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DOUG STEWARD

About the MLA's Surveys of PhD Placement

In 1976–77 the MLA conducted the first of twelve periodic surveys of PhD-granting departments in the United States concerning their doctoral graduates' job placement. The most recent survey covered graduates who received their degrees between 1 September 2003 and 31 August 2004 (the 2004 cohort). All twelve studies focus only on employment obtained within the year the degrees were conferred. The study of 2003–04 graduates was the second to include departments in Canadian as well as United States universities in its scope.

When data collection for the 2003–04 survey began in late 2004, the MLA identified 590 PhD-granting departments in its database of departmental administrators: 533 departments in the United States and 57 in Canada. Overall, 440 of the 590 departments contacted for the 2003–04 study responded, a response rate of 74.6%. Response rates were lower for departments in Canada and for departments of ethnic and area studies. Of the 533 United States departments, 403 (75.6%) responded. If departments of ethnic and area studies are excluded, 379 (80%) of 474 United States departments responded.

With response rates ranging from 95% to 100% of departments in United States universities, the MLA's previous eleven placement studies provided a census, not just a sample, of placement outcomes for all United States doctoral programs in English and other modern languages for the years they covered. The response rate of the 2004 survey was weaker probably because it was the first to be conducted on the Web and in conjunction with the generation of a new edition of the *MLA Guide to Doctoral Programs in English and Other Modern Languages*.

Of the 440 departments that responded to the 2004 survey, 151 were classified as English programs, 257 as foreign language programs, and 32 as comparative literature; 389 of these departments reported granting at least one PhD degree in the period 1 September 2003 to 31 August 2004. Departments of all types responding to the 2004 study reported a total of 1,861 PhD recipients.

This report focuses on placement findings for 147 English, 211 foreign language, and 31 comparative literature programs that reported granting one or more doctorate degrees in 2003–04. The 147 English programs reported a total of 997 graduates, the 211 foreign language programs a total of 636 graduates, and the comparative literature programs a total of 129 graduates. Time series data from earlier studies in the series are cited briefly to provide a wider context for the most recent findings. When data on a graduate are missing, the graduate is not included in the count.

Employment Placements of PhDs from Programs in United States Universities

Tables 1 and 2 summarize placement outcomes for degree recipients in the 2004 cohort whose placement type was known and who graduated from United States institutions. Table 1 includes citizens of countries other than the United States and Canada who returned to their countries of

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Table 1

Employment Placements of Graduates of English, Foreign Language, and Comparative Literature Programs, from 1996–97, 2000–01, and 2003–04 Placement Surveys

Includes citizens of countries other than the United States or Canada who returned to their countries of origin after receiving their degrees.

	English No. (%)			Foreign Languages No. (%)			Comparative Literature No. (%)		
Type of Placement	1996–97	2000–01	2003–04	1996–97	2000–01	2003–04	1996–97	2000–01	2003–04
Tenure-track	400 (35.0)	431 (42.9)	406 (49.7)	270 (40.1)	276 (38.5)	220 (45.5)	49 (45.8)	62 (43.1)	46 (36.2)
Non-tenure-track, full-time	283 (24.7)	203 (20.2)	163 (20.0)	174 (25.9)	125 (17.5)	128 (26.4)	125 (17.5)	26 (18.1)	34 (26.8)
Non-tenure-track, part-time	149 (13.0)	96 (9.6)	46 (5.6)	57 (8.5)	44 (6.1)	24 (5.0)	8 (7.5)	14 (9.7)	8 (6.3)
Non-tenure-track, full-time or part-time unknown			2 (0.2)			7 (1.4)			1 (0.8)
Unknown higher education		73 (7.3)	42 (5.1)		126 (17.6)	22 (4.5)		10 (6.9)	3 (2.4)
Postdoctoral fellowship	39 (3.4)	46 (4.6)	41 (5.0)	13 (1.9)	17 (2.4)	16 (3.3)	8 (7.5)	6 (4.2)	6 (4.7)
Academic administration	31 (2.7)	23 (2.3)	32 (3.9)	9 (1.3)	13 (1.8)	12 (2.5)	3 (2.8)	8 (5.6)	1 (0.8)
Secondary and elementary education	36 (3.1)	26 (2.6)	15 (1.8)	23 (3.4)	26 (3.6)	9 (1.9)	1 (0.9)	2 (1.4)	3 (2.4)
Business, govt., not-for-profit orgs.	73 (6.4)	38 (3.8)	26 (3.2)	35 (5.2)	35 (4.9)	19 (3.9)	2 (1.9)	7 (4.9)	11 (8.7)
Self-employed	16 (1.4)	11 (1.1)	6 (0.7)	4 (0.6)	3 (0.4)	7 (1.4)	1 (0.9)	2 (1.4)	2 (1.6)
Employed, type unknown	9 (0.8)	7 (0.7)	10 (1.2)	20 (3.0)	8 (1.1)	3 (0.6)	1 (0.9)	0 (0.0)	8 (6.3)
Not employed, seeking	89 (7.8)	33 (3.3)	22 (2.7)	59 (8.8)	32 (4.5)	10 (2.1)	13 (12.1)	4 (2.8)	2 (1.6)
Not seeking employment	19 (1.7)	18 (1.8)	6 (0.7)	9 (1.3)	11 (1.5)	7 (1.4)	1 (0.9)	3 (2.1)	2 (1.6)
Total no. of graduates	1,144	1,005	817	673	716	484	107	144	127

Includes only graduates of United States universities whose placement type is known.

Table 2

Employment Placements of Graduates of English, Foreign Language, and Comparative Literature Programs, from 1996–97, 2000–01, and 2003–04 Placement Surveys

Excludes citizens of countries other than the United States or Canada who returned to their countries of origin after receiving their degrees.

	English No. (%)			Foreign Languages No. (%)			Comparative Literature No. (%)		
Type of Placement	1996–97	2000–01	2003–04	1996–97	2000–01	2003–04	1996–97	2000–01	2003–04
Tenure-track	372 (33.6)	410 (42.0)	389 (49.4)	253 (40.4)	253 (37.6)	205 (46.2)	41 (43.2)	56 (41.5)	43 (36.8)
Non-tenure-track, full-time	281 (25.4)	201 (20.6)	162 (20.6)	167 (26.7)	122 (18.1)	122 (27.5)	18 (18.9)	26 (19.3)	34 (29.1)
Non-tenure-track, part-time	148 (13.4)	95 (9.7)	46 (5.8)	56 (8.9)	42 (6.2)	24 (5.4)	8 (8.4)	14 (10.4)	8 (6.8)
Non-tenure-track, full-time or part-time unknown			2 (0.3)			5 (1.1)			1 (0.9)
Unknown higher education		71 (7.3)	38 (4.8)		123 (18.3)	17 (3.8)		9 (6.7)	2 (1.7)
Postdoctoral fellowship	38 (3.4)	46 (4.7)	41 (5.2)	11 (1.8)	14 (2.1)	14 (3.2)	6 (6.3)	6 (4.4)	6 (5.1)
Academic administration	31 (2.8)	23 (2.4)	31 (3.9)	7 (1.1)	12 (1.8)	11 (2.5)	3 (3.2)	8 (5.9)	1 (0.9)
Secondary and elementary education	36 (3.3)	26 (2.7)	15 (1.9)	21 (3.4)	26 (3.9)	8 (1.8)	1 (1.1)	2 (1.5)	3 (2.6)
Business, govt., not-for-profit orgs.	72 (6.5)	38 (3.9)	25 (3.2)	31 (5.0)	34 (5.1)	18 (4.1)	2 (2.1)	6 (4.4)	8 (6.8)
Self-employed	15 (1.4)	11 (1.1)	5 (0.6)	4 (0.6)	2 (0.3)	5 (1.1)	1 (1.1)	2 (1.5)	2 (1.7)
Employed, type unknown	7 (0.6)	7 (0.7)	8 (1.0)	16 (2.6)	7 (1.0)	2 (0.5)	1 (1.1)	0 (0.0)	5 (4.3)
Not employed, seeking	87 (7.9)	31 (3.2)	20 (2.5)	52 (8.3)	29 (4.3)	7 (1.6)	13 (13.7)	4 (3.0)	2 (1.7)
Not seeking employment	19 (1.7)	17 (1.7)	6 (0.8)	8 (1.3)	9 (1.3)	6 (1.4)	1 (1.1)	2 (1.5)	2 (1.7)
Total no. of graduates	1,106	976	788	626	673	444	95	135	117

Includes only graduates of United States universities whose placement type is known.

origin after receiving their degrees. Table 2 excludes these temporary-resident returners from the base number used to calculate the percentages because these individuals do not compete for positions in the North American academic job market. Applying table 2's restrictions—2004 doctorates from United States institutions, nonreturners, and known placement type—leaves what this report refers to as the 2004 United States cohort. (Please note that the United States cohort includes non-United States citizens, including Canadian citizens, who graduated from a United States institution and found employment in the United States or Canada.) We see in the total line of table 2 that the 2004 United States cohort numbers 788 graduates of English programs, 444 graduates of foreign language programs, and 117 graduates of comparative literature programs.

The left-hand column of tables 1 and 2 shows major categories of employment placement. The right-hand side of the tables divides the data for employment categories into English, foreign languages, and comparative literature, listing counts and percentages for these fields from the three most recent MLA surveys, which covered 1996–97, 2000–01, and 2003–04. The tenure-track row of table 1, for instance, shows that there were 270 degree recipients in foreign language fields who obtained tenure-track appointments in 1996–97, 276 in 2000–01, and 220 in 2003–04. In other terms, 40.1%, 38.5%, and 45.5% of the graduates of United States foreign language departments for those years found tenure-track employment before the fall semester after their graduation. Counts and percentages in tables 1 and 2 sum from top to bottom, with allowance for rounding.

Table 2 shows placement outcomes for the 788 graduates of English programs, 444 graduates of foreign language programs, and 117 graduates of comparative literature programs in the 2004 United States cohort. Like table 1, table 2 provides comparison data from the 1996–97 and 2000–01 surveys. Of the 788 English graduates in 2003–04, 389 (49.4%) obtained tenure-track placements and 637 (80.8%) were employed in teaching positions in higher education, either full- or part-time. When graduates placed in academic administration and postdoctoral fellowships are added, the figure rises to 709 (90.0%). There were 289 English graduates (36.7%) who found temporary placements in non-tenure-track positions—full-time (20.6%), part-time (5.8%), or unknown (0.3%)—or who were in postdoctoral fellowships (5.2%) or were one of the 38 graduates (4.8%) who were reported as employed teaching in higher education but for whom the appointment type was not specified. There were 53 graduates (6.7%) employed outside higher education and 20 graduates (2.5%) not employed and seeking employment. Again, counts and percentages sum top to bottom, breaking out the distribution of each survey year's United States cohort.

Of the 444 foreign language graduates in the 2004 United States cohort, 205, or 46.2%, found tenure-track placements and 373 (84.0%) were employed in teaching positions in higher education, either full- or part-time. When graduates placed in academic administration and postdoctoral fellowships are added, the figure rises to 398 (89.6%). There were 182 foreign language graduates (41.0%) who found temporary placements in non-tenure-track positions—full-time (27.5%), part-time (5.4%), or unknown (1.1%)—or who were in postdoctoral fellowships (3.2%) or were one of the 17 graduates (3.8%) who were reported as employed teaching in higher education but for whom the type of appointment was not specified. There were 33 graduates (7.4%) employed outside higher education and 7 graduates (1.6%) not employed and seeking employment.

For comparative literature, apply the same method of reading the data across for each placement type's yearly share and down for each year's breakout into different placement types. Totals sum top to bottom with allowance for rounding in percentages.

Table 3 presents analogous information for graduates of Canadian English and foreign language departments, also broken down by sex. Percentages are not provided because the number of graduates in each category is small.

Figures 1 and 2 present time series data comparing the numbers of PhDs reported each year since 1973 on the United States government's annual Survey of Earned Doctorates (SED) with the numbers of graduates reported to have found tenure-track positions on each of the twelve MLA surveys of PhD placement. The SED is an annual survey that publishes information on PhD recipients across all academic disciplines; individual graduates assign themselves to a field of study. The MLA placement surveys record numbers of new PhD recipients that obtained tenure-track positions (among other placements), as reported by the

Table 3
Employment Placements of 2003–04 Graduates of Canadian English and Foreign Language Programs
Excludes (includes) citizens of countries other than the United States or Canada who returned to their countries of origin after receiving their degrees.

	English			Foreign Languages		
Type of Placement	Men	Women	Total	Men	Women	Total
Tenure-track	5 (5)	7 (8)	12 (13)	4 (5)	9 (10)	13 (15)
Non-tenure-track	5 (5)	6 (7)	11 (12)	2 (2)	3 (3)	5 (5)
Non-tenure-track, renewable	4 (4)	2 (2)	6 (6)	1 (1)	4 (4)	5 (5)
Non-tenure-track, one year only	1 (1)	4 (4)	5 (5)	1 (1)		1 (1)
Unknown higher education			0		1 (1)	1 (1)
Postdoctoral fellowship	2 (2)	1 (1)	3 (3)	3 (3)		3 (3)
Academic administration		2 (2)	2 (2)			0 (0)
Secondary and elementary education	1 (1)		1 (1)			0 (0)
Business, govt., not-for-profit orgs.	2 (2)	2 (2)	4 (4)			0 (0)
Employed, type unknown			0 (0)		1 (1)	1 (1)
Seeking academic employment		1 (1)	1 (1)			0 (0)
Not seeking employment		3 (3)	3 (3)		0 (1)	0 (1)
Total no. of graduates	20 (20)	28 (30)	48 (50)	11 (12)	18 (20)	29 (32)

Includes only graduates of Canadian universities whose placement type is known.

departments in which graduates completed their degree programs. Comparison of the two lines suggests a United States higher education system that over the past quarter century has been able to absorb something less than half of any given survey year's modern language PhD recipients to tenure-track appointments immediately upon graduation. Tenure-track placements recorded across all twelve surveys center on 400 new degree recipients per year in English and 260 in foreign languages. It should be emphasized that the MLA's placement studies do not tell us how many entry-level tenure-track positions departments filled in any given year, only how many new degree recipients were reported to be placed in such positions.

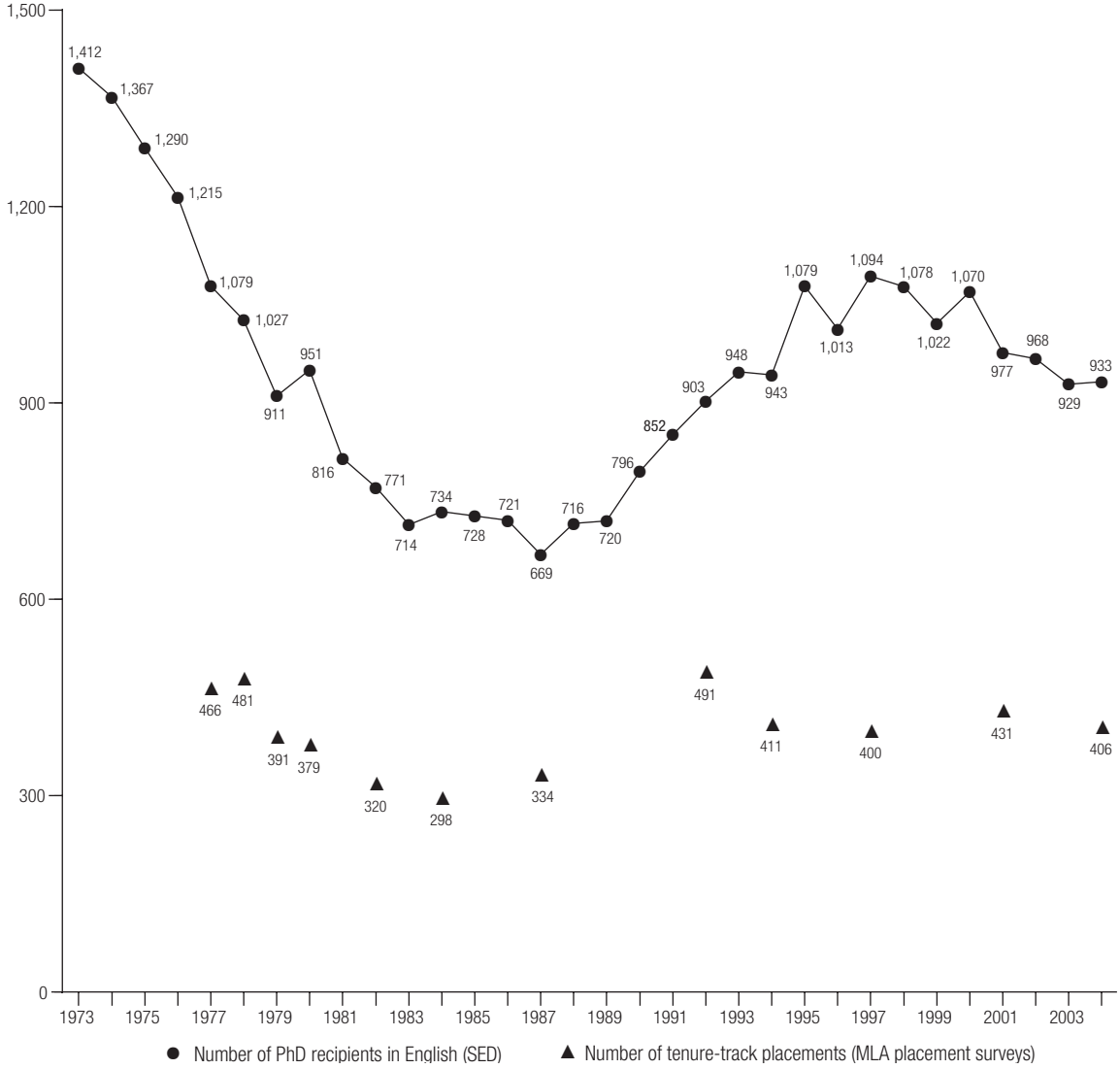
The numbers of tenure-track appointments presented in figures 1 and 2 are higher than those given in some other tables in this report. This is because only for the four most recent studies in the series has the MLA asked departments to identify graduates who were temporary residents and returned to their countries of origin after receiving their degrees. As noted above, these returners are excluded from most summary findings about placement outcomes in this report because returners do not compete for faculty appointments in the United States academic job market. However, to maintain comparability when findings across all twelve studies in the series are presented, the returners are added back into the totals for the four most recent survey years 1993–94, 1996–97, 2000–01, and 2003–04.

Tables 4a and 4b present employment placements for the 2004 United States cohort, broken out by gender and department type (English, foreign languages, comparative literature), then by specialization (Spanish and Portuguese; French and Italian; Germanic languages; Slavic languages; Near Eastern languages; Asian languages; comparative literature; composition, rhetoric, and business and technical writing; American, British, and Commonwealth literature; criticism, theory, and cultural studies; ethnic literatures/studies; linguistics, second language acquisition, English language, and English as a second language; ancient studies, classical languages, and medieval studies; creative writing; and genres). Numbers become very small in some cells in these tables, and where this is the case percentages should be treated cautiously.

Each placement category has three rows of information:

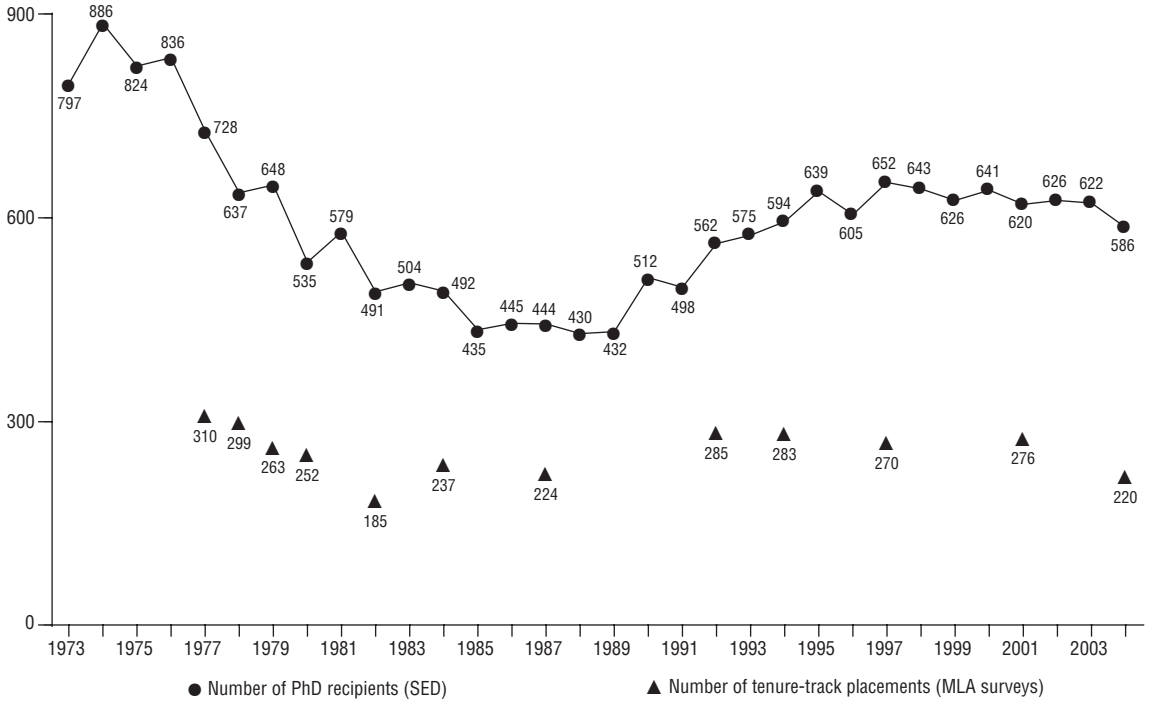
- No. of graduates: the number of men or women degree recipients reported in that placement category
- % of degree recipients: the percentage of men or women degree recipients reported in that placement category
- % who placed: the breakout by percentage of all men or all women who placed in each category

Fig. 1
Numbers of PhD Recipients in English, 1973–2004, and Numbers of Tenure-Track Placements Reported on Twelve MLA Placement Surveys, 1977–2004



Sources: Survey of Earned Doctorates (SED) and MLA Surveys of PhD Placement

Fig. 2
Numbers of PhD Recipients in Foreign Languages, 1973–2004, and Numbers of Tenure-Track Placements Reported on Twelve MLA Placement Surveys, 1977–2004



Sources: Survey of Earned Doctorates (SED) and MLA Surveys of PhD Placement

For example, looking at the data for placements in English in table 4a, we see that 389 of all 787 graduates were known to be employed in tenure-track positions: 166 of 317 men and 223 of 470 women. (The one graduate in English whose sex was reported as "unknown" is omitted from the table but would have fallen in the full-time non-tenure-track line.) The 166 men represent 42.7% of the 389 graduates whose sex was known and who were employed in tenure-track positions; the 223 women represent 57.3% of the 389 graduates whose sex was known and who were employed in tenure-track positions. Reading down the columns we see that 52.4% of the 317 male graduates and 47.4% of the 470 women graduates were reported as employed in tenure-track positions. Overall, the placement rate to tenure-track positions was 49.4% for graduates in English whose sex was known. This means that, while 470 women represented 59.7% of the graduates in English, they found 57.3% of the tenure-track placements, slightly fewer than their representation in the entire pool of graduates. The women's tenure-track placement rate of 47.4% is thus slightly lower than the rate for the entire group (49.4%), while the men's placement rate of 52.4% is slightly higher.

The same method of reading row and column counts and percentages can be applied to tables 4a and 4b.

The data on placement of Spanish and Portuguese graduates are especially interesting, since the rate of placement to tenure-track appointments was higher in Spanish and Portuguese than for other fields. As tables 2 and 4a show, in the foreign languages at large this rate was 46.2%; for Spanish it was 58.9%. For men in Spanish, the rate was even higher at 74.0%.

Table 4a
Initial Employment Placements of 2003–04 Graduates from United States Universities, by Department Type and Sex

	English			Foreign Languages			Comparative Literature		
Type of Placement	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	166	223	389	89	116	205	18	25	43
% of degree recipients	42.7	57.3	100.0	43.4	56.6	100.0	41.9	58.1	100.0
% who placed	52.4	47.4	49.4	51.9	39.5	46.2	33.3	41.0	37.4
Non-tenure-track, full-time									
No. of graduates	63	98	161	34	88	122	20	12	32
% of degree recipients	39.1	60.9	100.0	27.9	72.1	100.0	62.5	37.5	100.0
% who placed	19.9	20.9	20.5	1.3	31.0	27.5	37.0	19.7	27.8
Non-tenure-track, part-time									
No. of graduates	17	29	46	5	19	24	3	5	8
% of degree recipients	37.0	63.0	100.0	20.8	79.2	100.0	37.5	62.5	100.0
% who placed	5.4	6.2	5.8	3.1	6.7	5.4	5.6	8.2	7.0
Non-tenure-track, part-time or full-time unknown									
No. of graduates	1	1	2	1	4	5		1	1
% of degree recipients	50.0	50.0	100.0	20.0	80.0	100.0	0.0	100.0	100.0
% who placed	0.3	0.2	0.3	0.6	1.4	1.1	0.0	1.6	0.9
Unknown higher education									
No. of graduates	14	24	38	6	11	17		2	2
% of degree recipients	36.8	63.2	100.0	35.3	64.7	100.0	0.0	100.0	100.0
% who placed	4.4	5.1	4.8	3.8	3.9	3.8	0.0	3.3	1.7
Postdoctoral fellowship									
No. of graduates	15	26	41	7	7	14	3	3	6
% of degree recipients	36.6	63.4	100.0	50.0	50.0	100.0	50.0	50.0	100.0
% who placed	4.7	5.5	5.2	4.4	2.5	3.2	5.6	4.9	5.2
Academic administration									
No. of graduates	14	17	31	4	7	11		1	1
% of degree recipients	45.2	54.8	100.0	36.4	63.6	100.0	0.0	100.0	100.0
% who placed	4.4	3.6	3.9	2.5	2.5	2.5	0.0	1.6	0.9
Outside higher education									
No. of graduates	18	35	53	12	21	33	8	10	18
% of degree recipients	34.0	66.0	100.0	36.4	63.6	100.0	44.4	55.6	100.0
% who placed	5.7	7.4	6.7	7.5	7.4	7.4	14.8	16.4	15.7
Seeking employment									
No. of graduates	8	12	20	2	5	7	2		2
% of degree recipients	40.0	60.0	100.0	28.6	71.4	100.0	100.0	0.0	100.0
% who placed	2.5	2.6	2.5	1.3	1.8	1.6	3.7	0.0	1.7
Not seeking employment									
No. of graduates	1	5	6		6	6		2	2
% of degree recipients	16.7	83.3	100.0	0.0	100.0	100.0	0.0	100.0	100.0
% who placed	0.3	1.1	0.8	0.0	2.1	1.4	0.0	3.3	1.7
Total no. of graduates	317	470	787	160	284	444	54	61	115
Total % of degree recipients	40.3	59.7	100.0	36.0	64.0	100.0	47.0	53.0	100.0

Table 4b
Initial Employment Placements of 2003–04 Graduates from United States Universities, by Specialization and Sex

	Spanish and Portuguese			French and Italian			Germanic Languages		
Type of Placement	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	37	49	86	22	29	51	7	14	21
% of degree recipients	43.0	57.0	100.0	43.1	56.9	100.0	33.3	66.7	100.0
% who placed	74.0	51.0	58.9	61.1	39.2	46.4	33.3	35.0	34.4
Non-tenure-track, full-time									
No. of graduates	6	28	34	10	24	34	9	13	22
% of degree recipients	17.6	82.4	100.0	29.4	70.6	100.0	40.9	59.1	100.0
% who placed	12.0	29.2	23.3	27.8	32.4	30.9	42.9	32.5	36.1
Non-tenure-track, part-time									
No. of graduates	1	4	5		3	3		3	3
% of degree recipients	20.0	80.0	100.0	0.0	100.0	100.0	0.0	100.0	100.0
% who placed	2.0	4.2	3.4	0.0	4.1	2.7	0.0	7.5	4.9
Non-tenure-track, part-time or full-time unknown									
No. of graduates					1	1			
% of degree recipients				0.0	100.0	100.0			
% who placed				0.0	1.4	0.9			
Unknown higher education									
No. of graduates	2	7	9		2	2			
% of degree recipients	22.2	77.8	100.0	0.0	100.0	100.0			
% who placed	4.0	7.3	6.2	0.0	2.7	1.8			
Postdoctoral fellowship									
No. of graduates	1	2	3		1	1	1	2	3
% of degree recipients	33.3	66.7	100.0	0.0	100.0	100.0	33.3	66.7	100.0
% who placed	2.0	2.1	2.1	0.0	1.4	0.9	4.8	5.0	4.9
Academic administration									
No. of graduates		2	2	2	1	3	1	2	3
% of degree recipients	0.0	100.0	100.0	66.7	33.3	100.0	33.3	66.7	100.0
% who placed	0.0	2.1	1.4	5.6	1.4	2.7	4.8	5.0	4.9
Outside higher education									
No. of graduates	3	3	6	2	10	12	2	4	6
% of degree recipients	50.0	50.0	100.0	16.7	83.3	100.0	33.3	66.7	100.0
% who placed	6.0	3.1	4.1	5.6	13.5	10.9	9.5	10.0	9.8
Seeking employment									
No. of graduates					2	2	1		1
% of degree recipients				0.0	100.0	100.0	100.0	0.0	100.0
% who placed				0.0	2.7	1.8	4.8	0.0	1.6
Not seeking employment									
No. of graduates		1	1		1	1		2	2
% of degree recipients	0.0	100.0	100.0	0.0	100.0	100.0	0.0	100.0	100.0
% who placed	0.0	1.0	0.7	0.0	1.4	0.9	0.0	5.0	3.3
Total no. of graduates	50	96	146	36	74	110	21	40	61
Total % of degree recipients	34.2	65.8	100.0	32.7	67.3	100.0	34.4	65.6	100.0

Table 4b (*continued*)
Initial Employment Placements of 2003–04 Graduates from United States Universities, by Specialization and Sex

	Slavic Languages			Near Eastern Languages			Asian Languages		
Type of Placement	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	2	4	6	5	4	9	10	8	18
% of degree recipients	33.3	66.7	100.0	55.6	44.4	100.0	55.6	44.4	100.0
% who placed	28.6	19.0	21.4	29.4	36.4	32.1	50.0	33.3	40.9
Non-tenure-track, full-time									
No. of graduates	1	9	10	7	3	10	3	3	6
% of degree recipients	10.0	90.0	100.0	70.0	30.0	100.0	50.0	50.0	100.0
% who placed	14.3	42.9	35.7	41.2	27.3	35.7	0.0	11.1	8.3
Non-tenure-track, part-time									
No. of graduates	2	3	5				1	3	4
% of degree recipients	40.0	60.0	100.0				25.0	75.0	100.0
% who placed	28.6	14.3	17.9				5.0	12.5	9.1
Non-tenure-track, part-time or full-time unknown									
No. of graduates	1	2	3		1	1			
% of degree recipients	33.3	66.7	100.0	0.0	100.0	100.0			
% who placed	14.3	9.5	10.7	0.0	9.1	3.6			
Unknown higher education									
No. of graduates				2		2		2	2
% of degree recipients				100.0	0.0	100.0	0.0	100.0	100.0
% who placed				11.8	0.0	7.1	0.0	8.3	4.5
Postdoctoral fellowship									
No. of graduates		1	1	2	2	4	2	1	3
% of degree recipients	0.0	100.0	100.0	50.0	50.0	100.0	66.7	33.3	100.0
% who placed	0.0	4.8	3.6	11.8	18.2	14.3	10.0	4.2	6.8
Academic administration									
No. of graduates		1	1					1	1
% of degree recipients	0.0	100.0	100.0				0.0	100.0	100.0
% who placed	0.0	4.8	3.6				0.0	4.2	2.3
Outside higher education									
No. of graduates	1	1	2	1	1	2	3	3	6
% of degree recipients	50.0	50.0	100.0	50.0	50.0	100.0	50.0	50.0	100.0
% who placed	14.3	4.8	7.1	5.9	9.1	7.1	15.0	12.5	13.6
Seeking employment									
No. of graduates							1		1
% of degree recipients							100.0	0.0	100.0
% who placed							5.0	0.0	2.3
Not seeking employment									
No. of graduates								3	3
% of degree recipients							0.0	100.0	100.0
% who placed							0.0	12.5	6.8
Total no. of graduates	7	21	28	17	11	28	20	24	44
Total % of degree recipients	25.0	75.0	100.0	60.7	39.3	100.0	45.5	54.5	100.0

Table 4b (*continued*)
Initial Employment Placements of 2003–04 Graduates from United States Universities, by Specialization and Sex

	Comparative Literature			Composition, Rhetoric, and Business and Technical Writing			American, British, and Commonwealth Literature		
Type of Placement	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	13	14	27	25	45	70	99	126	225
% of degree recipients	48.1	51.9	100.0	35.7	64.3	100.0	44.0	56.0	100.0
% who placed	38.2	42.4	40.3	71.4	72.6	72.2	47.6	42.4	44.6
Non-tenure-track, full-time									
No. of graduates	11	8	19	4	7	11	45	65	110
% of degree recipients	57.9	42.1	100.0	36.4	63.6	100.0	40.9	59.1	100.0
% who placed	32.4	24.2	28.4	11.4	11.3	11.3	21.6	21.9	21.8
Non-tenure-track, part-time									
No. of graduates	1	3	4		2	2	17	23	40
% of degree recipients	25.0	75.0	100.0	0.0	100.0	100.0	42.5	57.5	100.0
% who placed	2.9	9.1	6.0	0.0	3.2	2.1	8.2	7.7	7.9
Non-tenure-track, part-time or full-time unknown									
No. of graduates							1		1
% of degree recipients							100.0	0.0	100.0
% who placed							0.5	0.0	0.2
Unknown higher education									
No. of graduates		1	1	2	2	4	7	14	21
% of degree recipients	0.0	100.0	100.0	50.0	50.0	100.0	33.3	66.7	100.0
% who placed	0.0	3.0	1.5	5.7	3.2	4.1	3.4	4.7	4.2
Postdoctoral fellowship									
No. of graduates	3	2	5		1	1	10	15	25
% of degree recipients	60.0	40.0	100.0	0.0	100.0	100.0	40.0	60.0	100.0
% who placed	8.8	6.1	7.5	0.0	1.6	1.0	4.8	5.1	5.0
Academic administration									
No. of graduates		1	1	1	3	4	11	10	21
% of degree recipients	0.0	100.0	100.0	25.0	75.0	100.0	52.4	47.6	100.0
% who placed	0.0	3.0	1.5	2.9	4.8	4.1	5.3	3.4	4.2
Outside higher education									
No. of graduates	5	3	8	3	1	4	10	29	39
% of degree recipients	62.5	37.5	100.0	75.0	25.0	100.0	25.6	74.4	100.0
% who placed	14.7	9.1	11.9	8.6	1.6	4.1	4.8	9.8	7.7
Seeking employment									
No. of graduates	1		1		1	1	7	10	17
% of degree recipients	100.0	0.0	100.0	0.0	100.0	100.0	41.2	58.8	100.0
% who placed	2.9	0.0	1.5	0.0	1.6	1.0	3.4	3.4	3.4
Not seeking employment									
No. of graduates		1	1				1	5	6
% of degree recipients	0.0	100.0	100.0				16.7	83.3	100.0
% who placed	0.0	3.0	1.5				0.5	1.7	1.2
Total no. of graduates	34	33	67	35	62	97	208	297	505
Total % of degree recipients	50.7	49.3	100.0	36.1	63.9	100.0	41.2	58.8	100.0

Table 4b (*continued*)
Initial Employment Placements of 2003-04 Graduates from United States Universities, by Specialization and Sex

Type of Placement	Criticism, Theory, and Cultural Studies			Ethnic Literatures/Studies, including African, African American, Asian American, Caribbean, and Postcolonial Literatures/Studies			Linguistics, Second Language Acquisition, English Language, and English as a Second Language		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	5	2	7	12	33	45	11	19	30
% of degree recipients	71.4	28.6	100.0	26.7	73.3	100.0	36.7	63.3	100.0
% who placed	41.7	16.7	29.2	50.0	57.9	55.6	64.7	52.8	56.6
Non-tenure-track, full-time									
No. of graduates	1	1	2	5	10	15	2	5	7
% of degree recipients	50.0	50.0	100.0	33.3	66.7	100.0	28.6	71.4	100.0
% who placed	8.3	8.3	8.3	20.8	17.5	18.5	11.8	13.9	13.2
Non-tenure-track, part-time									
No. of graduates	1	2	3	2	1	3		1	1
% of degree recipients	33.3	66.7	100.0	66.7	33.3	100.0	0.0	100.0	100.0
% who placed	8.3	16.7	12.5	8.3	1.8	3.7	0.0	2.8	1.9
Non-tenure-track, part-time or full-time unknown									
No. of graduates		1	1		1	1			
% of degree recipients	0.0	100.0	100.0	0.0	100.0	100.0			
% who placed	0.0	8.3	4.2	0.0	1.8	1.2			
Unknown higher education									
No. of graduates		1	1	1	3	4	2	4	6
% of degree recipients	0.0	100.0	100.0	25.0	75.0	100.0	33.3	66.7	100.0
% who placed	0.0	8.3	4.2	4.2	5.3	4.9	11.8	11.1	11.3
Postdoctoral fellowship									
No. of graduates	1		1	2	5	7		2	2
% of degree recipients	100.0	0.0	100.0	28.6	71.4	100.0	0.0	100.0	100.0
% who placed	8.3	0.0	4.2	8.3	8.8	8.6	0.0	5.6	3.8
Academic administration									
No. of graduates		1	1		2	2		2	2
% of degree recipients	0.0	100.0	100.0	0.0	100.0	100.0	0.0	100.0	100.0
% who placed	0.0	8.3	4.2	0.0	3.5	2.5	0.0	5.6	3.8
Outside higher education									
No. of graduates	4	3	7	2	1	3	2	2	4
% of degree recipients	57.1	42.9	100.0	66.7	33.3	100.0	50.0	50.0	100.0
% who placed	33.3	25.0	29.2	8.3	1.8	3.7	11.8	5.6	7.5
Seeking employment									
No. of graduates		1	1		1	1			
% of degree recipients	0.0	100.0	100.0	0.0	100.0	100.0			
% who placed	0.0	8.3	4.2	0.0	1.8	1.2			
Not seeking employment									
No. of graduates								1	1
% of degree recipients							0.0	100.0	100.0
% who placed							0.0	2.8	1.9
Total no. of graduates	12	12	24	24	57	81	17	36	53
Total % of degree recipients	50.0	50.0	100.0	29.6	70.4	100.0	32.1	67.9	100.0

Table 4b (*continued*)
Initial Employment Placements of 2003-04 Graduates from United States Universities, by Specialization and Sex

Type of Placement	Ancient Studies, Classical Languages, and Medieval Studies			Creative Writing			Genre: Drama/Theater, Fiction/Narrative, Film, or Poetry/Poetics		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Tenure-track									
No. of graduates	7	8	15	13	9	22	5	7	12
% of degree recipients	46.7	53.3	100.0	59.1	40.9	100.0	41.7	58.3	100.0
% who placed	70.0	36.4	46.9	46.4	39.1	43.1	55.6	41.2	46.2
Non-tenure-track, full-time									
No. of graduates	1	7	8	11	6	17	1	9	10
% of degree recipients	12.5	87.5	100.0	64.7	35.3	100.0	10.0	90.0	100.0
% who placed	10.0	31.8	25.0	39.3	26.1	33.3	11.1	52.9	38.5
Non-tenure-track, part-time									
No. of graduates		1	1		1	1		1	1
% of degree recipients	0.0	100.0	100.0	0.0	100.0	100.0	0.0	100.0	100.0
% who placed	0.0	4.5	3.1	0.0	4.3	2.0	0.0	5.9	3.8
Non-tenure-track, part-time or full-time unknown									
No. of graduates									
% of degree recipients									
% who placed									
Unknown higher education									
No. of graduates	2	2	4		3	3			
% of degree recipients	50.0	50.0	100.0	0.0	100.0	100.0			
% who placed	20.0	9.1	12.5	0.0	13.0	5.9			
Postdoctoral fellowship									
No. of graduates					4	4	2		2
% of degree recipients				0.0	100.0	100.0	100.0	0.0	100.0
% who placed				0.0	17.4	7.8	22.2	0.0	7.7
Academic administration									
No. of graduates		1	1	1		1	1		1
% of degree recipients	0.0	100.0	100.0	100.0	0.0	100.0	100.0	0.0	100.0
% who placed	0.0	4.5	3.1	3.6	0.0	2.0	11.1	0.0	3.8
Outside higher education									
No. of graduates				2		2			
% of degree recipients				100.0	0.0	100.0			
% who placed				7.1	0.0	3.9			
Seeking employment									
No. of graduates		2	2	1		1			
% of degree recipients	0.0	100.0	100.0	100.0	0.0	100.0			
% who placed	0.0	9.1	6.3	3.6	0.0	2.0			
Not seeking employment									
No. of graduates		1	1						
% of degree recipients	0.0	100.0	100.0						
% who placed	0.0	4.5	3.1						
Total no. of graduates	10	22	32	28	23	51	9	17	26
Total % of degree recipients	31.3	68.8	100.0	54.9	45.1	100.0	34.6	65.4	100.0

Types of Colleges and Universities Where Graduates Employed in Higher Education Were Placed

PhD-granting departments and hiring departments are eager to know in which types of academic institutions graduates are most likely to find faculty appointments. The distribution of graduates across institutional types is consequential for PhD programs, since institutions with a greater teaching focus (baccalaureate colleges, regional comprehensive universities, and two-year colleges) have needs distinct from those of the doctorate-granting institutions where graduates earn degrees. Table 5 reports the types of institutions at which the 2004 United States cohort in English found academic employment and the types of academic employment they obtained. (Not included in table 5 are graduates employed outside higher education. Also excluded are 37 graduates for whom the type of institution at which they found employment was unknown.) In the total columns, reading the row percentage left to right on the bottom section of the table, one sees that 51.1% of the English graduates employed in any capacity in higher education were placed in doctorate-granting institutions but (at the top of the table) that only 44.1% of tenure-track placements were in doctorate-granting institutions. Placements to BA- and MA-granting institutions were split in roughly even proportion for non-tenure-track positions but the PhD-granting institutions alone claimed more than 50% of non-tenure-track placements. Notably, the placement rate to part-time positions, postdoctoral fellowships, and unspecified types of teaching situations was highest for graduates placed in doctorate-granting institutions. The pattern suggests the scale at which doctorate institutions hire their own and one another's graduates into temporary positions when graduates are unable to find tenure-track placements.

Table 5 also reports institutional type by gender for the United States English cohort and shows, for instance, that a higher percentage of men's appointments (55.6%) than women's appointments (46.3%) was made to tenure-track positions at doctorate-granting institutions, a higher percentage of women's appointments (73.5%) than men's (64.6%) to tenure-track positions at MA-granting institutions. A somewhat higher percentage of men's appointments at all institutional types was in tenure-track positions, a marginally higher percentage of women's in full-time non-tenure-track and part-time positions. Women graduates from English programs outnumbered men in reported tenure-track appointments at a ratio of about 1 to 0.7, roughly the same as the gender ratio in the overall 2004 United States English cohort.

Table 5
Employment Placements of 2003–04 Graduates from English Programs in United States Universities, by Type of Institution

	Female					Male					Total				
Type of Placement	BA	MA	PhD	2-Year	Total	BA	MA	PhD	2-Year	Total	BA	MA	PhD	2-Year	Total
Tenure-track															
No. of graduates	52	61	93	13	219	35	42	74	9	160	87	103	167	22	379
% of degree recipients	23.7	27.9	42.5	5.9	100.0	21.9	26.3	46.3	5.6	100.0	23.0	27.2	44.1	5.8	100.0
% who placed	65.0	73.5	46.3	50.0	56.2	68.6	64.6	55.6	64.3	60.8	66.4	69.6	50.0	55.0	58.0
Non-tenure-track, full-time															
No. of graduates	18	16	53	10	97	9	16	31	5	61	27	32	85	15	159
% of degree recipients	18.6	16.5	54.6	10.3	100.0	14.8	26.2	50.8	8.2	100.0	17.0	20.1	53.5	9.4	100.0
% who placed	22.5	19.3	26.4	38.5	24.9	17.6	24.6	23.3	35.7	23.2	20.6	21.6	25.4	37.5	24.3
Non-tenure-track, part-time															
No. of graduates	8	1	17	1	27	2	5	9		16	10	6	26	1	43
% of degree recipients	29.6	3.7	63.0	3.7	100.0	12.5	31.3	56.3	0.0	100.0	23.3	14.0	60.5	2.3	100.0
% who placed	10.0	1.2	8.5	3.8	6.9	3.9	7.7	6.8	0.0	6.1	7.6	4.1	7.8	2.5	6.6
Non-tenure-track, part-time or full-time unknown															
No. of graduates	1				1		1			1	1	1			2
% of degree recipients	100.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	100.0	50.0	50.0	0.0	0.0	100.0
% who placed	1.3	0.0	0.0	0.0	0.3	0.0	1.5	0.0	0.0	0.4	0.8	0.7	0.0	0.0	0.3
Unknown higher education															
No. of graduates	1	1	5	2	9	2		1		3	3	1	6	2	12
% of degree recipients	11.1	11.1	55.6	22.2	100.0	66.7	0.0	33.3	0.0	100.0	25.0	8.3	50.0	16.7	100.0
% who placed	1.3	1.2	2.5	7.7	2.3	3.9	0.0	0.8	0.0	1.1	2.3	0.7	1.8	5.0	1.8
Postdoctoral fellowship															
No. of graduates		1	22		23			13		13		1	35		36
% of degree recipients	0.0	4.3	95.7	0.0	100.0	0.0	0.0	100.0	0.0	100.0	0.0	2.8	97.2	0.0	100.0
% who placed	0.0	1.2	10.9	0.0	5.9	0.0	0.0	9.8	0.0	4.9	0.0	0.7	10.5	0.0	5.5
Academic administration															
No. of graduates		3	11		14	3	1	5		9	3	4	16		23
% of degree recipients	0.0	21.4	78.6	0.0	100.0	33.3	11.1	55.6	0.0	100.0	13.0	17.4	69.6	0.0	100.0
% who placed	0.0	3.6	5.5	0.0	3.6	5.9	1.5	3.8	0.0	3.4	2.3	2.7	4.8	0.0	3.5
Total no. of graduates	80	83	201	26	390	51	65	133	14	263	131	148	334	40	653
Total % of degree recipients	20.5	21.3	51.5	6.7	100.0	19.4	24.7	50.6	5.3	100.0	20.1	22.7	51.1	6.1	100.0

Figure 3 presents a pie chart displaying in graphic form the percentage of all types of English placement that went to each of the institutional sectors. Figure 4 is a pie chart showing the percentage of tenure-track English placements for each sector. Looking at English placements to tenure-track positions in figure 4, one sees that no type of institution claimed a majority of the tenure-track placements; the plurality (44.1%) were in institutions that grant the doctorate. Most remaining tenure-track placements were divided between MA-granting institutions (27.2%) and BA-granting institutions (23.0%). Only 5.8% of the graduates were placed in tenure-track positions in two-year colleges.

Table 6 reports the types of institutions at which 2004 foreign language graduates in the United States cohort obtained academic employment. (Not included in these tables are graduates employed outside higher education and the 30 graduates for whom the type of hiring institution was unknown.) Placement of graduates from foreign language programs is more concentrated in doctorate-granting institutions than it is in English. Of the foreign-language-program graduates in the United States cohort who were placed in any capacity in higher education, 56.2% were employed in a doctorate-granting institution.

Table 6 also reports institutional type by gender for the United States cohort in foreign languages and shows, for instance, that a significantly higher percentage of men's appointments (63.1%) than women's (47.9%) was made to tenure-track positions at all institutional types. A higher percentage of women's (36.4%) than men's appointments (22.7%) was made to full-time non-tenure-track positions. Percentages by gender were very similar in part-time positions. Women outnumbered men in the cohort's placements to tenure-track appointments at a ratio of about 1 to 0.8; the gender ratio in the 2004 foreign language cohort was 1 woman to 0.60 men.

Fig. 3
Where 2003–04 Graduates of English Programs Placed: All Placement Types

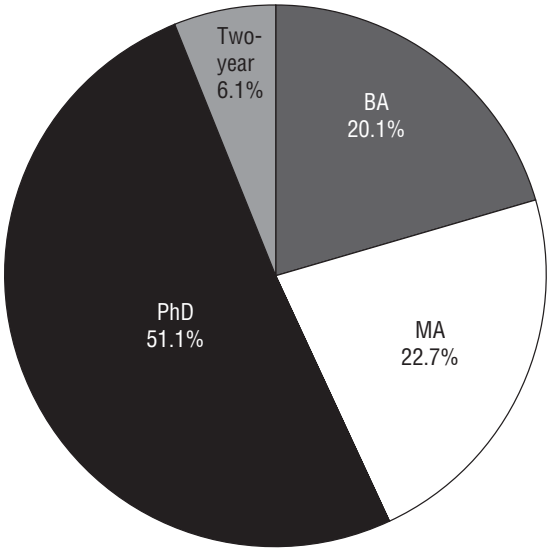


Fig. 4
Where 2003–04 Graduates of English Programs Placed: Tenure-Track Placements

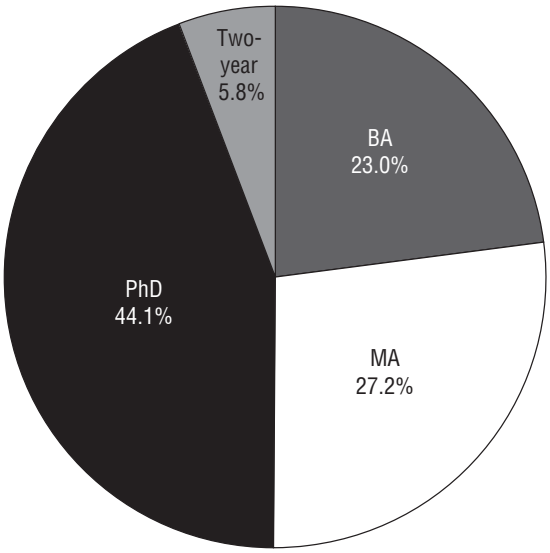


Table 6
Employment Placements of 2003–04 Graduates from Foreign Language Programs in United States Universities, by Type of Institution

	Female					Male					Total				
Type of Placement	BA	MA	PhD	2-Year	Total	BA	MA	PhD	2-Year	Total	BA	MA	PhD	2-Year	Total
Tenure-track															
No. of graduates	40	17	52	4	113	23	21	43	2	89	63	38	95	6	202
% of degree recipients	35.4	15.0	46.0	3.5	100.0	25.8	23.6	48.3	2.2	100.0	31.2	18.8	47.0	3.0	100.0
% who placed	64.5	54.8	38.8	44.4	47.9	69.7	75.0	55.1	100.0	63.1	66.3	64.4	44.8	54.5	53.6
Non-tenure-track, full-time															
No. of graduates	16	9	57	4	86	7	4	21		32	23	13	78	4	118
% of degree recipients	18.6	10.5	66.3	4.7	100.0	21.9	12.5	65.6		100.0	19.5	11.0	66.1	3.4	100.0
% who placed	25.8	29.0	42.5	44.4	36.4	21.2	14.3	26.9		22.7	24.2	22.0	36.8	36.4	31.3
Non-tenure-track, part-time															
No. of graduates	6	1	12		19	1	1	3		5	7	2	15		24
% of degree recipients	31.6	5.3	63.2	0.0	100.0	20.0	20.0	60.0		100.0	29.2	8.3	62.5	0.0	100.0
% who placed	9.7	3.2	9.0	0.0	8.1	3.0	3.6	3.8		3.5	7.4	3.4	7.1	0.0	6.4
Non-tenure-track, part-time or full-time unknown															
No. of graduates			1	1	2								1	1	2
% of degree recipients	0.0	0.0	50.0	50.0	100.0						0.0	0.0	50.0	50.0	100.0
% who placed	0.0	0.0	0.7	11.1	0.8						0.0	0.0	0.5	9.1	0.5
Unknown higher education															
No. of graduates		2	2		4	2	1	2		5	2	3	4		9
% of degree recipients	0.0	50.0	50.0	0.0	100.0	40.0	20.0	40.0		100.0	22.2	33.3	44.4	0.0	100.0
% who placed	0.0	6.5	1.5	0.0	1.7	6.1	3.6	2.6		3.5	2.1	5.1	1.9	0.0	2.4
Postdoctoral fellowship															
No. of graduates			6		6		1	6		7		1	12		13
% of degree recipients	0.0	0.0	100.0	0.0	100.0	0.0	14.3	85.7		100.0	0.0	7.7	92.3	0.0	100.0
% who placed	0.0	0.0	4.5	0.0	2.5	0.0	3.6	7.7		5.0	0.0	1.7	5.7	0.0	3.4
Academic administration															
No. of graduates		2	4		6			3		3		2	7		9
% of degree recipients	0.0	33.3	66.7	0.0	100.0	0.0	0.0	100.0		100.0	0.0	22.2	77.8	0.0	100.0
% who placed	0.0	6.5	3.0	0.0	2.5	0.0	0.0	3.8		2.1	0.0	3.4	3.3	0.0	2.4
Total no. of graduates	62	31	134	9	236	33	28	78	2	141	95	59	212	11	377
Total % of degree recipients	26.3	13.1	56.8	3.8	100.0	23.2	19.7	54.9	2.1	100.0	25.2	15.6	56.2	2.9	100.0

Figure 5 presents a pie chart displaying in graphic form the percentage of higher education foreign language placements that went to each of the institutional sectors. Figure 6 is a pie chart showing the percentage of tenure-track placements for each sector. Looking specifically at placements to tenure-track positions, 47.0% of the tenure-track placements that United States foreign language graduates obtained were in institutions that grant the doctorate. Remaining tenure-track placements were divided between MA-granting institutions (18.8%) and BA-granting institutions (31.2%). Only 3.0% of graduates placed in tenure-track positions in two-year colleges. Placements to non-tenure-track positions in foreign languages are heavily concentrated in doctorate-granting institutions, indicating the scale at which, like English programs, foreign language doctoral departments find temporary positions for many of their own and one another's graduates when graduates do not find tenure-track appointments.

Table 7 and figures 7 and 8 present analogous data for comparative literature graduates. Because the number of these graduates is small, percentages should be viewed cautiously; nonetheless, it is clear that comparative literature PhDs tend to be hired at a higher rate by PhD-granting institutions than

Fig. 5
Where 2003–04 Graduates of Foreign Language Programs Placed: All Placement Types

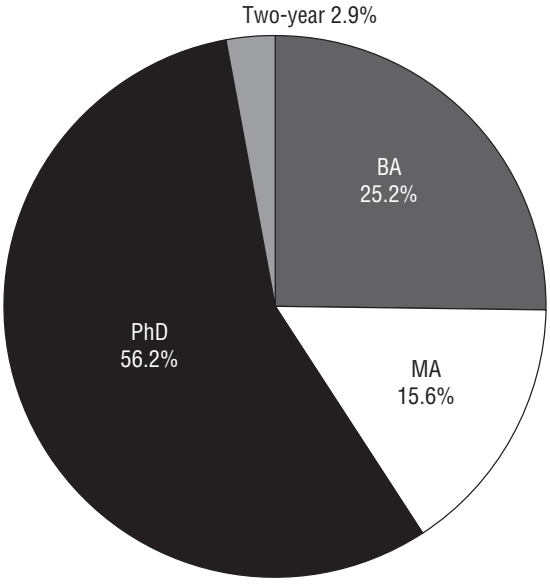


Fig. 6
Where 2003–04 Graduates of Foreign Language Programs Placed: Tenure-Track Placements

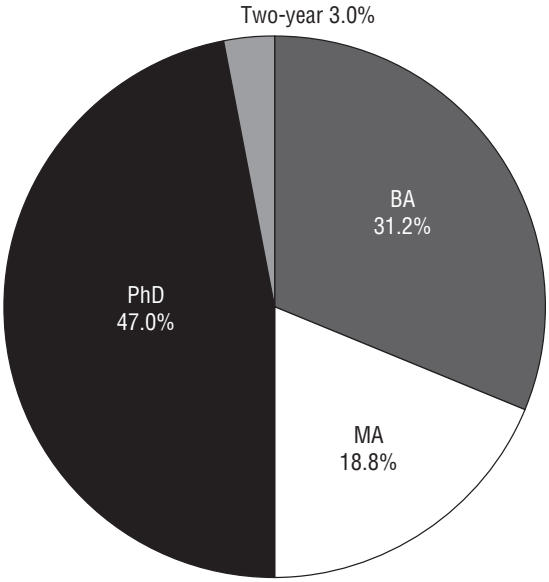


Table 7
Employment Placements of 2003–04 Graduates from Comparative Literature Programs in United States Universities, by Type of Institution

Type of Placement	BA	MA	PhD	2-Year	Total
Tenure-track					
No. of graduates	3	7	25		35
% of degree recipients	8.6	20.0	71.4	0.0	100.0
% who placed	30.0	87.5	49.0	0.0	49.3
Non-tenure-track, full-time					
No. of graduates	7	1	16	2	26
% of degree recipients	26.9	3.8	61.5	7.7	100.0
% who placed	70.0	12.5	31.4	100.0	36.6
Non-tenure-track, part-time					
No. of graduates			5		5
% of degree recipients	0.0	0.0	100.0	0.0	100.0
% who placed	0.0	0.0	9.8	0.0	7.0
Non-tenure-track, part-time or full-time unknown					
No. of graduates			1		1
% of degree recipients	0.0	0.0	100.0	0.0	100.0
% who placed	0.0	0.0	2.0	0.0	1.4
Postdoctoral fellowship					
No. of graduates			4		4
% of degree recipients	0.0	0.0	100.0	0.0	100.0
% who placed	0.0	0.0	7.8	0.0	5.6
Total no. of graduates	10	8	51	2	71
Total % of degree recipients	14.1	11.3	71.8	2.8	100.0

by BA- and MA-granting institutions and are very rarely hired by two-year institutions. (The type of hiring institution was unknown for 4 comparative literature graduates, and they are excluded.)

Table 8 presents data for graduates of Canadian institutions in English and foreign languages. These numbers are very small, so percentages have not been provided.

Fig. 7
Where 2003–04 Graduates of Comparative Literature Programs Placed: All Placement Types

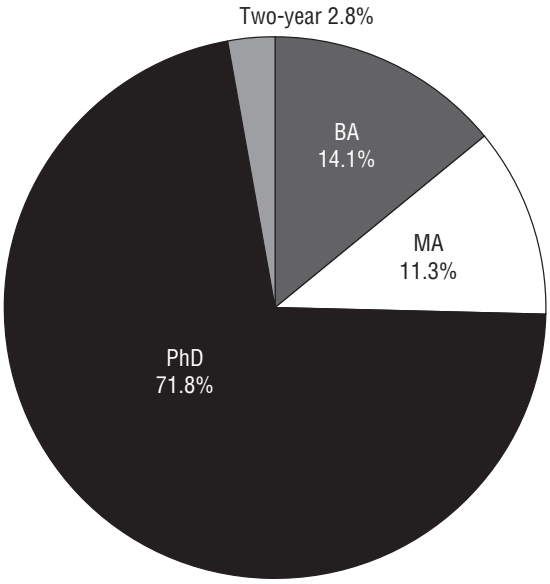


Fig. 8
Where 2003–04 Graduates of Comparative Literature Programs Placed: Tenure-Track Placements

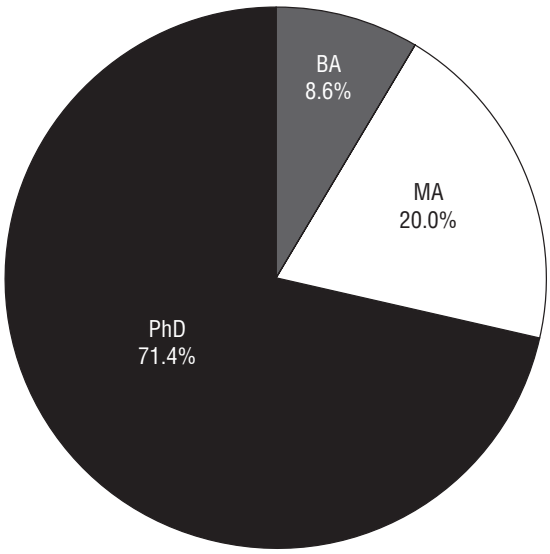


Table 8
Employment Placements of 2003–04 Graduates from Canadian Programs, by Type of Institution (Known Employment Type Only)

	English						Foreign Languages					
Employment Type	2-Year	BA	MA	PhD	Unknown	Total	2-Year	BA	MA	PhD	Unknown	Total
Tenure-track	1	2	1	8		12	1	4	1	6	1	13
Non-tenure-track				10	1	11		2	1	2		5
Non-tenure-track, renewable	1	2		3		6		1		4		5
Non-tenure-track, one year only		2		3		5				1		1
Unknown higher education						0				1		1
Postdoctoral fellowship				3		3				2	1	3
Academic administration				1	1	2						0
Secondary and elementary education					1	1						0
Business, govt., not-for-profit orgs.					4	4						0
Employed, type unknown						0					1	1
Seeking academic employment in a specific geographic area		1				1						0
Not seeking employment					3	3						0
Total	2	7	1	28	10	48	1	7	2	16	3	29

Average Time to Degree

Tables 9 through 13 provide information about the average time to degree, by gender, from several MLA PhD Placement Surveys. The current and three previous placement surveys have collected information about graduates' time to degree. The figures are calculated by averaging the difference between the year of graduation and the year graduates are reported to have entered the degree programs from which they graduated. The average has been consistently around eight years, except for graduates of Canadian institutions, for which the average is lower, as table 10 shows. For United States institutions, women's average time to degree is about half a year longer, and typically the average time to degree is slightly longer in foreign languages than in English.

MLA findings about time to degree are consistent with those the SED publishes each year. The SED provides two forms of information on time to degree, or "median time lapse from baccalaureate to doctorate": total time since the BA and registered time in a graduate program. In 2004 the SED reported median registered time of 9.4 years for graduates in English and American language and literatures and median total time of 11.5 years. The equivalent figures for foreign languages for 2004 are 8.7 years registered time and 11.0 years total time. The previous SED report, covering graduates who received doctorate degrees in 2003, reported registered time of 9.0 years and total time of 11.0 years in both English and foreign languages. (Appendix Table A3a. *Doctorate Recipients from United States Universities: Summary Report 2004* and *Doctorate Recipients from United States Universities: Summary Report 2003*; Chicago: National Opinion Research Center, 2005 and 2004. Summary reports for the eight years 1997 to 2004 may be accessed as PDF files at http://www.norc.uchicago.edu/issues/docdata.htm.)

Table 9
Average Time to Degree for Graduates of United States Programs, by Survey Year and Sex

	English			Foreign Languages			Comparative Literature		
Type of Placement	Men	Women	Total	Men	Women	Total	Men	Women	Total
1993–94									
No. of graduates	379	532	911	233	339	572			
% of graduates	41.6	58.4	100.0	40.7	59.3	100.0			
Average years to degree	7.7	8.1	**8.0**	7.9	8.6	**8.3**			
1996–97									
No. of graduates	503	688	1,191	322	428	750			
% of graduates	42.2	57.8	100.0	42.9	57.1	100.0			
Average years to degree	7.9	8.5	**8.3**	7.6	8.2	**8.0**			
2000–01									
No. of graduates	453	651	1,104	285	459	744			
% of graduates	41.0	59.0	100.0	38.3	61.7	100.0			
Average years to degree	**8.0**	8.4	**8.2**	**8.3**	8.6	**8.5**			
2003–04									
No. of graduates	350	529	879	192	344	536	50	56	106
% of graduates	39.8	60.2	100.0	35.8	64.2	100.0	47.2	52.8	100.0
Average years to degree	7.7	**8.1**	7.9	7.7	**8.5**	8.2	**9.1**	**8.6**	8.8

Table 10
Average Time to Degree for 2003–04 Graduates of Canadian Departments, by Sex

	Men	Women	Total
English			
No. of graduates	24	41	65
% of graduates	36.9	63.1	100.0
Average years to degree	7.3	7.7	7.6
Foreign languages			
No. of graduates	15	21	36
% of graduates	41.7	58.3	100.0
Average years to degree	7.3	7.0	7.1
Total no. of graduates	39	62	101
Total % of graduates	38.6	61.4	100.0
Total average	7.3	7.5	7.4

Table 11
Time to Degree for 2003–04 Graduates of United States Doctorate Programs in English, by Year Range and Sex

	Men	Women	Total
4 to 5 years			
No. of graduates	73	74	147
% of graduates	49.7	50.3	100.0
% of column	21.7	14.3	17.2
6 to 7 years			
No. of graduates	101	179	280
% of graduates	36.1	63.9	100.0
% of column	30.1	34.5	32.7
8 to 9 years			
No. of graduates	84	137	221
% of graduates	38.0	62.0	100.0
% of column	25.0	26.4	25.8
10 years or more			
No. of graduates	78	129	207
% of graduates	37.7	62.3	100.0
% of column	23.2	24.9	24.2
Total no. of graduates	336	519	855
Total % of graduates	39.3	60.7	100.0
Total % of column	100.0	100.0	100.0

Table 12
Time to Degree for 2003–04 Graduates of United States Doctorate Programs in Foreign Languages, by Year Range and Sex

	Men	Women	Total
4 to 5 years			
No. of graduates	28	41	69
% of graduates	40.6	59.4	100.0
% of column	14.7	12.1	13.1
6 to 7 years			
No. of graduates	66	114	180
% of graduates	36.7	63.3	100.0
% of column	34.7	33.7	34.1
8 to 9 years			
No. of graduates	61	89	150
% of graduates	40.7	59.3	100.0
% of column	32.1	26.3	28.4
10 years or more			
No. of graduates	35	94	129
% of graduates	27.1	72.9	100.0
% of column	18.4	27.8	24.4
Total no. of graduates	190	338	528
Total % of graduates	36.0	64.0	100.0
Total % of column	100.0	100.0	100.0

Table 13
Time to Degree for 2003–04 Graduates of United States Doctorate Programs in Comparative Literature, by Year Range and Sex

	Men	Women	Total
4 to 5 years			
No. of graduates	2	3	5
% of graduates	40.0	60.0	100.0
% of column	4.1	5.5	4.8
6 to 7 years			
No. of graduates	15	18	33
% of graduates	45.5	54.5	100.0
% of column	30.6	32.7	31.7
8 to 9 years			
No. of graduates	14	19	33
% of graduates	42.4	57.6	100.0
% of column	28.6	34.5	31.7
10 years or more			
No. of graduates	18	15	33
% of graduates	54.5	45.5	100.0
% of column	36.7	27.3	31.7
Total no. of graduates	49	55	104
Total % of graduates	47.1	52.9	100.0
Total % of column	100.0	100.0	100.0

Race, Ethnicity, and Citizenship for United States and Canadian Graduates

Tables 14 through 20 display data on race, ethnicity, and citizenship for graduates of United States and Canadian institutions, but tables 14 through 18 on race and ethnicity exclude foreign nationals who returned to the country of origin. Tables 14 through 18 read both across and down.

Reading across in table 14, we see that 78.5% of those who found tenure-track positions in English were identified as white. Of remaining tenure-track placements, 4.2% were identified as Latino or Hispanic, 7.7% as Asian or Pacific Islander, 9.0% as black or African American, 0.3% as Native American or American Indian, and 0.3% as both Latino/Hispanic and black/African American. Reading down in, for example, the column for black or African American graduates, we see that 73.9% of these graduates found a tenure-track position in English, 15.2% a non-tenure-track position, 4.3% an unknown type of position in higher education, 4.3% a postdoctoral fellowship, 2.2% an administrative position. The 46 black or African American graduates constituted 6.1% of the 751 placements in English reported in table 14. Overall, white graduates accounted for 84.6% of English placements, Latino or Hispanic 3.2%, Asian or Pacific Islander 5.5%, black or African American 6.1%, and Native American or American Indian 0.5%. (It is important to note that race and ethnicity were reported by departmental administrators, not by individual graduates. Multiple categories could be marked, but graduates are only counted once.)

Numbers in many cells in tables 14 (English graduates) and 15 (foreign language graduates) are very small. Table 16 therefore presents the same data but combines the numbers for all graduates of color in order to provide a crisper snapshot of placement percentages for graduates of color. It shows that 116 graduates of color constituted 15.4% of the 751 graduates in English reported in table 14. These graduates found slightly more than that percentage of tenure-track positions (21.5%). Overall, 69.8% of graduates of color found tenure-track jobs, and all but 2 found a position of some kind in higher education. This composite picture of graduates of color verifies that the job market for PhDs of color is generally strong. Table 16 also shows that white graduates captured a supermajority of all placements (and of each type) in English.

The situation is more varied in foreign languages, where Latino or Hispanic graduates account for a larger percentage of placements than in English, as table 15 illustrates. Percentages of graduates of color in most categories differ by no more than a few percentage points from those in English; however, in foreign languages, Latino or Hispanic PhDs accounted for 21.8% of total placements, as opposed to 3.2% in English. The resulting composite picture of foreign languages in table 16 thus differs markedly from English, with graduates of color accounting for roughly twice the percentage of placements (32.4% in foreign languages rather than 15.4% in English). This higher percentage for graduates of color in foreign languages should not obscure the low percentages of Asian or Pacific Islander (6.5%) and black or African American (3.4%) graduates and the near absence of Native American graduates (table 15).

Table 14
Placement Types for 2003–04 Graduates of English Programs, United States and Canada, by Race or Ethnicity

	White	Latino or Hispanic	Asian or Pacific Islander	Black or African American	Native American or American Indian	Latino / Hispanic and Black /African American	Total
Tenure-track							
No. of graduates	296	16	29	34	1	1	377
% by placement type	78.5	4.2	7.7	9.0	0.3	0.3	100.0
% racial or ethnic category	46.6	66.7	70.7	73.9	25.0	100.0	50.2
Non-tenure-track							
No. of graduates	183	3	6	7	1		200
% by placement type	91.5	1.5	3.0	3.5	0.5		100.0
% racial or ethnic category	28.8	12.5	14.6	15.2	25.0		26.6
Unknown higher education							
No. of graduates	29	1	2	2			34
% by placement type	85.3	2.9	5.9	5.9			100.0
% racial or ethnic category	4.6	4.2	4.9	4.3			4.5
Postdoctoral fellowship							
No. of graduates	33	2	3	2	1		41
% by placement type	80.5	4.9	7.3	4.9	2.4		100.0
% racial or ethnic category	5.2	8.3	7.3	4.3	25.0		5.5
Academic administration							
No. of graduates	27	2		1			30
% by placement type	90.0	6.7		3.3			100.0
% racial or ethnic category	4.3	8.3		2.2			4.0
Secondary and elementary education							
No. of graduates	15						15
% by placement type	100.0						100.0
% racial or ethnic category	2.4						2.0
Business, govt., not-for-profit orgs.							
No. of graduates	23				1		24
% by placement type	95.8				4.2		100.0
% racial or ethnic category	3.6				25.0		3.2
Self-employed (e.g., freelance writing, editing, translation)							
No. of graduates	5						5
% by placement type	100.0						100.0
% racial or ethnic category	0.8						0.7
Not employed, seeking							
No. of graduates	18		1				19
% by placement type	94.7		5.3				100.0
% racial or ethnic category	2.8		2.4				2.5
Not seeking employment							
No. of graduates	6						6
% by placement type	100.0						100.0
% racial or ethnic category	0.9						0.8
Total no. of graduates	635	24	41	46	4	1	751
Total % of all placements	84.6	3.2	5.5	6.1	0.5	0.1	(100.0)

Table 15
Placement Types for 2003–04 Graduates of Foreign Language Programs, United States and Canada, by Race or Ethnicity

	White	Latino or Hispanic	Asian or Pacific Islander	Black or African American	Latino, Native American, and White	Latino and Black	Total
Tenure-track							
No. of graduates	117	53	14	8	2	1	195
% by placement type	**60.0**	27.2	7.2	4.1	1.0	0.5	100.0
% racial or ethnic category	**41.5**	58.2	51.9	57.1	100.0	100.0	46.8
Non-tenure-track							
No. of graduates	107	27	8	3			145
% by placement type	**73.8**	18.6	5.5	2.1			100.0
% racial or ethnic category	**37.9**	29.7	29.6	21.4			34.8
Unknown higher education							
No. of graduates	7	5	1	1			14
% by placement type	**50.0**	35.7	7.1	7.1			100.0
% racial or ethnic category	**2.5**	5.5	3.7	7.1			3.4
Postdoctoral fellowship							
No. of graduates	7	1	2				10
% by placement type	70.0	10.0	20.0				100.0
% racial or ethnic category	2.5	1.1	7.4				2.4
Academic administration							
No. of graduates	9	1		1			11
% by placement type	81.8	9.1		9.1			100.0
% racial or ethnic category	3.2	1.1		7.1			2.6
Secondary and elementary education							
No. of graduates	5	1		1			7
% by placement type	71.4	14.3		14.3			100.0
% racial or ethnic category	1.8	1.1		7.1			1.7
Business, govt., not-for-profit orgs.							
No. of graduates	16	1					17
% by placement type	94.1	5.9					100.0
% racial or ethnic category	5.7	1.1					4.1
Self-employed (e.g., freelance writing, editing, translation)							
No. of graduates	5						5
% by placement type	100.0						100.0
% racial or ethnic category	1.8						1.2
Not employed, seeking							
No. of graduates	5	1	1				7
% by placement type	71.4	14.3	14.3				100.0
% racial or ethnic category	1.8	1.1	3.7				1.7
Not seeking employment							
No. of graduates	4	1	1				6
% by placement type	66.7	16.7	16.7				100.0
% racial or ethnic category	1.4	1.1	3.7				1.4
Total no. of graduates	282	91	27	14	2	1	417
Total % of all placements	67.6	21.8	6.5	3.4	0.5	0.2	100.0

Table 16
Placement Types for 2003–04 White Graduates and Graduates of Color, English and Foreign Language Programs, United States and Canada

	English			Foreign Languages		
	White Graduates	Graduates of Color	All Graduates	White Graduates	Graduates of Color	All Graduates
Tenure-track						
No. of graduates	296	81	377	117	78	195
% of row	78.5	21.5	100.0	60.0	40.0	100.0
% of column	46.6	69.8	50.2	41.5	57.8	46.8
Non-tenure-track						
No. of graduates	183	17	200	107	38	145
% of row	91.5	8.5	100.0	73.8	26.2	100.0
% of column	28.8	14.7	26.6	37.9	28.1	34.8
Unknown higher education						
No. of graduates	29	5	34	7	7	14
% of row	85.3	14.7	100.0	50.0	50.0	100.0
% of column	4.6	4.3	4.5	2.5	5.2	3.4
Postdoctoral fellowship						
No. of graduates	33	8	41	7	3	10
% of row	80.5	19.5	100.0	70.0	30.0	100.0
% of column	5.2	6.9	5.5	2.5	2.2	2.4
Academic administration						
No. of graduates	27	3	30	9	2	11
% of row	90.0	10.0	100.0	81.8	18.2	100.0
% of column	4.3	2.6	4.0	3.2	1.5	2.6
Secondary and elementary education						
No. of graduates	15		15	5	2	7
% of row	100.0		100.0	71.4	28.6	100.0
% of column	2.4		2.0	1.8	1.5	1.7
Business, govt., not-for-profit orgs.						
No. of graduates	23	1	24	16	1	17
% of row	95.8	4.2	100.0	94.1	5.9	100.0
% of column	3.6	0.9	3.2	5.7	0.7	4.1
Self-employed (e.g., freelance writing, editing, translation)						
No. of graduates	5		5	5		5
% of row	100.0		100.0	100.0		100.0
% of column	0.8		0.7	1.8		1.2
Not employed, seeking						
No. of graduates	18	1	19	5	2	7
% of row	94.7	5.3	100.0	71.4	28.6	100.0
% of column	2.8	0.9	2.5	1.8	1.5	1.7
Not seeking employment						
No. of graduates	6		6	4	2	6
% of row	100.0		100.0	66.7	33.3	100.0
% of column	0.9		0.8	1.4	1.5	1.4
Total no. of graduates	635	116	751	282	135	417
Total % of row	84.6	15.4	100.0	67.6	32.4	100.0
Total % of column	100.0	100.0	100.0	100.0	100.0	100.0

Table 17
Placement Types for 2003–04 Graduates of Comparative Literature Programs, United States and Canada, by Race or Ethnicity

	White	Asian or Pacific Islander	Latino or Hispanic	Black or African American	Total
Tenure-track					
No. of graduates	22	5	5	2	34
% by placement type	64.7	14.7	14.7	5.9	100.0
% racial or ethnic category	36.1	35.7	83.3	66.7	40.5
Non-tenure-track					
No. of graduates	24	6	1		31
% by placement type	77.4	19.4	3.2		100.0
% racial or ethnic category	39.3	42.9	16.7		36.9
Unknown higher education, postdoctoral fellowship, or academic administration					
No. of graduates	4	3		1	8
% by placement type	50.0	37.5		12.5	100.0
% racial or ethnic category	6.6	21.4		33.3	9.5
Secondary and elementary education; business, govt., not-for-profit orgs.; self-employed					
No. of graduates	9				9
% by placement type	100.0				100.0
% racial or ethnic category	14.8				10.7
Not employed					
No. of graduates	2				2
% by placement type	100.0				100.0
% racial or ethnic category	3.3				2.4
Total no. of graduates	61	14	6	3	84
Total % of all placements	72.6	16.7	7.1	3.6	100.0

Table 19
Citizenship of 2003–04 Graduates (graduates of US and Canadian institutions; known citizenship only)

Country of Citizenship	English No. (%)	Foreign Language No. (%)	Comparative Literature No. (%)	Total No. (%)
United States	834 (85.2)	364 (59.4)	81 (69.8)	1,279 (74.9)
Canada	71 (7.3)	42 (6.9)	3 (2.6)	116 (6.8)
Other	74 (7.6)	207 (33.8)	32 (27.6)	313 (18.3)
Total (%)	979 (100.0)	613 (100.0)	116 (100.0)	1,708 (100.0)

Table 20
Foreign Nationals Who Returned to Country of Origin
(graduates of US and Canadian institutions; known citizenship only)

Did the graduate return to country of origin?	English No. (%)	Foreign Language No. (%)	Comparative Literature No. (%)	Total No. (%)
Yes	34 (45.9)	48 (23.2)	12 (37.5)	94 (30.0)
No	36 (48.6)	142 (68.6)	17 (53.1)	195 (62.3)
Unknown	4 (5.4)	17 (8.2)	3 (9.4)	24 (7.7)
Total (%)	74 (100.0)	207 (100.0)	32 (100.0)	313 (100.0)

Tables 17 and 18 present analogous data on race and ethnicity for graduates of comparative literature programs. The number of graduates represented in individual cells in tables 17 and 18 is quite small, and percentages should therefore be viewed cautiously.

Table 19 shows data on the citizenship of graduates of United States and Canadian graduates of English, foreign languages, and comparative literature. It shows, for instance, that the 613 graduates of foreign language programs had the most varied citizenships, at 59.4% United States, 6.9% Canadian, and 33.8% other. Of all language and literature graduates reported in this table, 18.3% were citizens of a country other than the United States and Canada.

Table 20 gives information only on graduates who were foreign nationals, showing that overall 30.0% did return to the country of origin while 62.3% did not. It also shows that the number of such graduates was by far the highest in foreign languages.

Field of Specialization

Tables 21, 22, and 23 give a sense of which fields graduates of the 2004 United States cohort in English, foreign languages, and comparative literature specialized in. Four fields in English together account for nearly three-quarters of reported graduates' specializations: American literature/studies

Table 18
Placement Types for 2003–04 White Graduates and Graduates of Color, Comparative Literature Programs, United States and Canada

	Comparative Literature		
	White Graduates	Graduates of Color	All Graduates
Tenure-track			
No. of graduates	22	12	34
% of row	64.7	35.3	100.0
% of column	36.1	52.2	40.5
Non-tenure-track			
No. of graduates	24	7	31
% of row	77.4	22.6	100.0
% of column	39.3	30.4	36.9
Unknown higher education, postdoctoral fellowship, or academic administration			
No. of graduates	4	4	8
% of row	50.0	50.0	100.0
% of column	6.6	17.4	9.5
Secondary and elementary education; business, govt., not-for-profit orgs.; self-employed			
No. of graduates	9	0	9
% of row	100.0	0.0	100.0
% of column	14.8	0.0	10.7
Not employed			
No. of graduates	2		2
% of row	100.0	0.0	100.0
% of column	3.3	0.0	2.4
Total no. of graduates	61	23	84
Total % of row	72.6	27.4	100.0
Total % of column	100.0	100.0	100.0

Table 21
2004 Graduates of English Programs, United States, by Field of Specialization

Field of Specialization	No. (%)
American literature/studies	198 (26.7)
British and American literature	150 (20.2)
British and Commonwealth literature	116 (15.6)
Composition and rhetoric	89 (12.0)
Creative writing	51 (6.9)
African American literature/studies	33 (4.4)
Medieval studies	21 (2.8)
English language	18 (2.4)
Criticism and theory, literary and cultural	9 (1.2)
Postcolonial literatures/studies	7 (0.9)
Asian American literatures/studies	7 (0.9)
Cultural studies	6 (0.8)
English as a second language	6 (0.8)
Linguistics	5 (0.7)
Business and technical writing	5 (0.7)
Film	4 (0.5)
Poetry/poetics	4 (0.5)
Ethnic or multicultural literatures/studies	3 (0.4)
Drama/theater	2 (0.3)
Comparative literature	2 (0.3)
English education	2 (0.3)
Fiction/narrative	1 (0.1)
Gender/sexuality/women's studies	1 (0.1)
Latino literatures/studies	1 (0.1)
Caribbean languages/literatures/studies	1 (0.1)
Total no. of graduates	742

(26.7%), British and American literature (20.2%), British and Commonwealth literature (15.6%), and composition and rhetoric (12.0%). Reported foreign language specializations are more varied, as table 22 illustrates; however, Spanish, Latino/a, and Latin American language/literatures/studies (LLS) alone accounts for 30.2%, followed by French and francophone LLS at 17.6%, German LLS at 13.6%, and Italian LLS at 6.4%. Together, these fields account for just over two-thirds of reported foreign language specializations. The specialization of comparative literature graduates was typically understood to be comparative literature itself, as table 23 shows. It is probable that field specialization would have been more varied and specific in tables 21 through 23 if individual graduates, rather than a departmental administrator, had reported it.

Table 22
2004 Graduates of Foreign Language Programs, United States, by Field of Specialization

Field of Specialization	No.	(%)
Spanish, Latino/a, and Latin American language/literatures/studies	127	(30.2)
French and francophone language/literatures/studies	74	(17.6)
German and Germanic languages/literatures/studies	57	(13.6)
Italian language/literature/studies	27	(6.4)
Russian and Slavic languages/literatures/studies	25	(6.0)
Linguistics	15	(3.6)
Japanese language/literature/studies	14	(3.3)
Middle Eastern languages/literatures/studies	13	(3.1)
Fiction/narrative	8	(1.9)
Portuguese language/literature/studies	8	(1.9)
Chinese language/literature/studies	7	(1.7)
Arabic language/literature/studies	6	(1.4)
South Asian languages/literatures/studies	5	(1.2)
Cultural studies	4	(1.0)
Ancient languages/literatures/studies	3	(0.7)
East Asian languages/literatures/studies	3	(0.7)
Gender/sexuality/women's studies	3	(0.7)
Other Asian languages/literatures/studies	3	(0.7)
Second language acquisition and pedagogy	3	(0.7)
African languages/literatures/studies	2	(0.5)
Drama/theater	2	(0.5)
Medieval studies	2	(0.5)
Caribbean languages/literatures/studies	1	(0.2)
Classical languages/literatures/studies	1	(0.2)
Comparative literature	1	(0.2)
English as a second language	1	(0.2)
Hebrew language/literature/studies	1	(0.2)
Other foreign languages/literatures/studies	1	(0.2)
Postcolonial literatures/studies	1	(0.2)
Romance languages/literatures/studies	1	(0.2)
Scandinavian languages/literatures/studies	1	(0.2)
Total no. of graduates	420	

Table 23
2004 Graduates of Comparative Literature Programs, United States, by Field of Specialization

Field of Specialization	No. of Graduates
Comparative literature	61
American literature/studies	8
British and Commonwealth literature	6
Caribbean languages/literatures/studies	4
Postcolonial literatures/studies	3
French language/literatures/studies	2
Cultural studies	2
Hebrew language/literature/studies	2
African American literature/studies	2
Poetry/poetics	2
Ethnic or multicultural literatures/studies	2
Latin American languages/literatures/studies	1
Fiction/narrative	1
Gender/sexuality/women's studies	1
Other Asian languages/literatures/studies	1
Medieval studies	1
African languages/literatures/studies	1
British and American literature	1
English language	1
Criticism and theory, literary and cultural	1
Asian American literatures/studies	1
Film	1
Total	105

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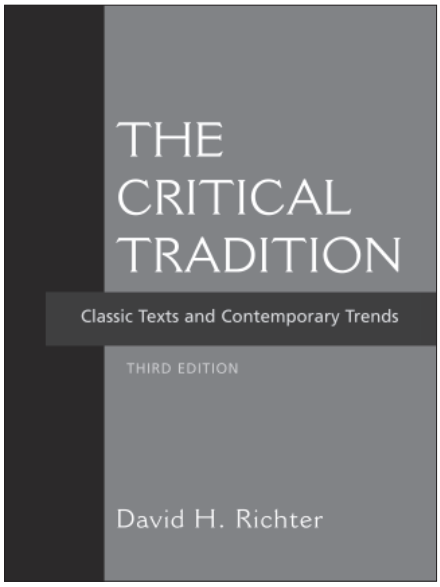

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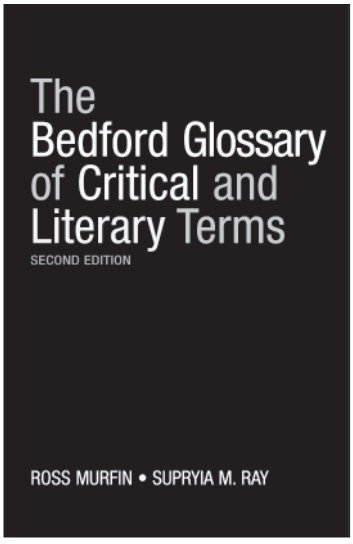

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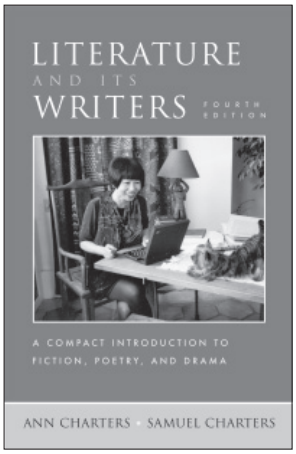

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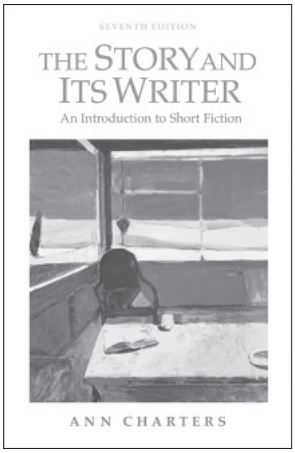

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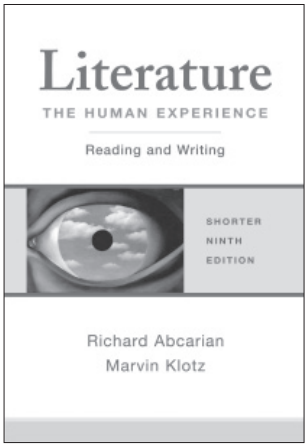

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