2006-2007 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 2007, surveys were sent to all candidates who had registered for the 2006 EIS Center and to all employers who had advertised a position in Openings in 2006. Presented here are highlights of the data received. Complete results can be found at www.aarweb.org/jump/eis. This ongoing project will provide longitudinal data.

Employer Data

Out of 567 employer solicitations, 201 responses were received (35 percent response rate). Eighty-six percent of those who responded filled the position which they had advertised in Openings. Of the 172 positions filled, 80 percent of the employers report interviewing the appointee at the EIS Center. The majority of the positions filled were at the assistant professor level (61 percent), followed by associate professor (13 percent), full professor (9 percent), lecturer (6 percent), instructor (5 percent) and visiting (3 percent), with 3 percent of the positions ranked as “other.” Sixty-three percent of the positions were tenure-track, 18 percent were tenured, 17 percent were non-tenure-track, and less than 2 percent were either limited or adjunct. None were reported as a joint appointment. Sixty-five percent of the appointees were male; thirty-five percent were female. The racial/ethnic distribution of the appointees was as follows: 75 percent Caucasian or Euro-American, 6 percent Asian or Pacific Islander, 4 percent Latino/a or Hispanic, 1 percent African-American or black, 2 percent multi-racial, and 12 percent reported “other.”

Candidate Data

Out of 746 candidate solicitations, 263 responses were received (45.25% response rate). When asked to indicate employment status during the search, 46 percent reported being a graduate student, 35 percent reported part-time/adjunct faculty, and 21 percent reported full-time/non-tenure-track faculty [candidates could select more than one response]. Seventy-two percent held a PhD or planned to have completed theirs by August 2007, while 15 percent would be ABD going into fall 2007.
Job Offers

Of the 263 candidates who responded, 42 percent received one or more job offers. Of those, 77 percent received one offer, 16 percent received two offers, 4 percent received three offers, and 3 percent received more than three offers.

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

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>80.00%</td>
<td>Doctoral degree by start of position</td>
</tr>
<tr>
<td>65.45%</td>
<td>Article published/accepted for publication in peer-reviewed journal</td>
</tr>
<tr>
<td>18.18%</td>
<td>Book or monograph published/accepted for publication</td>
</tr>
<tr>
<td>58.18%</td>
<td>Presentation(s) at regional scholarly conference</td>
</tr>
<tr>
<td>84.55%</td>
<td>Presentation(s) at national scholarly conference</td>
</tr>
<tr>
<td>99.09%</td>
<td>Teaching experience</td>
</tr>
<tr>
<td>42.73%</td>
<td>Administrative experience</td>
</tr>
<tr>
<td>29.09%</td>
<td>Ministerial experience</td>
</tr>
<tr>
<td>50.91%</td>
<td>First time using EIS</td>
</tr>
<tr>
<td>24.55%</td>
<td>Second time using EIS</td>
</tr>
<tr>
<td>15.45%</td>
<td>Third time using EIS</td>
</tr>
<tr>
<td>9.09%</td>
<td>Used EIS more than three times</td>
</tr>
</tbody>
</table>

Of those candidates who did not receive or accept a new position, 57 percent planned to continue in the same employment status, the top four of which were: graduate student (40 percent), part-time/adjunct faculty (40 percent), full-time/non-tenure-track faculty (21 percent), and teaching assistant (4 percent) [candidates could select more than one response]. Eighteen percent did not know at the time of the survey what they would do the following academic year.

Position Data

Of the 102 candidates who accepted an offer, 42 percent will work in a private college/university, 23 percent will work in a church-related college, 22 percent will work in a public college/university, 9 percent will work in a free-standing seminary, and 4 percent will work in a university-related divinity school. Seventy-one percent will work as full-time/tenure-track faculty, 20 percent as full-time/non-tenure-track faculty, 3 percent as full-time/tenured, 2 percent as part-time/adjunct faculty, 1 percent in administration (e.g., dean, chair). Three percent reported “other.”

Of the 102 candidates who accepted positions, 72 percent report being thrilled with the new position, 25 percent report feeling satisfied with the position, and 3 percent report feeling unsatisfied. None reported feeling deeply unhappy about the position.
Candidate Demographics

Sixty-two percent of the candidates who registered for the 2006 EIS Center were male; thirty-eight percent were female. Regarding race/ethnicity, 86 percent of the registrants reported their race/ethnicity as Caucasian or Euro-American, 4.5 percent African-American or black, 4 percent Asian or Pacific Islander, 2 percent multi-racial, 2 percent Latino/a or Hispanic, 0.5 percent American Indian or Alaskan Native, and 1 percent chose “other.” In terms of citizenship, 85 percent were United States citizens, 6 percent were non-citizen residents of the United States, 5 percent were citizens of Canada, and 4 percent reported their citizenship as “other.”

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, offensive actions, and use of a hotel bedroom for interviews.

Eight-six 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 marital status, partner’s career, partner’s willingness to relocate, and religious beliefs. Sixty-nine percent reported that the interviewer directly asked an inappropriate question. Forty-three percent stated the interviewer indirectly broached an inappropriate topic. Eighty-eight percent of the respondents answered the question truthfully, while 22 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-seven percent believe their answer was to their disadvantage and 16 percent believe it was to their advantage.
PhD-Granting Institutions of Candidates Who Received Position Offer

**Associate Professor Position**
- Cambridge University
- Graduate Theological Foundation
- Harvard University
- Catholic Theology University of Utrecht, the Netherlands
- Catholic Theology University of Utrecht, the Netherlands

**Assistant Professor Position**
- University of North Carolina - Chapel Hill
- Brandeis University
- University of Calgary
- Duke University
- Boston College
- Emory University
- Columbia University, Dept. of Religion
- Princeton Theological Seminary
- University of Kent at Canterbury (UK)
- University of Pennsylvania
- Columbia University
- Graduate Theological Union
- Wheaton College
- Boston University
- Union Theological Seminary and Presbyterian School of Christian Education
- Dokuz Eylul University
- Emory University
- Fordham University
- University of Chicago
- University of Calgary
- Harvard Divinity School
- Boston College
- Graduate Theological Union
- Princeton Theological Seminary
- Catholic University of America
- Emory University
- University of North Carolina - Chapel Hill
- Emory University
- University of North Carolina - Chapel Hill
- Emory University
- University of North Carolina - Chapel Hill
- The University of Chicago Divinity School
- Emory University
- Indiana University, Bloomington
- University of Virginia
- Boston College
- Vanderbilt University
- University of California, Santa Barbara
- Harvard Divinity School
- University of Geneva, Switzerland
- Vanderbilt University
- Loyola University Chicago
- University of North Carolina - Chapel Hill
- Graduate Theological Union
- Cornell University
- University of Notre Dame
- Harvard Divinity
- University of Wisconsin
- University of Oxford
- Princeton Theological Seminary
- Graduate Theological Union
- Catholic University of America
- Stanford University
- Boston College
- Harvard University
- University of Chicago
- Northwestern University / Garrett-Evangelical Theological Seminary
- Boston University School of Theology
- Union Theological Seminary
- Claremont Graduate University School of Religion
- University of Cambridge
- Boston College
- Columbia University
- Syracuse University
- Pacific School of Religion
- Emory University
- McGill University
- Brown University
- University of Michigan
- University of Virginia
- Yale University
- University of Chicago, Divinity School
- Marquette University
- University of Chicago
- Duquesne University

**Instructor Position**
- Boston College
- Vanderbilt University
- Union-PSCE
- UC Santa Barbara
- Southwestern Baptist Theological Seminary

**Lecturer Position**
- University of Pennsylvania
- Trinity Evangelical Divinity School
- Duke University

**Visiting Professor Position**
- Syracuse University
- Lutheran School of Theology at Chicago
- Claremont Graduate University
- University of Virginia
- University of Iowa
- University of Michigan
- Brandeis University
- Harvard University
- Annenberg Research Institute/Dropsie College
- Stanford University

**Other Position**
- Bar Ilan University