

**Survey on the Engagement of Law Faculty and Staff  
Student-Facing Staff Survey**

**1. How important to you are each of the following in your current role?**

*Response options: Essential, Very important, Important, Somewhat important, Not at all important*

- a. Contributing to and shaping the profession
- b. Being valued by senior leadership as a critical member of the team
- c. Influencing strategic goals, policies, and procedures at your school
- d. Working with caring, committed, and competent colleagues
- e. Contributing to student success
- f. Opportunities to advance in the organization
- g. Opportunities for professional development
- h. Flexibility that supports personal life needs
- i. Equitable compensation

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

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

- a. I have professional development opportunities within my school or university.
- b. I have access to external professional development opportunities.
- c. I have support for joining relevant professional associations.
- d. I have support to attend relevant professional conferences.

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

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

- a. I feel respected by faculty.
- b. I feel respected by students.
- c. I feel respected by the leadership team of the law school.
- d. I feel encouraged to be my authentic self at work.
- e. I feel cared for at work.
- f. My reporting structure, title, and job description appropriately reflect the work I do.
- g. I have agency and autonomy in how I approach my work.
- h. I have a manageable workload.
- i. I am influential at work.
- j. I have someone at work who cares about me and who I can confide in.
- k. My colleagues produce quality work.
- l. My law school provides me the support I need to effectively fulfill the duties of my role.
- m. There are opportunities for me to be publicly recognized for my work.
- n. There are opportunities for me to receive mentoring.
- o. I am satisfied with the organizational structure and staffing of my office.

**4. During the current school year, how often have you done the following?**

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

- a. Engaged with a campus-based affinity group
- b. Reached out to a colleague at another institution for support
- c. Engaged with a professional association network for support
- d. Took time off for your wellbeing
- e. Took a one-hour break for lunch
- f. Worked on the weekend
- g. Done something social with a colleague outside of work

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

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

- a. My community supports my intersectional identities (racial/ethnic, gender, religious, sexual orientation, etc.).
- b. My law school is committed to diversity, equity, inclusion, and belonging initiatives.
- c. My law school is committed to and working towards becoming a more antiracist institution.
- d. I can identify where racial bias affects decision-making at my school.
- e. Challenging situations regarding diversity, equity, inclusion, or belonging come up in my work.

**6. 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]

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

- Academic credentials
- Age
- Country of citizenship
- Disability or impairment
- Economic status or class
- Gender identity or expression
- Political or ideological views
- Racial or ethnic identity
- Title or current position
- Religious or spiritual beliefs
- Sexual orientation
- Other, please specify [TEXT]

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

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

- a. My law school appropriately addresses discriminatory behavior at work.
- b. My law school takes action to hire and retain diverse senior leaders (deans, provosts, vice presidents, president, etc.).

- c. My law school takes action to hire and retain diverse faculty.
- d. My law school takes action to hire and retain diverse administrative staff.
- e. My law school takes action to recruit and support a diverse student body.
- f. I have access to training and education on topics related to diversity, equity, inclusion, and belonging.
- g. Laws in my state have made it more challenging for my law school to meet its goals related to diversity, equity, inclusion, or belonging.

**8. In a typical work 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. Attending meetings with staff
- b. Attending meetings with students
- c. Attending meetings with faculty
- d. Responding to emails
- e. Creating or administering programming for students
- f. Working on policy-development
- g. Doing other administrative tasks
- h. Working on service activities
- i. Participating in professional development activities
- j. Doing work that falls outside the scope of my position description
- k. Other, please specify [TEXT]

**9. During the past school year, how often did you need to give attention to these student issues:**

*Response options: Yearly, Monthly, Weekly, Daily, Never*

- a. Student mental health challenges
- b. Suicide or suicidal ideation
- c. Alcohol and other drug abuse
- d. Underrepresented students feeling marginalized
- e. Students with disabilities needing support or accommodations
- f. Student interpersonal conflicts
- g. Student microaggressions towards others
- h. Faculty or staff microaggressions towards students
- i. Lack of academic preparation for legal study
- j. Lack of professionalism with faculty, staff, alumni, or employers
- k. Sexual misconduct
- l. Freedom of expression
- m. Protests and/or demonstrations
- n. Controversial or disruptive events on campus

**10. During the current school year, how often have you felt the following:**

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

- a. I have opportunities at work to rejuvenate and take care of myself.

- b. My community is understanding and supportive when I need a break.
- c. I am overwhelmed by what is expected of me at work.
- d. I am lonely in my work and wish I had others to turn to.

**11. During the current school year, how often have the following had a negative effect on your work experience?**

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

- a. Relationships or interactions with other staff
- b. Relationships or interactions with faculty
- c. Relationships or interactions with students
- d. Relationships or interactions with your supervisor
- e. Relationships or interactions with senior administrators
- f. Managing your inbox
- g. Managing student expectations of you
- h. Time management
- i. Household or caregiving responsibilities
- j. Managing emails or being available during time off for vacation or illness
- k. The effect your work has on your personal relationships
- l. Current events (global issues, local politics, hazardous weather conditions, etc.)

**12. During the current school year, how often have you engaged with the following to alleviate unhealthy stress?**

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

- a. Counseling or therapy
- b. Meditation
- c. Exercise
- d. More sleep
- e. Alcohol or other recreational drugs
- f. Emotional eating or not eating
- g. Positive self-talk
- h. Negative self-talk
- i. Talking to a friend or family member
- j. Engaging in a hobby
- k. Procrastination
- l. Engaging in spiritual practices
- m. Other, please specify [TEXT]

**13. How much would a change in the following improve your current work experience?**

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

- a. Refining my job description to define a more manageable portfolio
- b. The addition of a staff member on my team
- c. More budget for programming and initiatives

- d. More formal and routine access to senior leadership of the law school
- e. The ability to attend and speak during faculty meetings
- f. New technological platforms to enhance efficiencies
- g. More opportunities for flexible work schedules and remote work
- h. A salary adjustment to bring me in line with comparable positions at my school or in the overall market
- i. A title change that better reflects my portfolio
- j. Greater opportunities and support for my professional development (trainings, certifications, conference attendance, etc.)

**14. Are any of the following available to you in your current role?**

*Response options: Yes, No*

- a. Ability to work remotely at least one day a week
- b. Ability to adjust start and end times in your workday to accommodate personal needs, such as childcare
- c. Ability to work an adjusted schedule, such as working four 10-hour days per week
- d. A tuition discount to your institution for you and/or your immediate family members
- e. Other, please specify [TEXT]

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

*Response options: Often, Sometimes, Never*

- a. I want to leave my current department.
- b. I want to leave my current law school.
- c. I want to leave student-facing work.
- d. I want to leave higher education.

[If “Often” or “Sometimes”]

**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 policies and practices
- 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]

**16. Are you able to attend routine faculty meetings at your school?**

*Response options: Yes, No*

[If “Yes”]

**Are you allowed to speak during discussions in faculty meetings?**

*Response options: Yes, No*

**Are you allowed to present to the faculty in their meetings?**

*Response options: Yes, No*

[If “No”]

**Are you ever invited to present during faculty meetings?**

*Response options: Yes, No*

**17. Do you serve on standing committees for your law school?**

*Response options: Yes, No, Not applicable*

**18. 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 or North African; Native Hawaiian or Pacific Islander; White; Another race or ethnicity; I prefer not to respond*

**19. 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: \_\_\_\_\_; I prefer not to respond*

**20. 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: \_\_\_\_\_; I prefer not to respond*

**21. Do you have a disability or any other condition that impacts your learning, working, or living activities?**

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

[If Yes]

**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

**22. 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?**

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

**23. At the time you finished high school, what was the highest level of education completed by either of 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 (AA, AS, etc.), Bachelor's degree (BA, BS, etc.), Master's degree (MA, MLIS, MS, etc.), J.D., Doctoral degree (PhD, EdD, etc.) Other professional degree (MD, DDS, etc.), I prefer not to respond]*

**24. If you have a post-graduate degree, which 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 (MA, MLIS, MS, MSW, etc.); Doctor of Medicine (MD); Other health-related doctoral degree (DDS, DVM, DO, etc.); Doctor of Education (EdD); Doctor of Philosophy (PhD); Other, please specify [TEXT]*

**25. What was your total debt for your own education (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*

**26. In what year were you born? [Pull-down menu]**

**27. How many total years of experience do you have in higher education administration? [Pull-down menu]**

**28. What year did you begin your current role? [Pull-down menu]**

**29. If you worked in a different field before coming to higher education, what type of work did you do? [Select boxes]**

*Response options: Legal work, Training/Development, Non-profit, Private sector, Government/Public service, Education, Business owner, Other, please specify [TEXT]*

**30. Which comes closest to your current title? [Pull-down menu]**

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

**31. How many professional staff members do you supervise? [Pull-down menu]**

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

**32. Which comes closest to the title of your supervisor? [Pull-down menu]**

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

**33. In your portfolio, which are you responsible for? [Select all that apply.]**

*Response options: Student Support and Coaching, Conduct, Title IX, Academic Misconduct, Financial Aid, Scholarships, Wellness Initiatives, Counseling Services, Orientation, Commencement, Students with Disabilities Support and Accommodations, Academic Support, Academic Advising, Registrar/Records, Student Organization Advising, Student Organization Fund Management, Student Leadership Development and Training, Crisis Management, Career Planning, Diversity/Equity/Inclusion Initiatives and Programming, Admissions, Bar Exam Support, International Student Support, Part-time Student Support, LLM Program Management*

**34. What is your current salary?**

*Response options: Under \$40,000, \$40,000-\$60,000, \$60,000-\$80,000 . . . Over \$250,000*

**35. What is one suggestion you want to share with deans of law schools to help improve the experience of student-facing staff? [TEXT]**

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

**37. 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]**