

## Report on the 2002-2003 Placement Year

**Note:** Whenever "candidates" or "all candidates" is used in these tables, it refers to all candidates except *Subscribers Only* (i.e., 359 candidates for 2002-03), unless "candidates at meeting" is specified..

**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
<b>All Candidates except Subscribers Only</b>	413	447	453	416	421	349	355	359	359
<b>Vacancies</b>	122	145	137	147	166	181	189	197	173
<b>Ratio</b>	3.39	3.08	3.31	2.83	2.54	1.93	1.88	1.82	2.08

\*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 future ratios will be comparable. In the 2002-2003 Placement Year, there were a total of 179 positions advertised with the Placement Service (162 definite and 17 possible). The status of these searches follows: 135 filled, 8 ongoing, 15 cancelled or not filled, 12 filled but not with a classicist, 9 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		
All	Male	Female	All	Male	Female	All	Male	Female
355	207	148	359	204	155	359	217	142
	58%	42%		57%	43%		60%	40%
297	182	115	302	175	127	291	184	107
	61%	39%		58%	42%		63%	37%

**Table 3**  
**Institutions and Their Use of the Placement Service, 2002-2003**

Number of Interviews Conducted	Number of Institutions Conducting X Number of Interviews	Interview Totals
see note below*	73	0
3	2	6
5	1	5
6	1	6
7	4	28
8	3	24
9	1	9
10	7	70
11	1	11
12	4	48
13	9	117
14	11	154
15	3	45
16	1	16
17	2	34
18	2	36
20	4	80
24	2	48
25	1	25
<b>Totals</b>	<b>132</b>	<b>762</b>

Note: Of the 73 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 2003 Annual Meeting**

# of Interviews	Female	Male	Total	% of Candidates at Meeting
0	17	51	68	23%
1	26	39	65	22%
2	17	24	41	14%
3	9	22	31	11%
4	12	17	29	10%
5	5	6	11	4%
6	7	8	15	5%
7	1	5	6	2%
8	2	3	5	2%
9	4	3	7	2%
10	4	1	5	2%
11		1	1	0.3%
12	1	2	3	1%
13	1		1	0.3%
14	1	1	2	0.7%
15		1	1	0.3%
<b>Totals</b>	<b>107</b>	<b>184</b>	<b>291</b>	<b>100%</b>

Note: 26 candidates who returned the survey reported more interviews on the survey than were recorded on their official records with the Placement Service. 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 2003-04 Academic Positions**

Female Candidates with 2003-2004 Positions						
# of Interviews	Type of Position				Total Positions	% of Female Candidates at Meeting with x Interviews
	adjunct	non-tenure-track	tenure-track	tenured		
not at meeting	2	4		1	7	
0		3	1		4	24%
1		4	3		7	27%
2		3	3		6	35%
3	1		2		3	33%
4	1	4	2		7	58%
5		2	1		3	60%
6		3	2		5	71%
7			1		1	100%
9			3		3	75%
10		2	2		4	100%
12			1		1	100%
14		1			1	100%
<b>Totals</b>	<b>4</b>	<b>26</b>	<b>21</b>	<b>1</b>	<b>52</b>	

**Table 4C**  
**Number of Interviews of Male Candidates with New 2003-04 Academic Positions**

Male Candidates with 2003-2004 Positions						
# of Interviews	Type of Position				Total Positions	% of Male Candidates at Meeting with x Interviews
	adjunct	non-tenure-track	tenure-track	tenured		
not at meeting	1	3	1		5	
0	2	4	2		8	16%
1		6	2	1	9	23%
2	1	6	4		11	46%
3	2	4	5		11	50%
4		5	7		12	71%
5		1	3		4	67%
6		1	3		4	50%
7		2	1		3	60%
8		2			2	67%
9			1		1	33%
11			1		1	100%
12		1			1	50%
14		1			1	100%
15		1			1	100%
<b>Totals</b>	<b>6</b>	<b>37</b>	<b>30</b>	<b>1</b>	<b>74</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	26	27	34	25	4	116	32%
Part-Time/Adjunct Faculty	9	10	15	6	1	41	11%
Full-Time Non-Tenure-Track	15	29	33	34	4	115	32%
Full-Time Tenure-Track	19	9	3	3	1	35	10%
Full-Time Tenured	5	2				7	2%
Primary/Secondary Teacher	4	5	1			10	3%
Other Non-Academic Employment	2	2		3	1	8	2%
Unemployed	2	1	6	6		15	4%
No Response		1			11	12	3%
<b>Total of All Candidates</b>	<b>82</b>	<b>86</b>	<b>92</b>	<b>77</b>	<b>22</b>	<b>359</b>	<b>100%</b>
<b>Total of Candidates at Meeting</b>	<b>56</b>	<b>72</b>	<b>83</b>	<b>65</b>	<b>15</b>	<b>291</b>	<b>100%</b>

**Table 5B**  
**Employment Status of Candidates with New 2003-3004 Academic Positions**

Candidates with 2003-2004 Positions							
Employment Status	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Graduate Student	3	31	19		53	46%	16%
Part-Time/Adjunct Faculty	4	6	3		13	32%	7%
Full-Time Non-Tenure Track	2	19	22	1	44	38%	20%
Full-Time Tenure Track		2	4		6	17%	11%
Full-Time Tenured		1		1	2	29%	14%
Primary/Secondary Teacher		1			1	10%	0%
Other Non Academic Employment			1		1	13%	13%
Unemployed		3			3	20%	0%
No Response	1		2		3	25%	17%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 6A**  
**Interview Rates at 2003 Annual Meeting by Field of Specialization**

Field	Females	Males	Total Candidates at Meeting	Ratio		Total Interviews	Average # of Interviews
				Females	Males		
Greek Literature	18	55	73	25%	75%	170	2.3
Latin Literature	30	42	72	42%	58%	270	3.8
Greek History	10	13	23	43%	57%	46	2.0
Roman History	11	20	31	35%	65%	83	2.7
Ancient Philosophy	2	8	10	20%	80%	12	1.2
Art/Archaeology	25	24	49	51%	49%	149	3.0
Linguistics	0	3	3	0%	100%	3	1.0
Comparative Literature	2	7	9	22%	78%	22	2.4
Religion	1	4	5	20%	80%	14	2.8
Other	4	3	7	57%	43%	11	1.6
No Response	4	5	9	44%	56%	19	2.1
<b>Totals</b>	<b>107</b>	<b>184</b>	<b>291</b>	<b>37%</b>	<b>63%</b>	<b>799</b>	<b>2.7</b>

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

Candidates with 2003-2004 Positions							
Field	Type of Position by Field				Total Positions	% Candidates in Field with 03-04 Positions	% Candidates in Field with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Greek Literature -- Female	1	5	5		11	48%	22%
Greek Literature -- Male	2	13	9		24	37%	14%
<b>Totals</b>	<b>3</b>	<b>18</b>	<b>14</b>	<b>0</b>	<b>35</b>	<b>40%</b>	<b>16%</b>
Latin Literature -- Female		8	6		14	42%	18%
Latin Literature -- Male		10	9		19	38%	18%
<b>Totals</b>	<b>0</b>	<b>18</b>	<b>15</b>	<b>0</b>	<b>33</b>	<b>40%</b>	<b>18%</b>
Greek History -- Female		2	2		4	25%	13%
Greek History -- Male	1	3	2		6	43%	14%
<b>Totals</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>10</b>	<b>33%</b>	<b>13%</b>
Roman History -- Female		4	2	1	7	50%	21%
Roman History -- Male	2	2	3		7	32%	14%
<b>Totals</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>14</b>	<b>39%</b>	<b>17%</b>
Ancient Philosophy -- Male	1	1	0	0	2	18%	0%
Art/Archaeology -- Female	2	5	3		10	27%	8%
Art/Archaeology -- Male		4	6	1	11	39%	25%
<b>Totals</b>	<b>2</b>	<b>9</b>	<b>9</b>	<b>1</b>	<b>21</b>	<b>32%</b>	<b>15%</b>
Linguistics -- Male	0	2	0	0	2	67%	0%
Religion -- Female			1		1	100%	100%
Religion -- Male		1			1	25%	0%
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>40%</b>	<b>20%</b>
Other -- Female		2	1		3	50%	17%
Other -- Male		1			1	17%	0%
<b>Totals</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>33%</b>	<b>8%</b>
No Response -- Female	1		1		2	33%	17%
No Response -- Male			1		1	14%	14%
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>23%</b>	<b>15%</b>
<b>Grand Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</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	64	14	12	20	16	2	41%
30-39	218	43	59	59	50	7	47%
40-49	49	17	11	11	9	1	57%
50-59	15	6	3	2	2	2	60%
60+	1	1					100%
No Response	12	1	1			10	17%
<b>Totals</b>	<b>359</b>	<b>82</b>	<b>86</b>	<b>92</b>	<b>77</b>	<b>22</b>	<b>47%</b>

**Table 7B**  
**Interview Rates at 2003 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	15	78	5.2	34	159	4.7	58	189	3.3
30-39	43	252	5.9	97	405	4.2	182	552	3.0
40-49	6	7	1.2	15	23	1.5	34	38	1.1
50-59	1	1	1.0	2	1	0.5	7	1	0.1
No Response							10	19	1.9
<b>Totals</b>	<b>65</b>	<b>338</b>	<b>5.2</b>	<b>148</b>	<b>588</b>	<b>4.0</b>	<b>291</b>	<b>799</b>	<b>2.7</b>

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

Candidates with 2003-2004 Positions							
Age	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Under 30	2	18	8		28	44%	13%
30-39	6	36	38	1	81	37%	18%
40-49	1	8	4	1	14	29%	10%
50-59	1	1			2	13%	0%
No Response			1		1	8%	8%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 8A**  
**Interview Rates at 2003 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
2003	17	87	5.1	54	215	4.0	98	285	2.9
2002	17	91	5.4	30	135	4.5	52	180	3.5
2001	4	10	2.5	13	38	2.9	18	45	2.5
2000	3	20	6.7	5	24	4.8	11	35	3.2
1999	6	30	5.0	7	35	5.0	16	48	3.0
1998	4	17	4.3	10	27	2.7	13	30	2.3
1997	1	1	1.0	3	10	3.3	8	17	2.1
1996	1	7	7.0	2	9	4.5	4	13	3.3
1995				1	0	0.0	2	1	0.5
1994				2	5	2.5	8	8	1.0
1993				1	1	1.0	2	2	1.0
1992	1	4	4.0	1	4	4.0	1	4	4.0
1991				1	2	2.0	2	4	2.0
1990							1	0	0.0
>1990	1	4	4.0	1	4	4.0	4	6	1.5
No Response	10	67	6.7	17	79	4.6	51	121	2.4
<b>Totals</b>	<b>65</b>	<b>338</b>	<b>5.2</b>	<b>148</b>	<b>588</b>	<b>4.0</b>	<b>291</b>	<b>799</b>	<b>2.7</b>

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

Degree Year	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
1988		1			1	100%	0%
1991			2		2	100%	100%
1992		1			1	33%	0%
1994			1		1	11%	11%
1996			2		2	50%	50%
1997		1	2		3	27%	18%
1998		1	3		4	25%	19%
1999	3	4			7	37%	0%
2000		2	3		5	33%	20%
2001		5	2		7	32%	9%
2002	2	12	9		23	37%	15%
2003	2	29	18		49	44%	16%
No Response	3	7	9	2	21	31%	16%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 9A**  
**Interview Rates at 2000-2003 Annual Meetings by Doctoral Institution\***

Institution	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates	Interviews	Avg. # of Interviews	Candidates (3-yr average)	Interviews (3-yr average)	# of Interviews (3-yr average)
	2002-2003			2001-2002			2000-2001			2000-2003 Means		
British Columbia	1	0	0.0	2	1	0.5	1	0	0.0	1	0	0.17
Brown	5	17	3.4	2	7	3.5	2	5	2.5	3	10	3.13
Bryn Mawr	2	3	1.5	1	5	5.0	5	22	4.4	3	10	3.63
Buffalo	3	5	1.7	3	5	1.7	1	1	1.0	2	4	1.44
Chicago	5	39	7.8	5	21	4.2	6	21	3.5	5	27	5.17
Cincinnati	4	21	5.3	3	11	3.7	2	7	3.5	3	13	4.14
Colorado	2	9	4.5	2	8	4.0	3	8	2.7	2	8	3.72
Columbia	1	2	2.0	3	4	1.3	2	2	1.0	2	3	1.44
Cornell	3	4	1.3	1	1	1.0	2	3	1.5	2	3	1.28
Duke	5	20	4.0	5	12	2.4	1	7	7.0	4	13	4.47
Harvard	5	21	4.2	5	9	1.8	5	33	6.6	5	21	4.20
Illinois-Urbana	4	15	3.8	4	19	4.8	4	20	5.0	4	18	4.50
Indiana	2	9	4.5	2	7	3.5	1	3	3.0	2	6	3.67
Iowa	1	4	4.0	2	11	5.5	2	3	1.5	2	6	3.67
Johns Hopkins	1	0	0.0	2	7	3.5	2	3	1.5	2	3	1.67
Michigan	7	60	8.6	6	41	6.8	9	29	3.2	7	43	6.21
Minnesota	1	6	6.0	3	19	6.3	3	9	3.0	2	11	5.11
Ohio State	8	8	1.0	3	12	4.0	2	4	2.0	4	8	2.33
Pennsylvania	5	30	6.0	7	47	6.7	10	43	4.3	7	40	5.67
Pittsburgh	1	4	4.0	1	2	2.0	1	2	2.0	1	3	2.67
Princeton	6	25	4.2	5	23	4.6	8	24	3.0	6	24	3.92
Rutgers	1	4	4.0	2	20	10.0	1	1	1.0	1	8	5.00
St. Andrews	2	13	6.5	1	3	3.0	1	1	1.0	1	6	3.50
Stanford	6	23	3.8	3	2	0.7	3	4	1.3	4	10	1.94
Texas	3	18	6.0	6	36	6.0	7	20	2.9	5	25	4.95
Toronto	6	10	1.7	3	4	1.3	2	1	0.5	4	5	1.17
UC Berkeley	10	57	5.7	5	39	7.8	5	13	2.6	7	36	5.37
UCLA	4	12	3.0	4	29	7.3	4	24	6.0	4	22	5.42
UNC	3	6	2.0	8	53	6.6	4	11	2.8	5	23	3.79
USC	4	20	5.0	2	20	10.0	4	18	4.5	3	19	6.50
Washington	2	8	4.0	3	12	4.0	4	14	3.5	3	11	3.83
Wisconsin	2	2	1.0	1	7	7.0	3	12	4.0	2	7	4.00
Yale	5	4	0.8	8	50	6.3	5	15	3.0	6	23	3.35
<b>Totals</b>	<b>120</b>	<b>479</b>	<b>4.0</b>	<b>113</b>	<b>547</b>	<b>4.8</b>	<b>115</b>	<b>383</b>	<b>3.3</b>	<b>116</b>	<b>470</b>	<b>4.05</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 9B**  
**Top 10 Institutions\* by Average Number of Interviews**

2002-2003		2001-2002		2000-2003 Means	
Institution	Avg. # of Interviews	Institution	Avg. # of Interviews	Institution	Avg. # of Interviews
Michigan	8.6	USC	10.0	USC	6.50
Chicago	7.8	Rutgers	10.0	Michigan	6.21
St. Andrews	6.5	UC Berkeley	7.8	Pennsylvania	5.67
Minnesota	6.0	UCLA	7.3	UCLA	5.42
Pennsylvania	6.0	Michigan	6.8	UC Berkeley	5.37
Texas	6.0	Pennsylvania	6.7	Chicago	5.17
UC Berkeley	5.7	UNC	6.6	Minnesota	5.11
Cincinnati	5.3	Minnesota	6.3	Rutgers	5.00
USC	5.0	Yale	6.3	Texas	4.95
Indiana	4.5	Texas	6.0	Illinois-Urbana	4.50

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



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

Candidates with 2003-2004 Positions							
Degree Institution	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Basel				1	1	100%	100%
Brown		2			2	22%	0%
Bryn Mawr		1			1	13%	0%
Buffalo			2		2	40%	40%
Cambridge		1			1	14%	0%
Chicago	1	2	1		4	36%	9%
Cincinnati		1	2		3	30%	20%
Colorado		3			3	75%	0%
Columbia		2	2		4	36%	18%
Cornell		1	1		2	33%	17%
Duke	1	4			5	63%	0%
Florida State		1			1	100%	0%
Glasgow			1		1	100%	100%
Goettingen			1		1	50%	50%
Harvard	1	3	5		9	47%	26%
Heidelberg		1	1		2	50%	25%
Illinois-Urbana		3	1		4	67%	17%
Indiana	1		2		3	50%	33%
Leiden		1	1		2	100%	50%
London	1				1	50%	0%
McMaster		1			1	50%	0%
Michigan	1	3	3		7	54%	23%
Minnesota		1			1	50%	0%
Missouri-Columbia		1			1	50%	0%
Northwestern		1			1	100%	0%
NYU		1	1		2	67%	33%
Ohio State		1	2		3	38%	25%
Penn State			1		1	100%	100%
Pennsylvania	1	1	3	1	6	50%	33%
Pittsburgh		1	1		2	67%	33%
Princeton		1	2		3	19%	13%
Rutgers		1			1	25%	0%
St. Andrews	1				1	50%	0%
Stanford	1		4		5	42%	33%
Texas		2	3		5	56%	33%
Toronto		2	1		3	43%	14%
UC Berkeley		5	3		8	38%	14%
UCLA			2		2	20%	20%
UNC		2	2		4	36%	18%
USC		2			2	29%	0%
Virginia		1			1	20%	0%
Washington		5			5	63%	0%
Wisconsin		1			1	50%	0%
Yale		4			4	33%	0%
No Response	1		3		4	19%	14%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 9D**  
**Top Institutions by Number of 2003-2004 Hires**

Institution	Candidates with 03-04 Positions
Harvard	9
UC Berkeley	8
Michigan	7
Pennsylvania	6
Duke	5
Texas	5
Stanford	5
Washington	5
Chicago	4
Columbia	4
Illinois-Urbana	4
UNC	4
Yale	4

**Table 10A**  
**Interview Rates at 2003 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	56	286	5.1	118	484	4.1	214	606	2.8
US Residents	3	36	12.0	9	58	6.4	16	73	4.6
Canadian Citizens	4	8	2.0	12	26	2.2	20	40	2.0
Other (US degree)				3	7	2.3	11	24	2.2
Other (foreign degree)	1	4	4.0	5	9	1.8	19	33	1.7
Other (unknown)	1	4	4	1	4	4.0	2	4	2.0
No Response							9	19	2.1
<b>Totals</b>	<b>65</b>	<b>338</b>	<b>5.2</b>	<b>148</b>	<b>588</b>	<b>4.0</b>	<b>291</b>	<b>799</b>	<b>2.7</b>

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

Citizenship/Residency	Candidates with 2003-2004 Positions				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
US Citizens	8	53	37		98	37%	14%
US Residents		4	2	1	7	35%	15%
Canadian Citizens	1	4	4		9	41%	18%
Other (US degree)	1		1		2	13%	6%
Other (foreign degree)		2	4	1	7	33%	24%
Other (unknown)			1		1	17%	17%
No Response			2		2	18%	18%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</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	66	15	21	15	14	1	55%
Female - Married	59	23	10	15	8	3	56%
Female - Other LTR	13	5	2		5	1	54%
Female - No Response	4					4	0%
<b>Total - Female</b>	<b>142</b>	<b>43</b>	<b>33</b>	<b>30</b>	<b>27</b>	<b>9</b>	<b>54%</b>
Male - Single	84	12	21	26	21	4	39%
Male - Married	109	23	26	32	24	4	45%
Male - Other LTR	18	4	6	3	5		56%
Male - No Response	6			1		5	0%
<b>Total - Male</b>	<b>217</b>	<b>39</b>	<b>53</b>	<b>62</b>	<b>50</b>	<b>13</b>	<b>42%</b>
<b>Grand Totals</b>	<b>359</b>	<b>82</b>	<b>86</b>	<b>92</b>	<b>77</b>	<b>22</b>	<b>47%</b>

**Table 11B**  
**Interview Rates at 2003 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	9	48	5.3	23	94	4.1	51	142	2.8
Female - Married	8	58	7.3	22	116	5.3	41	147	3.6
Female - Other LTR	5	33	6.6	5	33	6.6	12	40	3.3
Female - No Response							3	11	3.7
<b>Total - Female</b>	<b>22</b>	<b>139</b>	<b>6.3</b>	<b>50</b>	<b>243</b>	<b>4.9</b>	<b>107</b>	<b>340</b>	<b>3.2</b>
Male - Single	17	78	4.6	42	147	3.5	70	196	2.8
Male - Married	22	103	4.7	48	173	3.6	92	222	2.4
Male - Other LTR	4	18	4.5	7	22	3.1	17	35	2.1
Male - No Response				1	3	3.0	5	6	1.2
<b>Total - Male</b>	<b>43</b>	<b>199</b>	<b>4.6</b>	<b>98</b>	<b>345</b>	<b>3.5</b>	<b>184</b>	<b>459</b>	<b>2.5</b>
<b>Grand Totals</b>	<b>65</b>	<b>338</b>	<b>5.2</b>	<b>148</b>	<b>588</b>	<b>4.0</b>	<b>291</b>	<b>799</b>	<b>2.7</b>

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

Gender/Status	Candidates with 2003-2004 Positions				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Female - Single	1	18	6		25	38%	9%
Female - Married	3	7	12	1	23	39%	22%
Female - Other LTR		1	2		3	23%	15%
Female - No Response			1		1	25%	25%
<b>Total - Female</b>	<b>4</b>	<b>26</b>	<b>21</b>	<b>1</b>	<b>52</b>	<b>37%</b>	<b>15%</b>
Male - Single	4	15	13		32	38%	15%
Male - Married	2	18	13		33	30%	12%
Male - Other LTR		4	3	1	8	44%	22%
Male - No Response			1		1	17%	17%
<b>Total - Male</b>	<b>6</b>	<b>37</b>	<b>30</b>	<b>1</b>	<b>74</b>	<b>34%</b>	<b>14%</b>
<b>Grand Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 12A**  
**Race/Ethnicity and Interview Rates at 2003 Annual Meeting**

Race/Ethnicity	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates at Meeting	% of Candidates at Meeting	Interviews	Avg. # of Interviews
Asian/Pacific Islander	15	4%	13	4%	34	2.6
Hispanic/Latino	4	1%	3	1%	9	3.0
White	326	91%	265	91%	738	2.8
No Response	14	4%	10	3%	18	1.8
<b>Totals</b>	<b>359</b>	<b>100%</b>	<b>291</b>	<b>100%</b>	<b>799</b>	<b>2.7</b>

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

Race/Ethnicity	Candidates with 2003-2004 Positions						
	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Asian/Pacific Islander		2	2		4	27%	13%
Hispanic/Latino		1			1	25%	0%
White	9	60	48	2	119	37%	15%
No Response	1		1		2	14%	7%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</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	78	23	24	12	14	5	60%
No Book	281	59	62	80	63	17	43%
<b>Totals</b>	<b>359</b>	<b>82</b>	<b>86</b>	<b>92</b>	<b>77</b>	<b>22</b>	<b>47%</b>
<b>Articles</b>							
0 Articles	125	27	28	41	29		44%
1-2 Articles	96	24	24	20	25	3	50%
3-4 Articles	62	14	15	17	13	3	47%
5-9 Articles	29	5	9	9	5	1	48%
10+ Articles	33	12	9	4	5	3	64%
No Response	14		1	1		12	7%
<b>Totals</b>	<b>359</b>	<b>82</b>	<b>86</b>	<b>92</b>	<b>77</b>	<b>22</b>	<b>47%</b>

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

Employment Status	Book Published	No Book	0 Articles	1-2 Articles	3-4 Articles	5-9 Articles	10+ Articles	No Response
Graduate Student	7	109	64	35	11	4	1	1
Part-Time/Adjunct Faculty	11	30	11	9	11	2	8	
Full-Time Non-Tenure-Track	29	86	34	32	24	10	14	1
Full-Time Tenure-Track	12	23	5	15	8	5	2	
Full-Time Tenured	4	3	1			1	5	
Primary/Secondary Teacher	5	5	4	1	4	1		
Other Non-Academic Employment	4	4	3	1		1	3	
Unemployed	6	9	3	2	4	5		1
No Response		12		1				11
<b>Totals</b>	<b>78</b>	<b>281</b>	<b>125</b>	<b>96</b>	<b>62</b>	<b>29</b>	<b>33</b>	<b>14</b>

**Table 13C**  
**Interview Rates at 2003 Annual Meeting by Amount of Publication and Gender**

Females	Candidates	Interviews	Avg. # of Interviews	Males	Candidates	Interviews	Avg. # of Interviews
Book Published	23	53	2.3	Book Published	36	41	1.1
No Book	84	287	3.4	No Book	148	418	2.8
<b>Totals</b>	<b>107</b>	<b>340</b>	<b>3.2</b>	<b>Totals</b>	<b>184</b>	<b>459</b>	<b>2.5</b>
Articles				Articles			
0 Articles	36	116	3.2	0 Articles	67	168	2.5
1-2 Articles	31	113	3.6	1-2 Articles	49	145	3.0
3-4 Articles	17	61	3.6	3-4 Articles	38	79	2.1
5-9 Articles	13	30	2.3	5-9 Articles	10	28	2.8
10+ Articles	5	6	1.2	10+ Articles	14	29	2.1
No Response	5	14	2.8	No Response	6	10	1.7
<b>Totals</b>	<b>107</b>	<b>340</b>	<b>3.2</b>	<b>Totals</b>	<b>184</b>	<b>459</b>	<b>2.5</b>

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

All Candidates with 2003-2004 Positions							
Publication	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Book Published	2	8	8	2	20	26%	13%
No Book	8	55	43		106	38%	15%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>
Articles							
0 Articles	1	32	17		50	40%	14%
1-2 Articles	3	14	12		29	30%	13%
3-4 Articles	4	9	7		20	32%	11%
5-9 Articles		2	9	1	12	41%	34%
10+ Articles	1	6	4	1	12	36%	15%
No Response	1		2		3	21%	14%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

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

Female Candidates with 2003-2004 Positions							
Publication	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Book Published	1	5	3	1	10	30%	12%
No Book	3	21	18		42	39%	17%
<b>Totals</b>	<b>4</b>	<b>26</b>	<b>21</b>	<b>1</b>	<b>52</b>	<b>37%</b>	<b>15%</b>
<b>Articles</b>							
0 Articles	1	11	10		22	46%	21%
1-2 Articles	2	5	4		11	27%	10%
3-4 Articles	1	4	2		7	35%	10%
5-9 Articles		2	4		6	46%	31%
10+ Articles		4		1	5	36%	7%
No Response			1		1	17%	17%
<b>Totals</b>	<b>4</b>	<b>26</b>	<b>21</b>	<b>1</b>	<b>52</b>	<b>37%</b>	<b>15%</b>

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

Publication	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Book Published	1	3	5	1	10	22%	13%
No Book	5	34	25		64	37%	15%
<b>Totals</b>	<b>6</b>	<b>37</b>	<b>30</b>	<b>1</b>	<b>74</b>	<b>34%</b>	<b>14%</b>
<b>Articles</b>							
0 Articles		21	7		28	36%	9%
1-2 Articles	1	9	8		18	33%	15%
3-4 Articles	3	5	5		13	31%	12%
5-9 Articles			5	1	6	38%	38%
10+ Articles	1	2	4		7	37%	21%
No Response	1		1		2	25%	13%
<b>Totals</b>	<b>6</b>	<b>37</b>	<b>30</b>	<b>1</b>	<b>74</b>	<b>34%</b>	<b>14%</b>

**Table 14A**  
**Association Membership and Interview Rates at 2003 Annual Meeting**

Association	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates	% of Candidates	Interviews	Avg. # of Interviews
AIA	63	18%	48	16%	147	3.1
APA	270	75%	223	77%	619	2.8
Both Assns.	26	7%	20	7%	33	1.7
<b>Totals</b>	<b>359</b>	<b>100%</b>	<b>291</b>	<b>100%</b>	<b>799</b>	<b>2.7</b>

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

Candidates with 2003-2004 Positions							
Association	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
AIA	1	8	9	1	19	30%	16%
APA	7	48	41		96	36%	15%
Both Assns.	2	7	1	1	11	42%	8%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 14C**  
**Placement Service Use and Interview Rates at 2003 Annual Meeting**

Placement Service Use	All Candidates		Candidates at Meeting			
	Candidates	% of Candidates	Candidates at Meeting	% of Candidates at Meeting	Interviews	Avg. # of Interviews
Never Before	27	8%	26	9%	55	2.1
Once	140	39%	111	38%	299	2.7
Twice	48	13%	41	14%	172	4.2
Three times	34	9%	24	8%	49	2.0
Four+ times	52	14%	41	14%	108	2.6
No Response	58	16%	48	16%	116	2.4
<b>Totals</b>	<b>359</b>	<b>100%</b>	<b>291</b>	<b>100%</b>	<b>799</b>	<b>2.7</b>

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

Candidates with 2003-2004 Positions							
Placement Service Use	Type of Position				Total Positions	% Candidates in Group with 03-04 Positions	% Candidates in Group with 03-04 Tenure-Track/Tenured Positions
	adjunct	non-tenure-track	tenure-track	tenured			
Never Before		5	5		10	37%	19%
Once	3	32	17	1	53	38%	13%
Twice	3	13	5		21	44%	10%
Three times		2	4		6	18%	12%
Four+ times	3	5	10		18	35%	19%
No Response	1	6	10	1	18	31%	19%
<b>Totals</b>	<b>10</b>	<b>63</b>	<b>51</b>	<b>2</b>	<b>126</b>	<b>35%</b>	<b>15%</b>

**Table 15A**  
**Total 2003-04 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	4	6	0	1	11	36%	64%	9%
non-tenure-track	26	37	4	14	81	37%	63%	22%
<b>Total Temporary Positions</b>	<b>30</b>	<b>43</b>	<b>4</b>	<b>15</b>	<b>92</b>	<b>37%</b>	<b>63%</b>	<b>21%</b>
Tenure-track	21	30	6	9	66	41%	59%	23%
Tenured	1	1	5	8	15	40%	60%	87%
<b>Total Permanent Positions</b>	<b>22</b>	<b>31</b>	<b>11</b>	<b>17</b>	<b>81</b>	<b>41%</b>	<b>59%</b>	<b>35%</b>
not applicable	0	0	1	1	2	50%	50%	100%
<b>Grand Totals</b>	<b>52</b>	<b>74</b>	<b>16</b>	<b>33</b>	<b>175</b>	<b>39%</b>	<b>61%</b>	<b>28%</b>

**Table 15B**  
**Total 2003-04 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	11	13	2	4	30	43%	57%	20%
Assistant Professor	37	55	5	14	111	38%	62%	17%
Associate Professor	2	0	2	4	8	50%	50%	75%
Professor	0	1	2	8	11	18%	82%	91%
Other	2	5	5	3	15	47%	53%	53%
<b>Totals</b>	<b>52</b>	<b>74</b>	<b>16</b>	<b>33</b>	<b>175</b>	<b>39%</b>	<b>61%</b>	<b>28%</b>

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

	Under 30	30-39	40-49	50-59	Totals	% of Respondents in Group
Female - Single	8	16	1		25	46%
Female - Married	2	20	4		26	48%
Female - Other LTR		3			3	6%
<b>Total - Female</b>	<b>10</b>	<b>39</b>	<b>5</b>	<b>0</b>	<b>54</b>	<b>100%</b>
<b>% of Respondents in Group</b>	<b>19%</b>	<b>72%</b>	<b>9%</b>	<b>0%</b>	<b>100%</b>	
Male - Single	8	21	5	1	35	48%
Male - Married	4	19	3	2	28	38%
Male - Other LTR	2	6	2		10	14%
<b>Total - Male</b>	<b>14</b>	<b>46</b>	<b>10</b>	<b>3</b>	<b>73</b>	<b>100%</b>
<b>% of Respondents in Group</b>	<b>19%</b>	<b>63%</b>	<b>14%</b>	<b>4%</b>	<b>100%</b>	
<b>Grand Totals</b>	<b>24</b>	<b>85</b>	<b>15</b>	<b>3</b>	<b>127</b>	
<b>% of All Respondents</b>	<b>19%</b>	<b>67%</b>	<b>12%</b>	<b>2%</b>	<b>100%</b>	

Note: Surveys were mailed to all candidates but *Subscribers Only* (359); 127 surveys were returned, for a response rate of 35%.



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

Race/Ethnicity	# of Respondents	% of Respondents
Asian/Pacific Islander	8	6%
White	118	93%
No Response	1	1%
<b>Totals</b>	<b>127</b>	<b>100%</b>

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

	Females	Males	# of Respondents	% of Respondents
Yes	1	8	9	7%
No	53	65	118	93%

Note: Five male respondents who indicated minority sexual orientation on the survey obtained new 2003-04 academic positions (2 tenure-track, and 3 non-tenure-track).

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

Decided not to apply	8
Not enough interviews	3
Other*	2
No Response	6
<b>Total</b>	<b>19</b>
<b>% of Respondents not attending meeting</b>	<b>15%</b>

\*Other reasons given: 1) bad timing; holidays too expensive; 2) conflict with AHA; didn't attend APA

**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>Respondents with New 2003-2004 Academic Positions</b>							
Female	23	127	5.5	62	2.7	18%	43%
Male	30	114	3.8	52	1.7	24%	41%
<b>Totals</b>	<b>53</b>	<b>241</b>	<b>4.5</b>	<b>114</b>	<b>2.2</b>	<b>42%</b>	
<b>Respondents without New 2003-2004 Academic Positions</b>							
Female	9	10	1.1	9	1.0	7%	17%
Male	5	16	3.2	8	1.6	4%	7%
<b>Totals</b>	<b>14</b>	<b>26</b>	<b>1.9</b>	<b>17</b>	<b>1.2</b>	<b>11%</b>	
<b>Grand Totals</b>	<b>67</b>	<b>267</b>	<b>4.0</b>	<b>131</b>	<b>2.0</b>	<b>53%</b>	

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

# Offers	Females	Males	% of All Respondents
0	21	26	37%
1	23	34	45%
2	7	10	13%
3		2	2%
4	2		2%
No Response	1	1	2%
<b>Totals</b>	<b>54</b>	<b>73</b>	<b>100%</b>

**Table 19B**  
**Survey Respondents with New 2003-2004 Academic Positions**

Interviewed at Meeting for That Job	# of Respondents	% Respondents of that Gender	% Respondents of that Gender with New Jobs	Other Candidates Interviewed	Job advertised in Positions	Learned of Job through Positions	Learned of Job through Word-of-Mouth
<b>Females</b>							
Yes	13	24%	39%	13	13	11	1
No	20	37%	61%	6	18	5	6
<b>Totals</b>	<b>33</b>	<b>61%</b>	<b>100%</b>	<b>19</b>	<b>31</b>	<b>16</b>	<b>7</b>
<b>Males</b>							
Yes	16	22%	35%	15	15	13	3
No	30	41%	65%	12	12	9	5
<b>Totals</b>	<b>46</b>	<b>63%</b>	<b>100%</b>	<b>27</b>	<b>27</b>	<b>22</b>	<b>8</b>

**Table 19C**  
**Survey Respondents' New 2003-2004 Academic Positions by Salary and Gender**

Salary	Female	Male	Total Positions	% to Females	% to Males
under \$10,000	1	5	6	17%	83%
\$10,000-19,999	1	1	2	50%	50%
\$20,000-29,999	3	1	4	75%	25%
\$30,000-39,999	8	11	19	42%	58%
\$40,000-49,999	10	15	25	40%	60%
\$50,000-59,999	7	9	16	44%	56%
\$63,000		1	1	0%	100%
No Response	3	3	6	50%	50%
<b>Totals</b>	<b>33</b>	<b>46</b>	<b>79</b>	<b>42%</b>	<b>58%</b>

**Table 19D**  
**Survey Respondents' New 2003-2004 Academic Positions by Type, Department, and Gender**

Highest Degree Offered by Hiring Department	adjunct	non-tenure-track	tenure-track	Tenured	Total Positions	% of Positions	% to Females	% to Males
Ph.D.	3	14	11	1	29	37%	24%	76%
M.A.	2	6	7		15	19%	47%	53%
B.A.	3	17	8		28	35%	54%	46%
Does not Offer Major	2	1			3	4%	67%	33%
Unknown		3	1		4	5%	50%	50%
<b>Totals</b>	<b>10</b>	<b>41</b>	<b>27</b>	<b>1</b>	<b>79</b>	<b>100%</b>	<b>42%</b>	<b>58%</b>
<b>% to Females</b>	40%	46%	37%	0%	42%			
<b>% to Males</b>	60%	54%	63%	100%	58%			

**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	53	1			1	73				
Ethnicity	54					72		1	1	
Religion	48	4	2	3	1	69	1	3		3
Nationality	51	2	1	1	2	64	4	5	3	3
Political Views	52	2				70	3		1	
Marital Status	51	1	2	1	2	65	4	4		
Sexual Orientation	54					72		1		
Partner's Willingness to Relocate	50	2	2	3	1	64	6	3	1	3
Age	52	2		1	1	68	3	2	2	2
Gender	50	2	2	4		73				
Children	52	2		1	1	69	3	1	2	
Physical Condition/Health	54					73				
<b>Totals</b>	<b>621</b>	<b>18</b>	<b>9</b>	<b>14</b>	<b>9</b>	<b>832</b>	<b>24</b>	<b>20</b>	<b>10</b>	<b>11</b>

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

<b>Reports of Guideline Violations</b>			
	<b>Females</b>	<b>Males</b>	<b>Totals</b>
Saw no violations	28	38	66
No	8	13	21
No response	18	22	40
<b>Totals</b>	<b>54</b>	<b>73</b>	<b>127</b>
<b>Reasons for not Reporting Guideline Violations</b>			
	<b>Females</b>	<b>Males</b>	<b>Totals</b>
Did not know how to	1	2	3
Lack of faith in the process	1	2	3
Personal indifference	2	3	5
Other*	4	2	6
No Response		4	4
<b>Totals</b>	<b>8</b>	<b>13</b>	<b>21</b>

\*Other reasons specified:

- 1) "I am not sure what exactly was going on."
- 2) "Questions seemed reasonable given nature of institution."
- 3) "Interviewer knows me and my spouse felt it wasn't wrong."
- 4) "Did not seem significant enough nor applicable to general candidate pool."
- 5) "I thought my age was a logical topic of discussion since I applied for an AP post."
- 6) "Comments were made about the religious and political climate of the school, but I was not asked to say what my own religion or political orientation was. As for the Gender comment - that comment was made after the convention interview."

**Table 20C**  
**Guideline Violations Specified on Survey**

<b>Offenses during Interview</b>		
Female	inappropriate remarks	
Female	inappropriate questions	focused on motivations rather than qualifications
Female	inappropriate questions	asked repeatedly why I wanted to leave current job
Female	inappropriate place	forced to stand in hallway while interviewers ran 30 minutes late
Female	inappropriate place	interviewers ran late on other interviews, so mine ended in the hallway
Male	inappropriate place	bedroom
Female	inappropriate behavior	unprofessional body language on the part of male interviewer
Male	inappropriate behavior	one female was an offensive and inappropriate interviewer
Male	other	"The interview process is a corrupt farce."
<b>Unprofessional Conduct during Meeting</b>		
Female	inappropriate use of alcohol	
Male	inappropriate remarks	one interviewer later made indiscreet remarks
Male	other	"Employers have already selected their candidates before the interviews, and are under PC constraints."