

## 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](http://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.”

Figure 1: Year of appointee’s degree

2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998
0.72%	3.60%	32.37%	15.11%	11.51%	3.60%	3.60%	3.60%	2.88%	4.32%	1.44%	2.88%

1997	1996	1994	1993	1992	1991	1990	1985	1984	1980	1976
1.44%	1.44%	0.72%	2.16%	2.88%	1.44%	1.44%	0.72%	0.72%	0.72%	0.72%

### 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

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

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.

Figure 3: Salary of Appointment

\$19,999 or below	4.04%
\$20,000-\$24,999	1.01%
\$25,000-\$29,999	0.00%
\$30,000-\$34,999	2.02%
\$35,000-\$39,999	4.04%
\$40,000-\$44,999	11.11%
\$45,000-\$49,999	22.22%
\$50,000-\$59,999	36.36%
\$60,000-\$69,999	16.16%
\$70,000 or more	3.03%

Figure 4: Highest Degree Offered at New Institution

AA	0.00%
BA	26.47%
MA	28.43%
PhD	32.35%
ThD	0.00%
DMin	6.86%
Don't Know	5.88%

### 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.”

Figure 5: Age Distribution of Registered Candidates

Under 30	30-34	35-39	40-44	45-49	50-54	55-59	60+
5.60%	33.20%	24.40%	13.60%	10.40%	6.40%	4.40%	2.00%

### 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

### 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  
University of North Carolina - Chapel Hill  
University of North Carolina - Chapel Hill  
Emory University  
University of North Carolina  
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

Boston College  
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