

**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 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 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 Cohorts¹

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

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 parentheses.

† The percentage of respondents is small enough that we do not provide information about them due to privacy concerns.

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

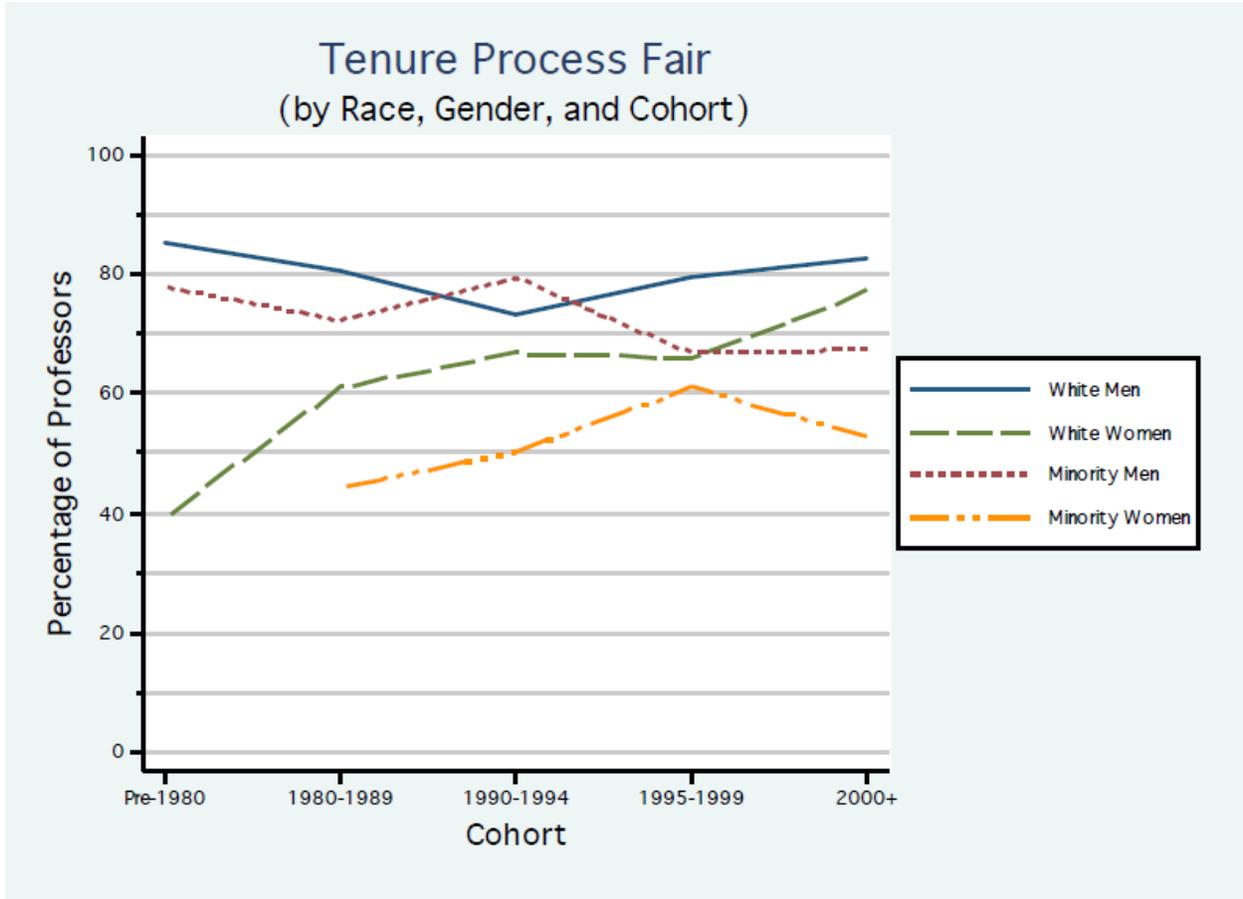


Figure 1(b): Fairness of the Tenure Process by Cohort, Race and Gender

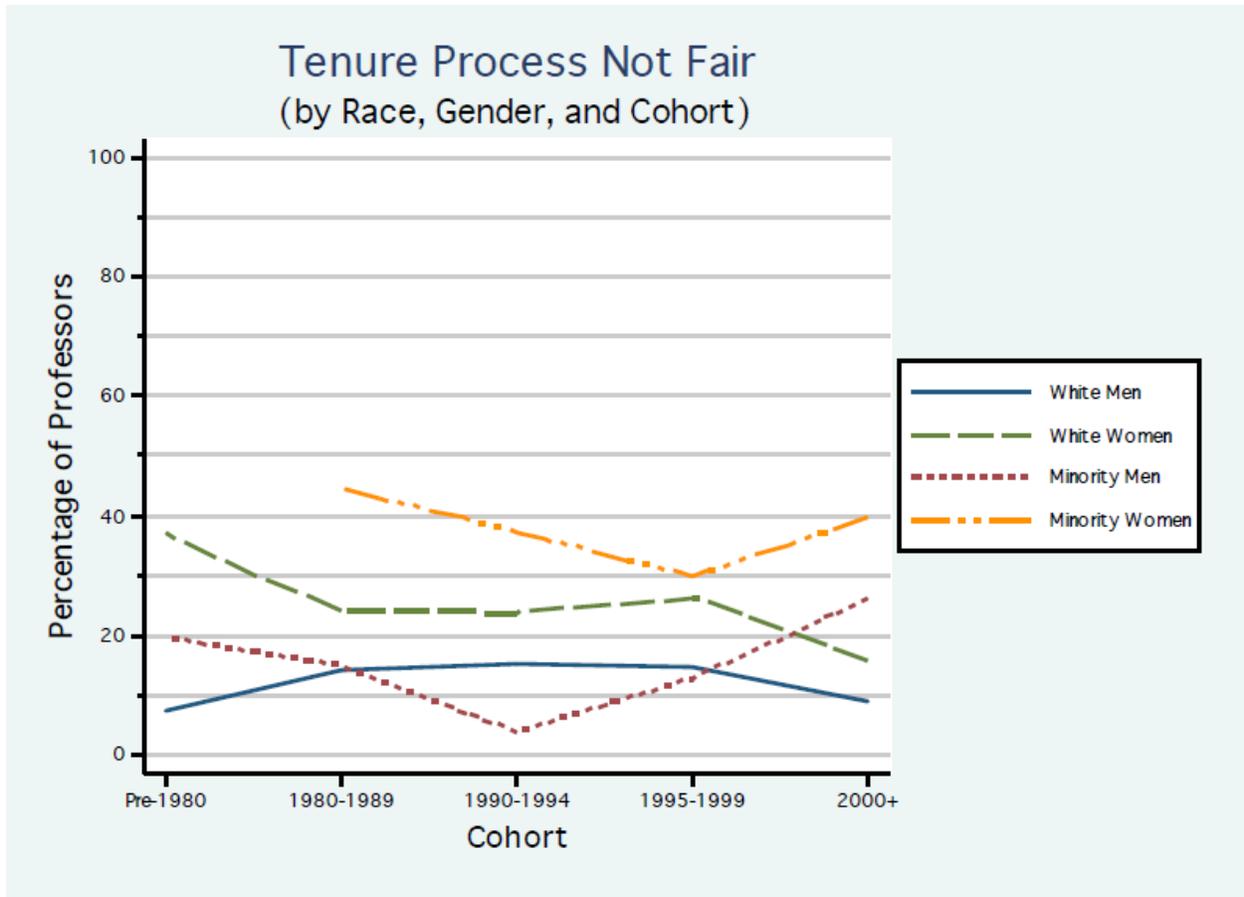


Figure 2(a): Ease of the Tenure Process by Cohort, Race and Gender

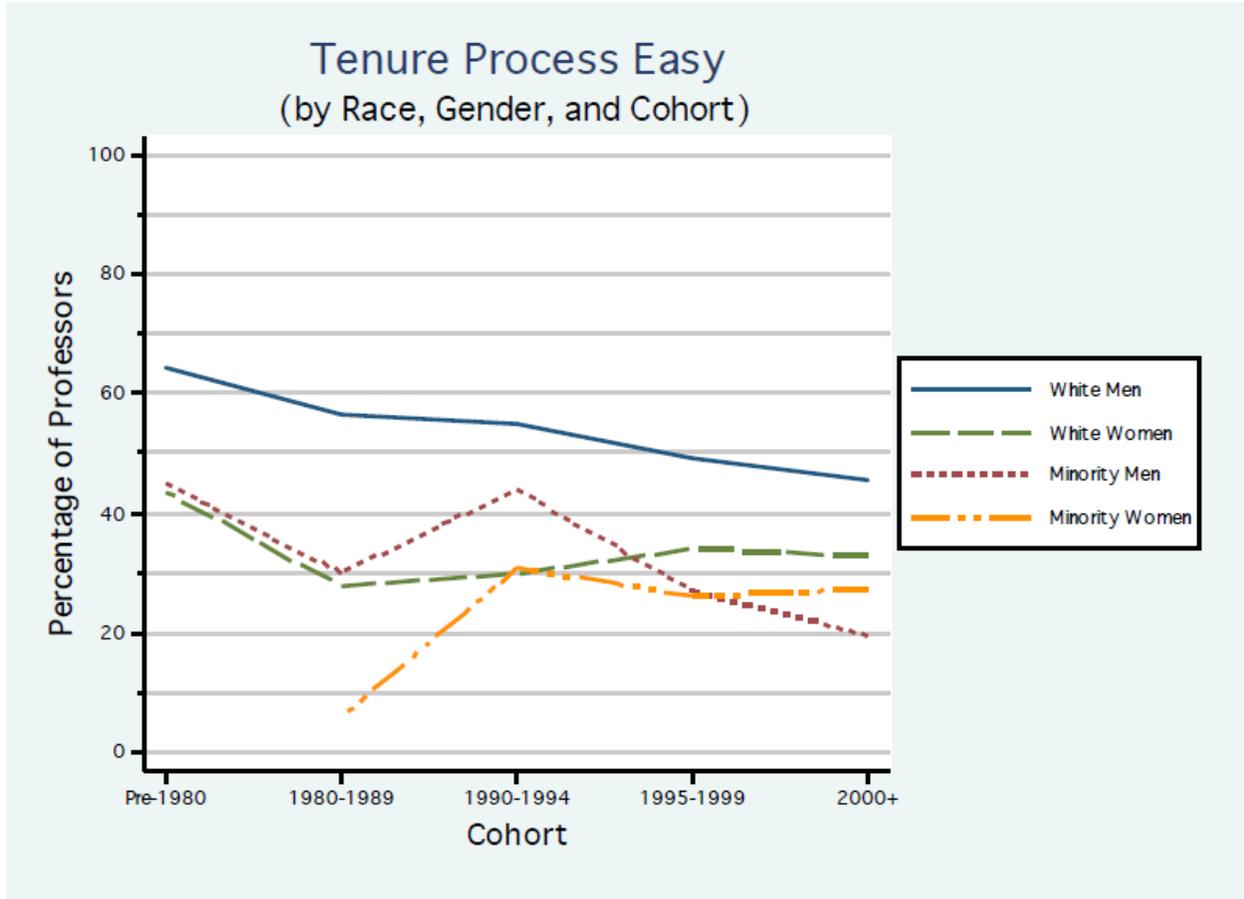


Figure 2(b): Ease of the Tenure Process by Cohort, Race and Gender

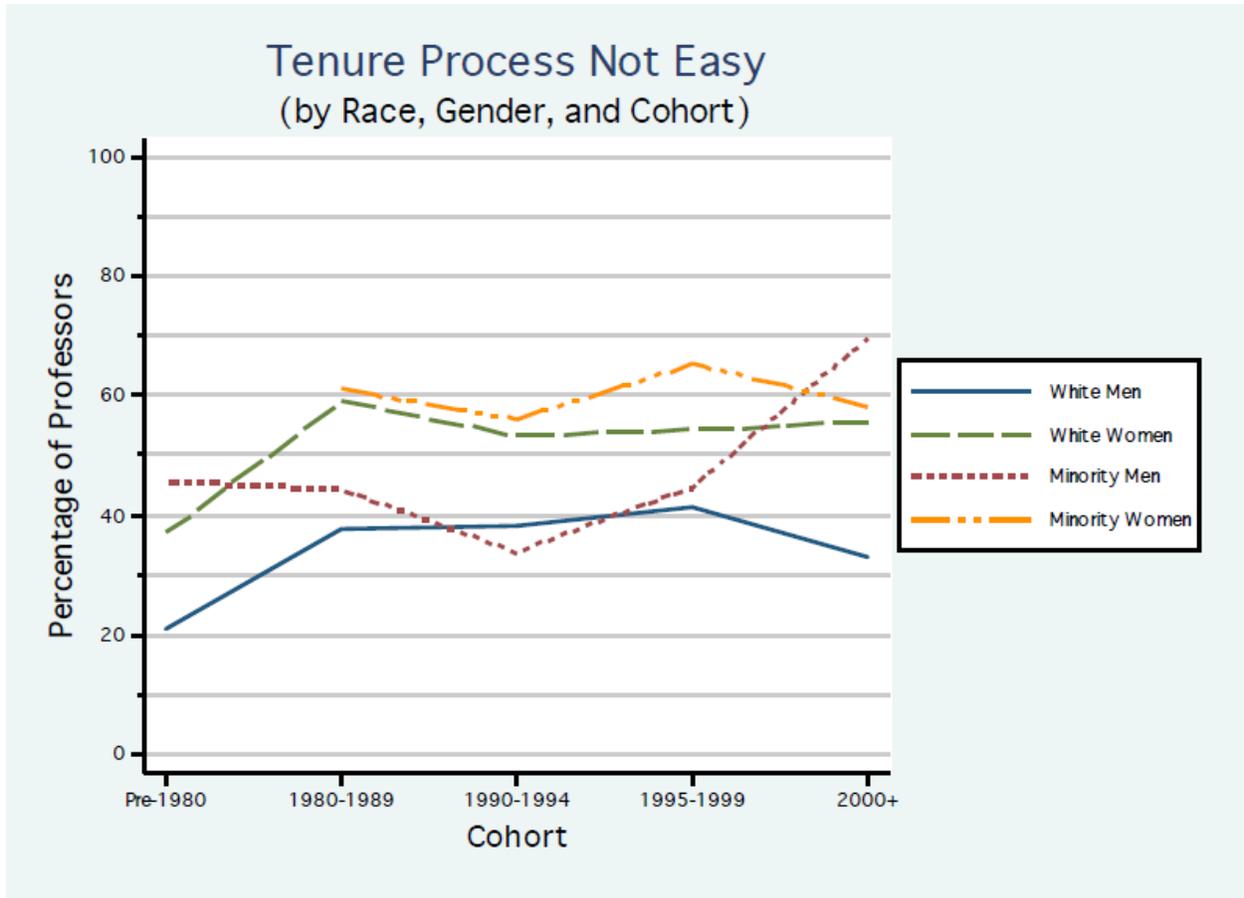


Figure 3(a): Rewarding Nature of the Tenure Process by Cohort, Race and Gender

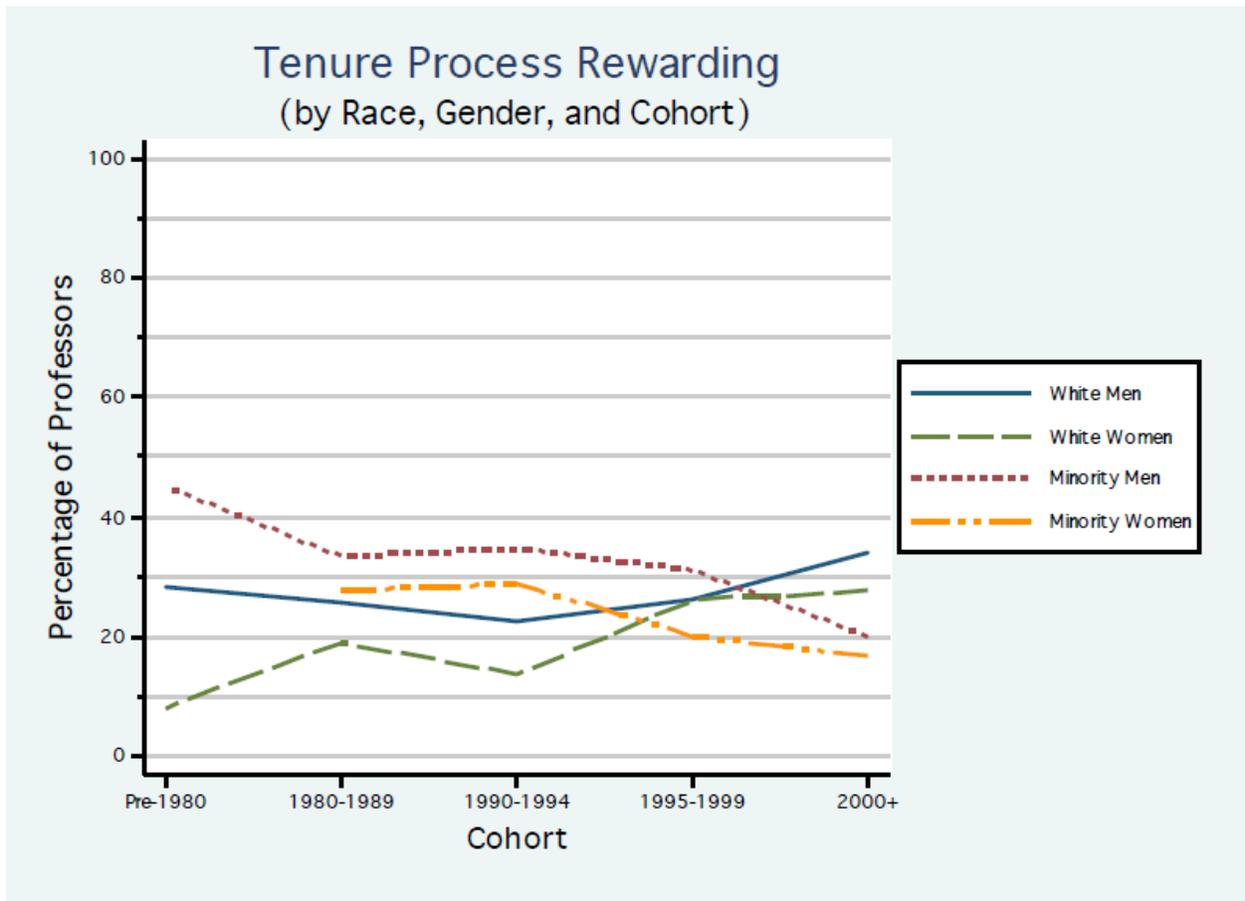


Figure 3(b): Rewarding Nature of the Tenure Process by Cohort, Race and Gender

