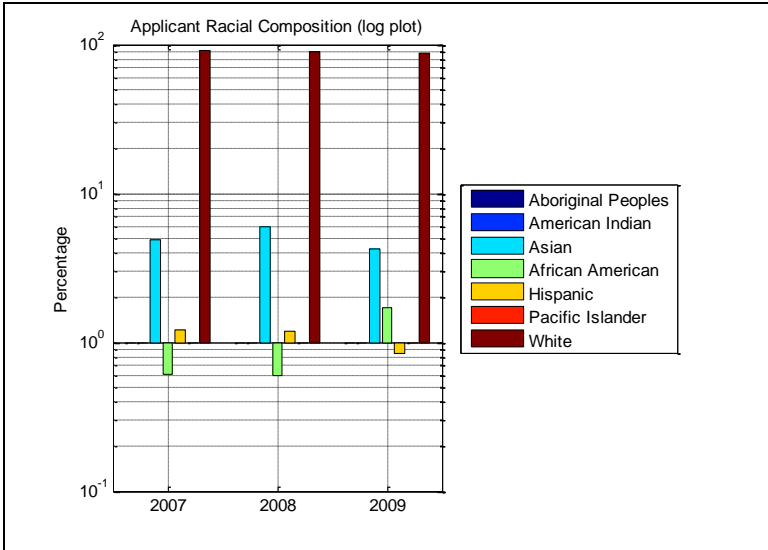


Section A: Demographic Information

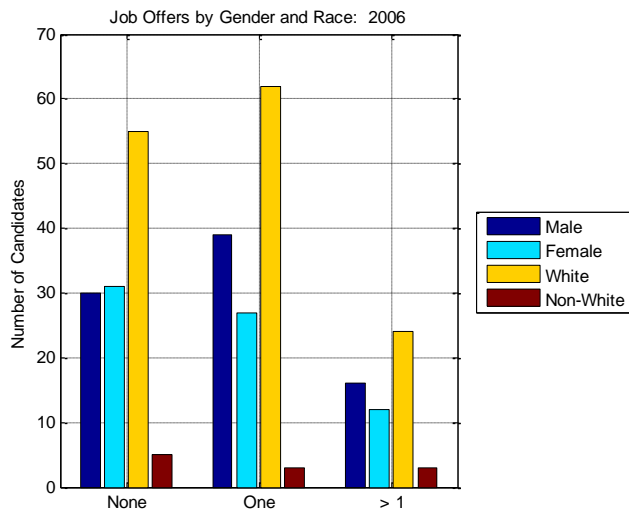
Figure	Comment																												
<p style="text-align: center;">Figure</p> <p style="text-align: center;">Applicant Gender Composition</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Applicant Gender Composition Data (Estimated)</caption> <thead> <tr> <th>Year</th> <th>Male</th> <th>Male MSO</th> <th>Female</th> <th>Female MSO</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>51%</td> <td>5%</td> <td>40%</td> <td>4%</td> </tr> <tr> <td>2008</td> <td>46%</td> <td>5%</td> <td>46%</td> <td>3%</td> </tr> <tr> <td>2009</td> <td>48%</td> <td>4%</td> <td>42%</td> <td>4%</td> </tr> </tbody> </table>	Year	Male	Male MSO	Female	Female MSO	2007	51%	5%	40%	4%	2008	46%	5%	46%	3%	2009	48%	4%	42%	4%	<p>This figure gives pool composition primarily by gender and secondarily by the portion of that gender category that characterized itself as belonging to a minority sexual orientation. One sees over the three years a move to a nearly even representation between the two sexes. The portion of the male respondents of a minority sexual orientation has remained nearly constant, whereas the portion of female respondents has increased from approximately 1% to 5% of the pool, due perhaps to an evolving climate in which it is less threatening to identify oneself as such, even in an anonymous survey.</p>								
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Age	2007 (%)	2008 (%)	2009 (%)																										
25	0	0	0																										
30	15	20	25																										
35	60	70	75																										
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<p style="text-align: center;">Applicant Relationship Composition</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Applicant Relationship Composition Data (Estimated)</caption> <thead> <tr> <th>Year</th> <th>Single/Divorced/Widowed</th> <th>Married</th> <th>Permanent Relationship</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>40%</td> <td>48%</td> <td>12%</td> </tr> <tr> <td>2008</td> <td>39%</td> <td>47%</td> <td>14%</td> </tr> <tr> <td>2009</td> <td>42%</td> <td>46%</td> <td>12%</td> </tr> </tbody> </table>	Year	Single/Divorced/Widowed	Married	Permanent Relationship	2007	40%	48%	12%	2008	39%	47%	14%	2009	42%	46%	12%	<p>This figure gives the domestic status of the candidate pool, which remains virtually unchanged over the three years. In 2009 there is a very slight increase in single applicants (2%), at the expense of both married and permanent relationship categories.</p>												
Year	Single/Divorced/Widowed	Married	Permanent Relationship																										
2007	40%	48%	12%																										
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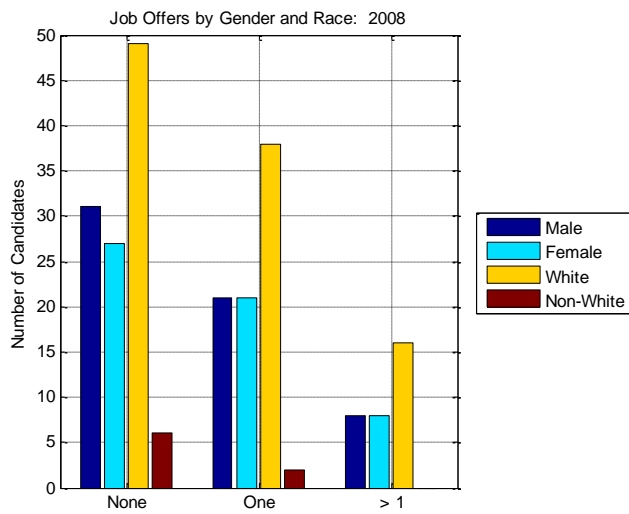
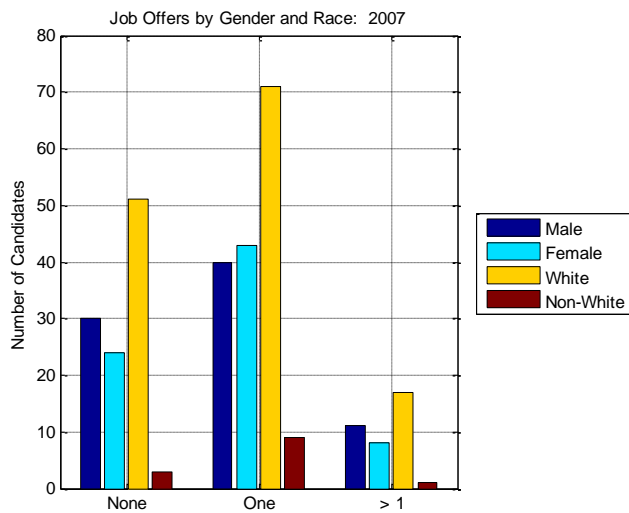
This figure gives the racial composition of the candidate pool. This is shown as a log plot so that the lightly-represented race statistics can be represented in more detail. The 10^0 line represents 1%, the 10^1 line 10%, &c. White candidates represent about 90% of the pool over all three years, with the remaining 10% vacillating among Asian, African-American, and Hispanic candidates. Asians represent the largest sub-group (4-6%, depending on year); African-American and Hispanic hover around the 1% line.

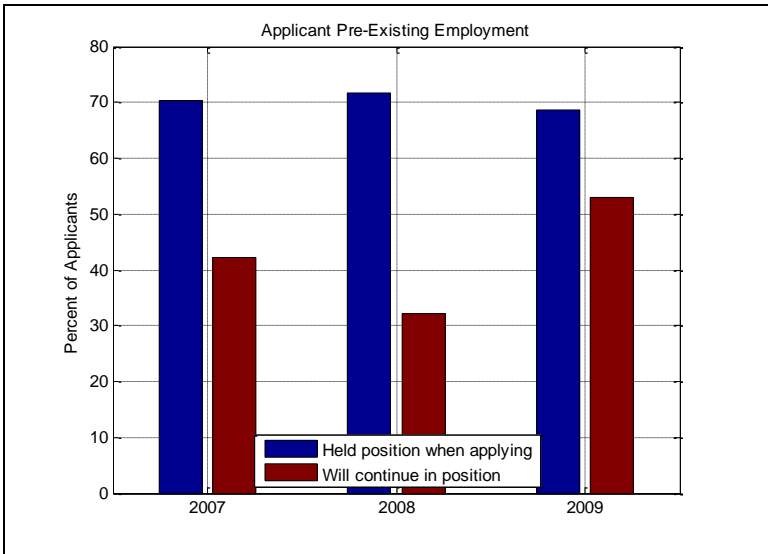
Section B: Employment

Figure	Comment																				
<p>Figure</p> <p style="text-align: center;">Job Offers by Gender and Race: 2006</p> <table border="1"> <caption>Estimated Data for 2006</caption> <thead> <tr> <th>Category</th> <th>Male</th> <th>Female</th> <th>White</th> <th>Non-White</th> </tr> </thead> <tbody> <tr> <td>None</td> <td>33</td> <td>43</td> <td>37</td> <td>46</td> </tr> <tr> <td>One</td> <td>43</td> <td>37</td> <td>41</td> <td>27</td> </tr> <tr> <td>> 1</td> <td>18</td> <td>17</td> <td>16</td> <td>27</td> </tr> </tbody> </table>	Category	Male	Female	White	Non-White	None	33	43	37	46	One	43	37	41	27	> 1	18	17	16	27	<p>In order to show job offers broken down by gender and racial composition, a different graph for each year is necessary. In the three graphs at left, each group of bars represents the number of job offers received (none, one, or more than one), and the y-axis gives the percent of candidates within that category (so that the none, one, and more-than-one designations will all add up to 100 for a single category). These data are displayed as raw counts on the next page to bring context to situations in which the percentage values are large or unexpected.</p>
Category	Male	Female	White	Non-White																	
None	33	43	37	46																	
One	43	37	41	27																	
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<p>Figure</p> <p style="text-align: center;">Job Offers by Gender and Race: 2007</p> <table border="1"> <caption>Estimated Data for 2007</caption> <thead> <tr> <th>Category</th> <th>Male</th> <th>Female</th> <th>White</th> <th>Non-White</th> </tr> </thead> <tbody> <tr> <td>None</td> <td>35</td> <td>29</td> <td>34</td> <td>23</td> </tr> <tr> <td>One</td> <td>47</td> <td>52</td> <td>47</td> <td>69</td> </tr> <tr> <td>> 1</td> <td>13</td> <td>10</td> <td>11</td> <td>7</td> </tr> </tbody> </table>	Category	Male	Female	White	Non-White	None	35	29	34	23	One	47	52	47	69	> 1	13	10	11	7	<p>As concerns gender issues in placement, the success rates for men and women do not differ appreciably, although one might be able to draw a tentative conclusion that women have been faring slightly better than men in the last two years. Concerning the placement of minority group candidates, it is also difficult to draw durable conclusions because the sample size is so small (about ten individuals each year). In 2007 these groups did better in placement than their non-minority counterparts, and in 2008 they fared worse.</p>
Category	Male	Female	White	Non-White																	
None	35	29	34	23																	
One	47	52	47	69																	
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<p>Figure</p> <p style="text-align: center;">Job Offers by Gender and Race: 2008</p> <table border="1"> <caption>Estimated Data for 2008</caption> <thead> <tr> <th>Category</th> <th>Male</th> <th>Female</th> <th>White</th> <th>Non-White</th> </tr> </thead> <tbody> <tr> <td>None</td> <td>51</td> <td>48</td> <td>47</td> <td>75</td> </tr> <tr> <td>One</td> <td>35</td> <td>38</td> <td>37</td> <td>25</td> </tr> <tr> <td>> 1</td> <td>13</td> <td>14</td> <td>15</td> <td>0</td> </tr> </tbody> </table>	Category	Male	Female	White	Non-White	None	51	48	47	75	One	35	38	37	25	> 1	13	14	15	0	
Category	Male	Female	White	Non-White																	
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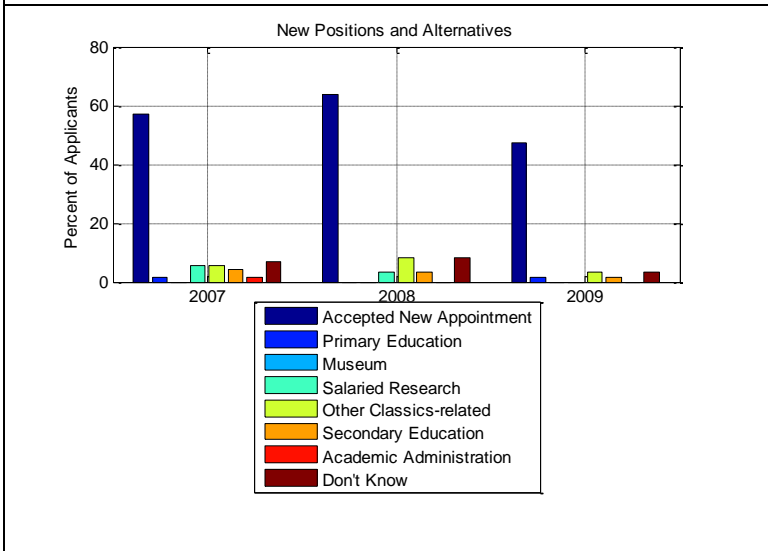


These three graphs give raw numbers for each of the categories; this level of insight can be helpful in explicating percentage performance when the raw numbers are small.

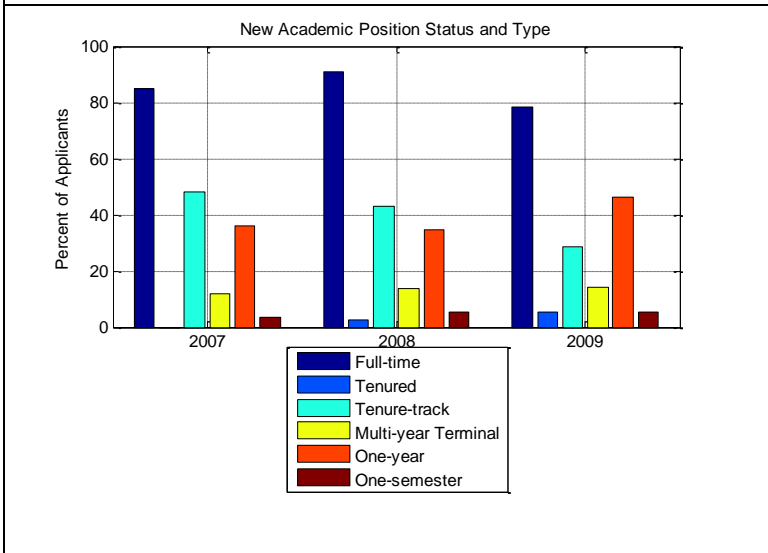




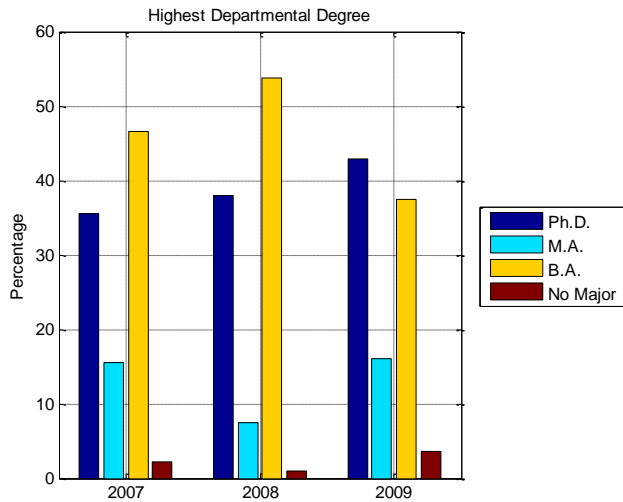
This figure gives applicant pre-existing employment information. The blue bars indicate the percent of applicants who held an academic position at the time of application; this quantity varies little over the three-year period. The red bars give the percentage of the applicants holding a pre-existing position who will continue the next year in that position (i.e., did not prevail in new employment): for example, in 2009 just over half of those who applied already holding a position will continue in that position. This quantity is notably higher in 2009, implying that a larger portion of job searches were not successful.



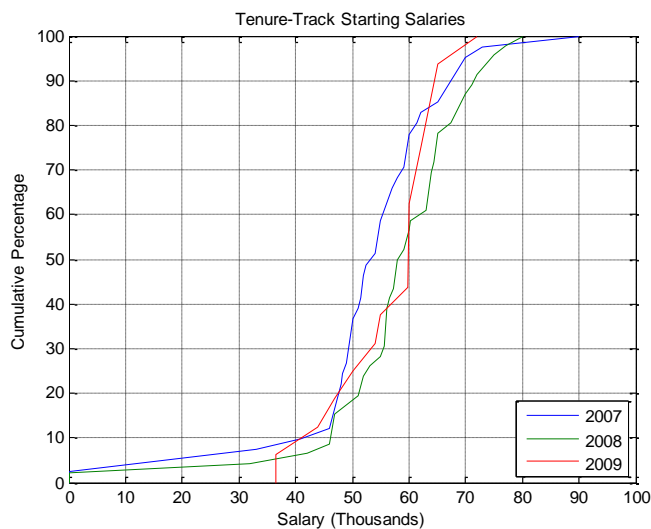
This figure shows, in blue bars, the percent of candidates who accepted a new appointment; this value hovered around 60% in 2007 and 2008 but dropped below 50% in 2009. For those neither accepting a new appointment nor retaining their old appointment, one observes their substitute professional area. Even these decreased across the board in 2009.



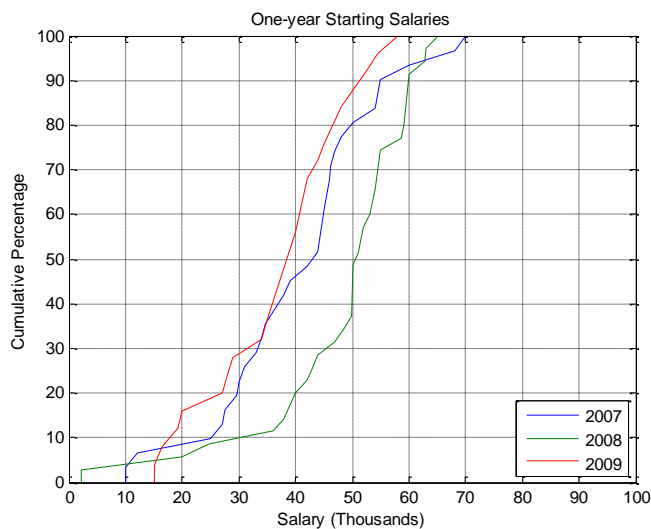
This figure shows, in blue bars, the percent of accepted academic appointments that are full time; this value is bounded between 80 and 90% but at its lowest level in 2009. Of these full-time appointments, the number of tenure-track appointments is decreasing at a disturbing rate: from almost 50% in 2007 to about 30% last year; this decrease is offset somewhat by about a 15% increase in one-year appointments, to almost 50%.



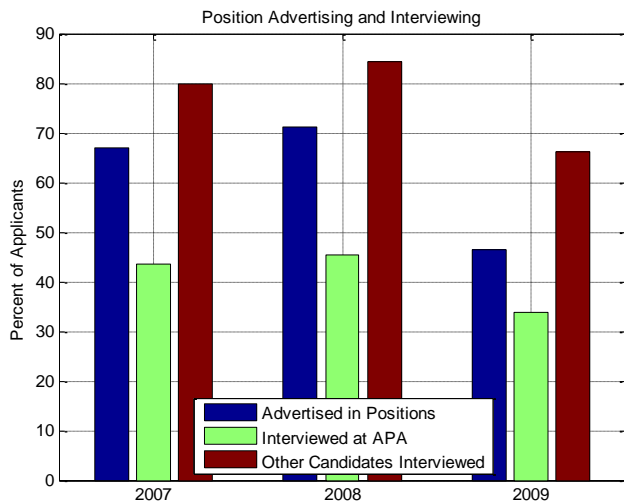
This figure shows, of the academic appointments accepted each year, the highest Classics degree granted by the employing department. *Prima facie* it would appear encouraging to see the Ph.D. percentage increasing from ca. 36% to about 43%, but this trend may be governed more by the particular institutions that happen to be hiring in this depressed economy rather than an overall increase in Ph.D.-granting programs.



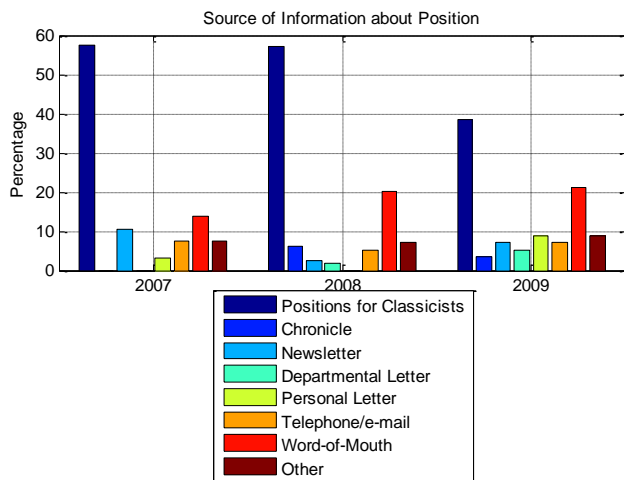
Tenure-track starting salaries have fallen slightly but not significantly over the three-year period. For this last year, some statistics of interest are 25% of positions pay between \$35,000 and \$50,000/year, 40% pay between \$50,000 and \$60,000, and the remainder pay between \$60,000 and \$70,000.



One-year salaries are lower than tenure-track salaries for 2007 and 2009, although largely the same as tenure-track salaries for 2008; and overall one-year salaries fell for 2009. For this last year, some statistics of interest are 30% of positions pay less than \$30,000; 30% pay between \$30,000 and \$40,000; and 30% pay between \$40,000 and \$50,000.



This figure shows, in blue bars, the percent of accepted positions that were advertised in *Positions for Classicists and Archaeologists*, a figure that dropped precipitously in 2009 (by 25 percentage points). The number of candidates interviewed at the APA also declined, although by only ten percentage points or so. Finally, it appears that in about 20% more of the cases, only one candidate was interviewed (this was the perception of the successful candidates, at least).



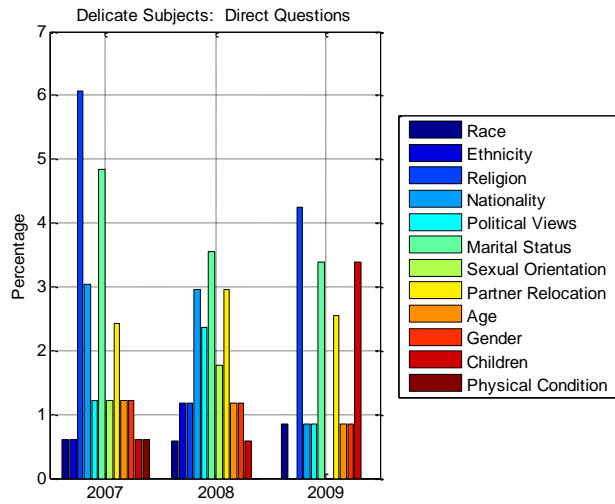
In 2009, other methods for disseminating information about positions took market share from what was previously the main source, *Positions for Classicists and Archaeologists*, which has fallen to below 40% of first-contact situations. Word-of-mouth now accounts for 20% of the first-contact situations.

Section C: APA/AIA Convention

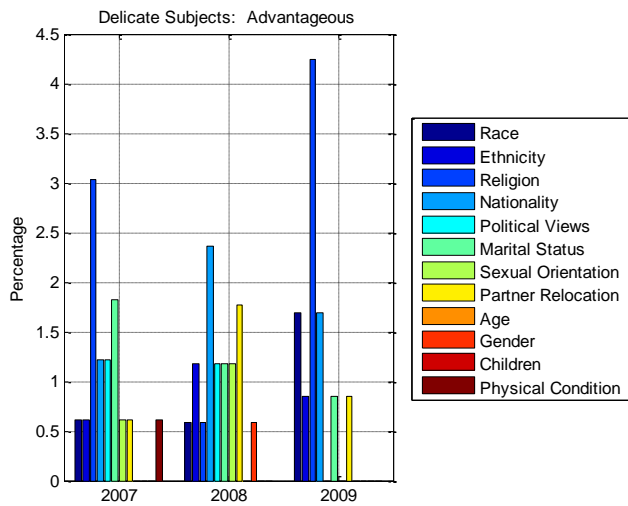
Figure	Comment																																																
<p>Figure</p> <p style="text-align: center;">Interviewing at Convention</p> <p>The bar chart displays the percentage of respondents who attended the APA convention in 2007, 2008, and 2009. For 2007, 88% attended, 32% decided not to apply, 25% applied selectively, and 43% had other reasons. For 2008, 95% attended, 40% decided not to apply, 20% had not enough interviews, 20% had a change of plans, and 20% had other reasons. For 2009, 85% attended, 43% decided not to apply, 5% applied selectively, 32% had not enough interviews, and 19% had other reasons.</p> <table border="1"> <caption>Interviewing at Convention Data</caption> <thead> <tr> <th>Year</th> <th>Attending APA</th> <th>Decided not to Apply</th> <th>Applied Selectively</th> <th>Not Enough Interviews</th> <th>Change of Plans</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>88%</td> <td>32%</td> <td>25%</td> <td>0%</td> <td>0%</td> <td>43%</td> </tr> <tr> <td>2008</td> <td>95%</td> <td>40%</td> <td>0%</td> <td>20%</td> <td>20%</td> <td>20%</td> </tr> <tr> <td>2009</td> <td>85%</td> <td>43%</td> <td>5%</td> <td>32%</td> <td>0%</td> <td>19%</td> </tr> </tbody> </table>	Year	Attending APA	Decided not to Apply	Applied Selectively	Not Enough Interviews	Change of Plans	Other	2007	88%	32%	25%	0%	0%	43%	2008	95%	40%	0%	20%	20%	20%	2009	85%	43%	5%	32%	0%	19%	<p>This figure gives the percentage of respondents who actually attended the APA convention in the specified year; this value is somewhat lower in 2009 but still close to 90%. The next several bars give stated reasons why the ca. 15% of respondents who were non-attendees elected not to attend. The sample size is too small to form satisfactory conclusions, but the lack of interviews has been a significant factor in the last three years.</p>																				
Year	Attending APA	Decided not to Apply	Applied Selectively	Not Enough Interviews	Change of Plans	Other																																											
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<p>Figure</p> <p style="text-align: center;">Number of Interviews for Conference Attendees</p> <p>The line graph shows the cumulative percentage of conference attendees who received a certain number of interviews in 2007, 2008, and 2009. The x-axis represents the number of interviews (0 to 10), and the y-axis represents the cumulative percentage (0 to 100%).</p> <table border="1"> <caption>Number of Interviews for Conference Attendees Data</caption> <thead> <tr> <th>Number of Interviews</th> <th>2007 (%)</th> <th>2008 (%)</th> <th>2009 (%)</th> </tr> </thead> <tbody> <tr><td>0</td><td>15</td><td>15</td><td>15</td></tr> <tr><td>1</td><td>45</td><td>40</td><td>50</td></tr> <tr><td>2</td><td>60</td><td>55</td><td>65</td></tr> <tr><td>3</td><td>70</td><td>65</td><td>78</td></tr> <tr><td>4</td><td>75</td><td>70</td><td>85</td></tr> <tr><td>5</td><td>80</td><td>75</td><td>90</td></tr> <tr><td>6</td><td>85</td><td>80</td><td>92</td></tr> <tr><td>7</td><td>88</td><td>85</td><td>94</td></tr> <tr><td>8</td><td>90</td><td>88</td><td>95</td></tr> <tr><td>9</td><td>92</td><td>90</td><td>96</td></tr> <tr><td>10</td><td>95</td><td>95</td><td>98</td></tr> </tbody> </table>	Number of Interviews	2007 (%)	2008 (%)	2009 (%)	0	15	15	15	1	45	40	50	2	60	55	65	3	70	65	78	4	75	70	85	5	80	75	90	6	85	80	92	7	88	85	94	8	90	88	95	9	92	90	96	10	95	95	98	<p>Of the conference attendees, interview allotment was worse in 2009 than in the previous two years (which were similar). In this last year, 25% of attendees received no interviews, another 25% received one interview, and the remainder received more than one.</p>
Number of Interviews	2007 (%)	2008 (%)	2009 (%)																																														
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<p>Figure</p> <p style="text-align: center;">Number of On-Campus Interviews</p> <p>The line graph shows the cumulative percentage of APA interviewees who received a certain number of on-campus interviews in 2007, 2008, and 2009. The x-axis represents the number of interviews (0 to 6), and the y-axis represents the cumulative percentage (0 to 100%).</p> <table border="1"> <caption>Number of On-Campus Interviews Data</caption> <thead> <tr> <th>Number of Interviews</th> <th>2007 (%)</th> <th>2008 (%)</th> <th>2009 (%)</th> </tr> </thead> <tbody> <tr><td>0</td><td>40</td><td>40</td><td>65</td></tr> <tr><td>1</td><td>70</td><td>70</td><td>85</td></tr> <tr><td>2</td><td>85</td><td>85</td><td>90</td></tr> <tr><td>3</td><td>90</td><td>90</td><td>92</td></tr> <tr><td>4</td><td>95</td><td>95</td><td>94</td></tr> <tr><td>5</td><td>98</td><td>98</td><td>96</td></tr> <tr><td>6</td><td>100</td><td>100</td><td>98</td></tr> </tbody> </table>	Number of Interviews	2007 (%)	2008 (%)	2009 (%)	0	40	40	65	1	70	70	85	2	85	85	90	3	90	90	92	4	95	95	94	5	98	98	96	6	100	100	98	<p>The number of follow-up, on-campus interviews was notably smaller in 2009. About two-thirds of APA interviewees received no follow-up interviews on campus; about 20% received one follow-up interview, and the remaining 15% received more than one.</p>																
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Section D: Placement Service Guidelines Compliance

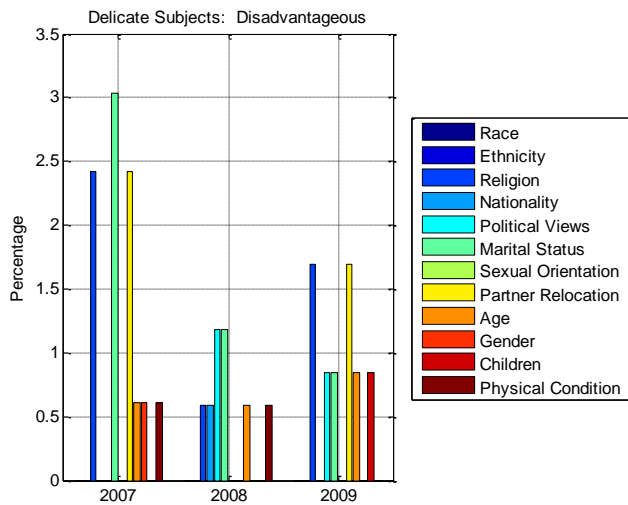
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<p style="text-align: center;">Figure</p> <p style="text-align: center;">Unprofessional Conduct During Interview</p> <table border="1"> <caption>Unprofessional Conduct During Interview</caption> <thead> <tr> <th>Year</th> <th>Alcohol</th> <th>Smoking</th> <th>Offensive Remarks</th> <th>Offensive Behavior</th> <th>Hotel Room</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>0.0</td> <td>0.0</td> <td>0.6</td> <td>1.8</td> <td>1.8</td> <td>0.0</td> </tr> <tr> <td>2008</td> <td>0.6</td> <td>0.0</td> <td>1.2</td> <td>1.8</td> <td>0.6</td> <td>1.8</td> </tr> <tr> <td>2009</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>2.5</td> </tr> </tbody> </table>	Year	Alcohol	Smoking	Offensive Remarks	Offensive Behavior	Hotel Room	Other	2007	0.0	0.0	0.6	1.8	1.8	0.0	2008	0.6	0.0	1.2	1.8	0.6	1.8	2009	0.0	0.0	0.0	0.0	0.0	2.5	<p>This figure gives instances of unprofessional conduct during the interview process proper. Most of the “canonical” violations have disappeared by the 2009 convention. The large “other” bar represents one instance of an overheard discussion of another candidate’s situation and an enquiry concerning what other applications a candidate had tendered (a third was for inappropriate questions, but this is properly accounted for in a subsequent question).</p>																								
Year	Alcohol	Smoking	Offensive Remarks	Offensive Behavior	Hotel Room	Other																																															
2007	0.0	0.0	0.6	1.8	1.8	0.0																																															
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2009	0.0	0.0	0.0	0.0	0.0	2.5																																															
<p style="text-align: center;">Unprofessional Conduct Outside of Interview</p> <table border="1"> <caption>Unprofessional Conduct Outside of Interview</caption> <thead> <tr> <th>Year</th> <th>Alcohol</th> <th>Offensive Remarks</th> <th>Offensive Behavior</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>1.2</td> <td>0.0</td> <td>0.0</td> <td>0.6</td> </tr> <tr> <td>2008</td> <td>0.6</td> <td>0.0</td> <td>0.0</td> <td>0.6</td> </tr> <tr> <td>2009</td> <td>0.8</td> <td>0.8</td> <td>0.8</td> <td>1.7</td> </tr> </tbody> </table>	Year	Alcohol	Offensive Remarks	Offensive Behavior	Other	2007	1.2	0.0	0.0	0.6	2008	0.6	0.0	0.0	0.6	2009	0.8	0.8	0.8	1.7	<p>A few complaints about behavior outside of the interview process were advanced.</p>																																
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2007	1.2	0.0	0.0	0.6																																																	
2008	0.6	0.0	0.0	0.6																																																	
2009	0.8	0.8	0.8	1.7																																																	
<p style="text-align: center;">Delicate Subjects: Indirectly Broached</p> <table border="1"> <caption>Delicate Subjects: Indirectly Broached</caption> <thead> <tr> <th>Year</th> <th>Race</th> <th>Ethnicity</th> <th>Religion</th> <th>Nationality</th> <th>Political Views</th> <th>Marital Status</th> <th>Sexual Orientation</th> <th>Partner Relocation</th> <th>Age</th> <th>Gender</th> <th>Children</th> <th>Physical Condition</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>0.6</td> <td>0.6</td> <td>2.4</td> <td>0.0</td> <td>0.0</td> <td>1.8</td> <td>0.0</td> <td>0.6</td> <td>0.6</td> <td>0.6</td> <td>0.6</td> <td>0.0</td> </tr> <tr> <td>2008</td> <td>0.0</td> <td>0.0</td> <td>0.0</td> <td>1.8</td> <td>0.0</td> <td>1.2</td> <td>0.0</td> <td>0.6</td> <td>0.0</td> <td>0.6</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>2009</td> <td>0.8</td> <td>0.8</td> <td>3.4</td> <td>0.0</td> <td>0.0</td> <td>0.8</td> <td>0.0</td> <td>1.7</td> <td>0.8</td> <td>0.8</td> <td>0.8</td> <td>0.0</td> </tr> </tbody> </table>	Year	Race	Ethnicity	Religion	Nationality	Political Views	Marital Status	Sexual Orientation	Partner Relocation	Age	Gender	Children	Physical Condition	2007	0.6	0.6	2.4	0.0	0.0	1.8	0.0	0.6	0.6	0.6	0.6	0.0	2008	0.0	0.0	0.0	1.8	0.0	1.2	0.0	0.6	0.0	0.6	0.0	0.0	2009	0.8	0.8	3.4	0.0	0.0	0.8	0.0	1.7	0.8	0.8	0.8	0.0	<p>Marital status questions, more common in the past, are declining. Religion questions continue, although for several institutions this is part of their protected charter, and such questions are thus considered legitimate.</p>
Year	Race	Ethnicity	Religion	Nationality	Political Views	Marital Status	Sexual Orientation	Partner Relocation	Age	Gender	Children	Physical Condition																																									
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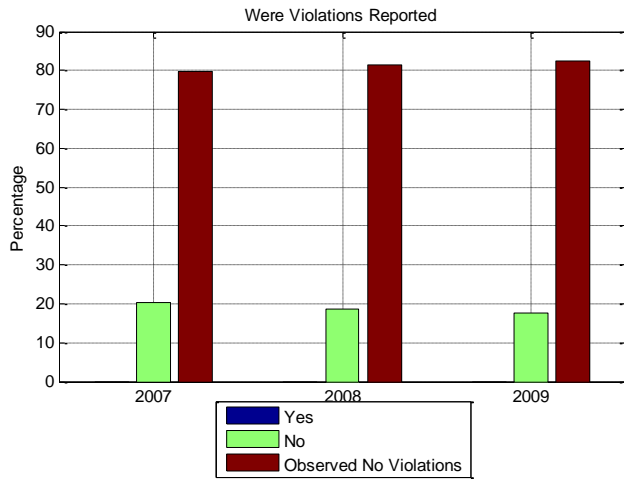


Questions about children seem to be on the rise; it is not clear whether this is to assess “tenure track encumbrances” or simply an attempt to get to know the candidate better.

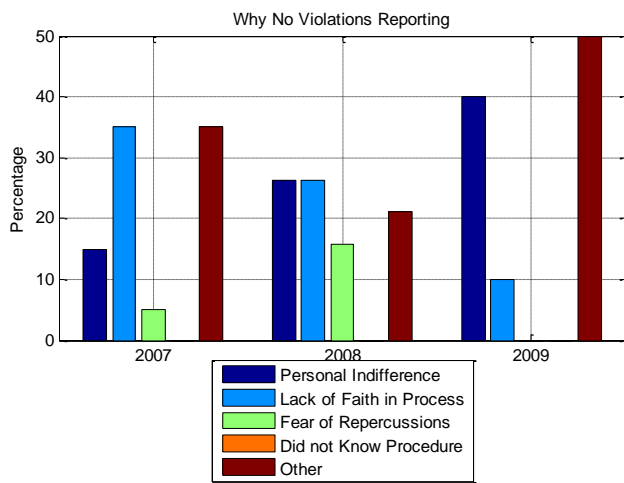


Religion is the stand-out item here, and it is interesting that for the majority of candidates (see graph below as well) it is seen to work to their advantage rather than disadvantage.





No formal reports of violations were reported for any of the three years examined.



This figure shows the reason for non-reporting, as a percentage of those who claimed to have experienced a violation. The “other” reason category, which predominates in the statistics here, mostly consists of respondents testifying that they were not offended by the “violation.” When joined with the formal “indifference” category, it becomes clear that most of these violations, especially in the last year, were not seen to be particularly problematic.