

## 2005-2006 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 2006, surveys were sent to all candidates who had registered for the 2005 EIS Center and to all employer who had advertised a position in *Openings* in 2005. Presented here are highlights of the data received. Complete results can be found at [www.aarweb.org/eis](http://www.aarweb.org/eis). This ongoing project will provide longitudinal data.

### Employer Data

Out of 385 employer solicitations, 234 responses were received (61 percent response rate). Eighty-two percent of those who responded filled the position which they had advertised in *Openings*. Of the 193 positions filled, 86 percent of the employers report interviewing the appointee at the EIS Center. The majority of the positions filled were at the assistant professor level (66 percent), followed by associate professor (10 percent), and instructor and full professor (both 6 percent). Sixty-seven percent of the positions were tenure-track, 22 percent were non-tenure-track, 10 percent were tenured, and 1 percent were limited. None were reported as adjunct. Sixty-four percent of the appointees were male; thirty-six percent were female. The racial/ethnic distribution of the appointees was as follows: 75.5 percent Caucasian or Euro-American, 7.5 percent Asian or Pacific Islander, 6 percent Latino/a or Hispanic, 3 percent African-American or black, 1 percent multi-racial, and 7 percent reported “other.”

Figure 1: Year of appointee’s degree

2007	2006	2005	2004	2003	2002	2001	2000	1999	1998
3.03%	33.33%	20.45%	9.09%	6.06%	6.06%	2.27%	3.03%	4.55%	0.76%
1996	1995	1994	1993	1991	1990	1989	1987	1985	1976
1.52%	0.76%	0.76%	1.52%	0.76%	1.52%	0.76%	0.76%	2.27%	0.76%

### Candidate Data

Out of 497 candidate solicitations, 237 responses were received (47.69% response rate). When asked to indicate employment status during the search, 42 percent reported being a graduate student, 30 percent reported part-time/adjunct faculty, and 18 percent reported full-time/non-tenure-track faculty [candidates could select more than one response]. Seventy-three percent held a PhD or planned to have completed theirs by August 2006, while nine percent would be ABD going into fall 2006.

## Job Offers

Of the 237 candidates who responded, 31 percent received one or more job offers. Of those, 82 percent received one offer, 14 percent received two offers, 1.5 percent received three offers, and 2.5 percent received more than three offers.

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

82.43%	Doctoral degree by start of position
63.51%	Article published/accepted for publication in peer-reviewed journal
25.68%	Book or monograph published/accepted for publication
67.57%	Presentation(s) at regional scholarly conference
70.27%	Presentation(s) at national scholarly conference
98.65%	Teaching experience
40.54%	Administrative experience
22.97%	Ministerial experience
58.11%	First time using EIS
21.62%	Second time using EIS
14.86%	Third time using EIS
5.41%	Used EIS more than three times

Figure 3: Primary job classification of candidates who received one or more job offers

Old Testament/Hebrew Bible	18.92%	Hinduism	2.70%
Christian Theology: Systematic/Constructive	14.86%	Islam	2.70%
New Testament	8.11%	Asian Religions	1.35%
Christian Ethics	6.76%	Christian Theology: Practical Praxis	1.35%
Catholic Theology	5.41%	Critical Studies/Theory/ Methods in Religion	1.35%
Early Christianity/Church History	5.41%	East Asian Religions	1.35%
Buddhism	4.05%	History of Religion	1.35%
History of Christianity/Church History	4.05%	Judaism	1.35%
North American Religions	4.05%	Philosophy of Religion	1.35%
South Asian Religions	4.05%	Religious Ethics	1.35%
Christian Theology (general)	2.70%	Social Sciences and Religion	1.35%
Early Judaism	2.70%	Women's Studies in Religion	1.35%

Of those candidates who did not receive or accept a new position, 59.5 percent planned to continue in the same employment status, the top four of which were: graduate student (38 percent), part-time/adjunct faculty (35 percent), full-time/non-tenure-track faculty (17 percent), and teaching assistant (13 percent) [candidates could select more than one

response]. Nineteen percent did not know at the time of the survey what they would do the following academic year.

### Position Data

Of the 73 candidates who accepted an offer, 41 percent will work in a private college/university, 25 percent will work in a church-related college, 20 percent will work in a public college/university, 11 percent will work in a free-standing seminary, and 3 percent will work in a university-related divinity school. Sixty-seven percent will work as full-time/tenure-track faculty, 23 percent as full-time/non-tenure-track faculty, 4 percent as part-time/adjunct faculty, 3 percent in administration (e.g., dean, chair), and 3 percent reported “other.”

Of the 73 candidates who accepted positions, 64 percent report being thrilled with the new position, 33 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	2.74%
\$20,000-\$24,999	1.37%
\$25,000-\$29,999	0.00%
\$30,000-\$34,999	4.11%
\$35,000-\$39,999	6.85%
\$40,000-\$44,999	24.66%
\$45,000-\$49,999	19.18%
\$50,000-\$59,999	34.25%
\$60,000-\$69,999	4.11%
\$70,000 or more	2.74%

Figure 4: Highest Degree Offered at New Institution

AA	0.00%
BA	23.94%
MA	38.03%
PhD	29.58%
ThD	0.00%
DMin	5.63%
Don't Know	2.82%

### Candidate Demographics

Sixty-five percent of the candidates who registered for the 2004 EIS Center were male; thirty-five percent were female. Regarding race/ethnicity, 86.27 percent of the registrants reported their race/ethnicity as Caucasian or Euro-American, 6.44 percent Asian or Pacific Islander, 2.15 percent African-American or black, 1.72 percent Latino/a or Hispanic, 1.72 percent multi-racial, and 1.72 percent chose “other.” In terms of citizenship, 81.5 percent were United States citizens, 7 percent were Canadian citizens, 6 percent were non-citizen residents of the United States, 0.5 percent were non-citizen residents of Canada, and 5 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+
4.66%	27.12%	28.81%	16.10%	9.32%	9.75%	2.97%	1.27%

## Job Search Experience

Ninety percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Those that did encounter such behavior reported offensive remarks (4 percent), offensive actions (1 percent), use of a hotel bedroom for interviews (1 percent) and 5 percent reported “other.”

Figure 6: Inappropriate Questions Asked / Topics Broached by Interviewer

Did not encounter such questions/topics	78.70%
Religion	7.83%
Political views	4.35%
Partner's willingness to relocate	3.91%
Other	3.91%
Marital status	3.04%
Partner's career	3.04%
Race/Ethnicity	1.74%
Nationality	1.30%
Age	1.30%
Citizenship	1.30%
Sexual orientation or transgender/transsexual identity	1.30%
Parental status	1.30%
Health or physical condition	0.43%
Disability	0.43%

Of the 81 candidates who encountered inappropriate questions/topics during an interview, 53 percent reported that the interviewer directly asked an inappropriate question. Forty-seven percent stated the interviewer indirectly broached an inappropriate topic. Seventy-eight percent of the respondents answered the question truthfully, while 18 percent changed the topic in order to avoid the question. Forty-seven percent are not sure whether their response was to their advantage or disadvantage. Thirty-nine percent believe their answer was to their disadvantage and 14 percent believe it was to their advantage.