

1999 ALWD/LWI SURVEY HIGHLIGHTS

Prepared by: Jo Anne Durako
Director of Legal Research & Writing
Rutgers-Camden Law School

Some changes in the 1999 survey:

More respondents in 1999: 117 schools participating, for a 66% response rate, thanks to the cooperation of program directors and follow-up by the Survey Committee members.

New information gathered on the gender of directors (see Gender Data in Appendix A) and on Advanced Legal Research and Writing courses (see Questions 60 - 63 and the Advanced Writing Course Listing in Appendix B).

Comparisons with 1998 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.

New Region VIII was created to extract New York City and Long Island salary data from data reported for Region VII, the Northeast.

Salary Highlights:

Directors' Salaries (averages; Question 15):

1999: \$71,016, up 3% from '98 \$76,947 for 12 months; \$65,472 for <12 months.
1998: \$68,783

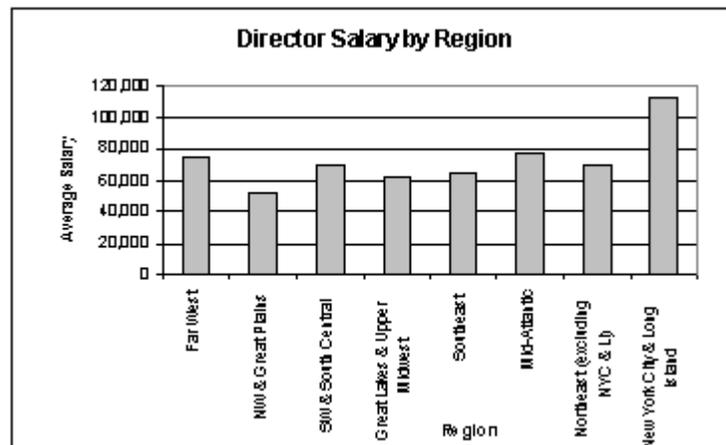
LRW Faculty Full-time Entry-level Salaries (averages, excluding directors; Question 38):

1999: \$39,731, up 3% from '98 \$42,130 for 12 months; \$38,738 for <12 months.
1998 \$38,590

Regional Differences for Directors:

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

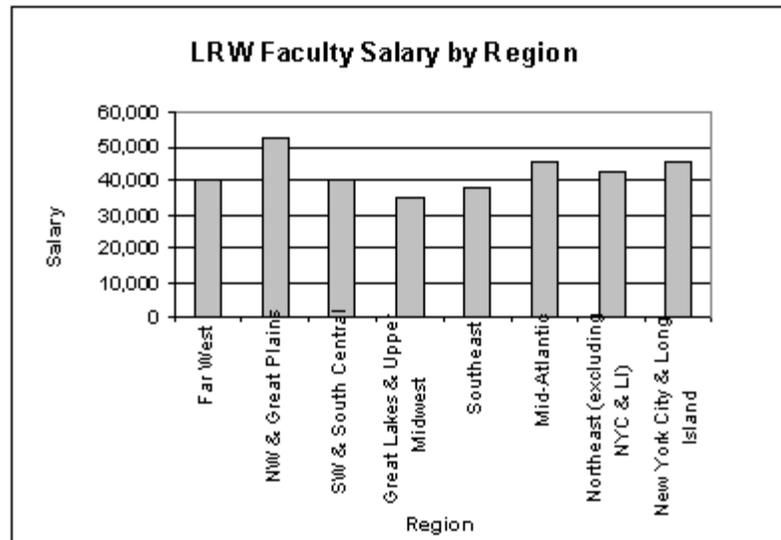
New York City & Long Island:	\$113,000
Mid-Atlantic:	\$ 77,375
Far West:	\$ 74,000
Southwest & South Central:	\$ 69,608
Northeast:	\$ 68,996
Southeast:	\$ 64,208
Great Lakes & Up. Midwest:	\$ 62,621
Northwest & Great Plains:	\$ 51,400



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

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

Northwest & Great Plains:	\$52,500
New York City & Long Island:	\$45,833
Mid-Atlantic:	\$45,125
Northeast:	\$42,700
Southwest & South Central:	\$40,073
Far West:	\$39,833
Southeast:	\$37,700
Great Lakes & Up. Midwest:	\$34,976



Other Variables Related to Salaries:

-*Setting* (Question 2): Salaries continue to be higher for directors and LRW faculty in the suburbs than in urban or rural areas.

-*Institution Type* (Question 3): Salaries also continue to be higher for directors and LRW faculty in private than in public schools.

-*Staffing Models* (Question 4): Salaries are highest for directors in adjunct-taught (\$75,607) and complex hybrid programs (\$71,593) and lowest in student-taught programs (\$64,250). For LRW faculty, salaries are highest in complex hybrid programs (\$44,771) and in tenure and tenure track LRW programs (\$43,000).

-*Director Type* (Question 11): Directors' salaries are highest if their primary responsibility is not LRW (\$100,700), with tenured directors having the next highest salaries (\$87,747). Non-tenure track directors earn the lowest salaries (\$59,919). LRW faculty salaries are highest if their director is tenured (\$44,160) and lowest in programs where the director's primary responsibility is not LRW (\$33,200).

Salary Differences from Other Faculty (Questions 16 and 17):

Entry Level Faculty: 23 Directors earn an average of \$21,145 more;
34 Directors earn an average of \$16,682 less; and
17 Directors earn about the same as entry level tenure-track non-writing faculty.

Directors fare a bit better when compared with entry level salaries for clinicians.

Other Highlights:

Tenure (Question 11): There were significantly more directors with tenure (21 or 25%) and on tenure-track (13 or 16%) than in 1998 (11 tenured, 12 tenure-track). About 30% of those responding were tenured or tenure-track. However, 60% of the directors whose primary responsibility is LRW are not on tenure-track (51 of 85).

Assistant Directors (Question 12): 23 programs have assistant directors; 76 do not.

Title (Question 14): Over 60% of program directors have a form of "Professor" in their official title (62 of 99). "Director" is the next most common title (12). For LRW faculty (Question 34), many have some form of "Professor" in their official title (37 or 40%), many are "Instructors" (26 or 28%), with "Lecturer" the next most common title (18 or 19%). LRW faculty are generally called "Professor" by students (74 of 97) (Question 35).

Directors' Time (Question 18): As a group, directors spend most of their time teaching in the entry-level LRW program (29%), followed by directorship duties (25%), then teaching outside the program (20%), a variety of other duties (18%), and finally, on service (8%).

Directors' Workload (Question 19): In the 1998-99 academic year, 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. This compares with the prior year in which the "average" director taught 53 entry-level students, 4 hours per week, using 4 major and 5 minor assignments, while reading 1,583 pages of student work, and holding 50 hours of conferences.

LRW Faculty Members' Workload (Question 43): In the 1998-99 academic year, 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. This compares with the prior year in which the "average" LRW faculty member taught 51 entry-level students, 4 hours per week, using 4 major and 5 minor assignments, while reading 1,642 pages of student work, and holding 67 hours of conferences.

Upper Level Teaching (Question 20): More directors are teaching courses beyond the first-year program (64 or 65% in 1999; 44 in 1998 survey). They are teaching more upper level courses: an average of 1.45 writing courses in 1999 (0.7 courses in 1998) and an average of 1.40 non-writing upper level courses (0.7 courses in 1998).

Other Significant Activities (Question 26): Directors engaged in a wide range of significant activities: 46 in law school and university committee work; 19 in other law school writing programs; 9 in academic support programs; and others in scholarship, fundraising, admissions, etc. Generally, these activities (and other activities such as moot court, advising students, orientation) do not pay a stipend (73 said no stipend; Question 27).

Faculty Committees (Question 28): The vast majority of directors serve on faculty committees as voting (81) or non-voting (9) members. For LRW faculty (Question 44), those in 62 programs serve on faculty committees (up from 31 in 1998 survey), with 56 programs affording voting.

Faculty Meetings (Question 29): The vast majority of directors also attend and vote at faculty meetings, with 48 voting on all matters and 42 voting on all but hiring and promotion. In the 1998 survey, 50 directors reported any voting. For LRW faculty (Question 45), in 37 programs they vote at faculty meetings, with 18 of those programs affording voting on all matters. At 40 more programs, LRW faculty attend, but do not vote.

Scholarship (Question 30): For 38 or 39% of directors, there is an obligation to produce scholarship. For 15 there is no obligation, but there is an expectation they will. For LRW faculty (Question 46), in 14 programs they have an obligation to produce scholarship, while 74 programs impose no obligation.

LRW Professionals Supervised (Question 22): The average number of professional LRW faculty supervised by the directors remained unchanged from the 1998 survey at 9, with an average of about 6 females and 4 males, per program reported in 1999.

LRW Faculty Type (Question 31): LRW faculty in most programs are on short-term contracts (57 or 63%), many programs use long-term contracts (26), a few programs have tenured or tenure-track (8). The majority of those on contract have no cap (63 of 81 or 78%).

Evaluation Standards (Question 37): 21 Directors reported using written standards to evaluate LRW faculty. 15 programs have standards under development. Several sent copies of their standards which will be filed with the Library Committee.

Additional Support for LRW Faculty:

-*Summer grants* (Question 40): Over half or 47 programs provide LRW faculty with summer grants averaging \$6,411.

-*Developmental Funding* (Question 41): The vast majority or 73 programs provide developmental funding averaging \$1,517.

-*Research Assistants* (Question 42): Over half or 59 programs provide funding for research assistants, with 49 providing funding for all reasonable request, and 10 providing an average of \$1,965.

Adjunct Faculty: See Questions 47-53.

Teaching Assistants: See Questions 54-57.

Gender Data Highlights in Appendix A:

Director Salary (Question 15): Female directors earn less than male directors, when measured by

- 12-month salaries (\$73,375 female; \$85,192 male);
 - less than 12-month salaries (\$63,762 female; \$72,494 male); or
 - salaries reported (combined 12-mon., <12-mon.: \$67,331 female; \$80,000 male).
- In the range of salaries paid, females earn the lowest (\$30,000), while males earn the highest salary (\$135,000).

Fewer females than males earn more than \$100,000 (4 of 67 females, or 6% of females earn more than \$100,000; 6 of 22 males, or 27% of males earn more than \$100,000).

Females earn more additional compensation for teaching beyond the entry-level program (\$8,417 female; \$6,700 male).

Salary Range for LRW Professionals (Question 39): In programs headed by female directors, the salary range for LRW faculty is lower: the averages in the range are lower (\$38,345 low to \$45,753 high, with female director; \$42,947 low to \$51,048, with male director), and the absolute lows of the salary range are lower than in programs headed by male directors (\$20,800 with female director; \$29,000 with male director). NOTE: The highs for the ranges are higher for programs headed by male directors, but the salaries reported for LRW Faculty may mistakenly include some directors' salaries reported for this question.

Tenure (Question 11): Female directors are less often tenured than are male directors (17% of females responding; 32% of males responding). When tenured and tenure track directors are combined, female directors are only slightly behind males (33% of females; 36% of males). More female directors are on contract than males (53% of females; 44% males).

Title (Question 14): Fewer females have "Professor" in their official title than males (57% female; 80% male). More females have titles of "Director" or "Lecturer" than males (14% Director & 12% Lecturer for females; 8% Director & 4% Lecturer for males).

Entry-level Students Taught (Question 19(a)): Female directors teach fewer students on average than male directors. Female directors teach an average of 33 students, while male directors teach 37 students (based on adjusted data deleting responses > 100 students for 6 female and 6 male directors. If the data are not adjusted, female directors teach an average of 48 students and male directors teach 88).

Teach Upper Level Courses (Question 20): Fewer females teach courses beyond the entry-level writing course than males (59% female; 84% male).

Faculty Committees (Question 28): Fewer females serve on faculty committees and fewer vote than males (89% serve & 81% vote for females; 100% serve & 88% vote for males).

Advanced Legal Writing Courses Highlights in Appendix B:

98 law schools offer advanced legal writing courses. Only 14 schools responding do not. Some schools offer one course, while others offer several or all 10 of the courses listed on the survey. The most frequently offered advanced courses are, in order of frequency:

Advanced Advocacy	63
Advanced Legal Writing, General	53
Drafting, Litigation	52
Drafting, Transactional	48
Drafting, General	46
Scholarly Writing	38
Drafting, Legislation	35
Advanced Legal Writing, Survey	17
Judicial Opinion Writing	14
Other	17

**1999 SURVEY RESULTS
ASSOCIATION OF LEGAL WRITING DIRECTORS/
LEGAL WRITING INSTITUTE**

	Page
SURVEY HIGHLIGHTS	i-v
SURVEY CONTENTS	
SUBMITTER PROFILE	1
I. GEOGRAPHY	2
II. STAFFING MODELS	2
III. DIRECTOR STATUS	4
IV. DIRECTOR'S COMPENSATION	5
V. DIRECTOR'S WORKLOAD	9
VI. LRW FACULTY MEMBERS	13
VII. LRW ADJUNCT FACULTY	18
VIII. TEACHING ASSISTANTS	19
IX. ADVANCED WRITING SKILLS	20
APPENDICES	
A. GENDER DATA REPORT	1-4
B. ADVANCED LEGAL WRITING COURSE OFFERINGS, BY LAW SCHOOL	1-20

**1999 SURVEY RESULTS
ASSOCIATION OF LEGAL WRITING DIRECTORS/
LEGAL WRITING INSTITUTE**

This 1999 ALWD/LWI Survey Results Report includes responses from 117 law schools in the United States. The respondents answered questions about the operation of their legal research and writing programs during the 1998-99 academic year. This report is a snapshot of these 117 programs. It is an admittedly inexact composite picture of many unique programs of great variety and complexity.

The respondents did their best to choose responses that most closely matched their current programs. The data analysts exercised their best judgement in interpreting the responses. There are several notes in this report explaining where data have been excluded for various reasons and indicating where data may not be reliable.

This survey report includes data from the 1998 survey prepared by Louis Sirico. You will see the left-hand column by each question includes the number of responses in each category from the 1998 survey, where available, and the 1999 survey. Averages and other relevant data from the 1998 survey are also included throughout this report, where available, to allow rough comparisons. Please realize, of course, that some variations measure real changes in LRW programs from last year, while others reflect changes in the respondent group.

Thanks go to all who participated in this survey. Your time and effort are valuable to all of us. Thank you.

Jo Anne Durako
Survey Committee Chair

SUBMITTER PROFILE

Are you:

1998 1999

70 98

0 1

1 4

4 11

 7

- a. Director of the entry-level program?
- b. Associate or assistant director of the entry-level program?
- c. Director of the upper level appellate advocacy program, drafting program, or other upper level program?
- d. A teacher in a program without a director?
- e. None of the above.

Please indicate your gender: 86 female or 31 male

I. GEOGRAPHY AND TYPE OF LAW SCHOOL

1. Following (and slightly modifying) the model developed by the Society of American Law Teachers, we have divided the country into seven regions. Please identify the region where your law school is located.

1998 **1999**

<u>8</u>	<u>20</u>	a. Region I: Far West - AZ, CA, HI, NV, OR, UT, WA.
<u>4</u>	<u>2</u>	b. Region II: Northwest & Great Plains - ID, MT, NE, ND, SD, WY.
<u>12</u>	<u>16</u>	c. Region III: Southwest & South Central - AR, CO, KS, LA, MO, NM, OK, TX.
<u>15</u>	<u>25</u>	d. Region IV: Great Lakes/Upper Midwest - IL, IN, IA, MI, MN, OH, WI.
<u>11</u>	<u>14</u>	e. Region V: Southeast - AL, FL, GA, KY, MS, TN, WV.
<u>14</u>	<u>17</u>	f. Region VI: Mid Atlantic - DE, MD, NJ, NC, PA, SC, VA.
<u>12</u>	<u>15</u>	g. Region VII: Northeastern - CT, MA, ME, NH, NY (excluding NYC & LI), RI, VT.
	<u>8</u>	h. Region VIII: New York City and Long Island.

2. What is the setting of your law school?

1998 **1999**

<u>54</u>	<u>75</u>	a. Urban.
<u>16</u>	<u>30</u>	b. Suburban.
<u>6</u>	<u>10</u>	c. Rural.

3. What type of institution is your law school?

1998 **1999**

<u>28</u>	<u>46</u>	a. Public.
<u>48</u>	<u>71</u>	b. Private.

II. STAFFING MODEL

4. Following the model developed by the Communications Skills Committee of the Section of Legal Education and Admissions to the Bar of the A.B.A., we have identified nine basic staffing models for first-year writing programs. Please identify the model that most closely resembles the format that your school uses.

1998 **1999**

<u>2</u>	<u>1</u>	a. Tenured or tenure-track teachers hired specifically to teach legal writing.
<u>0</u>	<u>3</u>	b. Tenured or tenure-track teachers hired to teach legal writing and other courses.
<u>0</u>	<u>3</u>	c. Tenured or tenure-track teachers who teach legal writing as part of their first-year doctrinal courses.
<u>0</u>	<u>2</u>	d. Many tenured or tenure-track teachers teaching legal writing to small groups of students where the teacher has no other responsibilities for legal writing and where the teacher's primary responsibilities lie with teaching other courses.
<u>41</u>	<u>64</u>	e. Full-time nontenure-track teachers with long-term or short-term contracts.
<u>7</u>	<u>15</u>	f. Adjuncts.
<u>0</u>	<u>2</u>	g. Graduate students.
<u>2</u>	<u>4</u>	h. Students.
<u>24</u>	<u>23</u>	i. A complex hybrid of the above models or some other model.

5. If you checked answer i (hybrid model) in the preceding question, which of the following elements are part of your program?.

1998 1999

<u>5</u>	<u>3</u>	a. Tenure-track teachers hired specifically to teach legal writing.
<u>9</u>	<u>8</u>	b. Tenure-track teachers hired to teach legal writing and other courses.
<u>3</u>	<u>4</u>	c. Tenure-track teachers who teach legal writing as part of their first-year doctrinal courses.
<u>3</u>	<u>0</u>	d. Many tenured or tenure-track teachers teaching legal writing to small groups of students where the teacher has no other responsibilities for legal writing and where the teacher's primary responsibilities lie with teaching other courses.
<u>16</u>	<u>18</u>	e. Full-time nontenure-track teachers with long-term or short-term contracts.
<u>12</u>	<u>15</u>	f. Adjuncts.
<u>1</u>	<u>3</u>	g. Graduate students.
<u>8</u>	<u>13</u>	h. Students.

6. How many credit hours are awarded for the entry-level program?

1998 1999

<u>11</u>	a. One credit each semester of the first year.
<u>41</u>	b. Two credits each semester of the first year.
<u>14</u>	c. Three credits each semester of the first year.
<u>51</u>	d. Some other combination in the first year.
<u>6</u>	e. Additional credits in a required program beyond the first year.

7. Does the number of credit hours equal the number of classroom hours for the entry-level program? (Note: This question is ambiguous. It was intended to ask the difference in the teaching hours each week. Some respondents may have answered with numbers for the entire term.)

1998 1999

<u>89</u>	a. Yes.
<u>19</u>	b. No, we teach (average) 2.816 (min .05; max 15) more classroom hour.
<u>8</u>	c. No, we teach (average) 3.5 (min 1; max 10) fewer classroom hour.

8. How is your entry-level course graded?

1998 1999

<u>98</u>	a. Grades that are included in the students' GPA.
<u>2</u>	b. Grades that are not included in the students' GPA.
<u>7</u>	c. Honors, pass, fail (or some equivalent).
<u>9</u>	d. Purely pass/fail.
<u>1</u>	e. Other method.

9. Is the entry-level program graded in the same manner as other required first-year courses?

1998 1999

<u>89</u>	a. Yes.	Note: This question is ambiguous. It was intended to refer to Question 8, to determine if grading practices for LRW (grades not included in GPA; Honors, pass/fail) are the same as for other courses. Some respondents answered that LRW was graded differently because it is not anonymously graded.
<u>28</u>	b. No.	

III. DIRECTOR'S STATUS

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

1998 1999

<u>69</u>	<u>95</u>	a. Yes.
<u>6</u>	<u>20</u>	b. No.
<u>1</u>	<u>2</u>	c. N/A.

NOTE ON DEFINITIONS for the following questions: "Tenure track" means that the director is on a scheduled time-table for being considered for tenure--not that the director has been promised conversion to tenure track at some unidentified time in the future. "Faculty member" means a teacher at the law school.

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

1998 1999

<u>11</u>	<u>21</u>	a. A tenured faculty member whose primary responsibility is directing the legal writing program.
<u>12</u>	<u>13</u>	b. An untenured faculty member on a tenure track whose primary responsibility is directing the legal writing program.
<u>33</u>	<u>51</u>	c. A faculty member not on a tenure track whose primary responsibility is directing the legal writing program.
<u>5</u>	<u>7</u>	d. A faculty member or administrator whose primary responsibility is not the first year legal writing program.
<u>12</u>	<u>7</u>	e. Other.

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

1998 1999

<u>76</u>	a. No.
<u>23</u>	b. Yes.

13. If the director is not tenure-track, how long is the term of the contract for the 1998-99 academic year?

1998 1999

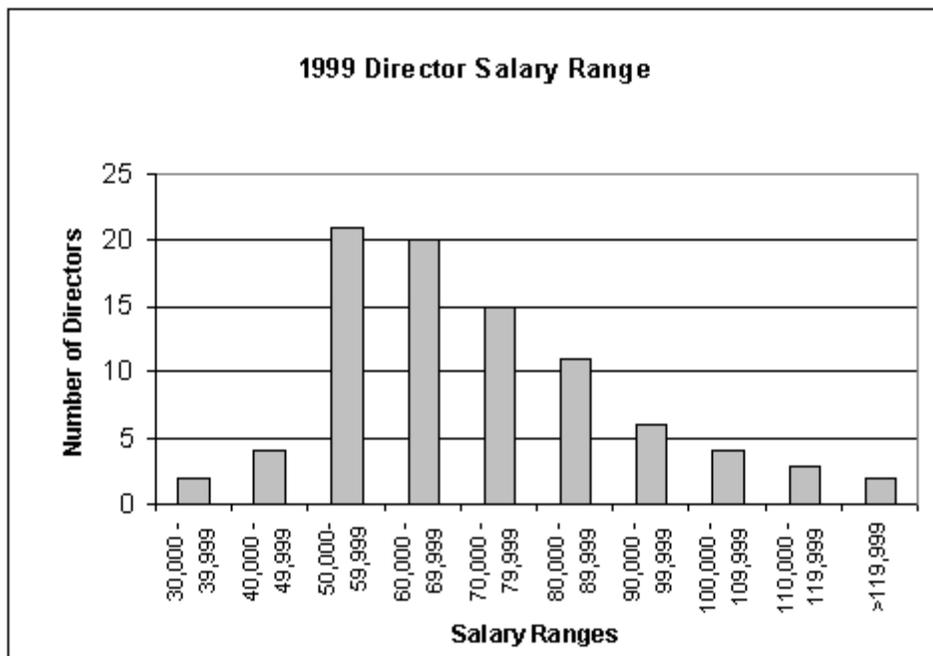
<u>34</u>	<u>51</u>	a. Number of years: (average) 3 (min 1; max 5) years 1998 Survey: <u>(average) 2 years</u> (min 1; max 5)
<u>14</u>	<u>18</u>	• 1 year
<u>3</u>	<u>5</u>	• 2 years
<u>11</u>	<u>17</u>	• 3 years
<u>4</u>	<u>11</u>	• >3 years
<u>2</u>	<u>5</u>	b. The contractual terms have never been specifically set out.
<u>6</u>	<u>10</u>	c. N/A.

14. What title does the director have in official law school materials (publications, catalogues, signs, etc.)?

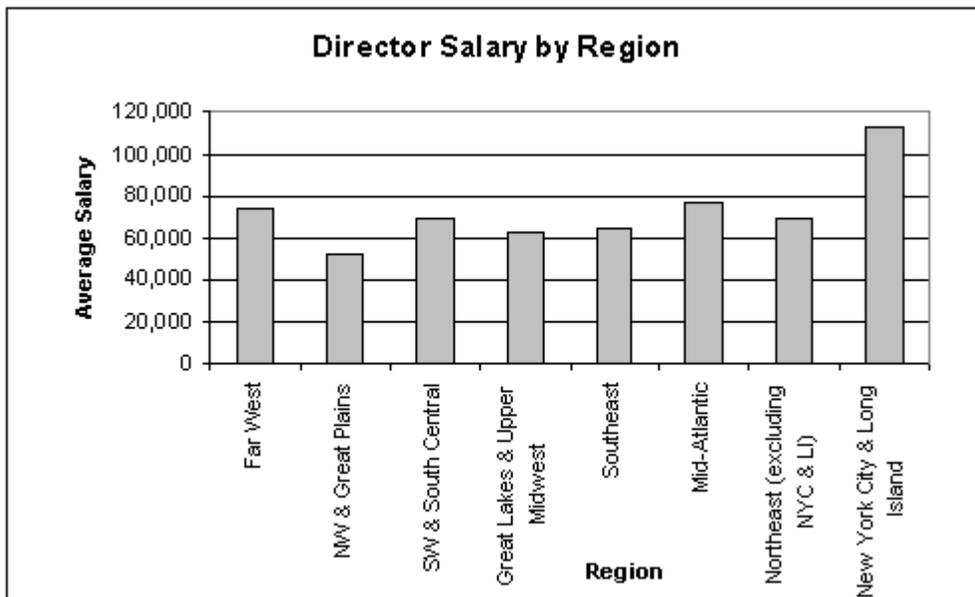
1998 **1999**

- | | | |
|-----------|----|--|
| <u>53</u> | a. | Professor, associate professor, or assistant professor. |
| <u>7</u> | b. | Professor, associate professor, or assistant professor of legal writing. |
| <u>2</u> | c. | Visiting professor or visiting professor of legal writing. |
| <u>8</u> | d. | Lecturer. |
| <u>6</u> | e. | Instructor. |
| <u>4</u> | f. | Assistant or Associate Dean. |
| <u>12</u> | g. | Director. |
| <u>7</u> | h. | Other. |

Question #15



Question #1 by #15



Question #1 by #15

Region	1999 Salary			1998 Salary
	Average	Minimum	Maximum	Average
Far West	74,000	58,000	104,000	60,300
NW & Great Plains	51,400	50,300	52,500	60,779
SW & South Central	69,608	46,000	95,000	70,467
Great Lakes & Upper Midwest	62,621	34,850	115,000	64,230
Southeast	64,208	41,000	102,000	61,364
Mid-Atlantic	77,375	54,000	127,500	75,677
Northeast (excluding NYC & LI)	68,996	30,000	104,950	87,650
New York City & Long Island	113,000	92,000	135,000	

Question #2 by #15

Director Salary by Geographical Setting

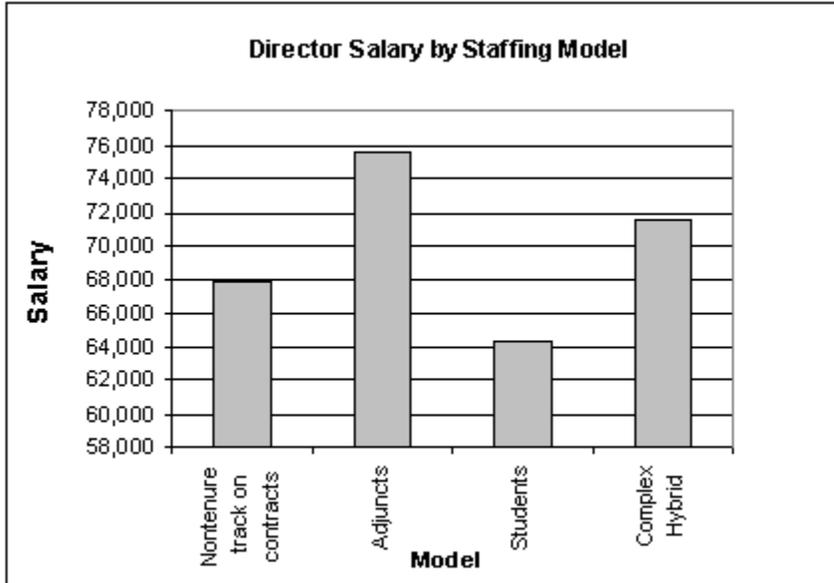
Geography	1999			1998
	Average	Minimum	Maximum	Average
Urban	71,977	34,850	135,000	70,549
Suburban	75,875	50,000	127,000	74,894
Rural	54,163	30,000	72,000	52,772

Question #3 by #15

Director Salary by Institution Type

1999				1998
Geography	Average	Minimum	Maximum	Average
Public	63,855	34,850	115,000	60,827
Private	75,739	30,000	135,000	75,579

Question #4 by #15

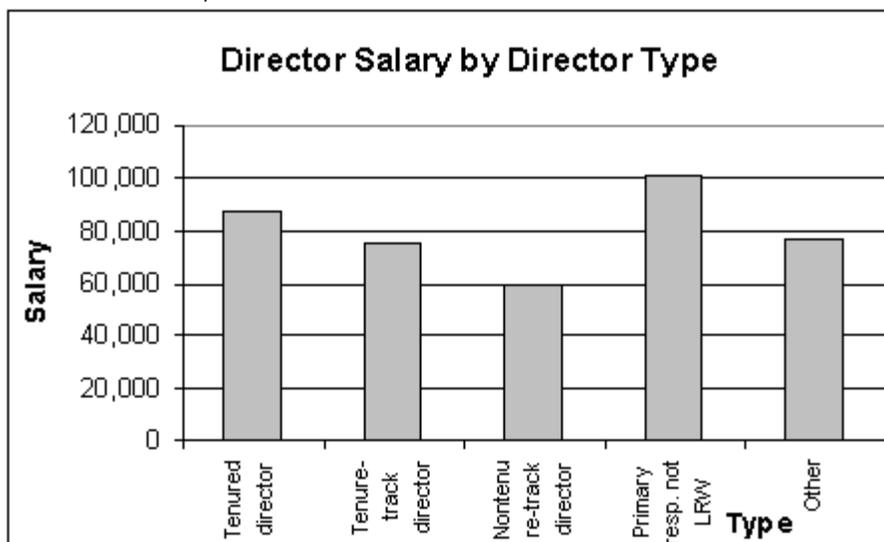


Question #4 by #15

Director Salary by Staffing Model

1999				1998
Model	Average	Minimum	Maximum	Average
Nontenure track on contracts	67,872	34,850	127,500	67,707
Adjuncts	75,607	30,000	135,000	86,983
Students	64,250	41,000	88,000	59,650
Complex Hybrid	71,593	45,000	115,000	69,825

Question #11 by #15



Question #11 by #15

	1999			1998
	Average	Minimum	Maximum	Average
Tenured director	87,747	58,000	123,000	89,344
Tenure-track director	74,962	60,000	99,000	73,533
Nontenure-track director	59,919	30,000	92,000	57,325
Primary resp. not LRW	100,700	83,000	127,500	106,667
Other	76,401	52,000	135,000	88,555

16. 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 tenure-track faculty member at your law school?

1998 **1999**

23

a. The director earns **(average) \$21,145 (min \$1,200; max \$72,000)** more than the new tenure-track faculty member.

17

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

34

c. The director earns **(average) \$16,682 (min \$3,000; max \$35,000)** less than the new tenure-track faculty member.

11

d. N/A.

17. 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?

1998 **1999**

26

a. The director earns **(average) \$23,609 (min \$5,000; max \$72,000)** more than the new clinician.

14

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

10

c. The director earns **(average) \$15,250 (min \$3,000; max \$25,000)** less than the new clinician.

33

d. N/A.

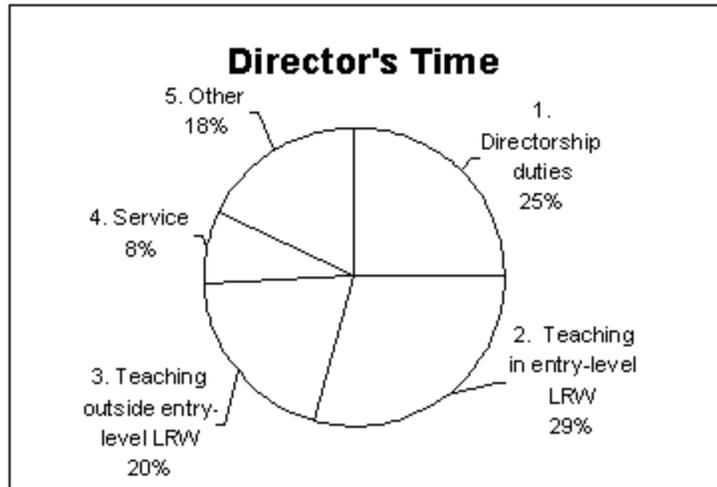
V. DIRECTOR'S WORKLOAD

18. For the 1998-99 academic year, what percentage of time was devoted to (Note: Averages do not include responses of zero. Thus, the total equals more than 100% (136%). The pie chart has converted these percentages to a base of 100.):

1998 1999

- | | |
|----|--|
| 95 | a. Directorship duties, such as administering, training LRW faculty members, (but excluding teaching in the entry-level program)?
(average) 34% (min 5; max 100)
1998 Survey: (average) 63% (min 0; max 100) Note: Includes teaching %. |
| 78 | b. Teaching students in the entry-level program?
(average) 40% (min 1; max 100)
1998 Survey: (average) 38% (min 0; max 100) |
| 57 | c. Teaching outside the entry-level program?
(average) 27% (min 10; max 70) |
| 81 | d. Service to the law school? (average) 11% (min 1; max 50) |
| 40 | e. Other activities? (average) 24% (min 2; max 100) |

Question #18



19. During the 1998-99 academic year, what was the director's workload in the entry-level program in terms of the number of -- (Note: Averages do not include responses of 0. 1998 averages for c-f do not include responses of zero.):

1998 1999

- | | |
|----|--|
| 79 | a. Entry-level students (total) per average term?
(average) 58 (min 12; max 310)
1998 Survey: (average) 53 (min 11; max 300) |
| 76 | b. In-class teaching hours taught per week per term?
(average) 3 (min 1; max 30)
1998 Survey: (average) 4 (min 1; max 50) |
| 79 | c. Major assignments (total) made per average entry-level student per average term? (A major assignment as one that expects students to turn in a final product of five or more typed pages).
(average) 3 (min 1; max 7)
1998 Survey: (average) 4 (min 0; max 10) |

- 76 d. Significant minor assignments (total) made per average entry-level student per average term? (A significant minor assignment as one that expects the student to turn in a final product of four or fewer pages.)
(average) 5 (min 1; max 32)
1998 Survey: (average) 5 (min 0; max 20)
- 65 e. Pages of entry-level student work (total) read per average term?
(average) 1,226 (min 30; max 5,000)
1998 Survey: (average) 1,583 (min 0; max 5,000)
- 58 f. Hours (total) spent in formal conferences, which are required or strongly encouraged, with entry-level students per average term?
(average) 42 (min 5; max 200)
1998 Survey: (average) 50 (min 0; max 200)

20. Did the director teach courses other than entry-level writing courses in 1998-99?

1998	1999
44	64
26	32
2	2

- a. Yes.
 b. No.
 c. NA.

21. If the director taught courses in 1998-99 other than entry-level courses:

1998	1999
<u>65</u>	
<u>40</u>	
<u>45</u>	
<u>48</u>	
<u>53</u>	
<u>59</u>	
<u>12</u>	

- a. How many courses did the director teach?
(average) 2 (min 1; max 5)
- b. How many of those courses were courses on legal writing, drafting, and oral advocacy?
(average) 1.45 (min 1; max 7)
1998 Survey: (average) 0.7 (min 0; max 7)
- c. How many of those courses were courses on subjects other than legal writing, drafting, and oral advocacy?
(average) 1.40 (min 1; max 4)
1998 Survey: (average) 0.7 (min 0; max 3)
- d. What were the subject areas of the non-writing courses? Very broad range of 33 different doctrinal and skills courses (e.g., cyberspace law, to clinic, to academic support). Most frequent responses were professional responsibility; employment discrimination; torts; property; interviewing, counseling, negotiation; academic success.
- e. How many total credit hours for other than entry-level courses?
(average) 5 (min 1; max 16)
1998 Survey: (average) 6 (min 1; max 15)
- f. Did the director receive additional compensation?
Yes: 14; No: 45
1998 Survey: (Yes: 7; No 66)
- g. How much additional compensation did the director receive?
(average) \$7,702 (min \$2,000; max \$12,000)
1998 Survey: (average) \$6,833 (min \$5,000; max \$10,000)

22. How many people does the director supervise?

1998 1999

94

a. Number of professionals (full-time and part-time LRW faculty members, writing specialists, academic support personnel, etc. Please do not include student teaching or research assistants.) **(average) 9 (min 0; max 55)**

1998 Survey: (average) 9 (min 0; max 60)

92

b. What are the genders of the professionals? **Females: (average) 6 (min 0; max 30)**
Males: (average) 4 (min 0; max 25)

84

c. Number of students (e.g., student teaching assistants).
(average) 12 (min 0; max 56)

1998 Survey: (average) 11 (min 0; max 60)

For questions 23 through 27, relating to directors who advise upper level moot court teams or other teams and participate in other service activities, core job responsibilities are distinguished from normal faculty service (e.g., chairing a faculty moot court oversight committee or being appointed by the dean as a moot court advisor).

23. Does the director advise upper level teams in competition (circle as many as apply)

1998 1999

7 6

a. Yes, in-house moot court teams as part of core job responsibilities.

12 16

b. Yes, in-house moot court teams as part of normal faculty service

5 6

c. Yes, outside moot court teams as part of core job responsibilities.

20 17

d. Yes, outside moot court teams as part of normal faculty service.

2 4

e. Yes, outside teams in negotiations and counseling as part of core job responsibilities.

4 2

f. Yes, outside teams in negotiations and counseling as part of normal faculty service.

64 53

g. No.

4

h. N/A.

24. Does the director serve as faculty advisor to students?

1998 1999

6 14

a. Yes, as a core job responsibility.

47 51

b. Yes, as part of normal faculty service.

24

c. No.

4

d. N/A.

25. Does the director participate in first-year orientation programs?

1998 1999

39 45

a. Yes, in a general orientation program as a core job responsibility.

27 36

b. Yes, in a general orientation program as part of normal faculty service.

10

c. Yes, in an academic support/success orientation program as a core job responsibility.

12

d. Yes, in an academic support/success orientation program as part of normal faculty service.

13

e. No, not in general orientation.

7

f. No, not in academic support/success orientation

2

g. N/A.

26. What other significant activities does the director undertake as part of the core job responsibilities or as normal faculty service?

1998 1999

<u>69</u>	<u>46</u>	a. Law school or university committees
	<u>9</u>	b. Academic support program
	<u>19</u>	c. Other law school writing programs (e.g., writing center, moot court, law review)
	<u>2</u>	d. Externship program
	<u>3</u>	e. Other activities outside law school
	<u>13</u>	f. Miscellaneous (e.g., scholarship, fund-raising, admissions)
<u>6</u>	<u>7</u>	g. N/A

27. If the director has taken on any of the activities described in questions 23 through 26, has the director received a stipend for them?

1998 1999

<u>56</u>	<u>73</u>	a. No.
<u>5</u>	<u>13</u>	b. Yes.

28. Does the director serve on faculty committees?

1998 1999

<u>60</u>	<u>81</u>	a. Yes, as a voting member.
<u>3</u>	<u>9</u>	b. Yes, as a non-voting member.
<u>6</u>	<u>8</u>	c. No.
	<u>0</u>	d. N/A.

29. May the director attend faculty meetings?

1998 1999

	<u>48</u>	a. Yes, as a voting member on all matters.
	<u>42</u>	b. Yes, as a voting member on all matters except hiring and promotion.
<u>28</u>	<u>6</u>	c. Yes, as a non-voting member.
	<u>2</u>	d. No.
	<u>0</u>	e. N/A.

30. Does the director have the obligation to produce written scholarship?

1998 1999

<u>25</u>	<u>33</u>	a. Yes, of the same quality and quantity as tenure-track faculty.
<u>6</u>	<u>5</u>	b. Yes, of different quality and quantity as tenure-track faculty. <i>1998 Survey: 33 directors had an obligation to produce scholarship.</i>
	<u>15</u>	c. No, but there is an expectation that the director will do so.
	<u>44</u>	d. No, and there is no expectation that the director will do so. <i>1998 Survey: 39 directors had no obligation to produce scholarship.</i>
	<u>1</u>	e. N/A.

VI. FULL-TIME LEGAL WRITING FACULTY MEMBERS (excluding directors)

31. What is the employment status of the full-time LRW faculty members in your program?

1998 1999

<u>8</u>	a. Tenured or tenure-track.
<u>26</u>	b. Long-term contracts.
<u>57</u>	c. Short-term contracts.

32. If the LRW faculty members are on contracts, is there a limit to the number of years the contract may be renewed (is the position "capped")?

1998 1999

<u>63</u>	a. No, there is no limit.
<u>18</u>	b. Yes, the limit is (average) 4 years.
<u>3</u>	• 2 years
<u>7</u>	• 3 years
<u>2</u>	• 4 years
<u>3</u>	• 5 years
<u>3</u>	• >5 years
<u>1</u>	c. Other.

33. If your program is "uncapped," what is the sequence and length of the renewable contracts? (e.g., 1-year, then 2-year, then 3-year contracts thereafter.)

1998 1999

Varies too greatly to report.

34. What title do the LRW faculty members have in official materials (publications, catalogues, signs, etc.) at your law school?

1998 1999

<u>19</u>	a. Professor, associate professor, or assistant professor.
<u>13</u>	b. Professor, associate professor, or assistant professor of legal writing.
<u>5</u>	c. Visiting professor or visiting professor of legal writing.
<u>18</u>	d. Lecturer.
<u>26</u>	e. Instructor.
<u>12</u>	f. Other.

35. How do students refer to the LRW faculty members at your law school?

1998 1999

<u>74</u>	a. Professor.
<u>14</u>	b. Mr. or Ms.
<u>9</u>	c. Other.

36. Do students use a different title to refer to the LRW faculty members than to other faculty at your law school?

1998 **1999**

70	a. No.
15	b. Yes.

37. Are there written standards or criteria for evaluating LRW faculty?

1998 **1999**

21	a. Yes.
15	b. In development.
49	c. No.

38. What is the annual, base salary of a full-time, entry-level LRW faculty member? (Exclusive of stipends for additional work and summer grants or optional teaching. If you have no entry-level faculty member, please estimate.)

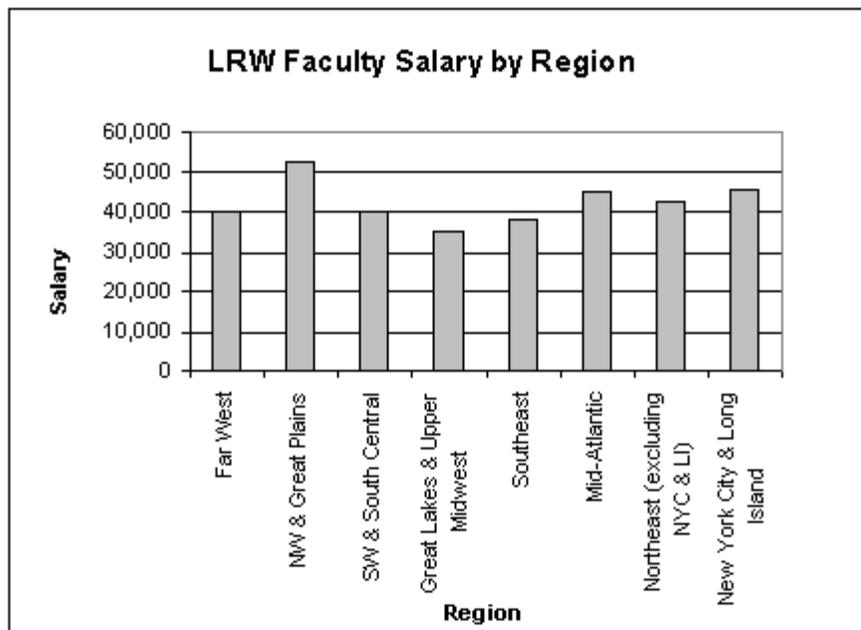
1998 **1999**

17	24	a. Annual salary for a 12-month base or contract term: (average) \$42,130 (min \$29,000; max \$78,500)
26	58	b. Annual salary for a less than 12-month base or contract term: (average) \$38,738 (min \$20,000; max \$68,000)
		c. N/A.

1999 SALARIES REPORTED (COMBINED 12-MONTH & <12-MONTH):
(average) \$39,731 (min \$20,000; max \$78,500)

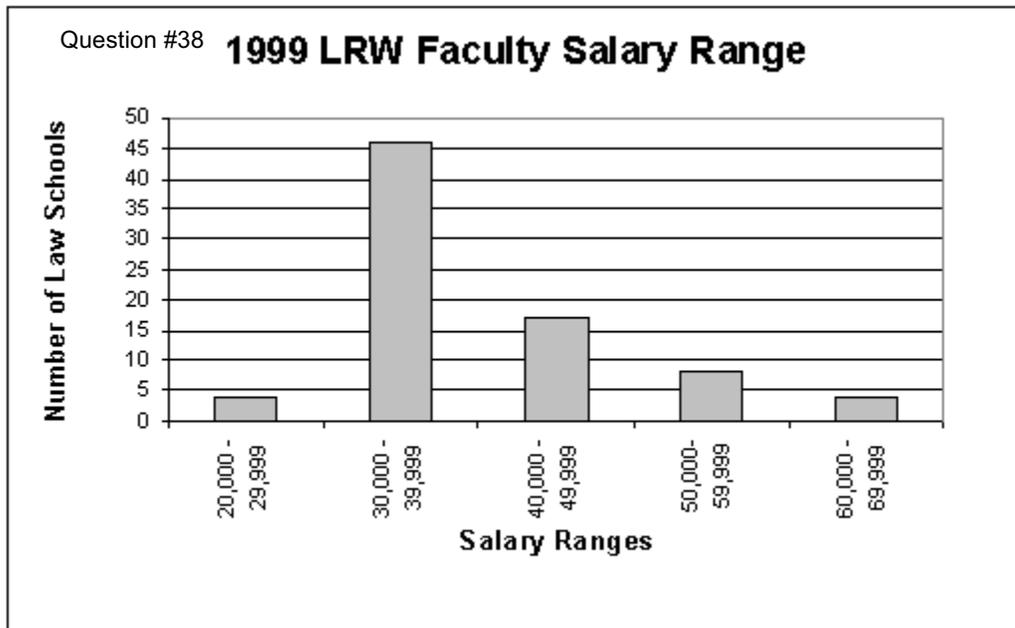
1998 Survey: (average) \$38,590 (min \$14,000; max not reported)

Question #1 by #38



Question #1 by #38

1999 LRW Faculty Salary by Region				1998 Salary
Region	Average	Minimum	Maximum	Average
Far West	39,833	26,000	78,500	46,250
NW & Great Plains	52,500	52,500	52,500	37,333
SW & South Central	40,073	30,000	60,000	34,400
Great Lakes & Upper Midwest	34,976	32,000	55,000	37,357
Southeast	37,700	34,000	45,000	35,438
Mid-Atlantic	45,125	30,000	68,000	36,938
Northeast (excluding NYC & LI)	42,700	27,000	65,000	44,471
New York City & Long Island	45,833	31,500	53,000	



Question #2 by #38

LRW Faculty Salary by Setting

Geography	1999			1998
	Average	Minimum	Maximum	Average
Urban	39,816	20,000	68,000	40,659
Suburban	41,359	27,000	78,500	34,954
Rural	34,922	30,000	38,000	34,625

Question #3 by #38

LRW Faculty Salary by Institution Type

Geography	1999			1998
	Average	Minimum	Maximum	Average
Public	37,553	26,000	68,000	35,536
Private	41,273	20,000	78,500	40,118

Question #4 by #38

LRW Faculty Salary by Staffing Model

1999			
Model	Average	Minimum	Maximum
Tenure or tenure-track for LRW	43,000	43,000	43,000
Tenure or tenure-track for LRW and other	42,500	30,000	55,000
Tenure or tenure-track in doctrinal course	30,000	30,000	30,000
Tenure or tenure-track, primary resp. other courses	40,000	40,000	40,000
Full-time nontenure-track	38,892	27,000	78,500
Graduate students	32,250	31,500	33,000
Complex hybrid	44,771	20,000	68,000

Question #11 by #38

LRW Faculty Salary by Director Type

1999			
	Average	Minimum	Maximum
Tenured director	44,160	30,000	62,000
Tenure-track director	41,727	35,000	60,000
Nontenure-track director	37,000	20,000	68,000
Primary resp. not LRW	33,200	30,000	36,000
Other	40,250	30,000	55,000

39. What is the base salary range for full-time LRW faculty members in your program?
 (Note: These salary figures are supposed to exclude directors' salaries; however, some directors' salaries may have been reported and are included in the high range.)

1998 1999

24 65

From (lowest) **(average) \$39,698 (min \$20,800; max \$78,500)**
 to (highest) **(average) \$47,452 (min \$24,500; max \$115,000)**

40. Is the LRW faculty member eligible for summer research grants?

1998 1999

24 47

- Yes. If so, how much is the typical grant?
(average) \$6,411 (min \$750; max \$12,000)
 1998 Survey: (average) \$6,278 (min \$2,500; max \$12,000)
- No.
- Our school does not provide summer research grants to faculty.
- Do not know, I have never asked.
- N/A.

10 29

2 5

5 5

4 1

41. Is the LRW faculty member eligible to receive developmental funding (to attend conferences, buy books, etc.)?

1998 1999

37	73
2	8
	0

- a. Yes. In the 1998-99 year, it was **(average) \$1,517 (min \$50; max \$4,000)**
1998 Survey: (average) \$1,920 (min \$500; max \$8,000)
- b. No.
- c. N/A.

42. Does the LRW faculty member receive funding to hire student research assistants (exclusive of teaching student assistants)?

1998 1999

23	49
5	10
9	23
	5

- a. Yes, sufficient funding for all reasonable requests.
- b. Yes, annually about **(average) \$1,965 (min \$450; max \$36,000)**
1998 Survey: (average) \$2,130 (min \$450; max \$5,000)
- c. No.
- d. N/A.

43. During the 1998-99 academic year, what was the LRW faculty member's workload in the entry-level program in terms of the number of (NOTE: Averages do not include responses of zero.):

1998 1999

85
82
83
75
66
72

- a. Entry-level students (total)?
(average) 53 (min 20; max 200)
1998 Survey: (average) 51 (min 8; max 125)
- b. In-class teaching hours per week per term?
(average) 5 (min 1; max 40)
1998 Survey: (average) 4 (min 1; max 11)
- c. Major assignments (total) made per average entry-level student per average term? (A major assignment is one that expects students to turn in a final product of five or more typed pages).
(average) 3 (min 1; max 7)
1998 Survey: (average) 4 (min 0; max 9)
- d. Significant minor assignments (total) made per average entry-level student per average term? (A significant minor assignment as one that expects the student to turn in a final product of four or fewer pages.)
(average) 4 (min 0; max 17)
1998 Survey: (average) 5 (min 0; max 20)
- e. Pages of entry-level student work (total) read per average term?
(average) 1,870 (min 40; max 5,000)
1998 Survey: (average) 1,642 (min 0; max 5,000)
- f. Hours (total) spent in formal conferences, which are required or strongly encouraged, with entry-level students per average term?
(average) 69 (min 0; max 300)
1998 Survey: (average) 67 (min 0; max 200)

44. Does the LRW faculty member serve on faculty committees?

1998 1999

<u>27</u>	<u>56</u>
<u>4</u>	<u>6</u>
<u>14</u>	<u>27</u>
<u>0</u>	

- a. Yes, as a voting member.
- b. Yes, as a non-voting member.
- c. No.
- d. N/A.

45. May the LRW faculty member attend faculty meetings?

1998 1999

<u>18</u>	
<u>19</u>	

- a. Yes, as a voting member on all matters.
- b. Yes, as a voting member on all matters but hiring and promotions.

1998 Survey: 17 LRW faculty members voted at faculty

meetings.

<u>21</u>	<u>40</u>
<u>4</u>	<u>10</u>
<u>3</u>	<u>1</u>

- c. Yes, as a non-voting member.
- d. No.
- e. N/A.

46. Does the LRW faculty member have the obligation to produce written scholarship?

1998 1999

<u>6</u>	<u>14</u>
<u>34</u>	<u>74</u>
<u>4</u>	<u>0</u>

- a. Yes.
- b. No.
- c. N/A.

VII. ADJUNCT FACULTY

47. Do you use adjunct faculty in your entry-level program?

1998 1999

<u>10</u>	
<u>13</u>	
<u>20</u>	
<u>66</u>	

- a. Exclusively.
- b. Primarily (for over 50% of the teaching).
- c. Partially (for less than 50% of the teaching)
- d. No.

48. How many adjunct faculty did you use in your 1998-99 entry-level program for teaching:

1998 1999

<u>40</u>	
<u>35</u>	
<u>2</u>	

- a. Objective legal writing? **(average) 11 (min 0; max 43)**
- b. Advocacy or moot court? **(average) 11 (min 1; max 43)**
- c. Other.

49. What is the salary for your adjunct faculty in your entry-level program?

1998 1999

<u>28</u>	
<u>29</u>	

- per credit hour **(average) \$1,879 (min \$600; max \$5,000)**
- per term **(average) \$4,107 (min \$700; max \$12,500)**

50. How many students on average does each adjunct teach?

1998 **1999**

38
32

- a. **(average) 21 (min 10; max 50)** students per section.
b. **(average) 21 (min 10; max 42)** students total.

51. Must an applicant for an adjunct position have a minimum number of years of legal practice experience?

1998 **1999**

25
18

- a. Yes, **(average) 3 (min 2; max 5)** years minimum.
b. No.

52. On average, how many years of practice and teaching experience do the adjunct professors have?

1998 **1999**

37
33

- a. Years of practice experience. **(average) 7 (min 2; max 17)**
b. Years of teaching experience. **(average) 4 (min 0; max 4)**

53. Who creates the writing assignments in your program?

1998 **1999**

12
12
7
6
8

- a. The director exclusively.
b. The director primarily.
c. The adjunct primarily.
d. The adjunct exclusively.
e. Other.

VIII. TEACHING ASSISTANTS

54. Do you use teaching assistants in your entry-level program?

1998 **1999**

2
7
58
43

- a. Exclusively.
b. Primarily (for over 50% of the teaching).
c. Partially (for less than 50% of the teaching).
d. No.

55. How many teaching assistants participate in your program each term?

1998 **1999**

67

(average) 14 (min 3; max 40)

56. Approximately how many students are assigned to each teaching assistant?

1998 **1999**

66

(average) 22 (min 1; max 75) students per TA.

57. Approximately how many hours does each teaching assistant spend on TA duties each term? Note: 3 responses ≥ 350 deleted from average.

1998 **1999**

62

(average) 91 (min 2; max 260) hours.

58. How are the teaching assistants compensated?

1998 **1999**

9

a. Course credit and grades.

20

b. Course credit. How many credits per term? **(average) 2.5 (min 1; max 7)**

7

c. Offset against tuition of **(average) \$3,053 (min \$295; max \$10,500)** per term.

29

d. Payment of **(average) \$1,388 (min \$100; max \$3,400)** per term.

21

e. Payment of **(average) \$9.00 (min \$6; max \$15)** per hour worked.

2

f. Other.

59. Approximately how many hours of training are provided for each teaching assistant each term?

1998 **1999**

60

(average) 14 (min 0; max 75) hours.

IX. ADVANCED WRITING COURSES

60. Does your law school offer non-entry-level legal writing courses? (NOTE: Non-entry-level means courses that are not part of the required sequence for all entering law students, such as legal research, legal writing, appellate advocacy/moot court (during the 2d or 3d semesters).)

1998 **1999**

14

a. No, no non-entry-level courses are offered.

37

b. Yes, non-entry-level courses taught by non-writing faculty.

22

c. Yes, non-entry-level courses taught by legal writing faculty (including the director).

39

d. Yes, non-entry-level courses taught by both non-writing and by legal writing faculty.

4

e. Other.

61. What skills are taught in the non-entry-level writing courses (circle all that apply)?

1998 1999

<u>53</u>	a. Advanced legal writing – general writing skills.
<u>17</u>	b. Advanced legal writing – survey course.
<u>46</u>	c. Drafting, general.
<u>52</u>	d. Drafting, litigation.
<u>35</u>	e. Drafting, legislation.
<u>48</u>	f. Drafting, transactional.
<u>63</u>	g. Advanced advocacy.
<u>38</u>	h. Scholarly writing.
<u>14</u>	i. Judicial opinion writing.
<u>17</u>	j. Other.

62. Must students satisfy a writing requirement, beyond the entry-level program, for graduation?

1998 1999

<u>15</u>	a. No.
<u>13</u>	b. Yes, they must earn (average) 3 (min 1; max 6) hours of writing credit.
<u>59</u>	c. Yes, they must produce at least one seminar or scholarly paper.
<u>3</u>	d. Yes, they must produce at least one “practical” writing assignment, such as drafting litigation documents, contracts, or legislation.
<u>5</u>	e. A wide range of courses and documents satisfy the requirement.
<u>28</u>	f. Other.

63. Does your law school train students who are required to produce scholarly writing/seminar papers?

1998 1999

<u>20</u>	a. No, not at all.
<u>78</u>	b. The faculty do so within the courses for which the paper is written.
<u>11</u>	c. Yes, in non-course writing workshops.
<u>6</u>	d. Yes, in a separate course taught by non-writing faculty.
<u>2</u>	e. Yes, in a separate course taught by LRW faculty of director.
<u>6</u>	f. Other.

1999 ALWD/LWI SURVEY RESULTS - APPENDIX A
Comparisons of Responses from Female and Male Directors

Prepared by Jo Anne Durako,
 Director of Legal Research & Writing
 Rutgers-Camden Law School

Responses to the survey: **Female - 86 (74%); Male - 31 (26%)**

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

Question 11: What choice best describes the director's status?

	Female Directors		Male Directors	
Tenured	13	17%	8	32%
Tenure track	12	16%	1	4%
Contract	40	53%	11	44%
Primary resp. not LRW	5	7%	3	12%
Other	6	8%	2	8%
TOTAL	76		25	

Question 15: What is the annual base salary of the director?

	Female Directors		Male Directors	
<i>Avg. 12-month salary</i>	\$ 73,375	86% of male avg.	\$ 85,192	
Lowest	50,000	100% of male low	50,000	
Highest	104,000	77% of male high	135,000	
TOTAL responding	30		13	

	Female Directors		Male Directors	
<i>Avg. 9-month salary</i>	\$ 63,762	88% of male avg.	\$ 72,494	
Lowest	30,000	60% of male low	50,000	
Highest	123,000	107% of male high	115,000	
TOTAL responding	37		9	
	55% on 9-month K		41% on 9-month K	

	Female Directors		Male Directors	
<i>Highest salaries:</i>				
% earning \geq \$100,000 of TOTAL responding	4 of 67= 6% of females (30+37=67)		6 of 22 = 27% of males (13+9=22)	

	Female Directors		Male Directors	
<i>Avg. Base Salary paid*</i>	\$ 67,331*	84% of male avg.	\$80,000*	

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

Directors' salaries by salary range

	<u>Female 12-month</u>	<u>Male 12-month</u>	<u>Female 9-month</u>	<u>Male 9-month</u>	<u>Female Totals</u>	<u>Male Totals</u>
\$30 up to \$40,000			2		2	0
\$40 up to \$50,000			4		4	0
\$50 up to \$60,000	7	4	6	4	13	8
\$60 up to \$70,000	6	0	12	2	18	2
\$70 up to \$80,000	6	1	8	0	14	1
\$80 up to \$90,000	4	4	3	0	7	4
\$90 up to \$100,000	4	0	1	1	5	1
\$100,000 or more	3	4	1	2	4	6
TOTALS	30	13	37	9	67	22

Question 14: What title does the director have in official law school materials?

	<u>Female Directors</u>		<u>Male Directors</u>	
Professor	37	51%	16	64%
Prof of Legal Wtg	4	5%	3	12%
Visiting Prof	1	1%	1	4%
Lecturer	9	12%	1	4%
Instructor	4	5%	0	0%
Asst/Assoc Dean	3	4%	1	4%
Director	10	14%	2	8%
Other	5	7%	1	4%
TOTAL	73		25	

Question 20: Does the director teach courses beyond the first-year writing course?

	<u>Female Directors</u>		<u>Male Directors</u>	
Yes	43	59%	21	84%
No	29	40%	3	12%
N/A	1	1%	1	4%
TOTAL	73		25	

Question 28: Does the director serve on faculty committees?

	<u>Female Directors</u>		<u>Male Directors</u>	
Yes, voting member	59	81%	22	88%
Yes, non-voting	6	8%	3	12%
No	8	11%	0	0%
TOTAL	73		25	

Question 29: Does the director attend and vote at faculty meetings?

	Female Directors		Male Directors	
Votes on all matters	35	48%	13	52%
No vote on hire/promo	32	44%	10	40%
No voting	5	7%	1	4%
Does not attend	<u>1</u>	1%	<u>1</u>	4%
TOTAL	73		25	

Question 22: How many LRW professionals does the director supervise?

	Female Directors		Male Directors		
Female prof. staff	397	58% of staff	122	60% of staff	Total females=519
Male prof. staff	<u>283</u>	42 % of staff	<u>83</u>	40% of staff	Total males= <u>366</u>
TOTAL STAFF	680		205		885
TOTAL responding	66		25		

Removing from the analysis above, data for programs using adjuncts (Question 47)

	Female Directors		Male Directors (12)		
Female prof. staff	107	67% of staff	36	72% of staff	Total females=143
Male prof. staff	<u>53</u>	33% of staff	<u>14</u>	28% of staff	Total males= <u>67</u>
TOTAL STAFF	160		50		210
TOTAL respond	34		12		

Question 19(a): How many entry-level students does the director teach?

	Female Directors		Male Directors	
Avg # of 1L students	33	(48*)	37	(88*)
Lowest	14		12	
Highest	90	(250*)	72	(310*)

(Data exclude students loads above 100 students: for 6 female directors and for 6 male directors.
 * Highest number of 1Ls taught if data did not exclude the 12 entries above 100)

Question 21(g): How much additional compensation does the director receive for teaching other than entry-level classes?

	Female Directors		Male Directors	
Average	\$ 8,417		\$ 6,700	80% of female comp.
Lowest	\$ 4,500		\$ 2,000	
Highest	\$12,000		\$10,000	

Question 39: 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) paid to \$(high range) paid)?

	Female Directors		Male Directors	
Avg. low range	\$ 38,345	89% of male	\$ 42,947	
Lowest in low range	20,800	72% of male	29,000	
Highest in low range	70,000	89% of male	78,500	
Avg. high range	\$ 45,753	90% of male	\$ 51,048	
Lowest in high range	24,500	84% of male	29,000	
Highest in high range	90,000*	78% of male	115,000*	
Overall lowest paid	\$ 20,800		\$ 29,000	
Overall highest paid	\$ 90,000		\$115,000	

*These numbers were reported as LRW faculty (excluding directors) in Question 39; however, they may be director's salaries. It was impossible to determine for certain.