

VII. DIRECTORS

(If your program does not have a director, please answer Question #44 and skip to Question #65.)

44. Does your program have a director (a person with direct responsibility for the design, implementation, and supervision of your law school's writing program)?

2001 2002

<u>120</u>	<u>131</u>
<u>17</u>	<u>20</u>
<u>3</u>	<u>3</u>

- a. Yes.
b. No.
c. No answer.

45. If your program has a director, which of these choices best describes the director?
Please try to choose one of the descriptions below.

2001 2002

<u>22</u>	<u>21</u>
<u>16</u>	<u>18</u>
<u>47</u>	<u>56</u>
<u>9</u>	<u>7</u>
<u>4</u>	<u>3</u>
<u>9</u>	<u>8</u>
<u>15</u>	<u>17</u>

- a. A tenured faculty member whose primary responsibility is directing the legal writing program.
b. An untenured faculty member on a tenure track whose primary responsibility is directing the legal writing program.
c. A faculty member not on a tenure track whose primary responsibility is directing the legal writing program.
d. A faculty member or administrator whose primary responsibility is not the first-year legal writing program.
e. An administrator whose primary responsibility is directing the legal writing program.
f. A faculty member with clinical tenure or on clinical tenure track.
g. Other.

46. Does your program have an associate or assistant director?

2001 2002

<u>18</u>	<u>19</u>
<u>98</u>	<u>100</u>

- a. Yes. Annual salary of **(average) \$54,176 (min \$20,000; max \$90,000)**
2001 Survey: (average) \$37,753* (min \$20,000; max \$47,260)
b. No.

*Note: Average is based on only 3 responses.

47. If the director is not tenured or tenure track, how long is the term of the director's contract?

2001 2002

<u>27*</u>	<u>19</u>
<u>1*</u>	<u>4</u>
<u>16*</u>	<u>12</u>
<u>20*</u>	<u>16</u>
<u>7</u>	<u>7</u>
<u>22</u>	<u>25</u>

- a. Number of years: 1 year
2 years
3 years
> 3 years
b. The contractual terms have never been specifically set out.
c. Not applicable or unknown.

***NOTE: Because of a technical problem with the construction of the Survey, there are no reliable results for 2001. Data from 2000 is provided for comparison.**

48. What faculty title does the director have in official law school materials (publications, catalogues, signs, etc.)? *(Please mark all that apply.)*

2001 2002

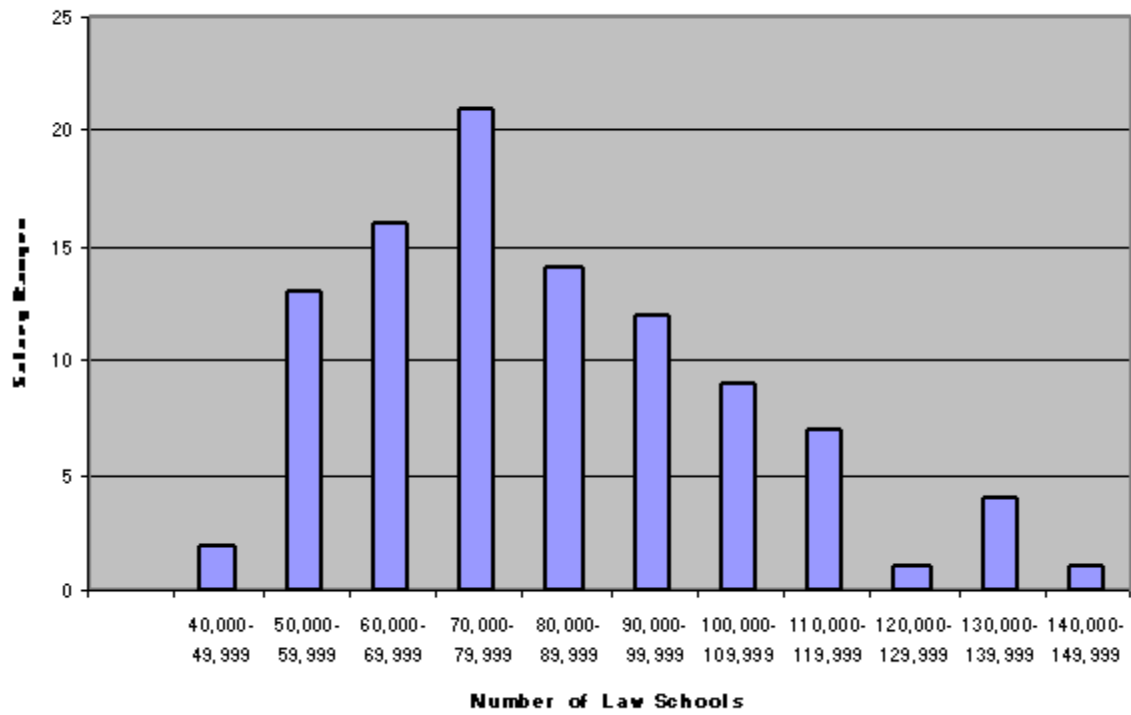
<u>63</u>	<u>62</u>	a. Professor, associate professor, or assistant professor.
<u>12</u>	<u>10</u>	b. Professor, associate professor, or assistant professor of <u>legal writing</u> .
<u>3</u>	<u>1</u>	c. <u>Visiting</u> professor or visiting professor of legal writing.
<u>16</u>	<u>14</u>	d. <u>Clinical</u> professor, clinical associate professor, or clinical assistant professor.
<u>9</u>	<u>9</u>	e. Lecturer or senior lecturer.
<u>5</u>	<u>9</u>	f. Instructor.
<u>65</u>	<u>57</u>	g. Director
<u>5</u>	<u>4</u>	h. Assistant or Associate Dean.
<u>5</u>	<u>14</u>	i. Other.

49. What is the current annual base salary of the director? (Base salary is the salary for the current academic year, including any additional stipend for the administrative workload but excluding payments for other work such as summer teaching, academic support, moot court coaching.)

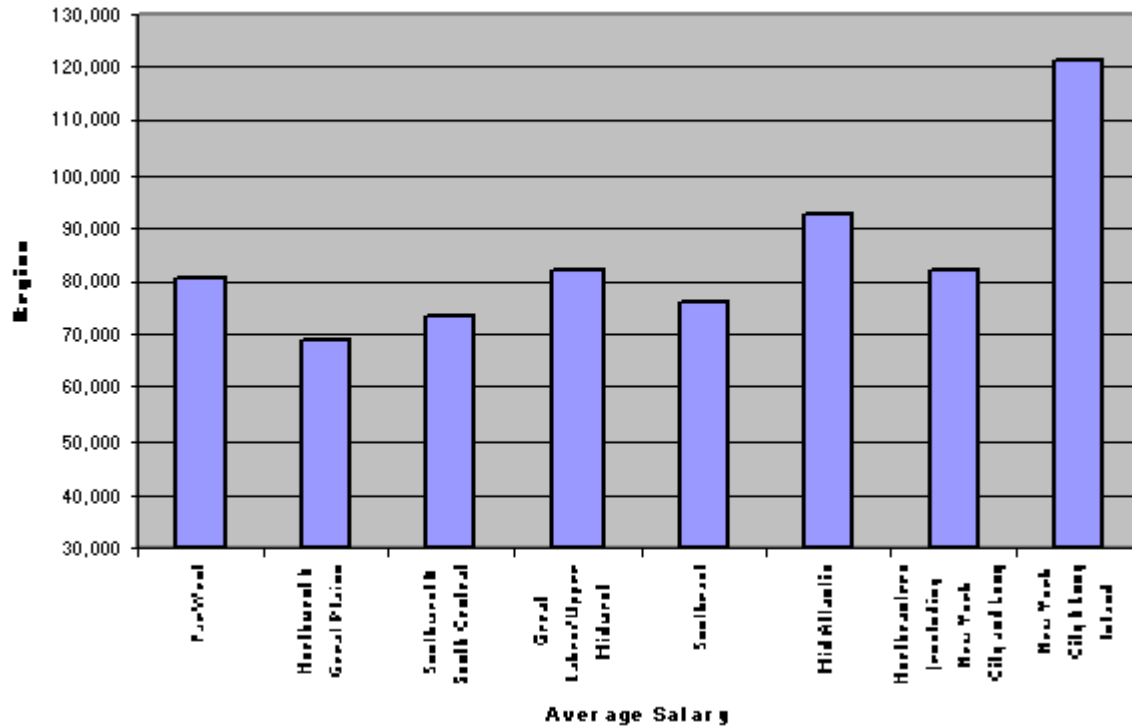
2001 2002

<u>42</u>	<u>44</u>	a. If the salary is based on a 12-month period (<i>Note: Salary for a 12-month <u>calendar contract</u> period, not for a 12-month <u>payment</u> period.</i>): <u>(average) \$85,389 (min \$52,500; max \$130,000)</u> <i>2001 Survey: (average) \$81,636 (min \$54,118; max \$130,000)</i>
<u>51</u>	<u>58</u>	b. If the salary is based on a 9- or 10-month period: <u>(average) \$79,563 (min \$46,000; max \$141,000)</u> <i>2001 Survey: (average) \$77,210 (min \$45,000; max \$136,100)</i> 2002 Survey Combined 12-month & <12 month salaries: <u>(average) \$82,010 (min \$46,000; max \$141,000)</u> <i>2001 Survey Combined 12 months & <12 months salaries: (average) \$79,209 (min \$45,100; max \$136,100)</i>
<u>8</u>	<u>9</u>	c. N/A.

Director Salary Range



Director Salaries by Region



Director Salary by Region

Geography	2002			2001
	Average	Minimum	Maximum	Average
Far West	\$80,924	\$46,000	\$110,000	\$78,693
Northwest & Great Plains	\$69,100	\$50,000	\$100,000	\$68,900
Southwest & South Central	\$73,205	\$50,000	\$106,000	\$72,271
Great Lakes/Upper Midwest	\$82,190	\$46,680	\$130,000	\$72,850
Southeast	\$76,218	\$52,500	\$115,000	\$79,708
Mid Atlantic	\$92,427	\$63,000	\$135,600	\$86,735
Northeastern (excluding New York City and Long Island)	\$82,236	\$52,000	\$119,000	\$87,583
New York City & Long Island	\$121,167	\$92,500	\$141,000	\$105,500

Question 6 by Question 49

Director Salary by Geographical Setting

2002				2001
Geography	Average	Minimum	Maximum	Average
Urban	\$82,168	\$46,000	\$141,000	\$80,970
Suburban	\$87,324	\$46,680	\$135,600	\$76,688
Rural	\$70,471	\$52,500	\$85,500	72,750

Question 7 by Question 49

Director Salary by School Size

2002				2001
Size of School	Average	Minimum	Maximum	Average
<100 Students	53,575	50,000	57,300	61,000
101 to 150 Students	82,557	50,000	115,000	74,077
151 to 200 Students	85,848	52,500	135,600	80,573
201-250 Students	75,414	46,680	110,000	75,039
251-300 Students	77,429	46,000	106,000	79,472
>300 Students	92,958	55,500	141,000	89,773

Question 9 by Question 49

Director Salary by Years Since J.D.

2,002					2001
# of Responses	Range of Time	Average	Minimum	Maximum	Average
0	0-5 yrs	\$0	\$0	\$0	\$70,000
15	6-10 yrs	\$73,376	\$52,500	\$100,000	\$73,178
42	11-15 yrs	\$71,541	\$46,000	\$105,000	\$75,330
35	16-20 yrs	\$80,841	\$54,000	\$119,500	\$76,633
31	21-25 yrs	\$99,955	\$50,000	\$141,000	\$87,018
20	26+ yrs	\$91,644	\$55,000	\$130,000	\$99,500

Question 3 by 49

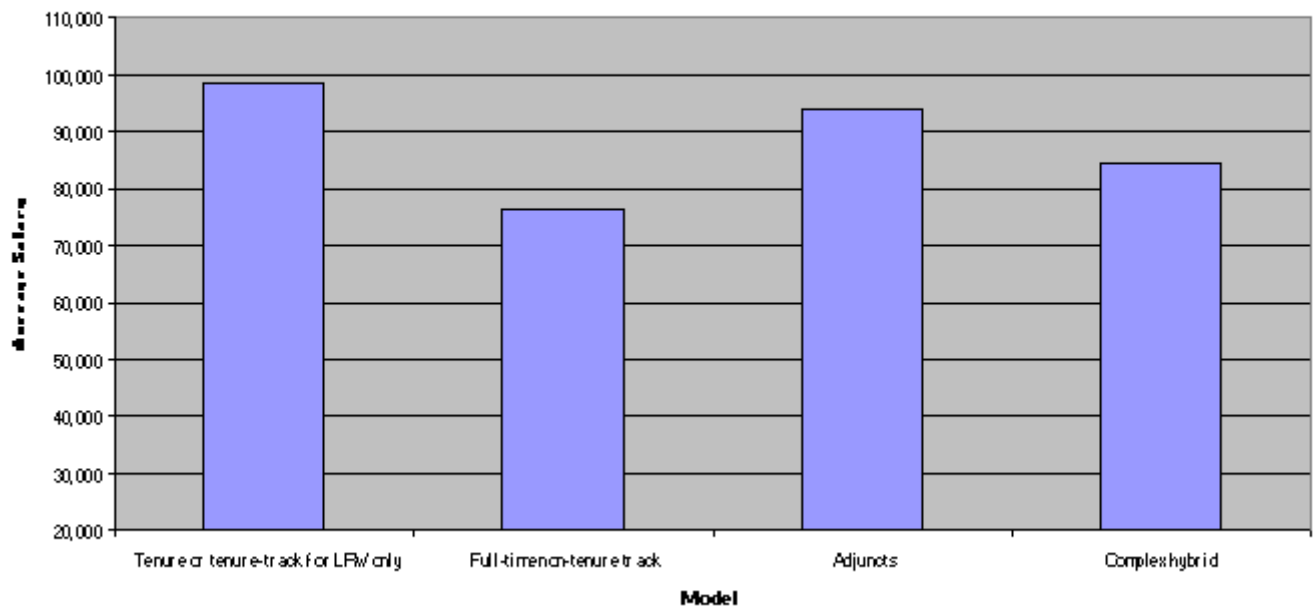
Director Salary by Number of Years Law School Teaching

2,002				
# of Responses	Range of Time	Average	Minimum	Maximum
27	0-5 yrs	\$70,706	\$46,000	\$97,000
38	6-10 yrs	\$77,825	\$46,680	\$119,000
38	11-15 yrs	\$81,873	\$55,500	\$119,500
24	16-20 yrs	\$96,035	\$50,000	\$141,000
8	21-25 yrs	\$105,200	\$80,000	\$130,000
2	26+ yrs	\$0*	\$0*	\$0*

*NOTE: Although 2 respondents fell within this range, neither provided a value for salary.

Question 4 by Question 49

Director Salary by Staffing Model

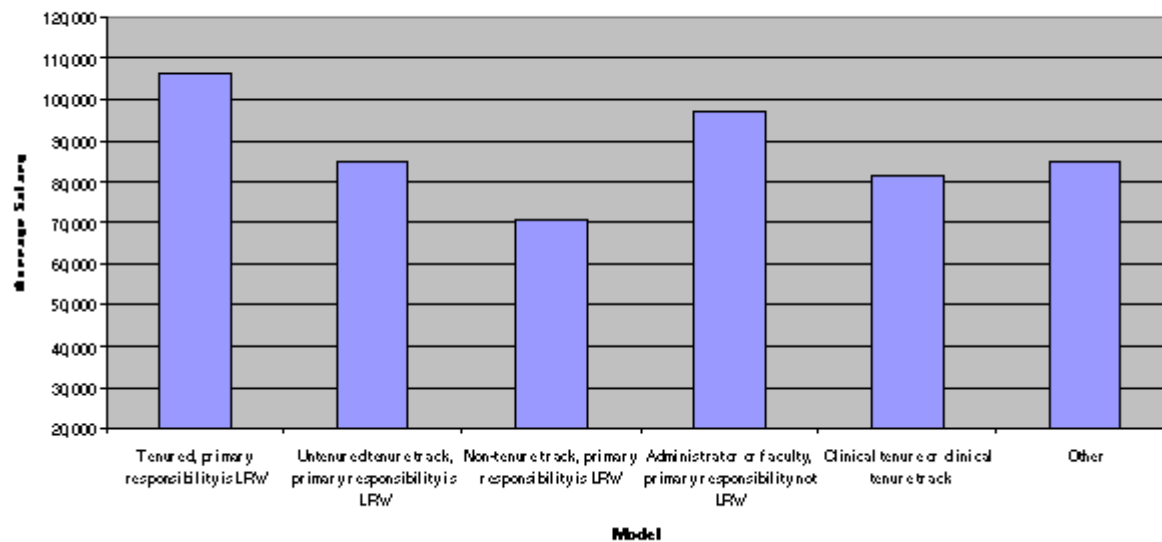


Director Salary by Staffing Model

2002				2001
Model	Average	Minimum	Maximum	Average
Tenure or tenure-track for LRW only	\$98,333	\$50,000	\$130,000	\$122,500
Full-time non-tenure track	\$76,744	\$46,680	\$130,000	\$73,394
Adjuncts	\$93,789	\$55,000	\$141,000	\$83,996
Complex hybrid	\$84,733	\$46,000	\$135,600	\$81,506

Question 10 by Question 49

Director Salary by Director Type



Director Salary by Director Type

2,002				2001
Model	Average	Minimum	Maximum	Average
Tenured, primary responsibility is LRW	106,506	50,000	141,000	102,138
Untenured tenure track, primary responsibility is LRW	84,690	69,000	108,000	75,883
Non-tenure track, primary responsibility is LRW	70,541	46,000	110,000	69,436
Administrator or faculty, primary responsibility not LRW	97,167	72,000	119,500	92,200
Administrator, primary responsibility is LRW	0*	0*	0*	62,667
Clinical tenure or clinical tenure track	81,894	55,000	130,000	78,690
Other	84,700	54,000	120,000	77,386

*NOTE: Although 3 respondents fell within this range, neither provided a value for salary.

Question 45 by Question 49

50. What personnel benefits does the director receive?

2001 2002

<u>105</u>	<u>118</u>
<u>13</u>	<u>10</u>
<u>13</u>	<u>8</u>
<u>0</u>	<u>8</u>
<u>11</u>	<u>8</u>
<u>1</u>	<u>1</u>
<u>1</u>	<u>0</u>

a. The same benefits as tenure-track faculty.

b. The same benefits as non-tenure-track faculty.

If the answer is not a or b, please mark all of the benefits below that apply.

c. Health insurance and related benefits.

d. Life insurance.

e. Contributions to retirement.

f. Other

g. None.

51. Past surveys have found a discrepancy between salaries paid required tenure-track faculty and LRW directors. You may wish to inquire to determine the situation at your law school. Please provide us with your best estimate of the difference between the current annual base salary of the director and the annual base salary of an entry-level tenure-track faculty member at your law school?

2000 2002

<u>32</u>	<u>23</u>
<u>17</u>	<u>22</u>
<u>40</u>	<u>24</u>
<u>20</u>	<u>33</u>
<u>3</u>	<u>9</u>

a. The director earns **(average) \$23,341 (min \$3,000; max \$45,000)** more than the new tenure-track faculty member.

2000 Survey: (average) \$25,207 (min \$4,000; max \$65,000)

b. The director earns roughly the same as the new tenure-track faculty member.

c. The director earns **(average) \$23,000 (min \$5,000; max \$60,000)** less than the new tenure-track faculty member.

2000 Survey: (average) \$18,057 (min \$3,000; max \$60,000)

d. Don't know.

e. N/A.

NOTE: Because of a technical problem with the construction of the 2001 Survey, there are no reliable results for 2001. Data from 2000 survey is included for comparison.

52. What is your best estimate of the difference between the annual base salary of the director and the annual base salary of an entry-level clinician at your law school?

2001 2002

<u>25</u>	<u>26</u>
<u>10</u>	<u>10</u>
<u>6</u>	<u>4</u>
<u>15</u>	<u>12</u>
<u>14</u>	<u>12</u>
<u>39</u>	<u>50</u>
<u>34</u>	<u> </u>

a. The director earns approximately **(average) \$24,087 (min \$10,000; max \$50,000)** more than the new clinician.

2001 Survey: (average) \$24,591 (min \$5,000; max \$50,000)

b. The director earns roughly the same as the new clinician.

c. The director earns approximately **(average) \$25,000 (min \$10,000; max \$45,000)** less than the new clinician.

2001 Survey: (average) \$12,000 (min \$5,000; max \$20,000)

d. Clinicians are paid tenure-track salaries.

e. No clinicians at my school.

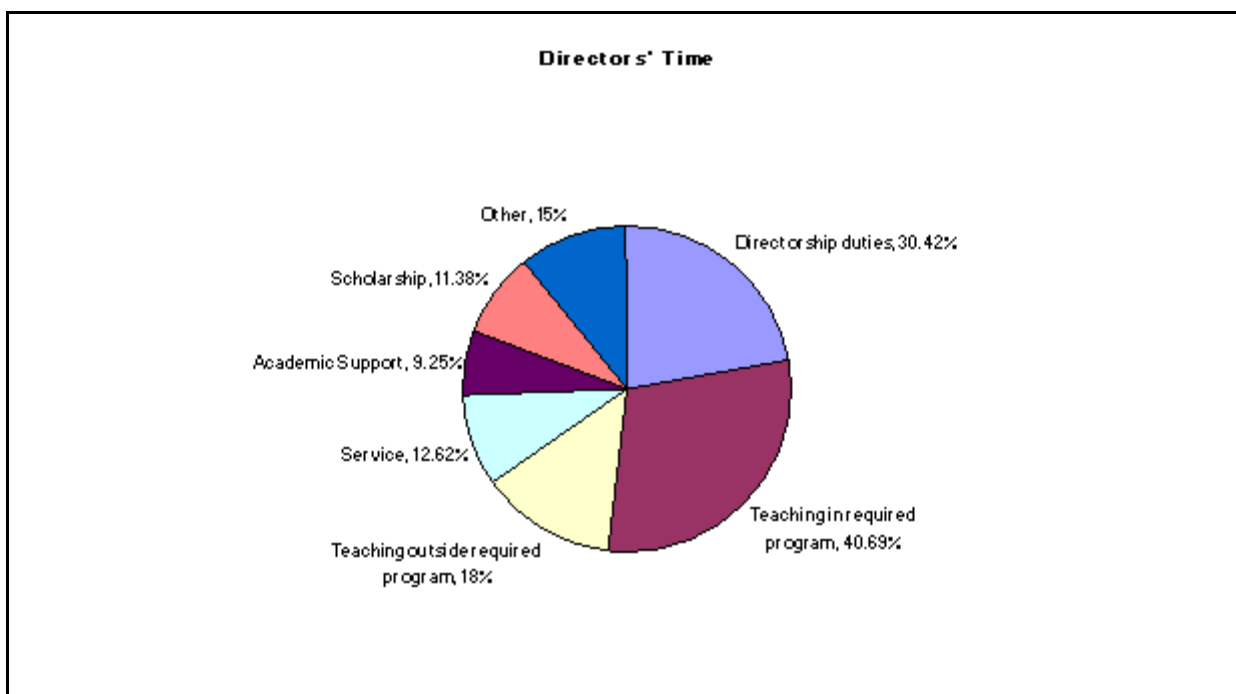
f. Don't know.

g. No answer.

53. For the current academic year, please indicate the percentage of time the director devoted to the following activities: *NOTE: Averages do not include responses of zero. Thus, the total percentages exceed 100%. The pie chart has converted these percentages to a base of 100.*)

2001 2002

- | | | |
|------------|------------|--|
| <u>119</u> | <u>124</u> | a. Directorship duties, such as administering, training LRW faculty members, (but excluding teaching in the required program):
(average) 30.42% (min 2%; max 85%).
2001 Survey: (average) 30% (min 5%; max 85%) |
| <u>113</u> | <u>115</u> | b. Teaching students in the required program:
(average) 40.69% (min 0%; max 100%).
2001 Survey: (average) 34% (min 0%; max 100%) |
| <u>77</u> | <u>79</u> | c. Teaching outside the required program: (average) 20.51% (min 0%; max 60%).
2001 Survey: (average) 18% (min 0%; max 60%) |
| <u>110</u> | <u>115</u> | d. Service to the law school (Such as committee work, coaching moot court teams, advising law review.): (average) 12.62% (min 1%; max 90%).
2001 Survey: (average) 12% (min 0%; max 70%) |
| <u>51</u> | <u>35</u> | e. Academic Support: (average) 9.25% (min 0%; max 25%).
2001 Survey: (average) 8% (min 0%; max 50%) |
| <u>75</u> | <u>69</u> | f. Scholarship: (average) 11.38% (min 0%; max 35%).
2001 Survey: (average) 9% (min 0%; max 50%) |
| <u>34</u> | <u>22</u> | g. Other activities: (average) 15.0% (min 0%; max 45%).
2001 Survey: (average) 15% (min 0%; max 60%) |



54. During the current academic year, please indicate the director's workload in the required program by filling in the chart below. *Averages do not include zero responses.*

FALL SEMESTER 2002	SPRING SEMESTER 2002	
total responses: 118 (average) 34* (min 0; max 475) (*When 5 answers greater than 150 are included, average is 47.35)	total responses: 117 (average) 35** (min 0; max 475) (*When 4 answers greater than 150 are included, average is 46.99)	a. Number of students taught at least weekly in the required program: 2001 Survey* - Fall: <u>(average 32)</u> (min 9; max 97) 2001 Survey* - Spring: <u>(average 32)</u> (min 10; max 97) *Some 2001 survey respondents appear to have given the total number of students in the required program, not the director's workload of students.
total responses: 113 (average) 2.99 (min 0; max 9***) ***answer of 225 excluded	total responses: 113 (average) 2.75 (min 0; max 8)**** ****answer of 75 excluded	b. In-class hours of teaching each week: 2001 Survey: <u>(average 2.93)</u> (min 1; max 9) 2001 Survey - Spring: <u>(average 2.88)</u> (min 1; max 9)
total responses: 112 (average) 3.12 (min 1; max 10)	total responses: 110 (average) 2.68 (min 1; max 9)	c. Number of major assignments (final product of ≥ 5 pages): 2001 Survey - Fall: <u>(average 3.12)</u> (min 1; max 10) 2001 Survey - Spring: <u>(average 2.84)</u> (min 1; max 8)
total responses: 110 (average) 4.21 (min 1; max 20)	total responses: 103 (average) 3.66 (min 1; max 15)	d. Number of minor assignments (final product of < 5 pages): 2001 Survey - Fall: <u>(average 4.42)</u> (min 1; max 30) 2001 Survey - Spring: <u>(average 3.32)</u> (min 1; max 15)
total responses: 104 (average) 1,134 (min 88; max 3672)	total responses: 102 (average) 1,071 (min 54; max 2750)	e. Total number of pages of student work read per term (# of students x (pages for c+d) = e: 2001 Survey - Fall: <u>(average) 983</u> (min 100; max 2590) 2001 Survey - Spring: <u>(average) 1120</u> (min 100; max 3040)
total responses: 106 (average) 36.23 (min 5; max 112)	total responses: 101 (average) 37.65 (min 5; max 119)	f. Total hours in conference required or strongly recommended (# of students x hrs of conference): Fall 2001 Survey: <u>(average) 38</u> (min 3; max 200*) Spring 2001 Survey: <u>(average) 36</u> (min 50; max 200*) *Maximum values may have been improperly reported.
total responses: 103 (average) 40.97 (min 5; max 160)	total responses: 98 (average) 38.95 (min 5; max 160)	g. Total hours preparing major research and writing assignments. (This is a new question for the 2002 survey.)

total responses: 100 (average) 50.31 (min 1; max 250)	total responses: 96 (average) 46.96 (min 1; max 250)	h. Total hours preparing for class (excluding the hours preparing research and writing assignments reported above in g). (This is a new question for the 2002 survey.)
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55. Did the director teach courses other than required writing courses in the current academic year?

2001 2002

<u>6</u>	<u>6</u>	a.	Yes, only academic support.
<u>65</u>	<u>73</u>	b.	Yes, courses other than academic support.
<u>48</u>	<u>48</u>	c.	No.
<u>24</u>	<u>2</u>	d.	N/A.

56. If the director taught courses in the current academic year other than required writing courses –

2001 2002

<u>69</u>	<u>80</u>	a.	How many courses did the director teach? (average) 1.86 (min 1; max 8) 2001 Survey: <u>(average) 1.84 (min 1; max 5)</u>
<u>65</u>	<u>74</u>	b.	How many of those courses were courses on legal writing, drafting, or advanced advocacy? (average) 1.46 (min 1; max 4) 2001 Survey: <u>(average) 1.62 (min 1; max 6)</u>
<u>*</u>	<u>68</u>	c.	How many of those courses were courses on subjects <u>other than</u> legal writing, drafting, or oral advocacy? (average) 1.67 (min 1; max 7) 2001 Survey: <u>(average) * (min *, max *)</u>
<u>49</u>	<u>56</u>	d.	What were the subject areas of the non-writing courses? 2002 Survey: various 2001 Survey: <u>various</u>
<u>63</u>	<u>74</u>	e.	How many total credit hours for other than entry-level courses? (average) 5.14 (min 1; max 16) 2001 Survey: <u>(average) 5.29 (min 1; max 16)</u>
<u>70</u>	<u>75</u>	f.	Did the director receive additional compensation? Yes: 21 No: 54 2001 Survey: <u>Yes: 14 No: 56</u>
<u>7</u>	<u>18</u>	g.	How much additional compensation? (average) \$9,668 (min \$4,500; max \$30,000) 2001 Survey: <u>(average) \$8,250 (min \$3,000; max \$17,000)</u>

* Questionable data for 56.c.

57. How many people does the director supervise and what are their genders? (Note: Full-time professionals includes LRW faculty, writing specialists, academic support personnel, etc.)

Note: Responses of 0 were excluded from the averages.

	a. Full-time professionals		b. Part-time* professionals not enrolled in the law school		c. Adjuncts		d. Law School Graduate Students		e. Teaching or Research Assistants	
	2001	2002	2001	2002	2001	2002	2001	2002	2001	2002
Responses:	87	93	24	25	60	62	8	11	69	71
# of Females:	264	306	36	54	458	431	27	41	668	574
Average:	3.03	3.33	1.5	2.7	7.63	7.31	3.38	6.83	9.68	8.44
Responses:	72	74	12	13	51	52	4	10	63	58
# of Males:	123	128	20	11	357	423	20	24	458	297
Average:	1.71	1.86	1.67	1.57	7	8.63	5	4.8	7.27	5.5

58. Does the director participate in the following activities either as part of core job responsibilities or as an additional activity with additional compensation? *(Please mark all that apply and fill in the approximate amount of additional compensation.)*

Note: Responses of 0 were excluded from the averages.

Core Job Responsibility		Additional Activity		N/A	Additional Compensation	Activity
<u>2001</u>	<u>2002</u>	<u>2001</u>	<u>2002</u>	<u>2002</u>	<u>2001</u>	
13	10	21	20	121	*(average)(min \$0 ; max \$0) 2001 Survey: (average) \$250 (min \$0; max \$500)	a. Coach in-house Moot Court teams
12	9	21	21	121	(average) \$ (min \$0; max \$5,000)	b. Coach outside Moot Court teams
2	1	8	8	142	(average) \$ (min \$0; max \$0)	c. Coach outside negotiation & counseling teams
45	41	27	38	72	(average) \$ (min \$0; max \$0)	d. Faculty advisor to students
59	57	31	39	55	(average) \$ (min \$0; max \$500)	e. First-year orientation

17	11	18	17	123	(average) \$ (min \$0; max \$10,000)	f. Academic support
9	4	14	11	136	(average) \$ (min \$0; max \$0)	g. Law Review advisor
7	10	5	3	8	(average) \$ (min \$0; max \$0)	h. Writing Center
23	17	9	9	125	(average) \$ (min \$0; max \$500)	i. Other activities.

**No averages computed because only one answer per question was greater than 0.*

NOTE: Because of a technical problem with the construction of the Survey, there are no reliable results for the averages/minimum/maximum for 58.b. through i. for 2001.

59. Does the director serve on faculty committees?

2001 2002

107* 112
* 40

25 28

14 15

5 7

45 53

10 13

11 14

20 24

* 12

71 52

0 32

* 0

a. Yes, as a voting member. (* Includes "voting" and "non-voting" responses.)

b. Yes, as a non-voting member.

c. If yes, which committee(s)? (Please mark all that apply.)

Admissions Committee

Appointments Committee

Clerkship Committee

Curriculum Committee

Moot Court Committee

Library Committee

LRW Committee

Technology Committee

Other

d. No.

e. Not applicable.

**This answer was not an option on the 2001 survey.*

60. If the director is not on tenure track, may the director attend faculty meetings?

2001 2002

14 13

26 31

28 31

1 1

74 25

a. Yes, as a voting member on all matters.

b. Yes, as a voting member on all matters except hiring, promotion, or tenure.

c. Yes, as a non-voting member.

d. No.

e. N/A.

61. May a clinician who is not on tenure track attend faculty meetings?

2001 2002

<u>13</u>	<u>13</u>
<u>34</u>	<u>48</u>
<u>33</u>	<u>35</u>
<u>2</u>	<u>2</u>
<u>61</u>	<u>23</u>

- a. Yes, as a voting member on all matters.
b. Yes, as a voting member on all matters except hiring, promotion, or tenure.
c. Yes, as a non-voting member.
d. No.
e. N/A.

62. Does the director have an obligation to produce written scholarship?

	a. Is the director on tenure track?		b. Is the director. . .			c. Is the scholarship of the same quality and quantity as tenure-track faculty?		
	Yes	No	<u>required to produce scholarship?</u>	<u>expected to produce scholarship?</u>	neither required nor expected to produce scholarship?	Yes	No	Not specified
2002	51	73	46	21	55	48	7	23
2001	48	66	40	24	50	48	11	21

63. Is the hiring process for the director the same as the process for tenure-track faculty?

2001 2002

<u>43</u>	<u>48</u>
<u>3</u>	<u>4</u>
<u>24</u>	<u>29</u>
<u>37</u>	<u>37</u>
<u>9</u>	<u>3</u>

- a. Yes, because the director is tenure track.
b. No, although the director is tenure track.
c. Yes, although the director is not tenure track.
d. No, there is a different process.
e. Other.

64. Is the director eligible for leave? *Please mark all that apply.*

2001 2002

<u>48</u>	<u>50</u>
<u>16</u>	<u>14</u>
<u>31</u>	<u>35</u>
<u>25</u>	<u>28</u>
<u>11</u>	<u>14</u>

- a. Paid sabbaticals.
b. Unpaid sabbaticals.
c. Leave.
d. Reduced load.
e. Other.