



Memorandum

To: Members of the Committee on Academic Policy and Programs
From: Shirley Neuman *Shirley Neuman*
Date: November 25, 2002
Re: Study of Accessibility and Career Choice in the Faculty of Law

At its May 2, 2002 meeting, the Governing Council approved the following motion:

That there be no further substantial increase in tuition fees for the JD program in the Faculty of Law until the Governing Council is satisfied that there has been no reduction in accessibility due to the 2002-03 tuition increase and no career distortion due to previous substantial increases based upon a comprehensive Accessibility and Career Choice Review to be conducted by the Provost's Office.

The Governing Council also made clear its expectation that governors also wished to approve the methodology for the conduct of this study.

The study requested by Governing Council represents an elaboration of the annual report of the Vice-Provost, Students, on financial accessibility, which is submitted to governance through the Committee on Academic Policy and Programs. The Committee is therefore the appropriate governance venue for endorsement of the outline of the methodology proposed for this study. All governors have been informed that this methodology will be discussed at the November 27 meeting of the Committee and have been invited to attend. The Provost also held an information session for all interested governors. She has further consulted with the President of the Legal Aid Society and his assistant (at her request) and with four University of Toronto Law Alumni (at their request). And, at her request, she has held an information and consultation open meeting with law students and faculty and a meeting with the Faculty of Law Accessibility Committee.

What follows is a general outline of the methodology to be employed in the Accessibility and Career Choice study. It must be recognized that flexibility will be required to take account of what the data allow and what modifications are required as the analysis proceeds.

Financial Accessibility:

Research questions:

- *Has the proportion of students from lower-income backgrounds declined as tuition fees have increased in the Faculty of Law?*
- *Has the proportion of students who are women or members of visible minority groups declined as tuition fees have increased?*
- *Has the U of T share of the pool of Canadian students applying to law schools declined as tuition fees have increased?*

Source of data:

- Admissions Statistics, Faculty of Law. Data includes number of applications, offers made, deferrals (students admitted, but deferred taking up admission for one year), accepted/registered student numbers, and number of students turning down offers.
- “Other Admission Statistics, Faculty of Law.” Data includes Median LSAT, gender breakdown, number of visible minorities applying and admitted and number of aboriginals applying and admitted from 95/96 through 02/03; number of black students applying and admitted from 99/00 to 02/03
- Record of Application cycle, through mid-July of each of 4 years: 2001/02; 2000/01; 1995/96; 1992/93. Each record tallies individuals with a Canadian province as province of permanent residence or with a Canadian mailing address, who were eligible to apply to Law school, who had an LSAT score on file, and who applied to each of the following combinations of schools: U of Toronto + other Canadian schools + U.S. schools; other Canadian schools + U.S. schools; U of Toronto + U.S. schools; U of Toronto + other Canadian schools; U.S. schools only; other Canadian schools only; U of Toronto only; no Canadian or U.S. schools. Numbers in each category are broken down by LSAT score. The data allows comparison over a decade, of the share of the “pool” that is applying to the University of Toronto.
- Socio-economic data for First Year Class. Data is available for approximately two-thirds of the class in any given year; approximately one-third (who do not request financial aid) do not report income. Data is available for 1999-2000 through 2002-2003.

Mode of analysis:

- Observation of trends and test for statistical significance of differences in the proportion of students with parental income in the following categories: <\$50,000, 60,000 – 90,000, >90,000. Data for the entering class of 2002 will be compared with data for the entering class of each of the three previous years. Data for the entering class of 2002 will also be compared with blended data for the previous three years.
- Observation of trends and test for statistical significance of differences in the proportion of women in the 2002 entering class with the previous years.
- Observation of trends and test for statistical significance of differences in the proportion of visible minorities in the 2002 entering class with the previous years.
- Observation of trends and test for statistical differences in numbers of applications, offers, and acceptances of offers over the period 1995/96 to 2002/03.
- Observation of trends and test for statistical differences in numbers of applications as a proportion of the eligible pool within Canada using the two most recent years and two years from a decade ago.

Career Choice:

Research question:

- *Do increases in tuition fees paid over the course of the LL.B/J.D. program influence the choice of (1) articling position (2) subsequent career?*

Sources of Data:

- Literature review of studies addressing the question of the impact of tuition increases on career choice.
- Law Society of Upper Canada (LSUC): annual records of articling students (1995-2002) for all positions in Ontario;
- LSUC Member's Annual Report for 2002 for those who graduated between 1995 and 2001. (Note that this captures only lawyers licensed to practice in Ontario. About 70-80% of U of T Law grads practice in Ontario, according to Faculty of Law estimates.)

Mode of analysis:

- multiple regression: This mode of analysis allows us to look at the impact of tuition changes on choice of articling position and subsequent career choice, controlling for other factors that might also have an impact.
- Specifically, we will do regression analyses that include:
 1. Effect on *place of articling* (large/small firm/non-law-firm i.e. government, NGO) of:
 - graduation from U of T (vs other Ontario law schools);
 - year of graduation (proxy for tuition);
 - other factors such as: number of articling positions available in each category; economic indicators.
 2. Effect on *locus of ongoing employment* (large/small firm/non-law-firm i.e. government, NGO) of:
 - graduation from U of T (vs other Ontario law schools);
 - year of graduation (proxy for tuition);
 - other factors such as: number of articling positions available in each category; economic indicators; place of articling

3. Effect on *likelihood of practicing in "public interest" law* (at least 20% of time in areas such as environmental law, refugee and immigration law, family law, labour law, workplace health and safety, criminal defense) of:
 - graduation from U of T (vs other Ontario law schools);
 - year of graduation (proxy for tuition);
 - other factors such as: locus of on-going employment; economic indicators;
4. Effect on *likelihood of accepting legal aid work* of:
 - graduation from U of T (vs other Ontario law schools);
 - year of graduation (proxy for tuition);
 - other factors such as: locus of on-going employment; economic indicators

The Law Society has undertaken to confirm the feasibility of and time-frame for providing these data by the end of November. The Provost's Office will also seek to obtain additional data, such as those regarding starting salaries in various of the above categories, from sources such as the Canadian Bar Association.

In developing this methodology, I have consulted with the following groups:

- The President and an accompanying member of the Legal Aid Society (at my request)
- Four faculty of Law alumni (at their request)
- The Law Society of Upper Canada (following their offer to help with the Study)
- The Faculty of Law Accessibility Committee (at my request)
- Faculty of law students and faculty in an open meeting (at my request)
- 19 members of Governing Council in an "off-line" information session

I seek the Committee's approval of the following motion:

That the general methodological framework for the Provost's study of Accessibility and Career Choice in the Faculty of Law, as described in the Provost's memo of November 25, 2002, be endorsed.