

## **2011 Employment Survey Candidate Questions**

To get a more accurate picture of employment trends in the field, the Employment Center conducts a web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates. In the spring of 2012, surveys were sent to the 668 candidates who registered for the 2011 AAR and SBL Annual Meetings Chicago Employment Center. Of the 668 candidates surveyed, 250 responses were received (37 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.

**Reponses to the survey are anonymous and every question is optional.**

- 1) How many years have you used the AAR or SBL Employment Center to seek a position?
  - This is the first time (55.0%)
  - Twice (22.7%)
  - Three times (10.9%)
  - More than three times (11.4%)
  
- 2) What was your employment status during your 2011 job search? (Please select any that apply.)
  - Graduate Student (51.5%)
  - Teaching Assistant (7.4%)
  - Part-time/Adjunct Faculty (24.8%)
  - Full-time/Non-tenure Track (16.3%)
  - Full-time/Tenure-track (4.0%)
  - Full-time/Tenured (0.5%)
  - Academic Administration (2.0%)
  - Salaried or Post-doctoral Research (5.9%)
  - Non-academic Employment (5.9%)
  - Teaching in Secondary School (1.0%)
  - Other Religion-related Employment (5.0%)
  - Unemployed (6.9%)
  
- 3) What is the highest education level you will have completed by August 2012?
  - MA (5.4%)
  - MDiv (1.0%)
  - PhD (73.8%)
  - ThD (1.0%)
  - DMin (0.0%)
  - STD (0.0%)
  - ABD (18.8%)
  - Other (0.0%)

4) In what year did you receive the degree, or expect to receive the degree?

- 2014 (0.7%)
- 2013 (13.3%)
- 2012 (30.7%)
- 2011 (16.0%)
- 2010 (14.7%)
- 2009 (5.3%)
- 2008 (6.0%)
- 2007 (1.3%)
- 2006 (5.3%)
- 2004–2005 (3.3%)
- 2000–2003 (2.0%)
- 1990s (0.7%)
- 1980s (0.7%)

5) How would you classify the institution?

- Free-standing theological seminary (13.4%)
  - University-related Divinity School (12.9%)
  - School of Arts and Sciences – Private University (34.4%)
  - School of Arts and Sciences – Public University (24.4%)
  - University-related School of Theology (14.9%)
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6) What accomplishments are included on your CV? (Please select all that apply.)

- Article published or accepted for publication in a peer-reviewed journal (62.8%)
- Book or monograph published or accepted for publication (26.6%)
- Presented at regional scholarly conference (74.4%)
- Presented at national scholarly conference (81.4%)
- Teaching experience (96.0%)
- Administrative experience (46.7%)
- Ministerial experience (34.7%)
- Other (18.6%)

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

- None (49.1%)
- 1 (17.3%)
- 2 (10.7%)
- 3 (10.2%)
- 4 (4.1%)
- 5 or more (8.6%)

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

- None (65.4%)
- 1 (21.4%)
- 2 (6.0%)
- 3 (5.4%)
- 4 (1.8%)
- 5 or more (0.0%)

9) Have you received any job offers?

- Yes (30.2%)
  - No (69.8%)  
(If “No,” then proceed to question 20.)
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10) How many offers did you receive?

- 1 (72.5%)
- 2 (24.1%)
- 3 (3.4%)
- 4 or more (0.0%)

11) Did you accept an offer?

- Yes (93.2%)
  - No (6.8%)  
(If “No,” then proceed to question 20.)
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12) How would you classify the institution at which you will be working?

- Free-standing Seminary (13.2%)
- University-related Divinity School (5.7%)
- Church-related College (9.4%)
- Arts and Sciences – Private College or University (41.5%)
- Arts and Sciences – Public College or University (24.5%)
- Other (5.7%)

13) What type of appointment did you accept?

- Part-time/Adjunct Faculty (7.7%)
- Full-time/Non-tenure Track (25.0%)
- Full-time/Tenure Track (59.6%)
- 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 (1.9%)
- Assistant Professor (67.4%)
- Instructor (3.8%)
- Lecturer (7.7%)
- Visiting Professor (3.8%)
- Other (15.4%)

15) What is the salary of your new appointment?

- Less than \$20,000 (3.8%)
- \$20,000–\$24,999 (1.9%)
- \$25,000–\$29,999 (0.0%)
- \$30,000–\$34,999 (0.0%)
- \$35,000–\$39,999 (1.9%)
- \$40,000–\$44,999 (7.7%)
- \$45,000–\$49,999 (19.2%)
- \$50,000–\$59,999 (32.8%)
- \$60,000–\$69,999 (19.2%)
- \$70,000 or more (13.5%)

16) What is the highest degree offered by your institution?

- AA (0.0%)
- BA (9.6%)
- MA (19.2%)
- PhD (53.9%)
- ThD (0.0%)
- DMin (9.6%)
- Don't Know (7.7%)
- Other (0.0%)

17) Were you interviewed for this position at the 2011 Employment Center in San Francisco, CA?

- Yes (32.1%)
- No (67.9%)

18) Were you interviewed for this position at another job center – e.g., the annual meeting of a different scholarly society?

- Yes (7.8%)
- No (92.2%)

19) How would you describe your feelings about this position?

- I am thrilled with the position. (79.2%)
- I am satisfied with the position. (18.9%)
- I am unsatisfied with the position. (1.9%)
- I am deeply unhappy about this position. (0.0%)

[Candidates who responded to questions 12–19 (i.e., those who received and accepted a job offer) proceed to question 20.]

20) What do you plan to do during the next academic year? (Please select all that apply.)

- Continue in current situation (63.6%)
- Salaried or post-doctoral research (10.5%)
- Teach in secondary school (2.1%)
- Academic administration (2.8%)
- Other religion-related position (9.8%)
- Non-academic employment (14.0%)
- Choose not to work (0.7%)
- Don't know yet (18.9%)
- Other (18.2%)

21) Please examine the specialties below to determine which ones are most relevant to your focus of study. You may make one selection per column – i.e., one as primary, one as secondary, and one as tertiary.

<b>Specialties</b>	<b>Primary</b>	<b>Secondary</b>	<b>Tertiary</b>
Administration (e.g., Dean, Director, Coordinator)	0	2	5
African Religions and/or Religions of the African Diaspora	1	3	4
Ancient Near Eastern Languages	0	5	1
Archaeology: Ancient Near East	1	1	3
Archaeology: Greco-Roman	1	0	0
Arts, Literature, and Religion	8	7	4
Asian Religions (general or not listed separately)	3	5	0
Biblical Languages	1	9	9
Buddhism	6	1	0
Catholic Studies	3	4	5
Catholic Theology (all areas)	2	2	4
Central, South American, or Caribbean Religions	0	0	0
Christian Ethics	13	4	4
Christian Studies	2	2	3
Christian Theology (general or not listed separately)	6	6	5
Christian Theology: Practical/Praxis	3	7	3
Christian Theology: Systematic/Constructive	24	8	2
Classics	0	1	1
Comparative Religions	1	2	3
Critical Studies/Theory/Methods in Religion	3	9	9
Early Christianity/Church History	5	8	3
Early Judaism	0	2	3
East Asian Religions (general or not listed separately)	0	5	1
Editorial	0	0	1
Epigraphy	0	0	0

Gay/Lesbian Studies in Religion	0	1	4
Hebrew Bible/Old Testament	23	6	3
<b>Specialties</b>	<b>Primary</b>	<b>Secondary</b>	<b>Tertiary</b>
Hinduism	2	1	0
History of Christianity/Church History	7	10	5
History of Religion (general)	0	4	1
Indigenous/Native/Traditional Religions	0	0	0
Introduction to Religion	1	2	1
Islam	7	4	1
Judaism	2	0	2
Library	0	0	0
Missiology	0	2	3
New Religious Movements	0	0	4
New Testament	19	8	1
North American Religions	12	6	5
Pastoral Care	1	1	0
Philosophy of Religion	4	8	3
Preaching/Ministry	0	0	0
Rabbinic Judaism	0	1	1
Racial/Ethnic Minority Studies in Religion	1	3	3
Religion and Science	0	5	2
Religion/Theology: Two or More Subfields	4	2	8
Religions of Oceania	0	0	0
Religious Ethics	3	6	3
Septuagint	0	0	0
Second Temple Judaism	1	6	8
Social Sciences and Religion (e.g., Religion and Society, Anthropology, Economics, Political Science, Psychology, or Sociology)	8	2	4
South Asian Religions (general or not listed separately)	0	4	2
Women's Studies in Religion	3	6	13
World Religions	2	1	9
Other	8	3	5

22) Please provide the following demographic information:

a) Gender:

- Male (58.2%)
- Female (41.8%)
- Transgender (0.0%)
- Other (0.0%)

b) Age Group:

- Under 20 (0.0%)
- 20–24 (0.0%)
- 25–29 (7.3%)
- 30–34 (36.2%)
- 35–39 (23.8%)
- 40–44 (13.5%)
- 45–49 (7.8%)

- 50–54 (7.8%)
- 55–59 (2.6%)
- 60+ (1.0%)

c) Race or Ethnicity:

- African American or Black (5.2%)
- Asian or Pacific Islander (6.7%)
- Caucasian or Euro-American (79.8%)
- Latino or Hispanic (2.1%)
- American Indian or Alaskan Native (0.0%)
- Multi-racial (3.1%)
- Other (3.1%)

d) Citizenship Status:

- United States (85.6%)
- Canada (4.6%)
- Non-citizen Resident of U.S. (3.6%)
- Non-citizen Resident of Canada (0.5%)
- Other (5.7%)

e) Marital Status:

- Single (26.7%)
- Married or with life partner – seeking academic spousal hire (9.4%)
- Married or with life partner – not seeking academic spousal hire (59.2%)
- Divorced (4.7%)

f) Sexual Orientation:

- Gay (5.4%)
- Lesbian (2.2%)
- Bisexual (2.2%)
- Queer (1.1%)
- Questioning (0.5%)
- Heterosexual (88.6%)

g) Parental Status (please select all that apply):

- No children (52.6%)
- Children under age 5 (31.8%)
- Children between ages 6 and 12 (14.1%)
- Children between ages 13 and 18 (4.2%)
- Children above age 18 (6.8%)

h) Do you have a disability that would come under the American 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 (97.1%)
- Visual Impairment (0.6%)
- Hearing Impairment (0.0%)
- Speech Impairment (1.2%)
- Mobility Impairment (0.0%)
- Learning Impairment (0.0%)
- Psychiatric Disability (0.0%)
- Chronic Illness (1.2%)
- Other (0.6%)

23) Did any prospective employer exhibit behavior that you felt was unprofessional or inappropriate, and if so, what kind of behavior? (Please select any that apply.)

- Did not encounter such behavior (93.8%)
- Offensive Remarks (1.7%)
- Offensive Actions (0.0%)
- Excessive Use of Alcohol during Interview (0.0%)
- Use of Hotel Bedroom for Interview (0.0%)
- Other (5.6%)

24) 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 (86.3%)
- Race/Ethnicity (1.1%)
- Religion (6.3%)
- Nationality (0.0%)
- Age (0.0%)
- Political Views (2.3%)
- Marital Status (4.6%)
- Partner's Willingness to Relocate (4.0%)
- Partner's Career (2.9%)
- Sexual Orientation or Transgender/Transsexual Identity (0.0%)
- Parental Status (2.9%)
- Health or Physical Condition (0.0%)
- Disability (0.6%)
- Other (2.9%)

[Candidates who responded "Did not encounter such questions/topics" proceed to question 28.]

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25) How did the employer mention it? (Please select any that apply.)

- Directly asked inappropriate questions (41.7%)
- Indirectly broached inappropriate topics (50.0%)
- Other (20.8%)

26) Which of the following best describes your response? (Please select any that apply.)

- Answered question/addressed topic truthfully (66.7%)
- Changed the topic/avoided the question (20.8%)
- Refused to answer (0.0%)
- Answered untruthfully (4.2%)
- Other (20.8%)

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

- Advantage (13.6%)
  - Disadvantage (27.3%)
  - Not sure (59.1%)
- 

28) Do you believe that any of the following negatively affected your ability to get a job?

(Please select any that apply.)

- Gender (51.8%)
- Age (33.7%)
- Race/Ethnicity (43.4%)
- Marital Status (6.0%)
- Sexual Orientation (8.4%)
- Parental Status (1.2%)
- Disability (1.2%)
- Political Views (12.0%)
- Religious Affiliation (34.9%)
- Other (20.5%)