

2010 Job Search Survey Highlights

To get a more accurate picture of employment trends in the field, the AAR created a Web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates.

In spring 2011, surveys were sent to all candidates who registered for the 2010 Annual Meeting Job Center in Atlanta, Georgia, and to all employers who had advertised a position in *Job Postings* in 2010. Presented here are highlights of the data received.

Employer Data

Out of 220 employer solicitations, 34 responses were received (15.5 percent response rate).

Nearly eighty-nine percent of those who responded filled the position which they had advertised in *Job Postings*. Of the 32 positions filled, 45 percent of the employers report interviewing the appointee at the Job Center. The majority of the positions filled were at the assistant professor level (62.5 percent), followed by visiting professor (9.4 percent), associate professor (6.3 percent), full (3.1 percent), instructor (6.3 percent), with 12.5 percent of the positions ranked as “other.” None of reported filled positions were ranked at the lecturer level.

Nearly sixty-six percent of the positions were tenure-track, 21.9 percent were non-tenure-track or term contract, 6.3 percent were tenured, and 6.3 percent were reported as “other.” None of the reported filled positions were adjunct, joint, or limited appointments.

Forty-seven percent of the appointees were male; 53 percent were female. The racial/ethnic distribution of the appointees was as follows: 72.5 percent Caucasian or Euro-American, 20.7 reported “other,” 3.4 percent Latina/o or Hispanic, and 3.4 percent Asian or Pacific Islander. None reported being African American or black, multiracial, or American Indian or Alaskan Native.

Candidate Data

Out of 480 candidate solicitations, 152 responses were received (32 percent response rate). When asked to indicate employment status during the search, 46.7 percent reported being a graduate student, 27.0 percent reported part-time/adjunct faculty, 14.5 percent reported full-time/non-tenure-track faculty, 8.6 percent reported other religion-related employment, 7.9 percent reported teaching assistant, 5.3 percent reported salaried or post-doctoral researcher, 5.3 percent reported non-academic employment, 3.9 percent reported full-time/tenure-track, 1.3 percent reported full-time/tenured, 1.3 percent reported academic administration, 0.7 percent reported teaching in a secondary school, and 7.2 percent reported being unemployed [candidates could select more than one response]. Almost seventy-eight percent held a PhD or planned to have the degree completed by August 2011, while 13.8 percent would be ABD going into fall 2011.

Job Offers

Of the 150 candidates who responded, 33.3 percent received one or more job offers. Of those, 82 percent received one offer and 18 percent received two offers. None reported receiving more than two offers.

Figure 1: Data on candidates who received one or more job offers

68.0%	Article Published/Accepted for Publication in Peer-Reviewed Journal
24.0%	Book of Monograph Published/Accepted for Publication
76.0%	Presentation(s) at Regional Scholarly Conference
82.0%	Presentation(s) at National Scholarly Conference
96.0%	Teaching Experience
48.0%	Administrative Experience
27.3%	Ministerial Experience
45.4%	First Time Using Job Center
23.6%	Second Time Using Job Center
13.8%	Third Time Using Job Center
14.5%	Used Job Center More Than Three Times

Figure 2: Candidates' highest level of education completed by August 11

MA	4.6%
MDiv	1.3%
PhD	75.7%
ThD	1.3%
DMin	0.7%
STD	0.7%
ABD	13.8%
Other	2.0%

Position Data

Of the 50 candidates who accepted an offer, 46 percent will work in a private college or university, 41 percent will work in a public college or university, 7 percent will work in a church-related college, and 2 percent work in a free-standing seminary. Four percent reported that they will work in an institution classified as "other." None reported that they will work in a university-related divinity school. Fifty-seven percent will work as full-time/tenure-track faculty, 30 percent as full-time/nontenure-track faculty, 4 percent as part-time/adjunct faculty, and 2 percent as Administration. Seven percent reported "other." None reported working as full-time tenured faculty.

Of the 48 candidates who accepted positions, 71 percent report being thrilled with the new position, 25 percent report feeling satisfied with the position, 2 percent report feeling unsatisfied, and 2 reported feeling deeply unhappy about the position.

Figure 3: Salary of Appointment

Less than \$20,000	0.0%
\$20,000–\$24,999	2.3%
\$25,000–\$29,999	2.3%
\$30,000–\$34,999	2.3%
\$35,000–\$39,999	6.8%
\$40,000–\$44,999	11.4%
\$45,000–\$49,999	18.2%
\$50,000–\$59,999	38.6%
\$60,000–\$69,999	11.4%
\$70,000 or More	6.8%

Figure 4: Highest Degree Offered at New Institution

AA	0.0%
BA	13.3%
MA	24.4%
PhD	40.0%
ThD	0.0%
DMin	2.2%
Don't Know	11.1%
Other	8.9%

Candidate Demographics

Fifty-two percent of the candidates who registered for the 2010 Job Center were male; 48 percent were female. Regarding race/ethnicity, 80 percent of the registrants reported being Caucasian or Euro-American, 8 percent reported Asian or Pacific Islander, 3 percent reported Latina/o or Hispanic, Multiracial, and “other” respectively. Two percent reported their race/ethnicity as African American or Black and 1 percent reported American Indian or Alaskan Native. In terms of citizenship, 88 percent were United States citizens, 4 percent were citizens of Canada, 5 percent were non-citizen residents of the United States, and 3 percent reported their citizenship as “other.” None reported their citizenship as non-citizen of Canada.

Job Search Experience

Ninety-two percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Two percent reported offensive remarks, 1 percent noted excessive use of alcohol during the interview, and 1 percent reported the use of a hotel bedroom for an interview. The remaining 5 percent noted unprofessional and/or inappropriate behavior as “other” than the choices provided: offensive remarks, offensive actions, excessive use of during interview, and use of a hotel bedroom for interview.

Eighty-nine 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, parental status, and religion. Fifty-seven percent reported that the interviewer directly asked an inappropriate question. Seventy-one percent stated the interviewer indirectly broached an inappropriate topic. Seventy-nine percent of the respondents answered the question truthfully, while 7 percent changed the topic/avoided the question. No one directly refused to answer, but 14 percent did not answer the question honestly. Seventy-seven percent reported that they believed their response to the question was to their disadvantage. Another 15 percent reported that they were not sure if their response was to their advantage or disadvantage. Only 8 percent believed their response was to their advantage.