

## 2004-2005 Employment Survey Candidate Results

To get a more accurate picture of employment trends in the field, the AAR and the SBL have expanded our data collection efforts. To this end, the EIS Center created a web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates. In the spring of 2005, surveys were sent to the 442 candidates who registered for the 2004 Employment Information Services Center. Of the 442 solicitations, 210 responses were received (47.51% response rate). Below are complete results of the survey. The survey is performed online, and the horizontal lines below represent a new page of questions.

**Responses to this survey are anonymous and every question is optional.**

1) How many years have you used the AAR/SBL Employment Information Services Center to seek a position?

- This is the first time (45.71%)
- Twice (26.57%)
- Three times (9.52%)
- More than three times (16.19%)

2) What was your employment status during your 2005-2006 job search? (Select all that apply.)

- Graduate Student (49.52%)
- Teaching Assistant (9.52%)
- Part-time / Adjunct Faculty (30.95%)
- Full-time / Non-tenure-track (20.48%)
- Full-time / Tenure-track (3.81%)
- Full-time / Tenured (0.95%)
- Academic administration (3.33%)
- Salaried / Post-doctoral research (3.33%)
- Non-academic employment (7.62%)
- Teaching in secondary school (0.95%)
- Other religion-related employment (9.52%)
- Unemployed (3.33%)

3) What is the highest education level you will have completed by August 2006?

- MA (5.24%)
- MDiv (4.29%)
- PhD (68.57%)
- ThD (2.86%)
- DMin (0.48%)
- STD (0.48%)
- ABD (15.24%)
- Other \_\_\_\_\_ (2.86%)

4) At which type of program and institution did you achieve that education level?

- Free-Standing Theological Seminary (19.62%)

- University-Related Divinity School (12.92%)
  - School of Arts & Sciences, Private University (31.10%)
  - School of Arts & Sciences, Public University (25.36%)
  - University-Related School of Theology (11.00%)
- 

Please answer the following questions based only upon your 2005-2006 job search.

- 5) What accomplishments were included on your CV? (Select all that apply.)
- Article published/accepted for publication in peer-reviewed journal (57.62%)
  - Book or monograph published/accepted for publication (22.86%)
  - Presentation(s) at regional scholarly conference (59.52%)
  - Presentation(s) at national scholarly conference (70%)
  - Teaching experience (99.52%)
  - Administrative experience (41.43%)
  - Ministerial experience (39.52%)
  - Other (please specify)\_\_\_\_\_ (17.62%)

- 6) How many preliminary (screening) interviews, if any, did you have?
- None (29.05%)
  - 1 (24.76%)
  - 2 (12.86%)
  - 3 (10.00%)
  - 4 (11.43%)
  - 5 or more (11.90%)

- 7) Did you have any on-campus interviews? If so, at how many institutions?
- None (58.57%)
  - 1 (21.90%)
  - 2 (12.38%)
  - 3 (2.86%)
  - 4 (0.48%)
  - 5 or more (3.81%)

- 8) Have you received any job offers?
- Yes (31.43%)
  - No (68.57%)

(If “no,” they proceed to question 19.)

---

- 9) How many offers did you receive?
- 1 (71.21%)
  - 2 (19.70%)
  - 3 (9.09%)
  - 4+ (0%)

- 10) Did you accept an offer?
- Yes (86.36%)
  - No (13.64%)

(If no, they proceed to question 19.)

---

11) In what type of program and institution will you be working?

- Free-Standing Seminary (3.64%)
- University-Related Divinity School (0%)
- Church-Related College (23.64%)
- Arts & Sciences, Private College / University (49.09%)
- Arts & Sciences, Public College / University (23.64%)

12) What type of appointment did you accept?

- Part-time / Adjunct Faculty (7.02%)
- Full-time / Non-tenure-track (31.58%)
- Full-time / Tenure-track (54.39%)
- Full-time / Tenured (0%)
- Administration (e.g., President, Dean, Director, Program Director) (1.75%)
- Other \_\_\_\_\_ (5.26%)

13) If faculty, what is the rank of your new appointment?

- Full Professor (0%)
- Associate Professor (3.51%)
- Assistant Professor (66.67%)
- Instructor (1.75%)
- Lecturer (10.53%)
- Visiting Professor (10.53%)
- Other \_\_\_\_\_ (7.02%)

14) What is the salary of your new appointment?

- \$19,999 or below (5.26%)
- \$20,000 - \$24,999 (0%)
- \$25,000 - \$29,999 (1.75%)
- \$30,000 - \$34,999 (5.26%)
- \$35,000 - \$39,999 (7.02%)
- \$40,000 - \$44,999 (35.09%)
- \$45,000 - \$49,999 (17.54%)
- \$50,000 - \$59,999 (24.56%)
- \$60,000 - \$69,999 (3.51%)
- \$70,000 or more (0%)

15) What is the highest degree offered by your new institution?

- AA (0%)
- BA (32.08%)
- MA (33.96%)
- PhD (30.19%)
- ThD (0%)
- DMin (3.77%)

16) Were you interviewed for this position at the 2005 EIS Center in Philadelphia?

- Yes (31.58%)
- No (68.42%)

17) Were you interviewed for this position at another employment services center (e.g., the annual meeting of a different scholarly society)?

- Yes (1.75%)
- No (98.25%)

18) How would you describe your feelings about this position?

- I am thrilled with the position. (49.12%)
- I am satisfied with the position. (45.61%)
- I am unsatisfied with the position. (5.26%)
- I am deeply unhappy about this position. (0%)

[Candidates who responded to the above questions (i.e., who received and accepted a job offer) proceed to question 20.]

---

19) What do you plan to do during the next academic year? (Select all that apply.)

- Continue in current situation. (Their responses to question 2 are listed here.) (48.15%)
  - Salaried / Post-doctoral research (5.29%)
  - Teach in secondary school (3.17%)
  - Academic administration (2.12%)
  - Other religion-related position (7.94%)
  - Non-academic employment (6.35%)
  - Don't know (12.70%)
  - Choose not to work (0%)
  - Other \_\_\_\_\_ (14.29%)
- 

20) Please provide the following demographic information:

a) **Gender:**

- Male (65.24%)
- Female (34.29%)
- Transgender (0%)
- Other (0.48%)

b) **Age Group:**

- Under 30 (6.22%)
- 30-34 (31.10%)
- 35-39 (23.44%)
- 40-44 (16.75%)
- 45-49 (8.13%)
- 50-54 (9.57%)
- 55 - 59 (3.35%)
- 60+ (1.44%)

c) **Race / Ethnicity:** (Choose one)

- African American or Black (3.41%)
- Asian or Pacific Islander (3.90%)
- Caucasian or Euro-American (88.29%)
- Latino or Hispanic (2.44%)
- American Indian or Alaskan Native (0%)
- Multi-racial (0.98%)
- Other (Specify)\_\_\_\_\_ (0.98%)

d) **Citizenship Status:**

- U.S. (88.78%)
- Canada (2.93%)
- Non-citizen resident of U.S. (4.39%)
- Non-citizen resident of Canada (0.49%)
- Other (Specify)\_\_\_\_\_ (3.41%)

e) **Marital Status:**

- Single (25.24%)
- Married or with life partner (seeking academic spousal hire) (8.57%)
- Married or with life partner (not seeking academic spousal hire) (61.43%)
- Divorced (4.76%)

f) **Sexual Orientation:**

- Heterosexual (87.62%)
- Gay / Lesbian (10.40%)
- Bisexual (1.98%)

g) **Parental Status (Select all that apply):**

- No children (54.29%)
- Children under age 5 (26.19%)
- Children between ages 6 and 12 (11.43%)
- Children between ages 13 and 18 (7.62%)
- Children above age 18 (9.05%)

h) Do you have a disability that would come under the Americans with Disabilities Act of 1990? *An individual with a disability is a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.*

- Yes (5.71%)
- No (94.29%)

i) Please indicate the nature of your disability. Select as many as apply.

- Visual Impairment (0.48%)
- Hearing Impairment (0.95%)

- Speech Impairment (0.00%)
  - Mobility Impairment (0.95%)
  - Learning Impairment (0.95%)
  - Psychiatric Disability (0.00%)
  - Other, please describe \_\_\_\_\_ (0.00%)
- 

21) Did any prospective employer exhibit behavior that you felt was unprofessional or inappropriate, and if so, what kind of behavior? (Select all that apply.)

- Did not encounter such behavior (94.17%)
- Offensive remarks (3.40%)
- Offensive actions (1.46%)
- Excessive use of alcohol during interview (0%)
- Use of hotel bedroom for interview (0%)
- Other (2.43%)

22) Did any prospective employer ask questions or broach topics that you felt to be inappropriate, and if so, what was the nature of the question/topic? (Please exclude questions asked by the institution's Affirmative Action office.)

- Did not encounter such questions/topics (90.64%)
- Race / Ethnicity (1.97%)
- Religion (3.45%)
- Nationality (0.99%)
- Age (0.49%)
- Citizenship (0.99%)
- Political views (1.48%)
- Marital status (2.96%)
- Partner's willingness to relocate (1.48%)
- Partner's career (1.48%)
- Sexual orientation or transgender/transsexual identity (0.99%)
- Parental status (0.49%)
- Health or physical condition (0.99%)
- Disability (1.48%)
- Other (3.94%)

(Candidates who responded "did not encounter such questions/topics" proceed to question 27.)

---

23) How did the employer mention it?

- Directly asked inappropriate question(s) (84.21%)
- Indirectly broached inappropriate topic(s) (31.58%)
- Other (5.26%)

24) Which of these best describes your response? (Select all that apply.)

- Answered question / addressed topic truthfully (78.95%)
- Changed the topic / avoided the question (10.53%)
- Refused to answer (5.26%)
- Answered untruthfully (0%)
- Other (5.26%)

25) Do you believe your response was to your advantage or disadvantage?

- Advantage (21.05%)
  - Disadvantage (52.63%)
  - Not sure (26.32%)
- 

26) Which of the following, if any, do you believe negatively affected your ability to get a job? (Select all that apply.)

- None of these played a negative role (48.02%)
- Gender (28.71%)
- Age (17.33%)
- Race/Ethnicity (23.27%)
- Citizenship (3.96%)
- Marital Status (0.00%)
- Sexual Orientation (4.46%)
- Parental Status (0.00%)
- Disability (0.50%)
- Other (8.91%)