

2002 ALWD/LWI SURVEY HIGHLIGHTS

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Some Changes in the 2002 Survey --

- Still more respondents in 2002: 154 schools participated for an 83% response rate (up from 82% in 2001) thanks to the cooperation of program directors. This marks the fourth straight year of increased response rates. This year's pool of solicited schools was also the largest ever with 186 schools solicited for information.
- New questions about how directors and faculty spend their teaching time and how much time they spend in preparation were added to the 2002 survey (Questions 21, 52, 82).

Salary Highlights:

- **Directors' Salaries** (averages; Question 49):
 2002: \$82,010, up 4% from 2001 \$85,389 for 12 months \$79,563 for <12 months
 2001: \$79,209, up 4% from 2000 \$81,636 for 12 months \$77,210 for <12 months

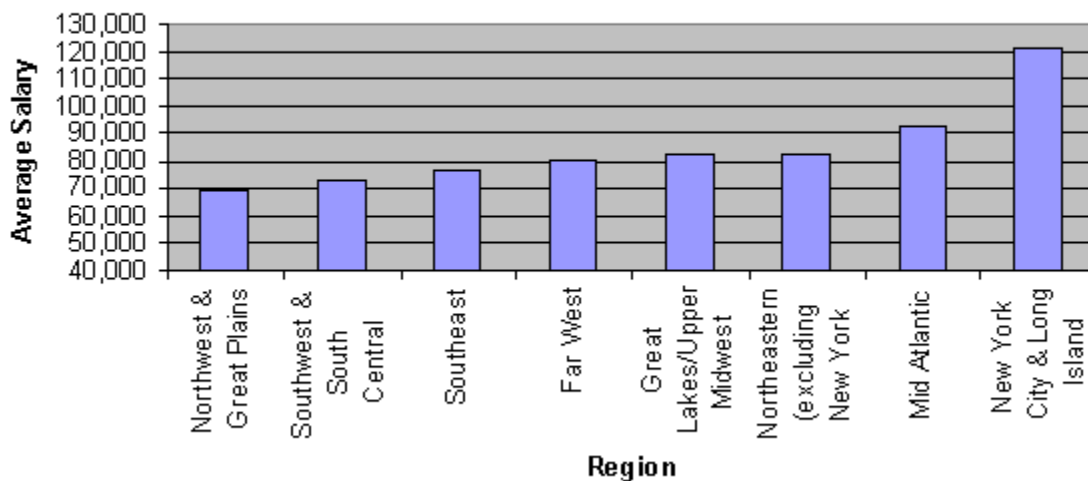
The "average" director looked very much the same in 2001, having graduated from law school 18.1 years ago, taught in law school for 11.4 years, and directed at her current law school for 6.8 years (Questions 3, 4, & 5).

- **Regional Differences for Directors:**

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

	<u>2002</u>	<u>2001</u>
New York City & Long Island:	\$121,167	\$114,050
Mid-Atlantic:	\$ 92,427	\$ 85,118
Northeast:	\$ 82,236	\$ 84,115
Great Lakes & Up. Midwest:	\$ 82,190	\$ 70,951
Far West:	\$ 80,924	\$ 81,639
Southeast:	\$ 76,218	\$ 79,708
Southwest & South Central:	\$ 73,205	\$ 73,269
Northwest & Great Plains:	\$ 69,100	\$ 68,900

Director Salary By Region

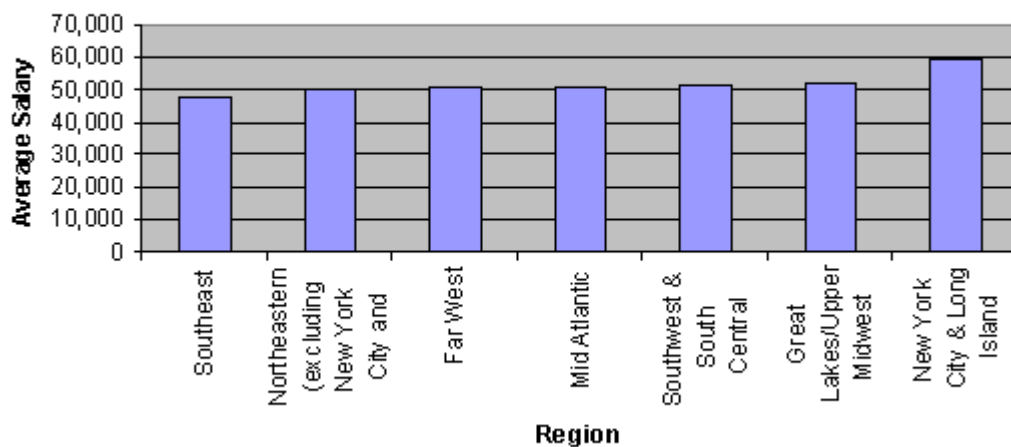


- **LRW Faculty Full-time Current Salaries** (averages, excluding directors; Question 75):
2002: From an average low of \$46,741 to an average high of \$54,316
2001: From an average low of \$44,011 to an average high of \$53,012
- **Regional Differences for Salaries for LRW Faculty** (excluding directors):
Average and average low-range base salaries* for LRW faculty, by region, from highest to lowest:

	<u>2002 average</u>	<u>2002 average low</u>	<u>2001</u>
New York City & Long Island:	\$59,500	\$56,500	No reports
Great Lakes & Up. Midwest:	\$51,666	\$44,789	\$39,500
Southwest & South Central:	\$51,423	\$47,077	\$45,326
Mid-Atlantic:	\$50,550	\$45,850	\$42,000
Far West:	\$50,509	\$47,173	\$48,894
Northeast:	\$50,025	\$46,150	\$45,500
Southeast:	\$47,696	\$45,136	\$42,429
Northwest & Great Plains:	No reports	No reports	No reports

*Average low-range salaries were reported in 2001, so 2002 low-range salaries are given here to aid in comparison.

Average LRW Faculty Salary By Region



- **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): In 2002, salaries were higher for directors and LRW faculty in the suburbs than in urban or rural areas. This is a change from 2001 when salaries for directors and LRW faculty were higher in urban than in suburban or rural areas, but is consistent with trends from 2000 and earlier.

-Institution Type (Question 8): In 2002, salaries were higher for directors at private law schools (\$84,605) than they were for directors at public law schools (\$78,379).

-Staffing Models (Question 10): Average directors' salaries were highest for directors in programs with tenure-track teachers hired to teach LRW (\$98,333) and were lower in adjunct-taught programs (\$93,789) and complex hybrid programs (\$84,733) (Question 49). Salaries were lowest in programs with LRW faculty on contract (\$76,744). For LRW faculty, average current salaries were highest if the faculty were tenured or tenure-track (\$65,639) and next highest in complex hybrid programs (\$51,079) (Question 75).

-Director Type (Question 45): Directors' average salaries were highest if they were tenured and their primary responsibility is LRW (\$106,506), and next highest if the directors' primary responsibility is not LRW (\$97,167). Following behind were tenure-track directors if their primary responsibility is LRW (\$84,690) and clinical tenure or tenure-track directors (\$81,894). Non-tenure track directors earned the lowest salaries (\$70,541). LRW faculty average current salaries* were highest when their director is tenured (\$47,182) or on tenure track (\$45,994) and lowest in programs where the director is on contract (\$43,329). (Question 75).

**Note: To allow for comparison with 2001 data, averages were calculated using low-range base salaries.*

Other Highlights:

- **Staffing Model** (Question 10): Most programs used full-time nontenure-track teachers (76 or 50%), a hybrid staffing model (41 or 27%), or adjuncts (21 or 16%). In 2002, 7 programs used solely tenured or tenure-track teachers hired specifically to teach LRW, and another 6 programs used such teachers in hybrid programs (Question 11(a)).
- **Curriculum** (Questions 12 - 26):
 - **Program Length:** Virtually all writing programs extend over 2 semesters averaging 2.22 credit hours in the fall and 2.14 hours in the spring. 34 programs have a required component in the fall of the second year, averaging 2.12 credit hours (Question 12). Almost all LRW courses are graded (125 programs)(Question 15) .
 - **Grading:** Many programs grade at least some assignments anonymously (79), but 70 programs do not (Question 17). 123 programs require rewrites with 40 of those programs requiring rewrites on all assignments. 55 programs grade all rewrites; 34 grade only the rewrites; 19 grade only the final drafts (Question 23).
 - **Research Teaching:** The vast majority of programs integrate research and writing instruction (117 programs). At 65 schools legal research is taught by LRW faculty. At 40 schools it is taught by librarians. At 37 schools LRW faculty and librarians teach legal research in combination, and at 20 schools teachings assistants and other students are responsible for teaching research (Question 18).
 - **Writing Specialists:** 36 law schools employ a full-time or part-time writing specialist, and 112 schools offer an academic support program (Question 28).
- **Common practices** (Questions 12-26):
 - **Assignments:** The most common writing assignments during the 2001-02 academic year were office memoranda (150), appellate briefs (126), pretrial briefs (76), and client letters (70). The most common oral exercises were appellate arguments (115), pretrial motion arguments (52), and in-class presentations (43) (question 20).
 - **Commenting:** The most common methods of commenting on papers during the

2001-02 academic year were comments on the paper itself (149), comments during conferences (124), comments at the end of the paper (123), general feedback addressed to the class (108), feedback memos addressed to individual students (84), and grading grids or score sheets (82) (Question 24).

- Teaching Activities: The most common teaching activities and the average amount of time spent in each activity were lecture (139 spending an average of 29%), questions and answers and class discussion (136 spending an average of 21%), group in-class exercises (131 spending an average of 13%), individual in-class exercises (106 spending an average of 10%), demonstrations (107 spending an average of 9%), and in-class writing (83 spending an average of 7%) (Question 21).

- **Technology** 64 programs have web pages up from 48 web pages reported in 2001 (Question 42). Class email listservs were popular during the 2001-02 year with 122 programs using them with a 4.13 average satisfaction rating (out of a possible 5). 71 programs had course web pages with a 3.68 average satisfaction rating. 68 programs made use of electronic “smart” classrooms with a 3.82 average satisfaction rating.
- **Citation Method** (Question 27): As of the time of the survey, 59 programs planned to teach the ALWD Citation Manual only, while 60 programs plan to teach the Bluebook only, 13 plan to teach both methods, 5 plan to leave the choice to each teacher, and 10 plan to either teach a different system or are undecided which system they will teach for the 2002-03 academic year.
- **Tenure** (Question 45): In 2002, there were fewer tenured directors (21 vs. 22) but more tenure-track directors (18 vs. 16) responding than in 2001. In addition, 8 directors have clinical tenure or tenure-track status compared with 9 in 2001. About 36% of those responding were tenured or tenure-track including clinical tenure status. However, 42% of the directors whose primary responsibility is LRW are not on tenure-track (55 of 130).
- **Assistant Directors** (Question 46): 19 programs reported having assistant directors in 2002, (up from 18 in 2001). The average salary for an assistant director was reported as \$54,176 compared with \$51,965 reported in 2000. (In 2001, the average of \$37,753 was based on only 3 responses.)
- **Title** (Question 48): Over 66% of program directors have a form of “Professor” in their official title (87 of 130). “Director” is the next most common title (57 or 44%). For LRW faculty (Question 68), many have some form of “Professor” in their official title (64 or 42%), many are “Instructors” (36 or 25%), with “Lecturer” the next most common title (17 or 11%).
- **Directors’ Workload** (Question 53 & 54):
 - Teaching Load:** In the 2001-02 academic year, the “average” director taught 30 entry-level students 3 hours per week using 3 major and 4 minor assignments while reading 1,134 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 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—a slightly lighter workload than reported for the 2002 survey.

- **Preparation Time:** In 2001-02, directors spent an average of 41 hours preparing major research and writing assignments and 50 hours preparing for classes in the fall and comparable time in the spring.

- **Time Distribution:** In 2001-02, directors spent 30% of their time teaching in the required program, 22% on directorship duties, 13% teaching outside the required program, 9% on service, 8% on scholarship, 7% on academic support, and 11% on “other” activities.

- **LRW Faculty Members’ Workload** (Question 82):

- **Teaching Load:** In the 2001-02 academic year, the “average” LRW faculty member taught 43 entry-level students 4 hours per week using 3 major and 4 minor assignments while reading 1,589 pages of student work and holding 51 hours of conferences. Again this past year the class was within the maximum range 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 1,410 pages of student work and holding 62 hours of conferences—a comparable workload.

-**Preparation Time:** In 2001-02 faculty spent an average of 32 hours preparing major research and writing assignments and 57 hours preparing for classes in the fall and comparable time in the spring.

- **Upper Level Teaching** (Questions 55 & 56): Many directors teach courses beyond the first-year program (77 or 59%). They taught an average of 1.46 upper level writing courses and 1.67 non-LRW courses. Many LRW faculty also teach upper-level courses (85 or 75%). These classes are both upper-level LRW classes (38) and non-LRW courses (74). These courses are taught both during the regular academic year (46) and during separate summer sessions (39)(Question 85).
- **Faculty Committees** (Question 59 & 83): The vast majority of directors serve on faculty committees as voting members (112 or 86%). For LRW faculty (Question 83), those in 88 (77%) programs serve on faculty committees with 77 programs affording voting (67%).
- **Faculty Meetings** (Question 60): The majority of directors also attend and vote at faculty meetings with 13 non-tenure track directors voting on all matters and 31 more voting on all but hiring and promotion. These voting rights are in addition to the 47 tenured and tenure-track directors. LRW faculty vote in 61 programs at faculty meetings with 25 of those programs affording voting on all matters. At 45 more programs, LRW faculty attend, but do not vote (Question 84).
- **Scholarship** (Question 62): For 46 or 35% of directors, there is an obligation to produce scholarship. For 21 there is no obligation, but there is an expectation they will. For LRW faculty (Question 81), there is an obligation in 20 programs to produce scholarship and in 11 programs they are expected to produce scholarship, while 82 programs impose no such obligation or expectation.
- **LRW Faculty Type** (Question 65): LRW faculty in most programs are on short-term contracts with 65 on 1-year contracts, 19 on 2-year contracts, 36 on contracts ≥ 3 years, 17 have ABA Standard 405(c) status, and 20 are on tenure track. The overwhelming majority of those on

contract have no cap (100 of 109 or 92% consistent with the 2001 numbers of 85 of 92) (Question 66).

- **Evaluation Standards** (Question 70): 62 directors reported using written standards to evaluate LRW faculty up from 49 in 2001. 21 more programs have standards under development.
- **Additional Support for LRW Faculty:**
 - Summer grants*** (Question 76): 57 programs provide LRW faculty with summer grants averaging \$6,371, down from \$6,435 in 52 programs in 2001.
 - Developmental Funding*** (Question 79): The vast majority, or 98 programs, provide developmental funding averaging \$1,713, down from \$1,763 in 89 programs in 2001.
 - Research Assistants*** (Question 80): Over half, or 79 programs, provide funding for research assistants, with 69 providing funding for all reasonable requests and 10 providing an average of \$920, down significantly from \$2,335 in 2001.
- **Adjunct Faculty:** (Questions 86-92) See report part IX.
- **Teaching Assistants:** (Questions 93-99) See reports part X.
- **Survey** (Question 100): Most respondents have used the survey data in the past. 82 used the survey to improve their programs, 56 to improve their status, 50 to improve their salary, and 16 for "other" reasons. This shows increased use of the survey data from 2001.

Gender Data Highlights in Appendix A:

- **Director Salary** (Question 49): Female directors earn less than male directors when measured by
 - 12-month salaries (\$80,775 female; \$94,227 male);
 - less than 12-month salaries (\$79,220 female; \$80,710 male); or
 - salaries reported (combined 12-mon. & <12-mon.: \$79,806 female; \$87,790 male. Compared with 2001 combined averages of \$75,971 female; \$88,015 male).
 - ▶ In the range of salaries paid, female directors' salaries have a wider range than males' (\$46,80 to \$141,000 female; \$46,000 to \$135,600 males).
 - ▶ Fewer females than males earn more than \$100,000 (13 of 77 females, or 17% of females; 8 of 21 males, or 38% of males). However, the number of females earning more than \$100,000 has risen substantially since 2001 when only 6 of 68 (or 9%) earned such salaries.
 - ▶ Females with comparable years of experience directing at their present schools earn sometimes less, sometimes the same, and sometimes more than their male colleagues (less for 6-10 and 11-15 years of experience, same for 0-5 years of experience, and more for > 15 years of experience).
- **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 were lower (\$44,605 low with female director; \$48,031 low with male director). The averages at the high end of the range were also lower (\$53,380 high with a female director, \$57,533 high with a male director).
- **Tenure** (Question 45): Female directors were somewhat less often tenured than were male directors (15% of females; 23% of males). When tenured and tenure-track directors were combined, males just pass females (33% male; 32% female). Significantly more female

directors continue to find themselves on contract than males (48% females; 32% males).

- **Title** (Question 48): Fewer females than males have “Professor” as their official title (45% female; 57% male). More females have titles of “Instructor” or “Lecturer” than males (12% females; 5% males). About 35% of females have “Director” as their official title compared with 29% of males.
- **Teach Upper Level Courses** (Question 55): Fewer females teach courses beyond the required writing course than males (57% female; 80% male). The overall level of directors teaching upper-level courses has increased slightly from the 2001 data when 52% females and 76% male directors taught those classes. More female directors teach academic support as their only upper level course than males (6% females; 3% males).
- **Leave** (Question 64): Female directors were somewhat less often eligible for paid sabbaticals (35% female; 40% male), more often eligible for unpaid sabbatical (10% female; 6% male), and were slightly less often eligible for other leave and reduced loads (45% female; 47% male).

Appendix B lists the law schools included in the 2002 Survey Report.