Job Advertisement Data 2017-2018

Society of Biblical Literature and American Academy of Religion

Executive Summary

While the overall number of position advertised through the <u>AAR-SBL Employment Services</u> decreased from AY17 to AY18, the number of faculty positions, and notably tenure-track positions, increased. There were a number of significant changes in key areas, particularly position types.

The key findings from this year are below, followed by more complete data analysis. When reviewing this report, note that the data in it represent only the jobs posted with AAR and SBL. While it is a representative sample of the job market, the data does not necessarily reflect all positions in the field, in particular positions outside of North America as well as adjunct positions, which may be locally advertised.

For previous reports, please see the following links:

- July 1, 2016 through June 30, 2017
- July 1, 2015 through June 30, 2016
- July 1, 2014 through June 30, 2015
- January 1, 2013 through June 30, 2014
- January 1, 2011 through December 31, 2012

Key Findings

- The number of positions advertised decreased 4% from AY17 to AY18. This is the lowest number of positions advertised through this service since 2003, but flat to AY16.
- However, the picture for faculty positions is more positive:
 - o Tenure-track or tenured positions increased 18.3%.
 - Faculty positions increased 9.4% in AY18.
 - Mid-level positions increased 17.2%.
 - Open or unspecified positions increased 41.9%.
 - Entry-level faculty positions increased 4.4%.
- Regarding entry-level faculty positions:
 - 68.7% of entry-level faculty positions were tenure-track.
 - 83.7% of tenure-track, entry-level faculty positions indicated that they either desire or require a candidate to have their PhD.

- 20.1% of entry-level faculty positions indicated that candidates who were ABD would be considered.
- The number of fellowship/postdoc positions decreased 32% in AY18.

Data Analysis

While the overall number of postings reached a historic low for the reporting period, the fluctuation of the number of postings has changed only 4–6% in the past three years (<u>Table 1</u>). Although the number of discrete institutions is down (Figure 1), the number of public and private, not-for-profit institutions both increased (<u>Table 2</u>). In addition, the highest concentration of postings remains at research institutions, with postings at masters, research, and special focus institutions all increasing (<u>Table 3</u>).

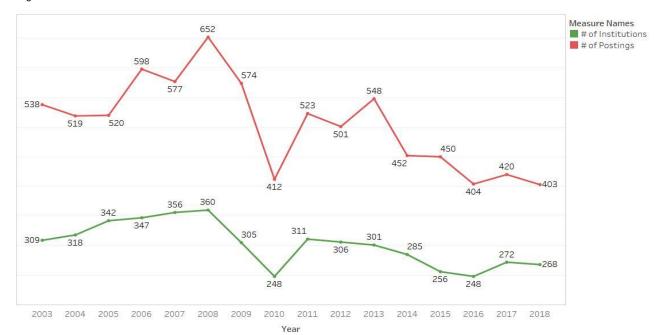


Figure 1. Number of Positions and Number of Discrete Institutions

Doctoral Universities

Includes institutions that awarded at least 20 research/scholarship doctoral degrees during the update year (this does not include professional practice doctoral-level degrees, such as the JD, MD, PharmD, DPT, etc.). Excludes Special Focus Institutions and Tribal Colleges.

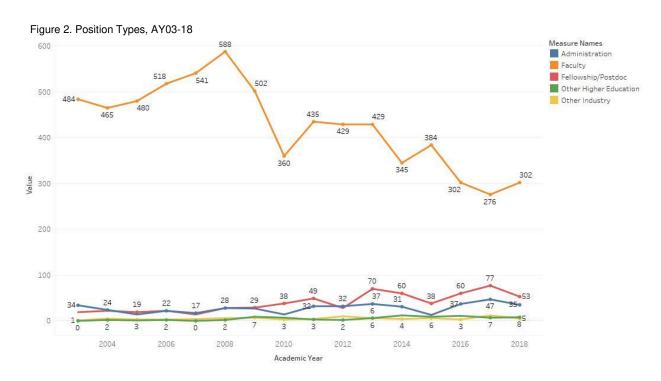
Master's Colleges and Universities

Generally includes institutions that awarded at least 50 master's degrees and fewer than 20 doctoral degrees during the update year (with occasional exceptions – see Methodology). Excludes Special Focus Institutions and Tribal Colleges.

Baccalaureate Colleges

¹ For more information on these classifications, see the Carnegie Classification of Institutions of Higher Education at http://carnegieclassifications.iu.edu/classification descriptions/basic.php.

Despite the decrease in overall positions in AY18, faculty positions saw a significant increase and remains the largest category of position types (<u>Table 4</u>). Faculty positions and other higher education positions are the only two categories that increased in AY18. All other position types decreased 25% or more.



Includes institutions where baccalaureate or higher degrees represent at least 50 percent of all degrees but where fewer than 50 master's degrees or 20 doctoral degrees were awarded during the update year. (Some institutions above the master's degree threshold are also included; see Methodology.) Excludes Special Focus Institutions and Tribal Colleges.

Baccalaureate/Associate's Colleges

Includes four-year colleges (by virtue of having at least one baccalaureate degree program) that conferred more than 50 percent of degrees at the associate's level. Excludes Special Focus Institutions, Tribal Colleges, and institutions that have sufficient master's or doctoral degrees to fall into those categories.

Associate's Colleges

Institutions at which the highest level degree awarded is an associate's degree. The institutions are sorted into nine categories based on the intersection of two factors: disciplinary focus (transfer, career & technical or mixed) and dominant student type (traditional, nontraditional or mixed). Excludes Special Focus Institutions and Tribal Colleges.

Special Focus Institutions

Institutions where a high concentration of degrees is in a single field or set of related fields. Excludes Tribal Colleges.

Tribal Colleges

Colleges and universities that are members of the American Indian Higher Education Consortium, as identified in IPEDS Institutional Characteristics.

It is important to note that this is the first year there has been an increase in faculty positions since AY15 (Figure 2).

AY18 saw a 4.4% increase in the number of entry-level faculty positions and is at a three-year high. Mid-level positions increased 17.2%, and open or unspecified positions increased 41.9%. Upper-level positions decreased 9.1% and are at a historic low (<u>Table 5</u>). All upper-level faculty positions advertised in AY18 were tenure-track or tenured positions. In comparison, 68.7% of entry-level faculty positions were tenure-track, and 79.4% of mid-level faculty positions were tenure-track.

Tenure-track positions increased 18.3% year-over-year. Non-tenure track positions decreased 5.7% (<u>Table 6</u>).

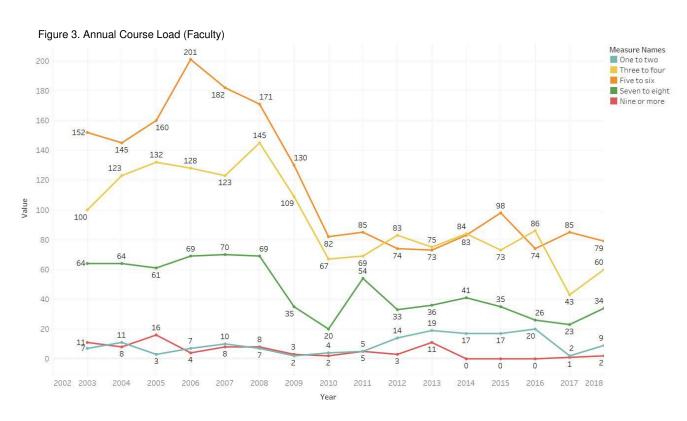


Figure 3 displays the annual course load distribution for faculty positions. The highest concentration remains five-to-six annual courses in 2018. The remaining course loads all saw increases, the most significant increase being a 39.5% increase for an annual course load of three-to-four (<u>Table 7</u>, <u>8</u>).

The qualifications listed by employers exhibited several changes from previous years (<u>Table 9</u>). It is important to note when reviewing this data that employers are not required to list any desired or required qualifications for a position. Of the 302 faculty positions, 76% listed at least one required qualification, 55% listed at least one desired

qualification, and 17% did not list any desired or required skills. One area exhibiting a significant decrease is the percentage of positions that listed a PhD as required or desired for faculty positions (77.5% in AY18, compared with 97.3% in AY17). 15.9% of faculty positions indicated that ABD would be considered, and 27% of those positions did not list a PhD as desired or required. Since this is a marked departure from previous years, we suspect this is information omitted in the posting process.

The combined qualifications employers indicated as desired or required on their job listing remains relatively consistent year-to-year (<u>Table 10</u>, <u>11</u>)². Again, it must be noted that not all employers selected qualifications for a job as it is not a required field in the listing.

Similar to AY17, the percentage of positions either requiring or desiring a PhD remains the highest amongst all categories, regardless of position level or institution type. In addition, teaching experience remains the second highest desired or required qualification (Table 10). Published book(s) and/or monograph(s), published journal article(s), and teaching experience remain less desired/required in entry-level positions than mid-level and upper-level positions.

To evaluate the data further, qualifications listed by position level (<u>Table 10</u>) for faculty positions were broken out by tenure track and non-tenure track for AY18 (<u>Table 10a</u> and <u>10b</u>, <u>respectively</u>). In Table 10a, there are 147 entry-level, 27 mid-level, and 8 upper-level tenure track faculty positions. In Table 10b, there are 51 entry-level, 4 mid-level, and no upper-level, non-tenure track faculty positions.

While there are similarities among many of the desired qualifications across institution types, there are some categories that show significant variances (<u>Table 11</u>). For example, online course instruction experience is desired/required more by special focus institutions (41.5%) than baccalaureate (3.6%), master's (13.2%), and research (8.4%) institutions.

Table 12 exhibits the position fields of expertise for all positions posted in the AAR-SBL Employment Services. Employers are able to select more than one field of expertise per position. Several fields saw significant increases in AY18. The number of positions in Archaeology-Ancient Near East, Archaeology-Greco-Roman, and Epigraphy increased over 200%. Other fields noting significant increases year over year include Second Temple Judaism (175%), Social Sciences and Religion (144.4%), Early Judaism (133.3%), Septuagint (133.3%), Biblical Languages (100%), and Hebrew Bible/Old Testament (77.1%). Positions in Christian Studies, Christian Theology (general or not

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² The data in Table 10, 10a, and 10b only includes those employers who completed the experience level field on their posting.

listed separately), New Religious Movements, and Pastoral Care saw significant decreases in AY18.

As shown in Figure 4 and Figure 5, the number of countries represented in job postings essentially held steady in AY18 at fourteen, compared to fifteen countries represented in AY17. The United Stated, Canada, Israel, and the United Kingdom had the most postings.

Figure 4. Positions by Country AY18

Russia

Brazil

Figure 5. Positions by Country AY17

Russia

China

India

1

Russia

Russia

Index of Tables

Table 1. History of Positions

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY 17	AY 18
Number of Positions	538	519	520	598	577	652	574	412	523	501	548	452	450	404	420	403
Year over year growth/decline (pct)	0.4	-3.5	0.2	15.0	-3.5	13.0	-12.0	-28.2	26.9	-4.2	9.4	-17.5	-0.4	-10.2	4.0	-6.3

Table 2. Institution Control

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY 17	AY 18
Private for-profit	1	4	1	1				2			4		1	1		
Private not-for- profit	388	335	377	440	387	467	366	287	352	337	316	282	289	272	267	278
Public	87	112	89	98	116	101	107	65	81	84	83	81	64	72	56	66
Total	476	451	467	539	503	568	473	354	433	421	403	363	354	345	323	344
Missing or not applicable (n)	62	68	53	59	74	84	101	58	90	80	145	89	96	59	97	59
Grand Total	7,220															

Table 3. Institution Type

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY 18
Associate	1	4	2	1	3			4				2	1			1
Baccalaureate	133	111	113	137	117	148	111	73	75	79	76	73	77	61	82	73
Master's	88	78	103	112	97	95	81	62	118	64	73	82	67	63	63	67
Research	185	195	159	202	225	218	212	149	173	196	190	159	148	171	123	141
Special Focus	69	63	90	87	61	107	69	66	67	82	64	47	61	50	55	59
Total	476	451	467	539	503	568	473	354	433	421	403	363	354	345	323	341
Missing or not applicable (n)	62	68	53	59	74	84	101	58	90	80	145	89	96	59	97	62
Grand Total	7,220															

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	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18
Administration	34	24	14	22	17	28	27	14	32	32	37	31	13	37	47	35
Faculty	484	465	480	518	541	588	502	360	435	429	429	345	384	302	276	302
Fellowship or Postdoc	19	22	19	22	14	28	29	28	49	28	70	60	38	60	78	53
Other Higher Education (e.g., Librarian, Non- faculty Researcher) Other Industry (e.g., K- 12, Nonprofit, Publishing)	1	5	3	3	4	6	9	3	3	10	6	12	9	3	7	5
Total	538	519	520	598	577	652	574	412	523	501	548	452	450	404	420	403
Missing or not applicable	5		1	3	31	1										
Grand Total	8,223															

Table 5. Position Level of Seniority (n, Faculty)

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18
Entry-level	281	270	282	295	293	277	289	180	194	210	240	232	228	184	205	214
Mid-level	22	17	23	25	25	29	15	9	19	35	17	14	21	20	29	34
Upper-level	40	42	38	38	54	61	46	29	35	43	36	26	62	28	11	10
Open or unspecified	141	136	137	160	169	221	152	142	187	141	136	73	73	88	31	44
Total	484	465	480	518	541	588	502	360	435	429	429	345	384	302	276	302
Grand Total	6.840															

Table 6. Position Tenure Status (n, Faculty)

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18
Non-tenure track or term-limited	93	76	79	87	72	112	50	80	92	80	83	83	61	44	70	66
Tenure-track or tenured	238	244	245	291	290	306	292	54	99	312	279	184	227	187	175	207
Total	331	320	324	378	362	418	342	134	191	392	362	267	288	231	245	273
Missing or not applicable	153	145	156	140	179	170	160	226	244	37	67	78	98	71	31	29
Grand Total	6,840															

Table 7. Total Annual Number of Courses (n, Faculty)
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	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18
One to two	7	11	3	7	10	7	2	4	5	14	19	17	17	20	2	9
Three to four	100	123	132	128	123	145	109	67	69	83	75	84	73	86	43	60
Five to six	152	145	160	201	182	171	130	82	85	74	73	83	98	74	85	79
Seven to eight	64	64	61	69	70	69	35	20	54	33	36	41	35	26	23	34
Nine or more	11	8	16	4	8	8	3	2	5	3	11				1	2
Total	334	351	372	409	393	400	279	175	218	207	205	225	223	206	154	184
Missing or not applicable	150	114	108	109	148	188	223	185	217	222	224	120	161	96	122	118
Grand Total	7,974															

Table 8. Total Annual Number of Courses (pct, Faculty)

_	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17	AY18
One to two	2.1	3.1	8.0	1.7	2.5	1.8	0.7	2.3	2.3	6.8	9.3	7.6	7.6	9.7	1.3	4.9
Three to four	29.9	35.0	35.5	31.3	31.3	36.3	39.1	38.3	31.7	40.1	36.6	37.3	32.7	41.7	27.9	32.6
Five to six	45.5	41.3	43.0	49.1	46.3	42.8	46.6	46.9	39.0	35.7	35.6	36.9	43.9	35.9	55.2	42.9
Seven to eight	19.2	18.2	16.4	16.9	17.8	17.3	12.5	11.4	24.8	15.9	17.6	18.2	15.7	12.6	14.9	18.5
Nine or more	1.5	1.4	2.4	0.5	0.3	8.0	0.7	0.6	0.9	1.5	1.4	1.0			0.6	1.1
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Missing or not applicable (n)	204	168	148	189	184	252	295	237	305	294	343	227	227	198	122	118
Grand Total	7,974															

Table 9. Qualifications Desired/Required by Employers (pct, Faculty, AY13-AY18)

Administrative Experience Desired Required Primative Propertions 10.6 6.7 4.5 3.3 Affirmative Action Eligibility Desired Propertions 9.0 4.4 6.8 5.3 Affirmative Action Eligibility Required Propertions 1.0		Туре	AY15	AY16	AY17	AY18
Affirmative Action Eligibility Total 17.4 12.6 8.2 7.0 Affirmative Action Eligibility Desired 9.0 4.4 6.8 5.3 Affirmative Action Eligibility Required 1.0 1.1 0.9 1.7 Total 9.7 4.8 7.7 7.0 Desired 24.8 15.6 14.5 13.6 Required 15.5 9.6 11.8 13.6 Total 37.4 23.3 26.4 27.2 Desired 10.6 10.0 14.1 13.2 Pequired 2.9 3.0 1.8 3.6 Total 12.3 13.0 15.9 16.9 Posired 2.9 3.0 1.8 3.6 Ordination Required 2.9 3.0 1.8 3.6 Published 8.7 5.9 6.8 4.3 4.2 2.2 1.4 0.7 Published Book(s) and/or Monograph(s) Required 7.1		Desired	10.6	6.7	4.5	3.3
Affirmative Action Eligibility Desired Required Page 10.0 4.4 6.8 5.3 Affirmative Action Eligibility Required Total 1.0 1.1 0.9 1.7 Total 9.7 4.8 7.7 7.0 Amount of the page 1.0 1.5 1.6 14.5 13.6 Bequired Page 1.0 1.5 9.6 11.8 13.6 Total Page 1.0 1.0 14.1 13.2 Amount of Desired Page 1.0 1.0 15.5 3.6 Amount of Desired Page 1.0 1.0 15.5 3.6 Amount of Desired Page 1.0 1.0 12.6 13.2 13.2 Amount of Desired Page 1.0 1.0 12.0 13.7 17.2 Amount of Desired Page 1.0 1.0 12.0 <td>Administrative Experience</td> <td>Required</td> <td>7.1</td> <td>7.4</td> <td>3.6</td> <td>3.6</td>	Administrative Experience	Required	7.1	7.4	3.6	3.6
Affirmative Action Eligibility Required 1.0 1.1 0.9 1.7 Interdisciplinary Teaching or Research Desired 24.8 15.6 14.5 13.6 Interdisciplinary Teaching or Research Required 15.5 9.6 11.8 13.6 Total 37.4 23.3 26.4 27.2 Pesired 10.6 10.0 14.1 13.2 Interdisciplinary Teaching or Research Desired 15.5 9.6 11.8 13.6 Interdisciplinary Teaching or Research Desired 15.6 9.0 12.1 23.2 26.4 27.2		Total	17.4	12.6	8.2	7.0
Total 9.7 4.8 7.7 7.0 7.		Desired	9.0	4.4	6.8	5.3
Desired 15.5 14.5 13.6 13.6 14.5 13.6	Affirmative Action Eligibility	Required	1.0	1.1	0.9	1.7
Required 15.5 9.6 11.8 13.6 13.6 13.7 13.2 13.2 13.2 13.2 13.2 13.2 13.2 13.2 13.2 13.3 13.3 13.2 13.3		Total	9.7	4.8	7.7	7.0
Online Course Instruction Experience Total Desired Desired 10.6 10.0 14.1 13.2 22.3 13.0 14.1 13.2 22.3 13.0 14.1 13.2 23.3 13.0 14.3 13.0 23.5 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 16.9 33.6 14.3 13.0 15.9 33.6 14.3		Desired	24.8	15.6	14.5	13.6
Online Course Instruction Experience Desired Required Pequired	Interdisciplinary Teaching or Research	Required	15.5	9.6	11.8	13.6
Online Course Instruction Experience Required 2.9 3.0 1.8 3.6 Total 12.3 13.0 15.9 16.9 Desired 5.5 4.1 5.5 3.6 Required 3.2 2.2 1.4 0.7 Total 8.7 5.9 6.8 4.3 PhD Required 7.1 76.3 80.9 64.2 Required 77.1 76.3 80.9 64.2 Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Required 19.4 20.0 17.7 17.2 Published Journal Article(s) Required 8.4 4.4 7.3 5.0 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Required 16.1 12.6 13.2 8.9		Total	37.4	23.3	26.4	27.2
Total 12.3 13.0 15.9 16.9 Desired 5.5 4.1 5.5 3.6 Required 3.2 2.2 1.4 0.7 Total 8.7 5.9 6.8 4.3 PhD Desired 20.0 22.6 16.4 13.2 Required 77.1 76.3 80.9 64.2 Required 77.1 76.3 80.9 64.2 Total 92.3 93.3 97.3 77.5 Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Reguired 7.4 3.0 5.0 4.0 Reguired 7.4 3.0 5.0 4.0 Reguired 7.4 3.0 5.0 4.0 Reguired 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9 Total 21.9 14.4 18.2 12.9		Desired	10.6	10.0	14.1	13.2
Ordination Desired Required 3.2 3.2 3.2 3.4 3.5 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0	Online Course Instruction Experience	Required	2.9	3.0	1.8	3.6
Ordination Required 3.2 2.2 1.4 0.7 Total 8.7 5.9 6.8 4.3 PhD Desired 20.0 22.6 16.4 13.2 Required 77.1 76.3 80.9 64.2 Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Required 19.4 20.0 17.7 17.2 Published Journal Article(s) Required 8.4 4.4 7.3 5.0 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Reguired 13.5 8.5 9.1 8.9 Reguired 7.4 3.0 5.0 4.0 Reguired 7.4 3.0 5.0 4.0 Reguired 16.1 12.6 13.2 8.9 Reguired 16.1 12.6 13.2 8.9 Reguired 16.1 12.6 13.2 8.9 R		Total	12.3	13.0	15.9	16.9
Total 8.7 5.9 6.8 4.3 6.8 4.3 6.8 6.8 4.3 6.8 6.		Desired	5.5	4.1	5.5	3.6
Desired 20.0 22.6 16.4 13.2 Required 77.1 76.3 80.9 64.2 Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Desired 19.4 20.0 17.7 17.2 Published Book(s) and/or Monograph(s) Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9	Ordination	Required	3.2	2.2	1.4	
PhD Required 77.1 76.3 80.9 64.2 Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Desired 19.4 20.0 17.7 17.2 Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Total	8.7	5.9	6.8	4.3
Total 92.3 93.3 97.3 77.5 Published Book(s) and/or Monograph(s) Desired 19.4 20.0 17.7 17.2 Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Desired	20.0	22.6	16.4	13.2
Desired 19.4 20.0 17.7 17.2 Published Book(s) and/or Monograph(s) Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Desired 25.2 23.0 23.6 21.2 Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Pesired 7.4 3.0 5.0 4.0 Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9	PhD	Required	77.1	76.3	80.9	64.2
Published Book(s) and/or Monograph(s) Required 8.4 4.4 7.3 5.0 Total 26.8 23.7 25.0 22.2 Published Journal Article(s) Desired 25.2 23.0 23.6 21.2 Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Pequired 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Total	92.3	93.3	97.3	77.5
Total 26.8 23.7 25.0 22.2 Desired 25.2 23.0 23.6 21.2 Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Desired	19.4	20.0	17.7	17.2
Published Journal Article(s) Desired 25.2 23.0 23.6 21.2 Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Desired 7.4 3.0 5.0 4.0 Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9	Published Book(s) and/or Monograph(s)	Required	8.4	4.4	7.3	5.0
Published Journal Article(s) Required 13.5 8.5 9.1 8.9 Total 36.1 30.4 32.7 30.1 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 7.4 3.0 5.0 4.0 Total 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Total	26.8	23.7	25.0	22.2
Total 36.1 30.4 32.7 30.1		Desired	25.2	23.0	23.6	21.2
Desired 7.4 3.0 5.0 4.0	Published Journal Article(s)	Required	13.5	8.5	9.1	8.9
Religious Affiliation/Commitment (bona fide occupational qualification) Required 16.1 12.6 13.2 8.9 Total 21.9 14.4 18.2 12.9		Total	36.1	30.4	32.7	30.1
Total 21.9 14.4 18.2 12.9		Desired	7.4	3.0	5.0	4.0
	Religious Affiliation/Commitment (bona fide occupational qualification)	Required	16.1	12.6	13.2	8.9
Teaching Experience Desired 29.7 31.5 27.3 22.2		Total	21.9	14.4	18.2	12.9
	Teaching Experience	Desired	29.7	31.5	27.3	22.2

Required	51.0	41.5	44.5	24.5
Total	72.9	67.8	71.8	46.7

Table 10. Qualifications (selected) Desired/Required by Employers by Level (pct, Faculty, AY15-AY18)

Qualification	Туре	Entry-level	Mid-level	Upper-level
	Desired	18.1	14.3	13.2
Interdisciplinary Teaching or Research	Required	11.8	22.9	23.5
	Total	29.9	37.1	36.8
	Desired	12.2	18.6	2.9
Online Course Instruction Experience	Required	2.6	4.3	2.9
	Total	14.8	22.9	5.9
	Desired	18.2	4.3	1.5
PhD	Required	77.6	87.1	86.8
	Total	95.8	91.4	88.2
	Desired	17.7	24.3	27.9
Published Book(s) and/or Monograph(s)	Required	1.9	34.3	29.4
	Total	19.5	58.6	57.4
	Desired	23.6	21.4	22.1
Published Journal Article(s)	Required	6.0	38.6	41.2
	Total	29.6	60.0	63.2
	Desired	30.2	10.0	10.3
Teaching Experience	Required	36.8	67.1	70.6
	Total	67.0	77.1	80.9

Table 10a. Qualifications (selected) Desired/Required by Employers by Level (pct, Tenure Track Faculty, AY18)

Qualification	Туре	Entry-level	Mid-level	Upper-level
	Desired	18.4	11.1	
Interdisciplinary Teaching or Research	Required	16.3	18.5	25.0
	Total	34.7	29.6	25.0
	Desired	12.9	14.8	
Online Course Instruction Experience	Required	3.4		
	Total	16.3	14.8	
	Desired	10.9		
PhD	Required	72.8	74.1	75.0
	Total	83.7	74.1	75.0
	Desired	23.1	18.5	25.0
Published Book(s) and/or Monograph(s)	Required	2.7	25.9	12.5
	Total	25.9	44.4	37.5
	Desired	26.5	22.2	25.0
Published Journal Article(s)	Required	8.2	25.9	25.0
	Total	34.7	48.1	50.0
	Desired	28.6	3.7	25.0
Teaching Experience	Required	16.3	48.1	50.0
	Total	44.9	51.9	75.0

Table 10b. Qualifications (selected) Desired/Required by Employers by Level (pct, Non-Tenure Track Faculty, AY18)

Qualification	Туре	Entry-level	Mid-level	Upper-level
	Desired	5.9		
Interdisciplinary Teaching or Research	Required	9.8	25.0	
	Total	15.7	25.0	
	Desired	5.9	25.0	
Online Course Instruction Experience	Required	3.9	25.0	
	Total	9.8	50.0	_
	Desired	29.4		
PhD	Required	58.8	25.0	
	Total	88.2	25.0	_
	Desired	3.9		
Published Book(s) and/or Monograph(s)	Required	2.0	25.0	
	Total	5.9	25.0	
	Desired	13.7		
Published Journal Article(s)	Required	2.0	25.0	
	Total	15.7	25.0	
	Desired	17.6		
Teaching Experience	Required	35.3	50.0	
	Total	52.9	50.0	

Table 11. Qualifications Desired/Required by Institution Type (pct, Faculty, AY15-AY18)

Tuble 11. Qualifications besifted/frequired by institution Type (pec, Fuedity, 74)	Туре	Baccalaureate	Master's	Research	Special Focus
	Desired	2.7	3.7	5.6	6.9
Administrative Experience	Required	1.3	3.7	2.0	6.9
	Total	4.0	7.4	7.5	13.8
	Desired	4.9	9.5	5.3	8.2
Affirmative Action Eligibility	Required	1.3	1.1	0.8	1.9
	Total	6.2	10.6	6.1	10.1
	Desired	17.3	11.6	16.8	17.6
Interdisciplinary Teaching or Research	Required	10.2	13.8	8.9	11.9
	Total	27.6	25.4	25.7	29.6
	Desired	2.7	10.1	6.1	34.6
Online Course Instruction Experience	Required	0.9	3.2	2.2	6.9
	Total	3.6	13.2	8.4	41.5
	Desired	2.2	0.0	1.1	17.6
Ordination	Required	0.4	0.0	0.6	5.7
	Total	2.7	0.0	1.7	23.3
	Desired	25.8	24.3	9.8	10.1
PhD	Required	70.2	66.7	75.4	76.1
	Total	96.0	91.0	85.2	86.2
	Desired	12.9	10.1	17.3	30.2
Published Book(s) and/or Monograph(s)	Required	2.7	2.6	7.3	8.8
	Total	15.6	12.7	24.6	39.0
	Desired	18.7	16.9	20.1	35.2
Published Journal Article(s)	Required	5.3	5.8	10.3	11.9
	Total	24.0	22.8	30.4	47.2
	Desired	1.3	4.2	1.7	13.2
Religious Affiliation/Commitment (bona fide occupational qualification)	Required	5.8	11.1	2.8	35.8
	Total	7.1	15.3	4.5	49.1
	Desired	23.1	32.8	20.9	28.3
Teaching Experience	Required	40.4	38.1	38.3	40.3
	Total	63.6	70.9	59.2	68.6

Table 12. Position Fields of Expertise

Tubic 12.1 conton 1 long of Expertion	AY 03	AY 04	AY 05	AY 06	AY 07	AY 08	AY 09	AY 10	AY 11	AY 12	AY 13	AY 14	AY 15	AY 16	AY 17	AY 18	Total
Administration and Support Services		46	32	32	37	48	43	33	39	43	53	34	40	39	53	45	617
Ancient Near Eastern Languages			9	12	19	14	3	2	6	3	1	13	14	17	8	17	138
Archaeology			1	1	1	1	2	2	2		1	1					12
Archaeology - Ancient Near East			11	9	12	9	2		12	3	10	22	9	11	6	24	140
Archaeology - Greco-Roman			6	5	10	3	3	3	13	2	8	11	11	8	4	12	99
Arts, Literature, and Religion	33	32	31	36	43	30	34	17	22	15	16	32	26	29	27	37	460
Asian Religions (general or not listed separately)	41	41	42	38	51	55	40	23	33	36	30	30	37	40	34	33	604
Biblical Languages		2	27	32	40	25	9	4	11	6	21	39	33	25	17	34	325
Buddhism		22	32	22	36	37	30	22	37	23	13	17	33	35	23	21	403
Catholic Studies		20	18	18	24	17	17	10	8	4	5	11	9	21	13	17	212
Catholic Theology (all areas)		30	34	32	27	37	18	8	17	12	16	24	23	30	24	29	361
Central and South American and Caribbean Religions		10	15	9	13	14	10	7	6	4	4						92
Christian Ethics		36	38	32	31	25	22	14	15	13	18	18	33	26	25	33	379
Christian Studies	50	29	35	37	43	32	23	26	36	25	33	36	25	23	34	18	505
Christian Theology (general or not listed separately)	1	31	34	33	37	26	22	15	16	18	25	16	54	36	42	30	436
Christian Theology: Practical/Praxis	31	21	26	21	34	16	16	6	10	10	12	22	39	26	23	21	334
Christian Theology: Systematic/Constructive	50	34	32	28	41	24	19	4	9	13	18	25	32	23	25	19	396
Classics			14	9	15	16	13	5	12	3	11	19	17	15	12	18	179
Comparative Religions	47	58	49	44	64	70	35	24	54	29	33	37	36	37	42	37	696
Comparative Religions/Theology	12		1	1		3	13	7	8	12	16	7					80
Critical Studies/Theory/Methods in Religion		14	17	22	28	19	33	13	20	19	32	30	29	27	23	29	355
Early Christian Literature/New Testament	66	58	33	23	22	14											216
Early Christianity/Church History		4	30	28	48	36	19	10	13	8	9	15	28	26	33	34	341
Early Judaism			20	16	21	18	13	8	15	4	7	5	17	14	12	28	198

East Asian Religions (general or not	22	27	43	30	44	32	32	18	39	19	15	22	24	30	17	18	432
listed separately) Editorial/Journalism/Media		5	4	1	4	2	1	1	3	5			4	2	3		35
Epigraphy		J	2	3	2	2	•	2	2	Ū		1	1	5	4	12	36
Ethics	50	24	32	20	22	23	24	9	20	21	18	7		•	•		270
Gay/Lesbian Studies in Religion		7	5	8	10	14	9	3	3	3	4	11	8	13	13	8	119
Hebrew Bible and Religions of the Ancient Near East	34	49	46	58	63	51	42	28	44	28	21	31					495
Hebrew Bible/Old Testament	79	66	74	65	80	85	21	26	19	13	11	33	48	44	35	62	761
Hinduism		26	29	17	34	29	16	14	31	11	12	18	24	25	23	17	326
History of Christianity/Church History	70	58	64	75	74	84	44	35	49	32	29	36	39	36	31	37	793
History of Religion (general)	44	49	46	65	66	60	31	20	43	28	26	30	26	28	26	38	626
Indigenous/Native/Traditional Religions		18	23	10	16	16	14	4	13	10	12	11	12	19	16	26	220
Introduction to Religion	1	51	43	49	51	65	49	44	48	35	33	47	16	14	18	20	584
Islam/Islamic Studies	103	66	92	83	94	77	70	52	62	64	61	49	37	51	42	56	1059
Judaism/Jewish Studies	88	52	54	57	55	56	50	36	43	30	57	42	39	34	34	47	774
Languages (inc. Hebrew, Greek, Urdu, Arabic, etc.)						5	6	8	4	6	11	3					43
Library		3	4	5	2	2	16	13	16	5	5	4	1	3	8	4	91
Missiology		14	10	5	8	12	8	10	7	9	5	8	14	7	4	5	126
Moral Theology						4	22	7	19	16	15	14					97
New Religious Movements		12	9	8	15	8	13	8	7	2	4	9	14	10	13	4	136
New Testament		3	50	49	61	53	28	16	17	11	27	35	53	46	41	53	543
New Testament, Christian Origins, Ancient Christianity	19	29	60	72	74	76	38	32	44	59	46	36					585
North American Religions	37	33	30	28	37	37	20	19	16	17	20	23	20	27	22	28	414
Pastoral Care		22	20	18	19	25	11	9	14	14	6	13	25	11	19	10	236
Philosophy of Religion	134	45	45	54	48	56	26	16	20	22	27	22	24	29	22	33	623
Practical/Praxis Theology	31	22	36	40	38	48	8	3	4	8	5	4					247
Preaching/Ministry/Liturgical Studies		27	28	25	29	26	15	12	19	14	11	14	27	22	15	16	300
Rabbinic Judaism			12	17	16	16	11	8	5	3	4	13	11	11	10	17	154

	1																
Racial/Ethnic Minority Studies in Religion	30	37	34	34	39	42	29	12	10	8	7	21	26	29	27	39	424
Religion and Science											5	20	15	20	17	18	95
Religion/Theology: Two or More		20	27	22	28	20	11	6	7	8	12	26	51	47	39	40	364
Subfields Religions of Africa and Oceania	19			11	27	18	16	7	•				•	• •			98
Religions of Africa and Oceania Religions of Africa and/or Religions	19			11	21	10											
of the African Diaspora						1	3	4	16	15	15	17	22	19	18	25	155
Religions of North America	37	3	4	2	3	7											56
Religions of Oceania									3	1	3	4	7	10	6	7	41
Religions of South America and the Caribbean	12			1		19	9	9	9	8	4						71
Religious Ethics	26	31	29	41	44	30	21	15	16	11	12	25	27	30	25	26	409
Second Temple Judaism			14	23	22	20	10	5	7	3	3	12	11	11	8	22	171
Septuagint			5	6	6	6	1	1	2			11	2	4	6	14	64
Social Sciences and Religion	27	40	49	48	64	48	50	27	35	29	41	61	39	52	27	66	703
South and Central American and Caribbean Religions		1	3	2	1	3	1	1	4	8	10	12	17	15	10	17	105
South Asian Religions (general or not listed separately)	26	31	49	28	57	28	31	20	27	18	19	20	27	32	19	20	452
Systematic/Constructive Theology						13	23	13	33	14	28	17					141
Theology and Philosophy of Religion	133	12	8	9	4	15											181
Women's Studies in Religion	33	42	26	43	45	50	32	22	14	21	25	26	22	21	25	40	487
World Religions		58	63	80	85	74	44	41	49	43	27	41	34	34	39	42	754
Missing or not applicable	256	209	158	224	163	256	150	120	103	34	71	81	92	74	72	94	2157