

Association of Legal Writing Directors  
Legal Writing Institute

2004 Survey Results

Survey Committee:

Kristin Gerdy (Chair)  
Toni Berres-Paul (Co-Chair)

Technical Assistance:

Adrian Dunston,  
Cicada Consulting

For additional information, please contact:

Kristin Gerdy  
J. Reuben Clark Law School  
Brigham Young University  
457 JRCB  
Provo, UT 84057  
Phone: 801 422-9022 Fax: 801 422-0401  
gerdyk@lawgate.byu.edu

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**2004 SURVEY RESULTS**  
**ASSOCIATION OF LEGAL WRITING DIRECTORS/  
LEGAL WRITING INSTITUTE**

The 2004 ALWD/LWI Survey Report includes data from a record number of law schools in the United States –176—a 93% response rate. The respondents answered questions about the operation of their legal research and writing programs during the 2003-2004 academic year. This report is a snapshot of these programs. It is an admittedly inexact composite picture of many unique programs of great variety and complexity. Nevertheless, the survey results show common practices, trends, and other valuable insights about the state of legal writing training in American law schools.

The survey report also includes data from the 2003, 2002, and 2001 surveys for purposes of comparison. Please realize, of course, that some variations measure real changes in LRW programs from previous years, while others reflect changes in the respondent group.

Thanks go to all who participated in this survey. We appreciate your feedback; your time and effort are valuable to all of us. Thank you.

Kristin Gerdy and Toni Berres-Paul  
Survey Committee Chairs



## 2004 ALWD/LWI SURVEY HIGHLIGHTS

Prepared by: Kristin B. Gerdy  
 Director, Rex E. Lee Advocacy Program  
 J. Reuben Clark Law School, Brigham Young University

### The 2004 Survey:

- Still more respondents in 2004: 176 schools participated for a 93% response rate (up from 92% in 2003 and 83% in 2002) thanks to the cooperation of program directors. This marks the sixth straight year of increased response rates. This year's pool of solicited schools was also the largest ever with 190 schools solicited for information (representing all U.S. AALS Member law schools and AALS Non-Member Fee-Paying schools as well as the University of Windsor in Ontario, Canada, the host of the 2003 ALWD Conference).

### Salary Highlights:

- **Directors' Salaries** (averages; Question 49):  
 The average director's salary for a 12-month calendar contract period in 2004 was \$91,390, up slightly from an average of \$86,586 in 2003, \$85,389 in 2002, and \$81,636 in 2001. The average director reflects a steady increase of experience over the last four years. In 2004, the average director graduated from law school 19.43 years ago (compared with 18.6 years in 2003, 18.1 years in 2002, and 17.55 years in 2001), taught in law school for 12.74 years (compared with 11.7 years in 2003, 11.4 years in 2002, and 10.9 years in 2001), and directed at her current law school for 7.82 years (compared with 7.2 years in 2003, 6.9 years in 2002, and 6.1 years in 2000) (Questions 3, 4, & 5).
- **Regional Differences for Directors:**  
 Average directors' salaries reported by region ranging from highest to lowest:

Region	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
New York City & Long Island	\$124,360	\$98,800	\$156,000	\$126,700	\$121,167	\$105,500
Northeastern (excluding New York City and Long Island)	\$94,084	\$61,000	\$141,825	\$89,014	\$82,236	\$87,583
Mid Atlantic	\$90,263	\$52,000	\$150,000	\$94,033	\$92,427	\$86,735
Far West	\$87,428	\$60,000	\$125,000	\$81,240	\$80,924	\$78,693
Great Lakes/Upper Midwest	\$86,127	\$54,042	\$140,000	\$81,700	\$82,190	\$72,850
Southeast	\$80,552	\$53,500	\$140,000	\$84,658	\$76,218	\$79,708
Southwest & South Central	\$79,060	\$52,000	\$150,000	\$79,898	\$73,205	\$72,271
Northwest & Great Plains	\$74,000	\$60,000	\$100,000	\$69,959	\$69,100	\$68,900

Question 6 by Question 49

- **LRW Faculty Full-Time Current Salaries** (averages, excluding directors; Question 75)  
 2004: From an average low of \$49,419 to an average high of \$59,395  
 2003: From an average low of \$48,931 to an average high of \$60,198  
 2002: From an average low of \$47,741 to an average high of \$54,316  
 2001: From an average low of \$44,011 to an average high of \$53,012
- **Regional Differences for Salaries for LRW faculty** (excluding directors)  
 Average salary for LRW faculty, by region, from highest to lowest:

	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
New York City & Long Island	*\$66,500	\$61,000	\$72,000	*\$50,625	\$59,500	N/A
Southeast	\$58,458	\$45,000	\$97,500	\$52,525	\$47,696	\$42,429
Far West	\$55,703	\$36,000	\$83,000	\$51,943	\$50,509	\$48,894
Northeastern (excluding New York City and Long Island)	\$54,312	\$30,000	\$88,000	\$55,403	\$50,025	\$45,500
Great Lakes/Upper Midwest	\$53,711	\$36,500	\$102,500	\$56,198	\$51,666	\$39,500
Mid Atlantic	\$52,982	\$38,500	\$87,000	\$56,470	\$50,550	\$42,000
Southwest & South Central	\$50,472	\$38,500	\$75,000	\$52,954	\$51,423	\$45,326
Northwest & Great Plains	\$38,500	Only one response		*\$46,000	N/A	N/A

Question 6 by Question 75

\* Based on only two responses with values.

- **Other Variables Related to Salaries:**

**Years Since Earning a JD, Years Teaching, & Years as a Director**

(Questions 3, 4, & 5): Salaries for directors increase as the directors have more years of experience.

**Setting** (Question 7): In 2004, salaries were higher for directors and LRW faculty in urban areas. This is a change from 2003 when salaries for directors and LRW faculty were higher in suburban areas, but is consistent with data from 2001.

**Institution Type** (Question 8): In 2004, salaries were higher for directors at private law schools (\$88,258) than for directors at public law schools (\$85,933).

**Staffing Models** (Question 10): Average directors' salaries were highest for directors in programs with tenure-track teachers hired to teach LRW (\$100,700) and were lower in adjunct-taught programs (\$97,353) and complex hybrid programs (\$92,898) (Question 49). Salaries were lowest in programs with

part-time faculty (\$86,000) or with LRW faculty on contract (\$79,441). For LRW faculty, average current salaries were highest if the faculty were tenured or tenure-track (\$59,208) and lowest for full-time non-tenure track faculty (\$53,758) (Question 75).

**Director Type** (Question 45): Directors' average salaries were highest if they were administrators or faculty and their primary responsibility was not LRW (\$112,500) and next highest if they were tenured and their primary responsibility is LRW (\$107,509). Following next were clinical tenure or tenure-track directors (\$94,389) and untenured tenure track directors if their primary responsibility is LRW (\$82,951). Non-tenure track directors earned the lowest salaries (\$73,602). LRW faculty average current salaries were highest when their director is tenured (\$61,228) or on tenure track (\$52,281) and lowest in programs where the director is an administrator (\$46,750 if that administrator has LRW as his or her primary responsibility, and \$43,500 if he or she does not) (Question 75).

### **Other Highlights:**

- **Staffing Model** (Question 10): Most programs used full-time non-tenure-track teachers (79 or 45%), a hybrid staffing model (59 or 34%), or adjuncts (19 or 11%). In 2004, 6 programs used solely tenured or tenure-track teachers hired specifically to teach LRW (Question 10a), and another 9 programs used such teachers in hybrid programs (Question 11a).
- **Curriculum** (Questions 12 - 26):
  - Program Length:** Virtually all writing programs extend over 2 semesters averaging 2.27 credit hours in the fall and 2.19 hours in the spring. 42 programs have a required component in the fall of the second year, averaging 2.0 credit hours (Question 12).

**Grading:** Almost all LRW courses are graded with grades that are included in the students' GPA (146 programs) (Question 15). Most programs grade at least some assignments anonymously (98), but 73 programs do not (Question 17). 146 programs require rewrites with 55 of those programs requiring rewrites on all assignments. 67 programs grade all rewrites; 37 grade only the rewrites; and 25 grade only the final drafts (Question 23).

**Research Teaching:** The majority of programs integrate research and writing instruction (141 programs). At 85 schools legal research is taught by LRW faculty. At 42 schools, it is taught by librarians. At 49 schools LRW faculty and librarians teach legal research in combination, and at 22 schools teaching assistants and other students are responsible for teaching research (Question 18).

**Writing Specialists:** 44 law schools employ a full-time or part-time writing specialist, and 121 schools offer an academic support program (Question 28).

- **Common Practices** (Question 12-26):

**Assignments:** The most common writing assignments during the 2003-04 academic year were office memoranda (170), appellate briefs (142), pretrial briefs (97), and client letters (92). The most common oral exercises were appellate arguments (138), in-class presentations (62), and pretrial motion arguments (56) (Question 20).

**Commenting:** The most common methods of commenting on papers during the 2003-04 academic year were comments on the paper itself (169), comments during conferences (143), comments at the end of the paper (129), general feedback addressed to the class (124), grading grids or score sheets (104) and feedback memos addressed to individual students (100) (Question 24).

**Teaching Activities:** The most common teaching activities and the average amount of time spent in each activity were lecture (159 spending an average of 32.8%), questions and answers and class discussion (154 spending an average of 23.6%), group in-class exercises (147 spending an average of 17.99%), demonstrations (135 spending an average of 11.67%), individual in-class exercises (131 spending an average of 11.41%), and in-class writing (115 spending an average of 8.74%) (Question 21).

- **Technology** 44 programs have web pages, down from 56 web pages reported in 2003 and 64 web pages reported in 2002 (Question 42). Class email or listserv continued to be popular during the 2003-04 year with 146 programs using them with a 4.28 average satisfaction rating (out of a possible 5). 77 programs had course web pages with a 3.67 average satisfaction rating. 97 programs made use of electronic “smart” classrooms (compared with 91 programs in 2003 and 68 programs in 2002) with a 4.10 average satisfaction rating.

- **Citation Method** (Question 27): As of the time of the survey, 57 programs plan to teach the ALWD Citation Manual only, while 89 programs plan to teach the Bluebook only, and 18 plan to teach both methods, 4 plan to leave the choice to each teacher, and 3 plan to either teach a different system or are undecided which system they will teach for the 2004-05 academic year.

- **Tenure** (Question 45): In 2004, there were more tenured directors than in 2003 (35 vs. 26) and fewer tenure-track directors (16 vs. 22) than in 2003. In addition, 10 directors have clinical tenure or tenure-track status (2 more than 2003 but the same as in 2002). About 36% of those responding were tenured or tenure-track including clinical tenure status (down from 40% in 2003 but consistent with 36% in 2002). However, 43% (60 of 139) of the directors whose primary responsibility is LRW are not on tenure-track (up from 40% in 2003).



- **Assistant Directors** (Question 46): 28 programs reported having assistant directors in 2004, up from 18 in 2003 and 19 in 2002. The average salary for an assistant director was reported as \$70,659, compared with \$63,111 in 2003 and \$54,176 reported in 2002.
- **Title** (Question 48): 74% of program directors have a form of “Professor” in their official title (106 of 143). “Director” is the next most common title (68 or 48%). For LRW faculty (Question 68), many have some form of “Professor” in their official title (84 or 65%), many are “Instructors” (35 or 27%), with “Lecturer” being the next most common title (17 or 13%).
- **Directors’ Workload** (Questions 53 & 54):
  - Teaching Load:** In the 2003-04 academic year, the “average” director taught 32 entry-level students 2.9 hours per week using 3.32 major and 4.25 minor assignments, read 1,218 pages of student work, and held 37.6 hours of conferences during the fall semester. The spring semester workload was comparable. These numbers and averages are all comparable with those reported for the 2003 survey.
  - Preparation Time:** In 2003-04, directors spent an average of 46 hours preparing major research and writing assignments and 50 hours preparing for classes in the fall and comparable time in the spring.
  - Time Distribution:** In 2003-04, directors spent 35% of their time teaching in the required program, 28% on directorship duties, 18% teaching outside the required program, 12% on service, 11% on scholarship, 5% on academic support, and 9% on “other” activities.
- **LRW Faculty Members’ Workload** (Question 82):
  - Teaching Load:** In the 2003-04 academic year, the “average” LRW faculty member taught 45 entry-level students 3.6 hours per week using 3.23 major and 4 minor assignments, read 1,554 pages of student work, and held 48 hours of conferences. Again this past year, the class was within the maximum range recommended by the ABA Sourcebook on Legal Writing Programs. This compares with the prior year in which the “average” LRW faculty member taught 44 entry-level students 3.6 hours per week using 3 major and 3.5 minor assignments, read 1,561 pages of student work, and held 51 hours of conferences—a comparable workload.
  - Preparation Time:** In 2003-04, faculty spent an average of 34 hours preparing major research and writing assignments, 55 hours preparing for classes in the fall, and slightly less time in the spring.
- **Upper Level Teaching** (Questions 55 & 56): Many directors taught courses beyond the first-year program (86 or 61%). They taught an average of less than 1 upper-level writing course and 1.36 non-LRW courses. LRW faculty also teach

upper-level courses (98 or 76%). These courses are both upper-level LRW courses (47) and non-LRW courses (85). These courses are taught both during the regular academic year (79) and during separate summer sessions (65) (Question 85).

- **Faculty Committees** (Questions 59 & 83): The vast majority of directors serve on faculty committees as voting members (127 or 89%). For LRW faculty (Question 83), those in 98 (76%) programs serve on faculty committees with 91 (71%) programs affording voting.
- **Faculty Meetings** (Question 60): The majority of directors (106 of 142) also attend and vote at faculty meetings with 7 non-tenure track directors voting on all matters and 39 more voting on all but hiring and promotion. These voting rights are in addition to the 51 tenured and tenure-track directors, who were assumed to have voting rights. LRW faculty vote at faculty meetings in 72 programs with 31 of those programs affording voting on all matters. At 44 more programs, LRW faculty members attend, but do not vote (Question 84).
- **Scholarship** (Question 62): For 52 or 37% of directors, there is an obligation to produce scholarship. For 23 there is no obligation, but there is an expectation they will. For LRW faculty (Question 81), there is an obligation in 20 programs to produce scholarship, encouragement to produce scholarship in 29 programs, and an expectation to produce scholarship in 7 programs, while 72 programs impose no such obligation or expectation.
- **LRW Faculty Type** (Question 65): LRW faculty in most programs are on short-term contracts with 60 on 1-year contracts, 24 on 2-year contracts, 36 on contracts of 3 years or more, 20 have ABA Standard 405(c) status, another 8 are on ABA Standard 405(c) status track, and 24 are on tenure track. The overwhelming majority of those on contract have no cap (105 of 115 or 91%, which is consistent with the 2003 numbers of 110 of 121 or 91%) (Question 66).
- **Evaluation Standards** (Question 70): 75 directors reported using written standards to evaluate LRW faculty. 17 more programs have standards under development.
- **Additional Support for LRW Faculty:**
  - Summer grants** (Question 76): 70 programs provide LRW faculty with summer grants averaging \$6,911, up from \$6,748 in 65 programs in 2003 and \$6,371 in 57 programs in 2002.
  - Developmental Funding** (Question 79): The vast majority, or 99 programs, provide developmental funding averaging \$1,946, up from \$1,909 in 2003 and \$1,713 in 2002.
  - Research Assistants** (Question 80): Over 75% of programs (97) provide funding for research assistants, with 76 providing funding for all reasonable requests and 21 providing an average of \$1,475, down from an average of \$1,574 in 2003, but up from an average of \$920 in 2002.

- **Adjunct Faculty**: (Question 86-92) See report part IX.
- **Teaching Assistants**: (Questions 93-99) See report part X.
- **Survey** (Question 100): Most respondents have used the survey data in the past. 80 used the survey to improve their programs, 49 to improve their status, 49 to improve their salary, and 22 for “other” reasons. This is comparable to use of the survey data from 2003 and earlier.

### **Gender Data Highlights in Appendix A:**

- **Director Salary** (Question 49): Female directors earn less than male directors when measured by
  - 12-month salaries (\$90,382 female; \$94,500 male);
  - less than 12 month salaries \$82,834 female; \$102,278 male); or
  - salaries reported combined 12-mon. & < 12-mon.: \$85,773 female; \$92,094 male, a 12% difference.) (Salaries reported in 2003 had combined average of \$82,273 female; \$93,774 male, a 12% difference, while 2002 had combined averages of \$79,806 female; \$87,790 male, a 9% difference.)
    - ▶ In the range of salaries paid, female directors’ salaries have a wider range than males’ (\$52,000 to \$156,000 female; \$52,000 to \$150,000 males).
    - ▶ Fewer females than males earn more than \$100,000 (27 of 95 females, or 28% of females; 12 of 30, or 40 % of males). However, the number of females earning more than \$100,000 has risen since 2003 when 16 of 82 (or 19%) earned such salaries, and has risen substantially since 2001 when only 6 of 68 (or 9%) earned such salaries.
    - ▶ Females with comparable years of experience directing at their present schools earn sometimes less, sometimes the same, and sometimes more than their male colleagues.
- **Salary Range for LRW Professionals** (Question 75): In programs headed by female directors, the salary range for LRW faculty was lower: the averages at the low in the range were lower (\$48,478 low with female director; \$52,616 low with male director). The averages at the high end of the range were also lower (\$58,287 high with a female director, \$63,775 high with a male director).
- **Tenure** (Question 45): Female directors were somewhat less often tenured than were male directors (27% of females; 37% of males). When tenured and tenure-track directors were combined, males just pass females (44% male; 39% female). Significantly more female directors continue to find themselves on contract than males (47% females; 27% males, compared with 56% females; 11% males in 2003).
- **Title** (Question 48): Fewer females than males have “Professor” as their official title (50% female; 59% male). About 33% of both females and males have “Director” as their official title.

- **Teaching Upper Level Courses** (Question 55): Fewer females teach courses beyond required writing course than males (60% female; 67% male). The overall level of directors teaching upper-level courses has increased slightly from the 2002 data when 51 % females and 77% male directors taught those classes. A similar percentage of female directors teach academic support as their only upper level course than males (4% females; 6% males, compared with 3% females and 3% males in 2003).
- **Leave** (Question 64): Female directors were slightly less often eligible for paid sabbaticals (35% female; 38% male), slightly more often eligible for unpaid sabbatical (13% female; 11% male), and were slightly less often eligible for other leave and reduced loads (46% female; 51% male).

**Appendix B lists the law schools included in the 2004 Survey Report.**

**Appendix C includes additional charts illustrating survey data analysis.**

The definitions of terms used in this survey are listed below. For your convenience, some definitions are repeated later in the survey as part of the questions to which they relate.

**ABA Standard 405(c) status:** While there is no formal definition of ABA Standard 405(c) status, there is general agreement among legal educators that it is the status held by full-time clinicians and by full-time legal writing faculty who (i) have at least a long-term (3 years or more), renewable contract, and (ii) have the right to vote in faculty meetings on most issues but not necessarily on the hiring, promotion or tenuring of traditional tenure-track faculty. **Standard 405(c) "track"** means that the faculty member is in a probationary period and will be eligible for promotion to 405(c) status on a calculable date.

**Clinical tenure** means the type of tenure given to clinical faculty.

**Current Academic Year** means the 2003-2004 academic year.

**Director** means the person charged with responsibility for the required legal writing program.

**Doctrinal course** means a course other than a clinic, seminar, or advanced writing course.

**Elective course** means a course that is not part of the required sequence that all law students must take, such as legal research and legal writing.

**Faculty member** means a full-time teacher at the law school and includes a person who is paid on an administrative line but directs a writing program.

**Major assignment** is one in which the final product is equal to or greater than 5 pages. Graded assignments do not include those evaluated with a check, check +, check – or a similar method, but do include those assignments factored into the final course grade.

**Required legal writing program and required programs** means the introductory course of study of legal research and writing courses that all law students must take to graduate. This generally means LRW courses in the first-year required program, but at some law schools this covers required courses in the second or third years. This does not include upper-level writing requirements beyond the introductory course.

**Teaching assistant** includes student tutors or any upper-level student who participates in teaching research or writing.

**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 the future.

**Writing assignment** means an assignment other than a written traditional examination—either in-class or take-home.

**Note: tabular material in italics reflects data average and other detail from previous survey years as specified.**

## I. SUBMITTER PROFILE

1. Are you:

2001	2002	2003	2004		
115	120	131	119	a.	Director of the required legal writing program? (“Director” means the person charged with responsibility for the program.)
1	6	9	13	b.	Associate director, assistant director, or co-director of the required legal writing program?
0	0	1	3	c.	Director of the upper-level appellate advocacy program, drafting program or other upper-level program?
14	18	21	23	d.	A teacher in a program without a director? (If so, please have one individual fill out the survey and give a response that, to the extent possible, is representative of all teachers in the program.)
8	7	9	10	e.	None of the above.

2. Please indicate both your gender and race.

2001	2002	2003	2004		
138	150	171	170	a.	Gender:
99	111	129	130		Female (76%)
39	39	42	40		Male (23%)
138	150	171	166	b.	Race:
132	144	162	160		White
2	4	5	3		African-American
1	1	2	1		Hispanic
2	1	1	1		Asian-American
1	0	1	1		Other

3. As of now, how many years have passed since the director earned a J.D. degree?

2001	2002	2003	2004	
129	141	161	147	Years. (average) 19.43 (min. 7; max. 35)
				2003 Survey: (average) 18.63 (min. 6; max. 43)
				2002 Survey: (average) 18.12 (min. 6; max. 44)
				2001 Survey: (average) 17.55 (min. 5; max. 41)

4. As of now, how many years has the director been teaching in law school on a full-time basis?

2001	2002	2003	2004	
131	140	160	148	Years. (average) 12.74 (min. 1; max. 35)
				2003 Survey: (average) 11.65 (min. 1; max. 33)
				2002 Survey: (average) 11.38 (min. 1; max. 32)
				2001 Survey: (average) 10.85 (min. 1; max. 31)

5. How many years has the director directed the writing program at the present law school?

2001	2002	2003	2004	
130	139	160	146	Years. (average) 7.82 (min. 0; max. 25).
				2003 Survey: (average) 7.24 (min. 1; max. 23).
				2002 Survey: (average) 6.82 (min. 0; max. 21).
				2001 Survey: (average) 6.13 (min. 1; max. 20)

## II. LAW SCHOOL INFORMATION

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

2001	2002	2003	2004	
26	29	29	29	a. Region I: Far West – AZ, CA, HI, NV, OR, UT, WA (17%)
3	3	7	6	b. Region II: Northwest & Great Plains – ID, MT, NE, ND, SD, WY (3%)
17	21	22	25	c. Region III: Southwest & South Central – AR, CO, KS, LA, MO, NM, OK, TX (14%)
28	31	33	32	d. Region IV: Great Lakes/Upper Midwest – IL, IN, IA, MI, MN, OH, WI (18%)

17	17	21	24	e.	Region V: Southeast –AL, FL, GA, KY, MS, TN, WV (13%)
21	25	29	28	f.	Region VI: Mid Atlantic –DC, DE, MD, NJ, NC, PA, SC, VA(16%)
17	17	20	22	g.	Region VII: Northeastern –CT, MA, ME, NH, NY (excluding New York City and Long Island), RI, VT (13%)
8	8	9	8	h.	Region VIII: New York City and Long Island (5%)

7. What is the setting of your law school?

2001	2002	2003	2004		
94	98	113	118	a.	Urban (67%)
22	28	33	42	b.	Suburban (24%)
9	10	13	15	c.	Rural (9%)
17	18	12	1	d.	No response

8. What type of institution is your law school?

2000	2002	2003	2004		
55	61	67	67	a.	Public (38%)
79	89	103	106	b.	Private (61%)

*\*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.*

9. What was the size of your first-year J.D. class for the current academic year?

2001	2002	2003	2004		
6	9	7	8	a.	100 or fewer students (5%)
21	23	25	17	b.	101 to 150 students (9%)
38	32	37	46	c.	151 to 200 students (26%)
26	37	36	35	d.	201 to 250 students (20%)
14	14	22	24	e.	251 to 300 students (14%)
32	35	44	45	f.	301 or more students (26%)



### III. STAFFING MODEL

10. Following the model used by the authors of the *Source Book on Legal Writing Programs*, we have identified eight basic staffing models for first-year writing programs. Please identify the model that most closely resembles the format that your school uses. *Note: Do not consider the director's status if that differs from the status of the other LRW teacher.*

2001	2002	2003	2004		
5	7	6	6	a.	Tenured or tenure-track teachers hired specifically to teach legal writing (3%)
4	4	7	3	b.	Tenured or tenure-track teachers hired to teach legal writing and other courses (2%)
0	0	1	2	c.	Tenured or tenure-track teachers who teach legal writing as part of their first-year doctrinal courses (1%)
1	1	1	1	d.	Many tenured or tenure-track teachers teaching legal writing to small groups of students where the teacher has no other responsibilities with respect to legal writing and where the teacher's primary responsibilities lie with teaching other courses (0.5%)
66	76	85	79	e.	Full-time non tenure-track teachers with long-term contracts or short-term contracts (45%)
*	*	4	4	f.	Part-time Faculty (2%)
25	21	16	19	g.	Adjuncts (10%)
0	0	0	0	h.	Graduate students (0%)
0	1	1	1	i.	Students (only if these upper-level students provide a substantial portion of individualized feedback on papers or have a substantial responsibility for classroom teaching) (0.5%)
34	41	50	59	j.	A complex hybrid of the above models or some other model (34%)
5	0	0	2	k.	Not answered

*\*This answer option was not available in the 2001 and 2002 surveys.*

11. If you checked answer i. (hybrid model) in the preceding question, which of the following elements are part of your program? *(Please mark all that apply.)*

2001	2002	2003	2004		
3	6	5	9	a.	Tenure-track teachers hired specifically to teach legal writing(15%)
8	8	12	16	b.	Tenure-track teachers hired to teach legal writing and other courses (27%)
2	2	5	3	c.	Tenure-track teachers who teach legal writing as part of their first-year doctrinal courses (5%)

4	2	5	5	d.	Many tenured or tenure-track teachers teaching legal writing to small groups of students where the teacher has no other responsibilities with respect to legal writing and where the teacher's primary responsibilities lie with teaching other courses (8%)
24	25	31	42	e.	Full-time non tenure-track teachers with long-term contracts to short-term contracts (71%)
*	*	9	5	f.	Part-time faculty (8%)
21	28	28	42	g.	Adjuncts (71%)
3	5	1	3	h.	Graduate students (5%)
10	14	0	17	i.	Students (only if these upper-level students provide a substantial portion of individualized feedback on papers or have a substantial responsibility for classroom teaching) (29%)

*\*This answer option was not available in the 2001 and 2002 surveys.*

#### IV. CURRICULUM

*Note: To allow us to collect and report comparable data, respondents were asked to report all credit hours in semester hours and report all grades on a scale based on 4.0 equals an A.*

12. How many credit hours are awarded each semester of the required program?  
Responses of 0 were excluded from the averages.

	First Year		Second Year		Third Year	
	Fall	Spring	Fall	Spring	Fall	Spring
<b>2004 (average)</b>	2.27	2.19	2.00	2.36	2.33	2.67
(min)	1	1	1	1	2	2
(max)	4	4	4	4	3	3
# of responses	166	170	42	14	3	3
<i>2003 (average)</i>	<i>2.22</i>	<i>2.15</i>	<i>2.05</i>	<i>2.40</i>	<i>2.33</i>	<i>2.0</i>
<i>2002 (average)</i>	<i>2.22</i>	<i>2.14</i>	<i>2.12</i>	<i>2.33</i>	<i>2.29</i>	<i>3.0</i>
<i>2001 (average)</i>	<i>2.38</i>	<i>2.06</i>	<i>2.10</i>	<i>2.00</i>	<i>2.40</i>	<i>2.67</i>

13. When is the first required advocacy course taught (typically an introductory appellate advocacy course taught in the spring of the first year), and how many credits are awarded for it? (Please indicate the semester in which it is taught by writing the number of credit hours in the appropriate space. If necessary, estimate the number of credit hours.)

	First Year		Second Year		Third Year	
	Fall	Spring	Fall	Spring	Fall	Spring
<b>2004 (average)</b>	1.71	2.09	2.10	1.8	0	0
(min)	1	1	1	1	0	0
(max)	3	4	4	3	0	0
# of responses	7	130	21	5	0	0
<i>2003 (average)</i>	<i>2.40</i>	<i>2.03</i>	<i>2.00</i>	<i>2.08</i>	<i>0</i>	<i>0</i>
<i>2002 (average)</i>	<i>1.50</i>	<i>2.03</i>	<i>2.17</i>	<i>2.0</i>	<i>0</i>	<i>0</i>
<i>2001 (average)</i>	<i>2.14</i>	<i>1.95</i>	<i>2.00</i>	<i>2.31</i>	<i>2.14</i>	<i>0</i>

14. Does the number of credit hours awarded for the required program each semester equal the number of hours of in-class teaching each week?

2001	2002	2003	2004		
108	111	130	130	a.	Yes
19	20	21	19	b.	No, we teach more classroom <b>(average) 1.28 (min. 0.5; max. 2.5)</b> hours each week, on average
					<i>2003 Survey: (average) 1.13 (min. .5; max. 2.5)</i>
					<i>2002 Survey: (average 1.18) (min. .5; max. 2.5).</i>
					<i>2001 Survey: (average 1) (min. .5; max. 1)</i>
4	15	14	22	c.	No, we teach fewer classroom <b>(average) 1.18 (min. 0.3; max. 5)</b> hours each week, on average
					<i>2003 Survey: (average) 1.08 (min. .5; max. 2)</i>
					<i>2002 Survey: (average .93) (min. .2; max. 2).</i>
					<i>2001 Survey: (average 1) (min. 1; max. 1)</i>

15. How is your required course graded?

2001	2002	2003	2004		
111	125	144	146	a.	Grades that are included in the students' GPA
3	2	1	1	b.	Grades that are not included in the students' GPAs
11	12	15	11	c.	Honors, pass, fail (or some equivalent)
7	6	4	7	d.	Purely pass/fail
5	4	6	7	e.	Other method
5	5	1	4	f.	Not answered

16. Is the required program graded the same way as other first-year courses, on a special curve, or with a required mean and distribution? Note: Please convert your mean grade to a 4.0 scale.

2001	2002	2003	2004		
56	87	101	108	a.	Yes, it's graded the same way as first-year courses. <b>(average) 2.85 (min. 2.0; max. 3.5)</b>
					2003 Survey: (average) 2.82 (min. 2 ; max. 3.3)
					2002 Survey: *(average) 2.71 (min. 2.0; max. 3.6)
28	25	29	29	b.	Yes, it's graded on a curve or mean specifically for LRW <b>(average ) 2.88 (min. 2.0; max. 3.34)</b>
					2003 Survey: (average ) 2.94 (min. 2.5; max. 3.3)
					2002 Survey :*( average) 2.86 (min. 2.4; max. 3.3)
6	3	5	6	c.	Yes, it's graded on some other curve or mean <b>(average) 3.3 (min. 3.0; max. 3.5)</b>
					2003 Survey: (average) 3.04 (min. 2.67; max. 3.5)
					2002 Survey: *(average) 2.9 (min. 2.8; max. 3.0)
46	31	34	30	d.	No

*\*Note: Averages not available for previous years. All averages only include those results reported on a 4.0 scale.*

17. Are the major writing assignments in the required program graded anonymously? Note: A major writing assignment is one in which the final product is equal to or greater than 5 pages.

2001	2002	2003	2004		
48	55	64	63	a.	Yes, <u>all</u> major writing assignments
9	12	8	15	b.	Yes, over approximately 75% of major assignments
9	8	12	8	c.	Yes, over approximately 50% of major assignments
6	4	9	12	d.	Yes, over approximately 25% of major assignments
63	70	74	73	e.	No

18. How do you teach legal research in your program (choose a. or b.), and who teaches legal research (choose c. through g.)?

2001	2002	2003	2004		
101	117	128	141	a.	Integrated with writing
32	39	49	60	b.	Taught separate from writing
67	65	69	85	c.	Taught by LRW Faculty.
55	40	42	42	d.	Taught by Librarians.
*	37	49	49	e.	Taught by both LRW faculty and Librarians
*	20	28	22	f.	Taught by Teaching Assistants or other students
23	14	17	10	g.	Other

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

19. What research assignments are covered in the required LRW program?  
*Please choose the appropriate instructional model for programs with research instruction integrated or taught separately. Please mark all that apply.* 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.

<b>A program with research instruction integrated w/ writing.</b>	<b>A program with research instruction taught separately.</b>	
96 2003: 91 2002: 85 2000: 78	43 2003: 41 2002: 33 2000: 28	a. Research exercises unrelated to writing assignments
23 2003: 13 2002: 14 2000: 38	4 2003: 7 2002: 5 2000: 17	b. All closed universe research for writing assignments
50 2003: 30 2002: 28 2000: 43	11 2003: 7 2002: 7 2000: 9	c. All open library research for writing assignments
105 2003: 108 2002: 97 2000: 78	33 2003: 28 2002: 20 2000: 24	d. Combination of closed and open universe research
61 2003: 60 2002: 53 2000: 36	27 2003: 23 2002: 21 2000: 15	e. Legislative histories
58 2003: 62 2002: 60 2000: 45	25 2003: 18 2002: 20 2000: 14	f. Administrative law research
71 2003: 77 2002: 74 2000: 60	29 2003: 1 2002: 21 2000: 13	g. Limited Westlaw/Lexis training in the first semester
44 2003: 31 2002: 23 2000: 20	16 2003: 14 2002: 7 2000: 5	h. Unlimited Westlaw/Lexis training in the first semester
90 2003: 102 2002: 88 2000: 82	36 2003: 26 2002: 25 2000: 21	i. Unlimited Westlaw/Lexis training in the second semester

11 2003: 11 2002: 13 2000: 17	5 2003: 5 2002: 5 2000: 5	j. Other
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20. What writing assignments are assigned (choose a. through i.) and what speaking skills are taught (choose j. through o.) in the required LRW program? *Please mark all that apply.*

2001	2002	2003	2004		
134	150	172	170	a.	Office memoranda
67	70	85	92	b.	Client letters
60	76	87	97	c.	Pretrial briefs
32	35	45	56	d.	Trial briefs
104	126	142	142	e.	Appellate briefs
3	3	6	5	f.	Law review articles
28	38	44	48	g.	Drafting documents
6	8	8	10	h.	Drafting legislation
21	29	48	31	i.	Other writing assignment
39	52	63	56	j.	Pretrial motion argument
15	17	22	28	k.	Trial motion argument
101	115	133	138	l.	Appellate brief argument
34	43	54	62	m.	In-class presentation
16	31	40	42	n.	Oral report to senior partner
9	14	25	16	o.	Other oral skill

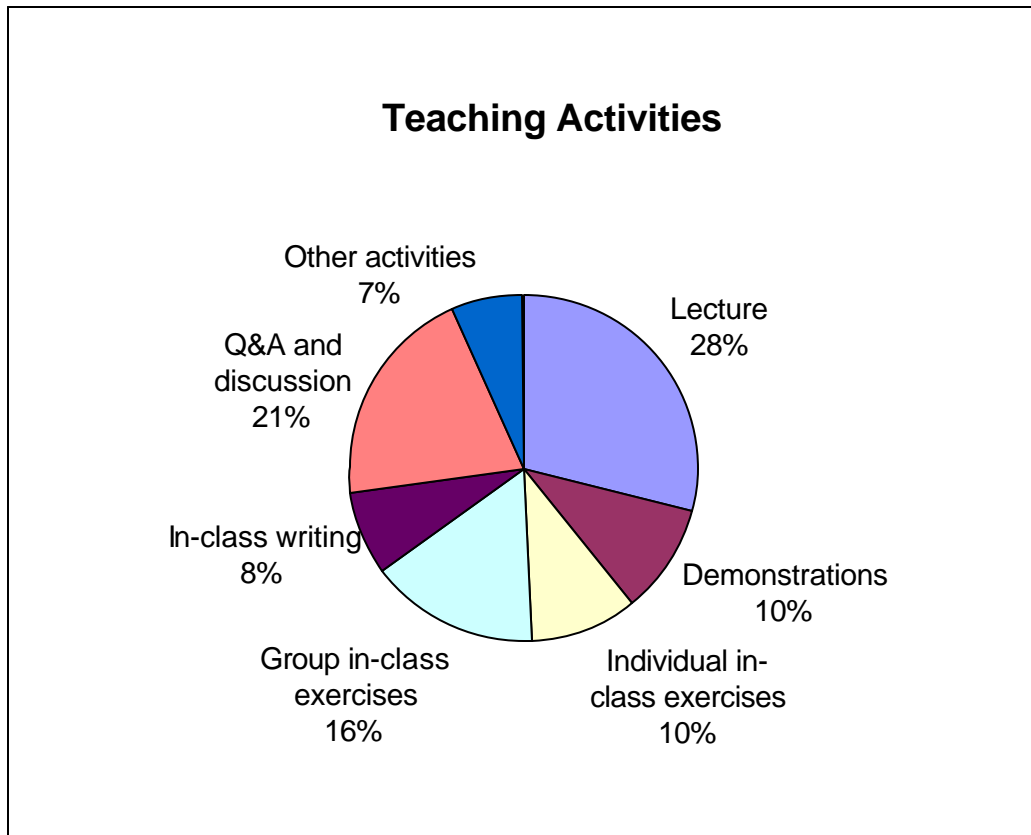
21. What percentage of time is spent in the following teaching activities? (Please mark all that apply.)  
*Responses of 0 were excluded from the averages. Pie chart percentages converted to base 100.*

2002*	2003	2004		
139	158	159	a.	Lecture ( <b>average</b> ) <b>32.80%</b> ( <b>min. 5%</b> ; <b>max. 100%</b> ).
				2003 Survey: (average) 35.43 (min. 0; max. 90%).
				2002 Survey: (average) 35.76 % (min. 5 %; max. 90 %)
107	127	135	b.	Demonstrations ( <b>average</b> ) <b>11.67%</b> ( <b>min. 0%</b> ; <b>max. 30%</b> ).
				2003 Survey: (average) 11.15 (min. 0%; max. 30%).
				2002 Survey: (average) 11.36 % (min. 1 %; max. 33 %)
106	112	131	c.	Individual in-class exercises ( <b>average</b> ) <b>11.41%</b> ( <b>min. 0%</b> ; <b>max. 80%</b> ).
				2003 Survey: (average) 11.29 (min. 0%; max. 30 %).
				2002 Survey: (average) 12.70 % (min. 2 %; max. 54 %)

131	143	147	d.	Group in-class exercises ( <b>average</b> ) <b>17.99%</b> ( <b>min. 0%</b> ; <b>max. 55%</b> ).
				2003 Survey: (average) 16.55 (min. 0%; max. 35%).
				2002 Survey: (average) 16.39 % (min. 2.5 %; max. 50 %).
83	93	115	e.	In-class writing ( <b>average</b> ) <b>8.74%</b> ( <b>min. 0%</b> ; <b>max. 25%</b> )
				2003 Survey: (average) 8.54 (min. 0%; max. 25%)
				2002 Survey: (average) 9.13 % (min. 1 %; max. 25 %)
136	154	154	f.	Questions and answers and class discussion ( <b>average</b> ) <b>23.60%</b> ( <b>min. 5%</b> ; <b>max. 75%</b> )
				2003 Survey: (average) 24.38 (min. 5%; max. 70%)
				2002 Survey: (average) 25.68 % min 2 %; max. 80 %)
24**	34	61	g.	Other activities ( <b>average</b> ) <b>7.46%</b> ( <b>min. 0%</b> ; <b>max. 30%</b> )
				2003 Survey: (average) 18.06 (min. 0%; max. 100%)
				2002 Survey :( average) 14.05 (min. 1 %; max. 30 %)

\*This question was not asked in the 2001 survey.

\*\*Response of 100 % was not included in the average.



22. Are any legal writing assignments coordinated collaboratively by the LRW faculty and doctrine faculty with reading or writing assignments in other first-hear courses?

2001	2002	2003	2004		
2	7	7	6	a.	Yes. The topics are coordinated and taught.
33	41	40	37	b.	Somewhat. The topics of the assignments are coordinated but not the teaching.
102	102	125	128	c.	No.

23. Do you require rewrites of major writing assignments in the required program, and if so, are the rewrites graded?

*Note: A major writing assignment is one in which the final product is equal to or greater than 5 pages.*

2001	2002	2003	2004		
46	40	50	55	a.	Yes, <u>all</u> major assignments require at least one rewrite
61	83	94	91	b.	Yes, but <u>not all</u> , approximately <b>(average) 53.52%</b> <b>(min; 15%; max. 100%)</b> of major assignments required rewrites
					2003 Survey: (average) 52.69 (min; 15%; max. 90%)
					2002 Survey: (average) 49.83 % (min. 0.5 %; max. 90 %)
					2001 Survey: (average) 51% (min. 22%; max. 85%)
28	24	29	25	c.	No
*	55	58	67	d.	All drafts and rewrites are graded
*	19	23	25	e.	Only final versions are graded after which rewrites are required)
*	34	35	37	f.	Only rewrites are graded

*Note: \* This answer was not an option on the 2001 survey. The following question, which was not included in the 2002 survey, was asked in 2001: "For writing assignments with more than one required draft, are drafts other than the final draft graded?" Responses were 56 "Yes," 64 "No," and 22 "Not applicable."*

24. For those major writing assignments on which LRW faculty comment, what is the extent of the comments? Please mark all that apply. This applies to comments written in pen or pencil on paper, or to feedback provided in similar fashion via computer.

2001	2002	2003	2004		
133	149	171	169	a.	Comments written on the paper itself and in margins
91	108	127	124	b.	General feedback memo addressed to all students



72	84	96	100	c.	Feedback memo written specifically for the individual student
108	123	132	129	d.	Short comments written at the end of the paper
114	124	144	143	e.	Comments in person during conference
81	82	101	104	f.	Grading grids or score sheets
*	20	21	20	g.	Other

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

*\*\*Examples of "other" answers: oral feedback; general feedback in class; audio comments; peer review; checklists.*

25. What percentage of major writing assignments in the required course are graded?  
*Note: A major writing assignment is one in which the final product is equal to or greater than 5 pages. Graded assignments do not include those evaluated with a check, check +, check – or similar method.*

2001	2002	2003	2004		
9	12	10	12	a.	0-25 %
12	9	10	9	b.	26-50 %
17	21	22	22	c.	51-75 %
96	106	127	128	d.	76-100 %

26. What aspects of your program are consistent among the sections?\*

Uniform	Generally Consistent	Varies among sections	
94 <i>2003: 100</i> <i>2002: 91</i>	64 <i>2003: 57</i> <i>2002: 50</i>	13 <i>2003: 13</i> <i>2002: 9</i>	a. Syllabus coverage
135 <i>2003: 140</i> <i>2002: 120</i>	34 <i>2003: 24</i> <i>2002: 26</i>	3 <i>2003: 5</i> <i>2002: 4</i>	b. Number of major assignments
95 <i>2003: 105</i> <i>2002: 93</i>	62 <i>2003: 51</i> <i>2002: 45</i>	14 <i>2003: 14</i> <i>2002: 11</i>	c. Due dates & length of most assignments
59 <i>2003: 65</i> <i>2002: 56</i>	62 <i>2003: 58</i> <i>2002: 54</i>	51 <i>2003: 48</i> <i>2002: 38</i>	d. Number of minor assignments
104 <i>2003: 109</i> <i>2002: 101</i>	26 <i>2003: 27</i> <i>2002: 23</i>	38 <i>2003: 34</i> <i>2002: 25</i>	e. Required textbook

155 2003: 154 2002: 137	13 2003: 13 2002: 11	4 2003: 4 2002: 2	f. Citation text (ALWD, Bluebook)
19 2003: 23 2002: 24	55 2003: 67 2002: 50	92 2003: 78 2002: 73	g. Content of class lectures/exercises
57 2003: 72 2002: 55	86 2003: 83 2002: 88	23 2003: 17 2002: 5	h. Grading

\*This question was not asked on the 2001 survey.

27. Which citation method do you plan to teach for the 2003-04 academic year?  
Please note: This is the only question relating to the upcoming academic year instead of the 2002-03 academic year.

2001	2002	2003	2004		
66	59	60	57	a.	ALWD Citation Manual only
52	60	82	89	b.	Bluebook only
14	13	17	18	c.	Both ALWD Citation Manual and Bluebook
3	5	7	4	d.	Either ALWD Citation Manual or Bluebook, at each teacher's option
*	10**	6	3	e.	Other

\*Responses of "Other" in the 2001 survey all provided the information included the new answer "d" and have thus been tabulated there.

\*\*In the 2002 survey most "other" responses were "undecided."

28. Which of these services does your law school provide for first-year students?  
Please mark as many as apply.

2001	2002	2003	2004		
10	9	15	14	a.	Writing Specialist, full-time
33	27	31	30	b.	Writing Specialist, part-time
29	34	28	24	c.	Tutorial
86	81	108	98	d.	Student teaching assistants helping students
103	110	127	121	e.	Academic support program
0	12*	10	13	f.	Other

\*Examples of "other" answers: study skills workshops; summer introductory program; student-staffed writing center; mentors/tutors.

29. If your law school employs a writing specialist, what is that person's status, training, salary, and gender?

		<i>WRITING SPECIALIST #1</i>	<i>WRITING SPECIALIST #2</i>
<b>STATUS</b>	a. Full-time	14 2003: 14  <i>2002: Because of a design problem with the survey, answers did not fall within specific categories. Answers provided were 2 tenured; 9 part-time; 2 associate director; 4 adjunct; 2 associate prof.; 7 contract; 1 instructor</i>  2000: 10	0 2003: 2  <i>2002: Because of a design problem with the survey, answers did not fall within specific categories. Answers provided were 2 part-time; 1 doctoral candidate; 1 semester contract; 1 graduate assistant instructor</i>  2000: 2
	b. Part-time	31 2003: 28 2000: 26	4 2003: 3 2000: 4
	c. Tenured	2 2003: 3 2000: 4	0 2003: 0 2000: 0
	d. Long-term contract	5 2003: 1 2000: 4	0 2003: 0 2000: 1
	e. Short-term contract	12 2003: 15 2000: 20	3 2003: 2 2000: 4
<b>TRAINING</b>	f. J.D.	15 2003: 15 2002: 12 2000: 16	1 2003: 1 2002: 2 2000: 2
	g. Ph.D. in English	12 2003: 13 2002: 9 2000: 14	0 2003: 1 2002: 0 2000: 1
	h. Other relevant advanced degree	14 2003: 9 2002: 12 2000: 14	1 2003: 3 2002: 2 2000: 4

	i. Other	1 <i>2003: 5</i> <i>2002: 3</i> <i>2000: 0</i>	0 <i>2003: 1</i> <i>2002: 1</i> <i>2000: 0</i>
<b>Gender</b>	j. Female	33 <i>2003: 31</i> <i>2002: 28</i> <i>2000: 31</i>	2 <i>2003: 2</i> <i>2002: 4</i> <i>2000: 5</i>
	k. Male	9 <i>2003: 9</i> <i>2002: 9</i> <i>2000: 5</i>	1 <i>2003: 3</i> <i>2002: 2</i> <i>2000: 0</i>

	<p>j. Salary*</p> <p><i>*Note: 2002 salary figures are suspect because many responses did not specify if amount was per semester or per year.</i></p>	<p>Full-time paid by semester: \$27,000 (based on one response)</p> <p>Full-time paid by year: average \$52,500 (based on 4 responses) (min. \$40,000; max. \$70,000) (response of \$5,000 excluded)</p> <p>Part-time paid by semester: average \$13,250 (based on 4 responses) (min. \$5,000; max. \$30,000)</p> <p>Part-time paid year: average \$14,500 (based on 3 responses) (min. \$4,500; max. \$30,000)</p> <p>2003: Full-time paid by semester: \$80,000 (based on one response)</p> <p>Full-time paid by year: average \$48,333 based on three responses) (min. \$35,000; max. \$60,000)</p> <p>Part-time paid by semester: average \$4,667 based on four responses (min. \$4,000; max. \$5,000)</p> <p>Part-time paid year: average \$9,450 based on 7 responses (min. \$1,650; max. \$24,000)</p> <p>2002: Full-time: (average) \$43,750 (min. \$10,000; max. \$60,000 )</p> <p>Part-time: (average) \$8,278 (min. \$3000; max. \$30,000 )</p> <p>2000: Full-time: (average) \$48,917 (min. \$7,500; max. \$75,000 )</p> <p>Part-time: (average) \$12,444 (min. \$2,215; max. \$36,000 )</p>	<p>Part-time paid by semester: average \$4,000 (based on 1 response)</p> <p>Part-time paid year: average \$4,000 (based on 1 response)</p> <p>2003: Full-time paid by year: only one response given: \$62,000</p> <p>2002: Only one response given: \$2,500/term</p> <p>2000: Full-time: (average) \$44,000 (min. \$44,000; max. \$44,000 )</p> <p>Part-time: (average) \$6,000 (min. \$4,000; max. \$4,000 )</p>
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*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.*

30. If your law school employs a writing specialist, what responsibilities does that person have and approximately what percentage of time is allocated to each responsibility? *Please mark as many as apply.*

2000	2002	2003	2004		
34	32	30	39	a.	Holding student conferences ( <b>average</b> ) <b>60.51%</b> ( <b>min. 5%; max. 100%</b> )
					2003 Survey: (average) 66.90 (min. 20%; max. 100%)
					2002 Survey: (average) 70.89% (min. 5%; max. 100%).
					2000 Survey: (average) 73% (min. 10%; max. 100%)
26	5	9	21	b.	Training LRW faculty ( <b>average</b> ) <b>5.00%</b> ( <b>min. 0%; max. 25%</b> )
					2003 Survey: (average) 6.78 (min. 2%; max. 20%)
					2002 Survey: (average)* 7.5% (min. 5%; max. 10%)
					2000 Survey: (average)#5 (min. 0%; max. 20%)
32	25	26	35	c.	Providing workshops ( <b>average</b> ) <b>27.29%</b> ( <b>min. 0%; max. 100%</b> )
					2003 Survey: (average) 26.89 (min. 1%; max. 100%)
					2002 Survey: (average) 24.5% (min. 1 %; max. 100%).
					2000 Survey: (average)19% (min. 0%; max. 100%)
25	5	6	17	d.	Training law review and advanced moot court students ( <b>average</b> ) <b>2.35%</b> ( <b>min. 0%; max. 15%</b> )
					2003 Survey: (average) 11.0 (min. 1%; max. 30%)
					2002 Survey (average)* 6.5% min 3 %; max. 10%).
					2000 Survey: (average) 1% (min. 0%; max. 10%)
25	6	8	19	e.	Teaching upper-level writing courses ( <b>average</b> ) <b>11.84%</b> ( <b>min. 0%; max. 90%</b> )
					2003 Survey: (average) 38.13; min 15%; max. 75%)
					2002 Survey: (average) 37% min 10%; max. 80%).
					2000 Survey: (average) 8% (min. 0%; max. 65%)
27	5	10	20	f.	Reviewing upper-level seminar papers ( <b>average</b> ) <b>11.50%</b> ( <b>min. 0%; max. 100%</b> )
					2003 Survey: (average) 10.78 min 5%; max. 15%)

					2002 Survey: (average) ** 21.33 % min 4 %; max. 50 %).
					2000 Survey: (average) 5% (min. 0%; max. 50%)
24	5	5	18	g.	Publishing scholarly articles and books <b>(average) 7.78% (min. 0%; max. 55%)</b>
					2003 Survey: (average) 13.0 min 10%; max. 15%)
					2002 Survey: (average)** 13.33 % min 10%; max. 20 %)
					2000 Survey: (average) 4% (min. 0%; max. 25%)

\*Average based on only two responses.

\*\*Average based on only three responses.

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.

31. Do you have a formal writing center in your law school for your program? Please mark all that apply.

2001	2002	2003	2004		
19	19	24	23	a.	Yes, established <b>(average) 6.43 (min. 1 max. 15)</b>
					2003 Survey: (average) 5.77 (min. .5; max. 16)
					2002 Survey: (average) 7.08 (min. 1.5; max. 17).
					2001 Survey: (average) 6.53 (min. 2; max. 12)
8	6	15		b.	Yes, staffed by <b>(average) 1.29 (min. 0; max. 5)</b> professionals
					2003 Survey: (average) 1.90 (min. 1; max. 6)
					2002 Survey: (average) 1.83 (min. 1; max. 3).
					2001 Survey: (average) 3.36 (min. 1; max. 6)
10	6	14		c.	Yes, staffed by <b>(average) 4.29 (min. 0; max. 28)</b> teaching assistants
					2003 Survey: (average) 6.57 (min. 1; max. 18)
					2002 Survey: (average) 7.67 (min. 2; max. 15)
					2001 Survey: (average) 2.5 (min. 1; max. 4)
7*	8	7	5	d.	Other
42	54	50	59	e.	No, but the university writing center is available to law students
66	61	83	83	f.	No

\*The 2001 option for this answer read "Alternative to formal writing center."

## V. UPPER-LEVEL WRITING COURSES

32. Does your law school offer elective legal writing courses?

*Elective means courses that are not part of the required sequence that all entering law students must take, such as legal research, legal writing, appellate advocacy/moot court.*

2001	2002	2003	2004		
16	19	23	19	a.	No, no elective courses are offered
42	42	42	49	b.	Yes, elective courses taught by non-writing faculty
20	18	16	25	c.	Yes, elective courses taught by legal writing faculty (including the director and LRW adjuncts)
51	59	83	70	d.	Yes, elective courses taught by either non-writing and by legal faculty
8	12	5	9	e.	Other

33. Must students satisfy an upper-level writing requirement, beyond the required program, for graduation? *Please mark all courses that are required or count toward the requirement).*

2002	2003	2004	
16	20	16	No
126	144	143	Yes

	REQUIRED	NOT REQUIRED BUT COUNT TOWARD REQUIREMENT	2004 TOTAL	2003 TOTAL	2002 TOTAL	2001 TOTAL
a. Advanced legal writing - general writing skills	10	35	45	40	28	30
b. Advanced legal writing - survey course	3	18	21	16	17	11
c. Drafting, general	6	34	40	35	23	24
d. Drafting, litigation	4	31	35	37	22	24
e. Drafting, legislation	0	22	22	18	11	16
f. Drafting, transactional	3	32	35	32	17	26
g. Advanced advocacy (excluding student-run moot court programs)	7	49	56	49	37	37
h. Scholarly writing	60	70	130	129	101	87
i. Judicial opinion writing	0	15	15	8	6	11



j. Advanced research	6	36	42	37	24	26
k. Other	5	19	24	33	48	33
Total Responding	105	355	460	434	334	328

34. Does your law school train students who are required to produce scholarly writing/seminar papers? *Please mark all that apply.*

2000	2002	2003	2004		
38	53	61	53	a.	No, not at all or seldom
84	84	101	106	b.	The faculty or most faculty do so within the courses for which the paper is written
6	7	9	13	c.	Yes, in writing workshops that are not law school courses
2	7	4	7	d.	Yes, in a separate course taught by non-writing faculty
1	6	3	3	e.	Yes, in a separate course taught by LRW faculty of director
7	10	12	10	f.	Other

35. What courses are taught in the elective writing curriculum and who teaches those courses? *Please mark all that apply.*

2003 Results	LRW Director	Full-time	LRW Adjuncts	Non-LRW Full-time Faculty	Non-LRW Adjuncts	Librarians	Other	2004 Total	2003 Total*	2002 Total	2001 Total
a. Advanced legal writing - general writing skills	22 2003: 18	32 2003: 23	9 2003: 8	21 2003: 19	11 2003: 11	0 2003: 1	3 2003: 1	98	81	63	73
b. Advanced legal writing - survey course	12 2003: 10	20 2003: 9	4 2003: 2	5 2003: 6	5 2003: 3	2 2003: 0	2 2003: 0	50	24	27	28
c. Drafting, general	9 2003: 8	19 2003: 17	10 2003: 9	23 2003: 25	28 2003: 26	0 2003: 0	0 2003: 3	89	88	76	64

d. Drafting, litigation	4 2003: 3	13 2003: 13	9 2003: 7	29 2003: 32	35 2003: 37	0 2003: 0	2 2003: 3	92	95	74	78**
e. Drafting, legislation	2 2003: 2	3 2003: 2	4 2003: 3	23 2003: 31	23 2003: 17	0 2003: 0	2 2003: 3	57	58	38	42**
f. Drafting, transactional	2 2003: 6	11 2003: 7	7 2003: 5	37 2003: 38	35 2003: 34	0 2003: 0	1 2003: 4	93	94	75	68**
g. Advanced advocacy (excluding student-run moot court programs)	15 2003: 14	28 2003: 27	14 2003: 16	43 2003: 49	51 2003: 49	0 2003: 0	4 2003: 2	155	157	127	123**
h. Scholarly writing	7 2003: 10	19 2003: 15	2 2003: 5	59 2003: 55	6 2003: 5	0 2003: 0	3 2003: 6	96	96	82	71**
i. Judicial opinion writing	3 2003: 1	6 2003: 3	2 2003: 3	8 2003: 10	6 2003: 5	0 2003: 0	1 2003: 1	26	23	13	22**
j. Advanced research	4 2003: 4	11 2003: 11	0 2003: 2	18 2003: 15	2 2003: 3	91 2003: 80	5 2003: 6	131	121	102	95**
k. Other	3 2003: 3	3 2003: 8	0 2003: 2	9 2003: 12	5 2003: 5	1 2003: 0	2 2003: 4	23	34	21	21**

*\* Note: These totals do not represent number of schools responding because each school could check more than one instructor type for each course.*

*\*\*Note: Because of a technical problem with the construction of the Survey, there are no reliable results for 35d. through k. for 2001. Data from 2000 survey is included for comparison.*

36. Approximately how many students enroll each year in the following upper-level writing courses? Is the demand for each upper-level course greater than its availability? (In other words, do more students want to take the course than there are spaces available?) Have additional sections been added to meet student demand?

	# of Students who enroll	Check if there is greater demand than availability.				# of responses 2004
		2004	2003	2002	2001	
a. Advanced legal writing - general writing skills	Average 24.37 (min 5; max. 120) (6 answers = 150 were excluded) 2003: (average) 25.52 (min. 10; max. 120) 2002: (average) 23.0 (min. 5; max. 80)**	31 (%)	35	23	45	51
b. Advanced legal writing - survey course	Average 26.67 (min 5; max. 100) (2 answers = 150 were excluded) 2003: (average) 18.33 (min. 12; max. 32) 2002: (average) 20.47 (min. 10; max. 210)**	20 (%)	19	9	14	27
c. Drafting, general	Average 29.22 (min 10; max. 130) (3 answers = 175 were excluded) 2003: (average) 25.0 (min. 5; max. 75) 2002: (average) 29.74 ** (min. 10; max. 450)	19 (%)	22	21	34	43
d. Drafting, litigation	Average 34.21 (min 10; max. 117)  2003: (average) 33.10 (min. 10; max. 96) 2002: (average) 40 (min. 10; max. 150)	20 (%)	24	13	36	49
e. Drafting, legislation	Average 17.32 (min 5; max. 40)  2003: (average) 17.90 (min. 8; max. 45) 2002: (average) 19.94 (min. 10; max. 80)	10 (%)	6	3	23	26

f. Drafting, transactional	Average 32.03 (min 3; max. 120) (3 answers = 150 were excluded)  2003: (average) 27.41 (min. 3; max. 90) 2002: (average) 25.40** (min. 10; max. 150)	16 (%)	26	13	21*	45
g. Advanced advocacy (excluding student-run moot court programs)	Average 40.16 (min 4; max. 160) (5 answers = 200 were excluded) 2003: (average) 33.74 (min. 4; max. 100) 2002: (average) 43.45 (min. 4; max. 200)	32 (%)	33	19	25*	76
h. Scholarly writing	Average 77.51 (min 12; max. 175) (4 answers = 200 were excluded)  2003: (average) 96.35 (min. 10; max. 251) 2002: (average) 108.92 (min. 6; max. 300)**	8 (%)	8	5	11*	44
i. Judicial opinion writing	Average 18.2 (min 5; max. 35) (1 answer = 150 was excluded)  2003: (average) 15.36 (min. 0; max. 35) 2002: (average) 22 (min. 15; max. 40)	6 (%)	4	3	6*	13
j. Advanced research	Average 34.64 (min 5; max. 120) (1 answer = 600 was excluded) 2003: (average) 41.30 (min. 5; max. 250) 2002: (average) 40.33 (min. 5; max. 450)**	29 (%)	25	22	25*	80
k. Other	Average 37.82 (min 12; max. 100) (1 answer = 300 was excluded) 2003: (average) 32.13 (min. 10; max. 60) 2002: (average) 15.8 (min. 10; max. 300)**	7 (%)	5	2	No data	18

\*Note: Because of a technical problem with the construction of the Survey, there are no reliable results for 36f. through j. for 2001. 2000 data has been substituted for comparison.

\*\*Responses identified as "outliers" were excluded from all 2002 averages.

37. Do any upper-level doctrinal courses taught by full-time faculty include a writing assignment? *Please note: Doctrinal course means a course other than clinics, seminars, or advanced writing courses. Writing assignment means an assignment other than a written traditional examination—either in-class or take-home.*

2001	2002	2003	2004		
3	3	4	3	a.	Yes, all doctrinal courses include a writing component
121	130*	145	151	b.	Yes, some doctrinal courses include a writing component Approximately <b>(average) 24.35% (min. 5%; max. 80%)</b> of the courses include a writing component.
					2003 Survey: (average) 23.50 (min. 4%; max. 80%)
					2002 Survey: (average) 24.62% (min. 4%; max. 90%).
					2001 Survey: (average) 23.65% (min. 5%; max. 75%)
7	11	13	14	c.	No, no doctrinal courses include a writing component

*\*The average was computed from 101 answers; 8 answered with some version of "I don't know," and 21 answers included no numerical value.*

38. If you answered (a) or (b) in the prior question, what types of assignments do the doctrinal courses include? *Please mark all that apply.*

2001	2002	2003	2004		
52	62	79	67	a.	Drafting—general
58	62	73	66	b.	Drafting—litigation
38	48	47	36	c.	Drafting—legislation
66	70	82	76	d.	Drafting—transactional
34	37	49	43	e.	Advanced advocacy
74	83	86	92	f.	Memoranda or essays
31	28	39	36	g.	Client/Opinion Letters
21	21	25	26	h.	Judicial opinions
89	105	114	115	i.	Scholarly papers
15	18	17	17	j.	Other

39. How much written feedback do students generally receive on assignments in doctrinal courses?

2001	2002	2003	2004		
0	1	0	0	a.	<u>More</u> feedback than in the required writing program
2	1	5	3	b.	<u>About the same</u> amount of feedback as in the required writing program
54	67	31	26	c.	<u>Somewhat less</u> feedback than in the required writing program
*	*	56	70	d.	Considerably less feedback than in the required writing program
75	78	68	65	e.	Don't know

*\*This answer option was not available in the 2001 and 2002 surveys.*

## VI TECHNOLOGY

40. Does the law school provide legal writing faculty with technological resources such as Westlaw, LexisNexis, access to the Internet, and word processing?

2001	2002	2003	2004		
136	149	170	171	a.	Yes
1	2	1	0	b.	No

41. If the law school does provide legal writing faculty with computer technology, how do the resources compare with those of other faculty?

2001	2002	2003	2004		
8	7	3	1	a.	The resources are <u>better</u> than those of other faculty
120	136	158	163	b.	The resources are <u>comparable</u> to those of other faculty
9	6	8	7	c.	The resources are <u>less</u> than those of other faculty

42. Does the LRW program have a Web page?

2001	2002	2003	2004		
59*	33	31	43	a.	Yes, the LRW program has a web page
**	31***	25	35	b.	Yes, at least one member of LRW Faculty has a web page
94	77	91	90	c.	No web pages

\*This result is a combination of “Yes” and specific URL answers from the 2001 Survey.

\*\*This question was not explicitly asked in the 2001 survey.

\*\*\*This result is the number of responses in the space provided to enter webpage URLs.

43. Which of the following technologies do you and your LRW faculty use in your program, and how effective is each technology, rated on a scale of 1 to 5, with 1 being not effective and 5 being very effective:

*Answers of “0” were not included in averages.*

<u>2004</u>	All	Most	Some	Never	Rating 1 to 5
a. E-mail listserv for students	73 2003: 73 2002: 64 2001: 54	36 2003: 37 2002: 22 2001: 22	37 2003: 29 2002: 36 2001: 36	12 2003: 24 2002: 19 2001: 13	<b>Average 4.28 (min. 1; max. 5)</b> 2003: (average) 4.29 (min. 1; max. 5) 2002: (average) 4.13 (min. 1; max. 5) 2001: (average) 3.47 (min. 1; max. 5)
b. Smart classroom	28 2003: 17 2002: 15 2001: 13	29 2003: 19 2002: 9 2001: 9	40 2003: 55 2002: 44 2001: 37	34 2003: 47 2002: 46 2001: 43	<b>Average 4.10 (min. 1; max. 5)</b> 2003: (average) 3.91 (min. 1; max. 5) 2002: (average) 3.82 (min. 1; max. 5) 2001: (average) 2.35 (min. 1; max. 5)
c. On-line edits	7 2003: 2 2002: 2 2001: 1	5 2003: 4 2002: 4 2001: 0	79 2003: 61 2002: 42 2001: 33	37 2003: 62 2002: 68 2001: 61	<b>Average 3.67 (min. 1; max. 5)</b> 2003: (average) 3.41 (min. 1; max. 5) 2002: (average) 3.21 (min. 1; max. 5) 2001: (average) 1.82 (min. 1; max. 5)

d. Course web page	33 2003: 25 2002: 30 2001: 27	9 2003: 11 2002: 7 2001: 6	35 2003: 41 2002: 34 2001: 27	42 2003: 64 2002: 48 2001: 49	<b>Average 3.67 (min. 1; max. 5)</b> 2003: (average) 3.73 (min. 1; max. 5) 2002: (average) 3.68 (min. 1; max. 5) 2001: (average) 2.14 (min. 1; max. 5)
e. Web course utility product (e.g. TWEN, WebCT, Blackboard, etc.)	53 2003: 34 2002: 16 2001: 18	20 2003: 19 2002: 4 2001: 8	52 2003: 54 2002: 23 2001: 24	20 2003: 42 2002: 76 2001: 53	<b>Average 3.91 (min. 1; max. 5)</b> 2003: (average) 3.86 (min. 1; max. 5) 2002: (average) 3.33 (min. 1; max. 5) 2001: (average) 3.0 (min. 1; max. 5)

## VII. DIRECTORS

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	2003	2004		
120	130	141	143	a.	Yes
17	20	24	24	b.	No
3	3	6	9	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	2003	2004		
22	21	26	35	a.	A tenured faculty member whose primary responsibility is directing the legal writing program
16	18	22	16	b.	An untenured faculty member on a tenure track whose primary responsibility is directing the legal writing program
47	55	57	60	c.	A faculty member not on a tenure track whose primary responsibility is directing the legal writing program
9	7	6	3	d.	A faculty member or administrator whose primary responsibility is not the first-year legal writing program



4	3	1	4	e.	An administrator whose primary responsibility is directing the legal writing program
9	8	8	10	f.	A faculty member with clinical tenure or on clinical tenure track
15	17	21	14	g.	Other

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

2001	2002	2003	2004		
18	19	18	28	a.	Yes Annual salary of <b>(average) \$70,659 (min. \$30,000; max. \$150,000).</b>
					2003 Survey: (average) \$63,111 (min. \$35,000; max. \$100,000).
					2002 Survey: (average) \$54,176 (min. \$20,000; max. \$90,000)
					2001 Survey: (average) \$37,753* (min. \$20,000; max. \$47,260)
98	99	117	122	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	2003	2004		
27*	19	20	18	a.	Number of years: 1 year
1*	4	6	6		2 years
16*	12	16	25		3 years
20*	15	15	26		> 3 years
7	7	3	5	b.	The contractual terms have never been specifically set out
22	25	38	23	c.	Not applicable or unknown

\* 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.

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

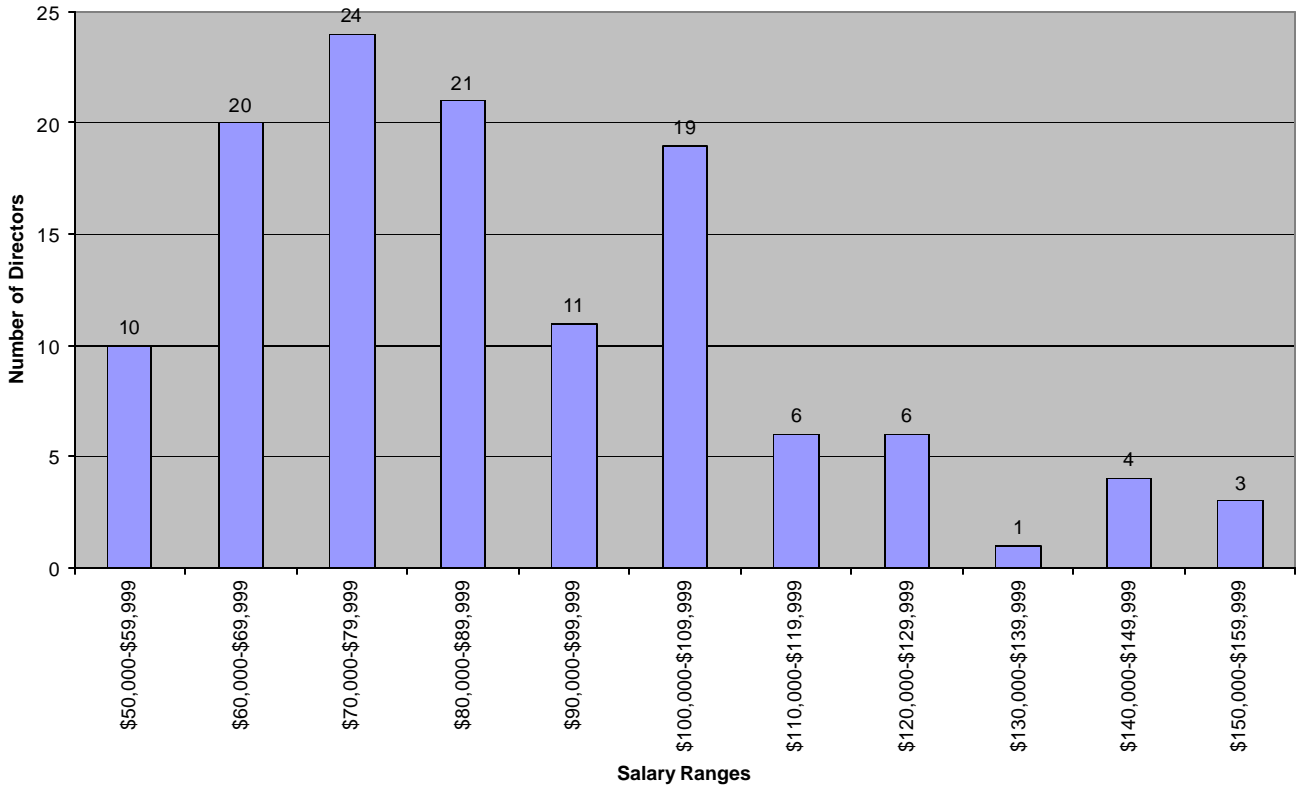
2001	2002	2003	2004		
63	62	71	71	a.	Professor, associate professor, or assistant professor
12	10	13	18	b.	Professor, associate professor, or assistant professor of <u>legal writing</u>
3	1	1	2	c.	<u>Visiting</u> professor or visiting professor of legal writing

16	14	15	15	d.	Clinical professor, clinical associate professor, or clinical assistant professor
9	9	12	11	e.	Lecturer or senior lecturer
5	8	8	7	f.	Instructor
65	57	69	68	g.	Director
5	4	6	4	h.	Assistant or associate dean
5	14	9	9	i.	Other

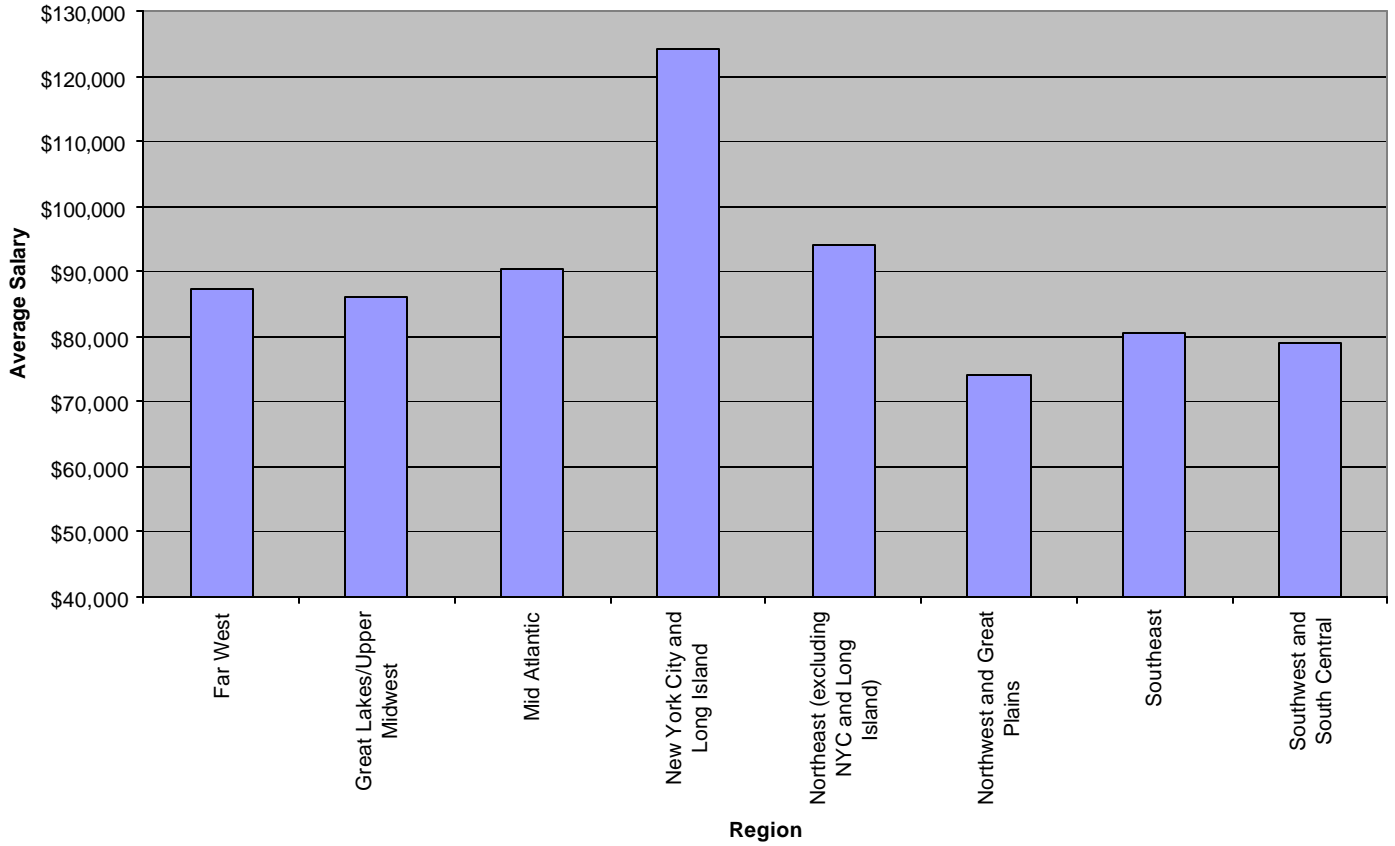
49. What is the current annual base salary of the director? *Base salary is the salary for the current academic year, including any additional stipend for the administrative workload but excluding payments for other work such as summer teaching, academic support, moot court coaching.*

2001	2002	2003	2004		
42	44	51	61	a.	If the salary is based on a 12-month period (Note: Salary for a 12-month <u>calendar contract</u> period, not for a 12-month <u>payment</u> period): <b>(average) \$91,390 (min. \$57,000; max. \$140,000)</b>
					2003 Survey: (average) \$86,586 (min. \$52,500; max. \$135,000)
					2002 Survey: (average) \$85,389 (min. \$52,500; max. \$130,000)
					2001 Survey: (average) \$81,636 (min. \$54,118; max. \$130,000)
51	58	61	81	b.	If the salary is based on a 9-or 10-month period: <b>(average) \$84,647 (min. \$52,000; max. \$156,000)</b>
					2003 Survey: (average) \$84,187 (min. \$43,000; max. \$151,000)
					2002 Survey: (average) \$79,563 (min. \$46,000; max. \$141,000)
					2001 Survey: (average) \$77,210 (min. \$45,000; max. \$136,100)
<b>2004 Survey Combined 12-month &amp; &lt;12-month salaries: (average) \$87,290 (min. \$52,000; max. \$156,000)</b>					
					2003 Survey Combined 12-month & <12-month salaries: (average) \$85,267 (min. \$43,000; max. \$151,000)
					2002 Survey Combined 12-month & <12 month salaries: (average) \$82,010 (min. \$46,000; max. \$141,000)
					2001 Survey Combined 12 months & <12 month salaries: (average) \$79,209 (min. \$45,100; max. \$136,100)
8	9	9	3	c.	N/A

**Directory Salary Range**



### Director Salary by Region



### Director Salary by Region

Region	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
New York City & Long Island	\$124,360	\$98,800	\$156,000	\$126,700	\$121,167	\$105,500
Northeastern (excluding New York City and Long Island)	\$94,084	\$61,000	\$141,825	\$89,014	\$82,236	\$87,583
Mid Atlantic	\$90,263	\$52,000	\$150,000	\$94,033	\$92,427	\$86,735
Far West	\$87,428	\$60,000	\$125,000	\$81,240	\$80,924	\$78,693
Great Lakes/Upper Midwest	\$86,127	\$54,042	\$140,000	\$81,700	\$82,190	\$72,850
Southeast	\$80,552	\$53,500	\$140,000	\$84,658	\$76,218	\$79,708
Southwest & South Central	\$79,060	\$52,000	\$150,000	\$79,898	\$73,205	\$72,271
Northwest & Great Plains	\$74,000	\$60,000	\$100,000	\$69,959	\$69,100	\$68,900

Question 6 by Question 49

**Director Salary by Geographical Setting**

2004				2003	2002	2001
Geography	Average	Minimum	Maximum	Average	Average	Average
Urban	\$89,593	\$52,000	\$156,000	\$85,803	\$82,168	\$80,970
Suburban	\$84,669	\$52,000	\$146,000	\$91,606	\$87,324	\$76,688
Rural	\$75,090	\$56,000	\$97,000	\$68,854	\$70,471	\$72,750

Question 7 by Question 49

**Director Salary by Institution Type**

2004				2003	2002	2001
Institution Type	Average	Minimum	Maximum	Average	Average	Average
Public	\$85,933	\$52,000	\$150,000	\$82,775	\$78,379	not available
Private	\$88,258	\$52,000	\$156,000	\$87,558	\$84,605	not available

Question 8 by Question 49

**Director Salary by School Size**

2004				2003	2002	2001
Size of School	Average	Minimum	Maximum	Average	Average	Average
<100 Students	\$63,875	\$60,000	\$72,500	\$67,306	\$53,575	\$61,000
101 to 150 Students	\$83,955	\$52,000	\$140,000	\$86,750	\$82,557	\$74,077
151 to 200 Students	\$88,610	\$52,000	\$150,000	\$86,499	\$85,848	\$80,573
201-250 Students	\$82,569	\$54,042	\$125,000	\$84,232	\$75,414	\$75,039
251-300 Students	\$82,256	\$52,000	\$113,350	\$84,970	\$77,429	\$79,472
>300 Students	\$96,550	\$57,500	\$156,000	\$89,369	\$92,958	\$89,773

Question 9 by Question 49

**Director Salary by Years Since J.D.**

2004					2003	2002	2001
# of Responses with salary reported	Range of Time	Average	Minimum	Maximum	Average	Average	Average
0	0-5 yrs	No responses reported			\$0	\$0	\$70,000
8	6-10 yrs	\$70,071	\$53,500	\$80,000	\$75,167	\$73,376	\$73,178
29	11-15 yrs	\$80,276	\$54,042	\$106,000	\$77,549	\$71,541	\$75,330
35	16-20 yrs	\$80,704	\$60,000	\$125,000	\$82,002	\$80,841	\$76,633
23	21-25 yrs	\$92,493	\$52,000	\$156,000	\$99,173	\$99,955	\$87,018
22	26+ yrs	\$110,038	\$62,000	\$150,000	\$102,612	\$91,644	\$99,500

Question 3 by Question 49

**Director Salary by Number of Years Law School Teaching**

# of Responses with salary reported	Range of Time	2004			2003	2002
		Average	Minimum	Maximum	Average	Average
16	0-5 yrs	\$77,313	\$53,500	\$105,000	\$74,412	\$70,706
30	6-10 yrs	\$77,230	\$52,000	\$104,000	\$80,531	\$77,825
36	11-15 yrs	\$83,991	\$60,000	\$123,000	\$84,044	\$81,873
20	16-20 yrs	\$103,681	\$52,000	\$141,820	\$92,521	\$96,035
14	21-25 yrs	\$106,239	\$56,000	\$156,000	\$117,400	\$105,200
2	26+ yrs	\$120,000	\$100,000	\$140,000	No responses reported values	

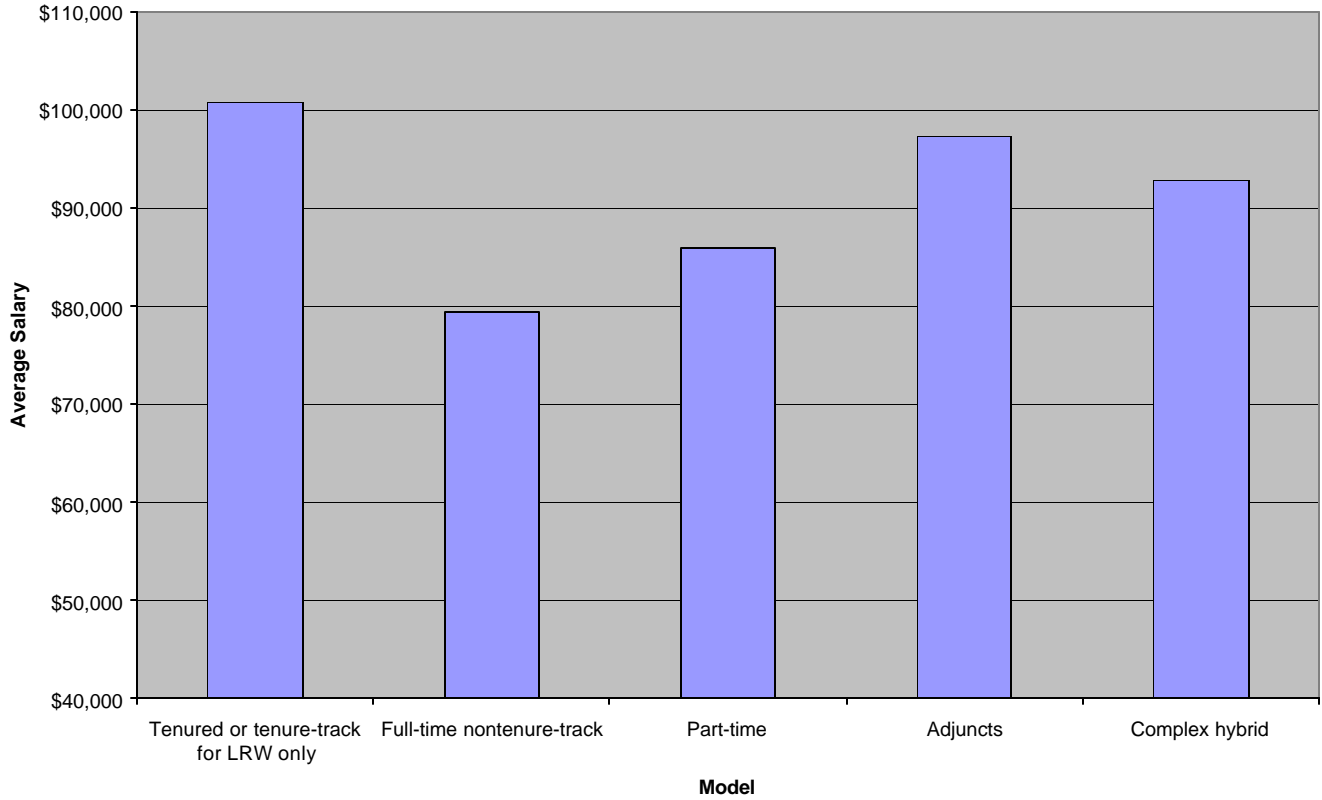
Question 4 by Question 49

**Director Salary by Years Directing Current Program**

# of Responses with salary reported	Range of Time	2004			2003
		Average	Minimum	Maximum	Average
52	0-5 yrs	\$80,424	\$52,000	\$150,000	\$81,590
30	6-10 yrs	\$92,796	\$52,000	\$140,000	\$85,729
13	11-15 yrs	\$82,208	\$60,000	\$110,000	\$90,197
22	16+ yrs	\$103,031	\$56,000	\$156,000	\$100,923

Question 5 by 49

**Director Salary by Staffing Model**

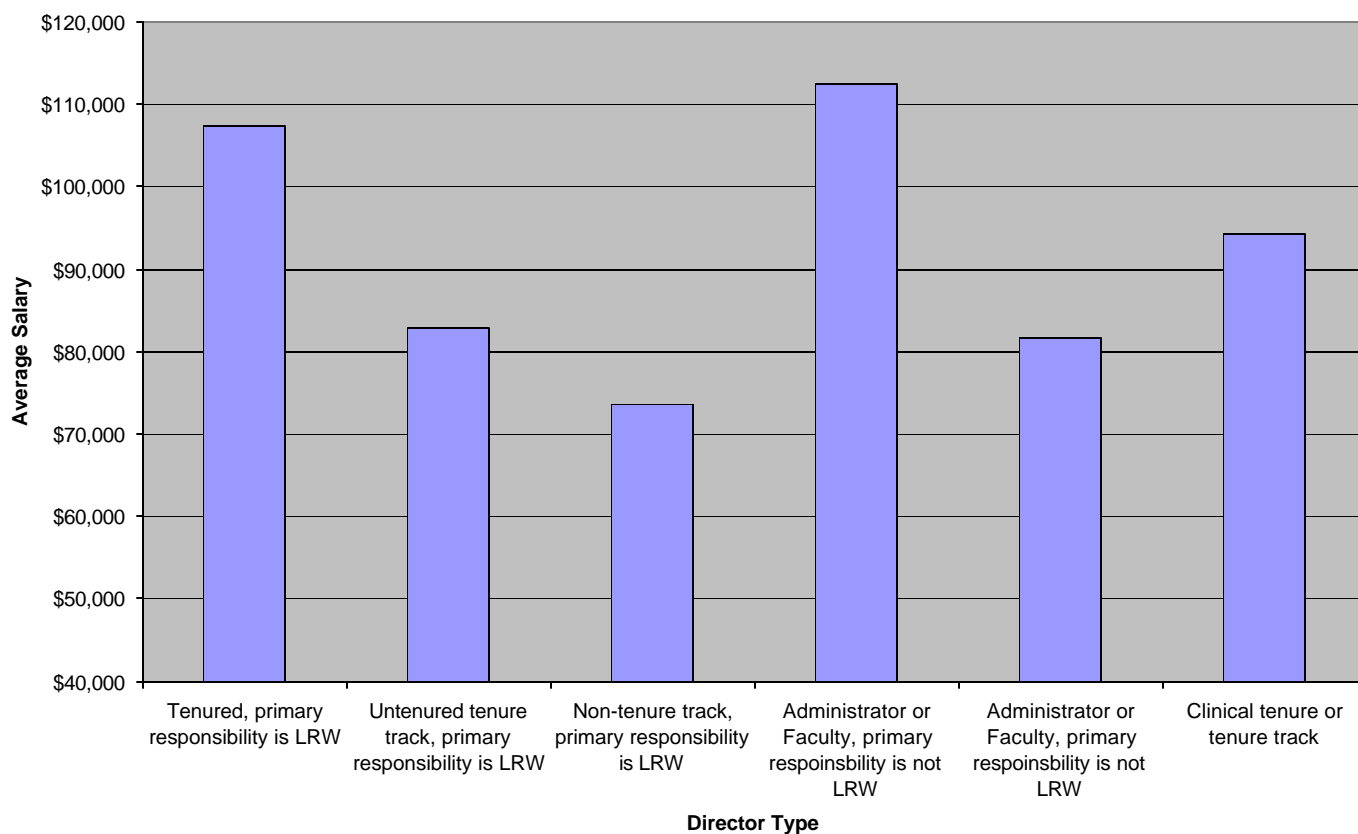


**Director Salary by Staffing Model**

Model	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
Tenure or tenure-track for LRW only	\$100,760	\$77,000	\$140,000	*\$99,600	\$98,333	\$122,500
Full-time non-tenure track	\$79,441	\$52,000	\$150,000	\$81,838	\$76,744	\$73,394
Part-time	\$86,000	\$75,000	\$104,000	*\$83,312	N/A	N/A
Adjuncts	\$97,353	\$60,000	\$156,000	\$96,000	\$93,789	\$83,996
Complex hybrid	\$92,898	\$60,000	\$150,000	\$86,441	\$84,733	\$81,506

Question 10 by Question 49 \*average based on only 3 responses

### Directory Salary by Director Type



### Director Salary by Director Type

Model	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
Tenured, primary responsibility is LRW	\$107,509	\$72,000	\$156,000	\$110,786	\$106,506	\$102,138
Untenured tenure track, primary responsibility is LRW	\$82,951	\$60,000	\$100,000	\$86,420	\$84,690	\$75,883
Non-tenure track, primary responsibility is LRW	\$73,602	\$52,000	\$127,000	\$76,533	\$70,541	\$69,436
Administrator or faculty, primary responsibility not LRW	\$112,500	\$100,000	\$125,000	\$115,000	\$97,167	\$92,200
Administrator, primary responsibility is LRW	\$81,750	\$70,000	\$100,000	No responses	No responses	\$62,667
Clinical tenure or clinical tenure track	\$94,389	\$71,000	\$136,000	\$83,813	\$81,894	\$78,690
Other	No responses with values reported			\$75,957	\$84,700	\$77,386

Question 45 by Question 49



50. What personnel benefits does the director receive?

2001	2002	2003	2004		
105	116	129	118	a.	The same benefits as tenure-track faculty
13	10	11	23	b.	The same benefits as non-tenure-track faculty
<i>If the answer is not a or b, please mark all of the benefits below that apply.</i>					
13	8	12	13	c.	Health insurance and related benefits
0	8	11	12	d.	Life insurance
11	8	13	13	e.	Contributions to retirement
1	1	1	3	f.	Other
1	0	0	0	g.	None

51. Past surveys have found a discrepancy between salaries paid 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	2003	2004		
32	23	22	44	a.	The director earns <b>(average) \$24,485 (min. \$2,200; max. \$75,000)</b> <u>more</u> than the new tenure-track faculty member
					2003 Survey: (average) \$23,477 (min. \$22,000; max. \$70,000)
					2002 Survey: (average) \$23,341 (min. \$3,000; max. \$45,000)
					2000 Survey: (average) \$25,207 (min. \$4,000; max. \$65,000)
17	22	25	16	b.	The director earns roughly the <u>same</u> as the new tenure-track faculty member
40	23	30	46	c.	The director earns <b>(average) \$20,814 (min. \$2,500; max. \$40,000)</b> <u>less</u> than the new tenure-track faculty member
					2003 Survey: (average) \$18,569 (min. \$2,500; max. \$42,000)
					2002 Survey: (average) \$23,000 (min. \$5,000; max. \$60,000)
					2000 Survey: (average) \$18,057 (min. \$3,000, max. 60,000)
20	33	37	30	d.	Don't know
3	9	10	6	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?

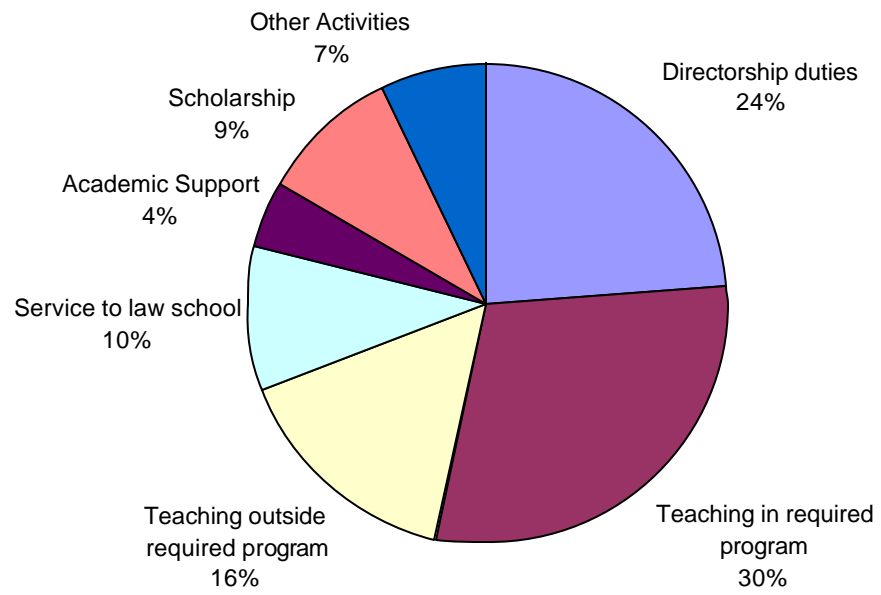
2001	2002	2003	2004		
25	26	32	40	a.	The director earns approximately <b>(average) \$31,844 (min. \$5,000; max. \$100,000) more</b> than the new clinician
					2003 Survey: (average) \$28,017 (min. \$10,000; max. \$50,000)
					2002 Survey: (average) \$24,087 (min. \$10,000; max. \$50,000)
					2001 Survey: (average)\$24,591 (min, \$5,000; max. 50,000)
10	10	12	3	b.	The director earns roughly the <u>same</u> as the new clinician
6	4	5	10	c.	The director earns approximately <b>(average) \$13,583 (min. \$5,000 ; max. \$30,000) less</b> than the new clinician
					2003 Survey: (average) \$9,600 (min. \$8,000 ; max. \$10,000)
					2002 Survey: (average) \$ 25,000 (min. \$10,000; max. \$45,000)
					2001 Survey: (average)\$12,000 (min. \$5,000; max. \$20,000)
15	11	11	15	d.	Clinicians are paid tenure-track salaries
14	12	13	11	e.	No clinicians at my school
39	50	56	60	f.	Don't know

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	2003	2004		
119	122	139	134	a.	Directorship duties, such as administering, training LRW faculty members, (but excluding teaching in the required program): <b>(average) 28.21% (min. 5%; max. 80%)</b>
					2003 Survey: (average) 28.78% (min. 5%; max. 75%)
					2002 Survey: (average) 30.42% (min. 2%; max. 85%)
					2001 Survey: (average)30% (min. 5%; max. 85%)
113	113	128	130	b.	Teaching students in the required program:

					<b>(average) 34.54% (min. 0%; max. 80%)</b>
					2003 Survey: (average) 38.20% (min. 0%; max. 80%)
					2002 Survey: (average) 40.69% (min. 0%; max. 100%)
					2001 Survey: (average) 34% (min. 0%; max. 100%)
77	78	90	104	c.	Teaching outside the required program: <b>(average) 18.46% (min. 0%; max. 60%)</b>
					2003 Survey: (average) 21.31% (min. 5%; max. 60%)
					2002 Survey: (average) 20.52% (min. 0%; max. 60%)
					2001 Survey: (average) 18% (min. 0%; max. 60%)
110	113	126	126	d.	Service to the law school (Such as committee work, coaching moot court teams, advising law review): <b>(average) 11.59% (min. 0%; max. 45%)</b>
					2003 Survey: (average) 11.86% (min. 1%; max. 85%)
					2002 Survey: (average) 12.62% (min. 1%; max. 90%)
					2001 Survey: (average) 12% (min. 0%; max. 70%)
51	34	46	72	e.	Academic Support: <b>(average) 5.14% (min. 0%; max. 40%)</b>
					2003 Survey: (average) 6.78% (min. 0%; max. 45%)
					2002 Survey: (average) 9.25% (min. 0%; max. 25%)
					2001 Survey: (average) 8% (min. 0%; max. 50%)
75	67	81	94	f.	Scholarship: <b>(average) 11.01% (min. 0%; max. 45%)</b>
					2003 Survey: (average) 12.09% (min. 0%; max. 50%)
					2002 Survey: (average) 11.38% (min. 0%; max. 35%)
					2001 Survey: (average) 9% (min. 0%; max. 50%)
34	20	29	55	g.	Other activities: <b>(average) 8.55% (min. 0%; max. 30%)</b>
					2003 Survey: (average) 14.83% (min. 0%; max. 50%)
					2002 Survey: (average) 15.0% (min. 0%; max. 45%)
					2001 Survey: (average) 15% (min. 0%; max. 60%)

## Directors' Workload



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	Spring Semester	
total responses: 122 Average 31.71 (min. 0; max. 95) (9 answers = 100 excluded)	total responses: 114 Average 32.96 (min. 0; max. 95) (9 answers = 100 excluded)	a. Number of students taught at least weekly in the required program:  <i>2003 Fall: (average) 30.15 (min.0; max. 99.)</i> <i>2003 Spring: (average) 28.22 (min.0; max.99)</i> <i>2002- Fall: (average) 30.16 (min. 0; max. 475)</i> <i>2002 - Spring: (average) 30 (min. 0; max. 475)</i> <i>2001* - Fall: (average 32) (min. 9; max. 97)</i> <i>2001* - Spring: (average 32) (min. 10; max. 97)</i> <i>*Some 2001 survey respondents appear to have given the total number of students in the required program, not the director's workload of students.</i>
total responses: 119 Average 2.94 (min. 0; max. 9)	total responses: 114 Average 2.87 (min. 0; max. 12)	b. In-class hours of teaching each week:  <i>2003 Fall: (average) 2.81(min.0; max.9)</i> <i>2003 Spring: (average) 2.56 (min.0; max.6.5)</i> <i>2002- Fall: (average) 2.99 (min. 0; max. 9)</i> <i>2002 - Spring: (average) 2.75 (min. 0; max. 8)</i> <i>2001- Fall: (average 2.93) (min. 1; max. 9)</i> <i>2001 - Spring: (average 2.88) (min. 1; max. 9)</i>
total responses: 118 Average 3.32 (min. 0; max. 13)	total responses: 114 Average 2.92 (min. 0; max. 13)	c. Number of major assignments (final product of $\geq 5$ pages):  <i>2003 Fall: (average) 3.03 (min.0; max.7)</i> <i>2003 Spring: (average) 2.61 (min.0; max.9)</i> <i>2002- Fall: (average) 3.12 (min. 1; max. 10)</i> <i>2002 - Spring: (average) 2.68 (min. 1; max. 9)</i> <i>2001 - Fall: (average 3.12) (min. 1; max. 10)</i> <i>2001 - Spring: (average 2.84) (min. 1; max. 8)</i>
total responses: 114 Average 4.25 (min. 0; max. 27.5)	total responses: 106 Average 3.85 (min. 0; max. 18)	d. Number of minor assignments (final product of $< 5$ pages):  <i>2003 Fall: (average) 3.58 (min.0; max.18)</i> <i>2003 Spring: (average) 2.84 (min.0; max.18)</i> <i>2002- Fall: (average) 4.21 (min. 1; max. 20)</i> <i>2002 - Spring: (average) 3.66 (min. 1; max. 15)</i> <i>2001 - Fall: (average 4.42) (min. 1; max. 30)</i> <i>2001 - Spring: (average 3.32) (min. 1; max. 15)</i>

total responses: 111 Average 1,218 (min. 0; max. 6,600)	total responses: 105 Average 1,131 (min. 0; max. 7,700)	e. Total number of pages of student work read per term (# of students x (pages for c+d) = e:  <i>2003 Fall: (average) 1,063.43 (min.0; max.4300)</i> <i>2003 Spring: (average) 1,083.55 (min.0; max.4300)</i> <i>2002- Fall: (average) 1,134 (min. 88; max. 3672)</i> <i>2002 - Spring: (average) 1,071 (min. 54; max. 2750)</i> <i>2001 - Fall: (average) 983 (min. 100; max. 2590)</i> <i>2001 - Spring: (average) 1120 (min. 100; max. 3040)</i>
total responses: 110 Average 37.55 (min. 0; max. 150)	total responses: 104 Average 36.99 (min. 0; max. 126)	f. Total hours in conference required or strongly recommended (# of students x hrs of conference):  <i>2003 Fall: (average) 37.64 (min.0; max.150)</i> <i>2003 Spring: (average) 35.94 (min.0; max.150)</i> <i>2002- Fall: (average) 36.23 (min. 5; max. 112)</i> <i>2002 - Spring: (average) 37.65 (min. 5; max. 119)</i> <i>2001 - Fall: (average) 38 (min. 3; max. 200*)</i> <i>2001 - Spring: (average) 36 (min. 50; max. 200*)</i> <i>*Maximum values may have been improperly reported.</i>
total responses: 110 Average 46.38 (min. 0; max. 250)	total responses: 104 Average 44.26 (min. 0; max. 250)	g. Total hours preparing major research and writing assignments.  <i>2003 Fall: (average) 37.78 (min.0; max.120)</i> <i>2003 Spring: (average) 34.09 (min.0; max.160)</i> <i>2002- Fall: (average) 40.97 (min. 5; max. 160)</i> <i>2002 - Spring: (average) 38.95 (min. 5; max. 160)</i> <i>(This was a new question for the 2002 survey.)</i>
total responses: 111 Average 50.37 (min. 0; max. 250) (1 answer = 375 excluded)	total responses: 103 Average 50.23 (min. 0; max. 300)	h. Total hours preparing for class (excluding the hours preparing research and writing assignments reported above in g).  <i>2003 Fall: (average) 44.16 (min.0; max.150)</i> <i>2003 Spring: (average) 40.90 (min.0; max.150)</i> <i>2002- Fall: (average) 50.31 (min. 1; max. 250)</i> <i>2002 - Spring: (average) 46.96 (min. 1; max. 250)</i> <i>(This was a new question for the 2002 survey.)</i>

55. Did the director teach courses other than required writing courses in the current academic year?

2001	2002	2003	2004		
6	6	4	7	a.	Yes, only academic support
65	71	89	79	b.	Yes, courses other than academic support
48	48	48	54	c.	No
24	2	0	1	d.	N/A

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

2001	2002	2003	2004		
69	80	91	82	a.	How many courses did the director teach? <b>(average) 1.87 (min. 1; max. 6)</b>
					2003 Survey: (average) 1.82 (min. 1; max. 6)
					2002 Survey: (average) 1.77 (min. 1; max. 4)
65	74	84	74	b.	How many of those courses were on legal writing, drafting, or advanced advocacy? <b>(average) 0.68 (min. 0; max. 3)</b>
					2003 Survey: (average) 0.68 (min. 1; max. 3)
					2002 Survey: (average) 1.46 (min. 1; max. 4)
					2001 Survey: (average) 1.62 (min. 1; max. 6)
*	68	80	69	c.	How many of those courses were courses on subjects other than legal writing, drafting or oral advocacy? <b>(average) 1.36 (min. 0; max. 4)</b>
					2003 Survey: (average) 1.35 (min. 1; max. 4)
					2002 Survey: (average) 1.57 (min. 1; max. 4)
					2001 Survey: (average) * (min. *; max. *)
49	56	72	70	d.	What were the subject areas of the non-writing courses?
					<b>2004 Survey: various</b>
					2003 Survey: various
					2002 Survey: various
					2001 Survey: various
63	74	89	70	e.	How many total credit hours for other than entry-level courses? <b>(average) 4.89 (min. 1; max. 14)</b>
					2003 Survey: (average) 4.97 (min. 1; max. 16).
					2002 Survey: (average) 5.14 (min. 1; max. 16)
					2001 Survey: (average) 5.29 (min. 1; max. 16)
70	75	91	80	f.	Did the director receive additional compensation? <b>Yes: 21 No: 59</b>
					2003 Survey: Yes: 24 No: 67
					2002 Survey: Yes: 21 No: 56
					2001 Survey: Yes: 14 No: 56
7	18	19	21	g.	How much additional compensation? <b>(average) \$7,707 (min. \$1,500; max. \$16,000)</b>
					2003 Survey: (average) \$7,342.85 (min. \$1,500; max. \$16,000).
					2002 Survey: (average) \$9,668 (min. \$4,500; max. \$30,000)
					2001 Survey: (average) \$8,250 (min. \$3,000; max. \$17,000)

\*Questionable data for 56 c.

57. How many people does the director supervise and what are the 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			
	2004	2003	2002	2001	2004	2003	2002	2001	2004	2003	2002	2001	2004	2003	2002	2001	2004	2003	2002	2001
<b># Resp.:</b>	105	110	93	87	26	27	25	24	61	54	62	60	18	12	11	8	86	83	71	69
<b>Females:</b>	357	331	306	264	75	82	54	36	470	473	431	458	130	111	41	27	676	650	574	668
<b>Avg:</b>	3.4	3.0	3.3	3.0	2.9	3.0	2.7	1.5	7.7	8.8	7.3	7.6	7.2	9.3	6.8	3.4	7.9	7.8	8.4	9.7
<b>% Fem.</b>	70%	67%	71%	68%	82%	71%	83%	64%	51%	53%	50%	56%	61%	65%	63%	57%	60%	62%	66%	59%
<b># Resp.:</b>	78	84	74	72	10	17	13	12	54	48	52	51	16	10	10	4	72	65	58	63
<b># Males:</b>	156	165	128	123	17	34	11	20	450	416	423	357	83	59	24	20	454	401	297	458
<b>Avg:</b>	2.0	2.0	1.9	1.7	1.7	2.0	1.6	1.7	8.3	8.7	8.6	7	5.2	5.9	4.8	5	6.3	6.2	5.5	7.3
<b>% Male</b>	30%	33%	29%	32%	18%	29%	17%	36%	49%	47%	50%	44%	39%	35%	37%	43%	40%	38%	34%	41%
<b>Total #</b>	513	496	434	387	92	116	65	56	920	889	854	815	213	170	65	47	1130	1051	871	1126



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

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

Core Job Responsibility				Additional Activity				N/A or No response			Additional Compensation	Activity
2004	2003	2002	2001	2004	2003	2002	2001	2004	2003	2002		
13	14	10	13	23	28	20	21	65	61	121	(average) \$3,000 (min. \$2,500; max. \$3,500) (2 responses) 2003: One response: \$3,500 2002: (min. \$0; max. \$0) 2001: (average) \$250 (min. \$0; max. \$500)	a. Coach in-house Moot Court teams
14	11	9	12	17	23	21	21	66	57	121	No responses 2003: No responses 2002: (min. \$0; max. \$5,000)	b. Coach outside Moot Court teams
3	1	1	2	8	7	8	8	74	70	142	1 response: \$3,500 2003; No responses 2002: (min. \$0; max. \$0)	c. Coach outside negotiation & counseling teams
55	51	41	45	31	36	38	27	30	33	72	No responses 2003: One response: \$1,500 2002: (min. \$0; max. \$0)	d. Faculty advisor to students
69	57	57	59	36	45	39	31	14	19	55	(average) \$1,375 (min. \$500; max. \$2,500) (4 responses) 2003: Average \$1,125 (4 responses) 2002: (min. \$0; max. \$500)	e. First-year orientation
23	14	11	17	22	19	17	18	54	50	123	1 response: \$10,000 2003: 1 response: \$10,000 2002: (min. \$0; max. \$10,000)	f. Academic support

6	8	4	9	16	16	11	14	65	61	136	<b>No responses</b> 2003: <i>No responses</i> 2002: (min. \$0; max. \$0)	g. Law Review advisor
10	10	10	7	2	6	3	5	64	59	8	<b>No responses</b> 2003: <i>No responses</i> 2002: (min. \$0; max. \$0)	h. Writing Center
30	14	17	23	25	15	9	9	38	38	125	<b>(average) \$5,067 (min. \$500; max. \$10,000) (4 responses)</b> 2003: <i>No responses</i> 2002: (min. \$0; max. \$500)	i. Other activities.

*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	2003	2004		
107*	112	124	127	a.	Yes, as a voting member.
n/a	10	7	3	b.	Yes, as a non-voting member
25	28	26	26		Admissions Committee
14	15	20	19		Appointments Committee
5	7	9	11		Clerkship Committee
45	53	54	43		Curriculum Committee
10	13	14	18		Moot Court Committee
11	14	20	18		Library Committee
20	24	32	34		LRW Committee
**	12	14	13		Technology Committee
71	52	63	52		Other
0	32	9	12	d.	No
**	0	0	1	e.	Not applicable

*\*Includes "voting" and "non-voting" responses*

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

2001	2002	2003	2004		
14	13	10	7	a.	Yes, as a voting member on <u>all</u> matters
26	31	41	39	b.	Yes, as a voting member on all matters <u>except</u> hiring, promotion or tenure
28	31	27	32	c.	Yes, as a <u>non-voting</u> member
1	1	2	4	d.	No
74	25	41	25	e.	N/A

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

2001	2002	2003	2004		
13	13	13	15	a.	Yes, as a voting member on <u>all</u> matters
34	48	52	54	b.	Yes, as a voting member on all matters <u>except</u> hiring, promotion, or tenure
33	35	27	35	c.	Yes, as a <u>non-voting</u> member
2	2	5	4	d.	No
61	23	40	33	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>	<u>neither required nor expected to produce scholarship?</u>	Yes	No	Not specified
<b>2004</b>	64	78	52	23	57	56	12	23
2003	60	72	47	28	53	54	12	31
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	2003	2004		
43	48	53	56	a.	Yes, <u>because</u> the director is tenure track
3	4	3	5	b.	No, <u>although</u> the director is tenure track
24	29	28	21	c.	Yes, <u>although</u> the director is not tenure track
37	37	42	43	d.	No, there is a <u>different</u> process
9	3	7	11	e.	Other

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

2001	2002	2003	2004		
48	50	57	55	a.	Paid sabbaticals
16	14	15	20	b.	Unpaid sabbaticals
31	35	39	42	c.	Leave
25	28	25	31	d.	Reduce load
11	14	11	11	e.	Other

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

65. What is the employment status of the full-time faculty members in your program? *Please mark all that apply.\**

2001	2002	2003	2004		
15	20	26	24	a.	Tenure or tenure-track
7	17	23	20	b.	ABA Standard 405(c) status
34	36	38	36	c.	Contracts of 3 years in length or more
15	19	21	24	d.	Contracts of 2 years in length
56	65	60	60	e.	Contracts of 1 year in length
			8**	f.	ABA Standard 405(c) track

*\*This direction was not included on the 2001 Survey*

*\*\* This answer was not an option in earlier surveys*

66. If the LRW faculty members are on contracts, is there a limit to the total number of years the writing teacher may teach at the law school? (Is the position “capped”?)

2001	2002	2003	2004		
85	100	110	105	a.	No, there is no limit
7	9	11	10	b.	Yes, the limit is <b>(average) 3.67 (min. 2; max. 7)</b>
					<i>2003 Survey: (average) 3.55 (min. 2; max. 7)</i>
					<i>2002 Survey: (average) 4.22 (min. 2; max. 7)</i>

67. If your program is “uncapped,” what are the lengths of typical contract terms?

	a. First term	b. Second term	c. Third term	d. Fourth term
<b>2004</b>	<b>Responses 95</b> <b>Average: 1.31 (min. 1; max. 3)</b>	<b>Responses 89</b> <b>Average: 1.54 (min. 1; max. 3)</b>	<b>Responses 82</b> <b>Average: 2.05 (min. 1; max. 5)</b>	<b>Responses 80</b> <b>Average: 2.53 (min. 1; max. 7)</b>
<b>2003</b>	<i>(average) 1.26 (min. 1; max. 3)</i>	<i>(average) 1.58 (min. 1; max. 5)</i>	<i>(average) 2.05 (min. 1; max. 7)</i>	<i>(average) 2.53 (min. 1; max. 7)</i>
<b>2002</b>	<i>(average) 1.21 (min. 1; max. 3)</i>	<i>(average) 1.49 (min. 1; max. 3)</i>	<i>(average) 1.86 (min. 1; max. 5)</i>	<i>(average) 2.22 (min. 1; max. 7)</i>
<b>2001</b>	<i>(average) 1.19 (min. 1; max. 3)</i>	<i>(average) 1.54 (min. 1; max. 7)</i>	<i>(average) 1.90 (min. 1; max. 7)</i>	<i>(average) 2.21 (min. 1; max. 7)</i>

68. What faculty title do the LRW faculty members have in official materials (publications, catalogues, signs, etc.) at your law school? *Please mark all that apply.*

2001	2002	2003	2004		
23	27	34	36	a.	Professor, associate professor, or assistant professor
21	25	33	34	b.	Professor, associate professor, or assistant professor of <u>legal writing</u>
5	3	1	6	c.	<u>Visiting</u> professor or visiting professor of legal writing
8	9	11	8	d.	<u>Clinical</u> professor, clinical associate professor, or clinical assistant professor
16	17	17	17	e.	Lecturer or senior lecturer
35	36	40	35	f.	Instructor
0	0	0	0	g.	Assistant or Associate Dean
16	14	19	17	h.	Other

69. What is the size and location of LRW offices? *Please mark all that apply.*

2000	2002	2003	2004		
67	73	93	82	a.	<u>Comparable</u> to most non-writing faculty offices
35	37	41	44	b.	<u>Smaller</u> than most non-writing faculty offices
5	8	8	7	c.	<u>More desirable</u> location than most non-writing faculty offices
31	31	36	33	d.	<u>Less desirable</u> location than most non-writing faculty offices
43	51	49	44	e.	Offices are <u>integrated</u> among most non-writing faculty offices
33	35	32	34	f.	Offices are <u>segregated</u> from most non-writing

					faculty offices
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*\*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.*

70. Are there written standards or criteria for evaluating LRW faculty for retention and promotion and if so, who does the evaluation?

2001	2002	2003	2004		
13	18	17	21	a.	Yes, the <u>same standard</u> as for all faculty
13	11	23	20	b.	Yes, <u>specific standards</u> for LRW faculty, but they are very <u>similar</u> to those for tenure-track faculty
23	32	37	34	c.	Yes, <u>specific standards</u> for LRW faculty only, substantially <u>different</u> from those for tenure-track faculty
20	21	19	17	d.	Standards are in development
33	37	43	38	e.	No
*	13	21	16	f.	Evaluation is done by the director alone
*	30	32	33	g.	Evaluation is done by the director and a committee
*	28	29	23	h.	Evaluation is done by the director and a dean
*	16	21	22	i.	Evaluation is done by a committee or dean, excluding the director
*	14	19	16	j.	Another method is used

*\*This answer option was not included in the 2001 survey, which did not ask about the evaluation of LRW faculty.*

71. Please indicate the number, gender, and race of new full-time LRW faculty hired during the past five academic years. *Note: Zeros are excluded from averages.*

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
<b>Responses:</b>	<b>42</b> 2003: 50 2002: 60 2000: 84	<b>54</b> 2003: 61 2002: 69	<b>52</b> 2003: 64 2002: 67	<b>57</b> 2003: 58	<b>58</b>
<b># of Females:</b>	<b>57</b> 2003: 79 2002: 81 2000: 51	<b>86</b> 2003: 98 2002: 98	<b>80</b> 2003: 95 2002: 84	<b>104</b> 2003: 100	<b>105</b>

	<b>1.36</b> (min. 1; max. 5)  2003: 1.58 (min. 1; max. 6) 2002: 1.62 (min. 0; max. 6) 2000: 1.6 (min. 0; max. 6)	<b>1.59</b> (min. 1; max. 4)  2003: 1.61 (min. 1; max. 4) 2002: 1.61 (min. 0; max. 4)	<b>1.54</b> (min. 1; max. 8)  2003: 1.48 (min. 1; max. 5) 2002: 1.53 (min. 0; max. 4)	<b>1.82</b> (min. 1; max. 9)  2003: 1.72 (min. 1; max. 5)	<b>1.81</b> (min. 1; max. 8)
<b>Average:</b>	<b>23</b> 2003: 27 2002: 39 2000: 42	<b>25</b> 2003: 33 2002: 38	<b>34</b> 2003: 37 2002: 49	<b>29</b> 2003: 33	<b>32</b>
<b>Responses:</b>	<b>32</b> 2003: 41 2002: 37 2000: 26	<b>37</b> 2003: 51 2002: 35	<b>51</b> 2003: 57 2002: 38	<b>48</b> 2003: 50	<b>51</b>
<b># of Males:</b>	<b>1.39</b> (min. 1; max. 3) 2003: 1.52 (min. 1; max. 5) 2002: 1.32 (min. 0; max. 3) 2000: 1.6 (min. 0; max. 5)	<b>1.48</b> (min. 1; max. 4) 2003: 1.55 (min. 1; max. 4) 2002: 1.46 (min. 0; max. 4)	<b>1.55</b> (min. 1; max. 9) 2003: 1.54 (min. 1; max. 4) 2002: 1.31 (min. 0; max. 4)	<b>1.66</b> (min. 1; max. 8) 2003: 1.52 (min. 1; max. 5)	<b>1.59</b> (min. 1; max. 9)
<b>Average:</b>	<b>43</b> 2003: 55	<b>57</b> 2003: 63	<b>56</b> 2003: 70	<b>57</b> 2003: 60	<b>59</b>
<b>Responses:</b>	<b>79</b> 2003: 96	<b>108</b> 2003: 123	<b>99</b> 2003: 128	<b>124</b> 2003: 121	<b>121</b>
<b># of White:</b>	<b>1.84</b> (min. 1; max. 10) 2003: 1.75 (min. 1; max. 6)	<b>1.89</b> (min. 1; max. 8) 2003: 1.95 (min. 1; max. 8)	<b>1.77</b> (min. 1; max. 7) 2003: 1.83 (min. 1; max. 7)	<b>2.18</b> (min. 1; max. 14) 2003: 2.02 (min. 1; max. 7)	<b>2.05</b> (min. 1; max. 13)
<b>Average:</b>	<b>6</b> 2003: 6	<b>8</b> 2003: 7	<b>5</b> 2003: 6	<b>9</b> 2003: 5	<b>9</b>
<b>Responses:</b>	<b>6</b> 2003: 7	<b>13</b> 2003: 8	<b>8</b> 2003: 6	<b>13</b> 2003: 5	<b>12</b>
<b># of African-American</b>	<b>1.0</b> (min. 1; max. 1) 2003: 1.67 (min. 1; max. 2)	<b>1.63</b> (min. 1; max. 4) 2003: 1.14 (min. 1; max. 2)	<b>1.60</b> (min. 1; max. 3) 2003: 1.0 (min. 1; max. 1)	<b>1.44</b> (min. 1; max. 3) 2003: 1.0 (min. 1; max. 1)	<b>1.33</b> (min. 1; max. 4)
<b>Average:</b>	<b>2</b> 2003: 1	<b>3</b> 2003: 3	<b>3</b> 2003: 6	<b>6</b> 2003: 7	<b>4</b>
<b>Responses:</b>	<b>4</b> 2003: 1	<b>3.5</b> 2003: 3	<b>5</b> 2003: 6	<b>7</b> 2003: 7	<b>7</b>
<b># of Hispanic:</b>					

<b>Average:</b>	<b>2.0</b> (min. 1; max. 3) 2003: 1.0 (min. 1; max. 1)	<b>1.17</b> (min. 1; max. 1.5) 2003: 1.0 (min. 1; max. 1)	<b>1.67</b> (min. 1; max. 3) 2003: 1.0 (min. 1; max. 1)	<b>1.67</b> (min. 1; max. 2) 2003: 1.0 (min. 1; max. 1)	<b>1.75</b> (min. 1; max. 3)
<b>Responses:</b>	<b>4</b> 2003: 5	<b>2</b> 2003: 3	<b>2</b> 2003: 3	<b>5</b> 2003: 5	<b>2</b>
<b># of Asian-American:</b>	<b>6</b> 2003: 6	<b>2</b> 2003: 4	<b>2</b> 2003: 4	<b>5</b> 2003: 6	<b>2</b>
<b>Average:</b>	<b>1.5</b> (min. 1; max. 3) 2003: 1.2 (min. 1; max. 2)	<b>1.0</b> (min. 1; max. 1) 2003: 1.5 (min. 1; max. 2)	<b>1.0</b> (min. 1; max. 1) 2003: 1.33 (min. 1; max. 2)	<b>1.0</b> (min. 1; max. 1) 2003: 1.2 (min. 1; max. 2)	<b>1.0</b> (min. 1; max. 1)
<b>Responses:</b>	<b>1</b> 2003: 1	<b>0</b> 2003: 0	<b>0</b> 2003: 1	<b>0</b> 2003: 1	<b>0</b>
<b># of Other:</b>	<b>1</b> 2003: 1	<b>0</b> 2003: 0	<b>0</b> 2003: 1	<b>0</b> 2003: 1	<b>0</b>
<b>Average:</b>	<b>1.0</b> (min. 1; max. 1) 2003: 1.0 (min. 1; max. 1)	<b>0</b> (min. 0; max. 0) 2003: 0	<b>0</b> (min. 0; max. 0) 2003: 1.0 (min. 1; max. 1)	<b>0</b> (min. 0; max. 0) 2003: 1.0 (min. 1; max. 1)	<b>0</b> (min. 0; max. 0)

**2004 Survey:** Females                      Males                      Total identified by gender  
Grand Total: 432 (66%)                      219 (34%)                      651  
Whites                      African-Americans                      Hispanics  
Grand Total: 531 (85%)                      52 (8%)                      26.5 (4%)  
Asian-American                      Other                      Total identified by race  
17 (3%)                      1 (0.16%)                      627.5

**2003 Survey:** Females                      Males                      Total identified by gender  
Grand Total: 426 (65%)                      231 (35%)                      657  
Whites                      African-Americans                      Hispanics  
Grand Total: 537 (87%)                      31 (5%)                      19 (3%)  
Asian-American                      Other                      Total identified by race  
25 (4%)                      4 (0.6%)                      616

**2002 Survey:** Females                      Males  
Grand Total:                      376                      161

**2000 Survey:** Females                      Males  
Grand Total:                      303                      182



72. If you hired new full-time LRW faculty in the current academic year, what forms of advertising did you use? *Please mark all forms that apply.*

2001	2002	2003	2004		
49	45	51	52	a.	Legal Writing or Dircon listervs
23	27	30	27	b.	AALS registry
10	13	5	9	c.	<i>Chronicle or Higher Education</i>
10	11	10	11	d.	Periodicals with national circulation
44	41	42	40	e.	Periodicals with local circulation
27	29	22	20	f.	Law school placement office
14	19	18	25	g.	Other

73. Who has formal, primary responsibility for hiring members of the legal writing faculty?

2001	2002	2003	2004		
3	9	11	4	a.	A dean
19	25	28	19	b.	A dean upon the recommendation of the legal writing director
16	17	24	22	c.	A dean upon the recommendation of a faculty committee comprised entirely or almost entirely of members of the non-writing faculty
9	5	6	10	d.	A dean upon the recommendation of a faculty committee comprised entirely or almost entirely of members of the legal writing faculty
3	4	5	5	e.	A faculty committee comprised entirely or almost entirely of members of non-writing faculty
9	12	15	19	f.	The faculty as a whole
7	7	7	10	g.	The legal writing director
1	2	2	4	h.	A committee comprised entirely or almost entirely of members of legal writing faculty
0	1	0	0	i.	The faculty as a whole upon the recommendation of the dean
15	13	15	13	j.	The faculty as a whole upon the recommendation of a faculty committee comprised entirely or almost entirely of members of the non-writing faculty
0	2	0	2	k.	The faculty as a whole upon the recommendation of the legal writing director
6	3	4	3	l.	The faculty as a whole upon the recommendation of a committee composed entirely or almost entirely of members of the non-writing faculty
11	13	16	20	m.	Other
0	0	0	0	n.	N/A

74. For the current academic year, what would your entry-level annual salary be for a newly hired LRW faculty member?

2000*	2002	2003	2004		
12	10	20	21	a.	I would not hire a person without teaching experience.
	44	83	82	b.	<b>(average) \$46,720 (min. \$22,000; max. \$75,000)</b> for a person <u>without</u> prior teaching experience
					2003 Survey: (average) \$46,082 (min. \$30,000; max. \$78,000)
					2002 Survey: (average) \$42,843 (min. \$30,000; max. \$78,000)
					2000 Survey: (average) \$40,325 (min. \$26,000; max. 65,000)
	6	77	77	c.	<b>(average) \$48,747 (min. \$30,000; max. \$75,000)</b> for a person with 1-3 years prior teaching experience
					2003 Survey: (average) \$47,437 (min. \$20,000; max. \$78,000)
					2002 Survey: (average) \$48,875 (min. \$30,000; max. \$75,000)
					2000 Survey: (average) \$42,300 (min. \$26,000; max. 65,000)
	7	64	68	d.	<b>(average) \$50,926 (min. \$30,000; max. \$87,000)</b> for a person with > 3 years prior teaching experience
					2003 Survey: (average) \$48,931 (min. \$20,000; max. \$85,000)
					2002 Survey: (average) \$48,167 (min. \$40,000; max. \$69,000)
					2000 Survey: (average) \$43,852 (min. \$26,000; max. \$67,000)

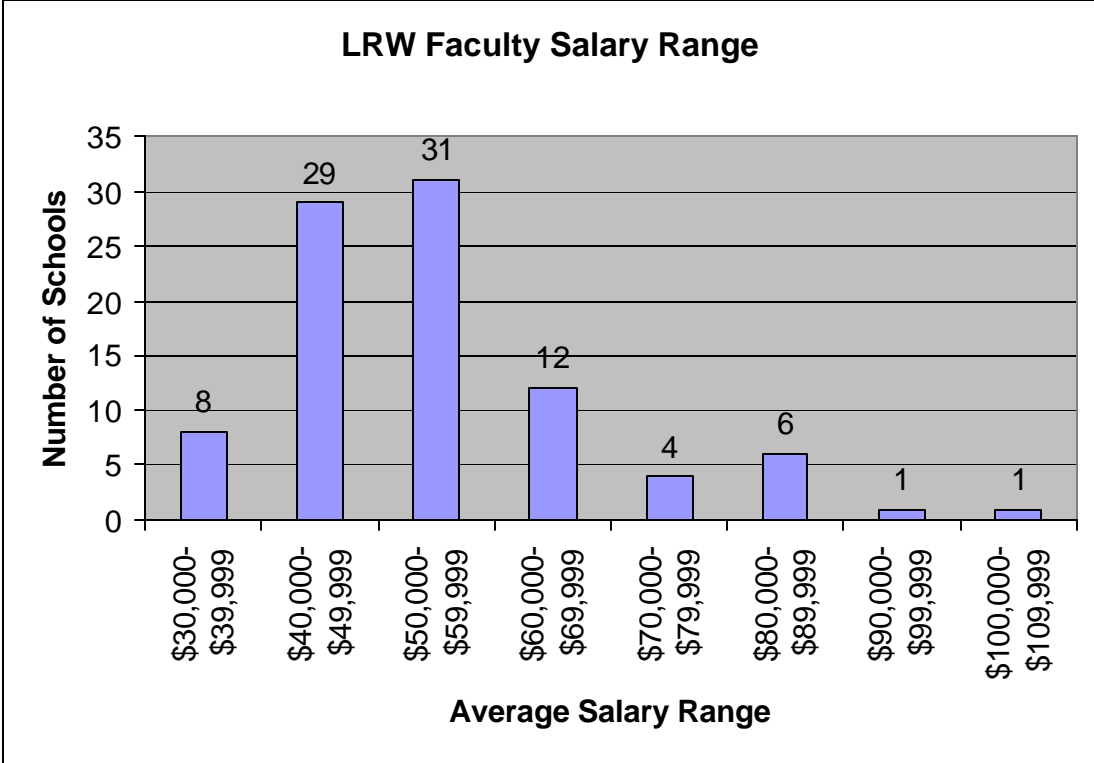
*\*Note: Because of a technical problem with the construction of the 2001 Survey, there are no reliable results for 2001. Data from 2000 survey is included for comparison.*

75. What is the base salary range (excluding summer support, overload teaching, etc.) for current full-time LRW faculty members (excluding the director) in your program and how are salary increases determined?\*

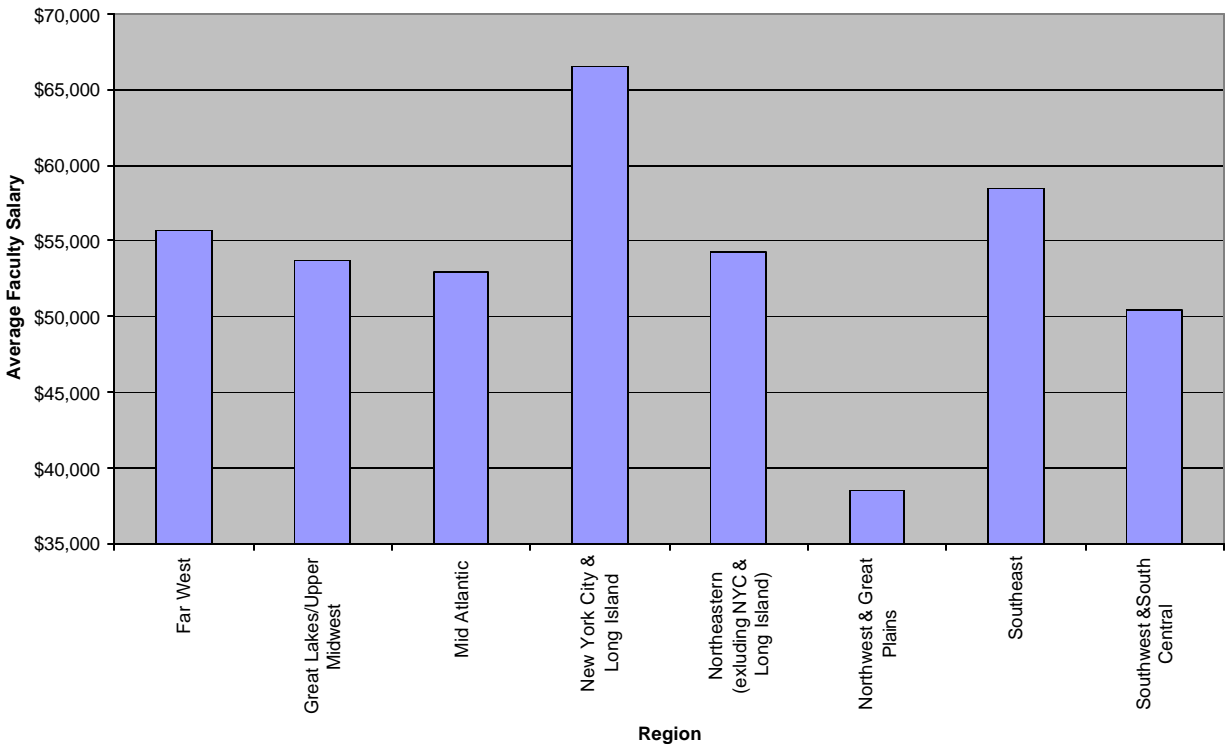
2001	2002	2003	2004		
95	154	100	91	a.	From (average lowest) \$49,419 (min. \$30,000; max. \$88,050) to (average highest) \$59,395 (min. \$30,000; max. \$140,000)
					2003 Survey: (average lowest) \$48,931 (min. \$30,000; max. \$85,000) to (average highest) \$60,198 (min. \$30,000; max. \$150,000)
					2002 Survey: (average lowest) \$47,071 (min. \$26,000; max. \$90,000) to (average highest) \$54,744 (min. \$30,000; max. \$130,000)
					2001 Survey: (average lowest) \$44,011 (min. \$30,000; max. \$80,000) to (average highest) \$53,012 (min. \$32,000; max. \$130,000)
13	**	24	27	b.	Don't know
*	**	60	72	c.	Salary increases are based on a uniform annual amount or percentage of salary
*	**	9	19	d.	Salary increases are based on teaching performance
*	**	50	51	e.	Salary increases are based on merit, including factors other than teaching

\* The 2001 Survey did not ask about how salary increases are determined.

\*\* Because of a technical problem with the 2002 survey only the salary amounts were collected; answers to the other questions are unavailable



**Average LRW Faculty Salary by Region**



**LRW Faculty Average Salary by Region**

	2004			2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
New York City & Long Island	*\$66,500	\$61,000	\$72,000	*\$50,625	\$59,500	N/A
Southeast	\$58,458	\$45,000	\$97,500	\$52,525	\$47,696	\$42,429
Far West	\$55,703	\$36,000	\$83,000	\$51,943	\$50,509	\$48,894
Northeastern (excluding New York City and Long Island)	\$54,312	\$30,000	\$88,000	\$55,403	\$50,025	\$45,500
Great Lakes/Upper Midwest	\$53,711	\$36,500	\$102,500	\$56,198	\$51,666	\$39,500
Mid Atlantic	\$52,982	\$38,500	\$87,000	\$56,470	\$50,550	\$42,000
Southwest & South Central	\$50,472	\$38,500	\$75,000	\$52,954	\$51,423	\$45,326
Northwest & Great Plains	\$38,500	Only one response		*\$46,000	N/A	N/A

Question 6 by Question 75

\* Based on only two responses with values.

**LRW Faculty Average Salary by Staffing Model**

2004				2003	2002	2001
Model	Average	Minimum	Maximum	Average	Average	Average
Tenure or tenure-track for LRW only	\$59,208	\$46,000	\$70,000	\$76,157	\$65,639	\$58,333
Full-time non-tenure track	\$53,758	\$30,000	\$102,500	\$49,970	\$48,430	\$42,433
Part-time	\$67,500	Only one response		No responses with values	N/A	N/A
Adjuncts	\$52,139	\$38,500	\$80,000	No responses with values	*\$39,550	unavailable
Complex hybrid	\$54,404	\$36,500	\$87,000	\$57,809	\$51,079	\$47,800

Question 10 by Question 75

\*Figures based on only two respondents reporting salary values.

**LRW Faculty Average Salary by Faculty Status**

2004				2003
Status	Average	Minimum	Maximum	Average
Tenure or tenure-track	\$67,885	\$42,500	\$102,500	\$74,475
ABA Standard 405(c)	\$61,788	\$42,500	\$88,000	\$63,993
ABA Standard 405(c) track	\$50,650	\$42,500	\$60,500	Not asked
Contracts of 3 years or more	\$54,110	\$37,000	\$87,000	\$56,176
Contracts of 2 years	\$51,482	\$36,500	\$72,000	\$55,286
Contracts of 1 year	\$50,654	\$42,500	\$60,500	\$46,815

Question 65 by Question 75

**LRW Faculty Average Salary by Geographical Setting**

2004				2003	2002	2001
	Average	Minimum	Maximum	Average	Average	Average
Urban	\$53,272	\$30,000	\$102,500	\$52,047	\$50,903	\$40,327
Suburban	\$56,466	\$36,000	\$97,500	\$57,550	\$52,087	\$41,750
Rural	\$54,255	\$38,500	\$80,000	\$53,655	\$44,714	\$39,100

Question 7 by Question 75

**LRW Faculty Average Salary by Institution Type**

2004				2003	2002	2001
Institution Type	Average	Minimum	Maximum	Average	Average	Average
Public	\$51,904	\$30,000	\$87,000	\$51,039	\$48,093	not available
Private	\$55,761	\$36,000	\$102,500	\$55,863	\$52,885	not available

Question 8 by Question 75

**LRW Faculty Average Salary by Director Type**

*Note: Because 2001 data used an average of the low range base salary, 2002 and 2003 data have been similarly reported, current data shows the average salary.*

2004				2003	2002	2001
Model	Average	Minimum	Maximum	Average Low	Average Low	Average Low
Tenured, primary responsibility is LRW	\$61,228	\$67,500	\$102,500	\$49,529	\$47,182	\$44,160
Untenured tenure track, primary responsibility is LRW	\$52,281	\$42,250	\$80,000	\$47,963	\$45,994	\$41,481
Non-tenure track, primary responsibility is LRW	\$50,438	\$45,000	\$87,000	\$47,069	\$43,329	\$41,167
Administrator or faculty, primary responsibility not LRW	\$43,500	Only one response		*\$36,000	**	\$39,130
Administrator, primary responsibility is LRW	*\$46,750	\$46,000	\$47,500	*\$36,000	\$44,333	\$33,000
Clinical tenure or clinical tenure track	\$50,542	\$36,500	\$51,750	\$42,400	\$45,333	\$42,667
Other	\$61,375	\$46,500	\$69,750	\$44,930	\$47,111	\$41,333

Question 45 by Question 75

NOTE: \*Average based on two responses. \*\*Although respondents selected this option, none provided a value for salary.

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

2001	2002	2003	2004		
52	57	65	70	a.	Yes. If so, how much is the typical grant? <b>(average) \$6,911 (min. \$1,500; max. \$14,000)</b>
					2003 Survey: (average) \$6,748 (min. \$1,200; max. \$12,500)
					2002 Survey: (average) \$6,371 (min. \$1,500; max. \$12,000)
					2001 Survey: (average) \$5,435 (min. \$1,500; max. \$12,000)
34	41	46	42	b.	No
6	7	9	6	c.	Our school does not generally provide summer research grants to faculty
7	8	7	9	d.	Do not know

77. If you answered “Yes” to the prior question, what method does your school use to determine amounts of summer research grants?

2001	2002	2003	2004		
45	48	55	61	a.	Flat amount
3	2	1	3	b.	Percentage of school-year salary
6	6	11	14	c.	Other

78. If you answered “Yes” to Question 76, how do the summer research grants to LRW faculty compare in dollars to summer grants awarded to doctrinal faculty?

2001	2002	2003	2004		
35	38	48	46	a.	Research grants are <u>equal</u>
0	0	0	1	b.	Research grants are <u>greater</u>
11	12	10	12	c.	Research grants are <u>less</u>
6	9	9	18	d.	Don't know



79. Is the LRW faculty member eligible to receive developmental funding in the current academic year (to attend conferences, buy books, etc.)?

2001	2002	2003	2004		
89	98	106	99	a.	Yes. In the 2003-04 year, it was <b>(average) \$1,946 (min. \$300; max. \$5,000) (answers of \$15,000 and \$21,000 were excluded)</b>
					2003 Survey: (average) \$1,909 (min. \$500; max. \$8,000)
					2002 Survey: (average) \$1,713 (min. \$500; max. \$5,000)
					2001 Survey: (average) \$1,763 (min. \$100; max. \$8,775)
7	8	13	13	b.	No
1	4	5	5	c.	N/A

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

2001	2002	2003	2004		
61	69	79	76	a.	Yes, sufficient funding for all reasonable requests
12	10	15	21	b.	Yes, annually about <b>(average) \$1,475 (min. \$400; max. \$4,000)</b>
					2003 Survey: (average) \$1,514 (min. \$750; max. \$2,500)
					2002 Survey: (average) \$920* (min. \$400; max. \$1500**)
					2001 Survey: (average) \$2,335 (min. \$500; max. \$4,000)
27	31	32	30	c.	No

\*Average is based on only five responses with values.

\*\*Answer of \$25,000 excluded from average.

81. Do the LRW faculty have the obligation to produce written scholarship?

	a. Is the LRW faculty on tenure track?		b. Is the LRW faculty. . . .				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>	<u>encouraged to produce scholarship?</u>	<u>neither required nor expected to produce scholarship?</u>	Yes	No	<u>Not specified</u>
2004	15	114	20	7	29	72	28	13	45
2003	21	108	24	7	32	67	27	16	43
2002	18	96	20	11	N/A	82	20	10	37
2001	13	86	12	14	N/A	73	16	14	27

82. During the current academic year, what was the LRW faculty member's workload in the required program in terms of the number of

Note: 153 schools responded to this question.

FALL SEMESTER 2004	SPRING SEMESTER 2004	
total responses: 123 Average 45.03 (min. 15; max. 92) (5 answers = 100 excluded)	total responses: 120 Average 43.75 (min. 15; max. 90) (5 answers = 100 excluded)	a. Number of students in the required program:  2003 Survey - Fall (average 43.69) (min. 0; max. 190) 2003 Survey - Spring (average 43.82) (min. 15; max. 453) 2002 Survey - Fall: (average) 42.52* (min. 10; max. 175) 2002 Survey - Spring: (average) 41.64* (min. 10; max. 175) *12 responses greater than 60 were excluded from the average 2001 Survey - Fall: (average) 47 (min. 15; max. 120) 2001 Survey - Spring: (average) 46 (min. 15; max. 190)

<p>total responses: 124 Average 3.65 (min. 1; max. 9) (1 answer = 110 excluded)</p>	<p>total responses: 120 Average 3.43 (min. 0; max. 9) (1 answer = 110 excluded)</p>	<p>b. In-class hours of teaching each week:</p> <p><i>2003 Survey - Fall(average 3.56) (min. 0; max. 8)</i>  <i>2003 Survey – Spring (average 3.45) (min. 1; max. 7)</i>  <i>2002 Survey - Fall: (average) 3.66 (min. 0.5; max. 12)</i>  <i>2002 Survey - Spring: (average) 3.39 (min. 1; max. 8*)</i>  <i>*1 response greater than 12 was excluded.</i>  <i>2001 Survey - Fall: (average) 3.73 (min. 1; max. 9)</i>  <i>2001 Survey - Spring: (average) 3.52 (min. 1; max. 9)</i></p>
<p>total responses: 119 Average 3.23 (min. 0; max. 13)</p>	<p>total responses: 116 Average 2.66 (min. 0; max. 13)</p>	<p>c. Number of major assignments (final product of &gt; 5 pages):</p> <p><i>2003 Survey – Fall (average 3.08) (min. 1; max. 7)</i>  <i>2003 Survey – Spring (average 2.61) (min. 1; max. 8)</i>  <i>2002 Survey - Fall: (average) 3.25 (min. 1; max. 10)</i>  <i>2002 Survey - Spring: (average) 2.68 (min. 1; max. 10)</i>  <i>2001 Survey - Fall: (average) 3.07 (min. 1; max. 8)</i>  <i>2001 Survey - Spring: (average) 2.62 (min. 1; max. 8)</i></p>
<p>total responses: 115 Average 3.99 (min. 0; max. 18)</p>	<p>total responses: 109 Average 3.21 (min. 0; max. 15)</p>	<p>d. Number of minor assignments (final product of &lt; 5 pages):</p> <p><i>2003 Survey – Fall (average 3.52) (min. 0; max. 20)</i>  <i>2003 Survey – Spring (average 2.79) (min. 0; max. 20)</i>  <i>2002 Survey - Fall: (average) 3.76 (min. 0; max. 20)</i>  <i>2002 Survey - Spring: (average) 3.09 (min. 0; max. 20)</i>  <i>2001 Survey - Fall: (average) 3.63 (min. 0; max. 20)</i>  <i>2001 Survey - Spring: (average) 2.70 (min. 0; max. 20)</i></p>
<p>total responses: 109 Average 1,554 (min. 0; max. 5,400)</p>	<p>total responses: 107 Average 1,621 (min. 0; max. 5,400)</p>	<p>e. Total number of pages of student work read per term (a x (c+d) = e):</p> <p><i>2003 Survey – Fall (average 1,561) (min. 435; max. 4,000)</i>  <i>2003 Survey – Spring (average 1,658) (min. 500; max. 5,000)</i>  <i>2002 Survey - Fall: (average) 1,589 (min. 500; max. 4,800)</i>  <i>2002 Survey - Spring: (average) 1,526 (min. 400; max. 2,880)</i>  <i>2001 Survey - Fall: (average) 1,410 (min. 100; max. 3,600)</i>  <i>2001 Survey - Spring: (average) 1,553 (min. 1; max. 4,800)</i></p>

total responses: 110 Average 48.26 (min. 0; max. 111) (2 answers = 200 excluded)	total responses: 107 Average 45.90 (min. 0; max. 180)	f. Total hours in conference required or strongly recommended (# of students x hrs of conference):  <i>2003 Survey – Fall (average 50.86) (min. 10; max. 130)</i> <i>2003 Survey – Spring (average 47.65) (min. 10; max. 125)</i> <i>2002 Survey - Fall: (average) 51.24 (min. 0; max. 160)</i> <i>2002 Survey - Spring: (average) 47.03 (min. 0; max. 120)</i> <i>2001 Survey - Fall: (average) 61.95 (min. ; max. 820*)</i> <i>2001 Survey - Spring: (average) 54.91 (min. 10; max. 462*)</i>
total responses: 105 Average 33.82 (min. 0; max. 100)	total responses: 102 Average 32.68 (min. 0; max. 100)	g. Total hours preparing major research and writing assignments.  <i>2003 Survey – Fall (average 32.69) (min. 5; max. 120)</i> <i>2003 Survey – Spring (average 31.65) (min. 2; max. 120)</i> <i>2002 Survey - Fall: (average) 32.35 (min. 0; max. 120)</i> <i>2002 Survey - Spring: (average) 30.32 (min. 0; max. 120)</i> (This question was not asked on the 2001 survey.)
total responses: 108 Average 55.51 (min. 0; max. 200) (2 answers = 375 excluded)	total responses: 103 Average 54.22 (min. 0; max. 200) (1 answer = 300 excluded)	h. Total hours preparing for class (excluding the hours preparing research and writing assignments reported in g. above).  <i>2003 Survey – Fall (average 59.80) (min. 2; max. 300)</i> <i>2003 Survey – Spring (average 54.37) (min. 2; max. 250)</i> <i>2002 Survey - Fall: (average) 57.34* (min. 2; max. 250)</i> <i>2002 Survey - Spring: (average) 50.56* (min. 2; max. 250)</i> <i>*Five answers 200 or above were excluded from the average.</i> (This question was not asked on the 2001 survey.)

*\*Maximum values may have been improperly reported.*

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

2000	2002	2003	2004		
60	77	92	91	a.	Yes, as a voting member
6	10	7	7	b.	Yes, as a non-voting member
				c.	Which committee(s)? (Please mark all that apply)
38	43	41	45		Admissions Committee
24*	11	16	14		Appointments Committee
10*	19	26	31		Clerkship Committee
37*	44	40	52		Curriculum Committee
13*	25	27	29		Moot Court Committee
19*	31	32	28		Library Committee

10*	14	13	17		LRW committee
**	31	37	37		Technology Committee
40*	38	47	42		Other
25	27	29	32	d.	No
2	1	0	2	e.	N/A

*\*Note: Because of a technical problem with the construction of the Survey, there are no reliable results for 83c by individual committee for 2001. Data from 2000 survey is included for comparison.*

*\*\*This was not an answer option in 2000*

84. May the LRW faculty member attend faculty meetings?

2001	2002	2003	2004		
20	25	25	31	a.	Yes, as a voting member on <u>all</u> matters
22	36	47	41	b.	Yes, as a voting member on <u>all matters except hiring, promotions, or tenure</u>
47	45	44	44	c.	Yes, as a <u>non-voting</u> member
8	10	13	12	d.	No
1	0	0	4	e.	N/A

85. Do the LRW faculty teach other courses?

2002	2003	2004	
29	30	31	No
85	97	98	Yes

	<u>When</u>		<u>Type of Course</u>		<u>Compensation</u> <i>Note: Because of a design problem, responses did not include monetary values.</i>			
	<u>During regular academic year</u>	<u>During separate summer session only</u>	<u>Upper-level LRW courses</u>	<u>Non-LRW courses</u>	<u>Same rate as faculty overload</u>	<u>Same rate as adjuncts</u>	<u>Other, please describe</u>	<u>No</u>
<b>2004</b>	79	65	47	85	Total responses: 41	Total responses: 18	Total responses: 24	13
2003	73	60	51	84	<i>Total responses: 36</i>	<i>Total responses: 16</i>	<i>Total responses: 24</i>	12
2002	46	39	38	74	<i>Total responses: 38</i>	<i>Total responses: 12</i>	<i>Total responses: 16</i>	12

2001	0	2	12	64	Total responses: 24	Total responses: 16	Total responses: 26	9
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## IX. LRW ADJUNCT FACULTY

86. Do you use adjunct faculty in your required program? (The % below is based on % of students taught.)

2001	2002	2003	2004		
15	16	14	16	a.	Exclusively
16	17	19	18	b.	Substantially (75%)
6	10	15	10	c.	Significantly (50%)
24	15	16	23	d.	Somewhat (25%)
28	15	18	19	e.	Rarely
*	68	81	75	f.	No

*\*This answer was not an option on the 2001 Survey.*

87. How many adjunct faculty did you use in the required program during the current academic year for teaching, and what are their genders? Note: Zeros have been excluded from the averages.

2004	<u>a. Objective legal writing</u>	<u>b. Advocacy or Moot Court</u>	<u>c. Both Objective &amp; Moot Court</u>	<u>d. Research only</u>	<u>e. Other</u>	<u>TOTALS</u>
<u>Responses:</u>	<b>22</b> 2003: 7 2002: 22 2000: 18	<b>23</b> 2003: 17 2002: 16 2000: 18	<b>39</b> 2003: 47 2002: 38 2000: 28	<b>4</b> 2003: 3 2002: 4 2000: 3	<b>40</b> 2003: 9 2002: 7 2000: 2	<b>73</b> 2003: 68 2002: 87 2000: 49
<u># of Females:</u>	<b>99</b> 2003: 26 2002: 78 2000: 84	<b>105</b> 2003: 113 2002: 85 2000: 93	<b>245</b> 2003: 313 2002: 232 2000: 257	<b>9</b> 2003: 8 2002: 7 2000: 10	<b>77</b> 2003: 70 2002: 42 2000: 15	<b>535</b> 2003: 530 2002: 444 2000: 371

<b><u>Average:</u></b>	<b>4.5</b> (min. 1; max. 14) 2003: 3.71 (min. 1; max. 8) 2002: 3.71 (min. 0; max. 12) 2000: 4.7 (min. 0; max 17)	<b>4.57</b> (min. 1; max. 12) 2003: 6.65 (min. 1; max. 20) 2002: 5.67 (min. 0; max 17) 2000: 5.2 (min. 0; max 20)	<b>6.28</b> (min. 1; max. 25) 2003: 6.66 (min. 1; max. 25) 2002: 6.27 (min. 0; max 20) 2000: 9.2 (min. 0; max 24)	<b>2.25</b> (min. 1; max. 3) 2003: 2.67 (min. 1; max. 5) 2002: 3.5 (min. 0; max 5) 2000: 6.3 (min. 0; max 10)	<b>7.70</b> (min. 2; max. 23) 2003: 7.78 (min. 1; max. 20) 2002: 7.0 (min. 0; max 10) 2000: 7.5 (min. 0; max 25)	<b>7.33</b> (min. 1; max. 25) 2003: 7.79 (min1; max. 31) 2002: 5.48 2000: 7.6
<b><u>Responses:</u></b>	<b>18</b> 2003: 7 2002: 17 2000: 15	<b>22</b> 2003: 17 2002: 18 2000: 19	<b>37</b> 2003: 44 2002: 33 2000: 27	<b>2</b> 2003: 4 2002: 6 2000: 5	<b>9</b> 2003: 10 2002: 8 2000: 3	<b>69</b> 2003: 68 2002: 82 2000: 47
<b><u># of Males:</u></b>	<b>117</b> 2003: 15 2002: 79 2000: 69	<b>108</b> 2003: 88 2002: 78 2000: 90	<b>203</b> 2003: 288 2002: 199 2000: 186	<b>4</b> 2003: 7 2002: 7 2000: 15	<b>70</b> 2003: 64 2002: 58 2000: 33	<b>481</b> 2003: 462 2002: 421 2000: 328
<b><u>Average:</u></b>	<b>6.5</b> (min. 1; max. 22) 2003: 2.14 (min. 1; max. 6) 2002: 5.64 (min. 0; max 20) 2000: 4.6 (min. 0; max 21)	<b>4.91</b> (min. 1; max. 22) 2003: 5.18 (min. 1; max. 8) 2002: 4.59 (min. 0; max 23) 2000: 4.33 (min. 0; max 22)	<b>6.49</b> (min. 1; max. 40) 2003: 6.55 (min. 1; max. 27) 2002: 6.42 (min. 0; max 29) 2000: 6.03 (min. 0; max 21)	<b>2.0</b> (min. 1; max. 3) 2003: 1.75 (min. 1; max. 3) 2002: 1.75 (min. 0; max 3) 2000: 1.17 (min. 0; max 10)	<b>7.78</b> (min. 1; max. 14) 2003: 6.4 (min. 1; max. 15) 2002: 8.29 (min. 0; max 15) 2000: 7.25 (min. 0; max 17)	<b>6.97</b> (min. 1; max. 43) 2003: 6.79 (min. 1; max. 27) 2002: 5.77 2000: 5.13

*NOTE: Because of a technical problem with the Survey, there are no reliable results for 2001.*

88. What is the salary for your adjunct faculty in your required program?

2001	2002	2003	2004		
43	29	35	37	a.	per credit hour (average) \$2,149 (min. \$500; max. \$6,000) (answers of \$14,000 and \$42,000 excluded)
					2003 Survey: (average) \$1,554 (min. \$500; max. \$3,500)
					2002 Survey: (average) \$1,490 (min. \$500; max. \$3,200)
					2001 Survey: (average) \$1,745 (min. \$450; max. \$5,000)
38	37	49	47	b.	per term (average) \$4,456 (min. \$1,000; max. \$17,000) (answers of \$20,000 and \$21,000 were excluded)
					2003 Survey: (average) \$3,958 (min. \$1,000; max. \$10,000)
					2002 Survey: (average) \$3,452 (min. \$750; max. \$7,500) (answer of \$32,000 was excluded)
					2001 Survey: (average) \$4,407 (min. \$1,000; max. \$15,000)

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

2001	2002	2003	2004		
70	69	76	81	a.	Students per section (average) 17.5 (min. 8; max. 40)
					2003 Survey: (average) 17.19 (min. 8; max. 30)
					2002 Survey: (average) 17.45* (min. 8; max. 69) (Responses >50 excluded.)
					2001 Survey: (average) 18 (min. 8; max. 28)
70	59	67	65	b.	Students total (average) 19.95 (min. 10; max. 44) (4 answers >50 were excluded)
					2003 Survey: (average) 19.0 (min. 8; max. 46)
					2002 Survey: (average) 19.44* (min. 10; max. 69)
					2001 Survey: (average) 18* (min. 8; max. 40)



90. Must an adjunct have a minimum number of years of legal practice experience to be hired?

2001	2002	2003	2004		
34	33	40	39	a.	Yes. The minimum numbers of years is: <b>(average) 3.12 (min. 1; max. 10)</b>
					2003 Survey: <b>(average) 2.85 (min. 1; max. 10)</b>
					2002 Survey: (average)2.87 (min. 1; max. 10)
					2001 Survey: (average) 2.74 (min. 1; max. 10)
34	32	34	41	b.	No

91. How many years of teaching experience do the adjuncts in your program have? Please indicate the number of adjuncts who fall into each of the following categories.

2001	2002	2003	2004		
49	50	48	54	a.	0-2 years: <b>(average) 4.11</b> adjuncts
					2003 Survey: (average) 5.80
					2002 Survey: (average) 5.6
					2001 Survey: (average)5.96
44	44	56	54	b.	3-5 years: <b>(average) 4.02</b> adjuncts
					2003 Survey: (average) 4.67
					2002 Survey: (average) 5.05
					2001 Survey: (average)3.55
36	37	40	43	c.	6-10 years: <b>(average) 5.10</b> adjuncts
					2003 Survey: (average) 4.83
					2002 Survey: (average) 5.89
					2001 Survey: (average) 4.11
28	27	29	32	d.	>10 years: <b>(average) 6.26</b> adjuncts
					2003 Survey: (average) 4.77
					2002 Survey: (average) 4.07
					2001 Survey: (average) 4.07
66	64	70	75	e..	Total # of Adjuncts: <b>(average) 11.24</b> adjuncts
					2003 Survey: (average) 12.54
					2002 Survey: (average) 12.80
					2001 Survey: (average)13.14

92. Who creates the majority of writing assignments in your program? (Do not indicate who determines how many assignments or other curricular requirements.)

2001	2002	2003	2004		
31	39	41	44	a.	The director and full-time LRW faculty <u>exclusively</u>
19	17	18	28	b.	The director and full-time LRW faculty <u>primarily</u>
6	8	7	7	c.	The adjunct <u>primarily</u>
6	3	6	6	d.	The adjunct <u>exclusively</u>
12	11	15	9	e.	Other

## X. TEACHING ASSISTANTS

93. Do you use teaching assistants in your required program? (The % is based on % of the classroom teaching hours.)

2001	2002	2003	2004		
1	2	5	2	a.	Exclusively
5	3	3	2	b.	Substantially (75%)
9	10	15	13	c.	Significantly (50%)
24	24	31	44	d.	Somewhat (25%)
47	42	43	37	e.	Rarely (< 25%)
*	58	67	61	f.	No

*\*This answer was not an option of the 2001 Survey.*

94. How many teaching assistants participate in your program to teach or to help teach, and what do they teach? *Please mark all that apply.*

2001	2002	2003	2004		
*	79	98	93	a.	Total number of Teaching Assistants ( <b>average</b> ) <b>17.19 (min. 2; max. 64)</b> teaching assistants
					<i>2003 Survey: (average) 16.30 (min. 1; max. 60)</i>
					<i>2002 Survey: (average) 16.27 (min2; max. 60)</i>
					<i>teaching assistants</i>
					b. Subjects taught
26	31	34	30		Objective legal writing
30	30	39	33		Advocacy or moot court
38	50	56	53		Research
**	61	70	72		Citation
25	15	27	21		Other

*\*This question was not specifically asked in the 2001 Survey*

*\*\*This answer option was not included in the 2001 Survey*

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

2001	2002	2003	2004		
72	76	94	92	a.	Number of students per TA in the fall: <b>(average) 21.25 (min. 1; max. 50) (answer of 140 excluded)</b>
					2003 Survey: (average) 20.42 (min. 1; max 50)
					2002 Survey: (average) 20.84 (min. 5; max. 52)
					2001 Survey: (average) 21 (min. 5; max. 115)
63	77	92	84	b.	Number of students per TA in the spring: <b>(average) 20.97 (min. 5; max. 50) (answer of 140 excluded)</b>
					2003 Survey: (average) 19.83 (min. 1; max. 50)
					2002 Survey: (average) 19.83 (min. 5; max. 52)
					2001 Survey: (average) 21 (min. 5; max. 115)

96. Approximately how many hours does each teaching assistant spend on TA duties each term?

2001	2002	2003	2004		
74	80	89	87	a.	<b>Fall Semester: (average) 91.29 (min. 2; max. 280) hours (answer of 405 excluded)</b>
					2003 Survey: (average) 96.61 (min. 3; max. 405) hours.
					2002 Survey: (average) 91.80* (min. 5; max. 405)
					2001 Survey: (average) 84 (min. 3; max. 300)
70	79	87	79	b.	<b>Spring Semester: (average) 88.72 (min. 2; max. 280) hours (answer of 405 excluded)</b>
					2003 Survey: (average) 90.80 (min. 5; max. 405) hours.
					2002 Survey: (average) 86.53* (min. 3; max. 405) hours.
					2001 Survey: (average) 76 (min. 3; max. 300)

\*Answers greater than 300 have been excluded.

97. Do TAs hold office hours during which they answer questions relating to—  
Please mark all that apply.

2001	2002	2003	2004		
*	9	9	10	a.	No
*	76	90	87	b.	Yes
				c.	Subjects covered
66	68	78	76		1. Research

59	60	73	72		2. Writing, generally
52	60	72	72		3. Writing assignments before they are graded
45	55	58	58		4. Other law school questions (such as exams)
**	68	75	80		5. Citation

*\*This question was not specifically asked in the 2001 Survey.*

*\*\*This answer was not an option on the 2001 Survey.*

98. How are the teaching assistants compensated? *Please mark all that apply.*

2001	2002	2003	2004		
12	12	21	18	a.	Course credit and grades
33	29	37	26	b.	Course credit. How many credits per term? <b>Fall: (average) 2.03 (min. 1; max. 4); Spring: (average) 1.89 (min. 1; max. 5)</b>
					2003 Survey: Fall: (average) 2.14 (min. 1; max. 4); Spring: (average) 2.03 (min. 1; max. 4)
					2002 Survey: Fall: (average) 1.93 (min. 1; max. 4); Spring: (average) 1.73 (min. 1; max. 3)
					NOTE: Because of a technical problem with the construction of the Survey, there is no reliable data for 2001 average/minimum/maximum results for 98.b.
6	4	5	5	c.	Offset against tuition of <b>(average) \$4,977 (min. \$800; max. \$10,000)</b> per term (answer of \$30,000 excluded)
					2003 Survey: (average) \$2,336 (min. \$710; max. \$6,000 )
					2002 Survey: (average) \$2,043* (min. \$535; max. \$5,025)
					2001 Survey: (average) \$1,406 (min. \$535; max. \$3,000)
27	24	31	29	d.	Payment of <b>(average) \$1,495 (min. \$100; max. \$3,450 )</b> per term (answer of \$84,500 excluded)
					2003 Survey: (average) \$1,415 (min. \$100; max. \$3,500)
					2002 Survey: (average) \$1,372 (min. \$324; max. \$3,600)
					2001 Survey: (average) \$1,524 (min. \$100; max. \$5,000)
20	21	29	28	e.	Payment of <b>(average) \$9.85 (min. \$5.50; max. \$15)</b> per hours worked
					2003 Survey: (average) \$9.66 (min. 5.5; max. 14)
					2002 Survey: (average) \$8.50** (min. \$5.50; max. \$12)
					2001 Survey: (average) \$8.65 (min. \$6; max. \$14)

3	2	5	3	f.	Other
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*\*Note: Answer of "100%" excluded because it did not include a monetary value.*

*\*\*Note: Answer of \$106 excluded.*

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

2001	2002	2003	2004	
74	78	96	92	<b>(average) 12.16 (min. 0; max. 60) hours</b>
				<i>2003 Survey: (average) 11.44 (min. 0; max. 45)</i>
				<i>2002 Survey: (average) 13.32 (min. 0; max. 95) hours</i>
				<i>2001 Survey: (average) 11.5 (min. 0; max. 60) hours</i>

## XI. SURVEY

100. Have you used ALWD/LWI survey data to- *Please mark all that apply*

2001	2002	2003	2004		
78	82	81	80	a.	Improve your program
41	56	50	49	b.	Improve you status
44	50	50	49	c.	Improve your salary
0	16	19	22	d.	Other
33	22	43	32	e.	No

## XII. HOT TOPIC QUESTIONS

101. Please indicate your status as:

2004		
38	a.	tenured as defined in ABA Standard 405(b)
22	b.	tenure-track as defined in ABA Standard 405(b)
17	c.	clinical tenured as defined in ABA Standard 405(c)
2	d.	clinical tenure-track, as defined in ABA Standard 405(c)
63	e.	legal writing teacher as defined in ABA Standard 405(d)
19	f.	other, please specify

102. Do you have the authority to choose or change your legal research and writing textbooks (such as citation manuals)?

<b>2004</b>		
160	a.	Yes.
6	b.	No.

103. Do you have the authority to choose or change your legal research and writing teaching methods (such as lecture, small group exercises, guest lecturers, joint teaching)?

<b>2004</b>		
160	a.	Yes.
6	b.	No.

104. Do you have the authority to choose or change your legal research and writing exam methods (such as essay, short answer, bluebook, “problems” requiring a written memo or brief to be written)?

<b>2004</b>		
151	a.	Yes.
9	b.	No.

105. Do you have the authority to choose or change your types of legal research and writing assignments (such as length of assignments, subject area, appellate or trial brief, due dates)?

<b>2004</b>		
154	a.	Yes.
11	b.	No.

106. Do you have the authority to choose or change your scholarship topics (such as legal writing topics, pedagogy topics, doctrinal topics)?

<b>2004</b>		
150	a.	Yes.
4	b.	No.

107. If you are permitted to vote at faculty meetings, do you actually vote regularly?

<b>2004</b>		
123	a.	Yes.
8	b.	No.

108. Do you vote on curriculum matters at faculty meetings?

<b>2004</b>		
120	a.	Yes.
24	b.	No.

109. When changes are recommended to the methods and scope of teaching in the required legal research and writing program, who has the final authority to adopt or reject the changes?

<b>2004</b>		
29	a.	The dean or deans.
7	b.	A faculty committee.
49	c.	The faculty at a full faculty vote.
68	d.	The legal writing director.
40	e.	The legal writing faculty.
14	f.	Other, please specify

110. If you answered no to any of questions above, please briefly describe the circumstances. You may wish to describe explicit and implicit restrictions, explicit and subtle pressure, external and internal pressure, and strong advice, as well as the source of the pressure (deans, faculty committees, doctrinal faculty, students).

*The following narratives include the answers to this question that respondents agreed to publish in a non-identifiable manner; they do not represent all of the answers submitted to this question.*

- This past year, following the recommendation of the legal writing faculty, the entire faculty voted to change the program to a three-semester design with uniform texts and testing methods.
- In general, as director, I have a fair amount of freedom in choosing teaching methods and course materials, etc. except as to major structural changes--like the move to trial (vs. appellate) briefs would not be something I could do on my own. The Instructors within the program do not have this same amount of leeway, though they have some. The way I run the program is to encourage collaboration generally, so I would rarely make a decision on most of these things without the majority of instructors being behind it. Partly, this collaboration is based on administrative uniformity that is necessary to deal with 300 students and the fact that we used to have a great deal of instructor turnover and felt that students needed a more standardized experience to ensure they were getting the same baseline level of skills training.
- I'm assuming that question 109 means a curricular change in the program---i.e. the number of credits or the course description. The full faculty votes on this in the same way that it would for any other course. The legal writing faculty has control over the methods and scope of the class.....but not the scope insofar as the number of credits for the class, etc.
- I'm still in a sticky situation with voting, despite the fact that I am now "tenured"; I do not vote in faculty meetings with the exception of "minor" votes like student awards, etc. This is true of the other three faculty (all associate deans) with similar tenure (not "professorial" but "professional teaching" faculty--similar to clinical tenure except that we don't have any clinicians). So, I do vote when I can, but I do not vote on curricular matters (even when those curricular matters directly affect the writing program). I am hoping this will change with our new dean.
- As most LWI members know, due to my posting emails about the topic, some students and faculty have exerted pressure for us to revert to teaching the Bluebook. So far we have handled the pressure without making that change.
- (102) We traditionally have been allowed to choose our own texts, but in the wake of concerns about the ALWD/Bluebook dispute, we have been required to use only the Bluebook. (105) There is significant institutional pressure to have almost uniform assignments, and that pressure has increased over the years. Entrance to the moot court team is determined in part by the appellate brief, and so there is no flexibility to do some other kind of persuasive writing in lieu of a full appellate brief. (106) Since 2002 we have been required to draw our writing topics from one first-year course; that course is assigned by the associate dean. In 2004-2005 that restriction will be loosened to allow



instructors to select topics from any first-year course that suits their pedagogical needs at a given time, as long as it is a course the students are taking or have taken.

- Our voting rights are somewhat nebulous. Our ability to change our assignments (what kinds of briefs, etc.) is limited to our course catalogue descriptions of our LW courses and our contract renewal. So if one of us wanted to assign an appellate brief in LW, we would probably get some push back or criticism by the faculty or our contract renewal committee.
- About Status. It's not clear whether we're on a 405(c) track or not. We have recently been put on tracks leading to long-term contracts, but most of our voting rights are murky, and no one has yet been promoted to senior lecturer, including the director. All that's known is that a) lecturers and senior lecturers vote on the appointment of new lecturers; b) senior lecturers but not lecturers vote on the promotion of lecturers to senior lecturers and on the promotion of clinicians; and c) lecturers, senior lecturers, and clinicians do NOT vote on appointment or promotion of tenure-track faculty. For now it seems we don't vote on anything but appointment of new lecturers. Whether upon promotion to senior lecturer we will get the right to vote on routine matters that come before the faculty is a bridge yet to be crossed. (2) About academic freedom. The legal writing faculty as a whole have a fair degree of academic freedom, but there is significant pressure on us to have considerable uniformity among the members of the legal writing faculty (same textbook, same syllabus, same number of assignments).
- Only suggestion has been that a writing course should require students to actual write.
- At this school, there is pressure for the first-year writing and research course to integrate the topics of assignments with first-year classes, so that legal writing and research teachers will not have complete freedom in creating problems. We are trying to resist this pressure, but it is unclear at the moment where we stand. Doctrinal faculty (particularly junior faculty) want to dictate when the semester must end for the legal writing and research class, what topics we use in our assignments, and what type of writing assignments we do. We currently still use the Bluebook because a change to the ALWD Manual would probably raise complaints.
- Some of the “pressure points” are things I endorse, but won't do without money, such as introducing basic contract drafting into the required first year course. So far neither my job security nor salary has depended on this. At some point, given the one year contracts that we all have it could. Despite considerable freedom (my sense is that it comes from no one caring as opposed to a conscious choice to delegate) given the one-year contracts, I am almost reluctant to say that we in any way come within Rule 405, but if you look at general autonomy, then I guess we do. One thing that is clear, but it comes more from my directing style than from the school is that although we try for some consistency, I allow all faculty as much freedom as possible --choice of books, assignments, page limits, due dates, etc. That perhaps comes from my 16 years in a “unified” program, which was unified at the preference of the Director and not by requirement of the school.
- These answers apply to me as the director -- Other legal writing faculty have to discuss their choices with me and I have the right to disapprove
- Potential problems relating to ALWD Citation Manual.

- The dean has applied explicit but subtle pressure to change the focus of our assignments (to tie in with one of their other classes; i.e., all their assignments would be contracts-related or something). We politely ignore the suggestions, and so far nothing has come of that.
- Our program attempts a uniform experience for students with fairly strict due dates so that all students have the same amount of time to prepare each assignment. This is also why the length of the assignments are fairly uniform.
- We haven't tested all of these factors. For example, we've used the ALWD Manual for 3 years, and there have been some complaints, but we haven't felt pressure to change ... yet. We've made various changes to how we use research assistants and how and when we teach citation without any pressure. If we wanted to do something major... who knows?
- Assoc Dean sets uniform page requirements
- Subtle and explicit pressure.
- The directors select all of the texts, hire and train LRW faculty and determine the details of the course. The “big picture” is approved by the entire faculty. For example, we could not move advocacy into the first semester with full faculty approval. Within the basic parameters (objective writing first semester, persuasive writing second semester) we have considerable freedom in creating the program.
- Re: Qs 102 - 106 -- Yes or No answers are not sufficient here. Many “yes” answers simply mean that I've never tested my “authority.” I am quite sure that students and some colleagues would have very strong feelings about certain changes and would make those feelings known. Result would likely be that decisions I thought were mine would be overruled. Similarly, many members of our faculty have definite opinions about what the LRW course ought to do -- and would object strenuously if we did not continue to do some of those things.
- The foregoing answers were applicable to all our full-time methods faculty, with the exception of 101. Our full time methods faculty status best fits 405 (d).
- I was unable to answer many of these questions because I do not teach any of the combined doctrinal-LRW classes (which are taught by tenured or tenure-track doctrinal faculty in each of the students' first two semesters). Our program does not have a director, and our law school does not have a LRW faculty as such. The doctrinal faculty who teach in our first-year program would likely not identify themselves as LRW faculty.

**2004 ALWD/LWI Survey Report - APPENDIX A  
Comparisons of Responses from Female and Male Directors**

Prepared by Kristin B. Gerdy  
Director, Rex E. Lee Advocacy Program  
J. Reuben Clark Law School  
Brigham Young University

Responses to the survey: Female – 130 (76%); Male - 40 (24%)  
Responses of Directors: Female – 108 (75%); Male - 30 (25%)  
Note: 5 director responses did not indicate gender

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?**

	2004		2003		2002		2001	
	Female	Male	Female	Male	Female	Male	Female	Male
Tenured	29 27%	11 37%	17 18%	9 25%	14 15%	7 23%	13 16%	7 21%
Tenure Track	13 12%	2 7%	17 18%	5 14%	16 17%	3 10%	13 16%	3 9%
Contract	50 47%	8 27%	54 56%	4 11%	44 48%	10 32%	34 41%	10 30%
Admin. Primary Resp. LRW	0 0%	3 10%	0 0%	6 17%	1 1%	5 16%	1 1%	2 6%
Admin. Primary Resp. not LRW	3 3%	1 3%	1 1%	1 3%	1 1%	1 3%	3 4%	6 18%
Clinical Tenure or Track	9 8%	3 10%	5 5%	3 8%	4 4%	2 6%	6 7%	3 9%
Other	2 2%	2 7%	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>	
<b>2004 Avg. 12-month salary</b>	<b>\$90,382</b>	<b>96% of male avg.</b>	<b>\$94,500</b>
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
<b>2004 Lowest</b>	<b>\$57,000</b>	<b>95% of male low</b>	<b>\$60,000</b>
<b>2004 Highest</b>	<b>\$140,000</b>	<b>100% of male high</b>	<b>\$140,000</b>
<b>2004 Total Responses</b>	<b>37</b>		<b>12</b>

	<i>Female Directors</i>	<i>Male Directors</i>	
<b>2004 Avg. 9-month salary</b>	<b>\$82,834</b>	<b>81% of male avg.</b>	<b>\$102,278</b>
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
<b>2004 Lowest</b>	<b>\$52,000</b>	<b>100% of male low</b>	<b>\$52,000</b>
<b>2004 Highest</b>	<b>\$156,000</b>	<b>104% of male high</b>	<b>\$150,000</b>
<b>2004 Total Responses</b>	<b>46</b>		<b>12</b>

		<u>Female Directors</u>	<u>Male Directors</u>
<i>Highest salaries:</i>	<b>2004</b>	<b>27 of 95 = 28% of females</b>	<b>12 of 30 = 40 % of males</b>
% earning ≥ \$100,000	2003	16 of 82 = 19.5% of females	11 of 26 = 42% of males
of TOTAL responding	2002	13 of 77 = 17% of females	8 of 21 = 38% of males
with annual salary data	2001	6 of 68 = 9% of females	9 of 25 = 36% of males

	<u>Female Directors</u>	<u>Male Directors</u>
<b>2004 Avg. Base salary paid*</b>	<b>\$ 85,773</b>	<b>93% of male avg.</b>
2003 Avg. Base salary paid	\$ 82,273	88% of male avg.
2002 Avg. Base salary paid	\$ 79,806	91% of male avg.
2001 Base Salary paid	\$ 75,971*	86% of male avg.

\*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.

	2004		2003		2002		2001	
	Female	Male	Female	Male	Female	Male	Female	Male
Paid sabbaticals	36 35%	17 38%	39 36%	18 45%	38 35%	12 40%	29 34%	16 38%
Unpaid sabbaticals	14 13%	5 11%	11 10%	4 10%	11 10%	2 6%	11 13%	5 12%
Leave	28 27%	13 29%	30 28%	9 23%	26 24%	9 30%	19 22%	11 26%
Reduced Load	20 19%	10 22%	19 18%	6 15%	23 21%	5 17%	15 17%	10 24%
Other	6 6%	0 0%	8 7%	3 8%	10 9%	2 6%	12 14%	0 0%
<b>TOTAL</b>	<b>104*</b>	<b>45*</b>	<b>107*</b>	<b>40*</b>	<b>108*</b>	<b>30*</b>	<b>86*</b>	<b>42*</b>

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

	<i>Female Directors</i>				<i>Male Directors</i>			
	2004	2003	2002	2001	2004	2003	2002	2001
Female professional FT staff	3.40 avg.	3.05 avg.	3.42 avg.	3.2 avg.	3.5 avg.	2.81 avg.	3.32 avg.	2.8 avg.
Male professional FT staff	1.97 avg.	1.72 avg.	1.86 avg.	1.9 avg.	2.11 avg.	1.96 avg.	1.65 avg.	1.9 avg.
Female professional PT staff	2.94 avg.	1.92 avg.	2.17 avg.	N/A	3.0 avg.	3.09 avg.	3.29 avg.	N/A
Male professional PT staff	1.67 avg.	1.23 avg.	2.0 avg.	N/A	1.75 avg.	1.50 avg.	1.33 avg.	N/A
Female adjuncts	7.75 avg.	8.23 avg.	7.28 avg.	8.5 avg.	6.0 avg.	5.57 avg.	6.67 avg.	6.8 avg.
Male adjuncts	8.90 avg.	8.24 avg.	9.16 avg.	7.4 avg.	6.54 avg.	5.57 avg.	6.44 avg.	7.5 avg.
# of responses	106	101	88	83	30	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>	
<b>2004 Avg. low range</b>	<b>\$48,478</b>		<b>92% of male</b>	<b>\$52,616</b>
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
<b>2004 Lowest in low range</b>	<b>\$30,000</b>		<b>97% of male</b>	<b>\$31,000</b>
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
<b>2004 Highest in low range</b>	<b>\$87,000</b>		<b>99% of male</b>	<b>\$88,050</b>
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>	
<b>2004 Avg. high range</b>	<b>\$58,287</b>		<b>91% of male</b>	<b>\$63,775</b>
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
<b>2004 Lowest of high range</b>	<b>\$30,000</b>		<b>81% of male</b>	<b>\$37,000</b>
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
<b>2004 Highest in high range</b>	<b>\$123,000</b>		<b>88% of male</b>	<b>\$140,000</b>
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)

	<b>2004</b>		<b>2003</b>		<b>2002</b>		<b>2001</b>		
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	
0 to 5 years	\$80,246	98% of male	\$81,571	\$77,946	\$92,000	\$75,303	\$75,091	\$73,647	\$85,588
6 to 10 years	\$86,767	78% of male	\$111,500	\$83,352	\$91,375	\$81,237	\$102,500*	\$79,035	\$70,500
11 to 15 years	\$87,170	117% of male	\$74,250*	\$78,292	\$111,031	\$81,850	\$103,120	\$83,793	\$79,741
16 years or more	\$99,815	89% of male	\$111,638	\$101,667	\$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?

	2004		2003		2002		2001	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Professor	52 34%	18 41%	50 33%	21 42%	41 32%	16 38%	38 2%	20 39%
Professor of Legal Writing	12 8%	4 9%	11 7%	2 4%	8 6%	2 5%	6 5%	3 6%
Visiting Professor	1 0.6%	1 2%	1 .5%	0 0%	0 0%	1 2%	1 1%	2 4%
Clinical Professor	12 8%	3 7%	10 7%	5 10%	9 7%	5 12%	10 9%	4 8%
Lecturer	8 5%	2 5%	10 7%	2 4%	9 7%	0 0%	9 8%	0 0%
Instructor	6 4%	1 2%	6 4%	2 4%	6 5%	2 5%	5 4%	1 2%
Asst./Assoc. Dean	4 3%	0 0%	4 3%	2 4%	2 2%	1 2%	3 3%	2 4%
Director	51 33%	14 33%	54 36%	14 28%	45 35%	12 29%	41 35%	19 37%
Other	7 5%	1 2%	6 4%	2 4%	7 6%	3 7%	4 3%	0 0%
<b>TOTAL</b>	<b>153*</b>	<b>44*</b>	<b>152*</b>	<b>50*</b>	<b>127*</b>	<b>42*</b>	<b>117*</b>	<b>51*</b>

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

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

	2004		2003		2002		2001	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Yes, other than academic support	59 56%	19 61%	61 58%	28 78%	44 51%	24 77%	37 5%	25 6%
Yes, only academic support	4 4%	2 6%	3 3%	1 3%	5 6%	1 3%	6 7%	0 0%
No	42 40%	10 32%	41 39%	7 9%	38 44%	6 19%	36 3%	8 24%
N/A	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 5%	0 0%
<b>TOTAL</b>	<b>105</b>	<b>31</b>	<b>105</b>	<b>36</b>	<b>87</b>	<b>31</b>	<b>83</b>	<b>33</b>

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

	2004		2003		2002		2001	
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Average	\$6,325 40% of male	\$16,000*	\$5,982	\$10,000**	\$8,785	\$5,833**	\$7,167	\$9,333
Lowest	\$1,500 9% of male	\$16,000	\$1,500	\$8,000	\$4,500	\$4,500	\$4,500	\$3,000
Highest	\$12,000 75% of male	\$16,000	\$15,000	\$16,000	\$12,000	\$8,000	\$12,000	\$17,000

\*Based on two responses

\*\*Based on three responses

## 2004 ALWD/LWI Survey Report - APPENDIX B

## Law Schools that have responded in time for 2004 Survey Report (176 total):

Albany, Union	George Washington	New York Law
Appalachian	Georgetown	New York University
Arizona State	Georgia State	North Carolina
Arizona	Georgia	North Dakota
Arkansas, Fayetteville	Golden Gate	Northeastern
Arkansas, Little Rock	Gonzaga	Northern Illinois
Ave Maria	Hamline	Northern Kentucky
Baltimore	Harvard	Northwestern
Barry, Orlando Law	Hawaii	Notre Dame
Boston College	Hofstra	Nova Southeastern
Boston	Houston	Ohio State
Brigham Young	Howard	Oklahoma City
Brooklyn Law	Idaho	Oklahoma
California Hastings	Illinois	Oregon
California Western	Indiana, Bloomington	Pace
California, Berkeley	Indiana, Indianapolis	Pennsylvania State
Campbell	Iowa	Pennsylvania
Capital	John Marshall	Pepperdine
Case Western Reserve	John Marshall Atlanta	Pittsburgh
Catholic	Kentucky	Quinnipiac
Chapman	Lewis and Clark	Regent
Chicago-Kent	Louisiana	Richmond,
City of New York	Louisville, Brandeis	Roger Williams
Cleveland State	Loyola, Chicago	Rutgers - Camden
Colorado	Loyola, L.A.	Rutgers – Newark
Columbia	Loyola, N.O.	Samford
Connecticut	Maine	San Diego
Cooley, Thomas M. Law	Marquette	San Francisco
Cornell	Maryland	Santa Clara
Creighton	Massachusetts	Seattle
Dayton	McGeorge, Pacific	Seton Hall
Denver	Memphis	South Carolina
DePaul	Mercer	South Dakota
Detroit Mercy	Michigan State	South Texas
Drake	Michigan	Southern California
Duke	Minnesota	Southern Illinois
Duquesne	Mississippi	Southern Methodist
Emory, Atlanta	Mississippi College	Southern
Faulkner	Missouri-Columbia	Southwestern
Florida Coastal	Missouri-Kansas City	St. John's
Florida International	Montana	St. Louis
Florida State	Nebraska	St. Mary's
Florida	Nevada, LV (W. S. Boyd)	St. Thomas (Miami)
Fordham	New England	St. Thomas (Mpls)
Franklin Pierce	New Mexico	Stanford

Stetson  
Suffolk  
SUNY Buffalo  
Syracuse  
Temple  
Tennessee  
Texas Southern  
Texas Tech  
Texas Wesleyan  
Texas, (Austin)  
Thomas Jefferson  
Toledo  
Touro, J.D. Fuchsberg  
Tulane  
Tulsa  
University of Windsor  
Utah  
Valparaiso  
Vanderbilt  
Vermont  
Villanova  
Virginia  
Wake Forest  
Washburn  
Washington and Lee  
Washington (Mo)  
Washington (Seattle)  
Wayne State  
West Virginia  
Western New England  
Western State  
Whittier  
Widener, Harrisburg  
Widener, Wilmington  
Willamette  
William & Mary  
William Mitchell  
Wisconsin  
Wyoming  
Yale  
Yeshiva (Cardozo)



**2004 ALWD/LWI Survey Report - APPENDIX C**  
**Additional Analysis of 2004 Survey Data**

*Analysis of the effect of first-year class size (Q. 9):*

**School Size by Services Provided**

Size of School	Total # Schools	Writing Specialist, Full-time	Writing Specialist, Part-time	Tutorials	Student Teaching Assistants helping students	Academic Support Program	Other
<100 Students	8	0	0	1 (13%)	5 (63%)	4 (50%)	1 (13%)
2003	7	0	0	1 (14%)	6 (86%)	5 (71%)	1 (14%)
101 to 150 Students	17	1 (6%)	0	1 (6%)	7 (41%)	14 (82%)	0
2003	25	1 (4%)	4 (16%)	7 (28%)	12 (48%)	17 (68%)	0
151 to 200 Students	46	3 (7%)	10 (22%)	10 (22%)	29 (63%)	32 (70%)	5 (11%)
2003	37	0	10 (27%)	5 (14%)	25 (68%)	27 (73%)	2 (5%)
201-250 Students	35	2 (6%)	6 (17%)	5 (14%)	18 (51%)	25 (71%)	3 (9%)
2003	36	4 (11%)	5 (14%)	5 (14%)	24 (67%)	29 (81%)	4 (11%)
251-300 Students	24	2 (8%)	4 (17%)	1 (4%)	16 (67%)	18 (75%)	0
2003	22	3 (14%)	2 (9%)	2 (9%)	18 (82%)	18 (82%)	0
>300 Students	45	6 (13%)	10 (22%)	6 (13%)	23 (51%)	28 (62%)	4 (9%)
2003	44	7 (16%)	10 (23%)	8 (18%)	23 (52%)	31 (70%)	3 (7%)
<b>TOTALS</b>	<b>175</b>	<b>14 (8%)</b>	<b>30 (17%)</b>	<b>24 (14%)</b>	<b>98 (56%)</b>	<b>121 (69%)</b>	<b>13 (7%)</b>
2003	171	15(9%)	31 (18%)	28 (16%)	107 (63%)	127 (74%)	10 (6%)

Question 9 by Question 28

**School Size by Staffing Model**

Size of School	Total # Schools	Tenure or tenure-track	Full-time non-tenure track	Part-time	Adjuncts	Complex hybrid
<100 Students	8	0	2	1	0	5
2003	7	0	4	0	0	2
101 to 150 Students	17	5	7	0	2	3
2003	25	5	8	2	3	6
151 to 200 Students	46	4	20	2	4	14
2003	37	6	15	1	4	11
201-250 Students	35	1	24	0	3	7
2003	36	0	24	0	1	11
251-300 Students	24	0	9	1	2	11
2003	22	1	15	1	2	3
>300 Students	45	2	17	0	7	19
2003	44	1	19	0	6	17
<b>TOTALS</b>	<b>175</b>	<b>12</b>	<b>79</b>	<b>4</b>	<b>19</b>	<b>59</b>

2003	171	13	85	4	16	50
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Question 9 by Question 10

**School Size by Assistant/Associate Directors**

Size of School	Total # Schools	Have Assistant/Associate Director	Average Salary	Do not have Assistant/Associate Director
<100 Students	8	0	No responses	6
2003	7	1	\$35,000	5
101 to 150 Students	17	0	No responses	12
2003	25	1	\$66,000	13
151 to 200 Students	46	6	\$81,300	38
2003	37	2	\$56,500	28
201-250 Students	35	5	\$64,250	23
2003	36	3	\$65,000	29
251-300 Students	24	3	\$48,333	16
2003	22	3	\$66,667	14
>300 Students	45	14	\$74,600	27
2003	44	8	\$66,127	29

Question 9 by Question 46

**School Size by Use of Adjunct Faculty**

Size of School	Total # Schools	Use Adjuncts Exclusively	Use Adjuncts Substantially (75%)	Use Adjuncts Significantly (50%)	Use Adjuncts Somewhat (25%)	Use Adjuncts Rarely (25%)	Do not use Adjuncts
<100 Students	8	1	2	1	0	1	2
2003	7	0	1	1	1	0	3
101 to 150 Students	17	1	0	1	2	3	8
2003	25	2	7	0	1	0	13
151 to 200 Students	46	4	5	3	8	4	20
2003	37	4	3	3	2	4	20
201-250 Students	35	2	3	0	4	6	17
2003	36	1	3	4	2	8	14
251-300 Students	24	2	4	4	2	2	9
2003	22	2	1	3	3	1	12
>300 Students	45	6	4	1	7	3	19
2003	44	5	4	4	7	5	19
TOTALS	175	16	18	10	23	19	75
2003	171	14	19	15	16	18	81

Question 9 by Question 86

**School Size by Use of Teaching Assistants for Classroom Teaching**

Size of School	Total # Schools	Use T.A.s Exclusively	Use T.A.s Substantially (75%)	Use T.A.s Significantly (50%)	Use T.A.s Somewhat (25%)	Use T.A.s Rarely (25%)	Do not use T.A.s
<100 Students	8	0	0	2	1	1	3
2003	7	1	0	1	1	2	2
101 to 150 Students	17	0	0	2	4	1	9
2003	25	0	0	1	5	7	10
151 to 200 Students	46	1	1	2	16	9	15
2003	37	3	1	3	6	10	13
201-250 Students	35	0	0	1	11	7	11
2003	36	0	2	0	6	13	15
251-300 Students	24	1	0	2	6	6	7
2003	22	0	0	2	10	5	4
>300 Students	45	0	1	4	6	13	16
2003	44	1	0	8	3	6	23
TOTALS	175	2	2	13	44	37	61
2003	171	5	3	15	31	43	67

Question 9 by Question 93

*Analysis of the effect of staffing model (Q. 10):***Staffing Model by Grading Model**

Model	Grades that are included in GPAs	Grades that are not included in GPAs	Honors, pass, fail (or equivalent)	Purely pass/fail	Other Method
Tenure or tenure-track	8	0	0	0	1
2003	13	0	0	0	0
Part of doctrinal course or taught by doctrinal prof.	3	0	0	0	0
2003	2	0	0	0	0
Full-time non-tenure track	66	1	7	3	1
2003	72	1	9	2	1
Part-time	4	0	0	0	0
2003	4	0	0	0	0
Adjuncts	17	0	0	0	2
2003	16	0	0	0	0
Students	0	0	1	0	0

2003	0	0	1	0	0
Complex hybrid	47	0	3	4	3
2003	37	0	5	2	5
TOTALS	146	1	11	7	7
2003	144	1	15	4	6

Question 10 by Question 15

**Staffing Model by Credit Awarded**

Model	First Fall		First Spring	
	# responses	Average credit	# responses	Average credit
Tenure or tenure-track	8	2.50	9	2.67
2003	12	2.58	12	2.67
Part of doctrinal course or taught by doctrinal professor	3	2.33	3	2.33
2003	2	2.5	2	1.5
Full-time non-tenure track	75	2.2.	78	2.24
2003	83	2.07	85	2.15
Part-time	4	2.75	4	2.25
2003	4	2.75	4	2.25
Adjuncts	18	2.17	19	1.84
2003	16	2.25	16	1.75
Complex hybrid	57	2.26	56	2.13
2003	45	2.27	46	2.18

Question 10 by Question 12

**Staffing Model by Research Teaching Model**

<b>Model</b>	<b>Research Taught Integrated with Writing</b>	<b>Research Taught Separately from Writing</b>	<b>Taught by LRW Faculty</b>	<b>Taught by Librarians</b>	<b>Taught by both LRW Faculty and Librarians</b>	<b>Taught by Teaching Assistants or other Students</b>
Tenure or tenure-track	7	5	4	3	3	1
<i>2003</i>	<i>6</i>	<i>9</i>	<i>3</i>	<i>7</i>	<i>3</i>	<i>0</i>
Part of doctrinal course or taught by doctrinal prof.	2	2	0	1	1	1
<i>2003</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>1</i>
Full-time non-tenure track	67	22	41	15	23	7
<i>2003</i>	<i>68</i>	<i>19</i>	<i>45</i>	<i>16</i>	<i>24</i>	<i>11</i>
Part-time	4	1	1	1	2	0
<i>2003</i>	<i>4</i>	<i>0</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>0</i>
Adjuncts	14	8	9	6	3	4
<i>2003</i>	<i>10</i>	<i>6</i>	<i>4</i>	<i>5</i>	<i>4</i>	<i>3</i>
Students	1	0	0	0	1	0
<i>2003</i>	<i>1</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
Complex hybrid	45	22	30	16	15	9
<i>2003</i>	<i>39</i>	<i>13</i>	<i>16</i>	<i>11</i>	<i>17</i>	<i>12</i>
<b>TOTALS</b>	<b>140</b>	<b>60</b>	<b>85</b>	<b>42</b>	<b>48</b>	<b>22</b>
<i>2003</i>	<i>128</i>	<i>49</i>	<i>69</i>	<i>42</i>	<i>49</i>	<i>28</i>

Question 10 by Question 18

**Staffing Model by Feedback Method for Papers**

<b>Model</b>	<b>Comments written on paper itself</b>	<b>General feedback memo to all students</b>	<b>Feedback memo to specific student</b>	<b>Short comments at end of paper</b>	<b>Comments in person during conference</b>	<b>Grading grids or score sheets</b>
Tenure or tenure-track	9	8	5	9	8	7
<i>2003</i>	<i>13</i>	<i>13</i>	<i>10</i>	<i>10</i>	<i>7</i>	<i>9</i>
Part of doctrinal course or taught by doctrinal prof.	2	1	1	2	2	1
<i>2003</i>	<i>2</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>2</i>	<i>0</i>
Full-time non-tenure track	77	58	43	61	65	51
<i>2003</i>	<i>86</i>	<i>64</i>	<i>44</i>	<i>67</i>	<i>76</i>	<i>52</i>
Part-time	4	2	4	3	3	2
<i>2003</i>	<i>4</i>	<i>4</i>	<i>2</i>	<i>3</i>	<i>3</i>	<i>2</i>
Adjuncts	18	12	11	11	18	9

2003	16	7	7	13	13	7
Students	0	1	1	1	1	0
2003	1	1	1	1	1	0
Complex hybrid	57	42	34	42	46	34
2003	49	37	32	37	42	31
TOTALS	167	124	99	129	143	104
2003	171	127	96	132	144	101

Question 10 by Question 24

**Staffing Model by Director's Status**

Model	Tenured, primary responsibility is LRW	Untenured tenure track, primary responsibility is LRW	Non-tenure track, primary responsibility is LRW	Administrator or faculty, primary responsibility not LRW	Administrator, primary responsibility is LRW	Clinical tenure or clinical tenure track	Other
Tenure or tenure-track	4	0	0	0	0	2	0
2003	3	1	0	1	0	0	0
Full-time non-tenure track	15	5	33	1	2	4	4
2003	10	9	35	2	0	5	11
Part-time	1	1	1	0	0	0	1
2003	0	3	1	0	0	0	0
Adjuncts	4	4	5	1	1	1	3
2003	2	3	4	2	0	1	3
Students	0	0	1	0	0	0	0
2003	0	0	1	0	0	0	0
Complex hybrid	11	6	18	1	1	3	6
2003	11	6	16	1	1	2	7
TOTALS	35	16	58	3	4	10	14
2003	26	22	57	6	1	8	21

Question 10 by Question 45

**Staffing Model by Director's Workload**

Percentage of time devoted to each activity	Directorship Duties	Teaching in required program	Teaching outside required program	Service to the law school	Academic Support	Scholarship	Other
Tenure or tenure-track	21	43	15	11.25	15	16.25	25
2003	17.92	44.17	31.25	15.0	5.00	11.67	37.50
Full-time non-tenure track	26.67	43.44	19.71	11.98	10.38	12.71	10.83
2003	26.43	41.07	18.64	12.15	4.65	11.85	9.71
Part-time	27.5	35.0	21.67	11.25	5.0	8.33	No responses
2003	26.25	43.75	25.0	6.67	No responses	8.83	No responses
Adjuncts	30.67	26.5	26.0	12.81	15.71	16.82	7.14
2003	36.54	15.2	26.25	11.15	9.67	15.00	50.00
Students	60	No responses	20	10	10	No responses	No responses
2003	55.00	No responses	No responses	20.00	25.00	No responses	No responses
Complex hybrid	28.72	34.58	21.56	11.13	6.07	11.96	10.56
2003	30.24	35.92	22.59	11.56	8.08	11.80	19.29

Question 10 by Question 53

NOTE: Averages do not include responses of zero, so total percentages may exceed 100.

**Staffing Model by Consistency in Program**

# of responses (1. Uniform; 2. Generally Consistent; 3. Varies among sections)	Tenure or tenure- track	Part of doctrinal course or taught by doctrinal prof.	Full-time non-tenure track	Part-time	Adjuncts	Complex Hybrid
Syllabus Coverage	1; 7; 1	0; 1; 2	37; 35; 5	2; 2; 0	17; 2; 0	35; 17; 5
2003	0; 9; 3	0; 2; 0	48; 31; 5	2; 2; 0	16; 0; 0	32; 13; 5
# of Major Assignments	5; 4; 0	1; 2; 0	60; 17; 1	4; 0; 0	19; 0; 0	44; 11; 2
2003	4; 6; 1	1; 1; 0	72; 12; 1	4; 0; 0	14; 0; 0	42; 5; 3
Due dates and lengths of most assignments	2; 5; 2	0; 2; 1	39; 34; 5	4; 0; 0	15; 4; 0	34; 17; 6

<i>2003</i>	<i>2; 7; 3</i>	<i>1; 0; 1</i>	<i>47; 33; 5</i>	<i>3; 1; 0</i>	<i>14; 1; 0</i>	<i>36; 9; 5</i>
<b># of Minor Assignments</b>	1; 6; 2	0; 3; 0	17; 28; 33	1; 3; 0	13; 4; 2	25; 18; 14
<i>2003</i>	<i>1; 4; 7</i>	<i>0; 1; 1</i>	<i>24; 36; 25</i>	<i>2; 2; 0</i>	<i>12; 2; 2</i>	<i>25; 12; 13</i>
<b>Required Textbook</b>	4; 1; 4	1; 0; 2	39; 14; 22	4; 0; 0	18; 1; 0	30; 10; 10
<i>2003</i>	<i>2; 6; 4</i>	<i>1; 0; 1</i>	<i>49; 18; 18</i>	<i>4; 0; 0</i>	<i>16; 0; 0</i>	<i>35; 3; 11</i>
<b>Citation Text</b>	8; 1; 0	3; 0; 0	67; 9; 2	4; 0; 0	19; 0; 0	52; 3; 2
<i>2003</i>	<i>8; 2; 2</i>	<i>1; 1; 0</i>	<i>80; 4; 1</i>	<i>4; 0; 0</i>	<i>16; 0; 0</i>	<i>43; 6; 1</i>
<b>Content of class lectures/exercises</b>	1; 0; 8	0; 1; 2	4; 21; 49	0; 2; 2	4; 10; 4	10; 20; 26
<i>2003</i>	<i>0; 2; 10</i>	<i>0; 0; 2</i>	<i>6; 34; 45</i>	<i>1; 2; 1</i>	<i>6; 8; 2</i>	<i>10; 20; 18</i>
<b>Grading</b>	1; 5; 2	0; 2; 1	19; 44; 12	1; 2; 1	10; 8; 0	25; 25; 6
<i>2003</i>	<i>1; 5; 6</i>	<i>0; 1; 1</i>	<i>31; 47; 7</i>	<i>2; 2; 0</i>	<i>10; 4; 2</i>	<i>26; 23; 1</i>

Question 10 by Question 26

**Staffing Model by Availability and Staffing of Elective Writing Courses**

<b>Model</b>	<b>No elective writing courses offered</b>	<b>Elective writing courses taught by non-writing faculty</b>	<b>Elective writing courses taught by LRW faculty</b>	<b>Elective writing courses taught by either non-writing or LRW faculty</b>
Tenure or tenure-track	2	1	1	4
<i>2003</i>	<i>3</i>	<i>0</i>	<i>1</i>	<i>8</i>
Part of doctrinal course or taught by doctrinal prof.	2	1	0	0
<i>2003</i>	<i>1</i>	<i>1</i>	<i>0</i>	<i>0</i>
Full-time non-tenure track	5	26	13	29
<i>2003</i>	<i>12</i>	<i>24</i>	<i>7</i>	<i>39</i>
Part-time	1	1	0	2
<i>2003</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>3</i>
Adjuncts	1	7	3	6
<i>2003</i>	<i>0</i>	<i>4</i>	<i>4</i>	<i>7</i>
Students	0	0	0	1
<i>2003</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>
Complex hybrid	8	12	8	28
<i>2003</i>	<i>7</i>	<i>12</i>	<i>4</i>	<i>26</i>
<b>TOTALS</b>	19	48	25	70
<i>2003</i>	<i>23</i>	<i>42</i>	<i>16</i>	<i>83</i>

Question 10 by Question 32



## Staffing Model by Use of Technology

Technology used for LRW 1. all faculty use 2. some faculty use 3. most faculty use 4. never used 5. average rating (1-5)	Tenure or tenure-track		Full-time non-tenure track		Part-time		Adjuncts		Complex hybrid	
	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003
Email listserv for students	2	3	36	36	2	3	10	5	22	9
	4	3	14	13	2	1	5	5	11	8
	2	0	18	11	0	0	2	2	14	6
	1	0	7	1	0	0	2	0	2	0
	4.0	4.50	4.33	4.30	4.50	4.50	4.29	4.42	4.26	4.25
Smart classrooms	1	0	17	7	0	2	2	0	8	2
	0	0	17	11	3	1	1	0	8	5
	4	3	13	20	0	0	7	7	15	13
	3	0	18	1	0	0	4	0	8	0
	4.33	3.33	4.30	4.23	4.67	4.33	3.60	3.43	3.93	3.50
Online edits	0	0	3	1	0	0	0	0	4	0
	0	0	4	1	1	1	0	0	0	1
	6	0	33	31	3	2	10	4	25	11
	2	0	21	2	0	0	6	0	8	0
	4.00	0	3.53	3.17	5.00	4.33	3.50	4.00	3.74	3.58
Course Web page	1	0	19	12	0	1	0	0	10	3
	1	0	5	4	0	1	0	1	3	3
	4	3	15	13	3	1	4	4	11	11
	3	0	18	1	0	0	9	1	11	0
	4.00	4.00	3.72	3.81	4.5	3.67	3.00	3.83	3.45	3.41
Web Course Utility product (TWEN, WebCT, Blackboard, etc.)	2	0	28	16	2	0	5	3	16	2
	1	0	11	10	0	0	0	1	8	4
	6	6	21	17	2	2	6	3	16	13
	0	0	9	1	0	0	4	0	6	0
	3.25	3.83	3.85	3.82	3.00	4.00	3.90	4.17	4.24	3.63

Question 10 by Question 43

**Staffing Model by Use of Course Web Pages**

<b>Model</b>	<b>The LRW Program has a web page</b>	<b>At least one member of the LRW faculty has a web page</b>	<b>No web pages</b>
Tenure or tenure-track	2	4	3
<i>2003</i>	<i>1</i>	<i>2</i>	<i>9</i>
Part of doctrinal course or taught by doctrinal prof.	0	0	2
<i>2003</i>	<i>0</i>	<i>0</i>	<i>1</i>
Full-time non-tenure track	19	18	40
<i>2003</i>	<i>15</i>	<i>15</i>	<i>44</i>
Part-time	1	2	1
<i>2003</i>	<i>1</i>	<i>1</i>	<i>2</i>
Adjuncts	7	0	12
<i>2003</i>	<i>3</i>	<i>0</i>	<i>11</i>
Students	1	0	0
<i>2003</i>	<i>1</i>	<i>0</i>	<i>0</i>
Complex hybrid	13	11	31
<i>2003</i>	<i>10</i>	<i>7</i>	<i>24</i>
<b>TOTALS</b>	<b>43</b>	<b>35</b>	<b>89</b>
<i>2003</i>	<i>31</i>	<i>25</i>	<i>91</i>

Question 10 by Question 42

*Analysis of the effect of LRW Faculty Status (Q. 65):***LRW Faculty Status by Faculty Title**

<b>Title</b>	<b>Tenure or tenure-track</b>	<b>ABA Standard 405(c) (includes 405(c) track responses)</b>	<b>Contracts of 3 years or more</b>	<b>Contracts of 2 years</b>	<b>Contracts of 1 year</b>
Professor, Assoc. Prof, or Asst. Prof.	23	8	7	3	10
<i>2003</i>	<i>22</i>	<i>7</i>	<i>5</i>	<i>1</i>	<i>4</i>
Professor, Assoc. Prof., or Asst. Prof. of <u>legal writing</u>	4	10	14	7	18
<i>2003</i>	<i>3</i>	<i>7</i>	<i>11</i>	<i>6</i>	<i>8</i>
<u>Visiting</u> professor or visiting prof. of legal writing	1	1	1	1	5

<i>2003</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>
Clinical professor, clinical assoc. prof., or clinical asst. prof.	0	3	2	1	3
<i>2003</i>	<i>0</i>	<i>4</i>	<i>5</i>	<i>2</i>	<i>5</i>
Lecturer or senior lecturer	1	3	4	3	9
<i>2003</i>	<i>0</i>	<i>2</i>	<i>6</i>	<i>2</i>	<i>9</i>
Instructor	3	3	8	7	24
<i>2003</i>	<i>1</i>	<i>0</i>	<i>6</i>	<i>6</i>	<i>27</i>
Other	3	6	4	5	5
<i>2003</i>	<i>0</i>	<i>3</i>	<i>4</i>	<i>4</i>	<i>5</i>

Question 65 by Question 68

**LRW Faculty Status and Faculty Meeting Attendance and Voting Rights**

Status	Attend and Voting Member on All Matters	Attend and Voting on All Matters Except Hiring, Promotions, and Tenure	Attend but Non-Voting Member	Not Attend Nor Vote
Tenure or tenure-track	17	4	1	1
<i>2003</i>	<i>15</i>	<i>6</i>	<i>2</i>	<i>1</i>
ABA Standard 405(c)	8	10	2	0
<i>2003</i>	<i>5</i>	<i>15</i>	<i>3</i>	<i>0</i>
ABA Standard 405(c) track	2	5	1	0
Contracts of 3 years or more	10	10	13	1
<i>2003</i>	<i>6</i>	<i>14</i>	<i>14</i>	<i>4</i>
Contracts of 2 years	4	7	11	1
<i>2003</i>	<i>1</i>	<i>9</i>	<i>7</i>	<i>2</i>
Contracts of 1 year	10	17	24	8
<i>2003</i>	<i>6</i>	<i>18</i>	<i>25</i>	<i>8</i>

Question 65 by Question 84

**LRW Faculty Status and Credit Awarded for LRW Courses**

<b>Status</b>	<b>Average Credit for First Fall LRW Course</b>	<b>Average Credit for First Spring LRW Course</b>
Tenure or tenure-track	2.48	2.54
<i>2003</i>	<i>2.25</i>	<i>2.67</i>
All other types (ABA 405(c) and contract of any length)	2.22	2.12
<i>2003</i>	<i>2.07</i>	<i>2.13</i>

Question 65 by Question 12 (grouped answer a, answers b-e combined)

**LRW Faculty Status by Funding for Summer Research**

<b>Status</b>	<b>Eligible for summer research grants (# responses; average grant amount)</b>		<b>Not eligible for summer research grants</b>	<b>School does not generally provide summer research grants to faculty</b>
Tenure or tenure-track	17	\$7,533	1	3
<i>2003</i>	<i>17</i>	<i>\$7,450</i>	<i>2</i>	<i>4</i>
ABA Standard 405(c)	15	\$7,767	4	0
<i>2003</i>	<i>17</i>	<i>\$6,963</i>	<i>5</i>	<i>1</i>
ABA Standard 405(c) track	5	\$9,600	2	0
Contracts of 3 years or more	24	\$7,050	8	0
<i>2003</i>	<i>20</i>	<i>\$6,333</i>	<i>15</i>	<i>1</i>
Contracts of 2 years	10	\$6,263	11	0
<i>2003</i>	<i>5</i>	<i>\$7,900</i>	<i>10</i>	<i>2</i>
Contracts of 1 year	26	\$6,682	27	5
<i>2003</i>	<i>25</i>	<i>\$6,077</i>	<i>24</i>	<i>4</i>

Question 65 by Question 76

**LRW Faculty Status by Funding for Research Assistants**

<b>Status</b>	<b>Receive sufficient funding for all reasonable requests</b>	<b>Receive annual average funding (# responses; average funding)</b>		<b>Do not receive funding for research assistants</b>
Tenure or tenure-track	15	5	\$1,667	3
<i>2003</i>	<i>20</i>	<i>2</i>	<i>\$1,000</i>	<i>2</i>
ABA Standard 405(c)	14	4	\$2,333	1
<i>2003</i>	<i>18</i>	<i>3</i>	<i>\$1,667</i>	<i>2</i>
ABA Standard 405(c) track	7	0	0	0

Contracts of 3 years or more	27	5	\$1,167	4
2003	26	3	\$1,617	8
Contracts of 2 years	11	3	\$800	9
2003	8	2	\$1,500	9
Contracts of 1 year	29	11	\$1,029	18
2003	29	6	\$1,260	20

Question 65 by Question 80

**LRW Faculty Status by Average Class Size and Workload**

	Tenure or tenure-track		ABA Standard 405(c) (2004 data includes 405(c) track answers)		Contracts of 3 years or more		Contracts of 2 years		Contracts of 1 year	
	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
<b>Number of students taught in required program</b>	44.3	46.67	49.42	49.04	58.33	56.33	46.17	39.76	50.19	48.04
2003	42.19	44.70	52.48	51.22	49.08	48.38	45.26	44.37	46.72	55.49
<b>In-class hours of teaching each week</b>	3.50	3.78	3.50	3.29	7.27	7.02	3.93	3.59	5.47	5.27
2003	3.71	3.9	3.57	3.39	4.67	4.31	3.74	3.63	3.18	3.00
<b>Number of major assignments (equal to or greater than 5 pages)</b>	2.70	2.65	3.38	2.71	3.22	2.61	3.53	2.89	3.12	2.55
2003	2.89	2.94	2.91	2.41	2.94	2.58	3.0	2.63	3.11	2.53
<b>Number of minor assignments (less than 5 pages)</b>	3.47	2.67	3.57	3.3	3.89	3.19	3.47	2.88	4.44	2.94
2003	3.28	2.50	3.29	2.61	3.71	2.66	2.94	2.33	3.37	2.64
<b>Total number of pages of student work read per term</b>	1237	1427	1522	1474	1633	1744	1438	1543	1588	1610
2003	1457	1479	1483	1531	1584	1744	1432	1408	1541	1674
<b>Total hours in conference required or strongly recommended</b>	47.79	47.65	43.5	35.45	53.19	49.33	47.61	37.81	50.78	42.98
2003	46.00	45.19	45.90	45.55	52.19	51.56	53.75	46.38	80.32	43.77

<b>Total hours preparing major research and writing assignments</b>	25.56	25.44	30.68	34.27	27.96	27.41	31.88	30.88	31.93	30.86
<i>2003</i>	<i>29.65</i>	<i>34.69</i>	<i>47.95</i>	<i>47.00</i>	<i>30.15</i>	<i>26.53</i>	<i>25.67</i>	<i>26.33</i>	<i>29.82</i>	<i>31.13</i>
<b>Total hours preparing for class</b>	58.50	58.06	50.27	49.59	51.21	49.22	60.33	59.00	70.43	61.41
<i>2003</i>	<i>56.29</i>	<i>53.38</i>	<i>66.84</i>	<i>57.68</i>	<i>57.67</i>	<i>51.52</i>	<i>69.38</i>	<i>63.13</i>	<i>67.17</i>	<i>61.4</i>

Question 65 by Question 82

*Additional Analysis of effects on LRW Faculty Salary (Q. 75):***LRW Faculty Salary by Average Class Size (First Fall and First Spring Combined)**

<b>Average Class Size</b>	<b>Total Responses</b>	<b>Average Low Salary</b>	<b>Average High Salary</b>	<b>Average "Average" Salary</b>
<b>20 or below</b>	2	\$45,000	\$59,750	\$52,375
<i>2003</i>	<i>2</i>	<i>\$66,500</i>	<i>\$112,500</i>	<i>\$89,500</i>
<b>21 to 30</b>	5	\$48,000	\$67,000	\$57,500
<i>2003</i>	<i>5</i>	<i>\$39,800</i>	<i>\$45,970</i>	<i>\$42,885</i>
<b>31 to 35</b>	6	\$57,417	\$75,333	\$66,375
<i>2003</i>	<i>7</i>	<i>\$43,714</i>	<i>\$51,100</i>	<i>\$47,407</i>
<b>36 to 40</b>	15	\$46,147	\$53,836	\$49,997
<i>2003</i>	<i>16</i>	<i>\$46,125</i>	<i>\$57,066</i>	<i>\$51,595</i>
<b>41 to 45</b>	16	\$42,875	\$49,094	\$45,984
<i>2003</i>	<i>14</i>	<i>\$47,357</i>	<i>\$55,429</i>	<i>\$51,393</i>
<b>46 to 50</b>	20	\$50,568	\$62,406	\$56,183
<i>2003</i>	<i>21</i>	<i>\$47,360</i>	<i>\$62,471</i>	<i>\$54,915</i>
<b>51 to 55</b>	6	\$47,083	\$53,833	\$50,458
<i>2003</i>	<i>8</i>	<i>\$41,625</i>	<i>\$52,313</i>	<i>\$46,969</i>
<b>56 to 60</b>	11	\$48,091	\$56,773	\$52,432
<i>2003</i>	<i>10</i>	<i>\$48,100</i>	<i>\$56,000</i>	<i>\$52,100</i>
<b>61 or above</b>	9	\$60,894	\$65,228	\$63,061
<i>2003</i>	<i>9</i>	<i>\$61,478</i>	<i>\$72,756</i>	<i>\$67,117</i>

Question 75 by Question 82a

**LRW Faculty Salary by Additional Courses Taught**

	Yes	No	If yes, When		If yes, Type of Course	
			During regular academic year	During separate summer session only	Upper-level LRW courses	Non-LRW courses
<b>Average Low Salary</b>	\$50,788	\$45,123	\$50,925	\$49,250	\$49,319	\$50,908
<i>2003</i>	<i>\$48,452</i>	<i>\$46,269</i>	<i>\$49,996</i>	<i>\$44,973</i>	<i>\$48,091</i>	<i>\$49,849</i>
<b>Average High Salary</b>	\$61,210	\$53,350	\$61,440	\$59,894	\$58,573	\$60,741
<i>2003</i>	<i>\$60,194</i>	<i>\$56,885</i>	<i>\$62,694</i>	<i>\$56,799</i>	<i>\$59,737</i>	<i>\$60,577</i>

Question 75 by Question 85

**Faculty Salary by Scholarship Expectation**

	Required to Produce Scholarship (# responses; salary)		Expected to Produce Scholarship (# responses; salary)		Encouraged to Produce Scholarship (# responses; salary)		Neither Required Nor Expected to Produce Scholarship (# responses; salary)	
<b>Average Low Salary</b>	13	\$55,385	4	\$60,250	24	\$49,438	49	\$47,032
<b>Average High Salary</b>		\$73,808		\$75,000		\$63,591		\$52,226
<i>2003</i>	15	<i>\$60,600</i>	7	<i>\$48,429</i>	21	<i>\$47,524</i>	53	<i>\$44,358</i>
<i>2003</i>		<i>\$89,273</i>		<i>\$61,886</i>		<i>\$56,238</i>		<i>\$53,567</i>

Question 75 by Question 81b

**Faculty Salary by Committee Service**

	Serve as a voter member (# responses; salary)		Serve as a non-voting member (# responses; salary)		Do not serve (# responses; salary)	
<b>Average Low Salary</b>	61	\$52,204	6	\$40,667	25	\$44,832
<b>Average High Salary</b>		\$63,833		\$48,417		\$51,172
2003	61	\$49,768	7	\$42,286	24	\$44,872
2003		\$63,206		\$49,000		\$54,746

Question 75 by Question 83

*Other Analysis***Director and LRW Faculty Voting Rights and Faculty Meeting Attendance and Size of Program  
(including full-time, part-time, and adjunct faculty)**

number of responses (average number of faculty in responding programs: full- time; part-time; adjunct)	<b>Director Attends and Votes on All Matters</b>	<b>Director Attends and Votes on All Matters Except Hiring, Promotions, and Tenure</b>	<b>Director Attends but Non-Voting Member</b>	<b>Director does Not Attend Nor Vote</b>	N/A
<b>LRW Faculty Attend and Vote on All Matters</b>	4 (5.75; 0.25; 6)	2 (3.5; 0; 0.5)	0	0	6 (5.5; 0; 5.33)
2003	4 (5.5; 2.0; 2.0)	0	0	0	8 (3.0; 0.5; 7.2)
<b>LRW Faculty Attend and Vote on All Matters Except Hiring, Promotions, and Tenure</b>	1 (4; 0; 0)	17 (4.12; 0.41; 2.82)	0	0	8 (3.5; 0.125; 0.875)
2003	2 (3.5; 0; 21.0)	21 (2.7; 0.75; 4.65)	0	0	13 (4.23; 4.33; 2.5)
<b>LRW Faculty Attend but are Non-Voting Members</b>	0	9 (5.67; 2; 5.33)	20 (5.1; 0.05; 3)	0	2 (6; 0; 0)



2003	1 (3; 3; 0)	7 (6.05; 7.0; 20.0)	20 (5.53; 2.79; 2.25)	0	7 (5.29; 1.0; 4.0)
<b>LRW Faculty do Not Attend Nor Vote</b>	0	1 (0; 4; 0)	5 (5.8; 1.4; 0)	3 (3.33; 0; 0)	0
2003	0	2 (5.0; 4.0; 5.0)	2 (8.5; 0; 0)	2 (5.0; 0; 0)	0

Question 60 by Question 84 by Question 57

**LRW Faculty Status by Director Status and Size of Program (including full-time, part-time, and adjunct faculty)**

number of responses (average number of faculty & TAs in responding programs: full-time; part-time; adjunct; TAs)	Tenured, primary responsibility is LRW	Untenured tenure track, primary responsibility is LRW	Non-tenure track, primary responsibility is LRW	Admin. or faculty, primary responsibility not LRW	Admin. primary respon. is LRW	Clinical tenure or clinical tenure track	Other
<b>LRW Faculty on Tenure or tenure-track</b>	10 (2.3; 0.1; 9.2; 6.3)	4 (2.5; 0.5; 0.75; 1)	2 (4.5; 0; 1.5; 12.5)	0	0	1 (2; 0; 0; 3)	0
2003	6 (3.58; 0.5; 21.2; 8.6)	5 (4.0; 3.0; 9.0; 1.0)	2 (5.0; 2.0; 0; 20.0)	1 (2.0; 0; 0; 0)	0	1 (4.0; 1.0; 0; 9.0)	2 (3.0; 8.0; 7.0; 6.0)
<b>LRW Faculty with ABA Standard 405(c) or 405(c) track</b>	12 (4.25; 0.167; 4.58; 7)	2 (6; 0; 0; 7)	9 (6.44; 0.11; 5.57; 2.44)	0	0	5 (3.4; 0; 1; 4.4)	0
2003	6 (5.08; 1.0; 10.83; 23.0)	2 (3.5; 0; 0; 3.0)	10 (6.35; 1.0; .033; 16.65)	1 (4.0; 0; 0; 0)	0	1 (8.0; 0; 0; 6.0)	3 (6.67; 0; 3.0; 2.0)
<b>LRW Faculty with Contracts of 3 years or more</b>	8 (6; 0.375; 2; 3.63)	0	13 (4.62; 0.15; 6.54; 3.85)	1 (3; 1; 0; 6)	2 (8.5; 0; 0.5; 0)	1 (2; 0; 1; 9)	3 (5.33; 0; 1; 11.67)

## Appendix C

2003	6 (4.67; 1.0; 4.33; 9.2)	1 (0; 0; 15.0; 0)	15 (6.28; 2.2; 21.0; 7.31)	1 (3.0; 1.0; 0; 6.0)	0	3 (5.33; 0; 1.0; 7.0)	4 (5.05; 0; 6.0; 12.0)
<b>LRW Faculty with Contracts of 2 years</b>	3 (4; 0; 23.3; 6.67)	2 (5; 0.5; 4; 2)	11 (4.91; 1.82; 5.36; 6.27)	0	0	2 (4; 0; 0; 18)	1 (7; 0; 0; 16)
2003	4 (5.08; 0; 23.67; 3.83)	2 (4.5; 0; 8.0; 3.0)	7 (4.30; 11.0; 5.67; 10.75)	1 (0; 0; 0; 30.0)	0	1 (8.0; 0; 0; 6.0)	0
<b>LRW Faculty with Contracts of 1 year</b>	9 (4.56; 0.56; 2.33; 3.44)	6 (3.67; 0.167; .034; 7.33)	27 (4.33; 0.33; 0.59; 4.59)	0	0	1 (2; 0; 1; 9)	4 (4.75; 1.25; 3.5; 1)
2003	7 (4.29; 1.5; 11.0; 3.4)	8 (4.21; 1.0; 5.0; 8.75)	23 (5.36; 1.70; 8.16; 12.0)	0	1 (0; 0; 6.0; 10.0)	1 (5.0; 0; 0; 4.0)	7 (4.0; 3.5; 0; 14.83)

Question 65 by Question 45 by Question 57

