Job Advertisement Data 2016-2017 Society of Biblical Literature and American Academy of Religion

Executive Summary

After a historic low in positions advertised through <u>AAR-SBL Employment Services</u> in academic year 2016, the number of positions advertised through AAR-SBL Employment Services saw a slight increase of four percent. While the market for jobs in religion still shows signs of decreasing faculty positions, specifically tenured or tenure-track positions, other position types exhibited notable increases in 2017.

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 some adjunct positions, which may be locally advertised.

For previous reports, please see the following links:

- 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
- January 1, 2001 through December 31, 2010

Key Findings

- Positions advertised in AY17 increased 4.0% compared to AY16. This increase in postings was primarily the result of increased listings for non-faculty positions.
- The total number of faculty positions decreased by 8.6% year over year from AY16 to AY17. Within this percentage, several mixed findings can be highlighted:
 - Postings from research institutions are at an all-time low since SBL and AAR began collecting employment data in 2003.
 - The number of entry-level faculty positions increased by 11.4% year over year from AY16 to AY17.
 - The number of tenure-track faculty positions reached a six-year low.
 - The number of postings from baccalaureate institutions is at seven-year high.
- For faculty positions, the most selected category for the annual course load shifted from three to four in 2016 to five to six in 2017.

Data Analysis

The data generated from the postings on the AAR and SBL Employment Services site offer an indication that, while still at a low, the job market saw a slight improvement in academic year 2017 (AY17). The number of discrete institutions is at a three-year high of 272 (<u>Table 2</u>), and the number of positions increased by 4.0% year over year (<u>Table 1</u>). While the number of positions is still low compared to ten years ago, 2017 is the first year to see an increase in positions since 2013.

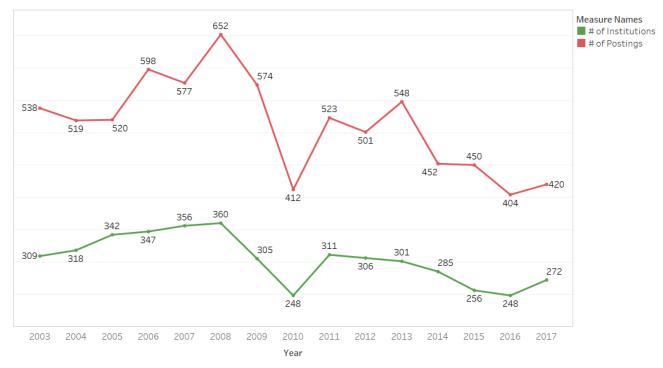


Figure 1. Number of Positions and Number of Discrete Institutions

After a year of historic lows in some categories, significant shifts occurred in 2017 in the number of positions by institution type (<u>Table 3</u>).¹ After reaching a record low in AY16,

Master's Colleges and Universities

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.

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.

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.

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.

the number of postings at baccalaureate institutions is at a seven-year high in AY17 and rose 34.4% year over year when compared to AY16. Research institutions remain consistent in having the highest number of job postings amongst the four categories. At the same time, the number of postings at research institutions reached an all-time low since AAR and SBL began tracking employment data in 2003. Compared to 2016, special-focus institutions increased by 10% while master's institutions remained the same. These are significant changes in the 2017 data.

Baccalaureate/Associate's Colleges

Associate's Colleges

Special Focus Institutions

Tribal Colleges

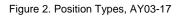
Colleges and universities that are members of the American Indian Higher Education Consortium, as identified in IPEDS Institutional Characteristics.

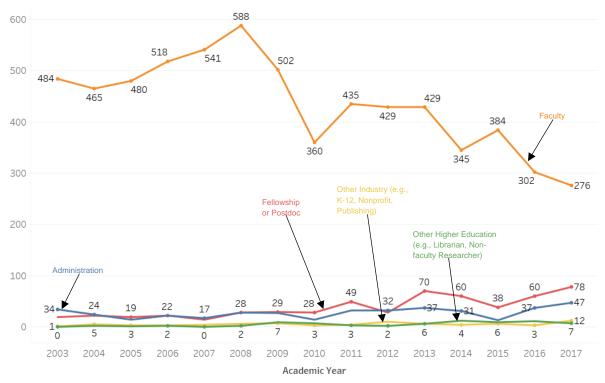
⁽Some institutions above the master's degree threshold are also included; see Methodology.) Excludes Special Focus Institutions and Tribal Colleges.

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.

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.

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





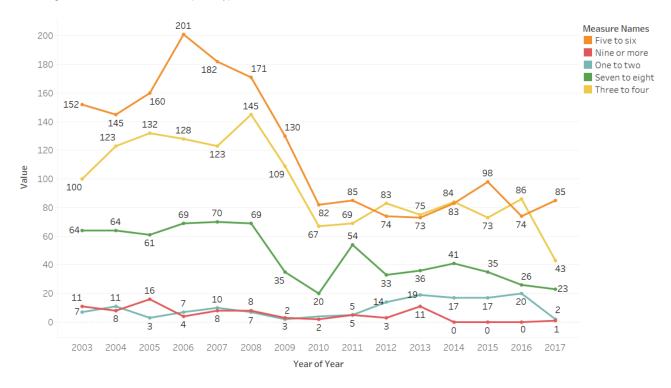
As Figure 2 shows, 2017 also displayed a shift in position types (<u>Table 4</u>). Though the number of faculty positions continued to decline in AY17, the non-faculty positions listed through AAR and SBL increased. Compared with 2016, positions in administration saw an increase of 27%, fellowship or postdoc positions increased by 30%, and positions outside of higher education (e.g., K-12, nonprofit, publishing) increased by 300% and are at a record high. Even though the non-faculty positions represent less than half of the total postings in Employment Services, this increase is part of a clear, three-year trend.

After a steady three-year decline, entry-level faculty positions increased by 11.4% over 2016 (<u>Table 5</u>). Mid-level positions increased 45% year over year and hit a five-year high in AY17. Upper-level positions hit the lowest number (eleven postings) on record since 2003.

Along with the overall number of faculty positions, the number of tenured or tenure-track positions continued to decline in 2017. While this number is at a five-year low, the percentage of tenured or tenure track faculty jobs in 2017 is 63.4%, the highest percentage since 2013.²

² However, as noted above, this report only includes jobs posted to the AAR-SBL Employment Service, and it is unknown how many adjunct or contingent positions are posted outside of that service.

Figure 3. Annual Course Load (Faculty)



As shown above in Figure 3, annual course load shifted from 2016 to 2017. The highest concentration in 2017 is five-to-six annual courses, which represents over half of faculty positions that listed the annual course load in 2017. In 2016, the course load of three to four was the most common followed closely by five to six. Note, however, that only half of the faculty listing reported annual course load (<u>Tables 7</u>, <u>8</u>).

Remaining consistent with previous years' data, a completed PhD and teaching experience remain the qualifications most desired/required by employers for faculty positions (Table 9).³ Published journal articles and published book(s) and/or monograph(s) increased in AY17 and remain the third and fourth most desired/required qualifications for a candidate, respectively. While a PhD and teaching experience are desired/required consistently across the different position levels, published book(s) and/or monograph(s) and published journals are less desired/required in entry-level positions compared with mid-level and upper-level positions (Table 10). Online course experience is preferred more in entry-level (13.8%) and mid-level (20.9%) positions compared with upper-level positions (6.5%).

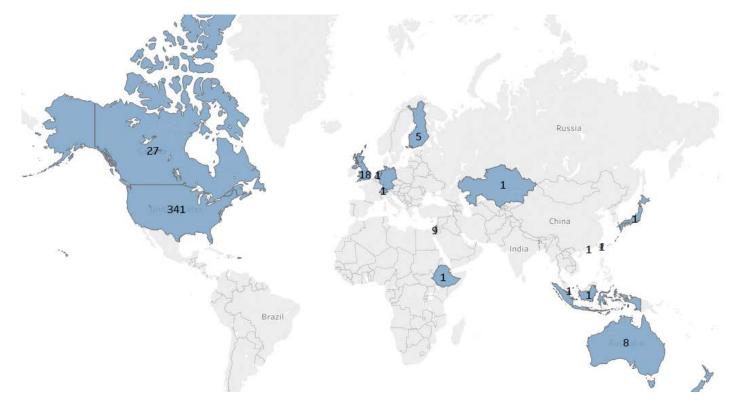
Along with differing preferences across position levels, the position's institution type significantly affects certain qualifications desired. Special focus institutions, for example, desire ordination and online course experience and require religious affiliation more

³ Employers were able to select more than one desired qualification for candidates in Tables 9, 10, 11

than the other three institution types. In addition, candidates who have published book(s) and monograph(s) are more desired at research and special focus institutions.

The fields of expertise available for employers to select, shown in <u>Table 12</u>, have changed throughout the history of the AAR-SBL Employment Services. While some fields have remained as options for employers since 2003, it is important to note that other fields have been added, removed, or combined. Employers are able to select more than one field of expertise per position. While administrative support remained low overall in qualifications desired by employers for faculty positions, the administration and support services increased 36% year over year as a field of expertise in overall positions. Other fields increasing by 20% or more from 2016 include Early Christianity/Church History, Introduction to Religion, New Religious Movements, Christian Studies, Editorial/Journalism/Media, Septuagint, Pastoral Care, and Library. Among the fields that decreased in AY17, Ancient Near Eastern Languages, Archaeology - Greco-Roman, Social Sciences and Religion, Archaeology - Ancient Near East, East Asian Religions (general or not listed separately), Missiology, South Asian Religions (general or not listed separately), and Religions of Oceania decreased by 40% or more compared to 2016.





Positions listed on the AAR-SBL Employment Services site expanded internationally in AY17. The number of countries rose to fifteen compared to eleven in AY16. Positions in Israel rose to nine in 2017 compared to no positions listed in 2016 and only two positions listed in 2015. Positions in Australia are also at their highest point since AAR and SBL began tracking.

As a whole, job postings on the AAR-SBL Employment Services site displayed several significant changes in comparison to prior years. While some of the changes indicated positive improvements, the number of job postings and institutions remain markedly low, and key indicators, such as the number of faculty positions posted are at an all-time low.

Index of Tables

Table 1. History of Positions

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY 17
Number of	538	519	520	598	577	652	574	412	523	501	548	452	450	404	420
Positions															
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

Table 2. Institution Control

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY 17
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
Public	87	112	89	98	116	101	107	65	81	84	83	81	64	72	56
Total	476	451	467	539	503	568	473	354	433	421	403	363	354	345	323
Missing or not applicable (n)	62	68	53	59	74	84	101	58	90	80	145	89	96	59	97
Grand Total	6,473														

Table 3. Institution Type

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
Associate	1	4	2	1	3			4				2	1		
Baccalaureate	133	111	113	137	117	148	111	73	75	79	76	73	77	61	82
Master's	88	78	103	112	97	95	81	62	118	64	73	82	67	63	63
Research	185	195	159	202	225	218	212	149	173	196	190	159	148	171	123
Special Focus	69	63	90	87	61	107	69	66	67	82	64	47	61	50	55
Total	476	451	467	539	503	568	473	354	433	421	403	363	354	345	323
Missing or not applicable (n)	62	68	53	59	74	84	101	58	90	80	145	89	96	59	97
Grand Total	6,473														

AY03 AY04 AY05 AY06 AY07 AY08 AY09 AY10 AY11 AY12 AY13 AY14 AY15 AY16 Administration 34 24 14 22 17 28 27 14 32 32 37 31 13 37 Faculty 484 465 480 518 541 588 502 360 435 429 429 345 384 302 Fellowship or Postdoc 19 22 19 22 14 28 29 28 49 28 70 60 384 60 Other Higher Education (e.g., Librarian, Non-faculty Researcher) 2 1 2 2 9 7 3 2 6 12 9 11 Other Industry (e.g., K-12, Nonprofit, Publishing) 15 33 34 46 7 3 4 10 6 4 6 3 Total 538 519 520 598 577 652 574 412 501 548 <th></th> <th>·/</th> <th></th>		·/														
Faculty 484 465 480 518 541 588 502 360 435 429 429 345 384 302 Fellowship or Postdoc 19 22 19 22 14 28 29 28 49 28 70 60 38 60 Other Higher Education (e.g., Librarian, Non- faculty Researcher) 2 1 2 2 9 7 3 2 6 12 9 11 Other Industry (e.g., K- 12, Nonprofit, Publishing) 1 5 3 3 4 6 7 3 4 10 6 4 6 3 Total 538 519 520 598 577 652 574 412 523 501 548 452 450 404 Missing or not applicable 5 1 3 31 1 518 519 545 450 404		AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
Fellowship or Postdoc 19 22 19 22 14 28 29 28 49 28 70 60 38 60 Other Higher Education (e.g., Librarian, Non- faculty Researcher) 2 1 2 2 9 7 3 2 6 12 9 11 Other Industry (e.g., K- 12, Nonprofit, Publishing) 1 5 3 3 4 6 7 3 4 10 6 4 6 3 Total 538 519 520 598 577 652 574 412 523 501 548 452 450 404 Missing or not applicable 5 1 3 31 1 5 574 412 523 501 548 452 450 404	Administration	34	24	14	22	17	28	27	14	32	32	37	31	13	37	47
Other Higher Education (e.g., Librarian, Non- faculty Researcher) 2 1 2 2 9 7 3 2 6 12 9 11 Other Industry (e.g., K- 12, Nonprofit, Publishing) 1 5 3 3 4 6 7 3 4 10 6 4 6 3 Total 538 519 520 598 577 652 574 412 523 501 548 452 450 404 Missing or not applicable 5 1 3 31 1 5 501 548 452 450 404	Faculty	484	465	480	518	541	588	502	360	435	429	429	345	384	302	276
(e.g., Librarian, Non-faculty Researcher) 0ther Industry (e.g., K-1 1 5 3 3 4 6 7 3 4 10 6 4 6 3 1 1 5 3 3 4 6 7 3 4 10 6 4 6 3 1 2 53 3 3 4 6 7 3 4 10 6 4 6 3 1 2 538 519 520 598 577 652 574 412 523 501 548 452 450 404 Missing or not applicable 5 1 3 31 1 1 5 1 3 1 <td< td=""><td>Fellowship or Postdoc</td><td>19</td><td>22</td><td>19</td><td>22</td><td>14</td><td>28</td><td>29</td><td>28</td><td>49</td><td>28</td><td>70</td><td>60</td><td>38</td><td>60</td><td>78</td></td<>	Fellowship or Postdoc	19	22	19	22	14	28	29	28	49	28	70	60	38	60	78
Other Industry (e.g., K- 1 5 3 3 4 6 7 3 4 10 6 4 6 3 Publishing) 1 5 3 3 4 6 7 3 4 10 6 4 6 3 Publishing) 1 538 519 520 598 577 652 574 412 523 501 548 452 450 404 Missing or not applicable 5 1 3 31 1 1 5 1 3 31 1	(e.g., Librarian, Non-		2	1	2		2	9	7	3	2	6	12	9	11	7
Missing or not 5 1 3 31 1 applicable	Other Industry (e.g., K- 12, Nonprofit,	1	5	3	3	4	6	7	3	4	10	6	4	6	3	12
applicable	Total	538	519	520	598	577	652	574	412	523	501	548	452	450	404	420
		5		1	3	31	1									
		7,820														

Table 4. Position Type (n)

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

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
Entry-level	281	270	282	295	293	277	289	180	194	210	240	232	228	184	205
Mid-level	22	17	23	25	25	29	15	9	19	35	17	14	21	20	29
Upper-level	40	42	38	38	54	61	46	29	35	43	36	26	62	28	11
Open or unspecified	141	136	137	160	169	221	152	142	187	141	136	73	73	88	31
Total	484	465	480	518	541	588	502	360	435	429	429	345	384	302	276
Missing or not applicable															
Grand Total	6,538														

Table 6. Position Tenure Status (n, Faculty)

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
Non-tenure track or term-limited	93	76	79	87	72	112	50	80	92	80	83	83	61	44	70
Tenure-track or tenured	238	244	245	291	290	306	292	54	99	312	279	184	227	187	175
Total	331	320	324	378	362	418	342	134	191	392	362	267	288	231	245
Missing or not applicable	153	145	156	140	179	170	160	226	244	37	67	78	98	71	31
Grand Total	6,538														

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

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
One to two	7	11	3	7	10	7	2	4	5	14	19	17	17	20	2
Three to four	100	123	132	128	123	145	109	67	69	83	75	84	73	86	43
Five to six	152	145	160	201	182	171	130	82	85	74	73	83	98	74	85
Seven to eight	64	64	61	69	70	69	35	20	54	33	36	41	35	26	23
Nine or more	11	8	16	4	8	8	3	2	5	3	11				1
Total	334	351	372	409	393	400	279	175	218	207	205	225	223	206	154
Missing or not applicable	150	114	108	109	148	188	223	185	217	222	224	120	161	96	122
Grand Total	7,672														

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

	AY03	AY04	AY05	AY06	AY07	AY08	AY09	AY10	AY11	AY12	AY13	AY14	AY15	AY16	AY17
One to two	2.1	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
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
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
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
Nine or more	1.5	1.4	2.4	0.5	0.3	0.8	0.7	0.6	0.9	1.5	1.4	1.0			0.6
Total	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
Grand Total	7,672														

	Туре	AY13	AY14	AY15	AY16	AY17
	Desired	9.5	4.3	10.6	6.7	4.5
Administrative Experience	Required	5.9	5.1	7.1	7.4	3.6
	Total	15.4	9.0	17.4	12.6	8.2
	Desired	15.1	6.9	9.0	4.4	6.8
Affirmative Action Eligibility	Required	2.6	1.4	1.0	1.1	0.9
	Total	17.7	7.9	9.7	4.8	7.7
	Desired	28.2	17.7	24.8	15.6	14.5
Interdisciplinary Teaching or Research	Required	13.4	13.7	15.5	9.6	11.8
	Total	41.6	30.0	37.4	23.3	26.4
	Desired	0.3	11.6	10.6	10.0	14.1
Online Course Instruction Experience	Required	0.3	1.1	2.9	3.0	1.8
	Total	0.7	12.6	12.3	13.0	15.9
	Desired	8.5	2.9	5.5	4.1	5.5
Ordination	Required	1.0		3.2	2.2	1.4
	Total	9.5	2.9	8.7	5.9	6.8
	Desired	2.0	9.7	4.5	4.1	2.3
Other	Required	2.3	7.6	4.5	4.8	5.9
	Total	3.6	10.1	7.7	7.7	8.2
	Desired	18.7	21.3	20.0	22.6	16.4
PhD	Required	75.4	76.2	77.1	76.3	80.9
	Total	94.1	92.4	92.3	93.3	97.3
	Desired	0.3	13.7	19.4	20.0	17.7
Published Book(s) and/or Monograph(s)	Required	0.3	4.3	8.4	4.4	7.3
	Total	0.7	17.3	26.8	23.7	25.0
Published Journal Article(s)	Desired	0.3	20.9	25.2	23.0	23.6
	Required	0.3	6.9	13.5	8.5	9.1

Table 9. Qualifications Desired/Required by Employers (pct, Faculty, AY13-AY17)

	Total	0.7	26.4	36.1	30.4	32.7
	Desired	5.9	5.4	7.4	3.0	5.0
Religious Affiliation/Commitment (bona fide occupational qualification)	Required	14.1	10.8	16.1	12.6	13.2
	Total	20.0	15.5	21.9	14.4	18.2
	Desired	5.2	1.8	3.2	1.5	1.8
Student Services Experience	Required	3.3	1.4	1.3	0.4	0.5
	Total	8.5	2.9	4.2	1.9	2.3
	Desired	31.1	30.0	29.7	31.5	27.3
Teaching Experience	Required	47.5	45.8	51.0	41.5	44.5
	Total	78.7	71.8	72.9	67.8	71.8
	Desired	3.9	0.7	1.9	0.7	0.4
U.S. Citizenship	Required	4.6	2.2	2.3	2.2	
	Total	8.5	2.9	3.5	3.0	0.4
Grand Total		100.0	100.0	100.0	100.0	100.0

Qualification	Туре	Entry-level	Mid-level	Upper-level
	Desired	17.9	16.3	14.5
Interdisciplinary Teaching or Research	Required	10.5	20.9	22.6
	Total	28.4	37.2	37.1
	Desired	11.6	16.3	3.2
Online Course Instruction Experience	Required	2.2	4.7	3.2
	Total	13.8	20.9	6.5
	Desired	18.1	7.0	1.6
PhD	Required	77.9	88.4	85.5
	Total	96.1	95.3	87.1
	Desired	16.4	25.6	27.4
Published Book(s) and/or Monograph(s)	Required	1.6	34.9	30.6
	Total	17.9	60.5	58.1
	Desired	22.5	20.9	21.0
Published Journal Article(s)	Required	5.5	39.5	41.9
	Total	28.0	60.5	62.9
	Desired	30.8	14.0	8.1
Teaching Experience	Required	41.4	69.8	71.0
	Total	72.2	83.7	79.0
Grand Total		100.0	100.0	100.0

Table 10. Qualifications (selected) Desired/Required by Employers by Level (pct, Faculty, AY15-AY17)

Administrative Experience Desired Required 3.6 4.1 6.2 8.5 Administrative Experience Total 5.4 6.9 8.3 15.3 Affirmative Action Eligibility Desired 6.0 10.3 4.7 8.5 Affirmative Action Eligibility Desired 6.0 10.3 4.7 8.5 Interdisciplinary Teaching or Research Desired 6.0 11.7 5.1 11.0 Interdisciplinary Teaching or Research Required 6.5 15.2 7.6 12.7 Interdisciplinary Teaching or Research Required 0.6 1.4 2.2 6.6.3 Online Course Instruction Experience Desired 3.6 9.7 4.7 31.4 Ordination Total 4.2 11.0 6.9 38.1 Ordination Total 4.2 11.0 6.9 38.1 Other Desired 0.6 3.4 2.5 5.9 Other Desired 0.6 3.4 2.5 5.		Туре	, Baccalaureate	Master's	Research	Special Focus
Total 5.4 6.9 8.3 15.3 Affirmative Action Eligibility Desired 6.0 10.3 4.7 8.5 Required 1.4 0.4 2.5 7.6 11.0 Interdisciplinary Teaching or Research Desired 1.9.6 11.7 17.0 13.6 Interdisciplinary Teaching or Research Required 6.5 15.2 7.6 12.7 Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Total 4.2 11.0 6.9 38.1 Ordination Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 11.0 6.9 38.1 Other Required 0.6 3.4 2.5 5.9 Other Desired 2.6 23.4 9.8 11.0 PhD Desired 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 <		Desired	3.6	4.1	6.2	8.5
Affirmative Action Eligibility Desired Required 6.0 10.3 4.7 8.5 Affirmative Action Eligibility Required 1.4 0.4 2.5 Total 6.0 11.7 5.1 11.0 Interdisciplinary Teaching or Research Desired 19.6 11.7 7.0 13.6 Required 6.5 15.2 7.6 12.7 Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Desired 3.6 9.7 4.7 31.4 Ordination Desired 0.6 1.4 2.2 6.8 Total 4.2 11.0 6.9 38.1 Ordination Required 0.6 1.4 2.2 6.8 Other Total 3.0 26.3 10.0 26.3 Other Desired 0.6 3.4 2.5 5.9 Required 1.8 7.6 3.6 5.1 Total 2.4 11.0<	Administrative Experience	Required	1.8	2.8	2.2	6.8
Affirmative Action EligibilityRequired1.40.42.5Total6.011.75.111.0Interdisciplinary Teaching or ResearchDesired19.611.777.013.6Required6.515.27.612.7Total26.226.924.626.3Interdisciplinary Teaching or ResearchDesired3.69.74.731.4Online Course Instruction ExperienceDesired3.69.74.731.4OrdinationTotal4.211.06.938.1OrdinationTotal4.211.06.938.1OtherTotal3.0-7.6OtherTotal3.0-26.3PhpDesired0.63.42.55.9OtherTotal3.0-26.3PhpDesired0.63.42.55.9PhpTotal2.411.06.211.0PhpDesired6.67.2.87.65.1Published Book(s) and/or Monograph(s)Desired11.99.017.829.7Published Journal Article(s)Desired3.66.911.23.9Published Journal Article(s)Desired3.66.911.23.9Required3.66.911.211.93.93.9Required3.66.911.211.93.9Published Journal Article(s)Desired3.66.9		Total	5.4	6.9	8.3	15.3
Total 6.0 11.7 5.1 11.0 Interdisciplinary Teaching or Research Desired 19.6 11.7 17.0 13.6 Required 6.5 15.2 7.6 12.7 Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Desired 3.6 9.7 4.7 31.4 Online Course Instruction Experience Desired 0.6 1.4 2.2 6.8 Ordination Total 4.2 11.0 6.9 38.1 Other Required 0.6 1.4 2.2 6.8 Other Desired 0.6 3.4 2.5 5.9 Required 0.6 3.4 2.5 5.9 Other Total 2.4 11.0 6.2 11.0 PhD Desired 0.6. 3.4 2.5 5.9 Required 69.0 66.9 72.8 74.6 PhD Desired 2.6. 26.3		Desired	6.0	10.3	4.7	8.5
Interdisciplinary Teaching or Research Desired Required 19.6 11.7 17.0 13.6 Interdisciplinary Teaching or Research Required 6.5 15.2 7.6 12.7 Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Required 0.6 1.4 2.2 6.8 Ordination Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 18.6 7.6 Other Total 3.0 26.3 26.3 Other Desired 0.6 3.4 2.5 5.9 Required 0.6 3.4 2.5 5.9 Other Desired 0.6 3.4 2.5 5.9 PhD Desired 0.6.2 23.4 9.8 11.0 PhD Required 69.0 66.9 72.8 74.6 Total 9.5.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(Affirmative Action Eligibility	Required		1.4	0.4	2.5
Interdisciplinary Teaching or Research Required 6.5 15.2 7.6 12.7 Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Desired 3.6 9.7 4.7 31.4 Online Course Instruction Experience Required 0.6 1.4 2.2 6.8 Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 18.6 Required 0.6 3.4 2.5 5.6 Other Desired 0.6 3.4 2.5 5.1 Other Desired 0.6 3.4 2.5 5.1 PhD Desired 0.6 3.4 2.5 5.1 PhD Desired 1.8 7.6 3.6 5.1 PhD Required 65.0 66.9 72.8 74.6 Total 9.2 9.3 82.6 85.6 Published Book(s) and/or Monograph(s) Desired 11.9 </td <td></td> <td>Total</td> <td>6.0</td> <td>11.7</td> <td>5.1</td> <td>11.0</td>		Total	6.0	11.7	5.1	11.0
Total 26.2 26.9 24.6 26.3 Online Course Instruction Experience Desired 3.6 9.7 4.7 31.4 Required 0.6 1.4 2.2 6.8 Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 18.6 Ordination Required 0.6 7.6 Other Desired 0.6 3.4 2.5 5.9 Other Desired 0.6 3.4 2.5 5.9 PhD Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Desired 0.6 9.4 9.8 11.0 Published Book(s) and/or Monograph(s) Desired 11.9 9.0 17.8 2.8 8.3 9.3		Desired	19.6	11.7	17.0	13.6
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	Interdisciplinary Teaching or Research	Required	6.5	15.2	7.6	12.7
Required 0.6 1.4 2.2 6.8 Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 11.0 6.9 38.1 Ordination Desired 2.4 18.6 7.6 Total 3.0 7.6 7.6 Ordination Desired 0.6 3.4 2.5 5.9 Other Desired 0.6 3.4 2.5 5.9 Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 Pho Desired 2.6 23.4 9.8 11.0 Pho Desired 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Require		Total	26.2	26.9	24.6	26.3
Total 4.2 11.0 6.9 38.1 Ordination Desired 2.4 18.6 Required 0.6 7.6 Total 3.0 26.3 Other Desired 0.6 3.4 2.5 5.9 Other Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Desired 26.2 23.4 9.8 11.0 Published Book(s) and/or Monograph(s) Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Desired 11.9 9.0 17.8 29.7 Required 1.8 2.8 8.3 9.3 Total 13.7 11.7 26.1 39.0 Desired 17.9		Desired	3.6	9.7	4.7	31.4
Desired 2.4 18.6 Required 0.6 7.6 Total 3.0 26.3 Desired 0.6 3.4 2.5 5.9 Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Desired 26.2 23.4 9.8 11.0 PhD Desired 26.2 23.4 9.8 11.0 PhD Desired 26.2 23.4 9.8 11.0 Published Book(s) and/or Monograph(s) Required 195.2 90.3 82.6 85.6 Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 Total 21.4 21.4 31.2 45.8	Online Course Instruction Experience	Required	0.6	1.4	2.2	6.8
OrdinationRequired0.67.6Total3.026.3OtherDesired0.63.42.55.9Required1.87.63.65.1Total2.411.06.211.0PhDDesired26.223.49.811.0PhDRequired69.066.972.874.6Total95.290.382.685.6Published Book(s) and/or Monograph(s)Desired11.99.017.829.7Published Journal Article(s)Total13.711.726.139.0Published Journal Article(s)Desired17.914.519.933.9Required3.66.911.211.933.9Required3.66.911.211.933.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.211.9Required3.66.911.25.51.1Reliptious Affiliation/Commitment (bona fide occupational qualification)Desired12.25.51.1 <td></td> <td>Total</td> <td>4.2</td> <td>11.0</td> <td>6.9</td> <td>38.1</td>		Total	4.2	11.0	6.9	38.1
$\frac{1}{100} \frac{1}{100} \frac{1}$		Desired	2.4			18.6
Other Desired 0.6 3.4 2.5 5.9 Required 1.8 7.6 3.6 5.1 Total 2.4 11.0 6.2 11.0 PhD Desired 26.2 23.4 9.8 11.0 PhD Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(s) Required 11.9 9.0 17.8 29.7 Published Journal Article(s) Desired 11.9 9.0 17.8 29.7 Published Journal Article(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 Required 3.6 6.9 11.2 11.9 Required 3.6 6.9 11.2 11.9 Religious Affiliation/Commitment (bona fide occupational qualificatio	Ordination	Required	0.6			7.6
Other Required 1.8 7.6 3.6 5.1 Total Total 2.4 11.0 6.2 11.0 PhD Desired 26.2 23.4 9.8 11.0 Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Total 95.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 Reguired 3.6 6.9 11.2 11.9 Required 3.6 6.9 11.2 14.5 Reguired 3		Total	3.0			26.3
Total Z.4 11.0 6.2 11.0 PhD Desired 26.2 23.4 9.8 11.0 Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 18 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 33.9 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Desired	0.6	3.4	2.5	5.9
PhD Desired 26.2 23.4 9.8 11.0 Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Published Journal Article(s) Required 3.6 6.9 11.2 11.9 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2	Other	Required	1.8	7.6	3.6	5.1
PhD Required 69.0 66.9 72.8 74.6 Total 95.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(s) Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 Required 3.6 6.9 11.2 11.9 Required 3.6 6.9 11.2 11.9 Reguired 3.6 6.9 11.2 11.9 Beligious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Total	2.4	11.0	6.2	11.0
Total 95.2 90.3 82.6 85.6 Published Book(s) and/or Monograph(s) Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Published Journal Article(s) Total 13.7 11.7 26.1 39.0 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Published Journal Article(s) Total 21.4 21.4 31.2 45.8 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Desired	26.2	23.4	9.8	11.0
Desired 11.9 9.0 17.8 29.7 Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Total 13.7 11.7 26.1 39.0 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Published Journal Article(s) Required 3.6 6.9 11.2 11.9 Total 21.4 21.4 31.2 45.8 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2	PhD	Required	69.0	66.9	72.8	74.6
Published Book(s) and/or Monograph(s) Required 1.8 2.8 8.3 9.3 Total 13.7 11.7 26.1 39.0 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Published Journal Article(s) Required 3.6 6.9 11.2 11.9 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Total	95.2	90.3	82.6	85.6
Total 13.7 11.7 26.1 39.0 Published Journal Article(s) Desired 17.9 14.5 19.9 33.9 Required 3.6 6.9 11.2 11.9 Total 21.4 21.4 31.2 45.8 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Desired	11.9	9.0	17.8	29.7
Desired 17.9 14.5 19.9 33.9 Published Journal Article(s) Required 3.6 6.9 11.2 11.9 Total 21.4 21.4 31.2 45.8 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2	Published Book(s) and/or Monograph(s)	Required	1.8	2.8	8.3	9.3
Published Journal Article(s) Required 3.6 6.9 11.2 11.9 Total 21.4 21.4 31.2 45.8 Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2		Total	13.7	11.7	26.1	39.0
Total21.421.431.245.8Religious Affiliation/Commitment (bona fide occupational qualification)Desired1.25.51.110.2		Desired	17.9	14.5	19.9	33.9
Religious Affiliation/Commitment (bona fide occupational qualification) Desired 1.2 5.5 1.1 10.2	Published Journal Article(s)	Required	3.6	6.9	11.2	11.9
Religious Attiliation/Commitment (bona tide occupational qualitication)		Total	21.4	21.4	31.2	45.8
Required 6.0 11.0 2.9 42.4	Delinious Affiliation (Commitment /house field commitment in all first and	Desired	1.2	5.5	1.1	10.2
	Religious Attiliation/Commitment (bona fide occupational qualification)	Required	6.0	11.0	2.9	42.4

Table 11. Qualifications Desired/Required by Institution Type (pct, Faculty, AY15-AY17)

Total Desired Required	7.1 1.8	16.6 1.4	4.0	55.6
	1.8	1.4	0.7	
Required			0.7	1.7
•	1.2			1.7
Total	3.0	1.4	0.7	3.4
Desired	24.4	30.3	20.3	27.1
Required	42.9	44.8	40.9	44.1
Total	67.3	75.2	61.2	71.2
Desired		0.7	0.7	1.7
Required	0.6	3.4		2.5
Total	0.6	4.1	0.7	4.2
	100.0	100.0	100.0	100.0
Re	equired Total Desired equired	equired42.9Total67.3Desired0.6Total0.6	equired 42.9 44.8 Total 67.3 75.2 Desired 0.7 equired 0.6 3.4 Total 0.6 4.1	equired42.944.840.9Total67.375.261.2Desired0.70.7equired0.63.4Total0.64.10.7

Table 12. Position Fields of Expertise

Table 12. FUSILION FIELDS OF Expertise																
	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	Total
Administration and Support Services		46	32	32	37	48	43	33	39	43	53	34	40	39	53	507
Ancient Near Eastern Languages			9	12	19	14	3	2	6	3	1	13	14	17	8	112
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	109
Archaeology - Greco-Roman			6	5	10	3	3	3	13	2	8	11	11	8	4	82
Arts, Literature, and Religion	33	32	31	36	43	30	34	17	22	15	16	32	26	29	27	395
Asian Religions (general or not listed separately)	41	41	42	38	51	55	40	23	33	36	30	30	37	40	34	537
Biblical Languages		2	27	32	40	25	9	4	11	6	21	39	33	25	17	272
Buddhism		22	32	22	36	37	30	22	37	23	13	17	33	35	23	359
Catholic Studies		20	18	18	24	17	17	10	8	4	5	11	9	21	13	182
Catholic Theology (all areas)		30	34	32	27	37	18	8	17	12	16	24	23	30	24	307
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	320
Christian Studies	50	29	35	37	43	32	23	26	36	25	33	36	25	23	34	451
Christian Theology (general or not listed separately)	1	31	34	33	37	26	22	15	16	18	25	16	54	36	42	360
Christian Theology: Practical/Praxis	31	21	26	21	34	16	16	6	10	10	12	22	39	26	23	287
Christian Theology: Systematic/Constructive	50	34	32	28	41	24	19	4	9	13	18	25	32	23	25	352
Classics			14	9	15	16	13	5	12	3	11	19	17	15	12	148
Comparative Religions	47	58	49	44	64	70	35	24	54	29	33	37	36	37	42	616
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	302
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	271
Early Judaism			20	16	21	18	13	8	15	4	7	5	17	14	12	157
East Asian Religions (general or not listed separately)	22	27	43	30	44	32	32	18	39	19	15	22	24	30	17	397

Editorial/Journalism/Media		5	4	1	4	2	1	1	3	5			4	2	3	31
Epigraphy			2	3	2	2		2	2			1	1	5	4	19
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	98
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	662
Hinduism		26	29	17	34	29	16	14	31	11	12	18	24	25	23	286
History of Christianity/Church History	70	58	64	75	74	84	44	35	49	32	29	36	39	36	31	723
History of Religion (general)	44	49	46	65	66	60	31	20	43	28	26	30	26	28	26	561
Indigenous/Native/Traditional Religions		18	23	10	16	16	14	4	13	10	12	11	12	19	16	178
Introduction to Religion	1	51	43	49	51	65	49	44	48	35	33	47	16	14	18	546
Islam/Islamic Studies	103	66	92	83	94	77	70	52	62	64	61	49	37	51	42	876
Judaism/Jewish Studies	88	52	54	57	55	56	50	36	43	30	57	42	39	34	34	629
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	79
Missiology		14	10	5	8	12	8	10	7	9	5	8	14	7	4	117
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	119
New Testament		3	50	49	61	53	28	16	17	11	27	35	53	46	41	445
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	364
Pastoral Care		22	20	18	19	25	11	9	14	14	6	13	25	11	19	207
Philosophy of Religion	134	45	45	54	48	56	26	16	20	22	27	22	24	29	22	568
Practical/Praxis Theology	31	22	36	40	38	48	8	3	4	8	5	4				156
Preaching/Ministry/Liturgical Studies		27	28	25	29	26	15	12	19	14	11	14	27	22	15	264
Rabbinic Judaism			12	17	16	16	11	8	5	3	4	13	11	11	10	126
Racial/Ethnic Minority Studies in Religion	30	37	34	34	39	42	29	12	10	8	7	21	26	29	27	338
Religion and Science											5	20	15	20	17	60

Religion/Theology: Two or More Subfields		20	27	22	28	20	11	6	7	8	12	26	51	47	39	282
Religions of Africa and Oceania	19			11	27	18	16	7								98
Religions of Africa and/or Religions of the African Diaspora						1	3	4	16	15	15	17	22	19	18	112
Religions of North America	37	3	4	2	3	7										56
Religions of Oceania									3	1	3	4	7	10	6	28
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	358
Second Temple Judaism			14	23	22	20	10	5	7	3	3	12	11	11	8	140
Septuagint			5	6	6	6	1	1	2			11	2	4	6	43
Social Sciences and Religion	27	40	49	48	64	48	50	27	35	29	41	61	39	52	27	590
South and Central American and Caribbean Religions		1	3	2	1	3	1	1	4	8	10	12	17	15	10	78
South Asian Religions (general or not listed separately)	26	31	49	28	57	28	31	20	27	18	19	20	27	32	19	413
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	397
World Religions		58	63	80	85	74	44	41	49	43	27	41	34	34	39	673
Missing or not applicable	256	209	158	224	163	256	150	120	103	34	71	81	92	74	72	1897