RWU Law Equity Scorecard February 2021

Roger Williams University School of Law

Follow this and additional works at: https://docs.rwu.edu/law_archives_life

Part of the Civil Rights and Discrimination Commons, Gender and Sexuality Commons, Inequality and Stratification Commons, Law and Gender Commons, Law and Race Commons, Law and Society Commons, Legal Education Commons, Legal Profession Commons, and the Race and Ethnicity Commons

Recommended Citation
https://docs.rwu.edu/law_archives_life/743

This Document is brought to you for free and open access by the Archives & Law School History at DOCS@RWU. It has been accepted for inclusion in Life of the Law School (1993- ) by an authorized administrator of DOCS@RWU. For more information, please contact mwu@rwu.edu.
RWU Law Equity Scorecard

Overview

The Roger Williams University School of Law Equity Scorecard was designed to measure the performance of our diversity, equity, and inclusion initiatives outlined in the law school’s Diversity and Inclusion Strategic Plan (2018). Our goal with this scorecard is to measure different elements related to the experience of our diverse student population. The measurements included in this scorecard include the following: admission and demographic information, retention and graduation data, bar passage, academic performance, job placement, and faculty and staff hiring. The different data points collected are intended to give us a view into our progress in creating a diverse and inclusive environment at the law school related to enrollment management, student support, campus climate, and representation within our law school community.

The information collected in this report is meant to provide an overview of diversity and inclusion at RWU Law. The equity scorecard is not meant to provide answers; this report is meant to prompt us with questions about how we are walking towards the goals that we outlined in the Diversity and Inclusion Strategic Plan and help us identify priority areas for action. Each year, consistent with our regular reporting about our progress, we will release an updated Equity Scorecard which will benchmark our progress towards these goals.

One only has to look at the lack of representation within the field of law to recognize that there are flaws deeply embedded into our systems. From admission to the bar exam, to pre-law advising, to who is represented on the bench. We also recognize that the
information shared in our report is typically not made public by other law schools around the country. We wish to be transparent.

We cannot begin to make the kinds of changes needed at RWU Law if we are not measuring ourselves consistently and reporting out our progress to the community. When we do not measure ourselves authentically, we cannot hold ourselves accountable in the way that pushes our work forward. We value what we measure, and we measure what we value.

We stand with this report and the data represented within it. As much as we have been able to accomplish over the past several years since the strategic plan was released, the numbers tell us that there is still a great deal of work ahead.

Equity Scorecard Overview

The Roger Williams University School of Law Equity Scorecard was designed to measure the performance of our diversity, equity, and inclusion initiatives outlined in the law school’s Diversity and Inclusion Strategic Plan (2018). Our goal with this scorecard is to measure different elements related to the experience of our diverse student population. The measurements captured in this scorecard include the following: admission and demographic information, retention and graduation data, bar passage, academic performance, job placement, and faculty and staff hiring. The different data points collected are intended to give us a view into our progress in creating a diverse and inclusive environment at the law school related to enrollment management, student support, campus climate, and representation within our law school community.

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADMISSIONS AND DEMOGRAPHICS</td>
<td>Measuring the acceptance and yield rates for all applicants, female applicants, and diverse applicants. Measuring first-year demographics of gender and race. Measuring total enrollment by race, ethnicity, and gender.</td>
</tr>
<tr>
<td>RETENTION AND GRADUATION</td>
<td>Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.</td>
</tr>
<tr>
<td>BAR PASSAGE AND EMPLOYMENT OUTCOMES</td>
<td>Measuring the first-time bar passage rate of all students with breakdowns by race and gender. Measuring two-year bar passage rate of all students with breakdowns by race and gender. Measuring 10-month employment data of all students with breakdowns by race, ethnicity, and gender.</td>
</tr>
<tr>
<td>STAFF AND FACULTY REPRESENTATION</td>
<td>Measuring full-time, contract, and adjunct faculty demographics by race, ethnicity, and gender. Measuring staff demographics by race, ethnicity, and gender.</td>
</tr>
</tbody>
</table>
Admissions & Demographics

Roger Williams University
School of Law

EQUITY SCORECARD

ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS APPLICANT DATA

- Undisclosed
- Racial/Ethnic Diversity
- White/Non-Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>Undisclosed</th>
<th>Racial/Ethnic Diversity</th>
<th>White/Non-Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>10% (83)</td>
<td>58% (501)</td>
<td>32% (203)</td>
</tr>
<tr>
<td>2017</td>
<td>11% (96)</td>
<td>57% (487)</td>
<td>32% (276)</td>
</tr>
<tr>
<td>2018</td>
<td>5% (50)</td>
<td>63% (583)</td>
<td>32% (294)</td>
</tr>
<tr>
<td>2019</td>
<td>3% (32)</td>
<td>59% (567)</td>
<td>38% (350)</td>
</tr>
<tr>
<td>2020</td>
<td>4% (47)</td>
<td>57% (594)</td>
<td>38% (396)</td>
</tr>
</tbody>
</table>

Percent of the Applicant Pool
EQUITY SCORECARD

ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS APPLICANT DATA

- Other/Undisclosed
- Female
- Male

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Other/Undisclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>46%</td>
<td>18%</td>
<td>36%</td>
</tr>
<tr>
<td>2017</td>
<td>47%</td>
<td>19%</td>
<td>34%</td>
</tr>
<tr>
<td>2018</td>
<td>43%</td>
<td>19%</td>
<td>38%</td>
</tr>
<tr>
<td>2019</td>
<td>41%</td>
<td>20%</td>
<td>39%</td>
</tr>
<tr>
<td>2020</td>
<td>40%</td>
<td>20%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Percent of the Applicant Pool

- 2016: Male (405), Female (403), Other/Undisclosed (408)
- 2017: Male (452), Female (402), Other/Undisclosed (408)
- 2018: Male (521), Female (402), Other/Undisclosed (408)
- 2019: Male (565), Female (394), Other/Undisclosed (408)
- 2020: Male (615), Female (420), Other/Undisclosed (408)
ADMISSIONS AND DEMOGRAPHICS


ADMISSIONS ACCEPTANCE DATA

- Undisclosed
- Racial/Ethnic Diversity
- White/Non-Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>Acceptance Rate</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>26% (136)</td>
<td>65% (386)</td>
</tr>
<tr>
<td>2017</td>
<td>28% (167)</td>
<td>62% (380)</td>
</tr>
<tr>
<td>2018</td>
<td>26% (169)</td>
<td>67% (427)</td>
</tr>
<tr>
<td>2019</td>
<td>33% (204)</td>
<td>64% (407)</td>
</tr>
<tr>
<td>2020</td>
<td>31% (209)</td>
<td>64% (425)</td>
</tr>
</tbody>
</table>
EQUITY SCORECARD

ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS ACCEPTANCE DATA

- Other/Undisclosed
- Female
- Male

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Other/Undisclosed</th>
<th>Total Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>55%  (326)</td>
<td>45% (260)</td>
<td>1% (1)</td>
<td>96% (327)</td>
</tr>
<tr>
<td>2017</td>
<td>53%  (327)</td>
<td>46% (263)</td>
<td>4% (3)</td>
<td>99% (334)</td>
</tr>
<tr>
<td>2018</td>
<td>56%  (357)</td>
<td>44% (280)</td>
<td>1% (1)</td>
<td>99% (358)</td>
</tr>
<tr>
<td>2019</td>
<td>59%  (372)</td>
<td>40% (255)</td>
<td>7% (5)</td>
<td>96% (392)</td>
</tr>
<tr>
<td>2020</td>
<td>59%  (395)</td>
<td>40% (270)</td>
<td>2% (2)</td>
<td>99% (397)</td>
</tr>
</tbody>
</table>
ADMISSIONS AND DEMOGRAPHICS


ADMISSION ENROLLMENT DATA

- Undisclosed
- Racial/Ethnic Diversity
- White/Non-Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of Enrollment</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>26% (41)</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>28% (45)</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>32% (53)</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>26% (46)</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>27% (50)</td>
<td></td>
</tr>
</tbody>
</table>
Admissions and Demographics


Admissions Enrollment Data
Retention & Graduation

Roger Williams University
SCHOOL OF LAW

EQUITY SCORECARD

RETENTION AND GRADUATION
Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

ATTRITION DATA

- = Racial/Ethnic Diversity
= White/Non-Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>Racial/Ethnic Diversity</th>
<th>White/Non-Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>14</td>
<td>4</td>
</tr>
<tr>
<td>2018</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>2019</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>
EQUITY SCORECARD

RETENTION AND GRADUATION

Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

CLASS OF 2023 ACADEMIC PERFORMANCE BY GPA RACE/ETHNIC DIVERSITY

- Blue = Racial/Ethnic Diversity
- Green = White/Non-Hispanic

<table>
<thead>
<tr>
<th></th>
<th>FALL 2019</th>
<th>FALL 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC SUPERVISION (GPA 2.2–2.6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Racial/Ethnic</td>
<td>15</td>
<td>21</td>
</tr>
<tr>
<td>White/Non-Hispanic</td>
<td>7</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>82%</td>
<td>58%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>FALL 2019</th>
<th>FALL 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC PROBATION (GPA BELOW 2.2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Racial/Ethnic</td>
<td>11</td>
<td>8</td>
</tr>
<tr>
<td>White/Non-Hispanic</td>
<td>11</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>32%</td>
<td>73%</td>
</tr>
</tbody>
</table>
RETENTION AND GRADUATION

Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

CLASS OF 2023 ACADEMIC PERFORMANCE BY GPA GENDER

- **Academic Supervision (GPA 2.2-2.5)**
  - Fall 2019: 64.7%, 22 of 34 (male 35.3%, 12 of 34; female 63.6%, 7 of 11)
  - Fall 2020: 36.4%, 4 of 11 (male 36.4%, 4 of 11; female 58.3%, 4 of 11)

- **Academic Probation (GPA below 2.2)**
  - Fall 2019: 41.6%, 10 of 24 (male 58.3%, 10 of 17; female 50%, 4 of 8)
  - Fall 2020: 50%, 18 of 36 (male 50%, 18 of 36; female 50%, 18 of 36)
CLASS OF 2023 ACADEMIC PERFORMANCE BY GPA

GPA ABOVE 2.5
RACE/ETHNIC DIVERSITY

STUDENTS OF COLOR
GPA Below 2.5: 42.2%
GPA Above 2.5: 57.8%

WHITE/NON-HISPANIC
GPA Below 2.5: 13.6%
GPA Above 2.5: 86.4%
RETENTION AND GRADUATION

Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

CLASS OF 2023 ACADEMIC PERFORMANCE BY GPA

GPA ABOVE 2.5

GENDER

FEMALE

GPA Below 2.5: 21.4%
GPA Above 2.5: 77.6%

MALE

GPA Below 2.5: 19.4%
GPA Above 2.5: 70.8%
RETENTION AND GRADUATION

Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

GRADUATION DATA

- Dark blue = Racial/Ethnic Diversity
- Light blue = White/Non-Hispanic
- Light green = Unknown

JD DEGREES AWARDED IN 2020
EQUITY SCORECARD

RETENTION AND GRADUATION

Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

GRADUATION DATA

JD DEGREES AWARDED IN 2019

- Racial/Ethnic Diversity: 7 (5.2%)
- White/Non-Hispanic: 33 (24.6%)
- Unknown: 84 (70.2%)
Measuring the first-year attrition rate by race. Measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.
RETENTION AND GRADUATION

Measuring the first-year attrition rate by race, measuring academic success, academic supervision, and academic probation data by race, ethnicity, and gender. Measuring graduation rates by race and ethnicity.

GRADUATION DATA

JD DEGREES AWARDED 2018-2020

- Racial/Ethnic Diversity
- White/Non-Hispanic
- Unknown
Bar Passage & Employment Outcomes

Roger Williams University
SCHOOL OF LAW

EQUITY SCORECARD

BAR PASSAGE AND EMPLOYMENT OUTCOMES

Measuring the first-time bar passage rate of all students with breakdowns by race and gender. Measuring two-year bar passage rate of all students with breakdowns by race and gender. Measuring 10-month employment data of all students with breakdowns by race, ethnicity, and gender.

OVERALL EMPLOYMENT RATE - CLASS OF 2019

DEMOGRAPHIC EMPLOYMENT OUTCOMES WITHIN 10 MONTHS OF GRADUATION

- Unemployed within first 10 months of graduation
- Employed within first 10 months of graduation*

- 68.8% 22 of 32 Students of Color
- 87.5% 56 of 64 Women
- 68.6% 48 of 70 Men

*Includes one graduate whose start date was deferred, as well as unpaid intern positions.
Bar Passage and Employment Outcomes

Measuring the first-time bar passage rate of all students with breakdowns by race and gender. Measuring two-year bar passage rate of all students with breakdowns by race and gender. Measuring 10-month employment data of all students with breakdowns by race, ethnicity, and gender.

Overall Employment Rate - Class of 2018

Demographic Employment Outcomes within 10 Months of Graduation

- Unemployed within first 10 months of graduation
- Employed within first 10 months of graduation

76.5% 26 of 34 Students of Color
82.7% 62 of 75 Women
80.7% 46 of 57 Men

*Includes one graduate whose job data was deferred, as well as any part-time positions.
BAR PASSAGE AND EMPLOYMENT OUTCOMES

MEASURING THE FIRST-TIME BAR PASSAGE RATE OF ALL STUDENTS WITH BREAKDOWNS BY RACE AND GENDER. MEASURING TWO-YEAR BAR PASSAGE RATE OF ALL STUDENTS WITH BREAKDOWNS BY RACE AND GENDER. MEASURING 10-MONTH EMPLOYMENT DATA OF ALL STUDENTS WITH BREAKDOWNS BY RACE, ETHNICITY, AND GENDER.

ULTIMATE BAR PASSAGE

= Pass
= Fail

Students of Color

2017: 60.71%, 17 of 28
2018: 62.07%, 18 of 29
2019: 81.25%, 26 of 32

White/Non-Hispanic

2017: 80.68%, 71 of 88
2018: 82.02%, 73 of 89
2019: 86.95%, 80 of 92
EQUITY SCORECARD

BAR PASSAGE AND EMPLOYMENT OUTCOMES

Measuring the first-time bar passage rate of all students with breakdowns by race and gender. Measuring two-year bar passage rate of all students with breakdowns by race and gender. Measuring 10-month employment data of all students with breakdowns by race, ethnicity, and gender.

ULTIMATE BAR PASSAGE

- = Pass
- = Fail

Male
- 2017: 73.69% (42 of 57)
- 2018: 73.58% (39 of 53)
- 2019: 81.81% (54 of 66)

Female
- 2017: 77.27% (51 of 66)
- 2018: 79.41% (54 of 68)
- 2019: 88.88% (56 of 63)
Staff & Faculty Representation

Roger Williams University
SCHOOL OF LAW

EQUITY SCORECARD

STAFF AND FACULTY REPRESENTATION
Measuring full-time, contract, and adjunct faculty demographics by race, ethnicity, and gender. Measuring staff demographics by race, ethnicity, and gender.

FACULTY/STAFF DATA

2020
FULL-TIME FACULTY

20
White/Non-Hispanic 80%

5
Racial/Ethnic 20%

2020

9
Male 32%

17
Female 68%
FACULTY/STAFF DATA

2020

TENURED FACULTY

- White/Non-Hispanic: 93.3%
- Non-White/Non-Hispanic: 6.7%

- Female: 46.7%
- Male: 53.3%

2020
STAFF AND FACULTY REPRESENTATION
Measuring full-time, contract, and adjunct faculty demographics by race, ethnicity, and gender. Measuring staff demographics by race, ethnicity, and gender.

FACULTY/STAFF DATA

2020 STAFF/ADMINISTRATION 2020

- Racial/Ethnic (14.9%): 7
- White/Non-Hispanic (85.1%): 40

- Male (29.3%): 14
- Female (70.7%): 33