



Religious Studies Programs Today

Findings from the 2024 Department Survey

A REPORT FROM THE HUMANITIES INDICATORS PROJECT
OF THE AMERICAN ACADEMY OF ARTS & SCIENCES

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Religious Studies Departments and Programs: A Profile

Discussions about the ongoing health of the humanities in higher education tend to focus on a single data series: the trend in undergraduate degrees. The American Academy's Humanities Indicators developed the Humanities Department Survey (HDS) to provide a fuller picture of the field and supply the data necessary for a more substantive conversation about the humanities in four-year colleges and universities.

All the counts, percentages, and averages included in this profile are estimates generated from data collected for the fourth round of the survey (HDS-4). The estimates are based on a sample of all institutions of higher education reporting to the U.S. Department of Education's Integrated Postsecondary Education Data System that they had conferred at least five degrees from academic year 2017–18 to 2021–22 in "Religion/Religious Studies" or "Religion/Religious Studies, Other." The sample was stratified by Carnegie Classification to ensure that the study's findings were nationally representative. HDS-4 was administered from November 2023 to June 2024. The survey response rate for religious studies departments was 42%.

Degree-granting departments of religion were first included in HDS-1, which collected information for the 2007–08 academic year. That was the only round of the survey that, like HDS-4, involved sampling from the entire population of religious studies departments. For this reason, only the findings from HDS-1 are comparable to those from HDS-4.

For more information on the survey's methodology and how to interpret the results, see the [technical report](#) for the study.

Findings and Trends

Departments

- As of fall 2023, approximately 482 departments were awarding degrees in religion at colleges and universities in the United States. These departments included large, freestanding departments in the discipline, programs in a department awarding degrees in multiple disciplines (in which case the department chair was asked to report information only for religion), and departments focused on a specific religion.
- Of the 482 departments awarding degrees in religion, 138 (29%) were conferring graduate degrees in the subject, with 73 (15%) awarding PhDs.

Faculty

- Religion departments employed 4,390 full- and part-time faculty members in fall 2023, with an average of 9 faculty members per department (and a median of 8).
- Approximately 66% of religion faculty members either had tenure or were on the tenure track.
- Faculty members employed full-time with tenure or on the tenure track taught an average of 42 undergraduate students in fall 2023, while full-time faculty employed off the tenure track taught an average of 95 undergraduates. Faculty employed part-time taught an average of 41 undergraduate students in that fall term.
- While 32% of religion departments had made at least one new hire for the 2023–24 academic year, amounting to 200 new permanent faculty, the departments collectively had lost an average of 380 faculty per annum over the previous two years. Approximately 68% of departing faculty had retired (the largest share among the disciplines surveyed).
- An estimated 21% of religion department chairs thought the number of tenure-line faculty in their departments had increased from fall 2020 to fall 2023, while 38% estimated that their tenure-line faculty count had decreased during that period. In addition, 27% of the chairs in the discipline thought the number of nontenure-track faculty had increased over the same period, while 17% thought the number had decreased.

- Looking ahead, 11% of chairs expected the number of tenure-track faculty to increase in their departments. This was one of the smallest shares among the 14 disciplines in the survey. Approximately 35%, one of the *largest* shares among the disciplines, thought the number would shrink. (The remainder thought the most likely outcome would be no change or were not sure what would happen). In contrast, 22% thought their nontenure-track faculty count would increase, while 18% thought the number would decrease.
- About 40% of the departments had a faculty member come up for tenure in the previous two years. Averaging over these two years, 120 faculty were granted tenure per annum nationwide, none were denied tenure, and 40 left prior to a tenure decision.
- Because it is not appropriate for a person to assign a demographic identity to another person, the survey did not ask department chairs to report their faculty members' races or genders. However, the survey did ask chairs to describe themselves. Women constituted 45% of the chairs in religion departments in fall 2023, and 84% identified their race/ethnicity as white.

Undergraduate Students

- In fall 2023, departments that awarded degrees in religion had undergraduate course enrollments of 217,050, with an average enrollment of 450 per department. (These are duplicated enrollment figures, with students taking multiple courses in the discipline counted in every course.) The average is skewed upward by large programs, typically at research universities, which had significantly larger-than-average enrollments, as indicated by a median enrollment of only 305.
- Approximately 76% of religion department chairs thought undergraduate enrollments had held steady or increased from fall 2020 to fall 2023—a relatively large share among the 14 disciplines in the survey.
- On average, religion departments awarded 5 bachelor's degrees per department in the 2022–23 academic year (with a median of 5 per department). These departments had an average of 15 juniors or seniors with a declared major in the subject (and a median of 10).
- In the 2022–23 academic year, religion departments awarded an average of 8 minors in the subject (with a median of 6 per department) and 8 certificates or other microcredentials per department (with a median of 6). While half of the

departments awarded a minor, only 13% reported awarding a certificate or other microcredential.

Graduate Students

- Degree-granting departments in religion had 7,270 enrollments in graduate courses in fall 2023, with an average of 52 (and a median of 26) enrollments per department with a graduate program.
- Approximately 3,530 students were working toward graduate degrees in religion. The average number of students pursuing an advanced degree in religion was 25 (with a median of 16) per department that granted such degrees.
- The 73 departments awarding PhDs admitted an average of 4.4 new doctoral students into their programs in fall 2023, for a total of 320 new doctoral students in the discipline.

Departmental Practices and Concerns

- Approximately 61% of department chairs were optimistic about the future of religion at their institutions, while 23% were pessimistic. (The remainder were either unsure or neither optimistic nor pessimistic.)
- The survey found that 23% of chairs in religion were concerned about the academic freedom of faculty members in their department. Among those departments, the most common concern was about threats to such freedom from academic administrations (cited by 66% of chairs). The second most common concern was about federal or state governments and students (with each group cited by 45% of chairs).
- While 92% of religion departments provided research support for their full-time tenured or tenure-track faculty members, and 74% offered such support for full-time nontenured faculty, only 23% offered such support for part-time faculty.
- Asked what their departments had done in recent years to attract additional majors into their departments, 77% of chairs reported outreach to students in community colleges (the only discipline in the survey to make this such a significant priority). The second most common recruitment strategy, reported by 66% of department chairs, was outreach to students who were in other majors or undeclared.

- An estimated 61% of departments supported the career development of their undergraduates by offering (and for a small share of departments, by *requiring*) occupationally oriented lectures, while 61% offered internships, and 41% offered occupationally oriented coursework or workshops.
- In departments awarding doctorates in the discipline, 65% offered occupationally oriented lectures for their doctoral students; 48% offered internships; and 76% offered occupationally oriented coursework or workshops.

Appendix: Data Tables

To provide more specific points of comparison for your department or program the following tables provide additional estimates expanding on the findings above. Where possible (in order to respect confidentiality concerns) the tables provide estimates by Carnegie Classification and highest degree awarded by the department. For additional cross-disciplinary comparisons and details about the survey methodology, see the technical report at https://bit.ly/HDS4_TechRpt.

Religion Table 1: Departments and Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Primarily Undergraduate	184	5.1 (4.0)	940
Master's	125	7.6 (7.0)	950
Primarily Research	173	14.4 (14.0)	2,500
Highest Degree Offered by Department	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Bachelor's	344	6.6 (6.0)	2,260
Master's & Doctorate	168	15.5 (15.0)	2,130
All Institutions	482	9.1 (8.0)	4,390

Religion Table 2: Faculty Members, by Tenure Status, Carnegie Classification of Institution, and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Primarily Undergraduate	560	150	120	110
Master's	380	90	140	330
Primarily Research	1,450	280	350	430
Highest Degree Offered by Department	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Bachelor's	1,100	270	340	520
Master's & Doctorate	1,290	250	270	350
All Institutions	2,390	520	610	870

Religion Table 3: Faculty Activities Beyond the Department, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Faculty Members Teaching For-Credit Undergraduate or Graduate Courses Outside the Department	Percentage of Departments with Faculty Members that Hold a Joint Appointment in a Non-Humanities Department	Percentage of Departments with Faculty Members that Teach For-Credit Courses with Other Non-Humanities Faculty Members
Primarily Undergraduate	340	7%	30%
Master's	250	14%	32%
Primarily Research	480	19%	14%
Highest Degree Offered by Department	Number of Faculty Members Teaching For-Credit Undergraduate or Graduate Courses Outside the Department	Percentage of Departments with Faculty Members that Hold a Joint Appointment in a Non-Humanities Department	Percentage of Departments with Faculty Members that Teach For-Credit Courses with Other Non-Humanities Faculty Members
Bachelor's	610	12%	23%
Master's & Doctorate	460	17%	24%
All Institutions	1,070	14%	23%

Religion Table 4: Change in Faculty Numbers from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

Discipline	Total Number of Tenured or Tenure-Track Faculty Between Fall 2020 and Fall 2023			Total Number of Non-Tenure-Track Faculty Between Fall 2020 and Fall 2023		
	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Carnegie Classification						
Primarily Undergraduate	18%	45%	38%	30%	60%	10%
Master's	10%	61%	29%	17%	67%	17%
Primarily Research	30%	28%	42%	30%	47%	23%
Highest Degree Offered by Department						
Bachelor's	18%	46%	36%	29%	55%	16%
Master's & Doctorate	28%	33%	40%	23%	58%	20%
All Institutions	21%	41%	38%	27%	56%	17%

Religion Table 5: Departments Offering Degrees, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023*

		Highest Degree Offered by Department		TOTAL
		Bachelor's	Master's & Doctorate	
Carnegie Classification	Primarily Undergraduate	180	4	184
	Master's	86	39	125
	Primarily Research	78	95	173
All Institutions		344	138	482

* Not every department housed in an institution classified as Primarily Research using the Carnegie classifications offers a doctorate or master's degree.

Religion Table 6: Enrollment (Duplicated) in Undergraduate Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	184	195.8 (157.0)	36,020
Master's	125	415.5 (372.5)	51,940
Primarily Research	173	746.2 (550.0)	129,090
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor's	344	314.7 (205.5)	108,270
Master's & Doctorate	138	788.2 (648.5)	108,780
All Institutions	482	450.3 (305.0)	217,050

Religion Table 7: Bachelor's Degrees Awarded, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Bachelor's Degrees Awarded per Department (Median)	Total Number of Bachelor's Degrees Awarded
Primarily Undergraduate	184	4.1 (5.0)	760
Master's	125	4.0 (3.0)	510
Primarily Research	173	6.8 (5.0)	1,180

Highest Degree Offered by Department	Number of Departments	Average Number of Bachelor's Degrees Awarded per Department (Median)	Total number of Bachelor's Degrees Awarded
Bachelor's	344	4.6 (5.0)	1,570
Master's & Doctorate	138	6.3 (4.0)	880
All Institutions	482	5.1 (5.0)	2,450

Religion Table 8: Juniors and Seniors with Declared Majors, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Primarily Undergraduate	184	7.9 (6.0)	1,460
Master's	125	20.7 (8.5)	2,590
Primarily Research	173	19.3 (14.0)	3,340
Highest Degree Offered by Department	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Bachelor's	344	10.7 (6.0)	3,670
Master's & Doctorate	138	26.9 (14.0)	3,720
All Institutions	482	15.3 (10.0)	7,390

Religion Table 9: Students Completing a Minor, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Primarily Undergraduate	67	6.0 (5.0)	410
Comprehensive	75	8.3 (4.0)	620
Primarily Research	99	9.7 (8.0)	960
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Bachelor's	172	8.1 (5.0)	1,400
Master's & Doctorate	69	8.5 (7.0)	590
All Institutions	241	8.2 (6.0)	1,990

Religion Table 10: Minors Tied to Non-Humanities Subjects Offered by Department, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24*

Carnegie Classification	Percentage of Departments Offering Minors Tied to Non-Humanities Subjects
Primarily Undergraduate	19%
Master's	18%
Primarily Research	19%
Highest Degree Offered by Department	
Bachelor's	19%
Master's & Doctorate	17%
All Institutions	19%

* E.g., medical humanities, environmental humanities, etc.

Religion Table 11: Students Completing a Certificate or Microcredential, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022-23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Primarily Undergraduate	8	◇	◇
Master's	32	◇	◇
Primarily Research	22	◇	◇
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Bachelor's	40	5.7 (6.0)	230
Master's & Doctorate	22	◇	◇
All Institutions	62	7.6 (6.0)	470

◇ too few respondents to report reliable estimates

Religion Table 12: Change in Undergraduate Student Enrollment (Duplicated) from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

	Total Number of Undergraduate Student Enrollment in Courses Between Fall 2020 and Fall 2023		
Carnegie Classification	Increased	Remained the Same	Decreased
Primarily Undergraduate	27%	47%	27%
Master's	19%	52%	29%
Primarily Research	50%	31%	19%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased
Bachelor's	28%	48%	25%
Master's & Doctorate	50%	27%	23%
All Institutions	35%	41%	24%

Religion Table 13: Recruitment Efforts for Undergraduate Students from Fall 2020 to Fall 2023

Recruitment Effort	Percentage of Departments that Performed Each Recruitment Effort
Engaged in outreach to/recruiting of students in local high schools	13%
Engaged in outreach to/recruiting of students in community colleges	77%
Engaged in outreach to/recruiting of students currently in other majors or who have yet to declare a major	66%
Added high-interest introductory courses intended to attract students	23%
Introduced a new minor field, certificate, or other microcredential for non-majors	55%
Offered events, classes, or other activities designed to aid majors in thinking about future jobs or careers	35%
Introduced diversity, equity, and inclusion programs designed to attract new student populations into the major	39%
Changed requirements for major (e.g., eliminated final paper or other benchmark requirements, created additional pathways into major, etc.)	17%

Religion Table 14: Enrollment (Duplicated) in Graduate-Level Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	4	◇	◇
Master's & Primarily Research	136	53.5 (25.5)	7,270
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor's	0	N/A	N/A
Master's & Doctorate	138	51.9 (25.5)	7,270
All Institutions	138	51.9 (25.5)	7,270

◇ too few respondents to report reliable estimates

Religion Table 15: Total Number of Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Primarily Undergraduate	4	◇	◇
Master's & Primarily Research	136	26.0 (16.0)	3,530

Highest Degree Offered by Department	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Students Enrolled
Bachelor's	0	N/A	N/A
Master's & Doctorate	138	25.2 (16.0)	3,530
All Institutions	138	25.2 (16.0)	3,530

◇ too few respondents to provide reliable estimates

Religion Table 16: First-Year Students in Doctoral Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of <u>First Year</u> Doctoral Students per Department that Offers Graduate Degrees (Median)	Total Number of First Year Doctoral Students
Primarily Undergraduate	0	N/A	N/A
Master's & Primarily Research	73	4.4 (3.5)	320
Highest Degree Offered by Department	Number of Departments	Average Number of Doctoral Students per Department that Offers the Degree (Median)	Total Number of First Year Doctoral Students
Bachelor's	0	N/A	N/A
Master's & Doctorate	73	4.4 (3.5)	320
All Institutions	73	4.4 (3.5)	320

Religion Table 17: Departments Tracking Career Outcomes for Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master's Recipient Career Outcomes	Do Not Track Career Outcomes
Primarily Undergraduate	N/A	N/A	N/A	N/A
Master's	20%	0%	0%	80%
Primarily Research	46%	12%	0%	42%
Highest Degree Offered by Department	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master's Recipient Career Outcomes	Do Not Track Career Outcomes
Bachelor's	N/A	N/A	N/A	N/A
Master's & Doctorate	41%	10%	0%	48%
All Institutions	41%	10%	0%	48%

Note: A department was re-categorized as 'track all graduate student career outcomes' if they were a department that only offered a master's degree and selected 'track only master's degree recipient career outcomes' or a department that only offered a PhD and selected 'track only PhD recipient career outcomes.'

Religion Table 18: Graduate Student Teaching Assistants, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Teaching Assistants that Provided Grading, Classroom Support, or Discussion Sections	
	Average Number per Department (Median)	Total
Primarily Undergraduate	N/A	N/A
Master's	1.0 (0.0)	40
Primarily Research	9.1 (6.0)	870
Highest Degree Offered by Department	Average Number per Department (Median)	Total Number
Bachelor's	N/A	N/A
Master's & Doctorate	6.5 (3.5)	910
All Institutions	6.5 (3.5)	910

Religion Table 19: Faculty Members for All Undergraduate Courses, by Carnegie Classification of Institution, Highest Degree Offered by Department, and Form of Control, Fall 2023

	Total enrollment (duplicated) in undergraduate courses taught by ...			
	Full-Time Tenured or Tenure-Track Faculty Members	Full-Time Non-Tenure-Track Faculty Members	Part-Time Faculty Members	Two or More Faculty* (Co-Teaching)
By Carnegie Classification				
Primarily Undergraduate	24,600	8,140	2,330	950
Master's	28,240	10,070	13,800	230
Primarily Research	67,910	40,360	19,720	1,100
By Highest Degree Offered by Department				
Bachelor's	59,270	32,750	15,420	1,520
Master's & Doctorate	61,480	25,820	20,430	760
By Form of Control				
Public	48,500	39,200	20,490	280
Private	72,250	19,370	15,360	2,000
All Institutions	120,750	58,570	35,850	2,280

* Multiple members of department faculty or department faculty with faculty from another department.

Religion Table 20: Faculty Departures, Tenure Decisions, and New Hires, Fall 2023 and Over the Previous Two Academic Years

	Number	Percent of Faculty Members
Tenured Faculty Members as of Fall 2023	2,390	54% of all faculty members
Tenure-Track Faculty Members (not yet tenured) as of Fall 2023	520	12% of all faculty members
Faculty Members Who Left, Retired, or Died per Year (Two-Year Average) 2021-22 & 2022-23	380	9% of all faculty members
Tenure-Track Faculty Members Granted Tenure per Year (Two-Year Average) 2021-22 & 2022-23	120	24% of tenure-track, not yet tenured faculty members
Faculty Members Denied Tenure or Leaving Prior to Tenure Decision per Year (Two-Year Average) 2021-22 & 2022-23	40	7% of tenure-track, not yet tenured faculty members
Tenured, Tenure-Track and Permanent Faculty Members Hired for 2023-24	200	4% of all faculty members

Religion Table 21: Availability of Institutional or Departmental Support for Research, Fall 2023

	Percent of Institutions or Departments Providing Support
For Full-time tenure or tenure-track faculty members	92%
For full-time non-tenured or non-tenure-track faculty members	74%
For part-time faculty members	23%

Religion Table 22: Professional Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

By Carnegie Classification	Department Offers Professional Programs
Primarily Undergraduate	14%
Master's	14%
Primarily Research	27%
By Highest Degree Offered by Department	
Bachelor's	16%
Master's & Doctorate	25%
All Institutions	29%

Religion Table 23: Occupationally-Oriented Activities for Undergraduate Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni		An Internship in an Employment Setting		Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	44%	4%	70%	4%	37%	0%
Master's	27%	0%	41%	14%	36%	5%
Primarily Research	51%	3%	47%	8%	37%	6%
By Form of Control						
Public	44%	0%	54%	8%	52%	0%
Private	43%	3%	53%	8%	31%	5%
All Institutions	43%	2%	53%	8%	37%	4%

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

Religion Table 24: Occupationally-Oriented Activities for PhD Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni		An Internship in an Employment Setting		Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	N/A	N/A	N/A	N/A	N/A	N/A
Master's	0%	0%	0%	100%	0%	100%
Primarily Research	63%	6%	25%	19%	38%	38%
By Form of Control						
Public	43%	14%	29%	29%	29%	43%
Private	70%	0%	20%	20%	40%	40%
All Institutions	59%	6%	24%	24%	35%	41%

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

Religion Table 25: How Department Chairs Feel About the Future of the Discipline at Their Institution, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Primarily Undergraduate	7%	29%	25%	25%	7%	7%
Master's	5%	41%	23%	18%	9%	5%
Primarily Research	8%	50%	22%	8%	6%	6%
By Highest Degree Offered by Department	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Bachelor's	7%	31%	22%	21%	10%	9%
Master's & Doctorate	7%	61%	25%	7%	0%	0%
All Institutions	7%	41%	23%	16%	7%	6%

Religion Table 26: Department Chair Beliefs About the Change in the Number of Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	0%	4%	61%	21%	14%	0%
Master's	0%	9%	50%	18%	14%	9%
Primarily Research	6%	14%	42%	28%	8%	3%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor's	2%	14%	48%	19%	14%	3%
Master's & Doctorate	4%	0%	54%	32%	7%	4%
All Institutions	2%	9%	50%	23%	12%	4%

Religion Table 27: Department Chair Beliefs About the Change in the Number of Non-Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	0%	7%	63%	19%	4%	7%
Master's	5%	14%	59%	9%	9%	5%
Primarily Research	6%	28%	53%	11%	3%	0%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor's	5%	18%	54%	12%	5%	5%
Master's & Doctorate	0%	18%	64%	14%	4%	0%
All Institutions	4%	18%	58%	13%	5%	4%

Religion Table 28: Department Chair Concerns About Academic Freedom for Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Percentage of Departments Concerned About the Academic Freedom of Faculty Members
Primarily Undergraduate	36%
Master's	9%
Primarily Research	22%
By Highest Degree Offered by Department	
Bachelor's	28%
Master's & Doctorate	14%
All Institutions	23%

Religion Table 29: Source of Department Chair Concern About Faculty Academic Freedom, 2023-24

Concerned About the Academic Freedom of Faculty Related to Pressures from...	Percentage of Concerned Departments
Federal or State Government	45%
Board of Trustees	41%
Academic Administration	66%
Faculty in Other Departments	10%
Students	45%
Parents of Students	34%
Alumni	10%
The Public	38%
Other	7%

Religion Table 30: Gender Identity of Department Chairs (Self-Reported), 2023-24*

Gender Identity	Percentage
Woman	45%
Man	49%
Non-Binary or No Gender	5%
Transgender	1%
Some Other Gender	0%
Prefer Not to Answer	1%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

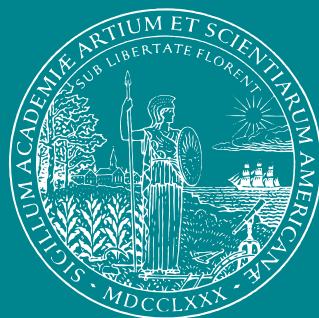
Religion Table 31: Race/Ethnicity of Department Chairs (Self-Reported), 2023-24*

Race or Ethnicity	Percentage
Alaska Native, American Indian, or Native American	0%
Asian or Asian American	5%
Black or African American	7%
Hispanic or Latino/Latina/Latinx	1%
Middle Eastern or North African	1%
Native Hawaiian or Pacific Islander	1%
White	84%
Some Other Race/Ethnicity	2%
Prefer Not to Answer	1%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

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