

Bowen, William G. and Julie Ann Sosa. *Prospects for faculty in the arts and sciences; a study of factors affecting demand and supply, 1987-2012*. Princeton, NJ.: Princeton University Press. 1989. 225 pp. ISBN: 978-0-691-04259-6

Bowen and Sosa provide a comprehensive quantitative analysis of the factors affecting the prospective supply and demand for faculty in the arts and sciences over the next 25 years. The first chapter explains the research methodology, the types of institutions included in the study, and the eight broad disciplines involved. The following six chapters present analyses of SDR and HEGIS data which suggest that severe imbalances are likely to occur in faculty labor markets if actions are not taken soon to avert them. Topics included are: age distribution of faculty members; population trends and enrollment projections; trends and projections of enrollment by sector and field of study; student faculty ratios and projections of faculty positions; factors affecting the supply of new doctorates; and the changing balance between supply and demand in academic labor markets. The authors project a substantial excess demand for faculty in the arts and sciences between 1997-2002. The final two chapters pertain to public policy issues and proposals for actions that academic institutions might undertake in light of tightening labor market conditions. This provocative study has fueled spirited debate in both the popular and academic press.