

## **2012 Employment Survey Employer 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 2013, surveys were sent to all employers who advertised a position in *Employment Listings* in 2012. Of the 391 solicitations, 79 responses were received (20.2 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 every question is optional.**

- 1) How many complete applications did you receive for this position?

Responses varied from 1 to 223. The average was 52.

- 2) Did you fill the position?

- Yes (88.3%)
- No (11.7%)

[Employers who answered “Yes” are directed to question 4.]

- 3) Do you plan to fill the position?

- Yes (68.8%)
- No (31.2%)

[Employers who answered this question (i.e., those who do not intend to fill their position are directed to question 10.)

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- 4) Rank of Appointment:

- Full Professor (13.1%)
- Associate Professor (11.5%)
- Assistant Professor (57.4%)
- Instructor (0.0%)
- Lecturer (1.6%)
- Visiting Professor (6.6%)
- Other (9.8%)

- 5) Type of Appointment:

- Tenured (14.8%)
- Tenure-track (65.5%)
- Non-tenure Track or Term Contract (14.8%)
- Adjunct (0.0%)
- Joint Appointment (0.0%)
- Limited (3.3%)
- Other (1.6%)

- 6) Gender of Appointee:
- Male (69.0%)
  - Female (31.0%)
- 7) Race or Ethnicity of Appointee (if known):
- African American or Black (12.8%)
  - Asian American (7.3%)
  - Caucasian or Euro-American (67.1%)
  - Latino or Hispanic (0.0%)
  - American Indian or Alaskan Native (0.0%)
  - Multiracial (0.0%)
  - Other (12.8%)
- 8) Has the appointee completed their PhD?
- Yes (90.0%)
  - No (10.0%)
  - Unknown (0.0%)
- 9) Year of appointee's degree, if applicable, or expected year?
- 2014 (3.8%)
  - 2013 (30.8%)
  - 2012 (17.4%)
  - 2011 (15.4%)
  - 2010 (3.8%)
  - 2009 (1.9%)
  - 2008 (1.9%)
  - 2007 (3.8%)
  - 2006 and Before (21.2%)
- 10) Please share with us any additional comments that you might have about your candidate search or the AAR Employment Center.