported that they were not sure if their response was to their advantage or disadvantage. Only 16.7 percent believed their response was to their advantage.