

## Report on the 2003-2004 Placement Year

**Table 1**  
**Ratio of Candidates to Vacancies\* (Historical)**

	1986	1987	1988	1989	1990	1991	1992	1993
<b>All Candidates except Subscribers Only</b>	331	357	342	351	364	410	403	431
<b>Vacancies</b>	135	142	153	156	137	134	121	126
<b>Ratio</b>	2.45	2.51	2.24	2.25	2.66	3.06	3.33	3.42

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
<b>All Candidates except Subscribers Only</b>	413	447	453	416	421	349	355	359	359	362
<b>Vacancies</b>	122	145	137	147	166	181	189	197	173	162
<b>Ratio</b>	3.39	3.08	3.31	2.83	2.54	1.93	1.88	1.82	2.08	2.23

\*Vacancies are calculated by adding 2/3 of the jobs advertised as possible to the jobs advertised as definite. Since the category of *Subscribers Only* has been eliminated beginning with the 2003-04 Placement Year, the ratios in this historical table have been re-calculated using the number of candidates excluding *Subscribers Only* so that all ratios are comparable. In the 2003-2004 Placement Year, there were a total of 165 positions advertised with the Placement Service (155 definite and 10 possible). The status of these searches follows: 137 filled, 6 ongoing, 11 cancelled or not filled, 9 filled but not with a classicist, 2 outcome not reported to the APA.

**Table 2**  
**Candidates Registered with the Placement Service (Historical)**

	1986			1987			1988			1989		
	All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female
All Candidates Except <i>Subscribers Only</i>	331	203	128	357	214	143	342	206	136	351	205	146
Percent		61%	39%		60%	40%		60%	40%		58%	42%
Candidates at the Annual Meeting	263	166	97	276	172	104	267	169	98	265	156	109
Percent		63%	37%		62%	38%		63%	37%		59%	41%

1990			1991			1992			1993			1994		
All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female
364	220	144	410	251	159	403	249	154	431	273	158	413	255	158
	60%	40%		61%	39%		62%	38%		63%	37%		62%	38%
278	170	108	336	196	140	300	192	108	350	222	128	344	197	147
	61%	39%		58%	42%		64%	36%		63%	37%		57%	43%

1995			1996			1997			1998			1999		
All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female
447	257	190	453	266	187	416	259	157	421	252	169	349	202	147
	57%	43%		59%	41%		62%	38%		60%	40%		58%	42%
323	184	139	342	211	131	283	180	103	354	216	138	273	163	110
	57%	43%		62%	38%		64%	36%		61%	39%		60%	40%

2000			2001			2002			2003		
All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female
355	207	148	359	204	155	359	217	142	362	208	154
	58%	42%		57%	43%		60%	40%		57%	43%
297	182	115	302	175	127	291	184	107	292	173	119
	61%	39%		58%	42%		63%	37%		59%	41%

**Table 3**  
**Institutions and Their Use of the Placement Service, 2003-2004**

Number of Interviews Conducted	Number of Institutions Conducting X Number of Interviews	Interview Totals
see note below*	72	0
5	1	5
6	2	12
7	3	21
8	4	32
10	4	40
11	6	66
12	5	60
13	6	78
14	2	28
15	4	60
16	6	96
17	2	34
19	1	19
20	4	80
24	1	24
26	1	26
<b>Totals</b>	<b>124</b>	<b>681</b>

\*Note: Of the 72 institutions that did not use the Placement Service to schedule interviews, 29 published ads after the convention.

**Table 4A**  
**Number of Interviews per Candidate\* at 2004 Annual Meeting**

# of Interviews	Female	Male	Total	% of Candidates at Meeting
0	31	49	80	27%
1	23	40	63	22%
2	19	26	45	15%
3	19	10	29	10%
4	6	15	21	7%
5	7	9	16	5%
6	4	8	12	4%
7	1	3	4	1%
8	4	5	9	3%
9	2	3	5	2%
11	1	2	3	1%
12	1	1	2	1%
13	1	1	2	1%
17		1	1	0%
<b>Totals</b>	<b>119</b>	<b>173</b>	<b>292</b>	<b>100%</b>

Note 32 candidates who returned the survey reported more interviews on the survey than were recorded on their official records with the Placement Service (usually 1-2 more, but occasionally 3-5 more). This may have been due to some institutions that had not advertised with the Service conducting interviews on their own at the convention. Only the official Placement Service records have been used for all the statistics in this report that include interviews.

**Table 4B**  
**Number of Interviews of Female Candidates with New 2004-05 Academic Positions**

Female Candidates with 2004-2005 Positions							
# of Interviews	Type of Position					Total Positions	% of Female Candidates at Meeting with x Interviews
	adjunct	non-tenure-track	tenure-track	tenured	non-tenurable		
not at meeting	1	2	3			6	
	1	2	2			5	16%
1		5	1			6	26%
2			4		1	5	26%
3		7	4			11	58%
4		2	3			5	83%
5		2	4			6	86%
6		1				1	25%
7		1				1	100%
8		2	1			3	75%
9		1				1	50%
11			1			1	100%
12			1			1	100%
13			1			1	100%
<b>Totals</b>	<b>2</b>	<b>25</b>	<b>25</b>	<b>0</b>	<b>1</b>	<b>53</b>	

**Table 4C**  
**Number of Interviews of Male Candidates with New 2004-05 Academic Positions**

Male Candidates with 2004-2005 Positions							
# of Interviews	Type of Position					Total Positions	% of Male Candidates at Meeting with x Interviews
	adjunct	non-tenure-track	tenure-track	tenured	non-tenurable		
not at meeting			1			1	
	1	3	1			5	10%
1		2	1			3	8%
2		4				4	15%
3			2			2	20%
4		3	4			7	47%
5		2	3			5	56%
6		2	4			6	75%
7		1	2			3	100%
8		3				3	60%
9			2			2	67%
11			1			1	50%
12			1			1	100%
13			1			1	100%
17			1			1	100%
<b>Totals</b>	<b>1</b>	<b>20</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>45</b>	

**Table 5A**  
**Employment Status of Placement Service Registrants**

Employment Status	Number of Job Applications					All Candidates	% of Candidates
	1-5	6-10	11-20	Over 20	No Response		
Graduate Student	15	43	34	18	1	111	31%
Part-time/Adjunct Faculty	15	14	7	8	3	47	13%
Full-time Non-Tenure-Track	14	26	38	28	2	108	30%
Full-time Tenure-Track	17	8	4	1		30	8%
Full-time Tenured	8	2	1		1	12	3%
Primary/Secondary Teacher	5		1		1	7	2%
Other Non-Academic Employment	1	4		1		6	2%
Unemployed	4	2	2	4		12	3%
No Response	3	1	1		24	29	8%
<b>Total All Candidates</b>	<b>82</b>	<b>100</b>	<b>88</b>	<b>60</b>	<b>32</b>	<b>362</b>	<b>100%</b>
<b>Total Candidates at Meeting</b>	<b>52</b>	<b>82</b>	<b>78</b>	<b>57</b>	<b>23</b>	<b>292</b>	<b>100%</b>

**Table 5B**  
**Employment Status of Candidates with New 2004-3005 Academic Positions**

Employment Status	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
	Graduate Student	2	25	14			
Part-time/Adjunct Faculty	1	4	5		10	21%	11%
Full-time Non-Tenure-Track		12	24		36	33%	22%
Full-time Tenure-Track		1	3		4	13%	10%
Other Non-Academic Employment			1		1	17%	17%
Unemployed		1	1		2	17%	8%
No Response		2	1		3	10%	3%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 5C**  
**Candidates by Employment Status and Placement Service Use**

Employment Status	Placement Service Use						All Candidates	% of Candidates
	Never Before	Once	Twice	Three times	Four+ times	No Response		
Graduate Student	72	32	4	1		2	111	31%
Part-time/Adjunct Faculty	7	14	8	5	12	1	47	13%
Full-time Non-Tenure-Track	10	35	24	19	19	1	108	30%
Full-time Tenure-Track		4	10	5	11		30	8%
Full-time Tenured	1		2	1	8		12	3%
Primary/Secondary Teacher	3	1	1	1	1		7	2%
Other Non-Academic Employment	2	2	1		1		6	2%
Unemployed	2	2	2	3	3		12	3%
No Response	1		1		2	25	29	8%
<b>Total All Candidates</b>	<b>98</b>	<b>90</b>	<b>53</b>	<b>35</b>	<b>57</b>	<b>29</b>	<b>362</b>	<b>100%</b>
<b>Total Candidates at Meeting</b>	<b>85</b>	<b>77</b>	<b>45</b>	<b>25</b>	<b>37</b>	<b>23</b>	<b>292</b>	<b>100%</b>

**Table 6A**  
**Interview Rates at 2004 Annual Meeting by Field of Specialization**

Field	Candidates at Meeting							All Candidates	
	Females	Males	Total Candidates	Ratio		Total Interviews	Average # of Interviews	Ratio	
				Females	Males			Females	Males
Greek Literature	25	51	76	33%	67%	194	2.6	34%	66%
Latin Literature	30	40	70	43%	57%	267	3.8	44%	56%
Greek History	11	14	25	44%	56%	50	2.0	48%	52%
Roman History	10	14	24	42%	58%	66	2.8	34%	66%
Ancient Philosophy	0	4	4	0%	100%	2	0.5	13%	88%
Art/Archaeology	25	25	50	50%	50%	50	1.0	57%	43%
Linguistics	0	2	2	0%	100%	2	1.0	33%	67%
Comparative Literature	1	6	7	14%	86%	16	2.3	25%	75%
Religion	2	2	4	50%	50%	14	3.5	60%	40%
Other	6	5	11	55%	45%	19	1.7	54%	46%
No Response	9	10	19	47%	53%	41	2.2	48%	52%
<b>Totals</b>	<b>119</b>	<b>173</b>	<b>292</b>	<b>41%</b>	<b>59%</b>	<b>721</b>	<b>2.5</b>	<b>46%</b>	<b>54%</b>

**Table 6B**  
**Hires by Field of Specialization, Gender, and Type of Position**

Field	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
Greek Literature -- Female		5	5		10	33%	17%
Greek Literature -- Male		8	8		16	27%	14%
<b>Total Greek Literature</b>		<b>13</b>	<b>13</b>		<b>26</b>	<b>29%</b>	<b>15%</b>
Latin Literature -- Female	1	9	10		20	54%	27%
Latin Literature -- Male	1	5	7		13	27%	15%
<b>Total Latin Literature</b>	<b>2</b>	<b>14</b>	<b>17</b>		<b>33</b>	<b>39%</b>	<b>20%</b>
Greek History -- Female		1	2		3	20%	13%
Greek History -- Male		1	1		2	13%	6%
<b>Total Greek History</b>		<b>2</b>	<b>3</b>		<b>5</b>	<b>16%</b>	<b>10%</b>
Roman History -- Female		2	2	1	5	42%	17%
Roman History -- Male		1	3		4	17%	13%
<b>Total Roman History</b>		<b>3</b>	<b>5</b>	<b>1</b>	<b>9</b>	<b>26%</b>	<b>14%</b>
Art/Archaeology -- Female	1	5	5		11	32%	15%
Art/Archaeology -- Male		1	2		3	12%	8%
<b>Total Art/Archaeology</b>	<b>1</b>	<b>6</b>	<b>7</b>		<b>14</b>	<b>23%</b>	<b>12%</b>
Linguistics -- Male		1			1	50%	0%
Comparative Literature -- Male		1			1	17%	0%
Religion -- Male			1		1	50%	50%
Other -- Female		2	1		3	43%	14%
Other -- Male		1	1		2	33%	17%
<b>Total Other</b>		<b>3</b>	<b>2</b>		<b>5</b>	<b>38%</b>	<b>15%</b>
No Response -- Female		1			1	8%	0%
No Response -- Male		1	1		2	15%	8%
<b>Total No Response</b>		<b>2</b>	<b>1</b>		<b>3</b>	<b>12%</b>	<b>4%</b>
<b>Grand Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 7A**  
**All Candidates: Age and Number of Job Applications**

Age	Candidates	Number of Job Applications					% applying for 10 or fewer
		1-5	6-10	11-20	Over 20	No Response	
Under 30	63	8	28	10	16	1	57%
30-39	209	49	57	64	35	4	51%
40-49	55	17	12	10	8	8	53%
50-59	14	7	1	3	1	2	57%
60 +	1	1	0	0	0	0	100%
No Response	20	0	2	1	0	17	10%
<b>Totals</b>	<b>362</b>	<b>82</b>	<b>100</b>	<b>88</b>	<b>60</b>	<b>32</b>	<b>50%</b>

**Table 7B**  
**Interview Rates at 2004 Annual Meeting by Age and Number of Job Applications**

Age	Candidates Applying for Over 20 Positions			Candidates Applying for Over 10 Positions			All Candidates at Meeting		
	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews
Under 30	16	75	4.7	25	110	4.4	60	185	3.1
30-39	33	145	4.4	90	293	3.3	174	451	2.6
40-49	7	4	0.6	16	23	1.4	37	37	1.0
50-59	1	1	1.0	3	4	1.3	5	6	1.2
No Response				1	0	0.0	16	42	2.6
<b>Totals</b>	<b>57</b>	<b>225</b>	<b>3.9</b>	<b>135</b>	<b>430</b>	<b>3.2</b>	<b>292</b>	<b>721</b>	<b>2.5</b>

**Table 7C**  
**Hires by Age and Type of Position**

Age	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
Under 30	1	16	7		24	38%	11%
30-39	1	23	37	1	62	30%	18%
40-49	1	4	4		9	16%	7%
No Response		2	1		3	15%	5%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 8A**  
**Interview Rates at 2004 Annual Meeting by Degree Year and Number of Job Applications**

Degree Year	Candidates Applying for Over 20 Positions			Candidates Applying for Over 10 Positions			All Candidates at Meeting		
	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews
2005							2	2	1.0
2004	16	56	3.5	41	120	2.9	89	215	2.4
2003	15	60	4.0	32	103	3.2	61	159	2.6
2002	9	29	3.2	14	55	3.9	25	84	3.4
2001	6	27	4.5	9	32	3.6	18	43	2.4
2000	3	32	10.7	9	45	5.0	13	51	3.9
1999	3	14	4.7	7	18	2.6	10	24	2.4
1998	1	0	0.0	7	10	1.4	13	19	1.5
1997	2	1	0.5	4	3	0.8	12	20	1.7
1996				1	3	3.0	4	16	4.0
1995				2	2	1.0	7	9	1.3
1994				1	2	2.0	5	16	3.2
1993				1	6	6.0	2	6	3.0
1992							1	0	0.0
1991				1	5	5.0	1	5	5.0
1990							2	2	1.0
>1990	1	0	0.0	1	0	0.0	3	1	0.3
No Response	1	6	6.0	5	26	5.2	24	49	2.0
<b>Totals</b>	<b>57</b>	<b>225</b>	<b>3.9</b>	<b>135</b>	<b>430</b>	<b>3.2</b>	<b>292</b>	<b>721</b>	<b>2.5</b>

**Table 8B**  
**Hires by Degree Year and Type of Position**

Degree Year	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
2004	2	18	10	1	31	32%	10%
2003		13	10		23	31%	13%
2002		3	9		12	40%	30%
2001		1	1		2	9%	4%
2000			3		3	17%	17%
1999	1	2	4		7	50%	29%
1998		2	2		4	31%	15%
1996			2		2	50%	50%
1995		1	1		2	25%	13%
1994			2		2	25%	25%
1991			1		1	25%	25%
1990			1		1	33%	33%
1989			1		1	50%	50%
No Response		5	2		7	25%	7%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 9A**  
**Interview Rates at 2001-2004 Annual Meetings by Doctoral Institution\***

Institution	Candid-ates	Inter-views	Avg. # of Interviews	Candid-ates	Inter-views	Avg. # of Interviews	Candid-ates	Inter-views	Avg. # of Interviews	Candid-ates (3-yr average)	Inter-views (3-yr average)	# of Interviews (3-yr average)
	2003-2004			2002-2003			2001-2002			2001-2004 Means		
British Columbia	1	0	0.0	1	0	0.0	2	1	0.5	1	0	0.2
Brown	4	32	8.0	5	17	3.4	2	7	3.5	4	19	5.0
Bryn Mawr	2	2	1.0	2	3	1.5	1	5	5.0	2	3	2.5
Buffalo	3	2	0.7	3	5	1.7	3	5	1.7	3	4	1.3
Cambridge	1	0	0.0	2	4	2.0	3	2	0.7	2	2	0.9
Chicago	6	36	6.0	5	39	7.8	5	21	4.2	5	32	6.0
Cincinnati	6	17	2.8	4	21	5.3	3	11	3.7	4	16	3.9
Colorado	2	9	4.5	2	9	4.5	2	8	4.0	2	9	4.3
Cornell	2	2	1.0	3	4	1.3	1	1	1.0	2	2	1.1
Duke	7	29	4.1	5	20	4.0	5	12	2.4	6	20	3.5
Harvard	6	25	4.2	5	21	4.2	5	9	1.8	5	18	3.4
Heidelberg	2	1	0.5	2	7	3.5	1	3	3.0	2	4	2.3
Illinois-Urbana	2	1	0.5	4	15	3.8	4	19	4.8	3	12	3.0
Indiana	3	5	1.7	2	9	4.5	2	7	3.5	2	7	3.2
Iowa	1	0	0.0	1	4	4.0	2	11	5.5	1	5	3.2
Johns Hopkins	3	8	2.7	1	0	0.0	2	7	3.5	2	5	2.1
Michigan	6	28	4.7	7	60	8.6	6	41	6.8	6	43	6.7
Minnesota	1	5	5.0	1	6	6.0	3	19	6.3	2	10	5.8
NYU	1	8	8.0	3	30	10.0	3	13	4.3	2	17	7.4
Ohio State	8	17	2.1	8	8	1.0	3	12	4.0	6	12	2.4
Oxford	2	4	2.0	1	5	5.0	4	15	3.8	2	8	3.6
Pennsylvania	6	22	3.7	5	30	6.0	7	47	6.7	6	33	5.5
Pittsburgh	2	2	1.0	1	4	4.0	1	2	2.0	1	3	2.3
Princeton	5	9	1.8	6	25	4.2	5	23	4.6	5	19	3.5
Rutgers	3	8	2.7	1	4	4.0	2	20	10.0	2	11	5.6
St. Andrews	2	15	7.5	2	13	6.5	1	3	3.0	2	10	5.7
Stanford	2	11	5.5	6	23	3.8	3	2	0.7	4	12	3.3
Texas	3	11	3.7	3	18	6.0	6	36	6.0	4	22	5.2
Toronto	3	2	0.7	6	10	1.7	3	4	1.3	4	5	1.2
UC Berkeley	6	31	5.2	10	57	5.7	5	39	7.8	7	42	6.2
UC Irvine	1	1	1.0	1	8	8.0	1	4	4.0	1	4	4.3
UCLA	1	0	0.0	4	12	3.0	4	29	7.3	3	14	3.4
UNC	3	10	3.3	3	6	2.0	8	53	6.6	5	23	4.0
USC	3	10	3.3	4	20	5.0	2	20	10.0	3	17	6.1
Washington	5	14	2.8	2	8	4.0	3	12	4.0	3	11	3.6
Wisconsin	2	12	6.0	2	2	1.0	1	7	7.0	2	7	4.7
Yale	3	6	2.0	5	4	0.8	8	50	6.3	5	20	3.0
<b>Totals</b>	<b>119</b>	<b>395</b>	<b>3.3</b>	<b>128</b>	<b>531</b>	<b>4.1</b>	<b>122</b>	<b>580</b>	<b>4.8</b>	<b>123</b>	<b>502</b>	<b>4.1</b>

\*Note: Only candidates who applied for more than 10 positions are included in this table. Only institutions that had at least 1 such candidate for all three years are represented in the table.



**Table 9C**  
**Hires by Doctoral Degree and Type of Position**

Candidates with 2004-2005 Positions							
Degree Institution	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
Brown		2	3		5	36%	21%
Bryn Mawr		2	3		5	45%	27%
Chicago		2	4		6	40%	27%
Cincinnati		3	1		4	40%	10%
Columbia		1	1	1	3	27%	9%
Duke		3	1		4	50%	13%
Freiburg			1		1	100%	100%
Goettingen			1		1	50%	50%
Harvard		1	6		7	50%	43%
Indiana		1			1	13%	0%
Iowa		1			1	100%	0%
Johns Hopkins		1			1	17%	0%
London			1		1	33%	33%
Michigan	1	2	4		7	41%	24%
Minnesota		1			1	33%	0%
No Response		1			1	33%	0%
NYU		1			1	50%	0%
Ohio State	1	2	1		4	40%	10%
Oxford		1			1	11%	0%
Pennsylvania		2	1		3	23%	8%
Pisa			1		1	50%	50%
Princeton		2	2		4	29%	14%
Rutgers			3		3	60%	60%
St. Andrews			1		1	50%	50%
Stanford		2			2	22%	0%
Texas		2	3		5	45%	27%
Toronto		1	1		2	40%	20%
UC Berkeley		4	3		7	35%	15%
UCLA		1	1		2	33%	17%
UNC			1		1	9%	9%
USC		1			1	17%	0%
Virginia		1			1	33%	0%
Washington	1	1	2		4	33%	17%
Wisconsin		2	1		3	75%	25%
Yale		1	2		3	23%	15%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 9B**  
**Top 10 Institutions\* by Average Number of Interviews**

2003-2004		2002-2003		2001-2002		2001-2004 Means	
Institution	Avg. # of Interviews	Institution	Avg. # of Interviews	Institution	Avg. # of Interviews	Institution	Avg. # of Interviews
Brown	8.0	Michigan	8.6	USC	10.0	NYU	7.4
NYU	8.0	Chicago	7.8	Rutgers	10.0	Michigan	6.7
St. Andrews	7.5	St. Andrews	6.5	UC Berkeley	7.8	UC Berkeley	6.2
Chicago	6.0	Minnesota	6.0	UCLA	7.3	USC	6.1
Wisconsin	6.0	Pennsylvania	6.0	Michigan	6.8	Chicago	6.0
Stanford	5.5	Texas	6.0	Pennsylvania	6.7	Minnesota	5.8
UC Berkeley	5.2	UC Berkeley	5.7	UNC	6.6	St. Andrews	5.7
Minnesota	5.0	Cincinnati	5.3	Minnesota	6.3	Rutgers	5.6
Michigan	4.7	USC	5.0	Yale	6.3	Pennsylvania	5.5
Colorado	4.5	Indiana	4.5	Texas	6.0	Texas	5.2

\*Note: These rankings are based on the information in Table 9A.

**Table 9D**  
**Top Institutions by Number of 2004-2005 Hires**

Institution	Candidates with 04-05 Positions
Michigan	7
Harvard	7
UC Berkeley	7
Chicago	6
Bryn Mawr	5
Brown	5
Texas	5
Princeton	4
Washington	4
Cincinnati	4
Ohio State	4
Duke	4

**Table 10A**  
**Interview Rates at 2004 Annual Meeting by Citizenship/Residency and Number of Job Applications**

Citizenship/Residency	Candidates Applying for Over 20 Positions			Candidates Applying for Over 10 Positions			All Candidates at Meeting		
	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews
US Citizens	46	175	3.8	110	331	3.0	208	491	2.4
US Residents	5	24	4.8	5	24	4.8	22	78	3.5
Canadian Citizens	4	24	6.0	11	45	4.1	14	46	3.3
Other (US degree)				4	11	2.8	12	23	1.9
Other (foreign degree)	2	2	1.0	4	11	2.8	15	25	1.7
No Response				1	8	8.0	21	58	2.8
<b>Totals</b>	<b>57</b>	<b>225</b>	<b>3.9</b>	<b>135</b>	<b>430</b>	<b>3.2</b>	<b>292</b>	<b>721</b>	<b>2.5</b>

**Table 10B**  
**Hires by Citizenship/Residency and Type of Position**

Candidates with 2004-2005 Positions							
Citizenship/Residency	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
US Citizens	3	34	34	1	72	28%	13%
US Residents		6	4		10	42%	17%
Canadian Citizens		1	6		7	41%	35%
Other (US degree)		1	1		2	13%	7%
Other (foreign degree)			3		3	14%	14%
No Response		3	1		4	15%	4%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 11A**  
**All Candidates: Gender, Domestic Status, and Number of Job Applications**

Gender/Status	Candidates	Number of Job Applications					% applying for 10 or fewer
		1-5	6-10	11-20	Over 20	No Response	
Female - Single	64	18	18	14	14		56%
Female - Married	61	27	18	8	3	5	74%
Female - Other LTR	19	4	7	6	2		58%
Female - No Response	10		1		1	8	10%
<b>Total - Female</b>	<b>154</b>	<b>49</b>	<b>44</b>	<b>28</b>	<b>20</b>	<b>13</b>	<b>60%</b>
Male - Single	77	8	27	24	15	3	45%
Male - Married	101	18	23	31	23	6	41%
Male - Other LTR	22	7	6	5	2	2	59%
Male - No Response	8					8	0%
<b>Total - Male</b>	<b>208</b>	<b>33</b>	<b>56</b>	<b>60</b>	<b>40</b>	<b>19</b>	<b>43%</b>
<b>Grand Totals</b>	<b>362</b>	<b>82</b>	<b>100</b>	<b>88</b>	<b>60</b>	<b>32</b>	<b>50%</b>

**Table 11B**  
**Interview Rates at 2004 Annual Meeting by Gender, Domestic Status, and Job Applications**

Gender/Status	Candidates Applying for Over 20 Positions			Candidates Applying for Over 10 Positions			All Candidates at Meeting		
	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews
Female - Single	13	40	3.1	24	55	2.3	53	109	2.1
Female - Married	3	19	6.3	11	40	3.6	42	100	2.4
Female - Other LTR	2	12	6.0	8	40	5.0	17	71	4.2
Female - No Response	1	8	8.0	1	8	8.0	7	14	2.0
<b>Total - Female</b>	<b>19</b>	<b>79</b>	<b>4.2</b>	<b>44</b>	<b>143</b>	<b>3.3</b>	<b>119</b>	<b>294</b>	<b>2.5</b>
Male - Single	13	47	3.6	33	105	3.2	65	144	2.2
Male - Married	23	98	4.3	51	173	3.4	83	229	2.8
Male - Other LTR	2	1	0.5	7	9	1.3	18	22	1.2
Male - No Response							7	32	4.6
<b>Total - Male</b>	<b>38</b>	<b>146</b>	<b>3.8</b>	<b>91</b>	<b>287</b>	<b>3.2</b>	<b>173</b>	<b>427</b>	<b>2.5</b>
<b>Grand Totals</b>	<b>57</b>	<b>225</b>	<b>3.9</b>	<b>135</b>	<b>430</b>	<b>3.2</b>	<b>292</b>	<b>721</b>	<b>2.5</b>

**Table 11C**  
**Hires by Gender, Domestic Status, and Type of Position**

Candidates with 2004-2005 Positions							
Gender/Domestic Status	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
Female - Single	1	15	10		26	41%	16%
Female - Married	1	7	6	1	15	25%	10%
Female - Other LTR		3	8		11	58%	42%
Female - No Response			1		1	10%	10%
<b>Total - Female</b>	<b>2</b>	<b>25</b>	<b>25</b>	<b>1</b>	<b>53</b>	<b>34%</b>	<b>16%</b>
Male - Single	1	9	7		17	22%	9%
Male - Married		6	15		21	21%	15%
Male - Other LTR		3	1		4	18%	5%
Male - No Response		2	1		3	38%	13%
<b>Total - Male</b>	<b>1</b>	<b>20</b>	<b>24</b>	<b>0</b>	<b>45</b>	<b>22%</b>	<b>12%</b>
<b>Grand Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 12A**  
**Race/Ethnicity and Interview Rates at 2004 Annual Meeting**

Race/Ethnicity	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates	% of Candidates	Interviews	Avg. # of Interviews
American Indian or Alaska Native	2	0.6%	2	0.7%	6	3.0
Asian	9	2.5%	8	2.7%	30	3.8
Hispanic/Latino	2	0.6%	1	0.3%	0	0.0
Native Hawaiian/Pacific Islander	1	0.3%	1	0.3%	5	5.0
White	329	91%	266	91%	641	2.4
No Response	19	5%	14	4.8%	39	2.8
<b>Totals</b>	<b>362</b>	<b>100%</b>	<b>292</b>	<b>100%</b>	<b>721</b>	<b>2.5</b>

**Table 12B**  
**Hires by Race/Ethnicity and Type of Position**

Candidates with 2004-2005 Positions							
Race/Ethnicity	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
American Indian or Alaska Native			1		1	50%	50%
Asian		3	2		5	56%	22%
White	3	41	45	1	90	27%	14%
No Response		1	1		2	11%	5%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 13A**  
**All Candidates: Publications and Number of Job Applications**

Publication	Candidates	Number of Job Applications					% applying for 10 or fewer
		1-5	6-10	11-20	Over 20	No Response	
Book Published	70	30	16	12	7	5	66%
No Book	265	52	82	76	53	2	51%
No Response	27		2			25	7%
<b>Totals</b>	<b>362</b>	<b>82</b>	<b>100</b>	<b>88</b>	<b>60</b>	<b>32</b>	<b>50%</b>
<b>Articles</b>							
0 Articles	119	19	40	35	24	1	50%
1-2 Articles	104	20	33	33	17	1	51%
3-4 Articles	56	19	14	13	9	1	59%
5-9 Articles	29	11	4	5	6	3	52%
10+ Articles	26	12	7	2	4	1	73%
No Response	28	1	2			25	11%
<b>Totals</b>	<b>362</b>	<b>82</b>	<b>100</b>	<b>88</b>	<b>60</b>	<b>32</b>	<b>50%</b>

**Table 13B**  
**All Candidates: Amount of Publication and Employment Status**

Employment Status	Book Published	No Book	No Response	0 Articles	1-2 Articles	3-4 Articles	5-9 Articles	10+ Articles	No Response
Graduate Student	6	105		64	34	10	2	1	
Part-time/Adjunct Faculty	14	32	1	11	11	10	7	7	1
Full-time Non-Tenure-Track	19	88	1	33	38	23	7	6	1
Full-time Tenure-Track	8	22		7	12	4	5	1	1
Full-time Tenured	10	2			1	3	1	7	
Primary/Secondary Teacher	4	3		1	2	1	3		
Other Non-Academic Employment	1	5		2	1	1	1	1	
Unemployed	5	7		1	3	4	2	2	
No Response	3	1	25		2		1	1	25
<b>Totals</b>	<b>70</b>	<b>265</b>	<b>27</b>	<b>119</b>	<b>104</b>	<b>56</b>	<b>29</b>	<b>26</b>	<b>28</b>

**Table 13C**  
**Interview Rates at 2004 Annual Meeting by Amount of Publication and Gender**

Females				Males			
Candidates	Interviews	Avg. # of Interviews		Candidates	Interviews	Avg. # of Interviews	
Book Published	21	44	2.1	Book Published	31	55	1.8
No Book	88	236	2.7	No Book	131	338	2.6
No Response	10	14	1.4	No Response	11	34	3.1
<b>Totals</b>	<b>119</b>	<b>294</b>	<b>2.5</b>	<b>Totals</b>	<b>173</b>	<b>427</b>	<b>2.5</b>
<b>Articles</b>				<b>Articles</b>			
0 Articles	40	142	3.6	0 Articles	62	124	2.0
1-2 Articles	35	86	2.5	1-2 Articles	51	129	2.5
3-4 Articles	18	25	1.4	3-4 Articles	24	87	3.6
5-9 Articles	10	14	1.4	5-9 Articles	14	28	2.0
10+ Articles	6	13	2.2	10+ Articles	10	20	2.0
No Response	10	14	1.4	No Response	12	39	3.3
<b>Totals</b>	<b>119</b>	<b>294</b>	<b>2.5</b>	<b>Totals</b>	<b>173</b>	<b>427</b>	<b>2.5</b>

**Table 13D**  
**Hires by Amount of Publication and Type of Position**

<b>All Candidates with 2004-2005 Positions</b>							
<b>Publication</b>	<b>Type of Position</b>				<b>Total Positions</b>	<b>% Candidates in Group with 04-05 Positions</b>	<b>% Candidates in Group with 04-05 Tenure-Track Positions</b>
	<b>adjunct</b>	<b>non-tenure-track</b>	<b>tenure-track</b>	<b>non-tenurable</b>			
Book Published		3	10	1	14	20%	14%
No Book	3	39	38		80	30%	14%
No Response		3	1		4	15%	4%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>
<b>Articles</b>							
0 Articles	2	21	18		41	34%	15%
1-2 Articles	1	13	10		24	23%	10%
3-4 Articles		5	13	1	19	34%	23%
5-9 Articles		2	3		5	17%	10%
10+ Articles		1	4		5	19%	15%
No Response		3	1		4	14%	4%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 13E**  
**Hires by Amount of Publication and Type of Position: Females**

<b>Female Candidates with 2004-2005 Positions</b>							
<b>Publication</b>	<b>Type of Position</b>				<b>Total Positions</b>	<b>% Candidates in Group with 04-05 Positions</b>	<b>% Candidates in Group with 04-05 Tenure-Track Positions</b>
	<b>adjunct</b>	<b>non-tenure-track</b>	<b>tenure-track</b>	<b>non-tenurable</b>			
Book Published		1	6	1	8	27%	20%
No Book	2	23	19		44	40%	17%
No Response		1			1	8%	0%
<b>Totals</b>	<b>2</b>	<b>25</b>	<b>25</b>	<b>1</b>	<b>53</b>	<b>34%</b>	<b>16%</b>
<b>Articles</b>							
0 Articles	1	15	10		26	53%	20%
1-2 Articles	1	4	6		11	25%	14%
3-4 Articles		2	6	1	9	33%	22%
5-9 Articles		2	1		3	27%	9%
10+ Articles		1	2		3	30%	20%
No Response		1			1	8%	0%
<b>Totals</b>	<b>2</b>	<b>25</b>	<b>25</b>	<b>1</b>	<b>53</b>	<b>34%</b>	<b>16%</b>

**Table 13F**  
**Hires by Amount of Publication and Type of Position: Males**

Male Candidates with 2004-2005 Positions							
Publication	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
Book Published		2	4		6	15%	10%
No Book	1	16	19		36	23%	12%
No Response		2	1		3	21%	7%
<b>Totals</b>	<b>1</b>	<b>20</b>	<b>24</b>	<b>0</b>	<b>45</b>	<b>22%</b>	<b>12%</b>
<b>Articles</b>							
0 Articles	1	6	8		15	21%	11%
1-2 Articles		9	4		13	22%	7%
3-4 Articles		3	7		10	34%	24%
5-9 Articles			2		2	11%	11%
10+ Articles			2		2	13%	13%
No Response		2	1		3	20%	7%
<b>Totals</b>	<b>1</b>	<b>20</b>	<b>24</b>	<b>0</b>	<b>45</b>	<b>22%</b>	<b>12%</b>

**Table 14A**  
**Association Membership and Interview Rates at 2004 Annual Meeting**

Association	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates	% of Candidates	Interviews	Avg. # of Interviews
AIA	63	17.4%	52	17.8%	61	1.2
APA	272	75.1%	220	75.3%	638	2.9
Both Associations	27	7.5%	20	6.8%	22	1.1
<b>Totals</b>	<b>362</b>	<b>100%</b>	<b>292</b>	<b>100%</b>	<b>721</b>	<b>2.5</b>

**Table 14B**  
**Hires by Association Membership and Type of Position**

Candidates with 2004-2005 Positions							
Association	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
AIA	1	7	6		14	22%	10%
APA	2	35	40		77	28%	15%
Both Associations		3	3	1	7	26%	11%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 14C**  
**Placement Service Use and Interview Rates at 2004 Annual Meeting**

Placement Service Use	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates	% of Candidates	Interviews	Avg. # of Interviews
Never Before	98	27%	85	29%	185	2.2
Once	90	25%	77	26%	231	3.0
Twice	53	15%	45	15%	124	2.8
Three times	35	10%	25	9%	67	2.7
Four+ times	57	16%	37	13%	64	1.7
No Response	29	8%	23	8%	50	2.2
<b>Totals</b>	<b>362</b>	<b>100%</b>	<b>292</b>	<b>100%</b>	<b>721</b>	<b>2.5</b>

**Table 14D**  
**Hires by Placement Service Use and Type of Position**

Placement Service Use	Type of Position				Total Positions	% Candidates in Group with 04-05 Positions	% Candidates in Group with 04-05 Tenure-Track Positions
	adjunct	non-tenure-track	tenure-track	non-tenurable			
	Never Before	2	18	8			
Once		14	21		35	39%	23%
Twice		5	7		12	23%	13%
Three times	1		6		7	20%	17%
Four+ times		5	6		11	19%	11%
No Response		3	1		4	14%	3%
<b>Totals</b>	<b>3</b>	<b>45</b>	<b>49</b>	<b>1</b>	<b>98</b>	<b>27%</b>	<b>14%</b>

**Table 15A**  
**Total 2004-05 Hires Known to APA by Type of Position, Gender, and Placement Status**

Type of Position	Type of Position				Total Positions Known to APA	% of Total Positions to Females	% of Total Positions to Males	% of Total Positions to Non-Placement Registrants
	Placement Registrants		Not Placement Registrants					
	Female	Male	Female	Male				
adjunct	2	1	4	2	9	67%	33%	67%
non-tenure-track	25	20	8	15	68	49%	51%	34%
<b>Total Temporary Positions</b>	<b>27</b>	<b>21</b>	<b>12</b>	<b>17</b>	<b>77</b>	<b>51%</b>	<b>49%</b>	<b>38%</b>
Tenure-track	25	24	11	13	73	49%	51%	33%
Tenured			3	5	8	38%	63%	100%
<b>Total Permanent Positions</b>	<b>25</b>	<b>24</b>	<b>14</b>	<b>18</b>	<b>81</b>	<b>48%</b>	<b>52%</b>	<b>40%</b>
non-tenurable	1			4	5	20%	80%	80%
<b>Grand Totals</b>	<b>53</b>	<b>45</b>	<b>26</b>	<b>39</b>	<b>163</b>	<b>48%</b>	<b>52%</b>	<b>40%</b>



**Table 15B**  
**Total 2004-05 Hires Known to APA by Rank of Position, Gender, and Placement Status**

Rank of Position	Rank of Position				Total Positions Known to APA	% of Total Positions to Females	% of Total Positions to Males	% of Total Positions to Non-Placement Registrants
	Placement Registrants		Not Placement Registrants					
	Female	Male	Female	Male				
Lecturer/ Instructor	6	5	2	9	22	36%	64%	50%
Assistant Professor	41	37	14	13	105	52%	48%	26%
Associate Professor	2	2		2	6	33%	67%	33%
Professor			8	8	16	50%	50%	100%
Other	4	1	2	7	14	43%	57%	64%
<b>Totals</b>	<b>53</b>	<b>45</b>	<b>26</b>	<b>39</b>	<b>163</b>	<b>48%</b>	<b>52%</b>	<b>40%</b>

**Table 16A**  
**Survey Respondents\* by Gender, Domestic Status and Age**

	Under 30	30-39	40-49	50-59	60 +	No Response	Totals
Female - Single	8	17	6				31
Female - Married	5	21	7	2			35
Female - Other LTR	3	12	1				16
<b>Total - Female</b>	<b>16</b>	<b>50</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>82</b>
<b>% of Respondents in Group</b>	<b>20%</b>	<b>61%</b>	<b>17%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>
Male - Single	9	13	5	1			28
Male - Married	5	23	7	1	1		37
Male - Other LTR	2	4	3				9
Male - No Response						1	1
<b>Total - Male</b>	<b>16</b>	<b>40</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>75</b>
<b>% of Respondents in Group</b>	<b>21%</b>	<b>53%</b>	<b>20%</b>	<b>3%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>100%</b>
<b>Grand Totals</b>	<b>32</b>	<b>90</b>	<b>29</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>157</b>
<b>% of All Respondents</b>	<b>20%</b>	<b>57%</b>	<b>18%</b>	<b>3%</b>	<b>0.6%</b>	<b>0.6%</b>	<b>100%</b>

\*Note: Surveys were mailed to all candidates (362); 157 usable surveys were returned, for a response rate of 43%

**Table 16B**  
**Survey Respondents by Race/Ethnicity**

Race/Ethnicity	# of Respondents	% of Respondents
American Indian or Alaska Native	2	1%
Asian	3	2%
Hispanic/Latino	2	1%
White	149	95%
No Response	1	1%
<b>Totals</b>	<b>157</b>	<b>100%</b>

**Table 16C**  
**Survey Respondents by Minority Sexual Orientation and Gender**

Minority Sexual Orientation	Females	Males	# of Respondents	% of Respondents
Yes	6	9	15	10%
No	76	66	142	90%
<b>Totals</b>	<b>82</b>	<b>75</b>	<b>157</b>	<b>100%</b>

Note: Five male respondents who indicated minority sexual orientation on the survey obtained new 2004-05 academic positions (2 tenure-track, and 3 non-tenure-track) and 2 others indicated that they were continuing in current positions; no females obtained new positions, but 1 indicated that she was continuing in a current job.

**Table 17**  
**Survey Respondents' Reasons for Non-Attendance at Annual Meeting**

Reasons for Non-Attendance at Meeting	
applied selectively	4
change of plans	1
decided not to apply	6
not enough interviews	1
other*	2
No Response	3
<b>Total</b>	<b>17</b>
<b>% of Respondents who did not attend meeting</b>	<b>11%</b>

\*Other reasons given: 1) too expensive; 2) pregnant; 3) "Another reason I did not attend the APA - the unpleasant atmosphere. I wish I did not have that to go through once I do go on the market"

**Table 18**  
**Respondents Reporting Campus Interviews on Survey**

Gender	Candidates	Meeting Interviews	Avg # of Meeting Interviews	Campus Interviews	Avg # of Campus Interviews	% of All Respondents	% of Respondents of that Gender
<b>Candidates Reporting New 2004-2005 Academic Positions</b>							
Female	31	139	4.5	63	2.0	20%	38%
Male	28	155	5.5	64	2.3	18%	37%
<b>Totals</b>	<b>59</b>	<b>294</b>	<b>5.0</b>	<b>127</b>	<b>2.2</b>	<b>38%</b>	
<b>Candidates not Reporting New 2004-2005 Academic Positions</b>							
Female	12	30	2.5	15	1.3	8%	15%
Male	7	21	3.0	9	1.3	4%	9%
<b>Totals</b>	<b>19</b>	<b>51</b>	<b>2.7</b>	<b>24</b>	<b>1.3</b>	<b>12%</b>	
<b>Grand Totals</b>	<b>78</b>	<b>345</b>	<b>4.4</b>	<b>151</b>	<b>1.9</b>	<b>50%</b>	

**Table 19A**  
**Number of Job Offers Reported on Survey**

# Offers	Females	Males	% of All Respondents
0	46	48	60%
1	22	20	27%
2	12	4	10%
3	1	3	3%
No Response	1		0.6%
<b>Totals</b>	<b>82</b>	<b>75</b>	<b>100%</b>

**Table 19B**  
**Survey Respondents Reporting New 2004-2005 Academic Positions**

Candidates	# of Respondents	% Respondents of that Gender	% Respondents of that Gender with New Positions	Other Candidates Interviewed for that Job	Job advertised in Positions	Learned of Job through Positions	Learned of Job through Word-of-Mouth
<b>Females</b>							
interviewed at meeting for that job	18	22%	45%	18	17	15	1
not interviewed at meeting for that job	22	27%	55%	8	8	6	2
<b>Totals</b>	<b>40</b>	<b>49%</b>	<b>100%</b>	<b>26</b>	<b>25</b>	<b>21</b>	<b>3</b>
<b>Males</b>							
interviewed at meeting for that job	19	25%	59%	18	17	14	2
not interviewed at meeting for that job	13	17%	41%	6	3	3	3
<b>Totals</b>	<b>32</b>	<b>43%</b>	<b>100%</b>	<b>24</b>	<b>20</b>	<b>17</b>	<b>5</b>

**Table 19C**  
**Survey Respondents' New 2004-2005 Academic Positions by Salary and Gender**

Salary	Female	Male	Total Positions	% to Females	% to Males
under \$10,000	1		1	100%	0%
\$10,000-19,999		1	1	0%	100%
\$30,000-39,999		3	3	0%	100%
\$40,000-49,999	14	11	25	56%	44%
\$50,000-59,999	12	6	19	67%	33%
\$60,000-69,000	1	1	2	50%	50%
No Response	10	10	20	50%	50%
<b>Totals</b>	<b>38</b>	<b>32</b>	<b>72</b>	<b>54%</b>	<b>46%</b>

Note: Two female candidates reported salaries in foreign currencies, 24,500 GBP and 57,000 Canadian dollars.

**Table 19D**  
**Survey Respondents' New 2004-2005 Academic Positions by Type, Department, and Gender**

Highest Degree Offered by Hiring Department	Type of Position				Total Positions	% of Positions	% to Females	% to Males
	adjunct	non-tenure-track	tenure-track	non-tenurable				
Ph.D.		4	11		15	21%	53%	47%
M.A.	1	1	4		6	8%	67%	33%
B.A.	1	12	23		36	50%	53%	47%
Does not Offer Major		1			1	1%	100%	0%
Unknown		11	2	1	14	19%	57%	43%
<b>Totals</b>	<b>2</b>	<b>29</b>	<b>40</b>	<b>1</b>	<b>72</b>	<b>100%</b>	<b>56%</b>	<b>44%</b>
<b>% to Females</b>	50%	59%	53%	100%				
<b>% to Males</b>	50%	41%	48%	0%				

**Table 19E**  
**Employment Status of Survey Respondents without New 04-05 Academic Positions**

Type of Employment	# of Respondents	% Respondents	% Respondents of That Gender
<b>Females</b>			
Continuing Academic Position	19	12%	23%
Primary/Secondary Teacher	1	1%	1%
Salaried Research Position	2	1%	2%
Other Classics-related Position	1	1%	1%
Don't Know Yet	13	8%	16%
No Response	6	4%	7%
<b>Totals</b>	<b>42</b>	<b>27%</b>	<b>51%</b>
<b>Males</b>			
Continuing Academic Position	15	10%	20%
Primary/Secondary Teacher	1	1%	1%
Salaried Research Position	1	1%	1%
Other Classics-related Position	2	1%	3%
Don't Know Yet	17	11%	23%
No Response	7	4%	9%
<b>Totals</b>	<b>43</b>	<b>27%</b>	<b>57%</b>

**Table 20A**  
**Inappropriate Interview Topics**

Topics Raised in Interviews	Responses from Females					Responses from Males				
	not mentioned	indirectly broached	direct questions	advantage	dis-advantage	not mentioned	indirectly broached	direct questions	advantage	dis-advantage
Race	82					75				
Ethnicity	81		1		1	75				
Religion	73	5	4	1	1	64	7	4	2	2
Nationality	73	4	5	3	1	69	3			3
Political Views	75	7		2	1	70	5		1	1
Marital Status	74	3	4	6		66	5	4	1	3
Sexual Orientation	80	1	1		1	75				
Partner's Willingness to Relocate	74	4	3	4	2	66	6	3	2	3
Age	78	4		1	2	72	2	1		1
Gender	82					75				
Children	81	1				69	4	2	1	2
Physical Condition/Health	81	1				74				1
<b>Totals</b>	<b>934</b>	<b>30</b>	<b>18</b>	<b>17</b>	<b>9</b>	<b>850</b>	<b>32</b>	<b>14</b>	<b>7</b>	<b>16</b>

**Table 20B**  
**Respondents' Reporting of Guideline Violations**

Did You Report Guideline Violations?			
	Females	Males	Totals
Saw no violations	47	29	76
Did not report violations	12	18	30
No response	23	28	51
<b>Totals</b>	<b>82</b>	<b>75</b>	<b>157</b>
Reasons for not Reporting Guideline Violations			
	Females	Males	Totals
lack of faith in the process		1	1
personal indifference	4	8	12
fear of repercussions	2	1	3
other*	5	2	7
No Response	1	6	7
<b>Totals</b>	<b>12</b>	<b>18</b>	<b>30</b>

\*Other reasons specified:

- 1) "Questions phrased discretely enough to leave room for deniability - could claim that I was interpreting something that was not there. But I was asked inappropriate questions and when I side stepped them, my dissertation advisor was asked the same."
- 2) "The institution was one with very strong religious connections & the questions/comments were not inappropriate in such a context."
- 3) " am not certain that the guidelines specify that it is a violation for a spouse to ask these questions. If it is not, I would strongly suggest that language to this effect be included."
- 4) "I knowingly applied to institutions affiliated with a religious group."
- 5) "I did not think it did any harm & last year violation of guidelines was worse."
- 6) "I did not feel the questions were inappropriately broached."
- 7) "Was, after all, marginal and didn't really matter."

**Table 20C**  
**Guideline Violations Other than Inappropriate Interview Topics Specified on Survey**

<b>Offenses during Interview</b>		
Female	inappropriate remarks	"comments on the status of my current employer"
Female	inappropriate place	"Use of hotel café as interview site (interview was not arranged through the Placement Service)."
Male	inappropriate behavior	"Very subtle 'rejection' from the very beginning by two members of the committee - they were rude and combative. Also age discrimination - regardless of claims to the contrary."
<b>Unprofessional Conduct during Meeting</b>		
Female	inappropriate use of alcohol	
Male	inappropriate questions	"Questions about other interviews and offers."
Male	other	"One committee chair made an appointment to interview me, never contacted me, never showed up and only responded (2 weeks later) after I called his department."