

On the Upswing: Findings from the ASA 2011-2012 Job Bank Survey†

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Main 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. The “success rate” or “yield” for filling positions was 83 percent, slightly higher than last year.
- ▷ 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.
- ▷ There was a larger share of open specialties advertised in 2011 than in 2010.
- ▷ 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.

The 2011-2012 findings from the American Sociological Association’s (ASA) Job Bank survey suggest that the academic job market for new PhDs continues to be on the upswing. There is reason for optimism in sociology as well as other social science disciplines, because they appear to have reemerged from the abyss caused by the Great Recession (Diascro 2011; Jaschick 2011a, 2011b; Townsend 2011). There were precipitous declines in the number of positions from 2008 to 2009, causing increased anxiety on the part of graduate students, graduate advisors, dissertation chairs, and department chairs. This research brief demonstrates that academic jobs for new PhDs in sociology are now close to their 2008 levels and that departments no longer appear to be constrained by hiring freezes. These positive changes in sociology – and in other social science disciplines – differ from the most pessimistic predictions made about post-recession academic employment, which suggested that the job crises would continue. In contrast, ASA’s expectations were somewhat more positive that the job market had hit

bottom in 2009 and looked forward to “universities opening lines that have been cancelled...” (Spalter-Roth, Jacobs, and Scelza 2011). The data presented here suggest that this latter prediction was correct.

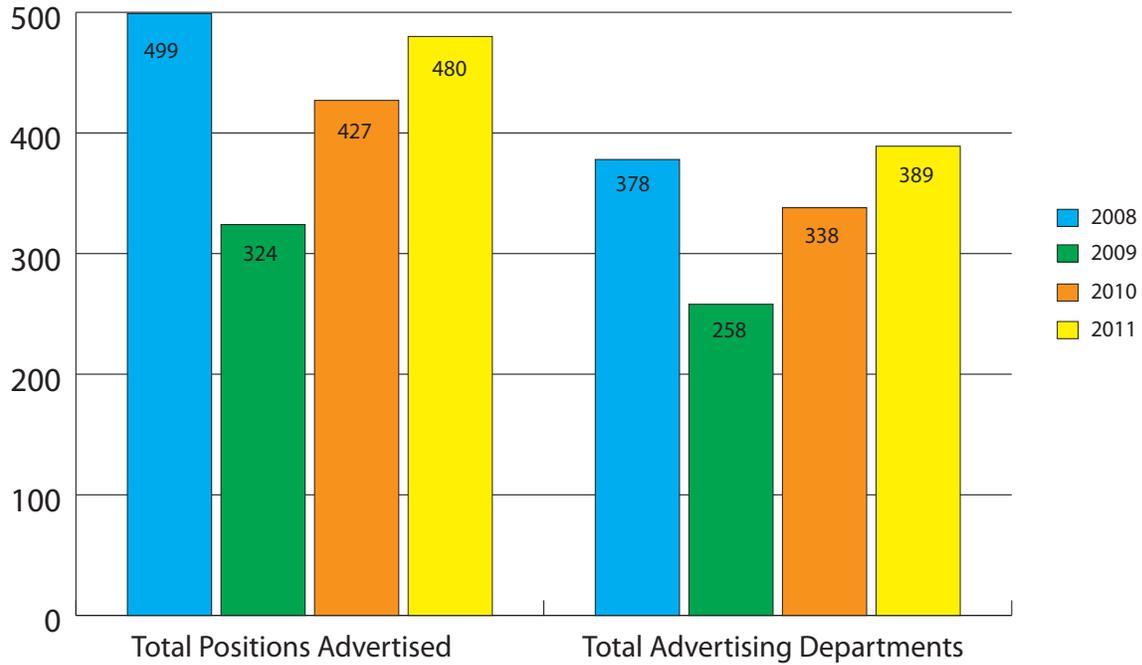
The job growth in sociology and related disciplines is good news for those seeking positions as assistant professors. However, the “overhang” of unplaced or under-placed scholars from the Great Recession years will likely continue to make the job market challenging for newly-minted PhDs for several years to come.¹ As a result, sociologists who wish to stay active in the discipline may need to extend their time in graduate school, find postdoctoral degrees, accept temporary positions, or find research or other non-academic positions. In the remainder of this brief, we discuss changes in the availability of jobs advertised in the ASA Job Bank since 2008, and the outcomes for the jobs that were advertised in 2011.

In 2009 we saw a dramatic decline of 22 percent in the number of assistant and open or multiple rank

†The job bank data reported here are for positions advertised in 2011, many of which began in Academic Year 2011-2012.

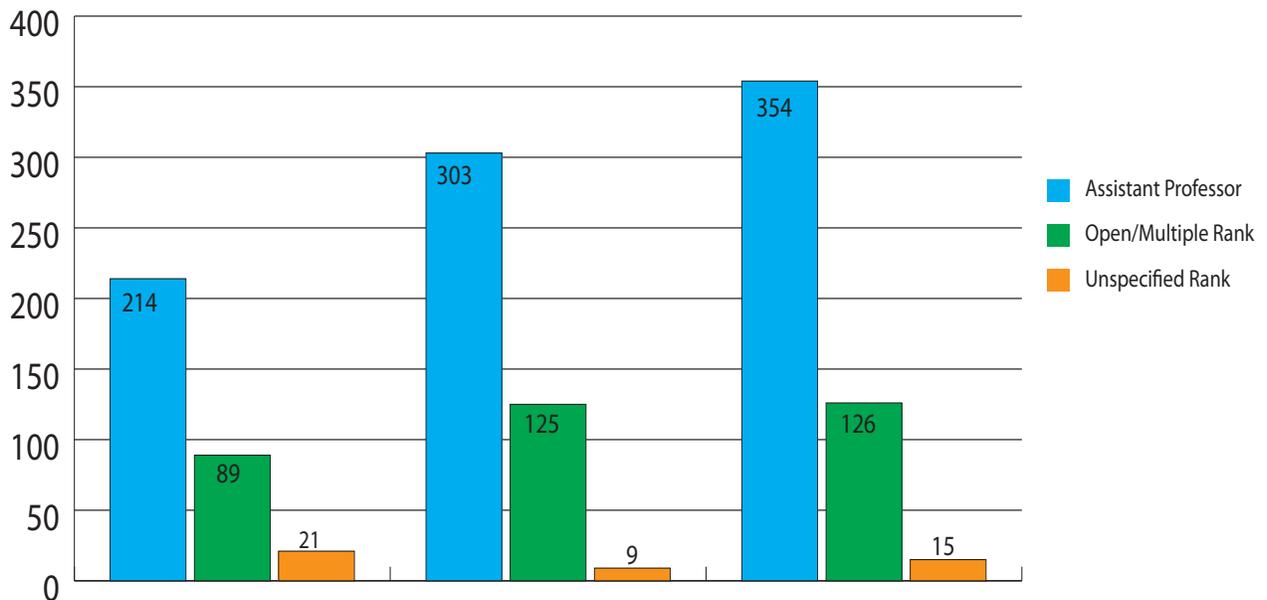
¹See www.asanet.org/research/stats/degrees/number_doctorates_1930.cfm for the number of doctorates awarded during this period.

Figure 1. Assistant and Open/Multiple Rank Faculty Positions Advertised in the ASA Job Bank: 2008-2011.



Note: Excludes non-U.S. institutions.
Source: ASA Job Bank Database, 2011.

Figure 2. Positions Advertised in the ASA Job Bank: 2009-2011, by Rank.



Note: Excludes non-U.S. institutions.
Source: ASA Job Bank Database, 2011.

faculty positions advertised in the ASA Job Bank, the major source of job listings for the discipline (although not all jobs available to sociologists – especially non-academic jobs – are listed). Similarly, there was an even more dramatic 32 percent decrease in the number of departments advertising these positions, reflecting decreasing lines and frozen positions (Spalter-Roth, Jacobs, and Scelza 2010). By 2010, the number of assistant and open rank positions advertised increased by 32 percent, while the number of advertising departments increased by 31 percent. By the end of 2011, the number of assistant and open and multiple rank positions continued to increase, albeit at a slower rate of 12 percent (see Figure 1). In fact, the number of assistant professor positions increased by 17 percent, while the number of open and multiple rank positions remained stable (see Figure 2).

ACADEMIC AND NON-ACADEMIC JOBS AVAILABLE

The complete count of U.S.-based positions advertised in the ASA Job Bank in 2011 is displayed in Table 1. Of the 806 jobs advertised, 551 were academic positions. The vast majority of these advertisements for academic positions (87 percent) were for assistant professor and open/multiple rank positions. If non-U.S.-based assistant and open/multiple rank positions were considered in the analysis, an additional 31 positions would be included. The high percentage of positions available to junior scholars probably reflects the types of lines given to sociology departments when senior faculty retire or departments expand, since these lines have substantially lower starting salaries (relative to other faculty ranks). In addition, new assistant professors have strong incentives for scholarly productivity in order to obtain tenure. It is also possible that the ASA Job Bank does not completely capture the extent to which higher-ranking faculty positions are advertised, since those positions might be part of closed search processes based on collegial networks.

Table 1. Positions Advertised in the ASA Job Bank by U.S. Institutions in 2011.

| Type of Position | Total Advertised |
|-------------------------------------|------------------|
| Academic | 551 |
| Assistant Professor | 354 |
| Open/Multiple Rank | 126 |
| Unspecified Rank | 15 |
| Associate Professor | 1 |
| Full Professor | -- |
| Instructor/Lecturer | 55 |
| | |
| Nonacademic | 255 |
| Sociological Practice | 65 |
| Postdoctoral Position | 123 |
| Other Academic* | 64 |
| Multiple Non-faculty Position Types | 3 |
| Total Positions Advertised | 806 |

Notes: Temporary, visiting, and part-time faculty positions are excluded; non-U.S. institutions are excluded.

*“Other Academic” includes academic administration positions such as deans, chancellors, provosts, department chairs, and directors.

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

If the 255 nonacademic positions in the Job Bank were included in the analysis – most of which likely were available to new doctoral degree recipients – there would be one job available for each new PhD.² However, as noted, this figure excludes PhD recipients from previous years who were unable to find positions that fit their areas of academic interest or expertise. Nor does it include those who took single-year positions during the previous year, or who completed postdoctoral positions recently.

² 354 Assistant Professors, plus 123 Postdoctoral positions, plus 65 positions in Sociological Practice, plus 64 “Other Academic” totals 605 positions, which does not fall substantially short of the 600-650 new PhDs produced in 2010 and 2011.

THE 2011 - 2012 SURVEY

These results are based on the fourth job market survey conducted by the ASA Department of Research and Development.³ The job market survey is administered to determine whether academic departments that advertised jobs in the ASA Job Bank conducted successful searches, whether those positions went unfilled and for what reason(s), whether or not a sociologist was hired, and how searches varied by institutional characteristics (See the Appendix for more detail on how the study was conducted). This year, we also reported the top-three areas of specialization identified in each position advertisement, according to type of Carnegie academic institution classification (i.e., very high research, high research/doctorate, master's comprehensive, baccalaureate only, associate's and other). Areas of specialization were determined by the "areas of special interest" provided on ASA's membership form; new areas were created (for reporting purposes in this brief) wherever areas of interest not on the membership form were found to occur with sufficiently high frequency.

Survey response rates by departments posting advertisements versus number of jobs posted were similar but not identical, because numerous

departments posted more than one position in the Job Bank. To ensure maximum coverage of potential respondents, two department contacts were sent an email invitation to participate in the survey – typically a department chair and an administrative staff member – one of whom had placed an advertisement in the Job Bank. Non-respondents received three follow-up reminders by email, as well as a telephone reminder asking them to complete the survey. The response rate for departments placing advertisements for assistant and open rank positions was 78 percent, or 303 departments (see Table 2), which represented an increase from the previous year's response rate of 71 percent, but which did not reach the 2009 year's response rate of 91 percent.

Responses varied noticeably by the type of academic department and institution (see Table 3). Most positions were advertised by freestanding sociology departments (which had the highest response rates), followed by non-sociology departments such as criminal justice, anthropology, government and public affairs or public policy, cultural and ethnic studies, gender studies, and communications or media. As with 2010, business schools also advertised in the Job Bank, as sociologists commonly are hired to teach courses such as organizational theory or analysis. The de-

Table 2. 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.

³For the results of the 2010-2011 survey, see *Moving Toward Recovery: Findings from the 2010 Job Bank Survey*; for the 2009-2010 survey, see *Still a Down Market: Findings from the 2009/2010 Job Bank Survey*; for the 2008 survey, see *Down Market? Findings from the 2008 ASA Job Bank Study*. Available at www.asanet.org/research/briefs_and_articles.cfm.

partments outside of sociology were less likely to respond to the survey, possibly because they advertise in other job banks and are not committed to sociology. The response rate for joint sociology departments was higher – although joint sociology departments advertised fewer jobs than non-sociology departments. Joint sociology departments typically included smaller departments that combined sociology with criminal justice, anthropology, social work, or gender and/or ethnic studies.

interviewing candidates at several stages, offering positions to candidates of choice, and finally hiring a candidate. As with the 2010 Job Bank survey, 99 percent of responding departments reported that searches were conducted for the positions that they posted, representing 383 searches for which there is information (see Table 4).

THE JOB SEARCH PROCESS

The search to fill academic positions is a multipart process that begins with advertisements, requires

Table 3. Response Rates for Assistant and Open/Multiple Rank Faculty Positions Advertised in 2011, by Type of Academic Department.

| Department Type | Academic Departments | | Jobs | |
|------------------------|--|-------------------|-----------------------|---|
| | Total Departments Placing Advertisements | Response Rate (%) | Total Jobs Advertised | Jobs Advertised by Responding Departments (%) |
| Freestanding Sociology | 148 | 84 | 191 | 85 |
| Joint Sociology | 82 | 79 | 100 | 82 |
| Non-sociology | 154 | 72 | 181 | 75 |
| Unknown | 5 | 86 | 8 | 88 |
| All Departments | 389 | 78 | 480 | 81 |

Note: Excludes non-U.S. institutions.

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

Table 4. Searches Conducted by Responding Departments in 2011: Assistant and Open/Multiple Rank Positions.

| | N | % |
|--|------------|------------|
| Total Jobs Advertised by Responding Departments | 387 | 100 |
| Searches Conducted | 383 | 99 |
| <i>Successful</i> | 316 | 83 |
| <i>Later canceled</i> | 5 | 1 |
| <i>Search suspended</i> | 9 | 2 |
| <i>Not filled for other reasons*</i> | 53 | 14 |
| Searches not Conducted | 4 | 1 |
| Search Conducted, but Hiring Status not Stated | -- | -- |

*See Table 5 for complete breakdown of “other reasons.”

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

JOBS FILLED

The 383 searches that were conducted resulted in 316 “successes,” in which a candidate was offered an academic position, accepted it, and was hired. The success rate (or “yield”) for this year of hires per search was 83 percent – slightly higher than last year’s success rate of 80 percent but lower than the 2009 rate of 86 percent. The success rates for the past three years have been significantly higher than that of 2008, when the rate was a reported 69 percent, although significantly more jobs were advertised. As Figure 3 shows, each phase of the process results in an incremental decrease in filling the advertised positions. For example, although 387 positions were advertised, 348 job offers were made, and 316 candidates ultimately were hired. Of the 316 hires, 91 percent were filled by assistant professors. Although only 59 percent of the jobs advertised were in sociology or joint sociology departments, more than three-quarters (78 percent) of

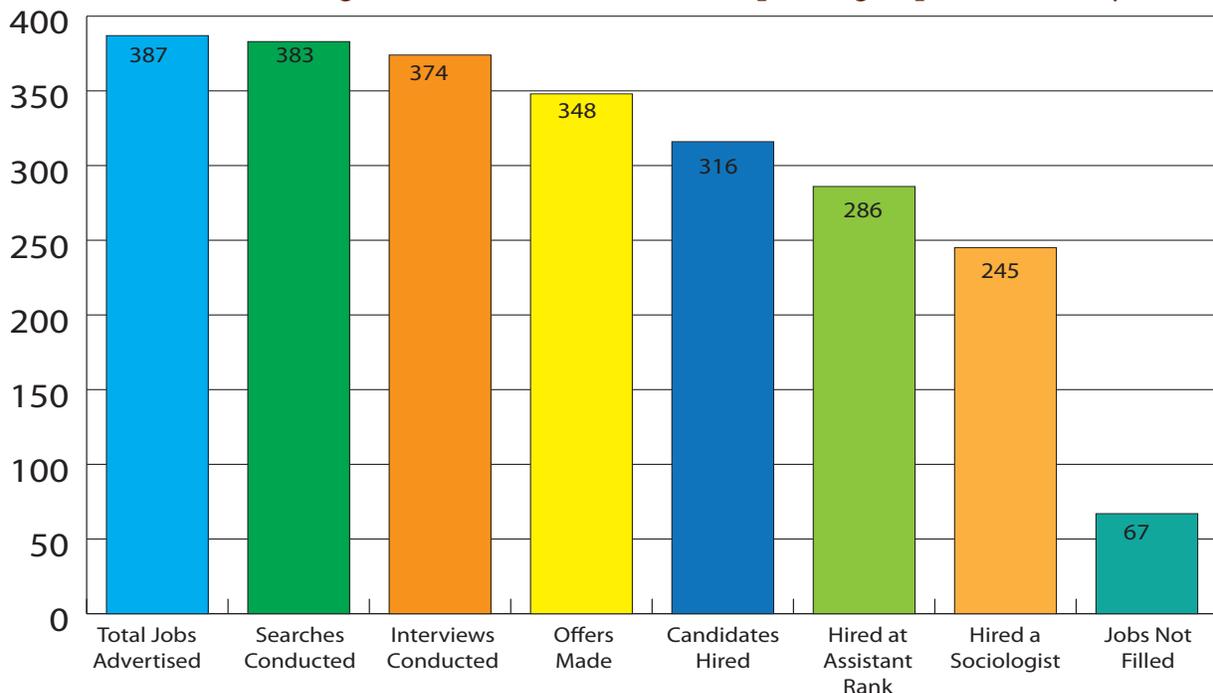
them were filled by a sociologist. The percentage of positions offered to sociologists was slightly lower than in 2010, when it was 82 percent of hires. However, the data for 2010 likely are somewhat of an overestimate, as the response rate for non-sociology departments (which are less likely to advertise for or hire sociologists) last year was somewhat low (52 percent). Because the response rate for those departments was 68 percent for 2011-2012, this year’s rate of 72 percent is likely to be an overestimate as well, but not to the extent that it was in 2010. As one respondent from a criminal justice department stated:

We hire[d] three people; only one was a sociologist.

In other instances, sociology departments hired doctoral degree holders in related fields, but not in sociology *per se*:

We ended up hiring a candidate with an M.A. in Sociology, but a Ph.D. in Criminology.

Figure 3. The Hiring Process for Assistant and Open/Multiple Rank Positions Advertised Through the ASA Job Bank, 2011: Responding Departments Only.**



*For 303 responding academic departments.

**Two respondents who reported making a hiring offer did not respond to the question of whether a sociologist was hired.

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

JOBS NOT FILLED

Not all positions advertised are expected to result in successful searches. Colleges and universities do not necessarily conduct searches for all advertised positions – frequently due to cancellation or suspension of a search – although those reasons were less prevalent than in the 2010 Job Bank survey. In other instances, searches fail to produce a consensus as to the most appropriate candidate, or a consensus is reached that none of the prospective candidates are appropriate for a given position. Or, candidates might be offered a position that they do not accept, and in other cases, a successful hiring does not necessarily result in the selection of a sociologist for a given position. Of these positions that were not filled, one percent of advertised positions were canceled, two percent resulted in suspended searches, and 14 percent were not filled due to other (specified) reasons, for a total of 17 percent (see Table 4 and Table 5). This percentage of unfilled positions was relatively constant in 2010 and 2009, although significantly lower than in 2008, when 29 percent went unfilled.

Unlike 2010, in which the most commonly reported reason why a position went unfilled was the cancellation or suspension of a position search, in 2011 the most common reason was rejection of an offer by a candidate. Of unfilled positions, 25 (37 percent) were due to rejection of the offer. It is possible that that rate of 37 percent (higher for rejections by candidates than reported in 2010) is an indicator of an improving job market. The box in the center of this page captures the thoughts of one department chair.

We scheduled our three top candidates for interviews. One cancelled at the last minute... Two actually interviewed and did well. We made an offer to one of the two and were prepared to make an offer to the other [c]andidate if the 1st choice turned us down. The 1st choice candidate turned us down largely because the salary offer was too low. By that time, the other candidate had accepted an offer from a different university that paid more and was located in a city [w]here her fiancée would have better employment prospects. We are presently awaiting permission from our dean to mount another hiring effort this fall.

VARIATION ACROSS INSTITUTIONS

There is some variation in the hiring process across types of institutions of higher education. Table 6 depicts the hiring process in 2011 according to academic institution type. The latest (2005) codes (“Carnegie Codes”) from the Carnegie Foundation for the Advancement of Teaching were used to categorize institutions. Very High Research institutions are recognized for having the largest number of faculty per academic department and, as in 2010, they typically advertise the most positions. In 2011, these departments advertised 35 percent of all assistant and open/multiple rank positions in the ASA Job Bank similar to the percentage of positions advertised in 2010. The percentages of jobs filled at each type

of institution were similar to those reported in 2010, albeit at a somewhat higher rate. Research/Doctorate, Master’s Comprehensive, and Baccalaureate institutions filled about 85 percent of the jobs that they advertised.

In contrast, Very High Research Schools filled a smaller percentage of advertised jobs (77 percent). These latter institutions may be more selective in their hiring process than other types of institutions, as they are able to rely upon a larger pool of graduate teaching assistants and/or adjunct faculty should they choose not to fill an open teaching position(s). “Associate’s/Special Focus” institutions represented the smallest number of institution type advertising positions in the Job Bank in 2011, consisting of 13 academic departments and eight positions advertised (among responding departments), with 75 percent of advertised positions filled. Departments across institutional types filled about 90 percent of the jobs for which they made offers, with the exception of associate institutions, which filled 100 percent.

Table 5. 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.

Table 6. Assistant and Open/Multiple Rank Faculty Positions Advertised in 2011, by Type of Academic Department.

| | Responding Departments* | | | | | | | |
|------------------------------|--------------------------------|--------------------------|----------------------------------|---------------------------|-------------------------------|--------------------|--------------------|------------------------|
| | <i>Total Departments</i> | <i>Response Rate (%)</i> | <i>Number of Jobs Advertised</i> | <i>Searches Conducted</i> | <i>Candidates Interviewed</i> | <i>Offers Made</i> | <i>Jobs Filled</i> | <i>Jobs Filled (%)</i> |
| Type of Institution** | | | | | | | | |
| 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>.

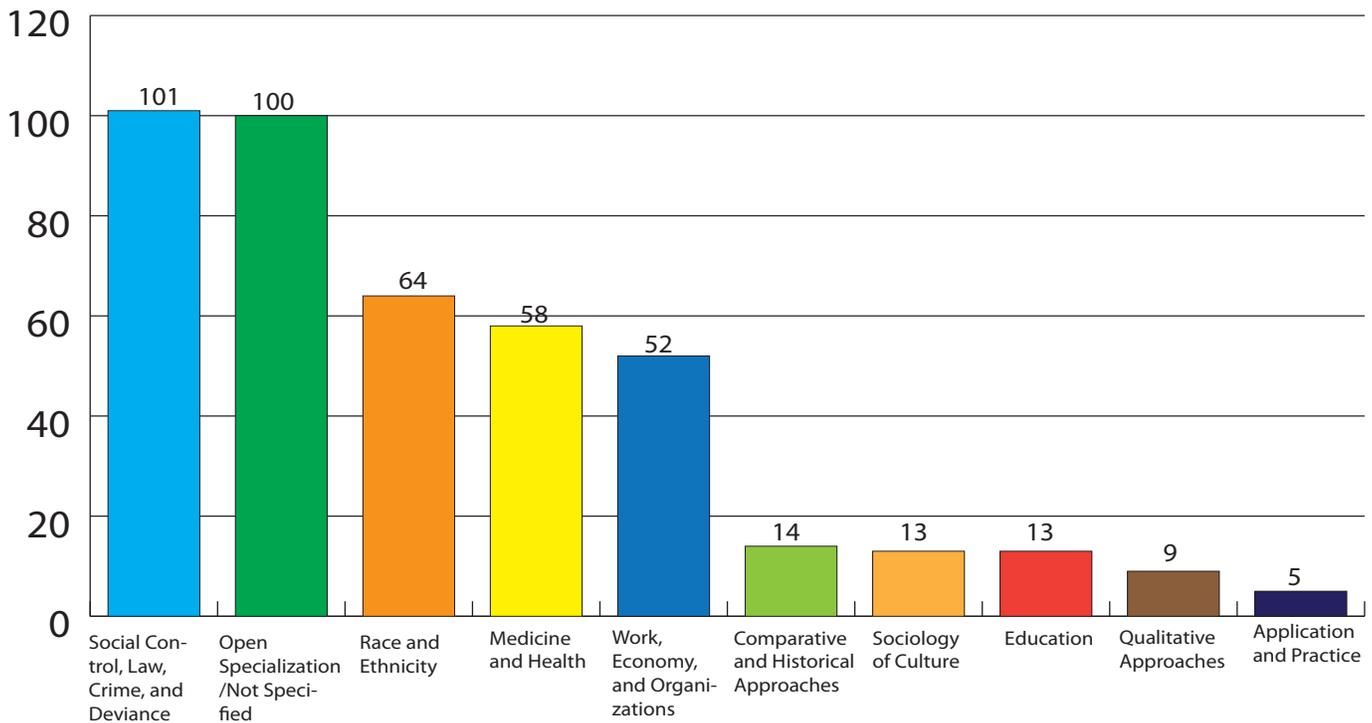
Source: ASA Survey of Academic Employers, 2011-2012.

AREAS OF SPECIALIZATION

In what specialty fields did departments hire assistant or open-rank faculty? We identified up to three areas of academic specialization called for in each advertisement for assistant and open/multiple rank positions, although not all advertisements necessarily called for three or more areas of specialization. Coding was done using specialty areas from the ASA membership form along with developing codes for areas not listed on the membership form. Figure 4 shows the top-five and bottom-five specialties. Social Control, Law, Crime, and Deviance was the most heavily advertised specialization (with 101 jobs), as it was in 2010. Position announcements advertising that the area

of specialization was open or unspecified was the second-highest type (with 100 jobs), whereas in 2010 it ranked fourth to last. This is good news for new PhDs with other than the top-ranked areas of interest. The remaining top-five areas included race and ethnicity; medicine and health; and work, economy, and organizations. As in 2010, Qualitative Approaches and Comparative and Historical Approaches ranked in the bottom-five areas, along with sociology of culture; education; and practice. Given that the largest group of graduate students is members of the culture section, the relatively few jobs available in this specialty area suggest a major mismatch between the two.

Figure 4. 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.**



*For 480 assistant or open/multiple rank positions.

**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.

Appendix Table 1 presents areas of specialization by type of academic institution. For all types of institutions, open-specialty positions were either the most or second-most advertised. There was some variation among institutional types in terms of the remaining top-five areas of advertisements. Social control, Law, Crime, and Deviance was the first- or second-favored specialty by High Research/Doctorate, Master’s Comprehensive, and Baccalaureate-only institutions. In contrast, it was not one of the top five at very high research institutions. Work, Economy, and Organizations was the most desired specialty by this type of institution. Medicine and Health was the third-most desired specialty by all but baccalaureate institutions, and race and ethnicity was in the top five for all types of institutions. These specialty areas by type of institution should give hints to current graduate students as to areas in which to do their scholarly work, although the changes from year to year mean that prediction of the most widely desired specialties by hiring departments is far from perfect.

As noted, only 54 percent of jobs were advertised by sociology departments with the remainder from other types of departments. We noted also, that the response rate for non-sociology departments was lower than for sociology departments. We have information on 34 non-sociology departments that hired sociologists. What kind of departments hired them? The recoded results are in Table 7. By far, the largest number of sociologists were hired in Criminal Justice departments. This finding is not surprising, given that many of these departments were once a sub-field in sociology departments. Four sociologists were hired by public policy or public affairs departments (including government); three sociologists each were hired by identity studies departments (including black, Africana, and women’s studies), three by health-oriented departments, and interdisciplinary departments; the remainder hired only one sociologist each.

Table 7: 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.

CONCLUSIONS

There are reasons for cautious optimism among new doctoral degree recipients in sociology. The 17 percent increase from 2010 to 2011 in full-time positions advertised for assistant professors in the ASA Job Bank represents a continuation in the rise of those positions since 2008. Between 2009 and 2011, the number of assistant professor positions advertised increased by 65 percent, approaching its 2008 levels. However, as we noted, the “overhang” of unplaced or under-placed scholars from the Great Recession years will likely continue to make the job market challenging for newly-minted PhDs for several years to come. Another positive indicator for new PhDs is that the number of departments advertising jobs actually increased since 2008, suggesting that for many sociology departments, the days of hiring freezes appear to be over – at least for the present. A third positive factor for new PhDs is the high

percentage of “open” specialties allowing applications to more departments. And a fourth factor is that non-sociology departments are hiring sociologists. These are all positive indicators for new PhDs that there is improvement in the job market at the entry point into academic sociology.

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APPENDIX: CONDUCTING THE ANNUAL JOB BANK SURVEY

Each year, the ASA Research and Development Department receives a listing and a description of all jobs advertised in the ASA Job Bank. ASA staff receive position announcements that were emailed to ASA but originated through regional professional (sociological) societies and ASA Section listservs. To create the Job Bank database that is used for survey and analysis purposes, the research staff first studies each posting placed in the online Job Bank database and verify whether any employers submitted an announcement for the same position more than once. The next step is for staff to code single postings for which multiple position openings have been included. For example, it is not uncommon for an employer to advertise “three assistant professor positions” with the same or different required areas of expertise. That posting would become three separate records in the Job Bank database used for analysis, representing a single employer/academic department. In other instances, job postings will be made for single or multiple positions with a specified or unspecified number of positions. Thus, staff code employers/departments as advertising positions as “single,” “multiple: specified number of jobs,” and “multiple: unspecified number of jobs.” Departments then are coded according to that scheme. For the 2011-2012 survey, only six departments advertised an unspecified number of positions—the majority of which were for “one or more” positions. When the Job Bank Survey is administered, department contacts are given an opportunity to specify how many positions were filled; thus, Research Department staff err on the side of caution in terms of determining how many positions were advertised by a department, and treat “one or more” positions as one, unless specified by a respondent during administration of the survey.

Next, research staff processes each position announcement that was emailed to ASA, and insert them into the new database. As with jobs posted in the online database, staff must verify whether duplicate positions exist, and parse out multiple position announcements. The final database consists of a single record so that each position represents the unit of analysis, but academic or administrative contacts are emailed a single invitation to take the online survey, which then presents questions about each position advertised by their department. With the 2011 Job Bank, 389 academic departments placed advertisements for assistant or open/multiple rank faculty positions, representing 480 advertised positions. Of those 389 advertising departments, 312 posted single positions, and the remaining 77 posted one or more positions. Thus, response rates for number of departments and positions generally are similar—but not identical—because of departments that post one or more positions. Data tabulations and coding for the 2011-2012 survey were performed by ASA Research Department staff using the statistical software package *SPSS Statistics 20*.

Appendix Table I. Top Three Most-Frequent Areas of Specialization Listed in All Assistant and Open/Multiple Rank ASA Job Bank Advertisements, 2011.**

| Specialization | Type of Academic Institution*** | | | | | Total |
|--|---------------------------------|-------------------------|------------|---------------|-----------------------------|------------|
| | Very High Research | High Research/ Doctoral | Master's | Baccalaureate | Associates'/ Special/ Other | |
| Social Control, Law, Crime, and Deviance | 19 | 26 | 36 | 18 | 2 | 101 |
| Open Specialization/Not Specified | 27 | 25 | 27 | 19 | 2 | 100 |
| Race and Ethnicity | 23 | 18 | 12 | 10 | 1 | 64 |
| Medicine and Health | 24 | 17 | 8 | 8 | 1 | 58 |
| Work, Economy, and Organizations | 32 | 7 | 3 | 9 | 1 | 52 |
| Globalization and Global Issues | 24 | 9 | 11 | 5 | 0 | 49 |
| Place and Environment | 14 | 12 | 13 | 9 | 0 | 48 |
| Politics and Social Change | 15 | 11 | 8 | 8 | 0 | 42 |
| Inequalities and Stratification | 15 | 12 | 7 | 5 | 1 | 40 |
| Other Specialization | 14 | 13 | 9 | 3 | 1 | 40 |
| Gender and Sexuality | 22 | 5 | 6 | 4 | 0 | 37 |
| Family, Life Course, and Society | 16 | 9 | 7 | 3 | 0 | 35 |
| Quantitative Approaches | 9 | 5 | 13 | 3 | 1 | 31 |
| Research Methods | 6 | 5 | 9 | 6 | 2 | 28 |
| Theory, Knowledge, Science | 7 | 5 | 6 | 8 | 1 | 27 |
| Social Psychology and Interaction | 6 | 4 | 2 | 4 | 0 | 16 |
| Population and Ecology | 8 | 4 | 1 | 2 | 0 | 15 |
| Comparative and Historical Approaches | 5 | 6 | 2 | 0 | 1 | 14 |
| Sociology of Culture | 3 | 7 | 1 | 2 | 0 | 13 |
| Education | 6 | 4 | 2 | 1 | 0 | 13 |
| Qualitative Approaches | 4 | 1 | 3 | 1 | 0 | 9 |
| Application and Practice | 3 | 2 | 0 | 0 | 0 | 5 |
| Total | 302 | 207 | 186 | 128 | 14 | 837 |

*For 480 assistant or open/multiple rank positions.

** Average specialty areas per position posting: 2.5; not all positions specified up to three areas of specialization.

***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.

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|--|--------|------|
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