

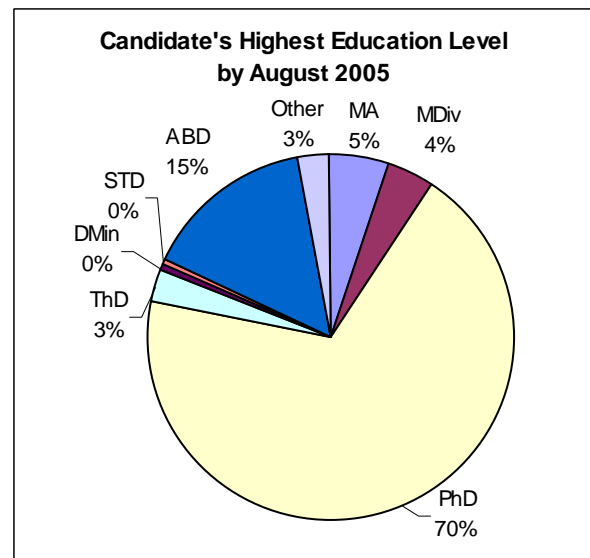
## 2004-2005 EIS SURVEY RESULTS - CANDIDATES

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 candidate solicitations, 210 responses (47.5% response rate) were received. Below are highlights of the data received by the responding candidates.

### Part 1: Candidate Data

<b>Employment status of candidate during 2004-2005 job search:</b>	
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%

<b>Type of program and institution where candidate achieved highest education level:</b>	
Free-Standing Theological Seminary	19.62%
University-Related Divinity School	12.92%
School of Arts & Sciences, Private Univ.	31.10%
School of Arts & Sciences, Public Univ.	25.36%
University-Related School of Theology	11.00%



### Part 2: Job Search Data

<b>Accomplishments listed on CV during job search:</b>	
Article published or accepted for publication in peer-reviewed journal	57.62%
Book or monograph published or accepted for publication	22.86%
Presentation(s) at regional scholarly conference	59.52%
Presentation(s) at national scholarly conference	70.00%
Teaching experience	99.52%
Administrative experience	41.43%
Ministerial experience	39.52%
Other	17.62%

# of Interviews:	Zero	One	Two	Three	Four	Five or more
<b>Preliminary (screening) interviews:</b>	29.05%	24.76%	12.86%	10.00%	11.43%	11.90%
<b>On-campus interviews:</b>	58.57%	21.90%	12.38%	2.86%	0.48%	3.81%

**Of the 159 candidates who received an interview (on- or off-campus):**

79.24% had a doctoral degree
59.11% had article published/accepted for publication in peer-reviewed journal
22.01% had book/monograph published/accepted for publication
59.11% had presentation(s) at regional scholarly conference
69.81% had presentation(s) at national scholarly conference
99.37% had teaching experience
41.51% had administrative experience
38.36% had ministerial experience

39.62% were using EIS for 1st time
32.08% were using EIS for 2nd time
10.69% were using EIS for 3rd time
17.61% had used EIS more than three times

Of the 210, 31.43% received one or more job offers. Of those candidates, 71.21% received one offer, 19.70% received two offers, and 9.09% received three offers. No one received more than three offers. Of those candidates who received an offer, 86.36% accepted.

**Of the 66 candidates who received a job offer:**

81.81% had a doctoral degree	81.81%
53.03% had article published/accepted for publication in peer-reviewed journal	53.03%
16.67% had book or monograph published/accepted for publication	16.67%
63.64% had presentation(s) at regional scholarly conference	63.64%
75.76% had presentation(s) at national scholarly conference	75.76%
100% had teaching experience	100.00%
37.88% had administrative experience	37.88%
28.79% had ministerial experience	28.79%

39.62% were using EIS for 1st time
32.08% were using EIS for 2nd time
10.69% were using EIS for 3rd time
17.61% had used EIS more than three times

**2004-2005 employment status of candidates who received an offer but did not accept:**

Graduate Student	44.44%
Teaching Assistant	11.11%
Part-time/Adjunct Faculty	22.22%
Full-time/Non-Tenure-Track	33.33%
Full-time/Tenure-Track	22.22%
Academic Administration	11.11%

Of the candidates who received an offer but did not accept, 77.77% will continue their same employment status into 2005-2006. For 44.44 %, this means continuing in their faculty position. For the other 66.66%, this means continuing as a graduate student.

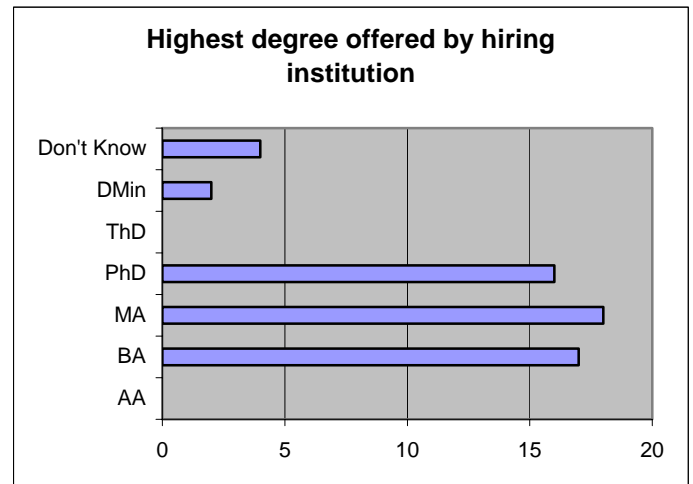
The following two tables refer to those candidates who **did not receive or accept a new position.**

Candidate's plans for next academic year (could select more than one response):	
Continue in current situation	59.48%
Salaried/Post-doctoral research	6.54%
Teach in secondary school	3.92%
Academic administration	2.61%
Other religion-related position	9.80%
Non-academic employment	7.84%
Don't know	15.69%
Choose not to work	0.00%
Other	17.65%

Employment status of 91 candidates who will "continue in current situation":	
Graduate Student	46.15%
Teaching Assistant	8.79%
Part-time/Adjunct Faculty	37.36%
Full-time/Non-tenure-track	16.48%
Full-time/Tenure-track	6.59%
Full-time/Tenured	2.20%
Academic administration	5.49%
Salaried/Post-doctoral research	1.10%
Non-academic employment	12.09%
Teaching in secondary school	1.10%
Other religion-related employment	9.89%
Unemployed	2.20%

### Part 3: Position Data (hired candidate's new position)

Type of program and institution of candidate's new position:	
Free-Standing Seminary	3.64%
University-related Divinity School	0.00%
Church-Related College	23.64%
Arts & Sciences, Private College/University	49.09%
Arts & Sciences, Public College/University	23.64%



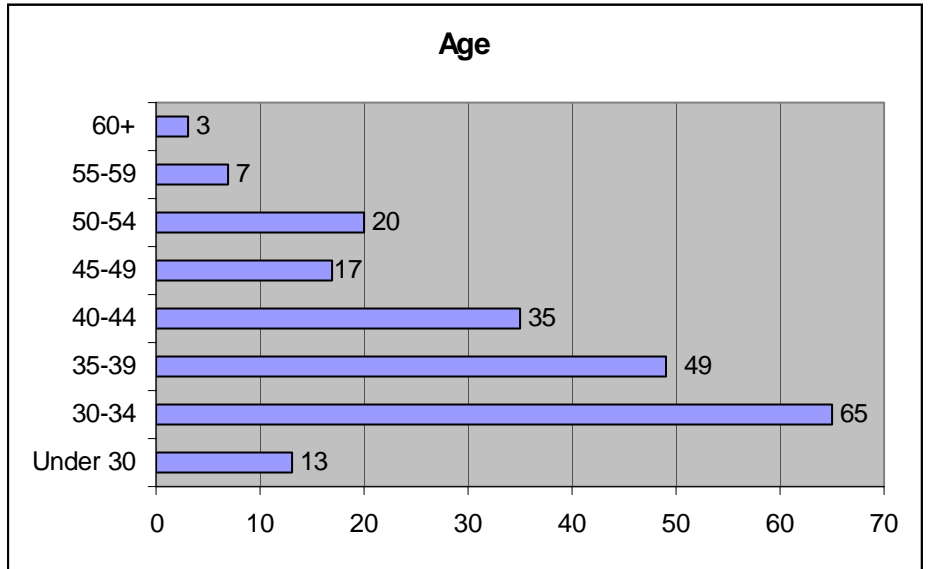
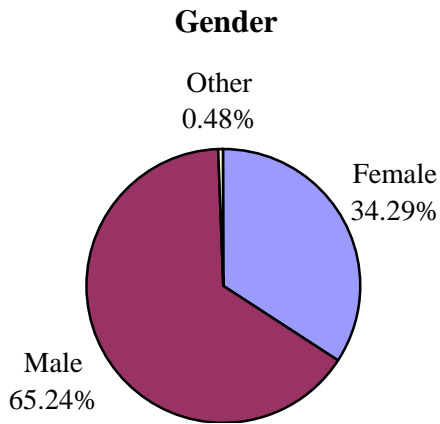
Type of appointment:	
Part-time/Adjunct Faculty	7.02%
Full-time/Non-tenure-track	31.58%
Full-time/Tenure-track	54.39%
Full-time/Tenured	0.00%
Administration (Dean, President, etc.)	1.75%
Other	5.26%

Rank of appointment, if faculty:	
Full Professor	0.00%
Associate Professor	3.51%
Assistant Professor	66.67%
Instructor	1.75%
Lecturer	10.53%
Visiting Professor	10.53%
Other	7.02%

Salary of appointment:	
\$19,999 or below	5.26%
\$20,000-\$24,999	0.00%
\$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	0.00%

Of the 66 candidates who accepted positions, 49.12% report being thrilled with the new position. 45.61% report feeling satisfied with the new position and 5.26% report feeling unsatisfied. None reported feeling deeply unhappy about the position.

## Part 4: Demographic Data



Race/Ethnicity	
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	0.00%
Multi-Racial	0.98%
Other	0.98%

Citizenship	
U.S.	88.78%
Canada	2.93%
Non-citizen resident of U.S.	4.39%
Non-citizen resident of Canada	0.49%
Other	3.41%

### Marital Status

25.24% reported their marital status as single. 70% reported being married and 4.76% reported being divorced. Of those married, 12.24% were seeking an academic spousal hire.

Sexual Orientation	
Heterosexual	87.62%
Gay/Lesbian	10.40%
Bisexual	1.98%

Percent having a disability as described by the American with Disabilities Act:	
No disability	94.29%
Disability	5.71%

Parental Status	
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%

Impairment of those who have a disability:	
Visual Impairment	8.33%
Hearing Impairment	16.67%
Speech Impairment	0.00%
Mobility Impairment	16.67%
Learning Impairment	16.67%
Psychiatric Disability	0.00%
Other	0.00%

## Part 5: Job Search Experience

<b>Candidate's experience of employer behavior:</b>	
Did not encounter bad behavior	94.17%
Offensive Remarks	3.40%
Offensive actions	1.46%
Excessive use of alcohol during interview	0.00%
Use of hotel bedroom for interview	0.00%
Other	2.43%

<b>Inappropriate questions asked/ topics broached by employer:</b>	
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%

<b>How employer mentioned the inappropriate question/topic:</b>	
Directly asked inappropriate question(s)	84.21%
Indirectly broached inappropriate topic(s)	31.58%
Other	5.26%

<b>Candidate's response to inappropriate question/topic</b>	
Answered question/addressed topic truthfully	78.95%
Changed the topic/avoided the question	10.53%
Refused to answer	5.26%
Answered untruthfully	0.00%
Other	5.26%

<b>Candidate's perceived impact if "answered question/addressed topic truthfully":</b>	
Advantage	21.05%
Disadvantage	52.63%
Not sure	26.32%

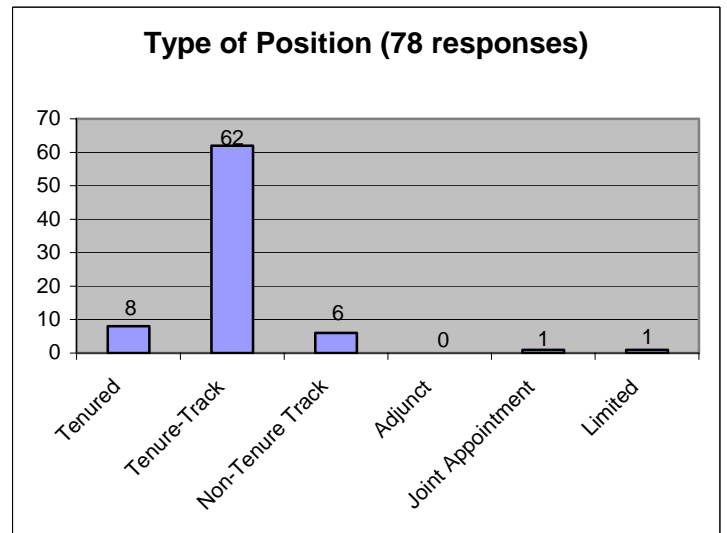
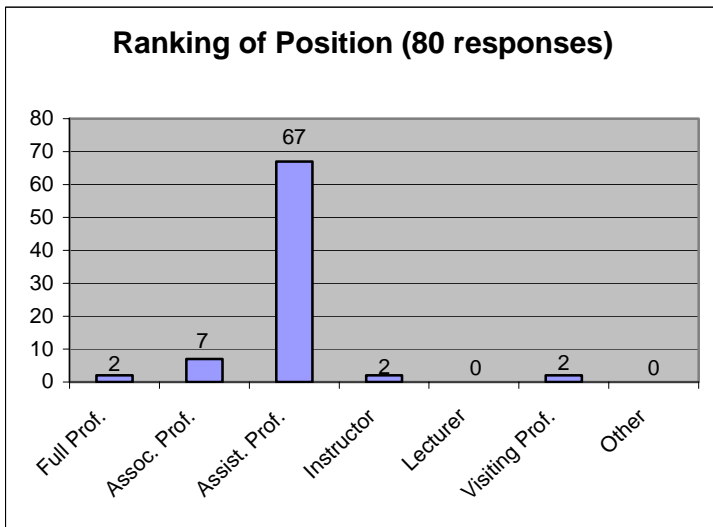
<b>Factors candidate believed negatively impacted ability to receive job offer:</b>	
None of these played a negative role	48.02%
Gender	28.71%
Age	17.33%
Race/Ethnicity	23.27%
Citizenship	3.96%
Marital Status	0.00%
Sexual Orientation	4.46%
Parental Status	0.00%
Disability	0.50%
Other	8.91%

## 2004-2005 EIS SURVEY RESULTS - EMPLOYERS

To get a more accurate picture of employment trends in the field, the AAR and the SBL have expanded our data collection efforts. In the spring of 2005, surveys were sent to the 142 employers that conducted interviews at the 2004 Employment Information Services Center. **Of the 142 employer solicitations, 102 responses (72% response rate) were received.** This paper presents highlights of the data received by the responding employers.

### POSITION-SPECIFIC DATA:

Of the responding 102 employers, 80 employers or **78%**, filled the position for which they were utilizing EIS. Of the 80 positions filled, 76% of the appointees were met or interviewed at the EIS Center.



### APPOINTEE-SPECIFIC DATA:

Of the 80 positions filled, **57% of the appointees were male**, while **43% of the appointees were female**.

Race/Ethnicity of Appointee	Percentage
African American or Black	1.3%
Asian American	5.2%
Caucasian or Euro-American	79.2%
Latino or Hispanic	1.3%
Other	13.0%

The chart below depicts the year, or anticipated year, of the appointee's degree.

Year	1981	1987	1988	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
# of Degrees	1	1	1	1	1	2	2	4	5	8	8	27	1	1