

The Annual Meeting Employment Center is designed to ease the communication process between candidates for academic positions and employers seeking to fill available positions. The Employment Center features an Annual Meetings edition of *Employment Listings*, candidate credentials for review, a message center, and interview facilities.

The 2012 Annual Meetings Employment Center saw a total of 656 candidates and 96 open positions. We experienced a 3 percent increase in open positions registered for the Employment Center from 2011 while the number of registered candidates decreased by 7 percent.

The ratio of registered positions to registered candidates was 1:6.8. Though there was only a slight increase in positions available this year in comparison to last year, this ratio indicates that, as in previous years, the number of candidates continues to exceed the number of positions available.

<b>Employers</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
Positions Registered	96	93	
65			
Total Institutions Registered	76		
76			
58			
Preregistered	76		
67	61		
Registered Onsite	5		
9			
4			
Ratio of Positions to Candidates		1:7.6	1:7.7
<b>Candidates</b>			
Total Registered	656		
705			
504			
Preregistered	623	680	
491			
AAR Members	409	450	
SBL Members	169	190	

Joint Members	45	40	
Registered Onsite	33	25	
13			
Female Participants	227		
228			
47			
Male Participants	378	354	
69			
Did Not Report Gender	51	123	
388			
Ratio of Female to Male	1:1.7	1:1.6	1:1.5

Each year, the AAR gathers data about job positions and candidates registered for the Center. Each position is required to have a primary classification from a provided list. Positions may also have additional classifications. Candidates are able to select a primary classification and one additional classification if they wish, although this is not required. The “primary” columns indicate the number of times each classification was chosen as a primary choice ( [click here to see full chart](#) ).

When drawing conclusions from this data, it is important to think of the motivations that guide employers’ and candidates’ choices. Employers tend to choose more broad classifications that correspond to the classes needing to be taught. They are likely willing to consider candidates from an array of specializations as long as each person can teach general courses. In contrast, a candidate’s primary choice is usually his or her area of research, though they can teach more broadly. Take New Testament as an example — one need not specialize in this area to teach a course. The fact that the classification had a 1:7.8 ratio when considering just primary classifications in 2012 does not automatically mean that candidates who chose the classification each had a 13 percent chance of getting a job.

Another example is Asian Religions. From looking at the number of times this classification was chosen as primary in 2012, it might seem that each candidate in that field had about a 100 percent chance of getting a job. However, many candidates who chose Buddhism, Hinduism, or World Religions as their specialty have the ability to teach Asian Religions. So employers needing an Asian Religions professor are not limited to only those candidates who consider it to be their specialty.

This is where the “all” columns come into play. These columns indicate the total number of times a classification was chosen as either primary or “additional.” These columns often give better indications of the ratio of positions to candidates within a particular subfield. Take the example from above. Many of the candidates who chose Hinduism or World Religions likely chose Asian Religions as an additional choice. Therefore, the position-to-position ratio of 1:2.1 is a better indicator of how many candidates might have sought a particular position.

Still, because of the different motivations that guide choices and because many of the classifications are interrelated, the candidate-to-job ratios shown cannot give a clear indication of a candidate’s chances of getting a job. Rather, they serve mainly to identify trends in position openings and candidate specializations.

The AAR has been compiling registration data since 1990. This data is available on the [AAR website](#)