

# Job Advertisement Data 2014-2015

American Academy of Religion and Society of Biblical Literature

## Executive Summary

This latest iteration of the jobs report focuses on data from July 1, 2014 through June 30, 2015 and completes the report's shift from a calendar year to a period that covers the academic year (AY) for the vast majority of jobs represented in the report. Positions advertised remain largely unchanged—in number, kind, and general detail—which is a measure of good news in the context of the significant decline in the number of ads in the 2013-2014 AY. Key findings are summarized immediately below with fuller analysis of the data to follow. We hope this information helps members track important indicators in a broad sample of job market data.

It is important to bear in mind that this report is based on data from listings made through [AAR-SBL Employment Services](#) and does not necessarily reflect all positions open. This fact may obscure conditions or trends, and the report will remark on some of these. This is particularly evident when it comes to jobs outside the U.S. and Canada and contingent faculty jobs.

For previous reports, please see the following links:

- [January 1, 2013 through June 30, 2014](#)
- [January 1, 2011 through December 31, 2012](#)
- [January 1, 2001 through December 31, 2010](#)

## Key Findings

- Year-to-year fluctuations in the number of positions is the norm.
- Contingent faculty positions declined 27.7% year over year.
- Tenured/tenure-track faculty increased 23.4% year over year.
- Positions stipulating need for final approval totaled 4.2%, which is the third highest percentage since AY02.
- The number of positions for visiting scholars increased to their highest representation since AY02 (10.9%).
- Entry-level positions declined in real numbers and representation year over year.
- Upper-level positions are at their highest level in the fourteen years of available data.
- Overall course load has increased.
- Publishing has become a significant factor in the data since we started asking employers in 2011, especially for upper-level positions.
- Many special focus institutions desire online course instruction experience.

## Data Analysis

Substantial year-to-year fluctuations in the number of positions—averaging 15.9%—characterize the past seven years of data available from the American Academy of Religion and Society of Biblical Literature’s database of job listings in the fields of biblical, religious, and theological studies ([Table 1](#)). Comparison of AY 2013 and AY 2014 shows a 17.5% decline year over year. The 2014-2015 AY breaks this trend with only two fewer ads (0.4%) than the previous AY.

Contradictions seem to characterize year over year and longer term trends in the AY15 data. On the one hand, contingent faculty positions declined 27.7% year over year and tenured/tenure-track faculty increased 23.4% year over year—changes that many would agree are positive ([Table 2](#) and [Table 3](#)). On the other hand, positions stipulating need for final approval or dependence on budgetary, departmental, and/or other considerations totaled 4.2% of AY15 positions ([Table 6](#)), which is the third highest percentage since AY02, and the number of positions for visiting scholars (49) increased to their highest representation since AY02 (10.9%) ([Table 7](#)). Furthermore, the decline in contingent faculty positions may be due to the fact that they may not be advertised in the AAR-SBL listings service and may be only locally advertised and filled. This may, in fact, reflect not a decreased reliance on contingent positions but a reluctance to post contingent positions on such a listings service (also “just-in-time hiring” is widely reported; e.g., <http://www.nfmfoundation.org/ProfStaffFinal.pdf>). We have also reported on this assumption in previous reports.

Entry-level positions declined slightly in real numbers (238 to 229) for the second straight year while upper-level positions more than doubled (26 to 63) to their highest level in the fourteen years of available data ([Table 4](#) and [Table 5](#)).

Even though entry-level positions have decreased and upper-level positions have increased, course loads have crept up again this year ([Table 8](#) and [Table 9](#)). Nearly 60% of positions teach five or more courses with entry-level positions showing a substantially higher course load than other levels of positions—73% teach five or more courses, which is the highest representation since AY08 ([Table 10](#)). The general parity in course load between private not-for-profit and public institutions has continued, as has the relationship between the size of an institution’s enrollment and an institution’s type. That is, the course load at both private and public institutions continues to peak with an enrollment of 2,500-4,999 and then decreases significantly as enrollment grows.

Consistent with previous data, AY15 figures focus candidate training in three areas: obtaining the Ph.D., teaching experience, and interdisciplinary teaching or research abilities ([Table 16](#)). Almost all positions (92.3%) desire or require a doctoral degree, and nearly 73% of positions desire or require teaching experience. Publishing has become a

significant factor in the data since we started asking employers in 2011. In the latest cycle, 36.1% of employers desired or required journal publication and 26.8% desired or required book and/or monograph publication.

How rates of desire/require differ between levels of positions turns out to be an important factor for several skills ([Table 17](#)). Note that level totals will be misleading for the two publishing options, since the rate of response for these options was in the single digits in AY12 and AY13. In the past two years, however, the data seem to have stabilized and show that around one-sixth of entry-level positions desire or require book/monograph publication compared to nearly two-thirds of upper-level positions. The same disparity is true of journal publications, though entry-level positions more highly desire/require such publications compared to books/monographs. The data also show that interdisciplinary teaching/research pertains far more significantly to upper-level positions. Teaching experience is more highly required for upper-level positions, but it is still in high demand for entry-level positions.

Candidates should also be aware that clear differences regarding employer expectations exist based on type of institution for some skills ([Table 18](#)). Perhaps most starkly shown in the data is the fact that special focus institutions (e.g., seminaries; [definition here](#)) highly desire online course instruction experience in the latest data cycle (AY15). Nearly one third of positions from such institutions indicated a desire or requirement for this experience, compared to five to ten percent of positions at other types of institutions. Research (36.7%) and special focus (34.1%) institutions look for book/monograph publications at around three times the rate of baccalaureate (10.8%) and Master's (13.5%) institutions. They also seek out journal publications more highly (research 44.9%, special focus 38.6%, master's 30.8%, and baccalaureate 16.9%). Teaching experience is most highly desired or required at Master's institutions (80.8%) and least at research institutions (65.3%).

Finally, we would note that reporting longitudinally on fields of study for positions is difficult. The options for fields of study presented to employers have changed significantly over the period. For example, twelve new fields of study were introduced in the 2003-2004 AY, nearly doubling the previous number of fields (sixteen), another seven were introduced in the 2006-2007 AY, and five more fields have been added since. We have provided the full set of options with corresponding counts in a table below ([Table 19](#)) so that readers can identify trends themselves. Note that the figures in this table represent all selections made; that is, employers can select multiple fields for a position, not just a primary. Moreover, since the beginning of the reporting period, employers have not always been able to identify selections as primary or secondary. We have, therefore, presented the data without reference to such designations.

## Index of Tables

Table 1. History of Positions

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Number of Positions	536	538	519	520	598	577	652	574	412	523	501	548	452	450
Year over year growth (decline)		(0.4)	3.5	(0.2)	(15.0)	3.5	(13.0)	12.0	28.2	(26.9)	4.2	(9.4)	17.5	0.4

Table 2. Position Type (n)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Contingent Faculty	99	93	76	79	87	72	112	50	80	92	80	83	83	60
Doctoral Studentship								1	2	1	1	4	10	
Faculty (tenure status unknown)	148	153	145	156	140	179	170	160	226	244	37	67	78	98
Fellowship/Postdoctoral	12	19	22	19	22	14	28	29	28	49	28	70	60	38
Nonfaculty	30	35	31	18	27	21	36	42	22	38	43	45	37	22
Tenured/Tenure-track Faculty	242	238	244	245	291	290	306	292	54	99	312	279	184	227
Total	531	538	518	517	567	576	652	574	412	523	501	548	452	443
Missing or not applicable	5		1	3	31	1								7
Grand Total	7,400													

Table 3. Position Type (pct)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Contingent Faculty	18.6	17.3	14.7	15.3	15.3	12.5	17.2	8.7	19.4	17.6	16.0	15.1	18.4	13.5
Doctoral Studentship								0.2	0.5	0.2	0.2	0.7	2.2	
Faculty (tenure status unknown)	27.9	28.4	28.0	30.2	24.7	31.1	26.1	27.9	54.9	46.7	7.4	12.2	17.3	22.1
Fellowship/Postdoctoral	2.3	3.5	4.2	3.7	3.9	2.4	4.3	5.1	6.8	9.4	5.6	12.8	13.3	8.6
Nonfaculty	5.6	6.5	6.0	3.5	4.8	3.6	5.5	7.3	5.3	7.3	8.6	8.2	8.2	5.0
Tenured/Tenure-track Faculty	45.6	44.2	47.1	47.4	51.3	50.3	46.9	50.9	13.1	18.9	62.3	50.9	40.7	51.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Missing or not applicable (n)	5		1	3	31	1								7
Grand Total (n)	7,400													

Table 4. Position Level of Seniority (n)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Entry-level	275	281	270	282	295	293	277	289	180	194	211	240	238	229
Mid-level	18	22	17	23	25	25	29	15	9	19	35	17	15	22
Upper-level	26	40	42	38	38	54	61	46	29	35	43	36	26	63
Open	112	104	102	85	113	122	108	20	65	64	64	74	68	62
Total	431	447	431	428	471	494	475	370	283	312	353	367	347	376
Missing or not applicable	105	91	88	92	127	83	177	204	129	211	148	181	105	74
Grand Total	7,400													

Table 5. Position Level of Seniority (pct)

Pos Level	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Entry-level	63.8	62.9	62.6	65.9	62.6	59.3	58.3	78.1	63.6	62.2	59.8	65.4	68.6	60.9
Mid-level	4.2	4.9	3.9	5.4	5.3	5.1	6.1	4.1	3.2	6.1	9.9	4.6	4.3	5.9
Upper-level	6.0	8.9	9.7	8.9	8.1	10.9	12.8	12.4	10.2	11.2	12.2	9.8	7.5	16.8
Open	26.0	23.3	23.7	19.9	24.0	24.7	22.7	5.4	23.0	20.5	18.1	20.2	19.6	16.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Missing or not applicable (n)	105	91	88	92	127	83	177	204	129	211	148	181	105	74
Grand Total (n)	7,400													

Table 6. Positions Pending Approval (Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
True	10	6	8	6	14	6	12	26	3	9	20	48	11	19
False	479	478	457	474	504	535	576	476	357	428	409	417	334	364
Total	489	484	465	480	518	541	588	502	360	435	429	429	345	383
True (pct)	1.9	1.1	1.5	1.2	2.3	1.0	1.8	4.5	0.7	1.7	4.0	8.8	2.4	4.2
Missing or not applicable (n)	47	54	54	40	80	36	64	72	52	88	72	119	107	67
Grand Total (n)	7,400													

\*filter on Position Type that keeps Contingent Faculty, Faculty (tenure status unknown), and Tenured/Tenure-track Faculty

Table 7. Positions with Status as Visiting (Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
False	458	450	429	446	483	497	542	473	345	401	398	390	307	338
True	31	34	36	34	35	44	46	29	15	34	31	39	38	45
Total	489	484	465	480	518	541	588	502	360	435	429	429	345	383
True (pct)	6.3	7.0	7.7	7.1	6.8	8.1	7.8	5.8	4.2	7.8	7.2	9.1	11.0	11.7
Missing or not applicable (n)	47	54	54	40	80	36	64	72	52	88	72	119	107	67
Grand Total (n)	7,400													

\*filter on Position Type that keeps Contingent Faculty, Faculty (tenure status unknown), and Tenured/Tenure-track Faculty

Table 8. Total Annual Number of Courses (n, Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
One to two	5	7	11	3	7	10	7	2	4	5	14	19	17	17
Three to four	98	100	123	132	128	123	145	109	67	69	83	75	84	73
Five to six	159	152	145	160	201	182	171	130	82	85	74	73	83	98
Seven to eight	76	64	64	61	69	70	69	35	20	54	33	36	41	35
Nine or more	5	11	8	16	4	8	8	3	2	5	3	2		
Total	343	334	351	372	409	393	400	279	175	218	207	205	225	223
Missing or not applicable (n)	193	204	168	148	189	184	252	295	237	305	294	343	227	227
Grand Total	7,400													

Table 9. Total Annual Number of Courses (pct, Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
One to two	1.5	2.1	3.1	0.8	1.7	2.5	1.8	0.7	2.3	2.3	6.8	9.3	7.6	7.6
Three to four	28.6	29.9	35.0	35.5	31.3	31.3	36.3	39.1	38.3	31.7	40.1	36.6	37.3	32.7
Five to six	46.4	45.5	41.3	43.0	49.1	46.3	42.8	46.6	46.9	39.0	35.7	35.6	36.9	43.9
Seven to eight	22.2	19.2	18.2	16.4	16.9	17.8	17.3	12.5	11.4	24.8	15.9	17.6	18.2	15.7
Nine or more	1.5	3.3	2.3	4.3	1.0	2.0	2.0	1.1	1.1	2.3	1.4	1.0		
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Missing or not applicable (n)	193	204	168	148	189	184	252	295	237	305	294	343	227	227
Grand Total	7,400													

Table 10. Total Annual Number of Courses by Level of Seniority (pct, Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
One to two	1.5	1.4	5.0	0.8	1.3	1.7	0.9		1.0	2.5	1.8	2.4	3.2	3.8
Three to four	21.8	25.2	24.9	28.7	22.3	26.8	25.8	33.3	26.2	26.3	44.2	32.8	31.0	22.9
Five to six	51.0	51.0	47.5	46.4	55.4	46.8	47.9	52.4	54.4	47.5	32.7	42.4	41.9	52.7
Seven to eight	24.3	20.5	20.4	20.7	20.6	21.6	23.5	12.5	16.5	20.3	20.4	21.6	23.9	20.6
Nine or more	1.5	1.9	2.3	3.4	0.4	3.0	1.9	1.8	1.9	3.4	0.9	0.8		
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Missing or not applicable (n)	330	328	298	283	365	346	439	406	309	405	388	423	297	319
Grand Total	7,400													

\*filter on Position Level of Seniority that keeps Entry-level

Table 11. Average of Total Annual Number of Courses by Level of Seniority (Faculty)

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Entry-level	6.1	5.8	6.1	6.0	5.8	5.8	5.9	5.5	5.6	5.7	5.0	5.3	5.6	5.5
Mid-level	4.7	5.2	6.2	6.4	5.2	5.1	5.3	5.5	5.5	4.8	4.4	5.1	4.3	5.0
Upper-level	4.5	5.0	4.0	5.1	4.5	4.5	4.5	4.7	4.3	4.6	3.5	3.3	3.9	4.1
Open	5.4	5.9	5.4	5.2	5.6	5.4	5.0	4.7	4.6	4.9	5.0	4.3	4.4	4.4
Total	5.2	5.5	5.4	5.7	5.3	5.2	5.2	5.1	5.0	5.0	4.5	4.5	4.5	4.8
Missing or not applicable (n)	193	204	168	148	189	184	252	295	237	305	294	343	227	227
Grand Total	7,400													



Table 12. Country of Position

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Algeria								1						
Australia	1	3	1	2	1	1	2	3	4	6	5	4	7	1
Austria												2		
Bahamas												2		1
Bangladesh										1	1			
Barbados						2	1							2
Belgium									1					
Canada	25	37	31	25	31	32	25	29	17	27	24	19	9	18
China								1						
Denmark										1				
Egypt								2			2			
Fiji		4												
Finland											1	1	14	6
Germany	1		2			2	2	5	4	6	4	11	6	3
Hong Kong			1	2	1		2				1		2	1
India			1							1		2		
Ireland	1	1	1	3		1	5	1	1	2	1	5	2	
Israel					1	2	1	2	3	11	1	49	10	2
Japan			2	1	1		2				1			
Kazakhstan												1		
Kenya								1						
Korea, Republic of (South)							1							
Lithuania						1								
Macau							1	1	1			1		
Netherlands	3	1	4	2	1		3	3	2		3	2	1	2
New Zealand	2	1	7	1	1	2	6	4	3	1		1	1	4
Norway								2			1	1	2	2
Saudi Arabia							1							
Singapore												2		
South Africa		1								1	1		1	

Sweden												2		
Switzerland	1		1		1			2	1	1	1	1	2	3
Taiwan												1		
Thailand										1	1		1	
United Kingdom	2	6	9	3	13	14	9	11	13	11	9	22	14	10
United States	499	484	459	481	547	520	591	504	362	452	441	419	379	394
Total	536	538	519	520	598	577	652	574	412	523	501	548	452	450
Missing or not applicable (n)	1							2		1	1	2	1	1
Grand Total	7,400													

Table 13. Institution Control

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Private for-profit	1	1	4	1	1				2			4		1
Private not-for-profit	380	388	335	377	440	387	467	366	287	352	337	315	282	287
Public	101	87	112	89	98	116	101	107	65	81	84	83	81	64
Total	482	476	451	467	539	503	568	473	354	433	421	402	363	352
Missing or not applicable (n)	17	8	8	14	8	17	23	32	8	19	20	17	16	42
Grand Total	6,533													

\*filter on Country that keeps United States

Table 14. Institution Type

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
Associate	4	1	4	2	1	3			4				2	1
Baccalaureate	119	133	111	113	137	117	148	111	73	75	79	76	73	76
Master's	91	88	78	103	112	97	95	81	62	118	64	72	82	67
Research	179	185	195	159	202	225	218	212	149	173	196	190	159	147
Special Focus	89	69	63	90	87	61	107	69	66	67	82	64	47	61
Total	482	476	451	467	539	503	568	473	354	433	421	402	363	352
Missing or not applicable (n)	17	8	8	14	8	17	23	32	8	19	20	17	16	42
Grand Total	6,533													

\*filter on Country that keeps United States

Table 15. Institution Enrollment

	AY02	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15
<1,000	100	78	70	95	92	69	111	73	63	63	79	66	50	61
1,000-2,499	99	104	91	86	110	84	108	84	60	76	59	61	57	51
2,500-4,999	65	64	56	87	81	80	92	68	48	71	59	54	57	57
5,000-9,999	45	47	49	45	62	59	74	59	53	51	44	43	52	42
10,000-24,999	106	109	106	91	131	123	106	105	63	117	106	117	91	98
25,000-49,999	63	67	69	57	57	82	74	77	62	52	67	51	54	38
>50,000	4	7	10	6	6	6	3	7	5	3	7	10	2	5
Total	482	476	451	467	539	503	568	473	354	433	421	402	363	352
Missing or not applicable (n)	17	8	8	14	8	17	23	32	8	19	20	17	16	42
Grand Total	6,533													

\*filter on Country that keeps United States

Table 16. Skills Desired/Required by Employers (pct)

	Skill-type	AY12	AY13	AY14	AY15
Administrative Experience	Desired	8.7	9.5	4.3	10.6
	Required	5.3	5.9	5.1	7.1
	Total	13.9	15.4	9.0	17.4
Affirmative Action Eligibility	Desired	4.6	15.1	6.9	9.0
	Required	0.3	2.6	1.4	1.0
	Total	5.0	17.7	7.9	9.7
Interdisciplinary Teaching or Research	Desired	26.9	28.2	17.7	24.8
	Required	10.8	13.4	13.7	15.5
	Total	37.8	41.6	30.0	37.4
Online Course Instruction Experience	Desired	0.6	0.3	11.6	10.6
	Required	0.9	0.3	1.1	2.9
	Total	1.5	0.7	12.6	12.3
Ordination	Desired	6.5	8.5	2.9	5.5
	Required	1.2	1.0		3.2
	Total	7.7	9.5	2.9	8.7

Other	Desired	1.5	2.0	9.7	4.5
	Required	3.1	2.3	7.6	4.5
	Total	4.6	3.6	10.1	7.7
PhD	Desired	20.7	18.7	21.3	20.0
	Required	76.5	75.4	76.2	77.1
	Total	97.2	94.1	92.4	92.3
Published Book(s) and/or Monograph(s)	Desired	0.6	0.3	13.7	19.4
	Required		0.3	4.3	8.4
	Total	0.6	0.7	17.3	26.8
Published Journal Article(s)	Desired	0.6	0.3	20.9	25.2
	Required		0.3	6.9	13.5
	Total	0.6	0.7	26.4	36.1
Religious Affiliation/Commitment (bona fide occupational qualification)	Desired	7.1	5.9	5.4	7.4
	Required	9.9	14.1	10.8	16.1
	Total	17.0	20.0	15.5	21.9
Student Services Experience	Desired	6.2	5.2	1.8	3.2
	Required	0.9	3.3	1.4	1.3
	Total	7.1	8.5	2.9	4.2
Teaching Experience	Desired	36.8	31.1	30.0	29.7
	Required	38.7	47.5	45.8	51.0
	Total	75.5	78.7	71.8	72.9
U.S. Citizenship	Desired	5.6	3.9	0.7	1.9
	Required	3.7	4.6	2.2	2.3
	Total	9.3	8.5	2.9	3.5
Grand Total		100.0	100.0	100.0	100.0

Table 17. Skills (selected) Desired/Required by Employers by Level (pct)

Skill	Skill-type	Entry-level					Upper-level				
		AY12	AY13	AY14	AY15	Total	AY12	AY13	AY14	AY15	Total
Interdisciplinary Teaching or Research	Desired	34.4	31.0	19.7	27.1	27.8	32.0	16.0	26.7	22.2	24.1
	Required	7.4	10.2	12.4	14.9	11.4	36.0	28.0	20.0	22.2	26.9
	Total	41.7	41.2	30.6	37.8	37.7	68.0	44.0	46.7	44.4	50.9
PhD	Desired	16.6	21.9	25.4	23.4	21.9	4.0	8.0	13.3	6.7	7.4
	Required	80.4	74.9	76.2	77.7	77.1	92.0	72.0	86.7	88.9	85.2
	Total	96.9	96.8	95.3	95.2	96.0	96.0	80.0	93.3	88.9	88.9
Published Book(s) and/or Monograph(s)	Desired	0.6	0.5	11.4	13.8	6.8			40.0	31.1	17.6
	Required			2.1	0.5	0.7		4.0	26.7	33.3	17.6
	Total	0.6	0.5	12.4	14.4	7.3		4.0	66.7	60.0	33.3
Published Journal Article(s)	Desired	0.6	0.5	21.2	22.3	11.6			40.0	31.1	17.6
	Required			3.1	4.8	2.1		4.0	33.3	42.2	22.2
	Total	0.6	0.5	22.8	25.5	12.9		4.0	66.7	66.7	36.1
Teaching Experience	Desired	38.7	37.4	34.2	35.6	36.4	20.0	4.0	13.3	13.3	13.0
	Required	38.0	41.7	46.1	45.2	43.0	64.0	72.0	73.3	71.1	69.4
	Total	76.7	79.1	75.6	71.3	75.8	84.0	76.0	80.00	80.0	79.6
Grand Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 18. Skills Desired/Required by Institution Type (pct)

	Skill-type	Baccalaureate	Master's	Research	Special Focus
Administrative Experience	Desired	4.6	9.6	11.2	6.8
	Required	1.5	5.8	4.1	9.1
	Total	6.2	15.4	15.3	15.9
Affirmative Action Eligibility	Desired	7.7	15.4	3.1	15.9
	Required		1.9		2.3
	Total	7.7	17.3	3.1	18.2
Interdisciplinary Teaching or Research	Desired	30.8	21.2	26.5	20.5
	Required	9.2	19.2	15.3	15.9
	Total	38.5	38.5	36.7	34.1
Online Course Instruction Experience	Desired	6.2	7.7	5.1	25.0
	Required		1.9	3.1	6.8
	Total	6.2	9.6	5.1	31.8
Ordination	Desired	3.1			15.9
	Required				9.1
	Total	3.1			25.0
Other	Desired		5.8	3.1	6.8
	Required	1.5	5.8	4.1	2.3
	Total	1.5	9.6	7.1	9.1
PhD	Desired	29.2	25.0	13.3	13.6
	Required	76.9	76.9	82.7	86.4
	Total	98.5	100.0	92.9	93.2
Published Book(s) and/or Monograph(s)	Desired	9.2	7.7	28.6	20.5
	Required	1.5	5.8	10.2	13.6
	Total	10.8	13.5	36.7	34.1
Published Journal Article(s)	Desired	13.8	19.2	33.7	27.3
	Required	3.1	11.5	15.3	13.6
	Total	16.9	30.8	44.9	38.6
Religious Affiliation/Commitment (bona fide occupational qualification)	Desired	3.1	11.5	1.0	15.9
	Required	4.6	15.4	3.1	45.5

	Total	6.2	25.0	4.1	61.4
Student Services Experience	Desired	3.1	3.8	1.0	2.3
	Required	1.5			2.3
	Total	4.6	3.8	1.0	4.5
Teaching Experience	Desired	26.2	30.8	27.6	27.3
	Required	50.8	53.8	40.8	54.5
	Total	72.3	80.8	65.3	75.0
U.S. Citizenship	Desired		1.9	1.0	4.5
	Required	1.5	5.8		4.5
	Total	1.5	7.7	1.0	6.8
Grand Total		100.0	100.0	100.0	100.0

\*filter on Year that keeps AY15

Table 19. Position Fields of Expertise

	AY 02	AY 03	AY 04	AY 05	AY 06	AY 07	AY 08	AY 09	AY 10	AY 11	AY 12	AY 13	AY 14	AY 15	Total
Administration and Support Services			46	32	32	37	48	43	33	39	43	53	34	40	480
Ancient Near Eastern Languages				9	12	19	14	3	2	6	3	1	13	14	95
Archaeology				1	1	1	1	2	2	2		1	1		12
Archaeology - Ancient Near East				11	9	12	9	2		12	3	10	22	9	98
Archaeology - Greco-Roman				6	5	10	3	3	3	13	2	8	11	11	74
Arts, Literature, and Religion	42	33	32	31	36	43	30	34	17	22	15	16	32	26	408
Asian Religions (general or not listed separately)	51	41	41	42	38	51	55	40	23	33	36	30	30	37	548
Biblical Languages			2	27	32	40	25	9	4	11	6	21	39	33	247
Buddhism			22	32	22	36	37	30	22	37	23	13	17	33	324
Catholic Studies			20	18	18	24	17	17	10	8	4	5	11	9	161
Catholic Theology (all areas)			30	34	32	27	37	18	8	17	12	16	24	23	277
Central and South American and Caribbean Religions			10	15	9	13	14	10	7	6	4	4			92
Christian Ethics			36	38	32	31	25	22	14	15	13	18	18	33	294
Christian Studies	39	50	29	35	37	43	32	23	26	36	25	33	36	25	467
Christian Theology (general or not listed separately)		1	31	34	33	37	26	22	15	16	18	25	16	54	328
Christian Theology: Systematic/Constructive												7	25	32	64
Christian Theology: Practical/Praxis	26	31	21	26	21	34	16	16	6	10	10	12	22	39	290
Christian Theology: Systematic/Constructive	39	50	34	32	28	41	24	19	4	9	13	11			304
Classics				14	9	15	16	13	5	12	3	11	19	17	133
Comparative Religions	51	47	58	49	44	64	70	35	24	54	29	33	37	36	630
Comparative Religions/Theology	17	12		1	1		3	13	7	8	12	16	7		97
Critical Studies/Theory/Methods in Religion			14	17	22	28	19	33	13	20	19	32	30	29	275
Early Christian Literature/New Testament	61	66	58	33	23	22	14								277
Early Christianity/Church History			4	30	28	48	36	19	10	13	8	9	15	28	245
Early Judaism				20	16	21	18	13	8	15	4	7	5	17	143



East Asian Religions (general or not listed separately)	22	22	27	43	30	44	32	32	18	39	19	15	22	24	389
Editorial/Journalism/Media			5	4	1	4	2	1	1	3	5			4	30
Epigraphy				2	3	2	2		2	2			1	1	14
Ethics	73	50	24	32	20	22	23	24	9	20	21	18	7		343
Gay/Lesbian Studies in Religion			7	5	8	10	14	9	3	3	3	4	11	8	85
Hebrew Bible and Religions of the Ancient Near East	47	34	49	46	58	63	51	42	28	44	28	21	31		542
Hebrew Bible/Old Testament	86	79	66	74	65	80	85	21	26	19	13	11	33	48	704
Hinduism			26	29	17	34	29	16	14	31	11	12	18	24	261
History of Christianity/Church History	56	70	58	64	75	74	84	44	35	49	32	29	36	39	743
History of Religion (general)	50	44	49	46	65	66	60	31	20	43	28	26	30	26	583
Indigenous/Native/Traditional Religions			18	23	10	16	16	14	4	13	10	12	11	12	159
Introduction to Religion		1	51	43	49	51	65	49	44	48	35	33	47	16	532
Islam/Islamic Studies	84	103	66	92	83	94	77	70	52	62	64	61	49	37	993
Judaism/Jewish Studies	78	88	52	54	57	55	56	50	36	43	30	57	42	39	736
Languages (inc. Hebrew, Greek, Urdu, Arabic, etc.)							5	6	8	4	6	11	3		43
Library			3	4	5	2	2	16	13	16	5	5	4	1	76
Missiology			14	10	5	8	12	8	10	7	9	5	8	14	110
Moral Theology							4	22	7	19	16	15	14		97
New Religious Movements			12	9	8	15	8	13	8	7	2	4	9	14	109
New Testament			3	50	49	61	53	28	16	17	11	27	35	53	399
New Testament, Christian Origins, Ancient Christianity	21	19	29	60	72	74	76	38	32	44	59	46	36		606
North American Religions	29	37	33	30	28	37	37	20	19	16	17	20	23	20	366
Pastoral Care			22	20	18	19	25	11	9	14	14	6	13	25	196
Philosophy of Religion	122	134	45	45	54	48	56	26	16	20	22	27	22	24	661
Practical/Praxis Theology	26	31	22	36	40	38	48	8	3	4	8	5	4		273
Preaching/Ministry/Liturgical Studies			27	28	25	29	26	15	12	19	14	11	14	27	247
Rabbinic Judaism				12	17	16	16	11	8	5	3	4	13	11	115
Racial/Ethnic Minority Studies in Religion	34	30	37	34	34	39	42	29	12	10	8	7	21	26	363
Religion and Science												5	20	15	40

Religion/Theology: Two or More Subfields			20	27	22	28	20	11	6	7	8	12	26	51	237
Religions of Africa and Oceania	11	19			11	27	18	16	7						109
Religions of Africa and/or Religions of the African Diaspora							1	3	4	16	15	15	17	22	93
Religions of North America	29	37	3	4	2	3	7								85
Religions of Oceania										3	1	3	4	7	18
Religions of South America and the Caribbean	6	12			1		19	9	9	9	8	4			77
Religious Ethics	38	26	31	29	41	44	30	21	15	16	11	12	25	27	366
Second Temple Judaism				14	23	22	20	10	5	7	3	3	12	11	129
Septuagint				5	6	6	6	1	1	2			11	2	39
Social Sciences and Religion	28	27	40	49	48	64	48	50	27	35	29	41	61	39	585
South and Central American and Caribbean Religions			1	3	2	1	3	1	1	4	8	10	12	17	63
South Asian Religions (general or not listed separately)	35	26	31	49	28	57	28	31	20	27	18	19	20	27	416
Systematic/Constructive Theology							13	23	13	33	14	28	17		141
Theology and Philosophy of Religion	122	133	12	8	9	4	15								303
Women's Studies in Religion	33	33	42	26	43	45	50	32	22	14	21	25	26	22	433
World Religions			58	63	80	85	74	44	41	49	43	27	41	34	639
Missing or not applicable	164	171	105	72	125	87	87	75	60	55	34	59			1094
Other	91	85	104	86	99	76	77	75	60	48		12	81	92	984