

**TABLE 10A:  
Interview Rates by Candidate's Citizenship/Residency**

Country of Citizenship/ Residence	Candidates Applying for Over 20 Positions			Candidates Applying for Over 10 Positions			All Candidates at Meeting		
	Candidates	Interviews	Avg. No. of Interviews	Candidates	Interviews	Avg. No. of Interviews	Candidates	Interviews	Avg. No. of Interviews
US Citizens	61	215	3.5	123	404	3.3	220	536	2.4
US Residents	2	4	2.0	7	25	3.6	19	52	2.7
Canadian Citizens	3	5	1.7	7	8	1.1	14	10	0.7
Other (US degree)	1	0	0.0	3	3	1.0	6	14	2.3
Other (foreign degree)	3	3	1.0	3	3	1.0	15	19	1.3
Other (unknown)	1	1	1.0	4	16	4.0	7	23	3.3
Declined to State	0	0	0.0	0	0	0.0	16	24	1.5
<b>Totals</b>	<b>71</b>	<b>228</b>	<b>3.2</b>	<b>147</b>	<b>459</b>	<b>3.1</b>	<b>297</b>	<b>678</b>	<b>2.3</b>

**TABLE 10A:  
Hires by Candidate's Citizenship/Residency**

**Candidates with 2001-2002 Positions**

Type of Position by Citizenship						Total Positions	% Candidates at Meeting in Citizenship Group with 2001-2002 Positions	% Candidates at Meeting in Citizenship Group with Tenure-Track or Tenured Positions
Citizenship	adjunct	non-tenure-track	tenure-track	tenured	not known			
US Citizens	3	68	44	0	3	118	54%	20%
US Residents	0	2	7	1	0	10	53%	42%
Canadian Citizens	0	5	0	0	0	5	36%	0%
Other (US degree)	0	0	3	0	0	3	50%	50%
Other (foreign degree)	0	1	2	0	0	3	20%	13%
Other (unknown)	0	1	1	0	0	2	29%	14%
Declined to State	0	1	1	0	0	2	13%	6%
<b>Totals</b>	<b>3</b>	<b>78</b>	<b>58</b>	<b>1</b>	<b>3</b>	<b>143</b>	<b>48%</b>	<b>20%</b>

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