

1999 ALWD/LWI SURVEY RESULTS - APPENDIX A
Comparisons of Responses from Female and Male Directors

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Responses to the survey: **Female - 86 (74%); Male - 31 (26%)**

Note: As used in this Appendix, "Director" means the person overseeing the Legal Writing program who responded to the ALWD/LWI survey.

Question 11: What choice best describes the director's status?

	Female Directors		Male Directors	
Tenured	13	17%	8	32%
Tenure track	12	16%	1	4%
Contract	40	53%	11	44%
Primary resp. not LRW	5	7%	3	12%
Other	6	8%	2	8%
TOTAL	76		25	

Question 15: What is the annual base salary of the director?

	Female Directors		Male Directors	
<i>Avg. 12-month salary</i>	\$ 73,375	86% of male avg.	\$ 85,192	
Lowest	50,000	100% of male low	50,000	
Highest	104,000	77% of male high	135,000	
TOTAL responding	30		13	

	Female Directors		Male Directors	
<i>Avg. 9-month salary</i>	\$ 63,762	88% of male avg.	\$ 72,494	
Lowest	30,000	60% of male low	50,000	
Highest	123,000	107% of male high	115,000	
TOTAL responding	37		9	
	55% on 9-month K		41% on 9-month K	

	Female Directors		Male Directors	
<i>Highest salaries:</i>				
% earning \geq \$100,000 of TOTAL responding	4 of 67= 6% of females (30+37=67)		6 of 22 = 27% of males (13+9=22)	

	Female Directors		Male Directors	
<i>Avg. Base Salary paid*</i>	\$ 67,331*	84% of male avg.	\$80,000*	

*Base salaries reported, not accounting for 12 or < 12-month contract differences or other comp.

Directors' salaries by salary range

	<u>Female 12-month</u>	<u>Male 12-month</u>	<u>Female 9-month</u>	<u>Male 9-month</u>	<u>Female Totals</u>	<u>Male Totals</u>
\$30 up to \$40,000			2		2	0
\$40 up to \$50,000			4		4	0
\$50 up to \$60,000	7	4	6	4	13	8
\$60 up to \$70,000	6	0	12	2	18	2
\$70 up to \$80,000	6	1	8	0	14	1
\$80 up to \$90,000	4	4	3	0	7	4
\$90 up to \$100,000	4	0	1	1	5	1
\$100,000 or more	3	4	1	2	4	6
TOTALS	30	13	37	9	67	22

Question 14: What title does the director have in official law school materials?

	<u>Female Directors</u>		<u>Male Directors</u>	
Professor	37	51%	16	64%
Prof of Legal Wtg	4	5%	3	12%
Visiting Prof	1	1%	1	4%
Lecturer	9	12%	1	4%
Instructor	4	5%	0	0%
Asst/Assoc Dean	3	4%	1	4%
Director	10	14%	2	8%
Other	5	7%	1	4%
TOTAL	73		25	

Question 20: Does the director teach courses beyond the first-year writing course?

	<u>Female Directors</u>		<u>Male Directors</u>	
Yes	43	59%	21	84%
No	29	40%	3	12%
N/A	1	1%	1	4%
TOTAL	73		25	

Question 28: Does the director serve on faculty committees?

	<u>Female Directors</u>		<u>Male Directors</u>	
Yes, voting member	59	81%	22	88%
Yes, non-voting	6	8%	3	12%
No	8	11%	0	0%
TOTAL	73		25	

Question 29: Does the director attend and vote at faculty meetings?

	Female Directors		Male Directors	
Votes on all matters	35	48%	13	52%
No vote on hire/promo	32	44%	10	40%
No voting	5	7%	1	4%
Does not attend	<u>1</u>	1%	<u>1</u>	4%
TOTAL	73		25	

Question 22: How many LRW professionals does the director supervise?

	Female Directors		Male Directors		
Female prof. staff	397	58% of staff	122	60% of staff	Total females=519
Male prof. staff	<u>283</u>	42 % of staff	<u>83</u>	40% of staff	Total males= <u>366</u>
TOTAL STAFF	680		205		885
TOTAL responding	66		25		

Removing from the analysis above, data for programs using adjuncts (Question 47)

	Female Directors		Male Directors (12)		
Female prof. staff	107	67% of staff	36	72% of staff	Total females=143
Male prof. staff	<u>53</u>	33% of staff	<u>14</u>	28% of staff	Total males= <u>67</u>
TOTAL STAFF	160		50		210
TOTAL respond	34		12		

Question 19(a): How many entry-level students does the director teach?

	Female Directors		Male Directors	
Avg # of 1L students	33	(48*)	37	(88*)
Lowest	14		12	
Highest	90	(250*)	72	(310*)

(Data exclude students loads above 100 students: for 6 female directors and for 6 male directors.
* Highest number of 1Ls taught if data did not exclude the 12 entries above 100)

Question 21(g): How much additional compensation does the director receive for teaching other than entry-level classes?

	Female Directors		Male Directors	
Average	\$ 8,417		\$ 6,700	80% of female comp.
Lowest	\$ 4,500		\$ 2,000	
Highest	\$12,000		\$10,000	

Question 39: What is the base salary range for LRW faculty members (excluding the director's salary) from lowest salary to highest salary paid at your school (range from \$(low range) paid to \$(high range) paid)?

	Female Directors		Male Directors
Avg. low range	\$ 38,345	89% of male	\$ 42,947
Lowest in low range	20,800	72% of male	29,000
Highest in low range	70,000	89% of male	78,500
Avg. high range	\$ 45,753	90% of male	\$ 51,048
Lowest in high range	24,500	84% of male	29,000
Highest in high range	90,000*	78% of male	115,000*
Overall lowest paid	\$ 20,800		\$ 29,000
Overall highest paid	\$ 90,000		\$115,000

*These numbers were reported as LRW faculty (excluding directors) in Question 39; however, they may be director's salaries. It was impossible to determine for certain.