Job Advertisement Data 2018-2019

Society of Biblical Literature and American Academy of Religion

Executive Summary

While the overall number of positions advertised through the <u>AAR-SBL Employment Services</u> did not change in AY19, the number of faculty positions continued to increase, including tenure-track positions. The relative leveling off of the job market may be similar to what has been recently <u>report</u> by peer learned societies.

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, 2017 through June 30, 2018
- 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

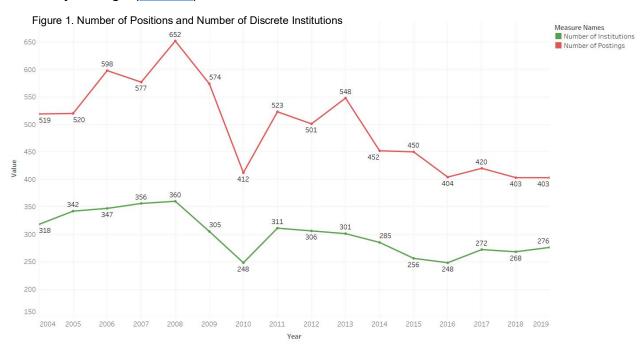
Key Findings

- The number of all positions advertised did not change from AY18 to AY19. This remains the lowest number of positions advertised through this service since 2003 but has remained relatively level for several years (AY17-AY19).
- The picture for faculty positions is positive compared to overall positions advertised.
 - Tenure-track or tenured positions increased 1.9%
 - Faculty positions increased 3.3% in AY19.
 - Entry-level positions increased 5.1%.
 - Mid-level positions increased 11.8%.
 - Upper-level positions remained the same.
- The number of fellowship/postdoc positions decreased 13% in AY19.
- Only 3.2% of the jobs listed were less than full-time.
- Regarding entry-level faculty positions:

- 23.1% of entry-level faculty positions indicated that candidates who were ABD would be considered;
- 68% of entry-level faculty positions were tenure-track or tenured.
- Out of the 403 jobs listed, only 11.2% of jobs were listed as visiting appointments.

Data Analysis

The number of postings did note change in AY19 and remains at a historic low of 403 postings (<u>Table 1</u>). While there was not a change in the number of positions, the number of discrete institutions advertising jobs increased 3% (Figure 1). The number of positions at public institutions decreased 4.5% while the number of positions at private not-for-profit institutions increased 1.4% (<u>Table 2</u>). After seeing increases in AY18, the concentration of positions at baccalaureate and master's institutions both saw decreases over 10%. Positions at research institutions increased 16.3%, reaching a three-year high (<u>Table 3</u>).



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.

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

After a fairly steady decline from 2008-2017, faculty positions increased for the second consecutive year, seeing a 3.3% increase in AY19 (Figure 2). This is the first time a two-year increase in faculty positions has occurred since 2008. Other Industry positions

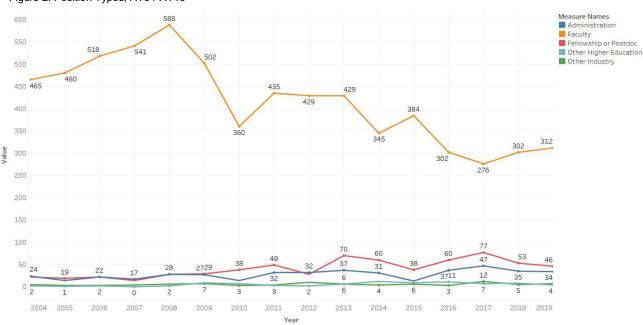


Figure 2. Position Types, AY04-AY19

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

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.

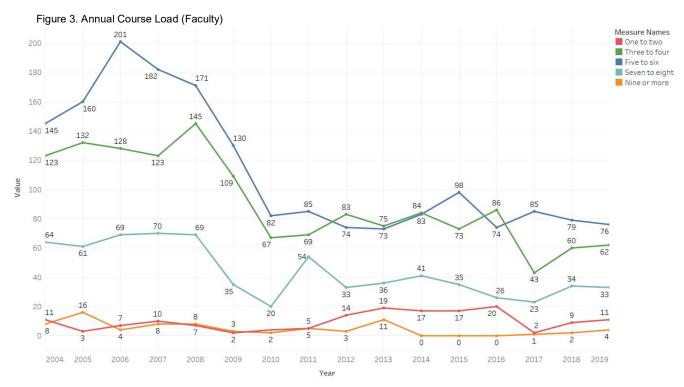
Tribal Colleges

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

(e.g., K-12 and Publishing) were the only other category to see an increase in AY19 (<u>Table 4</u>).

Entry-level and mid-level faculty positions continued to increase in AY19. Entry-level positions increased 5.1% and mid-level positions increased 11.9%. Upper-level positions saw no change and remain at a historic low (<u>Table 5</u>). 68% of entry-level faculty positions advertised were tenure-track or tenured.

Both tenure-track and non-tenure track faculty positions increased in AY19. Tenure-track positions increased 1.9%, reaching a four-year high. This marks the first consistent increase in tenure-track positions since 2008 (<u>Table 6</u>).



The annual course load distribution continues to remain approximately the same in AY19 after several significant changes were seen in AY18 (Figure 3). A course load of five to six continues to be the highest; however, there was a slight decrease of 3.8% in AY19. A course load of three to four continued to increase in AY19 (3.3%) (Table 7, 8).

When reviewing data from Tables 9, 10, and 11, it is important to note that this information is not required for employers to list when posting a job. Several employers leave those fields empty.

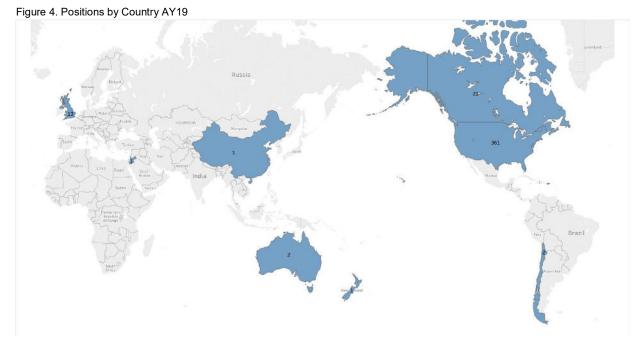
After a significant drop in AY18, the number of positions that either desired or required candidates to have teaching experience increased to 57.7%, compared to a record low of 46.7% in AY18. In contrast, the percentage of employers who desire or require

candidates to have interdisciplinary teaching or research experience dropped from 27.2% in AY18 to 20.2% in AY19. The percentage of positions that desire or require candidates to have Published Book(s) and/or Monograph(s) or Published Journal Articles also declined in AY19 (Table 9).

While some qualifications are consistently desired or required across institution type, there are significant differences for certain qualifications. The percentage of jobs that either desire or require the following qualifications is significantly for higher special focus institutions for the following qualifications: administrative experience, online course experience, ordination, published books and/or monographs, published journal articles, and religious affiliation (<u>Table 10</u>).

A PhD continues to be the most desired and required qualification across position levels. Published Book(s) and/or Monograph(s), Published Journal Article(s), and Teaching Experience all increase as the position level increases (<u>Table 11</u>). 23.1% of entry-level faculty positions indicated that candidates who were ABD would be considered. This is up from 20.1% in AY18.

<u>Table 12</u> shows fields of expertise for positions listed with AAR-SBL Employment Services. Employers are allowed to select multiple fields for each posting. There are several fields that are trending above the ten-year average. Early Judaism and Hebrew Bible have trended above the ten-year average for two years and New Testament has been trending above the ten-year average for five years. Racial/Ethnic Minority Studies in Religion has also been trending up for five years compared to the ten-year average. Gay and Lesbian studies is up significantly compared year over year (175%) and to the



ten-year average. Comparative Religions is down 29.5% year over year. Introduction to Religion continues to see fewer and fewer listings and is at a ten-year low

The number of countries represented in job postings declined significantly in AY19. There are eight countries represented in AY19, compared to fourteen in AY18 and fifteen in AY17 (Figure 4). The United States, Canada, and Great Britain had the highest number of positions.

Table 1. History of Positions

| Table 1. Thetery c | 71 1 001410 | | | | | | | | | | | | | | | |
|---|-------------|------|------|------|------|-------|-------|------|------|------|-------|------|-------|-------|-------|-------|
| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY 17 | AY 18 | AY 19 |
| Number of Positions | 519 | 520 | 598 | 577 | 652 | 574 | 412 | 523 | 501 | 548 | 452 | 450 | 404 | 420 | 403 | 403 |
| Year over year growth/decline (pct) | -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 | 0.0 |

Table 2. Institution Control

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY 17 | AY 18 | AY 19 |
|-------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|
| Private for-profit | 4 | 1 | 1 | | | | 2 | | | 4 | | 1 | 1 | | | |
| Private not-for- profit | 335 | 377 | 440 | 387 | 467 | 366 | 287 | 352 | 337 | 316 | 282 | 289 | 272 | 267 | 278 | 282 |
| Public | 112 | 89 | 98 | 116 | 101 | 107 | 65 | 81 | 84 | 83 | 81 | 64 | 72 | 56 | 66 | 63 |
| Total | 451 | 467 | 539 | 503 | 568 | 473 | 354 | 433 | 421 | 403 | 363 | 354 | 345 | 323 | 344 | 345 |
| Missing or not applicable (n) | 68 | 53 | 59 | 74 | 84 | 101 | 58 | 90 | 80 | 145 | 89 | 96 | 59 | 97 | 59 | 58 |
| Grand Total | 7,956 | | | | | | | | | | | | | | | |

Table 3. Institution Type

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY 18 | AY 19 |
|-------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-------|
| Associate | 4 | 2 | 1 | 3 | | | 4 | | | | 2 | 1 | | | 1 | |
| Baccalaureate | 111 | 113 | 137 | 117 | 148 | 111 | 73 | 75 | 79 | 76 | 73 | 77 | 61 | 82 | 73 | 59 |
| Master's | 78 | 103 | 112 | 97 | 95 | 81 | 62 | 118 | 64 | 73 | 82 | 67 | 63 | 63 | 67 | 60 |
| Research | 195 | 159 | 202 | 225 | 218 | 212 | 149 | 173 | 196 | 190 | 159 | 148 | 171 | 123 | 141 | 164 |
| Special Focus | 63 | 90 | 87 | 61 | 107 | 69 | 66 | 67 | 82 | 64 | 47 | 61 | 50 | 55 | 59 | 61 |
| Total | 451 | 467 | 539 | 503 | 568 | 473 | 354 | 433 | 421 | 403 | 363 | 354 | 345 | 323 | 341 | 344 |
| Missing or not applicable (n) | 68 | 53 | 59 | 74 | 84 | 101 | 58 | 90 | 80 | 145 | 89 | 96 | 59 | 97 | 62 | 59 |
| Grand Total | 7,956 | | | | | | | | | | | | | | | |

Table 4. Position Type (n)

| | - () | | | | | | | | | | | | | | | |
|--|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY 19 |
| Administration | 24 | 14 | 22 | 17 | 28 | 27 | 14 | 32 | 32 | 37 | 31 | 13 | 37 | 47 | 35 | 34 |
| Faculty | 465 | 480 | 518 | 541 | 588 | 502 | 360 | 435 | 429 | 429 | 345 | 384 | 302 | 276 | 302 | 312 |
| Fellowship or Postdoc | 22 | 19 | 22 | 14 | 28 | 29 | 28 | 49 | 28 | 70 | 60 | 38 | 60 | 78 | 53 | 46 |
| Other Higher Education (e.g., Librarian, Non- faculty Researcher) | 2 | 1 | 2 | | 2 | 9 | 7 | 3 | 2 | 6 | 12 | 9 | 11 | 7 | 8 | 4 |
| Other Industry (e.g., K-12, Nonprofit, Publishing) | 5 | 3 | 3 | 4 | 6 | 7 | 3 | 4 | 10 | 6 | 4 | 6 | 3 | 12 | 5 | 7 |
| Total | 519 | 520 | 598 | 577 | 652 | 574 | 412 | 523 | 501 | 548 | 452 | 450 | 404 | 420 | 403 | 403 |
| Missing or not applicable | | 1 | 3 | 31 | 1 | | | | | | | | | | | |
| Grand Total | 7,956 | | | | | | | | | | | | | | | |

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

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY 19 |
|---------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| Entry-level | 270 | 282 | 295 | 293 | 277 | 289 | 180 | 194 | 210 | 240 | 232 | 228 | 184 | 205 | 214 | 225 |
| Mid-level | 17 | 23 | 25 | 25 | 29 | 15 | 9 | 19 | 35 | 17 | 14 | 21 | 20 | 29 | 34 | 38 |
| Upper-level | 42 | 38 | 38 | 54 | 61 | 46 | 29 | 35 | 43 | 36 | 26 | 62 | 28 | 11 | 10 | 10 |
| Open or unspecified | 136 | 137 | 160 | 169 | 221 | 152 | 142 | 187 | 141 | 136 | 73 | 73 | 88 | 31 | 44 | 39 |
| Total | 465 | 480 | 518 | 541 | 588 | 502 | 360 | 435 | 429 | 429 | 345 | 384 | 302 | 276 | 302 | 312 |
| Grand Total | 6,668 | | | | | | | | | | | | | | | |

Table 6. Position Tenure Status (n, Faculty)

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY19 |
|----------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Non-tenure track or term-limited | 76 | 79 | 87 | 72 | 112 | 50 | 80 | 92 | 80 | 83 | 83 | 61 | 44 | 70 | 66 | 77 |
| Tenure-track or tenured | 244 | 245 | 291 | 290 | 306 | 292 | 54 | 99 | 312 | 279 | 184 | 227 | 187 | 175 | 207 | 211 |
| Total | 320 | 324 | 378 | 362 | 418 | 342 | 134 | 191 | 392 | 362 | 267 | 288 | 231 | 245 | 273 | 288 |
| Missing or not applicable | 145 | 156 | 140 | 179 | 170 | 160 | 226 | 244 | 37 | 67 | 78 | 98 | 71 | 31 | 29 | 24 |
| Grand Total | 6,668 | | | | | | | | | | | | | | | |

Table 7. Total Annual Number of Courses (n, Faculty)

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY 19 |
|---------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| One to two | 11 | 3 | 7 | 10 | 7 | 2 | 4 | 5 | 14 | 19 | 17 | 17 | 20 | 2 | 9 | 11 |
| Three to four | 123 | 132 | 128 | 123 | 145 | 109 | 67 | 69 | 83 | 75 | 84 | 73 | 86 | 43 | 60 | 62 |
| Five to six | 145 | 160 | 201 | 182 | 171 | 130 | 82 | 85 | 74 | 73 | 83 | 98 | 74 | 85 | 79 | 76 |
| Seven to eight | 64 | 61 | 69 | 70 | 69 | 35 | 20 | 54 | 33 | 36 | 41 | 35 | 26 | 23 | 34 | 33 |
| Nine or more | 8 | 16 | 4 | 8 | 8 | 3 | 2 | 5 | 3 | 11 | | | | 1 | 2 | 4 |
| Total | 351 | 372 | 409 | 393 | 400 | 279 | 175 | 218 | 207 | 205 | 225 | 223 | 206 | 154 | 184 | 186 |
| Missing or not applicable | 114 | 108 | 109 | 148 | 188 | 223 | 185 | 217 | 222 | 224 | 120 | 161 | 96 | 122 | 118 | 126 |
| Grand Total | 6,668 | | | | | | | | | | | | | | | |

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

| | AY04 | AY05 | AY06 | AY07 | AY08 | AY09 | AY10 | AY11 | AY12 | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY 19 |
|-------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|
| One to two | 3.1 | 0.8 | 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 | 5.9 |
| Three to four | 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 | 33.3 |
| Five to six | 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 | 40.9 |
| Seven to eight | 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 | 17.7 |
| Nine or more | 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 | 2.2 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Missing or not applicable (n) | 168 | 148 | 189 | 184 | 252 | 295 | 237 | 305 | 294 | 343 | 227 | 227 | 198 | 122 | 118 | 126 |

Table 9. Qualifications Desired/Required by Employers (pct, Faculty, AY13-AY19)

| | Туре | AY13 | AY14 | AY15 | AY16 | AY17 | AY18 | AY 19 |
|--|----------|------|------|------|------|------|------|-------|
| | Desired | 9.5 | 4.3 | 10.6 | 6.7 | 4.5 | 3.3 | 5.8 |
| Administrative Experience | Required | 5.9 | 5.1 | 7.1 | 7.4 | 3.6 | 3.6 | 5.1 |
| | Total | 15.4 | 9.0 | 17.4 | 12.6 | 8.2 | 7.0 | 10.9 |
| | Desired | 15.1 | 6.9 | 9.0 | 4.4 | 6.8 | 5.3 | 4.8 |
| Affirmative Action Eligibility | Required | 2.6 | 1.4 | 1.0 | 1.1 | 0.9 | 1.7 | 1.3 |
| | Total | 17.7 | 7.9 | 9.7 | 4.8 | 7.7 | 7.0 | 6.1 |
| | Desired | 28.2 | 17.7 | 24.8 | 15.6 | 14.5 | 13.6 | 10.9 |
| Interdisciplinary Teaching or Research | Required | 13.4 | 13.7 | 15.5 | 9.6 | 11.8 | 13.6 | 9.3 |
| | Total | 41.6 | 30.0 | 37.4 | 23.3 | 26.4 | 27.2 | 20.2 |
| | Desired | 0.3 | 11.6 | 10.6 | 10.0 | 14.1 | 13.2 | 10.6 |
| Online Course Instruction Experience | Required | 0.3 | 1.1 | 2.9 | 3.0 | 1.8 | 3.6 | 2.6 |
| | Total | 0.7 | 12.6 | 12.3 | 13.0 | 15.9 | 16.9 | 13.1 |
| | Desired | 8.5 | 2.9 | 5.5 | 4.1 | 5.5 | 3.6 | 2.9 |
| Ordination | Required | 1.0 | | 3.2 | 2.2 | 1.4 | 0.7 | 1.0 |
| | Total | 9.5 | 2.9 | 8.7 | 5.9 | 6.8 | 4.3 | 3.8 |
| | Desired | 2.0 | 9.7 | 4.5 | 4.1 | 2.3 | 4.6 | 2.9 |
| Other | Required | 2.3 | 7.6 | 4.5 | 4.8 | 5.9 | 4.6 | 3.8 |
| | Total | 3.6 | 10.1 | 7.7 | 7.7 | 8.2 | 9.3 | 6.4 |
| | Desired | 18.7 | 21.3 | 20.0 | 22.6 | 16.4 | 13.2 | 13.5 |
| PhD | Required | 75.4 | 76.2 | 77.1 | 76.3 | 80.9 | 64.2 | 62.2 |
| | Total | 94.1 | 92.4 | 92.3 | 93.3 | 97.3 | 77.5 | 75.6 |
| | Desired | 0.3 | 13.7 | 19.4 | 20.0 | 17.7 | 17.2 | 11.5 |
| Published Book(s) and/or Monograph(s) | Required | 0.3 | 4.3 | 8.4 | 4.4 | 7.3 | 5.0 | 4.2 |
| | Total | 0.7 | 17.3 | 26.8 | 23.7 | 25.0 | 22.2 | 15.7 |
| | Desired | 0.3 | 20.9 | 25.2 | 23.0 | 23.6 | 21.2 | 16.7 |
| Published Journal Article(s) | Required | 0.3 | 6.9 | 13.5 | 8.5 | 9.1 | 8.9 | 6.7 |
| , , | Total | 0.7 | 26.4 | 36.1 | 30.4 | 32.7 | 30.1 | 23.4 |
| | Desired | 5.9 | 5.4 | 7.4 | 3.0 | 5.0 | 4.0 | 2.9 |

| Delinions Affiliation/Commitment /hone fide commitment multipation/ | Required | 14.1 | 10.8 | 16.1 | 12.6 | 13.2 | 8.9 | 11.2 |
|--|----------|------|------|------|------|------|------|------|
| Religious Affiliation/Commitment (bona fide occupational qualification) ² | Total | 20.0 | 15.5 | 21.9 | 14.4 | 18.2 | 12.9 | 14.1 |
| | Desired | 5.2 | 1.8 | 3.2 | 1.5 | 1.8 | 1.0 | 1.0 |
| Student Services Experience | Required | 3.3 | 1.4 | 1.3 | 0.4 | 0.5 | 0.7 | 1.0 |
| | Total | 8.5 | 2.9 | 4.2 | 1.9 | 2.3 | 1.7 | 1.9 |
| | Desired | 31.1 | 30.0 | 29.7 | 31.5 | 27.3 | 22.2 | 21.2 |
| Teaching Experience | Required | 47.5 | 45.8 | 51.0 | 41.5 | 44.5 | 24.5 | 36.5 |
| | Total | 78.7 | 71.8 | 72.9 | 67.8 | 71.8 | 46.7 | 57.7 |
| | Desired | 3.9 | 0.7 | 1.9 | 0.7 | 0.4 | 0.3 | |
| U.S. Citizenship | Required | 4.6 | 2.2 | 2.3 | 2.2 | | 0.7 | 1.6 |
| | Total | 8.5 | 2.9 | 3.5 | 3.0 | 0.4 | 1.0 | 1.6 |

 $^{^{\}rm 2}$ Employers are required to provide details of religious affiliation.

Table 10. Qualifications Desired/Required by Institution Type (pct, Faculty, AY15-AY19)

| | Туре | Baccalaureate | Master's | Research | Special Focus |
|--|----------|---------------|----------|----------|---------------|
| | Desired | 3.1 | 3.8 | 5.3 | 7.5 |
| Administrative Experience | Required | 1.5 | 3.8 | 1.6 | 10.0 |
| | Total | 4.6 | 7.6 | 6.9 | 17.4 |
| | Desired | 5.0 | 9.7 | 5.3 | 8.0 |
| Affirmative Action Eligibility | Required | 1.1 | 0.8 | 1.3 | 2.0 |
| | Total | 6.1 | 10.5 | 6.7 | 10.0 |
| | Desired | 18.0 | 10.5 | 15.3 | 16.9 |
| Interdisciplinary Teaching or Research | Required | 9.6 | 13.1 | 9.8 | 11.9 |
| | Total | 27.6 | 23.6 | 25.1 | 28.9 |
| | Desired | 2.3 | 13.5 | 5.3 | 33.8 |
| Online Course Instruction Experience | Required | 0.8 | 2.5 | 2.2 | 8.5 |
| | Total | 3.1 | 16.0 | 7.5 | 42.3 |
| | Desired | 1.9 | 0.4 | 1.1 | 15.9 |
| Ordination | Required | 0.8 | 0.0 | 0.6 | 5.5 |
| | Total | 2.7 | 0.4 | 1.6 | 21.4 |
| | Desired | 1.5 | 3.8 | 3.3 | 6.5 |
| Other | Required | 2.3 | 8.0 | 4.4 | 4.5 |
| | Total | 3.8 | 11.8 | 7.8 | 10.9 |
| | Desired | 26.1 | 21.9 | 10.6 | 13.9 |
| PhD | Required | 70.5 | 69.6 | 77.4 | 73.6 |
| | Total | 96.6 | 91.6 | 88.0 | 87.6 |
| | Desired | 13.0 | 9.7 | 16.0 | 29.4 |
| Published Book(s) and/or Monograph(s) | Required | 2.7 | 2.5 | 6.4 | 8.0 |
| | Total | 15.7 | 12.2 | 22.4 | 37.3 |
| | Desired | 18.4 | 16.0 | 20.4 | 34.3 |
| Published Journal Article(s) | Required | 4.6 | 5.1 | 10.0 | 11.4 |
| | Total | 23.0 | 21.1 | 30.4 | 45.8 |
| | Desired | 1.1 | 4.6 | 2.0 | 11.4 |
| | Required | 5.7 | 11.8 | 2.9 | 35.3 |

| Religious Affiliation/Commitment (bona fide occupational qualification) ³ | Total | 6.9 | 16.5 | 4.9 | 46.8 |
|--|----------|------|------|------|------|
| | Desired | 1.5 | 0.8 | 0.9 | 2.0 |
| Student Services Experience | Required | 1.1 | 0.8 | 0.0 | 2.0 |
| | Total | 2.7 | 1.7 | 0.9 | 4.0 |
| | Desired | 23.8 | 33.3 | 21.3 | 29.4 |
| Teaching Experience | Required | 41.8 | 39.2 | 39.0 | 40.8 |
| | Total | 65.5 | 72.6 | 60.3 | 70.1 |
| | Desired | 0.0 | 0.8 | 0.4 | 1.0 |
| U.S. Citizenship | Required | 0.8 | 3.4 | 0.4 | 2.0 |
| | Total | 0.8 | 4.2 | 0.9 | 3.0 |

 $^{^{3}}$ Employers are required to provide details of religious affiliation.

Table 11. Qualifications (selected) Desired/Required by Employers by Level (pct, Faculty, AY15-AY19)

| Qualification | Туре | Entry-level | Mid-level | Upper-level |
|--|----------|-------------|-----------|-------------|
| | Desired | 17.3 | 11.6 | 13.9 |
| Interdisciplinary Teaching or Research | Required | 11.4 | 26.3 | 23,6 |
| , , | Total | 28.7 | 37.9 | 37.5 |
| | Desired | 12.4 | 17.9 | 2.8 |
| Online Course Instruction Experience | Required | 2.9 | 3.2 | 2.8 |
| | Total | 15.3 | 21.2 | 5.6 |
| | Desired | 18.4 | 4.2 | 1.4 |
| PhD | Required | 78.0 | 88.4 | 84.7 |
| | Total | 96.4 | 92.6 | 86.1 |
| | Desired | 17.0 | 22.1 | 26.4 |
| Published Book(s) and/or Monograph(s) | Required | 1.8 | 33.7 | 30.6 |
| | Total | 18.8 | 55.8 | 56.9 |
| | Desired | 23.1 | 23.2 | 20.8 |
| Published Journal Article(s) | Required | 5.6 | 40.0 | 41.7 |
| | Total | 28.7 | 63.2 | 62.5 |
| | Desired | 30.0 | 8.4 | 9.7 |
| Teaching Experience | Required | 38.1 | 69.5 | 72.2 |
| | Total | 68.2 | 77.9 | 81.9 |

Table 12. Position Fields of Expertise

| | 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 | AY 19 | Total |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------|
| Administration and Support Services | 46 | 32 | 32 | 37 | 48 | 43 | 33 | 39 | 43 | 53 | 34 | 40 | 39 | 53 | 45 | 38 | 655 |
| Ancient Near Eastern Languages | | 9 | 12 | 19 | 14 | 3 | 2 | 6 | 3 | 1 | 13 | 14 | 17 | 8 | 17 | 11 | 149 |
| 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 | 9 | 149 |
| Archaeology - Greco-Roman | | 6 | 5 | 10 | 3 | 3 | 3 | 13 | 2 | 8 | 11 | 11 | 8 | 4 | 12 | 5 | 104 |
| Arts, Literature, and Religion | 32 | 31 | 36 | 43 | 30 | 34 | 17 | 22 | 15 | 16 | 32 | 26 | 29 | 27 | 37 | 38 | 465 |
| Asian Religions (general or not listed separately) | 41 | 42 | 38 | 51 | 55 | 40 | 23 | 33 | 36 | 30 | 30 | 37 | 40 | 34 | 33 | 28 | 591 |
| Biblical Languages | 2 | 27 | 32 | 40 | 25 | 9 | 4 | 11 | 6 | 21 | 39 | 33 | 25 | 17 | 34 | 20 | 345 |
| Buddhism | 22 | 32 | 22 | 36 | 37 | 30 | 22 | 37 | 23 | 13 | 17 | 33 | 35 | 23 | 21 | 20 | 423 |
| Catholic Studies | 20 | 18 | 18 | 24 | 17 | 17 | 10 | 8 | 4 | 5 | 11 | 9 | 21 | 13 | 17 | 23 | 235 |
| Catholic Theology (all areas) | 30 | 34 | 32 | 27 | 37 | 18 | 8 | 17 | 12 | 16 | 24 | 23 | 30 | 24 | 29 | 35 | 396 |
| 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 | 27 | 406 |
| Christian Studies | 29 | 35 | 37 | 43 | 32 | 23 | 26 | 36 | 25 | 33 | 36 | 25 | 23 | 34 | 18 | 25 | 480 |
| Christian Theology (general or not listed separately) | 31 | 34 | 33 | 37 | 26 | 22 | 15 | 16 | 18 | 25 | 16 | 54 | 36 | 42 | 30 | 34 | 469 |

| Christian Theology: Practical/Praxis | 21 | 26 | 21 | 34 | 16 | 16 | 6 | 10 | 10 | 12 | 22 | 39 | 26 | 23 | 21 | 22 | 325 |
|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Christian Theology: Systematic/Constructive | 34 | 32 | 28 | 41 | 24 | 19 | 4 | 9 | 13 | 18 | 25 | 32 | 23 | 25 | 19 | 19 | 365 |
| Classics | | 14 | 9 | 15 | 16 | 13 | 5 | 12 | 3 | 11 | 19 | 17 | 15 | 12 | 18 | 18 | 197 |
| Comparative Religions | 58 | 49 | 44 | 64 | 70 | 35 | 24 | 54 | 29 | 33 | 37 | 36 | 37 | 42 | 37 | 26 | 675 |
| Comparative Religions/Theology | | 1 | 1 | | 3 | 13 | 7 | 8 | 12 | 16 | 7 | | | | | | 68 |
| Critical Studies/Theory/Methods in Religion | 14 | 17 | 22 | 28 | 19 | 33 | 13 | 20 | 19 | 32 | 30 | 29 | 27 | 23 | 29 | 15 | 370 |
| Early Christian Literature/New Testament | 58 | 33 | 23 | 22 | 14 | | | | | | | | | | | | 150 |
| Early Christianity/Church History | 4 | 30 | 28 | 48 | 36 | 19 | 10 | 13 | 8 | 9 | 15 | 28 | 26 | 33 | 34 | 22 | 363 |
| Early Judaism | | 20 | 16 | 21 | 18 | 13 | 8 | 15 | 4 | 7 | 5 | 17 | 14 | 12 | 28 | 23 | 221 |
| East Asian Religions (general or not listed separately) | 27 | 43 | 30 | 44 | 32 | 32 | 18 | 39 | 19 | 15 | 22 | 24 | 30 | 17 | 18 | 15 | 425 |
| Editorial/Journalism/Media | 5 | 4 | 1 | 4 | 2 | 1 | 1 | 3 | 5 | | | 4 | 2 | 3 | | 1 | 36 |
| Epigraphy | | 2 | 3 | 2 | 2 | | 2 | 2 | | | 1 | 1 | 5 | 4 | 12 | 2 | 38 |
| Ethics | 24 | 32 | 20 | 22 | 23 | 24 | 9 | 20 | 21 | 18 | 7 | | | | | | 220 |
| Gay/Lesbian Studies in Religion | 7 | 5 | 8 | 10 | 14 | 9 | 3 | 3 | 3 | 4 | 11 | 8 | 13 | 13 | 8 | 22 | 141 |
| Hebrew Bible and Religions of the Ancient Near East | 49 | 46 | 58 | 63 | 51 | 42 | 28 | 44 | 28 | 21 | 31 | | | | | | 461 |
| Hebrew Bible/Old Testament | 66 | 74 | 65 | 80 | 85 | 21 | 26 | 19 | 13 | 11 | 33 | 48 | 44 | 35 | 62 | 58 | 740 |
| Hinduism | 26 | 29 | 17 | 34 | 29 | 16 | 14 | 31 | 11 | 12 | 18 | 24 | 25 | 23 | 17 | 17 | 343 |

| History of Christianity/Church History | 58 | 64 | 75 | 74 | 84 | 44 | 35 | 49 | 32 | 29 | 36 | 39 | 36 | 31 | 37 | 30 | 753 |
|---|---------------------|----------------------|----------------------|----------------------|---------------------------|----------------------------|---------------------|---------------------------|---------------------------|--------------------------|---------------------------|--|--|----------------|----------------|----------------|---------------------------------|
| History of Religion (general) | 49 | 46 | 65 | 66 | 60 | 31 | 20 | 43 | 28 | 26 | 30 | 26 | 28 | 26 | 38 | 27 | 609 |
| Indigenous/Native/Traditional Religions | 18 | 23 | 10 | 16 | 16 | 14 | 4 | 13 | 10 | 12 | 11 | 12 | 19 | 16 | 26 | 25 | 245 |
| Introduction to Religion | 51 | 43 | 49 | 51 | 65 | 49 | 44 | 48 | 35 | 33 | 47 | 16 | 14 | 18 | 20 | 10 | 593 |
| Islam/Islamic Studies | 66 | 92 | 83 | 94 | 77 | 70 | 52 | 62 | 64 | 61 | 49 | 37 | 51 | 42 | 56 | 35 | 991 |
| Judaism/Jewish Studies | 52 | 54 | 57 | 55 | 56 | 50 | 36 | 43 | 30 | 57 | 42 | 39 | 34 | 34 | 47 | 41 | 727 |
| 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 | 5 | 96 |
| Missiology | 14 | 10 | 5 | 8 | 12 | 8 | 10 | 7 | 9 | 5 | 8 | 14 | 7 | 4 | 5 | 1 | 127 |
| | | | | | | | | | | | | | | | | | |
| Moral Theology | | | | | 4 | 22 | 7 | 19 | 16 | 15 | 14 | | | | | | 97 |
| Moral Theology New Religious Movements | 12 | 9 | 8 | 15 | 4 8 | 22 13 | 7 8 | 19 7 | 16 2 | 15 4 | 14 9 | 14 | 10 | 13 | 4 | 7 | 97 143 |
| | 12 | 9 50 | 8 | 15 61 | | | | | | | | 14 53 | 10 46 | 13 41 | 4 53 | 7 53 | |
| New Religious Movements | | | | | 8 | 13 | 8 | 7 | 2 | 4 | 9 | | | | - | • | 143 |
| New Religious Movements New Testament New Testament, Christian Origins, | 3 | 50 | 49 | 61 | 8 | 13 28 | 8 16 | 7 17 | 2 11 | 4 27 | 9 35 | | | | - | • | 143 596 |
| New Religious Movements New Testament New Testament, Christian Origins, Ancient Christianity | 3 29 | 50 60 | 49 72 | 61 74 | 8 53 76 | 13 28 38 | 8 16 32 | 7 17 44 | 2 11 59 | 4 27 46 | 9 35 36 | 53 | 46 | 41 | 53 | 53 | 143 596 566 |
| New Religious Movements New Testament New Testament, Christian Origins, Ancient Christianity North American Religions | 3 29 33 | 50 60 30 | 49 72 28 | 61 74 37 | 8 53 76 37 | 13 28 38 20 | 8 16 32 19 | 7 17 44 16 | 2 11 59 17 | 4 27 46 20 | 9 35 36 23 | 53 20 | 46 27 | 41 22 | 53 | 53 | 143 596 566 401 |
| New Religious Movements New Testament New Testament, Christian Origins, Ancient Christianity North American Religions Pastoral Care | 3 29 33 22 | 50 60 30 20 | 49 72 28 18 | 61 74 37 19 | 8 53 76 37 25 | 13 28 38 20 11 | 8 16 32 19 | 7 17 44 16 14 | 2 11 59 17 14 | 4 27 46 20 6 | 9 35 36 23 13 | 532025 | 462711 | 41 22 19 | 53 28 10 | 53 24 12 | 143 596 566 401 248 |

| Rabbinic Judaism | | 12 | 17 | 16 | 16 | 11 | 8 | 5 | 3 | 4 | 13 | 11 | 11 | 10 | 17 | 16 | 170 |
|--|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Racial/Ethnic Minority Studies in Religion | 37 | 34 | 34 | 39 | 42 | 29 | 12 | 10 | 8 | 7 | 21 | 26 | 29 | 27 | 39 | 36 | 430 |
| Religion and Science | | | | | | | | | | 5 | 20 | 15 | 20 | 17 | 18 | 19 | 114 |
| Religion/Theology: Two or More Subfields | 20 | 27 | 22 | 28 | 20 | 11 | 6 | 7 | 8 | 12 | 26 | 51 | 47 | 39 | 40 | 36 | 400 |
| Religions of Africa and Oceania | | | 11 | 27 | 18 | 16 | 7 | | | | | | | | | | 79 |
| Religions of Africa and/or Religions of the African Diaspora | | | | | 1 | 3 | 4 | 16 | 15 | 15 | 17 | 22 | 19 | 18 | 25 | 33 | 188 |
| Religions of North America | 3 | 4 | 2 | 3 | 7 | | | | | | | | | | | | 19 |
| Religions of Oceania | | | | | | | | 3 | 1 | 3 | 4 | 7 | 10 | 6 | 7 | 8 | 49 |
| Religions of South America and the Caribbean | | | 1 | | 19 | 9 | 9 | 9 | 8 | 4 | | | | | | | 59 |
| Religious Ethics | 31 | 29 | 41 | 44 | 30 | 21 | 15 | 16 | 11 | 12 | 25 | 27 | 30 | 25 | 26 | 24 | 407 |
| Second Temple Judaism | | 14 | 23 | 22 | 20 | 10 | 5 | 7 | 3 | 3 | 12 | 11 | 11 | 8 | 22 | 12 | 183 |
| Septuagint | | 5 | 6 | 6 | 6 | 1 | 1 | 2 | | | 11 | 2 | 4 | 6 | 14 | 3 | 67 |
| Social Sciences and Religion | 40 | 49 | 48 | 64 | 48 | 50 | 27 | 35 | 29 | 41 | 61 | 39 | 52 | 27 | 66 | 45 | 721 |
| South and Central American and Caribbean Religions | 1 | 3 | 2 | 1 | 3 | 1 | 1 | 4 | 8 | 10 | 12 | 17 | 15 | 10 | 17 | 19 | 124 |
| South Asian Religions (general or not listed separately) | 31 | 49 | 28 | 57 | 28 | 31 | 20 | 27 | 18 | 19 | 20 | 27 | 32 | 19 | 20 | 22 | 448 |
| | 1 | | | | | | | | | | | | | | | | 1 |

| Systematic/Constructive Theology | | | | | 13 | 23 | 13 | 33 | 14 | 28 | 17 | | | | | | 141 |
|-------------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|
| Theology and Philosophy of Religion | 12 | 8 | 9 | 4 | 15 | | | | | | | | | | | | 48 |
| Women's Studies in Religion | 42 | 26 | 43 | 45 | 50 | 32 | 22 | 14 | 21 | 25 | 26 | 22 | 21 | 25 | 40 | 31 | 485 |
| World Religions | 58 | 63 | 80 | 85 | 74 | 44 | 41 | 49 | 43 | 27 | 41 | 34 | 34 | 39 | 42 | 28 | 782 |
| | | | | | | | | | | | | | | | | | |