

2003 ALWD/LWI Survey Report - APPENDIX A
Comparisons of Responses from Female and Male Directors

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Responses to the survey: Female - 129 (75%); Male - 42 (25%)
 Responses of Directors: Female - 107 (75%); Male - 36 (25%)

Note: As used in this Appendix, **ADirector@** means the person overseeing the Legal Writing program who responded to the ALWD/LWI survey.

Question 45: What choice best describes the director's status?

	2003				2002				2001			
	Female		Male		Female		Male		Female		Male	
Tenured	17	18%	9	25%	14	15%	7	23%	13	16%	7	21%
Tenure Track	17	18%	5	14%	16	17%	3	10%	13	16%	3	9%
Contract	54	56%	4	11%	44	48%	10	32%	34	41%	10	30%
Admin. Primary Resp. LRW	0	0%	6	17%	1	1%	5	16%	1	1%	2	6%
Admin. Primary Resp. not LRW	1	1%	1	3%	1	1%	1	3%	3	4%	6	18%
Clinical Tenure or Track	5	5%	3	8%	4	4%	2	6%	6	7%	3	9%
Other	13	13%	8	22%	12	13%	3	10%	13	16%	2	6%

Question 49: What is the annual base salary of the director?

	<i>Female Directors</i>	<i>Male Directors</i>	
2003 Avg. 12-month salary	\$82,119	84% of male avg.	\$98,071
2002 Avg. 12-month salary	\$80,775	86% of male avg.	\$94,227
2001 Avg. 12-month salary	\$77,163	84% of male avg.	\$91,615
2003 Lowest	\$52,500	90% of male low	\$58,000
2003 Highest	\$135,000	102% of male high	\$132,000
2003 Total Responses	36		14

	<i>Female Directors</i>	<i>Male Directors</i>	
2003 Avg. 9-month salary	\$82,393	93% of male avg.	\$88,760
2002 Avg. 9-month salary	\$79,220	98% of male avg.	\$80,710
2001 Avg. 9-month salary	\$75,086	89% of male avg.	\$84,115
2003 Lowest	\$43,000	83% of male low	\$52,000
2003 Highest	\$151,000	103% of male high	\$146,000
Total Responses	46		12

		<u>Female Directors</u>	<u>Male Directors</u>
<i>Highest salaries:</i>	2003	16 of 82 = 19.5% of females	11 of 26 = 42% of males
% earning ≥ \$100,000	2002	13 of 77 = 17% of females	8 of 21 = 38% of males
of TOTAL responding	2001	6 of 68 = 9% of females	9 of 25 = 36% of males
with annual salary data			

		<u>Female Directors</u>	<u>Male Directors</u>
2003 Avg. Base salary paid	\$ 82,273	88% of male avg.	\$ 93,774
2002 Avg. Base salary paid	\$ 79,806	91% of male avg.	\$ 87,790
2001 Base Salary paid*	\$ 75,971*	86% of male avg.	\$ 88,015*

*Base salaries reported, not accounting for 12 or < 12-month contract differences or other compensation.

Question 64: Is the director eligible for leave?

*Note: Respondents could select more than 1 type of leaving making the totals greater than the number of respondents.

	2003				2002				2001			
	Female		Male		Female		Male		Female		Male	
Paid sabbaticals	39	36%	18	45%	38	35%	12	40%	29	34%	16	38%
Unpaid sabbaticals	11	10%	4	10%	11	10%	2	6%	11	13%	5	12%
Leave	30	28%	9	23%	26	24%	9	30%	19	22%	11	26%
Reduced Load	19	18%	6	15%	23	21%	5	17%	15	17%	10	24%
Other	8	7%	3	8%	10	9%	2	6%	12	14%	0	0%
TOTAL	107*		40*		108*		30*		86*		42*	

Question 57: How many LRW professionals does the director supervise?

	<i>Female Directors</i>			<i>Male Directors</i>		
	2003	2002	2001	2003	2002	2001
Female professional FT staff	3.05 avg.	3.42 avg.	3.2 avg.	2.81 avg.	3.32 avg.	2.8 avg.
Male professional FT staff	1.72 avg.	1.86 avg.	1.9 avg.	1.96 avg.	1.65 avg.	1.9 avg.
Female professional PT staff	1.92 avg.	2.17 avg.	N/A	3.09 avg.	3.29 avg.	N/A
Male professional PT staff	1.23 avg.	2.0 avg.	N/A	1.50 avg.	1.33 avg.	N/A
Female adjuncts	8.23 avg.	7.28 avg.	8.5 avg.	5.57 avg.	6.67 avg.	6.8 avg.
Male adjuncts	8.24 avg.	9.16 avg.	7.4 avg.	5.57 avg.	6.44 avg.	7.5 avg.
# of responses	101	88	83	36	31	33

Question 75: What is the base salary range for LRW faculty members (excluding the director's salary) from lowest salary to highest salary paid at your school (range from \$(low range) to \$(high range) paid)?

	<i>Female Directors</i>	<i>Male Directors</i>	
2003 Avg. low range	\$46,913	92% of male	\$50,795
2002 Avg. low range	\$44,605	93% of male	\$48,031
2001 Avg. low range	\$41,634	90% of male	\$46,226
2003 Lowest in low range	\$30,000	100% of male	\$30,000
2002 Lowest in low range	\$26,000	87% of male	\$30,000
2001 Lowest in low range	\$34,000	103% of male	\$33,000
2003 Highest in low range	\$85,000	106% of male	\$80,000
2002 Highest in low range	\$70,000	90% of male	\$78,000
2001 Highest in low range	\$50,000	77% of male	\$65,000

	<i>Female Directors</i>	<i>Male Directors</i>	
2003 Avg. high range	\$57,661	86% of male	\$66,818
2002 Avg. high range	\$53,380	93% of male	\$57,533
2001 Avg. high range	\$49,732	94% of male	\$52,640
2003 Lowest of high range	\$30,000	83% of male	\$36,000
2002 Lowest of high range	\$30,000	92% of male	\$32,500
2001 Lowest in high range	\$35,500	108% of male	\$33,000
2003 Highest in high range	\$150,000	107% of male	\$140,000
2002 Highest in high range	\$100,000	77% of male	\$130,000
2001 Highest in high range	\$70,000	93% of male	\$75,000

Question 5: How many years has the director directed the writing program at the present law school? How does this relate to salary? (Question 49)

	2003			2002		2001	
	<i>Female</i>		<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
0 to 5 years	\$77,946	85% of male	\$92,000	\$75,303	\$75,091	\$73,647	\$85,588
6 to 10 years	\$83,352	91% of male	\$91,375	\$81,237	\$102,500*	\$79,035	\$70,500
11 to 15 years	\$78,292	71% of male	\$111,031	\$81,850	\$103,120	\$83,793	\$79,741
16 years or more	\$101,667	110% of male	\$92,000**	\$104,571	\$92,000**	\$101,550	\$85,000

*Based on only four responses with values

**Based on only one response

Question 48: What title does the director have in official law school materials?

	2003				2002				2001			
	Female		Male		Female		Male		Female		Male	
Professor	50	33%	21	42%	41	32%	16	38%	38	32%	20	39%
Professor of Legal Writing	11	7%	2	4%	8	6%	2	5%	6	5%	3	6%
Visiting Professor	1	.5%	0	0%	0	0%	1	2%	1	1%	2	4%
Clinical Professor	10	7%	5	10%	9	7%	5	12%	10	9%	4	8%
Lecturer	10	7%	2	4%	9	7%	0	0%	9	8%	0	0%
Instructor	6	4%	2	4%	6	5%	2	5%	5	4%	1	2%
Asst./Assoc. Dean	4	3%	2	4%	2	2%	1	2%	3	3%	2	4%
Director	54	36%	14	28%	45	35%	12	29%	41	35%	19	37%
Other	6	4%	2	4%	7	6%	3	7%	4	3%	0	0%
TOTAL	152*		50*		127*		42*		117*		51*	

*Respondents could select >1 title making the total > the number of respondents.

Question 55: Does the director teach courses beyond the required writing course?

	2003				2002				2001			
	Female		Male		Female		Male		Female		Male	
Yes, other than academic support	61	58%	28	78%	44	51%	24	77%	37	5%	25	6%
Yes, only academic support	3	3%	1	3%	5	6%	1	3%	6	7%	0	0%
No	41	39%	7	19%	38	44%	6	19%	36	3%	8	24%
N/A	0	0%	0	0%	0	0%	0	0%	4	5%	0	0%
TOTAL	105		36		87		31		83		33	

Question 56(g): How much additional compensation does the director receive for teaching other than required LRW classes?

	2003				2002				2001			
	Female		Male		Female		Male		Female		Male	
Average	\$5,982	60% of male	\$10,000*		\$8,785		\$5,833*		\$7,167		\$9,333	
Lowest	\$1,500	19% of male	\$8,000		\$4,500		\$4,500		\$4,500		\$3,000	
Highest	\$15,000	94% of male	\$16,000		\$12,000		\$8,000		\$12,000		\$17,000	

*Based on three responses