

## 2001 ALWD/LWI SURVEY HIGHLIGHTS

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### Some Changes in the 2001 Survey --

- Still more respondents in 2001: 143 schools participating, for an 82% response rate (up from 78% in 2000), thanks to the cooperation of program directors. This marks the third straight year of increased response rates.
- The survey was on the Web this year. This marks a major improvement for data collection and analysis. Despite some technical difficulties, this process was a success.

### Salary Highlights:

- **Directors' Salaries** (averages; Question 49):  
2001: \$79,209, up 4% from 2000 \$81,636 for 12 months; \$77,210 for <12 months  
2000: \$75,806, up 7% from 1999 \$77,053 for 12 months; \$74,697 for <12 months

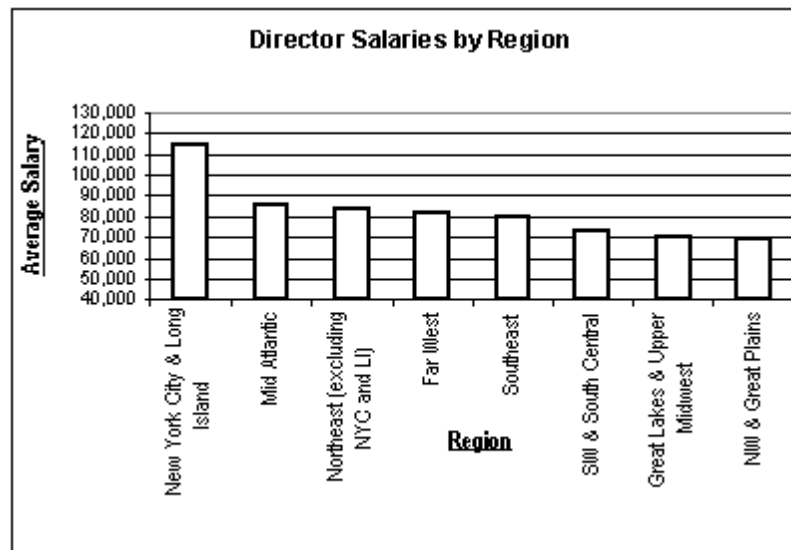
The "average" director looked very much the same in 2001, having graduated from law school 17 years ago, taught in law school for 11 years, and directed at her current law school for 6 years (Questions 3, 4, & 5).

- **LRW Faculty Full-time Current Salaries** (averages, excluding directors; Question 75):  
2001: From an average low of \$44,011 to an average high of \$53,012  
2000\*: \$40,325, up 2% from '99 \$42,300 for 1-3 yr. exp; \$43,852 for > 3 yr. exp.  
\*The averages for 2000 were based on entry-level salaries, rather than current average low salaries.

- **Regional Differences for Directors:**

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

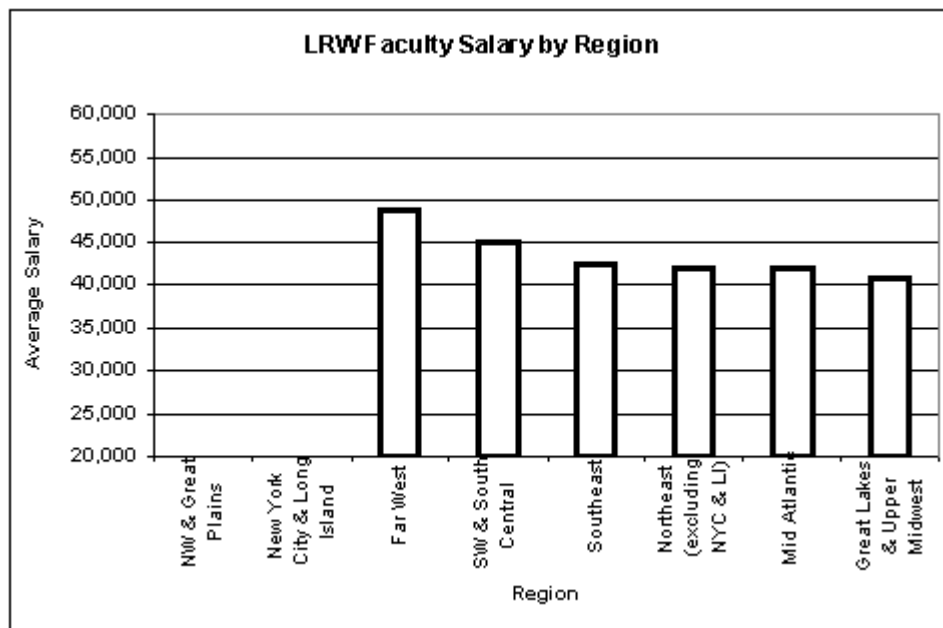
	<u>2001</u>	<u>2000</u>
New York City & Long Island:	\$114,050	\$124,333
Mid-Atlantic:	\$ 85,118	\$ 87,036
Northeast:	\$ 84,115	\$ 83,179
Far West:	\$ 81,639	\$ 71,609
Southeast:	\$ 79,708	\$ 69,615
Southwest & South Central:	\$ 73,269	\$ 68,746
Great Lakes & Up. Midwest:	\$ 70,951	\$ 71,552
Northwest & Great Plains:	\$ 68,900	\$ 65,917



- **Regional Differences for Current Minimum Salaries for LRW Faculty** (excluding directors): Average current minimum salaries for LRW faculty, by region, from highest to lowest:

	<b>2001</b>	<b>2000*</b>
Northwest & Great Plains:	No reports	No reports
New York City & Long Island:	No reports	\$54,000
Far West:	\$48,894	\$41,583
Northeast:	\$45,500	\$39,667
Southwest & South Central:	\$45,326	\$39,650
Southeast:	\$42,429	\$39,778
Mid-Atlantic:	\$42,000	\$42,500
Great Lakes & Up. Midwest:	\$39,500	\$36,857

\* Salary figures for 2000 were based on entry-level salaries, rather than current average low salaries.



- **Other Variables Related to Salaries:**

**-Years Since Earning a JD, Years Teaching, & Years as a Director** (Questions 3, 4, & 5): Salaries for directors increase as the directors have more years of experience.

**-Setting** (Question 7): Unlike 2000, when salaries were higher for directors and LRW faculty in the suburbs than in urban or rural areas, in 2001 salaries for directors and LRW faculty were higher in urban than in suburban or rural areas.

**-Institution Type** (Question 8): In past years, salaries were higher for directors and LRW faculty in private than in public schools. There is no reliable data for 2001.

**-Staffing Models** (Question 10): Average salaries are highest for directors in programs with tenure-track teachers hired to teach LRW (\$122,500) and are lower in adjunct-taught programs (\$83,996) and complex hybrid programs (\$81,506). Salaries are lowest in programs with LRW faculty on contract (\$73,384). For LRW faculty, average current salaries are highest if the faculty are tenured or tenure-track (\$58,333) and next highest in complex hybrid programs (\$47,800) (Question 75).

**-Director Type** (Question 45): Directors' average salaries are highest if they are tenured and tenure-track and their primary responsibility is LRW (\$102,138) and next highest if the directors' primary responsibility is not LRW (\$92,200). Non-tenure track directors earn low salaries of (\$69,436) and the lowest salaries go to administrators whose primary responsibility is LRW (\$62,667). LRW faculty average current salaries are highest when their director is tenured (\$52,167) or on clinical tenure track (\$42,667) and lowest in programs where the director is an administrator whose primary responsibility is LRW (\$33,000) (Question 75).

### Other Highlights:

- **Staffing Model** (Question 10): Most programs use full-time nontenure-track teachers (66 or 47%), adjuncts (25 or 18%), or a hybrid staffing model (34 or 24%). In 2001, 5 programs used solely tenured or tenure-track teachers hired specifically to teach LRW and another 3 programs used such teachers in hybrid programs (Question 11(a)).
- **Curriculum** (Questions 12 - 26): Virtually all writing programs extend over 2 semesters, averaging 2.38 credit hours in the fall and 2.06 hours in the spring. 31 programs have a required component in the fall of the second year, averaging 2.1 credit hours (Question 12). Almost all LRW courses are graded (114 programs)(Question 15) . Many programs grade at least some assignments anonymously (72), but 63 programs do not (Question 17). 107 programs require rewrites, with 46 of those programs requiring rewrites on all assignments (Question 23). The vast majority of programs integrate research and writing instruction (101 programs)(Question 18). 43 law schools employ a full-time or part-time writing specialist, and 103 schools offer an academic support program (Question 28).
- **Common practices** (Questions 12-26): Data for the most common written assignments and Oral skills are not available this year because of technical problems with the survey (Question 21). We do not expect dramatic changes since last year, however. See the report for 2000 data. The most common methods of commenting on papers during the 2000-01 academic year are comments on the paper itself (133), comments during conferences (114), comments at the end of the paper (108), general feedback addressed to the class (91), grading grids or score sheets (81), and feedback memos addressed to individual students (72) (Question 24). 48 programs have web pages, up from 34 web pages reported in 2000 (Question 42).
- **Citation Method** (Question 27): As of the time of the survey response in late May of 2001, 66 programs planned to teach the ALWD Citation Manual only, while 52 programs will teach the Bluebook only, and 14 will teach both methods for the 2001-02 academic year.
- **Tenure** (Question 45): In 2001, there were fewer tenured directors (22 vs. 24) but more tenure-track directors (16 vs. 10) responding than in 2000. In addition, 9 directors have clinical tenure or tenure-track status. About 39% of those responding were tenured or tenure-track, including clinical tenure status. However, 49% of the directors whose primary responsibility is LRW are not on tenure-track (60 of 122).
- **Assistant Directors** (Question 46): 18 programs reported having assistant directors in 2001, (down from 25 in 2000); 98 do not. The average salary for an assistant director was reported as \$37,753 based on only 3 responses (compared with \$51,965 reported in 2000).
- **Title** (Question 48): Over 66% of program directors have a form of "Professor" in their official title (94 of 143). "Director" is the next most common title (65 or 45%). For LRW faculty (Question 68), many have some form of "Professor" in their official title (57 or 46%), many are "Instructors" (35 or 19%), with "Lecturer" the next most common title (16 or 13%).

- **Directors' Workload** (Question 54): In the 2001-02 academic year, the "average" director taught 32 entry-level students, 3 hours per week, using 3 major and 4 minor assignments, while reading 983 pages of student work, and holding 38 hours of conferences during the fall semester. The spring semester workload was comparable. This compares with the prior year in which the "average" director taught 34 entry-level students, 3 hours per week, using 3 major and 4 minor assignments, while reading 1,111 pages of student work, and holding 35 hours of conferences -- a slightly heavier workload than reported for the 2001 survey.
- **LRW Faculty Members' Workload** (Question 82): In the 2001-02 academic year, the "average" LRW faculty member taught 47 entry-level students, 4 hours per week, using 3 major and 4 minor assignments, while reading 1,410 pages of student work, and holding 62 hours of conferences. Again this past year the class size approached the maximum recommended by the ABA Sourcebook on Legal Writing Programs. This compares with the prior year in which the "average" LRW faculty member taught 46 entry-level students, 6 hours per week, using 3 major and 4 minor assignments, while reading 1,588 pages of student work, and holding 48 hours of conferences -- a comparable workload, and significantly better than in 1999.
- **Upper Level Teaching** ( Questions 55 & 56): Many directors teach courses beyond the first-year program (71 or 50%). They taught an average of 1.62 upper level writing courses. Data for upper level teaching by LRW faculty are not available this year because of technical problems with the survey. See the report for 2000 data. (*Question 85*).
- **Faculty Committees** (Question 59): The vast majority of directors serve on faculty committees as voting members (107 or 75%). For LRW faculty (Question 83), those in 66 programs serve on faculty committees, with 60 programs affording voting.
- **Faculty Meetings** (Question 60): The majority of directors also attend and vote at faculty meetings, with 14 non-tenure track directors voting on all matters and 26 more voting on all but hiring and promotion. These voting rights are in addition to the 48 tenured and tenure-track directors. LRW faculty vote in 42 programs at faculty meetings, with 20 of those programs affording voting on all matters. At 47 more programs, LRW faculty attend, but do not vote (Question 84).
- **Scholarship** (Question 62): For 40 or 28% of directors, there is an obligation to produce scholarship. For 24 there is no obligation, but there is an expectation they will. For LRW faculty (Question 81), there is an obligation in 12 programs to produce scholarship and in 14 programs they are expected to produce scholarship, while 73 programs impose no such obligation or expectation.
- **LRW Faculty Type** (Question 65): LRW faculty in most programs are on short-term contracts, with 56 on 1-year contracts, 15 on 2-year contracts, 34 on contracts  $\geq$  3 years, 7 have ABA Standard 405(c) status, and 15 are on tenure track. The overwhelming majority of those on contract have no cap (85 of 92 or 92%, up from 79 of 92 or 86% in 2000) (Question 66).
- **Evaluation Standards** (Question 70): 49 directors reported using written standards to evaluate LRW faculty, down from 59 in 2000. 20 more programs have standards under development.

- **Additional Support for LRW Faculty:**
  - Summer grants** (Question 76): 52 programs provide LRW faculty with summer grants averaging \$6,435, up from \$6,030 in 2000.
  - Developmental Funding** (Question 79): The vast majority, or 89 programs, provide developmental funding averaging \$1,763, down from \$1,981 in 2000.
  - Research Assistants** (Question 80): Over half, or 73 programs, provide funding for research assistants, with 61 providing funding for all reasonable requests, and 12 providing an average of \$2,335, the same as in 2000.
- **Adjunct Faculty:** See Questions 86-92 in part IX.
- **Teaching Assistants:** See Questions 93-99 in part X.
- **Survey** (Question 100): Most respondents have used the survey data in the past. 78 used the survey to improve their programs, 41 to improve their status, and 44 to improve their salary. This shows increased use of the survey data from 2000.

## Gender Data Highlights in Appendix A:

- **Director Salary** (Question 49): Female directors earn less than male directors, when measured by
  - 12-month salaries (\$77,163 female; \$91,615 male);
  - less than 12-month salaries (\$75,068 female; \$84,115 male); or
  - salaries reported (combined 12-mon. & <12-mon.: \$75,971 female; \$88,015 male. Compared with 2000 combined averages of \$71,628 female; \$87,410 male).
  - ▶ In the range of salaries paid, female directors' salaries have a wider range than males' (\$45,100 to \$136,000 female; \$55,000 to \$130,000 males).
  - ▶ Fewer females than males earn more than \$100,000 (6 of 68 females, or 9% of females; 9 of 25 males, or 36% of males).
  - ▶ Females with comparable years of experience directing at their present schools earn sometimes less and sometimes more than their male colleagues (less for 0-5 and 11-15 years of experience, more for 6-10 and > 15 years of experience).
  - ▶ Females also earn less additional compensation for teaching beyond the entry-level program (\$7,167 female; \$9,333 male).
- **Salary Range for LRW Professionals** (Question 75): In programs headed by female directors, once again the salary range for LRW faculty is lower: the averages at the low in the range are lower (\$41,634 low with female director; \$46,226 low with male director). The averages at the high end of the range are also lower (\$49,732 high with a female director, \$52,640 high with a male director).
- **Tenure** (Question 45): Female directors are somewhat less often tenured than are male directors (16% of females ; 21% of males). When tenured and tenure-track directors are combined, females just pass males (32% female; 30% male). Significantly more female directors continue to find themselves on contract than males (41% females; 30% males).
- **Title** (Question 48): Fewer females have "Professor" as their official title than males (47% female; 57% male). More females have titles of "Instructor" or "Lecturer" than males (12% females; 2% males). About 35% of both females and males have "Director" as their official title.
- **Teach Upper Level Courses** (Question 55): Fewer females teach courses beyond the required writing course than males (45% female; 76% male). The overall level of directors teaching upper-level courses has decreased significantly from the 2000 data when 64% females and 82% male directors taught those classes. More female directors teach academic support as their only upper level course than males (7% females; 0% males).
- **Leave** (Question 64): Female directors are somewhat less often eligible for paid sabbaticals (34% female; 38% male), slightly more often eligible for unpaid sabbatical (13% female; 12% male), and are less often eligible for other leave and reduced loads (39% female; 50% male). While there is less of a gender gap shown by this year's data, the overall level of eligibility for paid sabbaticals decreased significantly from the 2000 data (59% female and 64% male).

**Appendix B lists the law schools which responded in time for the 2000 Survey Report.**