

2008-2009 Employment Survey Candidate Questions

To get a more accurate picture of employment trends in the field, the Job Center conducts a web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates. In the spring of 2009, surveys were sent to the 568 candidates who registered for the 2008 AAR Annual Meeting Job Center. OF the 568 candidates, 131 responses were received (23 percent 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 the survey are anonymous and, with exception to Question 1, every question is optional.

1) Please enter your Job Center candidate ID. (We ask that you input your ID simply to prevent multiple responses from the same person. The registry of Job Center IDs is separate from the database that contains your responses. Thus, your responses will remain anonymous.)

2) How many years have you used the AAR Job Center (formerly EIS) to seek a position?

- This is the first time (55.8%)
- Twice (26.8%)
- Three times (9.9%)
- More than three times (7.5%)

3) What was your employment status during your 2008-2009 job search? (Select all that apply.)

- Graduate Student (59.7%)
- Teaching Assistant (10.1%)
- Part-time / Adjunct Faculty (27.9%)
- Full-time / Non-tenure-track (18.6%)
- Full-time / Tenure-track (4.7%)
- Full-time / Tenured (0.0%)
- Academic administration (2.3%)
- Salaried / Post-doctoral research (5.4%)
- Non-academic employment (5.4%)
- Teaching in secondary school (0.8%)
- Other religion-related employment (2.3%)
- Unemployed (4.7%)

4) What is the highest education level you will have completed by August 2009?

- MA (6.9%)
- MDiv (2.3%)
- PhD (71.0%)
- ThD (0.0%)
- DMin (1.5%)
- STD (0.0%)
- ABD (16.8%)
- Other (1.5%)

5) How would you classify the institution at which you completed/will complete that level of education?

- Free-Standing Theological Seminary (7.6%)
- University-Related Divinity School (10.7%)
- School of Arts & Sciences, Private University (37.4%)
- School of Arts & Sciences, Public University (27.5%)
- University-Related School of Theology (16.8%)

Please answer the following questions based only upon your 2008-2009 job search.

6) What accomplishments were included on your CV? (Select all that apply.)

- Article published/accepted for publication in peer-reviewed journal (60.9%)
- Book or monograph published/accepted for publication (18.8%)
- Presentation(s) at regional scholarly conference (66.4%)
- Presentation(s) at national scholarly conference (80.5%)
- Teaching experience (95.3%)
- Administrative experience (39.1%)
- Ministerial experience (24.2%)
- Other (16.4%)

7) How many preliminary (screening) interviews, if any, did you have?

- None (28.1%)
- 1 (17.2%)
- 2 (17.2%)
- 3 (8.6%)
- 4 (5.5%)
- 5 or more (23.4%)

8) Did you have any on-campus interviews? If so, at how many institutions?

- None (37.9%)
- 1 (34.5%)
- 2 (12.9%)
- 3 (7.8%)
- 4 (4.3%)
- 5 or more (2.6%)

9) Have you received any job offers?

- Yes (44.5%)
- No (55.5%)

(If “no,” then proceed to question 20.)

10) How many offers did you receive?

- 1 (76.8%)
- 2 (19.6%)
- 3 (1.8%)
- 4+ (1.8%)

11) Did you accept an offer?

- Yes (94.6%)
- No (5.4%)

(If no, they proceed to question 20.)

12) How would you classify the institution at which you will be working?

- Free-Standing Seminary (5.7%)
- University-Related Divinity School (5.7%)
- Church-Related College (13.2%)
- Arts & Sciences, Private College / University (45.3%)
- Arts & Sciences, Public College / University (26.4%)
- Other (3.7%)

13) What type of appointment did you accept?

- Part-time / Adjunct Faculty (1.9%)
- Full-time / Non-tenure-track (21.2%)
- Full-time / Tenure-track (69.2%)
- Full-time / Tenured (0.0%)
- Administration (e.g., President, Dean, Director, Program Director) (0.0%)
- Other (7.7%)

- 14) If faculty, what is the rank of your new appointment?
- Full Professor (0.0%)
 - Associate Professor (0.0%)
 - Assistant Professor (75.0%)
 - Instructor (9.6%)
 - Lecturer (5.8%)
 - Visiting Professor (7.7%)
 - Other (1.9%)
- 15) What is the highest degree offered by your new institution?
- AA (0.0%)
 - BA (25.0%)
 - MA (30.8%)
 - PhD (25.0%)
 - ThD (0.0%)
 - DMin (1.9%)
 - Don't Know (11.5%)
 - Other (5.8%)
- 16) Were you interviewed for this position at the 2008 Job Center in Chicago?
- Yes (38.5%)
 - No (61.5%)
- 17) Were you interviewed for this position at another job center (e.g., the annual meeting of a different scholarly society)?
- Yes (2.0%)
 - No (98.0%)
- 18) How would you describe your feelings about this position?
- I am thrilled with the position. (65.4%)
 - I am satisfied with the position. (32.7%)
 - I am unsatisfied with the position. (1.9%)
 - I am deeply unhappy about this position. (0.0%)

[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.)

(Their responses to question 3 are listed here.)

- Continue in current situation. (56.9%)
 - Salaried / Post-doctoral research (9.7%)
 - Teach in secondary school (2.8%)
 - Academic administration (2.8%)
 - Other religion-related position (12.5%)
 - Non-academic employment (11.1%)
 - Don't know (19.4%)
 - Choose not to work (2.8%)
 - Other (16.7%)
-

20) Please examine the specialties below to determine which best describe your education. Please indicate one as primary (mark as 1) one as secondary (2) and one as tertiary (3).

| Specialties | 1 | 2 | 3 |
|---|----|---|---|
| Administration (e.g. Dean, Director, Coordinator) | 0 | 0 | 0 |
| Ancient Near Eastern Languages | 0 | 0 | 0 |
| Archaeology: Ancient Near East | 0 | 0 | 1 |
| Archaeology: Greco-Roman | 0 | 0 | 0 |
| Arts, Literature & Religion | 3 | 3 | 2 |
| Ancient Near Eastern Languages | 0 | 0 | 0 |
| African & Oceanic Religions | 1 | 0 | 0 |
| Asian Religions | 2 | 3 | 2 |
| Biblical Languages | 0 | 0 | 0 |
| Buddhism | 6 | 2 | 1 |
| Catholic Studies | 1 | 3 | 2 |
| Catholic Theology (all areas) | 5 | 6 | 4 |
| Central, South American, or Caribbean Religions | 1 | 0 | 0 |
| Christian Ethics | 10 | 4 | 2 |
| Christian Studies | 1 | 2 | 0 |
| Christian Theology | 2 | 7 | 5 |
| Christian Theology: Practical/Praxis | 1 | 5 | 4 |
| Christian Theology: Systematic/Constructive | 17 | 6 | 3 |
| Classics | 0 | 1 | 0 |
| Comparative Religions | 1 | 5 | 5 |
| Critical Studies/Theory/Methods in Religion | 1 | 6 | 3 |
| Early Christianity/ Church History | 4 | 2 | 3 |
| Early Judaism | 0 | 1 | 0 |
| East Asian Religions | 1 | 2 | 3 |
| Editorial | 1 | 0 | 2 |
| Epigraphy | 0 | 0 | 0 |

| Specialties | 1 | 2 | 3 |
|--|----|---|---|
| Gay/Lesbian Studies in Religion | 1 | 1 | 1 |
| Hebrew Bible / Old Testament | 2 | 0 | 1 |
| Hinduism | 2 | 2 | 0 |
| History of Christianity / Church History | 9 | 1 | 4 |
| History of Religion (general) | 0 | 3 | 4 |
| Indigenous/Native/ Traditional Religions | 0 | 3 | 0 |
| Introduction to Religion | 1 | 0 | 5 |
| Islam | 8 | 3 | 3 |
| Judaism | 4 | 1 | 1 |
| Library | 0 | 0 | 0 |
| Missiology | 0 | 0 | 2 |
| New Religious Movements | 0 | 4 | 1 |
| New Testament | 3 | 2 | 2 |
| North American Religions | 14 | 6 | 3 |
| Pastoral Care | 2 | 0 | 0 |
| Philosophy of Religion | 4 | 4 | 5 |
| Preaching/Ministry | 0 | 1 | 1 |
| Rabbinic Judaism | 0 | 0 | 2 |
| Racial/Ethnic Minority Studies in Religion | 0 | 2 | 1 |
| Religion/Theology: Two or More Subfields | 1 | 2 | 4 |
| Religious Ethics | 3 | 3 | 2 |
| Septuagint | 0 | 0 | 0 |
| Second Temple Judaism | 0 | 0 | 0 |
| Social Sciences and Religion | 3 | 8 | 6 |
| South Asian Religions | 1 | 2 | 2 |
| Women's Studies in Religion | 1 | 7 | 5 |
| World Religions | 2 | 2 | 6 |
| Other | 5 | 4 | 4 |

21) Please provide the following demographic information:

a) Gender:

- Male (58.7%)
- Female (41.3%)
- Transgender (0.0%)
- Other (0.0%)

b) Age Group:

- Under 20 (0.8%)
- 20-24 (0.0%)
- 25-29 (7.9%)
- 30-34 (42.1%)
- 35-39 (25.4%)
- 40-44 (9.5%)
- 45-49 (8.7%)
- 50-54 (0.8%)
- 55-59 (1.6%)
- 60+ (3.2%)

c) Race / Ethnicity: (Choose one)

- African American or Black (0.8%)
- Asian or Pacific Islander (1.6%)
- Caucasian or Euro-American (86.3%)
- Latino or Hispanic (4.8%)
- American Indian or Alaskan Native (0.8%)
- Multi-racial (1.7%)
- Other (4.0%)

d) Citizenship Status:

- U.S. (87.1%)
- Canada (6.5%)
- Non-citizen resident of U.S. (3.2%)
- Non-citizen resident of Canada (0.0%)
- Other (3.2%)

e) Marital Status:

- Single (24.0%)
- Married or with life partner (seeking academic spousal hire) (12.8%)
- Married or with life partner (not seeking academic spousal hire) (60.0%)
- Divorced (3.2%)

f) Sexual Orientation:

- Heterosexual (84.5%)
- Gay / Lesbian (9.8%)
- Bisexual (5.7%)

g) Parental Status (Select all that apply):

- No children (53.2%)
- Children under age 5 (34.7%)
- Children between ages 6 and 12 (15.3%)
- Children between ages 13 and 18 (4.0%)
- Children above age 18 (6.5%)

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.* If yes, please indicate the nature of your disability.

- No Disability (96.5%)
- Visual Impairment (0.9%)
- Hearing Impairment (0.0%)
- Speech Impairment (0.0%)
- Mobility Impairment (0.9%)
- Learning Impairment (0.9%)
- Psychiatric Disability (0.9%)
- Chronic Illness (0.9%)
- Other (0.9%)

22) 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 (89.3%)
- Offensive remarks (4.1%)
- Offensive actions (0.8%)
- Excessive use of alcohol during interview (0.0%)
- Use of hotel bedroom for interview (0.8%)
- Other (6.6%)

23) 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 (80.0%)
- Race / Ethnicity (4.2%)
- Religion (7.5%)
- Nationality (0.8%)
- Age (1.7%)
- Political views (5.0%)
- Marital status (6.7%)
- Partner's willingness to relocate (4.2%)
- Partner's career (4.2%)
- Sexual orientation or transgender/transsexual identity (0.8%)
- Parental status (0.8%)
- Health or physical condition (0.0%)
- Disability (0.0%)
- Other (3.3%)

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

24) How did the employer mention it? (Select all that apply.)

- Directly asked inappropriate question(s) (56.5%)
- Indirectly broached inappropriate topic(s) (39.1%)
- Other (13.0%)

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

- Answered question / addressed topic truthfully (73.9%)
- Changed the topic / avoided the question (17.4%)
- Refused to answer (4.3%)
- Answered untruthfully (13.0%)
- Other (8.7%)

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

- Advantage (18.2%)
 - Disadvantage (27.3%)
 - Not sure (54.5%)
-

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

- Gender (48.3%)
- Age (29.3%)
- Race/Ethnicity (36.2%)
- Marital Status (6.9%)
- Sexual Orientation (6.9%)
- Parental Status (8.6%)
- Disability (0.0%)
- Political Views (6.9%)
- Religious Affiliation (29.3%)
- Other (24.1%)