2007-2008 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 2008, surveys were sent to all candidates who had registered for the 2007 EIS Center in San Diego, California and to all employers who had advertised a position in Openings in 2007. Presented here are highlights of the data received. Complete results can be found at www.aarweb.org/jump/jobcenter. This ongoing project will provide longitudinal data.

Employer Data

Out of 531 employer solicitations, 148 responses were received (28 percent response rate). Eighty percent of those who responded filled the position which they had advertised in Openings. Of the 118 positions filled, 76 percent of the employers report interviewing the appointee at the EIS Center. The majority of the positions filled were at the assistant professor level (67 percent), followed by full professor (13 percent), visiting professor (6 percent), associate professor (4 percent), lecturer (4 percent) and instructor (3 percent), with 3 percent of the positions ranked as “other.” Sixty-two percent of the positions were tenure-track, 20 percent were non-tenure-track, 13 percent were tenured, 4% were limited and less than 1 percent were joint appointment. None were reported as adjunct. Sixty-seven percent of the appointees were male; forty-three percent were female. The racial/ethnic distribution of the appointees was as follows: 76 percent Caucasian or Euro-American, 6 percent Asian or Pacific Islander, 6 percent African-American or black, 2 percent Latino/a or Hispanic, 2 percent multi-racial, and 8 percent reported “other.”

Candidate Data

Out of 669 candidate solicitations, 209 responses were received (31 percent response rate). When asked to indicate employment status during the search, 47 percent reported being a graduate student, 34 percent reported part-time/adjunct faculty, and 15 percent reported full-time/non-tenure-track faculty [candidates could select more than one
response]. Seventy-one percent held a PhD or planned to have completed theirs by August 2008, while 15 percent would be ABD going into fall 2008.

**Job Offers**

Of the 209 candidates who responded, 34 percent received one or more job offers. Of those, 64 percent received one offer, 19 percent received two offers, 13 percent received three offers, and 4 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>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>80.28%</td>
<td>Doctoral Degree by start of position</td>
</tr>
<tr>
<td>66.19%</td>
<td>Article published/accepted for publication in peer-reviewed journal</td>
</tr>
<tr>
<td>19.71%</td>
<td>Book or monograph published/accepted for publication</td>
</tr>
<tr>
<td>67.60%</td>
<td>Presentation(s) at regional scholarly conference</td>
</tr>
<tr>
<td>85.91%</td>
<td>Presentation(s) at national scholarly conference</td>
</tr>
<tr>
<td>98.59%</td>
<td>Teaching experience</td>
</tr>
<tr>
<td>50.70%</td>
<td>Administrative experience</td>
</tr>
<tr>
<td>30.98%</td>
<td>Ministerial experience</td>
</tr>
<tr>
<td>50.70%</td>
<td>First time using EIS</td>
</tr>
<tr>
<td>30.98%</td>
<td>Second time using EIS</td>
</tr>
<tr>
<td>9.85%</td>
<td>Third time using EIS</td>
</tr>
<tr>
<td>8.45%</td>
<td>Used EIS more than three times</td>
</tr>
</tbody>
</table>

Of those candidates who did not receive or accept a new position, 68 percent planned to continue in the same employment status, the top four of which were: part-time/adjunct faculty (42 percent), graduate student (41 percent), full-time/non-tenure-track faculty (12 percent), non-academic employment (11 percent), and other religious related employment (11 percent) [candidates could select more than one response]. Twenty-one percent did not know at the time of the survey what they would do the following academic year.

**Position Data**

Of the 67 candidates who accepted an offer, 35 percent will work in a private college/university, 29 percent will work in a church-related college, 26 percent will work in a public college/university, and 10 percent will work in a university-related divinity school. None reported working for a free-standing seminary. Seventy-two percent will work as full-time/tenure-track faculty, 20 percent as full-time/non-tenure-track faculty, 6 percent as part-time/adjunct faculty, and 1 percent in administration (e.g., dean, chair). One percent reported “other.” None reported working as Fulltime-Tenured faculty.

Of the 67 candidates who accepted positions, 59 percent report being thrilled with the new position, 38 percent report feeling satisfied with the position, and 3 percent report feeling unsatisfied. None reported feeling deeply unhappy about the position.
Candidate Demographics

Sixty-three percent of the candidates who registered for the 2007 EIS Center were male; thirty-six percent were female. Regarding race/ethnicity, 86 percent of the registrants reported their race/ethnicity as Caucasian or Euro-American, 5 percent African-American or black, 5 percent Asian or Pacific Islander, 2 percent multi-racial, and 1 percent Latino/a or Hispanic. Two percent chose “other.” None reported their race/ethnicity as American Indian or Alaskan native. In terms of citizenship, 91 percent were United States citizens, 5 percent were citizens of Canada, 2 percent were non-citizen residents of the United States and 1 percent reported their citizenship as “other.”
**Job Search Experience**

Eighty-seven percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Those that did encounter such behavior reported offensive remarks and offensive actions.

Seventy-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 religious beliefs, marital status, and partner’s career. Forty-five percent reported that the interviewer directly asked an inappropriate question. Forty-one percent stated the interviewer indirectly broached an inappropriate topic. Seventy-four percent of the respondents answered the question truthfully, while 13 percent changed the topic in order to avoid the question. Fifty-three percent are not sure whether their response was to their advantage or disadvantage. Twenty-eight percent believe their answer was to their disadvantage and 19 percent believe it was to their advantage.
PhD-Granting Institutions of Candidates Who Received Position Offer

**Associate Professor Position**
- University of California, Los Angeles
- Brown University
- Indiana University
- Catholic University of America
- Florida State University
- Duke University
- Temple University
- University of St. Michael’s College (Toronto School of Theology)
- University of Notre Dame
- Yale University
- University of Michigan
- University of Virginia
- UC Berkeley & the Graduate Theological Union
- University of Iowa
- Duke University
- Northwestern University
- Emory University
- Wycliffe College
- University of Chicago Divinity School
- Maynooth College
- University of Chicago
- University of Virginia
- New York University
- Boston College
- Graduate Theological Union
- Columbia University
- Emory University
- Temple University
- University of Chicago Divinity School
- Yale University
- Harvard University
- The University of Texas at Austin
- Marquette University
- Baylor University
- Claremont Graduate University
- Harvard Divinity School
- Yale University
- University of Notre Dame
- Harvard University
- Harvard University
- University of Texas at Austin
- Claremont Graduate University
- Union Theological Seminary-New York
- Baylor University
- Southern Methodist University
- Rice University

**Visiting Professor Position**
- Columbia University
- Vanderbilt University
- University of Michigan
- Drew University
- Harvard University
- The University of Arizona
- Duke University

**Instructor Position**
- Emory University
- Duke University

**Other**
- Weston Jesuit School of Theology
- California Institute of Integral Studies
- University of California, Santa Barbara