Appendix B: Tables and Graphs for Is It Fair? Law Professors' Perceptions of Tenure by K. Barnes and E. Mertz (also in paper)

Table 1: Perceptions of a Fair Tenure Process

|  | Response to " I found the tenure process fair." |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Strongly Agree | Agree | Neutral | Disagree | Strongly <br> Disagree |
| Panel A: Gender |  |  |  |  |  |
| Male Professors | 36\% | 44\% | 8\% | 7\% | 5\% |
| Female Professors | 17\% | 46\% | 11\% | 17\% | 10\% |
| Panel B: Minority Status |  |  |  |  |  |
| White Professors | 33\% | 44\% | 8\% | 9\% | 6\% |
| Minority Professors | 18\% | 47\% | 12\% | 14\% | 9\% |
| Panel C: Interaction of Gender \& Minority Status |  |  |  |  |  |
| White Male Professors | 38\% | 43\% | 7\% | 7\% | 5\% |
| Minority Male Professors | 24\% | 47\% | 13\% | 9\% | 6\% |
| White Female Professors | 19\% | 45\% | 11\% | 15\% | 9\% |
| Minority Female Professors | 8\% | 46\% | 10\% | 22\% | 13\% |
| Overall Population (weighted) | 31\% | 45\% | 9\% | 9\% | 6\% |

Table 2: Perceptions of an Easy Tenure Process

|  | Response to "I found the tenure process easy." |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Strongly Agree | Agree | Neutral | Disagree | Strongly <br> Disagree |
| Panel A: Gender |  |  |  |  |  |
| Male Professors | 25\% | 29\% | 13\% | 27\% | 7\% |
| Female Professors | 9\% | 21\% | 14\% | 36\% | 21\% |
| Panel B: Minority Status |  |  |  |  |  |
| White Professors | 22\% | 28\% | 12\% | 28\% | 10\% |
| Minority Professors | 9\% | 20\% | 18\% | 37\% | 17\% |
| Panel C: Interaction of Gender \& Minority Status |  |  |  |  |  |
| White Male Professors | 26\% | 30\% | 11\% | 26\% | 7\% |
| Minority Male Professors | 12\% | 19\% | 21\% | 36\% | 12\% |
| White Female Professors | 10\% | 21\% | 14\% | 35\% | 20\% |
| Minority Female Professors | 5\% | 20\% | 13\% | 38\% | 23\% |
| Overall Population (weighted) | 20\% | 27\% | 13\% | 29\% | 11\% |

Table 3: Perceptions of a Rewarding Tenure Process

|  | Response to "I found the tenure process rewarding." |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Panel A: Gender |  |  |  |  |  |
| Male Professors | 7\% | 20\% | 36\% | 29\% | 8\% |
| Female Professors | 6\% | 15\% | 25\% | 31\% | 23\% |
| Panel B: Minority Status |  |  |  |  |  |
| White Professors | 6\% | 19\% | 34\% | 29\% | 12\% |
| Minority Professors | 9\% | 18\% | 25\% | 33\% | 15\% |
| Panel C: Interaction of Gender \& Minority Status |  |  |  |  |  |
| White Male Professors | 6\% | 21\% | 37\% | 28\% | 8\% |
| Minority Male Professors | 13\% | 19\% | 26\% | 29\% | 12\% |
| White Female Professors | 6\% | 14\% | 26\% | 30\% | 25\% |
| Minority Female Professors | 4\% | 17\% | 22\% | 37\% | 20\% |
|  |  |  |  |  |  |
| Overall Population (weighted) | 6\% | 19\% | 33\% | 30\% | 12\% |

Table 4: Race and Gender Distribution Across Cohorts ${ }^{1}$

|  | All | Pre-1980s | 1980s | 1990-94 | 1995-99 | 2000-05 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Male | $\begin{gathered} \hline 75 \% \\ (658) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 96 \% \\ (164) \end{gathered}$ | $\begin{gathered} 76 \% \\ (182) \end{gathered}$ | $\begin{aligned} & \hline 67 \% \\ & \text { (99) } \end{aligned}$ | $\begin{gathered} \hline 64 \% \\ (131) \end{gathered}$ | $\begin{aligned} & \hline 59 \% \\ & (82) \end{aligned}$ |
| Female | $\begin{aligned} & 25 \% \\ & (550) \\ & \hline \end{aligned}$ | $\begin{array}{r} 4 \% \\ (22) \\ \hline \end{array}$ | $\begin{array}{r} 24 \% \\ (135) \\ \hline \end{array}$ | $\begin{array}{r} 33 \% \\ (112) \\ \hline \end{array}$ | $\begin{array}{r} 36 \% \\ (160) \\ \hline \end{array}$ | $\begin{array}{r} 41 \% \\ (121) \\ \hline \end{array}$ |
| White | $\begin{gathered} \hline 88 \% \\ (821) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 96 \% \\ (155) \\ \hline \end{gathered}$ | $\begin{gathered} 93 \% \\ (252) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 87 \% \\ (148) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 78 \% \\ (162) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 74 \% \\ (104) \\ \hline \end{gathered}$ |
| Minority | $\begin{gathered} 12 \% \\ (374) \end{gathered}$ | $\begin{aligned} & \hline 4 \% \\ & (29) \\ & \hline \end{aligned}$ | $\begin{gathered} 7 \% \\ (61) \\ \hline \end{gathered}$ | $\begin{aligned} & 13 \% \\ & \text { (63) } \end{aligned}$ | $\begin{gathered} \hline 22 \% \\ (124) \\ \hline \end{gathered}$ | $\begin{aligned} & 26 \% \\ & (97) \\ & \hline \end{aligned}$ |
| White Men | $\begin{gathered} \hline 67 \% \\ (430) \end{gathered}$ | $\begin{gathered} \hline 92 \% \\ (135) \\ \hline \end{gathered}$ | $\begin{gathered} \hline 70 \% \\ (131) \end{gathered}$ | $\begin{aligned} & \hline 60 \% \\ & (67) \end{aligned}$ | $\begin{aligned} & \hline 51 \% \\ & (63) \end{aligned}$ | $\begin{aligned} & \hline 44 \% \\ & (34) \\ & \hline \end{aligned}$ |
| White Women | $\begin{gathered} 21 \% \\ (391) \end{gathered}$ | $\begin{aligned} & \hline 4 \% \\ & (20) \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline 23 \% \\ & (121) \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline 27 \% \\ & (81) \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline 27 \% \\ & (99) \\ & \hline \end{aligned}$ | $\begin{aligned} & 30 \% \\ & (70) \\ & \hline \end{aligned}$ |
| Minority Men | $\begin{gathered} 8 \% \\ (218) \end{gathered}$ | $\begin{aligned} & 4 \% \\ & (27) \end{aligned}$ | $\begin{gathered} 6 \% \\ (48) \end{gathered}$ | $\begin{gathered} 7 \% \\ (32) \end{gathered}$ | $\begin{aligned} & 11 \% \\ & (64) \end{aligned}$ | $\begin{aligned} & 14 \% \\ & (47) \end{aligned}$ |
| Minority Women | $\begin{gathered} 5 \% \\ (156) \\ \hline \end{gathered}$ | * ${ }^{+}$ | $\begin{gathered} 1 \% \\ (13) \end{gathered}$ | $\begin{gathered} 6 \% \\ (31) \end{gathered}$ | $\begin{aligned} & 11 \% \\ & (60) \\ & \hline \end{aligned}$ | $\begin{aligned} & 12 \% \\ & (50) \\ & \hline \end{aligned}$ |

[^0]Figure 1(a): Fairness of the Tenure Process by Cohort, Race and Gender


Figure 1(b): Fairness of the Tenure Process by Cohort, Race and Gender


Figure 2(a): Ease of the Tenure Process by Cohort, Race and Gender


Figure 2(b): Ease of the Tenure Process by Cohort, Race and Gender


Figure 3(a): Rewarding Nature of the Tenure Process by Cohort, Race and Gender


Figure 3(b): Rewarding Nature of the Tenure Process by Cohort, Race and Gender

Tenure Process Not Rewarding (by Race, Gender, and Cohort)



[^0]:    ${ }^{1}$ Table 4 contains the weighted percentage of respondents (representing the underlying population of tenured law professors) and the actual, unweighted number of respondents in parantheses.
    ${ }^{\dagger}$ The percentage of respondents is small enough that we do not provide information about them due to privacy concerns.

