

2000 ALWD/LWI SURVEY HIGHLIGHTS

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Some Changes in the 2000 Survey --

More respondents in 2000: 137 schools participating, for a 78% response rate (up from 68% in 1999), thanks to the cooperation of program directors and follow-up by the Survey Committee members.

An extensive survey of LRW curricula (part IV) covering such issues as credit hours, grading, research instruction, assignments, writing specialists, along with an expanded survey of upper-level writing courses (part V).

Additional information gathered on the gender of directors and LRW faculty (Appendix A). Comparisons with 1999 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.

Salary Highlights:

Directors' Salaries (averages; Question 49):

2000: \$75,806, up 7% from '99 \$77,053 for 12 months; \$74,697 for < 12 months
1999: \$71,016, up 3% from '98 \$76,947 for 12 months; \$65,472 for <12 months.

The "average" director graduated from law school 17 years ago, taught in law school for 11 years, and directed at her current law school for 7 years (Questions 3, 4, & 5).

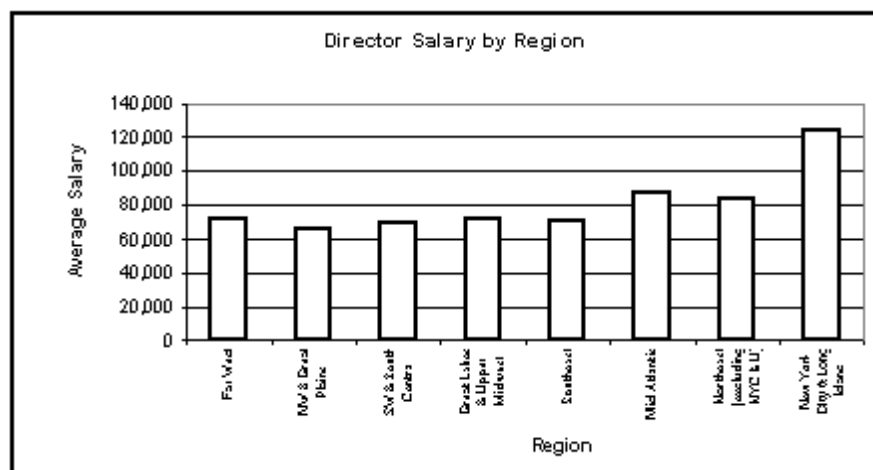
LRW Faculty Full-time Entry-level Salaries (averages, excluding directors; Question 74(b)):

2000: \$40,325, up 2% from '99 \$42,300 for 1-3 yr. exp; \$43,852 for > 3 yr. exp.
1999: \$39,731, up 3% from '98 \$42,130 for 12 months; \$38,738 for <12 months.

Regional Differences for Directors:

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

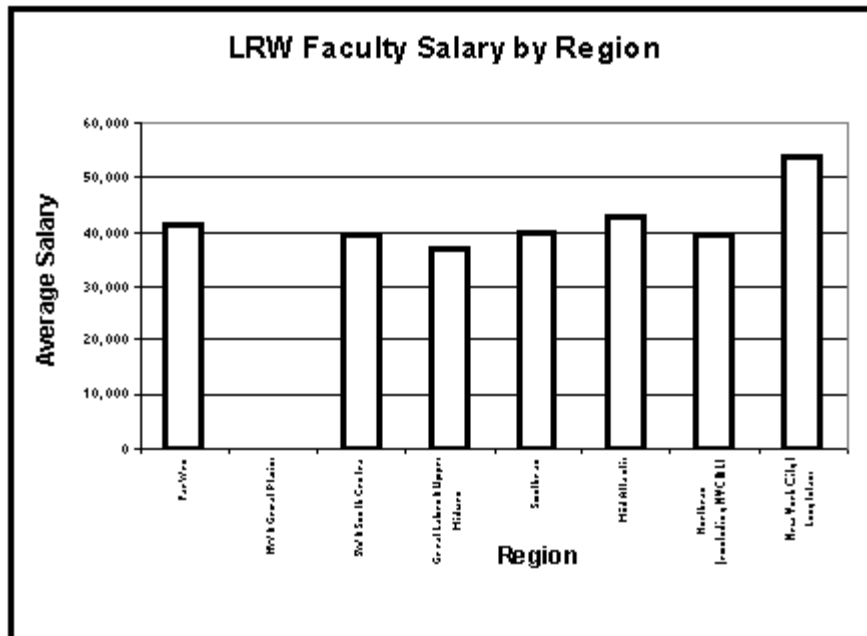
	<u>2000</u>	<u>1999</u>
New York City & Long Island:	\$124,333	\$113,000
Mid-Atlantic:	\$ 87,036	\$ 77,375
Northeast:	\$ 83,179	\$ 68,996
Far West:	\$ 71,609	\$ 74,000
Great Lakes & Up. Midwest:	\$ 71,552	\$ 62,621
Southeast:	\$ 69,615	\$ 64,208
Southwest & South Central:	\$ 68,746	\$ 69,608
Northwest & Great Plains:	\$ 65,917	\$ 51,400



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

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

	2000	1999
Northwest & Great Plains:	No reports	\$52,500
New York City & Long Island:	\$54,000	\$45,833
Mid-Atlantic:	\$42,500	\$45,125
Far West:	\$41,583	\$39,833
Southeast:	\$39,778	\$37,700
Northeast:	\$39,667	\$42,700
Southwest & South Central:	\$39,650	\$40,073
Great Lakes & Up. Midwest:	\$36,857	\$34,976



• **Other Variables Related to Salaries:**

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

-Setting (Question 7): Salaries continue to be higher for directors and LRW faculty in the suburbs than in urban or rural areas, and the gaps are increasing.

-Institution Type (Question 8): Salaries also continue to be higher for directors and LRW faculty in private than in public schools, but the gap is narrowing.

-Staffing Models (Question 10): Average salaries are highest for directors in programs with tenure-track teachers hired to teach LRW (\$111,500) and are lower in adjunct-taught programs (\$79,916) and complex hybrid programs (\$78,164). Salaries are lowest in programs with LRW faculty on contract (\$70,601). For LRW faculty, average entry-level salaries are highest in complex hybrid programs (\$45,000) (Question 74(b)).

-Director Type (Question 45): Directors' average salaries are highest if they are tenured and tenure-track and their primary responsibility is LRW (\$95,476) and next highest if the directors' primary responsibility is not LRW (\$94,688). Non-tenure track directors earn the lowest salaries (\$59,919). LRW faculty average entry-level salaries are highest when their director is tenured (\$42,800) and lowest in programs where the director is an administrator whose primary responsibility is LRW (\$36,000)(Question 74(b)).

Other Highlights:

Staffing Model (Question 10): Most programs use full-time, nontenure-track teachers (73 or 50%), adjuncts (25 or 17%), or a hybrid staffing model (33 or 23%). Last year, 5 programs used solely tenured or tenure-track teachers hired specifically to teach LRW and another 4 programs used such teachers in hybrid programs (Question 11(a)).

Curriculum (Questions 12 - 26): Virtually all writing programs extend over 2 semesters, averaging 2.14 credit hours in the fall and 2.08 hours in the spring. 20 programs have a required component in the fall of the second year, averaging 2.2 credit hours (Question 12). Almost all LRW courses are graded (115 programs)(Question 15). Many programs grade at least some assignments anonymously (78), but 57 programs do not (Question 17). 111 programs require rewrites, with 38 of those programs requiring rewrites on all assignments (Question 23). The vast majority of programs integrate research and writing instruction (103 programs)(Question 18). 36 law schools employ a full-time or part-time writing specialist, while 6 schools employ more than 1 specialist.

- **Common practices** (Questions 12-26): The most common writing assignments are legal memoranda (134), appellate briefs (104), client letters (67), pretrial briefs (60), trial briefs (32), and drafting documents (28) (Question 20). For oral skills, the most common assignments are appellate arguments (101), pretrial arguments (39), oral reports to senior partners (16), and trial motions (15) (Question 21). The most common methods of commenting on papers are comments on the paper itself (133), comments during conferences (117), comments at the end of the paper (104), general feedback addressed to the class (87), and feedback memos addressed to individual students (64). In addition, 21 programs have still other forms of feedback (Question 24). 34 programs have webpages (Question 42).
- **Citation Method** (Question 27): As of the time of the survey response, 48 programs will teach the ALWD Citation Manual only, while 38 programs will teach the Bluebook only, and 21 will teach both methods.

Tenure (Question 45): In 2000, there were more tenured directors (24 vs. 21) but fewer tenure-track directors (10 vs. 13) responding than in 1999. About 30% of those responding were tenured or tenure-track. However, 68% of the directors whose primary responsibility is LRW are not on tenure-track (73 of 107).

Assistant Directors (Question 46): 25 programs have assistant directors; 92 do not. The average salary for an assistant director is \$51,965.

Title (Question 48): Over 53% of program directors have a form of "Professor" in their official title (73 of 137). "Director" is the next most common title (60 or 44%). For LRW faculty (Question 68), many have some form of "Professor" in their official title (58 or 46%), many are "Instructors" (37 or 29%), with "Lecturer" the next most common title (17 or 13%).

Directors' Workload (Question 54): In the 1999-2000 academic year, the "average" director taught 34 entry-level students, 5 hours per week, using 3 major and 4 minor assignments, while reading 1,111 pages of student work, and holding 36 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 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 -- a heavier workload than reported for the 2000 survey.

LRW Faculty Members' Workload (Question 82): In the 1999-2000 academic year, 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. For this past year the class size approaches for the first time, 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 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 -- a much heavier workload.

Upper Level Teaching (Questions 55 & 56): Many directors teach courses beyond the first-year program (77 or 65%). They taught an average of 1.39 upper level writing courses and an average of 1.47 non-writing upper level courses. LRW faculty in 58 programs teach other courses during the academic year and faculty at 41 other programs teach other courses, but only during the summer. Of these programs, 37 programs have LRW faculty teaching LRW courses, while 63 programs have LRW faculty teaching non-LRW courses. LRW faculty generally earn additional compensation for this teaching, but those in 25 programs do not (Question 85).

Faculty Committees (Question 59): The vast majority of directors serve on faculty committees as voting (99) or non-voting (11) members. For LRW faculty (Question 83), those in 69 programs serve on faculty committees, with 64 programs affording voting.

Faculty Meetings (Question 60): The majority of directors also attend and vote at faculty meetings, with 49 voting on all matters and 33 more voting on all but hiring and promotion. LRW faculty vote in 39 programs at faculty meetings, with 16 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 38 or 37% 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 23 programs to produce scholarship and in 15 programs they are expected to produce scholarship, while 64 programs impose no such obligation or expectation.

LRW Faculty Type (Question 65): LRW faculty in most programs are on short-term contracts, with 57 on 1-year contracts, 21 on 2-year contracts, 29 on contracts ≥ 3 years, and 16 on tenure track. The overwhelming majority of those on contract have no cap (79 of 90 or 88% in 2000; up from 63 of 81 or 78% in 1999).

Evaluation Standards (Question 70): 59 directors reported using written standards to evaluate LRW faculty, up from 21 in 1999. 17 more programs have standards under development.

Additional Support for LRW Faculty:

-***Summer grants*** (Question 76): 55 programs provide LRW faculty with summer grants averaging \$6,030, down from \$6,411 in 1999.

-***Developmental Funding*** (Question 79): The vast majority, or 89 programs, provide developmental funding averaging \$1,981, up from \$1,517 in 1999.

-Research Assistants (Question 80): Over half, or 72 programs, provide funding for research assistants, with 57 providing funding for all reasonable request, and 15 providing an average of \$2,356, up from \$1,965 in 1999.

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. 64 used the survey to improve their programs, 40 to improve their status, and 34 to improve their salary.

Gender Data Highlights in Appendix A:

Director Salary (Question 49): Female directors earn less than male directors, when measured by

- 12-month salaries (\$73,171 female; \$84,817 male);
- less than 12-month salaries (\$70,480 female; \$91,182 male); or
- salaries reported (combined 12-mon. & <12-mon.: \$71,628 female; \$87,410 male).

In the range of salaries paid, female directors' salaries have a lower range than males' (\$20,000 to \$128,000 female; \$36,470 to \$130,000 males).

Fewer females than males earn more than \$100,000 (8 of 77 females, or 11% of females; 9 of 24 males, or 33% of males).

Females with comparable years of experience directing at their present schools earn less than their male colleagues (for less than 5 years of experience, \$66,411 for females; \$83,786 for males; for 6 to 10 years experience, \$70,617 for females; \$88,250 for males).

Females also earn less additional compensation for teaching beyond the entry-level program (\$7,838 female; \$11,375 male).

Salary Range for LRW Professionals (Question 75): In programs headed by female directors, the salary range for LRW faculty is lower: the averages in the range are lower (\$40,186 low to \$49,066 high, with female director; \$43,867 low to \$53,433, with male director). In addition, the minimum salaries paid in the salary range are lower in programs directed by females than in programs headed by male directors (\$26,000 with female director; \$30,000 with male director) and the maximum salaries paid are also lower (\$90,000 with female director; \$130,000 with male director).

Tenure (Question 45): Female directors are somewhat less often tenured than are male directors (20% of females ; 23% of males). When tenured and tenure-track directors are combined, the gap widens (28% female; 33% male). Significantly more female directors are on contract than males (45% females; 30% males).

Title (Question 48): Fewer females have "Professor" as their official title than males (45% female; 59% male). More females have titles of "Instructor" or "Lecturer" than males (14% females; 3% males). About 20% of both females and males have "Director" as their official title.

Teach Upper Level Courses (Question 55): Fewer females teach courses beyond the entry-level writing course than males (64% female; 82% male). More female directors teach academic support as their only upper level course than males (9% females; 0% males).

Faculty Committees (Question 59): Fewer females serve on faculty committees and fewer vote than males (89% serve & 81% vote for females; 100% serve & 88% vote for males).

- **Leave** (Question 64): Female directors are less often eligible for paid sabbaticals (59% female; 64% male), more often eligible for unpaid leave (22% female; 14% male), and are more often denied any type of leave than their male colleagues (19% female; 9% males).

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