



Philosophy Departments 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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Philosophy Departments: 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 "Philosophy," "Logic," "Ethics," "Applied and Professional Ethics," "Philosophy, Other," or "Bioethics/Medical Ethics." 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 philosophy departments was 49%

Degree-granting departments of philosophy were first included in HDS-2, which collected information for the 2012–13 academic year. That was the only round of the survey that, like HDS-4, involved sampling from the entire population of philosophy departments. For this reason, only the findings from HDS-2 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 744 departments were awarding degrees in philosophy at colleges and universities in the United States. These departments included large, freestanding departments in the discipline as well as programs within departments awarding degrees in multiple disciplines. In the latter case, department chairs were asked to report information for philosophy only.
- Of the 744 departments awarding degrees in philosophy, 200 (27%) were awarding graduate degrees in the discipline, with 120 (16%) awarding PhDs.

Faculty

- Philosophy departments employed 8,620 full- and part-time faculty members in fall 2023, with an average of 12 faculty members per department (and a median of 8).
- Approximately 63% of philosophy 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 55 undergraduate students in fall 2023, while full-time faculty employed off the tenure track taught an average of 101 undergraduates. Faculty employed part-time taught an average of 73 undergraduate students during that fall term. The average undergraduate enrollments for full-time tenure track and part-time faculty were the highest among the 14 disciplines in the survey.
- While 31% of philosophy departments had made at least one new hire for the 2023–24 academic year, amounting to 410 new permanent faculty, the departments collectively had lost an average of 620 faculty per annum over the previous two years. Among the faculty who left, 58% had retired.
- An estimated 17% of philosophy chairs thought the number of tenure-line faculty in their departments had increased from fall 2020 to fall 2023, which was a relatively small share among the 14 disciplines in the survey, but modestly larger than the shares in English, history, communication, and LOTE. In comparison, 39% estimated that their tenure-line faculty count had decreased during that period, which was similar to the share for all disciplines combined. In addition, 31% of chairs in the discipline thought the number of nontenure-track faculty

had increased over the same period, while 15% thought the number had decreased.

- Looking ahead, 13% of philosophy department chairs expected the number of tenure-track faculty in their departments to increase (a relatively small share among the disciplines surveyed), while 25% 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, 11% thought their nontenure-track faculty would increase, while 23% thought the number would shrink.
- About 34% of the departments had a faculty member come up for tenure during the previous two years. Averaging over these two years, 130 faculty were granted tenure per annum nationwide, none were denied tenure, and 50 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 23% of the chairs in philosophy departments in fall 2023 (the smallest share among the 14 disciplines), and 85% identified their race/ethnicity as white (one of the largest shares).

Undergraduate Students

- In fall 2023, departments awarding degrees in philosophy had undergraduate course enrollments of 557,090, with an average enrollment of 749 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 347.
- Approximately 66% of philosophy department chairs thought undergraduate enrollments had held steady or increased from fall 2020 to fall 2023.
- On average, philosophy departments awarded 11 bachelor's degrees per department in the 2022–23 academic year (with a median of 8 per department). These departments had an average of 26 juniors or seniors with a declared major in the discipline (and a median of 14).
- In the 2022–23 academic year, philosophy departments awarded an average of 12 minors in the discipline (with a median of 8 per department) and 5 certificates or

other microcredentials per department (with a median of 3). However, while 64% of philosophy departments reported awarding minors, only 15% awarded a certificate or other microcredential.

Graduate Students

- Degree-granting departments in philosophy had 9,450 enrollments in graduate courses in fall 2023, with an average of 47 (and a median of 60) enrollments per department with a graduate program.
- Approximately 4,910 students were working toward graduate degrees in philosophy. The average number of students pursuing advanced degrees in philosophy was 25 (with a median of 26) per department that granted such degrees.
- The 120 departments awarding PhDs admitted an average of 4.8 new doctoral students into their programs in fall 2023, for a total of 570 new doctoral students in the discipline.

Departmental Practices and Concerns

- Approximately 43% of department chairs were optimistic about the future of philosophy at their institutions (a relatively small share among the 14 disciplines, but substantially larger than those for American studies, English, history, and languages and literatures other than English, disciplines in which only about a third of chairs expressed optimism). In comparison, 26% were pessimistic. (The remainder were either unsure or neither optimistic nor pessimistic.)
- The survey found that 19% of the chairs in philosophy were concerned about the academic freedom of faculty members in their department (a relatively small share among the 14 disciplines in the survey). Among those departments, the most common concern was threats to such freedom from boards of trustees (cited by 52% of chairs). The second most common concern was about academic administrations and students (each cited by 48%).
- While 93% of philosophy departments provided research support for their full-time tenured or tenure-track faculty members and 72% offered such support for full-time nontenured faculty, only 33% offered such support for part-time faculty.
- Asked what their departments had done in recent years to attract additional majors, 69% of philosophy department chairs reported outreach to students who

were in other majors or undeclared. The second most common recruitment strategy, reported by 61% of chairs, was to add high-interest introductory courses intended to attract students.

- An estimated 36% of departments supported the career development of their undergraduates by offering (and for a small share of departments, by *requiring*) occupationally oriented lectures, while 42% offered internships, and 21% offered occupationally oriented coursework or workshops.
- In philosophy departments awarding PhDs, 54% offered occupationally oriented lectures for their doctoral students; 39% offered internships; and 38% 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.

Philosophy 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	5.7 (5.5)	1,040
Master's	231	8.6 (6.5)	1,990
Primarily Research	329	17.0 (15.0)	5,590
Highest Degree Offered by Department	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Bachelor's	545	8.3 (6.0)	4,500
Master's & Doctorate	199	20.1 (19.0)	4,120
All Institutions	744	11.6 (8.0)	8,620

Philosophy 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	690	130	100	150
Master's	970	230	200	580
Primarily Research	2,970	720	750	1,030
Highest Degree Offered by Department	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Bachelor's	2,280	510	580	1,000
Master's & Doctorate	2,350	570	570	760
All Institutions	4,630	1,080	1,150	1,760

Philosophy Table 3: Faculty Member 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	350	10%	18%
Master's	370	4%	18%
Primarily Research	1,030	19%	11%
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	930	10%	13%
Master's & Doctorate	820	25%	21%
All Institutions	1,750	13%	15%

Philosophy 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		
Carnegie Classification	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Primarily Undergraduate	12%	60%	29%	24%	69%	8%
Master's	13%	48%	39%	26%	54%	20%
Primarily Research	23%	30%	47%	39%	44%	17%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Bachelor's	12%	52%	37%	24%	61%	15%
Master's & Doctorate	37%	13%	50%	58%	29%	13%
All Institutions	17%	43%	39%	31%	54%	15%

Philosophy 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	181	3	184
	Master's	199	32	231
	Primarily Research	165	164	329
All Institutions		545	199	744

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

Philosophy 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	353.9 (178.5)	65,120
Master's	231	518.9 (301.0)	119,860
Primarily Research	329	1,131.0 (900.0)	372,110
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor's	545	343.1 (300.0)	186,970
Master's & Doctorate	199	1,859.9 (1,500.0)	370,120
All Institutions	744	748.8 (346.5)	557,090

Philosophy 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	7.5 (6.0)	1,390
Master's	231	4.8 (5.0)	1,100
Primarily Research	329	17.3 (11.0)	5,680
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	545	5.5 (6.0)	3,010
Master's & Doctorate	199	26.0 (23.5)	5,160
All Institutions	744	11.0 (8.0)	8,170

Philosophy 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	16.1 (10.0)	2,970
Master's	231	13.1 (10.0)	3,030
Primarily Research	329	41.0 (22.0)	13,490
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	545	14.3 (11.0)	7,820
Master's & Doctorate	199	58.6 (38.0)	11,670
All Institutions	744	26.2 (14.0)	19,490

Philosophy 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	85	7.0 (5.0)	600
Comprehensive	158	9.2 (8.0)	1,460
Primarily Research	234	15.2 (9.5)	3,550

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	330	7.2 (6.0)	2,360
Master's & Doctorate	144	22.5 (15.0)	3,250
All Institutions	477	11.7 (7.5)	5,610

Philosophy 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	18%
Master's	19%
Primarily Research	32%
Highest Degree Offered by Department	
Bachelor's	25%
Master's & Doctorate	21%
All Institutions	24%

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

Philosophy 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	7	13.9 (14.0)	95
Comprehensive & Primarily Research	107	4.0 (2.0)	495
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	52	6.7 (5.0)	360
Master's & Doctorate	62	3.5 (3.0)	230
All Institutions	114	5.2 (3.0)	590

Philosophy 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%	46%	27%
Master's	30%	30%	40%
Primarily Research	21%	42%	37%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased
Bachelor's	23%	43%	34%
Master's & Doctorate	35%	31%	35%
All Institutions	25%	41%	34%

Philosophy 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	17%
Engaged in outreach to/recruiting of students in community colleges	9%
Engaged in outreach to/recruiting of students currently in other majors or who have yet to declare a major	69%
Added high-interest introductory courses intended to attract students	61%
Introduced a new minor field, certificate, or other microcredential for non-majors	29%
Offered events, classes, or other activities designed to aid majors in thinking about future jobs or careers	47%
Introduced diversity, equity, and inclusion programs designed to attract new student populations into the major	35%
Changed requirements for major (e.g., eliminated final paper or other benchmark requirements, created additional pathways into major, etc.)	39%

Philosophy 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	3	◇	◇
Master's & Primarily Research	197	48.0 (60.0)	9,450
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	200	47.2 (60.0)	9,450
All Institutions	200	47.2 (60.0)	9,450

◇ too few respondents to provide reliable estimates

Philosophy 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	3	◇	◇
Master's & Primarily Research	197	24.4 (25.0)	4,810
Highest Degree Offered by Department	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Bachelor's	0	N/A	N/A
Master's & Doctorate	200	24.5 (26.0)	4,910
All Institutions	200	24.5 (26.0)	4,910

◇ too few respondents to provide reliable estimates

Philosophy 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 Doctoral Students per Department that Offers the Degree (Median)	Total Number of First Year Doctoral Students
Primarily Undergraduate	3	◇	◇
Master's & Primarily Research	117	4.7 (5.0)	550
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	120	4.8 (5.0)	570
All Institutions	120	4.8 (5.0)	570

◇ too few respondents to provide reliable estimates

Philosophy 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	0%	100%	0%	0%
Master's	0%	0%	0%	100%
Primarily Research	45%	23%	0%	32%

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	42%	25%	0%	33%
All Institutions	42%	25%	0%	33%

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.'

Philosophy 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	◇	◇
Master's	2.7 (5.0)	90
Primarily Research	18.1 (15.0)	2,990
Highest Degree Offered by Department	Average Number per Department (Median)	Total Number
Bachelor's	N/A	N/A
Master's & Doctorate	15.6 (15.0)	3,130
All Institutions	15.6 (15.0)	3,130

◇ too few respondents to provide reliable estimates

Philosophy 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	49,540	5,920	7,710	1,870
Master's	77,430	17,790	23,950	330
Primarily Research	170,020	89,110	112,410	600
By Highest Degree Offered by Department				
Bachelor's	114,860	26,750	44,380	890
Master's & Doctorate	182,130	86,070	99,690	1,910
By Form of Control				
Public	193,150	95,610	112,460	80
Private	103,840	17,210	31,610	2,720
All Institutions	296,990	112,820	144,070	2,800

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

Philosophy 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	4,630	51% of all faculty members
Tenure-Track Faculty Members (not yet tenured) as of Fall 2023	1,080	12% of all faculty members
Faculty Members Who Left, Retired, or Died per Year (Two-Year Average) 2021-22 & 2022-23	620	7% of all faculty members
Tenure-Track Faculty Members Granted Tenure per Year (Two-Year Average) 2021-22 & 2022-23	130	13% 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	50	5% of tenure-track, not yet tenured faculty members
Tenured, Tenure-Track and Permanent Faculty Members Hired for 2023-24	410	5% of full-time faculty members

Philosophy 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	93%
For full-time non-tenured or non-tenure-track faculty members	72%
For part-time faculty members	33%

Philosophy 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	3%
Master's	11%
Primarily Research	12%
By Highest Degree Offered by Department	
Bachelor's	8%
Master's & Doctorate	13%
All Institutions	9%

Philosophy 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	34%	0%	47%	3%	22%	3%
Master's	44%	4%	33%	7%	22%	4%
Primarily Research	32%	0%	36%	0%	15%	0%
By Form of Control						
Public	35%	0%	40%	0%	19%	0%
Private	36%	2%	39%	5%	18%	3%
All Institutions	35%	1%	39%	3%	19%	2%

* 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.

Philosophy 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	0%	100%	100%	0%	0%	100%
Master's	N/A	N/A	N/A	N/A	N/A	N/A
Primarily Research	50%	0%	33%	0%	25%	8%
By Form of Control						
Public	44%	0%	33%	0%	33%	0%
Private	50%	25%	50%	0%	0%	50%
All Institutions	46%	8%	39%	0%	23%	15%

* 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.

Philosophy 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	16%	40%	24%	3%	8%	11%
Master's	0%	22%	37%	30%	11%	0%
Primarily Research	4%	41%	20%	26%	4%	6%
By Highest Degree Offered by Department	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Bachelor's	7%	32%	25%	20%	8%	7%
Master's & Doctorate	4%	52%	26%	17%	0%	0%
All Institutions	7%	36%	25%	19%	7%	6%

Philosophy 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	3%	3%	68%	13%	11%	3%
Master's	4%	7%	63%	15%	11%	0%
Primarily Research	7%	13%	50%	20%	4%	6%
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%	7%	64%	15%	9%	3%
Master's & Doctorate	17%	13%	39%	26%	0%	4%
All Institutions	5%	8%	59%	17%	8%	3%

Philosophy 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%	8%	66%	18%	3%	5%
Master's	0%	15%	67%	15%	4%	0%
Primarily Research	2%	9%	54%	20%	6%	9%
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	0%	9%	65%	17%	4%	5%
Master's & Doctorate	4%	13%	44%	26%	4%	9%
All Institutions	1%	10%	61%	19%	4%	6%

Philosophy 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	11%
Master's	22%
Primarily Research	24%
By Highest Degree Offered by Department	
Bachelor's	16%
Master's & Doctorate	35%
All Institutions	19%

Philosophy 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	47%
Board of Trustees	52%
Academic Administration	48%
Faculty in Other Departments	26%
Students	48%
Parents of Students	4%
Alumni	9%
The Public	39%
Other	4%

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

Gender Identity	Percentage
Woman	23%
Man	70%
Non-Binary or No Gender	0%
Transgender	0%
Some Other Gender	1%
Prefer Not to Answer	8%

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

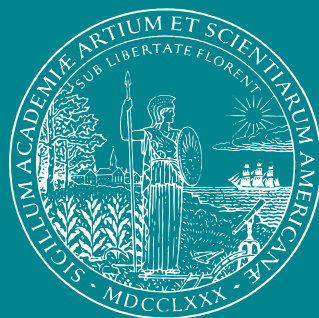
Philosophy Table 31: Race/Ethnicity of Department Chairs (Self-Reported), 2023-24*

Race or Ethnicity	Percentage
Alaska Native, American Indian, or Native American	0%
Asian or Asian American	1%
Black or African American	1%
Hispanic or Latino/Latina/Latinx	1%
Middle Eastern or North African	1%
Native Hawaiian or Pacific Islander	0%
White	85%
Some Other Race/Ethnicity	3%
Prefer Not to Answer	10%

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

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