

1999 ALWD/LWI SURVEY HIGHLIGHTS

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Some changes in the 1999 survey:

More respondents in 1999: 117 schools participating, for a 66% response rate, thanks to the cooperation of program directors and follow-up by the Survey Committee members.

New information gathered on the gender of directors (see Gender Data in Appendix A) and on Advanced Legal Research and Writing courses (see Questions 60 - 63 and the Advanced Writing Course Listing in Appendix B).

Comparisons with 1998 data, where possible. NOTE: Some differences show progress and positive or negative developments in the field of legal writing, while other differences result from having a different group of respondents this year.

New Region VIII was created to extract New York City and Long Island salary data from data reported for Region VII, the Northeast.

Salary Highlights:

Directors' Salaries (averages; Question 15):

1999: \$71,016, up 3% from '98 \$76,947 for 12 months; \$65,472 for <12 months.
1998: \$68,783

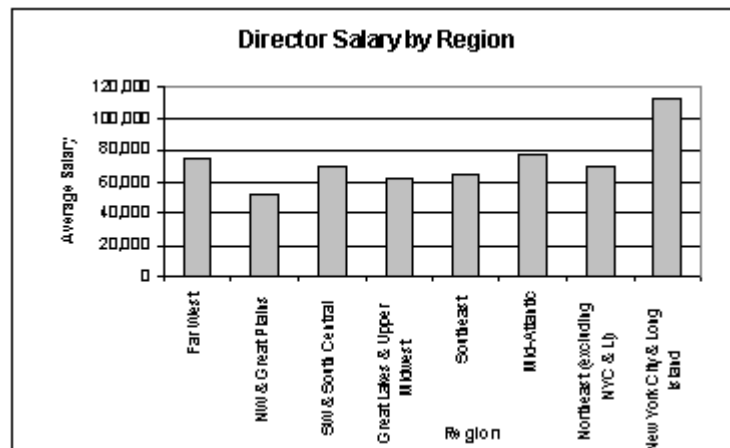
LRW Faculty Full-time Entry-level Salaries (averages, excluding directors; Question 38):

1999: \$39,731, up 3% from '98 \$42,130 for 12 months; \$38,738 for <12 months.
1998 \$38,590

Regional Differences for Directors:

Average directors' salaries reported, by region, ranging from highest to lowest:

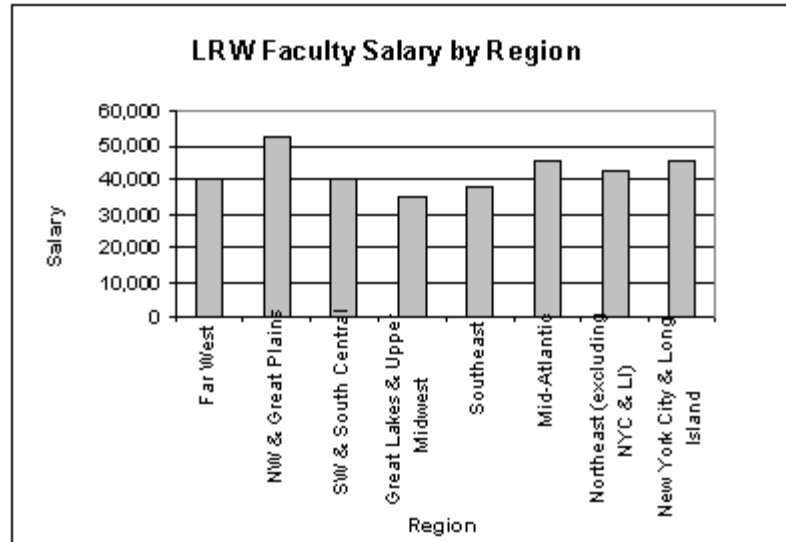
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|------------------------------|-----------|
| New York City & Long Island: | \$113,000 |
| Mid-Atlantic: | \$ 77,375 |
| Far West: | \$ 74,000 |
| Southwest & South Central: | \$ 69,608 |
| Northeast: | \$ 68,996 |
| Southeast: | \$ 64,208 |
| Great Lakes & Up. Midwest: | \$ 62,621 |
| Northwest & Great Plains: | \$ 51,400 |



Regional Differences for Entry-Level LRW Faculty (excluding directors):

Average entry-level LRW faculty salaries reported, by region, from highest to lowest:

| | |
|------------------------------|----------|
| Northwest & Great Plains: | \$52,500 |
| New York City & Long Island: | \$45,833 |
| Mid-Atlantic: | \$45,125 |
| Northeast: | \$42,700 |
| Southwest & South Central: | \$40,073 |
| Far West: | \$39,833 |
| Southeast: | \$37,700 |
| Great Lakes & Up. Midwest: | \$34,976 |



Other Variables Related to Salaries:

-*Setting* (Question 2): Salaries continue to be higher for directors and LRW faculty in the suburbs than in urban or rural areas.

-*Institution Type* (Question 3): Salaries also continue to be higher for directors and LRW faculty in private than in public schools.

-*Staffing Models* (Question 4): Salaries are highest for directors in adjunct-taught (\$75,607) and complex hybrid programs (\$71,593) and lowest in student-taught programs (\$64,250). For LRW faculty, salaries are highest in complex hybrid programs (\$44,771) and in tenure and tenure track LRW programs (\$43,000).

-*Director Type* (Question 11): Directors' salaries are highest if their primary responsibility is not LRW (\$100,700), with tenured directors having the next highest salaries (\$87,747). Non-tenure track directors earn the lowest salaries (\$59,919). LRW faculty salaries are highest if their director is tenured (\$44,160) and lowest in programs where the director's primary responsibility is not LRW (\$33,200).

Salary Differences from Other Faculty (Questions 16 and 17):

Entry Level Faculty: 23 Directors earn an average of \$21,145 more;
34 Directors earn an average of \$16,682 less; and
17 Directors earn about the same as entry level tenure-track non-writing faculty.

Directors fare a bit better when compared with entry level salaries for clinicians.

Other Highlights:

Tenure (Question 11): There were significantly more directors with tenure (21 or 25%) and on tenure-track (13 or 16%) than in 1998 (11 tenured, 12 tenure-track). About 30% of those responding were tenured or tenure-track. However, 60% of the directors whose primary responsibility is LRW are not on tenure-track (51 of 85).

Assistant Directors (Question 12): 23 programs have assistant directors; 76 do not.

Title (Question 14): Over 60% of program directors have a form of "Professor" in their official title (62 of 99). "Director" is the next most common title (12). For LRW faculty (Question 34), many have some form of "Professor" in their official title (37 or 40%), many are "Instructors" (26 or 28%), with "Lecturer" the next most common title (18 or 19%). LRW faculty are generally called "Professor" by students (74 of 97) (Question 35).

Directors' Time (Question 18): As a group, directors spend most of their time teaching in the entry-level LRW program (29%), followed by directorship duties (25%), then teaching outside the program (20%), a variety of other duties (18%), and finally, on service (8%).

Directors' Workload (Question 19): In the 1998-99 academic year, the "average" director taught 58 entry-level students, 3 hours per week, using 3 major and 5 minor assignments, while reading 1,226 pages of student work, and holding 42 hours of conferences. This compares with the prior year in which the "average" director taught 53 entry-level students, 4 hours per week, using 4 major and 5 minor assignments, while reading 1,583 pages of student work, and holding 50 hours of conferences.

LRW Faculty Members' Workload (Question 43): In the 1998-99 academic year, the "average" LRW faculty member taught 53 entry-level students, 5 hours per week, using 3 major and 4 minor assignments, while reading 1,870 pages of student work, and holding 69 hours of conferences. This compares with the prior year in which the "average" LRW faculty member taught 51 entry-level students, 4 hours per week, using 4 major and 5 minor assignments, while reading 1,642 pages of student work, and holding 67 hours of conferences.

Upper Level Teaching (Question 20): More directors are teaching courses beyond the first-year program (64 or 65% in 1999; 44 in 1998 survey). They are teaching more upper level courses: an average of 1.45 writing courses in 1999 (0.7 courses in 1998) and an average of 1.40 non-writing upper level courses (0.7 courses in 1998).

Other Significant Activities (Question 26): Directors engaged in a wide range of significant activities: 46 in law school and university committee work; 19 in other law school writing programs; 9 in academic support programs; and others in scholarship, fundraising, admissions, etc. Generally, these activities (and other activities such as moot court, advising students, orientation) do not pay a stipend (73 said no stipend; Question 27).

Faculty Committees (Question 28): The vast majority of directors serve on faculty committees as voting (81) or non-voting (9) members. For LRW faculty (Question 44), those in 62 programs serve on faculty committees (up from 31 in 1998 survey), with 56 programs affording voting.

Faculty Meetings (Question 29): The vast majority of directors also attend and vote at faculty meetings, with 48 voting on all matters and 42 voting on all but hiring and promotion. In the 1998 survey, 50 directors reported any voting. For LRW faculty (Question 45), in 37 programs they vote at faculty meetings, with 18 of those programs affording voting on all matters. At 40 more programs, LRW faculty attend, but do not vote.

Scholarship (Question 30): For 38 or 39% of directors, there is an obligation to produce scholarship. For 15 there is no obligation, but there is an expectation they will. For LRW faculty (Question 46), in 14 programs they have an obligation to produce scholarship, while 74 programs impose no obligation.

LRW Professionals Supervised (Question 22): The average number of professional LRW faculty supervised by the directors remained unchanged from the 1998 survey at 9, with an average of about 6 females and 4 males, per program reported in 1999.

LRW Faculty Type (Question 31): LRW faculty in most programs are on short-term contracts (57 or 63%), many programs use long-term contracts (26), a few programs have tenured or tenure-track (8). The majority of those on contract have no cap (63 of 81 or 78%).

Evaluation Standards (Question 37): 21 Directors reported using written standards to evaluate LRW faculty. 15 programs have standards under development. Several sent copies of their standards which will be filed with the Library Committee.

Additional Support for LRW Faculty:

-*Summer grants* (Question 40): Over half or 47 programs provide LRW faculty with summer grants averaging \$6,411.

-*Developmental Funding* (Question 41): The vast majority or 73 programs provide developmental funding averaging \$1,517.

-*Research Assistants* (Question 42): Over half or 59 programs provide funding for research assistants, with 49 providing funding for all reasonable request, and 10 providing an average of \$1,965.

Adjunct Faculty: See Questions 47-53.

Teaching Assistants: See Questions 54-57.

Gender Data Highlights in Appendix A:

Director Salary (Question 15): Female directors earn less than male directors, when measured by

- 12-month salaries (\$73,375 female; \$85,192 male);
 - less than 12-month salaries (\$63,762 female; \$72,494 male); or
 - salaries reported (combined 12-mon., <12-mon.: \$67,331 female; \$80,000 male).
- In the range of salaries paid, females earn the lowest (\$30,000), while males earn the highest salary (\$135,000).

Fewer females than males earn more than \$100,000 (4 of 67 females, or 6% of females earn more than \$100,000; 6 of 22 males, or 27% of males earn more than \$100,000).

Females earn more additional compensation for teaching beyond the entry-level program (\$8,417 female; \$6,700 male).

Salary Range for LRW Professionals (Question 39): In programs headed by female directors, the salary range for LRW faculty is lower: the averages in the range are lower (\$38,345 low to \$45,753 high, with female director; \$42,947 low to \$51,048, with male director), and the absolute lows of the salary range are lower than in programs headed by male directors (\$20,800 with female director; \$29,000 with male director). NOTE: The highs for the ranges are higher for programs headed by male directors, but the salaries reported for LRW Faculty may mistakenly include some directors' salaries reported for this question.

Tenure (Question 11): Female directors are less often tenured than are male directors (17% of females responding; 32% of males responding). When tenured and tenure track directors are combined, female directors are only slightly behind males (33% of females; 36% of males). More female directors are on contract than males (53% of females; 44% males).

Title (Question 14): Fewer females have "Professor" in their official title than males (57% female; 80% male). More females have titles of "Director" or "Lecturer" than males (14% Director & 12% Lecturer for females; 8% Director & 4% Lecturer for males).

Entry-level Students Taught (Question 19(a)): Female directors teach fewer students on average than male directors. Female directors teach an average of 33 students, while male directors teach 37 students (based on adjusted data deleting responses > 100 students for 6 female and 6 male directors. If the data are not adjusted, female directors teach an average of 48 students and male directors teach 88).

Teach Upper Level Courses (Question 20): Fewer females teach courses beyond the entry-level writing course than males (59% female; 84% male).

Faculty Committees (Question 28): Fewer females serve on faculty committees and fewer vote than males (89% serve & 81% vote for females; 100% serve & 88% vote for males).

Advanced Legal Writing Courses Highlights in Appendix B:

98 law schools offer advanced legal writing courses. Only 14 schools responding do not. Some schools offer one course, while others offer several or all 10 of the courses listed on the survey. The most frequently offered advanced courses are, in order of frequency:

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|---------------------------------|----|
| Advanced Advocacy | 63 |
| Advanced Legal Writing, General | 53 |
| Drafting, Litigation | 52 |
| Drafting, Transactional | 48 |
| Drafting, General | 46 |
| Scholarly Writing | 38 |
| Drafting, Legislation | 35 |
| Advanced Legal Writing, Survey | 17 |
| Judicial Opinion Writing | 14 |
| Other | 17 |