

The MLA *Job List*, 2018–19

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The MLA *Job List*, 2018–19

After six years of declines, the number of English positions advertised in the MLA *Job List* increased slightly, by 1.3%, in 2018–19. The number of positions in languages other than English, however, declined for the seventh year in a row. Yet the intensity of the decline has diminished, from 11.5% in 2016–17 to 4.7% in 2017–18 to 2.5% in 2018–19. (For ease of reading, “languages other than English” will be referred to as “languages” throughout this report.) In 2018–19, the number of English positions was 839, and the number for languages was 751. The figures presented in this report are from August 2018 through July 2019, before the COVID-19 pandemic. The unprecedented effects of the pandemic on the number of jobs will be reflected in subsequent reports.

Figure 1 shows the trends for the number of positions announced in the English and languages editions across the forty-four years from 1975–76 to 2018–19. (Although the *Job List* is no longer printed, and therefore does not exist in separate English and languages editions, we continue to use the term *edition* and to divide the positions into English and languages based on the language or languages required of the candidates. This approach allows for continuity and comparisons over time.) Because of the declines of the past seven years, the number of advertised positions remains below the level reached after the severe drop between 2007–08 and 2009–10. Positions in the English edition declined by 54.1% between the prerecession academic year 2007–08 and the academic year 2018–19, and positions in the edition for languages declined by 55.3%. After the recession, the years 2010–11 and 2011–12 saw modest increases: English positions rose by 8.2% in 2010–11 and by 3.8% in 2011–12, and positions in languages rose by 7.1% and 3.0%. But as figure 1 shows, the numbers never approached the prerecession peaks of 1,826 positions in the English edition and 1,680 positions in the edition for languages. English has been below the historical threshold of 1,000 positions for four years now, and languages have been below it for five years.

In addition to reading the job listings to count the number of positions announced, staff members in the MLA’s office of programs analyze the data in the *Job List* database to determine the number and characteristics of the ads that departments place. The number of ads is always somewhat smaller than the number of positions the ads list, since some ads list more than one position. In 2018–19 the English edition contained 726 ads, and the edition for languages contained 687. The number of interdisciplinary ads—those counted in both editions—was 86.

Tables 1 and 2 show the breakdown of ads by rank—instructor, assistant professor, associate professor, professor, and postdoctoral fellow (this last rank has been counted since 2013–14). The tables cover two decades and show the changes in both the number and percentage of ads for each rank. Ads marked solely “assistant professor” dominate the listings.

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In English, 55.8% of ads in 2018–19 were for assistant professors, down from 58.2% in the previous year (table 1). In languages, 52.7% of ads in 2018–19 were for assistant professors, up from 48.5% in the previous year—and the highest percentage in a decade (table 2). Looking at the past two decades, we see that the highest percentage of assistant professor ads was reached in 2002–03 for both English (67.1%) and languages (60.9%). In the last decade, the increase in the percentage of ads tagged “instructor” in the languages edition is notable; these ads now make up more than a fifth of all ads in languages. In 2018–19, the percentage of instructor ads was 23.6%, up from 22.3% in the previous year. The percentage of English ads for instructors was considerably lower, at 13.1%, but it was up from 10.7% in the previous year.

Virtually all positions announced in the *Job List* are full-time, and the *Job List* thus provides no insight into hiring for the part-time faculty positions that have been the fastest-growing segment of the academic workforce. Moreover, not all departments have used the *Job List* to advertise faculty positions they seek to fill. Only a handful of two-year colleges have used the *Job List* to advertise openings on their faculties. In addition, very few positions in American Sign Language are advertised in the list. Despite these limitations, the number of ads tagged as openings for full-time tenure-track assistant professors and for non-tenure-track instructors is a valuable barometer of trends in full-time, entry-level academic employment in four-year institutions for new and recent graduates of PhD programs.

Table 3 shows the number and percentage of ads in the *Job List*’s English edition, broken out by the index terms for tenure status and rank that advertisers have selected for listings placed since 2007–08. Table 4 shows the equivalent information for listings in the edition for languages. The tables quantify the scale of the contraction in academic job opportunities in the field, especially in tenure-track assistant professor positions, that began in 2008–09 and has persisted since.

For 2018–19, ads that call for tenure-track assistant professors claimed 43.8% of ads in the English edition and 35.5% of ads in the languages edition. The percentage of tenure-track assistant professor ads in English has been below 50% since 2015–16, and the percentage in languages has been below 40% since 2009–10. Ads that use “tenure-track assistant professor” and another rank add several more percentage points to the proportion of tenure-track assistant professor ads but are not a large category, particularly for languages. In 2018–19, the number of such language ads was 28, or 4.1% of the total.

Figure 2 and figure 3 slice the data more simply, by showing tenure-track status without rank, but they cover a longer span of time than tables 3 and 4 do. The graphs show that, as might be expected, as the total number of ads rises, the number of ads for tenure-track positions rises, and as the total number of ads falls, the number of ads for tenure-track positions falls. But a closer look reveals a disturbing trend. In the four years leading to the recession (2005–06 through 2008–09), the percentage of ads for tenure-track positions in English averaged 76.8%, and the percentage for languages averaged 61.3%. In the ten years that followed (2009–10 through 2018–19), the English average was 66.4% and the average for languages was 50.6%. That is, the average percentage of ads for tenure-track positions dropped

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by more than 10% in both English and languages. The percentage of ads for non-tenure-track positions has correspondingly grown. In languages, ads for tenure-track positions now represent less than 50% of the total; the number of ads for non-tenure-track positions has exceeded the number of ads for tenure-track positions since 2016–17.

Instead of counting the number of ads, tables 5 through 13 count the number of times field categories were tagged in the *Job List*. Tags are specializations chosen by those who submit the ads and are used by candidates to search for ads in their areas of specialization; we analyze the field categories of ads as they are reported by advertisers, who may occasionally make arbitrary or incomplete selections. Language field categories are presented in tables 5, 6, and 11; English field categories in tables 7, 8, and 12; and general field categories, which span both English and languages, are in tables 9, 10, and 13. Because some ads call for more than one field category, the sums of the numbers in these charts do not match the number of ads for each edition.

In June 2019 the *Job List* was moved to a new platform aimed at a broader range of advertisers and thus with fewer tags dedicated to subfields. Perhaps as a result of this change, there was a reduction in the number of tags used for English categories. In 2017–18, there were a total of 1,009 tags entered, and in 2018–19, there were 821 (table 12). Interestingly, the number of language and general category tags did not decrease by such a significant amount.

Table 5 shows the number of times that ads in the languages *Job List* were tagged with specific language designations; the numbers are broken out by tenure status. The row percentage shows the percentage breakdown within a particular language by tenure status, and the column percentage shows the percentage breakdown within a tenure category for all the languages combined. Table 6 presents a subset of these numbers, covering those ads that were tagged for the rank of assistant professor (including ads that were tagged as assistant professor or another rank). Spanish and Latin American had the largest share of tags, both overall (257) and for tenure-track (128); the category French and Francophone was next, with 114 overall and 62 tenure-track, followed by Germanic and Scandinavian, with 81 and 38. Another large category is “no language specified,” with 91 overall and 42 tenure-track tags. These ads are for department chairs, specialists in film or linguistics, interdisciplinary positions, and postdoctoral fellowships. Across all the language categories, a comparison of the tenure-track columns in tables 5 and 6 shows that the majority of the tenure-track tags are for assistant professor positions.

Table 7 shows the number of times that ads in the English *Job List* were tagged with one of three writing categories, with one of five literature categories, or with the category of English education; the numbers are broken out by tenure status. Table 8 presents a subset of these numbers, covering those ads that were tagged for the rank of assistant professor (including ads that were tagged as assistant professor or another rank). In the writing category, composition and rhetoric had the largest share, and in the literature category, British literature and American literature had the largest share (110 and 109, respectively). A greater proportion of literature positions are tagged tenure-track than are writing category positions. In the writing categories

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taken together, 54.4% of the tags were for tenure-track positions, as compared with 68.5% in the literature categories taken together. For those ads tagged as assistant professor, the same imbalance holds: 70.9% in the writing categories were for tenure-track positions, as compared with 82.9% in the literature categories.

Table 9 shows the number of times that ads in the *Job List* across English and languages were tagged with one of thirteen general categories; the numbers are broken out by tenure status. Table 10 presents a subset of these numbers, covering those ads that were tagged for the rank of assistant professor (including ads that were tagged as assistant professor and another rank). Cultural studies was the category most commonly tagged, followed by interdisciplinary fields, linguistics and ESL, and comparative literature (excluding the catchall category “other,” which includes positions that were not tagged with any specific general field category terms). For assistant professor positions, cultural studies had the highest number of tenure-track tags, followed by comparative literature, interdisciplinary fields, and linguistics and ESL.

Tables 11, 12, and 13 count the number of times field categories were tagged in the *Job List* over the four-year time span from 2015–16 through 2018–19. Language field categories are presented in table 11, English field categories in table 12, and general field categories in table 13. The trends over time generally reflect the decline in the overall number of positions seen in figure 1, but there are increases here and there in individual categories. The number of tags rose in 2018–19 for creative writing, English education, cultural studies, interdisciplinary fields, world literature, and for the category of department chair or other administrator. The number also rose in the nonacademic category business, government, and nonprofit sector. In languages, the number of tags increased for Korean, Portuguese, Russian and other Slavic languages, and Spanish and Latin American.

Fig. 1. Number of Positions Advertised in the MLA Job List, 1975–76 to 2018–19

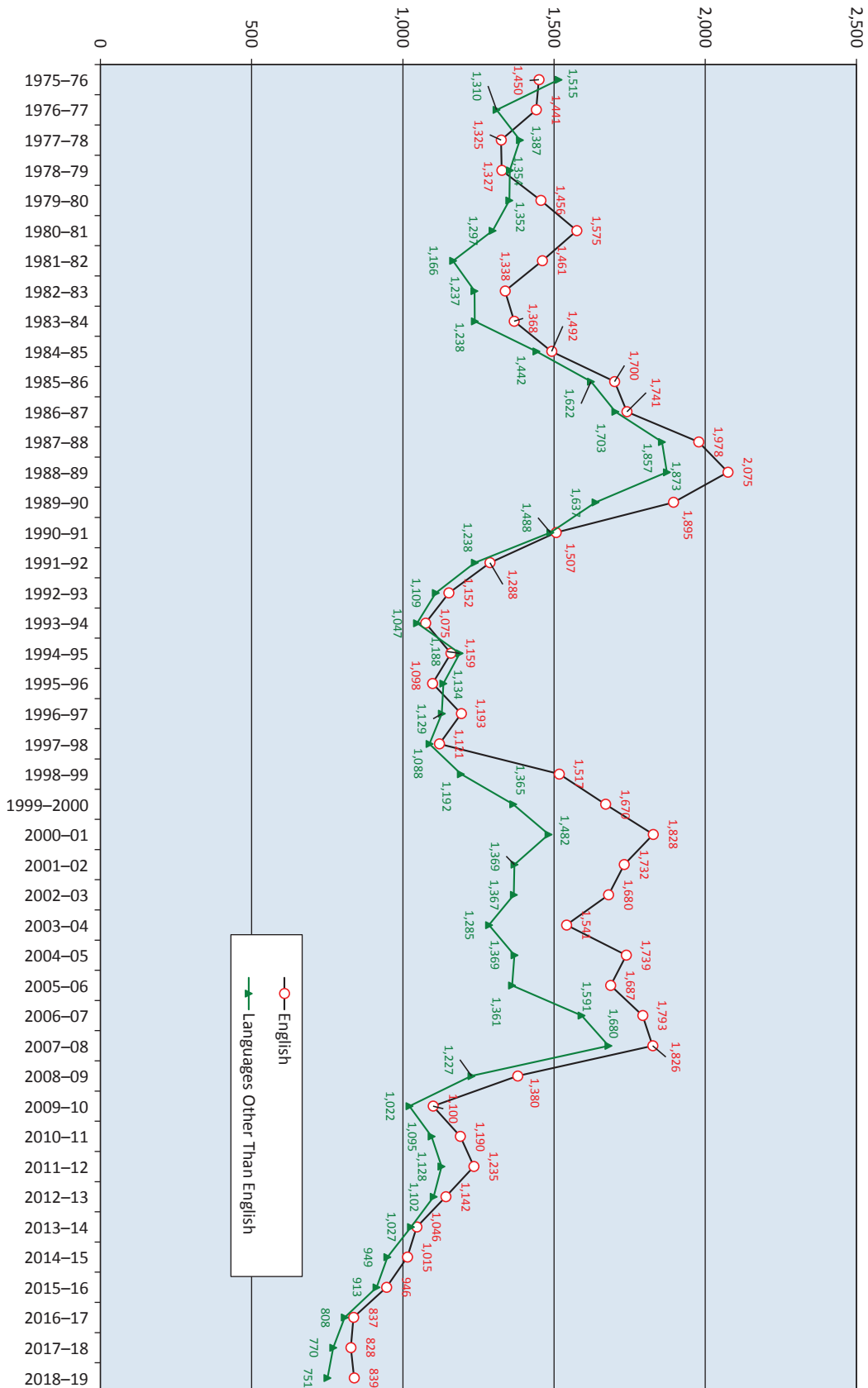


Fig. 2. Number and Percentage of Ads Indexed as Tenure-Track, Non-Tenure-Track, or with Tenure Status Not Specified in the English Edition of the *Job List*, 2005–06 to 2018–19

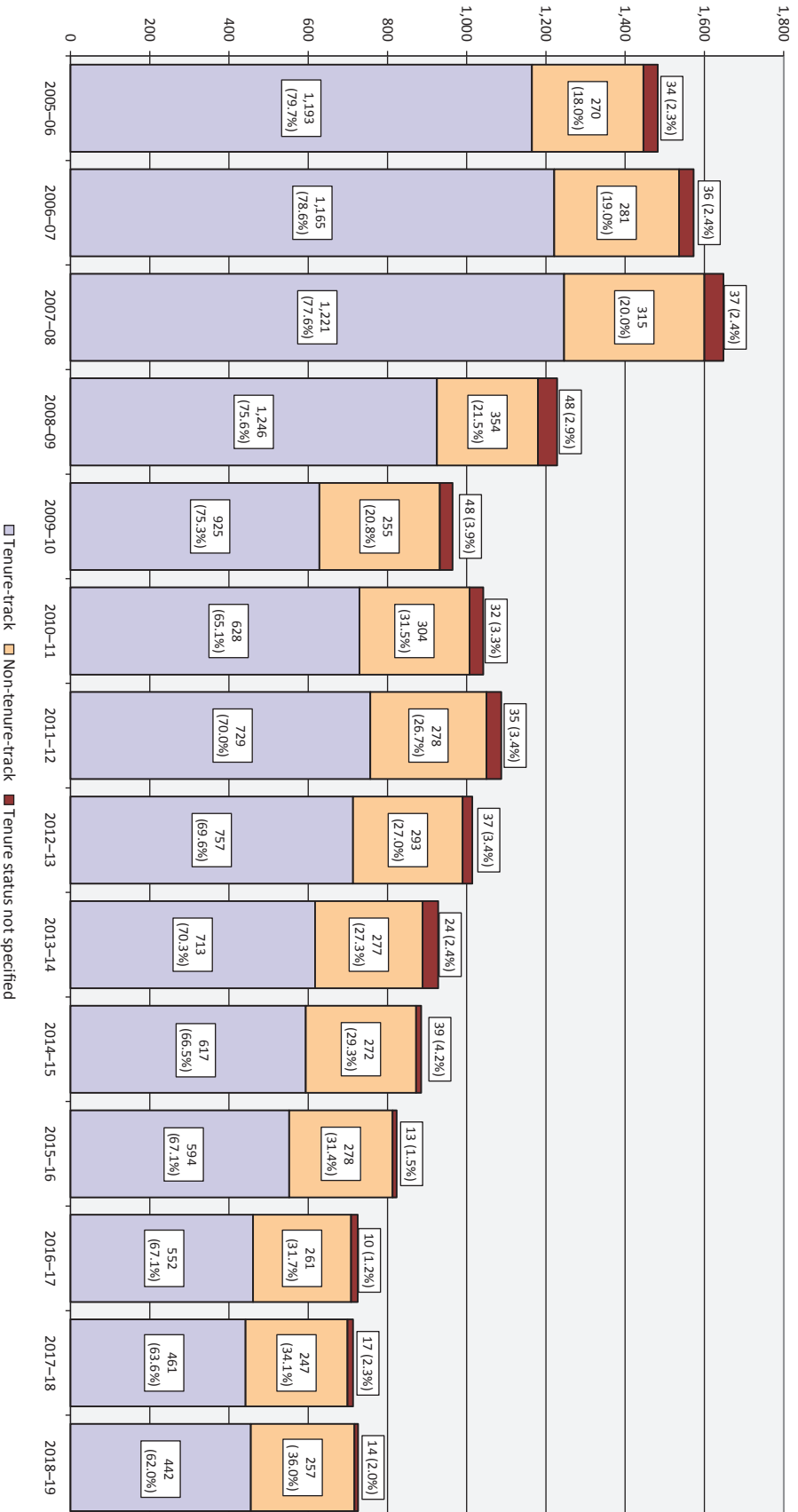


Fig. 3. Number and Percentage of Ads Indexed as Tenure-Track, Non-Tenure-Track, or with Tenure Status Not Specified in the Edition for Languages Other Than English of the *Job List*, 2005–06 to 2018–19

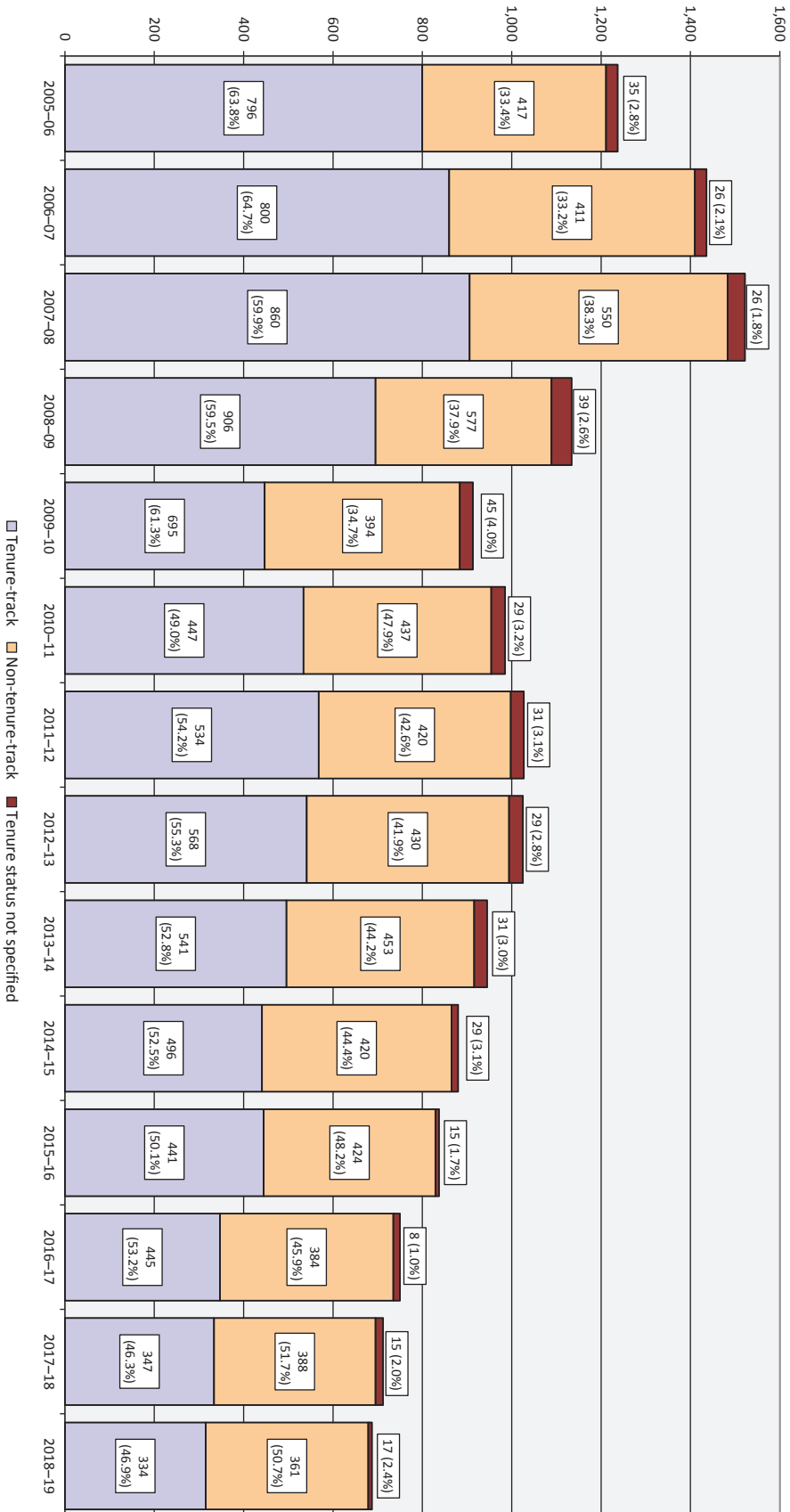


Table 1. Number and Percentage of Ads in the English Job List Indexed for Various Ranks, 2000–01 to 2018–19

	2000–01	2001–02	2002–03	2003–04	2004–05	2005–06	2006–07	2007–08	2008–09	2009–10	2010–11	2011–12	2012–13	2013–14	2014–15	2015–16	2016–17	2017–18	2018–19
Assistant professor	1,025	1,006	963	865	956	914	1,005	992	714	562	643	640	608	573	531	482	395	415	405
	63.2%	65.5%	67.1%	63.5%	63.9%	61.7%	63.9%	60.2%	58.1%	58.3%	61.7%	58.9%	60.0%	61.7%	60.0%	58.6%	54.5%	58.2%	55.8%
Instructor or assistant professor	44	30	36	40	35	46	37	34	18	25	27	23	11	7	15	9	6	7	8
	2.7%	2.0%	2.5%	2.9%	2.3%	3.1%	2.4%	2.1%	1.5%	2.6%	2.6%	2.1%	1.1%	0.8%	1.7%	1.1%	0.8%	1.0%	1.1%
Assistant professor or associate professor	123	105	96	122	122	121	121	125	105	49	63	90	72	59	46	39	48	32	37
	7.6%	6.8%	6.7%	9.0%	8.1%	8.2%	7.7%	7.6%	8.6%	5.1%	6.0%	8.3%	7.1%	6.4%	5.2%	4.7%	6.6%	4.5%	5.1%
Assistant professor, associate professor, or professor	64	79	52	44	53	60	53	70	55	41	24	26	31	23	29	28	29	26	30
	3.9%	5.1%	3.6%	3.2%	3.5%	4.0%	3.4%	4.2%	4.5%	4.3%	2.3%	2.4%	3.1%	2.5%	3.3%	3.4%	4.0%	3.6%	4.1%
Other combinations including assistant professor	17	10	7	8	13	13	9	12	8	9	9	8	4	1	8	2	7	5	16
	1.0%	0.7%	0.5%	0.6%	0.9%	0.9%	0.6%	0.7%	0.7%	0.9%	0.9%	0.7%	0.4%	0.1%	0.9%	0.2%	1.0%	0.7%	2.2%
Instructor	148	123	113	103	136	125	130	178	158	157	120	138	121	103	110	95	87	76	95
	9.1%	8.0%	7.9%	7.6%	9.1%	8.4%	8.3%	10.8%	12.9%	16.3%	11.5%	12.7%	11.9%	11.1%	12.4%	11.5%	12.0%	10.7%	13.1%
Associate professor	17	22	17	30	21	24	27	28	17	10	19	17	19	12	11	13	13	14	10
	1.0%	1.4%	1.2%	2.2%	1.4%	1.6%	1.7%	1.7%	1.4%	1.0%	1.8%	1.6%	1.9%	1.3%	1.2%	1.6%	1.8%	2.0%	1.4%
Associate professor or professor	62	65	50	40	62	51	77	71	45	28	28	31	47	23	24	28	33	28	28
	3.8%	4.2%	3.5%	2.9%	4.1%	3.4%	4.9%	4.3%	3.7%	2.9%	2.7%	2.9%	4.6%	2.5%	2.7%	3.4%	4.6%	3.9%	3.9%
Professor	46	39	42	55	42	61	40	54	38	23	31	39	28	26	25	37	21	21	17
	2.8%	2.5%	2.9%	4.0%	2.8%	4.1%	2.5%	3.3%	3.1%	2.4%	3.0%	3.6%	2.8%	2.8%	2.8%	4.5%	2.9%	2.9%	2.3%
Other combinations not including assistant professor	1	1	1	1	2	3				3		1	1	2	2				2
	0.1%	0.1%		0.1%	0.1%	0.2%				0.3%		0.1%	0.1%	0.2%	0.2%				
Postdoctoral fellowship															53	57	58	51	51
															5.7%	6.4%	7.0%	7.9%	7.0%
Other																			29
																			4.0%
Rank not specified or not relevant	74	57	60	54	55	64	74	84	70	57	78	74	72	46	27	32	35	31	
	4.6%	3.7%	4.2%	4.0%	3.7%	4.3%	4.7%	5.1%	5.7%	5.9%	7.5%	6.8%	7.1%	5.0%	3.1%	3.9%	4.8%	4.3%	
Total	1,621	1,537	1,436	1,362	1,497	1,482	1,573	1,648	1,228	964	1,042	1,087	1,014	928	885	823	725	713	726
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 2. Number and Percentage of Ads in the *Job List* for Languages Other Than English Indexed for Various Ranks, 2000-01 to 2018-19

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Assistant professor	791	739	765	667	689	686	791	780	635	452	503	510	535	483	446	431	382	345	362
	57.4%	59.0%	60.9%	56.7%	55.2%	55.5%	55.1%	51.2%	56.0%	49.5%	51.1%	49.7%	52.2%	51.1%	50.7%	51.5%	50.9%	48.5%	52.7%
Instructor or assistant professor	93	71	54	75	72	69	65	69	52	46	53	53	48	30	30	19	11	19	18
	6.7%	5.7%	4.3%	6.4%	5.8%	5.6%	4.5%	4.5%	4.6%	5.0%	5.4%	5.2%	4.7%	3.2%	3.4%	2.3%	1.5%	2.7%	2.6%
Assistant professor or associate professor	65	62	76	65	76	61	73	86	64	36	53	52	41	47	29	31	27	24	16
	4.7%	4.9%	6.1%	5.5%	6.1%	4.9%	5.1%	5.7%	5.6%	3.9%	5.4%	5.1%	4.0%	5.0%	3.3%	3.7%	3.6%	3.4%	2.3%
Assistant professor, associate professor, or professor	42	47	34	30	42	49	42	58	36	26	11	26	28	21	22	27	22	20	19
	3.0%	3.8%	2.7%	2.6%	3.4%	4.0%	2.9%	3.8%	3.2%	2.8%	1.1%	2.5%	2.7%	2.2%	2.5%	3.2%	2.9%	2.8%	2.8%
Other combinations including assistant professor	18	8	10	7	8	9	12	17	8	8	8	4	6	2	4	5	6	6	15
	1.3%	0.6%	0.8%	0.6%	0.6%	0.7%	0.8%	1.1%	0.7%	0.9%	0.8%	0.4%	0.6%	0.2%	0.5%	0.6%	0.8%	0.8%	2.2%
Instructor	201	183	171	192	210	219	301	320	194	220	218	251	234	209	199	176	179	159	162
	14.6%	14.6%	13.6%	16.3%	16.8%	17.7%	21.0%	21.0%	17.1%	24.1%	22.1%	24.4%	22.8%	22.1%	22.6%	21.0%	23.9%	22.3%	23.6%
Associate professor	20	11	8	11	15	17	14	24	16	13	7	13	12	7	7	6	3	12	4
	1.5%	0.9%	0.6%	0.9%	1.2%	1.4%	1.0%	1.6%	1.4%	1.4%	0.7%	1.3%	1.2%	0.7%	0.8%	0.7%	0.4%	1.7%	0.6%
Associate professor or professor	49	45	50	48	56	50	49	43	34	26	32	21	28	20	23	27	21	26	16
	3.6%	3.6%	4.0%	4.1%	4.5%	4.0%	3.4%	2.8%	3.0%	2.8%	3.2%	2.0%	2.7%	2.1%	2.6%	3.2%	2.8%	3.7%	2.3%
Professor	33	31	27	26	29	34	29	43	26	26	28	40	32	26	31	33	28	20	7
	2.4%	2.5%	2.1%	2.2%	2.3%	2.7%	2.0%	2.8%	2.3%	2.8%	2.8%	3.9%	3.1%	2.8%	3.5%	3.9%	3.7%	2.8%	1.0%
Other combinations not including assistant professor	1			1			1	2	2	3			2	2	1		1	4	
	0.1%			0.1%			0.1%	0.1%	0.2%	0.3%			0.2%	0.2%	0.1%		0.1%	0.6%	
Postdoctoral fellowship														55	55	57	46	52	39
														5.8%	6.3%	6.8%	6.1%	7.3%	5.7%
Other																			29
																			4.2%
Rank not specified or not relevant	67	56	61	54	51	43	59	80	67	57	72	57	59	43	33	25	24	25	
	4.9%	4.5%	4.9%	4.6%	4.1%	3.5%	4.1%	5.3%	5.9%	6.2%	7.3%	5.6%	5.8%	4.6%	3.8%	3.0%	3.2%	3.5%	
Total	1,379	1,253	1,256	1,176	1,248	1,237	1,436	1,522	1,134	913	985	1,027	1,025	945	880	837	750	712	687
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 3. Number and Percentage of Ads Indexed for Tenure Status and Rank in the English Job List, 2007–08 to 2018–19

Tenure Status and Rank	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
Tenure-track assistant professor	Number of ads	879	645	469	541	541	513	470	449	402	320	328	318
	Percentage of ads	53.3%	52.5%	48.7%	51.9%	49.8%	50.6%	50.6%	50.7%	48.8%	44.1%	46.0%	43.8%
Tenure-track assistant professor and another rank	Number of ads	192	151	78	92	109	98	73	75	63	72	56	68
	Percentage of ads	11.7%	12.3%	8.1%	8.8%	10.0%	9.7%	7.9%	8.5%	7.7%	9.9%	7.9%	9.4%
Other tenure-track positions	Number of ads	175	129	81	96	107	102	74	70	87	69	58	69
	Percentage of ads	10.6%	10.5%	8.4%	9.2%	9.8%	10.1%	8.0%	7.9%	10.6%	9.5%	8.1%	9.5%
Non-tenure-track positions	Number of ads	354	255	304	278	293	277	272	278	261	247	257	262
	Percentage of ads	21.5%	20.8%	31.5%	26.7%	27.0%	27.3%	29.3%	31.4%	31.7%	34.1%	36.0%	36.1%
Tenure status not relevant or not specified	Number of ads	48	48	32	35	37	24	39	13	10	17	14	9
	Percentage of ads	2.9%	3.9%	3.3%	3.4%	3.4%	2.4%	4.2%	1.5%	1.2%	2.3%	2.0%	1.2%
Total number of ads (basis for percentages)	1,648	1,228	964	1,042	1,087	1,014	928	885	823	725	713	726	

Table 4. Number and Percentage of Ads Indexed for Tenure Status and Rank in the *Job List* for Languages Other Than English, 2007–08 to 2018–19

Tenure Status and Rank		2007–08	2008–09	2009–10	2010–11	2011–12	2012–13	2013–14	2014–15	2015–16	2016–17	2017–18	2018–19
Tenure-track assistant professor	Number of ads	635	518	322	384	405	393	371	326	320	251	235	244
	Percentage of ads	41.7%	45.7%	35.3%	39.0%	39.4%	38.3%	39.3%	37.0%	38.2%	33.5%	33.0%	35.5%
Tenure-track assistant professor and another rank	Number of ads	140	97	56	70	74	69	65	50	59	45	44	28
	Percentage of ads	9.2%	8.6%	6.1%	7.1%	7.2%	6.7%	6.9%	5.7%	7.0%	6.0%	6.2%	4.1%
Other tenure-track positions	Number of ads	131	80	69	80	89	79	60	65	66	51	55	43
	Percentage of ads	8.6%	7.1%	7.6%	8.1%	8.7%	7.7%	6.3%	7.4%	7.9%	6.8%	7.7%	6.3%
Non-tenure-track positions	Number of ads	577	394	437	420	430	453	420	424	384	388	361	364
	Percentage of ads	37.9%	34.7%	47.9%	42.6%	41.9%	44.2%	44.4%	48.2%	45.9%	51.7%	50.7%	53.0%
Tenure status not specified or not relevant	Number of ads	39	45	29	31	29	31	29	15	8	15	17	8
	Percentage of ads	2.6%	4.0%	3.2%	3.1%	2.8%	3.0%	3.1%	1.7%	1.0%	2.0%	2.4%	1.2%
Total number of ads (basis for percentages)		1,522	1,134	913	985	1,027	1,025	945	880	837	750	712	687

Table 5. Number of Times That Language Field Categories Were Tagged in the 2018–19 *Job List* for Languages Other Than English, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Tenure Status Not Specified	Total
American Sign Language				
Number of tags	0	1	0	1
Row percentage	0.0	100.0	0.0	100.0
Column percentage	0.0	0.2	0.0	0.1
Arabic				
Number of tags	11	14	2	27
Row percentage	40.7	51.9	7.4	100.0
Column percentage	2.9	3.4	15.4	3.3
Chinese				
Number of tags	14	23	0	37
Row percentage	37.8	62.2	0.0	100.0
Column percentage	3.7	5.5	0.0	4.6
Classical languages				
Number of tags	7	5	0	12
Row percentage	58.3	41.7	0.0	100.0
Column percentage	1.9	1.2	0.0	1.5
French and Francophone				
Number of tags	62	50	2	114
Row percentage	54.4	43.9	1.8	100.0
Column percentage	16.5	12.0	15.4	14.1
Germanic and Scandinavian				
Number of tags	38	42	1	81
Row percentage	46.9	51.9	1.2	100.0
Column percentage	10.1	10.1	7.7	10.0
Hebrew				
Number of tags	3	6	1	10
Row percentage	30.0	60.0	10.0	100.0
Column percentage	0.8	1.4	7.7	1.2
Italian				
Number of tags	16	25	1	42
Row percentage	38.1	59.5	2.4	100.0
Column percentage	4.3	6.0	7.7	5.2
Japanese				
Number of tags	15	17	0	32
Row percentage	46.9	53.1	0.0	100.0
Column percentage	4.0	4.1	0.0	4.0
Korean				
Number of tags	6	9	0	15
Row percentage	40.0	60.0	0.0	100.0
Column percentage	1.6	2.2	0.0	1.9
Portuguese				
Number of tags	8	20	0	28
Row percentage	28.6	71.4	0.0	100.0
Column percentage	2.1	4.8	0.0	3.5
Russian and other Slavic				
Number of tags	14	19	1	34
Row percentage	41.2	55.9	2.9	100.0
Column percentage	3.7	4.6	7.7	4.2
Spanish and Latin American				
Number of tags	128	126	3	257
Row percentage	49.8	49.0	1.2	100.0
Column percentage	34.0	30.2	23.1	31.9
Other languages				
Number of tags	6	11	0	17
Row percentage	35.3	64.7	0.0	100.0
Column percentage	1.6	2.6	0.0	2.1
Multiple languages				
Number of tags	6	2	0	8
Row percentage	75.0	25.0	0.0	100.0
Column percentage	1.6	0.5	0.0	1.0
No language specified				
Number of tags	42	47	2	91
Row percentage	46.2	51.6	2.2	100.0
Column percentage	11.2	11.3	15.4	11.3
Total number of tags	376	417	13	806
Total row percentage	46.7	51.7	1.6	100.0

Table 6. Number of Times That Language Field Categories Were Tagged in the 2018–19 *Job List* for Languages Other Than English in Assistant Professor Positions, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Tenure Status Not Specified	Total
American Sign Language				
Number of tags	0	0	0	0
Row percentage	--	--	--	--
Column percentage	0.0	0.0	0.0	0.0
Arabic				
Number of tags	10	4	2	16
Row percentage	62.5	25.0	12.5	100.0
Column percentage	3.2	2.5	18.2	3.3
Chinese				
Number of tags	13	11	0	24
Row percentage	54.2	45.8	0.0	100.0
Column percentage	4.2	7.0	0.0	5.0
Classical languages				
Number of tags	5	0	0	5
Row percentage	100.0	0.0	0.0	100.0
Column percentage	1.6	0.0	0.0	1.0
French and Francophone				
Number of tags	51	27	2	80
Row percentage	63.8	33.8	2.5	100.0
Column percentage	16.3	17.1	18.2	16.6
Germanic and Scandinavian				
Number of tags	30	20	1	51
Row percentage	58.8	39.2	2.0	100.0
Column percentage	9.6	12.7	9.1	10.6
Hebrew				
Number of tags	3	2	0	5
Row percentage	60.0	40.0	0.0	100.0
Column percentage	1.0	1.3	0.0	1.0
Italian				
Number of tags	12	10	1	23
Row percentage	52.2	43.5	4.3	100.0
Column percentage	3.8	6.3	9.1	4.8
Japanese				
Number of tags	14	8	0	22
Row percentage	63.6	36.4	0.0	100.0
Column percentage	4.5	5.1	0.0	4.6
Korean				
Number of tags	6	1	0	7
Row percentage	85.7	14.3	0.0	100.0
Column percentage	1.9	0.6	0.0	1.5
Portuguese				
Number of tags	7	3	0	10
Row percentage	70.0	30.0	0.0	100.0
Column percentage	2.2	1.9	0.0	2.1
Russian and other Slavic				
Number of tags	14	6	1	21
Row percentage	66.7	28.6	4.8	100.0
Column percentage	4.5	3.8	9.1	4.4
Spanish and Latin American				
Number of tags	111	55	3	169
Row percentage	65.7	32.5	1.8	100.0
Column percentage	35.6	34.8	27.3	35.1
Other languages				
Number of tags	4	2	0	6
Row percentage	66.7	33.3	0.0	100.0
Column percentage	1.3	1.3	0.0	1.2
Multiple languages				
Number of tags	3	0	0	3
Row percentage	100.0	0.0	0.0	100.0
Column percentage	1.0	0.0	0.0	0.6
No language specified				
Number of tags	29	9	1	39
Row percentage	74.4	23.1	2.6	100.0
Column percentage	9.3	5.7	9.1	8.1
Total number of tags	312	158	11	481
Total row percentage	64.9	32.8	2.3	100.0

Table 7. Number of Times That English Field Categories Were Tagged in the 2018–19 English *Job List*, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Tenure Status Not Specified	Total
Writing				
Composition and rhetoric				
Number of tags	101	84	4	189
Row percentage	53.4	44.4	2.1	100.0
Column percentage	19.9	27.7	36.4	23.0
Technical and business writing				
Number of tags	34	19	2	55
Row percentage	61.8	34.5	3.6	100.0
Column percentage	6.7	6.3	18.2	6.7
Creative writing and journalism				
Number of tags	64	56	2	122
Row percentage	52.5	45.9	1.6	100.0
Column percentage	12.6	18.5	18.2	14.9
Total for writing				
Number of tags	199	159	8	366
Row percentage	54.4	43.4	2.2	100.0
Column percentage	39.3	52.5	72.7	44.6
Literature				
Literature, British				
Number of tags	82	27	1	110
Row percentage	74.5	24.5	0.9	100.0
Column percentage	16.2	8.9	9.1	13.4
Literature, American				
Number of tags	74	34	1	109
Row percentage	67.9	31.2	0.9	100.0
Column percentage	14.6	11.2	9.1	13.3
Literature, African American				
Number of tags	55	29	0	84
Row percentage	65.5	34.5	0.0	100.0
Column percentage	10.8	9.6	0.0	10.2
Literature in English other than British or American				
Number of tags	34	14	0	48
Row percentage	70.8	29.2	0.0	100.0
Column percentage	6.7	4.6	0.0	5.8
Literature, other minority				
Number of tags	42	25	1	68
Row percentage	61.8	36.8	1.5	100.0
Column percentage	8.3	8.3	9.1	8.3
Total for literature				
Number of tags	287	129	3	419
Row percentage	68.5	30.8	0.7	100.0
Column percentage	56.6	42.6	27.3	51.0
English education				
Number of tags	21	15	0	36
Row percentage	58.3	41.7	0.0	100.0
Column percentage	4.1	5.0	0.0	4.4
Total number of tags	507	303	11	821
Total row percentage	61.8	36.9	1.3	100.0

Table 8. Number of Times That English Field Categories Were Tagged in the 2018–19 English *Job List* in Assistant Professor Positions, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Tenure Status Not Specified	Total
Writing				
Composition and rhetoric				
Number of tags	82	32	2	116
Row percentage	70.7	27.6	1.7	100.0
Column percentage	18.2	25.6	33.3	19.9
Technical and business writing				
Number of tags	30	10	1	41
Row percentage	73.2	24.4	2.4	100.0
Column percentage	6.7	8.0	16.7	7.0
Creative writing and journalism				
Number of tags	61	26	0	87
Row percentage	70.1	29.9	0.0	100.0
Column percentage	13.5	20.8	0.0	14.9
Total for writing				
Number of tags	173	68	3	244
Row percentage	70.9	27.9	1.2	100.0
Column percentage	38.4	54.4	50.0	41.9
Literature				
Literature, British				
Number of tags	73	9	1	83
Row percentage	88.0	10.8	1.2	100.0
Column percentage	16.2	7.2	16.7	14.3
Literature, American				
Number of tags	68	9	1	78
Row percentage	87.2	11.5	1.3	100.0
Column percentage	15.1	7.2	16.7	13.4
Literature, African American				
Number of tags	47	14	0	61
Row percentage	77.0	23.0	0.0	100.0
Column percentage	10.4	11.2	0.0	10.5
Literature in English other than British and American				
Number of tags	32	3	0	35
Row percentage	91.4	8.6	0.0	100.0
Column percentage	7.1	2.4	0.0	6.0
Literature, other minority				
Number of tags	37	15	1	53
Row percentage	69.8	28.3	1.9	100.0
Column percentage	8.2	12.0	16.7	9.1
Total for literature				
Number of tags	257	50	3	310
Row percentage	82.9	16.1	1.0	100.0
Column percentage	57.0	40.0	50.0	53.3
English education				
Number of tags	21	7	0	28
Row percentage	75.0	25.0	0.0	100.0
Column percentage	4.7	5.6	0.0	4.8
Total number of tags	451	125	6	582
Total row percentage	77.5	21.5	1.0	100.0

Table 9. Number of Times That General Field Categories Were Tagged in the 2018–19 *Job List*, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Not Specified	Total
Comparative literature				
Number of tags	67	49	4	120
Row percentage	55.8	40.8	3.3	100.0
Column percentage	10.6	10.7	26.7	10.8
Criticism and theory				
Number of tags	33	7	0	40
Row percentage	82.5	17.5	0.0	100.0
Column percentage	5.2	1.5	0.0	3.6
Cultural studies				
Number of tags	124	73	2	199
Row percentage	62.3	36.7	1.0	100.0
Column percentage	19.6	15.9	13.3	17.9
Film and media studies				
Number of tags	34	21	0	55
Row percentage	61.8	38.2	0.0	100.0
Column percentage	5.4	4.6	0.0	5.0
Generalist				
Number of tags	24	35	0	59
Row percentage	40.7	59.3	0.0	100.0
Column percentage	3.8	7.6	0.0	5.3
Interdisciplinary				
Number of tags	71	55	0	126
Row percentage	56.3	43.7	0.0	100.0
Column percentage	11.2	12.0	0.0	11.4
Linguistics and ESL				
Number of tags	55	64	3	122
Row percentage	45.1	52.5	2.5	100.0
Column percentage	8.7	13.9	20.0	11.0
Literature, postcolonial				
Number of tags	27	10	0	37
Row percentage	73.0	27.0	0.0	100.0
Column percentage	4.3	2.2	0.0	3.3
Literature, world				
Number of tags	36	25	0	61
Row percentage	59.0	41.0	0.0	100.0
Column percentage	5.7	5.4	0.0	5.5
Literature, non-English				
Number of tags	1	0	0	1
Row percentage	100.0	0.0	0.0	100.0
Column percentage	0.2	0.0	0.0	0.1
Gender and women's studies				
Number of tags	1	0	0	1
Row percentage	100.0	0.0	0.0	100.0
Column percentage	0.2	0.0	0.0	0.1
Technology and digital media				
Number of tags	49	23	0	72
Row percentage	68.1	31.9	0.0	100.0
Column percentage	7.7	5.0	0.0	6.5
Language teaching				
Number of tags	1	3	1	5
Row percentage	20.0	60.0	20.0	100.0
Column percentage	0.2	0.7	6.7	0.5
Translation and/or interpreting				
Number of tags	0	1	0	1
Row percentage	0.0	100.0	0.0	100.0
Column percentage	0.0	0.2	0.0	0.1
Department chair or other administrator				
Number of tags	41	25	1	67
Row percentage	61.2	37.3	1.5	100.0
Column percentage	6.5	5.4	6.7	6.0
Humanities				
Number of tags	1	4	0	5
Row percentage	20.0	80.0	0.0	100.0
Column percentage	0.2	0.9	0.0	0.5
Area Studies				
Number of tags	1	2	0	3
Row percentage	33.3	66.7	0.0	100.0
Column percentage	0.2	0.4	0.0	0.3
Other				
Number of tags	61	53	3	117
Row percentage	52.1	45.3	2.6	100.0
Column percentage	9.6	11.5	20.0	10.6
Business, government, nonprofit sector				
Number of tags	7	10	1	18
Row percentage	38.9	55.6	5.6	100.0
Column percentage	1.1	2.2	6.7	1.6
Total number of tags	634	460	15	1,109
Total row percentage	57.2	41.5	1.4	100.0

Table 10. Number of Times That General Field Categories Were Tagged in the 2018–19 *Job List* in Assistant Professor Positions, by Tenure Status

	Tenure-Track	Non-Tenure-Track	Not Specified	Total
Comparative literature				
Number of tags	64	23	4	91
Row percentage	70.3	25.3	4.4	100.0
Column percentage	12.1	14.1	30.8	12.9
Criticism and theory				
Number of tags	29	1	0	30
Row percentage	96.7	3.3	0.0	100.0
Column percentage	5.5	0.6	0.0	4.3
Cultural studies				
Number of tags	109	32	2	143
Row percentage	76.2	22.4	1.4	100.0
Column percentage	20.6	19.6	15.4	20.3
Film and media studies				
Number of tags	31	11	0	42
Row percentage	73.8	26.2	0.0	100.0
Column percentage	5.9	6.7	0.0	6.0
Generalist				
Number of tags	22	19	0	41
Row percentage	53.7	46.3	0.0	100.0
Column percentage	4.2	11.7	0.0	5.8
Interdisciplinary				
Number of tags	57	14	0	71
Row percentage	80.3	19.7	0.0	100.0
Column percentage	10.8	8.6	0.0	10.1
Linguistics and ESL				
Number of tags	49	19	3	71
Row percentage	69.0	26.8	4.2	100.0
Column percentage	9.3	11.7	23.1	10.1
Literature, postcolonial				
Number of tags	26	8	0	34
Row percentage	76.5	23.5	0.0	100.0
Column percentage	4.9	4.9	0.0	4.8
Literature, world				
Number of tags	33	9	0	42
Row percentage	78.6	21.4	0.0	100.0
Column percentage	6.2	5.5	0.0	6.0
Literature, non-English				
Number of tags	1	0	0	1
Row percentage	100.0	0.0	0.0	100.0
Column percentage	0.2	0.0	0.0	0.1
Gender and women's studies				
Number of tags	1	0	0	1
Row percentage	100.0	0.0	0.0	100.0
Column percentage	0.2	0.0	0.0	0.1
Technology and digital media				
Number of tags	46	10	0	56
Row percentage	82.1	17.9	0.0	100.0
Column percentage	8.7	6.1	0.0	7.9
Language teaching				
Number of tags	1	0	1	2
Row percentage	50.0	0.0	50.0	100.0
Column percentage	0.2	0.0	7.7	0.3
Translation and/or Interpreting				
Number of tags	0	0	0	0
Row percentage	--	--	--	--
Column percentage	0.0	0.0	0.0	0.0
Department chair or other administrator				
Number of tags	8	1	0	9
Row percentage	88.9	11.1	0.0	100.0
Column percentage	1.5	0.6	0.0	1.3
Humanities				
Number of tags	0	2	0	2
Row percentage	0.0	100.0	0.0	100.0
Column percentage	0.0	1.2	0.0	0.3
Area Studies				
Number of tags	0	1	0	1
Row percentage	0.0	100.0	0.0	100.0
Column percentage	0.0	0.6	0.0	0.1
Other				
Number of tags	48	12	2	62
Row percentage	77.4	19.4	3.2	100.0
Column percentage	9.1	7.4	15.4	8.8
Business, government, nonprofit sector				
Number of tags	4	1	1	6
Row percentage	66.7	16.7	16.7	100.0
Column percentage	0.8	0.6	7.7	0.9
Total number of tags	529	163	13	705
Total row percentage	75.0	23.1	1.8	100.0

Table 11. Number of Times That Language Field Categories Were Tagged in the *Job List* for Languages Other Than English, 2015–16 to 2018–19

	2015–16	2016–17	2017–18	2018–19
American Sign Language				
Number of tags	1	1	2	1
Column percentage	0.1	0.1	0.2	0.1
Arabic				
Number of tags	28	34	30	27
Column percentage	2.8	3.9	3.5	3.3
Chinese				
Number of tags	60	49	42	37
Column percentage	6.1	5.6	5.0	4.6
Classical languages				
Number of tags	12	13	11	12
Column percentage	1.2	1.5	1.3	1.5
French and Francophone				
Number of tags	148	127	150	114
Column percentage	15.1	14.4	17.7	14.1
Germanic and Scandinavian				
Number of tags	104	95	82	81
Column percentage	10.6	10.8	9.7	10.0
Hebrew				
Number of tags	20	14	11	10
Column percentage	2.0	1.6	1.3	1.2
Italian				
Number of tags	48	39	44	42
Column percentage	4.9	4.4	5.2	5.2
Japanese				
Number of tags	38	38	41	32
Column percentage	3.9	4.3	4.8	4.0
Korean				
Number of tags	11	10	9	15
Column percentage	1.1	1.1	1.1	1.9
Portuguese				
Number of tags	29	22	14	28
Column percentage	3.0	2.5	1.7	3.5
Russian and other Slavic				
Number of tags	31	40	29	34
Column percentage	3.2	4.5	3.4	4.2
Spanish and Latin American				
Number of tags	279	257	244	257
Column percentage	28.4	29.1	28.8	31.9
Other languages				
Number of tags	14	14	11	17
Column percentage	1.4	1.6	1.3	2.1
Multiple languages				
Number of tags	6	4	8	8
Column percentage	0.6	0.5	0.9	1.0
No language specified				
Number of tags	154	125	119	91
Column percentage	15.7	14.2	14.0	11.3
Total number of tags (basis for percentages)	983	882	847	806

Table 12. Number of Times That English Field Categories Were Tagged in the English *Job List*, 2015–16 to 2018–19

	2015–16	2016–17	2017–18	2018–19
Writing				
Composition and rhetoric				
Number of tags	249	217	238	189
Column percentage	22.4	20.1	23.6	23.0
Technical and business writing				
Number of tags	90	74	84	55
Column percentage	8.1	6.9	8.3	6.7
Creative writing and journalism				
Number of tags	146	138	119	122
Column percentage	13.2	12.8	11.8	14.9
Total for writing				
Number of tags	485	429	441	366
Column percentage	43.7	39.8	43.7	44.6
Literature				
Literature, British				
Number of tags	197	188	171	110
Column percentage	17.7	17.4	16.9	13.4
Literature, American				
Number of tags	185	173	155	109
Column percentage	16.7	16.0	15.4	13.3
Literature, African American				
Number of tags	67	86	86	84
Column percentage	6.0	8.0	8.5	10.2
Literature in English other than British or American				
Number of tags	56	70	57	48
Column percentage	5.0	6.5	5.6	5.8
Literature, other minority				
Number of tags	71	94	73	68
Column percentage	6.4	8.7	7.2	8.3
Total for literature				
Number of tags	576	611	542	419
Column percentage	51.9	56.7	53.7	51.0
English education				
Number of tags	49	38	26	36
Column percentage	4.4	3.5	2.6	4.4
Total number of tags	1,110	1,078	1,009	821

Table 13. Number of Times That General Field Categories Were Tagged in the *Job List*, 2015–16 to 2018–19

	2015–16	2016–17	2017–18	2018–19
Comparative literature				
Number of tags	179	152	144	120
Column percentage	12.1	11.4	12.0	10.8
Criticism and theory				
Number of tags	106	95	90	40
Column percentage	7.1	7.1	7.5	3.6
Cultural studies				
Number of tags	238	220	187	199
Column percentage	16.0	16.5	15.6	17.9
Film and media studies				
Number of tags	75	73	76	55
Column percentage	5.1	5.5	6.4	5.0
Generalist				
Number of tags	111	73	77	59
Column percentage	7.5	5.5	6.4	5.3
Interdisciplinary				
Number of tags	151	170	123	126
Column percentage	10.2	12.8	10.3	11.4
Linguistics and ESL				
Number of tags	130	108	132	122
Column percentage	8.8	8.1	11.0	11.0
Literature, postcolonial				
Number of tags	39	42	49	37
Column percentage	2.6	3.2	4.1	3.3
Literature, world				
Number of tags	61	65	43	61
Column percentage	4.1	4.9	3.6	5.5
Literature, non-English				
Number of tags	0	0	2	1
Column percentage	0.0	0.0	0.2	0.1
Gender and women's studies				
Number of tags	0	0	0	1
Column percentage	0.0	0.0	0.0	0.1
Technology and digital media				
Number of tags	110	93	74	72
Column percentage	7.4	7.0	6.2	6.5
Language teaching				
Number of tags	0	0	1	5
Column percentage	0.0	0.0	0.1	0.5
Translation and interpreting				
Number of tags	0	2	1	1
Column percentage	0.0	0.2	0.1	0.1
Department chair or other administrator				
Number of tags	78	66	51	67
Column percentage	5.3	5.0	4.3	6.0
Humanities				
Number of tags	0	0	2	5
Column percentage	0.0	0.0	0.2	0.5
Area studies				
Number of tags	5	1	3	3
Column percentage	0.3	0.1	0.3	0.3
Other				
Number of tags	183	158	128	117
Column percentage	12.3	11.9	10.7	10.6
Business, government, and nonprofit sector				
Number of tags	18	15	13	18
Column percentage	1.2	1.1	1.1	1.6
Total number of tags (basis for percentages)	1,484	1,333	1,196	1,109