2021

RWU Law Equity Scorecard February 2021

Roger Williams University School of Law

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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
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>
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<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% (563)</td>
<td>32% (204)</td>
</tr>
<tr>
<td>2019</td>
<td>3% (32)</td>
<td>59% (567)</td>
<td>38% (359)</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

2016: 10% (83) | 58% (501) | 32% (203)
2017: 11% (96) | 57% (487) | 32% (276)
2018: 5% (50)  | 63% (563) | 32% (204)
2019: 3% (32)  | 59% (567) | 38% (359)
2020: 4% (47)  | 57% (594) | 38% (396)
ADMISSIONS AND DEMOGRAPHICS


ADMISSIONS APPLICANT DATA

- Other/Undisclosed
- Female
- Male

Percent of the Applicant Pool

<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>47%</td>
<td>4%</td>
</tr>
<tr>
<td>2017</td>
<td>43%</td>
<td>47%</td>
<td>4%</td>
</tr>
<tr>
<td>2018</td>
<td>41%</td>
<td>43%</td>
<td>4%</td>
</tr>
<tr>
<td>2019</td>
<td>40%</td>
<td>40%</td>
<td>4%</td>
</tr>
<tr>
<td>2020</td>
<td>40%</td>
<td>40%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Numbers of Applicants:
- 2016: 405 (Male), 403 (Female), 4 (Other/Undisclosed)
- 2017: 405 (Male), 403 (Female), 4 (Other/Undisclosed)
- 2018: 405 (Male), 403 (Female), 4 (Other/Undisclosed)
- 2019: 394 (Male), 405 (Female), 4 (Other/Undisclosed)
- 2020: 420 (Male), 420 (Female), 4 (Other/Undisclosed)
EQUITY SCORECARD

ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS ACCEPTANCE DATA

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Acceptance Pool</th>
<th>Undisclosed</th>
<th>Racial/Ethnic Diversity</th>
<th>White/Non-Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>100 (51)</td>
<td>26% (138)</td>
<td>65% (380)</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>100 (60)</td>
<td>28% (167)</td>
<td>62% (380)</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>100 (42)</td>
<td>26% (169)</td>
<td>67% (427)</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>100 (21)</td>
<td>33% (204)</td>
<td>64% (407)</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>100 (33)</td>
<td>31% (209)</td>
<td>64% (425)</td>
<td></td>
</tr>
</tbody>
</table>
Roger Williams University
SCHOOL OF LAW

EQUITY SCORECARD

ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS ACCEPTANCE DATA

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Other/U</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>56%</td>
<td>45%</td>
<td>9%</td>
<td>100%</td>
</tr>
<tr>
<td>2017</td>
<td>53%</td>
<td>46%</td>
<td>11%</td>
<td>100%</td>
</tr>
<tr>
<td>2018</td>
<td>56%</td>
<td>46%</td>
<td>11%</td>
<td>100%</td>
</tr>
<tr>
<td>2019</td>
<td>59%</td>
<td>40%</td>
<td>9%</td>
<td>100%</td>
</tr>
<tr>
<td>2020</td>
<td>59%</td>
<td>40%</td>
<td>9%</td>
<td>100%</td>
</tr>
</tbody>
</table>
ADMISSIONS AND DEMOGRAPHICS


ADMISSION ENROLLMENT 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>4% (7)</td>
<td>70% (110)</td>
<td>26% (41)</td>
</tr>
<tr>
<td>2017</td>
<td>7% (11)</td>
<td>65% (103)</td>
<td>28% (45)</td>
</tr>
<tr>
<td>2018</td>
<td>6% (10)</td>
<td>63% (106)</td>
<td>32% (53)</td>
</tr>
<tr>
<td>2019</td>
<td>3% (5)</td>
<td>71% (120)</td>
<td>26% (46)</td>
</tr>
<tr>
<td>2020</td>
<td>3% (5)</td>
<td>70% (128)</td>
<td>27% (50)</td>
</tr>
</tbody>
</table>
ADMISSIONS AND DEMOGRAPHICS

ADMISSIONS ENROLLMENT DATA

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
<th>Other/Undisclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>48%</td>
<td>50%</td>
<td>2%</td>
</tr>
<tr>
<td>2017</td>
<td>45%</td>
<td>53%</td>
<td>2%</td>
</tr>
<tr>
<td>2018</td>
<td>43%</td>
<td>57%</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>36%</td>
<td>61%</td>
<td>3%</td>
</tr>
<tr>
<td>2020</td>
<td>48%</td>
<td>53%</td>
<td>2%</td>
</tr>
</tbody>
</table>
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

Legend:
- Light blue = Racial/Ethnic Diversity
- Dark blue = White/Non-Hispanic

Chart shows:
- For Racial/Ethnic Diversity:
  - 2017: 14
  - 2018: 6
  - 2019: 5
- For White/Non-Hispanic:
  - 2017: 4
  - 2018: 3
  - 2019: 1
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

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

<table>
<thead>
<tr>
<th>Academic Supervision (GPA 2.2-2.6)</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racial/Ethnic Diversity</td>
<td>7 (32%)</td>
<td>15 (42%)</td>
</tr>
<tr>
<td>White/Non-Hispanic</td>
<td>15 (68%)</td>
<td>21 (58%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Academic Probation (GPA &lt; 2.2)</th>
<th>Fall 2019</th>
<th>Fall 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racial/Ethnic Diversity</td>
<td>11 (32%)</td>
<td>8 (27%)</td>
</tr>
<tr>
<td>White/Non-Hispanic</td>
<td>23 (68%)</td>
<td>73 (73%)</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 GENDER

- **Academic Supervision (GPA 2.2-2.5)**
  - **Fall 2019**
    - Male: 35.3% (12 of 34)
    - Female: 64.7% (22 of 34)
  - **Fall 2020**
    - Male: 36.4% (7 of 11)
    - Female: 63.6% (4 of 11)

- **Academic Probation (GPA below 2.2)**
  - **Fall 2019**
    - Male: 41.6% (10 of 24)
    - Female: 58.4% (14 of 24)
  - **Fall 2020**
    - Male: 50% (18 of 36)
    - Female: 50% (18 of 36)
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
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: 13.4%
GPA Above 2.5: 86.6%
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: 77.8%

MALE
GPA Below 2.5: 19.4%
GPA Above 2.5: 79.8%
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 2020

- Racial/Ethnic Diversity: 88 (61.9%)
- White/Non-Hispanic: 43 (30.4%)
- Unknown: 11 (7.7%)
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

- Racial/Ethnic Diversity: 84, 70.2%
- White/Non-Hispanic: 33, 24.6%
- Unknown: 7, 5.2%

JD DEGREES AWARDED IN 2019
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.

JD DEGREES AWARDED IN 2018
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
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 un-plain time positions
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 2018

DEMOGRAPHIC EMPLOYMENT OUTCOMES WITHIN 10 MONTHS OF GRADUATION

- 76.5% of 34 Students of Color
- 82.7% of 75 Women
- 80.7% of 57 Men

*Includes one graduate whose school dates were deferred, as well as any part-time positions.
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

Students of Color

- 2017: 60.71%, 17 of 28
- 2018: 62.67%, 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
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

- 2017: Male - 73.69% (42 of 57)  Female - 77.27% (51 of 66)
- 2018: Male - 73.58% (39 of 53)  Female - 79.41% (54 of 68)
- 2019: Male - 81.81% (54 of 66)  Female - 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 2020

Racial/Ethnic
White/Non-Hispanic 80%
20%
5

Gender
Male 33%
9
Female 67%
17
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
ADJUNCT FACULTY

White/Non-Hispanic 87.7%
73
Racial/Ethnic 12.3%
9

Female 38.0%
26
Male 64.2%
47
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

- Male: 23.3%
- Female: 76.2%

7
- Racial/Ethnic: 14.9%

40
- White/Non-Hispanic: 85.1%