

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)?

2000 2001

115 120

19 17

1 3

- a. Yes.
b. No. (If your program does not have a director, skip to Question #65.)
c. No answer.

45. If your program has a director, which of these choices best describes the director?

2000 2001

24 22

10 16

48 47

11 9

9 4

16 9

16 15

- 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?

2000 2001

25 18

92 98

- a. Yes. Annual salary of **(average) \$37,753* (min \$20,000; max \$47,260)**
2000 Survey: (average) \$51,965 (min \$31,300; max \$95,000)
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 contract for the current academic year?

NOTE: Because of a technical problem with the construction of the Survey, there are no reliable results for 2001. This question is being redesigned for 2002.

2000 2001

27 ×

1 ×

16 ×

20 ×

2 7

18 22

- 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.

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

2000 2001

55 63
6 12
4 3
8 16

11 9
4 5
60 65
2 5
9 5

- Professor, associate professor, or assistant professor.
- Professor, associate professor, or assistant professor of legal writing.
- Visiting professor or visiting professor of legal writing.
- Clinical professor, clinical associate professor, or clinical assistant professor.
- Lecturer or senior lecturer.
- Instructor.
- Director
- Assistant or Associate Dean.
- Other.

49. What is the current annual base salary of the director (if any)? (Base salary is the salary for academic year 2000-01, including any additional stipend for the administrative workload but excluding payments for other work.)

2000 2001

50 42

- If the salary is based on a 12-month period (*Note: Salary for a 12-month calendar contract period, not for a 12-month payment period.*):
(average) \$81,636 (min \$54,118; max \$130,000)

2000 Survey: (average) \$77,053 (min \$20,000; max \$130,000)

56 51

- If the salary is based on a 9- or 10-month period:

(average) \$77,210 (min \$45,000; max \$136,100)

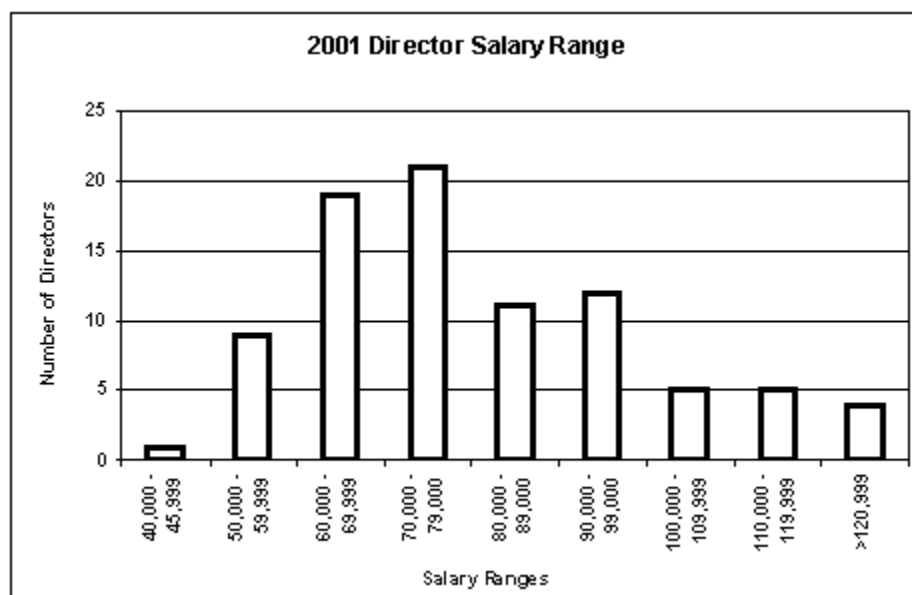
2000 Survey: (average) \$74,697 (min \$36,470; max \$130,000)

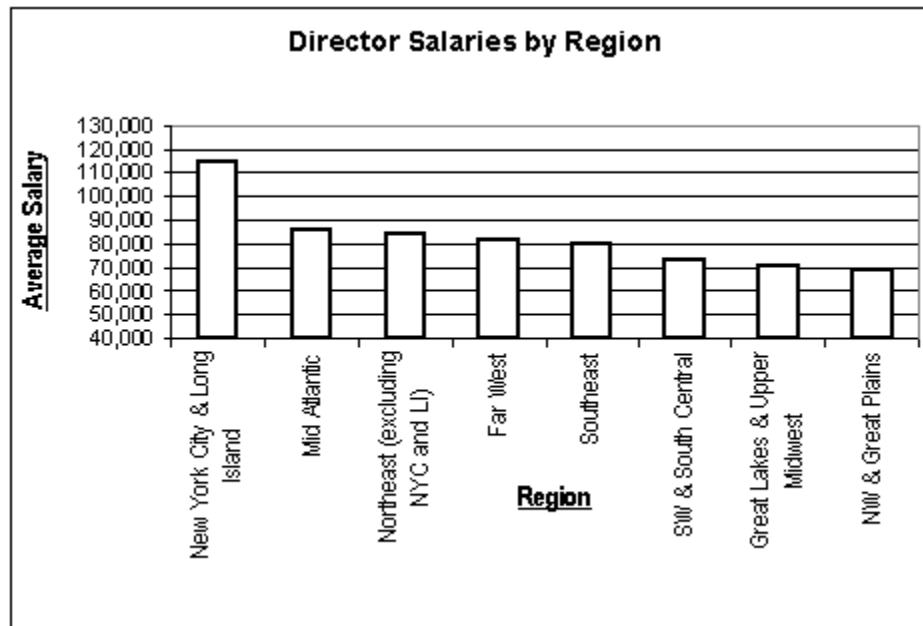
2001 Survey Combined 12-month & <12 month salaries: (average) \$79,209 (min \$45,100; max \$136,100)

2000 Survey Combined 12 months & <12 months salaries: (average) \$75,806 (min \$20,000; max \$130,000)

4 8

- N/A.





Question #6 by Question #49

Director Salary by Region				
Geography	2001			2000
	Average	Minimum	Maximum	Average
New York City & Long Island	105,500	104,000	107,000	124,333
Mid Atlantic	86,735	60,000	123,000	87,036
Northeast (excluding NYC and LI)	87,583	60,000	130,000	83,179
Far West	78,693	55,000	105,000	71,609
Southeast	79,708	54,000	115,000	69,615
SW & South Central	72,271	50,000	111,000	68,746
Midwest	72,850	45,100	99,000	71,552
NW & Great Plains	59,544	50,000	65,000	65,917

Question #7 by Question #49

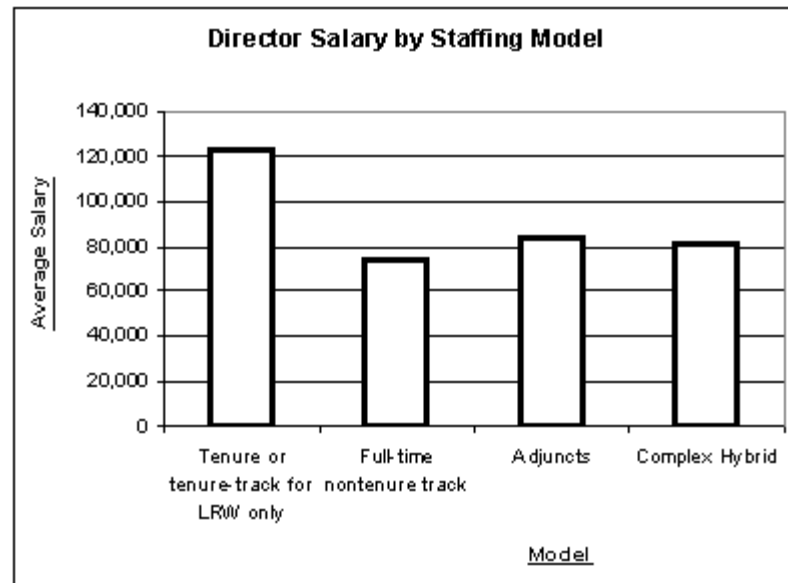
Director Salary by Geographical Setting				
Geography	2001			2000
	Average	Minimum	Maximum	Average
Urban	80,970	50,000	136,100	76,387
Suburban	76,683	45,100	110,000	82,161
Rural	72,750	70,000	76,000	48,354

Question #9 by Question #49

Director Salary by School Size				
2001				2000
Size of School	Average	Minimum	Maximum	Average
<100 Students	61,000	52,000	75,000	51,083
101 to 150 Students	74,077	50,000	106,000	68,631
151 to 200 Students	80,573	58,700	116,375	74,030
201 to 250 Students	75,039	45,100	105,000	72,417
251 to 300 Students	79,472	54,118	111,000	76,042
>300 Students	89,773	55,000	136,100	85,895

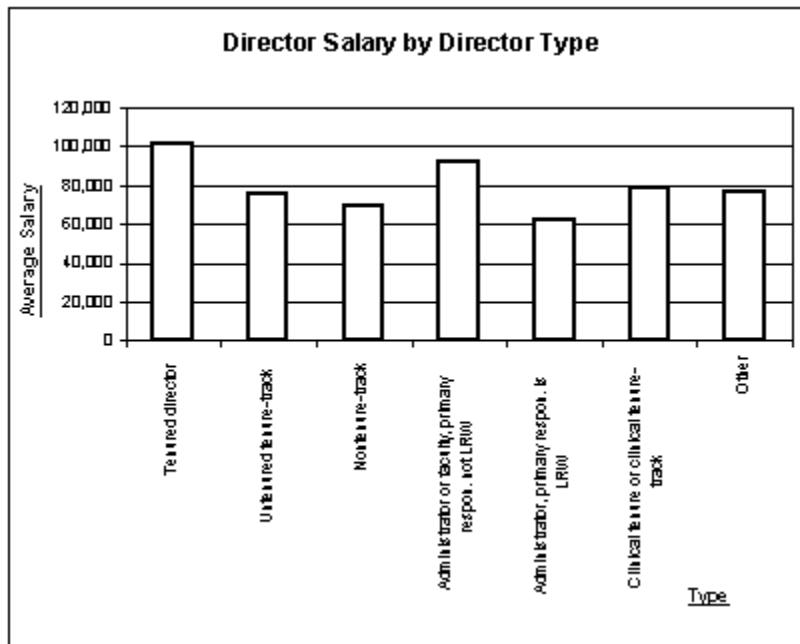
Question #3 by Question #49

2001 Directors' Years Since J.D.					
2001					2000
# of Responses	Range of Time	Average	Minimum	Maximum	Average
1	5 years	70,000	70,000	70,000	73,000
9	10 years	73,178	55,000	92,000	60,123
30	15 years	75,330	45,100	110,000	69,587
24	20 years	76,633	54,000	123,000	69,021
19	25 years	87,018	50,000	136,100	88,819
6	> 25 years	99,500	75,000	130,000	103,375



Question #10 by Question #49

Director Salary by Staffing Model				
2001				2000
Model	Average	Minimum	Maximum	Average
Tenure or tenure-track for LRW only	122,500	115,000	130,000	111,500
Full-time nontenure track	73,384	45,100	123,000	70,601
Adjuncts	83,996	54,118	136,100	79,916
Complex Hybrid	81,506	50,000	136,100	78,164



Question #45 by Question #49

Director Salary by Director Type				
2001				2000
	Average	Minimum	Maximum	Average
Tenured primary respon. is LRW:	102,138	60,000	130,000	95,476
Untenured tenure-track primary respon. is LRW:	75,883	52,000	95,000	75,640
Nontenure-track	69,436	45,100	96,000	62,255
Administrator or faculty, primary respon. not LRW:	92,200	72,000	111,000	94,688
Administrator, primary respon. is LRW:	62,667	60,000	65,000	64,188
Clinical tenure or clinical tenure-track	78,690	68,640	92,000	n/a
Other:	77,386	54,000	110,000	80,923

50. What personnel benefits does the director receive?

2000 2001

<u>100</u>	<u>105</u>
<u>8</u>	<u>13</u>
<u>11</u>	<u>13</u>
<u>6</u>	<u>0</u>
<u>10</u>	<u>11</u>
<u>1</u>	<u>1</u>
<u>2</u>	<u>1</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?

NOTE: Because of a technical problem with the construction of the Survey, there are no reliable results for 2001. This question is being redesigned for 2002.

2000 2001

<u>32</u>	<u>✗</u>
<u>17</u>	<u>✗</u>
<u>40</u>	<u>✗</u>
<u>20</u>	<u>✗</u>
<u>3</u>	<u>✗</u>

a. The director earns **(average) \$ (min \$; max \$) 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) \$ (min \$; max \$) 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.

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?

2000 2001

<u>34</u>	<u>25</u>
<u>15</u>	<u>10</u>
<u>12</u>	<u>6</u>
<u>8</u>	<u>15</u>
<u>12</u>	<u>14</u>
<u>32</u>	<u>39</u>
	<u>34</u>

a. The director earns approximately **(average) \$24,591 (min \$5,000; max \$50,000) more** than the new clinician.

2000 Survey: (average) \$25,367 (min \$4,000; max \$45,000)

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

c. The director earns approximately **(average) \$12,000 (min \$5,000; max \$20,000) less** than the new clinician.

2000 Survey: (average) \$16,000 (min \$7,000; max \$30,000)

d. Clinicians are paid tenure-track salaries.

e. No clinicians at my school.

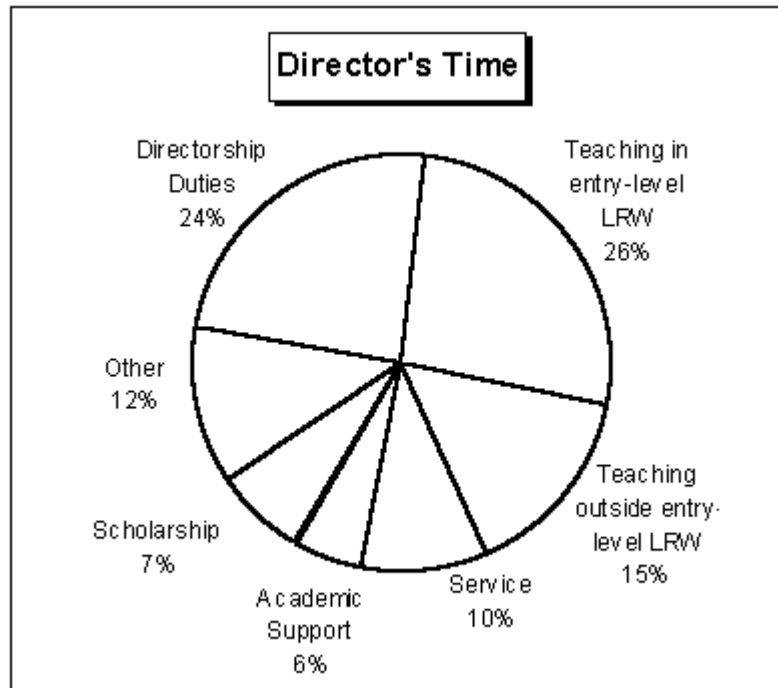
f. Don't know.

g. No answer.

53. For the 2000-01 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% (152%). The pie chart has converted these percentages to a base of 100.*

2000 2001

- | | |
|--|---|
| <p><u>118</u> <u>119</u></p> <p><u>118</u> <u>113</u></p> <p><u>117</u> <u>77</u></p> <p><u>117</u> <u>110</u></p> <p><u>117</u> <u>51</u></p> <p><u>116</u> <u>75</u></p> <p><u>117</u> <u>34</u></p> | <p>a. Directorship duties, such as administering, training LRW faculty members, (but excluding teaching in the required program):
(average) 31% (min 5%; max 85%).
2000 Survey: <u>(average) 30%</u> (min 5%; max 100%)</p> <p>b. Teaching students in the required program:
(average) 34% (min 0%; max 100%).
2000 Survey: <u>(average) 37%</u> (min 5%; max 90%)</p> <p>c. Teaching outside the required program: (average) 18% (min 0%; max 60%). 2000 Survey: <u>(average) 25%</u> (min 3%; max 75%)</p> <p>d. Service to the law school (Such as committee work, coaching moot court teams, advising law review.): (average) 12% (min 0%; max 70%).
2000 Survey: <u>(average) 11%</u> (min 2%; max 50%)</p> <p>e. Academic Support: (average) 8% (min 0%; max 50%).
2000 Survey: <u>(average) 12%</u> (min 2%; max 45%)</p> <p>f. Scholarship: (average) 9% (min 0%; max 50%).
2000 Survey: <u>(average) 12%</u> (min 1%; max 50%)</p> <p>g. Other activities: (average) 15% (min 0%; max 60%).
2000 Survey: <u>(average) 25%</u> (min 3%; max 95%)</p> |
|--|---|



54. During the 2000-01 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 2001	SPRING SEMESTER 2001	
(average) 32 (min 9 ; max 97)	(average) 32 (min 10; max 97)	a. Number of students* in the required program: <i>*Some respondents appear to have given the total number of students in the required program, not the director's workload of students.</i> 2000 Survey - Fall: (average) 34 (min 11; max 96) 2000 Survey - Spring: (average) 33 (min 9; max 96)
(average) 2.93 (min 1; max 9)	(average) 2.88 (min 1; max 9)	b. In-class hours of teaching each week: 2000 Survey: (average) 3 (min 1; max 9) 2000 Survey - Spring: (average) 3 (min 1; max 9)
(average) 3.12 (min 1; max 10)	(average) 2.84 (min 1; max 8)	c. Number of major assignments (final product of ≥ 5 pages): 2000 Survey - Fall: (average) 3 (min 1; max 6) 2000 Survey - Spring: (average) 3 (min 1; max 11)
(average) 4.42 (min 1 max 30)	(average) 3.32 (min 1 max 15)	d. Number of minor assignments (final product of < 5 pages): 2000 Survey - Fall: (average) 4 (min 1; max 24) 2000 Survey - Spring: (average) 3 (min 1; max 15)
(average) 983 (min 100; max 2590)	(average) 1120 (min 100; max 3040)	e. Total number of pages of student work read per term (# of students x (pages for c+d) = e: 2000 Survey - Fall: (average) 1111 (min 35; max 3380) 2000 Survey - Spring: (average) 1154 (min 44; max 3400)
(average) 38 (min 3; max 200*)	(average) 36 (min 50 ; max 200*)	f. Total hours in conference required or strongly recommended (# of students x hrs of conference): Fall 2000 Survey: (average) 35 (min 1; max 90) Spring 2000 Survey: (average) 44 (min 8; max 90)

**Maximum values may have been improperly reported.*

55. Did the director teach courses other than required writing courses in 2000-01?

2000 2001

7 6
70 65
33 48
1 24

- a. Yes, only academic support.
b. Yes, courses other than academic support.
c. No.
d. N/A.

56. If the director taught courses in 2000-01 other than required writing courses –
- | | | |
|-------------|-------------|---|
| 2000 | 2001 | |
| <u>79</u> | <u>69</u> | a. How many courses did the director teach? (average) 1.91 (min 1; max 8)
2000 Survey: <u>(average) 1.84 (min 1; max 5)</u> |
| <u>44</u> | <u>65</u> | b. How many of those courses were courses on legal writing, drafting, or oral advocacy? (average) 1.62 (min 1; max 6)
2000 Survey: <u>(average) 1.39 (min 1; max 3)</u> |
| <u>57</u> | <u>*</u> | c. How many of those courses were courses on subjects <u>other than</u> legal writing, drafting, or oral advocacy? (average) * (min *; max *)
2000 Survey: <u>(average) 1.47 (min 1; max 3)</u> |
| <u>57</u> | <u>49</u> | d. What were the subject areas of the non-writing courses?
2001 Survey: <u>various</u>
2000 Survey: <u>various</u> |
| <u>73</u> | <u>63</u> | e. How many total credit hours for other than entry-level courses?
(average) 5.29 (min 1; max 16)
2000 Survey: <u>(average) 4.6 (min 1; max 16)</u> |
| <u>80</u> | <u>70</u> | f. Did the director receive additional compensation? Yes: 14 No: 56
2000 Survey: <u>Yes: 15 No: 65</u> |
| <u>14</u> | <u>7</u> | g. How much additional compensation? (average) \$8,250 (min \$3,000; max \$17,000)
2000 Survey: <u>(average) \$7,046** (min \$2,000; max \$17,000)</u> |
- * Questionable data for 56.c.
** Note: Responses > \$20,000 excluded from average.

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.)

	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	
	2000	2001	2000	2001	2000	2001	2000	2001	2000	2001
Responses:	75	87	16	24	50	60	7	8	66	69
# of Females:	231	264	42	36	399	458	46	27	563	668
Average:	3.1	3.03	2.6	1.5	8.0	7.63	6.6	3.38	8.5	9.68
Responses:	66	72	8	12	48	51	7	4	58	63
# of Males:	108	123	13	20	347	357	33	20	393	458
Average:	1.6	1.71	1.6	1.67	7.2	7	4.7	5	6.8	7.27

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 check ☒ all that apply and fill in the approximate amount of additional compensation.)

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. This question is being redesigned for 2002.

Core Job Responsibility		Additional Activity		Additional Compensation	Activity
<u>2000</u>	<u>2001</u>	<u>2000</u>	<u>2001</u>	<u>2001</u>	
6	13	13	21	(average) \$250 (min \$0 ; max \$3,500) 2000 Survey: (average) \$0 (min \$0; max \$0)	a. Coach in-house Moot Court teams
14	12	15	21	(average) \$ (min \$; max \$) 2000 Survey: (average) \$0 (min \$0; max \$0)	b. Coach outside Moot Court teams
2	2	6	8	(average) \$ (min \$; max \$) 2000 Survey: (average) \$0 (min \$0; max \$0)	c. Coach outside negotiation & counseling teams
35	45	30	27	(average) \$ (min \$; max \$) 2000 Survey: (average) \$0 (min \$0; max \$0)	d. Faculty advisor to students
55	59	32	31	(average) \$ (min \$0; max \$) 2000 Survey: (average) \$342 (min \$0; max \$10,000)	e. First-year orientation
16	17	17	18	(average) \$ (min \$; max \$) 2000 Survey: (average) \$269 (min \$0; max \$3,500)	f. Academic support
6	9	10	14	(average) \$ (min \$; max \$) 2000 Survey: (average) \$0 (min \$0; max \$0)	g. Law Review advisor
6	7	2	5	(average) \$ (min \$; max \$) 2000 Survey: (average) \$0 (min \$0; max \$0)	h. Writing Center
7	23	10	9	(average) \$ (min \$; max \$) 2000 Survey: (average) \$750 (min \$0; max \$3,000)	i. Other activities.

59. Does the director serve on faculty committees?

2000 2001
99 107*
11 *
 9 0
 0 36

 50 45
 23 20

- a. Yes, as a voting member. (* Includes "voting" and "non-voting" responses.)
b. Yes, as a non-voting member.
c. No.
d. No answer.
e. Which committee(s)? (Please check ☒ all that apply.)
Curriculum Committee
LRW Committee

<u>16</u>	<u>10</u>	Moot Court Committee
<u>3</u>	<u>5</u>	Clerkship Committee
<u>13</u>	<u>11</u>	Library Committee
<u>15</u>	<u>14</u>	Appointments Committee
<u>20</u>	<u>25</u>	Admissions Committee
<u>55</u>	<u>71</u>	Other

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

2000 2001

<u>8</u>	<u>14</u>
<u>33</u>	<u>26</u>
<u>30</u>	<u>28</u>
<u>4</u>	<u>1</u>
<u>10</u>	<u>74</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.

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

2000 2001

<u>8</u>	<u>13</u>
<u>37</u>	<u>34</u>
<u>28</u>	<u>33</u>
<u>7</u>	<u>2</u>
<u>24</u>	<u>61</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
2001	48	66	40	24	50	48	11	21
2000	41	71	38	24	54	46	12	21

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

2000 2001

<u>37</u>	<u>43</u>
<u>1</u>	<u>3</u>
<u>34</u>	<u>24</u>
<u>37</u>	<u>37</u>
<u>4</u>	<u>9</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.*

2000 **2001**

<u>46</u>	<u>48</u>
<u>15</u>	<u>16</u>
<u>28</u>	<u>31</u>
<u>18</u>	<u>25</u>
<u>9</u>	<u>11</u>
<u>12</u>	<u>*</u>

- a. Paid sabbaticals.
- b. Unpaid sabbaticals.
- c. Leave.
- d. Reduced load.
- e. Other.
- f. No.

**Not asked in 2001 Survey.*