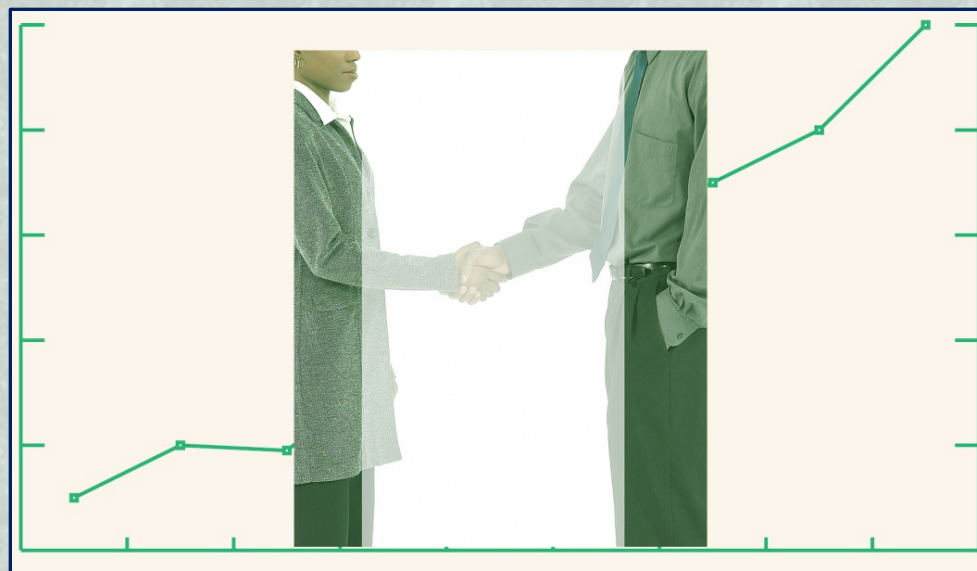


FINDINGS FROM THE ASA 2011-2012 JOB BANK SURVEY



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AUGUST 2012

Annual Job Bank Survey

- **Fourth** job market study conducted by Department of Research and Development.
- Purpose:
 - **Determine** whether academic departments that advertised jobs in Job Bank conducted successful searches;
 - **Determine** whether or not sociologists were hired; and
 - **Understand** how searches varied by institutional characteristics.
- Focuses on **assistant and open/multiple** rank faculty positions.
- For this year, we reported the **top-three** areas of academic specialization identified in each position announcement (using “Carnegie Codes”).



Major Findings

The academic job market for new sociology PhDs continues “on the upswing” with jobs now close to their 2008 levels, before the Great Recession hit departments:

- Almost **nine out of 10** of the academic jobs advertised were for assistant or open rank positions.
- There was a larger share of **open specialties** advertised in 2011 than in 2010.
- **99 percent** of responding departments reported that searches were conducted for the positions that they posted.
- A **smaller percentage** of advertised jobs was cancelled or suspended in 2011 than in 2010, with the most commonly reported reason why a position went unfilled being rejection of an offer by a candidate.
- The “success rate” or “yield” for filling positions was **83 percent**, slightly higher than last year.
- Although only **59 percent** of the jobs advertised were in sociology or joint sociology departments, more than **three-quarters** (78 percent) of all jobs were filled by a sociologist.



Methods and Response Rates

- **Web-based** survey: administered to **two** institutional contacts (maximum coverage); **three** follow-up email reminders; **one** telephone reminder
- Contacts drawn from department personnel who placed advertisement in Job Bank (e.g., a chair), plus an administrative contact
- Conducted from **May-June** 2012
- **78 percent** response rate: **303** academic departments
- Response rates varied by type of department placing advertisement: freestanding sociology, joint sociology, non-sociology, unknown.

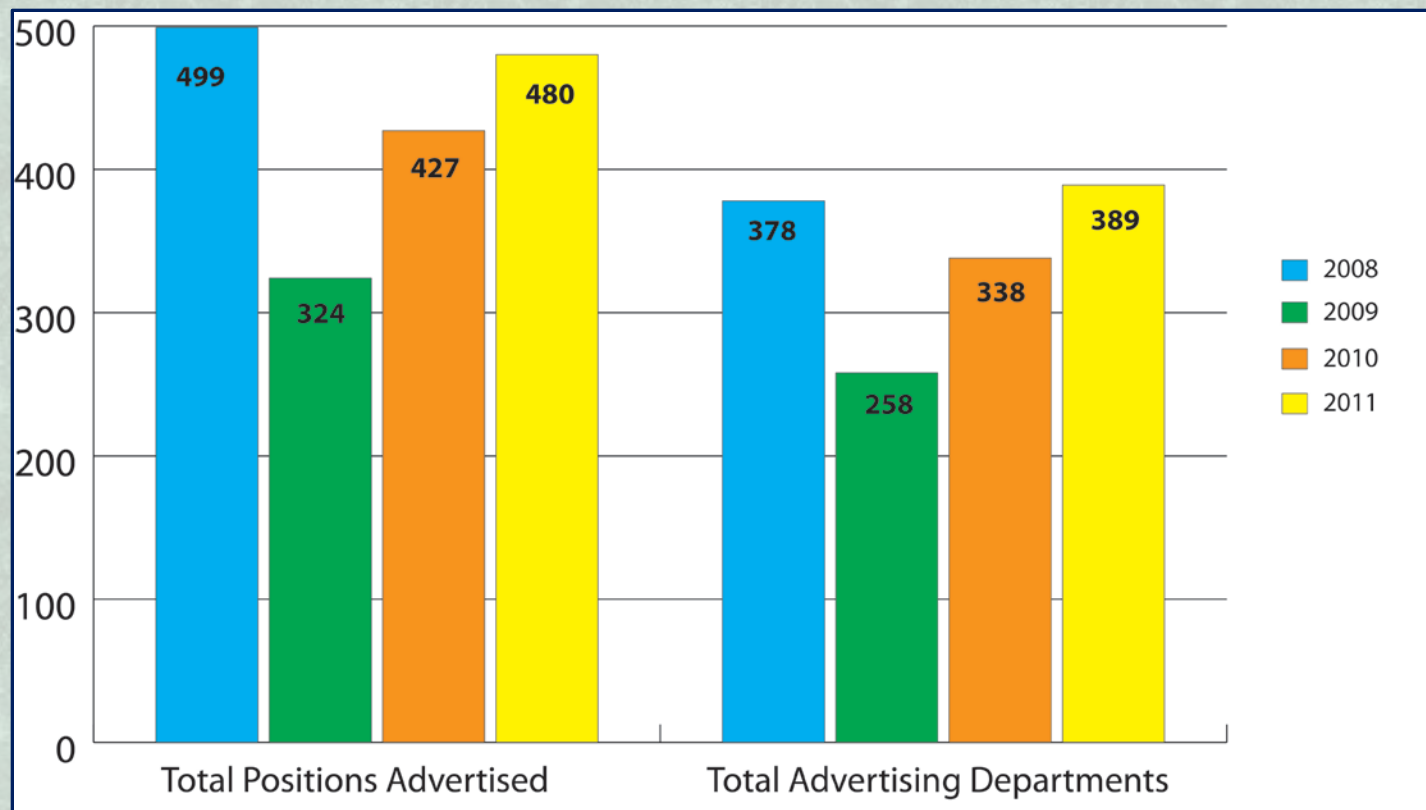
Response Rates for Assistant and Open/Multiple Rank Faculty Positions Advertised in 2011.

	Total Departments			Total Jobs	
	N	%		N	%
Respondents	303	78		387	81
Non-respondents	86	22		93	19
All Departments	389	100		480	100

Note: Excludes non-U.S. institutions.

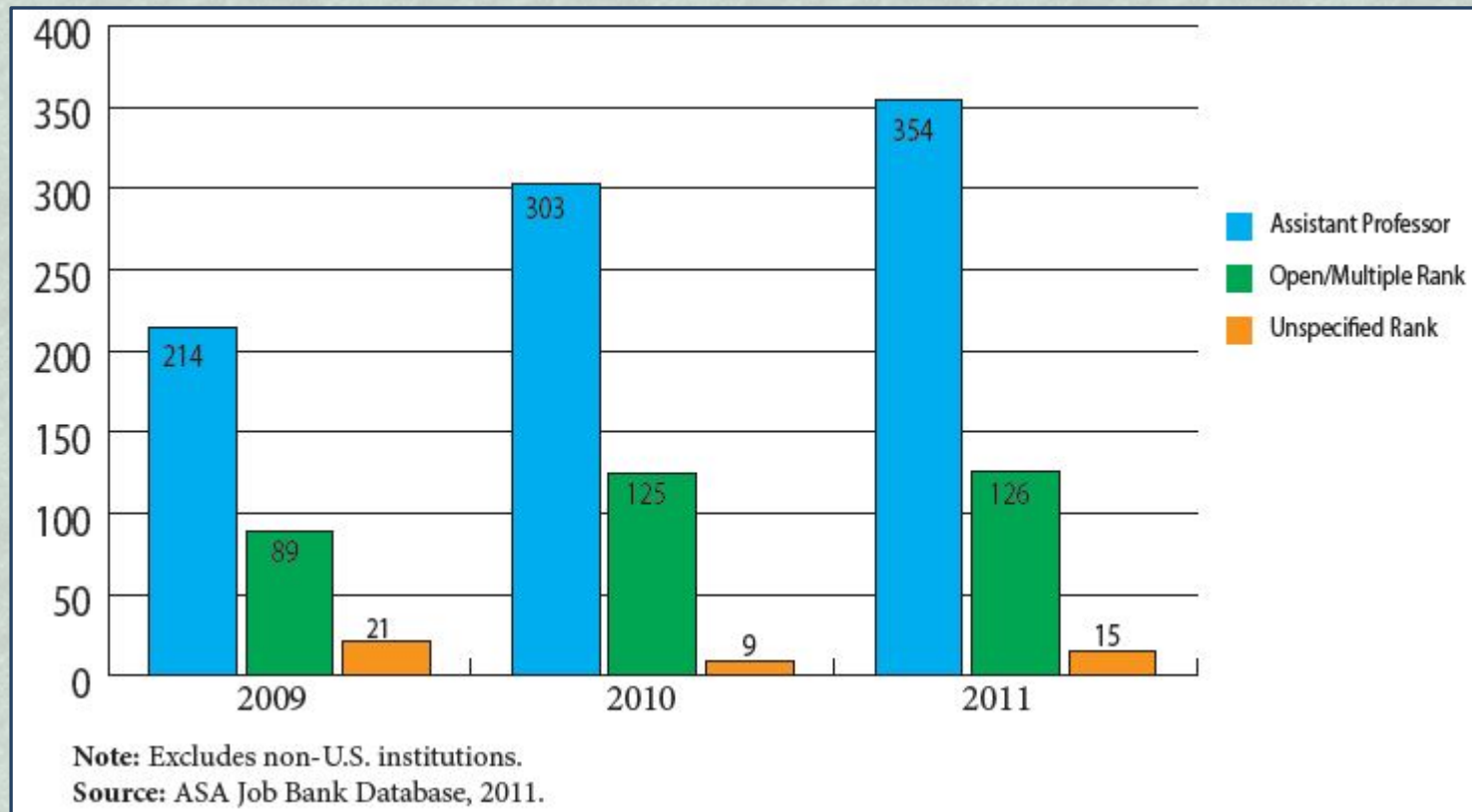
Source: ASA Survey of Academic Employers, 2011-2012.

Assistant and Open/Multiple Rank Faculty Positions Advertised in the ASA Job Bank: 2008-2011.



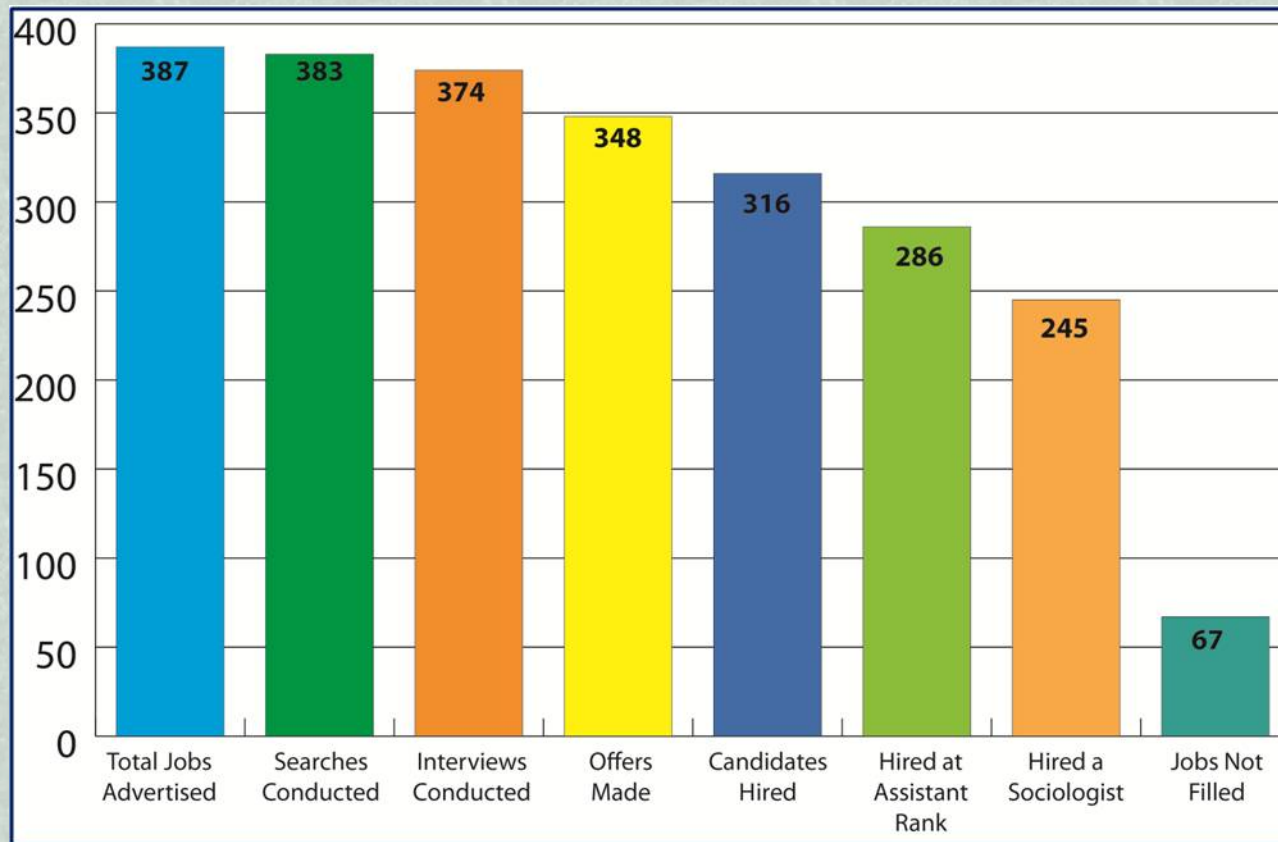
- Number of advertised assistant and open/multiple rank positions has **increased** in post-Great Recession period, to 2008 levels.

Positions Advertised in the ASA Job Bank: 2009-2011, by Rank.



- Since previous year (2009-2010), number of assistant professor positions **increased** by 17 percent, while the number of open and multiple rank positions **remained stable**.

The Hiring Process for Assistant and Open/Multiple Rank Positions Advertised Through the ASA Job Bank, 2011: Responding Departments Only.**



- Each phase of the process results in an **incremental decrease** in filling the advertised positions.

Reported Reasons Why Assistant and Open/Multiple Rank Faculty Positions Were not Filled in 2011: Responding Departments Only.*,**

	N	%
Total Jobs Not Filled	67	100
<i>Later canceled</i>	5	7
<i>Search suspended</i>	9	13
<i>Search conducted; hiring process still in negotiation</i>	11	16
<i>Position offer rejected by candidate</i>	25	37
<i>No consensus as to candidate of choice</i>	11	16
<i>Lack of qualified candidates</i>	6	9

*For 303 responding academic departments.

**Seven respondents also reported that a position was not filled due to an *unspecified* reason.

Source: ASA Survey of Academic Employers, 2011-2012.

- Percentage (17 percent) of unfilled positions has remained about constant over past three years, but was much **higher in 2008** (29 percent).
- Most common reason why position was not filled: position offer **rejected by candidate**:
“We scheduled our three top candidates for interviews... The 1st choice candidate turned us down largely because the salary offer was too low... We are presently awaiting permission from our dean to mount another hiring effort this fall.”

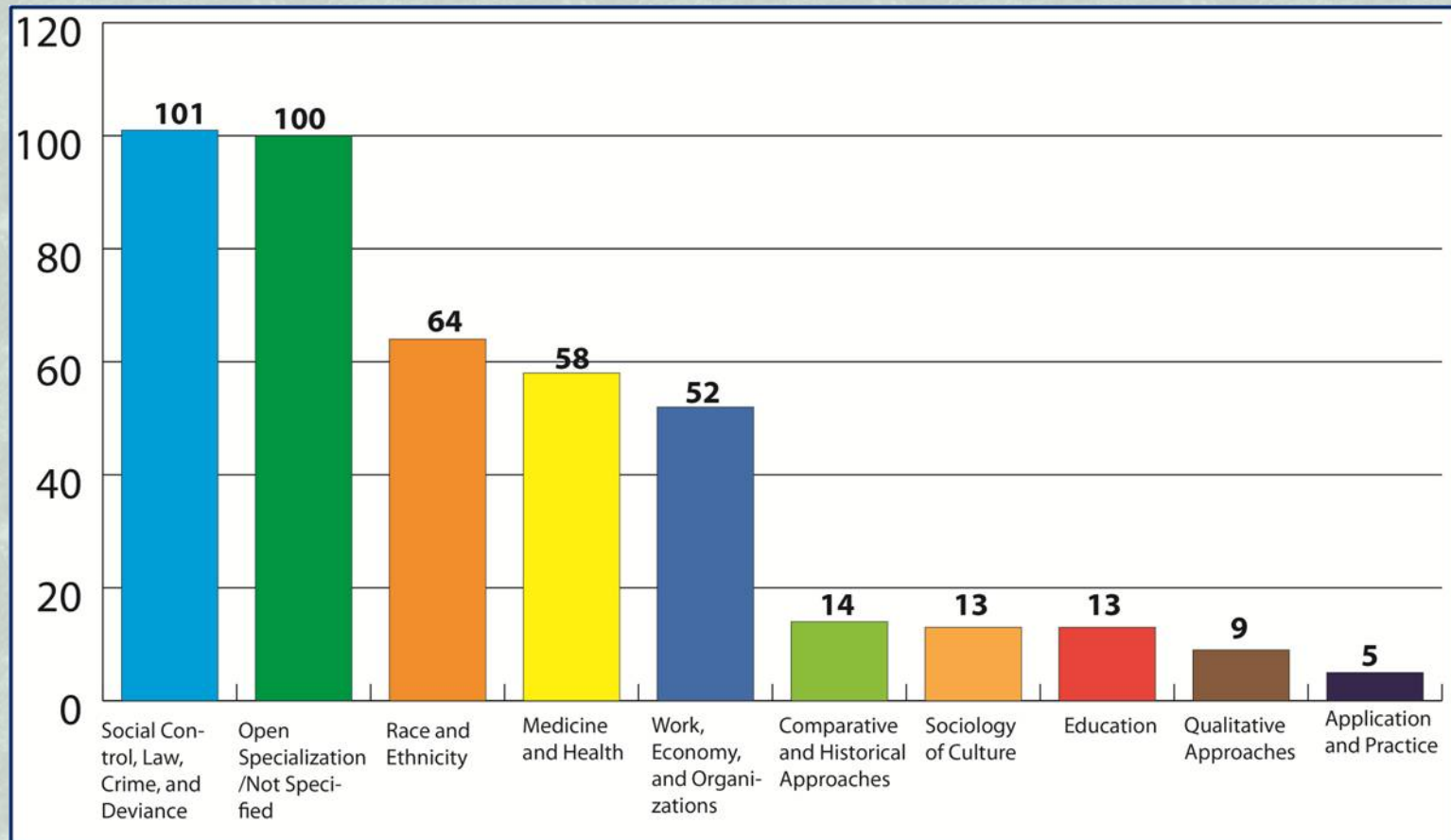
Assistant and Open/Multiple Rank Faculty Positions Advertised in 2011, by Type of Academic Department.

Type of Institution**	Responding Departments*							
	Total Departments	Response Rate (%)	Number of Jobs Advertised	Searches Conducted	Candidates Interviewed	Offers Made	Jobs Filled	Jobs Filled (%)
Very High Research	139	83	134	132	126	113	102	77
High Research/Doctorate	77	85	90	89	89	84	76	85
Master's	101	71	99	98	96	93	84	86
Baccalaureate	60	73	56	56	55	52	48	86
Associate's/Special Focus	12	62	8	8	8	6	6	75
All Departments	389	78	387	383	374	348	316	83

*For 303 responding academic departments.
 **Academic institution types are determined according to classification data provided by the Carnegie Foundation for the Advancement of Teaching; data available at <http://classifications.carnegiefoundation.org/resources>.
 Source: ASA Survey of Academic Employers, 2011-2012.

- There is variation in the hiring process across types of institutions of higher education.
- In 2011, Very High Research institutions advertised **35 percent** of all assistant and open/multiple rank positions in the Job Bank.
- However, those institutions filled a **smaller percentage** (77 percent) of positions than Research/Doctorate, Master's Comprehensive, and Baccalaureate institutions (about 85 percent, each).

Count of Top Five Most-Frequent and Top Five Least-Frequent Areas of Specialization Listed in All Assistant and Open/Multiple Rank ASA Job Bank Advertisements, by Type of Academic Institution: 2011.*,**



- We identified up to **three** areas of academic specialization called for in each advertisement for assistant and open/multiple rank positions.
- Social Control, Law, Crime, and Deviance remains **number one**.
- Open/unspecified specialization rose to number **two** from being **fourth to last** in 2010.
- Sociology of Culture (the largest graduate student section membership) is **close to bottom**.

Sociologists Hired by Type of Non-Sociology Departments

Department Type	Count
Criminal Justice	14
Public Policy/Affairs	4
Identity Studies	3
Health-Oriented	3
Interdisciplinary	3
Other	
<i>Comparative Media Studies</i>	1
<i>Demography and Organization Studies</i>	1
<i>Education</i>	1
<i>Food Studies</i>	1
<i>French Studies</i>	1
<i>Global Studies</i>	1
<i>International Relations</i>	1
Total	34

*For 303 responding academic departments.
Source: ASA Survey of Academic Employers, 2011-2012.

- 34 **non-sociology departments** hired sociologists.
- Largest number of sociologists was hired by **criminal justice** departments.
- Many of the departments above are former sub-fields of sociology departments.

Concluding Thoughts

- Findings from 2011-2012 Job Bank Survey provide reason for **cautious optimism** among new doctoral degree recipients in sociology.
- Advertisements for assistant professor positions continue to rise, suggesting a **recovery** from the Great Recession starting in 2008.
- Increase in number of departments advertising positions is good indicator that **hiring freezes** implemented due to Great Recession are **ending**.
- High percentage of open specialties advertised by hiring departments allows PhD holders to apply to a **wider range of academic departments**.
- **Non-sociology departments** appear to be hiring sociologists, which is encouraging for new PhD holders in the discipline.
- Nevertheless, an “overhang” of unplaced/under-placed scholars resulting from the Great Recession likely will continue: **job market will remain challenging** for new sociology PhD recipients for several years.



THANK YOU!



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