

**Survey on the Engagement of Law Faculty and Staff**  
**SELS Faculty Survey**

**1. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree*

- a. I am satisfied and rewarded by my work.
- b. The demands and workload at this law school are manageable.
- c. I am satisfied with the amount of time I can devote to non-work activities.
- d. My work closely reflects my personal values.
- e. I have the freedom to make my own choices in my work.
- f. I have confidence in my ability to do my work well.
- g. I have a friend at work.
- h. I feel comfortable being myself at this law school.
- i. I feel valued by this law school.
- j. I feel like part of the community at this law school.

**2. To what extent are the following sources of support for you?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all, Not applicable*

- a. Law faculty at your law schools
- b. Administrative staff at your law school
- c. Non-law faculty at your law school
- d. Law faculty at other law schools
- e. Other mentors
- f. Students
- g. Professional organizations, please specify: [TEXT]
- h. Family
- i. Non-academic friends or colleagues
- j. Religion, faith, or spirituality
- k. Other community organizations
- l. Other, please specify: [TEXT]

**3. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree*

- a. Faculty at my law school respect one another.
- b. Faculty at my law school respect senior leadership.
- c. Faculty at my law school respect the administrative staff. Faculty at my law school respect the students.
- d. My law school supports my intersectional identities (racial/ethnic, gender, religious, sexual orientation, etc.).
- e. My law school is committed to diversity, equity, inclusion, and belonging initiatives.
- f. My law school is working towards becoming more antiracist.
- g. I can identify where racial bias affects decision-making at my school.
- h. Challenging situations regarding diversity, equity, inclusion, or belonging come up in my work.

**4. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree, Not applicable*

- a. My law school is committed to *recruiting* diverse senior leaders (dean, associate deans, etc.).
- b. My law school is committed to *recruiting* diverse faculty.
- c. My law school is committed to *recruiting* diverse administrative staff.
- d. My law school is committed to *recruiting* diverse students.
- e. My law school is committed to *supporting* diverse senior leaders (dean, associate deans, etc.).
- f. My law school is committed to *supporting* diverse faculty.
- g. My law school is committed to *supporting* diverse administrative staff.
- h. My law school is committed to *supporting* diverse students.

**5. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree, Not applicable*

- a. My law school supports both my work and personal needs.
- b. My law school values my teaching.
- c. My law school values my research or other scholarly activities.
- d. My law school values my service.
- e. My law school's expectations for teaching are reasonable.
- f. My law school's expectations for research are reasonable.
- g. My law school's expectations for service are reasonable.

**6. Which of the following are expectations for your job? (Select all that apply.)**

- a. Teaching
- b. Scholarship
- c. Service
- d. Other, please specify [TEXT]

**7. In a typical 7-day week when classes are in session, about how many hours do you spend on each of the following?**

*Response options: 0, 1-4, 5-8, 9-12, 13-16, 17-20, 21-30, More than 30 hours*

- a. Teaching activities (preparing, teaching class sessions, grading, supervising students, meeting with students outside of class, etc.)
- b. Advising and mentoring students outside of course-related activities
- c. Research or other scholarly activities
- d. Service activities (committee work, administrative duties, attending campus events, etc.)
- e. Other, please specify [TEXT]

**8. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree, Not applicable*

- a. I have the time I need to prepare for class.
- b. I have the resources I need to do my best teaching (office space, technology, materials, etc.).
- c. The environments (classroom, online, etc.) I teach in are conducive to quality teaching.
- d. My institution has opportunities available for faculty to improve their teaching.

**9. Think about *one course* that you teach. How much do the following characterize this course?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all, Not applicable (not teaching)*

- a. Students gain an understanding of how course topics connect to societal problems or issues.
- b. Students develop skills necessary to work effectively with people from various backgrounds.
- c. You use a variety of teaching methods in class (lecture, Socratic method, small group discussion, role plays, etc.).
- d. The classroom atmosphere encourages active student participation.

**10. During the current school year, how often have you done each of the following with students outside of class?**

*Response options: Very often, Often, Sometimes, Rarely, Never*

- a. Talked about their career plans
- b. Discussed course topics, ideas, or concepts
- c. Worked on activities other than coursework (committees, student groups, events, etc.)
- d. Discussed their academic performance
- e. Provided social or emotional support

**11. In the past three years, how many of your scholarly writings have been published? This includes articles in academic or professional journals, chapters in edited volumes, books, manuals, etc.**

*Response options: 0, 1, 2, 3, 4, 5 or more*

**12. How important are the following to your scholarship?**

*Response options: Very important; Important; Somewhat important; Not at all important; Not applicable, my law school does not offer me this support*

- a. Summer stipends for research
- b. Year-long stipends for research
- c. Grant-writing assistance
- d. Funding to hire Research Assistants
- e. Travel funding for professional conferences
- f. Sabbaticals or other opportunities for research leave
- g. Colloquia or other speaker events
- h. Workshops or other informal meetings to discuss research
- i. Other, please specify: [TEXT]

**13. How much do you agree or disagree with the following statements?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree*

- a. I am satisfied with the number of committees that I serve on.
- b. I am consulted on which committees I serve on.
- c. Committee assignments are equitably distributed.
- d. I value the work of the committees that I serve on.
- e. Other members of the committees I serve on value my contributions.

**14. How much do you agree or disagree with the following statements about the review processes at your law school (tenure, promotion, contract renewal, merit raises, etc.)?**

*Response options: Strongly agree, Agree, Disagree, Strongly disagree*

- a. I have been adequately advised about the review process, including standards and criteria.
- b. The standards for review are transparent.
- c. The expectations of the review process are reasonable.
- d. The review process is fair.
- e. I am satisfied with the review process.

**15. How would you evaluate your entire work experience at your law school?**

*Response options: Excellent, Good, Fair, Poor*

**16. How much are you concerned about the following issues facing legal education and the legal profession?**

*Response options: Very much, Quite a bit, Somewhat, A little, Not at all*

- a. Anti-DEI legislation
- b. Academic freedom
- c. Political polarization
- d. Artificial Intelligence
- e. Diversity in the profession
- f. Access to justice
- g. Attacks on tenure
- h. Affordability
- i. Other, please specify: [TEXT]

**17. Over the past year, how often have you felt the following?**

*Response options: Very often, Often, Sometimes, Rarely, Never*

- a. I want to leave my current law school.
- b. I want a different position at my law school.
- c. I want to leave legal academia.
- d. I want to leave the legal profession.

[If Very often, Often, or Sometimes to any of the above]

**18. How much did your considerations for leaving have to do with the following?**

*Response options: Very much, Quite a bit, Some, Very little, Not at all*

- a. Inequity in institutional processes and policies
- b. Balance and flexibility for work and life
- c. Access to resources or opportunities for professional development
- d. Relationships with colleagues
- e. Relationships with the dean or senior administrators
- f. Financial stability of the law school
- g. Unhealthy stress
- h. Feeling a lack of respect
- i. Institutional climate for diversity, equity, inclusion, or belonging
- j. The political climate
- k. Financial opportunities
- l. Desire to work at a more prestigious law school
- m. Other, please specify: [TEXT]

**19. Have you experienced offensive behavior, discrimination, isolation, or harassment at your law school?**

*Response options: Yes, and it interfered with my ability to work; Yes, but it did not interfere with my ability to work; No*

[If Yes]

**20. Upon what was it based? (Select all that apply.)**

*Response options: Academic rank, title, or current position; Age; Country of citizenship; Disability or impairment; Economic status or class; Gender identity or expression; Political or ideological views; Racial or ethnic identity; Religious or spiritual beliefs; Sexual orientation; Other, please specify: [TEXT]*

**21. How would you describe your race/ethnicity? (Select all that apply.)**

*Response options: Asian or Asian American; Black or African American; Hispanic, Latina/o, Latine, or Latinx; Indigenous, American Indian, Native American, or Alaska Native; Middle Eastern, Arab, or North African; Native Hawaiian or Pacific Islander; White; Another race or ethnicity; I prefer not to respond*

**22. How would you describe your gender identity? (Select all that apply.)**

*Response options: Woman; Man; Trans/Transgender; Agender or gender neutral; Demigender; Genderqueer, non-binary, gender non-conforming, or genderfluid; Two-spirit; Cis/Cisgender; Questioning or unsure; Another gender identity, please specify: [TEXT]; I prefer not to respond*

**23. How would you describe your sexual orientation? (Select all that apply.)**

*Response options: Straight or heterosexual; Bisexual; Lesbian; Gay; Queer; Pansexual or polysexual; Ace, gray, or asexual; Demisexual; Questioning or unsure; Another sexual orientation, please specify: [TEXT]; I prefer not to respond*

**24. Do you have a disability or any other condition that impacts your major life activities?**

*Response options: Yes, No, I prefer not to respond*

[If Yes]

**25. Which of the following impacts your learning, working, or living activities? (Select all that apply.)**

*Response options:*

Sensory disability

*Blind or low vision; Deaf or hard of hearing*

Physical disability

*Mobility condition that affects walking; Mobility condition that does not affect walking; Speech or communication disorder; Traumatic or acquired brain injury (TBI)*

Mental health or developmental disability

*Anxiety; Attention deficit or hyperactivity disorder (ADD or ADHD); Autism spectrum; Depression; Post-Traumatic Stress Disorder (PTSD); Another mental health or developmental disability (schizophrenia, eating disorder, etc.)*

Another disability or condition

*Chronic medical condition (asthma, diabetes, Crohn's disease, long COVID, etc.); Learning disability; Intellectual disability; Disability or condition not listed*

**26. During the current school year, about how many hours do you spend in a typical 7-day week providing care for dependents living with you (parents, children, spouse, etc.)**

*Response options: 0 hours per week, 1-5, 6-10, 11-15, 16-20, 21-25, 26-30, 31-35, More than 35*

**27. At the time you earned your undergraduate degree, what was the highest level of education completed by your parent(s), guardian(s), or those who raised you?**

*Response options: Did not finish high school, High school diploma or G.E.D., Attended college but did not complete degree, Associate degree (A.A., A.S., etc.), Bachelor's degree (B.A., B.S., etc.), Master's degree (M.A., M.S., etc.), J.D., Doctoral degree (Ph.D., Ed.D., etc.) Other professional degree (M.D., D.D.S., etc.), I prefer not to respond*

**28. In what year were you born?** [pull-down menu]

**29. In what year did you complete your law degree?** [pull-down menu; add "I don't have a law degree."]

**30. In what year did you begin your career in legal academia?** [pull-down menu]

**31. At what age do you intend to retire?** [pull-down menu]

**32. Which post-graduate degrees have you earned? (Select all that apply.)**

*Response options: Juris Doctor (JD) or equivalent; Master of Laws (LLM); Doctor of Juridical Science (SJD) or Doctor of the Science of Law (JSD); Master of Business Admin (MBA); Other Master's degree (e.g., MA, MLIS, MS, MSW); Doctor of Medicine (MD); Other health-related doctoral degree (e.g., DDS, DVM, DO); Doctor of Education (EdD); Doctor of Philosophy (PhD); Other, please specify [TEXT]*

**33. What was your total debt from law school (tuition, fees, living expenses, etc.)?**

*Response options: \$0; \$1-\$20,000; \$20,001-\$40,000; \$40,001-\$60,000; \$60,001-\$80,000; \$80,001-\$100,000; \$100,001-\$120,000; \$120,001-\$140,000; \$140,001-\$160,000; \$160,001-\$180,000; \$180,001-\$200,000; \$200,001-\$220,000; \$220,001-\$240,000; \$240,001-\$260,000; \$260,001-\$280,000; \$280,001-\$300,000; More than \$300,000*

**34. Which legal employment positions have you held since receiving your law degree? (Select all that apply.)**

*Response options: Large law firm attorney (more than 500 lawyers); Medium law firm attorney (51-500 lawyers); Small law firm attorney (10-50 lawyers); Solo law practice (fewer than 10 lawyers); Government attorney; Public interest attorney; Business executive; Politician; Judge; Judicial law clerk; Visiting Assistant Professor; Adjunct professor; Academic fellow; Law school dean; Law school associate dean; University President; Other, please specify [TEXT]*

**35. What best describes your employment status at your current law school?**

*Response options: Tenured, Security of employment, Pre-tenure, On a 1-year contract, On a 2-4-year contract, On a contract of five or more years*

**36. Do you currently hold an administrative position?**

*Response options: Yes, No*

[If Yes]

**37. Which comes closest to your current administrative title?**

*Response options: Dean, Vice Dean, Dean of Students, Associate Dean, Assistant Dean, Director, Associate Director, Assistant Director, Coordinator, Manager, Program Manager, Other [TEXT]*

**38. Enter the total number of courses you have taught or are scheduled to teach during the current school year.**

*Response options: 0, 1, 2, 3, 4, 5, 6, More than 6*

**39. Estimate the total number of students you have taught during the current school year.**

*Response options: 0, 1-25, 26-50, 51-75, 76-100, 101-125, 126-150, 151-200, More than 200 students*

**40. What types of courses have you taught at your law school this current school year?**

*Response options: Mostly in-person courses; Mostly remote courses (online, web-based, Zoom, etc.); Mostly hybrid or blended courses that combine in-person and remote instruction; A balanced mix of the above course types*

**41. Of these, how many did you teach mostly or entirely online?**

*Response options: 0, 1, 2, 3, 4, 5, 6, 7 or more*

**41. What do you find most satisfying and most challenging in your career? [TEXT]**

**42. Is there anything else you want to tell us about your experience at your law school? (Note that we will not return your responses to this question to your institution.) [TEXT]**