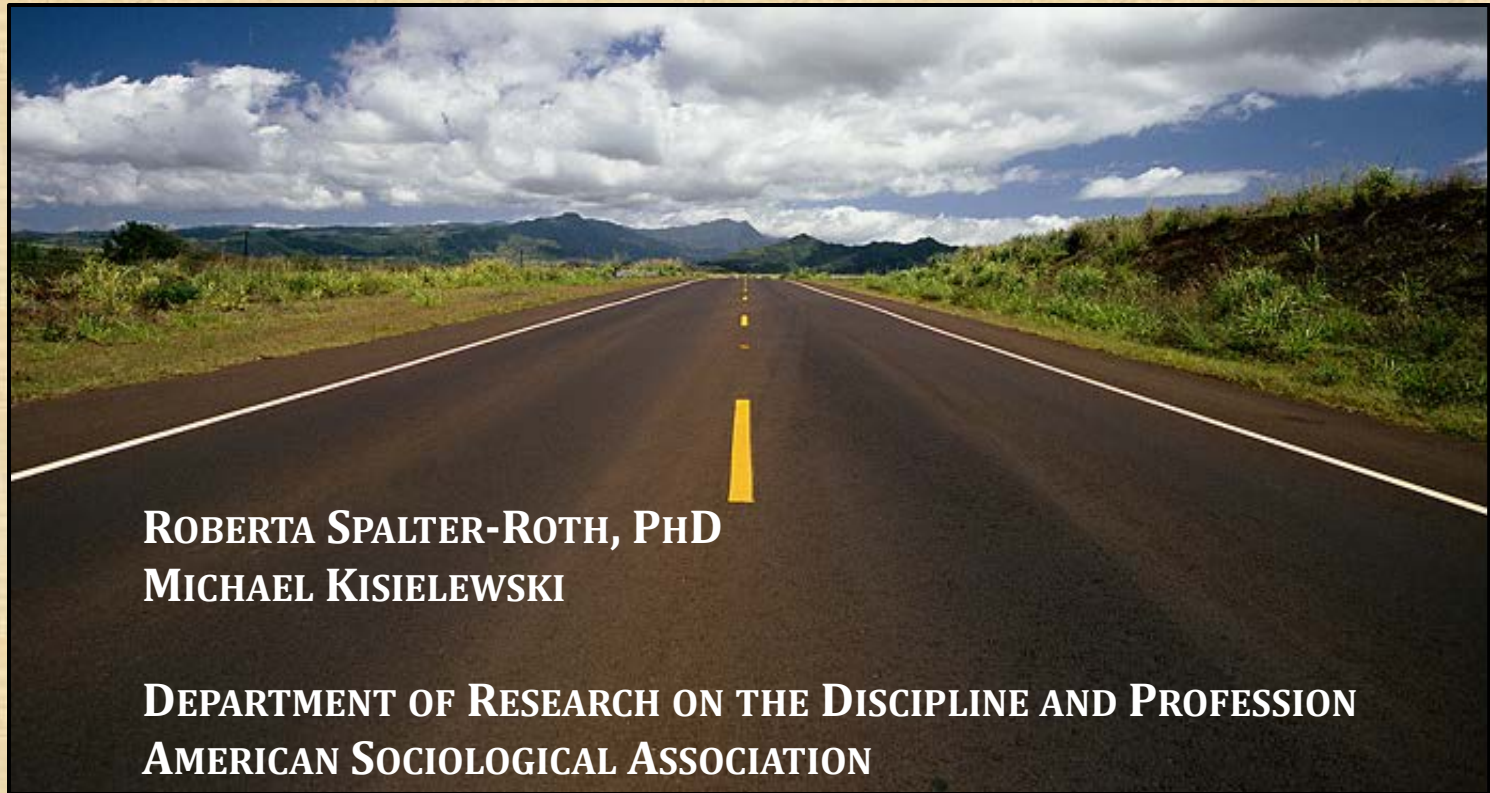


ON THE ROAD TO RECOVERY: FINDINGS FROM THE ASA 2012–2013 JOB BANK SURVEY



August 2013



Annual Job Bank Survey

- **Fifth** job market study conducted by Department of Research on the Discipline and Profession.
- 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.
- We also reported the **top-three** areas of academic specialization identified in each position announcement (using “Carnegie Codes”), and matched those with the top-three “areas of interest” indicated by ASA graduate student members on their membership forms.

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/search chair), plus an administrative contact.
- Conducted from **June-July 2013**
- **79 percent** response rate: **349** academic departments.
- Response rates varied by type of department placing advertisement: freestanding sociology, joint sociology, non-sociology, unknown.

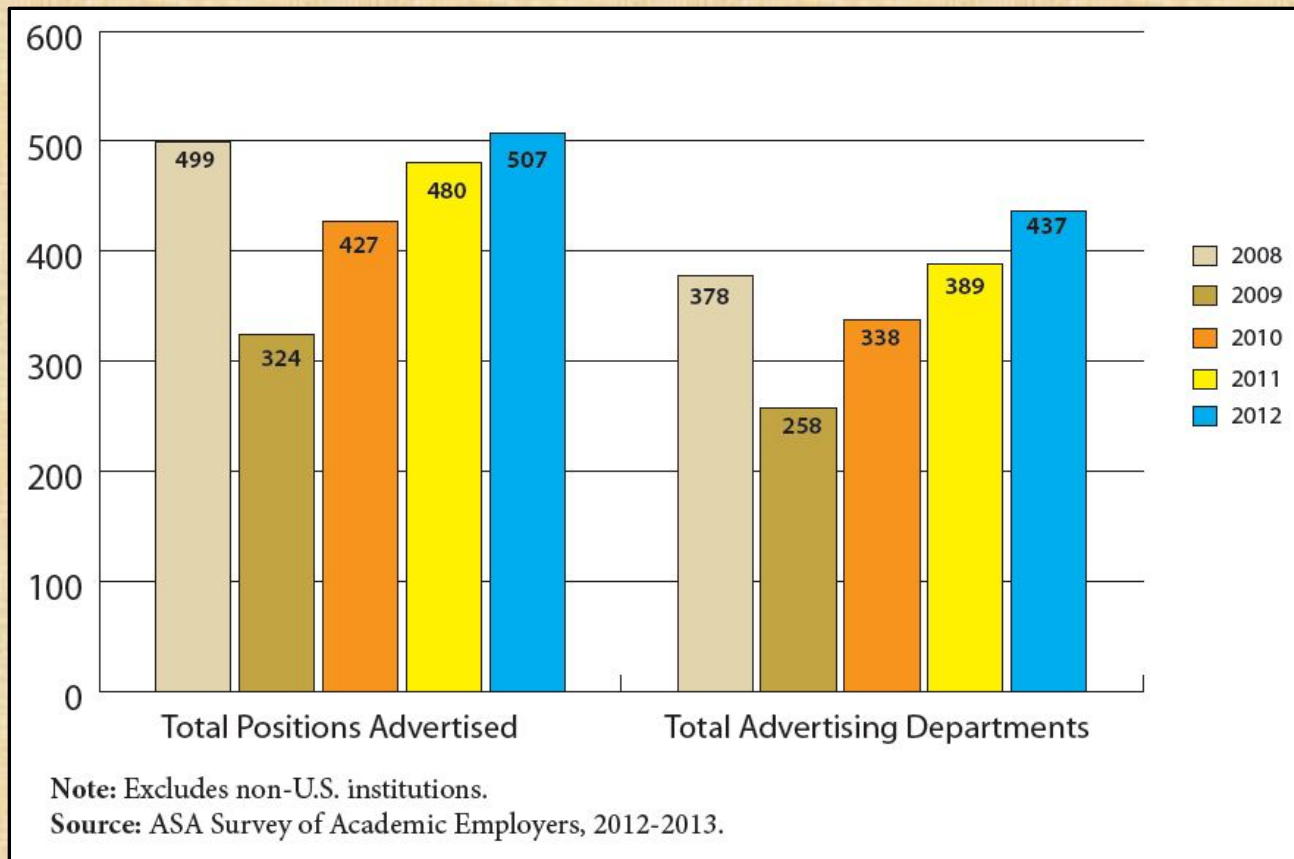
	Total Departments		Total Jobs	
	N	%	N	%
Respondents	349	79	422	82
Non-respondents	92	21	93	18
All Departments	441	100	515	100

Notes: Excludes foreign institutions.
Also includes five (5) positions of unspecified rank, two (2) associate professor positions, and one (1) full professor position; those positions are included for analysis because they were available to scholars who recently completed their doctoral degrees or were expected to have had their PhD awarded by the time the position was to begin.

Source: ASA Survey of Academic Employers, 2012-2013.

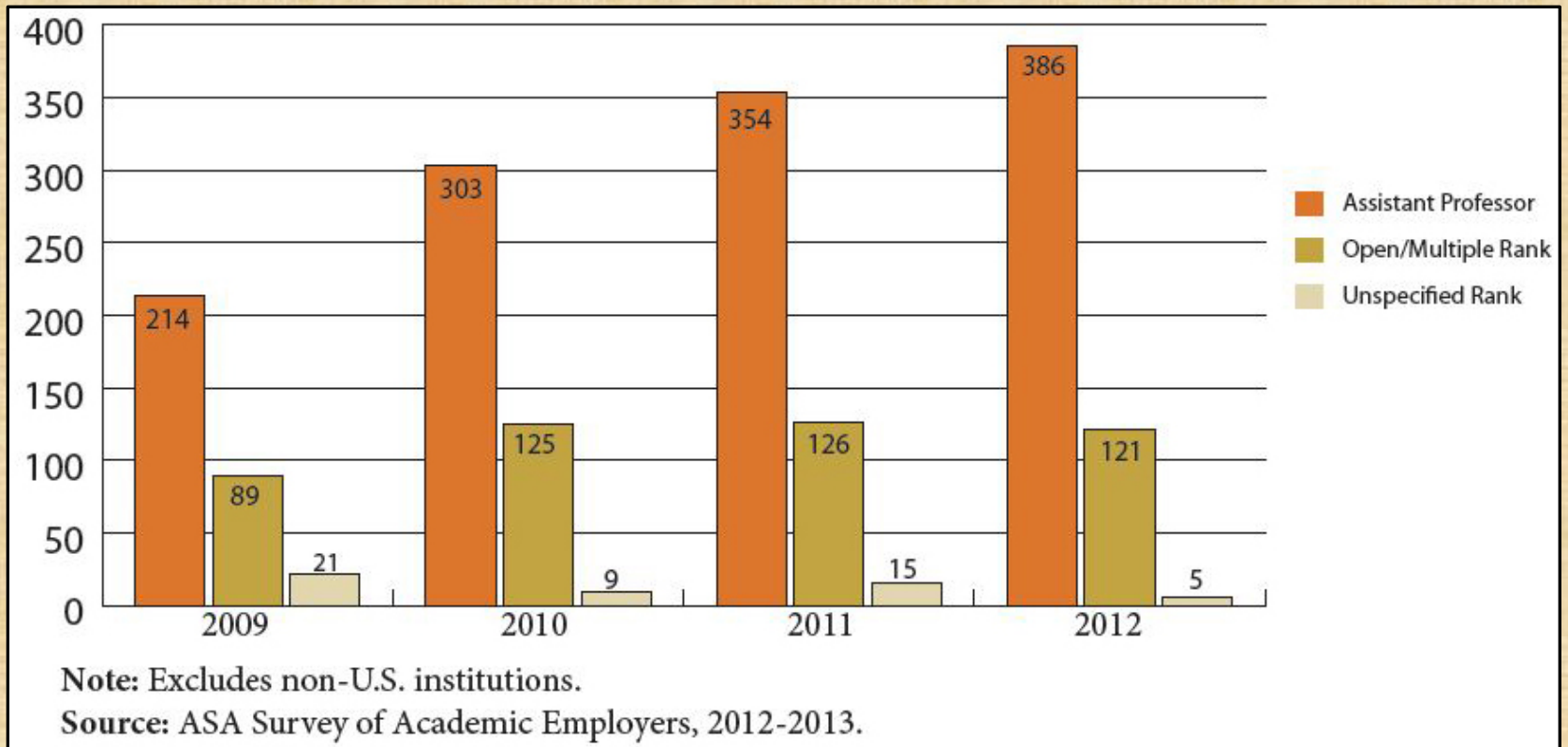
Response Rates for Assistant and Open/Multiple Rank Faculty Positions Advertised in 2012.

Assistant and Open/Multiple Rank Faculty Positions Advertised in the ASA Job Bank: 2008-2012.



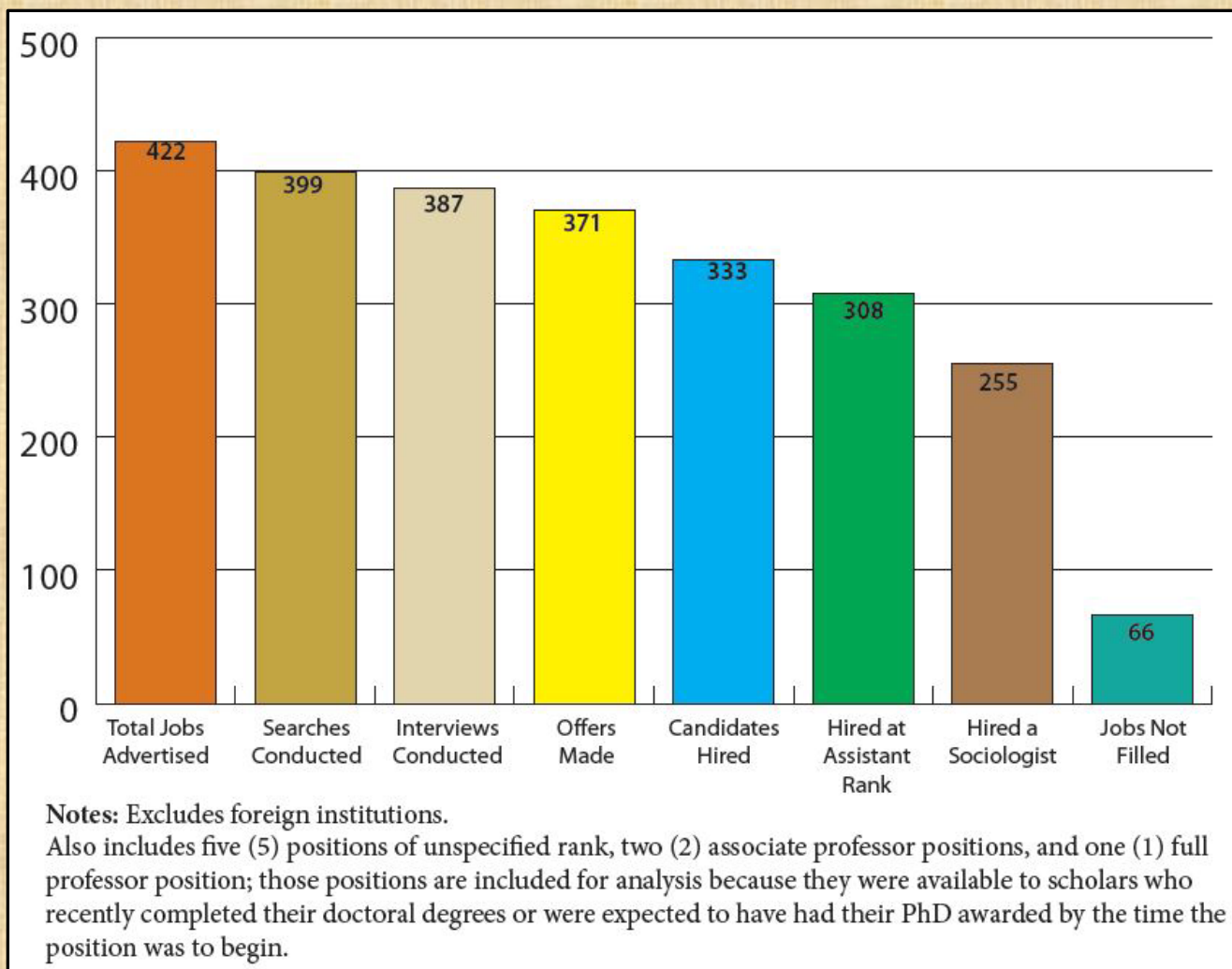
Number of advertised assistant and open/multiple rank positions has **increased** above 2008 Great Recession period levels.

Positions Advertised in the ASA Job Bank: 2009-2012, by Rank.



The number of open and multiple rank positions remained stable for the third consecutive year; the number of assistant professor positions increased by 9%.

The Hiring Process for Assistant and Open/Multiple Rank Positions Advertised Through the ASA Job Bank, 2012: Responding Departments Only.



Each phase of the process results in an **incremental decrease** in filling the advertised positions; **84 percent** success rate this year.

Reported Reasons Why Assistant and Open/Multiple Rank Faculty Positions Were not Filled in 2012: Responding Departments Only.

	N	Percent*
Total Jobs Not Filled	66	100
<i>Later canceled</i>	5	8
<i>Search suspended</i>	9	14
<i>Search conducted, but hiring process in negotiation</i>	5	8
<i>Position turned down by candidate</i>	26	39
<i>No consensus as to candidate of choice</i>	14	21
<i>Other**</i>	7	11

Note: For 349 responding departments.
 *Percentages might exceed 100 percent due to rounding.
 **Breakdown of "other:" insufficient number of candidates (3); candidates found to be unsuitable (3); unspecified (1).
Source: ASA Survey of Academic Employers, 2012-2013.

- Percentage (16 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:**
“A candidate was offered the position, accepted verbally, then after not receiving an acceptance letter for 6 weeks...the candidate declined in writing (after sending in his book orders, etc.). Faculty members were very upset.”

Assistant and Open/Multiple Rank Faculty Positions Advertised in 2012, by Type of Academic Department.

Type of Institution*	Total Advertising Departments	Responding Departments						
		Response Rate (%)	Number of Jobs Advertised	Searches Conducted	Candidates Interviewed	Offers Made	Jobs Filled	Jobs Filled (%)
Very High Research	160	84	175	158	154	143	123	78
High Research/ Doctorate	66	86	70	68	65	63	58	85
Masters	136	74	113	112	108	107	98	88
Baccalaureate	52	72	40	40	39	37	34	85
Associates/Special Focus	7	58	6	6	6	6	6	100
Unknown	20	75	18	15	15	15	14	93
All Departments	441	79	422	399	387	371	333	84

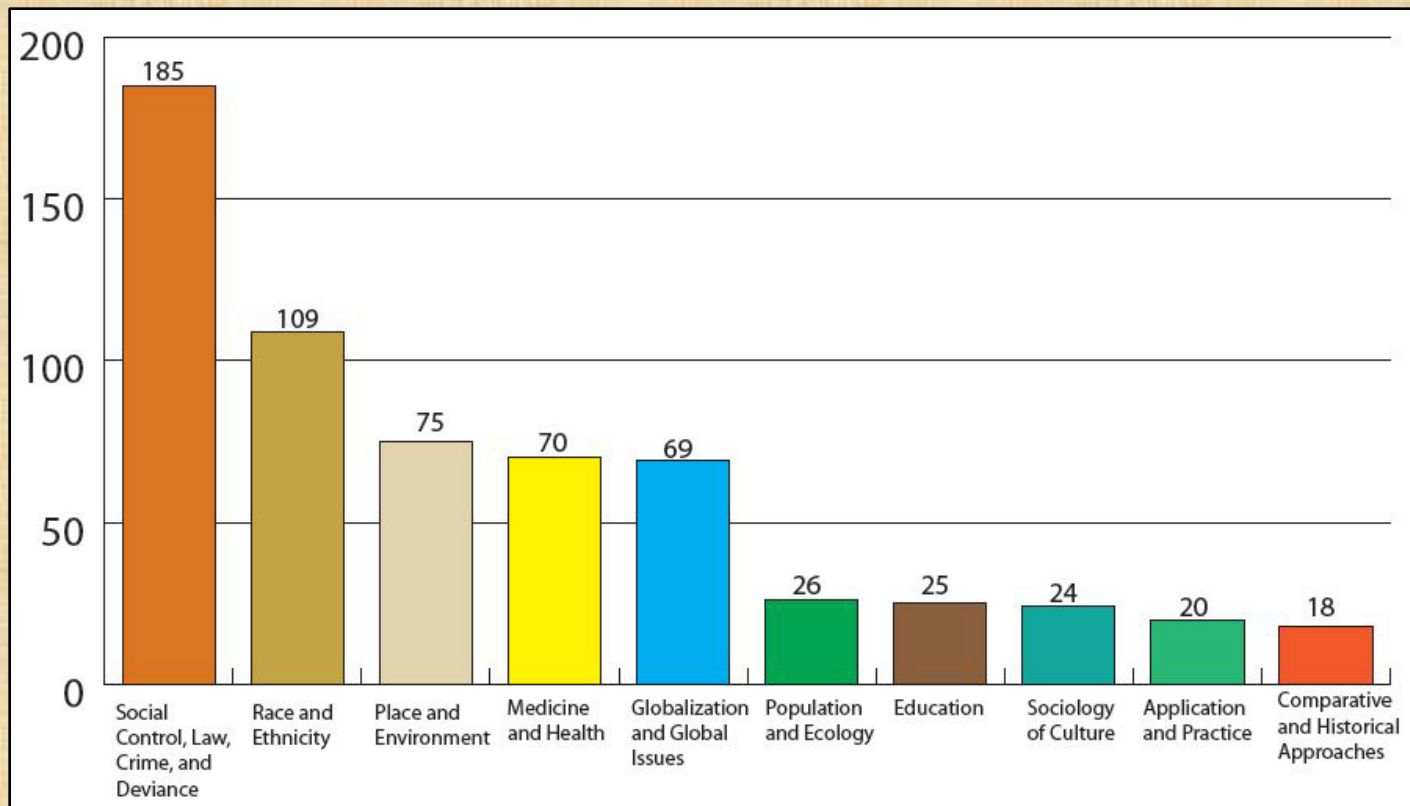
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*Academic institution types are determined according to classification data provided by the Carnegie Foundation for the Advancement of Teaching; data available at <http://classifications.carnegiefoundation.org/resources>.

Source: ASA Survey of Academic Employers, 2012-2013.

- There is variation in the hiring process across types of institutions of higher education.
- In 2012, Very High Research institutions advertised **41 percent** of all assistant and open/multiple rank positions in the Job Bank.
- However, those institutions filled a **smaller percentage** (78 percent) of positions than Research/Doctorate, Master's Comprehensive, and Baccalaureate institutions (85 percent or higher for each).

Count of Five Most-Frequent and Five Least-Frequent Advertised Areas of Specialization, Listed in All Assistant and Open/Multiple Rank ASA Job Bank Advertisements: 2012.



- 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**, as in 2011.
- Race and Ethnicity ranked **second**; in 2011 it ranked **third**.

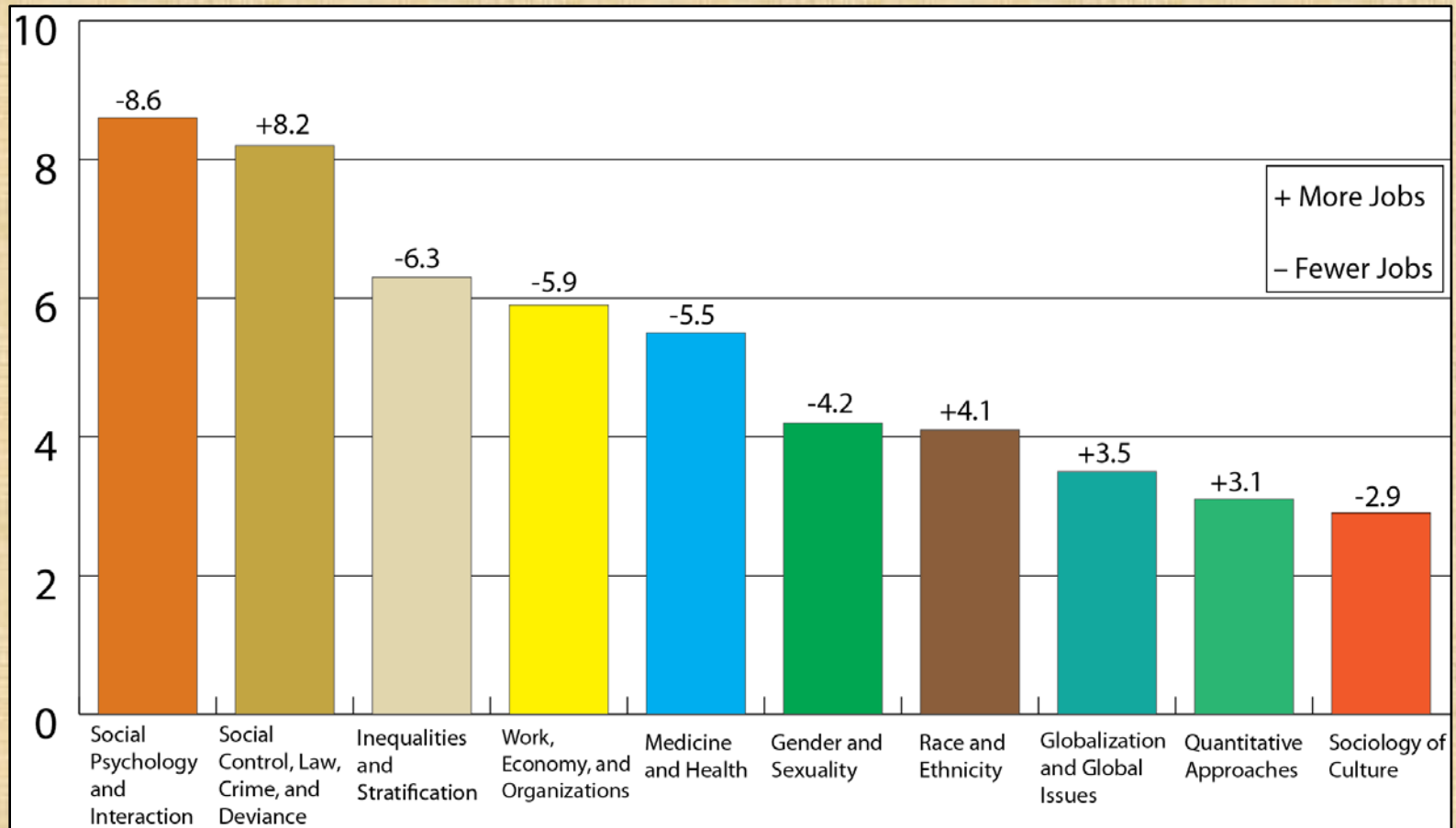
Sociologists Hired by Type of Non-sociology Departments

Department Type	Number of Sociologists Hired	Total Number of Positions Filled	Percent Filled by Sociologists
Population Studies	11	13	85
Criminal Justice	4	16	25
Communication	2	9	22
Agricultural Economics and Education	1	1	100
American Studies	1	7	14
Asian American Studies	1	6	17
Environment and Natural Resources	1	2	50
Nongovernmental Organization and Leadership	1	5	20
Public Affairs	1	14	7
Transborder Studies	1	2	50
Total	24	75	32

Note: For 76 responding departments, representing 112 positions (36 departments posted multiple positions). Of those 112 positions, 75 were filled, and of those 75, 24 (32%) were filled by sociologists.

- 24 non-sociology departments hired sociologists; in 2011, 34 such departments did so.
- Largest number of sociologists was hired by **population studies** departments.
- **Criminal justice** departments hired the second-largest number of sociologists, but those hires represented one-quarter of all positions filled by those departments.

Area of Specialization Listed in All Assistant and Open Rank Job Bank Advertisements in 2012, and Areas of Interest Selected by Graduate Students on ASA Membership Forms in 2012: Top-10 Mismatched Areas (Percentage Points).



- We compared the areas of specialization identified in all assistant and open/multiple rank positions with the “areas of interest” identified on the membership forms of ASA graduate student members in 2012.
- Largest discrepancies were between Social Psychology and Interaction, and Social Control, Law, Crime, and Deviance.

THANK YOU!



For further discussion or help, contact Roberta Spalter-Roth, PhD, at 202-383-9005 ext. 317 or by email at spalter-roth@asanet.org.

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