

II. COMPOSITION AND SOCIALIZATION OF FACULTY

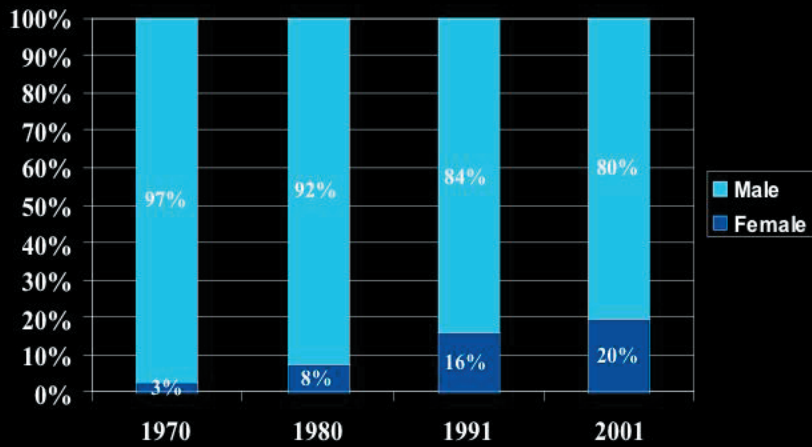
- Where will the faculty you envision come from?
- How do you bring new faculty into the teaching/learning culture of your institution?
- How are faculty formed as teachers?

Challenges for the Recruitment
and Formation of Future Faculty:

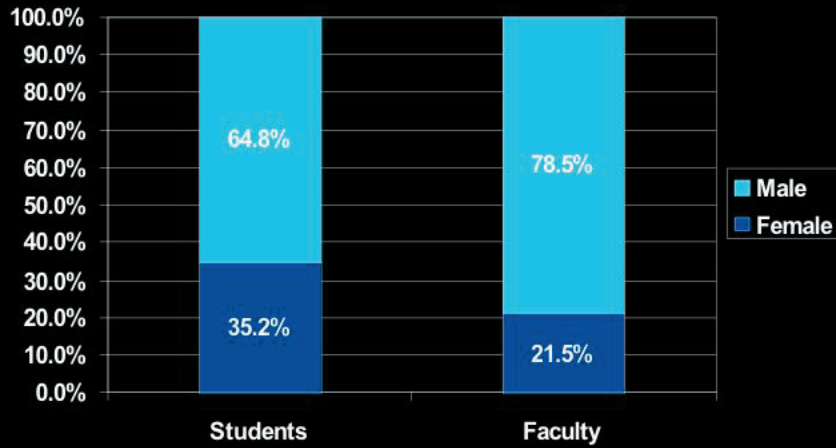
Findings from Auburn Research

CHALLENGE:
DIVERSITY
WILL BE HARD TO ACHIEVE

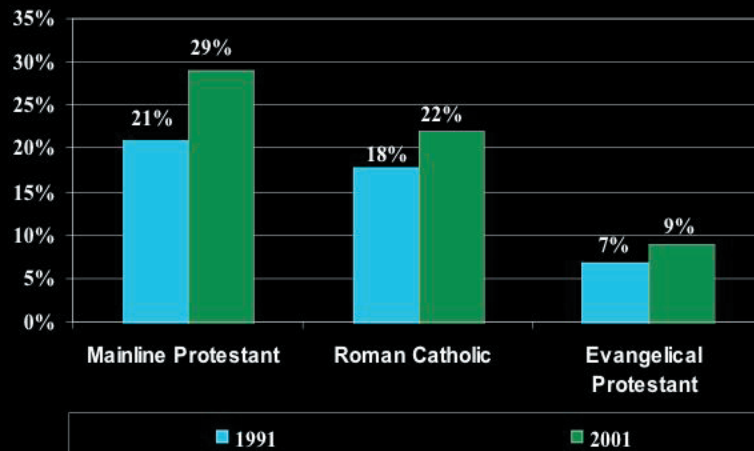
GENDER OF THEOLOGICAL FACULTY:
1970-2001



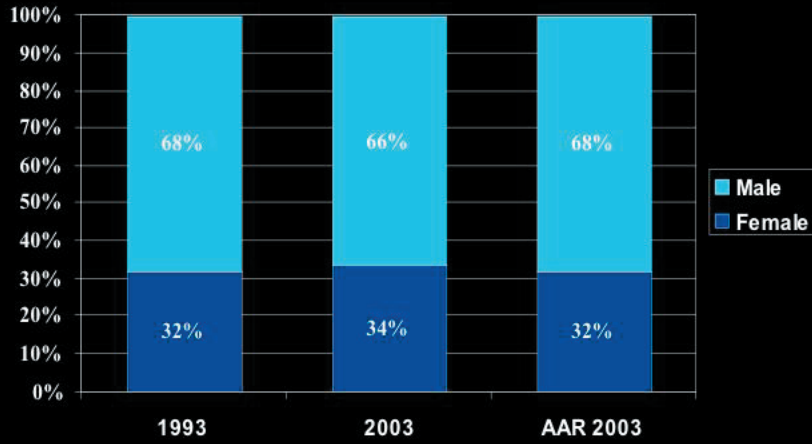
GENDER OF THEOLOGICAL STUDENTS and FACULTY: 2001



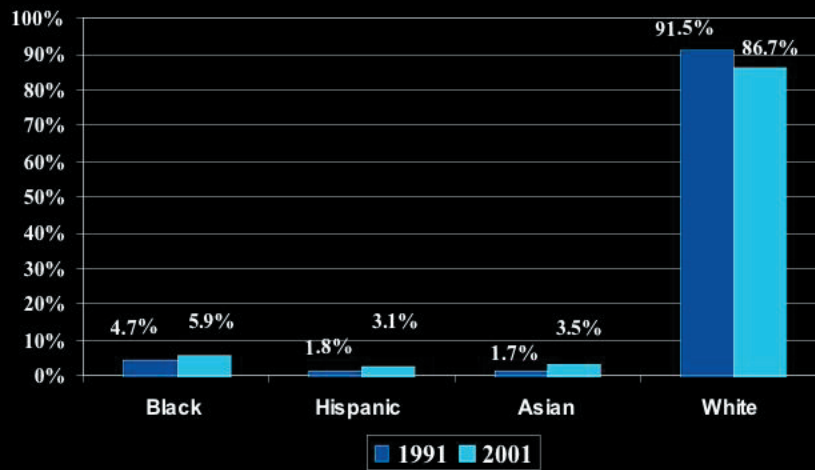
WOMEN FACULTY BY RELIGIOUS TRADITION OF SCHOOL: 1991 AND 2001



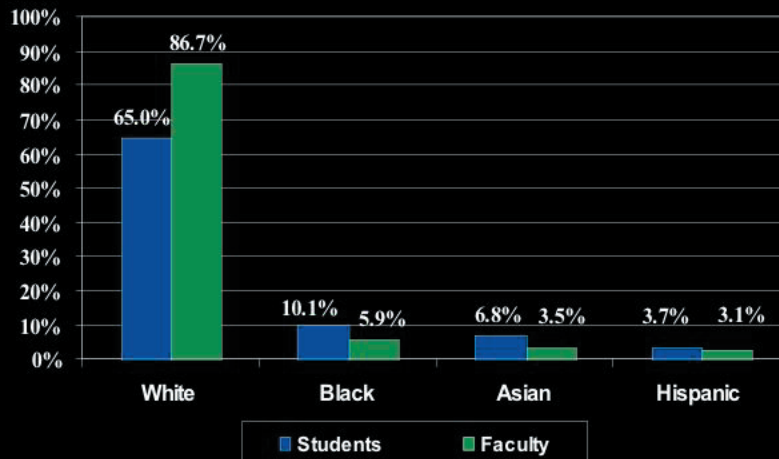
GENDER OF DOCTORAL STUDENTS IN TOP 25 PROGRAMS: 1993, 2003 and AAR 2003



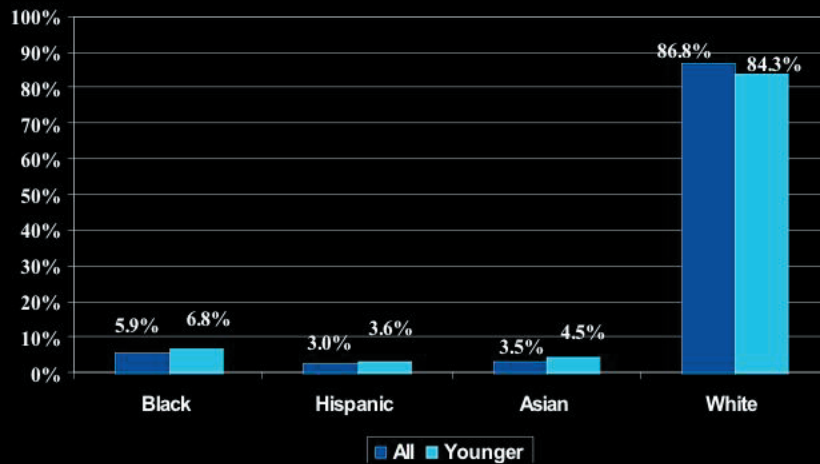
RACE OF THEOLOGICAL FACULTY MEMBERS: 1991 AND 2001



RACE OF THEOLOGICAL STUDENTS and FACULTY: 2001



RACE: OLDER AND YOUNGER THEOLOGICAL FACULTY: 2001



CHALLENGE:
FINDING REPLACEMENTS

FULL-TIME FACULTY ARE AGING.....

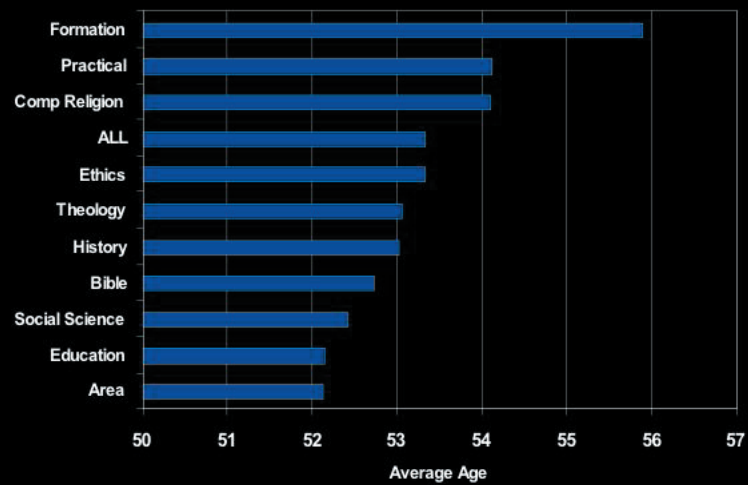
AGE	Mean	Median
1992	51.71	52
2002	53.31	53

AGE OF PLANNED RETIREMENT

1993 survey: 66.75 years

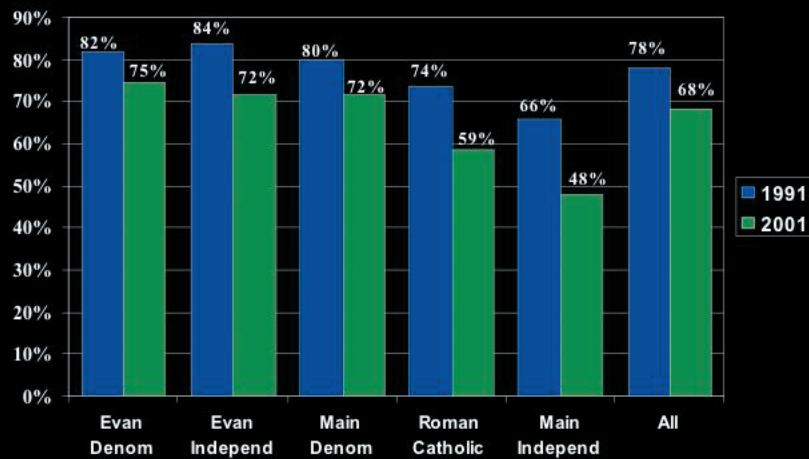
2003 survey: 68.20 years

AVERAGE AGE OF THEOLOGICAL FACULTY BY FIELD

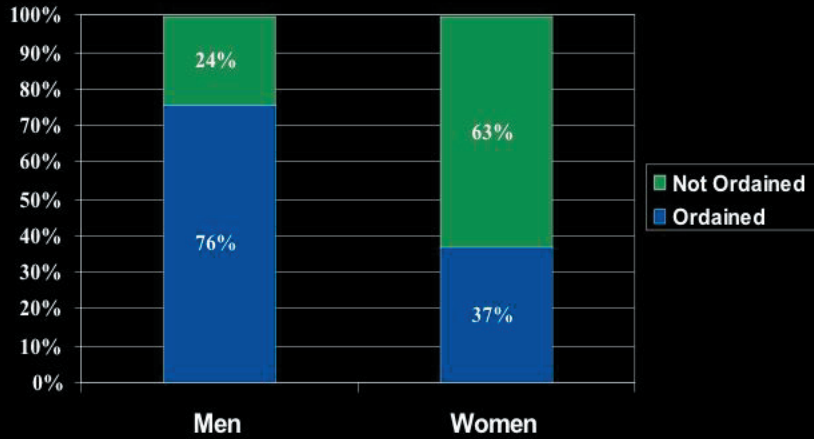


CHALLENGE:
ACADEMIC PROFESSIONALIZATION

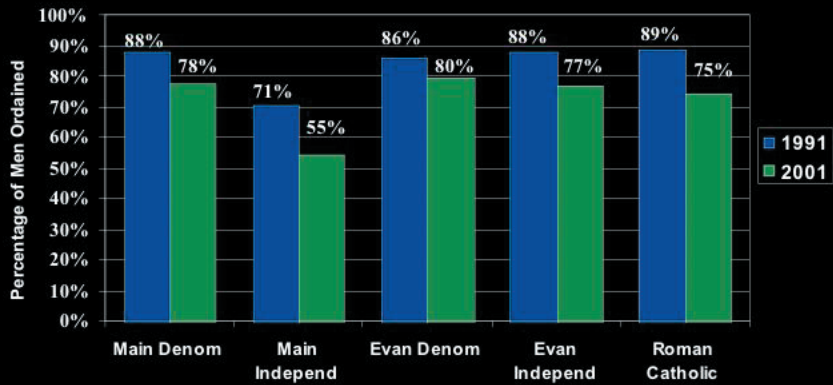
**PERCENTAGE OF FACULTY ORDAINED BY
RELIGIOUS TRADITION AND TYPE OF
SCHOOL: 1991 AND 2001**



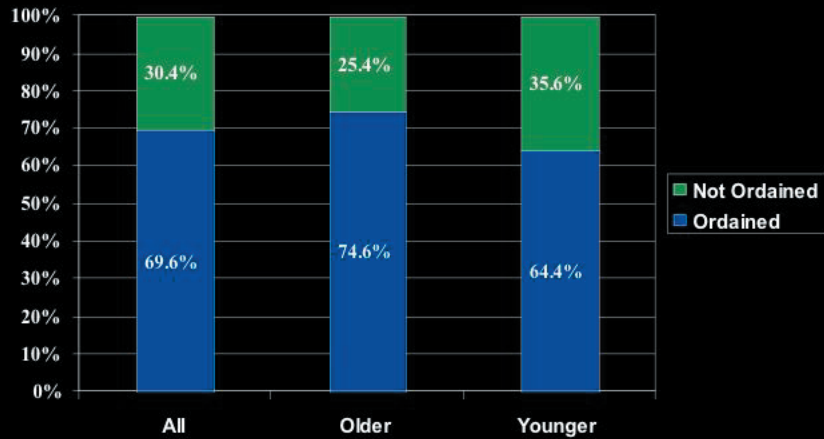
THEOLOGICAL FACULTY MEMBERS' ORDINATION BY GENDER: 2001



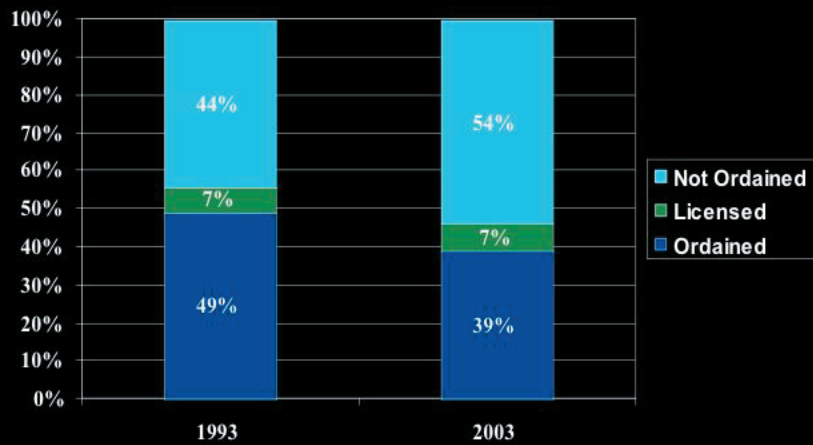
THEOLOGICAL FACULTY MEN'S ORDINATION STATUS: 1991 AND 2001



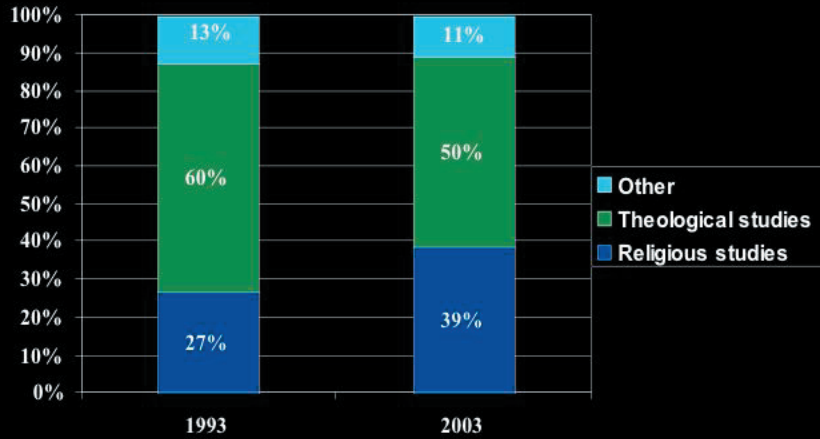
YOUNGER AND OLDER THEOLOGICAL FACULTY' ORDINATION, 2001



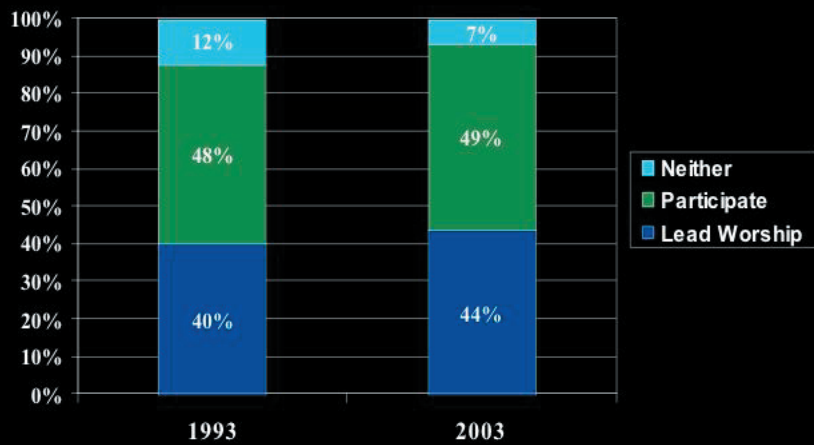
THEOLOGICAL DOCTORAL STUDENTS' ORDINATION: 1993 and 2003



THEOLOGICAL DOCTORAL STUDENTS' SELF-PLACEMENT IN LARGER FIELD: 1993 and 2003



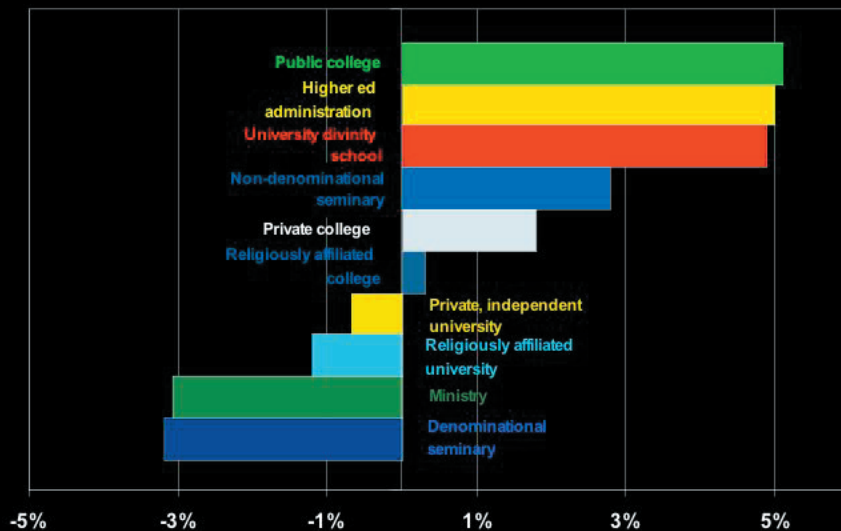
THEOLOGICAL DOCTORAL STUDENTS' RELIGIOUS PARTICIPATION: 1993 and 2003



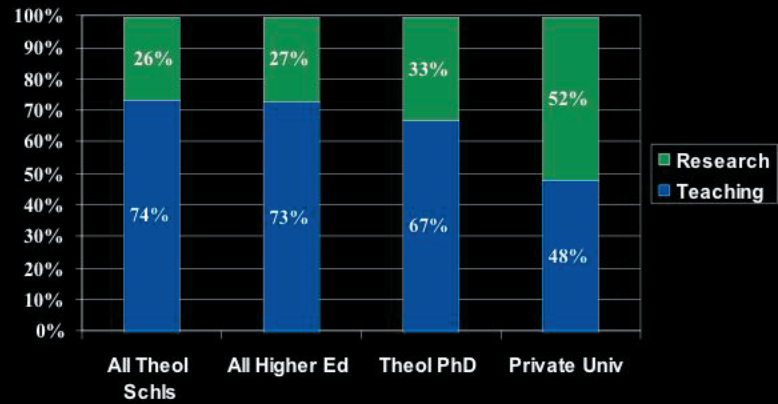
INSTITUTIONS IN WHICH DOCTORAL STUDENTS ARE WILLING TO TEACH: 1993 and 2003

TYPE OF INSTITUTION	1993 Yes	2003 Yes
Religiously affiliated university	95.6%	95.1%
Religiously affiliated college	93.5%	93.3%
Private, independent university	90.9%	92.7%
University divinity school	90.8%	92.0%
Denominational seminary	87.9%	89.3%
Private college	86.3%	89.0%
Non-denominational seminary	83.6%	84.0%
Public university	82.0%	84.9%
Public college	75.3%	80.4%
Ministry	66.2%	71.3%
Higher ed administration	56.2%	61.2%
Public junior college	47.8%	56.4%

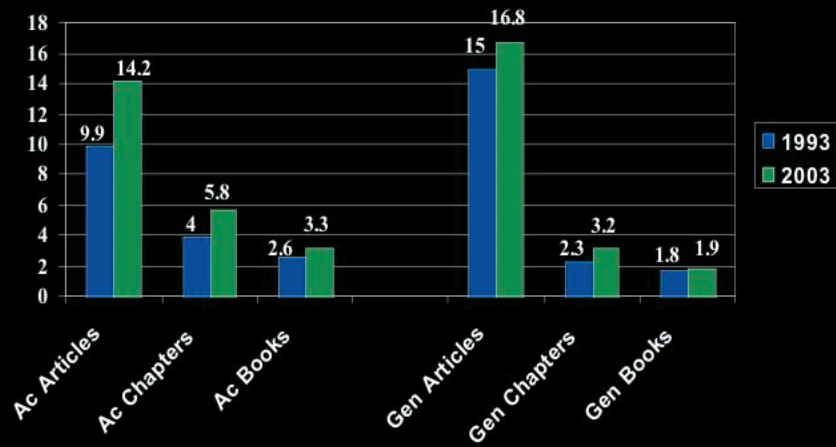
CHANGE IN "MOST ATTRACTIVE" TEACHING OPTION OF THEOLOGICAL DOCTORAL STUDENTS: 1993 and 2003



DO YOUR INTERESTS LIE PRIMARILY IN TEACHING OR RESEARCH?: THEOLOGICAL AND HIGHER EDUCATION FACULTY (HERI 2002 Faculty Survey)



LIFETIME PUBLICATIONS PER FACULTY MEMBER: 1993 AND 2003



TOP SUPPLIER PROGRAMS OF ACADEMIC DOCTORATES: 1991 AND 2001

RANK	1991	1991%	RANK	2001	2001%	CHANGE
1	Chicago	5.3	1	Chicago	4.6	0
2	Harvard	5.2	2	Harvard	4.5	0
3	Roman schools	4.6	3	Yale	4.2	+1
4	Yale	4.5	4	Princeton Seminary	3.7	+3
5	Union/Columbia	4.4	5	Southwestern	3	+3
6	Southern Baptist	3.8	6	Union/Columbia	2.9	-1
7	Princeton Seminary	3.7	7	Duke	2.8	+4
8	Southwestern	3.5	8	Emory	2.6	+7
9	Catholic U	3.2	9	Roman schools	2.5	-6
10	Boston U	2.7	10	GTU	2.5	+10
11	Duke	2.3	11	Vanderbilt	2.5	+2
12	Toronto/St Michael's	2.1	12	Catholic U	2.4	-3
13	Claremont	2.1	13	Notre Dame	2.4	+2
14	Vanderbilt	1.9	14	Claremont	2.3	-1
15	Notre Dame	1.4	15	Toronto/St. Michael's	2.3	-4
16	Emory	1.7	16	Southern Baptist	2.2	-10
17	Garrett/Northwestern	1.6	17	Fuller	1.5	+1
18	Fuller	1.5	18	Drew	1.4	+1
19	Drew	1.4	19	Dallas	1.7	NEW
20	GTU	1.4	20	New Orleans	1.6	+1
21	New Orleans	1.4	21	Garrett/Northwestern	1.6	-4
22	Oxford	1.2	22	Boston	1.5	-12
23	St. Louis	1	23	Aberdeen	1.2	NEW
24	Fordham	0.8	24	Oxford	1.2	-2
25	Marquette	0.6	25	Cambridge	1	NEW

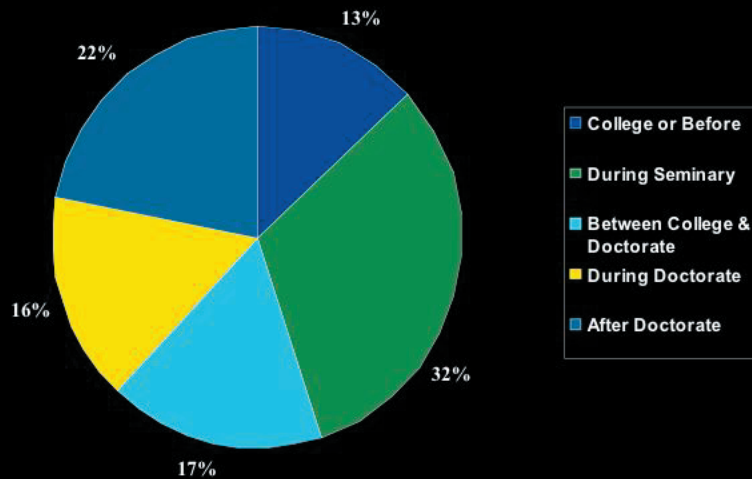
Possibilities for the Formation of Future Faculty

Findings from Auburn Studies

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WHEN 2003 FACULTY DECIDED TO WORK IN THEOLOGICAL EDUCATION



JUNIOR FACULTY SUCCESS or FAILURE IS
DETERMINED BY:

- Whether the position is valued or not
- Whether the person is sponsored or not