

Campus Climate Assessment Report School of Law Summary Report

Office of Institutional Research and Analytics
Center for Institutional Planning and Effectiveness

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**UNIVERSITY OF
SAN FRANCISCO**

Center for Institutional
Planning and Effectiveness

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Executive Summary

BACKGROUND

USF contracted with Rankin & Associates Consulting (R&A) to conduct a campus-wide study entitled, “University of San Francisco Assessment of Climate for Learning, Living, and Working.” The purpose of the study was to develop a better understanding of the learning, living, and working environment on campus. In the Fall of 2017, data was gathered from reviews of relevant USF literature, campus focus groups, and a campus-wide survey addressing the experiences and perceptions of various constituent groups. The results were then summarized and presented via a final report, as well as at community forums during the Spring of 2018.

PURPOSE OF REPORT

The Office of Institutional Research and Analytics, within the Center for Institutional Planning and Effectiveness, was tasked with taking a deeper dive into the data, at a department and college level. This report summarizes the results of the raw data given to us by R&A, specific to the School of Law (SoL).

METHODOLOGY

R&A provided us with an Excel spreadsheet of the raw data, along with the data dictionary. That data was then brought into Tableau, analyzed, and used to create the charts and visualizations of the basic descriptive statistics in this report. Because of the small population sizes, the potential lack of significant meaning, and the input from the lead R&A analyst, it was decided that more extensive analysis of the individual departments/colleges would not be done at this time. Throughout the report, the data is shown by the School of Law respondent population versus the rest of the USF respondent population. Data was masked as well as possible for privacy purposes. Decisions were made on a table-by-table basis as to how the data would be displayed, but any total that was less than five, was changed to “<5” to mask the actual number. Due to privacy concerns, the demographics section of the report was treated the most sensitively. However, the remainder of the report left room for more transparency, and therefore totals and percentages were included more frequently. All of the School of Law qualitative comments were also pulled from the raw data, separated out by position, and analyzed. Themes within the qualitative comments emerged very clearly, and were grouped together and presented in a summarized form at the end of this report. Please be aware that all totals and data in this report are as of Fall 2017.

SAMPLE SIZE

In total, 256 members of the School of Law completed the survey. 178 (70%) were graduate students, 19 (7%) were tenured or tenure-track faculty, 13 (5%) were adjunct or term faculty, and 46 (18%) were staff.

| | Sample Total | Population Total | Response Rate |
|-------------------------------------|-------------------------|-----------------------------|--------------------------|
| <i>Graduate Students</i> | 178 | 564 | 32% |
| <i>Tenured/Tenure-Track Faculty</i> | 19 | 19 | 100% |
| <i>Adjunct/Term Faculty</i> | 13 | 57 | 23% |
| <i>Staff</i> | 46 | 46 | 100% |
| Total | 256 | 686 | 37% |

**Population totals were the totals at the time the survey was administered (Fall 2017).*

HIGHLIGHTS

Demographics:

- 70% of respondents were students
- 61% of respondents were women
- 44% of respondents were white
- 82% of respondents were heterosexual
- 85% of respondents were U.S. citizens
- 83% of respondents had no disability
- 41% of respondents had no religious/spiritual affiliation
- 97% of respondents never served in the military

Employees Only:

- 45% of respondents had worked at USF for greater than ten years
- 94% of Faculty respondents had a Professional degree (e.g., MD, JD)
- 52% of Staff respondents had a Master's degree or higher

Students Only:

- 64% of respondents reported that they do not work
- 49% of respondents experienced financial hardship while attending USF
- 75% of respondents paid for tuition using loans
- 85% of respondents reported living in non-campus housing
- 27% did not participate in any clubs or organizations at USF

USF Climate Comfort: 84% of School of Law respondents communicated that they were “comfortable” or “very comfortable” with the climate at USF.

School of Law Workplace Climate Comfort: 89% of School of Law Employee respondents communicated that they were “comfortable” or “very comfortable” with the workplace climate within the School of Law.

School of Law Classroom Climate Comfort: 83% of Student and Faculty respondents communicated that they were “comfortable” or “very comfortable” with the classroom climate within the School of Law.

Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct: 16% of School of Law respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year.

Reporting of Experienced Conduct: 87% of the School of Law respondents that stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, did not report the conduct.

Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct: 24% of School of Law respondents observed conduct directed toward a person or group of people on campus that they believed created an exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullying, harassing) working or learning environment at USF within the past year.

Reporting of Observed Conduct: 93% of the School of Law respondents that observed conduct directed toward a person or group of people on campus that they believed created an exclusionary, intimidating, offensive, and/or hostile working or learning environment at USF within the past year, did not report the conduct.

Experienced Unwanted Sexual Contact/Conduct: Within the School of Law overall population, 7% of respondents experienced unwanted sexual contact/conduct. Of those 7% of School of Law respondents that experienced unwanted sexual contact/conduct, 67% experienced Unwanted Sexual Interaction.

Reporting of Unwanted Sexual Interaction: 92% of the School of Law respondents that experienced unwanted sexual interaction, did not report the conduct.

Students Only

Student Perception of Classroom Experience:

Strength: 80% of Graduate School of Law student respondents “agreed” or “strongly agreed” with the statement “I have faculty whom I perceive as role models.”

Weakness: 30% of Graduate School of Law student respondents “agreed” or “strongly agreed” with the statement “I think that faculty prejudge my ability based on their perception of my identity/background.”

Student Feeling of Value:

Strength: 83% of Graduate School of Law student respondents “agreed” or “strongly agreed with the statement “I feel valued by faculty in the classroom.”

Weakness: 18% of Graduate School of Law student respondents “disagreed” or “strongly disagreed with the statement “I feel valued by USF senior administrators.”

Student Academic Experience:

Strength: 93% of Graduate School of Law student respondents “agreed” or “strongly agreed with the statement, “I intend to graduate from USF.”

Weakness: 36% of Graduate School of Law student respondents “agreed” or “strongly agreed with the statement, “Few of my courses this year have been intellectually stimulating.”

Graduate Student Perception of Advising:

Strength: 68% of Graduate School of Law student respondents “agreed” or “strongly agreed with the statement “I have adequate access to advising.”

Weakness: 22% of Graduate School of Law student respondents “disagreed” or “strongly disagreed with the statement, “I am satisfied with the quality of advising I have received from my department/program.”

Graduate Student Perception of Department/Program:

Strength: 76% of Graduate School of Law student respondents “agreed” or “strongly agreed with the statement, “Department/program staff members respond to my emails, calls, or voicemails in a prompt manner.”

Weakness: 19% of Graduate School of Law student respondents “disagreed” or “strongly disagreed with the statement, “My department/program faculty members encourage me to produce publications and present research.”

Considered Leaving USF:

- 30% of Graduate School of Law student respondents indicated that they had seriously considered leaving in the last year.

Faculty & Staff Only**Faculty Perception of the Workplace:**

Strength: 56% of School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “I think that my department chair/program director prejudices my abilities based on their perception of my identity/background.”

Weakness: 25% of School of Law Faculty respondents “agreed” or “strongly agreed” with the statement, “I think that faculty in my department/program prejudice my abilities based on their perception of my identity/background.”

Staff Perception of the Workplace:

Strength: 76% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement, “I have colleagues/coworkers who give me job/career advice or guidance when I need it.”

Weaknesses: 41% of School of Law Staff respondents “disagreed” or “strongly disagreed” with the statement, “There are clear procedures on how I can advance at USF.”

Faculty Feeling of Value:

Strength: 88% of School of Law Faculty respondents “agreed” or “strongly agreed” with the statement, “I feel valued by students in the classroom.”

Weakness: 19% of School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “I feel valued by USF senior administrators.”

Staff Feeling of Value:

Strength: 91% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement, “I feel valued by coworkers in my department.”

Weakness: 43% of School of Law Staff respondents “disagreed” or “strongly disagreed” with the statement, “Staff opinions are valued by USF faculty.”

Faculty Perception of the Performance Evaluation Process: 28% of School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “The performance evaluation process is clear.”

Staff Perception of the Performance Evaluation Process: 24% of School of Law Staff respondents “disagreed” or “strongly disagreed” with the statement, “The performance evaluation process is productive.”

Faculty Perception of Work-Life Balance: 44% of School of Law Faculty respondents “agreed” or “strongly agreed” with the statement “USF provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation).”

Staff Perception of Work-Life Balance:

Strength: 67% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement “My direct supervisor provides adequate support for me to manage work-life balance.”

Weakness: 37% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement “I perform more work than colleagues with similar performance expectations.”

Staff Perception of Workload and Support:

Strength: 80% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement “USF provides me with resources to pursue training/professional development opportunities.”

Weakness: 72% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement “There is a hierarchy within staff positions that allows some voices to be valued more than others.”

Faculty Perception of Salary and Benefits:

Strength: 72% of School of Law Faculty respondents “agreed” or “strongly agreed” with the statement “Health insurance benefits are competitive.”

Weakness: 25% of School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement “Salaries for tenure-track faculty positions are competitive.”

Staff Perception of Salary and Benefits:

Strength: 83% of School of Law Staff respondents “agreed” or “strongly agreed” with the statement, “Health insurance benefits are competitive.”

Weakness: 33% of School of Law Staff “disagreed” or “strongly disagreed” with the statement, “Staff salaries are competitive.”

Considered Leaving USF:

- 38% of School of Law Faculty respondents stated that they had seriously considered leaving USF in the past year.
- 57% of School of Law Staff respondents stated that they had seriously considered leaving USF in the past year.

Results*Demographics*

The demographic variables explored in the Campus Climate Survey were: position status, gender identity, racial identity, sexual identity, citizenship status, disability identity, religious affiliation, age range, caregiving responsibility, military service, length of employment (employees only), level of education (employees only), parents’ education level (students only), student employment (students only), financial hardship (students only), tuition payment type (students only), income dependency status (students only), student residency location (students only), student club participation (students only), and grade point average (students only).

Position Status Comparison:

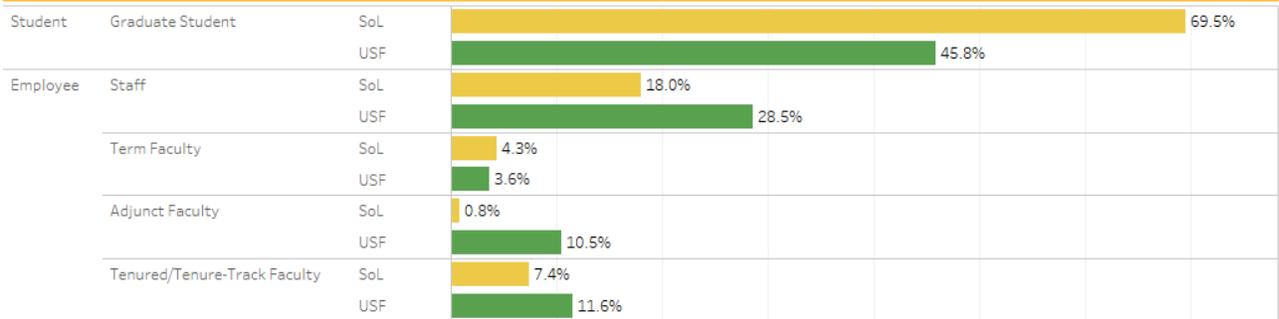
The School of Law had a higher percentage of Graduate student respondents, compared to the USF Graduate respondent population. They also had a much lower percentage of Adjunct Faculty respondents compared to the USF Faculty respondent population.

USF Demographics School of Law

Position Status Students, Faculty & Staff

| | | SoL | | USF | |
|--------------------|------------------------------|------------|---------------|--------------|---------------|
| | | n | % | n | % |
| Student | Graduate Student | 178 | 69.5% | 1,007 | 45.8% |
| | Total | 178 | 69.5% | 1,007 | 45.8% |
| Employee | Staff | 46 | 18.0% | 627 | 28.5% |
| | Tenured/Tenure-Track Faculty | 19 | 7.4% | 254 | 11.6% |
| | Term Faculty | 11 | 4.3% | 79 | 3.6% |
| | Adjunct Faculty | 2 | 0.8% | 231 | 10.5% |
| | Total | 78 | 30.5% | 1,191 | 54.2% |
| Grand Total | | 256 | 100.0% | 2,198 | 100.0% |

Position Status Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Student vs Employee Status, separated out by specific position. The bar lengths illustrate the percentage differences.

Gender Identity Comparison:

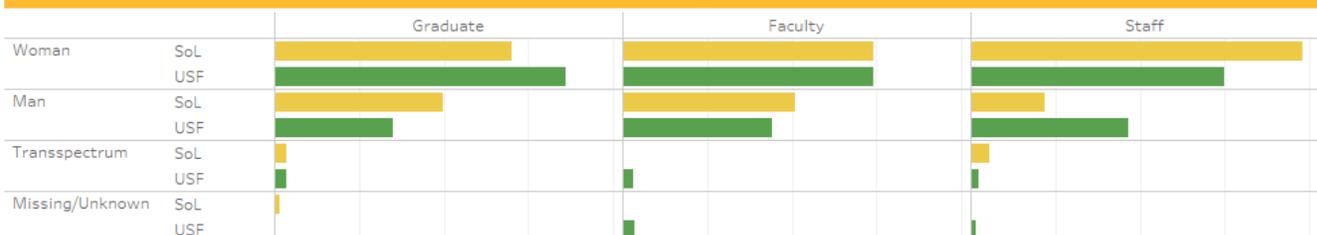
The School of Law had a higher percentage of women staff respondents, and a lower percentage of women student respondents, relative to the corresponding USF respondent populations.

USF Demographics School of Law

Gender Identity Students, Faculty & Staff

| | | SoL | USF |
|----------|-----------------|-----|-----|
| Graduate | Woman | 100 | 693 |
| | Man | 71 | 282 |
| | Transspectrum | 5 | 30 |
| | Missing/Unknown | <5 | <5 |
| Faculty | Woman | 19 | 334 |
| | Man | 13 | 199 |
| | Transspectrum | | 15 |
| | Missing/Unknown | | 16 |
| Staff | Woman | 36 | 375 |
| | Man | 8 | 234 |
| | Transspectrum | <5 | 11 |
| | Missing/Unknown | | 7 |

Gender Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Gender Identity, separated out by position. The bar lengths illustrate the percentage differences.

Racial Identity Comparison:

The School of Law Graduate student respondent population had a slightly higher percentage of White respondents, a lower percentage of Asian/Asian American/South Asian respondents, and higher percentages of Latin@/Chican@/Hispanic and Multiracial respondents, compared to the USF Graduate student respondent populations. The School of Law Faculty respondent population had a higher percentage of Asian/Asian American/South Asian, Multiracial and Other People of Color respondents, compared to the USF Faculty respondent population. The School of Law Staff respondent population had a much higher percentage of White student respondents, and a lower percentage of Multiracial and Black/African American student respondents, compared to the USF Graduate student population.

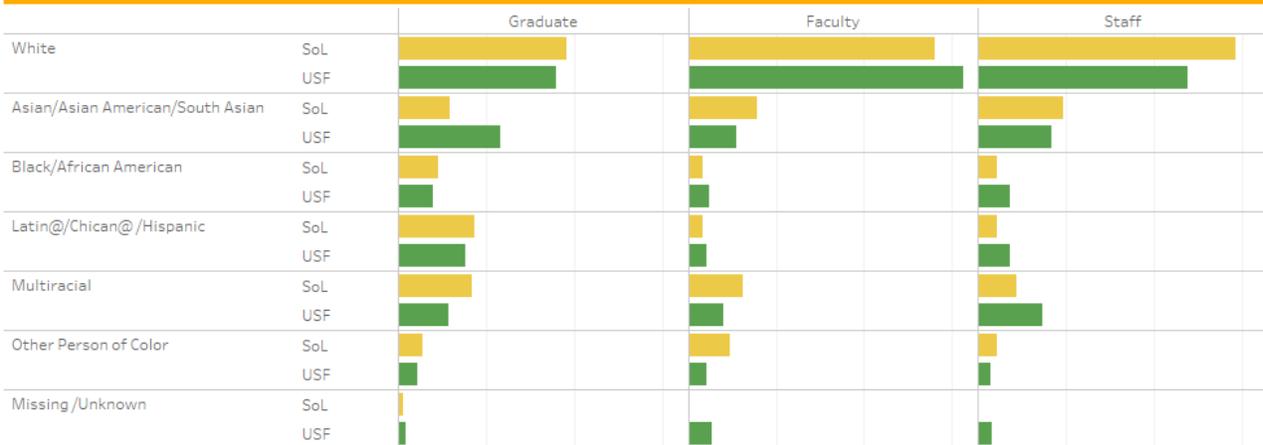
USF Demographics School of Law

Racial Identity Students, Faculty & Staff

| | | SoL | USF |
|-----------------|----------------------------------|------------|-------------|
| Graduate | White | 68 | 360 |
| | Asian/Asian American/South Asian | 21 | 233 |
| | Latin@/Chican@/Hispanic | 31 | 155 |
| | Black/African American | 16 | 81 |
| | Multiracial | 30 | 116 |
| | Other Person of Color | 10 | 44 |
| | Missing /Unknown | <5 | 18 |
| | Total | 178 | 1007 |
| Faculty | White | 18 | 354 |
| | Asian/Asian American/South Asian | 5 | 61 |
| | Latin@/Chican@/Hispanic | <5 | 24 |
| | Black/African American | <5 | 26 |
| | Multiracial | <5 | 45 |
| | Other Person of Color | <5 | 24 |
| | Missing /Unknown | | 30 |
| | Total | 32 | 564 |
| Staff | White | 27 | 298 |
| | Asian/Asian American/South Asian | 9 | 105 |
| | Latin@/Chican@/Hispanic | <5 | 46 |
| | Black/African American | <5 | 47 |
| | Multiracial | <5 | 92 |
| | Other Person of Color | <5 | 19 |
| | Missing /Unknown | | 20 |
| | Total | 46 | 627 |

USF Demographics School of Law

Racial Identity Students, Faculty & Staff



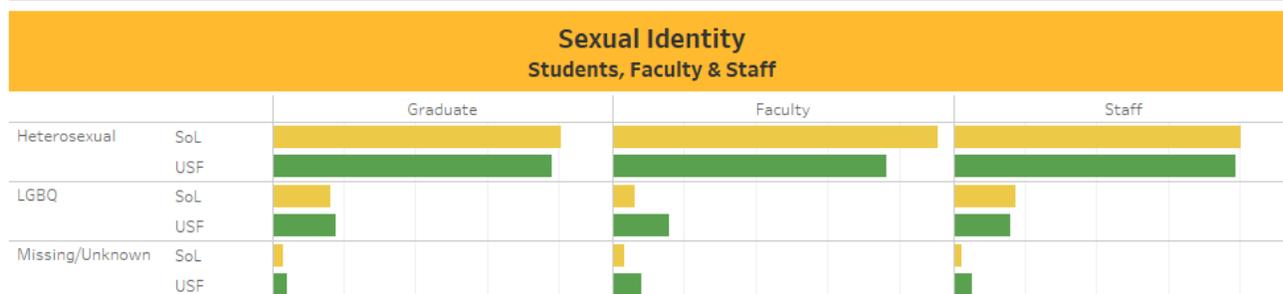
The above visual shows the SoL vs USF percentage totals by Racial Identity, separated out by position. The bar lengths illustrate the percentage differences.

Sexual Identity Comparison:

Sexual identity was broken into two major categories. Those who are heterosexual and those who are LGBQ (Lesbian, Gay, Bisexual, and Queer).

The School of Law had a higher percentage of heterosexual Graduate student, Faculty and Staff respondents, when compared to their corresponding USF respondent populations.

| USF Demographics | | | | |
|---------------------------|-----------------|--|-----|-----|
| School of Law | | | | |
| Sexual Identity | | | | |
| Students, Faculty & Staff | | | | |
| | | | SoL | USF |
| Graduate | Heterosexual | | 144 | 786 |
| | LGBQ | | 29 | 179 |
| | Missing/Unknown | | 5 | 42 |
| Faculty | Heterosexual | | 29 | 430 |
| | LGBQ | | <5 | 89 |
| | Missing/Unknown | | <5 | 45 |
| Staff | Heterosexual | | 37 | 494 |
| | LGBQ | | 8 | 100 |
| | Missing/Unknown | | <5 | 33 |



The above visual shows the SoL vs USF percentage totals by Sexual Identity, separated out by position. The bar lengths illustrate the percentage differences.

Citizenship Status Comparison:

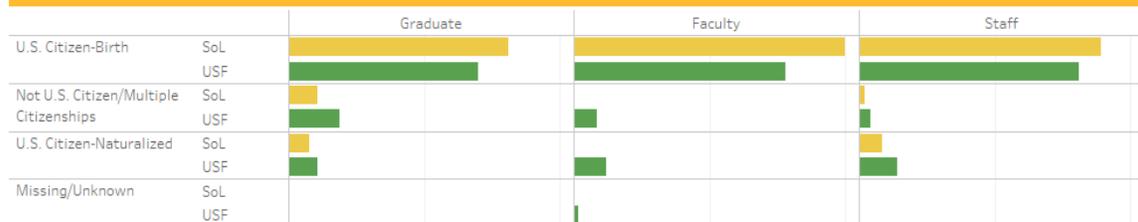
The School of Law had a higher percentage of U.S. Citizen Graduate student, Faculty and Staff respondents, compared to the USF respondent populations. The percentage of U.S. Citizens in the School of Law Faculty respondents, in particular, were much higher than the USF Faculty respondent population.

USF Demographics School of Law

Citizenship Status Students, Faculty & Staff

| | | SoL | USF |
|-----------------|--|-----|-----|
| Graduate | U.S. Citizen-Birth | 144 | 705 |
| | U.S. Citizen-Naturalized | 14 | 108 |
| | Not U.S. Citizen/Multiple Citizenships | 19 | 191 |
| | Missing/Unknown | <5 | <5 |
| Faculty | U.S. Citizen-Birth | 32 | 440 |
| | U.S. Citizen-Naturalized | | 67 |
| | Not U.S. Citizen/Multiple Citizenships | | 48 |
| | Missing/Unknown | | 9 |
| Staff | U.S. Citizen-Birth | 41 | 508 |
| | U.S. Citizen-Naturalized | <5 | 89 |
| | Not U.S. Citizen/Multiple Citizenships | <5 | 26 |
| | Missing/Unknown | | <5 |

Citizenship Status Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Citizenship Status, separated out by position. The bar lengths illustrate the percentage differences.

Disability Identity Comparison:

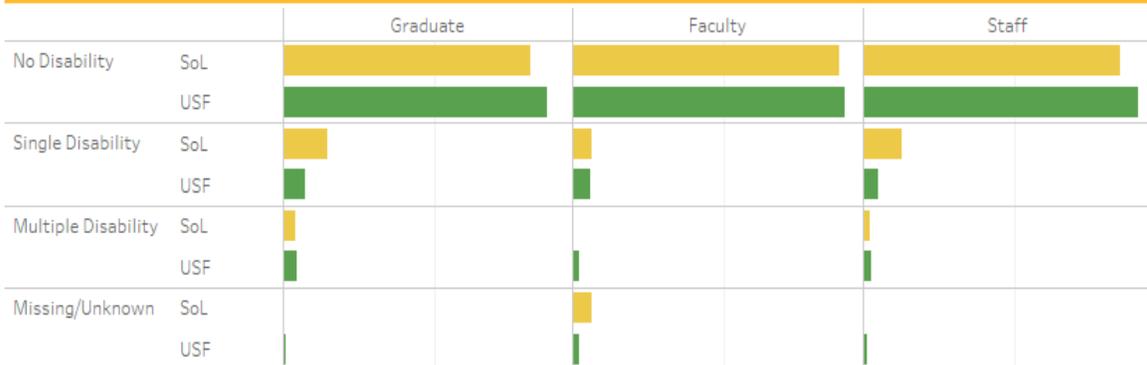
The School of Law respondent disability percentages fell fairly in line with that of the USF respondent populations. However, the School of Law Graduate student and Staff respondents had higher percentages of respondents with a Single Disability, compared to their corresponding USF respondent populations.

USF Demographics School of Law

Disability Status Students, Faculty & Staff

| | | SoL | USF |
|-----------------|---------------------|-----|-----|
| Graduate | No Disability | 145 | 877 |
| | Single Disability | 26 | 76 |
| | Multiple Disability | 7 | 46 |
| | Missing/Unknown | | 8 |
| Faculty | No Disability | 28 | 504 |
| | Single Disability | <5 | 33 |
| | Multiple Disability | | 13 |
| | Missing/Unknown | <5 | 14 |
| Staff | No Disability | 39 | 570 |
| | Single Disability | 6 | 33 |
| | Multiple Disability | <5 | 16 |
| | Missing/Unknown | | 8 |

Disability Status Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Disability Status, separated out by position. The bar lengths illustrate the percentage differences.

Of the 16.4% of School of Law respondents who reported having a disability, the most common were mental health/psychological condition (46%), learning difference/disability (30%), and chronic diagnosis or medical condition (18%). These were also the top three disabilities reported for the USF Overall respondent population.

Respondents' Conditions that Affect Learning, Working, Living Activities

School of Law

Disability Status Students, Faculty & Staff

| | SoL | | USF | |
|---------------------|-----|--------|------|--------|
| | n | % | n | % |
| No Disability | 212 | 82.8% | 3631 | 85.8% |
| Single Disability | 34 | 13.3% | 378 | 8.9% |
| Multiple Disability | 8 | 3.1% | 167 | 3.9% |
| Missing/Unknown | <5 | 0.8% | 54 | 1.3% |
| Grand Total | 256 | 100.0% | 4230 | 100.0% |

Conditions Affecting Living Students, Faculty & Staff

| | | | | | | | | | |
|--|-----|-------|--|--|--|--|--|--|--|
| Mental Health/Psychological Condition | SoL | 45.5% | | | | | | | |
| | USF | 52.6% | | | | | | | |
| Learning Difference/Disability | SoL | 29.5% | | | | | | | |
| | USF | 25.8% | | | | | | | |
| Chronic Diagnosis or Medical Condition | SoL | 18.2% | | | | | | | |
| | USF | 18.1% | | | | | | | |
| Physical/Mobility condition that does not affect walking | SoL | 2.3% | | | | | | | |
| | USF | 5.1% | | | | | | | |
| Physical/Mobility condition that affects walking | SoL | 2.3% | | | | | | | |
| | USF | 6.3% | | | | | | | |
| Hard of Hearing or Deaf | SoL | 4.5% | | | | | | | |
| | USF | 5.8% | | | | | | | |
| Acquired/Traumatic Brain Injury | SoL | 2.3% | | | | | | | |
| | USF | 3.2% | | | | | | | |
| Low Vision or Blind | SoL | 4.5% | | | | | | | |
| | USF | 2.6% | | | | | | | |
| Speech/Communication Condition | SoL | 0.0% | | | | | | | |
| | USF | 0.7% | | | | | | | |
| A disability/condition not listed here | SoL | 4.5% | | | | | | | |
| | USF | 13.3% | | | | | | | |

Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

These top three conditions affecting living remained true for Graduate student respondents in the School of Law. The results varied a bit for both the Faculty and Staff populations. For School of Law Faculty respondents the top conditions affecting living were chronic diagnosis or medical condition (25.0%) and physical/mobility condition that affects walking (25.0%). For School of Law Staff respondents, the conditions affecting living were mental health/psychological condition (57.1%), and chronic diagnosis or medical condition (28.6%).

Respondents' Conditions that Affect Learning, Working, Living Activities

School of Law

Conditions Affecting Living

By Sub-Population

Students, Faculty & Staff

| | | Graduate | | Faculty | | Staff | |
|--|-----|----------|-------|---------|-------|-------|--|
| Mental Health/Psychological Condition | SoL | 48.5% | 0.0% | 0.0% | 57.1% | | |
| | USF | 49.2% | 21.1% | 35.8% | | | |
| Learning Difference/Disability | SoL | 36.4% | 0.0% | 14.3% | | | |
| | USF | 29.2% | 15.8% | 15.1% | | | |
| Physical/Mobility condition that does not affect walking | SoL | 3.0% | 0.0% | 0.0% | | | |
| | USF | 3.8% | 5.3% | 13.2% | | | |
| Physical/Mobility condition that affects walking | SoL | 0.0% | 25.0% | 0.0% | | | |
| | USF | 10.0% | 10.5% | 9.4% | | | |
| Chronic Diagnosis or Medical Condition | SoL | 15.2% | 25.0% | 28.6% | | | |
| | USF | 23.1% | 33.3% | 35.8% | | | |
| Hard of Hearing or Deaf | SoL | 3.0% | 0.0% | 14.3% | | | |
| | USF | 6.9% | 10.5% | 1.9% | | | |
| Acquired/Traumatic Brain Injury | SoL | 3.0% | 0.0% | 0.0% | | | |
| | USF | 4.6% | 0.0% | 0.0% | | | |
| Low Vision or Blind | SoL | 6.1% | 0.0% | 0.0% | | | |
| | USF | 4.6% | 0.0% | 3.8% | | | |
| Speech/Communication Condition | SoL | 0.0% | 0.0% | 0.0% | | | |
| | USF | 3.1% | 0.0% | 0.0% | | | |
| A disability/condition not listed here | SoL | 6.1% | 0.0% | 0.0% | | | |
| | USF | 17.7% | 10.5% | 9.4% | | | |

The above visual shows the SoL vs USF percentage totals by Conditions Affecting Living, separated out by position. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Disabled respondents were asked to identify any general barriers they encountered at USF. In the School of Law, there weren't any specific barriers in any of these areas. The top general barrier faced by disabled USF Overall respondents was campus transportation/parking (14%).

Facilities Barriers Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?

School of Law
Students, Faculty & Staff

| Athletic & Recreational Facilities | | | Classroom Buildings | | | Classrooms/Labs | | |
|------------------------------------|-----|-----|--------------------------------------|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 11 | Yes | <5 | 37 | Yes | <5 | 26 |
| No | 17 | 93 | No | 17 | 109 | No | 17 | 104 |
| Not applicable | 23 | 111 | Not applicable | 23 | 69 | Not applicable | 23 | 82 |
| Dining Facilities | | | Doors | | | Elevators/Lifts | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 22 | Yes | | 24 | Yes | <5 | 22 |
| No | 17 | 107 | No | 19 | 118 | No | 17 | 115 |
| Not applicable | 23 | 85 | Not applicable | 23 | 72 | Not applicable | 23 | 77 |
| Emergency Preparedness | | | Office Furniture | | | Campus Transportation/Parking | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 17 | Yes | 5 | 37 | Yes | <5 | 39 |
| No | 17 | 115 | No | 15 | 111 | No | 14 | 105 |
| Not applicable | 22 | 80 | Not applicable | 21 | 65 | Not applicable | 23 | 70 |
| Other Campus Buildings | | | On-campus Housing | | | Podium | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 22 | Yes | <5 | 9 | Yes | <5 | 15 |
| No | 15 | 106 | No | 10 | 83 | No | 14 | 99 |
| Not applicable | 24 | 85 | Not applicable | 26 | 119 | Not applicable | 24 | 98 |
| Signage | | | Studios/Performing Arts Spaces | | | Temporary Barriers due to Construction or Maintenance | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 16 | Yes | | 7 | Yes | <5 | 21 |
| No | 16 | 122 | No | 15 | 81 | No | 16 | 96 |
| Not applicable | 23 | 75 | Not applicable | 25 | 124 | Not applicable | 23 | 95 |
| USF Clinic at St. Mary's | | | Walkways/Pedestrian Paths/Crosswalks | | | | | |
| | SoL | USF | | SoL | USF | | | |
| Yes | | 8 | Yes | <5 | 23 | | | |
| No | 14 | 77 | No | 16 | 110 | | | |
| Not applicable | 26 | 127 | Not applicable | 23 | 76 | | | |

Additionally, respondents with Disabilities were asked if they had experienced barriers in technology/online environment, identity, or instructional/campus materials at USF within the past year. Respondents with Disabilities in the School of Law did not specify barriers in any of these areas.

Technology/Online Barriers Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?

School of Law
Students, Faculty & Staff

| Accessible Electronic Format | | | Canvas/TWEN | | | Clickers | | |
|------------------------------|-----|-----|-------------------------------|-----|-----|-----------------------|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 20 | Yes | <5 | 17 | Yes | <5 | 6 |
| No | 20 | 124 | No | 19 | 124 | No | 19 | 103 |
| Not applicable | 19 | 69 | Not applicable | 18 | 69 | Not applicable | 18 | 101 |
| Computer Equipment | | | Electronic Forms | | | Electronic Signage | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 15 | Yes | <5 | 11 | Yes | <5 | 7 |
| No | 19 | 123 | No | 19 | 129 | No | 20 | 134 |
| Not applicable | 17 | 72 | Not applicable | 17 | 69 | Not applicable | 17 | 68 |
| Electronic Surveys | | | Library Resources | | | Phone/Phone Equipment | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 11 | Yes | <5 | 13 | Yes | <5 | 10 |
| No | 20 | 139 | No | 19 | 134 | No | 18 | 124 |
| Not applicable | 18 | 59 | Not applicable | 18 | 64 | Not applicable | 19 | 73 |
| Software | | | Video/Video Audio Description | | | Website | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 9 | Yes | <5 | 12 | Yes | <5 | 13 |
| No | 16 | 116 | No | 19 | 120 | No | 21 | 132 |
| Not applicable | 19 | 81 | Not applicable | 18 | 74 | Not applicable | 18 | 62 |

Barriers in Identity Experienced by Respondents With Disabilities

As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year?

School of Law
Students, Faculty & Staff

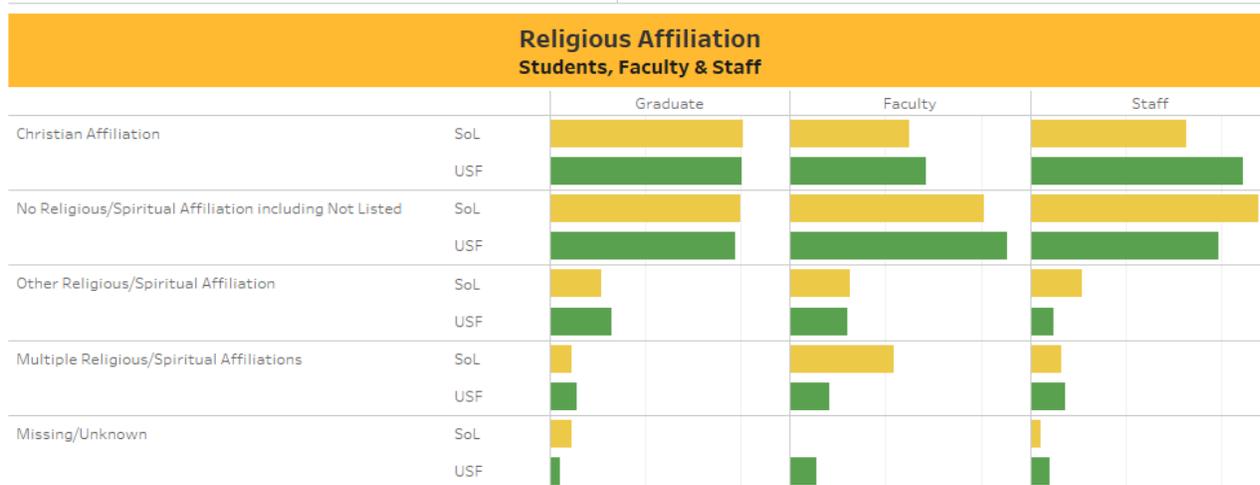
| Electronic Databases | | | Email Account | | | Intake Forms | | |
|----------------------|-----|-----|----------------|---------|-----|----------------|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 15 | Yes | <5 | 16 | Yes | | 9 |
| No | 22 | 139 | No | 21 | 139 | No | 18 | 122 |
| Not applicable | 18 | 54 | Not applicable | 17 | 54 | Not applicable | 21 | 77 |
| Learning Technology | | | | Surveys | | | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 17 | Yes | <5 | 14 | | | |
| No | 19 | 134 | No | 21 | 140 | | | |
| Not applicable | 18 | 58 | Not applicable | 17 | 49 | | | |

| Barriers in Instructional/Campus Materials Experienced by Respondents with Disabilities | | | | | | | | |
|---|-----|-----|-----------------------------------|-----|-----|---|-----|-----|
| As a person who identifies with a disability, have you experienced a barrier in any of the following areas at USF in the past year? | | | | | | | | |
| School of Law | | | | | | | | |
| Students, Faculty & Staff | | | | | | | | |
| Brochures | | | Faculty Required Resources | | | Food Menus | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 9 | Yes | <5 | 11 | Yes | <5 | 15 |
| No | 20 | 141 | No | 21 | 128 | No | 21 | 121 |
| Not applicable | 18 | 59 | Not applicable | 16 | 68 | Not applicable | 16 | 71 |
| Forms | | | Library Resources | | | Other Publications | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 13 | Yes | <5 | 11 | Yes | <5 | 8 |
| No | 20 | 143 | No | 21 | 139 | No | 22 | 143 |
| Not applicable | 17 | 53 | Not applicable | 16 | 58 | Not applicable | 16 | 57 |
| Syllabi | | | Textbooks | | | Video-Closed Captioning and Text Description | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Yes | <5 | 16 | Yes | <5 | 17 | Yes | | 10 |
| No | 22 | 130 | No | 20 | 128 | No | 22 | 122 |
| Not applicable | 16 | 62 | Not applicable | 16 | 61 | Not applicable | 17 | 72 |

Religious Affiliation Comparison:

The School of Law Graduate student population fell closely in line with that of the USF Graduate student respondent population. The School of Law Faculty respondent population had a higher percentage of individuals with Multiple Religious/Spiritual Affiliations, and lower percentages with No Religious/Spiritual Affiliation or Christian Affiliation, compared to the USF Faculty respondent population. The School of Law Staff respondent population had higher percentages of No Religious/Spiritual Affiliation or Other Religious/Spiritual Affiliation, and a lower percentage of Christian Affiliation, compared to the USF Staff respondent population.

| USF Demographics School of Law | | | |
|--|---|-----|-----|
| Religious Affiliation Students, Faculty & Staff | | | |
| | | SoL | USF |
| Graduate | No Religious/Spiritual Affiliation including Not Listed | 71 | 391 |
| | Christian Affiliation | 72 | 406 |
| | Other Religious/Spiritual Affiliation | 19 | 131 |
| | Multiple Religious/Spiritual Affiliations | 8 | 58 |
| | Missing/Unknown | 8 | 21 |
| Faculty | No Religious/Spiritual Affiliation including Not Listed | 13 | 256 |
| | Christian Affiliation | 8 | 161 |
| | Other Religious/Spiritual Affiliation | <5 | 68 |
| | Multiple Religious/Spiritual Affiliations | 7 | 47 |
| | Missing/Unknown | | 32 |
| Staff | No Religious/Spiritual Affiliation including Not Listed | 22 | 247 |
| | Christian Affiliation | 15 | 279 |
| | Other Religious/Spiritual Affiliation | 5 | 30 |
| | Multiple Religious/Spiritual Affiliations | <5 | 45 |
| | Missing/Unknown | <5 | 26 |



The above visual shows the SoL vs USF percentage totals by Religious Affiliation, separated out by position. The bar lengths illustrate the percentage differences.

Age Range Comparison:

The School of Law Graduate student respondent population had higher percentages of respondents in age categories 22-24, and 25-34, compared to the USF Graduate student respondent population. The School of Law Faculty respondents had lower percentages of respondents in age categories 25-54, and higher percentages of respondents in age categories 55-74, compared to the USF Faculty respondent population. The School of Law Staff respondents had higher percentages of respondents in age categories 22-24 and 45-74, and lower percentages of respondents in age categories 25-34, compared to the USF Staff respondent population.

USF Demographics School of Law

Age Range Students, Faculty & Staff

| | | SoL | USF |
|-----------------|-----------------|-----|-----|
| Graduate | 20-21 | <5 | 11 |
| | 22-24 | 56 | 216 |
| | 25-34 | 97 | 504 |
| | 35-44 | 8 | 115 |
| | 45-54 | 5 | 46 |
| | 55-64 | <5 | 18 |
| | 65-74 | <5 | <5 |
| | 75 and older | <5 | <5 |
| | Missing/Unknown | 8 | 94 |
| Faculty | 18-19 | <5 | <5 |
| | 22-24 | <5 | <5 |
| | 25-34 | <5 | 40 |
| | 35-44 | 5 | 127 |
| | 45-54 | 7 | 128 |
| | 55-64 | 8 | 98 |
| | 65-74 | <5 | 53 |
| | 75 and older | <5 | 6 |
| | Missing/Unknown | 6 | 110 |
| Staff | 20-21 | <5 | <5 |
| | 22-24 | 5 | 26 |
| | 25-34 | <5 | 171 |
| | 35-44 | 11 | 150 |
| | 45-54 | 10 | 107 |
| | 55-64 | 7 | 65 |
| | 65-74 | <5 | 15 |
| | 75 and older | <5 | <5 |
| | Missing/Unknown | 5 | 88 |

Age Range Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Age Range, separated out by position. The bar lengths illustrate the percentage differences.

Caregiving Responsibilities Comparison:

Students, Faculty and Staff were asked whether or not they had caregiving responsibilities, and then were asked to indicate what the responsibility was. A lower percentage of the School of Law Graduate student respondents indicated having substantial caregiving responsibilities, compared to the USF Graduate student respondent population. A much higher percentage of the School of Law Faculty respondents indicated having substantial caregiving responsibilities, compared to the USF Faculty respondent population. The School of Law Staff respondent population fell in line with the caregiving responsibilities indicated by the USF Staff respondent population. Of the 21% of the overall School of Law respondents that indicated having substantial caregiving responsibilities, the top responsibilities were for children 6-18 years (63%), children 5 years or under (31%), and children over 18 years of age, but still legally dependent (20%). This was in line with that of the USF Overall respondent population, in which the top responsibilities reported were for children 6-18 years (53%), children 5 years or under (35%), and senior or other family member (24%).

The School of Law Graduate student respondent population had a higher percentage of respondents responsible for children 5 years or under, a lower percentage of respondents responsible for children 6-18 years, and a higher percentage of respondents responsible for dependent and independent children 18 years or older, compared to the USF Student respondent population. The School of Law Faculty respondents had a higher percentage of respondents responsible for children 6-18 years, a higher percentage of respondents responsible for independent children 18 years or older, and a lower percentage of respondents responsible for senior or other family member, compared to the USF Faculty respondent population. The School of Law Staff respondents had a lower percentage responsible for children 5 years or under, a higher percentage of respondents responsible for children 6-18 years, a much higher percentage of respondents responsible for independent children 18 years or older, and a lower percentage of respondents responsible for senior or other family members, compared to the USF Staff respondent population.

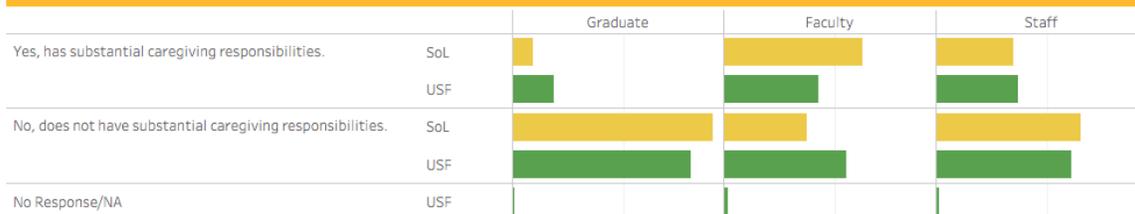
Respondents' Caregiving Responsibilities

Respondents who have substantial parenting or caregiving responsibilities
School of Law

Caregiving Responsibility Students, Faculty & Staff

| | | SoL | USF |
|-----------------|--|-----|-----|
| Graduate | Yes, has substantial caregiving responsibilities. | 17 | 191 |
| | No, does not have substantial caregiving responsibilities. | 161 | 807 |
| | No Response/NA | | 9 |
| Faculty | Yes, has substantial caregiving responsibilities. | 20 | 240 |
| | No, does not have substantial caregiving responsibilities. | 12 | 311 |
| | No Response/NA | | 13 |
| Staff | Yes, has substantial caregiving responsibilities. | 16 | 233 |
| | No, does not have substantial caregiving responsibilities. | 30 | 383 |
| | No Response/NA | | 11 |

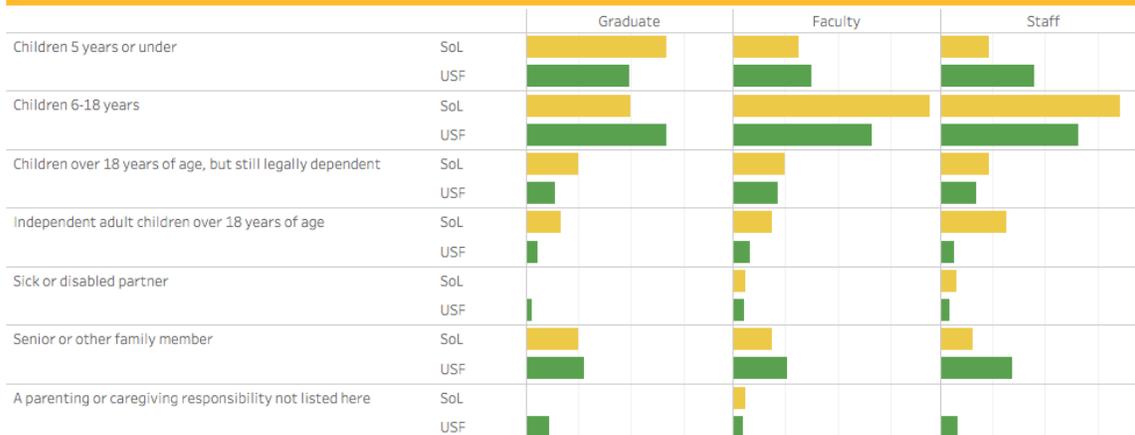
Caregiving Responsibility Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Caregiving Responsibility, separated out by position. The bar lengths illustrate the percentage differences.

21% of respondents stated that they have substantial parenting or caregiving responsibilities. 21% of those respondents then indicated that their caregiving responsibilities fell into the following categories.

Caregiving Responsibility Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Caregiving Responsibility, separated out by position. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Military Service Comparison:

The School of Law respondent population was in line with the USF Overall respondent population in regards to military service representation.

| USF Demographics School of Law | | | |
|---|---|-----|-----|
| Military Service Students, Faculty & Staff | | | |
| | | SoL | USF |
| Graduate | Never served in the military | 171 | 944 |
| | Now on active duty (including Reserves or National Guard) | <5 | 10 |
| | On active duty in the past, but not now | 5 | 47 |
| | ROTC | | <5 |
| | Missing/Unknown | | 5 |
| Faculty | Never served in the military | 30 | 528 |
| | Now on active duty (including Reserves or National Guard) | | <5 |
| | On active duty in the past, but not now | <5 | 20 |
| | ROTC | <5 | <5 |
| | Missing/Unknown | | 10 |
| Staff | Never served in the military | 46 | 599 |
| | Now on active duty (including Reserves or National Guard) | | <5 |
| | On active duty in the past, but not now | | 21 |
| | ROTC | | <5 |
| | Missing/Unknown | | 5 |

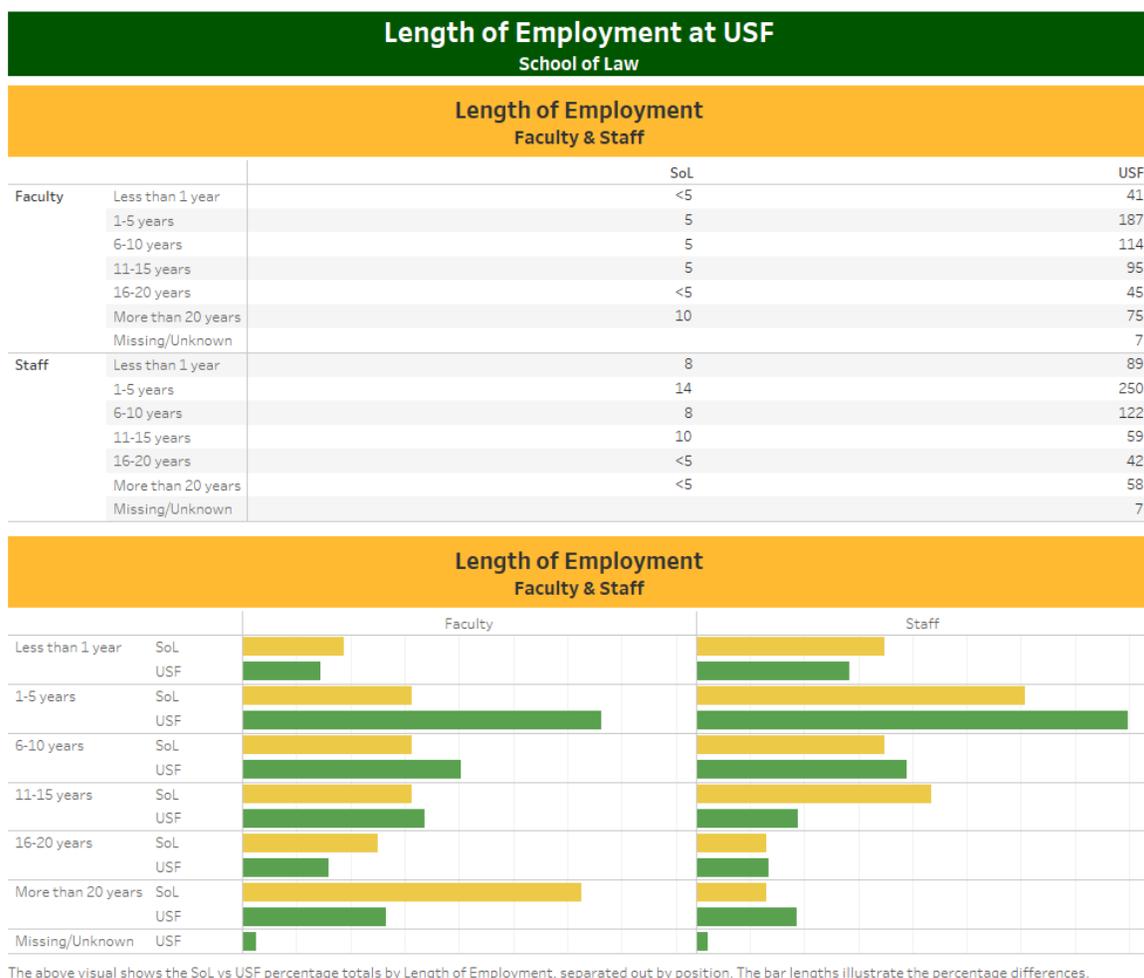
| Military Service Students, Faculty & Staff | | | | |
|---|-----|----------|---------|-------|
| | | Graduate | Faculty | Staff |
| Never served in the military | SoL | | | |
| | USF | | | |
| Now on active duty (including Reserves or National Guard) | SoL | | | |
| | USF | | | |
| On active duty in the past, but not now | SoL | | | |
| | USF | | | |
| ROTC | SoL | | | |
| | USF | | | |
| Missing/Unknown | SoL | | | |
| | USF | | | |

The above visual shows the SoL vs USF percentage totals by Military Service, separated out by position. The bar lengths illustrate the percentage differences.

Faculty/Staff Population Only

Length of Employment Comparison:

The School of Law Faculty respondents had a much higher percentage of respondents that had been at USF for more than 20 years, and a much lower percentage of Staff respondents that had been at USF for 1-5 years, compared to the USF Faculty respondent population. The School of Law Staff respondents had a much higher percentage of respondents that had been at USF for 11-15 years, and a lower percentage of respondents that had been at USF for 1-5 years, compared to the USF Staff respondent population.

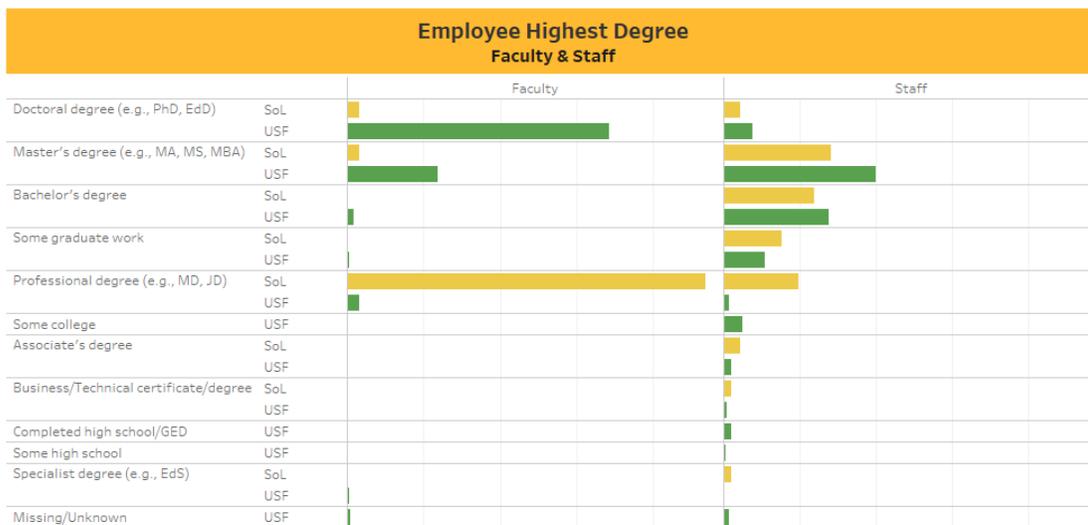


Highest Level of Education Comparison:

The School of Law expectedly had a much higher percentage of Faculty respondents with Professional degrees, compared to the USF Faculty respondent population. The School of Law

also had a much higher percentage of Staff respondents with Professional degrees, compared to the USF Staff respondent population.

| Employee Highest Degree School of Law | | | |
|--|---------------------------------------|----------------------------------|-----|
| Employee Highest Degree Faculty & Staff | | | |
| | | SoL | USF |
| Faculty | Doctoral degree (e.g., PhD, EdD) | <5 | 386 |
| | Master's degree (e.g., MA, MS, MBA) | <5 | 134 |
| | Bachelor's degree | | 10 |
| | Some graduate work | | <5 |
| | Professional degree (e.g., MD, JD) | 30 | 19 |
| | Some college | | <5 |
| | Associate's degree | | <5 |
| | Business/Technical certificate/degree | | <5 |
| | Specialist degree (e.g., EdS) | | <5 |
| | Missing/Unknown | | 5 |
| | Staff | Doctoral degree (e.g., PhD, EdD) | <5 |
| Master's degree (e.g., MA, MS, MBA) | | 13 | 251 |
| Bachelor's degree | | 11 | 173 |
| Some graduate work | | 7 | 69 |
| Professional degree (e.g., MD, JD) | | 9 | 9 |
| Some college | | | 32 |
| Associate's degree | | <5 | 13 |
| Business/Technical certificate/degree | | <5 | 5 |
| Completed high school/GED | | | 13 |
| Some high school | | | <5 |
| Specialist degree (e.g., EdS) | | <5 | |
| Missing/Unknown | | | 10 |



The above visual shows the SoL vs USF percentage totals by Employee Highest Degree, separated out by position. The bar lengths illustrate the percentage differences.

Student Population Only

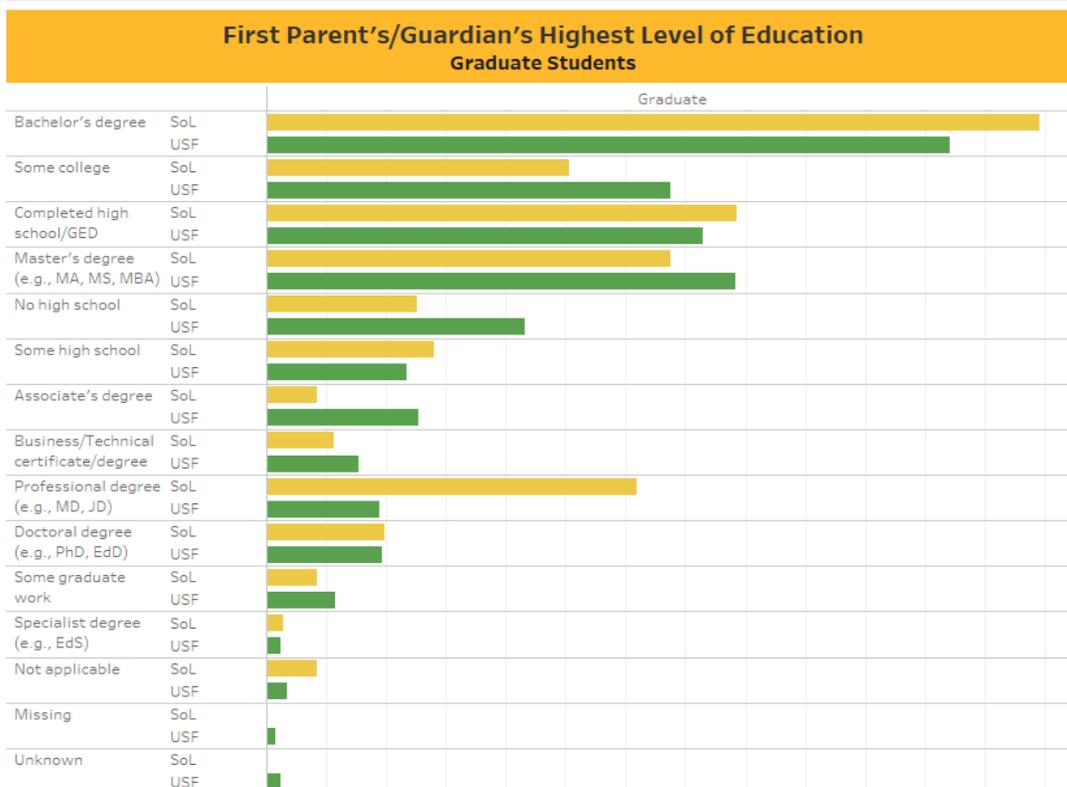
Students were asked to indicate the highest level of education achieved by their parent(s)/guardian(s).

Parent/Guardian #1 Education Level Comparison:

The School of Law Graduate student respondents had a much higher percentage of respondents that had a parent/guardian #1 with a Professional degree or a Bachelor's degree, and a lower

percentage with no high school or Associate’s degree, compared to the USF Graduate student respondent population.

| USF Demographics School of Law | | | |
|---|--|-----|-----|
| First Parent’s/Guardian’s Highest Level of Education Graduate Students | | | |
| Graduate | | SoL | USF |
| Bachelor’s degree | | 46 | 230 |
| Some college | | 18 | 136 |
| Completed high school/GED | | 28 | 147 |
| Master’s degree (e.g., MA, MS, MBA) | | 24 | 158 |
| No high school | | 9 | 87 |
| Some high school | | 10 | 47 |
| Associate’s degree | | <5 | 51 |
| Business/Technical certificate/degree | | <5 | 31 |
| Professional degree (e.g., MD, JD) | | 22 | 38 |
| Doctoral degree (e.g., PhD, EdD) | | 7 | 39 |
| Some graduate work | | <5 | 23 |
| Specialist degree (e.g., EdS) | | <5 | 5 |
| Not applicable | | <5 | 7 |
| Missing | | | <5 |
| Unknown | | | 5 |

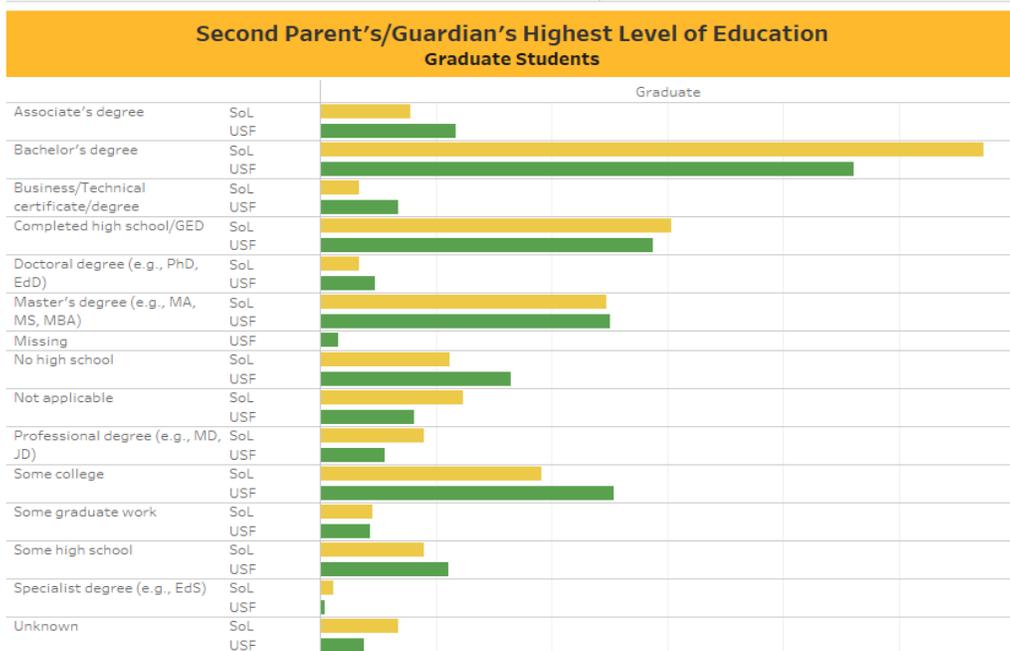


The above visual shows the SoL vs USF percentage totals by First Parent’s/Guardian’s Highest Level of Education, separated out by position. The bar lengths illustrate the percentage differences.

Parent/Guardian #2 Education Level Comparison:

The School of Law Graduate student respondents had a much higher percentage of respondents in which parent/guardian #2 had a Bachelor’s degree, compared to the corresponding USF Graduate student respondent population.

| USF Demographics School of Law | | |
|--|-----|-----|
| Second Parent's/Guardian's Highest Level of Education Graduate Students | | |
| | SoL | USF |
| Graduate Bachelor's degree | 51 | 232 |
| Completed high school/GED | 27 | 145 |
| Some college | 17 | 128 |
| Master's degree (e.g., MA, MS, MBA) | 22 | 126 |
| Associate's degree | 7 | 59 |
| No high school | 10 | 83 |
| Some high school | 8 | 56 |
| Business/Technical certificate/degree | <5 | 34 |
| Professional degree (e.g., MD, JD) | 8 | 28 |
| Doctoral degree (e.g., PhD, EdD) | <5 | 24 |
| Some graduate work | <5 | 22 |
| Specialist degree (e.g., EdS) | <5 | <5 |
| Not applicable | 11 | 41 |
| Unknown | 6 | 19 |
| Missing | | 8 |

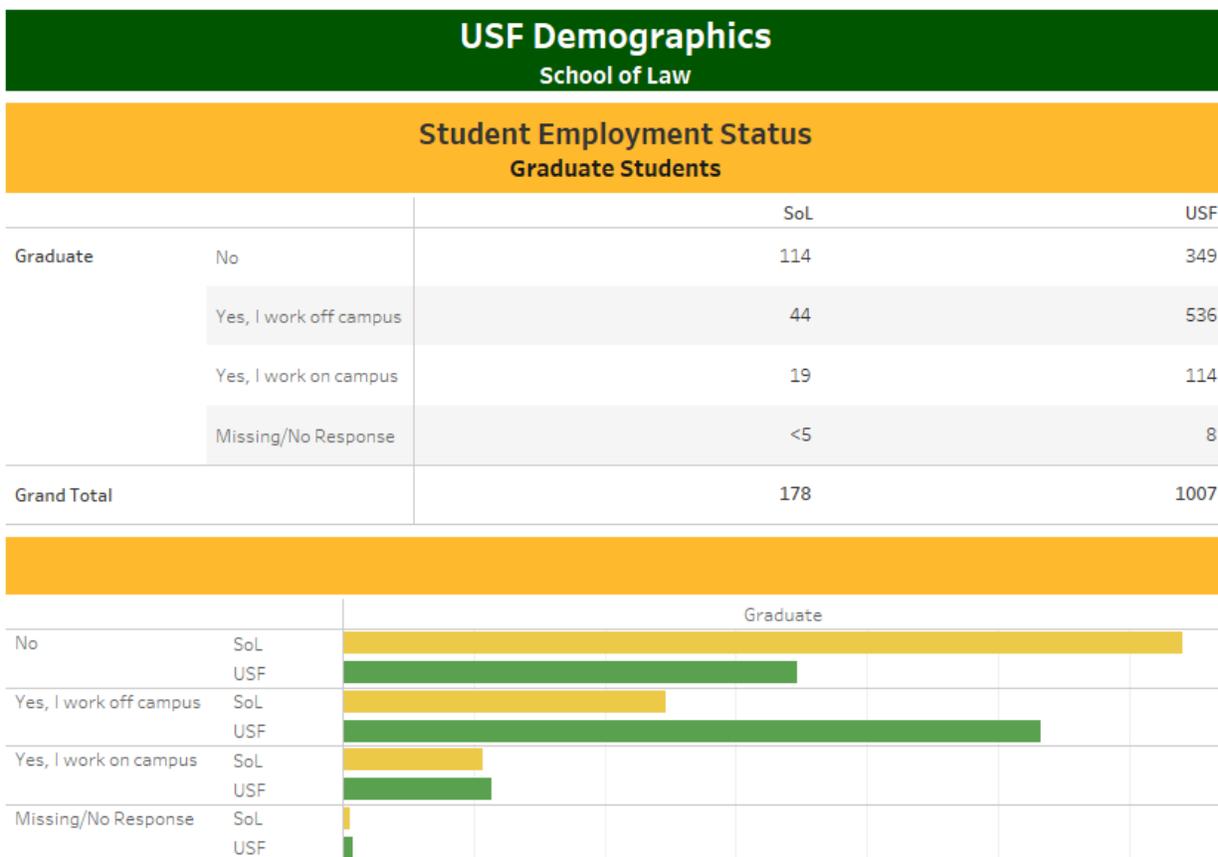


The above visual shows the SoL vs USF percentage totals by Second Parent's/Guardian's Highest Level of Education, separated out by position. The bar lengths illustrate the percentage differences.

Students were asked whether they were employed either on campus or off campus during the academic year.

Student Employment Comparison:

Within the School of Law, 35% of Graduate student respondents indicated that they worked, compared to 65% of the USF Graduate student respondent population.



The above visual shows the SoL vs USF percentage totals by Employment Status, separated out by position. The bar lengths illustrate the percentage differences.

Students were then asked to indicate the total number of hours they work per week on campus and off campus.

The School of Law Graduate student respondents had a higher percentage of respondents that worked on campus for 1-10 hours/week, and a much higher percentage of respondents that worked on campus for 11-20 hours/week, compared to the USF Graduate student respondent population. No School of Law Graduate student respondents reported working on campus for more than 20 hours/week. The School of Law Graduate student respondents had a much higher percentage for respondents that worked off campus for 1-20 hours/week, and a much lower

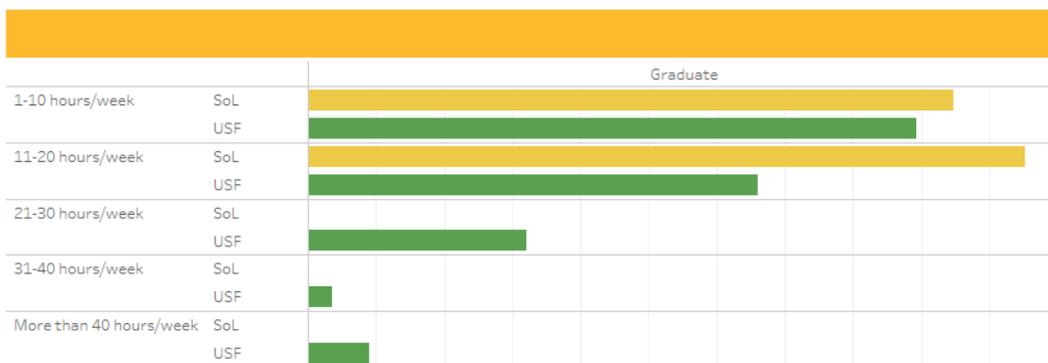
percentage of respondents that indicated working off campus more than 30 hours/week, compared to the USF Graduate student respondent population.

USF Demographics School of Law

Of the students who were employed, the following indicates the amount of hours worked in a week.

On Campus Employment Hours Graduate Students

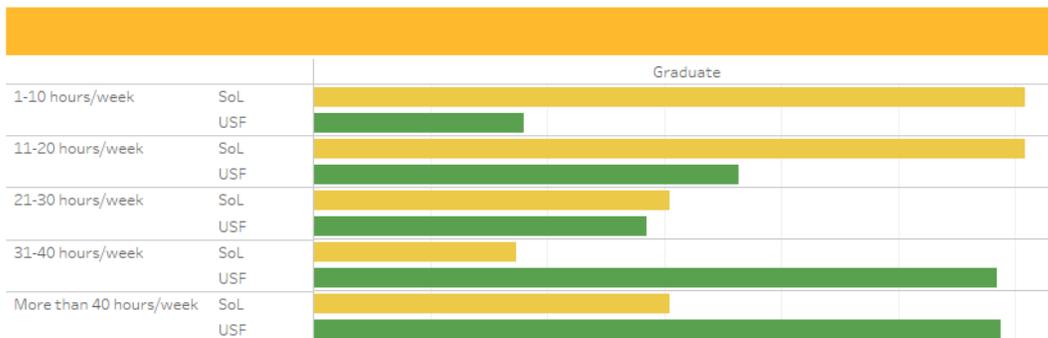
| | | SoL | USF |
|-----------------|-------------------------|-----|-----|
| Graduate | 1-10 hours/week | 9 | 50 |
| | 11-20 hours/week | 10 | 37 |
| | 21-30 hours/week | | 18 |
| | 31-40 hours/week | | <5 |
| | More than 40 hours/week | | 5 |



The above visual shows the SoL vs USF percentage totals by On Campus Employment Hours, separated out by position. The bar lengths illustrate the percentage differences.

Off Campus Employment Hours Graduate Students

| | | SoL | USF |
|-----------------|-------------------------|-----|-----|
| Graduate | 1-10 hours/week | 14 | 48 |
| | 11-20 hours/week | 14 | 97 |
| | 21-30 hours/week | 7 | 76 |
| | 31-40 hours/week | <5 | 156 |
| | More than 40 hours/week | 7 | 157 |



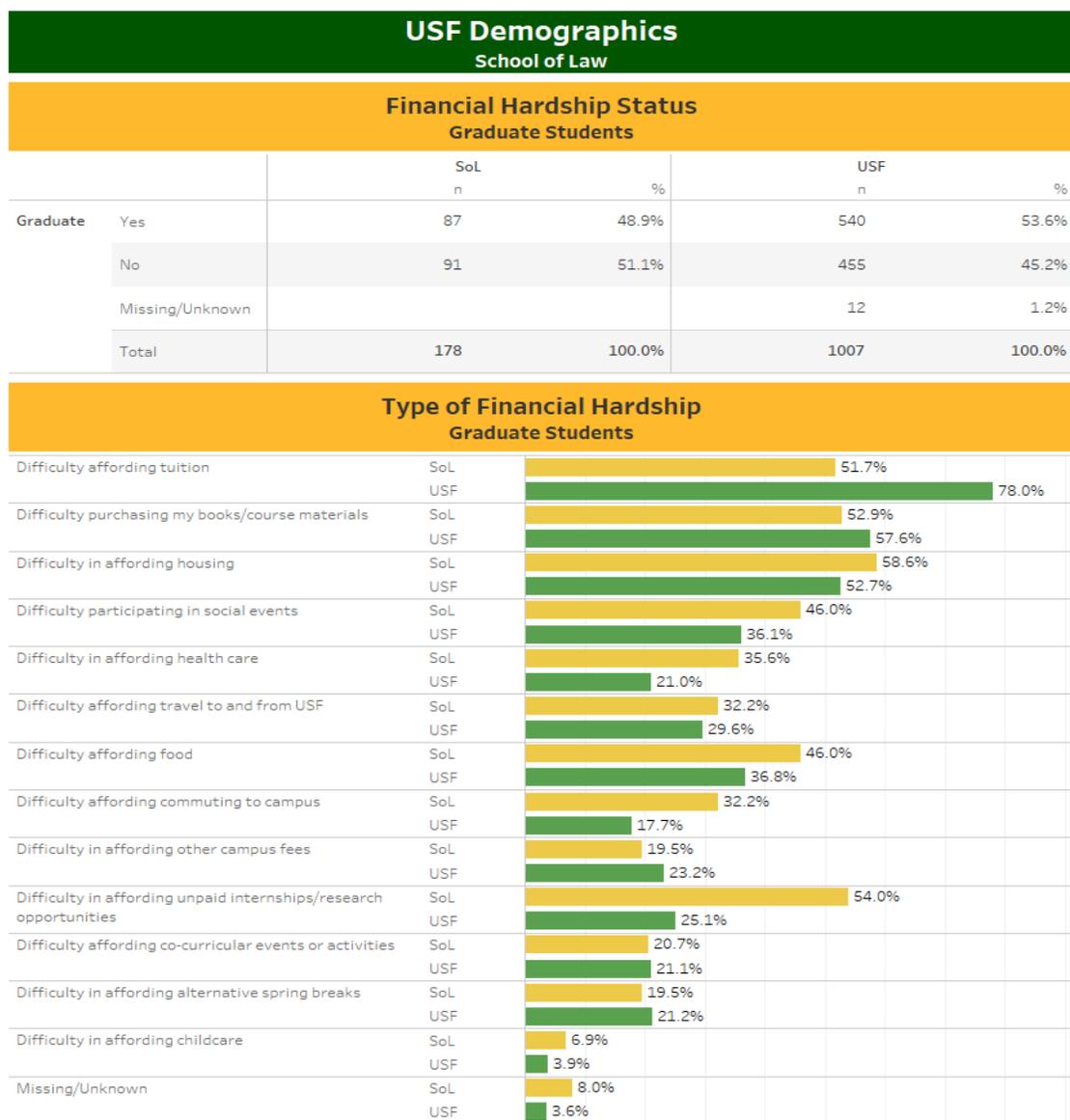
The above visual shows the SoL vs USF percentage totals by Off Campus Employment Hours, separated out by position. The bar lengths illustrate the percentage differences.

Students were asked whether they experienced financial hardship while attending USF.

Student Financial Hardship Comparison:

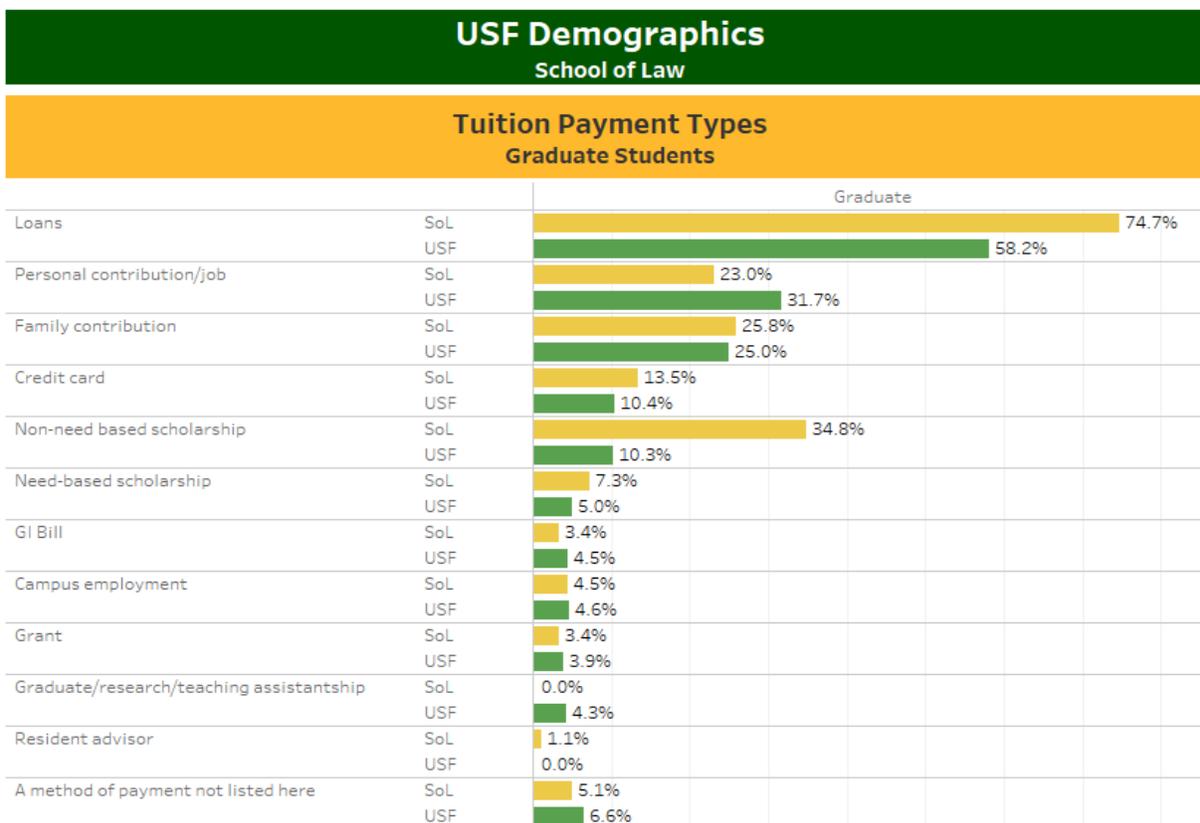
Forty-nine percent of the School of Law student population indicated that they experienced financial hardship, compared to the fifty-five percent of USF Graduate student respondents that experienced financial hardship.

Students were then asked how they experienced financial hardship. Of the 49% of the School of Law Graduate student respondents that indicated they experienced financial hardship, the top types of hardship were difficulty in affording housing (59%), difficulty in affording unpaid internships/research opportunities (54%), and difficulty purchasing books/course materials (53%). These top three types of hardship differed from that of the USF Graduate student respondent population. They were: difficulty affording tuition (78%), difficulty purchasing books/course materials (58%), and difficulty affording housing (53%).



The above visual shows the SoL vs USF percentage totals by Type of Financial Hardship, for Graduate Students only. The bar lengths illustrate the percentage differences.

Students were asked how they were paying for their tuition at USF. Students could select multiple payment types. In the School of Law, the top payment type for Graduate student respondents, was loans (75%). The top payment types indicated by the USF Graduate student respondent population, was also loans (58%).



The above visual shows the SoL vs USF percentage totals by Tuition Payment Types, separated out by position. The bar lengths illustrate the percentage differences.

Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students were asked whether they received financial support from a family member or guardian to assist them with living/educational expenses.

Student Financial Support Comparison:

The School of Law Graduate student respondents had a higher percentage indicate that they received support for living/educational expenses from family/guardian (51%), compared to the USF Graduate student respondent population (41%).

Within the School of Law student respondent population that indicated receiving financial support from their family/guardian, 56% had annual incomes greater than or equal to \$70,000. In contrast, within the School of Law student respondent population that indicated receiving No financial support from their family/guardian, 65% had annual incomes less than \$70,000. Within the USF Graduate student respondent population that indicated receiving financial support from their family/guardian, 62% had annual incomes greater than or equal to \$70,000. The School of Law was in line with the USF Graduate student population that indicated receiving No financial

support from family/guardian, with 65% of the USF Graduate student respondents having annual incomes less than \$70,000.

USF Demographics
School of Law

Financial Support Status
Graduate Students

| | | Graduate | |
|---|-----|----------|--|
| I receive support for living/educational expenses from family/guardian | SoL | 50.6% | |
| | USF | 41.1% | |
| I receive no support for living/education expenses from family/guardian | SoL | 49.4% | |
| | USF | 58.9% | |

Family's yearly income (if dependent student, partnered, or married) or Student's yearly income (if single and independent student).

Yearly Income (Dependent & Independent)
Graduate Students

| | | | SoL | USF |
|---------------------|--|---|----------------|-----|
| Graduate | I receive support for living/educational expenses from family/guardian | Below \$30,000 | 19 | 78 |
| | | \$30,000-\$49,999 | 10 | 53 |
| | | \$50,000-\$69,999 | 7 | 62 |
| | | \$70,000-\$99,999 | 11 | 44 |
| | | \$100,000-\$149,999 | 13 | 63 |
| | | \$150,000-\$199,999 | 10 | 35 |
| | | \$200,000-\$249,999 | 5 | 17 |
| | | \$250,000-\$499,99 | 6 | 12 |
| | | \$500,000 or more | <5 | 9 |
| | | I receive no support for living/education expenses from family/guardian | Below \$30,000 | 40 |
| \$30,000-\$49,999 | 10 | | 89 | |
| \$50,000-\$69,999 | <5 | | 71 | |
| \$70,000-\$99,999 | 11 | | 67 | |
| \$100,000-\$149,999 | 8 | | 62 | |
| \$150,000-\$199,999 | <5 | | 43 | |
| \$200,000-\$249,999 | <5 | | 17 | |
| \$250,000-\$499,99 | <5 | | 17 | |
| \$500,000 or more | <5 | | | |

Yearly Income (Dependent & Independent)
Graduate Students

| | | | Graduate | |
|---|---------------------|-------|----------|--|
| I receive support for living/educational expenses from family/guardian | Below \$30,000 | SoL | 50.6% | |
| | | USF | 41.1% | |
| | \$30,000-\$49,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$50,000-\$69,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$70,000-\$99,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$100,000-\$149,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| \$150,000-\$199,999 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$200,000-\$249,999 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$250,000-\$499,99 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$500,000 or more | SoL | 49.4% | | |
| | USF | 58.9% | | |
| I receive no support for living/education expenses from family/guardian | Below \$30,000 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$30,000-\$49,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$50,000-\$69,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$70,000-\$99,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| | \$100,000-\$149,999 | SoL | 49.4% | |
| | | USF | 58.9% | |
| \$150,000-\$199,999 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$200,000-\$249,999 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$250,000-\$499,99 | SoL | 49.4% | | |
| | USF | 58.9% | | |
| \$500,000 or more | SoL | 49.4% | | |
| | USF | 58.9% | | |

The above visual shows the SoL vs USF percentage totals by Yearly Income, separated out by position. The bar lengths illustrate the percentage differences.

Student Residency Status Comparison:

The School of Law Graduate student respondents had a higher percentage of respondents indicate they resided in campus housing (14%), compared to the USF Graduate student respondent population (2%).

USF Demographics
School of Law

Student Residency Status
Undergraduate & Graduate Students

| | | SoL | | USF | |
|----------|--------------------|-----|--------|------|--------|
| | | n | % | n | % |
| Graduate | Non-campus housing | 152 | 85.4% | 955 | 94.8% |
| | Campus housing | 24 | 13.5% | 24 | 2.4% |
| | Transient | | | 10 | 1.0% |
| | Missing/Unknown | <5 | 1.1% | 18 | 1.8% |
| | Total | 178 | 100.0% | 1007 | 100.0% |

Student Residency Status
Graduate Students

| | | Graduate | |
|--------------------|-----|----------|-------|
| Non-campus housing | SoL | 85.4% | |
| Non-campus housing | USF | | 94.8% |
| Campus housing | SoL | 13.5% | |
| Campus housing | USF | | 2.4% |
| Transient | SoL | | |
| Transient | USF | | 1.0% |
| Missing/Unknown | SoL | 1.1% | |
| Missing/Unknown | USF | | 1.8% |

On Campus Residency Location
Undergraduate & Graduate Students

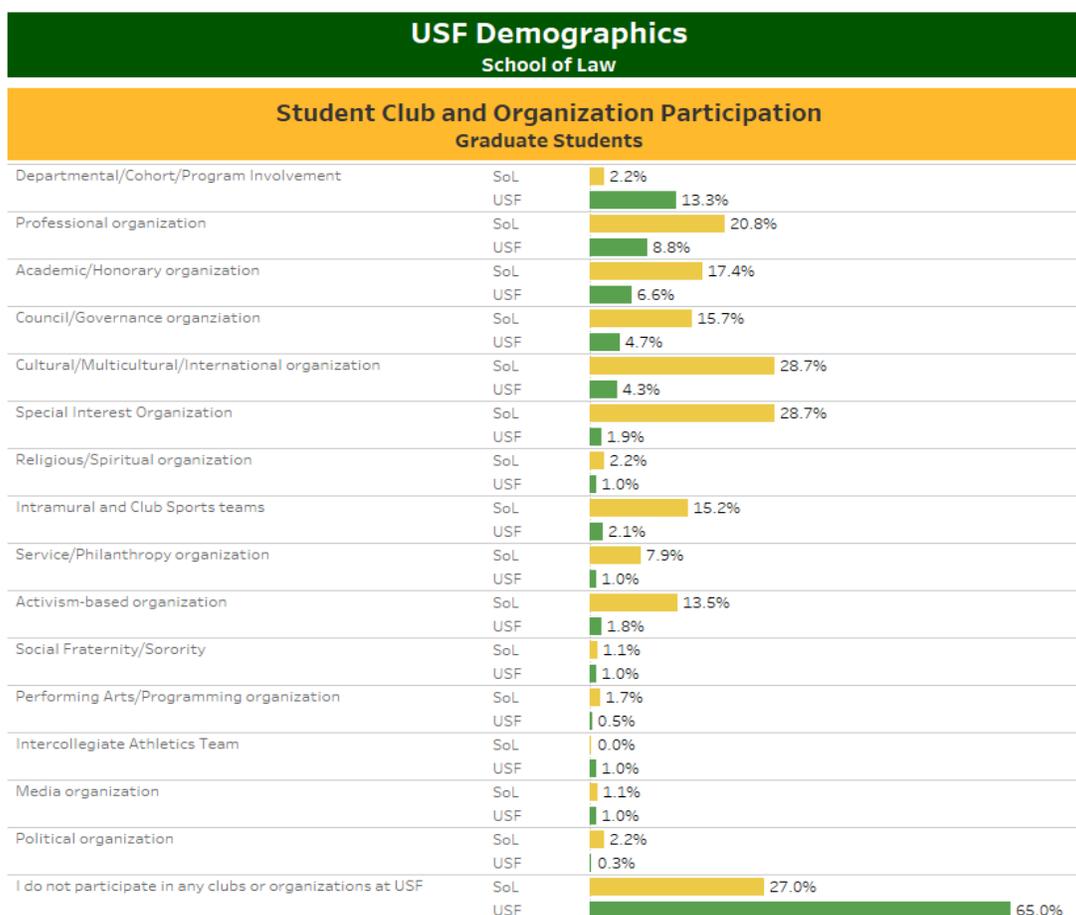
| | | | SoL | USF |
|----------------|----------|-----------------|-----|-----|
| Campus housing | Graduate | Toler | | <5 |
| | | Hayes-Healy | | <5 |
| | | Gillson | | <5 |
| | | Loyola Village | <5 | 11 |
| | | Lone Mountain | | <5 |
| | | St. Anne | 20 | <5 |
| | | Missing/Unknown | <5 | <5 |
| | | Total | | 24 |

Off Campus Residency Location
Undergraduate & Graduate Students

| | | | SoL | USF |
|--------------------|----------|-------------------------------------|-----|-----|
| Non-campus housing | Graduate | Independently in an apartment/house | 118 | 685 |
| | | Living with family member/guardian | 27 | 205 |
| | | College-owned housing | <5 | <5 |
| | | Missing/Unknown | <5 | 62 |
| | | Total | | 152 |

Student Club Experience:

Students were asked if they were a member of, or have participated in, any of the following clubs/organizations since having been at USF. Twenty-seven percent of the School of Law student respondent population indicated that they do not participate in any clubs or organizations at USF. This is a difference from the USF Graduate student respondent population, in which sixty-five percent indicated that they do not participate in any clubs or organizations at USF. Within the population of School of Law students that did indicate participating in a club or organization, the top ones were special interest organization (29%), and cultural/multicultural/international organization (29%). Within the population of USF Graduate student respondents that did indicate participating in a club or organization, the top one was a departmental/cohort/program involvement (13%).



Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

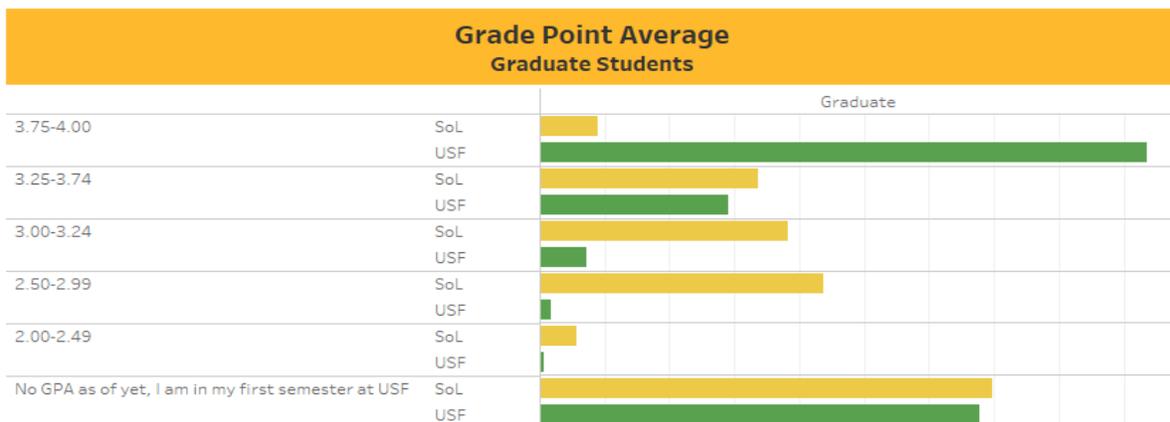
The above visual shows the SoL vs USF percentage totals by Clubs/Organizations, separated out by position. The bar lengths illustrate the percentage differences.

Students were asked what their cumulative grade point average was after their last semester.

Student Self-Reported GPA Comparison:

The School of Law Graduate student respondents also had a lower percentage of respondents indicate that they had a GPA of 3.75-4.00, as well as much higher percentages of students with GPA's between 2.50-2.99 and 3.00-3.24, when compared to the USF Graduate student respondent population.

| USF Demographics School of Law | | | |
|--|--|-----|-----|
| Grade Point Average Graduate Students | | | |
| | | SoL | USF |
| Graduate | 3.75-4.00 | 8 | 467 |
| | 3.25-3.74 | 30 | 145 |
| | 3.00-3.24 | 34 | 36 |
| | 2.50-2.99 | 39 | 9 |
| | 2.00-2.49 | 5 | <5 |
| | No GPA as of yet, I am in my first semester at USF | 62 | 339 |
| | Total | 178 | 999 |



The above visual shows the SoL vs USF percentage totals by self-reported GPA, separated out by position. The bar lengths illustrate the percentage differences.

Climate Results

The following section reviews the climate findings for the School of Law. The analysis explored the climate at USF through an examination of respondents' personal experiences, their general perceptions of campus climate, and their perceptions of institutional actions regarding climate on campus, including administrative policies and academic initiatives.

Comfort with Overall Campus Climate at USF:

Eighty-four percent of the School of Law respondent population stated that they were either "comfortable" or "very comfortable" with the climate at USF. In comparison, seventy-six percent of the USF Overall respondent population said they were either "comfortable" or "very comfortable" with the climate at USF.

Comfort with the Climate in the Department/Program or Work Unit:

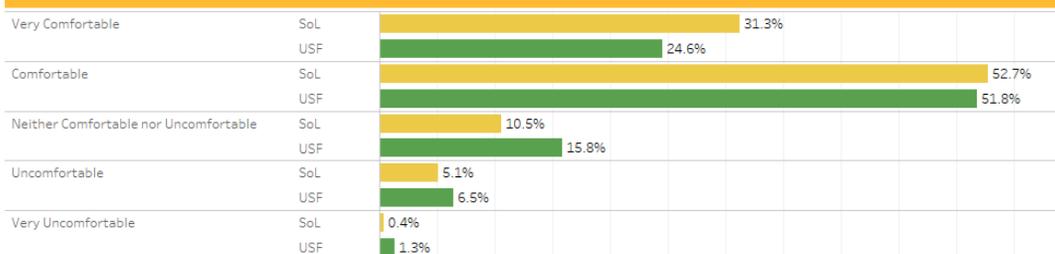
Eighty-nine percent of the School of Law Faculty and Staff respondent population stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit. In comparison, sixty-nine percent of the USF Faculty and Staff respondent population stated that they were either "comfortable" or "very comfortable" with the climate in their department/program or work unit.

Respondents' Comfort with the Climate at USF And in their Department/Work Unit School of Law

Overall Climate at USF Students, Faculty & Staff

| | SoL n | % | USF n | % |
|---------------------------------------|------------|---------------|-------------|---------------|
| Very Comfortable | 80 | 31.3% | 1039 | 24.6% |
| Comfortable | 135 | 52.7% | 2190 | 51.8% |
| Neither Comfortable nor Uncomfortable | 27 | 10.5% | 670 | 15.8% |
| Uncomfortable | 13 | 5.1% | 273 | 6.5% |
| Very Uncomfortable | <5 | 0.4% | 57 | 1.3% |
| Grand Total | 256 | 100.0% | 4229 | 100.0% |

Overall Climate at USF Students, Faculty & Staff

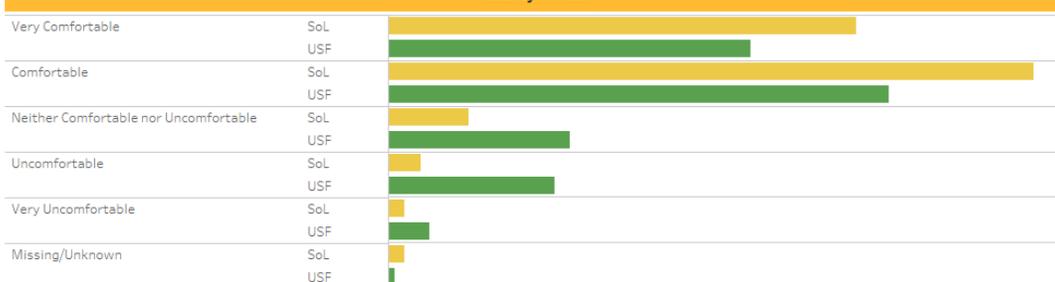


The above visual shows the SoL vs USF percentage totals by Overall Climate Comfort at USF. The bar lengths illustrate the percentage differences.

Comfort with Climate in Department/Work Unit Faculty & Staff

| | SoL | USF |
|---------------------------------------|-----|-----|
| Very Comfortable | 29 | 343 |
| Comfortable | 40 | 474 |
| Neither Comfortable nor Uncomfortable | 5 | 172 |
| Uncomfortable | <5 | 157 |
| Very Uncomfortable | <5 | 39 |
| Missing/Unknown | <5 | 6 |

Comfort with Climate in Department/Work Unit Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Department/Work Unit. The bar lengths illustrate the percentage differences.

Analyses was conducted to determine whether respondents' levels of comfort with the overall climate, and the climate in their workplaces differed based on various demographic characteristics, such as position status, gender identity, racial identity, sexual identity, disability status, income level status (students only), and first generation status (students only).

Comfort with Climate in Workplace by Position Status:

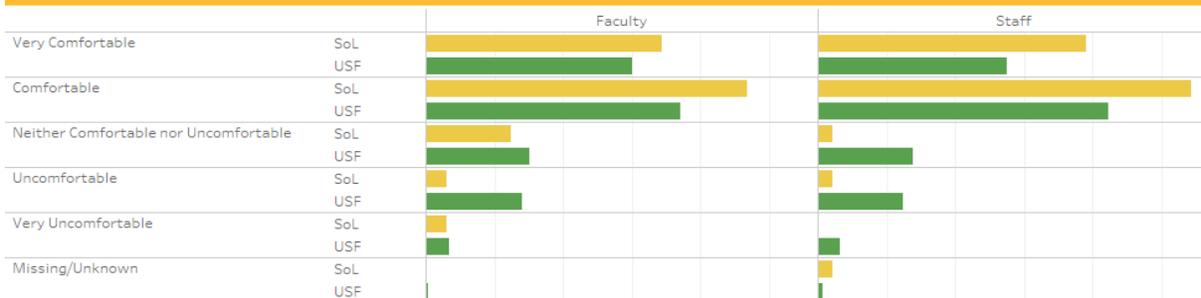
Eighty-one percent of Faculty respondents and ninety-three percent of Staff respondents in the School of Law respondent population stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In comparison, sixty-seven percent of Faculty and seventy percent of Staff in the USF Faculty and Staff respondent populations stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents’ Comfort with the Climate in Workplace by Position Status
School of Law

Comfort with Workplace Climate by Position Status
Faculty & Staff

| | | SoL | USF |
|---------|---------------------------------------|-----|-----|
| Faculty | Very Comfortable | 11 | 170 |
| | Comfortable | 15 | 209 |
| | Neither Comfortable nor Uncomfortable | <5 | 85 |
| | Uncomfortable | <5 | 79 |
| | Very Uncomfortable | <5 | 19 |
| | Missing/Unknown | <5 | <5 |
| Staff | Very Comfortable | 18 | 173 |
| | Comfortable | 25 | 265 |
| | Neither Comfortable nor Uncomfortable | <5 | 87 |
| | Uncomfortable | <5 | 78 |
| | Very Uncomfortable | <5 | 20 |
| | Missing/Unknown | <5 | <5 |

Comfort with Workplace Climate by Position Status
Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Workplace Climate, separated out by position. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Position Status:

Eighty percent of the School of Law Graduate student respondents, and one-hundred percent of the School of Law Faculty respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. In comparison, eighty-five percent of the USF Graduate student respondent population, and eighty-five percent of the USF Faculty respondent population stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents' Comfort with the Climate in Classroom by Position Status

School of Law

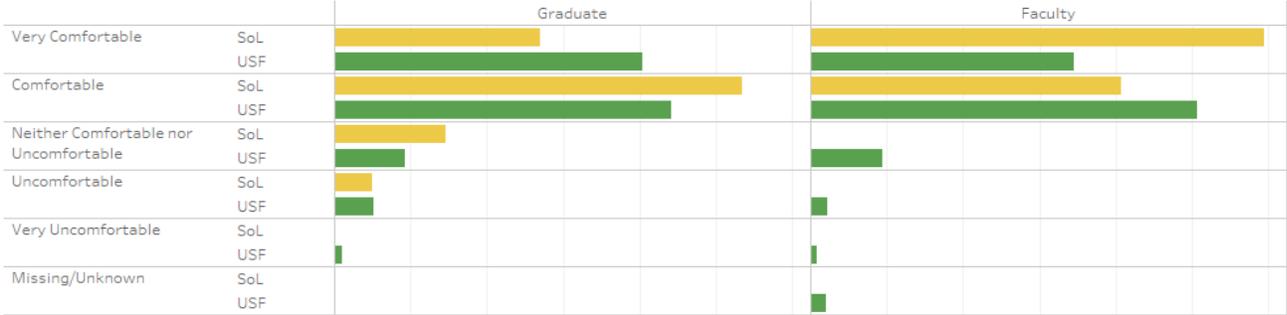
Comfort with Climate in Classroom by Position Status

Students & Faculty

| | | SoL | USF |
|-----------------|---------------------------------------|-----|-----|
| Graduate | Very Comfortable | 48 | 407 |
| | Comfortable | 95 | 444 |
| | Neither Comfortable nor Uncomfortable | 26 | 93 |
| | Uncomfortable | 9 | 52 |
| | Very Uncomfortable | | 10 |
| | Missing/Unknown | | <5 |
| Faculty | Very Comfortable | 19 | 195 |
| | Comfortable | 13 | 286 |
| | Neither Comfortable nor Uncomfortable | | 53 |
| | Uncomfortable | | 13 |
| | Very Uncomfortable | | 5 |
| | Missing/Unknown | | 12 |

Comfort with Climate in Classroom by Position Status

Students & Faculty



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by position. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Gender Identity:

Within the School of Law respondent population, 86% of Transspectrum, 85% of Men, and 85% of Women respondents, reported feeling “comfortable” or “very comfortable” with overall campus climate at USF. In comparison, within the USF Overall respondent population, 57% of Transspectrum, 80% of Men, and 73% of Women, reported feeling “comfortable” or “very comfortable” with overall campus climate at USF.

Respondents' Comfort with Overall Climate by Gender Identity School of Law

Overall Climate by Gender Identity Students, Faculty & Staff

| | | SoL | USF |
|------------------------|---------------------------------------|-----|-----|
| Transspectrum | Very Comfortable | <5 | 9 |
| | Comfortable | 5 | 23 |
| | Neither Comfortable nor Uncomfortable | | 14 |
| | Uncomfortable | <5 | 8 |
| | Very Uncomfortable | | <5 |
| Men | Very Comfortable | 31 | 243 |
| | Comfortable | 47 | 327 |
| | Neither Comfortable nor Uncomfortable | 11 | 83 |
| | Uncomfortable | <5 | 49 |
| | Very Uncomfortable | | 13 |
| Women | Very Comfortable | 48 | 366 |
| | Comfortable | 83 | 661 |
| | Neither Comfortable nor Uncomfortable | 15 | 240 |
| | Uncomfortable | 8 | 110 |
| | Very Uncomfortable | <5 | 24 |
| Missing/Unknown | Very Comfortable | | <5 |
| | Comfortable | | 12 |
| | Neither Comfortable nor Uncomfortable | <5 | <5 |
| | Uncomfortable | <5 | 5 |
| | Very Uncomfortable | | <5 |

Overall Climate by Gender Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Overall Climate Comfort, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Gender Identity:

In the School of Law Faculty and Staff respondent population, 50% of Transspectrum respondents, and 91% of Men respondents, and 89% of Women respondents, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In the USF Faculty and Staff respondent population, 69% of Transspectrum respondents, 79% of Men respondents, and 63% of Women respondents, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents' Comfort with Climate in Department/Work Unit by Gender Identity

School of Law

Workplace Climate by Gender Identity

Faculty & Staff

| | | SoL | USF |
|-----------------|---------------------------------------|-----|-----|
| Transspectrum | Very Comfortable | | 5 |
| | Comfortable | <5 | 13 |
| | Neither Comfortable nor Uncomfortable | | 6 |
| | Uncomfortable | | <5 |
| | Missing/Unknown | <5 | |
| Men | Very Comfortable | 8 | 158 |
| | Comfortable | 11 | 182 |
| | Neither Comfortable nor Uncomfortable | <5 | 39 |
| | Uncomfortable | <5 | 40 |
| | Very Uncomfortable | | 11 |
| Women | Very Comfortable | 21 | 176 |
| | Comfortable | 28 | 272 |
| | Neither Comfortable nor Uncomfortable | <5 | 122 |
| | Uncomfortable | <5 | 109 |
| | Very Uncomfortable | <5 | 27 |
| Missing/Unknown | Very Comfortable | | <5 |
| | Comfortable | | 7 |
| | Neither Comfortable nor Uncomfortable | | 5 |
| | Uncomfortable | | 6 |
| | Very Uncomfortable | | <5 |

Workplace Climate by Gender Identity

Faculty & Staff

| | | Transspectrum | Men | Women | Missing/Unknown |
|---------------------------------------|-----|---------------|-----|-------|-----------------|
| Very Comfortable | SoL | | | | |
| | USF | | | | |
| Comfortable | SoL | | | | |
| | USF | | | | |
| Neither Comfortable nor Uncomfortable | SoL | | | | |
| | USF | | | | |
| Uncomfortable | SoL | | | | |
| | USF | | | | |
| Very Uncomfortable | SoL | | | | |
| | USF | | | | |
| Missing/Unknown | SoL | | | | |
| | USF | | | | |

The above visual shows the SoL vs USF percentage totals by Workplace Climate, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Gender Identity:

Within the School of Law Student and Faculty respondent population, 80% of Transspectrum respondents, 83% of Men respondents, and 83% of Women respondents, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In comparison, within the USF Overall respondent population, 78% of Transspectrum respondents, 86% of Men respondents, and 86% of Women respondents, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents' Comfort with Climate in the Classroom by Gender Identity

School of Law

Comfort with Climate in the Classroom by Gender Identity

Students & Faculty

| | | SoL | USF |
|-----------------|---------------------------------------|-----|-----|
| Transpectrum | Very Comfortable | <5 | 12 |
| | Comfortable | <5 | 23 |
| | Neither Comfortable nor Uncomfortable | <5 | <5 |
| | Uncomfortable | | 5 |
| | Very Uncomfortable | | <5 |
| Men | Very Comfortable | 33 | 204 |
| | Comfortable | 37 | 204 |
| | Neither Comfortable nor Uncomfortable | 8 | 40 |
| | Uncomfortable | 6 | 20 |
| | Very Uncomfortable | | 8 |
| Women | Very Comfortable | 32 | 381 |
| | Comfortable | 67 | 497 |
| | Neither Comfortable nor Uncomfortable | 17 | 95 |
| | Uncomfortable | <5 | 40 |
| | Very Uncomfortable | | 6 |
| Missing/Unknown | Very Comfortable | <5 | 5 |
| | Comfortable | <5 | 6 |
| | Neither Comfortable nor Uncomfortable | | 7 |

Comfort with Climate in the Classroom by Gender Status

Students & Faculty

| | | Transpectrum | Men | Women | Missing/Unknown |
|---------------------------------------|-----|--------------|-----|-------|-----------------|
| Very Comfortable | SoL | | | | |
| | USF | | | | |
| Comfortable | SoL | | | | |
| | USF | | | | |
| Neither Comfortable nor Uncomfortable | SoL | | | | |
| | USF | | | | |
| Uncomfortable | SoL | | | | |
| | USF | | | | |
| Very Uncomfortable | USF | | | | |

The above visual shows the SoL vs USF percentage totals by Comfort with Climate in the Classroom, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Racial Identity:

Within the School of Law respondent population, 76% of Latin@/Chican@/Hispanic respondents, and 80% of Other Person of Color respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate. In the USF Overall respondent population, 63% of Black/African American respondents, and 69% of Other People of Color respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Racial Identity

School of Law

Overall Campus Climate by Racial Identity

Students, Faculty & Staff

| | | | SoL | USF |
|----------------------------------|---------------------------------------|--|-----|-----|
| White | Very Comfortable | | 42 | 305 |
| | Comfortable | | 53 | 477 |
| | Neither Comfortable nor Uncomfortable | | 11 | 135 |
| | Uncomfortable | | 6 | 82 |
| Black/African American | Very Uncomfortable | | <5 | 13 |
| | Very Comfortable | | <5 | 36 |
| | Comfortable | | 15 | 61 |
| | Neither Comfortable nor Uncomfortable | | <5 | 36 |
| Asian/Asian American/South Asian | Uncomfortable | | <5 | 16 |
| | Very Uncomfortable | | <5 | 5 |
| | Very Comfortable | | 11 | 115 |
| | Comfortable | | 21 | 216 |
| Latin@/Chican@/Hispanic | Neither Comfortable nor Uncomfortable | | <5 | 43 |
| | Uncomfortable | | <5 | 12 |
| | Very Uncomfortable | | <5 | 6 |
| | Very Comfortable | | 6 | 62 |
| Other Person of Color | Comfortable | | 20 | 104 |
| | Neither Comfortable nor Uncomfortable | | <5 | 43 |
| | Uncomfortable | | <5 | 12 |
| | Very Uncomfortable | | <5 | 5 |
| Multiracial | Very Comfortable | | 5 | 26 |
| | Comfortable | | 7 | 34 |
| | Neither Comfortable nor Uncomfortable | | <5 | 15 |
| | Uncomfortable | | <5 | 8 |
| Missing/Unknown | Very Uncomfortable | | <5 | <5 |
| | Very Comfortable | | 14 | 68 |
| | Comfortable | | <5 | 109 |
| | Neither Comfortable nor Uncomfortable | | <5 | 50 |
| | Uncomfortable | | <5 | 22 |
| | Very Uncomfortable | | <5 | <5 |
| | Very Comfortable | | <5 | 9 |
| | Comfortable | | <5 | 22 |
| | Neither Comfortable nor Uncomfortable | | <5 | 18 |
| | Uncomfortable | | <5 | 14 |
| | Very Uncomfortable | | <5 | 5 |

Overall Campus Climate by Racial Identity

Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Overall Campus Climate, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Racial Identity:

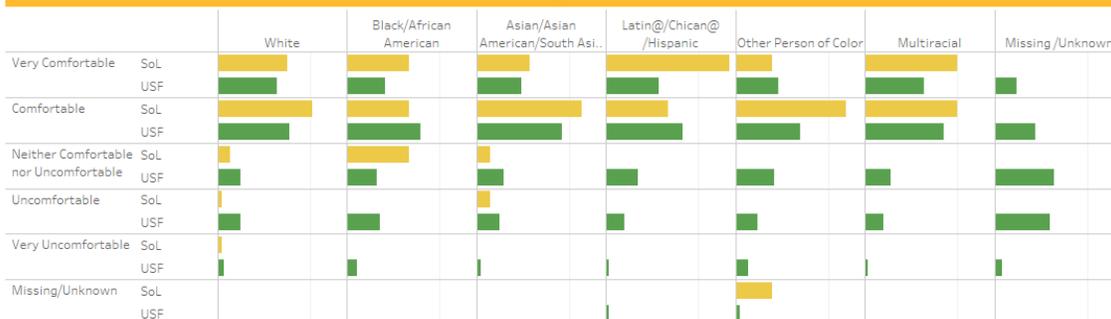
In the School of Law Faculty and Staff respondent population, only 67% of Black/African American respondents stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In comparison, in the USF Faculty and Staff respondent population, 58% of Other People of Color respondents, and 60% of Black/African American respondents stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents' Comfort with Workplace Climate by Racial Identity
School of Law

Comfort with Workplace Climate by Racial Identity
Faculty & Staff

| | | SoL | USF |
|----------------------------------|---------------------------------------|-----|-----|
| White | Very Comfortable | 17 | 208 |
| | Comfortable | 23 | 255 |
| | Neither Comfortable nor Uncomfortable | <5 | 80 |
| | Uncomfortable | <5 | 82 |
| | Very Uncomfortable | <5 | 23 |
| Black/African American | Missing/Unknown | <5 | <5 |
| | Very Comfortable | <5 | 15 |
| | Comfortable | <5 | 29 |
| | Neither Comfortable nor Uncomfortable | <5 | 12 |
| | Uncomfortable | <5 | 13 |
| Asian/Asian American/South Asian | Very Uncomfortable | <5 | <5 |
| | Very Comfortable | <5 | 40 |
| | Comfortable | 8 | 77 |
| | Neither Comfortable nor Uncomfortable | <5 | 24 |
| | Uncomfortable | <5 | 21 |
| Latin@/Chican@/Hispanic | Very Uncomfortable | <5 | <5 |
| | Very Comfortable | <5 | 20 |
| | Comfortable | <5 | 29 |
| | Neither Comfortable nor Uncomfortable | <5 | 12 |
| | Uncomfortable | <5 | 7 |
| Other Person of Color | Very Uncomfortable | <5 | <5 |
| | Very Comfortable | <5 | 10 |
| | Comfortable | <5 | 15 |
| | Neither Comfortable nor Uncomfortable | <5 | 9 |
| | Uncomfortable | <5 | 5 |
| Multiracial | Very Uncomfortable | <5 | <5 |
| | Missing/Unknown | <5 | <5 |
| | Very Comfortable | <5 | 44 |
| | Neither Comfortable nor Uncomfortable | <5 | 58 |
| | Uncomfortable | <5 | 19 |
| Missing/Unknown | Very Uncomfortable | <5 | 14 |
| | Very Comfortable | <5 | <5 |
| | Comfortable | <5 | 6 |
| | Neither Comfortable nor Uncomfortable | <5 | 11 |
| | Uncomfortable | <5 | 16 |
| | Very Uncomfortable | <5 | 15 |
| | Very Uncomfortable | <5 | <5 |

Comfort with Workplace Climate by Racial Identity
Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Workplace Climate, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Racial Identity:

In the School of Law Student and Faculty population, only 62% of Other People of Color respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. In comparison, in the USF Overall Student and Faculty population, 81% of Other People of Color respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents' Comfort with the Classroom Climate by Racial Identity
School of Law

Comfort with Climate in Classroom by Racial Identity
Students and Faculty

| Racial Identity | Comfort Level | SoL | USF |
|----------------------------------|---------------------------------------|-----|-----|
| White | Very Comfortable | 27 | 300 |
| | Comfortable | 47 | 330 |
| | Neither Comfortable nor Uncomfortable | 8 | 55 |
| | Uncomfortable | <5 | 18 |
| | Very Uncomfortable | | <5 |
| Black/African American | Very Comfortable | <5 | 37 |
| | Comfortable | 12 | 46 |
| | Neither Comfortable nor Uncomfortable | <5 | 15 |
| | Uncomfortable | <5 | 6 |
| | Very Uncomfortable | | <5 |
| Asian/Asian American/South Asian | Very Comfortable | 8 | 113 |
| | Comfortable | 17 | 140 |
| | Neither Comfortable nor Uncomfortable | <5 | 29 |
| | Uncomfortable | | 10 |
| | Very Uncomfortable | | <5 |
| Latin@/Chican@/Hispanic | Very Comfortable | 7 | 65 |
| | Comfortable | 18 | 89 |
| | Neither Comfortable nor Uncomfortable | 5 | 12 |
| | Uncomfortable | <5 | 8 |
| | Very Uncomfortable | | <5 |
| Other Person of Color | Very Comfortable | 6 | 24 |
| | Comfortable | <5 | 31 |
| | Neither Comfortable nor Uncomfortable | <5 | 7 |
| | Uncomfortable | <5 | 5 |
| | Very Uncomfortable | | <5 |
| Multiracial | Very Comfortable | 17 | 52 |
| | Comfortable | 11 | 75 |
| | Neither Comfortable nor Uncomfortable | 5 | 17 |
| | Uncomfortable | <5 | 13 |
| | Very Uncomfortable | | <5 |
| Missing/Unknown | Very Comfortable | <5 | 11 |
| | Comfortable | <5 | 19 |
| | Neither Comfortable nor Uncomfortable | | 11 |
| | Uncomfortable | | 5 |
| | Very Uncomfortable | | <5 |

Comfort with Climate in Classroom by Racial Identity
Students and Faculty



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Sexual Identity:

In the School of Law respondent population, 86% of Heterosexual respondents and 80% of LGBQ respondents indicated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF. Comparatively, in the USF Overall population, 76% of Heterosexual respondents and 72% of LGBQ respondents indicated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Sexual Identity

School of Law

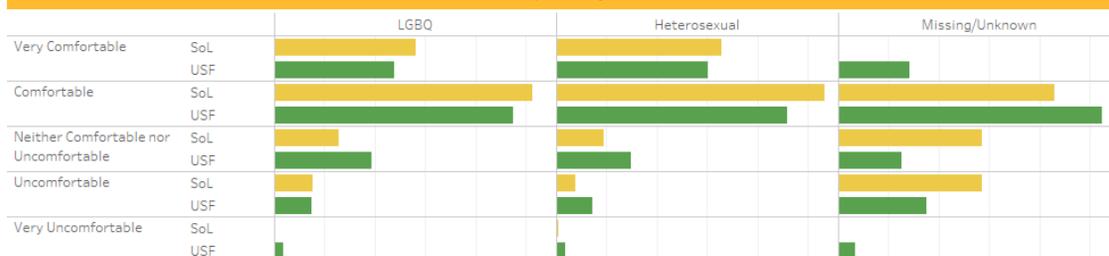
Comfort with Overall Climate by Sexual Identity

Students, Faculty & Staff

| | | SoL | USF |
|------------------------|---------------------------------------|-----|-----|
| LGBQ | Very Comfortable | 11 | 88 |
| | Comfortable | 20 | 175 |
| | Neither Comfortable nor Uncomfortable | 5 | 71 |
| | Uncomfortable | <5 | 27 |
| | Very Uncomfortable | | 7 |
| Heterosexual | Very Comfortable | 69 | 516 |
| | Comfortable | 112 | 785 |
| | Neither Comfortable nor Uncomfortable | 20 | 254 |
| | Uncomfortable | 8 | 124 |
| | Very Uncomfortable | <5 | 30 |
| Missing/Unknown | Very Comfortable | | 17 |
| | Comfortable | <5 | 63 |
| | Neither Comfortable nor Uncomfortable | <5 | 15 |
| | Uncomfortable | <5 | 21 |
| | Very Uncomfortable | | <5 |

Comfort with Overall Climate by Sexual Identity

Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Overall Climate, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Sexual Identity:

In the School of Law Faculty and Staff population, only 91% of Heterosexual respondents and 80% of LGBQ respondents stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In contrast, in the USF Faculty and Staff respondent population 70% of Heterosexual respondents and 72% of LGBQ respondents stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents' Comfort with Workplace Climate by Sexual Identity
School of Law

Comfort with Workplace Climate by Sexual Identity
Faculty & Staff

| | | SoL | USF |
|-----------------|---------------------------------------|-----|-----|
| LGBQ | Very Comfortable | <5 | 52 |
| | Comfortable | 5 | 84 |
| | Neither Comfortable nor Uncomfortable | <5 | 26 |
| | Uncomfortable | | 19 |
| | Missing/Unknown | <5 | <5 |
| | Very Uncomfortable | | 6 |
| Heterosexual | Very Comfortable | 26 | 280 |
| | Comfortable | 34 | 362 |
| | Neither Comfortable nor Uncomfortable | <5 | 125 |
| | Uncomfortable | <5 | 124 |
| | Missing/Unknown | | <5 |
| | Very Uncomfortable | <5 | 29 |
| Missing/Unknown | Very Comfortable | | 11 |
| | Comfortable | <5 | 28 |
| | Neither Comfortable nor Uncomfortable | <5 | 21 |
| | Uncomfortable | | 14 |
| | Very Uncomfortable | | <5 |

Comfort with Workplace Climate by Sexual Identity
Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Workplace Climate, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Sexual Identity:

In the School of Law Student and Faculty respondent population, 84% of Heterosexual respondents and 77% of LGBQ respondents indicated that they were either “comfortable” or “very comfortable” with the climate in the classroom. In comparison, in the USF Student and Faculty respondent population 87% of Heterosexual respondents and 82% of LGBQ respondents indicated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents' Comfort with the Classroom Climate by Sexual Identity

School of Law

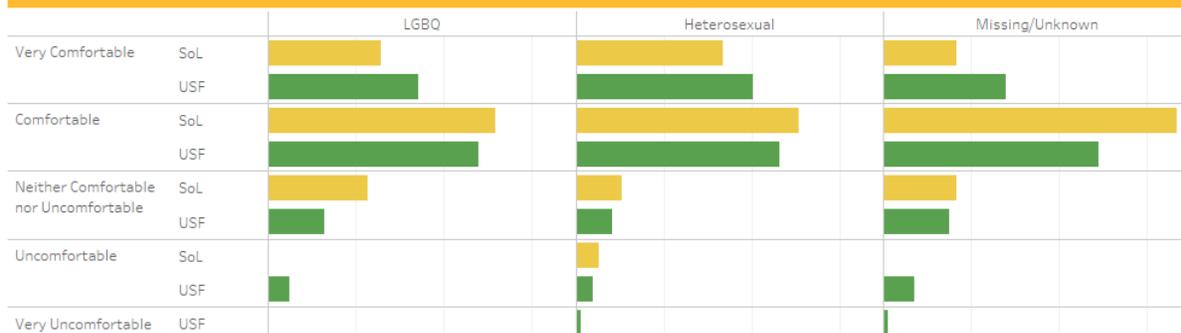
Comfort with Climate in Classroom by Sexual Identity

Students and Faculty

| | | SoL | USF |
|-----------------|---------------------------------------|-----|-----|
| LGBQ | Very Comfortable | 8 | 91 |
| | Comfortable | 16 | 128 |
| | Neither Comfortable nor Uncomfortable | 7 | 34 |
| | Uncomfortable | | 13 |
| | Very Uncomfortable | | <5 |
| Heterosexual | Very Comfortable | 58 | 487 |
| | Comfortable | 88 | 560 |
| | Neither Comfortable nor Uncomfortable | 18 | 99 |
| | Uncomfortable | 9 | 46 |
| | Very Uncomfortable | | 13 |
| Missing/Unknown | Very Comfortable | <5 | 24 |
| | Comfortable | <5 | 42 |
| | Neither Comfortable nor Uncomfortable | <5 | 13 |
| | Uncomfortable | | 6 |
| | Very Uncomfortable | | <5 |

Comfort with Climate in Classroom by Sexual Identity

Students and Faculty



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Disability Status:

In the School of Law population, 74% of respondents that indicated having a Single Disability, and 100% of respondents that indicated having Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF. In comparison, in the USF Overall respondent population, 63% of respondents that indicated having a Single Disability, and 61% of respondents that indicated having Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Disability Status

School of Law

Comfort with Overall Campus Climate by Disability Status

Students, Faculty & Staff

| | | SoL | USF |
|---------------------|---------------------------------------|-----|-----|
| No Disability | Very Comfortable | 69 | 573 |
| | Comfortable | 112 | 916 |
| | Neither Comfortable nor Uncomfortable | 24 | 298 |
| | Uncomfortable | 6 | 134 |
| | Very Uncomfortable | <5 | 29 |
| Single Disability | Very Comfortable | 8 | 25 |
| | Comfortable | 17 | 65 |
| | Neither Comfortable nor Uncomfortable | <5 | 23 |
| | Uncomfortable | 7 | 21 |
| | Very Uncomfortable | | 8 |
| Multiple Disability | Very Comfortable | <5 | 18 |
| | Comfortable | 5 | 28 |
| | Neither Comfortable nor Uncomfortable | | 13 |
| | Uncomfortable | | 12 |
| | Very Uncomfortable | | <5 |
| Missing/Unknown | Very Comfortable | | 5 |
| | Comfortable | <5 | 14 |
| | Neither Comfortable nor Uncomfortable | <5 | 6 |
| | Uncomfortable | | 5 |

Comfort with Overall Campus Climate by Disability Status

Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Overall Campus Climate, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in Workplace by Disability Status:

In the School of Law Faculty and Staff respondent population, 88% of respondents that reported having No Disability, and 100% of respondents that reported having a Single Disability or Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit. In comparison, in the USF Overall Faculty and Staff respondent population, 70% of respondents that reported having No Disability, 55% of respondents that reported having a Single Disability, and 66% of respondents that reported having Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the climate in their department/program or work unit.

Respondents' Comfort with Workplace Climate by Disability Status

School of Law

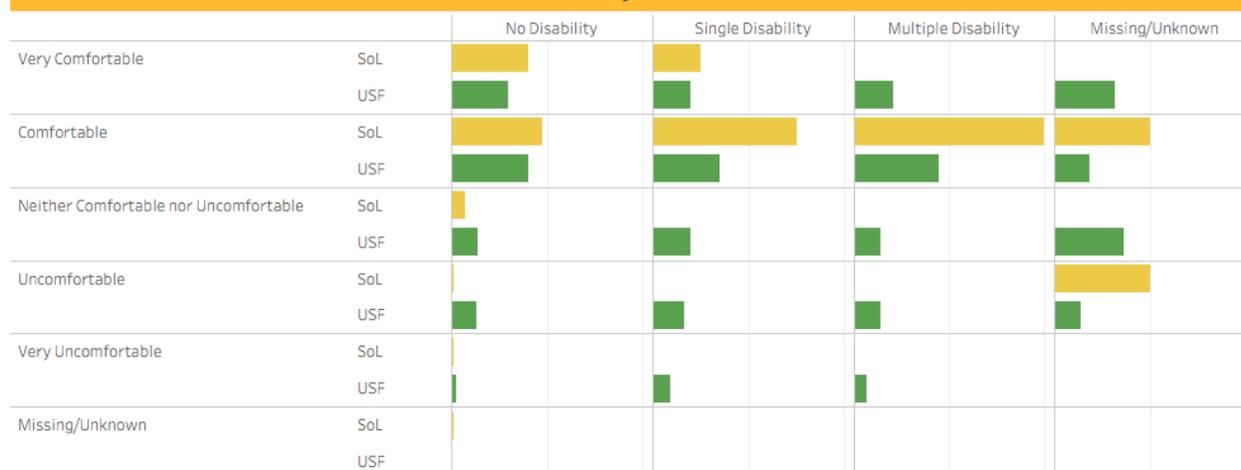
Comfort with Workplace Climate by Disability Status

Faculty & Staff

| | | SoL | USF |
|---------------------|---------------------------------------|-----|-----|
| No Disability | Very Comfortable | 27 | 317 |
| | Comfortable | 32 | 434 |
| | Neither Comfortable nor Uncomfortable | 5 | 147 |
| | Uncomfortable | <5 | 139 |
| | Very Uncomfortable | <5 | 31 |
| | Missing/Unknown | <5 | 6 |
| Single Disability | Very Comfortable | <5 | 13 |
| | Comfortable | 6 | 23 |
| | Neither Comfortable nor Uncomfortable | | 13 |
| | Uncomfortable | | 11 |
| | Very Uncomfortable | | 6 |
| Multiple Disability | Very Comfortable | | 6 |
| | Comfortable | <5 | 13 |
| | Neither Comfortable nor Uncomfortable | | <5 |
| | Uncomfortable | | <5 |
| | Very Uncomfortable | | <5 |
| Missing/Unknown | Very Comfortable | | 7 |
| | Comfortable | <5 | <5 |
| | Neither Comfortable nor Uncomfortable | | 8 |
| | Uncomfortable | <5 | <5 |

Comfort with Workplace Climate by Disability Status

Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Comfort with Workplace Climate, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Disability Status:

In the School of Law Student and Faculty respondent population, 85% of respondents that indicated having No Disability, 68% of respondents that indicated having a Single Disability, and 100% of respondents that indicated having Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. In comparison, in the USF Student and Faculty respondent population, 87% of respondents that indicated having No Disability, 78% of respondents that indicated having a Single Disability, and 68% of respondents

that indicated having Multiple Disabilities, stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents’ Comfort with Overall Climate by Disability Status School of Law

Comfort with Climate in Classroom by Disability Status Students & Faculty

| | | SoL | USF |
|----------------------------|---------------------------------------|-----|-----|
| No Disability | Very Comfortable | 56 | 539 |
| | Comfortable | 91 | 653 |
| | Neither Comfortable nor Uncomfortable | 22 | 121 |
| | Uncomfortable | <5 | 47 |
| | Very Uncomfortable | | 11 |
| Single Disability | Very Comfortable | 7 | 34 |
| | Comfortable | 12 | 49 |
| | Neither Comfortable nor Uncomfortable | <5 | 9 |
| | Uncomfortable | 5 | 13 |
| | Very Uncomfortable | | <5 |
| Multiple Disability | Very Comfortable | <5 | 21 |
| | Comfortable | <5 | 19 |
| | Neither Comfortable nor Uncomfortable | | 12 |
| | Uncomfortable | | 5 |
| | Very Uncomfortable | | <5 |
| Missing/Unknown | Very Comfortable | <5 | 8 |
| | Comfortable | <5 | 9 |
| | Neither Comfortable nor Uncomfortable | | <5 |

Comfort with Climate in Classroom by Disability Status Students & Faculty



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by Income Status:

In the School of Law Graduate student respondent population, 77% of Low Income respondents, 85% of Middle Income respondents, and 85% of High Income respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF. Similarly,

within the USF Graduate student respondent population, 76% of Low Income respondents, 81% of Middle Income respondents, and 86% of High Income respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents' Comfort with Overall Climate by Income Status

School of Law

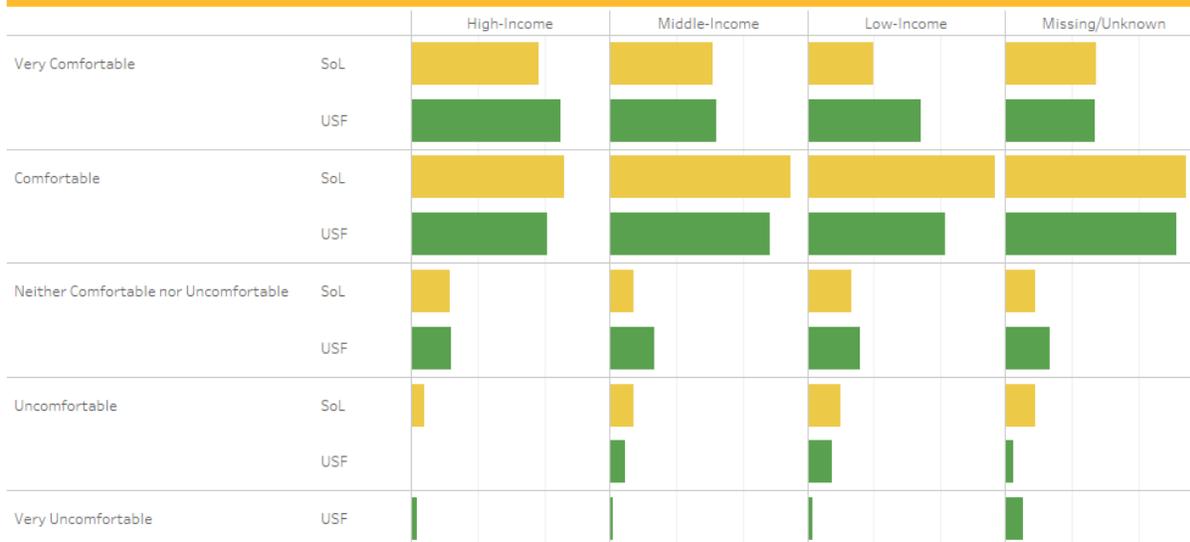
Comfort with Overall Campus Climate by Income Status

Graduate Students

| | | SoL | USF |
|------------------------|---------------------------------------|-----|-----|
| High-Income | Very Comfortable | 20 | 132 |
| | Comfortable | 24 | 120 |
| | Neither Comfortable nor Uncomfortable | 6 | 35 |
| | Uncomfortable | <5 | <5 |
| | Very Uncomfortable | <5 | 5 |
| Middle-Income | Very Comfortable | 17 | 134 |
| | Comfortable | 30 | 200 |
| | Neither Comfortable nor Uncomfortable | <5 | 56 |
| | Uncomfortable | <5 | 20 |
| | Very Uncomfortable | <5 | 5 |
| Low-Income | Very Comfortable | 12 | 89 |
| | Comfortable | 34 | 108 |
| | Neither Comfortable nor Uncomfortable | 8 | 41 |
| | Uncomfortable | 6 | 19 |
| | Very Uncomfortable | <5 | <5 |
| Missing/Unknown | Very Comfortable | <5 | 10 |
| | Comfortable | 6 | 19 |
| | Neither Comfortable nor Uncomfortable | <5 | 5 |
| | Uncomfortable | <5 | <5 |
| | Very Uncomfortable | <5 | <5 |

Comfort with Overall Campus Climate by Income Status

Graduate Students



The above visual shows the SoL vs USF percentage totals by Comfort with Overall Campus Climate, separated out by Income Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by Income Status:

In the School of Law Graduate student respondent population, 78% of Low Income respondents, 86% of Middle Income respondents, and 77% of High Income respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. Within the USF

Graduate student respondent population, 79% of Low Income respondents, 85% of Middle Income respondents, and 91% of High Income respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

Respondents’ Comfort with the Classroom Climate by Income Status

School of Law

Comfort with Climate in Classroom by Income Status

Graduate Students

| | | SoL | USF |
|------------------------|---------------------------------------|-----|-----|
| High-Income | Very Comfortable | 18 | 140 |
| | Comfortable | 22 | 125 |
| | Neither Comfortable nor Uncomfortable | 7 | 21 |
| | Uncomfortable | 5 | <5 |
| | Very Uncomfortable | | <5 |
| Middle-Income | Very Comfortable | 15 | 165 |
| | Comfortable | 32 | 187 |
| | Neither Comfortable nor Uncomfortable | 7 | 38 |
| | Uncomfortable | <5 | 23 |
| | Very Uncomfortable | | <5 |
| Low-Income | Very Comfortable | 12 | 92 |
| | Comfortable | 35 | 114 |
| | Neither Comfortable nor Uncomfortable | 10 | 31 |
| | Uncomfortable | <5 | 20 |
| | Very Uncomfortable | | <5 |
| Missing/Unknown | Very Comfortable | <5 | 10 |
| | Comfortable | 6 | 18 |
| | Neither Comfortable nor Uncomfortable | <5 | <5 |
| | Uncomfortable | | 5 |
| | Very Uncomfortable | | <5 |

Comfort with Climate in Classroom by Income Status

Graduate Students



The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by Income Status. The bar lengths illustrate the percentage differences.

Comfort with Overall Campus Climate at USF by First Generation Status:

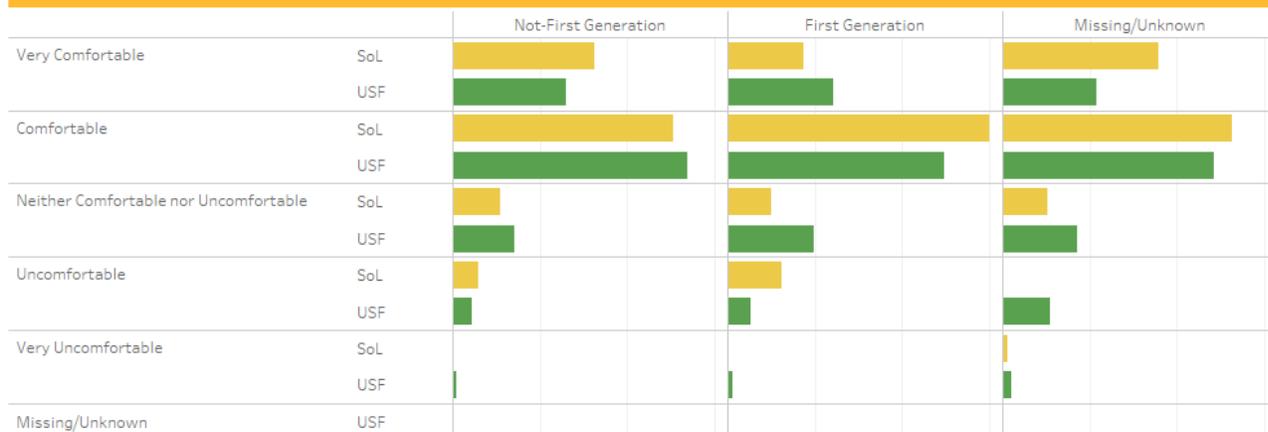
In the School of Law Graduate student respondent population, 78% of First Generation respondents, and 83% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF. Within the USF Graduate student respondent population, 74% of First Generation respondents, and 80% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the overall campus climate at USF.

Respondents' Comfort with the Overall Climate by First Generation Status School of Law

Comfort with Overall Climate by First Generation Status Graduate Students

| | | SoL | USF |
|-----------------------------|---------------------------------------|-----|-----|
| Not-First Generation | Very Comfortable | 45 | 294 |
| | Comfortable | 70 | 359 |
| | Neither Comfortable nor Uncomfortable | 15 | 98 |
| | Uncomfortable | 8 | 29 |
| | Very Uncomfortable | | 11 |
| | Missing/Unknown | | <5 |
| First Generation | Very Comfortable | 7 | 71 |
| | Comfortable | 24 | 87 |
| | Neither Comfortable nor Uncomfortable | <5 | 38 |
| | Uncomfortable | 5 | 12 |
| | Very Uncomfortable | | 5 |
| Missing/Unknown | Comfortable | | <5 |
| | Neither Comfortable nor Uncomfortable | | <5 |

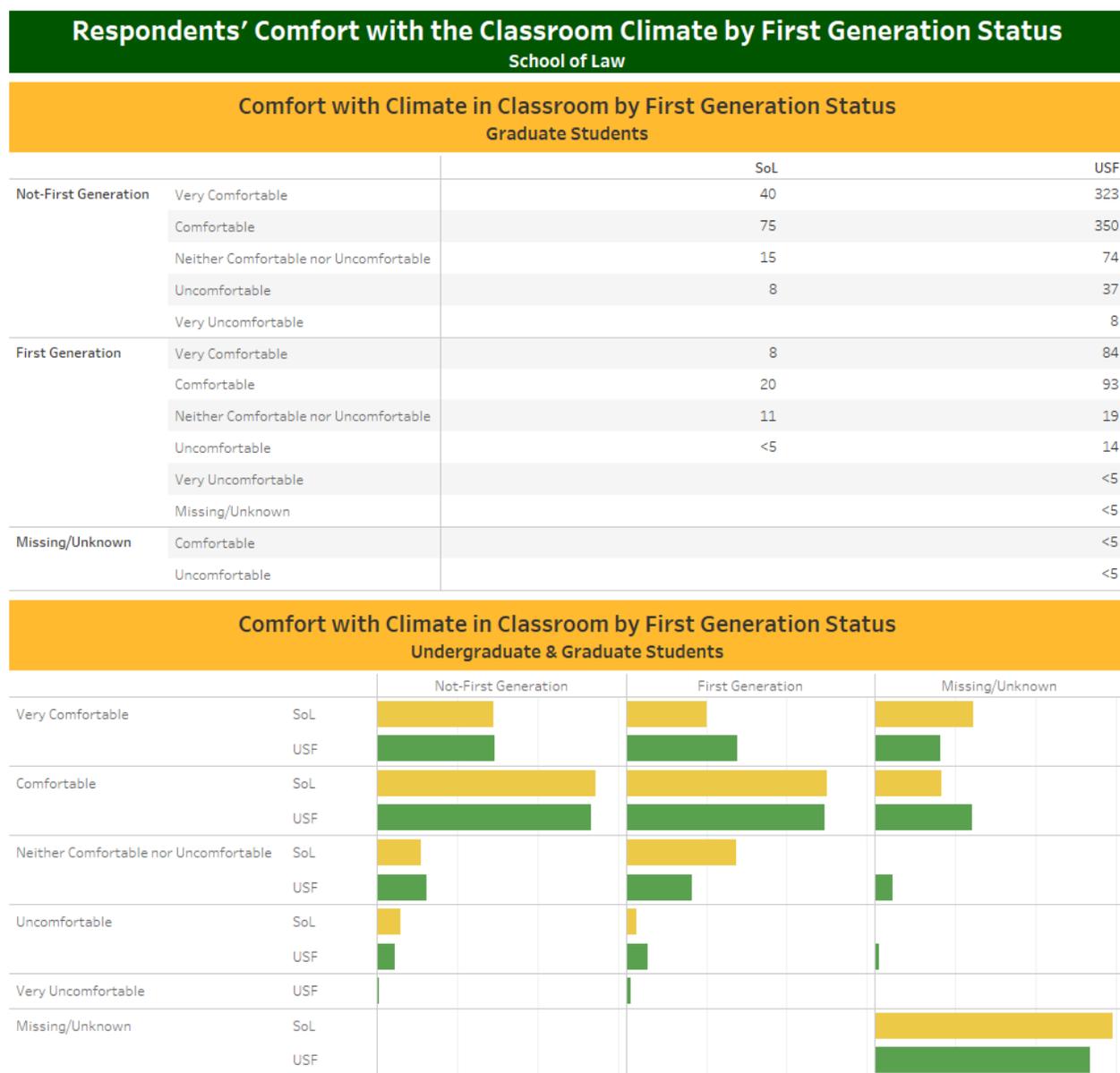
Comfort with Overall Campus Climate by First Generation Status Graduate Students



The above visual shows the SoL vs USF percentage totals by Comfort with Overall Campus Climate, separated out by First Generation Status. The bar lengths illustrate the percentage differences.

Comfort with Climate in the Classroom by First Generation Status:

In the School of Law Graduate student respondent population, 70% of First Generation respondents, and 83% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom. Within the USF Graduate student respondent population, 77% of First Generation respondents, and 83% of Not-First Generation respondents stated that they were either “comfortable” or “very comfortable” with the climate in the classroom.

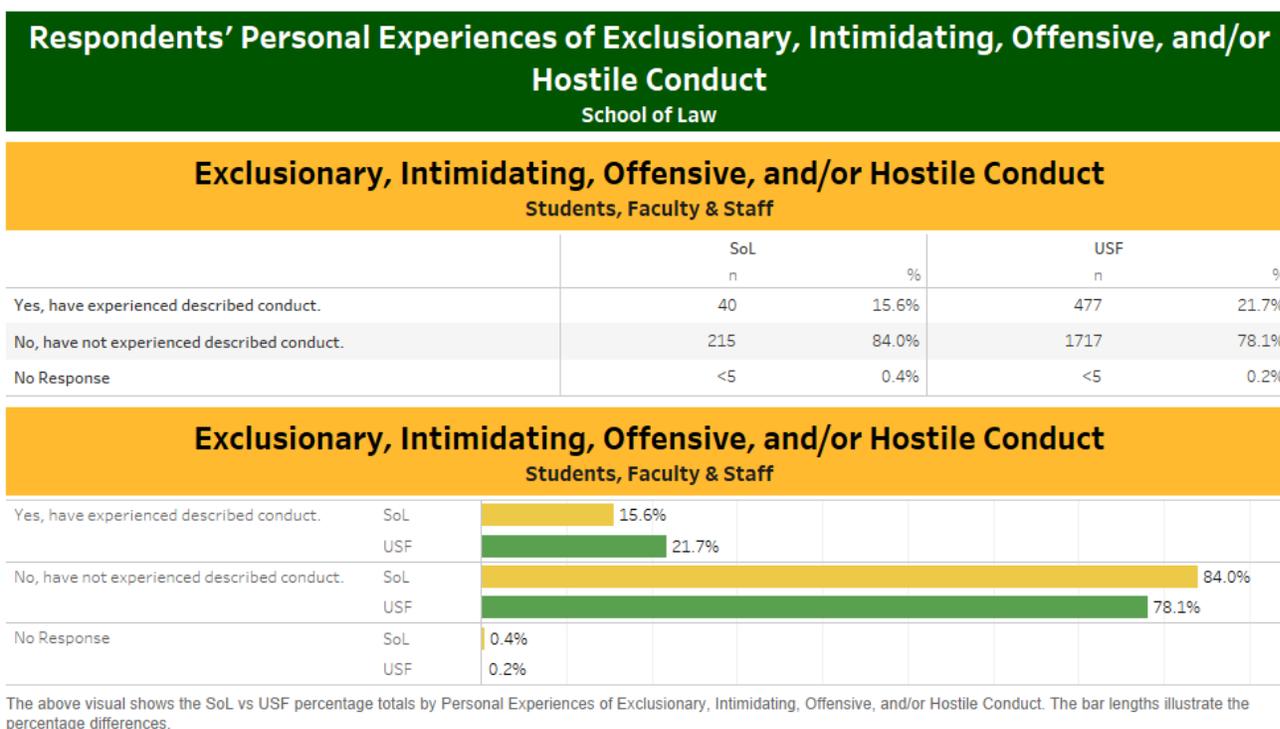


The above visual shows the SoL vs USF percentage totals by Comfort with Climate in Classroom, separated out by First Generation Status. The bar lengths illustrate the percentage differences.

Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullied, harassed) conduct that interfered with one's ability to work, learn, or live at USF within the past year, was examined. Within the School of Law population, 16% of Students, Faculty and Staff respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. Within the USF Overall population, 22% of Student, Faculty and Staff respondents stated that they personally experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year.



Conduct as a Result of Position Status

Of the 16% of the School of Law respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 23% believed that this conduct was a result of their position status. Of the 22% of the USF Overall respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 32% believed that this conduct was a result of their position status.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Position Status

School of Law

Experienced Conduct as a Result of Position Students, Faculty & Staff

| | | SoL | USF |
|----------|---|-----|-----|
| Graduate | Experienced conduct as a result of position status | <5 | 22 |
| | Experienced conduct, but not as a result of position status | 21 | 112 |
| Faculty | Experienced conduct as a result of position status | <5 | 48 |
| | Experienced conduct, but not as a result of position status | <5 | 116 |
| Staff | Experienced conduct as a result of position status | <5 | 81 |
| | Experienced conduct, but not as a result of position status | 6 | 98 |

Experienced Conduct as a Result of Position Students, Faculty & Staff

| | | Graduate | Faculty | Staff |
|---|-----|----------|---------|-------|
| Experienced conduct as a result of position status | SoL | 5% | 5% | 5% |
| | USF | 22% | 48% | 81% |
| Experienced conduct, but not as a result of position status | SoL | 21% | 48% | 81% |
| | USF | 112% | 116% | 98% |

The above visual shows the SoL vs USF percentage totals by Experienced Conduct as a Result of Position, separated out by Position. The bar lengths illustrate the percentage differences.

Conduct as a Result of Gender Identity

Of the School of Law population that experienced exclusionary, intimidating, offensive, and/or hostile conduct within the last year at USF, 5% were Transpectrum, 58% were Women, and 35% were Men. The Transpectrum population was too small to draw any meaningful conclusions from. However, a higher percentage of Women respondents (35%) than Men respondents (29%) who had experienced such conduct, believed that their experience was due to their gender identity. Of the USF Overall population that experienced exclusionary, intimidating, offensive, and/or hostile conduct within the last year at USF, 4% were Transpectrum, 66% were Women and 28% were Men. A higher percentage of Transpectrum respondents (63%) than Women respondents (31%) than Men respondents (13%) that had experienced such conduct, believed that their experience was due to their gender identity.

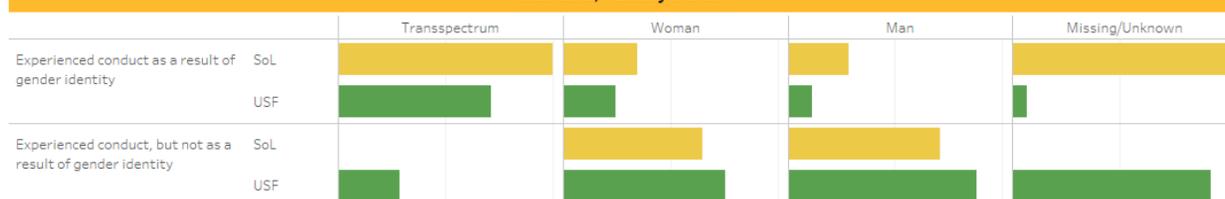
Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Gender Identity

School of Law
Students, Faculty & Staff

Experienced Conduct as a Result of Gender Identity Students, Faculty & Staff

| | | SoL | USF |
|-----------------|---|-----|-----|
| Transpectrum | Experienced conduct as a result of gender identity | <5 | 12 |
| | Experienced conduct, but not as a result of gender identity | | 7 |
| Woman | Experienced conduct as a result of gender identity | 8 | 98 |
| | Experienced conduct, but not as a result of gender identity | 15 | 216 |
| Man | Experienced conduct as a result of gender identity | <5 | 17 |
| | Experienced conduct, but not as a result of gender identity | 10 | 114 |
| Missing/Unknown | Experienced conduct as a result of gender identity | <5 | <5 |
| | Experienced conduct, but not as a result of gender identity | | 12 |

Experienced Conduct as a Result of Gender Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals Experienced Conduct as a Result of Gender Identity, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Conduct as a Result of Racial Identity

Of the 16% of the School of Law respondent population that reported experiencing exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year, 23% believed their experience was a result of their racial identity. Within the School of Law respondent population, 53% of White, 8% of Asian/Asian American/South Asian, 15% of Latin@/Chican@/Hispanic, 13% of Multiracial, 83% of Black/African Americans, and 5% of Other People of Color respondents experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. The populations in this case were too small to draw any meaningful conclusions by racial identity. Within the USF Overall respondent population, 46% of White, 12% of Asian/Asian American/South Asian, 9% of Latin@/Chican@/Hispanic, 11% of Multiracial, 9% of Black/African Americans, and 5% of Other People of Color respondents experienced exclusionary, intimidating, offensive, and/or hostile conduct while at USF within the last year. Of those, 53% of Black/African Americans, 17% of Other People of Color, 4% of White, 29% of Latin@/Chican@/Hispanic, 31% of Multiracial, and 26% of Asian/Asian American/South Asian believed they experienced such conduct as a result of their racial identity.

Respondents' Personal Experiences of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct as a Result of their Racial Identity

School of Law

Experienced Conduct as a Result of Racial Identity Students, Faculty & Staff

| | SoL | | USF | |
|---|-----|--------|-----|--------|
| | n | % | n | % |
| Experienced conduct as a result of racial identity | 9 | 22.5% | 89 | 18.7% |
| Experienced conduct, but not as a result of racial identity | 31 | 77.5% | 388 | 81.3% |
| Grand Total | 40 | 100.0% | 477 | 100.0% |

Experienced Conduct as a Result of Racial Identity Students, Faculty & Staff

| | | SoL | USF |
|----------------------------------|---|-----|-----|
| Asian/Asian American/South Asian | Experienced conduct as a result of racial identity | <5 | 15 |
| | Experienced conduct, but not as a result of racial identity | <5 | 43 |
| Black/African American | Experienced conduct as a result of racial identity | <5 | 24 |
| | Experienced conduct, but not as a result of racial identity | <5 | 21 |
| Latin@/Chican@/Hispanic | Experienced conduct as a result of racial identity | | 13 |
| | Experienced conduct, but not as a result of racial identity | 6 | 32 |
| Multiracial | Experienced conduct as a result of racial identity | | 16 |
| | Experienced conduct, but not as a result of racial identity | 5 | 36 |
| Other Person of Color | Experienced conduct as a result of racial identity | <5 | <5 |
| | Experienced conduct, but not as a result of racial identity | | 20 |
| White | Experienced conduct as a result of racial identity | <5 | 9 |
| | Experienced conduct, but not as a result of racial identity | 17 | 211 |
| Missing /Unknown | Experienced conduct as a result of racial identity | | 8 |
| | Experienced conduct, but not as a result of racial identity | | 25 |

Experienced Conduct as a Result of Racial Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Experienced Conduct as a Result of Racial Identity, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

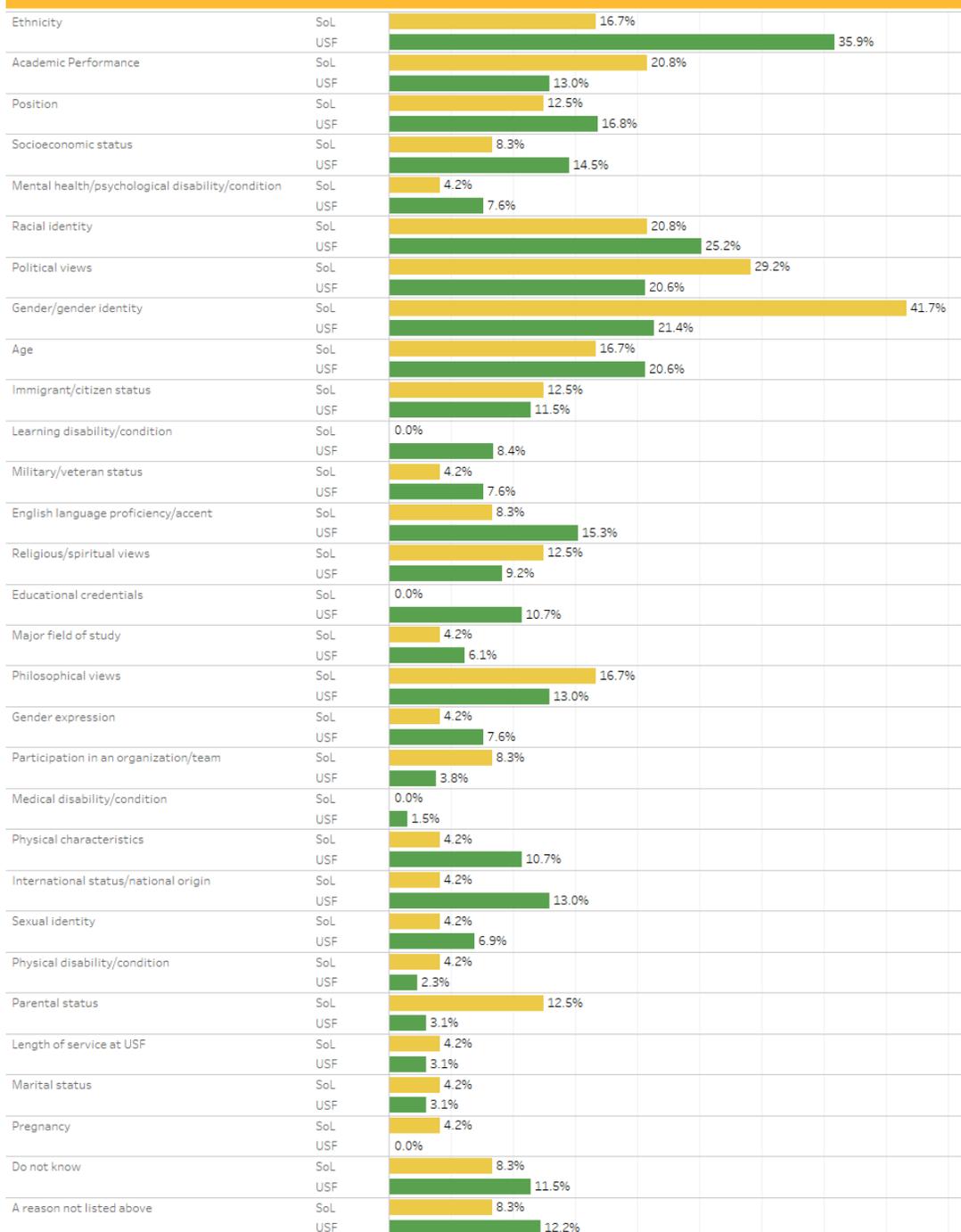
Basis of Experienced Conduct

The respondents offered what they believed to be the primary basis for the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The top reasons within the School of Law Graduate student respondents that experienced this conduct, were Gender/Gender Identity (42%) and Political Views (29%). The top reason within the School of Law Faculty respondents that experienced this conduct, was Gender/gender Identity (38%). The top reasons within the School of Law Staff respondents that experienced this conduct, were A reason not listed above (44%), Position (33%) and Length of service at USF (33%). As for the USF Overall respondent population, the top reasons for the USF Graduate student respondents that experienced this conduct, were Ethnicity (36%) and Racial Identity (25%). The top reasons for the USF Faculty respondents that experienced this conduct, were Position (32%) and Gender/Gender Identity (27%). The top reasons for the USF Staff respondents that experienced this conduct, were Position Status (46%) and Gender/Gender Identity (29%).

Student Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Respondents' Top Bases of Experienced Conduct Graduate Students



The above visual shows the SoL vs USF percentage totals by Respondents' Top Bases of Experienced Conduct. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Faculty Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

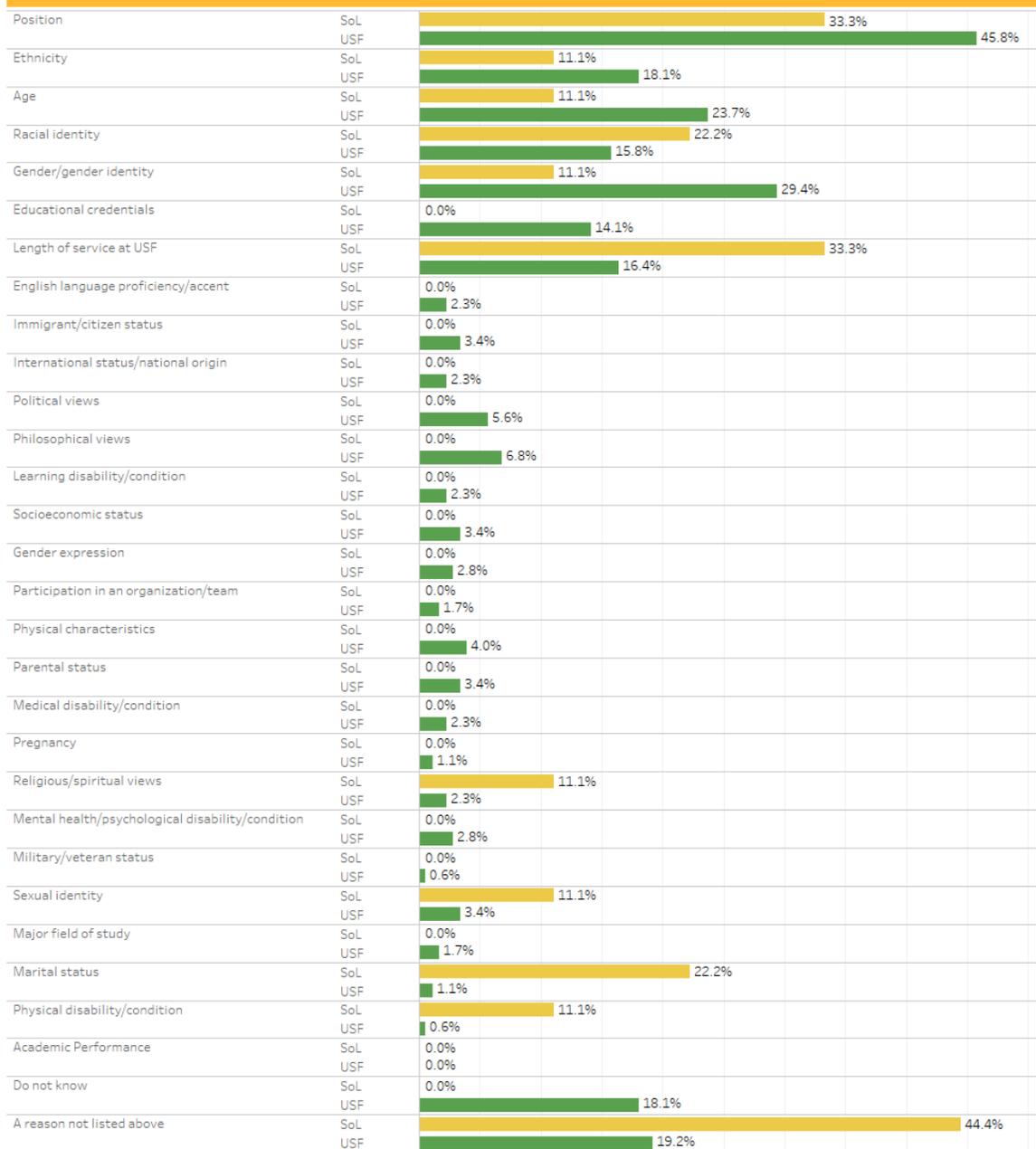
Respondents' Primary Basis for Experienced Conduct Faculty

| | | |
|--|-----|-------|
| Position | SoL | 22.5% |
| | USF | 32.0% |
| Ethnicity | SoL | 20.0% |
| | USF | 25.2% |
| Age | SoL | 15.0% |
| | USF | 22.2% |
| Racial identity | SoL | 22.5% |
| | USF | 18.9% |
| Gender/gender identity | SoL | 37.5% |
| | USF | 27.1% |
| Educational credentials | SoL | 2.5% |
| | USF | 10.6% |
| Length of service at USF | SoL | 15.0% |
| | USF | 11.4% |
| English language proficiency/accent | SoL | 5.0% |
| | USF | 6.1% |
| Immigrant/citizen status | SoL | 7.5% |
| | USF | 5.9% |
| International status/national origin | SoL | 2.5% |
| | USF | 6.6% |
| Political views | SoL | 20.0% |
| | USF | 11.0% |
| Philosophical views | SoL | 12.5% |
| | USF | 8.7% |
| Learning disability/condition | SoL | 0.0% |
| | USF | 3.2% |
| Socioeconomic status | SoL | 7.5% |
| | USF | 6.6% |
| Gender expression | SoL | 2.5% |
| | USF | 4.0% |
| Participation in an organization/team | SoL | 5.0% |
| | USF | 2.5% |
| Physical characteristics | SoL | 2.5% |
| | USF | 5.1% |
| Parental status | SoL | 10.0% |
| | USF | 3.2% |
| Medical disability/condition | SoL | 0.0% |
| | USF | 1.7% |
| Pregnancy | SoL | 2.5% |
| | USF | 0.4% |
| Religious/spiritual views | SoL | 10.0% |
| | USF | 4.9% |
| Mental health/psychological disability/condition | SoL | 2.5% |
| | USF | 3.6% |
| Military/veteran status | SoL | 2.5% |
| | USF | 2.5% |
| Sexual identity | SoL | 5.0% |
| | USF | 4.0% |
| Major field of study | SoL | 5.0% |
| | USF | 4.0% |
| Marital status | SoL | 7.5% |
| | USF | 1.7% |
| Physical disability/condition | SoL | 5.0% |
| | USF | 1.3% |
| Academic Performance | SoL | 12.5% |
| | USF | 4.2% |
| Do not know | SoL | 5.0% |
| | USF | 13.8% |
| A reason not listed above | SoL | 20.0% |
| | USF | 20.6% |

Staff Respondents' Primary Basis for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Respondents' Primary Basis for Experienced Conduct Staff



The above visual shows the SoL vs USF percentage totals by Respondents' Primary Basis for Experienced Conduct. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

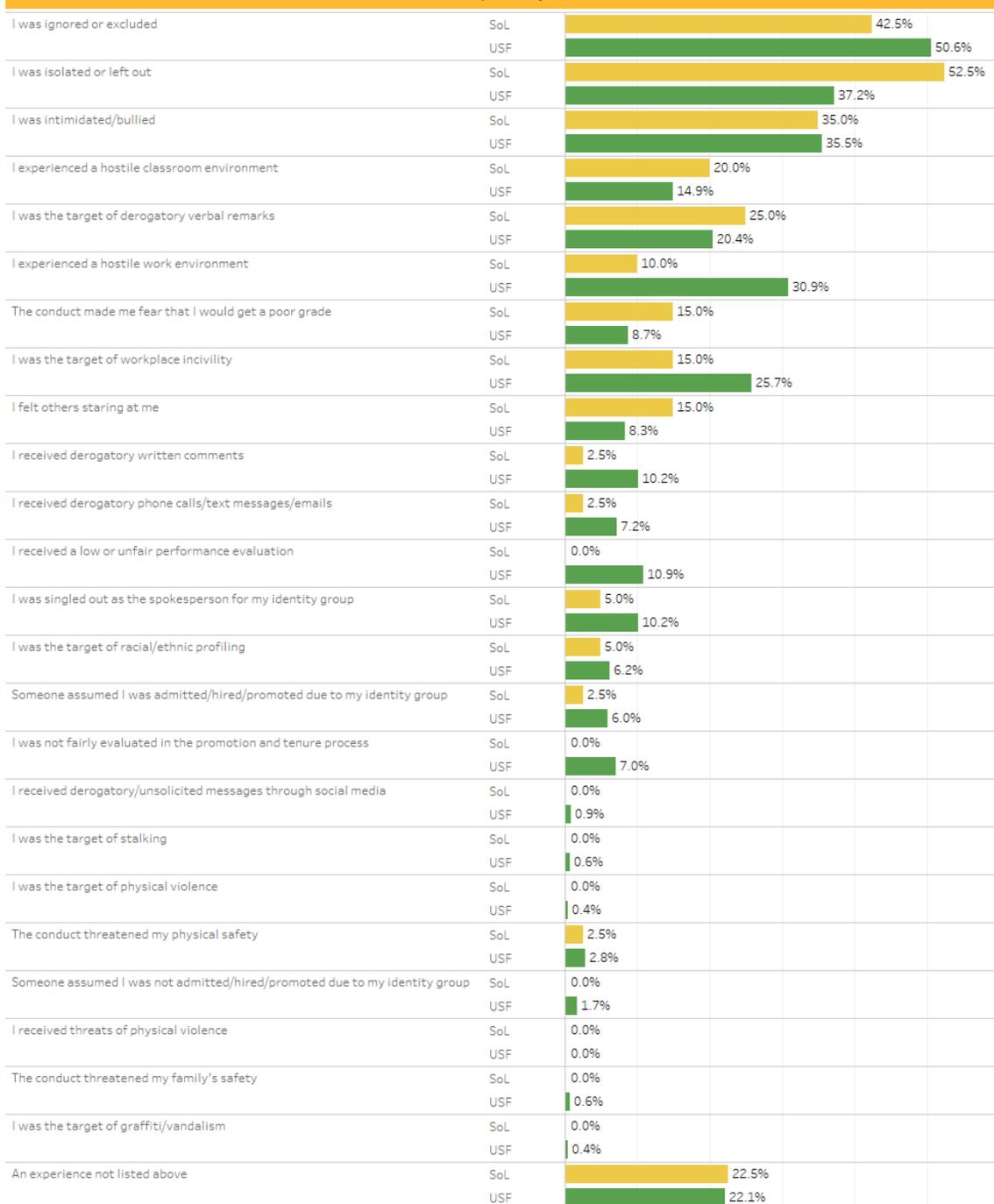
Forms of Experienced Conduct

The respondents were also asked to describe the form of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. In the School of Law, respondents that experienced this conduct indicated the top two forms as being Isolated or Left Out (53%) and Ignored or Excluded (43%). For the School of Law Graduate student population, respondents that experienced this conduct also indicated the top two forms as being Isolated or Left Out (54%) and Ignored or Excluded (38%). For the School of Law Faculty population, respondents that experienced this conduct indicated the top two forms as being Ignored or Excluded (86%), and being Isolated or Left Out (71%). For the School of Law Staff population, respondents that experienced this conduct indicated the top forms as being an experience not listed above (44%) and Intimidated/Bullied (44%). In the USF Overall population that experienced this conduct, respondents indicated the top two forms as being Ignored or Excluded (51%), and being Isolated or Left Out (37%). In the USF Graduate student population that experienced this conduct, respondents indicated the top forms as being Ignored or Excluded (49%) and being Isolated or Left Out (42%). In the USF Faculty population that experienced this conduct, respondents indicated the top forms as being Ignored or Excluded (53%), with the second being that they Experienced a Hostile Work Environment (41%). In the USF Staff population that experienced this conduct, respondents indicated the top forms as being Ignored or Excluded (50%), with the second being that they Experienced a Hostile Work Environment (39%).

Respondents' Primary Forms for Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Top Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct Students, Faculty & Staff



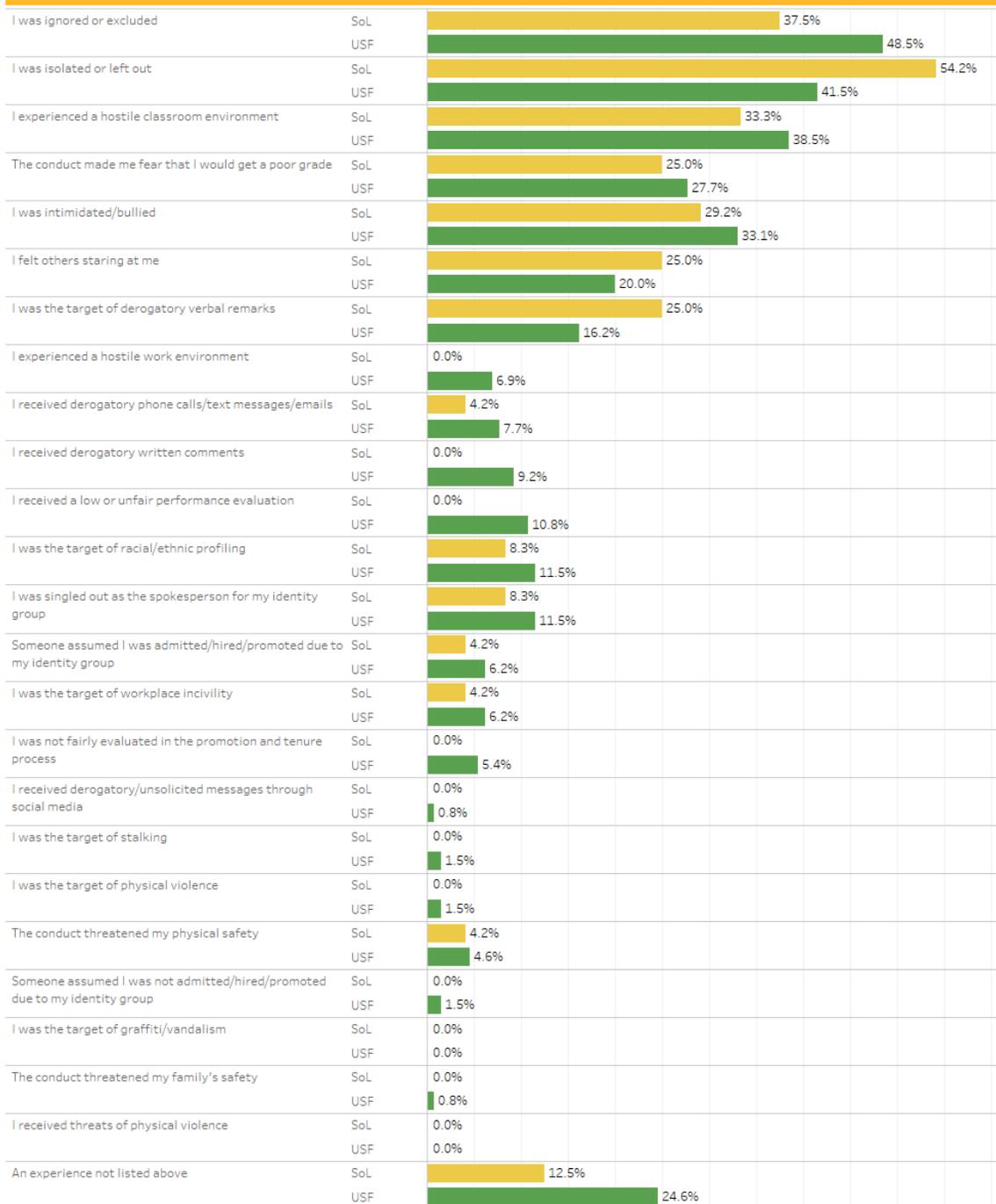
The above visual shows the SoL vs USF percentage totals by Top Forms of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students' Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Top Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

Graduate Students



The above visual shows the SoL vs USF percentage totals by Students' Primary Forms of Experienced Conduct. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Employees' Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Primary Forms of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct Faculty & Staff

| | | Faculty | | Staff | |
|--|-----|---------|--|-------|--|
| I was ignored or excluded | SoL | 85.7% | | 22.2% | |
| | USF | 53.0% | | 50.0% | |
| I was isolated or left out | SoL | 71.4% | | 33.3% | |
| | USF | 36.6% | | 34.7% | |
| I was intimidated/bullied | SoL | 42.9% | | 44.4% | |
| | USF | 38.4% | | 34.7% | |
| I experienced a hostile classroom environment | SoL | 0.0% | | 0.0% | |
| | USF | 11.0% | | 1.1% | |
| I experienced a hostile work environment | SoL | 42.9% | | 11.1% | |
| | USF | 40.9% | | 39.2% | |
| I was the target of derogatory verbal remarks | SoL | 28.6% | | 22.2% | |
| | USF | 26.2% | | 18.2% | |
| The conduct made me fear that I would get a poor grade | SoL | 0.0% | | 0.0% | |
| | USF | 1.8% | | 1.1% | |
| I was the target of workplace incivility | SoL | 42.9% | | 22.2% | |
| | USF | 39.0% | | 27.8% | |
| I felt others staring at me | SoL | 0.0% | | 0.0% | |
| | USF | 1.8% | | 5.7% | |
| I received derogatory written comments | SoL | 0.0% | | 11.1% | |
| | USF | 15.9% | | 5.7% | |
| I received derogatory phone calls/text messages/emails | SoL | 0.0% | | 0.0% | |
| | USF | 7.3% | | 6.8% | |
| I received a low or unfair performance evaluation | SoL | 0.0% | | 0.0% | |
| | USF | 9.8% | | 11.9% | |
| I was singled out as the spokesperson for my identity group | SoL | 0.0% | | 0.0% | |
| | USF | 13.4% | | 6.3% | |
| I was the target of racial/ethnic profiling | SoL | 0.0% | | 0.0% | |
| | USF | 3.7% | | 4.5% | |
| Someone assumed I was admitted/hired/promoted due to my identity group | SoL | 0.0% | | 0.0% | |
| | USF | 7.3% | | 4.5% | |
| I was not fairly evaluated in the promotion and tenure process | SoL | 0.0% | | 0.0% | |
| | USF | 8.5% | | 6.8% | |
| I received derogatory/unsolicited messages through social media | SoL | 0.0% | | 0.0% | |
| | USF | 0.6% | | 1.1% | |
| I was the target of stalking | SoL | 0.0% | | 0.0% | |
| | USF | 0.6% | | 0.0% | |
| I was the target of physical violence | SoL | 0.0% | | 0.0% | |
| | USF | 0.0% | | 0.0% | |
| The conduct threatened my physical safety | SoL | 0.0% | | 0.0% | |
| | USF | 2.4% | | 1.7% | |
| Someone assumed I was not admitted/hired/promoted due to my identity group | SoL | 0.0% | | 0.0% | |
| | USF | 3.0% | | 0.6% | |
| The conduct threatened my family's safety | SoL | 0.0% | | 0.0% | |
| | USF | 0.6% | | 0.6% | |
| I received threats of physical violence | SoL | 0.0% | | 0.0% | |
| | USF | 0.0% | | 0.0% | |
| I was the target of graffiti/vandalism | SoL | 0.0% | | 0.0% | |
| | USF | 1.2% | | 0.0% | |
| An experience not listed above | SoL | 28.6% | | 44.4% | |
| | USF | 19.5% | | 22.7% | |

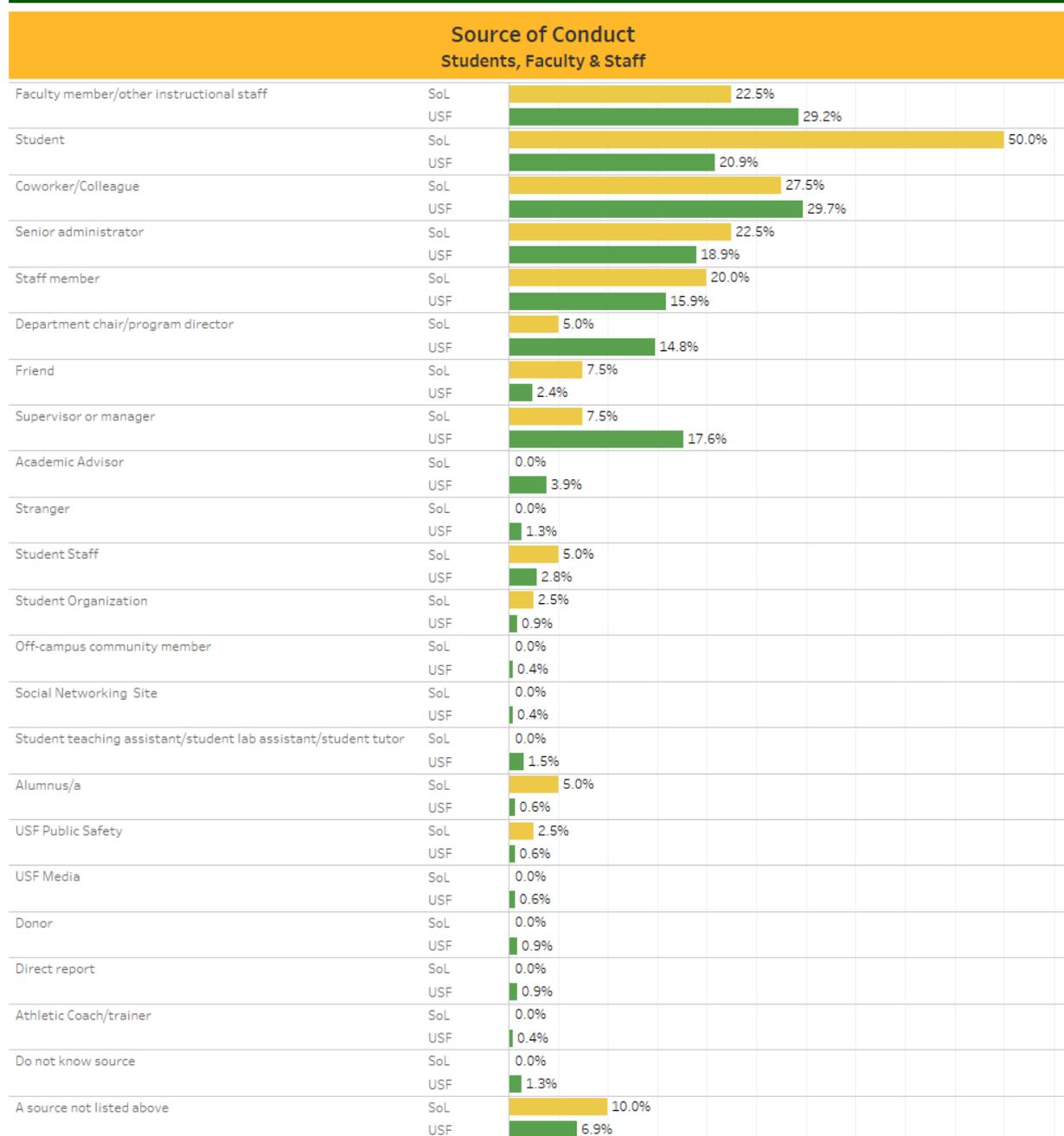
The above visual shows the SoL vs USF percentage totals by Employees' Primary Forms of Experienced Conduct. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Source of Experienced Conduct

The respondents were also asked to identify who was the source of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The School of Law population that experienced this conduct indicated that the top source of the conduct was a Student (50%). The School of Law Graduate student respondent population that experienced this conduct indicated that the top sources of the conduct were a Student (75%). The School of Law Faculty respondent population that experienced this conduct indicated that the top source of the conduct was a Senior administrator (31%). The School of Law Staff respondent population that experienced this conduct indicated that the top source of the conduct was a Coworker/ Colleague (38%). The USF Overall respondent population that experienced this conduct indicated that the main source of the conduct came from a Faculty Member/Other Instructional Staff (30%) and a Coworker/Colleague (29%). The USF Graduate student respondent population that experienced this conduct identified the top source of such conduct as being a Student (50%). The USF Faculty respondent population that experienced this conduct identified the top sources of such conduct as being a Coworker/Colleague (19%). The USF Staff respondent population that experienced this conduct identified the top source of such conduct as being a Coworker/Colleague (20%).

Respondents' Source of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

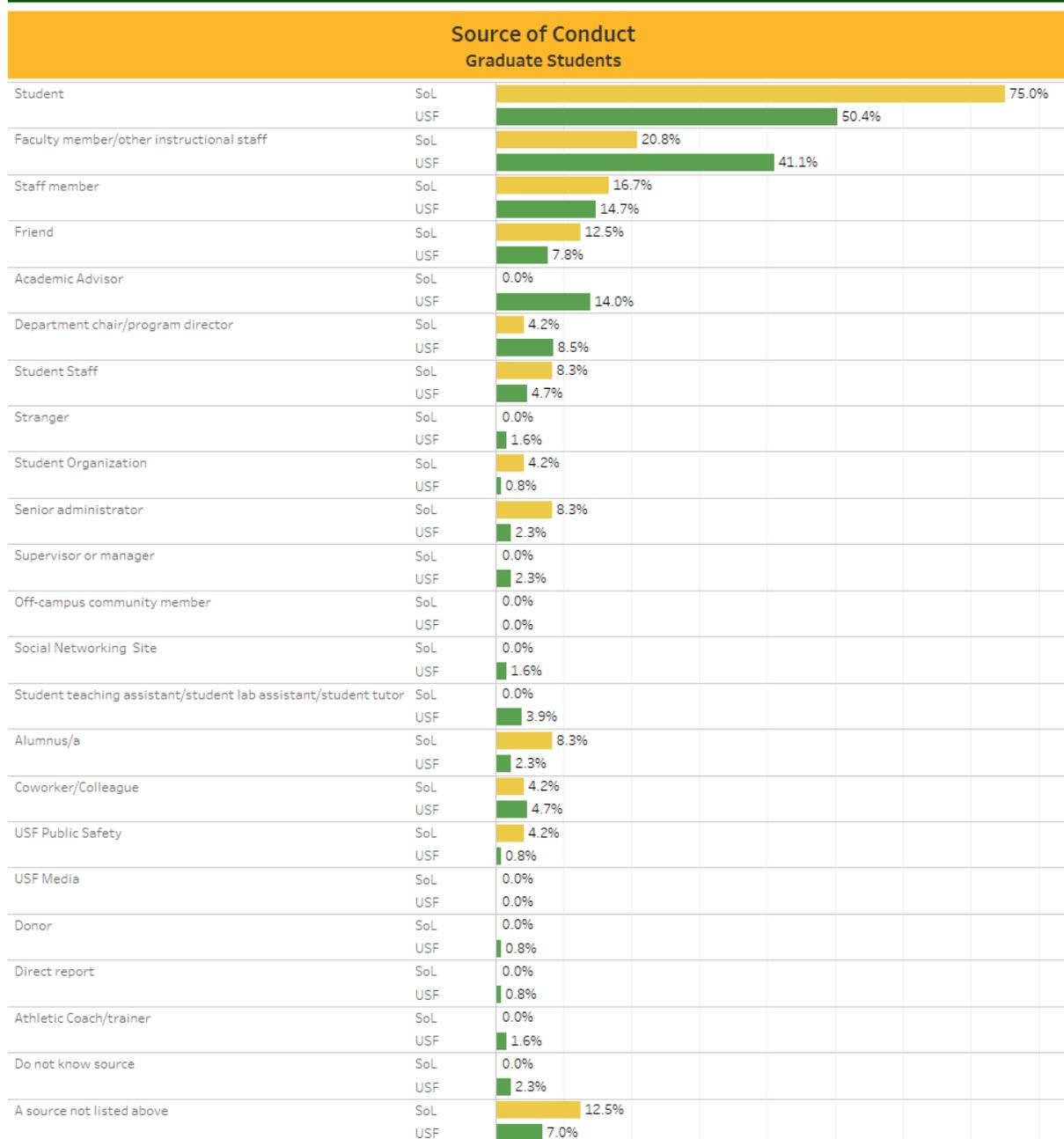
School of Law



The above visual shows the SoL vs USF percentage totals by Source of Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students' Source of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

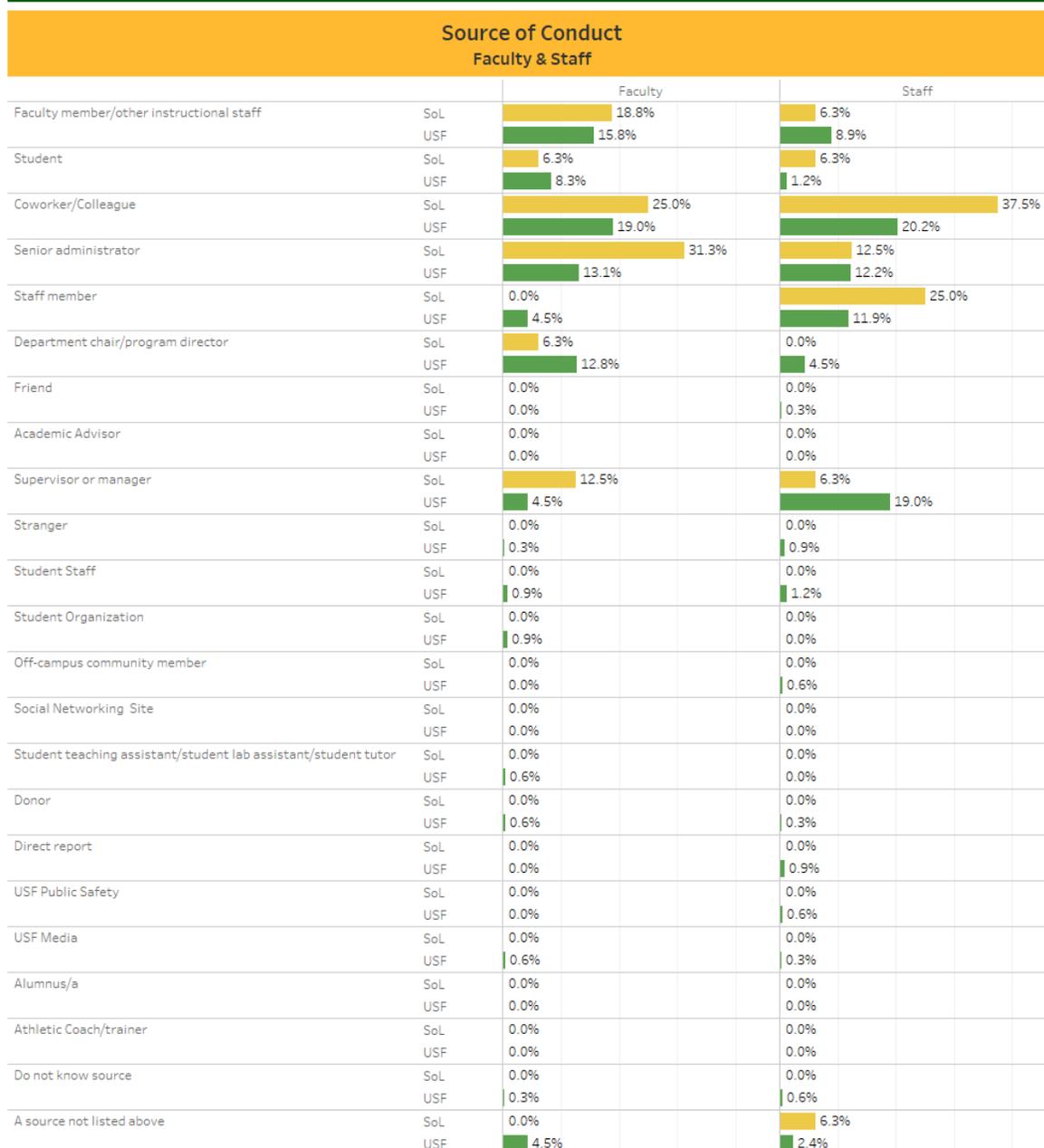
School of Law



The above visual shows the SoL vs USF percentage totals by Students' Source of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Employees' Sources of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law



The above visual shows the SoL vs USF percentage totals by Employees' Source of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

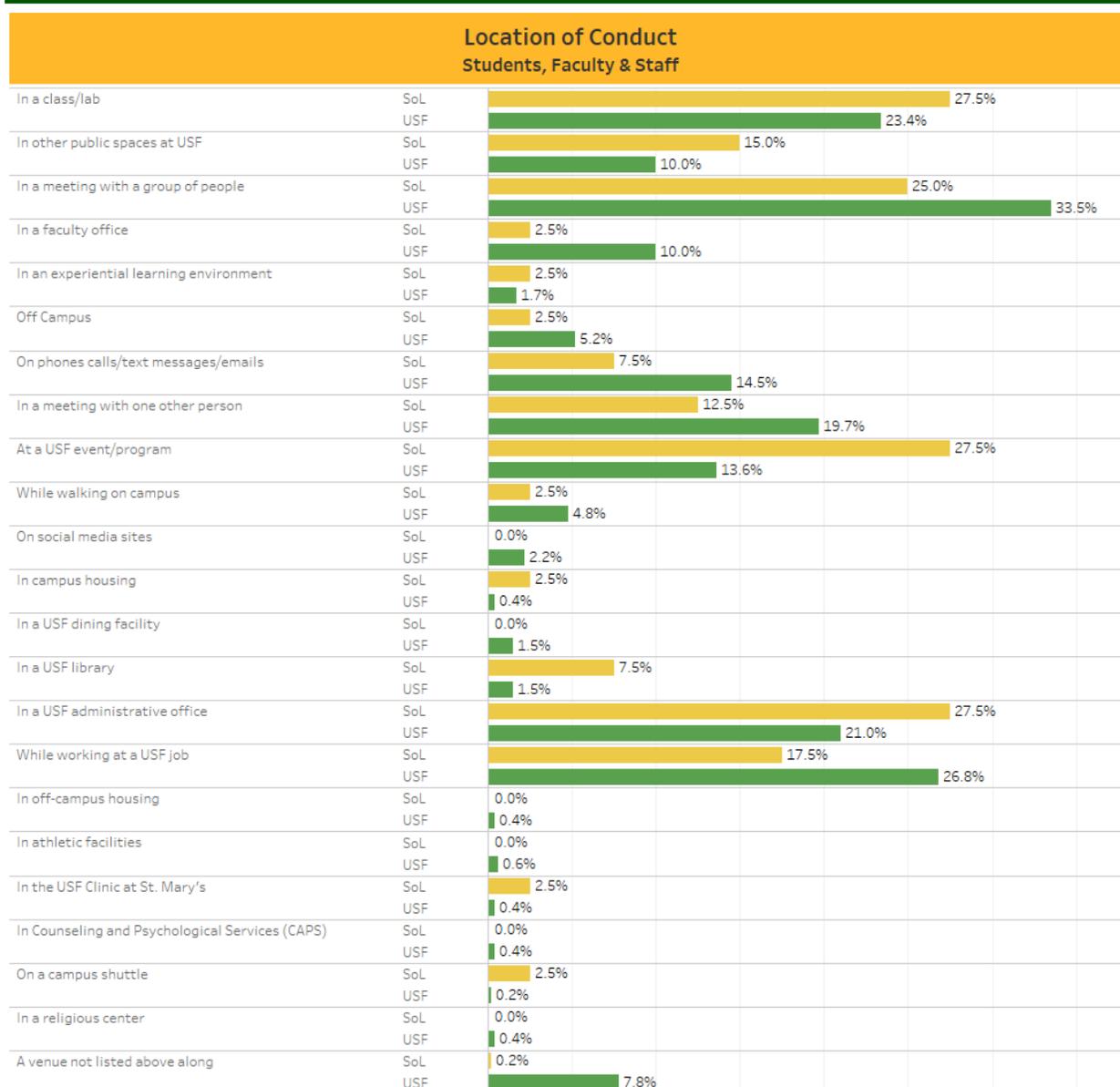
Location of Experienced Conduct

The respondents were also asked to identify the location of the experienced exclusionary, intimidating, offensive, and/or hostile conduct. The top location of reported conduct for the School of Law respondents that experienced this conduct was In a Class/Lab (28%), at a USF event/program (28%) and in a USF administrative office (28%). The top location of reported

conduct for the School of Law Graduate student respondents that experienced this conduct was In a Class/Lab (42%). The top location of reported conduct for the School of Law Faculty respondents that experienced this conduct was While Working at a USF job (57%). The top location of reported conduct for the School of Law Staff population that experienced this conduct, was In a USF Administrative Office (56%). The top location of reported conduct for the USF Overall respondent population that experienced this conduct, was In a Meeting with a Group of People (34%). The top location of reported conduct for the USF Graduate student respondent population that experienced this conduct was in a Class/Lab (64%). The top location of reported conduct for the USF Faculty respondent population that experienced this conduct, was In a Meeting with a Group of People (41%). The top location of reported conduct for the USF Staff respondent population that experienced this conduct, was While Working at a USF Job (46%).

Students' Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

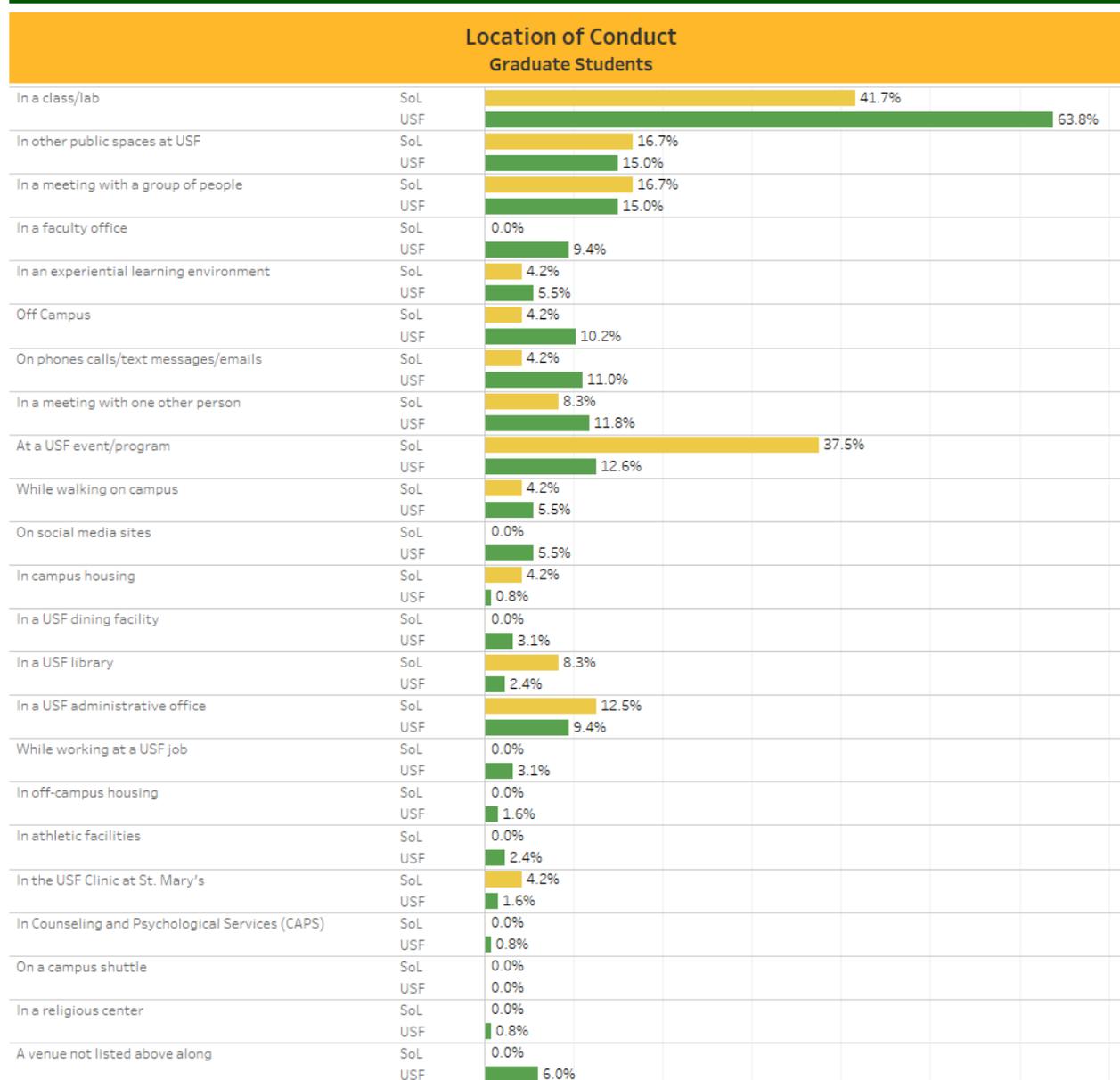


The above visual shows the SoL vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.

Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Students' Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

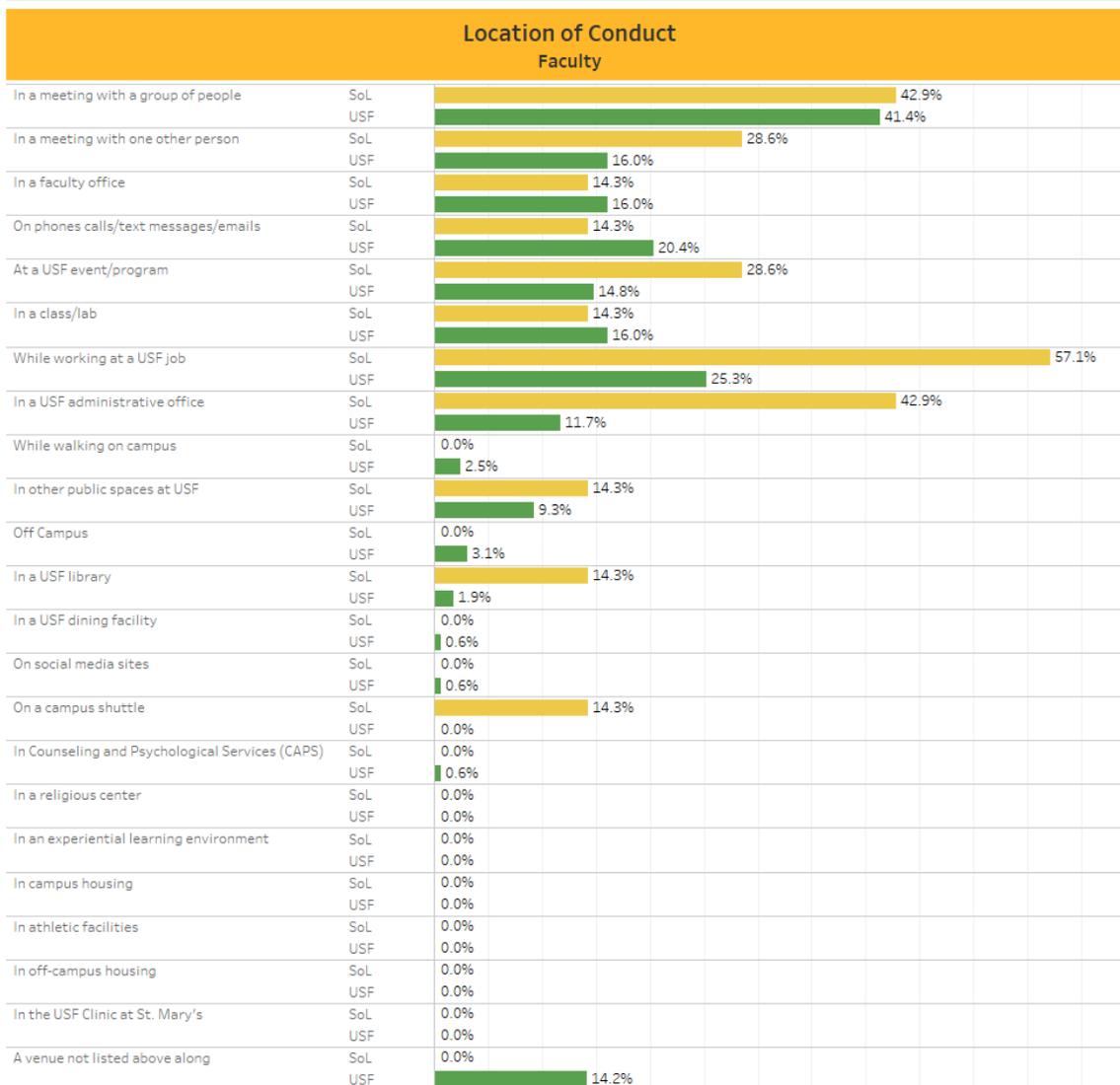
School of Law



The above visual shows the SoL vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Faculty Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

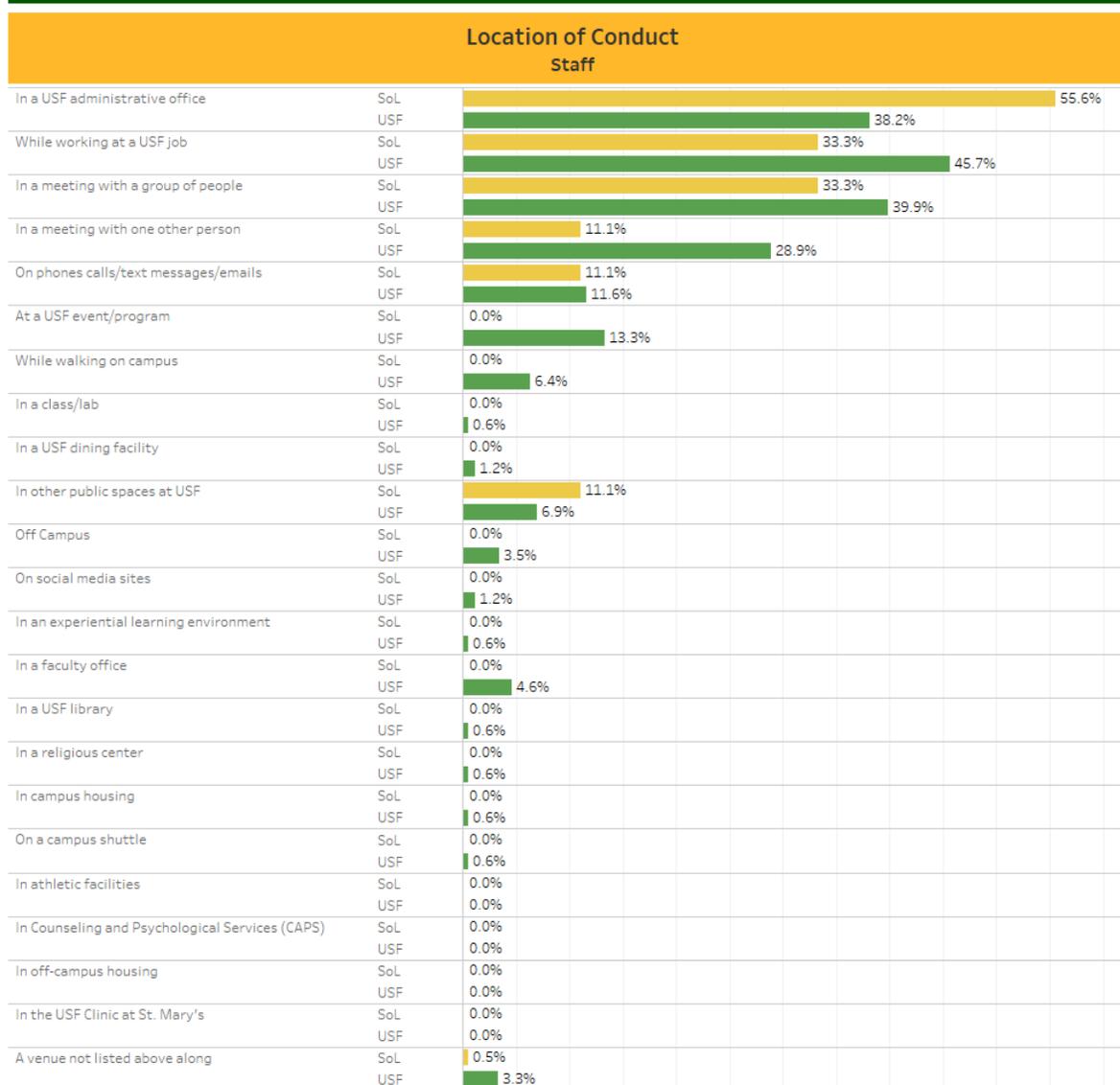
School of Law



The above visual shows the SoL vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Staffs' Locations of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law



The above visual shows the SoL vs USF percentage totals by Location of Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Actions in Response to Experienced Conduct

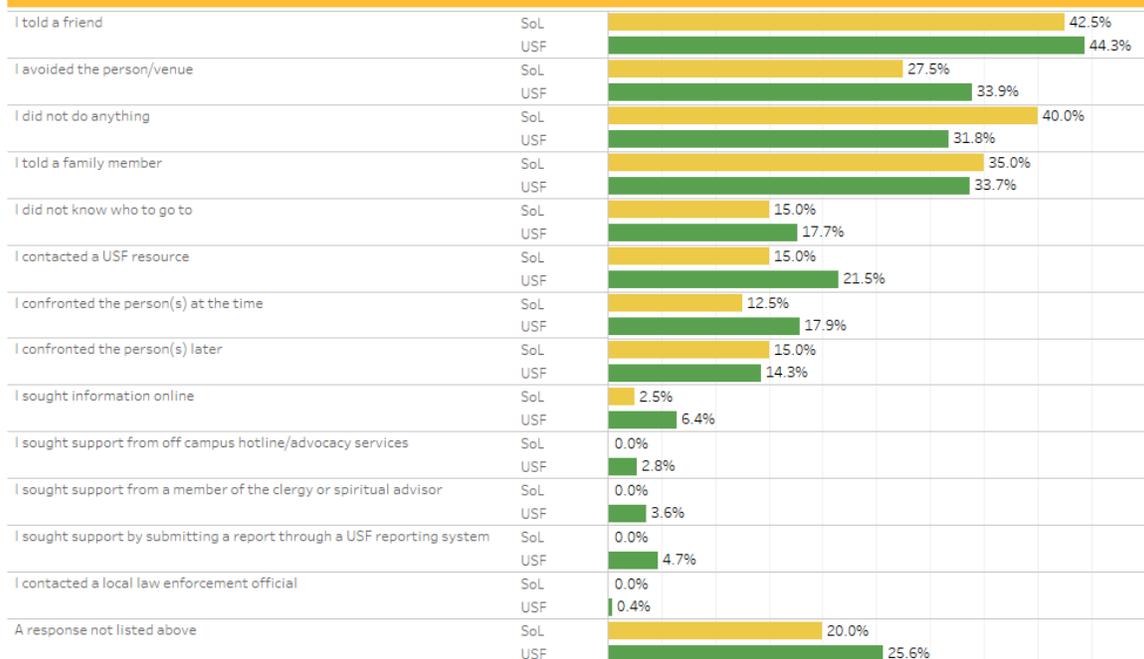
The respondents were also asked what their action was in response to the experienced exclusionary, intimidating, offensive, and/or hostile conduct. Within the School of Law population that experienced this conduct, the top reactions to such conduct were that they Told a Friend (43%) and/or they Did Not Do Anything (40%). Within the USF Overall population that experienced this conduct, the main reactions to such conduct were that they Told a Friend (44%), they Avoided the Person/Venue (34%), and/or they Told a Family Member (34%). In the School

of Law, 15% of respondents that experienced this conduct, indicated that they Contacted a USF Resource as a course of action. Of these individuals, 67% indicated that they contacted a Faculty Member. In the USF Overall respondent population that experienced this conduct, 22% of respondents indicated that they Contacted a USF Resource as a course of action. Of these individuals, the top USF Resource contacted was a Senior Administrator (48%).

Respondents' Actions in Response to Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

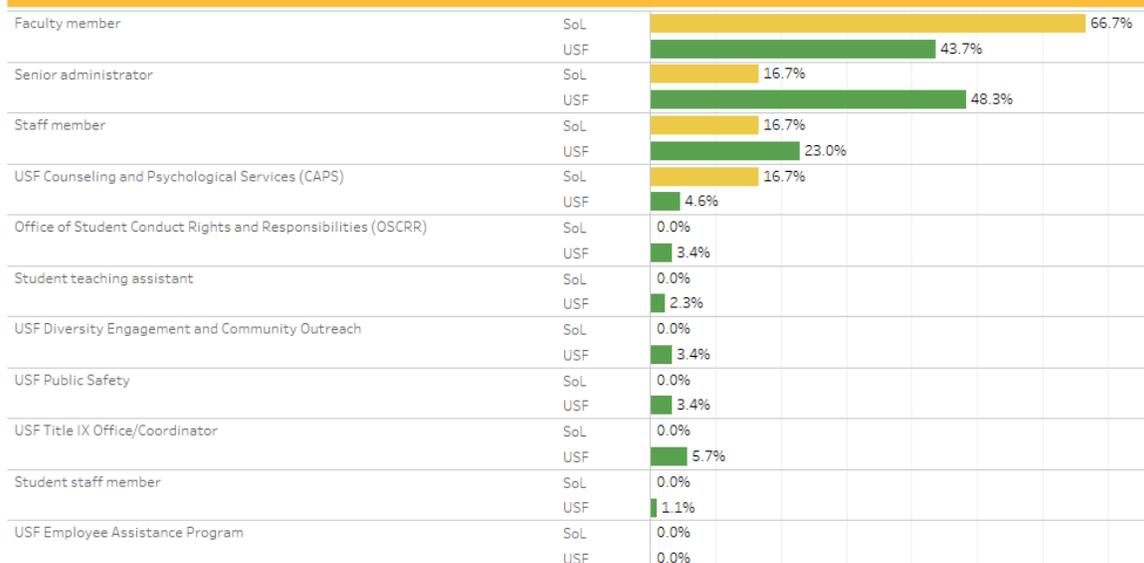
Actions in Response to Conduct Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Actions in Response to Experienced Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.

USF Resource Contacted Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Reporting of Experienced Conduct

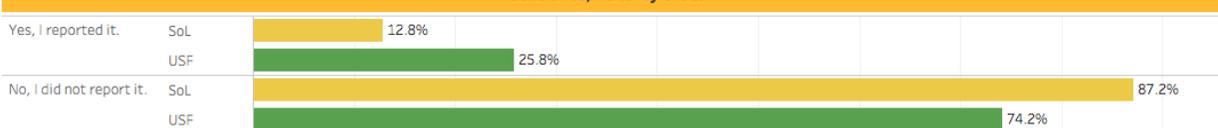
Of the School of Law respondent population that experienced exclusionary, intimidating, offensive, and/or hostile conduct at USF, 87% did not report the incident. Similarly, of the USF Overall respondent population that experienced such conduct, 74% did not report the incident.

Respondents' Reporting of Experienced Exclusionary, Intimidating, Offensive, and/or Hostile Conduct School of Law

Reported Hostile Conduct Students, Faculty & Staff

| | SoL | | USF | |
|--------------------------|-----|--------|-----|--------|
| | n | % | n | % |
| Yes, I reported it. | 5 | 12.8% | 121 | 25.8% |
| No, I did not report it. | 34 | 87.2% | 348 | 74.2% |
| Grand Total | 39 | 100.0% | 469 | 100.0% |

Reported Hostile Conduct Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Reported Hostile Conduct. The bar lengths illustrate the percentage differences.

If an individual selected "Yes, I reported it." from the above, the following is the detailed response.

Reported Hostile Conduct Detailed Response Students, Faculty & Staff

| | SoL | USF |
|--|-----|-----|
| Yes, I reported the incident, but felt that it was not responded to appropriately. | <5 | 42 |
| Yes, I reported the incident and was satisfied with the outcome. | | 14 |
| Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately. | <5 | 18 |

Note: Some of the individuals who reported this conduct did not provide a detailed response.

Observations of Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

In the School of Law population, 24% of respondents observed conduct directed toward a person or group of people on campus that they believed created an exclusionary (e.g., shunned, ignored), intimidating, offensive, and/or hostile (bullying, harassing) working or learning environment at USF within the past year. In the USF Overall respondent population, 22% observed such conduct.

Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law
Students, Faculty & Staff

| Overall Observed Conduct Students, Faculty & Staff | | | | Observed Conduct by Racial Identity Students, Faculty & Staff | | | |
|---|-----|---|-------|--|------------------------------|-----|-----|
| Yes, observed conduct. | SoL |  | 24.4% | White | Yes, observed conduct. | SoL | USF |
| | USF |  | 22.2% | | No, did not observe conduct. | 24 | 225 |
| No, did not observe conduct. | SoL |  | 75.6% | Asian/Asian American/South Asian | Yes, observed conduct. | 10 | 70 |
| | USF |  | 77.8% | No, did not observe conduct. | 25 | 328 | |
| | | | | Black/African American | Yes, observed conduct. | 6 | 40 |
| | | | | No, did not observe conduct. | 13 | 114 | |
| | | | | Latin@/Chican@/Hispanic | Yes, observed conduct. | 9 | 44 |
| | | | | No, did not observe conduct. | 25 | 180 | |
| | | | | Other Person of Color | Yes, observed conduct. | 5 | 20 |
| | | | | No, did not observe conduct. | 9 | 67 | |
| | | | | Multiracial | Yes, observed conduct. | 8 | 63 |
| | | | | No, did not observe conduct. | 30 | 188 | |
| | | | | Missing/Unknown | Yes, observed conduct. | | 24 |
| | | | | No, did not observe conduct. | <5 | 41 | |

Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

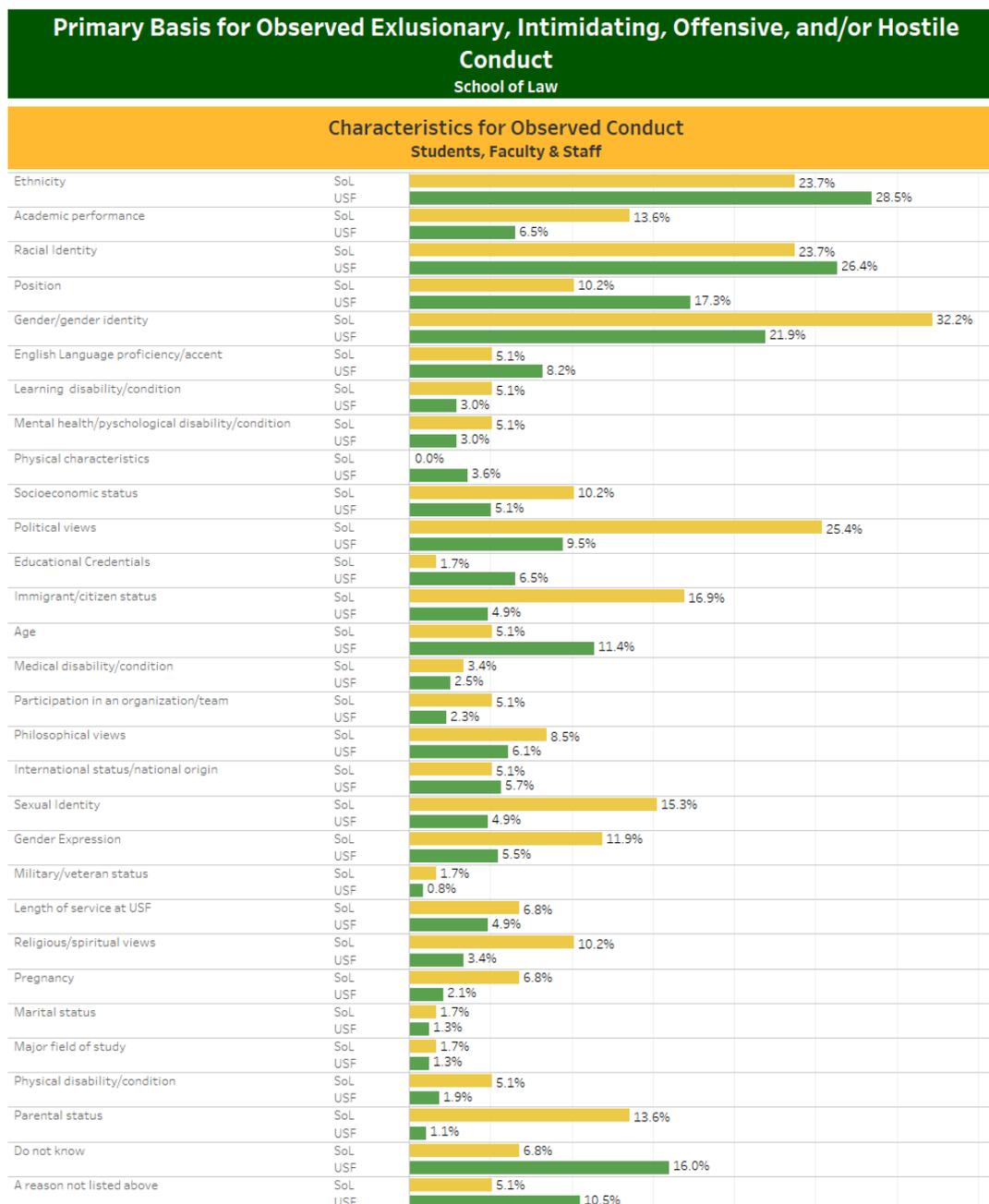
School of Law
Students, Faculty & Staff

| Observed Conduct by Position Status Students, Faculty & Staff | | | | | |
|---|------------------------------|-----|--------|------|--------|
| | | SoL | | USF | |
| | | n | % | n | % |
| Graduate | Yes, observed conduct. | 44 | 24.9% | 133 | 13.2% |
| | No, did not observe conduct. | 133 | 75.1% | 874 | 86.8% |
| | Total | 177 | 100.0% | 1007 | 100.0% |
| Faculty | Yes, observed conduct. | 7 | 22.6% | 160 | 28.6% |
| | No, did not observe conduct. | 24 | 77.4% | 399 | 71.4% |
| | Total | 31 | 100.0% | 559 | 100.0% |
| Staff | Yes, observed conduct. | 11 | 23.9% | 193 | 31.1% |
| | No, did not observe conduct. | 35 | 76.1% | 428 | 68.9% |
| | Total | 46 | 100.0% | 621 | 100.0% |
| Grand Total | | 254 | 100.0% | 2187 | 100.0% |

| Observed Conduct by Gender Identity Students, Faculty & Staff | | | | Observed Conduct by Sexual Identity Students, Faculty & Staff | | | | | |
|---|------------------------------|-----|------|---|------------------------------|--------|--------|--------|--------|
| | | SoL | USF | | | SoL | | USF | |
| | | n | % | | | n | % | n | % |
| Transspectrum | Yes, observed conduct. | <5 | 16 | Heterosexual | Yes, observed conduct. | 45 | 21.4% | 357 | 20.9% |
| | No, did not observe conduct. | <5 | 40 | | No, did not observe conduct. | 165 | 78.6% | 1350 | 79.1% |
| | | | | Total | 210 | 100.0% | 1707 | 100.0% | |
| Woman | Yes, observed conduct. | 42 | 334 | LGBQ | Yes, observed conduct. | 14 | 36.8% | 99 | 27.0% |
| | No, did not observe conduct. | 113 | 1063 | | No, did not observe conduct. | 24 | 63.2% | 268 | 73.0% |
| | | | | Total | 38 | 100.0% | 367 | 100.0% | |
| Man | Yes, observed conduct. | 16 | 125 | Missing/Unknown | Yes, observed conduct. | <5 | 50.0% | 30 | 26.5% |
| | No, did not observe conduct. | 75 | 586 | | No, did not observe conduct. | <5 | 50.0% | 83 | 73.5% |
| | | | | Total | 6 | 100.0% | 113 | 100.0% | |
| Missing/Unknown | Yes, observed conduct. | <5 | 11 | Grand Total | | 254 | 100.0% | 2187 | 100.0% |
| | No, did not observe conduct. | | 12 | | | | | | |

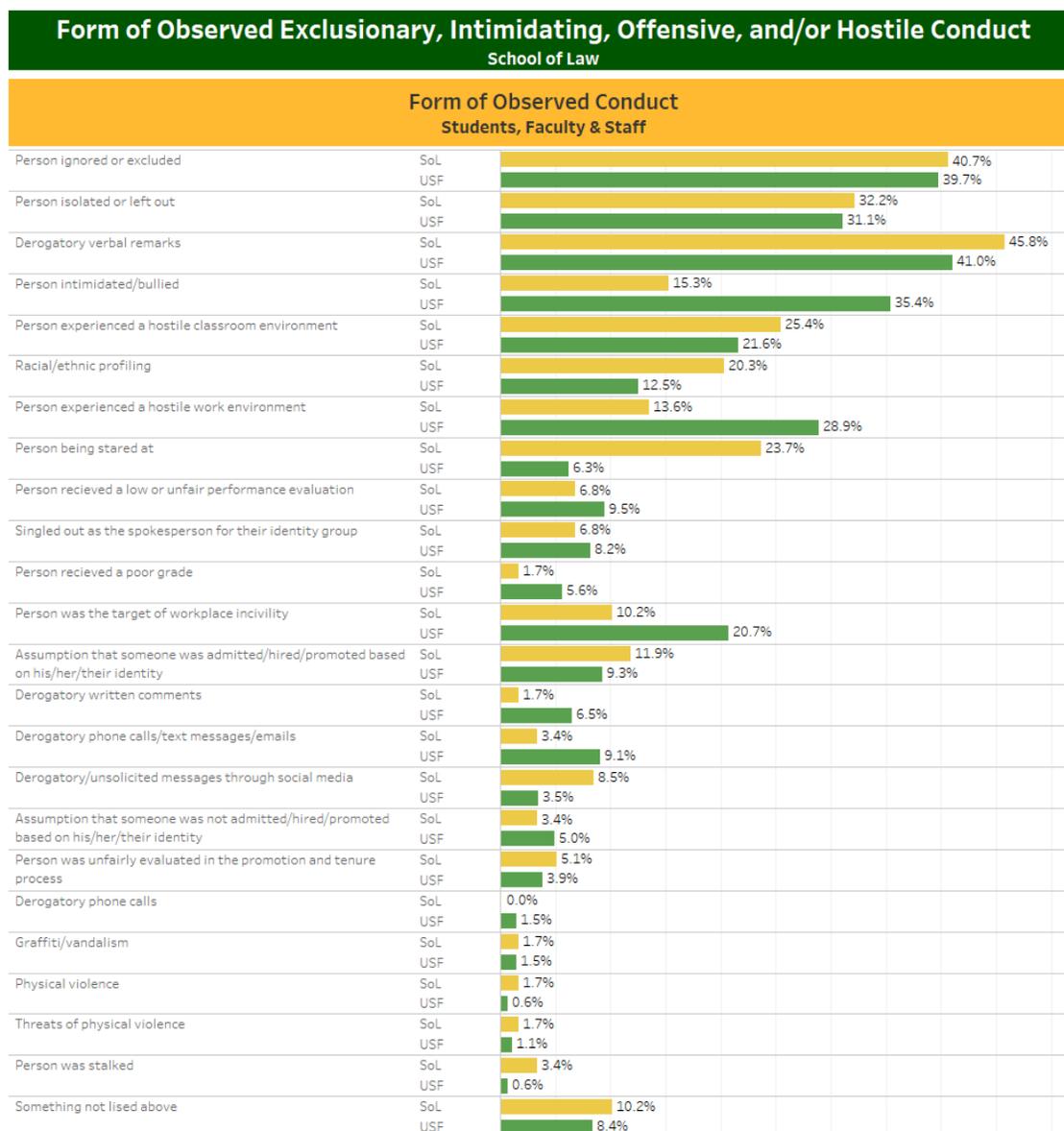
Characteristics of Observed Conduct

Respondents were asked to identify what they believed to be the basis of the observed exclusionary, intimidating, offensive and/or hostile conduct. Within the School of Law respondent population, the primary basis identified was Gender /gender Identity (32%). Within the USF Overall respondent population, the top bases identified were Ethnicity (29%), Racial Identity (26%), and Gender/Gender Identity (22%).



Form of Observed Conduct

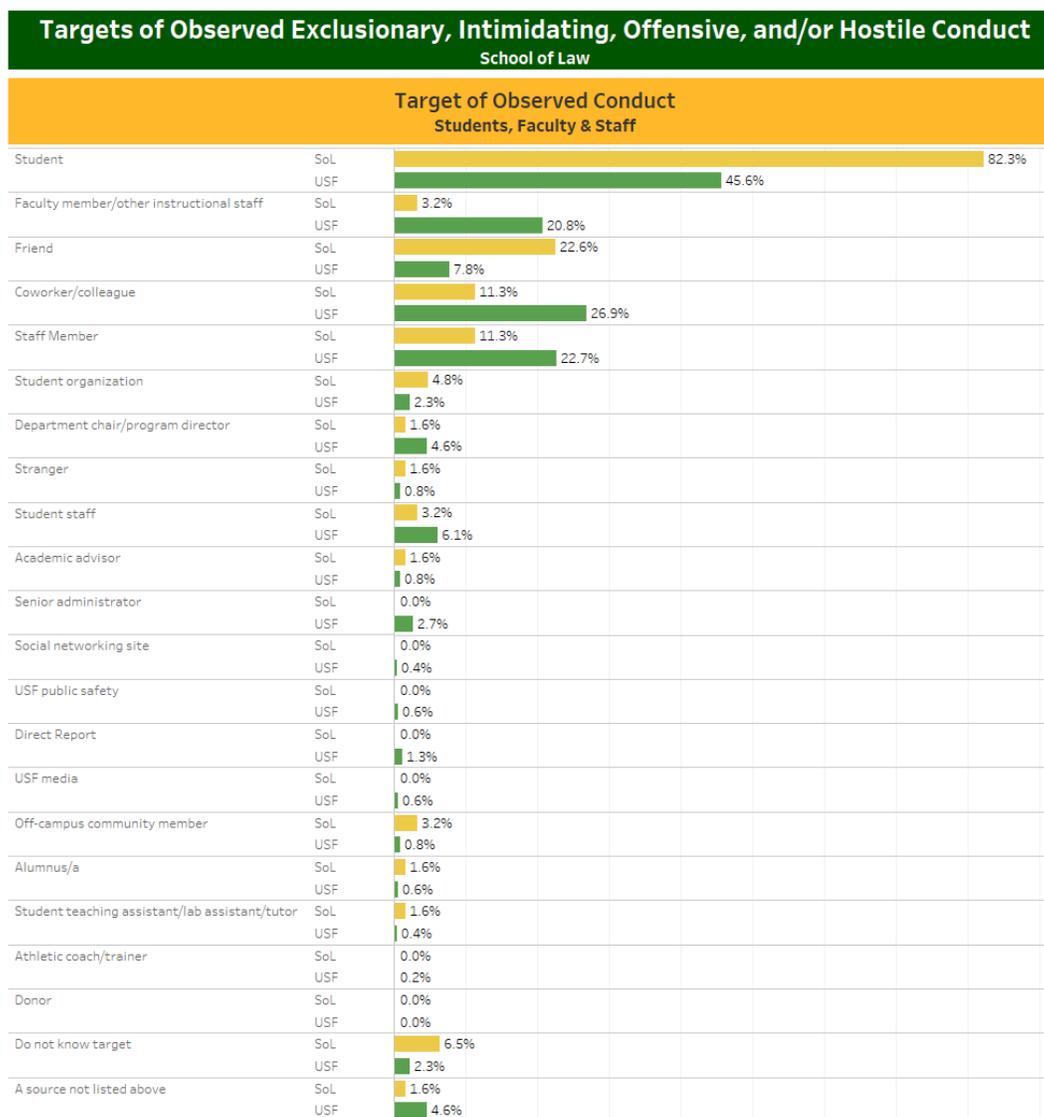
Respondents were asked to identify what they believed to be the forms of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Law respondent population, the top forms of observed conduct were Derogatory Verbal Remarks (46%) and the Person Being Ignored/Excluded (41%). For the USF Overall respondent population, the top forms of observed conduct were also Derogatory Verbal Remarks (41%) and the Person Being Ignored/Excluded (40%).



The above visual shows the SoL vs USF percentage totals by Form of Observed Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

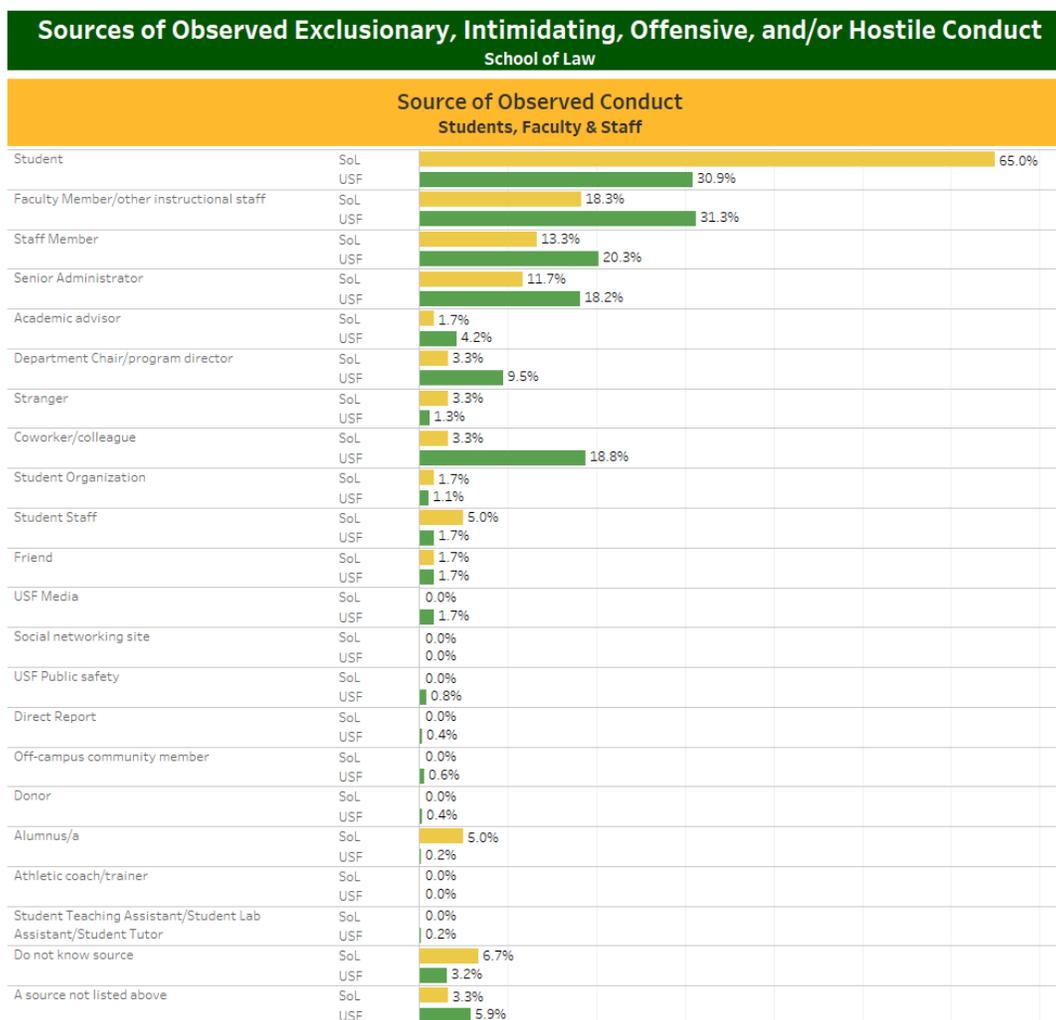
Target of Observed Conduct

Respondents were asked to identify who they believed to be the target of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Law respondent population, the top reported target of the observed conduct was a Student (82%). For the USF Overall respondent population, the top reported target of the observed conduct was also a Student (46%).



Source of Observed Conduct

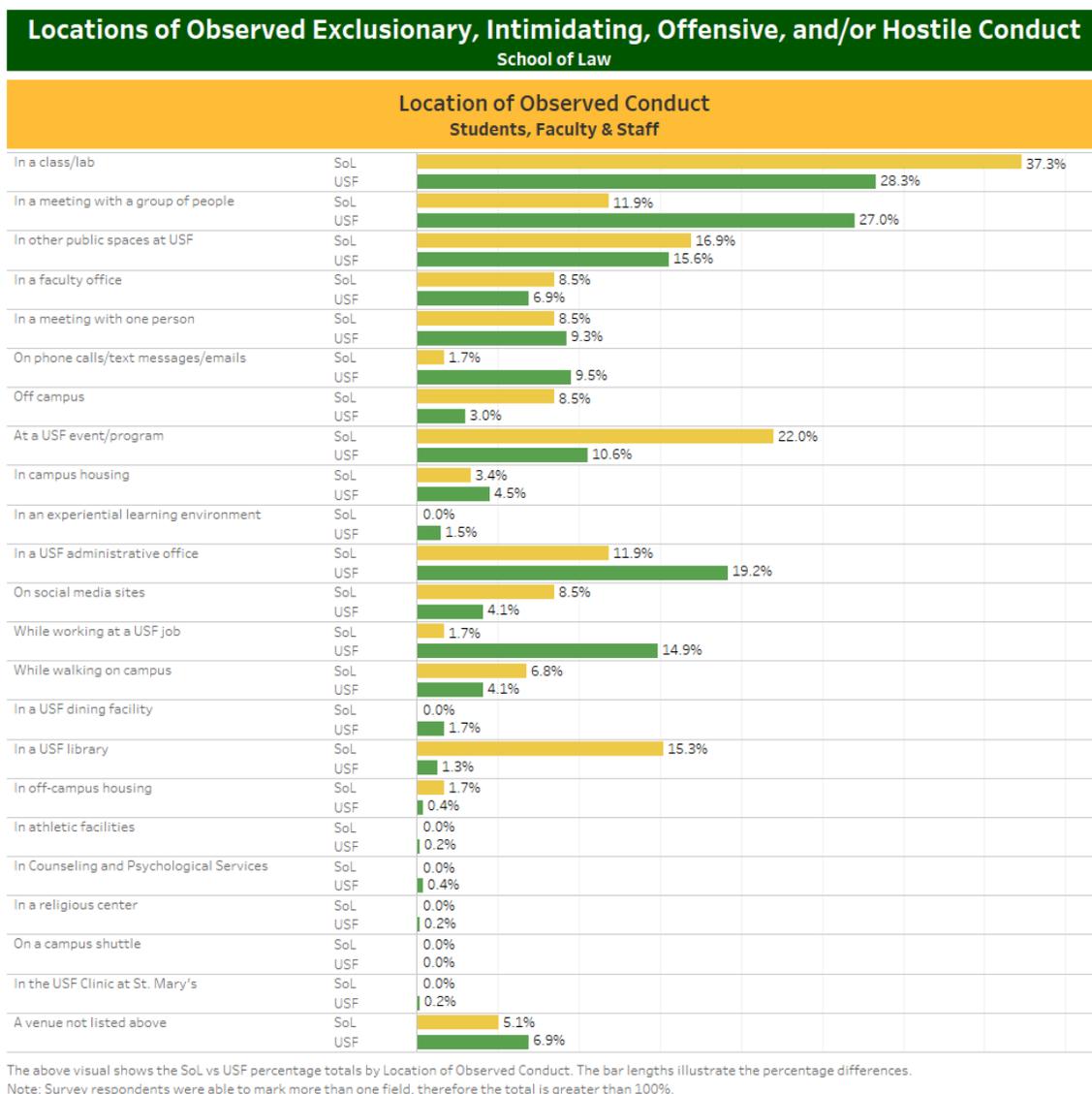
Respondents were asked to identify the source of the observed exclusionary, intimidating, offensive and/or hostile conduct. For the School of Law respondent population, the top source of observed conduct was a Student (65%). For the USF Overall respondent population, the top sources of observed conduct were a Student (31%) and Faculty Member/Other Instructional Staff (31%).



The above visual shows the SoL vs USF percentage totals by Source of Observed Conduct. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Location of Observed Conduct

Respondents were asked to identify the location of the observed exclusionary, intimidating, offensive and/or hostile conduct. The top location of observed conduct for the School of Law respondent population was in a Class/Lab (37%). The top location of observed conduct for the USF Overall respondent population was also in a Class/Lab (28%).



Action in Response to Observed Conduct

Respondents were asked to identify what their action was in response to the observed exclusionary, intimidating, offensive and/or hostile conduct. Within the School of Law respondent population, the top actions in response to the observed conduct were that they Told a Friend (45%), or They Did Not Do Anything (38%). Ten percent of the School of Law respondent population that took an action in response to the observed conduct, Contacted a USF Resource. Of those 10% that contacted a USF Resource, 75% contacted a Senior Administrator. Within the USF Overall respondent population, the top actions in response to the observed conduct were that they Did Not Do Anything (30%), or they Told a Friend (27%). Of the USF Overall respondent population that took an action in response to the observed conduct, 18%

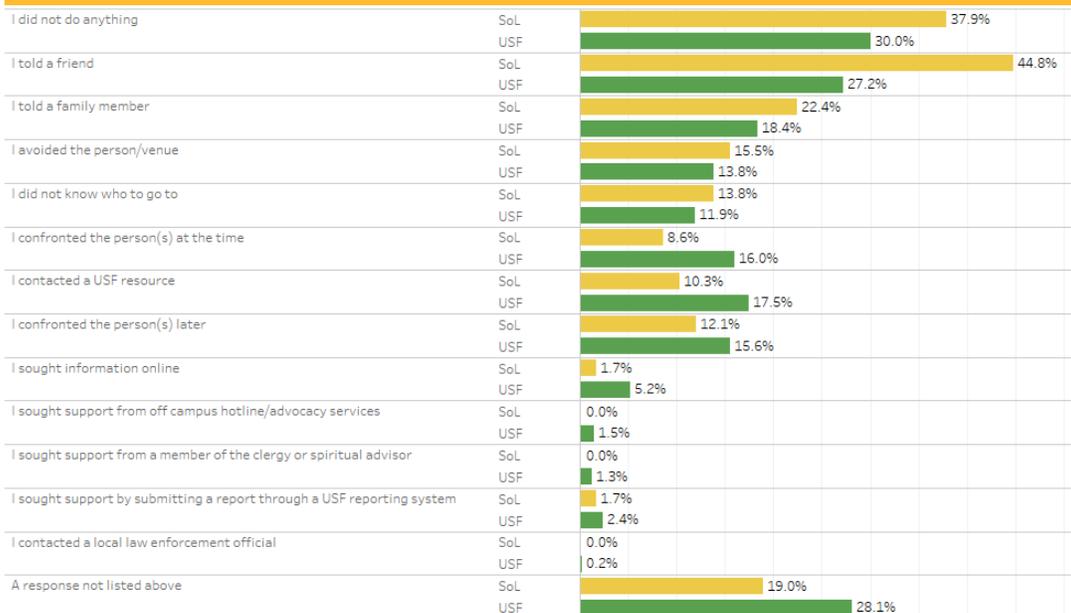
Contacted a USF Resource. Of these 18%, the top USF resource contacted was a Senior Administrator (51%).

Respondents' Actions in Response to Observed Exclusionary, Intimidating, Offensive, and/or Hostile Conduct

School of Law

Action in Response to Observed Conduct

Students, Faculty & Staff

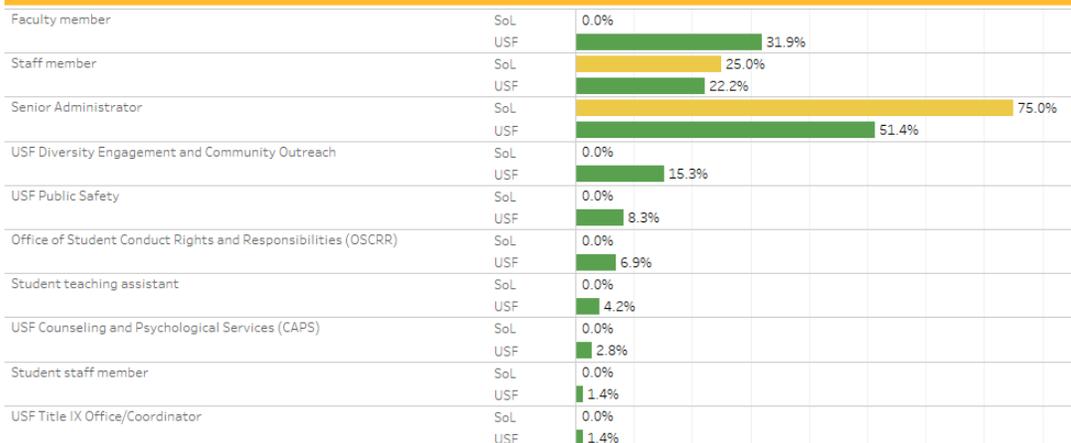


The above visual shows the SoL vs USF percentage totals by Action in Response to Observed Conduct. The bar lengths illustrate the percentage differences.
 Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.

Contacted USF Resource

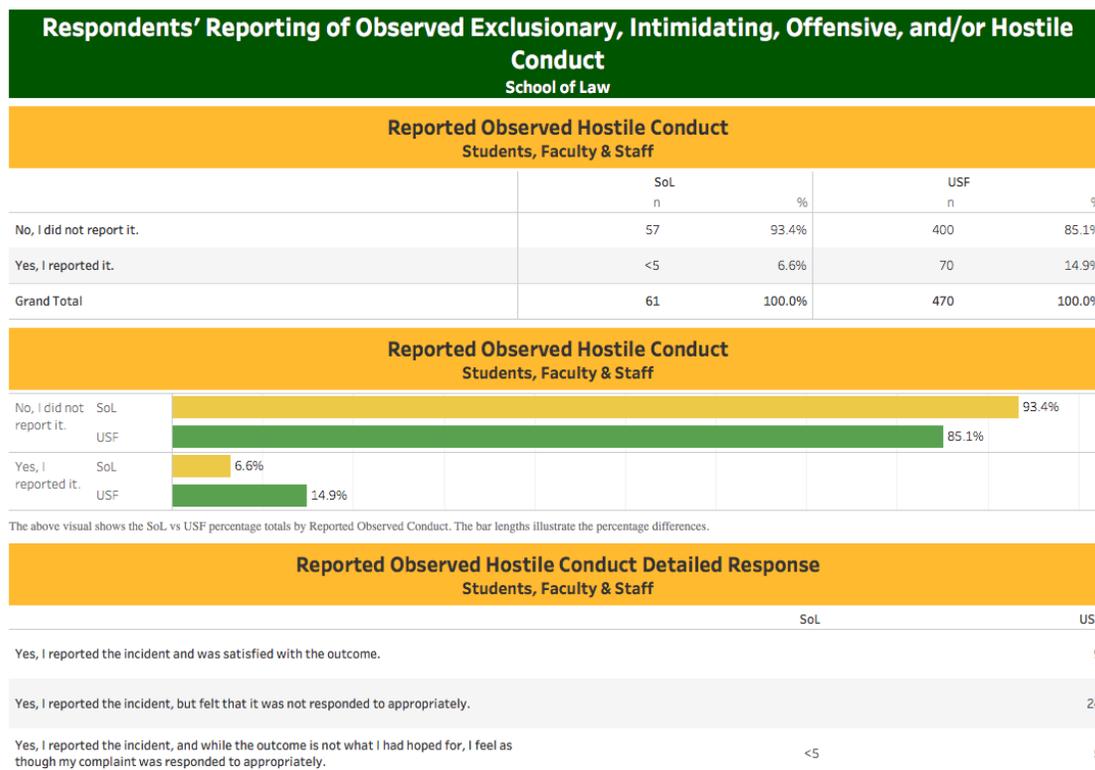
Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
 Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Reporting of Observed Conduct

Of those who observed exclusionary, intimidating, offensive, and/or hostile conduct, 93% of the School of Law respondent population did not report the incident. Similarly, 85% of the USF Overall respondent population did not report the incident.



Unwanted Sexual Experiences

Any form of relationship violence, stalking, unwanted sexual interaction or unwanted sexual contact is considered a form of unwanted sexual conduct. Within the School of Law respondent population, 7% of respondents experienced unwanted sexual contact/conduct. In the USF Overall respondent population, 3% experienced unwanted sexual contact/conduct.

Respondents' Experience of Unwanted Sexual Contact/Conduct

School of Law

Unwanted Sexual Contact/Conduct Students, Faculty & Staff

| | SoL | | USF | |
|---|------------|---------------|-------------|---------------|
| | n | % | n | % |
| No, did not experience unwanted sexual contact/conduct. | 237 | 92.6% | 2122 | 96.5% |
| Yes, experienced unwanted sexual contact/conduct. | 18 | 7.0% | 74 | 3.4% |
| Missing/Unknown | <5 | 0.4% | <5 | 0.1% |
| Grand Total | 256 | 100.0% | 2198 | 100.0% |

Unwanted Sexual Contact/Conduct Students, Faculty & Staff

| | | | | | | |
|---|-----|-------|--|--|--|--|
| No, did not experience unwanted sexual contact/conduct. | SoL | 92.6% | | | | |
| | USF | 96.5% | | | | |
| Yes, experienced unwanted sexual contact/conduct. | SoL | 7.0% | | | | |
| | USF | 3.4% | | | | |
| Missing/Unknown | SoL | 0.4% | | | | |
| | USF | 0.1% | | | | |

The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Contact/Conduct. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Position, Gender and Racial Identity

Of the 7% of School of Law respondents that reported experiencing unwanted sexual contact/conduct, 89% were Graduate students, 78% were Women, 33% were White and 22% were Multiracial. Of the 3% of USF Overall respondents that reported experiencing unwanted sexual contact/conduct, 32% were Graduate students, 81% were Women, 45% were White and 19% were Multiracial.

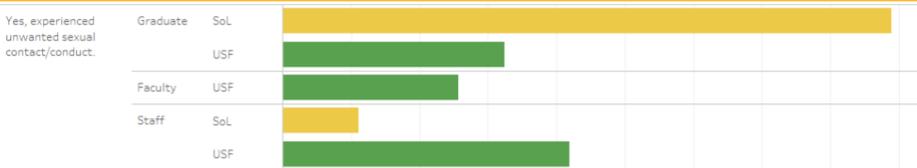
Respondents' Experiences of Unwanted Sexual Conduct While at USF by Demographic

Position Status, Gender Identity, Racial Identity
School of Law

Unwanted Sexual Conduct by Position Status Students, Faculty & Staff

| | | SoL | USF |
|---|----------|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | Graduate | 16 | 24 |
| | Faculty | | 19 |
| | Staff | <5 | 31 |

Unwanted Sexual Conduct by Position Status Students, Faculty & Staff

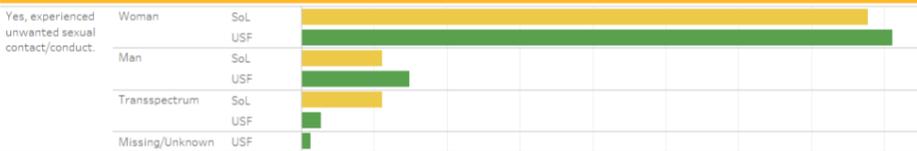


The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Position. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Gender Identity Students, Faculty & Staff

| | | SoL | USF |
|---|-----------------|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | Woman | 14 | 60 |
| | Man | <5 | 11 |
| | Transpectrum | <5 | <5 |
| | Missing/Unknown | <5 | <5 |

Unwanted Sexual Conduct by Gender Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Gender Identity. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Racial Identity Students, Faculty & Staff

| | | SoL | USF |
|---|----------------------------------|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | White | 6 | 33 |
| | Asian/Asian American/South Asian | <5 | 5 |
| | Multiracial | <5 | 14 |
| | Latin@/Chican@/Hispanic | <5 | 6 |
| | Black/African American | <5 | 8 |
| | Other Person of Color | <5 | 5 |
| | Missing/Unknown | <5 | <5 |

Unwanted Sexual Conduct by Racial Identity Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Racial Identity. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Sexual Identity, Disability Status and Religious Affiliation

Of the 7% of School of Law respondents that reported experiencing unwanted sexual contact/conduct, 50% were Heterosexual, 50% were LGBTQ, 72% had No Disability, 44% had No Religious/Spiritual Affiliation and 44% had a Christian Affiliation. Of the 3% of USF Overall respondents that reported experiencing unwanted sexual contact/conduct, 70% were Heterosexual, 82% had No Disability, 47% had No Religious/Spiritual Affiliation and 31% had a Christian Affiliation.

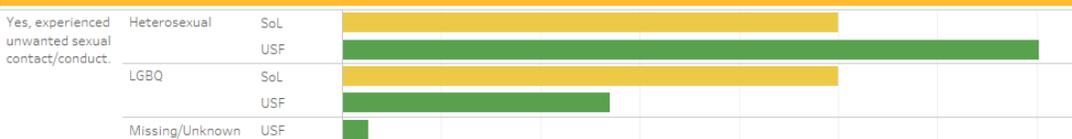
Respondents' Experiences of Unwanted Sexual Conduct While at USF by Demographic

Sexual Identity, Disability Status and Religious Affiliation
School of Law

Unwanted Sexual Conduct by Sexual Identity Students, Faculty & Staff

| | | SoL | USF |
|---|-----------------|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | Heterosexual | 9 | 52 |
| | LGBQ | 9 | 20 |
| | Missing/Unknown | | <5 |

Unwanted Sexual Conduct by Sexual Identity Students, Faculty & Staff

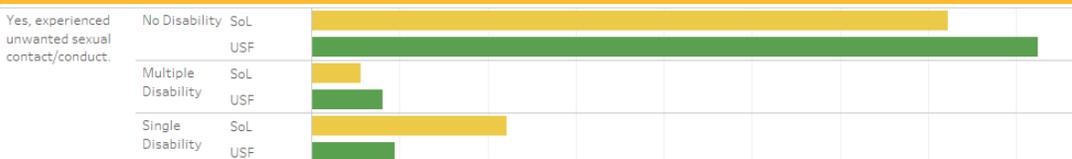


The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Sexual Identity. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Disability Status Students, Faculty & Staff

| | | SoL | USF |
|---|---------------------|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | No Disability | 13 | 61 |
| | Multiple Disability | <5 | 6 |
| | Single Disability | <5 | 7 |

Unwanted Sexual Conduct by Disability Status Students, Faculty & Staff

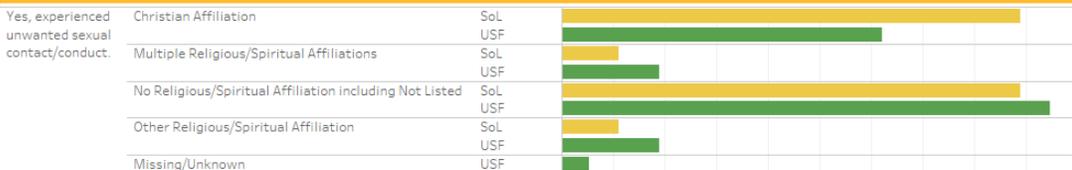


The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Disability Status. The bar lengths illustrate the percentage differences.

Unwanted Sexual Conduct by Religious Affiliation Students, Faculty & Staff

| | | SoL | USF |
|---|---|-----|-----|
| Yes, experienced unwanted sexual contact/conduct. | Christian Affiliation | 8 | 23 |
| | Multiple Religious/Spiritual Affiliations | <5 | 7 |
| | No Religious/Spiritual Affiliation including Not Listed | 8 | 35 |
| | Other Religious/Spiritual Affiliation | <5 | 7 |
| | Missing/Unknown | | <5 |

Unwanted Sexual Conduct by Religious Affiliation Students, Faculty & Staff



The above visual shows the SoL vs USF percentage totals by Unwanted Sexual Conduct, separated out by Religious Affiliation. The bar lengths illustrate the percentage differences.

Type of Unwanted Sexual Conduct Experienced

Of those 7% of School of Law respondents that experienced unwanted sexual contact/conduct, 67% experienced Unwanted Sexual Interaction, 11% experienced Stalking, 28% experienced Relationship Violence, and 44% experienced Unwanted Sexual Contact. Of the 3% of USF Overall respondents that experienced unwanted sexual contact/conduct, 77% experienced Unwanted Sexual Interaction, 20% experienced Stalking, 10% experienced Relationship Violence, and 12% experienced Unwanted Sexual Contact.

| Type of Unwanted Sexual Conduct Experienced | | | | | | | |
|---|-----|-----|--|------|-----|-----|------|
| School of Law | | | | | | | |
| Unwanted Sexual Contact/Conduct Relationship Violence (e.g., ridiculed, controlling, hitting) Students, Faculty & Staff | SoL | USF | Unwanted Sexual Contact/Conduct Stalking (e.g., following me, on social media, texting, phone calls) Students, Faculty & Staff | SoL | USF | | |
| | No | 251 | | 2191 | No | 254 | 2183 |
| | Yes | 5 | | 7 | Yes | <5 | 15 |
| Unwanted Sexual Contact/Conduct Unwanted Sexual Interaction (e.g., cat-calling, repeated sexual advances, sexual harassment) Students, Faculty & Staff | SoL | USF | Unwanted Sexual Contact/Conduct Unwanted Sexual Contact (e.g., fondling, rape, sexual assault, penetration without consent) Students, Faculty & Staff | SoL | USF | | |
| | No | 244 | | 2141 | No | 248 | 2189 |
| | Yes | 12 | | 57 | Yes | 8 | 9 |

The population sizes of the School of Law respondents that indicated experiencing Stalking, Relationship Violence, and Unwanted Sexual Contact were too small to show in detail and draw any meaningful conclusions from. However, the population size for respondents that experienced Unwanted Sexual Interaction was just large enough to show in more detail.

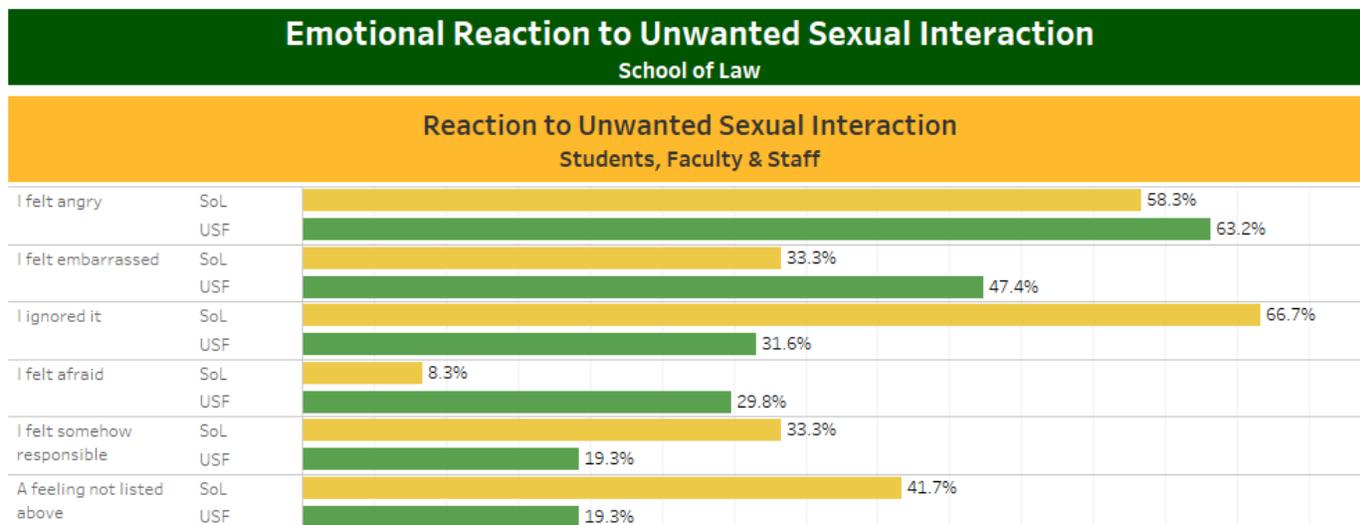
Unwanted Sexual Interaction by Demographics

Of the School of Law respondents that experienced Unwanted Sexual Interaction, 100% were Graduate students, 92% were Women, 58% were Heterosexual, 42% were White, 50% had Christian Affiliation, and 67% had No Disability. Of the USF Overall respondents that experienced Unwanted Sexual Interaction, 33% were Graduate students, 81% were Women, 72% were Heterosexual, 49% were White and 19% were Multiracial, 49% had No Religious/Spiritual Affiliation, and 86% had No Disability.

| Unwanted Sexual Interaction Demographics | | | | | |
|--|-----|-----|---|-----|-----|
| School of Law | | | | | |
| Sexual Interaction by Position Students, Faculty & Staff | | | Sexual Interaction by Gender Students, Faculty & Staff | | |
| | SoL | USF | | SoL | USF |
| Graduate | 12 | 19 | Women | 11 | 46 |
| Faculty | | 12 | Men | | 9 |
| Staff | | 26 | Transpectrum | <5 | <5 |
| | | | Missing/Unknown | | <5 |
| Unwanted Sexual Interaction by Sexual Identity Students, Faculty & Staff | | | Unwanted Sexual Interaction by Disability Students, Faculty & Staff | | |
| | SoL | USF | | SoL | USF |
| Heterosexual | 7 | 41 | No Disability | 8 | 49 |
| LGBQ | 5 | 15 | Single Disability | <5 | 5 |
| Missing/Unknown | | <5 | Multiple Disability | | <5 |
| Unwanted Sexual Interaction by Race Students, Faculty & Staff | | | Unwanted Sexual Interaction by Religion Students, Faculty & Staff | | |
| | SoL | USF | | SoL | USF |
| Asian/Asian American/South Asian | <5 | 5 | Christian Affiliation | 6 | 17 |
| Black/African American | <5 | 5 | Multiple Religious/Spiritual Affiliations | <5 | <5 |
| Latin@/Chican@/Hispanic | <5 | 5 | No Religious/Spiritual Affiliation including Not Listed | <5 | 28 |
| Multiracial | <5 | 11 | Other Religious/Spiritual Affiliation | <5 | 7 |
| Other Person of Color | | <5 | Missing/Unknown | | <5 |
| White | 5 | 28 | | | |
| Missing/Unknown | | <5 | | | |

Emotional Reaction to Unwanted Sexual Interaction

Of the School of Law respondents that experienced Unwanted Sexual Interaction, the most common reaction was that they Ignored It (67%). Of the USF Overall respondents that experienced Unwanted Sexual Interaction, the most common reaction was that they Felt Angry (63%).



The above visual shows the SoL vs USF percentage totals by Reaction to Unwanted Sexual Interaction. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Actions in Response to Unwanted Sexual Interaction

Of the School of Law respondents that experienced Unwanted Sexual Interaction, the top actions in response to such conduct were that they Avoided the Person/Venue (58%), Told a Friend (50%), or Did Not Do Anything (50%). Zero percent of School of Law respondents that experienced such conduct, indicated that they Contacted a USF Resource. Of the USF Overall respondents that experienced Unwanted Sexual Interaction, the top actions in response to such conduct were that they Avoided the Person/Venue (46%) or Told a Friend (42%). Eighteen percent of USF Overall respondents that experienced such conduct, indicated that they Contacted a USF Resource. The top two USF resources contacted were Senior Administrator (44%) and USF Faculty Member (22%).

Actions in Response to Unwanted Sexual Interaction

School of Law

Actions in Response to Unwanted Sexual Interaction

Students, Faculty & Staff

| | | | | | |
|--|-----|-------|--|--|--|
| I told a friend | SoL | 50.0% | | | |
| | USF | 42.1% | | | |
| I avoided the person/venue | SoL | 58.3% | | | |
| | USF | 45.6% | | | |
| I did not do anything | SoL | 50.0% | | | |
| | USF | 31.6% | | | |
| I contacted a USF resource | SoL | 0.0% | | | |
| | USF | 17.5% | | | |
| I told a family member | SoL | 8.3% | | | |
| | USF | 21.1% | | | |
| I confronted the person(s) at the time | SoL | 0.0% | | | |
| | USF | 10.5% | | | |
| I contacted a local law enforcement official | SoL | 8.3% | | | |
| | USF | 1.8% | | | |
| I sought support by submitting a report through a USF reporting system | SoL | 0.0% | | | |
| | USF | 5.3% | | | |
| I did not know who to go to | SoL | 0.0% | | | |
| | USF | 8.8% | | | |
| I confronted the person(s) later | SoL | 0.0% | | | |
| | USF | 7.0% | | | |
| I sought information online | SoL | 0.0% | | | |
| | USF | 3.5% | | | |
| I sought support from off campus hotline/advocacy services | SoL | 0.0% | | | |
| | USF | 1.8% | | | |
| I sought support from a member of the clergy or spiritual advisor | SoL | 0.0% | | | |
| | USF | 3.5% | | | |
| A response not listed above | SoL | 8.3% | | | |
| | USF | 14.0% | | | |

The above visual shows the SoL vs USF percentage totals by Action in Response to Unwanted Sexual Interaction. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

If an individual selected "I contacted a USF resource" from the above, the following is the specific resource in which they contacted.

USF Resource Contacted

Students, Faculty & Staff

| | | | | | |
|--|-----|-------|--|--|--|
| USF Public Safety | USF | 11.1% | | | |
| USF Counseling and Psychological Services (CAPS) | USF | 0.0% | | | |
| Senior administrator | USF | 44.4% | | | |
| Faculty member | USF | 22.2% | | | |
| Staff member | USF | 11.1% | | | |
| USF Employee Assistance Program | USF | 11.1% | | | |
| USF Title IX Office/Coordinator | USF | 0.0% | | | |
| Office of Student Conduct Rights and Responsibilities (OSCR) | USF | 0.0% | | | |
| Student staff member | USF | 0.0% | | | |
| Student teaching assistant | USF | 0.0% | | | |
| USF Diversity Engagement and Community Outreach | USF | 0.0% | | | |
| USF University Ministry | USF | 0.0% | | | |

The above visual shows the SoL vs USF percentage totals by USF Resource Contacted. The bar lengths illustrate the percentage differences.
Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

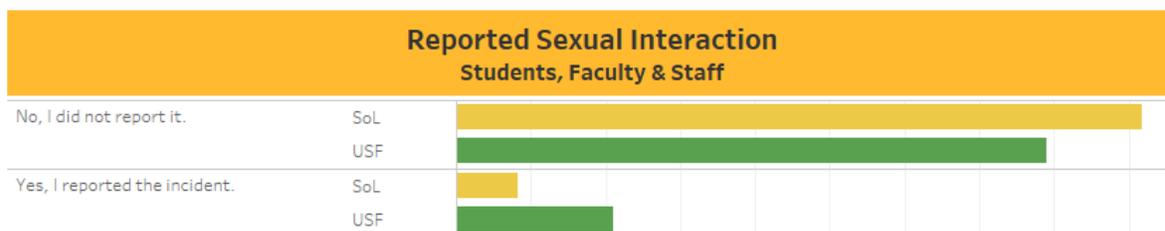
Reporting of Unwanted Sexual Interaction

Of the School of Law respondents that experienced Unwanted Sexual Interaction, 92% did not report their experience. Of the USF Overall respondents that experienced Unwanted Sexual Interaction, 79% did not report their experience.

| Respondents Officially Reported Unwanted Sexual Interaction School of Law | | |
|--|-----|-----|
| Reported Sexual Interaction Students, Faculty & Staff | | |
| | SoL | USF |
| No, I did not report it. | 11 | 45 |
| Yes, I reported the incident. | <5 | 12 |

If an individual selected "Yes, I reported it." from the above, the following is the detailed response.

| Reported Sexual Interaction Detailed Reponse Students, Faculty & Staff | | |
|--|-----|-----|
| | SoL | USF |
| Yes, I reported the incident, but felt that it was not responded to appropriately. | <5 | 5 |
| Yes, I reported the incident and was satisfied with the outcome. | | <5 |
| Yes, I reported the incident, and while the outcome is not what I had hoped for, I feel as though my complaint was responded to appropriately. | | <5 |



The above visual shows the SoL vs USF percentage totals by Reported Sexual Interaction. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the totals are greater than 100%.

Knowledge of Sexual Misconduct:

In respect to sexual misconduct, respondents were asked their knowledge of unwanted sexual contact/conduct definitions, policies, and resources. The majority of School of Law respondents agreed to having a broad knowledge of definitions, policies, and resources surrounding unwanted sexual conduct. A couple areas within the School of Law population negatively stood out, however. Twenty-three percent of respondents “disagreed” or “strongly disagreed” with the

statement, “I know how and where to report such incidents.” Twenty-two percent of respondents also “disagreed” or “strongly disagreed” with the statement, “I know that information about the prevalence of sex offenses are available in the USF Annual Security and Fire Safety Report”. The majority of USF Overall respondents also agreed to having a broad knowledge of definitions, policies, and resources surrounding unwanted sexual conduct. In comparison, however, only sixteen percent of respondents “disagreed” or “strongly disagreed” with the statement, “I know how and where to report such incidents.” In addition, twenty-two percent of USF Overall respondents “disagreed” or “strongly disagreed” with the statement, “I know that information about the prevalence of sex offenses are available in the USF Annual Security and Fire Safety Report”.

Respondents' Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources **School of Law** **Students, Faculty & Staff**

I am aware of the definition of Affirmative Consent Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|------|
| Strongly agree | 162 | 1181 |
| Agree | 78 | 802 |
| Neither agree nor disagree | 6 | 122 |
| Disagree | 7 | 73 |
| Strongly disagree | | 14 |
| Missing/Unknown | <5 | 6 |

I am generally aware of the role of USF Title IX Coordinator with regard to reporting incidents of unwanted sexual contact/conduct Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 103 | 883 |
| Agree | 109 | 961 |
| Neither agree nor disagree | 23 | 162 |
| Disagree | 17 | 142 |
| Strongly disagree | <5 | 33 |
| Missing/Unknown | | 17 |

I am aware of prevention programs offered at USF Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 85 | 567 |
| Agree | 89 | 866 |
| Neither agree nor disagree | 33 | 348 |
| Disagree | 41 | 347 |
| Strongly disagree | 8 | 62 |
| Missing/Unknown | | 8 |

I know how and where to report such incidents Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 81 | 624 |
| Agree | 87 | 881 |
| Neither agree nor disagree | 30 | 313 |
| Disagree | 45 | 320 |
| Strongly disagree | 13 | 42 |
| Missing/Unknown | | 18 |

I am familiar with the campus policies on addressing sexual misconduct, relationship violence, and stalking Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 87 | 693 |
| Agree | 97 | 966 |
| Neither agree nor disagree | 31 | 251 |
| Disagree | 32 | 235 |
| Strongly disagree | 9 | 36 |
| Missing/Unknown | | 17 |

I am generally aware of the campus resources listed on the USF Title IX website Students, Faculty & Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 80 | 602 |
| Agree | 101 | 951 |
| Neither agree nor disagree | 31 | 286 |
| Disagree | 33 | 297 |
| Strongly disagree | 10 | 36 |
| Missing/Unknown | <5 | 26 |

Respondents' Knowledge of Unwanted Sexual Contact/Conduct Definitions, Policies, and Resources

School of Law
Students, Faculty & Staff

**I have a responsibility to report such incidents
when I see them occurring on- or off-campus
Students, Faculty & Staff**

| | SoL | USF |
|----------------------------|-----|------|
| Strongly agree | 140 | 1298 |
| Agree | 77 | 762 |
| Neither agree nor disagree | 28 | 93 |
| Disagree | <5 | 18 |
| Strongly disagree | <5 | 12 |
| Missing/Unknown | <5 | 15 |

**I understand that USF code of conduct and
penalties differ from standards of conduct and
penalties under the criminal law
Students, Faculty & Staff**

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 107 | 814 |
| Agree | 100 | 891 |
| Neither agree nor disagree | 32 | 308 |
| Disagree | 9 | 141 |
| Strongly disagree | <5 | 28 |
| Missing/Unknown | <5 | 16 |

**I know that information about the prevalence of
sex offenses are available in the USF Annual
Security and Fire Safety Report
Students, Faculty & Staff**

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 75 | 604 |
| Agree | 84 | 725 |
| Neither agree nor disagree | 40 | 368 |
| Disagree | 45 | 402 |
| Strongly disagree | 11 | 72 |
| Missing/Unknown | <5 | 27 |

**I know that USF sends a Public Safety Crime
Bulletin to the campus community when such an
incident occurs
Students, Faculty & Staff**

| | SoL | USF |
|----------------------------|-----|------|
| Strongly agree | 132 | 1053 |
| Agree | 75 | 820 |
| Neither agree nor disagree | 26 | 160 |
| Disagree | 15 | 117 |
| Strongly disagree | 6 | 30 |
| Missing/Unknown | <5 | 18 |

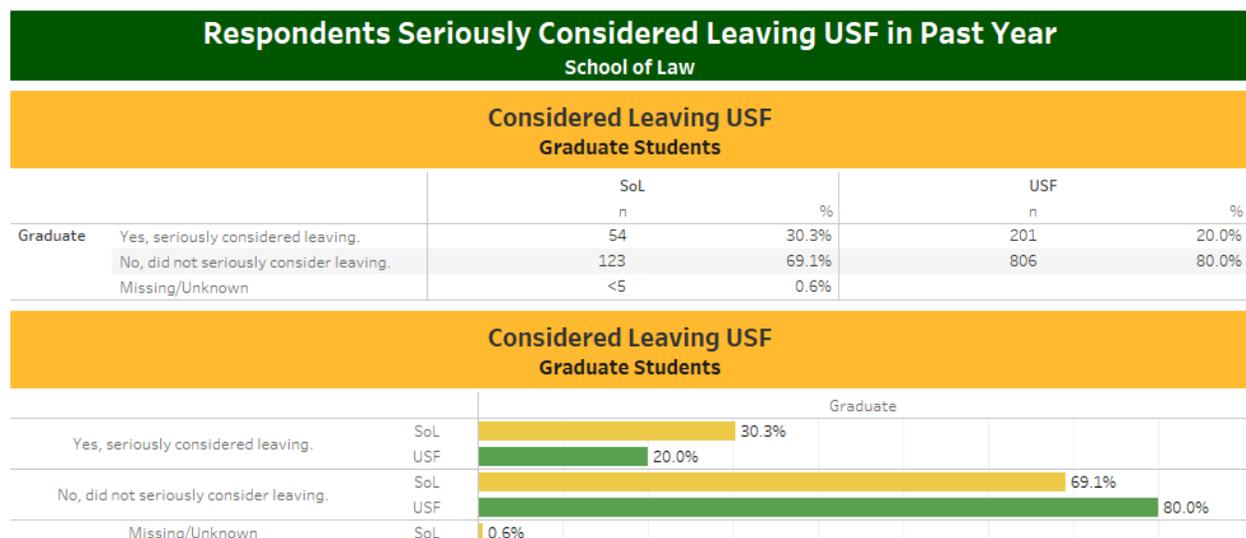
Perceived Environment

The final section of the report describes responses to survey items focused on the subgroups perceptions of the USF environment. This section will be divided out by Students, Faculty and Staff.

Students Perceived Environment

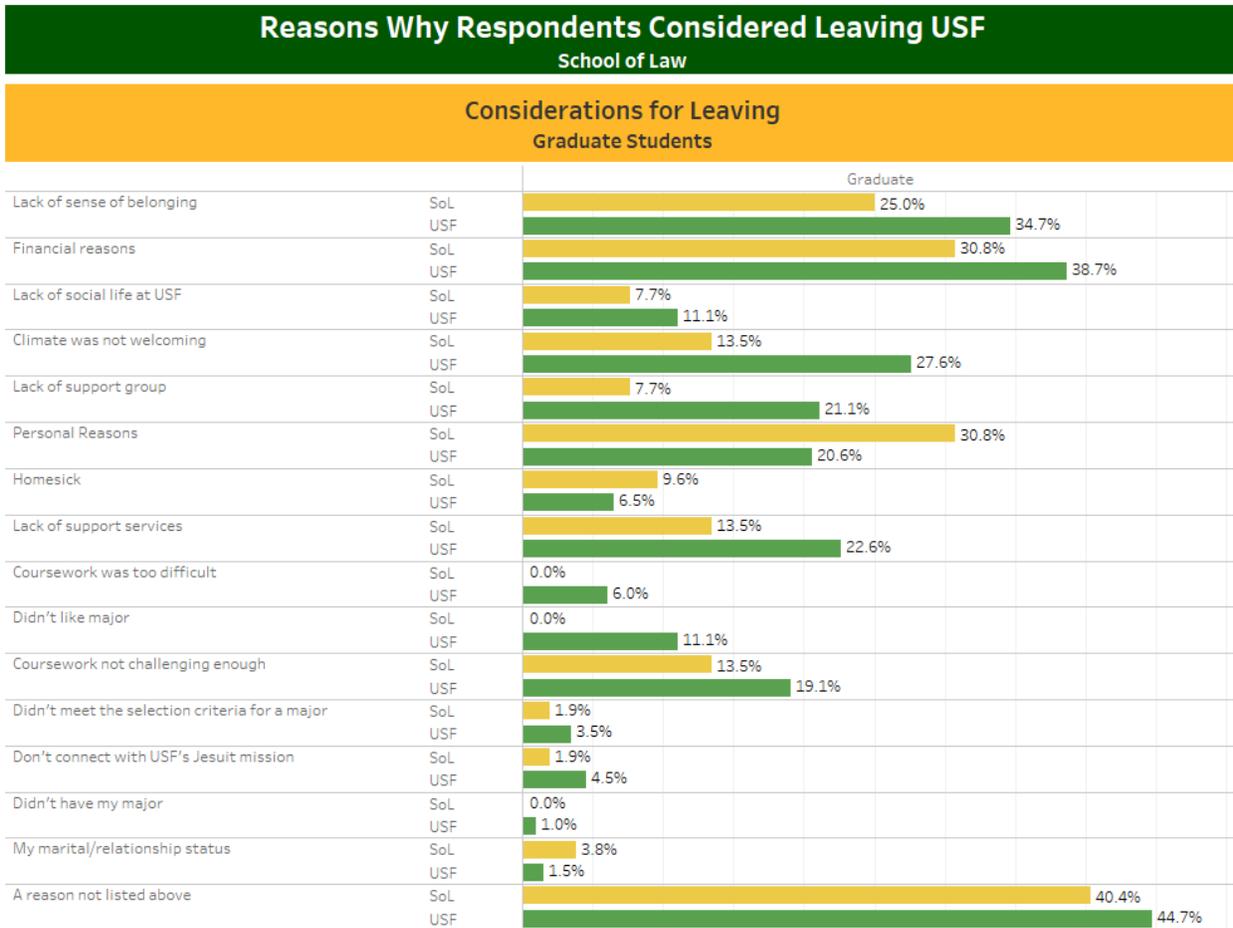
Considered Leaving USF

The survey asked student respondents if they had ever seriously considered leaving USF, and if they had, they were then asked why. Thirty percent of School of Law Graduate student respondents indicated that they had seriously considered leaving. In comparison, twenty percent of USF Graduate student respondents indicated that they had seriously considered leaving.



The above visual shows the SoL vs USF percentage totals by Considered Leaving USF, separated out by position. The bar lengths illustrate the percentage differences.

Of the 30% of School of Law Graduate student respondents that indicated they had seriously considered leaving USF, the top reasons provided was a Reason Not Listed (40%), Financial Reason (31%) and Personal Reason (31%). Of the 20% of USF Graduate student respondents that indicated they had seriously considered leaving USF, the top reasons provided were a Reason Not Listed Above (45%), and Financial Reason (39%).



The above visual shows the SoL vs USF percentage totals by Gender Identity, separated out by position. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Perception of Campus Climate

The survey queried student respondents about their perception of the climate in the classroom. The perception of climate in the classroom of Graduate student respondents within the School of Law, was generally positive. However, one area did leave room for improvement. Thirty percent of Graduate student respondents in the School of Law “agreed” or “strongly agreed” with the statement “I think that faculty prejudice my ability based on their perception of my identity/background.” Within the USF Graduate student respondent population, 36% of student respondents also “agreed” or “strongly agreed” with this statement.

Student Respondents' Perception of Campus Climate

School of Law

I think that faculty prejudice my abilities based on their perception of my identity/background
Undergraduate & Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 21 | 11.8% | 181 | 18.0% |
| Agree | 33 | 18.5% | 184 | 18.3% |
| Neither agree nor disagree | 62 | 34.8% | 249 | 24.7% |
| Disagree | 35 | 19.7% | 225 | 22.3% |
| Strongly disagree | 25 | 14.0% | 149 | 14.8% |
| Missing/Unknown | <5 | 1.1% | 19 | 1.9% |

I believe that the campus climate encourages free and open discussion of difficult topics
Undergraduate & Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 47 | 26.4% | 342 | 34.0% |
| Agree | 66 | 37.1% | 389 | 38.6% |
| Neither agree nor disagree | 39 | 21.9% | 173 | 17.2% |
| Disagree | 15 | 8.4% | 60 | 6.0% |
| Strongly disagree | 8 | 4.5% | 30 | 3.0% |
| Missing/Unknown | <5 | 1.7% | 13 | 1.3% |

I have faculty whom I perceive as role models
Undergraduate & Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 71 | 39.9% | 425 | 42.2% |
| Agree | 72 | 40.4% | 362 | 35.9% |
| Neither agree nor disagree | 29 | 16.3% | 162 | 16.1% |
| Disagree | <5 | 1.7% | 26 | 2.6% |
| Strongly disagree | <5 | 0.6% | 20 | 2.0% |
| Missing/Unknown | <5 | 1.1% | 12 | 1.2% |

I have staff whom I perceive as role models
Undergraduate & Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 42 | 23.6% | 291 | 28.9% |
| Agree | 58 | 32.6% | 273 | 27.1% |
| Neither agree nor disagree | 63 | 35.4% | 322 | 32.0% |
| Disagree | 10 | 5.6% | 72 | 7.1% |
| Strongly disagree | <5 | 1.7% | 31 | 3.1% |
| Missing/Unknown | <5 | 1.1% | 18 | 1.8% |

Feelings of Value

Students were asked to indicate the extent to which they “agreed” with a number of statements on feelings of value. Overall, Graduate students in the School of Law reported feeling valued. This is consistent with the USF Student respondent population.

| Student Respondents' Feelings of Value | | | | | | | | | |
|--|-----|-------|-----|--|----------------------------|-----|-------|-----|-------|
| "Please indicate the extent to which you agree with each of the following statements." | | | | | | | | | |
| School of Law | | | | | | | | | |
| I feel valued by USF faculty Graduate Students | | | | I feel valued by USF staff Graduate Students | | | | | |
| | SoL | | USF | | | SoL | | USF | |
| | n | % | n | % | | n | % | n | % |
| Strongly agree | 54 | 30.3% | 401 | 39.8% | Strongly agree | 45 | 25.3% | 362 | 35.9% |
| Agree | 74 | 41.6% | 428 | 42.5% | Agree | 69 | 38.8% | 409 | 40.6% |
| Neither agree nor disagree | 29 | 16.3% | 120 | 11.9% | Neither agree nor disagree | 44 | 24.7% | 171 | 17.0% |
| Disagree | 16 | 9.0% | 33 | 3.3% | Disagree | 12 | 6.7% | 38 | 3.8% |
| Strongly disagree | <5 | 1.7% | 17 | 1.7% | Strongly disagree | 6 | 3.4% | 15 | 1.5% |
| Missing/Unknown | <5 | 1.1% | 8 | 0.8% | Missing/Unknown | <5 | 1.1% | 12 | 1.2% |
| I feel valued by USF senior administrators Graduate Students | | | | I feel valued by faculty in the classroom Graduate Students | | | | | |
| | SoL | | USF | | | SoL | | USF | |
| | n | % | n | % | | n | % | n | % |
| Strongly agree | 40 | 22.5% | 258 | 25.6% | Strongly agree | 58 | 32.6% | 433 | 43.0% |
| Agree | 58 | 32.6% | 307 | 30.5% | Agree | 90 | 50.6% | 418 | 41.5% |
| Neither agree nor disagree | 44 | 24.7% | 308 | 30.6% | Neither agree nor disagree | 19 | 10.7% | 107 | 10.6% |
| Disagree | 24 | 13.5% | 74 | 7.3% | Disagree | 7 | 3.9% | 24 | 2.4% |
| Strongly disagree | 8 | 4.5% | 43 | 4.3% | Strongly disagree | | | 11 | 1.1% |
| Missing/Unknown | <5 | 2.2% | 17 | 1.7% | Missing/Unknown | <5 | 2.2% | 14 | 1.4% |
| I feel valued by other students in classroom Graduate Students | | | | I feel valued by other students outside the classroom Graduate Students | | | | | |
| | SoL | | USF | | | SoL | | USF | |
| | n | % | n | % | | n | % | n | % |
| Strongly agree | 38 | 21.3% | 411 | 40.8% | Strongly agree | 37 | 20.8% | 301 | 29.9% |
| Agree | 96 | 53.9% | 422 | 41.9% | Agree | 87 | 48.9% | 336 | 33.4% |
| Neither agree nor disagree | 31 | 17.4% | 113 | 11.2% | Neither agree nor disagree | 42 | 23.6% | 288 | 28.6% |
| Disagree | 10 | 5.6% | 38 | 3.8% | Disagree | 8 | 4.5% | 49 | 4.9% |
| Strongly disagree | <5 | 0.6% | 9 | 0.9% | Strongly disagree | <5 | 0.6% | 15 | 1.5% |
| Missing/Unknown | <5 | 1.1% | 14 | 1.4% | Missing/Unknown | <5 | 1.7% | 18 | 1.8% |

Graduate Student Perceptions

Graduate students, specifically, were asked how they felt about their experience at USF. There was one area with room for improvement. With regards to advising, 22% of School of Law Graduate student respondents "disagreed" or "strongly disagreed" with the statement, "I am satisfied with the quality of advising I have received from my department/program." In comparison, 16% of the USF Graduate student respondents "disagreed" or "strongly disagreed" with the statement.

Graduate Student Respondents' Perceptions of Advising

"As a graduate student I feel..."

School of Law

I am satisfied with the quality of advising I have received from my department/program Graduate Students

| | SoL | | USF | |
|---------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 34 | 19.1% | 290 | 28.8% |
| Agree | 54 | 30.3% | 390 | 38.7% |
| Neither agree nor disa... | 48 | 27.0% | 162 | 16.1% |
| Disagree | 30 | 16.9% | 106 | 10.5% |
| Strongly disagree | 9 | 5.1% | 55 | 5.5% |
| Missing/Unknown | <5 | 1.7% | <5 | 0.4% |

I have adequate access to advising Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 40 | 22.5% | 322 | 32.0% |
| Agree | 81 | 45.5% | 403 | 40.0% |
| Neither agree nor disagree | 30 | 16.9% | 147 | 14.6% |
| Disagree | 18 | 10.1% | 99 | 9.8% |
| Strongly disagree | 6 | 3.4% | 29 | 2.9% |
| Missing/Unknown | <5 | 1.7% | 7 | 0.7% |

I have adequate support from my advisor/chair to complete my program Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 35 | 19.7% | 361 | 35.8% |
| Agree | 64 | 36.0% | 371 | 36.8% |
| Neither agree nor disagree | 48 | 27.0% | 160 | 15.9% |
| Disagree | 23 | 12.9% | 76 | 7.5% |
| Strongly disagree | 5 | 2.8% | 35 | 3.5% |
| Missing/Unknown | <5 | 1.7% | <5 | 0.4% |

My advisor/chair provides clear expectations Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 32 | 18.0% | 331 | 32.9% |
| Agree | 56 | 31.5% | 381 | 37.8% |
| Neither agree nor disagree | 56 | 31.5% | 177 | 17.6% |
| Disagree | 27 | 15.2% | 79 | 7.8% |
| Strongly disagree | <5 | 1.7% | 33 | 3.3% |
| Missing/Unknown | <5 | 2.2% | 6 | 0.6% |

My advisor/chair responds to my emails, calls, or voicemails in a prompt manner Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 38 | 21.3% | 389 | 38.6% |
| Agree | 60 | 33.7% | 394 | 39.1% |
| Neither agree nor disagree | 60 | 33.7% | 140 | 13.9% |
| Disagree | 10 | 5.6% | 53 | 5.3% |
| Strongly disagree | 5 | 2.8% | 21 | 2.1% |
| Missing/Unknown | 5 | 2.8% | 10 | 1.0% |

Graduate Student Respondents' Perceptions of Department/Program
 "As a graduate student I feel..."
 School of Law

Department/program faculty members (other than my advisor) respond to my emails, calls, or voicemails in a prompt manner
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 53 | 29.8% | 405 | 40.2% |
| Agree | 82 | 46.1% | 440 | 43.7% |
| Neither agree nor disagree | 32 | 18.0% | 92 | 9.1% |
| Disagree | 6 | 3.4% | 47 | 4.7% |
| Strongly disagree | <5 | 1.7% | 18 | 1.8% |
| Missing/Unknown | <5 | 1.1% | 5 | 0.5% |

Department/program staff members respond to my emails, calls, or voicemails in a prompt manner
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 53 | 29.8% | 394 | 39.1% |
| Agree | 83 | 46.6% | 428 | 42.5% |
| Neither agree nor disagree | 31 | 17.4% | 112 | 11.1% |
| Disagree | 6 | 3.4% | 49 | 4.9% |
| Strongly disagree | <5 | 1.1% | 15 | 1.5% |
| Missing/Unknown | <5 | 1.7% | 9 | 0.9% |

There are adequate opportunities for me to interact with other university faculty outside of my department
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 34 | 19.1% | 204 | 20.3% |
| Agree | 59 | 33.1% | 282 | 28.0% |
| Neither agree nor disagree | 53 | 29.8% | 254 | 25.2% |
| Disagree | 20 | 11.2% | 185 | 18.4% |
| Strongly disagree | 9 | 5.1% | 76 | 7.5% |
| Missing/Unknown | <5 | 1.7% | 6 | 0.6% |

I receive support from my advisor to pursue personal research interests
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 27 | 15.2% | 266 | 26.4% |
| Agree | 34 | 19.1% | 304 | 30.2% |
| Neither agree nor disagree | 88 | 49.4% | 284 | 28.2% |
| Disagree | 16 | 9.0% | 88 | 8.7% |
| Strongly disagree | 8 | 4.5% | 54 | 5.4% |
| Missing/Unknown | 5 | 2.8% | 11 | 1.1% |

My department/program faculty members encourage me to produce publications and present research
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 28 | 15.7% | 246 | 24.4% |
| Agree | 50 | 28.1% | 307 | 30.5% |
| Neither agree nor disagree | 63 | 35.4% | 269 | 26.7% |
| Disagree | 25 | 14.0% | 114 | 11.3% |
| Strongly disagree | 8 | 4.5% | 59 | 5.9% |
| Missing/Unknown | <5 | 2.2% | 12 | 1.2% |

My department/program has provided me opportunities to serve the department or university in various capacities outside of teaching or research
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 31 | 17.4% | 238 | 23.6% |
| Agree | 60 | 33.7% | 294 | 29.2% |
| Neither agree nor disagree | 61 | 34.3% | 267 | 26.5% |
| Disagree | 15 | 8.4% | 136 | 13.5% |
| Strongly disagree | 7 | 3.9% | 65 | 6.5% |
| Missing/Unknown | <5 | 2.2% | 7 | 0.7% |

I feel comfortable sharing my professional goals with my advisor
 Graduate Students

| | SoL | | USF | |
|----------------------------|-----|-------|-----|-------|
| | n | % | n | % |
| Strongly agree | 46 | 25.8% | 408 | 40.5% |
| Agree | 65 | 36.5% | 394 | 39.1% |
| Neither agree nor disagree | 54 | 30.3% | 139 | 13.8% |
| Disagree | 5 | 2.8% | 30 | 3.0% |
| Strongly disagree | <5 | 1.7% | 26 | 2.6% |
| Missing/Unknown | 5 | 2.8% | 10 | 1.0% |

Academic Experience

Students were asked to indicate the extent to which they “agreed” with a number of statements regarding their academic experience at USF. Overall, Graduate student respondents within the

School of Law reported having a positive academic experience. However, there was one area with a high percentage of negativity. Thirty-six percent of School of Law student respondents “agreed” or “strongly agreed” with the statement, “Few of my courses this year have been intellectually stimulating.” Forty-three percent of USF Graduate student respondents “agreed” or “strongly agreed” with this statement.

| Academic Experience at USF | | | | | |
|--|-----|-------|---|-------|----------------------------|
| School of Law | | | | | |
| I am performing up to my full academic potential | | | Few of my courses this year have been intellectually stimulating | | |
| Graduate Students | | | Graduate Students | | |
| | SoL | | USF | | |
| | n | % | n | % | |
| Strongly Agree | 37 | 20.8% | 357 | 35.5% | Strongly Agree |
| Agree | 112 | 62.9% | 503 | 50.0% | Agree |
| Neither agree nor disagree | 17 | 9.6% | 76 | 7.5% | Neither agree nor disagree |
| Disagree | 10 | 5.6% | 62 | 6.2% | Disagree |
| Strongly Disagree | <5 | 1.1% | 7 | 0.7% | Strongly Disagree |
| Missing/Unknown | | | <5 | 0.2% | Missing/Unknown |
| I am satisfied with my academic experience at USF | | | I am satisfied with the extent of my intellectual development since enrolling at USF | | |
| Graduate Students | | | Graduate Students | | |
| | SoL | | USF | | |
| | n | % | n | % | |
| Strongly Agree | 42 | 23.6% | 319 | 31.7% | Strongly Agree |
| Agree | 108 | 60.7% | 482 | 47.9% | Agree |
| Neither agree nor disagree | 19 | 10.7% | 127 | 12.6% | Neither agree nor disagree |
| Disagree | 8 | 4.5% | 51 | 5.1% | Disagree |
| Strongly Disagree | <5 | 0.6% | 21 | 2.1% | Strongly Disagree |
| Missing/Unknown | | | 7 | 0.7% | Missing/Unknown |
| I have performed academically as well as I anticipated I would | | | | | |
| Graduate Students | | | | | |
| | SoL | | USF | | |
| | n | % | n | % | |
| Strongly Agree | 29 | 16.3% | 331 | 32.9% | |
| Agree | 72 | 40.4% | 502 | 49.9% | |
| Neither agree nor disagree | 47 | 26.4% | 109 | 10.8% | |
| Disagree | 28 | 15.7% | 42 | 4.2% | |
| Strongly Disagree | <5 | 1.1% | 12 | 1.2% | |
| Missing/Unknown | | | 11 | 1.1% | |
| My academic experience has had a positive influence on my intellectual growth and interest in ideas | | | | | |
| Graduate Students | | | | | |
| | SoL | | USF | | |
| | n | % | n | % | |
| Strongly Agree | 61 | 34.3% | 446 | 44.3% | |
| Agree | 95 | 53.4% | 435 | 43.2% | |
| Neither agree nor disagree | 17 | 9.6% | 82 | 8.1% | |
| Disagree | <5 | 1.7% | 23 | 2.3% | |
| Strongly Disagree | | | 13 | 1.3% | |
| Missing/Unknown | <5 | 1.1% | 8 | 0.8% | |

| Academic Experience at USF | | | | | | | | | |
|--|-----|-------|-----|--|----------------------------|-----|-------|-----|-------|
| School of Law | | | | | | | | | |
| My academic experience has had a positive influence on my intellectual growth and interest in ideas | | | | My interest in ideas and intellectual matters has increased since coming to USF | | | | | |
| Graduate Students | | | | Graduate Students | | | | | |
| | SoL | | USF | | | USF | | | |
| | n | % | n | % | n | % | n | | |
| Strongly Agree | 61 | 34.3% | 446 | 44.3% | Strongly Agree | 61 | 34.3% | 439 | 43.6% |
| Agree | 95 | 53.4% | 435 | 43.2% | Agree | 77 | 43.3% | 411 | 40.8% |
| Neither agree nor disagree | 17 | 9.6% | 82 | 8.1% | Neither agree nor disagree | 26 | 14.6% | 107 | 10.6% |
| Disagree | <5 | 1.7% | 23 | 2.3% | Disagree | 11 | 6.2% | 38 | 3.8% |
| Strongly Disagree | | | 13 | 1.3% | Strongly Disagree | <5 | 0.6% | 11 | 1.1% |
| Missing/Unknown | <5 | 1.1% | 8 | 0.8% | Missing/Unknown | <5 | 1.1% | <5 | 0.1% |
| Thinking ahead, it is likely that I will leave USF without meeting my academic goal | | | | I intend to graduate from USF | | | | | |
| Graduate Students | | | | Graduate Students | | | | | |
| | SoL | | USF | | | SoL | | USF | |
| | n | % | n | % | n | % | n | % | |
| Strongly Agree | <5 | 0.6% | 34 | 3.4% | Strongly Agree | 125 | 70.2% | 752 | 74.7% |
| Agree | 11 | 6.2% | 32 | 3.2% | Agree | 41 | 23.0% | 209 | 20.8% |
| Neither agree nor disagree | 18 | 10.1% | 66 | 6.6% | Neither agree nor disagree | 11 | 6.2% | 34 | 3.4% |
| Disagree | 45 | 25.3% | 224 | 22.2% | Disagree | <5 | 0.6% | <5 | 0.2% |
| Strongly Disagree | 103 | 57.9% | 646 | 64.2% | Strongly Disagree | | | <5 | 0.2% |
| Missing/Unknown | | | 5 | 0.5% | Missing/Unknown | | | 8 | 0.8% |

Institutional Initiatives

Students were also asked about their perception of a number of institutional initiatives. Within the School of Law population, of the Graduate students that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the Graduate students that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate. This was in line with the results from the USF Student respondent population.

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing equity and inclusion training for students Graduate Students | | | Providing equity and inclusion training for students Graduate Students | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 101 | 604 | Would positively influence climate | 36 | 183 |
| Has no influence on climate | 19 | 71 | Would have no influence on climate | 5 | 35 |
| Negatively influences climate | <5 | 7 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 54 | 325 | Missing/Unknown | 134 | 785 |
| Providing equity and inclusion training for staff Graduate Students | | | Providing equity and inclusion training for staff Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 101 | 593 | Would positively influence climate | 33 | 189 |
| Has no influence on climate | 17 | 65 | Would have no influence on climate | 6 | 25 |
| Negatively influences climate | <5 | 10 | Would negatively influence climate | <5 | 9 |
| Missing/Unknown | 57 | 339 | Missing/Unknown | 137 | 784 |
| Providing equity and inclusion training for faculty Graduate Students | | | Providing equity and inclusion training for faculty Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 98 | 596 | Would positively influence climate | 35 | 187 |
| Has no influence on climate | 16 | 65 | Would have no influence on climate | 7 | 21 |
| Negatively influences climate | <5 | 7 | Would negatively influence climate | <5 | 7 |
| Missing/Unknown | 62 | 339 | Missing/Unknown | 134 | 792 |
| Providing access to counseling for people who have experienced harassment or other discriminatory behavior Graduate Students | | | Providing access to counseling for people who have experienced harassment or other discriminatory behavior Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 123 | 695 | Would positively influence climate | 23 | 122 |
| Has no influence on climate | 10 | 43 | Would have no influence on climate | <5 | 15 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 44 | 266 | Missing/Unknown | 150 | 866 |
| Providing access to counseling for people accused of harassment or other discriminatory behavior Graduate Students | | | Providing access to counseling for people accused of harassment or other discriminatory behavior Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 111 | 651 | Would positively influence climate | 31 | 141 |
| Has no influence on climate | 14 | 51 | Would have no influence on climate | <5 | 22 |
| Negatively influences climate | <5 | 5 | Would negatively influence climate | <5 | 7 |
| Missing/Unknown | 52 | 300 | Missing/Unknown | 142 | 837 |
| Providing due process for people who have experienced harassment or other discriminatory behavior Graduate Students | | | Providing due process for people who have experienced harassment or other discriminatory behavior Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 112 | 655 | Would positively influence climate | 31 | 137 |
| Has no influence on climate | 11 | 51 | Would have no influence on climate | <5 | 16 |
| Negatively influences climate | <5 | 6 | Would negatively influence climate | <5 | 7 |
| Missing/Unknown | 53 | 295 | Missing/Unknown | 142 | 847 |

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing due process for people accused of harassment or other discriminatory behavior Graduate Students | | | Providing due process for people accused of harassment or other discriminatory behavior Graduate Students | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 101 | 610 | Would positively influence climate | 31 | 141 |
| Has no influence on climate | 17 | 68 | Would have no influence on climate | <5 | 24 |
| Negatively influences climate | <5 | 12 | Would negatively influence climate | <5 | 11 |
| Missing/Unknown | 57 | 317 | Missing/Unknown | 140 | 831 |
| Providing a person to address student complaints of bias by faculty/staff in learning environments Graduate Students | | | Providing a person to address student complaints of bias by faculty/staff in learning environments Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 98 | 585 | Would positively influence climate | 41 | 185 |
| Has no influence on climate | 12 | 65 | Would have no influence on climate | <5 | 25 |
| Negatively influences climate | <5 | 10 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 65 | 347 | Missing/Unknown | 131 | 793 |
| Providing a person to address student complaints of bias by other students in learning environments Graduate Students | | | Providing a person to address student complaints of bias by other students in learning environments Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 95 | 576 | Would positively influence climate | 42 | 176 |
| Has no influence on climate | 13 | 71 | Would have no influence on climate | 5 | 26 |
| Negatively influences climate | <5 | 12 | Would negatively influence climate | <5 | 6 |
| Missing/Unknown | 68 | 348 | Missing/Unknown | 128 | 799 |
| Increasing opportunities for cross-cultural dialogue among students Graduate Students | | | Increasing opportunities for cross-cultural dialogue among students Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 100 | 602 | Would positively influence climate | 37 | 175 |
| Has no influence on climate | 18 | 62 | Would have no influence on climate | <5 | 20 |
| Negatively influences climate | <5 | 6 | Would negatively influence climate | <5 | 6 |
| Missing/Unknown | 58 | 337 | Missing/Unknown | 136 | 806 |
| Increasing opportunities for cross-cultural dialogue between faculty, staff, and students Graduate Students | | | Increasing opportunities for cross-cultural dialogue between faculty, staff, and students Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 96 | 575 | Would positively influence climate | 36 | 193 |
| Has no influence on climate | 20 | 66 | Would have no influence on climate | <5 | 18 |
| Negatively influences climate | <5 | 6 | Would negatively influence climate | <5 | 6 |
| Missing/Unknown | 59 | 360 | Missing/Unknown | 135 | 790 |
| Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum Graduate Students | | | Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum Graduate Students | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 93 | 609 | Would positively influence climate | 37 | 162 |
| Has no influence on climate | 20 | 60 | Would have no influence on climate | 5 | 21 |
| Negatively influences climate | 5 | 7 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 60 | 331 | Missing/Unknown | 133 | 820 |

Student Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing effective faculty mentorship of students Graduate Students | | | Providing effective faculty mentorship of students Graduate Students | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 112 | 630 | Would positively influence climate | 34 | 154 |
| Has no influence on climate | 12 | 48 | Would have no influence on climate | | 15 |
| Negatively influences climate | <5 | 8 | Would negatively influence climate | <5 | 5 |
| Missing/Unknown | 52 | 321 | Missing/Unknown | 142 | 833 |

| Providing effective faculty academic advising Graduate Students | | | Providing effective faculty academic advising Graduate Students | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 107 | 652 | Would positively influence climate | 37 | 140 |
| Has no influence on climate | 11 | 47 | Would have no influence on climate | | 12 |
| Negatively influences climate | <5 | 5 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 58 | 303 | Missing/Unknown | 139 | 851 |

| Providing immediate access for students to CASA Graduate Students | | | Providing immediate access for students to CASA Graduate Students | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 91 | 544 | Would positively influence climate | 30 | 160 |
| Has no influence on climate | 25 | 87 | Would have no influence on climate | 7 | 37 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | <5 | <5 |
| Missing/Unknown | 61 | 373 | Missing/Unknown | 138 | 807 |

| Providing diversity training for student staff Graduate Students | | | Providing diversity training for student staff Graduate Students | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 99 | 589 | Would positively influence climate | 31 | 186 |
| Has no influence on climate | 22 | 54 | Would have no influence on climate | <5 | 17 |
| Negatively influences climate | <5 | 5 | Missing/Unknown | 140 | 798 |
| Missing/Unknown | 55 | 359 | Would negatively influence climate | <5 | 6 |

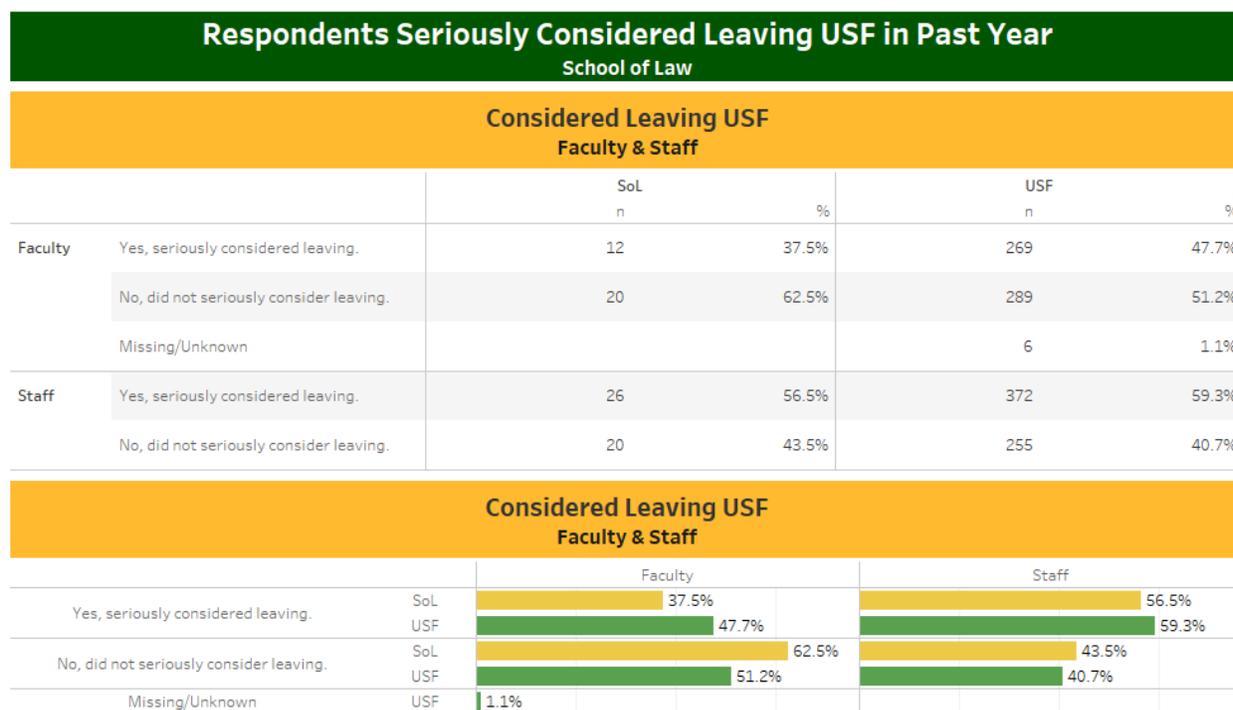
| Providing affordable child care Graduate Students | | | Providing affordable child care Graduate Students | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 82 | 468 | Would positively influence climate | 61 | 265 |
| Has no influence on climate | 12 | 82 | Would have no influence on climate | <5 | 25 |
| Negatively influences climate | | <5 | Would negatively influence climate | <5 | 6 |
| Missing/Unknown | 84 | 453 | Missing/Unknown | 110 | 711 |

| Providing support/resources for spouse/partner employment Graduate Students | | | Providing support/resources for spouse/partner employment Graduate Students | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 86 | 471 | Would positively influence climate | 52 | 247 |
| Has no influence on climate | 14 | 80 | Would have no influence on climate | 5 | 41 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | <5 | 5 |
| Missing/Unknown | 77 | 453 | Missing/Unknown | 119 | 714 |

Faculty and Staff Perceived Environment

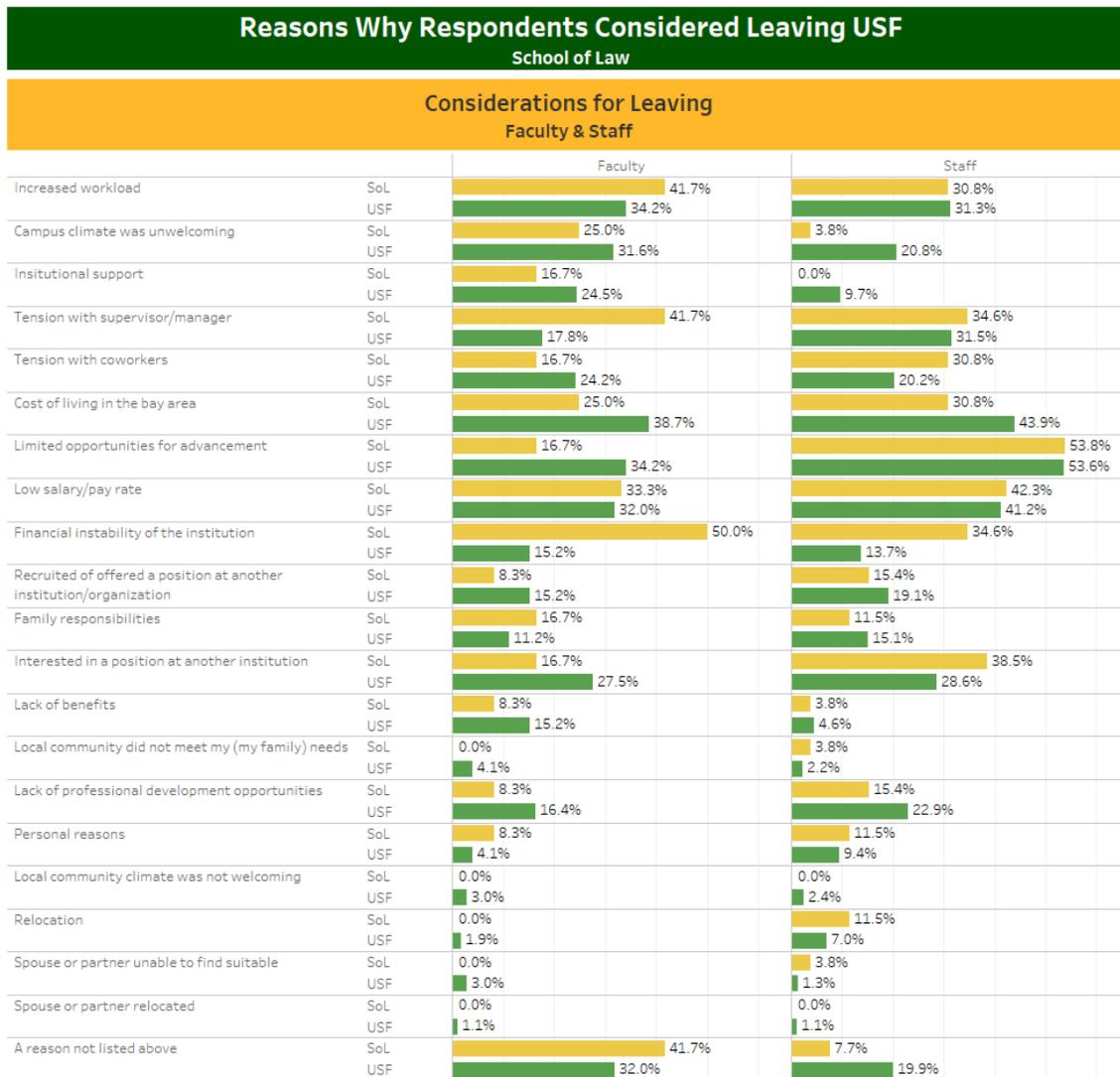
Considered Leaving USF

The survey asked respondents if they had ever seriously considered leaving USF, and if they had, they were then asked why. Within the School of Law, 38% of Faculty respondents, and 57% of Staff respondents stated that they had seriously considered leaving USF in the past year. Within the USF Overall population, 48% of Faculty respondents, and 59% of Staff respondents stated that they had seriously considered leaving USF in the past year.



The above visual shows the SoL vs USF percentage totals by Considered Leaving USF, separated out by position. The bar lengths illustrate the percentage differences.

Of the 38% of the School of Law Faculty respondents that indicated they had seriously considered leaving USF, the top reasons provided were Financial Instability of the Institution (50%), A Reason Not Listed above (42%), Increased Workload (42%), and Tension with Supervisor / Manager (42%). The top reasons provided by USF Faculty respondents, were the Cost of Living in the Bay Area (39%), Limited Opportunities for Advancement (34%), and Increased Workload (34%). Of the 57% of the School of Law Staff respondents that indicated they had seriously considered leaving USF, the top three reasons provided were Limited Opportunities for Advancement (54%) and Low Salary/Pay Rate (42%). The top reasons provided by USF Staff respondents, were also Limited Opportunities for Advancement (54%), and Cost of Living in the Bay Area (44%).



The above visual shows the SoL vs USF percentage totals by Considerations for Leaving, separated out by position. The bar lengths illustrate the percentage differences. Note: Survey respondents were able to mark more than one field, therefore the total is greater than 100%.

Unfair Employment Practices

Employee (Faculty and Staff) respondents were asked a series of questions on their experiences with unfair employment practices at USF. Generally, employee respondents in the School of Law did not report many of these instances. The area with the most room for improvement, however, was Unfair Hiring Practices. Thirty-four percent of the School of Law Faculty respondents, and twenty percent of the School of Law Staff respondents indicated experiencing unfair hiring practices. Within the USF Overall populations, twenty-four percent of USF Faculty respondents, and twenty-six percent of USF Staff respondents indicated experiencing unfair hiring practices.

| Employee Respondents' Experience of Unfair Employment Practices | | | | | | | |
|--|-----------------|-----|--|---------|-----------------|----|-----|
| School of Law | | | | | | | |
| Unfair Procedures or Practices related to promotion, tenure, reappointment, or reclassification Faculty & Staff | | | Unfair Employment-Related Discipline/Action Faculty & Staff | | | | |
| | | SoL | USF | | | | |
| Faculty | Yes | <5 | 138 | Faculty | Yes | <5 | 97 |
| | No | 27 | 415 | | No | 26 | 453 |
| | Missing/Unknown | <5 | 11 | | Missing/Unknown | <5 | 14 |
| Staff | Yes | 11 | 144 | Staff | Yes | 6 | 105 |
| | No | 35 | 470 | | No | 40 | 511 |
| | Missing/Unknown | | 13 | | Missing/Unknown | | 11 |

| Unfair Hiring Practices Faculty & Staff | | | | | |
|--|-----------------|-----|-------|-----|-------|
| | | SoL | | USF | |
| | | n | % | n | % |
| Faculty | Yes | 11 | 34.4% | 133 | 23.6% |
| | No | 21 | 65.6% | 424 | 75.2% |
| | Missing/Unknown | | | 7 | 1.2% |
| Staff | Yes | 9 | 19.6% | 159 | 25.4% |
| | No | 37 | 80.4% | 464 | 74.0% |
| | Missing/Unknown | | | <5 | 0.6% |

Faculty Perceived Environment

Overall Workplace

The survey queried respondents about their perception of the workplace climate. The School of Law Faculty respondents' perceptions about the workplace climate were generally positive. However, there were a couple areas that leave room for improvement.

- 28% of the School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “The performance evaluation process is clear.” Thirty-three percent of the USF Faculty respondents “disagreed” or “strongly disagreed” with the statement.
- 25% of the School of Law Faculty respondents “agreed” or “strongly agreed” with the statement, “I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background.” Twenty-one percent of the USF Faculty respondents “agreed” or “strongly agreed” with the statement.
- 22% of the School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “I believe that USF encourages free and open discussion of difficult topics.” Twenty-one percent of the School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement.

Faculty Respondents' Perception of Workplace

"Please indicate the extent to which you agree with each of the following statements."

School of Law

| I think that faculty in my department/program prejudge my abilities based on their perception of my identity/background Faculty | | | I think that my department chair/program director prejudges my abilities based on their perception of my identity/background Faculty | | |
|--|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 43 | Strongly agree | <5 | 37 |
| Agree | 6 | 75 | Agree | <5 | 51 |
| Neither agree nor disagree | 10 | 149 | Neither agree nor disagree | 9 | 129 |
| Disagree | <5 | 170 | Disagree | 6 | 179 |
| Strongly disagree | 9 | 119 | Strongly disagree | 12 | 153 |
| Missing/Unknown | <5 | 8 | Missing/Unknown | <5 | 15 |

| I believe that USF encourages free and open discussion of difficult topics Faculty | | |
|---|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 100 |
| Agree | 12 | 200 |
| Neither agree nor disagree | 8 | 137 |
| Disagree | 6 | 84 |
| Strongly disagree | <5 | 36 |
| Missing/Unknown | <5 | 7 |

Faculty Respondents' Perception of Workplace
"As a faculty member at USF, I feel..."
School of Law

My colleagues include me in opportunities that will help my career as much as they do others in my position
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 63 |
| Agree | 13 | 207 |
| Neither agree nor disagree | 12 | 186 |
| Disagree | <5 | 60 |
| Strongly disagree | | 38 |
| Missing/Unknown | <5 | 10 |

The performance evaluation process is clear
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 35 |
| Agree | 15 | 173 |
| Neither agree nor disagree | <5 | 157 |
| Disagree | 7 | 129 |
| Strongly disagree | <5 | 58 |
| Missing/Unknown | <5 | 12 |

USF provides me with resources to pursue professional development
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 158 |
| Agree | 14 | 243 |
| Neither agree nor disagree | 6 | 78 |
| Disagree | 5 | 43 |
| Strongly disagree | | 35 |
| Missing/Unknown | <5 | 7 |

Positive about my career opportunities at USF
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 6 | 80 |
| Agree | 13 | 193 |
| Neither agree nor disagree | 8 | 170 |
| Disagree | <5 | 58 |
| Strongly disagree | | 50 |
| Missing/Unknown | <5 | 13 |

I would recommend USF as a good place to work
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 9 | 106 |
| Agree | 10 | 266 |
| Neither agree nor disagree | 11 | 114 |
| Disagree | <5 | 42 |
| Strongly disagree | | 28 |
| Missing/Unknown | <5 | 8 |

I have job security
Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 8 | 94 |
| Agree | 8 | 165 |
| Neither agree nor disagree | 9 | 101 |
| Disagree | <5 | 97 |
| Strongly disagree | <5 | 96 |
| Missing/Unknown | <5 | 11 |

Feelings of Value

Overall, the Faculty respondents in the School of Law indicated feeling valued.

Faculty Respondents' Feelings of Value

**"Please indicate the extent to which you agree with each of the following statements."
School of Law**

| I feel valued by faculty in my department/program Faculty | | | I feel valued by my department chair/program director Faculty | | |
|--|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 9 | 179 | Strongly agree | 14 | 219 |
| Agree | 16 | 223 | Agree | 11 | 184 |
| Neither agree nor disagree | <5 | 79 | Neither agree nor disagree | <5 | 81 |
| Disagree | <5 | 50 | Disagree | <5 | 45 |
| Strongly disagree | | 30 | Strongly disagree | | 29 |
| Missing/Unknown | <5 | <5 | Missing/Unknown | <5 | 6 |

| I feel valued by other faculty at USF Faculty | | | I feel valued by students in the classroom Faculty | | |
|--|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 7 | 137 | Strongly agree | 22 | 237 |
| Agree | 11 | 231 | Agree | 6 | 241 |
| Neither agree nor disagree | 8 | 134 | Neither agree nor disagree | <5 | 50 |
| Disagree | <5 | 36 | Disagree | | 16 |
| Strongly disagree | | 22 | Strongly disagree | | 8 |
| Missing/Unknown | <5 | <5 | Missing/Unknown | <5 | 12 |

| I feel valued by USF senior administrators Faculty | | |
|---|-----|-----|
| | SoL | USF |
| Strongly agree | 8 | 76 |
| Agree | 9 | 118 |
| Neither agree nor disagree | 6 | 167 |
| Disagree | <5 | 101 |
| Strongly disagree | <5 | 88 |
| Missing/Unknown | <5 | 14 |

Faculty Respondents' Feelings of Value

"Please indicate the extent to which you agree with each of the following statements."
School of Law

| | I feel that my research/scholarship is valued Faculty | | I feel that my teaching is valued Faculty | | |
|----------------------------|--|-----|--|-----|-----|
| | SoL | USF | SoL | USF | |
| Strongly agree | 8 | 81 | Strongly agree | 12 | 172 |
| Agree | 10 | 171 | Agree | 14 | 236 |
| Neither agree nor disagree | 8 | 183 | Neither agree nor disagree | <5 | 83 |
| Disagree | <5 | 70 | Disagree | <5 | 42 |
| Strongly disagree | <5 | 45 | Strongly disagree | | 24 |
| Missing/Unknown | <5 | 14 | Missing/Unknown | <5 | 7 |

| I feel that my service contributions are valued Faculty | | |
|--|-----|-----|
| | SoL | USF |
| Strongly agree | 9 | 132 |
| Agree | 12 | 186 |
| Neither agree nor disagree | 5 | 134 |
| Disagree | <5 | 70 |
| Strongly disagree | <5 | 34 |
| Missing/Unknown | <5 | 8 |

Work-Life Balance

Overall, the Faculty respondents in the School of Law indicated that USF provides adequate resources to help manage work-life balance.

Faculty Respondents' Perception of Work-Life Balance

"As a faculty member at USF, I feel..."
School of Law

| USF provides adequate resources to help me manage work-life balance (e.g., child care, wellness services, elder care, housing location assistance, transportation) Faculty | | |
|---|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 21 |
| Agree | 12 | 112 |
| Neither agree nor disagree | 14 | 234 |
| Disagree | <5 | 116 |
| Strongly disagree | <5 | 72 |
| Missing/Unknown | <5 | 9 |

Salary/Benefits

Faculty respondents in the School of Law were generally satisfied with salary and benefits. However, there was one area with room for improvement.

- Twenty-five percent of School of Law Faculty respondents “disagreed” or “strongly disagreed” with the statement, “Salaries for tenure-track faculty positions are competitive.” Thirteen percent of USF Faculty respondents also “disagreed” or “strongly disagreed” with the statement.

Faculty Respondents’ Perception of Salary and Benefits

“As a faculty member at USF, I feel...”

School of Law

| Salaries for tenure-track faculty positions are competitive Faculty | | |
|--|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 50 |
| Agree | 6 | 167 |
| Neither agree nor disagree | 14 | 262 |
| Disagree | 7 | 52 |
| Strongly disagree | <5 | 23 |
| Missing/Unknown | <5 | 10 |

| Salaries for adjunct professors are competitive Faculty | | |
|--|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 46 |
| Agree | 8 | 165 |
| Neither agree nor disagree | 18 | 190 |
| Disagree | <5 | 99 |
| Strongly disagree | <5 | 47 |
| Missing/Unknown | <5 | 17 |

| Health insurance benefits are competitive Faculty | | |
|--|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 81 |
| Agree | 19 | 234 |
| Neither agree nor disagree | <5 | 165 |
| Disagree | <5 | 44 |
| Strongly disagree | | 28 |
| Missing/Unknown | <5 | 12 |

| Child care subsidy is competitive Faculty | | |
|--|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 15 |
| Agree | 6 | 87 |
| Neither agree nor disagree | 15 | 349 |
| Disagree | <5 | 52 |
| Strongly disagree | <5 | 42 |
| Missing/Unknown | <5 | 19 |

| Retirement/supplemental benefits are competitive Faculty | | |
|---|-----|-----|
| | SoL | USF |
| Strongly agree | <5 | 46 |
| Agree | 15 | 156 |
| Neither agree nor disagree | 12 | 230 |
| Disagree | <5 | 72 |
| Strongly disagree | <5 | 38 |
| Missing/Unknown | <5 | 22 |

Perception of Institutional Initiatives

Faculty were also asked about their perception of a number of institutional initiatives. Within the School of Law respondent population, of the faculty that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the faculty that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate.

Faculty Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.
School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing flexibility for calculating the tenure clock Faculty | | | Providing flexibility for calculating the tenure clock Faculty | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 9 | 235 | Would positively influence climate | 6 | 85 |
| Has no influence on climate | 9 | 75 | Would have no influence on climate | <5 | 24 |
| Negatively influences climate | <5 | 8 | Would negatively influence climate | | 13 |
| Missing/Unknown | 12 | 246 | Missing/Unknown | 25 | 442 |
| Providing recognition and rewards for including diversity issues in courses across the curriculum Faculty | | | Providing recognition and rewards for including diversity issues in courses across the curriculum Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 11 | 257 | Would positively influence climate | 7 | 102 |
| Has no influence on climate | 5 | 54 | Would have no influence on climate | <5 | 24 |
| Negatively influences climate | <5 | 16 | Would negatively influence climate | <5 | 10 |
| Missing/Unknown | 14 | 237 | Missing/Unknown | 23 | 428 |
| Providing access to counseling for people who have experienced harassment or other discriminatory behavior Faculty | | | Providing access to counseling for people who have experienced harassment or other discriminatory behavior Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 20 | 364 | Would positively influence climate | 5 | 64 |
| Has no influence on climate | <5 | 33 | Would have no influence on climate | | 6 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | | 7 |
| Missing/Unknown | 10 | 166 | Missing/Unknown | 27 | 487 |
| Providing due process for people who have experienced harassment or other discriminatory behavior Faculty | | | Providing due process for people who have experienced harassment or other discriminatory behavior Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 20 | 351 | Would positively influence climate | 6 | 79 |
| Has no influence on climate | <5 | 21 | Would have no influence on climate | | 7 |
| Negatively influences climate | | <5 | Would negatively influence climate | | 5 |
| Missing/Unknown | 11 | 188 | Missing/Unknown | 26 | 473 |

| Providing equity and inclusion training for faculty Faculty | | | Providing equity and inclusion training for faculty Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 15 | 260 | Would positively influence climate | 9 | 112 |
| Has no influence on climate | <5 | 55 | Would have no influence on climate | | 21 |
| Negatively influences climate | <5 | 12 | Would negatively influence climate | | 6 |
| Missing/Unknown | 13 | 237 | Missing/Unknown | 23 | 425 |
| Providing faculty with toolkits to create an inclusive classroom environment for various identities Faculty | | | Providing faculty with toolkits to create an inclusive classroom environment for various identities Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 9 | 228 | Would positively influence climate | 12 | 145 |
| Has no influence on climate | <5 | 47 | Would have no influence on climate | <5 | 23 |
| Negatively influences climate | <5 | 14 | Would negatively influence climate | | 10 |
| Missing/Unknown | 17 | 275 | Missing/Unknown | 19 | 386 |

Faculty Respondents' Perceptions of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing faculty with supervisory training Faculty | | | Providing faculty with supervisory training Faculty | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 13 | 166 | Would positively influence climate | 9 | 134 |
| Has no influence on climate | <5 | 82 | Would have no influence on climate | <5 | 42 |
| Negatively influences climate | <5 | 21 | Would negatively influence climate | | 13 |
| Missing/Unknown | 14 | 295 | Missing/Unknown | 22 | 375 |

| Providing access to counseling for people accused of harassment or other discriminatory behavior Faculty | | | Providing access to counseling for people accused of harassment or other discriminatory behavior Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 18 | 288 | Would positively influence climate | 7 | 121 |
| Has no influence on climate | <5 | 34 | Would have no influence on climate | | 15 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | | <5 |
| Missing/Unknown | 12 | 241 | Missing/Unknown | 25 | 424 |

| Providing due process for people accused of harassment or other discriminatory behavior Faculty | | | Providing due process for people accused of harassment or other discriminatory behavior Faculty | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 21 | 298 | Would positively influence climate | 5 | 100 |
| Has no influence on climate | <5 | 33 | Would have no influence on climate | | 13 |
| Negatively influences climate | | <5 | Would negatively influence climate | | 5 |
| Missing/Unknown | 9 | 231 | Missing/Unknown | 27 | 446 |

| Providing mentorship for new faculty Faculty | | | Providing mentorship for new faculty Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 18 | 338 | Would positively influence climate | 6 | 91 |
| Has no influence on climate | <5 | 30 | Would have no influence on climate | | 5 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | | 5 |
| Missing/Unknown | 10 | 194 | Missing/Unknown | 26 | 463 |

| Providing a clear process to resolve conflict Faculty | | | Providing a clear process to resolve conflict Faculty | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 15 | 275 | Would positively influence climate | 10 | 140 |
| Has no influence on climate | | 24 | Would have no influence on climate | <5 | 9 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | | 6 |
| Missing/Unknown | 16 | 263 | Missing/Unknown | 21 | 409 |

| Providing a fair process to resolve conflict Faculty | | | Providing a fair process to resolve conflict Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 16 | 281 | Would positively influence climate | 10 | 138 |
| Has no influence on climate | <5 | 21 | Would have no influence on climate | <5 | 8 |
| Negatively influences climate | | <5 | Would negatively influence climate | | <5 |
| Missing/Unknown | 15 | 261 | Missing/Unknown | 21 | 414 |

| Faculty Respondents' Perceptions of Institutional Initiatives | | | | | |
|--|-----|-----|--|-----|-----|
| Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF. | | | | | |
| School of Law | | | | | |
| The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future. | | | | | |
| Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty Faculty | | | Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 13 | 203 | Would positively influence climate | 6 | 107 |
| Has no influence on climate | <5 | 64 | Would have no influence on climate | <5 | 32 |
| Negatively influences climate | <5 | 28 | Would negatively influence climate | <5 | 16 |
| Missing/Unknown | 14 | 269 | Missing/Unknown | 22 | 409 |
| Providing affordable child care Faculty | | | Providing affordable child care Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 12 | 216 | Would positively influence climate | 12 | 177 |
| Has no influence on climate | <5 | 49 | Would have no influence on climate | <5 | 14 |
| Negatively influences climate | <5 | <5 | Would negatively influence climate | <5 | 5 |
| Missing/Unknown | 18 | 297 | Missing/Unknown | 18 | 368 |
| Providing support/resources for spouse/partner employment Faculty | | | Providing support/resources for spouse/partner employment Faculty | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 10 | 195 | Would positively influence climate | 8 | 166 |
| Has no influence on climate | <5 | 48 | Would have no influence on climate | <5 | 27 |
| Negatively influences climate | <5 | 9 | Would negatively influence climate | <5 | 6 |
| Missing/Unknown | 16 | 312 | Missing/Unknown | 19 | 365 |

Tenured, Tenure-Track, and Non-Tenure-Track Faculty were also asked a subset of questions regarding the workplace and their feelings of value.

Tenured and Tenure-Track Perceived Environment

Within the School of Law Tenured and Tenure-Track Faculty population, there were a few areas with room for improvement.

- 58% of Tenured and Tenure-Track Faculty respondents in the School of Law “agreed” or “strongly agreed” with the statement, “As a faculty member at USF, I feel (or felt) burdened by service responsibilities beyond those of my colleagues with similar performance expectations.” Within the USF Tenured and Tenure-Track Faculty respondents, 54% “agreed” or “strongly agreed” with the statement.

- 53% of Tenured and Tenure-Track Faculty respondents in the School of Law “agreed” or “strongly agreed” with the statement, “I perform more work to help students than do my colleagues.” Within the USF Tenured and Tenure-Track Faculty respondents, 53% “agreed” or “strongly agreed” with the statement.
- 29% of Tenured and Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As a faculty member at USF, I feel (or felt) faculty opinions are taken seriously by senior administration.” Within the USF Tenured and Tenure-Track Faculty respondents, 51% “disagreed” or “strongly disagreed” with the statement.

Tenured and Tenure-Track Respondents’ Perception of Workplace
“As a faculty member at USF, I feel (or felt)…”
 School of Law

| The criteria for tenure and promotion are clear Tenured/Tenure-Track Faculty | | | The tenure standards/promotion standards are applied equally to faculty in my school/college Tenured/Tenure-Track Faculty | | |
|---|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 9 | 49 | Strongly agree | 7 | 43 |
| Agree | 7 | 127 | Agree | 5 | 87 |
| Neither agree nor disagree | <5 | 32 | Neither agree nor disagree | <5 | 72 |
| Disagree | <5 | 35 | Disagree | <5 | 28 |
| Strongly disagree | | 9 | Strongly disagree | | 23 |

| Supported and mentored during the tenure-track years Tenured/Tenure-Track Faculty | | | USF policies for delay of the tenure-clock are used by all faculty Tenured/Tenure-Track Faculty | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 7 | 55 | Strongly agree | <5 | 10 |
| Agree | <5 | 99 | Agree | <5 | 28 |
| Neither agree nor disagree | 6 | 51 | Neither agree nor disagree | 12 | 148 |
| Disagree | <5 | 34 | Disagree | <5 | 44 |
| Strongly disagree | | 14 | Strongly disagree | | 19 |

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Law

| Research is valued by USF Tenured/Tenure-Track Faculty | | | Teaching is valued by USF Tenured/Tenure-Track Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 7 | 42 | Strongly agree | 12 | 117 |
| Agree | <5 | 117 | Agree | 6 | 103 |
| Neither agree nor disagree | <5 | 41 | Neither agree nor disagree | <5 | 20 |
| Disagree | <5 | 35 | Disagree | | 12 |
| Strongly disagree | <5 | 18 | Strongly disagree | | <5 |

| Service contributions are valued by USF Tenured/Tenure-Track Faculty | | | Pressured to change my research/scholarship agenda to achieve tenure/promotion Tenured/Tenure-Track Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 8 | 76 | Strongly agree | | 12 |
| Agree | 6 | 114 | Agree | <5 | 22 |
| Neither agree nor disagree | <5 | 28 | Neither agree nor disagree | 6 | 49 |
| Disagree | <5 | 25 | Disagree | <5 | 100 |
| Strongly disagree | <5 | 5 | Strongly disagree | 8 | 65 |

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Law

Burdened by service responsibilities beyond those of my colleagues with similar performance expectations
Tenured/Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | | 77 |
| Agree | 11 | 60 |
| Neither agree nor disagree | <5 | 43 |
| Disagree | <5 | 57 |
| Strongly disagree | <5 | 15 |

I perform more work to help students than do my colleagues (e.g., formal and informal advising, thesis advising, helping with student groups and activities)
Tenured/Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 5 | 57 |
| Agree | 6 | 76 |
| Neither agree nor disagree | 7 | 64 |
| Disagree | | 47 |
| Strongly disagree | <5 | 7 |

USF is supportive of taking extended leave (e.g., FMLA, parental)
Tenured/Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 38 |
| Agree | 6 | 63 |
| Neither agree nor disagree | 9 | 126 |
| Disagree | <5 | 15 |
| Strongly disagree | | 9 |

Faculty members in my department who use family accommodations policies are disadvantaged in promotion and/or tenure (e.g., child care, elder care)
Tenured/Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 5 |
| Agree | <5 | 10 |
| Neither agree nor disagree | 7 | 128 |
| Disagree | 5 | 62 |
| Strongly disagree | 5 | 41 |

Tenured and Tenure-Track Respondents' Perception of Workplace

"As a faculty member at USF, I feel (or felt)..."

School of Law

| Faculty opinions are taken seriously by senior administrators Tenured/Tenure-Track Faculty | | | Faculty opinions are valued within USF committees Tenured/Tenure-Track Faculty | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 5 | Strongly agree | <5 | 11 |
| Agree | 8 | 50 | Agree | 8 | 98 |
| Neither agree nor disagree | <5 | 67 | Neither agree nor disagree | 5 | 68 |
| Disagree | <5 | 71 | Disagree | <5 | 47 |
| Strongly disagree | <5 | 58 | Strongly disagree | | 26 |

| I would like more opportunities to participate in substantive committee assignments Tenured/Tenure-Track Faculty | | | I have opportunities to participate in substantive committee assignments Tenured/Tenure-Track Faculty | | |
|---|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 9 | Strongly agree | 6 | 39 |
| Agree | <5 | 49 | Agree | 8 | 102 |
| Neither agree nor disagree | 6 | 103 | Neither agree nor disagree | <5 | 72 |
| Disagree | 7 | 58 | Disagree | <5 | 29 |
| Strongly disagree | <5 | 32 | Strongly disagree | <5 | 9 |

Non-Tenure-Track

Within the School of Law, the Non-Tenure-Track Faculty respondents also indicated a number of areas with room for improvement.

- 77% of Non-Tenure-Track Faculty respondents in the School of Law “agreed” or “strongly agreed” with the statement, “I perform more work to help students than do my colleagues.” Within the USF Non-Tenure-Track Faculty respondents, 33% “agreed” or “strongly agreed” with the statement.
- 62% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) Non-Tenure-Track Faculty opinions are taken seriously by tenured/tenure-track faculty.” Within the USF Non-Tenure-Track Faculty respondents, 35% “disagreed” or “strongly disagreed” with the statement.
- 39% of Non-Tenure-Track Faculty respondents in the School of Law “agreed” or “strongly agreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) pressured to do extra work that is uncompensated.” Within the USF Non-Tenure-Track Faculty respondents, 33% “agreed” or “strongly agreed” with the statement.

- 39% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) the criteria for contract renewal are clear.” Within the USF Non-Tenure-Track Faculty respondents, 37% “disagreed” or “strongly disagreed” with the statement.
- 39% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) the criteria used for contract renewal are applied equally to all positions.” Within the USF Non-Tenure-Track Faculty respondents, 32% “disagreed” or “strongly disagreed” with the statement.
- 31% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) there are clear expectations of my responsibilities.” Within the USF Non-Tenure-Track Faculty respondents, 22% “disagreed” or “strongly disagreed” with the statement.
- 31% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) Non-Tenure-Track Faculty opinions are taken seriously by senior administrators.” Within the USF Non-Tenure-Track Faculty respondents, 38% “disagreed” or “strongly disagreed” with the statement.
- 31% of Non-Tenure-Track Faculty respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) I have job security.” Within the USF Non-Tenure-Track Faculty respondents, 58% “disagreed” or “strongly disagreed” with the statement.
- 23% of Non-Tenure-Track Faculty respondents in the School of Law “agreed” or “strongly agreed” with the statement, “As an employee with non-tenure-track appointment at USF I feel (or felt) burdened by service responsibilities beyond those of my colleagues with similar performance expectations.” Within the USF Non-Tenure-Track Faculty respondents, 19% “agreed” or “strongly agreed” with the statement.

Non-Tenure-Track Faculty Respondents' Perception of Workplace
 "As an employee with a non-tenure-track appointment at USF I feel (or felt)..."
 School of Law

The criteria for contract renewal are clear
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 29 |
| Agree | <5 | 83 |
| Neither agree nor disagree | <5 | 77 |
| Disagree | 5 | 74 |
| Strongly disagree | | 42 |
| Missing/Unknown | <5 | 5 |

The criteria used for contract renewal are applied equally to all positions
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 20 |
| Agree | <5 | 46 |
| Neither agree nor disagree | <5 | 141 |
| Disagree | <5 | 60 |
| Strongly disagree | <5 | 39 |
| Missing/Unknown | <5 | <5 |

There are clear expectations of my responsibilities
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 61 |
| Agree | 6 | 137 |
| Neither agree nor disagree | | 42 |
| Disagree | <5 | 48 |
| Strongly disagree | | 20 |
| Missing/Unknown | <5 | <5 |

I have job security
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 9 |
| Agree | <5 | 44 |
| Neither agree nor disagree | <5 | 71 |
| Disagree | <5 | 85 |
| Strongly disagree | | 96 |
| Missing/Unknown | <5 | 5 |

Non-Tenure-Track Faculty Respondents' Perception of Workplace
 "As an employee with a non-tenure-track appointment at USF I feel (or felt)..."
 School of Law

Research is valued by USF
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 6 | 57 |
| Agree | 6 | 123 |
| Neither agree nor disagree | | 85 |
| Disagree | | 25 |
| Strongly disagree | | 16 |
| Missing/Unknown | <5 | <5 |

Teaching is valued by USF
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 5 | 124 |
| Agree | <5 | 110 |
| Neither agree nor disagree | <5 | 39 |
| Disagree | <5 | 21 |
| Strongly disagree | | 14 |
| Missing/Unknown | <5 | <5 |

Service is valued by USF
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 5 | 109 |
| Agree | 6 | 107 |
| Neither agree nor disagree | <5 | 50 |
| Disagree | | 24 |
| Strongly disagree | | 12 |
| Missing/Unknown | <5 | 8 |

Non-Tenure-Track Faculty Respondents' Perception of Workplace
"As an employee with a non-tenure-track appointment at USF I feel (or felt)..."
School of Law

Burdened by service responsibilities beyond those of my colleagues with similar performance expectations
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 29 |
| Agree | | 30 |
| Neither agree nor disagree | 5 | 111 |
| Disagree | <5 | 93 |
| Strongly disagree | <5 | 36 |
| Missing/Unknown | <5 | 11 |

I perform more work to help students than do my colleagues (e.g., formal and informal advising, thesis advising, helping with student groups and activities)
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 5 | 42 |
| Agree | 5 | 59 |
| Neither agree nor disagree | <5 | 126 |
| Disagree | <5 | 66 |
| Strongly disagree | <5 | 12 |
| Missing/Unknown | | 5 |

Pressured to do extra work that is uncompensated
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 43 |
| Agree | <5 | 58 |
| Neither agree nor disagree | <5 | 103 |
| Disagree | <5 | 73 |
| Strongly disagree | <5 | 28 |
| Missing/Unknown | <5 | 5 |

Non-Tenure-Track Faculty opinions are taken seriously by senior administrators
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 18 |
| Agree | <5 | 70 |
| Neither agree nor disagree | <5 | 102 |
| Disagree | <5 | 62 |
| Strongly disagree | | 55 |
| Missing/Unknown | | <5 |

Non-Tenure-Track Faculty opinions are taken seriously by tenured/tenure-track faculty
Non-Tenure-Track Faculty

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 19 |
| Agree | | 83 |
| Neither agree nor disagree | <5 | 95 |
| Disagree | 6 | 72 |
| Strongly disagree | <5 | 37 |
| Missing/Unknown | | <5 |

Staff Perceived Environment

Workplace Perceptions & Feelings of Value

The survey queried staff respondents about their perception of the workplace and feelings of value. The School of Law Staff respondents' perceptions about both the workplace and their

feelings of value, were slightly negative, indicating quite a few areas with room for improvement.

Workplace areas for improvement:

- 41% of Staff respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As a staff member at USF, I feel that there are clear procedures on how I can advance at USF.” Within the USF Staff respondent population, 48% “disagreed” or “strongly disagreed” with the statement.
- 24% of Staff respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “The performance appraisal process is productive.” Within the USF Staff respondent population, 37% “disagreed” or “strongly disagreed” with the statement.

Feelings of value area for improvement:

- 43% of Staff respondents in the School of Law “disagreed” or “strongly disagreed” with the statement, “As a staff member at USF, I feel that staff opinions are valued by USF faculty.” Within the USF Staff respondents, 34% “disagreed” or “strongly disagreed” with the statement.

| Staff Respondents' Perception of Workplace School of Law | | | | | | | | |
|---|---|-----|---|-----|---|----------------------------|----|-----|
| | I think that coworkers in my work unit prejudge my abilities based on their perception of my identity/background Staff | | I think that my direct supervisor prejudges my abilities based on their perception of my identity/background Staff | | I think that faculty prejudices my abilities based on their perception of my identity/background Staff | | | |
| | SoL | USF | SoL | USF | SoL | USF | | |
| Strongly agree | <5 | 26 | Strongly agree | <5 | 28 | Strongly agree | | 34 |
| Agree | <5 | 86 | Agree | <5 | 66 | Agree | 5 | 101 |
| Neither agree nor disagree | 14 | 143 | Neither agree nor disagree | 13 | 126 | Neither agree nor disagree | 20 | 213 |
| Disagree | 13 | 235 | Disagree | 10 | 232 | Disagree | 8 | 176 |
| Strongly disagree | 16 | 128 | Strongly disagree | 19 | 165 | Strongly disagree | 13 | 91 |
| Missing/Unknown | | 9 | Missing/Unknown | <5 | 10 | Missing/Unknown | | 12 |

Staff Respondents' Perception of Workplace

School of Law

My direct supervisor provides me with job/career advice or guidance when I need it
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 12 | 176 |
| Agree | 15 | 213 |
| Neither agree nor disagree | 12 | 120 |
| Disagree | <5 | 82 |
| Strongly disagree | <5 | 33 |
| Missing/Unknown | | <5 |

I have colleagues/coworkers who give me job/career advice or guidance when I need it
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 12 | 168 |
| Agree | 23 | 277 |
| Neither agree nor disagree | 6 | 112 |
| Disagree | <5 | 46 |
| Strongly disagree | <5 | 17 |
| Missing/Unknown | <5 | 7 |

I am included in opportunities that will help my career as much as others in similar positions
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 13 | 130 |
| Agree | 10 | 231 |
| Neither agree nor disagree | 15 | 143 |
| Disagree | 6 | 92 |
| Strongly disagree | <5 | 26 |
| Missing/Unknown | | 5 |

Staff Respondents' Perception of Workplace School of Law

| Staff opinions are valued on USF committees Staff | | | Staff opinions are valued by USF faculty Staff | | | Staff opinions are valued by USF administration Staff | | |
|--|-----|-----|---|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 59 | Strongly agree | | 36 | Strongly agree | <5 | 45 |
| Agree | 14 | 194 | Agree | 11 | 124 | Agree | 17 | 179 |
| Neither agree nor disagree | 22 | 232 | Neither agree nor disagree | 15 | 247 | Neither agree nor disagree | 19 | 208 |
| Disagree | 6 | 101 | Disagree | 14 | 137 | Disagree | 5 | 124 |
| Strongly disagree | <5 | 34 | Strongly disagree | 6 | 75 | Strongly disagree | <5 | 59 |
| Missing/Unknown | | 7 | Missing/Unknown | | 8 | Missing/Unknown | | 12 |

| There are clear expectations of my responsibilities Staff | | | There are clear procedures on how I can advance at USF Staff | | | Positive about my career opportunities at USF Staff | | |
|--|-----|-----|---|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 10 | 96 | Strongly agree | | 32 | Strongly agree | 5 | 62 |
| Agree | 21 | 331 | Agree | 6 | 97 | Agree | 15 | 169 |
| Neither agree nor disagree | 10 | 99 | Neither agree nor disagree | 21 | 190 | Neither agree nor disagree | 17 | 206 |
| Disagree | <5 | 71 | Disagree | 14 | 191 | Disagree | 7 | 122 |
| Strongly disagree | <5 | 24 | Strongly disagree | 5 | 112 | Strongly disagree | <5 | 57 |
| Missing/Unknown | | 6 | Missing/Unknown | | 5 | Missing/Unknown | | 11 |

| I would recommend USF as a good place to work Staff | | | I have job security Staff | | |
|--|-----|-----|------------------------------|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 12 | 132 | Strongly agree | 8 | 103 |
| Agree | 26 | 307 | Agree | 19 | 285 |
| Neither agree nor disagree | 8 | 141 | Neither agree nor disagree | 11 | 145 |
| Disagree | | 32 | Disagree | 8 | 69 |
| Strongly disagree | | 10 | Strongly disagree | | 20 |
| Missing/Unknown | | 5 | Missing/Unknown | | 5 |

Staff Respondents' Perception of the Workplace School of Law

| The performance appraisal process is clear Staff | | | The performance appraisal process is productive Staff | | |
|---|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 12 | 109 | Strongly agree | 6 | 72 |
| Agree | 18 | 268 | Agree | 13 | 156 |
| Neither agree nor disagree | 9 | 120 | Neither agree nor disagree | 16 | 160 |
| Disagree | 6 | 72 | Disagree | 10 | 134 |
| Strongly disagree | <5 | 50 | Strongly disagree | <5 | 96 |
| Missing/Unknown | | 8 | Missing/Unknown | | 9 |

| Staff Respondents' Feelings of Value | | | | | | | | |
|--|-----|-----|---|-----|-----|---|-----|-----|
| School of Law | | | | | | | | |
| I feel valued by coworkers in my department Staff | | | I feel valued by coworkers outside my department Staff | | | I feel valued by my direct supervisor Staff | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 17 | 219 | Strongly agree | 12 | 150 | Strongly agree | 26 | 245 |
| Agree | 25 | 306 | Agree | 24 | 322 | Agree | 11 | 242 |
| Neither agree nor disagree | <5 | 63 | Neither agree nor disagree | 8 | 111 | Neither agree nor disagree | 5 | 68 |
| Disagree | <5 | 29 | Disagree | <5 | 34 | Disagree | <5 | 50 |
| Strongly disagree | | 6 | Strongly disagree | | <5 | Strongly disagree | <5 | 15 |
| Missing/Unknown | | <5 | Missing/Unknown | | 6 | Missing/Unknown | | 7 |
| I feel valued by USF students Staff | | | I feel valued by USF faculty Staff | | | I feel valued by USF senior administrators Staff | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 14 | 130 | Strongly agree | 8 | 73 | Strongly agree | 13 | 81 |
| Agree | 22 | 241 | Agree | 17 | 243 | Agree | 12 | 202 |
| Neither agree nor disagree | 7 | 220 | Neither agree nor disagree | 16 | 222 | Neither agree nor disagree | 15 | 193 |
| Disagree | <5 | 20 | Disagree | <5 | 63 | Disagree | <5 | 106 |
| Strongly disagree | <5 | 5 | Strongly disagree | <5 | 19 | Strongly disagree | <5 | 34 |
| Missing/Unknown | | 11 | Missing/Unknown | <5 | 7 | Missing/Unknown | <5 | 11 |

| Staff Respondents' Feelings of Value | | | | | | | | |
|---|-----|-----|---|-----|-----|--|-----|-----|
| School of Law | | | | | | | | |
| I believe that my department encourages free and open discussion of difficult topics Staff | | | I feel that my skills are valued Staff | | | I feel that my work is valued Staff | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 8 | 102 | Strongly agree | 14 | 132 | Strongly agree | 12 | 138 |
| Agree | 20 | 212 | Agree | 25 | 330 | Agree | 24 | 319 |
| Neither agree nor disagree | 15 | 153 | Neither agree nor disagree | <5 | 74 | Neither agree nor disagree | 6 | 92 |
| Disagree | <5 | 107 | Disagree | <5 | 72 | Disagree | <5 | 60 |
| Strongly disagree | <5 | 44 | Strongly disagree | <5 | 14 | Strongly disagree | <5 | 12 |
| Missing/Unknown | | 9 | Missing/Unknown | | 5 | Missing/Unknown | <5 | 6 |

Work-Life Balance

Work-life balance for Staff within the School of Law, was generally positive. One area for improvement did stand out, however.

- 37% of Staff respondents in the School of Law “agreed” or “strongly agreed” with the statement, “As a staff member at USF, I perform more work than colleagues with similar performance expectations.” Within the USF Staff respondents, 38% “agreed” or “strongly agreed” with the statement.

| Staff Respondents' Perception of Work-Life Balance | | | | | |
|--|-----|-----|--|-----|-----|
| School of Law | | | | | |
| My direct supervisor provides adequate support for me to manage work-life balance Staff | | | USF provides adequate resources to help me manage a work-life balance Staff | | |
| | SoL | USF | | SoL | USF |
| Strongly agree | 15 | 226 | Strongly agree | 10 | 99 |
| Agree | 16 | 228 | Agree | 19 | 274 |
| Neither agree nor disagree | 11 | 99 | Neither agree nor disagree | 14 | 170 |
| Disagree | <5 | 45 | Disagree | <5 | 64 |
| Strongly disagree | <5 | 18 | Strongly disagree | <5 | 15 |
| Missing/Unknown | <5 | 11 | Missing/Unknown | | 5 |
| Burdened by work responsibilities beyond those of my colleagues with similar performance expectations Staff | | | I perform more work than colleagues with similar performance expectations Staff | | |
| | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 47 | Strongly agree | 5 | 89 |
| Agree | 7 | 115 | Agree | 12 | 151 |
| Neither agree nor disagree | 14 | 207 | Neither agree nor disagree | 15 | 201 |
| Disagree | 15 | 189 | Disagree | 10 | 146 |
| Strongly disagree | 8 | 57 | Strongly disagree | <5 | 28 |
| Missing/Unknown | | 12 | Missing/Unknown | | 12 |

Workload and Support

There are a handful of opportunities for improvement in the Staff workload and support category within the School of Law.

- 72% of Staff respondents in the School of Law “agreed” or “strongly agreed” with the statement “As a staff member at USF, I feel there is a hierarchy within staff positions that allows some voices to be valued more than others.” Within the USF Staff respondents, 63% “agreed” or “strongly agreed” with the statement.
- 61% of Staff respondents in the School of Law “agreed” or “strongly agreed” with the statement “As a staff member at USF, I feel my workload was increased without additional compensation due to other staff departures.” Within the USF Staff respondents, 44% “agreed” or “strongly agreed” with the statement.
- 33% of Staff respondents in the School of Law “disagreed” or “strongly disagreed” with the statement “As a staff member at USF, I feel I am able to complete my assigned duties during scheduled hours.” Within the USF Staff respondents, 24% “disagreed” or “strongly disagreed” with the statement.
- 30% of Staff respondents in the School of Law “agreed” or “strongly agreed” with the statement “As a staff member at USF, I feel I am pressured by departmental work requirements that occur outside of my normally scheduled hours.” Within the USF Staff respondents, 28% “agreed” or “strongly agreed” with the statement.

Staff Respondents' Perception of Workload & Support

School of Law

I am able to complete my assigned duties during scheduled hours
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 12 | 130 |
| Agree | 14 | 246 |
| Neither agree nor disagree | <5 | 95 |
| Disagree | 12 | 103 |
| Strongly disagree | <5 | 45 |
| Missing/Unknown | <5 | 8 |

My workload was increased without additional compensation due to other staff departures
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 11 | 130 |
| Agree | 17 | 148 |
| Neither agree nor disagree | 10 | 141 |
| Disagree | 7 | 152 |
| Strongly disagree | <5 | 49 |
| Missing/Unknown | | 7 |

I am pressured by departmental work requirements that occur outside of my normally scheduled hours
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | <5 | 55 |
| Agree | 12 | 118 |
| Neither agree nor disagree | 11 | 151 |
| Disagree | 15 | 213 |
| Strongly disagree | 6 | 72 |
| Missing/Unknown | | 18 |

I am given a reasonable time frame to complete assigned responsibilities
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 10 | 120 |
| Agree | 21 | 319 |
| Neither agree nor disagree | 10 | 111 |
| Disagree | <5 | 54 |
| Strongly disagree | <5 | 11 |
| Missing/Unknown | | 12 |

There is a hierarchy within staff positions that allows some voices to be valued more than others
Staff

| | SoL | USF |
|----------------------------|-----|-----|
| Strongly agree | 8 | 163 |
| Agree | 25 | 233 |
| Neither agree nor disagree | 6 | 124 |
| Disagree | 5 | 79 |
| Strongly disagree | <5 | 22 |
| Missing/Unknown | <5 | 6 |

| Staff Respondents' Perception of Workload & Support | | | | | | | | |
|--|-----|-----|---|---|-----|--|-----|-----|
| School of Law | | | | | | | | |
| USF provides me with resources to pursue training/professional development opportunities Staff | | | My supervisor provides me with resources to pursue training/professional development opportunities Staff | | | USF is supportive of taking extended leave Staff | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 8 | 145 | Strongly agree | 8 | 149 | Strongly agree | 9 | 151 |
| Agree | 29 | 318 | Agree | 21 | 270 | Agree | 24 | 219 |
| Neither agree nor disagree | 6 | 106 | Neither agree nor disagree | 9 | 118 | Neither agree nor disagree | 12 | 222 |
| Disagree | <5 | 46 | Disagree | 5 | 64 | Disagree | | 21 |
| Strongly disagree | | 10 | Strongly disagree | <5 | 21 | Strongly disagree | | 7 |
| Missing/Unknown | | <5 | Missing/Unknown | <5 | 5 | Missing/Unknown | <5 | 7 |
| My supervisor is supportive of my taking leave Staff | | | Staff in my department/program who use family accommodation policies are disadvantaged in promotions or evaluations Staff | | | USF's policies are fairly applied across USF Staff | | |
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | 16 | 242 | Strongly agree | | 16 | Strongly agree | 5 | 73 |
| Agree | 25 | 256 | Agree | | 38 | Agree | 15 | 167 |
| Neither agree nor disagree | <5 | 91 | Neither agree nor disagree | 27 | 317 | Neither agree nor disagree | 26 | 340 |
| Disagree | <5 | 24 | Disagree | 14 | 154 | Disagree | | 31 |
| Strongly disagree | <5 | 8 | Strongly disagree | 5 | 97 | Strongly disagree | | 10 |
| Missing/Unknown | | 6 | Missing/Unknown | | 5 | Missing/Unknown | | 6 |
| USF's policies support flexible work schedules Staff | | | | My direct supervisor allows me to change my work schedule if needed Staff | | | | |
| | SoL | | USF | | SoL | | USF | |
| Strongly agree | 6 | | 74 | Strongly agree | 13 | | 188 | |
| Agree | 18 | | 255 | Agree | 24 | | 256 | |
| Neither agree nor disagree | 15 | | 159 | Neither agree nor disagree | <5 | | 119 | |
| Disagree | 7 | | 96 | Disagree | <5 | | 43 | |
| Strongly disagree | | | 39 | Strongly disagree | <5 | | 16 | |
| Missing/Unknown | | | <5 | Missing/Unknown | | | 5 | |

Salary/Benefits:

Staff respondents in the School of Law were generally satisfied with salary and benefits. However, there was one area with room for improvement.

- 33% of Staff in the School of Law “disagreed” or “strongly disagreed” with the statement, “Staff salaries are competitive.” Within the USF Staff respondent population, 39% also “disagreed” or “strongly disagreed” with this statement

Staff Respondents' Perception of Salary and Benefits
School of Law

| Staff salaries are competitive Staff | | | Vacation and personal time benefits are competitive Staff | | | Health insurance benefits are competitive Staff | | |
|--------------------------------------|-----|-----|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF | | SoL | USF |
| Strongly agree | <5 | 45 | Strongly agree | 9 | 97 | Strongly agree | 12 | 186 |
| Agree | 13 | 181 | Agree | 22 | 275 | Agree | 26 | 312 |
| Neither agree nor disagree | 15 | 154 | Neither agree nor disagree | 7 | 135 | Neither agree nor disagree | 6 | 92 |
| Disagree | 11 | 164 | Disagree | 7 | 72 | Disagree | <5 | 25 |
| Strongly disagree | <5 | 79 | Strongly disagree | <5 | 45 | Strongly disagree | | 9 |
| Missing/Unknown | | <5 | Missing/Unknown | | <5 | Missing/Unknown | <5 | <5 |

| Child care benefits are competitive Staff | | | Retirement benefits are competitive Staff | | |
|---|-----|-----|---|-----|-----|
| | SoL | USF | | SoL | USF |
| Strongly agree | 7 | 76 | Strongly agree | 12 | 141 |
| Agree | 11 | 170 | Agree | 16 | 280 |
| Neither agree nor disagree | 27 | 330 | Neither agree nor disagree | 16 | 152 |
| Disagree | | 27 | Disagree | <5 | 32 |
| Strongly disagree | | 16 | Strongly disagree | | 14 |
| Missing/Unknown | <5 | 8 | Missing/Unknown | | 8 |

Perception of Institutional Initiatives

Staff were also asked about their perception of a number of institutional initiatives. Within the School of Law population, of the staff that answered the question believing the initiative was currently available, the majority reported that the initiative positively influences climate. Similarly, of the staff that answered the question believing that the initiative was not currently available, the majority reported that the initiative would positively influence climate.

Staff Respondents' Perception of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.
School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right c.

| Providing equity and inclusion training for faculty Staff | | | Providing equity and inclusion training for faculty Staff | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 29 | 341 | Would positively influence climate | 10 | 142 |
| Has no influence on climate | <5 | 53 | Would have no influence on climate | <5 | 15 |
| Negatively influences climate | | <5 | Would negatively influence climate | <5 | 16 |
| Missing/Unknown | 14 | 231 | Missing/Unknown | 34 | 454 |
| Providing supervisors/managers with supervisory training Staff | | | Providing supervisors/managers with supervisory training Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 32 | 381 | Would positively influence climate | 9 | 127 |
| Has no influence on climate | <5 | 48 | Would negatively influence climate | <5 | 12 |
| Missing/Unknown | 13 | 198 | Would have no influence on climate | <5 | 5 |
| | | | Missing/Unknown | 35 | 483 |
| Providing faculty supervisors with supervisory training Staff | | | Providing faculty supervisors with supervisory training Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 23 | 314 | Would positively influence climate | 16 | 172 |
| Has no influence on climate | <5 | 46 | Would negatively influence climate | <5 | 11 |
| Negatively influences climate | | <5 | Would have no influence on climate | <5 | 13 |
| Missing/Unknown | 20 | 264 | Missing/Unknown | 28 | 431 |
| Providing access to counseling for people who have experienced harassment or other discriminatory behavior Staff | | | Providing access to counseling for people who have experienced harassment or other discriminatory behavior Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 38 | 432 | Would positively influence climate | <5 | 87 |
| Has no influence on climate | 32 | 32 | Would negatively influence climate | <5 | 10 |
| Negatively influences climate | | <5 | Would have no influence on climate | <5 | 5 |
| Missing/Unknown | 8 | 162 | Missing/Unknown | 40 | 525 |
| Providing access to counseling for people accused of harassment or other discriminatory behavior Staff | | | Providing access to counseling for people accused of harassment or other discriminatory behavior Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 36 | 390 | Would positively influence climate | <5 | 121 |
| Has no influence on climate | <5 | 30 | Would negatively influence climate | <5 | 13 |
| Negatively influences climate | | <5 | Would have no influence on climate | <5 | 11 |
| Missing/Unknown | 9 | 204 | Missing/Unknown | 39 | 482 |
| Providing due process for people who have experienced harassment or other discriminatory behavior Staff | | | Providing due process for people who have experienced harassment or other discriminatory behavior Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 39 | 416 | Would positively influence climate | <5 | 102 |
| Has no influence on climate | | 30 | Would negatively influence climate | | 12 |
| Negatively influences climate | | <5 | Would have no influence on climate | | 6 |
| Missing/Unknown | 7 | 180 | Missing/Unknown | 42 | 507 |
| Providing due process for people accused of harassment or other discriminatory behavior Staff | | | Providing due process for people accused of harassment or other discriminatory behavior Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 38 | 395 | Would positively influence climate | <5 | 109 |
| Has no influence on climate | <5 | 33 | Would have no influence on climate | | 11 |
| Negatively influences climate | | <5 | Would negatively influence climate | <5 | 14 |
| Missing/Unknown | 7 | 195 | Missing/Unknown | 42 | 493 |

Staff Respondents' Perception of Institutional Initiatives

Based on your knowledge of the availability of the following institutional initiatives, please indicate how each influences or would influence the climate at USF.

School of Law

The left column shows the respondents thoughts on how various initiatives influenced the climate at USF, if they were believed to be currently available. The right column shows the respondents thoughts on how initiatives would influence the climate if they were not currently available, and made available in the future.

| Providing mentorship for new staff Staff | | | Providing mentorship for new staff Staff | | |
|--|-----|-----|--|-----|-----|
| | SoL | USF | | SoL | USF |
| Positively influences climate | 22 | 322 | Would positively influence climate | 17 | 211 |
| Has no influence on climate | <5 | 20 | Would negatively influence climate | <5 | 8 |
| Missing/Unknown | 23 | 285 | Would have no influence on climate | <5 | 11 |
| | | | Missing/Unknown | 26 | 397 |
| Providing a clear process to resolve conflicts Staff | | | Providing a clear process to resolve conflicts Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 28 | 340 | Would positively influence climate | 13 | 176 |
| Has no influence on climate | | 25 | Would negatively influence climate | <5 | 14 |
| Missing/Unknown | 18 | 262 | Would have no influence on climate | <5 | 10 |
| | | | Missing/Unknown | 31 | 427 |
| Providing a fair process to resolve conflicts Staff | | | Providing a fair process to resolve conflicts Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 29 | 342 | Would positively influence climate | 14 | 177 |
| Has no influence on climate | <5 | 23 | Would negatively influence climate | | 13 |
| Negatively influences climate | | <5 | Would have no influence on climate | | 9 |
| Missing/Unknown | 16 | 261 | Missing/Unknown | 32 | 428 |
| Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty Staff | | | Considering diversity-related professional experiences as one of the criteria for hiring of staff/faculty Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 29 | 283 | Would positively influence climate | 7 | 145 |
| Has no influence on climate | <5 | 67 | Would have no influence on climate | <5 | 34 |
| Negatively influences climate | | 14 | Would negatively influence climate | | 16 |
| Missing/Unknown | 13 | 263 | Missing/Unknown | 35 | 432 |
| Providing career development opportunities for staff Staff | | | Providing career development opportunities for staff Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 35 | 413 | Would positively influence climate | 5 | 118 |
| Has no influence on climate | <5 | 23 | Would negatively influence climate | | 10 |
| Negatively influences climate | <5 | | Would have no influence on climate | <5 | 8 |
| Missing/Unknown | 9 | 191 | Missing/Unknown | 39 | 491 |
| Providing affordable child care Staff | | | Providing affordable child care Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 26 | 335 | Would positively influence climate | 12 | 169 |
| Has no influence on climate | <5 | 30 | Would have no influence on climate | <5 | 18 |
| Missing/Unknown | 16 | 262 | Would negatively influence climate | <5 | 10 |
| | | | Missing/Unknown | 32 | 430 |
| Providing support/resources for spouse/partner employment Staff | | | Providing support/resources for spouse/partner employment Staff | | |
| | SoL | USF | | SoL | USF |
| Positively influences climate | 17 | 279 | Would positively influence climate | 15 | 159 |
| Has no influence on climate | 6 | 54 | Would have no influence on climate | 6 | 52 |
| Negatively influences climate | | <5 | Would negatively influence climate | | 12 |
| Missing/Unknown | 23 | 290 | Missing/Unknown | 25 | 404 |

Qualitative Response Analysis

Graduate Students

The overall perception of the campus climate within the qualitative comments from the School of Law Graduate population, was negatively skewed. However, there were a number of positive comments as well. Respondents offered the following:

- “A number of my professors at the law school have willingly advised me, shared industry information, and personal contacts to help further my career. After a less than welcoming experience in my undergrad education (not USF), I have found the law school provides a collaborative and positive environment.”
- “The law has a wonderful facility that is open to every student.”
- “The professors here are really great.”
- “I think USF School of Law has a great environment -easily the most inclusive and supportive of any environment [sic] I have been in. I think the school devotes the right amount of time and resources to sensitivity [sic] training, race relations, gender identity etc. ...”
- “USF is so welcoming that the community cannot possibly feel as welcoming, but the environment is good.”
- “I’m not quite sure about values of the Jesuit, Catholic mission but I do know that this is the most diverse and inclusive place I have ever lived and learned. Great community and atmosphere.”
- “USF does an excellent job cultivating Jesuit values, but it also does an excellent job in including, fostering, and respecting all religions which is something I very much appreciate.”
- “I love the community discussions about current issues with professors at the law school. I would love it if there were more.”
- “I’ve only been at USF for a very short time, but I have nothing but good things to say about the students, faculty, staff, and even alumni. Everyone has been kind and welcoming to me, and there is a very noticeable sense of respect throughout the community. The only way I could love USF more was if there was actually parking.”

There were also three major negative themes that emerged within the qualitative data. The first major theme, which was also supported by the quantitative analysis, was the School of Law Graduate Student respondents’ sensitivity to the political climate on campus. Respondents offered the following:

- “One reason that I have considered leaving USF Law is the overwhelming Liberal bias that exists on campus. I consider myself a democrat and a moderate but I find it difficult to have rational political conversations with many of my colleagues who I respect...”
- “Students claim to preach equality, but they do so by alienating anyone who does not agree with their point of view. During a student announcement before class, a peer said, "you are either with us or against us". I don't believe those are the only two categories.

Additionally, after the past election professors spent entire class sessions (sometimes two) allowing students to air their grievances about the outcome. As a paying student, I did not appreciate that...”

- “Classes are used to spout liberal agenda and ideology.”
- “The overall bashing of the right after the election in all of my classes was a waste of classroom time that I paid for...”
- “I felt the class discussion became prejudicial, it was very uncomfortable, but that being said I felt as though I was part of the silent majority.”
- “I was told that my opinion was not valid because I am white and had "privilege". I did not respond because I believed that any rebuttal would have been interpreted as a denial that such a privilege exists...”
- “...It appears that the climate at the law school is one that only is tolerant for those views which can be described as "liberal views." Any other view is completely rejected. There is no dialogue. I love the school, and appreciate my time here, but I have felt unable to express any of my views on anything for fear of being condemned by the majority.”
- “Someone made comments against DACA recipients and immigrants in general, claiming that U.S. citizens were more deserving of any type of help and that immigrants were taking jobs from U.S. citizens, so they should be deported because they broke the law and are here illegally.”
- “Diversity is strong, but opinions of others are as well. Many people come from backgrounds where they weren't introduced to as many new identities and it shows--takes adjustment.”
- “As a very proud, blue city, I find that USF espouses certain political views so strongly that it ostracizes those who do not share those views. Fortunately, I agree with USF's stance, but I can see how a few of my friends have been impacted by the overriding climate of political tunnel vision that seems to go on here at our campus. As a city, I think SF is very liberal and open, but that could be isolating to those who do not wish to partake in city-wide strikes or walk outs because they personally disagree with the issues of our time.”
- “The students and most faculty have a very apparent disdain for moderate/conservative political views. Open discussion about all political views is not encouraged. I consider myself a moderate conservative, but I fear most students and faculty would assume that I must also have prejudicial and discriminatory beliefs. I never feel comfortable discussing politics on campus out of fear of being labeled a racist bigot.”
- “There is a climate of exclusion on this campus for those who do not subscribe to the majority's political views.”

The second major theme was not a focus of this survey, and therefore did not have a robust quantitative backing, but it came out strongly in the qualitative comments. The theme was the School of Law Graduate Student respondents’ frustration with the School of Law, and USF in general, not being welcoming/supportive of students/faculty/staff with children. Respondents offered the following:

- “I was pregnant during the time and was considering going to a school that would be closer to my home and family. During that school year, the law school was also in talks

of making a policy that prohibited children from being on campus, so I was also looking for a more inclusive space.”

- “A professor asked me to keep it down/told me there was a class going on next door when I was on my way to the lactation room. I was also told to pump my milk in the bathroom as supposedly the other staff has done the same.”
- “As a parent in the law school the presence of our children has been a controversial topic. While we do not bring our kids into the classrooms during regular classes, other students have made public statements commenting on their dislike of children being allowed anywhere on campus and negating any need for support services for students with children. This makes the already difficult task of being a student parent more difficult in light of an unwelcoming or unsupportive student body.”
- “We need child care at USF. Having children is preventing members of our community from obtaining a higher education. Having this resource available would create a more diverse student body, increase admissions, and lead to a healthier campus climate.”
- “Providing affordable child care- This is huge. And is an EXTREME failing that our school does not provide this sort of care [sic] (particularly on the law school campus).”
- “Providing affordable [sic] child care will help students succeed academically as many law students have been stressing out because it has become really hard to find reliable and affordable [sic] child care or babysitters.”
- “Other schools have a more family-friendly program where they support graduate students with housing and provide child care resources.”
- “I am concerned with the treatment of women who have children here at the law school. I have heard from friends who are expecting children and who have had difficulty in receiving accommodations due to their pregnancies. I am concerned about the message that sends to students who are parents or who plan to become parents while in law school.”

The third major theme, which was also supported by the quantitative analysis, was the School of Law Graduate Student respondents’ frustration with advising. Respondents offered the following:

- “I have not had any follow up with an advisor since my first year of law school. I do not have an advisor listed on my account; still have my USF undergrad advisor listed on the electronic student website.... I may have slipped through the cracks because of this. Also the initial advisor they placed me with did not have any interest or experience in the law I intend to practice.”
- “The advisors are out of touch and do not know enough about the classes to actually advise students on what to take. I have gone to the required advisor meetings and have attempted to meet with Dean Bernhardt on my own. I am so disappointed with the lack of assistance I received. Essentially, the Advisors lecture you on the required reading material and then tell you it is up to you to choose your classes. This is completely infuriating.”
- “The School of Law does not do an adequate job in auditing or ensuring that law students stay on track to complete all graduation requirements.”
- “I am not really sure who my advisor is.”

- “Have met with my adviser once since starting school here (currently a 3L). Advisory program and administration has a very "laissez faire" attitude towards the students, when supposed [sic] to be a resource.”
- “I had one meeting with my faculty adviser 1L year. My advisor was not interested in meeting with us at all. I even took her property law class and she was equally unhelpful in her office hours...”
- “The law school does not use faculty advisors appropriately. There is not enough advising occurring at the law school. It is difficult to be a student without more academic advising. I don't even know who my faculty advisor is supposed to be. I'm sure most people have not talked to their faculty advisors since first year. The role of faculty advisors needs to be improved at the law school.”
- “I have never met with an advisor. I have heard they are not helpful and that it is a waste of time. I was never contacted to meet.”
- “We don't really have faculty advisors that support our academic success.”

The survey also asked respondents if they had any specific recommendations for improving the climate at USF. Graduate Student respondents in the School of Law offered the following comments:

- “Make more of the facilities accessible to those that are trans/non binary.”
- “Have informed faculty lead talks. Introduce all the facts and opposing thought-processes in doing so.”
- “Be supportive of students with diverse needs by accommodating their needs instead of giving them the run around and ineffective, impractical alternatives.”
- “Dont foget [sic] about the middle class--a lot of those who fall in the cracks of affirmative action and parents who support them do not receive the help they deserve.”
- “Have the administration be more of a resource for students and student organizations. In my experience they have been more of a hindrance, specifically in regards to student groups and student leaders. Need to listen more instead of always thinking they know best.”
- “USF really needs to provide child care for students, faculty, and staff who have children.”
- “More student feedback opportunities! Especially regarding asking for student feedback after they attend events, such as cultural events, ABES events (for law), etc.”
- “More information on mental health issues and how they affect people in school and beyond.”
- “Training professors on ways to facilitate and demand equality in the classroom.”
- “I would welcome more interclass interactions. Perhaps engaging in discussion forums through TWEN as class participation and small group assignments. This would assure intermingling of students in classes.”
- “I think the school could do a better job of respecting and appreciating ideas that are different than the majority of campus. We preach inclusion and respect of all ideas, but oftentimes fail to listen to and recognize ideas that are different than our own.”
- “Provide professors with some sort of diversity or cultural sensitivity training. Provide child care for law students.”

- “I believe having classroom discussions about the racial impacts of certain topics and cases should be encouraged.”
- “Maybe provide weekly open discussions/forums where student or faculty can just talk.”
- “I think a campus transport system could help improve the parking situation around campus, which would help limit the carbon footprint we emit at this time.”

Faculty

The overall perception of the campus climate within the qualitative comments from the School of Law Faculty population, was negatively skewed. However, please keep in mind that those who take the time to write out qualitative responses, often feel strongly in one direction.

On a positive note, when asked the question “How effectively does USF cultivate a campus culture rooted in the values of our Jesuit, Catholic mission?”, eleven of the thirteen comments made suggestions along the lines of “very effectively”.

There was one major theme that emerged within the qualitative data for Faculty respondents, that was supported by the quantitative analysis as well. The theme was, Issues with Racial Identity. Respondents offered the following:

- “Racism and disrespect for students.”
- “I would consider the incidents microaggressions. They are the sort that can happen and do happen regularly in the presence of people of color in majority white spaces. Similar incidents have occurred over the years in my experience at USF.”
- “It isn't explicit, but I often see candidates of color for tenure track positions judged in ways that white candidates are not judged.”
- “Faculty members make racial minority status an essential criteria for hiring.”

In addition, the survey asked respondents if they had any specific recommendations for improving the climate at USF. Faculty respondents in the School of Law offered the following constructive comments:

- “Make sure criteria is followed for equitable salary structure.”
- “Proportional representation by class background as well as race in faculty and administrative hiring and student admission.”
- “Make sure that policies put into place to address gender inequities are reviewed to ensure they accomplish that goal.”
- “I think that USF should make its commitments to diversity and inclusion more integral by structuring the Chief Diversity Officer as a direct report to the President; distributing responsibility for diversity and inclusion work; and, changing hiring and evaluation criteria for *all* positions to make the work on these issues fundamental to success at each stage of career development.”

- “Prioritize addressing those problems that inhibit people from competing, performing, and developing fairly. Avoid stifling contrarian views.”
- “Facilitated small group discussions among individuals from diverse backgrounds.”
- “Consider treating all faculty equally in terms of participation in meetings and discussions, as the division between tenure-track and non-tenure-track faculty affects students' perception of the value of non-tenure-track faculty classes and non-tenure-track faculty members' value.”

Staff

The overall perception of the campus climate within the qualitative comments from the School of Law Staff population, was positively skewed. Respondents offered the following positive comments about their experience at USF:

- “My coworkers and supervisors respect me and make sure I am the most successful I can be. I am given the resources, and we meet weekly to talk about work load and expectations. I feel heard by my supervisor and my coworkers. USF has so many great resources for staff in terms of living a healthy, balances life. I take advantage of the GoUSF program (wellness event reimbursement, free 10K races), and I am glad USF tries very hard to improve quality of life and work satisfaction.”
- “My relationship with my boss is great due to mutual respect...”
- “I find my community at USF SOL to be more welcoming, friendly, and supportive than many other communities I have encountered.”
- “The USF community, led by the President, strives to be inclusive and supportive. I appreciate that USF speaks up for social justice and equity.”
- “The law school is a cohesive unit -- with staff understanding how each office serves or should serve the students. Different offices work together to solve problems. This may or may not happen across different University departments.”
- “I feel that there is an acceptable of people regardless of our backgrounds. Diversity is encouraged and celebrated.”
- “I love working at USF, and overall, I think the university tries its best to cultivate an inclusive, diverse, and welcoming campus culture. I know that academic institutions are inherently hierarchical, but I am hopeful that USF will try harder to recognize staff input.”
- “As someone with no religious background and very progressive views, I am continually surprised by how proud I am to work at USF. Until working here, I would have never known that I would feel so much kinship with the Jesuit, Catholic mission.”

A negative theme also emerged within the qualitative data, and was supported in the quantitative results. The theme was the School of Law Staff respondents' frustration with workload and compensation. Respondents offered the following comments:

- “My workload has increased without additional compensation due to staff departures. This has occurred despite my numerous attempts at gaining recognition in the form of monetary compensation.”

- “I’ve taken on added work during times of turnover with no additional assistance, recognition, or compensation. My supervisor works at all hours (including weekends) and expects her staff to do the same. Other colleagues in my field seem to have a fantastic work life balance. I think this issue is for my team in particular due to my supervisor.”
- “I have repeatedly taken on additional responsibilities without additional or commensurate compensation.”
- “I think the salaries for support staff are too low.”
- “The salaries seem competitive until you take the cost of living of SF into account. When I changed jobs I receive an increase in salary; however, due to housing (I moved into a much smaller place then before), my take home pay was about the same as it was in before. The cost of living increases should be much higher. We live in the most expensive city in the nation.”

In addition, the survey asked respondents if they had any specific recommendations for improving the climate at USF. Staff respondents in the School of Law offered the following constructive comments:

- “Senior management needs to be held accountable for how they manage. I feel that for instance, no one is holding my supervisor (who is very high up) accountable for the long hours that we work (we are exempt so it isn't a union issue) ...”
- “Keep on striving to take all of these various issue areas that you have touched on in this survey into account when designing policies and programs/initiatives. In general, USF is a great place to work and the climate here is worthy of praise. The Administration is to be congratulated for doing this climate survey and I hope that much will be gleaned from the responses and used to move forward to improve the campus climate for everybody on the campus.”
- “More support for new hires.”
- “Providing more support for our undocumented students. Making a training necessary for students, staff, and faculty to take on diversity climate is highly important to implement.”
- “For employees, I think there would be tremendous benefit for required supervisory training for both faculty and staff supervisors. There is a lot of variation on the quality of supervisors (and clarity for them as to what is needed) across campus. As a supervisor, I think it is part of my job to model good work ethic/judgment for my staff as well as teach them throughout their tenure lessons that will ultimately improve their abilities to be supervisors themselves. It is hard work to be a good manager and I think many people don't work hard at it, either because of not fully understanding what effective management is or because they don't feel that their supervisory responsibilities are as important as their other work. The result is job dissatisfaction and attrition, both very costly to the organization (both morale and financial).”
- “It would be great if child-care were available on campus with a priority for staff and faculty to enroll their children. The childcare subsidy is great, but it doesn't help with the logistics of the care.”

Conclusion

The primary purpose of this report was to assess the climate within the School of Law at USF, including how members felt about issues related to inclusion and work-life/school-life issues. At the very least, the results add empirical data to the current knowledge base and provide more information on the experiences and perceptions of the School of Law. However, a projected plan to develop strategic actions and a subsequent implementation plan are critical to improving the climate within the School of Law, and thus the overall campus climate.