



**Association for Jewish Studies**  
50<sup>th</sup> Anniversary Survey Report

Prepared by Evaluation and Assessment Solutions for Education, LLC

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## EXECUTIVE SUMMARY

This report provides a comprehensive review of data from the Association for Jewish Studies' (AJS) 50<sup>th</sup> Anniversary Survey as administered in August/September 2018. The purpose of the survey is to facilitate and improve AJS' ability to meet its members' needs and to better serve its core mission. To that end, the report includes four sections aimed to address the needs of the Association's task forces on membership engagement, professional development, diversity and inclusion, and sexual misconduct.

Overall we find satisfaction with AJS.<sup>1</sup> Furthermore, respondents find value in AJS membership and AJS publications. Ninety percent of respondents report that maintaining membership is very or somewhat important for connecting with other Jewish scholars and 75 percent feel maintaining membership is very or somewhat important for addressing key issues in Jewish studies. Over 75 percent of respondents found that the AJS Perspectives as well as the AJS Review were always or sometimes worth reading and the majority also found that both were tailored to the respondents' fields and interests.

We find opportunity for growth around members' understanding of AJS leadership. Sixty-six percent of respondents replied that they do not understand how to join the AJS board, how to become a division head, or how to join the board of one of the publications. Additionally, there seems to be opportunity for diversifying perspectives.

Throughout the report we try to highlight some areas where there are differences by gender, age or tenure status. We find instances where women and men perceive the responsibilities and climate of the AJS differently, as do those under age 50. For instance, women and those under the age of 50 were somewhat less likely to agree that the current division structure of the AJS accurately represents the breadth of the field. Furthermore, women were also less likely to agree that AJS divisions bring people together outside of the AJS conference. In a few areas, we find differences in reported experiences or perceptions of academic and non-academics. For example, non-academic professionals answered differently than academics when asked if they felt excluded from informal conference networks.

In the final section of the report, we look at sexual misconduct. We find concerns about sexual misconduct and assault to be much lower for AJS than within academia as a whole.

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<sup>1</sup> This is not a random sample of current and past AJS members so there may be some selection bias in terms of the type of member who would take the time to complete the survey.

## OVERVIEW

The AJS 50<sup>th</sup> Anniversary Survey had a total of 394 respondents. The average respondent was an academic professional who was tenured and was also an AJS member. The average respondent was also over 40 years old, white, Jewish and identify as Ashkenazi, and slightly more likely to identify as a woman. As we do not have access to AJS' membership database, it is difficult to say whether or not this is a representative sample of AJS members or just the email listserv the survey was sent to.

Seventy-one percent of respondents completed the entire 32-page survey (n=274 completions). Those that completed the survey were somewhat more likely to be an AJS member (74 percent of AJS members versus 54 percent non-AJS members completed the survey), more likely to be non-tenure or non-tenure track (74 percent non-tenure versus 55 percent tenured or tenure-track professionals), and more likely to be in an academic profession (74 percent academic versus 55 percent non-academic professionals). Women and men, graduate students and non-graduate students, and those of different ages were similarly likely to complete the entire survey (ranging from 75 percent to 79 percent completion rates).

There were five subgroups of interest identified for additional consideration in the survey analysis. This includes: gender, age, tenure vs. non-tenure track (for academics), graduate students, and non-academics. The breakdown of each of these groups can be found in the following pages, along with additional demographic and work information of the survey respondents.

This report is broken down into the following sections: Demographics, Membership Engagement, Professional Development, Diversity, and Inclusion and Sexual Misconduct. Within membership and engagement, we analyze questions about membership and dues, the organizational climate of AJS, communication preferences and thoughts about programs, as well as governance, leadership and advocacy. Professional development is broken down to look at members' interests and skills, preferences for formats in terms of locations and duration of training. This section also looks in depth at responses about the AJS conference.

### ***A Note about Methods***

To analyze whether or not there were true differences in the way subgroups answered questions, we used unpaired t-tests.

A t-test compares two averages and determines whether or not they are statistically different from one another. In other words, the analysis lets us know if the variance between the two averages could have happened by chance or not.

For example, the AJS might be interested in learning if the men and women who responded to the survey have different levels of household income. A t-test takes the averages and determines if there are significant differences between the two groups for this topic.

All results in this report that discuss significant differences between groups have a p-value of 0.05 or less, which means that there is a 5 percent or smaller probability that the results happened by chance. This is the standard accepted value of significance in statistics.

Sections in this report that discuss differences between groups, such as men and women or tenured and non-tenured professionals, have been analyzed using this method.

**DEMOGRAPHICS**

**Age**

The majority of respondents (72 percent) were over 40 years old and less than four percent said they were between the ages of 20 and 29.

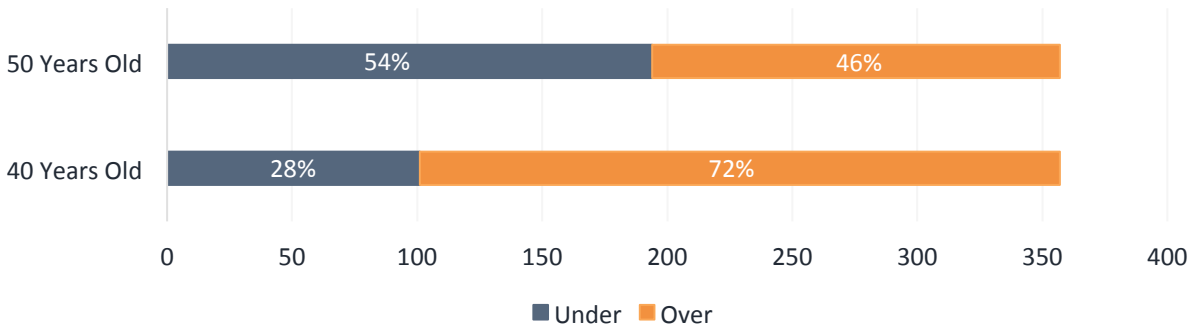
**TABLE 1**  
Age Range of Respondents (N=357)

Category	Number	Percent
20-29	13	3.6%
30-39	88	24.6
40-49	93	26.1
50-59	59	16.5
60-69	64	17.9
70 and over	40	11.2

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Given the small number of individuals who responded affirmatively for the 20-29 year old range (n=13), we created two additional variables to analyze age. We labeled whether a respondent was over or under 40 years old and whether they were over or under 50 years old. As seen below, those who took the survey were fairly evenly distributed into the categories of over and under 50 years old. However, most of the differences found in responses based on age were between those who were over or under 50 years old.

**FIGURE 1**  
Age Groupings for Respondents (N=357)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## Gender

The majority of respondents (95 percent) identified as either a man or a woman.

**TABLE 2**  
 Respondents' Gender Identity 1 (N=356)

Category	Number	Percent
Woman	183	51.4%
Man	156	43.8
Decline to State	7	2.0
Genderqueer/Gender Non-conforming	3	0.8
Queer	3	0.8
Nonbinary	3	0.8
Not listed	1	0.3

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Based on the responses, the survey did not have enough data to comment on the experiences of members that identify as non-cisgender and those that identify as other than man or woman.

The response option "Other (please specify)" in Question 23 led to some confusion as to what "cisgender" meant. Out of the 48 "Other" responses, the majority responded in a way that indicated that they did not understand what these gender terms meant.

**TABLE 3**  
 Respondents' Gender Identity 2 (N=273)

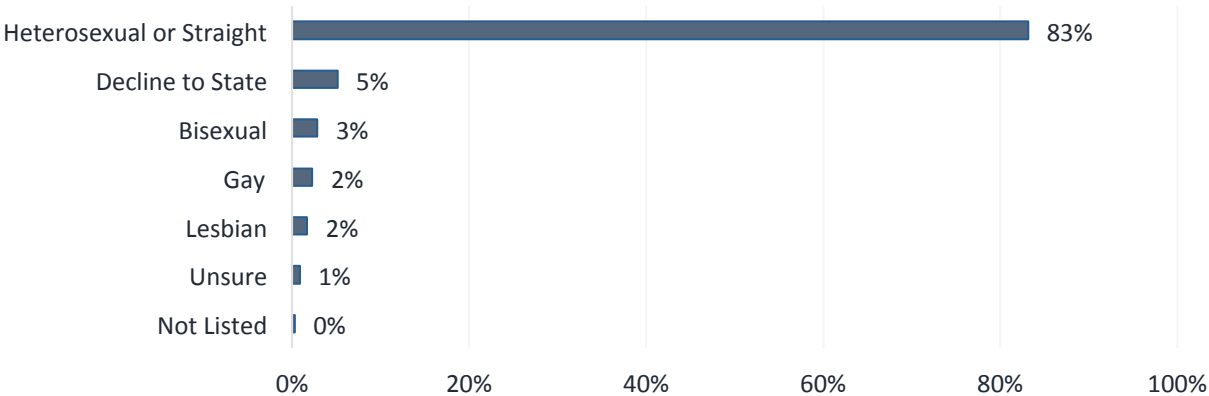
Category	Number	Percent
Cisgender	224	82.1%
Other (please specify)	48	17.6
Transgender	1	0.4

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## Sexuality

The majority of respondents (83 percent) identified as heterosexual or straight.

**FIGURE 2**  
 Respondents' Sexual Identity (N=350)

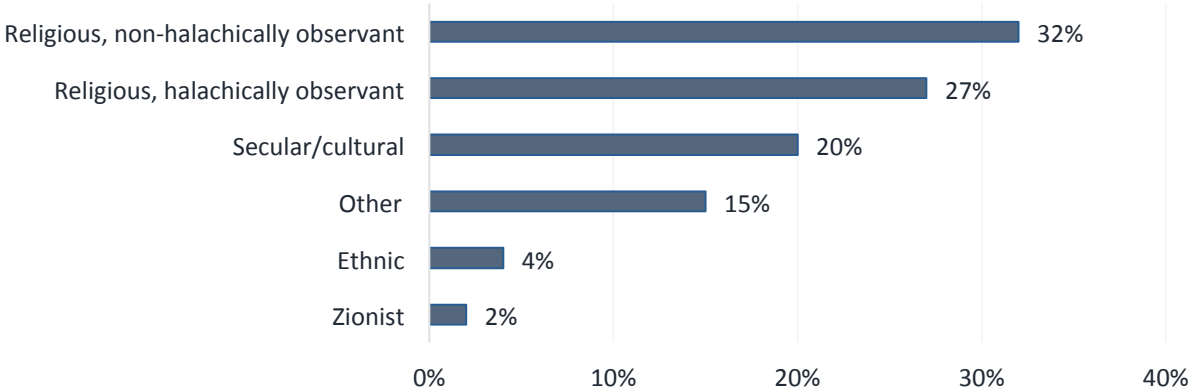


SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**Religion**

Eighty-seven percent of respondents identified as Jewish. Out of those, the majority identified as religious (59 percent) and those were fairly evenly distributed amongst halachically and non-halachically observant.

**FIGURE 3**  
Jewish Identity, if Jewish (N=312)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Those who selected “other” primarily did so in order to emphasize that they identified as someone in more than one of the above categories (e.g. secular and ethnic) or to add additional categories of identification, including anti-Zionist, traditional, liberal, conservative, and orthodox, as seen in the word cloud presented in Figure 3b below.

**FIGURE 3b**  
Jewish Identities Shared by Respondent



NOTE: The above cloud is a visual representation for text data depicting key words and phrases shared by respondents who indicated that they identified as “other”. The frequency of words used is indicated by the size.

Ninety-four percent of those who said they were Jewish identified as Ashkenazi, including six percent that also identified as Mizrahi, Sephardi, or Other. The second most common selection was Sephardi (six percent, including three percent that also identified as Ashkenazi).



When asked if they identified with any religions other than Judaism, 68 percent of respondents said no. The majority of those who did select another option said they identified as agnostic (10 percent) and/or atheist (nine percent). The third most common selection was Protestant at four percent and less than 10 individuals selected Buddhist, Catholic, Eastern Orthodox, or Hindu. Thirty people selected “other” to disagree that agnostic or atheist was a religion and/or to re-specify that they identified as Jewish.

**Race & Ethnicity**

The majority of respondents identified their race as White (92 percent). Eight percent of respondents identified as another race (n=27). Those that identified as another race included North or South American native/indigenous or Alaska Native, Middle Eastern, and Japanese. Note that an exact breakdown of other races is not provided as the numbers are so small that they might unintentionally identify individuals and this is designed to be an anonymous survey.

Four percent of respondents stated that they were of Hispanic, Latino, or Spanish heritage and 96 percent reported that they were not.

**Disability**

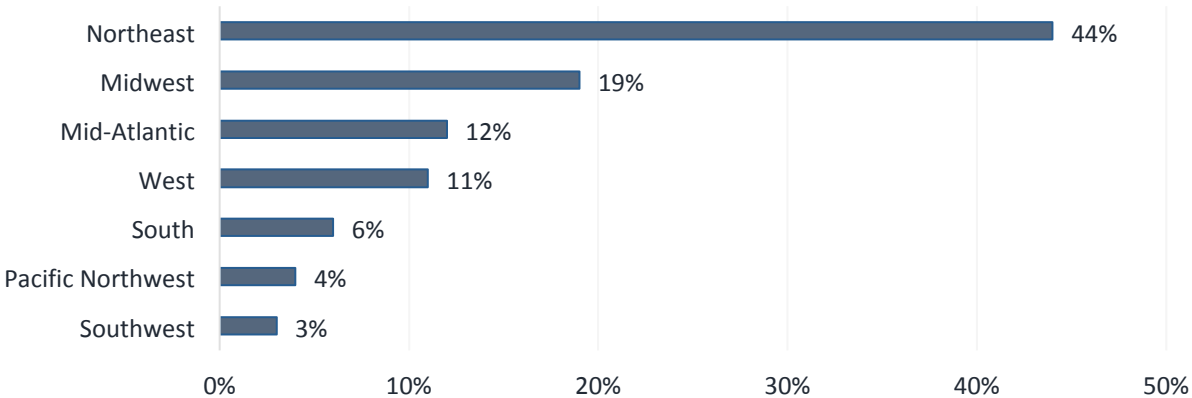
Five percent of respondents said that they identify as someone with a disability (n=19). These included deafness, limited hearing, physical disabilities, emotional disabilities, learning disabilities, visual impairment, and chronic illness. Several individuals also added in comments ADHD, anxiety, chronic pain, diabetes, or autism.

**Geography**

The majority of respondents (82 percent) lived in the United States. The second most common country of residence was Israel (seven percent), followed by Canada (four percent). Another five percent lived in the United Kingdom or Germany.

Most of respondents who said they reside in the U.S. lived in the northeast (44 percent) and the Midwest was the second most common region (19 percent).

**FIGURE 4**  
Region of Residence in the U.S. (N=298)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## PROFESSIONAL CHARACTERISTICS

### Academic & Non-Academic Professionals

Given the mission of AJS, it is not surprising that the majority of respondents were academic professionals. The most common non-academic group of professionals who responded were editors, publishers, and/or writers at four percent of respondents. Ninety percent of respondents fell into an academic professional category, as detailed below.

**TABLE 4**  
Academic versus Non-Academic Respondents (N=388)

Response	Number	Percent
<b>Non-Academic Total</b>	<b>40</b>	<b>10.3%</b>
Editor, publisher, writer	15	3.9
Jewish communal professional	6	1.5
Librarian / Archivist	6	1.5
Pre-K through 12th grade educator	5	1.3
Adult educator	3	0.8
Clergy	2	0.5
Museum professional	2	0.5
Artist	1	0.3
<b>Academic Total</b>	<b>348</b>	<b>89.7%</b>
Full Professor	110	28.4
Associate Professor	64	16.5
Assistant Professor	45	11.6
Graduate student	38	9.8
Non-teaching researcher	28	7.2
Emeritus Faculty	27	7.0
Full-time lecturer	12	3.1
Other academic or educational institution employee	11	2.8
Part-time lecturer	7	1.8
University administrator	6	1.5

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

There was a wide range of AJS scholarly interests among survey respondents. The top three were: Social Science, Modern Jewish History in Europe, Asia, & Israel, and Modern Jewish History in the Americas.

**TABLE 5**  
Respondents' Scholarly Interests (N=376)

Response	Percent
Social Science	13.3%
Modern Jewish History in Europe, Asia, Israel, and Other Communities	12.2
Modern Jewish History in the Americas	9.3
Bible and History of Biblical Interpretation	8.5
Rabbinic Literature and Culture	8.2
Modern Jewish Literature and Culture	6.9
Medieval and Early Modern Jewish History, Literature, and Culture	6.6
Modern Jewish Thought and Theology	5.9
Jews, Film, and the Arts	4.0
Jewish History and Culture in Antiquity	3.7
Yiddish Studies	3.7
Interdisciplinary, Theoretical and New Approaches	3.5
Holocaust Studies	3.2
Israel Studies	2.9
Sephardi/Mizrahi Studies	2.9
Medieval Jewish Philosophy	1.9
Jewish Mysticism	1.3
Modern Hebrew Literature	1.1
Jewish Languages and Linguistics from Antiquity to the Present	0.5
Pedagogy	0.3

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

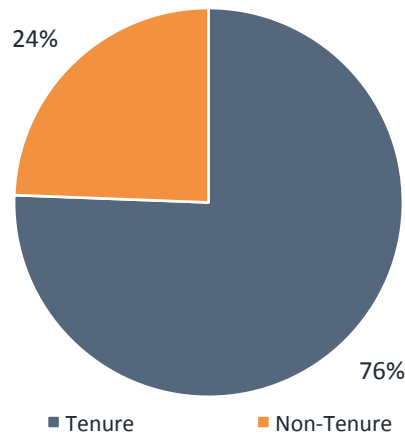
## Tenure & Non-Tenure Track Academics

Twenty-four percent of academics were non-tenure track. Those who were identified as tenure or tenure-track include respondents who were one of the following: tenured, tenured with a named chair, or tenure-track.

Academic professionals categorized into the non-tenure track category were one of the following: adjunct faculty, long-term non-tenure track, not applicable, not tenure track but contract for three plus years, not tenure track but contract for one semester to two years, a post-doctoral fellow, or a visiting assistant professor.

**FIGURE 5**

Tenure versus Non-Tenure Academics (N=266)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## Graduate Students

Thirty-eight graduate students responded to the survey (10 percent). They were equally likely to be men or women as non-graduate students and the majority (94 percent) were under 40 years old.

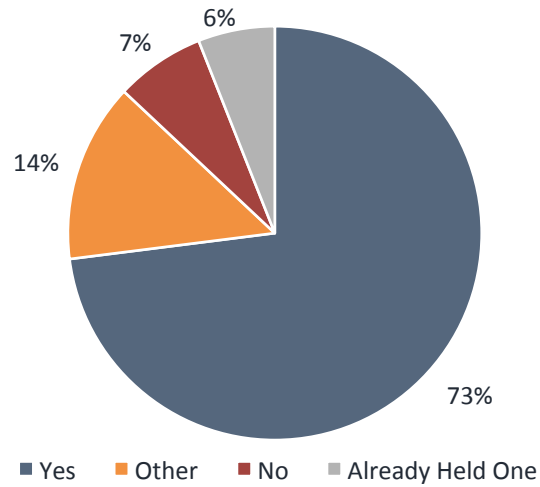
## Career Development

Twenty-seven percent of survey respondents said that they were currently seeking a new position or additional work and an additional 12 percent said they were not sure. Forty-two percent of respondents said they would consider a career outside academic, compared to 34 percent who would not.

The majority of respondents also said they immediately sought a full-time, tenure-track academic position after receiving their Ph.D. An additional 14 percent selected "Other," primarily to specify that they are currently enrolled in their Ph.D. program and have not yet graduated.

**FIGURE 6**

Sought a Full-time, Tenure-track Academic Position after Ph.D. (N=368)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When asked how long after receiving their Ph.D. respondents found employment, 35 percent said that they were able to immediately find a full-time, tenure-track position. Seventeen percent of respondents said that they were still seeking employment. An additional nine percent said that they found such a position within one year.

The second most common response (18 percent) was “Other.” Respondents specified that they had not yet or would not receive a Ph.D. (either they were still a student or had earned a different graduate degree). Some also discussed that a tenure-track position had never been their goal. Others remarked that after multiple years on the job market, they gave up searching for a tenure-track position.

*“After 3 post-doc years, no longer seeking a TT position.”*

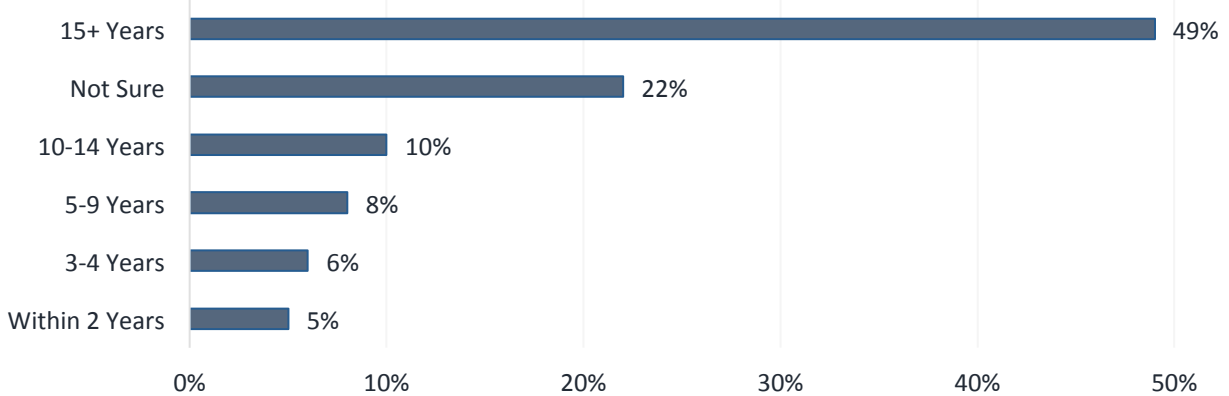
*“Gave up after two years on the market.”*

*“Did not secure full-time, tenure-track position. Accepted full-time, non-tenure track university teaching position.”*

Over half of respondents (59 percent) said that they did not plan on retiring for at least 10 or more years.

**FIGURE 7**

Estimated Time to Retirement (N=349)



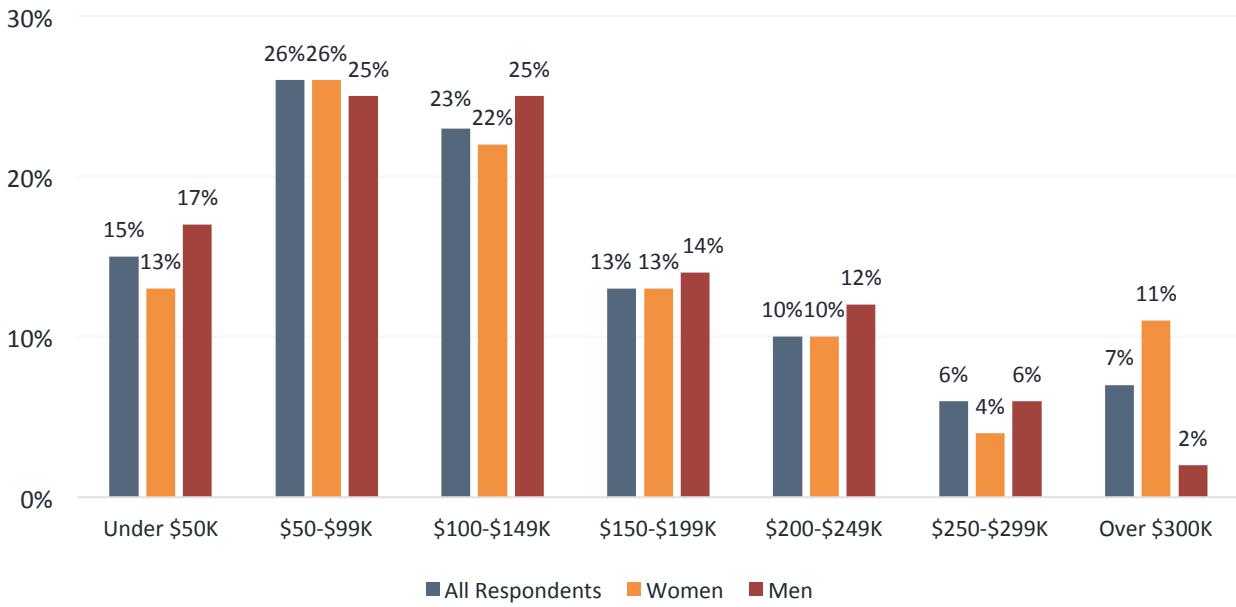
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

### **Economic Resources**

The majority of respondents reported an annual income of over \$100,000 and 87 percent said that, in general, their household has “enough” or “more than enough” resources. Respondents also reported similar projections for their future level of resources (90 percent enough or more resources).

When asked about their current household income, pre-tax, the majority of respondents (49 percent) ranged from \$50,000 - \$149,000 annually. However, there were statistical differences in how men and women responded. On average, women were more likely to report higher annual household incomes than men and this is primarily driven by the over \$300,000 category, as seen in Figure 8 below. It is unclear if this was because women made higher salaries than the men who responded to this survey or if they had a partner who also contributed to the household income. The survey did not ask about spouses or family size.

**FIGURE 8**  
Current Annual Household Income (N=358)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

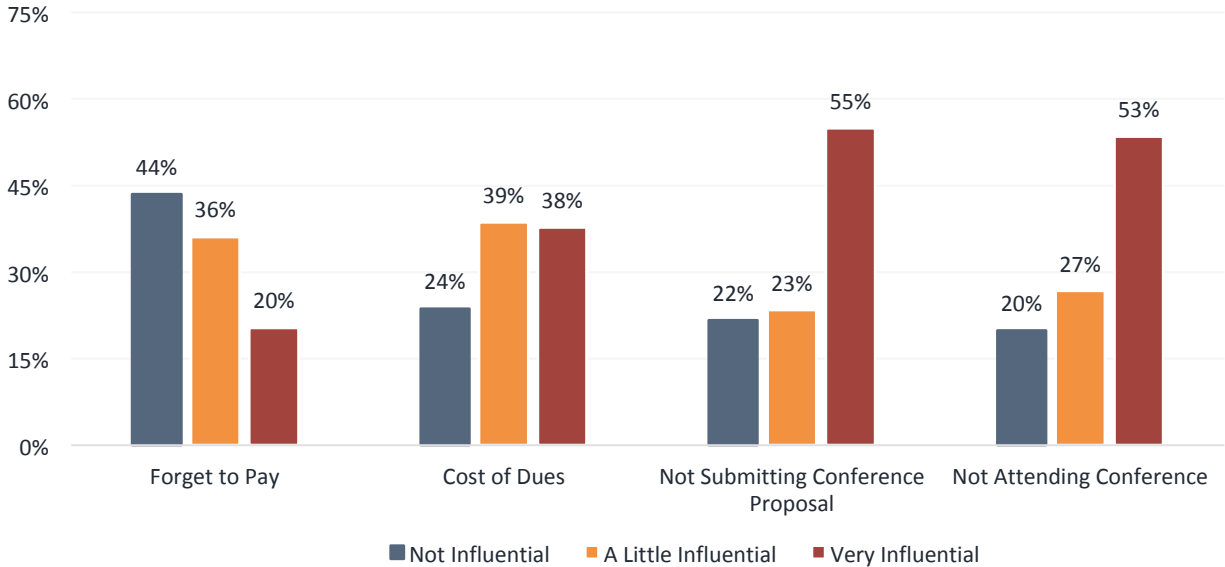
Those who fell into the tenured professional category made statistically more money than those who were not tenured. Tenured respondents' households on average made \$100,000-\$149,000 annually versus non-tenured respondents' households which, on average, fell into the \$50,000-\$99,000 bracket.

**MEMBERSHIP ENGAGEMENT**

**Membership & Dues**

Eighty-seven percent of survey respondents stated they were current AJS members and 85 percent of those members said they consistently pay dues to maintain their membership. For respondents who were not members and/or did not consistently pay dues, the two most influential reasons were that the respondent was not submitting a conference proposal (55 percent “very influential”) and/or they were not planning on attending the AJS conference (53 percent “very influential”).

**FIGURE 9**  
Reasons for Lapsed AJS Membership (N=116)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

The top reason respondents gave for maintaining membership in the AJS was to connect with other Jewish Studies scholars (90 percent said this was very or somewhat important). The two other top reasons were to belong to a membership organization in their field (80 percent very or somewhat important) and to submit a proposal to present at the annual conference (79 percent).

The least important reason for maintaining AJS membership was to access membership benefits, such as discounts or webinars (48 percent said this was somewhat unimportant or not at all important to them). The other unimportant reasons for respondents were to have their work considered for awards (36 percent somewhat unimportant or not at all important) and to take on a volunteer role that requires AJS membership (34 percent).



**TABLE 6**

Reasons for Maintaining AJS Membership (N=323)

Response	Very Important	Somewhat Important	Neither Important nor Unimportant	Somewhat Unimportant	Not at all Important	N/A
Connect with other Jewish Studies scholars	64.3%	26.1%	4.4%	1.9%	2.5%	0.9%
Address key issues in Jewish Studies	35.4	39.5	12.5	4.7	6.0	1.9
Belong to a membership organization in my field	42.1	37.7	9.7	2.5	6.9	1.3
Submit a proposal to present at the annual conference	52.0	26.6	10.5	3.7	5.0	2.2
Have my work considered for award(s)	11.4	18.4	30.5	11.8	23.8	4.1
Access membership benefits (discounts, webinars, etc.)	9.1	18.9	20.4	18.9	29.6	3.1
Mentor other scholars	9.9	21.5	26.9	12.8	19.6	9.3
Be mentored by other scholars	12.0	25.9	23.6	12.9	19.7	5.8
Support scholarship in Jewish Studies	34.1	37.5	12.6	7.6	6.6	1.6
Take on a volunteer role that requires membership (board, committee, task force, etc.)	11.8	18.2	26.4	10.5	23.9	9.2

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## Organizational Climate

Regarding AJS' organizational climate, most respondents felt positively or neutral regarding how they as individuals were valued by AJS as well as how AJS values its membership in general. When asked whether AJS shows that it values all its membership equally, there were two areas with lower rates of agreement: professional status and religious affiliation.

**TABLE 7**

AJS Organizational Climate (N=327)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	N/A
I feel valued as an individual in AJS	19.9%	26.0%	31.5%	11.6%	8.0%	3.1%
I feel close to some people in AJS	45.7	31.3	12.6	4.9	2.5	3.1
I feel like I am part of AJS	28.8	28.8	22.4	11.7	6.1	2.2
<i>The AJS conducts its activities in a way that shows it values all its membership equally, regardless of...</i>						
Gender identity or sexuality	25.2%	28.0%	24.9%	8.6%	6.8%	6.5%
Professional status	16.6	19.1	25.5	21.9	11.4	5.5
Ability	15.8	18.0	35.3	13.3	8.1	9.6
Ethnicity	27.9	19.3	26.7	12.3	6.8	7.1
Religious affiliation or identity	24.9	23.1	21.5	13.5	11.7	5.2

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

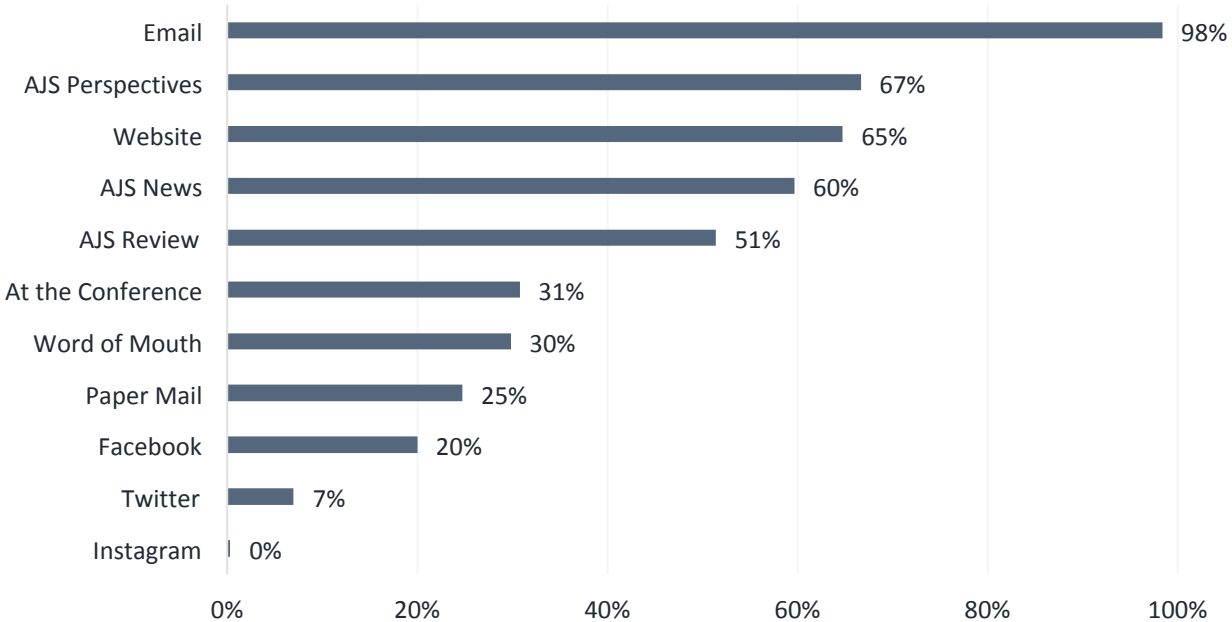
Thirty-three percent of respondents disagreed that the AJS showed it values its members regardless of professional status. This became starker when broken up by professional status. Fifty percent of non-academic professionals disagreed that AJS values its members equally regardless of professional status compared to 32 percent of academic professionals. There were no significant differences based on whether or not a respondent had tenure.

There was a similar pattern regarding religious identity. Twenty-five percent of respondents disagreed AJS has showed it values its members regardless of religious identity or affiliation. Thirty-eight percent of non-Jewish respondents disagreed that AJS values its members regardless of religion, compared to 24 percent of Jewish respondents.

**Communication**

The top three ways that respondents preferred to receive communications from the AJS were email, AJS Perspectives, and the AJS website. There were no significant differences between subgroups.

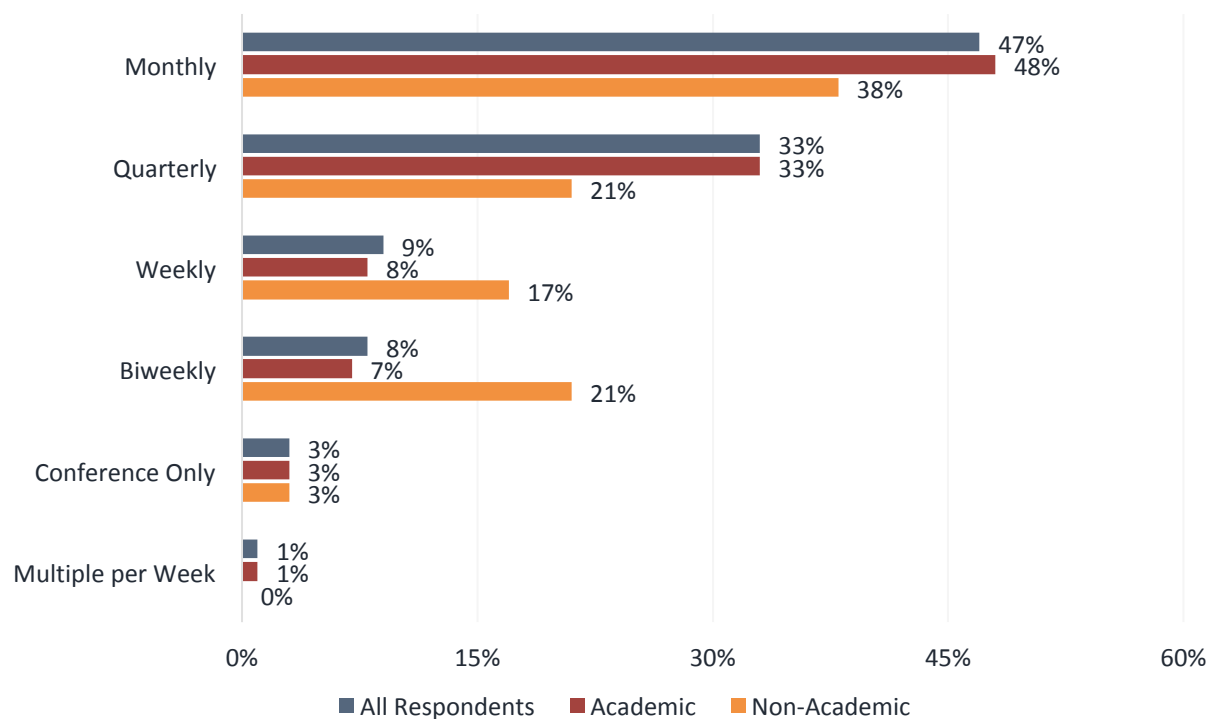
**FIGURE 10**  
Frequency Communication Method was Ranked Top Five Ways to Receive AJS News (N=315)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Almost 80 percent of respondents preferred monthly (47 percent) or quarterly (33 percent) rates of communication. Academics were more likely to prefer less frequent communications than non-academics, as seen below. This may indicate an opportunity to sub-divide communication lists by professional status.

**FIGURE 11**  
Preferred Frequency of AJS Communications (N=319)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Over 75 percent of respondents found that the AJS Perspectives as well as the AJS Review were always or sometimes worth reading and the majority also found that both were tailored to the respondents' fields and interests. Forty-seven percent of respondents found the AJS Review to be a flagship or highly ranked journal, and an additional 25 percent said that it was a mid-level journal. There were no significant differences by age, tenure, or academic professional status.

The majority of respondents found the AJS website easy to use and navigate, however, they did have some difficulty with the MyAJS membership portal and the AllAcademic submission site. Twenty-one percent of respondents had trouble using the submission site.

**TABLE 8**  
Ratings of User Experience of AJS Websites and Portals (N=323)

	Very Easy	Somewhat Easy	Neither Easy nor Difficult	Somewhat Difficult	Very Difficult	N/A
AJS Website	17.5%	38.6%	24.6%	10.6%	1.9%	6.9%
MyAJS Membership Portal	12.7	32.5	25.1	16.4	3.1	10.2
AllAcademic Submission Site	6.8	34.7	20.4	18.3	2.8	17.0

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Those who were under 50 years old were actually more likely to report difficulty with the submission site, potentially because they have had less opportunity to utilize it or because they are comparing it to other websites. Forty-four percent of those over 50 said the AllAcademic site was easy to use compared to 40 percent of those under 50 years old.

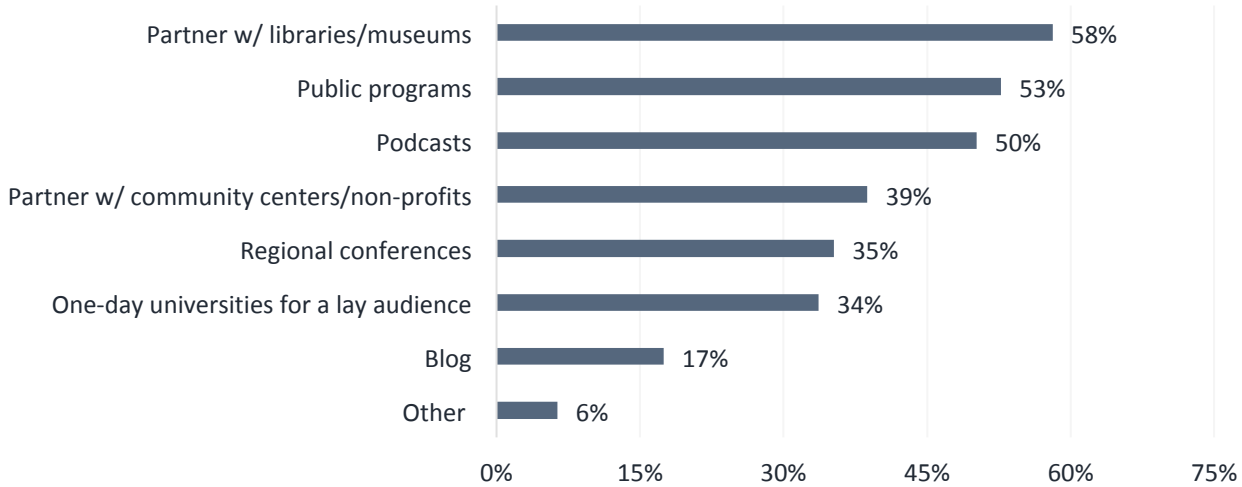
**Programs**

The survey had various questions designed to understand respondents’ knowledge and satisfaction with AJS events and programs. These sections also included questions designed to solicit members’ feedback on future events and potential new programs.

Approximately half of respondents (49 percent) were familiar with the AJS Distinguished Lectureship Program (DLP) and five percent knew that their institution or another local organization had hosted a DLP speaker in the past. Academic professionals and tenured academics were statistically more likely to say they were familiar with DLP than non-academics and non-tenured professionals. This may indicate an area where advertising should be targeted differently in order to increase exposure to a program, if that is a goal of the AJS.

Respondents were also asked what type of program the AJS should leverage in order to serve a broader public. Their top preference on how to leverage programs was to co-sponsor, or partner, with public libraries and museums.

**FIGURE 12**  
Preferred Programs to Serve a Broader Public (N=315)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

However, several respondents chose “other” in order to question whether AJS should be serving the broader public at all. These responses included the following:

*“AJS is a professional organization of academics. ‘Serve the broader public’ is not our mission.”*

*“I do not believe that the mission of the AJS is to serve the broader public.”*

*“It’s not clear to me that serving a broader public should be AJS’ goal.”*

Given that the AJS’ mission includes “to foster greater understanding of Jewish Studies scholarship among the wider public,” this may indicate that there is disconnect in what some respondents believe the AJS’ mission to be. Alternatively, it may be that they took issue with the phrase “serving the broader public” versus “fostering an understanding among the wider public.”

Additional ideas to serve the broader public included increasing accessibility to the AJS website and adding more activities and outreach internationally. Comments also included urging the AJS to build on existing programs and relationships with other institutions, in order to facilitate partnerships and not act in competition with organizations doing similar work.

**Governance, Leadership, & Advocacy**

Survey respondents were also asked to respond to questions designed to understand how clear the AJS’ governance and leadership was to its members. Based on the responses, the area for the most growth in members’ understanding was around AJS leadership. Sixty-six percent of respondents replied that they do not understand how to join the AJS board, how to become a division head, or how to join the board of one of the publications.

**TABLE 9**  
How Well Do You Understand the AJS? (N=278)

Response	Very Well	Somewhat Well	Neutral	Somewhat Unwell	Not Very Well At All
The governance structure of the AJS	9.0%	22.3%	20.1%	19.1%	29.5%
How to join the AJS board	6.5	10.9	16.3	27.2	39.1
How to become a division head	7.3	9.4	17.0	22.8	43.5
How to join the editorial board of one of the publications	5.1	10.2	18.6	25.1	41.1
How to access professional development materials	5.1	24.0	29.1	22.2	19.6
Selection criteria for conference submissions	14.2	22.2	17.1	24.0	22.6
How to express concerns or make suggestions about the AJS	12.5	21.6	21.6	22.3	22.0

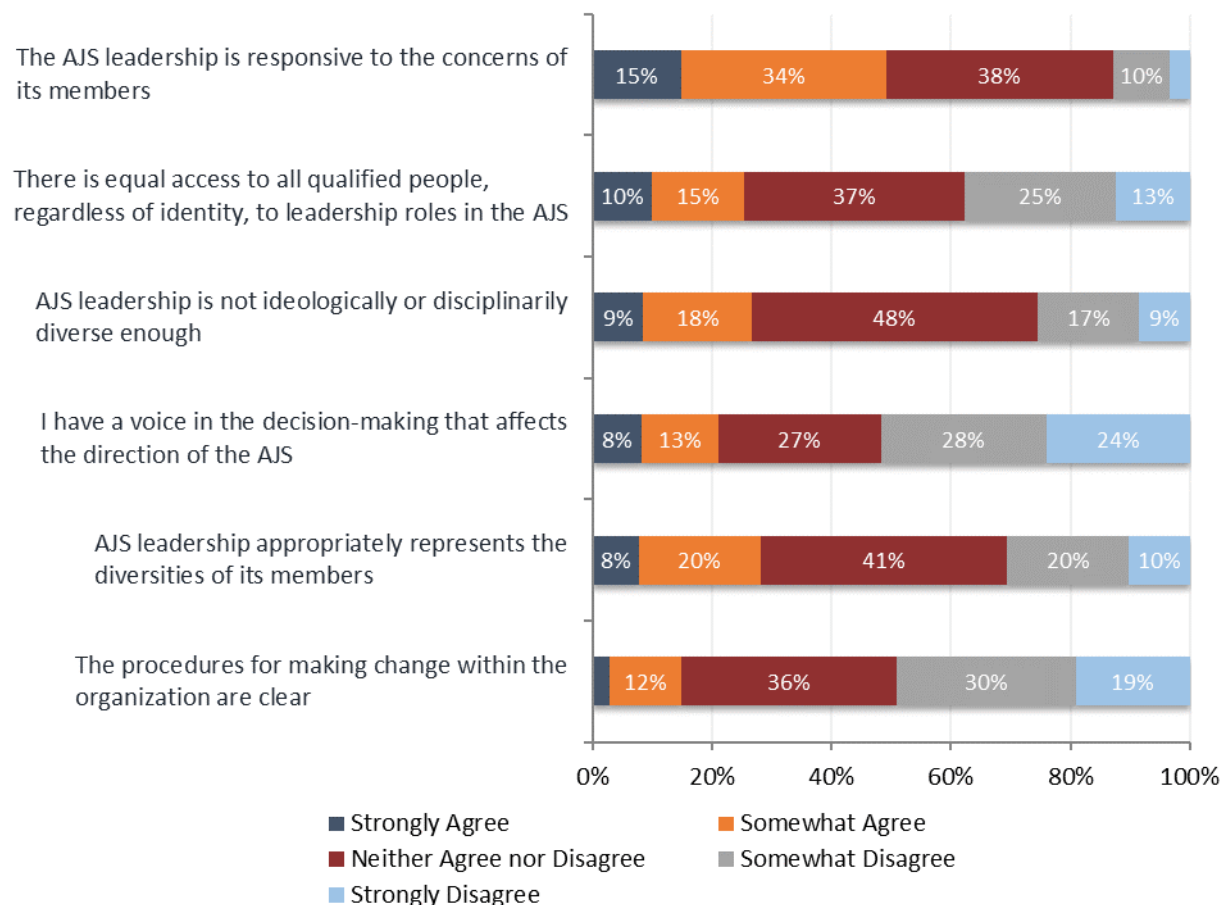
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When asked whether they agreed with specific statements about AJS governance, 49 percent of respondents agreed that the AJS leadership is responsive to the concerns of its members. Those over the age of 50 were more likely to agree with this statement than those under 50 years old.

However, 49 percent disagreed that the procedures for making change within the organization were clear and those under the age of 50 were more likely to disagree with the statement that those over 50 years old. In addition, 52 percent of all respondents disagreed that they had a voice in the decision-making that affected the direction of the AJS.

**FIGURE 13**

Do You Agree with the Following Statements on Diversity and Involvement? (N=274)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**TABLE 10**

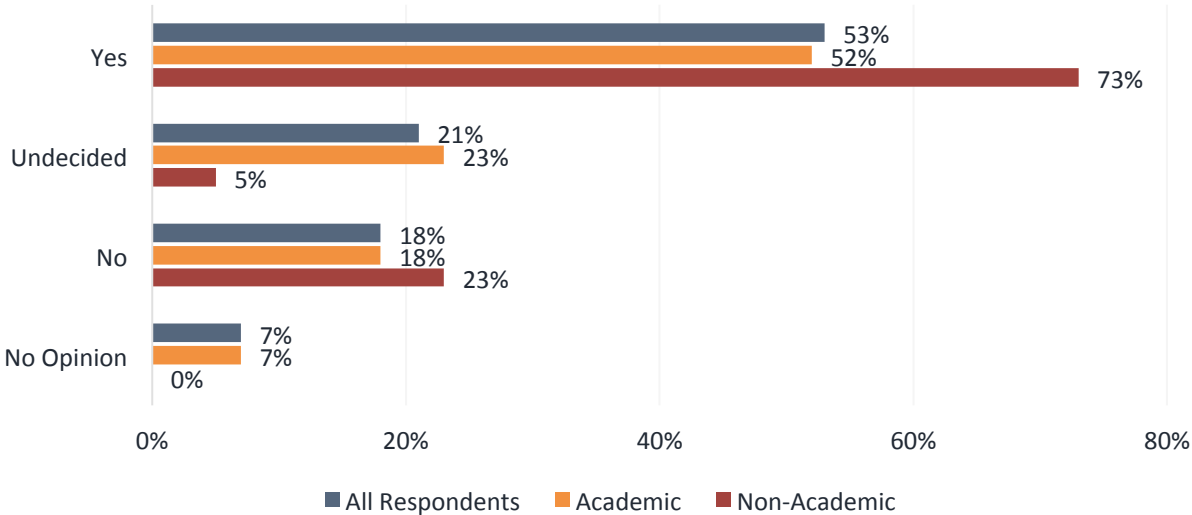
Do You Agree with the Following Statements on Diversity and Involvement? (N=274)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
The procedures for making change within the organization are clear	2.9%	12.0%	36.1%	30.3%	18.6%
There is equal access to all qualified people, regardless of identity, to leadership roles in the AJS	9.9	15.4	37.0	25.3	12.5
AJS leadership appropriately represents the diversities of its members	7.7	20.4	41.2	20.4	10.2
I have a voice in the decision-making that affects the direction of the AJS	8.1	12.9	27.3	27.7	24.0
AJS leadership is not ideologically or disciplinarily diverse enough	8.5	18.1	48.0	17.0	8.5
The AJS leadership is responsive to the concerns of its members	14.8	34.3	38.0	9.6	3.3

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Survey respondents were also asked about advocacy and the AJS. The majority (53 percent) stated that the AJS should develop guidelines for acceptable forms of advocacy for the organization. Non-academic professionals were more likely to say yes than academic professionals and academics were more likely to be undecided or to have no opinion.

**FIGURE 14**  
Should the AJS Develop Guidelines for Acceptable Forms of Advocacy? (N=278)

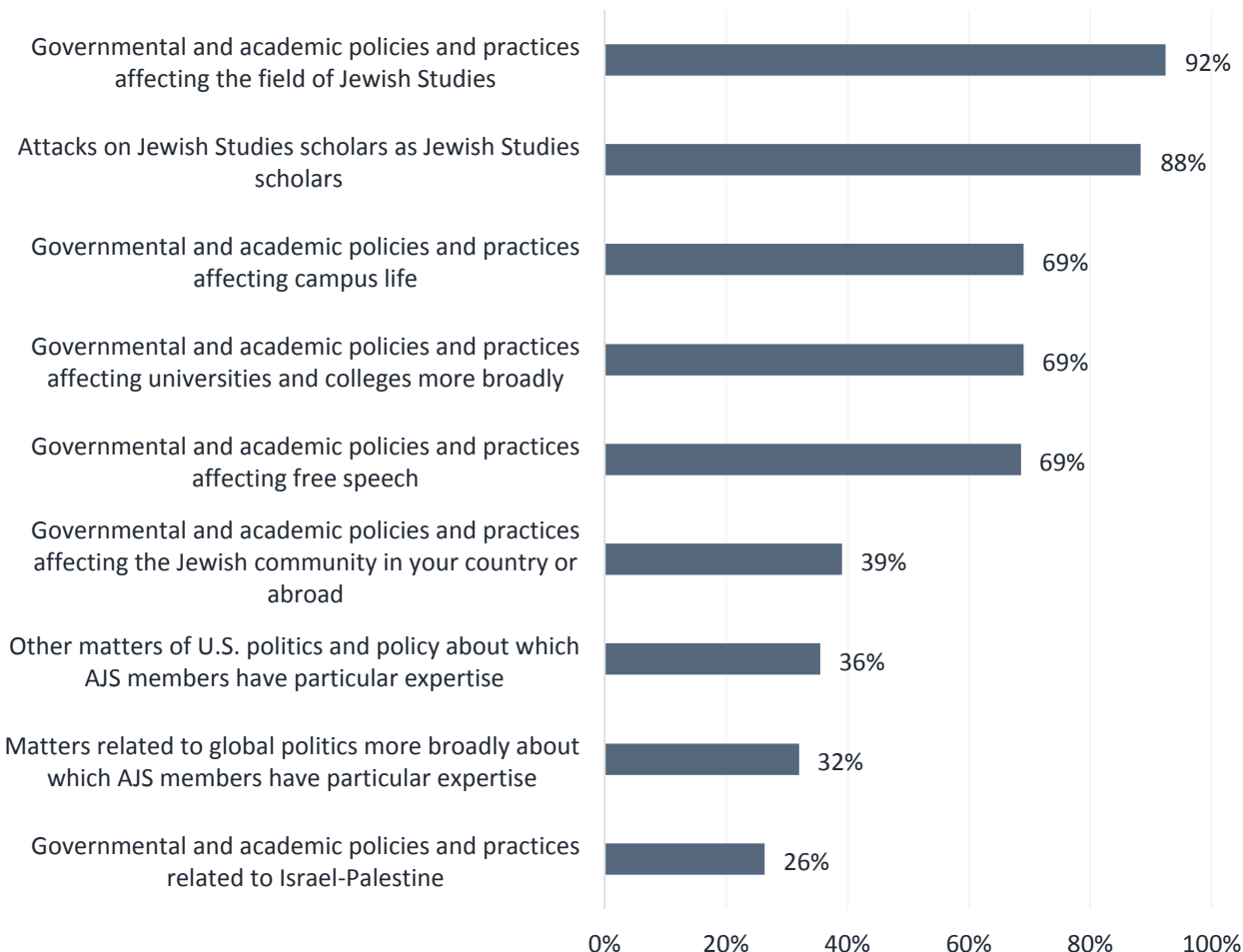


SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Respondents who agreed that the AJS should develop guidelines for acceptable forms of advocacy for the organization were primarily interested in the AJS advocating when governmental and academic policies affect the field of Jewish Studies (92 percent) or when there are attacks on Jewish Studies scholars in regards to them as Jewish Studies scholars (88 percent). The area of least interest was governmental and academic policies related to Israel and Palestine (26 percent).

**FIGURE 15**

Respondents' Advocacy Interests for the AJS (N=197)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## PROFESSIONAL DEVELOPMENT

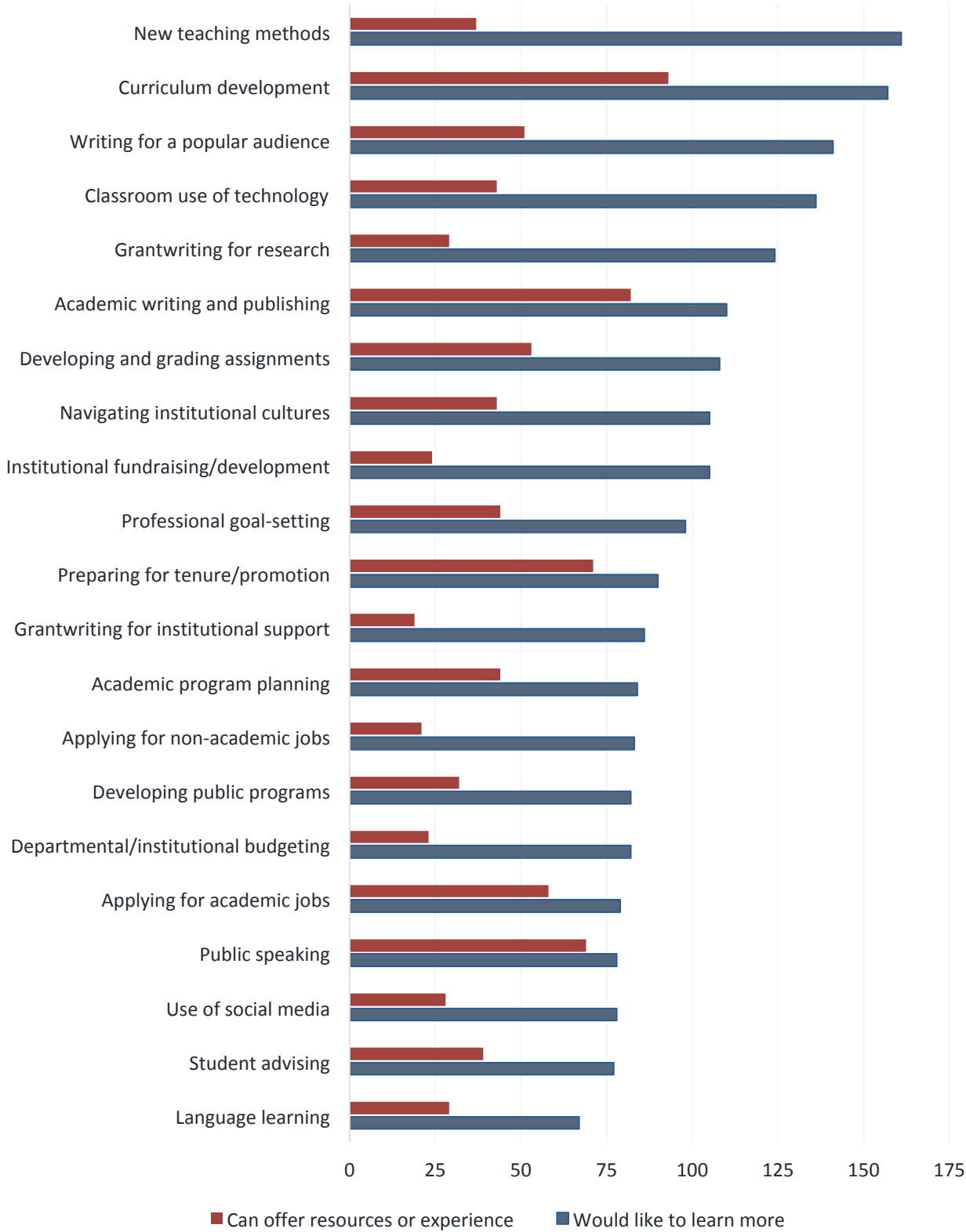
### Interests & Skills

Survey respondents were asked to answer questions related to professional development, both in regards to what they wanted to learn and what they could provide for others. Three of the top five areas that individuals were interested in revolved around teaching. This included learning new teaching methods, curriculum development, and using technology in the classroom. The other two items in the top five included writing for a popular audience and grant writing for research.

The two primary areas respondents said that they could offer resources or expertise were curriculum development and academic writing/publishing. The other top areas involved professional advancement, including public speaking, preparing for tenure or promotion, and applying for academic jobs.



**FIGURE 16**  
 Respondents' Professional Development Interests and Strengths (N=250)



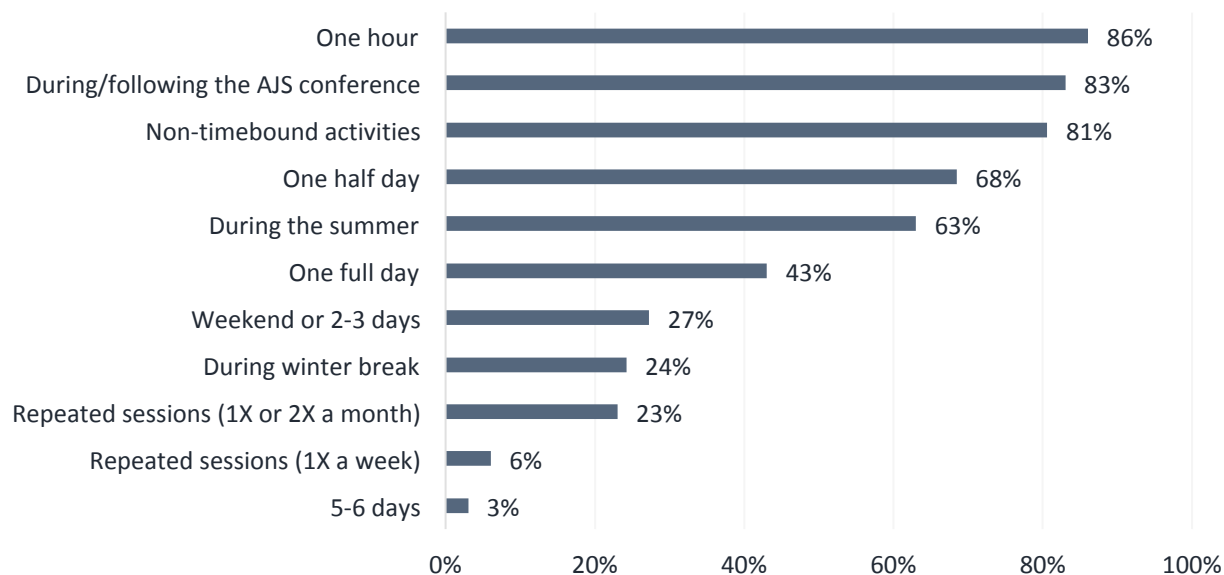
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

There were several areas in which the number of individuals interested in learning more and the number who could offer resources or expertise matched fairly closely. These were public speaking, applying for academic jobs, preparing for tenure or promotion, and academic writing and publishing. Given the topics and the close match, these may be subjects that the AJS might want to consider for future mentor/mentee opportunities for its members.

### Preferred Formats

The survey also asked about the best format and time frame for professional development opportunities. Overall, respondents preferred shorter time frames, either at the AJS conference or in a workshop format. The third most preferable option was something non-time bound, such as educational materials in a pre-recorded webinar or other online resource repository.

**FIGURE 17**  
Best Time Frame for PD Participation (N=165)

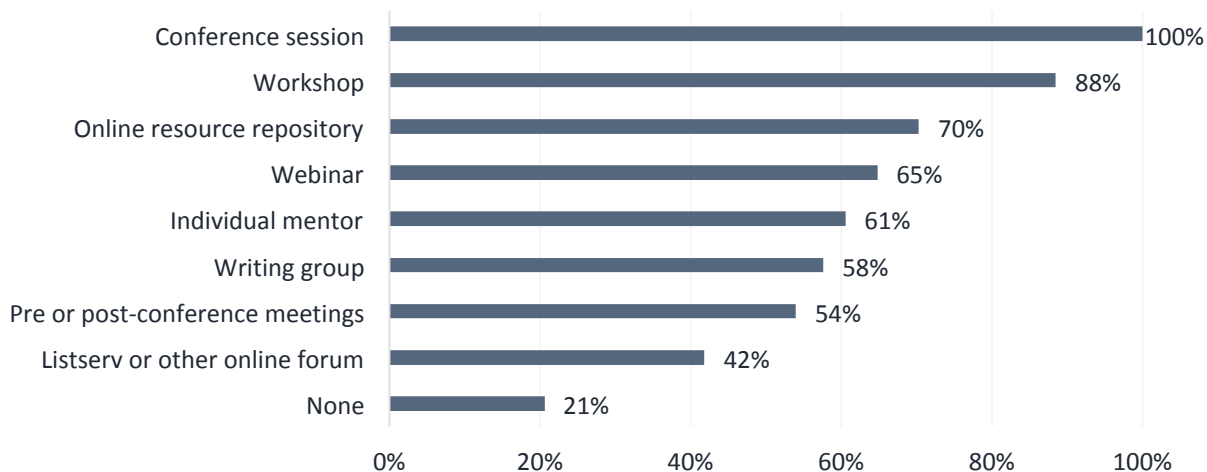


NOTE: Graph may not add up to 100% as respondents could choose up more than one option.

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**FIGURE 18**

PD Format of Most Interest (N=165)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## Recent Experiences

Over 140 people also provided comments on professional development activities they had recently participated in and their thoughts on those programs' values. Several programs other than AJS were brought up more than once for their value, including:

- Association of Jewish Libraries Conference
- Brandeis Israel Summer Institute
- Paula Hyman women's mentorship program
- Wabash Institute for teaching religion

Additional programs that were mentioned as high value included:

- AAJR seminar for early career faculty
- ADFL department chair workshops
- AHA Career Diversity Initiative
- Centre for Jewish Studies, University of Manchester
- EliTalks (public speaking)
- Girl Develop It
- Harvard New College Presidents Seminar
- Hillel General Assembly
- Lehmann Manuscript Workshop
- NAPS teaching workshop, "Religion, Medicine, and Healing in Antiquity"
- National Archives webinars
- National Center for Faculty Development and Diversity
- NEH seminars
- Northwestern Holocaust Education Foundation Institute
- Rare Book School
- Schusterman Institute for Israel Studies

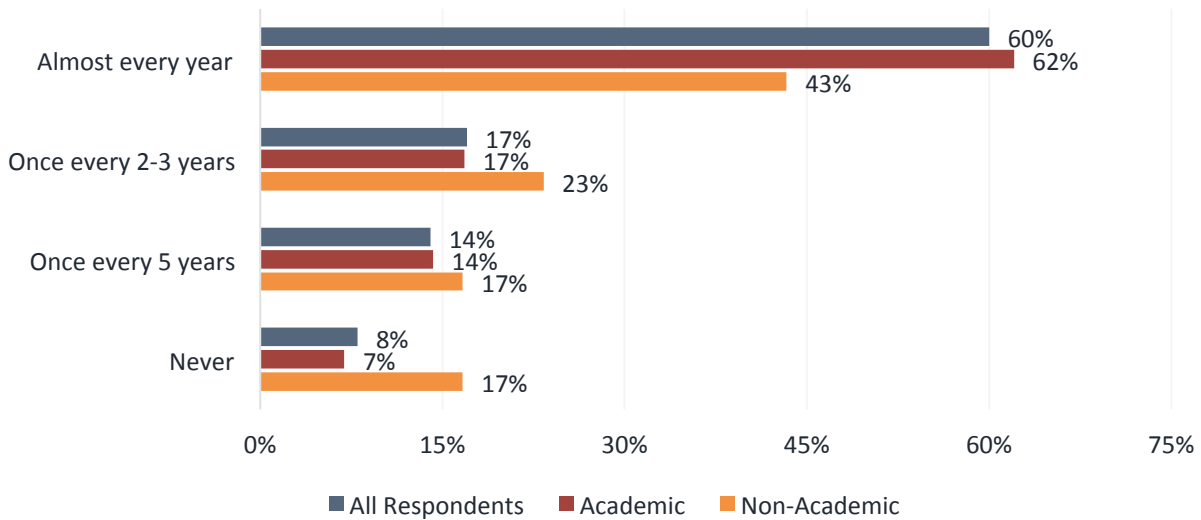
- University Teaching and Learning Center
- Yiddish Book Center Pedagogy seminar

Several AJS programs were also brought up as recent professional development opportunities. Programs that respondents thought favorably of include several at the last AJS conference (2017), including the “Thinking with Rabbinics” seminar, the professional development seminar after the conference, and the workshop on public speaking and writing. Other valuable AJS programs included the fundraising webinar, the mentoring programs (particularly the one for women), and the webinar on how to market a book.

### AJS Annual Conference

The survey included sections that specifically addressed the AJS annual conference. The majority of respondents (60 percent) were most likely to attend the conference almost every year. Academic professionals were statistically more likely to attend the AJS annual conference more frequently than non-academic professionals, as seen in Table 19 below.

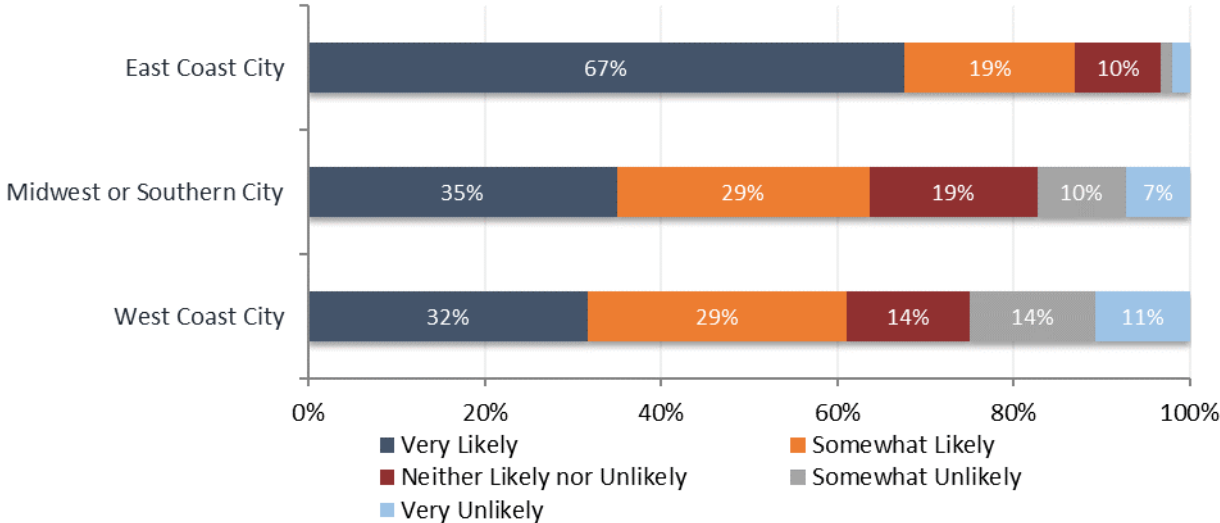
**FIGURE 19**  
Respondents’ Frequency of Attendance at AJS Annual Conference (N=304)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Given that 44 percent of respondents live in the northeast and an additional 12 percent in the mid-Atlantic region, it is not surprising that the majority would be more likely to attend the AJS conference if it is held in an east coast city, as seen below.

**FIGURE 20**  
Likelihood of AJS Conference Attendance by City Location (N=301)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

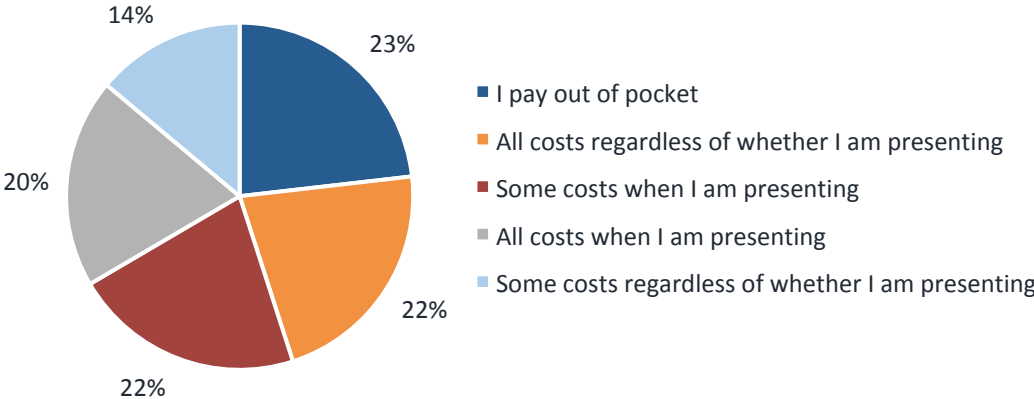
**TABLE 11**  
Likelihood of AJS Conference Attendance by City Location (N=301)

	Very Likely	Somewhat Likely	Neither Likely nor Unlikely	Somewhat Unlikely	Very Unlikely
East Coast City	67.1%	19.3%	9.6%	1.3%	2.0%
West Coast City	31.7	29.3	14.0	14.3	10.7
Midwest or Southern City	35.0	28.7	19.0	10.0	7.3

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Regarding paying to attend the conference, the majority of respondents' institutions cover at least some costs for attendance at the AJS conference. Twenty-three percent of respondents stated that they must pay out of pocket and an additional 41 percent said that their institution covers some or all of their costs only if they are presenting at the conference. Only 22 percent said that their institution covers all of their costs whether or not they are a presenter.

**FIGURE 21**  
Conference Cost Coverage by Institution (N=302)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Twenty-eight percent of respondents said that attending the AJS conference presented a serious financial burden or hardship for them. An additional 16 percent specified that there were certain conditions that create some level of financial burden on the attendee.

Out of those that commented on whether or not attending the conference presented a financial burden (n=48), the second most common statement discussed that the burden of cost depended on the conference's location and how close it was located to the respondent's home city. Given the data on the respondent's geographic locations, this would further supporting the location of the annual conference being an east coast city.

The most common topic brought up in the 47 comments was that if the respondent's travel was not supplemented by their work or by grants, the conference would be cost prohibitive. This is likely the case with graduate students, who were statistically more likely to have cost restrictions than non-graduate students who responded to the survey. Sixty-four percent of graduate students said that attending the conference presented a financial burden or hardship compared to 25 percent of those who were not graduate students.

In addition, several respondents mentioned that their costs would be covered by their institution, but only if they were presenting at the conference. Others discussed the consideration that their professional development fund availability was limited and they had to choose between different conferences.

*"I have a limited travel budget, so I go to AJS over other conferences if I have to choose."*

Regarding the management of the AJS conference itself, half of respondents stated that it was important to them that the AJS engage a certified kosher caterer for all AJS meals, whether or not they

observe the laws of kashrut. Of those that said it was important, including those who commented, 36 percent that it would still create difficulties for them personally if AJS engaged a non-certified kosher caterer but made glatt kosher meals available as an alternative. Comments on the topic included questions about affordability and quality of the glatt kosher alternatives if pre-packaged, as well as the importance of including vegan/vegetarian meals and gluten free options. Several respondents also expressed concern about how inclusive it would be towards Orthodox or otherwise kosher observant members to not provide a certified kosher caterer.

Respondents were also asked to comment on the ease of conference submissions. Out of those to whom the question applied, most did not say that submitting for the conference was difficult.

**TABLE 12**  
Ease of AJS Conference Submissions (N=297)

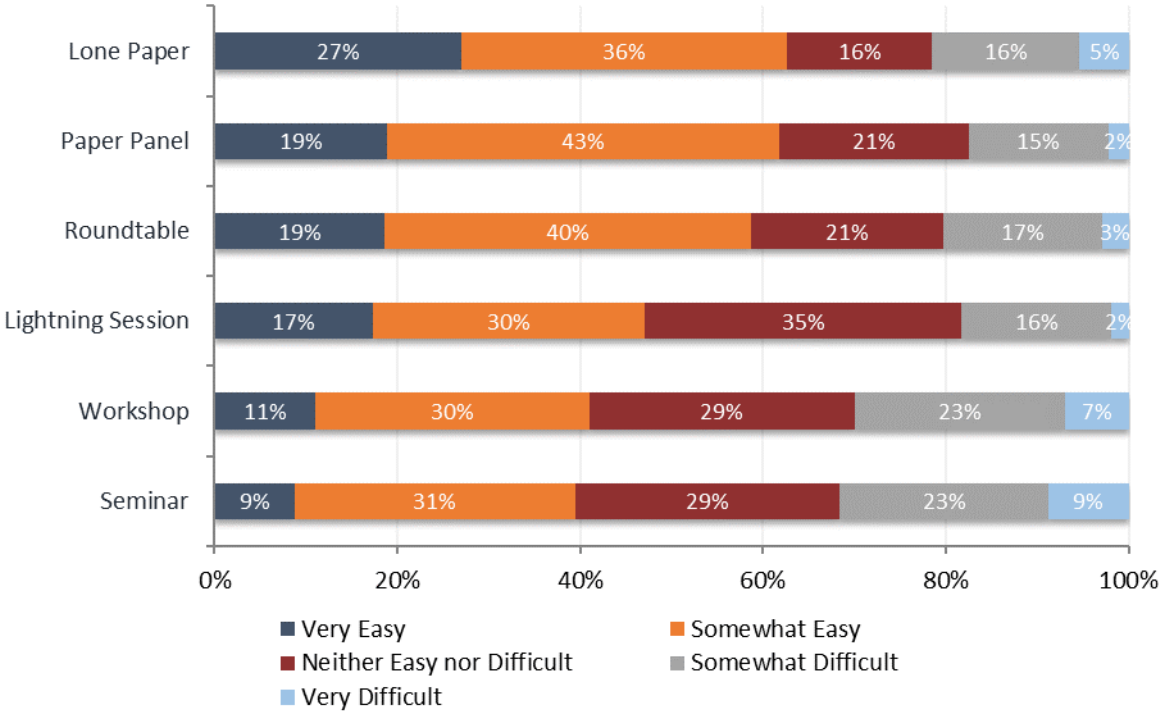
Response	Very Easy	Somewhat Easy	Neither Easy nor Difficult	Somewhat Difficult	Very Difficult	N/A
Lone Paper	21.9%	29.0%	12.8%	13.1%	4.4%	18.9%
Paper Panel	14.7	33.6	16.1	12.0	1.7	21.9
Roundtable	11.1	24.0	12.5	10.4	1.7	40.3
Lightning Session	6.4	11.0	12.8	6.1	0.7	63.0
Seminar	3.5	12.4	11.7	9.2	3.5	59.7
Workshop	3.9	10.6	10.3	8.2	2.5	64.5

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When those who answered “N/A” are excluded from the counts in the above table, 63 percent of respondents found submitting a lone paper to be somewhat or very easy. The least easy conference submission was the seminar, 40 percent of applicable respondents found this to be easy.

**FIGURE 22**

Ease of AJS Conference Submissions (Applicable Respondents Only) (N ranges from 100 to 241)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Another section of the survey addressed respondents’ satisfaction in different conference session formats, seen in Table 13 below. However, with the exception of paper panels and roundtables, the majority of respondents said these questions were not applicable to them. The majority of both presenters and participants said they were somewhat or very satisfied with the paper panels and roundtables.



**TABLE 13**

Satisfaction with Session Formats at the AJS Conference (N=274)

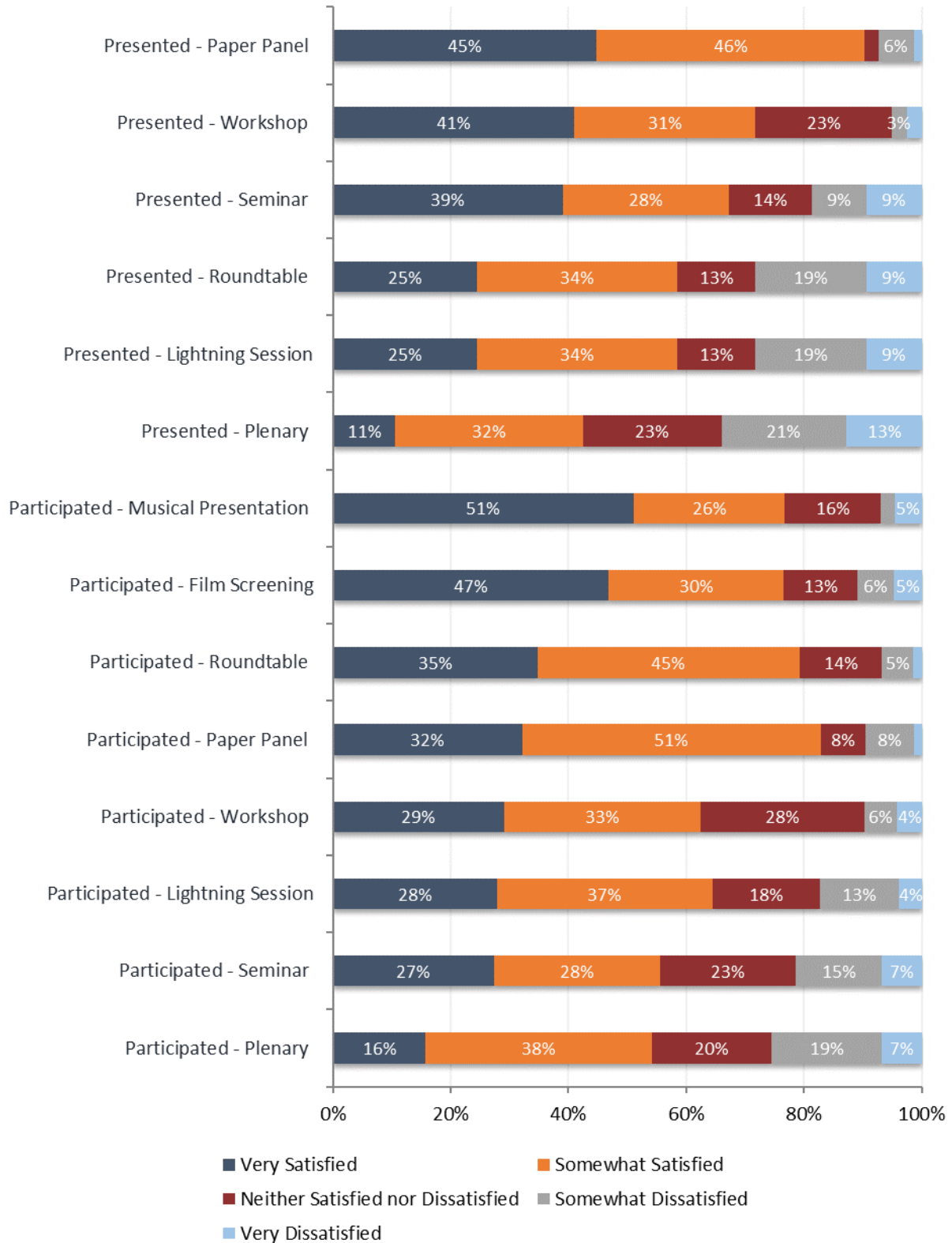
Response	Very Satisfied	Somewhat Satisfied	Neither Satisfied nor Dissatisfied	Somewhat Dissatisfied	Very Dissatisfied	N/A
If you have <b>presented</b> at the conference, how satisfied were you with the following formats?						
Paper Panel	35.5%	36.3%	1.8%	4.8%	1.1%	20.5%
Roundtable	47.5	22.1	20.5	5.3	3.7	0.8
Lightning Session	5.8	8.0	3.1	4.4	2.2	76.6
Seminar	11.1	8.0	4.0	2.7	2.7	71.7
Workshop	7.0	5.3	4.0	0.4	0.4	82.9
Plenary	2.2	6.7	4.9	4.5	2.7	79.0
If you have <b>participated</b> at the conference, how satisfied were you with the following formats?						
Paper Panel	28.1%	44.2%	6.6%	7.3%	1.1%	12.8%
Roundtable	26.0	33.3	10.5	3.9	1.2	25.2
Lightning Session	12.1	15.8	7.9	5.8	1.7	56.7
Seminar	13.5	13.9	11.4	7.2	3.4	50.6
Workshop	9.1	10.4	8.7	1.7	1.3	68.7
Plenary	8.7	21.2	11.2	10.4	3.7	44.8
Film Screening	12.9	8.2	3.4	1.7	1.3	72.5
Musical Presentation	9.5	4.8	3.0	0.4	0.9	81.4

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When those who answered “N/A” are excluded from the counts in the above table, it becomes clearer that the paper panel is the session format that presenters were most satisfied with and the musical presentation was the session format participants were most satisfied with, as seen below.

**FIGURE 23**

Satisfaction with Session Formats at the AJS Conference (Applicable Respondents Only) (N ranges from 43 to 249)



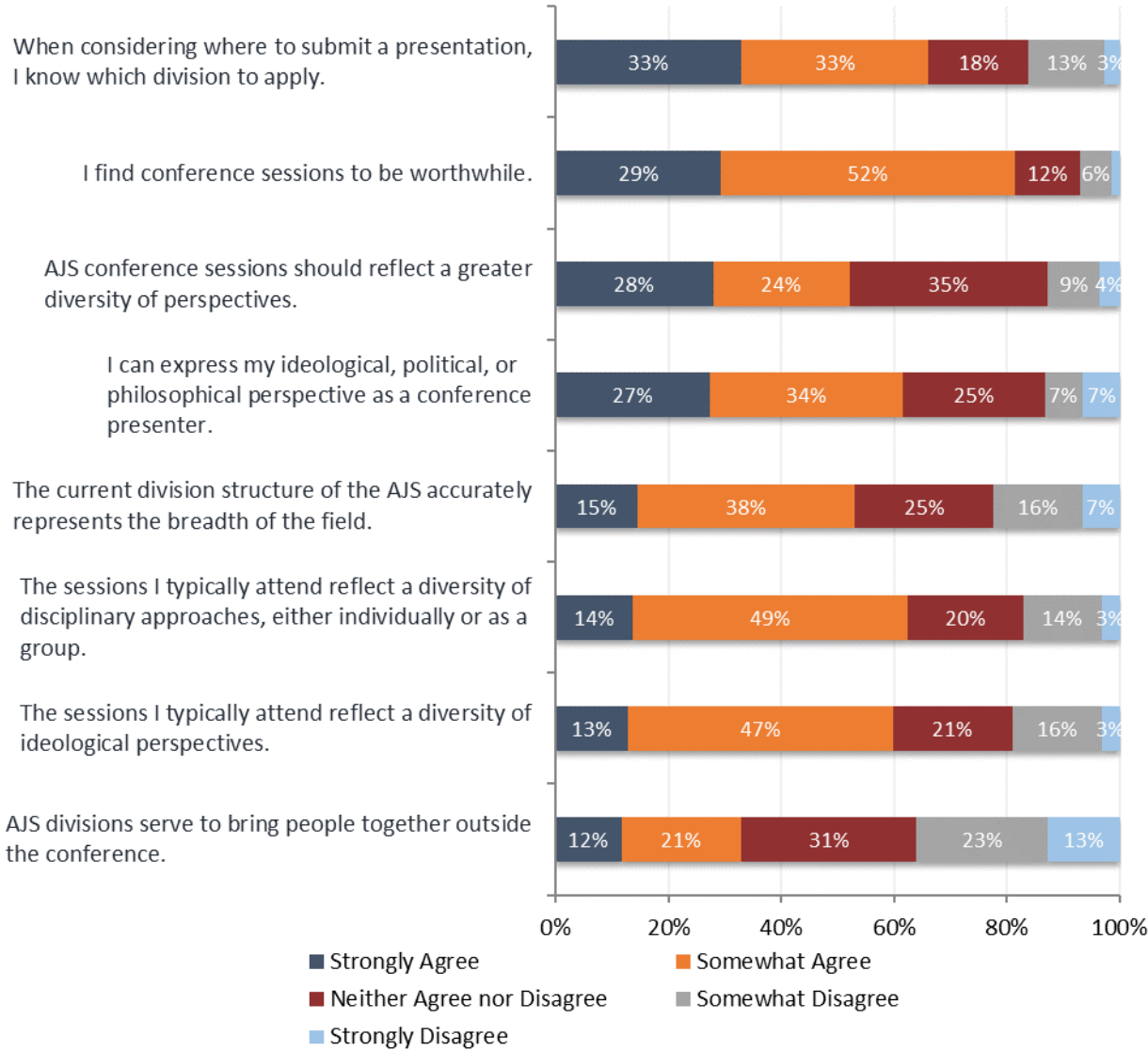
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**DIVERSITY & INCLUSION**

The survey asked individuals to respond to a series of statements about diversity within AJS. They were also asked how well the AJS provides a welcoming and inclusive environment, both as a general organization and at the annual conference.

Eighty-two percent of respondents agreed that they found conference sessions to be worthwhile. However, women and those under the age of 50 were someone less likely to agree that the current division structure of the AJS accurately represents the breadth of the field. Women were also less likely to agree that AJS divisions bring people together outside of the AJS conference.

**FIGURE 24**  
Agreement with Statements about the AJS and the AJS Conference, Part I (N=279)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**TABLE 14**

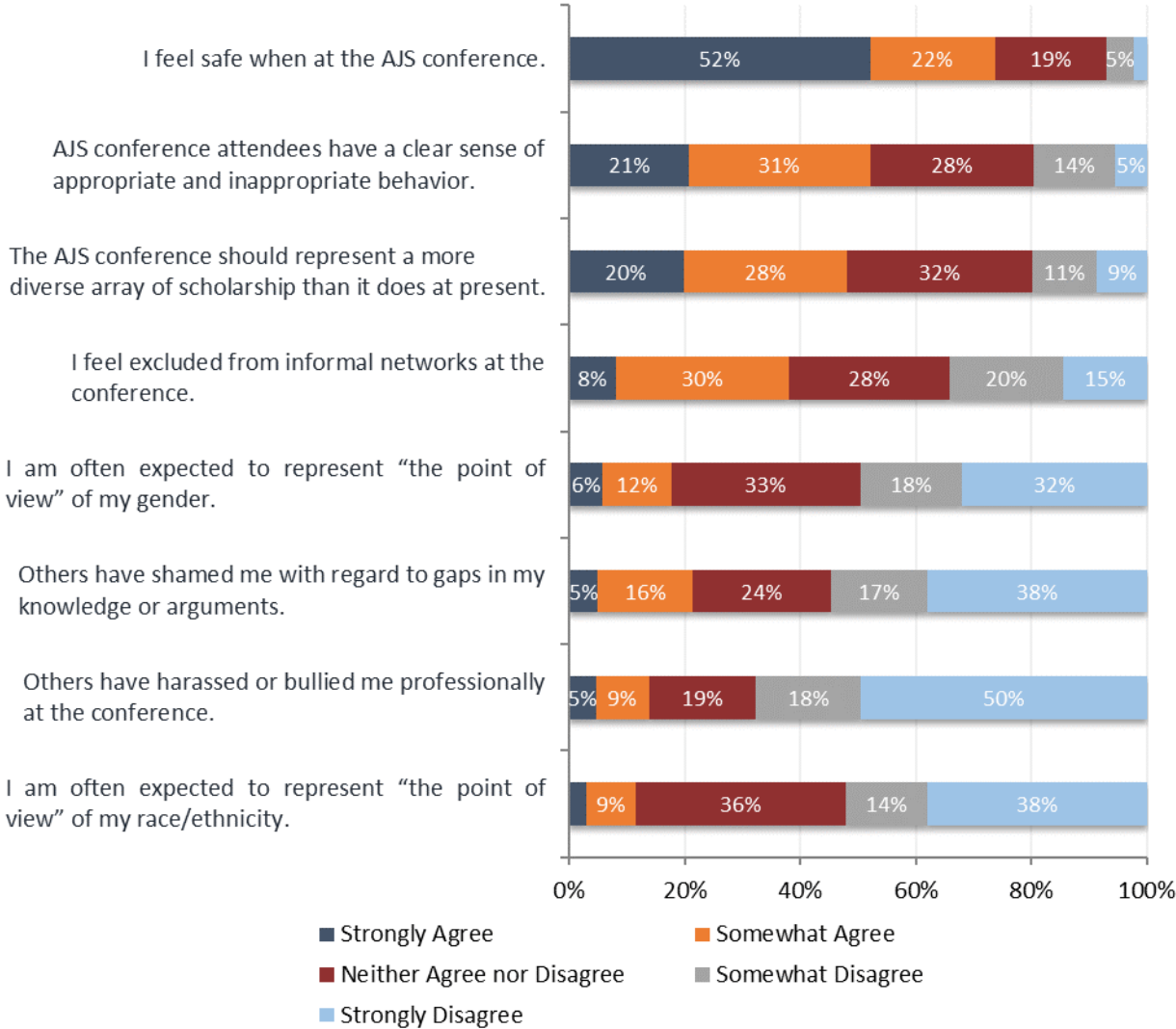
Agreement with Statements about the AJS and the AJS Conference, Part I (N=279)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
The sessions I typically attend reflect a diversity of ideological perspectives.	12.9%	47.0%	21.2%	15.8%	3.2%
The sessions I typically attend reflect a diversity of disciplinary approaches, either individually or as a group.	13.6	48.9	20.4	13.9	3.2
AJS conference sessions should reflect a greater diversity of perspectives.	27.9	24.3	35.1	9.1	3.6
I can express my ideological, political, or philosophical perspective as a conference presenter.	27.3	34.2	25.2	6.8	6.5
I find conference sessions to be worthwhile.	29.3	52.3	11.5	5.6	1.4
The current division structure of the AJS accurately represents the breadth of the field.	14.6	38.3	24.7	15.7	6.6
AJS divisions serve to bring people together outside the conference.	11.7	21.2	31.1	23.3	12.7
When considering where to submit a presentation, I know which division to apply.	32.9	33.2	17.8	13.3	2.8

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When asked about safety, harassment, and inclusion, there were some significant differences in responses based on gender and age, detailed below Figure 25. However, in general, the majority of respondents (74 percent) reported that they felt safe when at the conference. Most individuals (68 percent) also disagreed that they had ever been harassed or bullied professionally while at the conference.

**FIGURE 25**  
Agreement with Statements about the AJS and the AJS Conference, Part II (N=279)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**TABLE 15**

Agreement with Statements about the AJS and the AJS Conference, Part II (N=279)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
I feel excluded from informal networks at the conference.	8.2%	29.9%	27.8%	19.6%	14.6%
I am often expected to represent “the point of view” of my gender.	5.8	11.9	32.7	17.6	32.0
I am often expected to represent “the point of view” of my race/ethnicity.	2.9	8.7	36.2	14.1	38.0
Others have shamed me with regard to gaps in my knowledge or arguments.	5.0	16.4	23.9	16.8	37.9
The AJS conference should represent a more diverse array of scholarship than it does at present.	19.8	28.4	32.0	11.2	8.6
I feel safe when at the AJS conference.	52.2	21.6	19.4	4.7	2.2
AJS conference attendees have a clear sense of appropriate and inappropriate behavior.	20.7	31.4	28.2	14.3	5.4
Others have harassed or bullied me professionally at the conference.	4.7	9.1	18.5	18.2	49.6

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Out of the subgroups of interest, non-academic professionals answered differently than academics when asked if they felt excluded. Fifty percent of non-academics agreed that they felt excluded from informal networks at the AJS conference, compared to 37 percent of academics.

However, the primary subgroups of concern for the above statements were women and those under the age of 50, as seen in Table 16 below. Women and those under the age of 50 were more likely to report that they were expected to represent the “point of view” of their gender and their race or ethnicity. These groups were also more likely to report that they had been shamed for gaps in their knowledge or harassed professionally at the AJS conference. They were also less likely to agree that they feel safe at the AJS conference and less likely to agree that conference attendees have an appropriate sense of behavior.

**TABLE 16**

Differences between Age and Gender in Agreement with Statements about the AJS Conference (N=279)

Response	All Respondents % Agree	Women % Agree	Men % Agree	Under 50 % Agree	Over 50 % Agree
I am often expected to represent “the point of view” of my gender.	17.7%	26.7%	3.4%	20.9%	13.7%
I am often expected to represent “the point of view” of my race/ethnicity.	11.6	11.4	9.48	15.7	6.6
Others have shamed me with regard to gaps in my knowledge or arguments.	21.4	28.0	12.6	24.8	17.5
The AJS conference should represent a more diverse array of scholarship than it does at present.	48.2	55.3	36.8	58.2	36.3
I feel safe when at the AJS conference.	73.8	69.8	80.5	68.0	80.7
AJS conference attendees have a clear sense of appropriate and inappropriate behavior.	52.1	48.3	59.2	49.4	56.0
Others have harassed or bullied me professionally at the conference.	13.8	19.7	6.8	16.5	10.6

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

The majority of respondents had not been the target nor witnessed discriminatory or bigoted acts or comments at the AJS based on ability, gender, race, or religion. Out of those that reported they had, they were more likely to say that they had witnessed such an event than had been a target.

The most common reason respondents had been a target of discriminatory acts or comments at the conference was based on gender or sexual orientation (12 percent reported they had been a target). This was also the most common out of the four categories that respondents reported having witnessed at the conference (21 percent witnessed).

Women were statistically more likely to report having witnessed or having been a target based on gender or sexual orientation. Two percent of men reported having been a target based on this compared to 19 percent of women. Nine percent of men reported having witnessed this occur compared to 28 percent of women.

The second most common reason individuals had been targeted with discriminatory acts or comments or had witnessed such an occurrence was based on religious identity (10 percent had been targeted, 19 percent had witnessed). Women were also more likely to report that they had been a target based on religious identity, as well as that they had witnessed this type of event occur, than men.

**TABLE 17**

Agreement with Statements about Discriminatory or Bigoted Acts at the AJS Conference (N=279)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
I have <b>been the target</b> of discriminatory or bigoted acts or comments at the conference based on:					
Ability	0.7%	1.8%	10.9%	7.3%	79.3%
Gender or sexual orientation	4.7	7.3	9.4	9.1	69.6
Race or ethnicity	0.7	1.4	10.4	7.5	80.0
Religious identity	1.8	7.9	12.2	9.0	69.1
I have <b>witnessed</b> discriminatory or bigoted acts or comments at the conference based on:					
Ability	1.8%	5.1%	16.0%	9.5%	67.6%
Gender or sexual orientation	8.6	12.2	13.7	12.2	53.2
Race or ethnicity	2.2	7.9	14.4	10.1	65.5
Religious identity	8.0	11.3	16.0	9.5	55.3

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

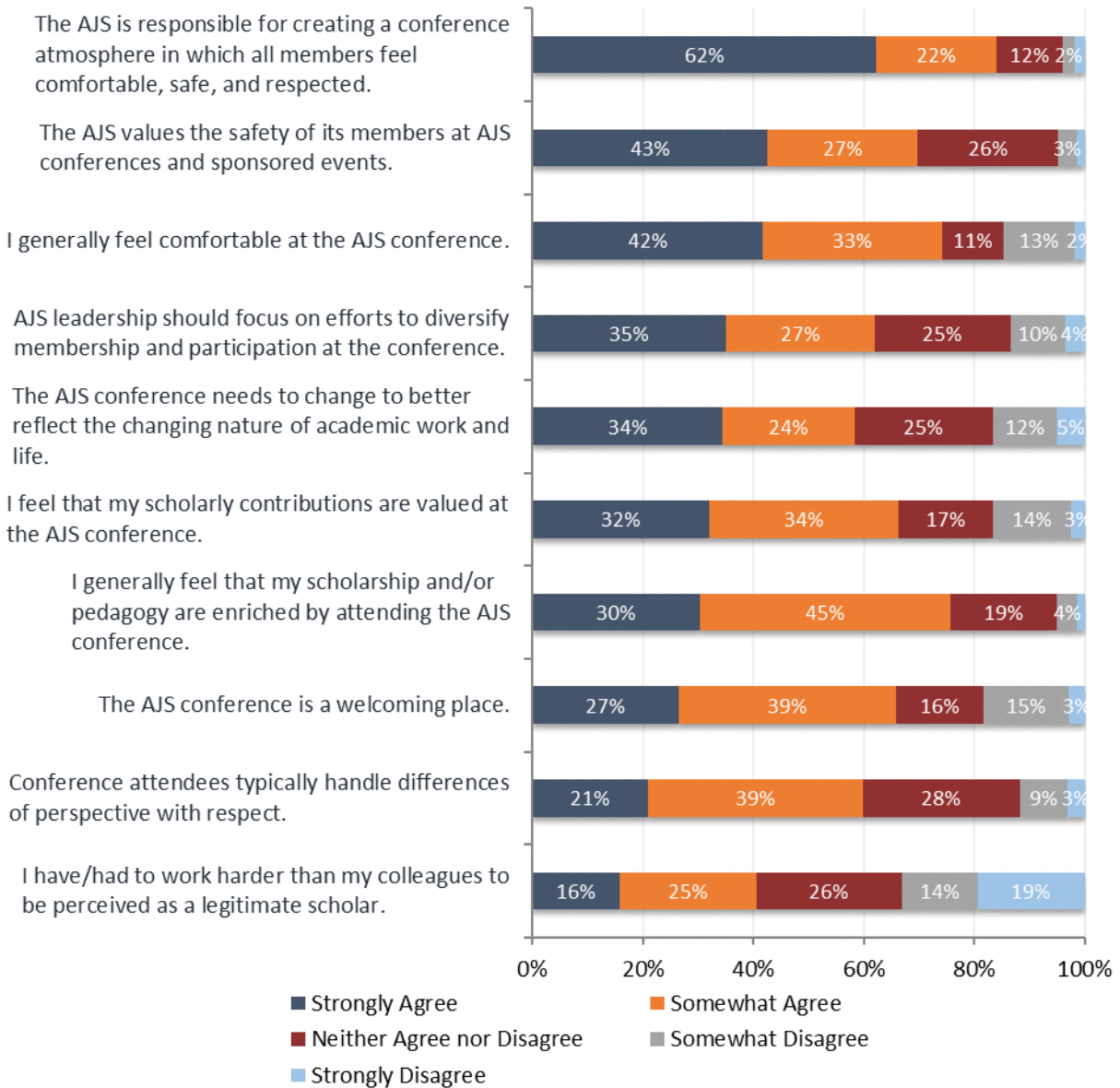
In general, the majority of respondents agreed that they felt comfortable at the AJS conference and that their scholarship or pedagogy was enriched by attending the annual conference. Sixty-six percent agreed that their scholarly contributions were valued at the AJS conference (an additional 17 percent selected neutral) and 70 percent said that the AJS values the safety of its members at AJS events (an additional 26 percent chose neutral).

Eighty-four percent of respondents agreed that the AJS is responsible for creating a conference atmosphere in which all members feel comfortable, safe, and respected. Women were more likely to agree to this statement than men (88 percent compared to 81 percent). Women were also more likely than men to agree that the AJS conference needs to change to better reflect the changing nature of academic work and life (68 percent of women agreed compared to 45 percent of men).



**FIGURE 26**

Agreement with Statements about the AJS and the AJS Conference, Part III (N=279)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**TABLE 18**

Agreement with Statements about the AJS and the AJS Conference, Part III (N=279)

Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
The AJS conference is a welcoming place.	26.5%	39.4%	15.8%	15.4%	2.9%
I generally feel comfortable at the AJS conference.	41.8	32.5	11.1	12.9	1.8
I feel that my scholarly contributions are valued at the AJS conference.	32.0	34.2	17.1	14.2	2.5
I have/had to work harder than my colleagues to be perceived as a legitimate scholar.	15.8	24.8	26.3	13.7	19.4
I generally feel that my scholarship and/or pedagogy are enriched by attending the AJS conference.	30.4	45.4	19.3	3.6	1.4
Conference attendees typically handle differences of perspective with respect.	20.9	38.9	28.4	8.6	3.2
The AJS values the safety of its members at AJS conferences and sponsored events.	42.6	27.3	25.5	3.3	1.5
AJS leadership should focus on efforts to diversify membership and participation at the conference.	35.1	26.8	24.6	9.8	3.6
The AJS is responsible for creating a conference atmosphere in which all members feel comfortable, safe, and respected.	62.3	21.7	12.0	2.2	1.8
The AJS conference needs to change to better reflect the changing nature of academic work and life.	34.4	23.9	25.0	11.6	5.1

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

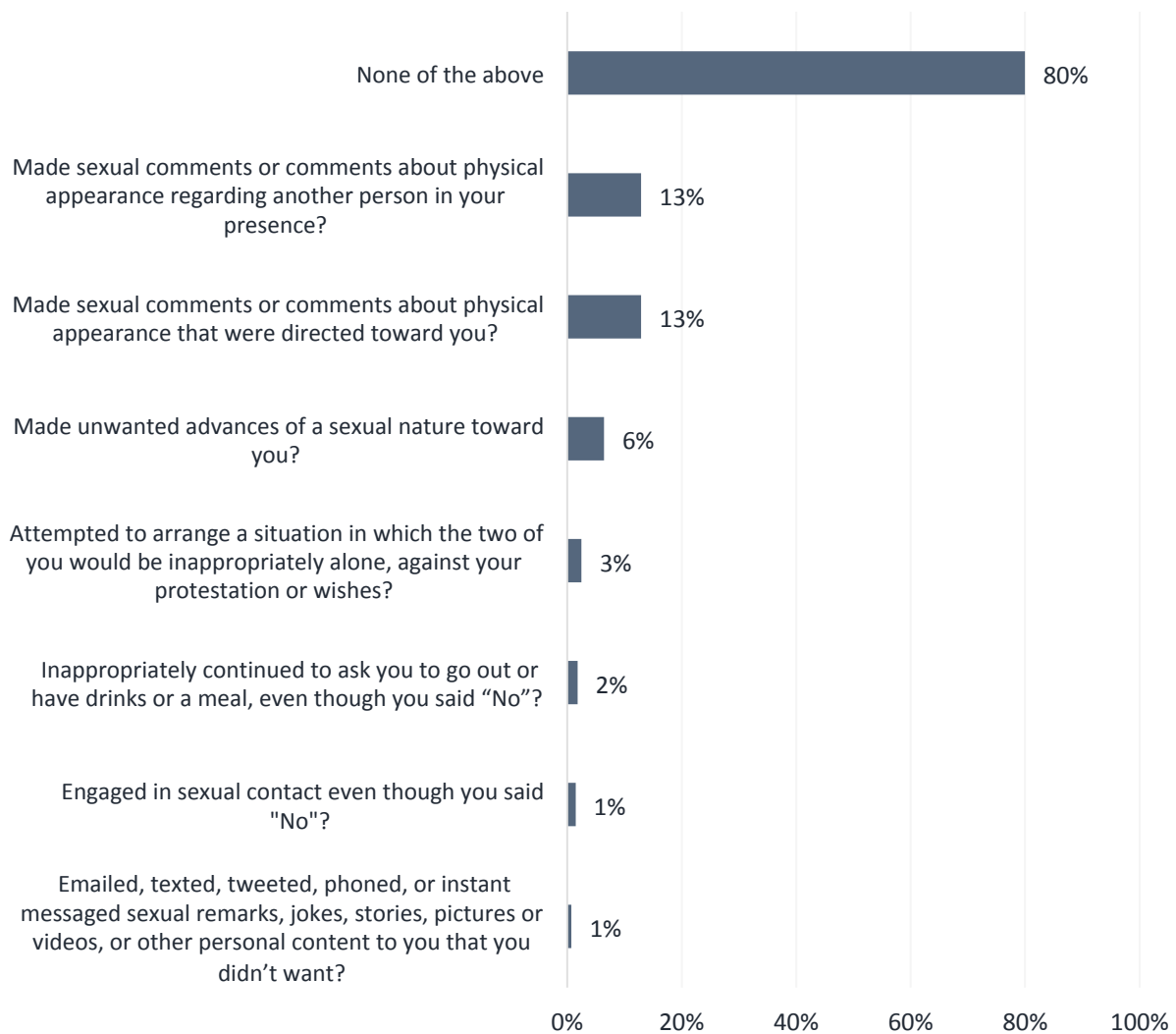
## SEXUAL MISCONDUCT

The AJS survey addressed questions of sexual misconduct in order to better develop policies for a safer conference environment. In this context, sexual misconduct is used as an umbrella term and refers to all nonconsensual or unwanted behavior or communication. The AJS also published a policy on sexual misconduct (2017) and 71 percent of survey respondents said that they were aware of this policy.

The vast majority of respondents said that they had not experienced sexual harassment or assault at an AJS conference or event. Of those that had experienced one of the actions described in Figure 27 below, the most common type of sexual harassment reported was sexual comments or comments about physical appearance, either about the respondent (13 percent) or about another individual in the respondent's presence (13 percent).

**FIGURE 27**

At an AJS-sponsored Event, Has Anyone Done Any of the Following? (N=269)

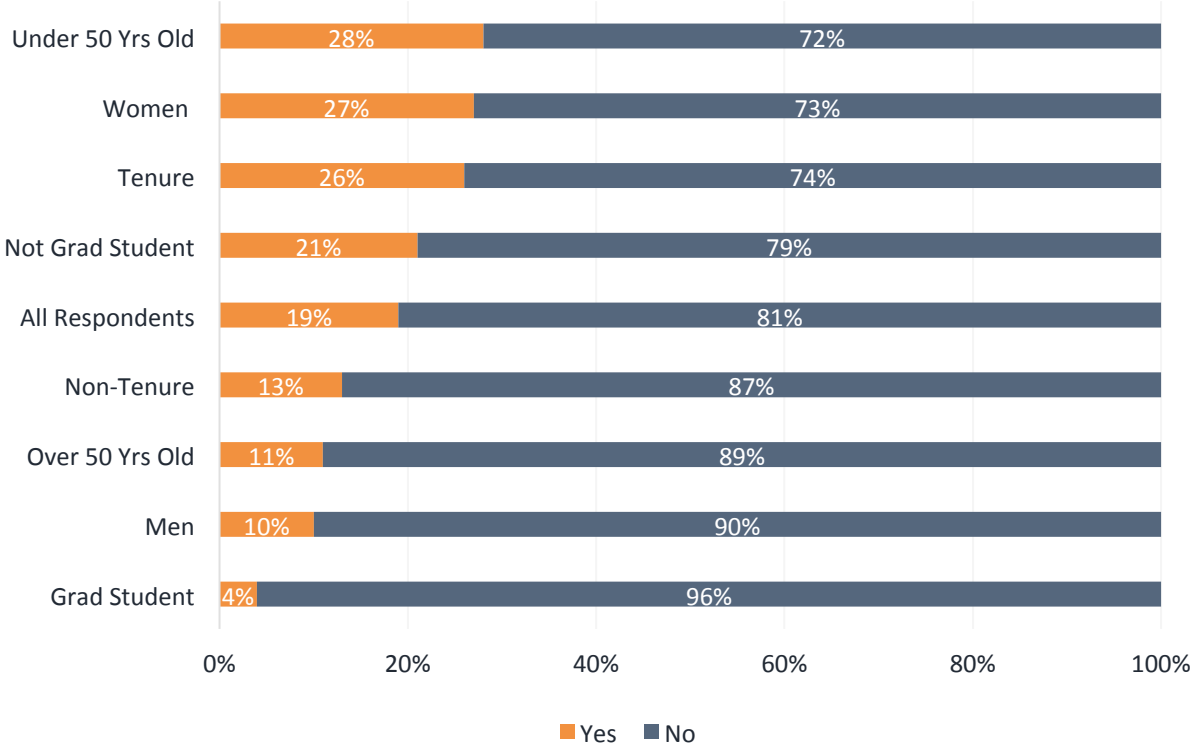


NOTE: Graph may not add up to 100% as respondents could choose up more than one option.

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Women were statistically more likely to have had one of the above negative experiences than men, as were individuals who were under 50 years old and those that were tenured. Those that had one of the above experiences were less likely to be graduate students, as seen in Figure 28 below.

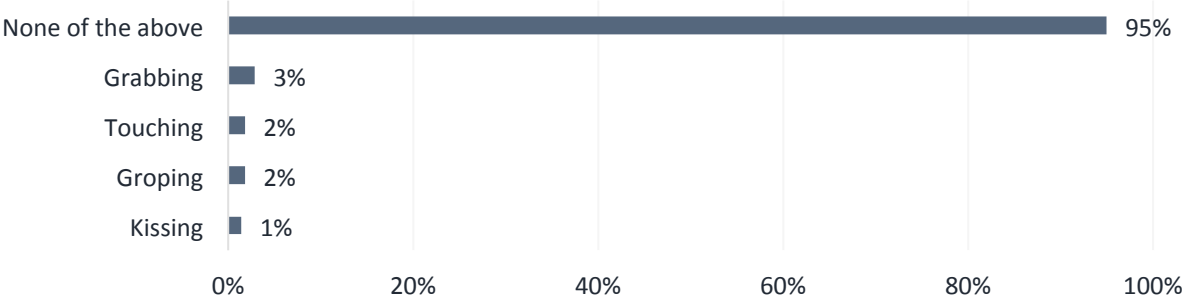
**FIGURE 28**  
At an AJS Event, Has Someone Sexually Harassed or Assaulted You as Described in the Figure 27? (N=269)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Ninety-five percent of survey respondents said that they had never been grabbed, groped, touched, or kissed without their consent at an AJS event.

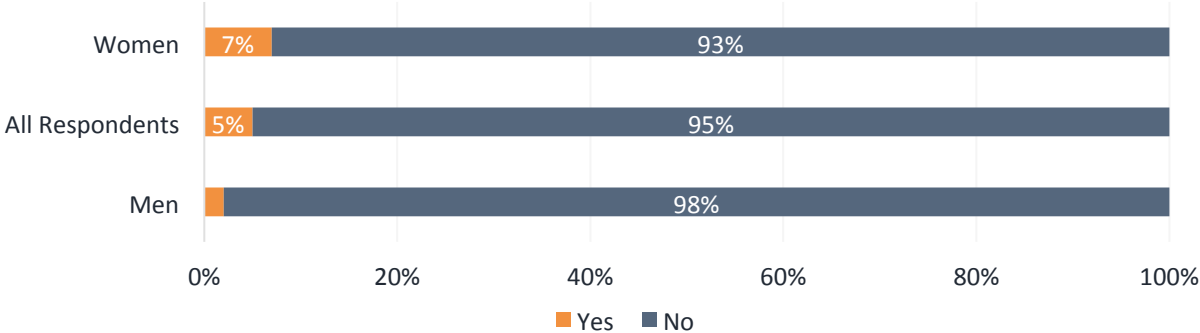
**FIGURE 29**  
At an AJS Event, Have You Experienced Any of the Following? (N=279)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Of those that said someone sexually harassed them in one of the ways described in Figure 29, they were statistically more likely to identify as a women. No graduate students reported that they had been harassed in this manner.

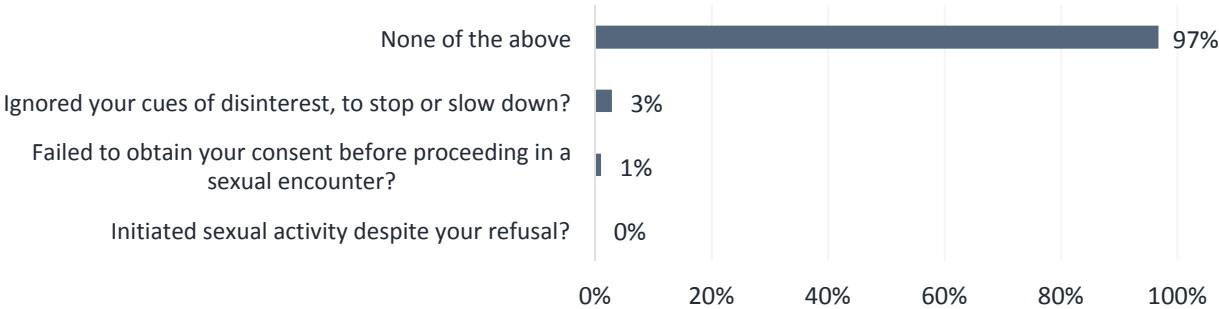
**FIGURE 30**  
At an AJS Event, Has Someone Sexually Harassed You as Described in Figure 29? (N=279)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Ninety-seven percent of respondents said that they had not been sexually assaulted as described in Figure 31 below. Nine respondents (3 percent) reported that yes, they had been assaulted at an AJS conference or sponsored event. No graduate students report having this happen to them and there were no significant differences by subgroups.

**FIGURE 31**  
At an AJS Event, Has Anyone Done Any of the Following to You? (N=278)

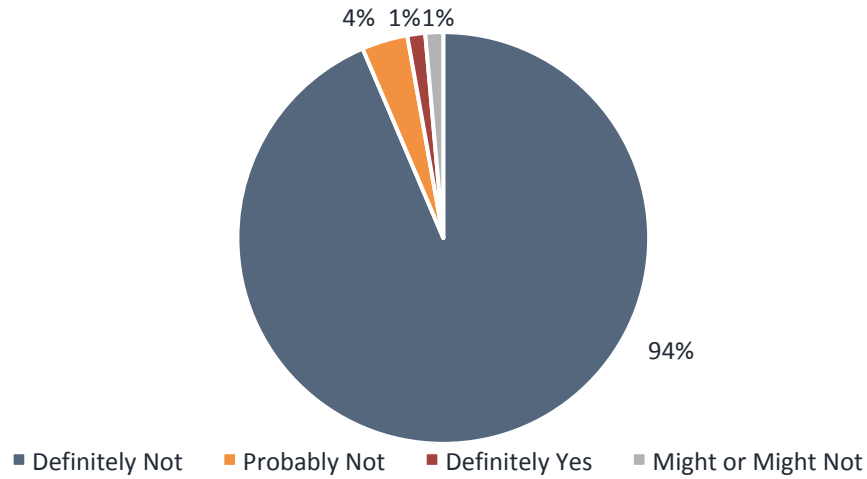


NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Four individuals (one percent of respondents) responded “definitely yes,” someone had or attempted sexual contact with them by threatening them or promising them rewards at an AJS conference or sponsored event. No graduate students report having this experience of quid pro quo and there were no significant differences by subgroups.

**FIGURE 32**

At an AJS Event, Has Anyone Had or Attempted Sexual Contact by Threatening You or Promising Rewards? (N=266)

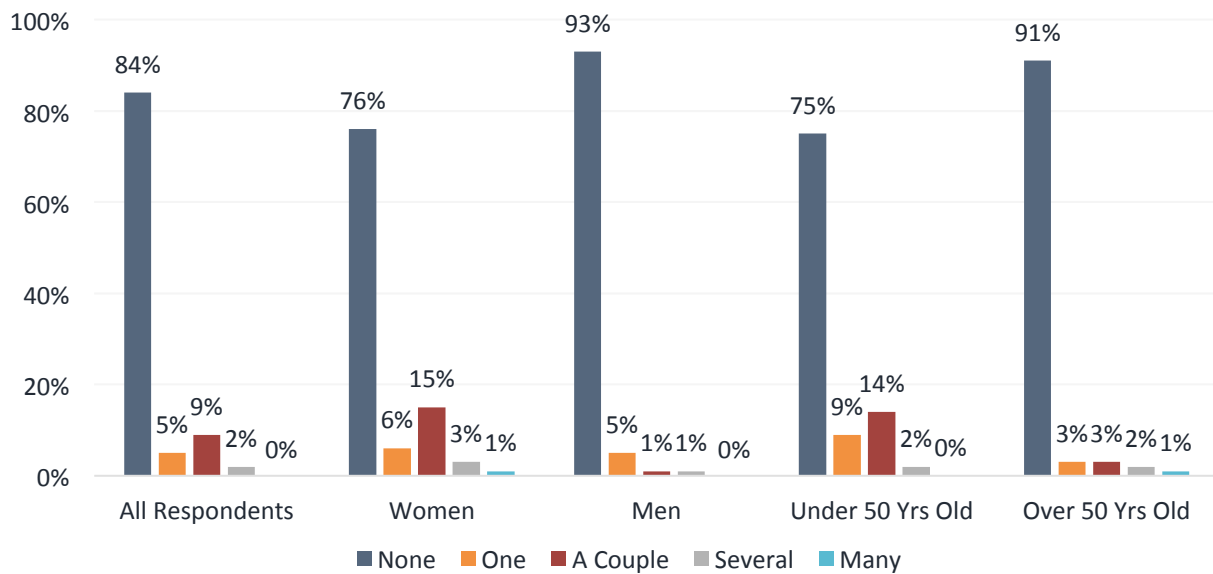


SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

When asked how many people behaved towards them in a way described in the sexual misconduct questions, 84 percent of respondents said zero. Out of those that said one or more, the respondents were statistically more likely to be women and more likely to be under 50 years old.

**FIGURE 33**

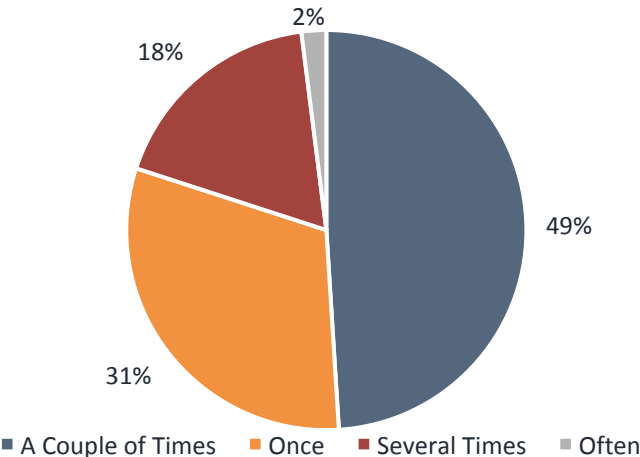
How Many People Have Behaved in a Way Described in the Previous Questions? (N=275)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Out of those respondents who had experienced sexual misconduct as described in the previous questions (n=45), the most common number of incidents experienced was “a couple of times” (49 percent).

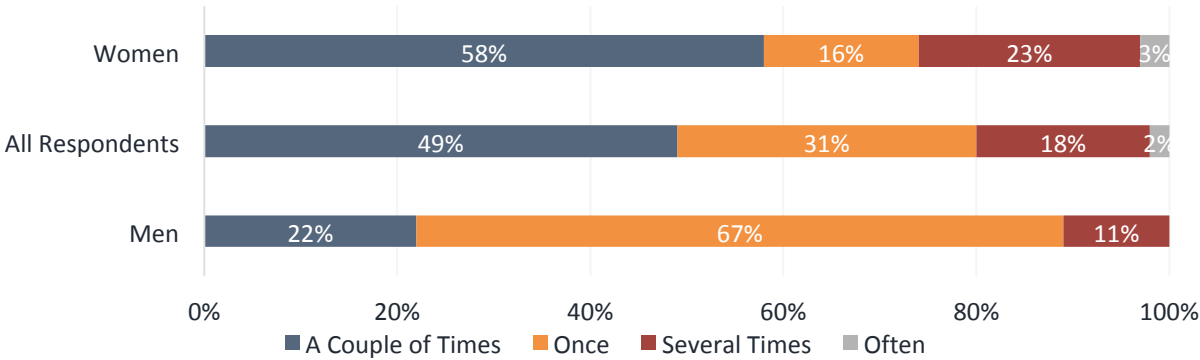
**FIGURE 34**  
At AJS Events, How Many Incidents of Behaviors Described Above Have You Experienced? (N=45)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Women were statistically more likely to have a higher number of these experiences than men. Eighty-four percent of women who reported that they had been sexually harassed or assaulted had more than one experience, compared to 33 percent of men.

**FIGURE 35**  
At AJS Events, How Many Incidents of Behaviors Described Above Have You Experienced? (N=45)

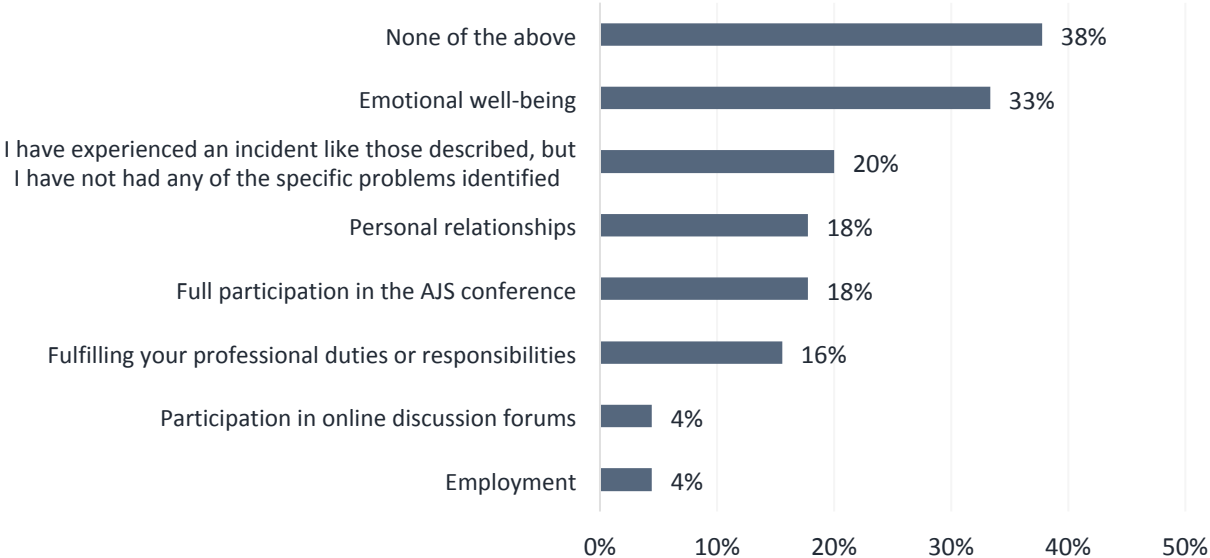


SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Out of those that experienced sexual harassment or assault at the AJS conference or AJS-sponsored event, the majority said that the individual responsible for the incident was someone in their profession that was more “senior” than them by rank or age (n=31) or someone they considered a colleague (n=17). Based on the respondents’ knowledge, the perpetrator was also most often a full professor (n=29) or an associate professor (n=12).

The most common reported problem of those that experienced sexual misconduct or assault at the AJS conference or sponsored event was issues with emotional well-being (33 percent).

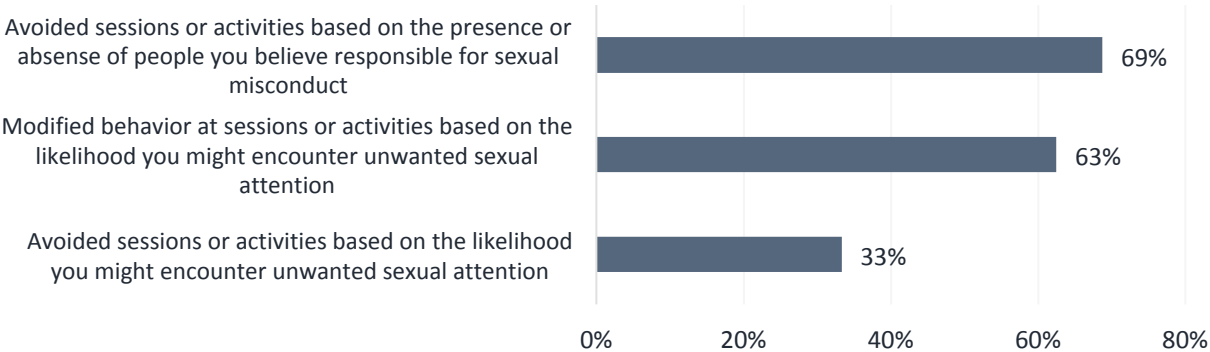
**FIGURE 36**  
If Experienced, Did the Incident Lead You to Have Problems With Any of the Following? (N=45)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Twelve percent of survey respondents said that they had modified their behavior in some way at the AJS conference or sponsored events as a result of sexual misconduct. Out of those that said they had modified their behavior, 69 percent said that they avoided sessions or activities based on people they believed responsible for sexual misconduct.

**FIGURE 37**  
Respondent Modified Behavior due to Sexual Misconduct (N=48)



NOTE: Graph may not add up to 100% as respondents could choose up more than one option.  
SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

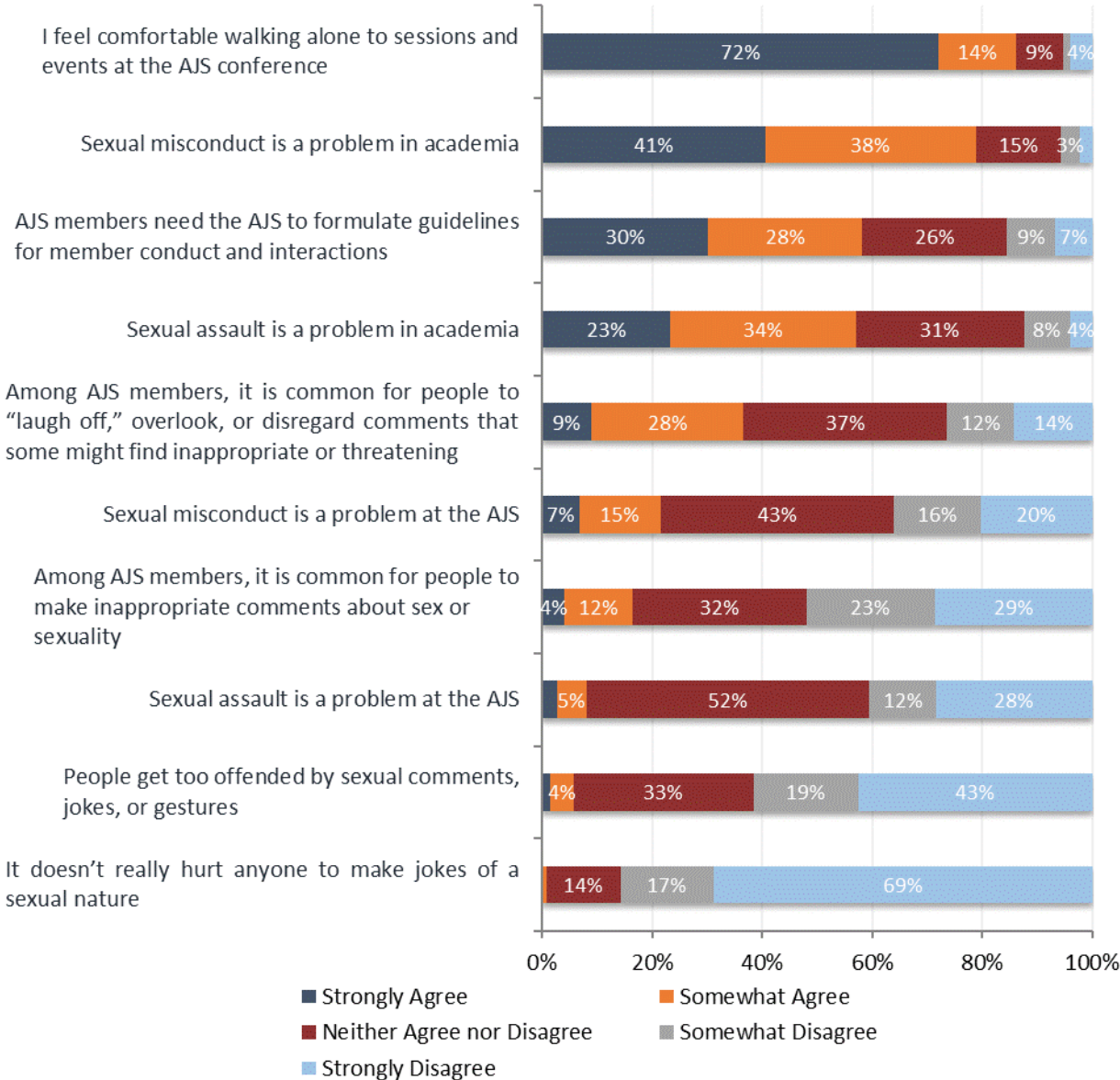
The majority of respondents (86 percent) felt comfortable walking alone to sessions and events at the AJS conference. Twenty-two percent agreed that sexual misconduct is a problem at the AJS and eight percent agreed that sexual assault is a problem at the AJS. This aligns with the number of individuals who reported experiencing or witnessing sexual harassment or assault at an AJS event.



These numbers can be compared with the seventy-nine percent of respondents who agreed that sexual misconduct is a problem in academia in general and the 57 percent that agreed sexual assault is a problem in academia.

However, the majority of respondents did agree that AJS members need the AJS to formulate guidelines for member conduct and interactions. This may be due to the concern about the climate of sexual misconduct in academia in general.

**FIGURE 38**  
Agreement with Statements on Sexual Misconduct at the AJS and the AJS Conference (N=269)



SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

**TABLE 19**

Agreement with Statements on Sexual Misconduct at the AJS and the AJS Conference (N=269)

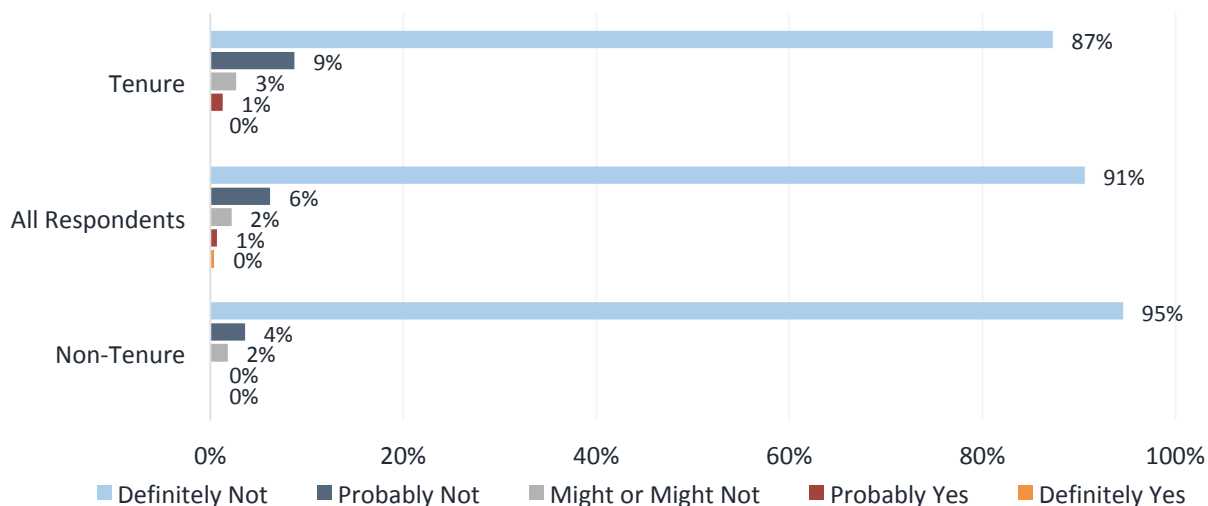
Response	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree
Among AJS members, it is common for people to “laugh off,” overlook, or disregard comments that some might find inappropriate or threatening	9.0%	27.6%	36.9%	12.3%	14.2%
Among AJS members, it is common for people to make inappropriate comments about sex or sexuality	4.1	12.3	31.6	23.4	28.6
People get too offended by sexual comments, jokes, or gestures	1.5	4.2	32.8	18.9	42.6
It doesn’t really hurt anyone to make jokes of a sexual nature	0.0	0.8	13.5	16.9	68.9
I feel comfortable walking alone to sessions and events at the AJS conference	72.1	14.1	8.6	1.1	4.1
Sexual misconduct is a problem at the AJS	6.8	14.7	42.5	15.8	20.3
Sexual assault is a problem at the AJS	2.7	5.3	51.5	12.1	28.4
Sexual misconduct is a problem in academia	40.6	38.4	15.4	3.4	2.3
Sexual assault is a problem in academia	23.3	33.8	30.5	8.3	4.1
AJS members need the AJS to formulate guidelines for member conduct and interactions	30.2	27.9	26.4	8.7	6.8

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

Ninety-one percent of respondents stated that since they have been a member of the AJS, they have definitely never behaved in a way that would qualify as sexual misconduct while at an AJS event. Those who had tenured positions were slightly more likely to say that they had behaved this way, or that there was a possibility that they had behaved this way, than non-tenured academics.

**FIGURE 39**

Have You Ever Behaved in a Way that Would Qualify as Sexual Misconduct while Attending an AJS Event? (N=276)

SOURCE: 2018 AJS 50<sup>th</sup> Anniversary Survey

## **CONCLUSION**

Overall, the AJS 50<sup>th</sup> Anniversary Survey results tell a story of satisfaction with the AJS. There are also, however, areas and subgroups that the AJS could focus on for future improvement.

A simple example is the differences in preferred frequency of communication among academics versus non-academics, indicating an opportunity for segregated email lists in which academics receive less frequent updates about the AJS than non-academics. Another example is the difference in knowledge about the Distinguished Leadership Program speakers between tenure-track academics and non-tenure track academics, indicating an opportunity to do more targeted advertising to spread word about the AJS' programs.

A potentially more complicated task would be to delve into the differences by age and gender. The data tell a story that women and men perceive the responsibilities and climate of the AJS differently, as to those under and over 50 years old.

This includes differences in how individuals perceive the AJS leadership's responsiveness to members' concerns as well as clarity on how to make change within the organization. Women and younger individuals were also more likely to report concerns about diversity, advocacy, and sexual misconduct. Something for the AJS leadership to consider, or to continue considering, may be how the governance structure and leadership reflects these populations and how they want to continue to ensure inclusion moving forward.