Trends in Academic Hiring Through 2015

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One of the main functions of the ASA Research Department is to provide information on careers available to sociologists, and the department has therefore produced a series of reports since 2008 on positions advertised in the ASA Job Bank and other sociological sources. In refining the presentation of those data over the past year, we have narrowed the focus in this report explicitly to academic positions—a focus that had been implicit in earlier editions. In making that focus explicit, our intention is not to exclude consideration of employment outside of academia for sociologists; far from it. At the same time, we felt it important to acknowledge that the available data are most representative of the academic search and hiring processes, and that our own survey of the outcomes of position advertisements had produced usable data only for academic positions. In order to provide a better representation of the broader employment opportunities for sociologists with a variety of educational credentials and in a fuller range of occupations, we will need to locate and analyze different data sources. For now, please consider this report on academic positions advertised in 2015 as a companion piece to the 2015 and 2016 faculty salaries analysis we have compiled over the last year, in describing the academic job market in sociology.

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The Trend in Advertised Faculty Positions, 2009-2015

One challenge we have faced in compiling annual reports on positions advertised in sociology is the importance of presenting trend data that are truly comparable. In order to assess the situation it is vital that we look at a trend over time—but if the data for different timepoints are not collected and tabulated in the same way, the trend constructed from those data will not be meaningful. As a consequence, Figure 1 presents the number of ranked tenured and tenure-track faculty positions advertised in the ASA Job Bank from 2009 through 2015. These are the same parameters used for the trend graph in our recent report on positions advertised in 2014 (Kisielewski and Curtis 2016), but they differ in important details from the trends depicted in earlier editions of this report.[1]

Figure 1 indicates a slight decrease in total ranked tenure-system positions advertised in the ASA Job Bank for 2015 as compared to 2014, although the total remains well above the immediate post-recession years of 2009 and 2010. The number of assistant professor positions, which have made up two-thirds or more of the total in each of these years, declined slightly for the second consecutive year. Although the number of positions at other ranks increased slightly, it was not enough to offset the decline in assistant professor positions.

The data in Figure 1 are limited to ranked tenure-

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[1] Data on ranked tenured or tenure-track ("tenure-system") positions are reported from 2009 onward, when the ASA Research Department began to tabulate those positions systematically. Data from 2008 are excluded from this report because Job Bank and non-Job Bank positions could not be separated in our data file for that year. Figure 1 in this report is not comparable with Figure 1 in editions prior to the report on 2014 listings.

Figure 1. Ranked Tenure-System Faculty Positions Advertised in the ASA Job Bank, 2009-2015
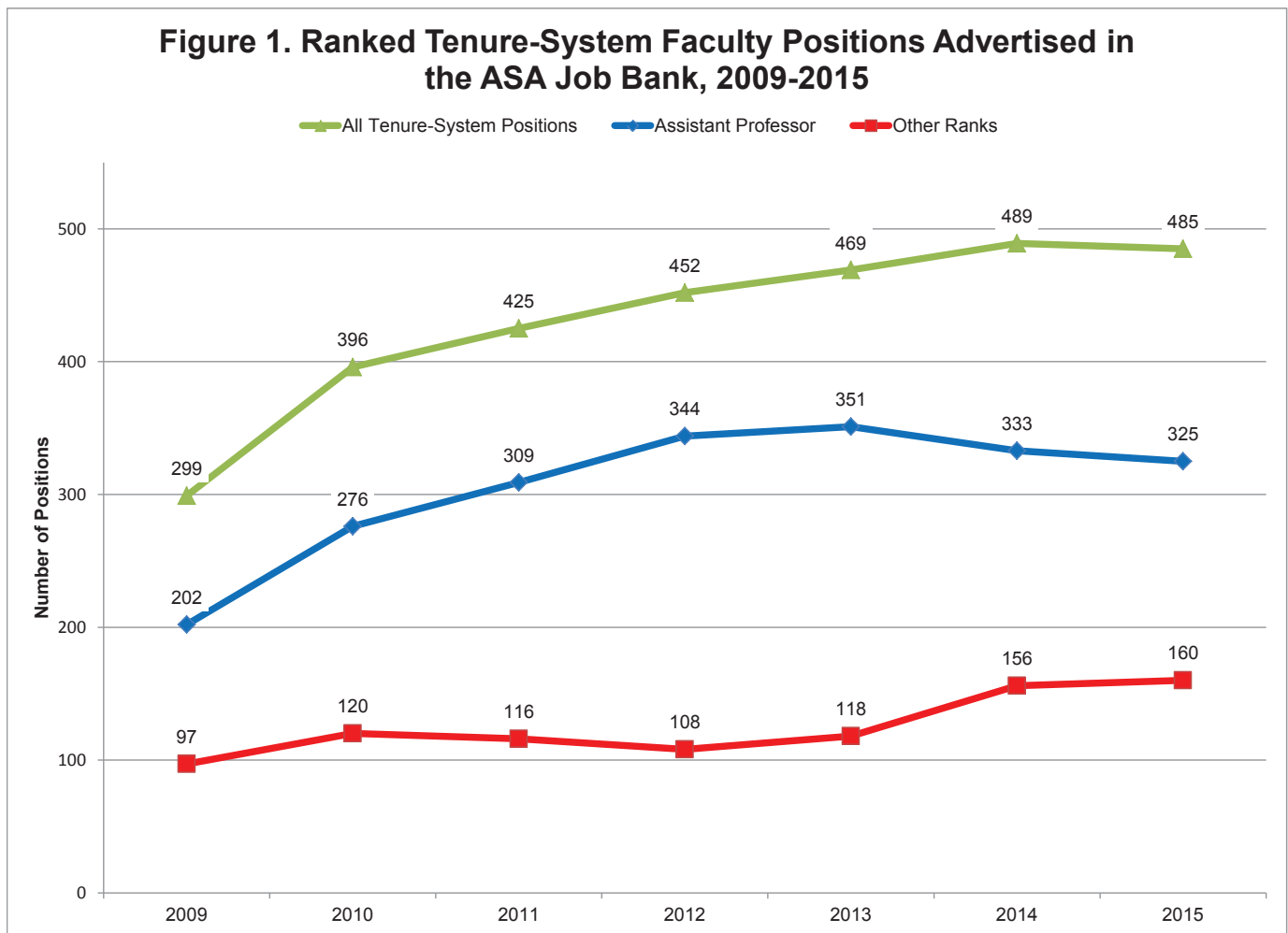
Source: American Sociological Association Job Bank, 2009-2015.

Notes:

"Other Ranks" include open or multiple rank, associate professor, full professor, assistant/associate professor, and associate/full professor position postings. The category also includes tenure-system positions of unspecified rank for which the job advertisement did not explicitly state the rank or whether it is open: 1 in 2012, 7 in 2011, and 14 in 2009.

system faculty positions from the ASA Job Bank to allow for trend analysis, but we and other ASA colleagues collect information on other position listings, as well. A complete tabulation of these positions for the past four years is in Table 1 at the end of the report. Table 1 is not intended to depict a trend, since it includes a large number of positions that were circulated by various means and constitute neither a comprehensive nor a systematic collection.[2]

(See the methodology appendix for a description of the process used to collect and code position descriptions from various sources.)

Areas of Specialization

We attempt in this section to begin to explore a second major aspect of the academic job outlook: What areas of specialization or expertise are sociology employers looking for, and how does that match up with the skills and interests of ASA members? We have only limited information with which to explore these questions, but we hope it will

2   The number of positions in "sociological practice," for example, increased sharply in 2015, due to the lead author of this report collecting more such advertisements from various sources. We do not feel this represents a real change in the employment opportunities available.
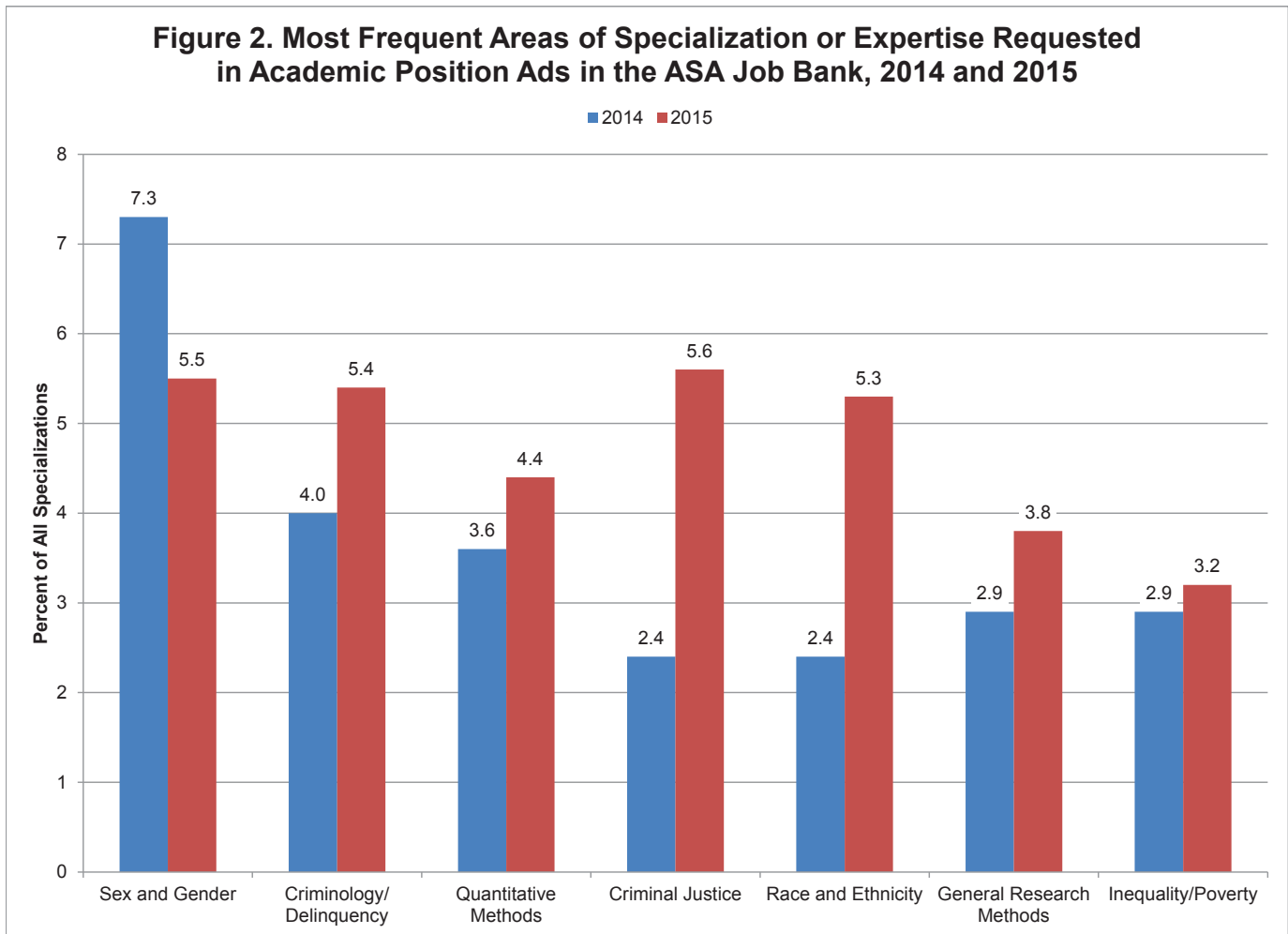
Figure 2. Most Frequent Areas of Specialization or Expertise Requested in Academic Position Ads in the ASA Job Bank, 2014 and 2015

Notes:

Depicts the top-five areas of specialization/expertise (by percent) for 2014 and/or 2015.

Areas of specialization/expertise are derived from ASA's "areas of sociological interest" and discipline-specific or skill-specific terms that commonly appeared in position descriptions.

Criminal Justice and Criminology/Delinquency are recognized as separate and distinct interest areas on the ASA membership form.

stimulate some interest among our colleagues and suggest topics for further investigation.

Table 2 compiles areas of specialization or expertise from the 601 academic jobs advertised in the ASA Job Bank during 2015.[3] As noted in the methodology appendix, the categories used in this tabulation come from the 52 ASA member section names, areas of

sociological interest selected on member records, and keywords found in the position descriptions themselves. The position advertisements vary in length and the number of specialties listed, so Table 2 is meant primarily as an illustration of what academic employers are looking for. Although the list of specializations identified is long and none is predominant, a few clear concentrations do emerge at the top of the table. Using 5 percent of all specializations listed as an admittedly arbitrary cutoff, we find four at the top of the list: criminal

3   Those 601 positions include the tenure-system and non-tenure-system academic positions counted in Table 1, excluding advertisements for academic administrators.

justice, sex and gender, criminology/delinquency (distinct from criminal justice), and race and ethnicity. These certainly represent perennial areas of interest in sociology and it's therefore not surprising to see them at the top of the list of specializations sought by employers. We should also keep in mind that the majority of academic positions advertised are for assistant professors. While it is not the case that assistant professors are limited to teaching introductory or survey courses, we might expect that ads for those positions would focus on core areas of the discipline.

The procedure used for coding academic job descriptions from the 2015 Job Bank is the same procedure used for 2014 listings tabulated in our earlier report. We can therefore provide a rudimentary comparison of the areas of specialization or expertise employers mentioned in these two years. Two years do not constitute a trend, but we feel it's instructive to make the comparison. Figure 2 shows the most frequently named specializations or areas of expertise in the position listings for 2014 and 2015. Using what is again an arbitrary cutoff, we selected the five areas listed most frequently in each year. The lists show considerable overlap, as three of the five (sex and gender, criminology/delinquency, and quantitative methods) are among the most frequent in both years, although the proportions and order in each year differ. Two other areas appear within the top five of each year, giving us a total of seven areas of expertise or specialization in Figure 2. Sex and gender was clearly the most frequent specialization named in the 2014 job descriptions, whereas it was one of four closely grouped at the top of the 2015 listings.

Now that we have an indication of what academic employers are looking for in 2015, can we get a sense of how that matches up with the skills and/ or interests of academic jobseekers? Perhaps. We do not presently have a way of contacting jobseekers directly. We do, however, have indications of interests from ASA members, drawn from items they provide as part of their membership questionnaire and from the actual memberships themselves.
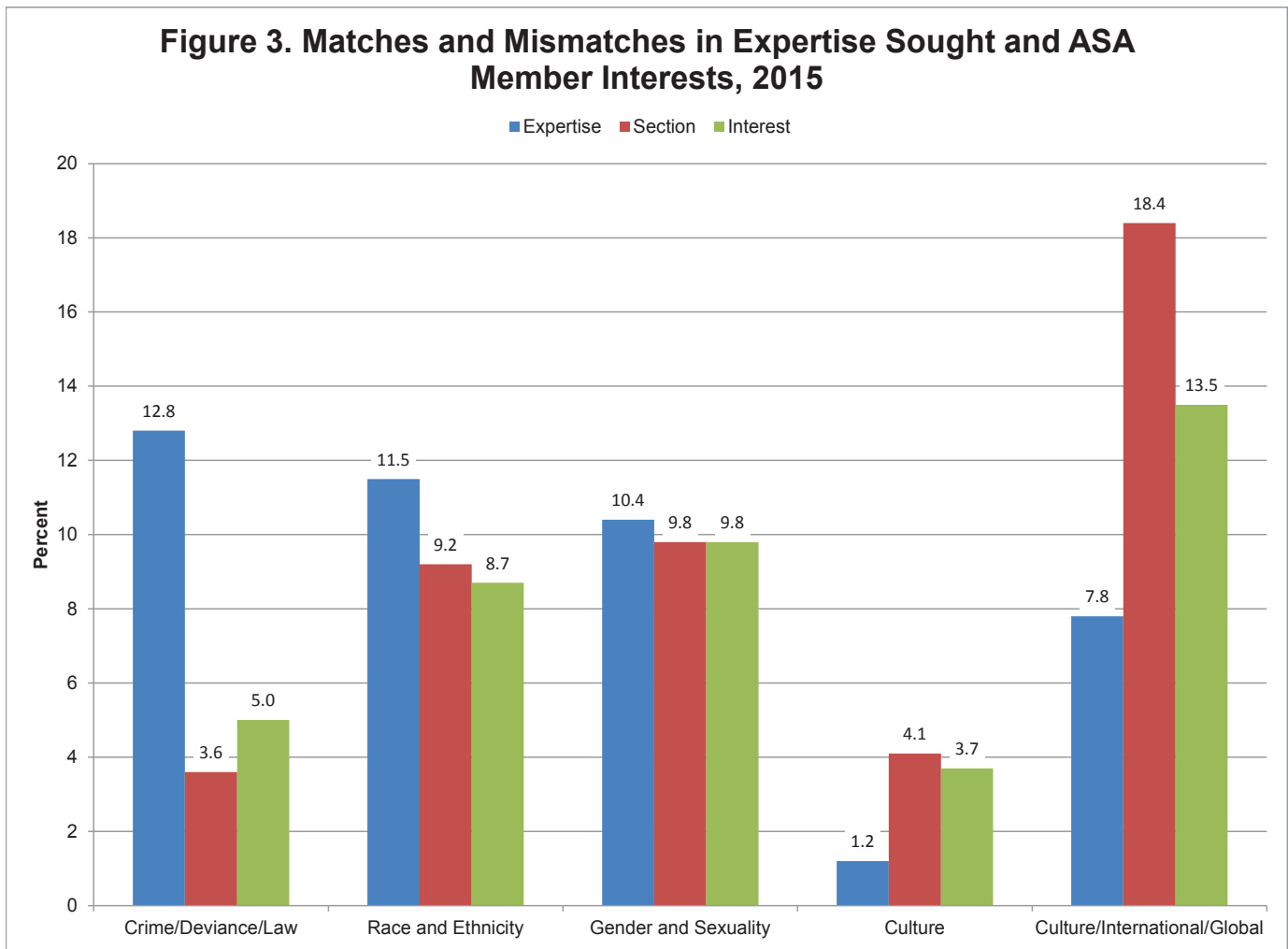
ASA has 52 sections that represent interest areas within sociology. Members join and pay dues to sections, so we can use those section membership

tallies as one (admittedly imperfect) indicator of the distribution of interests throughout the ASA membership. Table 3 presents the section membership totals for 2015. There are fewer items here than in Table 2 and a wide range in membership size from top to bottom, but again there is no single predominant entry—none reaches 5 percent of the total number of memberships, for example. The largest sections—again using an arbitrary cutoff—are Sex and Gender; Sociology of Culture; Medical Sociology; Organizations, Occupation, and Work; Race, Class, and Gender; Racial and Ethnic Minorities; and Theory.

Table 4 compiles the "areas of sociological interest" indicated by 2015 ASA members as part of the membership renewal process. As noted in the table, members may select up to four from a list of 83 interest areas.[4] Some 11,722 members chose interests from the list in 2015, producing the more than 46,000 entries in Table 4. As in the lists tallied in the preceding two tables, the identification of interest areas is widely dispersed: the largest two exceed 4 percent by only a slim margin. Many of the interest areas available for selection are very similar to the names of ASA sections, so it is not surprising that if we take the largest seven—the same count as listed from Table 3 above—we find quite a bit of overlap with section membership: sex and gender; race, class, and gender; cultural sociology; racial and ethnic relations; medical sociology; stratification/mobility; and family. The two interest areas at the end of this list are not among the very largest sections listed above, yet the proportion of members indicating an interest and the proportion of members paying dues to the corresponding sections are nearly identical.

Figure 3 is presented for illustrative purposes as a graphic representation of the degree to which areas of specialization or expertise listed in academic position advertisements match with ASA member interests, represented here by the combination of section membership and areas of sociological interest selected. The percentage figures in the chart are not intended as precise measurements, since each of the

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4   There is also an "other" category listed in Table 4 comprising a small proportion of open-ended responses that we have not attempted to tabulate.

Figure 3. Matches and Mismatches in Expertise Sought and ASA Member Interests, 2015

■ Expertise ■ Section ■ Interest

Category	Expertise	Section	Interest
Crime/Deviance/Law	12.8	3.6	5.0
Race and Ethnicity	11.5	9.2	8.7
Gender and Sexuality	10.4	9.8	9.8
Culture	1.2	4.1	3.7
Culture/International/Global	7.8	18.4	13.5

Source: American Sociological Association Job Bank and Membership Database, 2015.

Notes:

Depicts the top-five areas of specialization/expertise, ASA member interest areas, and section memberships for 2015.

Areas of specialization/expertise are based on a combination of ASA's "areas of sociological interest" and discipline-specific or skill-specific terms that commonly appeared in position descriptions.

data sources represented here allows for multiple responses and the boundaries between categories are not at all clear. Even so, we feel it a useful way of approaching perennial questions from academic job seekers and prospective employers alike, such as "what skills are most in demand?" and "how do my qualifications match the demand?"

In Figure 3, each cluster of three bars includes, from left to right, expertise sought by employers (percent of position listings from Table 2) and two measures of ASA member interest: section membership (Table 3) and "areas of sociological

interest" (Table 4). The broad topic categories here combine multiple entries from the original tables. For example, the category "Crime/Deviance/Law" includes job specializations (expertise) coded as criminal justice, criminology/delinquency, deviant behavior/social disorganization, police or policing, penology/corrections, and law and society in Table 2. The sections column includes the Crime, Law, and Deviance and Sociology of Law sections. The interest areas from Table 4 included under this header are criminology/delinquency, law and society, deviant behavior/social disorganization, criminal justice, and penology/corrections. (The complete list of

categories included within each broad cluster is in the methodology appendix.)

Two of these clusters, race and ethnicity and gender and sexuality, show a rough congruence between skills sought by academic employers and the interests of ASA members, which should be good news for members with a focus on those areas—at least for 2015. The cluster "Crime/Deviance/Law," whose components are described above and in the appendix, displays an apparent mismatch, with the demand measured in terms of expertise sought by employers at nearly 13 percent of the specializations tabulated while the interest among ASA members in the corresponding categories is at 5 percent and lower. This might indicate that the "demand" for specialists in criminology or criminal justice is greater than the "supply," although we would advise careful consideration on the part of academic job seekers and advisors contemplating a career change based on this information.

The other two "cultural" clusters in Figure 3 indicate a possible mismatch in the opposite direction, with expertise sought by employers at lower levels than the areas of interest and specialization among ASA members. The first of these is actually not a cluster, but a single category: cultural sociology (in the employer expertise and member interest listings) and membership in the Sociology of Culture section. We chose this category for inclusion in Figure 3 because the section membership and member interest proportions are both near the top of those lists, while the proportion of employers listing this as something they seek is much lower. "Culture" is, however, a broad term that may be used differently in different contexts. In order to add some precision, we broadened the categories for inclusion into the "Culture/International/Global" cluster on the right of Figure 3, which includes several corresponding categories from the lists of employer expertise, section membership, and ASA member interests. Even so, the proportion of ASA members indicating an interest in this cluster is still much higher than the proportion of position advertisements that call for expertise in this area.

We should caution that this comparison is based on data for only one year, and the categories used are not precise. As we accumulate more years of consistent and comparable data on both expertise sought and areas of interest, we will be in a position to provide a more in-depth analysis of the degree to which these "supply and demand" factors align.

Academic Positions and Search Outcomes, 2015

Another aspect of the academic employment process is the hiring decision itself. Anecdotally we hear of "failed" or "cancelled" searches, so in this section we attempt to go beyond the tabulation of positions advertised to follow through to the point of hire. We limit our analysis to academic positions because the search and hiring process for these positions is well established and generally consistent across departments: A search is authorized and advertised, applications are collected and reviewed by a committee, a small group of candidates is interviewed initially (frequently offsite via telephone or video), and then a smaller set of perhaps two or three finalists is invited to campus for a final interview. Based on recommendation from the committee, a dean or department chair makes an offer, salary and terms of the appointment are negotiated, and a successful search results in the new colleague joining the department. While this may not be the procedure in every case, it is a standard against which we can measure the results of our survey of academic employers.

Table 5 displays the academic positions from Table 1 (excluding those for academic administrators) by rank and tenure status as advertised, and the response to our survey of those employers. Of the total 711 positions we were able to obtain valid contact information for 688 and distributed a questionnaire by e-mail during June 2016 as described in the methodology appendix. The response to our survey did vary among the different types and ranks of positions. Among the five ranks that make up the bulk of academic positions advertised in 2015, the response rate is 40 percent

and higher.[5] We hope that our analysis therefore sheds some light on the search process for positions in those categories, even while we acknowledge that the relatively small number of part-time and senior positions for which we have information means that we have little to say about the search and hiring process for those positions.[6] The discussion of non-tenure-system searches in the next few paragraphs thus refers only to full-time positions.

Tables 6, 7, and 8 present results from the employer survey for the respective stages of the academic search process. The first two of these tables are broken out by tenure status of the position as originally advertised, to highlight potential differences in the search process. Table 8 is then further differentiated by the rank and tenure status of the original position advertisement.

Table 6 summarizes the number of applicants for tenure-system and non-tenure-system positions. Respondents were asked to provide an estimate of the number of applicants grouped in categories, and the table indicates substantial differences by tenure status. For the non-tenure-system positions on which we have information, 75 percent attracted 50 or fewer applicants. By contrast, less than a third (30 percent) of tenure-system positions attracted so few applicants. More than half (52 percent) of the tenure-eligible positions drew between 50 and 150 applicants, while only 22 percent of non-tenure-system positions attracted that many. And the proportion of tenure-system positions that received

more than 150 applicants is not negligible, at 18 percent.

Table 7 tracks the hiring process through a series of steps, and indicates that the process for tenure-system and non-tenure-system positions (aside from the magnitude of the initial competition noted in the previous table) is similar. Nearly all of the position advertisements were followed up with a search, and nearly all resulted in interviews. Both offsite and onsite interviews were used, and our questionnaire allows for the possibility that both kinds of interviews were done for a given position. The table does indicate one difference between tenure-system and non-tenure-system processes in that essentially all of the tenure-system searches included an offsite interview, while that was true of 70 percent of non-tenure-system searches. Our items do not differentiate between initial or screening interviews, which might be more frequently handled via telephone or videoconference, and final interviews where a presentation or teaching demonstration might be part of the process. But it seems reasonable to infer that fewer of the non-tenure-system searches used a two-step process beginning with an offsite screening interview followed by an on-campus interview.

Nearly all of the advertisements also resulted in a formal offer to a candidate, especially when offers pending at the time of the survey are included, and an offer had been accepted in more than 90 percent of the cases. (We note that the acceptance rate is slightly lower for the non-tenure-system openings. Although we do not have further information to support the inference, it seems that some successful candidates for contingent positions may still have found something better, whether that other option was academic or not.) Finally, between 20 and 30 percent of the individuals hired for positions advertised through these primarily sociological forums are not sociologists. Some of these positions may have been distributed widely and were explicitly positioned to cut across disciplines, while others may have been in settings other than sociology where a sociologist might be competitive but was not hired in the end.

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5   The five are assistant professor, instructor/lecturer, open rank, assistant/associate professor, and visiting assistant professor.

6   Because we collect so few advertisements for part-time ("adjunct") faculty positions, we cannot say much with certainty about the search and hiring process for those positions. Anecdotally, we note that more of the few part-time position listings we see are distributed informally—e-mailed to a list rather than posted as an advertisement—and often locally, and that the search process appears less formal. One example sent to a regional society list on June 29: "[Redacted] University is currently recruiting adjunct instructors for several different courses for the Fall 2015 semester (which begins on Monday, August 24th). In particular, we need someone to teach [two specific courses]. We are looking to fill these sections ASAP." (See also US House 2014:21.)

Table 8 represents an attempt to capture the dynamic aspect of the academic search and hiring process, by comparing the rank and tenure status at which the various positions were advertised with that at hire. (Unfortunately the table also reflects a great deal of non-response to the questionnaire items on rank and tenure status of the person hired.) There are three of the original ranks for which we have enough responses to tell us something. As previously noted, by far the largest category of position advertisements is for tenure-system assistant professors. And among the employers providing information, nearly all (139 of 142) filled these positions at that rank. A second category of tenure-system positions, those advertised as assistant or associate professor depending on qualifications, shows more flexibility—as would be expected. The majority of these positions were filled at the assistant professor rank, but nearly a third were appointed as associate professors and one was made a full professor.

In the lower half of Table 8, we can usefully combine the first two rows, since there seems to be a great deal of flexibility in the non-tenure-system designations of visiting assistant professor, instructor, and lecturer. Of the combined total of 53 positions, about half (27) were filled at the instructor or lecturer rank and another 16 (30 percent) as visiting assistant professor. Although the distinctions among these three categories may be highly significant for a given institution or department (or individual!), at the aggregate level they seem almost interchangeable: Most of the positions advertised as visiting assistant professor were filled as instructor or lecturer, while half of those advertised as instructor or lecturer were filled as visiting assistant professor. In addition, 10 of the 53 positions originally advertised as non-tenure-system were

filled at the (apparently tenure-system) assistant professor rank. While this might serve to give candidates some hope that even in responding to a non-tenure-system advertisement they might land a coveted tenure-track appointment, this statistic should not be overemphasized. We need to bear in mind that the non-tenure-system advertisements we collect likely reflect only a small fraction of the total number of such positions, a smaller proportion than among all tenure-system openings. So it may well be that the non-tenure-system openings that are advertised widely enough to become part of our data analysis are somehow qualitatively different from other contingent openings, and result in a few tenure-track appointments. The difficult reality is that the large majority of academic positions filled at present are not in the tenure system.[7]

As noted in Table 6 (and implied in Table 7), there were seven positions advertised in 2015 for which no search was conducted. When asked why there was no search, respondents for three of these positions said that an internal candidate was hired, two said the position was canceled after the search began, and one reported the search was suspended. (One respondent cited a different unspecified reason.)

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[7] Aggregate estimates on the tenure status of faculty members vary somewhat, but one recent estimate put the non-tenure-system proportion among all instructional staff (including graduate student employees) at 70 percent in fall 2014 (AAUP 2016: Figure 2, p. 14). The US Department of Education collects data on the tenure status of newly-hired full-time faculty members, but we are not aware of a recent tabulation of these data. Schuster and Finkelstein (2006:194) found that the majority of new full-time faculty appointments between 1993 and 2003 were non-tenure-system. Among discipline-specific reports, the American Political Science Association 2014-15 report indicated that a majority of the recent PhD graduates and candidates who were placed in academic positions that year had non-tenure track appointments (including postdocs) (Meyers and Super 2015:6).

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TABULATING POSITION ADVERTISEMENTS

To prepare ASA Job Bank and non-Job Bank position advertisements for analysis, the ASA Department of Research begins with a database export of positions posted in the Job Bank for the previous calendar year, including listings and descriptions of all U.S.- and non-U.S.-based jobs. The Research Department also compiles individual position announcements collected by ASA Executive Office staff that originated through regional sociological societies, ASA section lists, and other related disciplinary societies or job sources. Research staff then remove non-U.S.-based positions or positions posted by non-U.S. employers, as well as any duplicate positions. This database is then transformed into a flat file so that there is one record per each employer/institution associated with a position advertisement, and fields are added for each position advertised by the employer, including position type and whether or not the position originated in the Job Bank. For the 2015 positions, data tabulations (as well as survey data analysis; see the section below) were conducted in *Stata 14*. Staff also mine academic position descriptions to code areas of expertise/specialization or thematic areas of interest from those descriptions, based on the ASA membership form's "areas of sociological interest," the titles of ASA's 52 sections, and keywords/ concepts that emerged from the descriptions themselves. For 2015, data mining was conducted using *QDA Miner Lite, v1.3*.

CONDUCTING THE SURVEY OF EMPLOYERS

To conduct the survey of outcomes from position postings in and outside of the ASA Job Bank, ASA Research Department staff examines the contact information (a name and e-mail address) for all academic positions. If relevant contact information is available, staff includes positions in the employer survey. For 2015, there were 711 academic position advertisements from Job Bank and non-Job Bank sources for which we had or obtained contact information, representing 534 individual contact persons to whom we administered the survey. During survey administration, staff removed 21 contacts (representing 23 positions) due to invalid e-mail addresses and opt-outs from survey respondents, thereby adjusting the total potential respondents to 513 and the total potential positions to 688. The survey was conducted using the web-based survey platform *SurveyGizmo*, and the initial survey invitation was sent via e-mail on June 7, 2016. E-mail reminders were sent to non-respondents on June 15 and June 21, and the survey was closed on July 5, 2016. Questionnaires were completed by 231 respondents out of a possible 513, for a 45 percent response rate. Those 231 respondents represented 293 position advertisements, accounting for 43 percent of the 688 academic positions advertised in 2015 for which we had valid contact information. Of those 293 job ads, 38 originated from non-Job Bank sources.

TOPIC CLUSTERS FOR FIGURE 3

As described in the text, each topic cluster includes expertise sought by employers (Table 2), section membership (Table 3), and "areas of sociological interest" (Table 4). The specific entries included within each topic cluster are as follows. **Crime/ Deviance/Law** Expertise: criminal justice, criminology/delinquency, deviant behavior/social disorganization, police or policing, penology/ corrections, and law and society. Sections: Crime, Law, and Deviance and Sociology of Law. Interest areas: criminology/delinquency, law and society, deviant behavior/social disorganization, criminal justice, and penology/corrections. **Race and Ethnicity** Expertise: race and ethnicity, race, class, and gender, Latina/o sociology, Asians/Asian-Americans, African American or Black studies, racial and ethnic relations, critical race studies/ theory, indigenous studies, and Native American studies. Sections: Race, Class, and Gender; Racial and Ethnic Minorities; Latino/a Sociology; and Asia and Asian America. Interest areas: race, class, and gender; racial and ethnic relations; Latina/o sociology; and Asians/Asian Americans. **Gender and Sexuality** Expertise: sex and gender; race, class, and gender; sexualities; feminist studies; LGBT or Queer studies; and women's and gender studies.

Sections: Race, Class, and Gender and Sociology of Sexualities. Interest areas: race, class, and gender, and sexualities. **Culture** Expertise: cultural sociology. Section: Sociology of Culture. Interest area: cultural sociology. **Culture/International/Global** Expertise: cultural sociology, global and transnational sociology, migration/immigration, development, political economy, East Asian studies, Middle East studies, and comparative sociology. Sections: Sociology of Culture, Comparative and Historical Sociology, Global and Transnational Sociology, International Migration, Sociology of Development, Political Economy of the World-System, Asia and Asian America, Human Rights, and Peace, War, and Social Control. Interest areas: cultural sociology; migration/immigration; comparative sociology/ historical sociology; globalization and transnational sociology; development; political economy; peace, war, world conflict, and conflict resolution; Asians/ Asian Americans; and human rights.

We should note that the inclusion of proportions of both section membership and member areas of interest within the clusters represents a duplicated count. In future analysis we will create an unduplicated count for the interest measure for this particular comparison.

	2012			2013			2014			2015		
	Job Bank	Other Source	Total	Job Bank	Other Source	Total	Job Bank	Other Source	Total	Job Bank	Other Source	Total
Tenure-System Academic Positions												
Assistant Professor	344	42	386	351	45	396	333	34	367	325	31	356
Assistant/Associate Professor	45	13	58	40	12	52	48	2	50	62	9	71
Associate Professor	2	0	2	5	0	5	5	1	6	1	0	1
Associate/Full Professor	12	1	13	19	1	20	31	2	33	21	3	24
Full Professor	1	0	1	4	1	5	2	25	27	10	0	10
Open Rank	48	7	55	50	8	58	70	21	91	66	11	77
Subtotal	452	63	515	469	67	536	489	85	574	485	54	539
Non-Tenure-System Academic Positions												
Adjunct Professor (Part Time)	1	0	1	5	2	7	5	0	5	3	9	12
Visiting Assistant Professor	60	4	64	47	3	50	47	11	58	54	15	69
Instructor/Lecturer	53	4	57	50	17	67	53	6	59	58	30	88
Non-Tenure-System Faculty (Unspecified)	1	8	9	6	0	6	11	2	13	1	2	3
Academic Administrator	56	33	89	48	14	62	27	24	51	39	10	49
Subtotal	171	49	220	156	36	192	143	43	186	155	66	221
Postdoctoral	86	17	103	75	41	116	90	22	112	77	31	108
Fellowship	3	1	4	4	0	4	19	2	21	18	3	21
Subtotal	89	18	107	79	41	120	109	24	133	95	34	129
Sociological Practice	47	27	74	31	7	38	31	60	91	41	106	147
Total	**759**	**157**	**916**	**735**	**151**	**886**	**772**	**212**	**984**	**776**	**260**	**1,036**

Source: American Sociological Association Job Bank and Other Sources, 2012-2015.

Notes:

For 2012, "Open Rank" includes 5 ads (1 from the Job Bank; 4 from other sources) for a tenure-system position that did not state the rank or whether it was open. "Non-Tenure-System Faculty" ads call for non-tenure-track faculty but do not specify the type of position. "Academic Administrator" includes deans, chancellors, provosts, and directors whose responsibilities do not include instruction. "Fellowship" includes academic positions intended for experienced faculty, distinct from postdoctoral positions for recent degree recipients. Data exclude positions from non-U.S. institutions.

Table 2. Area of Specialization or Expertise for Academic Positions Advertised in the ASA Job Bank, 2015

Area of Specialization or Expertise	Count	Percent	Area of Specialization or Expertise	Count	Percent
Criminal Justice	151	5.6	Social Change	14	0.5
Sex and Gender	149	5.5	African American or Black Studies	12	0.4
Criminology/Delinquency	146	5.4	Business/Marketing and Management	11	0.4
Race and Ethnicity	144	5.3	Sociological Practice	11	0.4
Quantitative Methods/Approaches	118	4.4	Political Economy	11	0.4
Interdisciplinary Studies	109	4.0	Social Networks/Analysis	11	0.4
General Research Methods (Unspecified)	103	3.8	Social Psychology	10	0.4
Race, Class, and Gender	95	3.5	Labor Movements	10	0.4
Theory/Knowledge	93	3.5	Police or Policing	9	0.3
Inequality, Stratification, and Poverty	87	3.2	Mental Health	9	0.3
Global and Transnational Sociology	82	3.0	Penology/Corrections	9	0.3
Business and Management	81	3.0	Children and Youth	8	0.3
Family	64	2.4	Law and Society	8	0.3
Medical Sociology	62	2.3	Political Sociology	8	0.3
Migration/Immigration	60	2.2	Public Administration	7	0.3
Open Specialization	56	2.1	Evaluation Research/Program Evaluation	6	0.2
Public Policy	55	2.0	Racial and Ethnic Relations	6	0.2
Statistics	50	1.9	Health Policy	6	0.2
Political Science	48	1.8	Human Rights	6	0.2
Social Work/Social Welfare	47	1.7	East Asian Studies	5	0.2
Economics	40	1.5	Feminist Studies	5	0.2
Economic Sociology	40	1.5	Critical Race Studies/Theory	5	0.2
Urban Sociology	38	1.4	Pedagogy	4	0.1
Psychology	35	1.3	Leisure/Sports/Recreation	4	0.1
Aging/Social Gerontology	34	1.3	Rural Sociology	4	0.1
Population and Ecology	33	1.2	Media Studies	4	0.1
Qualitative Methods/Approaches	31	1.2	Policy/Policy Analysis	3	0.1
Cultural Sociology	31	1.2	Genetics	3	0.1
Teaching and Learning	30	1.1	LGBT or Queer Studies	3	0.1
Applied Sociology	28	1.0	Middle East Studies	3	0.1
Sexualities	27	1.0	Consumers and Consumption	3	0.1
Environmental Sociology	26	1.0	Social Control	3	0.1
Collective Behavior/Social Movements	25	0.9	Indigenous Studies	3	0.1
Communications/Information Technology	24	0.9	Comparative Sociology	2	0.1
Geography/Urban Planning	24	0.9	Women's and Gender Studies	2	0.1
Deviant Behavior/Social Disorganization	23	0.9	Native American Studies	2	0.1
Latina/o Sociology	23	0.9	Politics and Social Change	2	0.1
Asians/Asian-Americans	22	0.8	Music	1	0.0
Social Justice	21	0.8	Biosociology	1	0.0
Science and Technology	20	0.7	Military Sociology	1	0.0
Modeling or Data Analysis	19	0.7	**Total**	**2,695**	**100.0**
Ethnography (Anthropology)	18	0.7			
Religion/Religious Studies	17	0.6			
Body and Embodiment	16	0.6			
Development	15	0.6			

Source: American Sociological Association Job Bank, 2015.

Notes:

In this table, academic positions include the following: Adjunct Professor; Assistant Professor; Assistant/Associate Professor; Associate Professor; Associate/Full Professor; Full Professor; Instructor/Lecturer; Non-Tenure-System Faculty; Open Rank; Visiting Assistant Professor.

Thematic areas are derived from ASA's "areas of sociological interest" plus discipline-specific or skill-specific terms that commonly appeared in position descriptions.

Table 3. ASA Section Membership, 2015   **14**

Section Name	Count	Percent	Section Name	Count	Percent
Sex and Gender	1,176	4.3	Labor and Labor Movements	409	1.5
Sociology of Culture	1,113	4.1	Methodology	409	1.5
Medical Sociology	1,036	3.8	Sociology of Law	411	1.5
Organizations, Occupation, and Work	1,007	3.7	Children and Youth	406	1.5
Race, Class, and Gender	930	3.4	Latino/a Sociology	408	1.5
Racial and Ethnic Minorities	855	3.1	Political Economy of the World-System	405	1.5
Theory	834	3.1	Communication, Info. Technologies, and Media Sociology	331	1.2
Political Sociology	818	3.0	Body and Embodiment	321	1.2
Comparative and Historical Sociology	814	3.0	Sociological Practice and Public Sociology	317	1.2
Collective Behavior/Social Movements	813	3.0	Asia and Asian America	313	1.2
Inequality, Poverty and Mobility	812	3.0	Altruism, Morality and Social Solidarity	306	1.1
Family	798	2.9	Marxist Sociology	306	1.1
Sociology of Education	771	2.8	Sociology of Mental Health	304	1.1
Economic Sociology	748	2.7	Consumers and Consumption	268	1.0
Global and Transnational Sociology	713	2.6	Human Rights	266	1.0
Teaching and Learning in Sociology	675	2.5	Peace, War, and Social Control	256	0.9
Social Psychology	632	2.3	Sociology of Emotions	252	0.9
International Migration	625	2.3	Mathematical Sociology	214	0.8
Science, Knowledge and Technology	620	2.3	Rationality and Society	205	0.8
Aging and the Life Course	611	2.2	Disability and Society	202	0.7
Sociology of Religion	605	2.2	History of Sociology	194	0.7
Sociology of Sexualities	580	2.1	Alcohol, Drugs and Tobacco	171	0.6
Crime, Law, and Deviance	575	2.1	Animals and Society	141	0.5
Community and Urban Sociology	572	2.1	Evolution, Biology, and Sociology	135	0.5
Sociology of Population	549	2.0	Ethnomethodology and Conversation Analysis	129	0.5
Environment and Technology	487	1.8			
Sociology of Development	481	1.8	**Total**	**27,329**	**100.0**

Source: American Sociological Association Membership Database, 2015.

Notes:

Members may join more than one section. For a breakdown of section memberships by member type, see www.asanet.org/asa-communities/asa-sections/all-about-sections/section-membership-history/2015-membership-counts. Totals there differ from the totals here due to minor differences in source files.

Table 4. ASA Member Interest Areas, 2015   **15**

Interest Area	Count	Percent	Interest Area	Count	Percent
Sex and Gender	1,953	4.2	Latina/o Sociology	331	0.7
Race, Class, and Gender	1,885	4.1	Knowledge	310	0.7
Cultural Sociology	1,712	3.7	Labor and Labor Movements	306	0.7
Racial and Ethnic Relations	1,561	3.4	Statistics	298	0.6
Medical Sociology	1,523	3.3	History of Sociology/Social Thought	283	0.6
Stratification/Mobility	1,424	3.1	Peace, War, World Conflict, and Conflict Resolution	272	0.6
Family	1,416	3.1	Policy Analysis	268	0.6
Political Sociology	1,357	2.9	Body and Embodiment	267	0.6
Theory	1,350	2.9	Communication and Information Technologies	256	0.6
Education	1,311	2.8	Asians/Asian-Americans	249	0.5
Social Psychology	1,185	2.6	Alcohol and Drugs	247	0.5
Qualitative Methodology	1,087	2.4	Marxist Sociology	244	0.5
Collective Behavior/Social Movements	1,061	2.3	Human Rights	239	0.5
Quantitative Methodology	1,017	2.2	Emotions	224	0.5
Urban Sociology	1,017	2.2	Rural Sociology	216	0.5
Economic Sociology	1,004	2.2	Social Organization	211	0.5
Demography	983	2.1	Mass Communication/Public Opinion	209	0.5
Migration/Immigration	977	2.1	Social Welfare/Social Work	184	0.4
Comparative Sociology/Historical Sociology	962	2.1	Art/Music	167	0.4
Teaching and Learning in Sociology	842	1.8	Disabilities	166	0.4
Criminology/Delinquency	839	1.8	Altruism and Social Solidarity	165	0.4
Organizations, Formal and Complex	800	1.7	Mathematical Sociology	162	0.4
Religion	785	1.7	Consumers and Consumption	150	0.3
Globalization and Transnational Sociology	768	1.7	Sociological Practice	141	0.3
Work and Labor Markets	755	1.6	Social Control	133	0.3
Environmental Sociology	717	1.6	Visual Sociology	132	0.3
Sexualities	711	1.6	Animals and Society	125	0.3
Science and Technology	610	1.3	Leisure/Sports/Recreation	119	0.3
Aging/Social Gerontology	606	1.3	Small Groups	119	0.3
Law and Society	568	1.3	Ethnomethodology/Conversational Analysis	117	0.3
Children and Youth	557	1.2	Socialization	115	0.2
Development	551	1.2	Biosociology	112	0.2
Social Networks	551	1.2	Military Sociology	109	0.2
Mental Health	517	1.1	Other	99	0.2
Political Economy	502	1.1	Rational Choice	91	0.2
Social Change	501	1.1	Penology/Corrections	88	0.2
Applied Sociology/Evaluation Research	473	1.0	Language/Social Linguistics	80	0.2
Deviant Behavior/Social Disorganization	463	1.0	Human Ecology	69	0.1
Occupations/Professions	430	0.9	Evolution and Society	45	0.1
Community	408	0.9	Clinical Sociology	34	0.1
Public Policy	406	0.9	Microcomputing	19	0.0
Ethnography (Anthropology)	369	0.8			
Criminal Justice	367	0.8	**Total**	**46,052**	**100.0**

Source: American Sociological Association Membership Database, 2015.

Note: Members may select up to four areas of "sociological interest" on their membership forms.

Table 5. Positions Listed and Surveyed, 2015

16

	Job Bank	Other Source	Total	Survey Contact Available	Survey Responses	Response Rate
Tenure-System Academic Positions						
Assistant Professor	325	31	356	346	156	45.1
Assistant/Associate Professor	61	9	71	65	29	44.6
Associate Professor	1	0	1	1	1	100.0
Associate/Full Professor	21	3	24	23	5	21.7
Full Professor	10	0	10	10	3	30.0
Open Rank	66	11	77	74	17	23.0
Subtotal	485	54	539	519	211	40.7
Non-Tenure-System Academic Positions						
Adjunct Professor (Part Time)	3	9	12	11	2	18.2
Visiting Assistant Professor	54	15	69	68	42	61.8
Instructor/Lecturer	58	30	88	87	37	42.5
Non-Tenure-System Faculty (Unspecified)	1	2	3	3	1	33.3
Subtotal	116	56	172	169	82	48.5
Total	**601**	**110**	**711**	**688**	**293**	**42.6**

Source: American Sociological Association Job Bank and Other Sources, 2015.

Notes:

Ranks and tenure status in this table are as described in the original position ad. "Non-Tenure-System Faculty" ads call for non-tenure-track faculty but do not specify the type of position. Data exclude positions from non-U.S. institutions.

	Tenure-System		Non-Tenure-System	
	Number	**Percent**	**Number**	**Percent**
Fewer than 50	60	30.3	61	75.3
50-99	70	35.4	14	17.3
100-149	32	16.2	4	4.9
150-199	17	8.6	1	1.2
200-249	9	4.5	0	0.0
250-299	0	0.0	0	0.0
300 or more	10	5.1	1	1.2
Total	**198**	**100.0**	**81**	**100.0**
No search conducted	**7**		**0**	
Number reporting "don't know" or who did not respond	**6**		**1**	

Source: American Sociological Association Survey of Employers, 2016.

Note: Tenure status in this table is as described in the original position ad.

Table 7. Actions Taken for Positions Advertised, 2015

	Tenure-System				Non-Tenure-System			
	Action Taken	**Positions with Data**	**Percent**	**Non-responses**	**Action Taken**	**Positions with Data**	**Percent**	**Non-responses**
A search was conducted	204	211	96.7	0	82	82	100.0	0
One or more candidates were interviewed	198	204	97.1	0	79	82	96.3	0
One or more candidates were interviewed *onsite**	124	198	62.6	0	53	69	76.8	10
One or more candidates were interviewed *offsite**	194	195	99.5	3	54	77	70.1	2
A formal offer was made to a candidate	185	202	91.6	2	80	82	97.6	0
An offer has not yet been made, but is expected	4	202	2.0	2	1	82	1.2	0
A candidate accepted the offer and was/will be hired	172	183	94.0	2	72	79	91.1	1
A sociology degree holder was/will be hired	122	169	72.2	3	57	72	79.2	0
Faculty or academic research position	171	172	99.4	0	67	69	97.1	3

Source: American Sociological Association Survey of Employers, 2016.

Notes: Tenure status in this table is as described in the original position ad.
*These survey questions were not mutually exclusive.

Table 8. Rank and Tenure Status as Advertised and Filled, 2015
18

Tenure-System Academic Positions

Position Advertised	Rank and Tenure Status as Filled							
	Assistant Professor	Associate Professor	Full Professor	Visiting Assistant Professor	Instructor or Lecturer	Unranked	Total Positions with Information	Rank or Tenure Missing
Assistant Professor	139	0	0	0	0	3	142	14
Assistant/Associate Professor	15	6	1	0	0	0	22	7
Associate Professor	0	1	0	0	0	0	1	0
Associate/Full Professor	1	1	3	0	0	0	5	0
Full Professor	0	0	1	0	0	0	1	2
Open Rank	6	3	0	1	0	0	10	7

Non-Tenure-System Academic Positions

Position Advertised	Rank and Tenure Status as Filled							
	Assistant Professor	Associate Professor	Full Professor	Visiting Assistant Professor	Instructor or Lecturer	Unranked	Total Positions with Information	Rank or Tenure Missing
Visiting Assistant Professor	7	0	0	10	24	0	41	1
Instructor/Lecturer	3	0	0	6	3	0	12	25
Non-Tenure-System Faculty (Unspecified)	1	0	0	0	0	0	1	0
Adjunct Professor (Part Time)	0	0	0	1	1	0	2	0
Total	**172**	**11**	**5**	**18**	**28**	**3**	**237**	**56**

Source: American Sociological Association Survey of Employers, 2016.

Notes:

Based on the 293 survey responses tabulated in Table 5. Seven of the non-responses are cases where no search was conducted.