



The Journal

NATIONAL NETWORK OF LAW SCHOOL OFFICERS
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How time flies. The older I get (only in age, not mind), the faster time flies. When I last spoke with you, we were preparing for our national meetings in New York City, followed by all of us surviving spring term exams, and now here we are approaching fall midterms. Thank goodness we have our national meetings in San Diego to look forward to breaking up the monotony of exams, exams, exams.

Our sessions in New York were just excellent, and I think one of our strongest selections of topics. Jo Anne Simon, a nationally recognized attorney for her work in disability law, started us off with an overview of landmark cases that have formed the current interpretation of the Americans with Disabilities Act. This was followed by a panel presentation by Judy York (Yale) and Abel Montez (Fordham) on ADA issues specific to law schools. Of interest were the factors to consider in determining reasonable accommodations. In the afternoon, Professor Michael Olivas (Houston) spoke on projections of law school admissions, and he concluded that the future for law school enrollment is positive (job security for all of us), but care must be taken to continue the search for admissions tools to diversify the student body. Professor Olivas later addressed the responsibility of the law school in reporting student character and fitness. He presented the model that the University of Houston implements to speak to this issue with law students. It is quite remarkable what students do not report on the admissions application at time of entry. Of course we had the admissions and registrars roundtables, and this always leads to a multitude of interesting topics and not enough time. Because NNLSO members feel the roundtables provide significant solutions to problems encountered in law school operating procedures, in San Diego we will devote more time to these discussions.

After a full day of listening and talking, the NNLSO rowdies were ready for an "out of this world" social/dinner on the planet Mars, hosted by the Access Group. By evening's end, we had established an auxiliary branch of NNLSO on the planet. The next day Dino Koff (Vermont) and Stephen Brown (Fordham) gave us an enthusiastic presentation on how law schools

should provide on-going education regarding debt management for students. It is always remarkable how law students view financial aid and loans as "free money." Fordham Law School hosted our NNLSO luncheon and annual business meeting. It is always a delight to see other law schools, and to tour the offices of our colleagues. Following the luncheon, our next session was held at Fordham and it was a "salty" affair (you needed to be there...see what you miss by not coming to national meetings). Seasoned veterans Chris Butzen (Loyola Law Los Angeles) and Marjorie Zhou (San Diego) addressed issues and what questions to ask as you plan for a smooth transition through a major database conversion. This was of primary importance to many of us who are moving to the Banner program. Our final presentation addressed what to do with summer sessions that are often seen as the stepchild of semesters. Kathy Hartman (Vermont), Steven Lind (Golden Gate) and Kenneth Norz (New York) shared three different approaches to creative summer curriculum offerings. As a meeting site, New York was, well, New York. What a unique city. Members of NNLSO were even able to find a neighborhood Irish pub that we adopted as our clubhouse!

At the annual business meeting, out-going and incoming officers, board members, and area representatives were recognized for their unselfish service to NNLSO. Now, this is where it gets confusing because some of the outgoing are also incoming. The executive director and *The Journal* editor positions were up for election, and I am happy to report that Judith Calvert (Yale) and I (New Mexico) were re-elected. Four board positions were open for election: outgoing were Alicia Cramer (South Texas), Jodi Needham (John Marshall), LeAnn Steele (Wake Forest), and Marge Zhou (San Diego). Re-elected were LeAnn and Marge, and new board members are Jerri Cunningham (Baylor) and Nancy Hamberlin (Brigham Young). Outgoing area representatives recognized for service were Mary Ellen Durso (Quinnipiac), Nancy Hamberlin (Brigham Young) and Mary Morgan (Seattle). Newly appointed area representatives are Stacy Shiroma (UNLV) and William Jackson (Washington). A Life Membership was awarded to Judith Malen (Northwestern) in recognition of her years of service to NNLSO and AACRAO. She is retiring and moving from the cold midwest to sunny Arizona. If any of you are interested, Judy is selling her snow blower. I cannot tell you how

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much I appreciate all of these individuals for their support and advice. Without such colleagues, the professional endeavors of>NNLSO would come to a screeching halt.

Have you ever wondered who these strange people are that keep contacting you to renew your membership or to become an active member of>NNLSO? Or are seeking all kinds of information about your enrollment management program, or what software you use as a database? Featured in this issue of *The Journal* are your area representatives. Now you can put a face with the voice. The area reps are a relatively new addition to the executive committee. They serve as a standing committee, and they not only assist with our membership drive and gather information for articles in *The Journal*, but they are also the lifeline to provide personal support and assistance to all>NNLSO member schools. If you have a question about anything, I urge you to e-mail or pick up the phone and call your area representative. If they don't have an answer, they will find the answer and get back to you. If you have an area or topic of interest you would like to have presented at our national meeting, tell your rep. The area reps are there to help you, so take advantage of this resource.

The executive committee met at the Seattle School of Law for our summer planning meeting. At this time Betty Fischer (Washburn) was appointed to fill a vacancy on the board. Check out the>NNLSO web site for the minutes of this meeting and pictures of the executive committee hard at work (is it time to eat?). Your executive committee is now packing their bags for the fall>NNLSO meeting that will be held at Wake Forest School of Law. We will be putting the final touches on the San Diego sessions, plus discussing and moving forward on a number of projects that are in the final stages of implementation. A variety of issues have been selected for our upcoming national meeting, and I am sure the topics will be of interest to all of you. The spring issue of *The Journal* will carry the details and timetable for all events, so dust off your surfboard, see if you will still fit into your swimsuit, and mark your social calendar for April 17-20, 2006.

It is not often that law schools are offered the opportunity to become heroes but in the aftermath of Katrina, that is what I would call all of our schools. Law school deans, in cooperation with their presidents, stepped up to the plate and offered a safe haven to the law students of Tulane and Loyola. The storm displaced approximately 1780 law students, 977 (672 upper class) from Tulane and 803 (531 upper class) from Loyola¹. Law schools across the country almost immediately (faster than FEMA²) began to offer second- and third-year law students the prospect to continue their legal education. Obviously this opportunity was of particular importance to third-year law students who would not want

to interrupt their graduation or delay taking a state bar examination. In watching the>NNLSO airwaves early on, I know that Fordham took in around 25 students; Michigan State offered to take 25 or more; New England took at least one; Ohio State two to three; St. John's had four requests; Seattle at least two; Washington state had several inquiries; and New Mexico ended up accepting three students, two from Tulane (one 3L and one 2L) and a 3L from Loyola. I know we had inquiries from another possible three students but they elected to work and to get their lives back in order before continuing their studies. As I understand it, AALS is trying to collect the figures on exactly how many students moved to other law schools. I will try to update this information for you as I think it will be very interesting to see how many students actually elected to take advantage of this opportunity. From the information I received, all law schools were offering free tuition for the semester, books and supplies. Several publishing houses were offering free books or to replace books that campus bookstores gave to the students. As I write, we have not yet heard from our colleagues in Houston who were preparing for Rita. I had e-mails on Wednesday, September 21st from Lylene, who was carrying on>NNLSO business as usual, and who reported South Texas would be closed Thursday and Friday, and she was hoping to be back in the office on Monday. Silly girl. I did not hear from Alicia so I assume she packed the dogs, loaded her husband's golf clubs, and hit the road. We are certainly thinking about all of our colleagues and hope you are safe.

Well, I will sign off for now. Weather report: it is raining in Albuquerque...always a noteworthy event.

Best Wishes, Pat
September 2005

Patricia Trainor
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¹ ABA-LSAC Official Guide to ABA Approved Law Schools, 2006 Edition. Enrollment figures for academic year 2004.

² Personal observation. This statement does not reflect the views of>NNLSO.

The Infancy Era

Wally Walker, Life Member
National Chairperson 1980–1981

With excerpts from articles by:
Nancy Kohlhoff, Executive Director 1990–1992
Frank Real, Executive Director 1987–1988
Barbara King, Executive Director 1984–1986

In 2005, the National Network of Law School Officers (NNLSO) is proudly celebrating its twenty-fifth year of existence. I am pleased to have been associated with NNLSO since its conception in 1979. It is with pleasure that I respond to Executive Director Patricia Trainor and Journal Editor Judith Calvert's requests to write this early background history of the Network.

NNLSO members are also members of the American Association of Collegiate Registrars and Admissions Officers (AACRAO). In fact, it was at the 1979 AACRAO meeting in Chicago when law school registrars and admissions officers met at an AACRAO workshop session to follow up on the past year's decision to create a professional organization that would specifically serve law school administrators.

In 1980, at the annual AACRAO meeting in New Orleans, the idea became a reality when NNLSO got its first name: *The National Network*

of Law School Registrars and Admissions Officers. The group appointed a ten-member steering committee, and I was named as the first National Chairperson. I am sure this was, in part, because the 1981 AACRAO/NNLSO meeting was scheduled for San Francisco, California, where my law school was located. Also because, in part, I was one of the newer registrars in the group—a naive guy who displayed a lot of youthful energy and who was already an outspoken critic of late grades from law professors. In 1980, coping with the negative and expensive results of “late grades” was on almost every law school registrar's agenda. Computer support was almost non-existent, and law students who worked hard for their grades were not seeing them posted in a timely fashion, which caused them great anxiety. Law Review, retention, and probation issues were at stake.

In 1980, at the annual AACRAO meeting in New Orleans, the idea became a reality when NNLSO got its first name: *The National Network of Law School Registrars and Admissions Officers.*

Law schools were experiencing the highest student suicide rate over any other type of professional school and something needed to be

done, urgently, by the law school administrators to lower the stress within the student population. Confronting the late grade situation was a logical starting point, since so many students around the country complained about the catastrophic domino effect that late grades generated. I spoke with fellow steering committee members, and they agreed we would take a formal stand against late grades—in addition to other issues—and that we would start a newsletter to publicly state our opinions and to disseminate important information and announcements to the other law schools.

There were about 170 ABA approved law schools in 1980, and the steering committee set out to sign them all up as dues-paying members of NNLSO. *The National Network Newsletter* would be our vehicle by which to inform the law school officers in our organization and to offer a platform that never before existed. As chairperson of the Steering Committee, I also volunteered to serve as the editor-in-chief and publisher of the newsletter for one year.

The “Nuts & Bolts” Operations and Our First Benefactors

Very much like the rearing of an infant child, an organization can not mature successfully without proper care, parental support, and financial resources. If NNLSO was to be respected as an organization, we would eventually have to pay our own way. But in 1980, we needed help—and fast.

NNLSO Annual Meeting, New York 2005



Lylene and Her Favorite Martian.



NNLSO Social Evening at Planet Mars, New York, New York, April 2005

I returned to San Francisco from beautiful New Orleans in April 1980, charged with the leadership of a very young, penniless organization. I was determined to get NNLSO “off the ground” and moving forward as quickly as possible. There was no treasury, of course, and no immediate source of financing from within the organization. I talked to some of the steering committee members and we came up with the idea of ultimately charging **institutional dues** to raise revenue. However, we obviously needed financial assistance immediately!

I was extremely fortunate that key personnel at Golden Gate University (GGU), especially the GGU School of Law people, were so interested and responsive. I requested a meeting with the university’s president, the late Dr. Otto Butz, and another with the dean of the law school, Judith McKelvey. I was given a chance to explain the NNLSO dream to each of the top administrators. Dr. Butz, without hesitation, offered valuable resources to my office, in terms of financing postage, the printing of publications, and underwriting staff hours dedicated to NNLSO work. Judy McKelvey pledged the law school’s support in any way necessary. In fact, the law school financed the 1981 NNLSO gala reception at Golden Gate University, when nearly 200 law school officers from around the United States met in the newly built GGU auditorium.

Other people at my home institution encouraged me and, slowly, I began to fully believe that NNLSO would indeed survive its first full year, with just a minimum of major problems. The late Tony Thomas, who was then manager of the GGU Copy Center, offered to serve as an editor of the Network’s newsletter. Portia Stewart (LaBrie), Law Placement Director, was another person who unselfishly offered her professional support to NNLSO—both as an advisor and in serving as an editor of its newsletter. With Tony and Portia on board, I confidently moved to the next stage. Mary Selvy, E. Susan Rodriguez, Portia Cobb, Marty Englander, and Mike Burns, all highly respected personnel at GGU, graciously agreed to help out and, suddenly, the internal editorial staff was in place and ready to help produce the first newsletter for national distribution.

In June 1980, Volume 1: Number 1 of the *National Network Newsletter* was mailed to all ABA-accredited law schools. The newsletter (now known as the *Journal*) has been published every subsequent year. I take this opportunity to give my sincere thanks to the successful effort of the original editorial staff at Golden Gate University, supported by the affable university president and the insightful law school dean!

The Name

Here I quote directly from an article by former Executive Director Frank Real, entitled *NNLSO Turns Twenty*:

“During the early deliberation about the name

... it was certainly in the young organization’s best interest to include *all* law school officers and, in fact, this inclusion early-on has made NNLSO one of the most well rounded, respected, and politically astute of all law school professional groups in year 2005.

of the organization the question came up, especially from the registrars: ‘Is this going to be a registrar’s organization, or another admissions officers’ organization?’

“In the early days NNLSO was an organization more geared to the needs of registrars from ABA approved law schools. It subsequently has become more inclusive, but the original thoughts and discussions centered around finding an effective communication vehicle for law registrars. At that time law registrars did not have the same kind of organizational structure that the law admissions officers enjoyed. Law admissions people then, as they do now, stay in touch all year long on the road recruiting and within the Law School Admissions Council.

“The concept was eventually amended to include the admissions officers, since registrars work so closely with that office and because they inherit the admissions files once a student is accepted. It seemed natural for the two administrators at each of the schools to work closer together. NNLSO certainly helped in the area of bringing these two offices into closer harmony, although it was an incidental occurrence and certainly not the original plan.

“During the ‘Big Debate’ there were admissions officers who felt there was no need for them to join NNLSO, since they already were members of the Law School Admissions Council. There were registrars who felt the steering committee was “copping out” to those admissions officers who adamantly did not wish to be excluded from NNLSO. The debate raged on for a couple of years. It was ultimately settled with the drafting of the NNLSO Constitution and By-laws. The constitution did not exclude any group (even law professors serving in a staff capacity could join and participate) and the approved title of the organization spoke for itself,—The National Network of Law School Officers.”

Marc Galvin, a highly respected Admissions Director known nationally for his networking capabilities and Frank Real, a trained attorney, were two of the NNLSO leaders who pushed for a combined, inclusive organization. As the national chairperson, I tried very hard to stay neutral on the two most highly debated and political issues of the early 1980s:

1. Would NNLSO be for registrars only, or should admissions officers (and, eventually, *all* law school officers) be allowed membership,

2. Should unaccredited (non-American Bar Association approved) law schools join NNLSO? 90 percent of the members I spoke to were of the opinion that since unaccredited law schools were not ABA-approved, they should not be accepted into NNLSO.

These issues eventually worked themselves out. The rank and file membership quickly saw the need for NNLSO to be *all-inclusive*—whereas the registrars, admissions, and placement officers, deans and associate deans, financial aid officers, administrative assistants, marketing directors, development people, etc., were concerned. In hindsight, it was certainly in the young organization’s best interest to include *all* law school officers and, in fact, this inclusion early-on has made NNLSO one of the most well rounded, respected, and politically astute of all law school professional groups in year 2005. Both admissions officers and registrars have served brilliantly as executive directors and board members of NNLSO.

On the other hand, non-ABA approved law schools were historically excluded from official membership in NNLSO and still are, as far as I know. (I am sure this subject was simply put on hold, and will surely come up again in the future.)

Getting Us “Up and Running”

I borrow from former Executive Director Nancy Kohlhoff’s recollection here, from her 1988 article entitled, “A Brief History of the National Network of Law School Officers”:

“As a first crucial step, the organization began a newsletter which was sent to law schools across the country to help establish the Network and enlist membership. Approximately 80% of the law schools contacted expressed a desire to participate in the newly formed Network. The Newsletter has been produced each successive year since the Network’s establishment.

“To further the growth of the organization, a Directory of members was made available in late 1980. The third printing of the Directory (1988–89) which includes this history of the organization is just off the press.

“The Network grew rapidly during the first five years, and it soon became apparent that a governing policy was needed. Mr. Frank Real, JD, Registrar at Loyola Law School, Los Angeles (and Executive Director of NNLSO from 1987 to 1988) wrote the constitution and by-laws which were adopted when the group met at the

AACRAO Convention in Cincinnati in 1985. At that time also, members decided to finalize the Network's official name, which was changed to the National Network of Law School Officers. In 1986 at the AACAO Convention in Baltimore, a logo submitted by artist James E. Dunn of Dallas, Texas became the Network's (first) symbol.

"Although many law school officers were instrumental in organizing and establishing NNLSO, one particular individual, Mr. Wally Walker, referred to by some members as Mr. NNLSO Himself, is remembered as the founders' man-of-the-hour. As Barbara King, Executive Director 1984-86, wrote to him in September of 1984: 'The Network was but a dream for many years, but through your energy and prodding and initiative, we formalized it. Without your efforts, I am afraid that we might have remained content to stand back and express what a Great Idea the Network would be.'

"The idea behind NNLSO was that, as members of the Network, law school officers could communicate in ways that previously had not been open to them. They could aspire to professional growth through shared professional activity. They could identify work-related problems and help each other solve them. With support from others in the Network, individual officers could improve the effectiveness of delivery of services from their offices. They could keep informed of developments and trends within the legal community. NNLSO proudly reflected the image of a community of professionals in which it was everyone's job to get involved!"

The article by Nancy Kohlhoff then went on to announce NNLSO's tenth anniversary in 1990:

"When the AACRAO Convention convenes in April 1990, the National Network of Law School Officers will celebrate its tenth birthday. It has grown to include more than 100 schools and over 450 individual members. As it has become financially viable over the past years, it is presently in the process of turning back to its members more services and materials and will continue to explore ways in which it can contribute to members' professional development.

"As we wish NNLSO a Happy Birthday on its tenth anniversary, the desire of each of its members is that when its 'brief' history is written again in another decade, the strengths of the organization will have become ever more vigorous and its accomplishments ever more outstanding."

Summary


In my humble opinion, the Network has never been stronger! The current NNLSO Executive Board is hard working, deep thinking, and extremely committed to organizational improvement. People like Executive Director Pat

Trainor, *Journal* Editor Judith Calvert, former Executive Director Ken Pokrowski, and all of the current board members and representatives are remarkable individuals who obviously have the best interest of the organization in their hearts and minds. The NNLSO *Journal* is the literary replacement for the *National Network Newsletter* and goes far beyond the expectation of the 1980's National Steering Committee. Together with the nnlso.org web site (managed so efficiently by Elizabeth Fischer), the *Journal* is truly a Voice of NNLSO—a voice heard at every law school in the nation.

It is absolutely gratifying for us "old timers" to witness what NNLSO has managed to accomplish in twenty-five years. NNLSO survived the days of its delicate infancy to become a strong, viable, and mature organization, with a very promising future. I am proud still to be a part of such a dynamic entity.

Thank you for giving me this opportunity, during NNLSO's Silver Anniversary year, to express the fond recollections of my early days working within the Network. I hope the Network can continue to "educate and develop all law school officers" for as long as law schools exist.

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Making Your Website ADA Compliant

Cyndi Dean

Assistant Dean for Information Technology Services, University of New Mexico School of Law

Americans with Disabilities Act compliance? W3C standards and WAI/WCAG? Section 508 of the Rehabilitation Act? Web site accessibility? What are these things and why should I care?

All of the above are related to providing web site information in a format that sight-impaired individuals can access. Many of us direct current and potential students to our web sites as the official source of information. Admission information, class schedules, deadlines, book lists, and similar items are frequently placed online, but can your visually impaired students access them?

In the Spring 2005 issue of *The Journal*, Executive Director Pat Trainor wrote about ADA and discussed “reasonable accommodations” for disabled students. She mentioned that the UNM School of Law web site is ADA compliant and is one of only a handful of law schools to have an accessible site. This article provides more detail about our web site and attempts to clarify the various standards and guidelines that must be considered when creating an accessible web site.

In 1978, Section 508 of the Rehabilitation Act–Nondiscrimination Under Federal Grants and Programs was signed into law. It states that “No otherwise qualified individual with a disability in the United States...shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” In 1998, then President Clinton signed the Rehabilitation Act Amendments, covering access to federally funded programs and strengthening Section 508. The amendments require that all electronic information provided by the Federal government must be accessible to the disabled. Part of the amendments states that “The law applies to all Federal agencies when they develop, procure, maintain, or use electronic and information technology. Federal agencies must ensure that this technology is accessible to employees and members of the public with disabilities to the extent it does not pose an ‘undue burden.’” Some higher education institutes argue that creating an accessible web site would, indeed, place an undue burden on an already-overworked and often under-staffed Information Technology department and choose to treat this as a WIBN (Wouldn’t It Be Nice) project that simply never gets completed.

I first became aware of the challenges computing presents to handicapped students while teaching

an Introduction to Computers class for UNM Continuing Education 12 or more years ago. I taught CTRL+ALT+DEL as a way to reset a PC when all else failed. A student in one class had suffered a stroke and was paralyzed on his right side. He could type with his left hand but was unable to perform any keystrokes requiring two hands. Later versions of the Microsoft Windows Operating system have several accessibility features built in, such as an on-screen keyboard, speech-to-text programs, and “sticky keys”—specifically designed to help people with physical disabilities like my student. We worked around his disability throughout the class but he was clearly frustrated with how “unfriendly” computing was for someone who is disabled.

Screen reading programs such as Jaws and Window-Eyes have dramatically improved access to such programs as Word and Excel for the visually impaired; the computer converts what is on the screen into synthesized speech, allowing blind computer users to navigate through program menus using the keyboard. The programs, however, must use standard Microsoft controls to be compatible with screen reading programs.

UNM Law has had several visually impaired students over the years, ranging from those with poor vision but some sight to students who are blind. Effectively using technology, even with screen reading programs, was a significant challenge to the blind students but historically, most electronic information was also available in print. Printed copy is easily scanned and converted into Braille format or audio. However, two years ago UNM Law had a blind exchange student from Canada. I helped the student install his computer on our network and saw first-hand that he couldn’t access critical information on the law school web site. While our web-based email program was compatible with the screen reading programs, he could not navigate to the link for the web mail as our web site could not be read.

Section 508 compliance has been discussed for several years at various technical conferences I’ve attended. Like many of my peers at other law schools, it was on my WIBN project list. The law school web coordinator, Janet Roupas, and I had discussed the ADA standards after a Center of Computer-Assisted Legal Instruction (CALI) conference three years ago. Janet recognized that redesigning the law school web site to be compliant was not a trivial task but she believed

in the importance of accessibility. She hired a computer science student, Gabe Chavez, to help with the project and they began the arduous task of reading and understanding the various standards that must be met for our web to be considered accessible.

So what are all those acronyms?

The World Wide Web Consortium (W3C) is an international organization promoting standards for everything web based. W3C’s Web Accessibility Initiative (WAI) develops strategies, guidelines, and resources to help make the web accessible to people with disabilities. One of WAI’s goals is to develop guidelines and techniques that describe accessibility solutions for web software and web developers. Web Content Accessibility Guidelines (WCAG) documents, produced by WAI, explain how to make web content accessible to people with disabilities. These guidelines are considered the international standard for Web accessibility.

The WCAG document defines general principles (checkpoints) of accessible design. Each checkpoint is assigned a priority level based on its impact on accessibility. Priority 1 basically addresses the mandate set by ADA Section 508 while Priorities 2 and 3 attempt to ensure increasing accessibility and accommodations above and beyond Section 508.

The priorities and their definitions are:

Priority 1

A Web content developer **must** satisfy this checkpoint. Otherwise, one or more groups will find it impossible to access information in the document. Satisfying this checkpoint is a basic requirement for some groups to be able to use Web documents.

Priority 2

A Web content developer **should** satisfy this checkpoint. Otherwise, one or more groups will find it difficult to access information in the document. Satisfying this checkpoint will remove significant barriers to accessing Web documents.

Priority 3

A Web content developer **may** address this checkpoint. Otherwise, one or more groups will find it somewhat difficult to access information in the document. Satisfying this checkpoint will improve access to Web documents.

While our goal was to meet or exceed the accessibility standards set by the ADA and the W3C, we also wanted to simplify navigation and make the site aesthetically pleasing. Providing a “text only” page could make us accessible but would not provide the simple navigation and visually pleasing site we envisioned. During the next nineteen months, Gabe and Janet conducted

hours of research. The challenge of figuring out how to make the website compatible with screen-reader programs that enable blind users to use keystrokes to navigate their computers was monumental. There were no experts or manuals to guide the process. Gabe taught himself about the ADA and W3C standards and how to use existing web programming tools to create a compliant site. Details of the actual method of design and programming necessary to construct an accessible web site are beyond the scope of this article...wading through the acronyms is hard enough!

One interesting side effect of the move toward web accessibility has been the emergence of new commercial programs used to test web sites for conformance to Section 508 standards and WCAG guidelines. These programs "validate" the site and identify where errors occur. Having a list of specific errors makes it easier for web programmers to find quickly and fix non-compliant pages. While there are many programs available, Bobby and Cynthia Says are two that are frequently used to test sites.

After many months of intensive design, programming, validating, and testing for usability with the help of the New Mexico Commission for the Blind, our new law school web site debuted on August 2, 2004. We reached WCAG priority 2 compliance and consequently exceeded the standards set by the ADA and W3C. The site was highlighted at the June CALI conference. We have since added an option to allow users to customize the site's foreground and background colors (taken from the national Federation for the Blind's web site). Allowing individuals with certain visual disabilities to select high contrast colors further enables them to read the web site text.

Even though our Canadian law student is no longer visiting, I know that other students with visual handicaps will benefit from this project. If you'd like to visit our site, point your browser to <http://lawschool.unm.edu>.

Suggested Resources

Federal Government Section 508
www.section508.gov/

Department of Justice Section 508
www.usdoj.gov/crt/508/508home.html

ADA Home Page
www.usdoj.gov/crt/ada/adahom1.htm

National Federation of the Blind
www.nfb.org/

World Wide Web Consortium
www.w3.org/

Web Accessibility Initiative
www.w3.org/WAI/

Validation Programs List
www.w3.org/WAI/ER/existingtools.html#Evaluation

JAWS
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2005 NNLSO Staff and Salary Survey Results

Kathy Hartman

Associate Dean for Enrollment Management
Vermont Law School

NNLSO members are surveyed on a regular basis to collect staffing and salary information. This data is extremely important on individual campuses as members negotiate salaries and office personnel within their own institutions.

Process

The NNLSO Staff and Salary Survey process began in January 2005. Initially, an email message was posted on the NNLSO list, announcing the survey and describing the process to be followed. Approximately one week later, a pre-survey postcard was mailed to all active NNLSO members. The last week of January, a survey packet, which included a return-address, postage paid envelope, was mailed to 603 active NNLSO members, representing 145 institutions. This mailing list included 14 deans and representatives from LSAC. Two follow-up email reminders were posted on the NNLSO list. The response envelopes were included in the mailing both for convenience and to further ensure confidentiality of all data.

The questions in the survey were based upon data collected in previous surveys – and areas of interest to the group membership. The initial instrument was tested for clarity and ease of response among willing members of the Vermont Law School administration.

Response

Excluding deans and LSAC representatives from active member statistics, a total of 218 responses were received, yielding a 37 percent response rate from 588 active members. This response represents a significant increase from 108 responses in 2003 and 138 responses in 2002, which were conducted on-line. Few respondents answered every question, so the sum of most categories will not total 218.

Responses were tracked by NNLSO regions. Several respondents commented on the forms that smaller regions should be defined for the survey—especially for the Plains region. In the current designations, over 30 percent of the respondents are from the Northeast.

| NNLSO Region | Responses |
|--------------|-------------|
| Midwest | 39 (18%) |
| Northeast | 66 (30.4%) |
| Plains | 32 (14.7%) |
| Southeast | 43 (19.8%) |
| West | 37 (17.1%) |
| Total | 217 (99.5%) |

Questions were asked about institutional affiliations. However, most respondents were confused about the distinction between public or private institutions and affiliated or stand-alone

institutions. In future surveys, care should be taken to include definitions for each category.

Responses were measured by JD and post-JD enrollment. Almost 50 percent of respondents work in institutions with 501–800 JD students. Over 51 percent of respondents are affiliated with institutions with 20 or fewer post JD students.

| Responses | Number of JD Students | Responses | Number of post JD Students |
|-------------|-----------------------|------------|----------------------------|
| 10 (4.6%) | 300 or fewer | 62 (51.7%) | 20 or fewer students |
| 45 (20.8%) | 301–500 | 26 (21.7%) | 21–50 students |
| 102 (47.2%) | 501–800 | 21 (17.5%) | 51–100 students |
| 59 (27.3%) | More than 800 | 11 (9.2%) | More than 100 students |

Profile of Respondents

As we all instinctively know, the profession is predominately female; 81 percent of respondents are female and 19 percent are male. Seventy-six percent of respondents are Caucasian.

| Age | Female | Male | Total |
|--------------|------------|-----------|------------|
| 25 or less | 2 | 0 | 2 |
| 26–30 | 9 | 2 | 11 |
| 31–35 | 20 | 5 | 25 |
| 36–40 | 21 | 7 | 28 |
| 41–45 | 26 | 8 | 34 |
| 46–50 | 33 | 7 | 40 |
| 51–55 | 31 | 10 | 41 |
| over 55 | 32 | 2 | 34 |
| Total | 174 | 41 | 215 |

| | Female | Male |
|--------------------------|--------|------|
| Native American | 1 | 0 |
| Black / African American | 23 | 2 |
| Caucasian | 131 | 33 |
| Asian / Pacific Islander | 8 | 2 |
| Hispanic | 7 | 4 |
| Other | 1 | 0 |

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Within the profession, we have a broad range of academic backgrounds. Any attempt to break down highest degree attained by working or official titles made the groupings too small and would have divulged confidential identities.

| | High School | Associate's | Bachelor's | Master's | JD | Doctorate | Post JD |
|----------------------------|-------------|-------------|------------|----------|----|-----------|---------|
| Admissions | 1 | | 17 | 20 | 13 | 2 | |
| Career Services | | | 2 | 3 | 9 | | 1 |
| Registrar | 13 | 2 | 31 | 29 | | 2 | |
| Financial Aid | 1 | 1 | 2 | 4 | | | |
| Student Affairs | | | 1 | 4 | 12 | 1 | |
| Admiss & Fin Aid | | | 3 | 9 | 5 | | |
| Admiss | | | | | | | |
| CS & Fin Aid | | | | | 3 | | |
| Admiss & Registrar | | | | 1 | | | |
| Admiss, Fin Aid & Stud Aff | | | | | | 1 | |
| Admiss, CS & Registrar | | | | | 1 | | |
| Registrar & Stu Aff | | | 1 | | 2 | 1 | |
| Admiss, CS & Stu Aff | | | 1 | | | | |
| Finance | | | | | | | |
| Administration | | 1 | 1 | 1 | 3 | | |
| Business Operations | | | | | 1 | | |
| IT & Media Services | | | 1 | | | | |
| Academic Support | | | | | 1 | | |

Administrative and Support Staff

As we consider office staffing issues, a primary consideration is whether the law school office obtains support from the institutional department. As may be expected, for those law school offices that are affiliated with a larger institution, the majority of Alumni/Development, Financial Aid, Other Student Affairs and Records & Registration offices do receive assistance. Career Services and Admissions tend to remain more stand-alone.

| | Stand Alone Office | Institutional Support |
|------------------------|--------------------|-----------------------|
| Admissions | 180 (89%) | 22 (11%) |
| Alumni / Development | 134 (67%) | 67 (33%) |
| Career Services | 197 (98%) | 4 (2%) |
| Financial Aid | 69 (34%) | 133 (66%) |
| Other Student Affairs | 140 (70%) | 61 (30%) |
| Records & Registration | 126 (63%) | 75 (37%) |

Administrative Staff – Excluding Respondent

| | 0 | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 5 | 6 | 7 | 8 | 9+ |
|-----------------------|----|----|-----|----|-----|----|-----|----|----|---|---|---|----|
| Admissions | 3 | 59 | 3 | 68 | 4 | 34 | 1 | 15 | 10 | 1 | 1 | | |
| Alumni & Dev | 3 | 49 | | 68 | | 40 | | 13 | 11 | 6 | 2 | | 2 |
| Career Services | 2 | 57 | | 59 | | 40 | | 20 | 14 | 5 | | 2 | 1 |
| Financial Aid | 17 | 86 | 2 | 39 | 2 | 17 | | 4 | 1 | 1 | | 1 | |
| Other Student Affairs | 21 | 77 | | 38 | | 11 | | 7 | 2 | 1 | | | 1 |
| Records/Registration | 15 | 95 | 2 | 53 | | 13 | | 5 | 2 | 2 | 1 | | |

Support Staff – Excluding Respondent

| | 0 | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 5 | 6 | 7 | 8 | 9+ |
|-----------------------|----|----|-----|----|-----|----|-----|----|---|---|---|---|----|
| Admissions | 3 | 45 | 1 | 74 | 4 | 43 | 1 | 16 | 1 | | | 1 | 1 |
| Alumni & Dev | 14 | 77 | 2 | 45 | | 21 | | 6 | 3 | 4 | | | 2 |
| Career Services | 4 | 88 | 2 | 69 | | 15 | | 8 | 2 | 3 | | | 2 |
| Financial Aid | 39 | 68 | | 27 | 2 | 4 | | 3 | 1 | 1 | | | |
| Other Student Affairs | 28 | 76 | | 31 | | 3 | | 3 | 1 | | | | 2 |
| Records/Registration | 8 | 93 | 3 | 33 | | 28 | | 9 | 6 | 1 | 1 | | 1 |

Welcome, New Deans!

Louis D. Billionis
University of Cincinnati College of Law

Robert A. Butkin
University of Tulsa College of Law

Mary A. Crossley
University of Pittsburgh School of Law

Bryant G. Garth
Southwestern University School of Law

C. Peter Goplerud III
Florida Coastal School of Law

Donald J. Guter
Duquesne University School of Law

Jack A. Guttenberg
Capital University School of Law

Rudolph C. Hasl
Thomas Jefferson School of Law

Jeffrey S. Kinsler
Appalachia School of Law

Frederick M. Lawrence
George Washington University Law School

Earl F. Martin
Gonzaga University School of Law

Geoffrey S. Mearns
Cleveland-Marshall College of Law

Veryl V. Miles
Catholic University of America, Columbus School of Law

Raymond C. Pierce
North Carolina Central University School of Law

Edward L. Rubin
Vanderbilt University Law School

Aaron D. Twerski
Hofstra University School of Law

David N. Yellen
Loyola University of Chicago School of Law

Contracts, Job Descriptions and Salaries

The majority of respondents do not work under a contract. 23.5 percent of us have a contract, 76.5 percent do not. 87 percent of respondents have a job description—however, only 74 percent of those with a job description believe that it is correct.

Of most interest to the NNLSO membership is current salary data. Data is presented by general job titles and NNLSO region. Any further distinction would have identified individual members.

Future surveys should address benefits, sabbaticals, professional development, opportunities or support.

| | Midwest | Northeast | Plains | Southeast | West | Total |
|------------------------------|---------|-----------|--------|-----------|------|-------|
| Administration | | | | | | |
| Ass't/Assoc Dean/VP | | | | | | |
| \$46,000 - \$50,000 | | | | | | |
| \$51,000 - \$55,000 | | 1 | | | | 1 |
| \$56,000 - \$60,000 | 1 | | | | | 1 |
| \$101,000 - \$105,000 | | | | | | |
| \$106,000 - \$110,000 | | 1 | | | | 1 |
| \$111,000 - \$115,000 | | | | | | |
| \$116,000 - \$120,000 | | | | | 1 | 1 |
| \$121,000 - \$125,000 | | | | | | |
| \$126,000 - \$130,000 | | | | | | |
| \$131,000 - \$135,000 | | 1 | | | | 1 |
| Director / Officer | | | | | | |
| \$41,000 - \$45,000 | | 1 | | | 1 | 2 |
| \$46,000 - \$50,000 | | | 1 | | | 1 |
| \$51,000 - \$55,000 | | | | 1 | 1 | 2 |
| \$56,000 - \$60,000 | | | | | | |
| \$61,000 - \$65,000 | | | | 2 | | 2 |
| \$66,000 - \$70,000 | | | 1 | | | 1 |
| \$71,000 - \$75,000 | | | | | | |
| Admissions | | | | | | |
| Ass't / Assoc Dean | | | | | | |
| \$51,000 - \$55,000 | | | | 1 | | 1 |
| \$61,000 - \$65,000 | | | 1 | | | 1 |
| \$66,000 - \$70,000 | | 1 | | 1 | | 3 |
| \$71,000 - \$75,000 | | | 1 | 1 | | 2 |
| \$76,000 - \$80,000 | | | | 1 | | 1 |
| \$86,000 - \$90,000 | | 1 | | | | 1 |
| \$91,000 - \$95,000 | 1 | 1 | 1 | | | 3 |
| \$101,000 - \$105,000 | | | | | 1 | 1 |
| \$116,000 - \$120,000 | | 1 | | | | 1 |
| \$146,000 - \$150,000 | | | | | 1 | 1 |
| Director | | | | | | |
| \$36,000 - \$40,000 | | 1 | | | | 1 |
| \$41,000 - \$45,000 | | 1 | 3 | 1 | 1 | 6 |
| \$46,000 - \$50,000 | | | | 1 | | 1 |
| \$51,000 - \$55,000 | | 1 | | | | 1 |
| \$56,000 - \$60,000 | | 1 | | 1 | | 2 |
| \$61,000 - \$65,000 | 1 | 1 | | | | 1 |
| \$66,000 - \$70,000 | | 2 | | | 1 | 3 |
| \$71,000 - \$75,000 | | | | | 1 | 1 |
| \$76,000 - \$80,000 | | | | | 1 | 1 |
| \$81,000 - \$85,000 | | | | 1 | 1 | 2 |
| \$86,000 - \$90,000 | | 1 | | | | 1 |
| \$91,000 - \$95,000 | | | | 1 | | 1 |
| Ass't/Assoc. Director | | | | | | |
| \$21,000 - \$25,000 | | | | 1 | | 1 |
| \$26,000 - \$30,000 | | | | 1 | | 1 |
| \$31,000 - \$35,000 | | | 1 | 1 | 2 | 4 |
| \$36,000 - \$40,000 | | 1 | 1 | 1 | | 3 |
| \$46,000 - \$50,000 | 2 | | 2 | 1 | 1 | 6 |

| | Midwest | Northeast | Plains | Southeast | West | Total |
|--|---------|-----------|--------|-----------|------|-------|
| Admissions and Financial Aid Ass't / Assoc Dean | | | | | | |
| \$61,000 - \$65,000 | | | 1 | 1 | | 2 |
| \$66,000 - \$70,000 | 1 | | | | | 1 |
| \$71,000 - \$75,000 | 1 | 1 | | | | 2 |
| \$76,000 - \$80,000 | | 2 | 2 | | | 4 |
| \$81,000 - \$85,000 | | 1 | | | | 1 |
| \$86,000 - \$90,000 | | 1 | | | | 1 |
| Director | | | | | | |
| \$31,000 - \$35,000 | | | 1 | | | 1 |
| \$36,000 - \$40,000 | | | | | | |
| \$41,000 - \$45,000 | | 1 | | | | 1 |
| \$46,000 - \$50,000 | | | | | | |
| \$51,000 - \$55,000 | | | | | | |
| \$56,000 - \$60,000 | | | | | 1 | 1 |
| \$61,000 - \$65,000 | 1 | | | | | 1 |
| \$66,000 - \$70,000 | | | 1 | | | 1 |
| \$71,000 - \$75,000 | | | | 1 | | 1 |
| Career Services Ass't / Assoc Dean | | | | | | |
| \$46,000 - \$50,000 | | 1 | | | | 1 |
| \$51,000 - \$55,000 | | 1 | | | | 2 |
| \$56,000 - \$60,000 | | | 1 | 1 | | 2 |
| \$61,000 - \$65,000 | | 1 | | 1 | | 2 |
| \$81,000 - \$85,000 | | 1 | | | | 1 |
| \$96,000 - \$100,000 | | | | | | |
| \$101,000 - \$105,000 | | | | | 1 | 1 |
| Director / Ass't Director | | | | | | |
| \$41,000 - \$45,000 | | | | | | |
| \$46,000 - \$50,000 | | | 1 | 1 | | 2 |
| \$51,000 - \$55,000 | | | | | | |
| \$56,000 - \$60,000 | | | | | | |
| \$61,000 - \$65,000 | 1 | | | | | 1 |
| \$66,000 - \$70,000 | | | | | 1 | 2 |
| \$71,000 - \$75,000 | | 1 | | | | 1 |
| Financial Aid Director / Assoc Director | | | | | | |
| \$36,000 - \$40,000 | | | | | | |
| \$41,000 - \$45,000 | | 1 | | | | 1 |
| \$46,000 - \$50,000 | 1 | | | | | 1 |
| \$51,000 - \$55,000 | 1 | 1 | | | | 2 |
| \$56,000 - \$60,000 | | | | | | |
| \$61,000 - \$65,000 | 1 | | | | | 1 |
| \$66,000 - \$70,000 | | | | | 1 | 1 |

| Records & Registration | Midwest | Northeast | Plains | Southeast | West | Total | 3 or More Departments | Midwest | Northeast | Plains | Southeast | West | Total |
|-------------------------------|---------|-----------|--------|-----------|------|-------|---------------------------|---------|-----------|--------|-----------|------|-------|
| Ass't / Assoc Dean | | | | | | | Ass't / Assoc Dean | | | | | | |
| \$56,000 - \$60,000 | | 2 | | | | 2 | \$61,000 - \$65,000 | | | | 1 | | 1 |
| \$61,000 - \$65,000 | | 1 | | | | 1 | \$66,000 - \$70,000 | | | | | | |
| \$66,000 - \$70,000 | | | | | | | \$71,000 - \$75,000 | | | | | | |
| \$71,000 - \$75,000 | | 1 | | | | 1 | \$76,000 - \$80,000 | 1 | | 1 | | | 2 |
| \$76,000 - \$80,000 | | | | | | | \$81,000 - \$85,000 | | 1 | | | | 1 |
| \$81,000 - \$85,000 | | 1 | | | | 1 | \$86,000 - \$90,000 | | 1 | | | | 1 |
| | | | | | | | \$91,000 - \$95,000 | | 1 | | | | 1 |
| | | | | | | | \$96,000 - \$100,000 | | 1 | | | | 1 |
| Registrar / Director | | | | | | | Director | | | | | | |
| \$21,000 - \$25,000 | 1 | | | | | 1 | \$51,000 - \$55,000 | | 1 | | | | 1 |
| \$26,000 - \$30,000 | | | 1 | | | 1 | \$56,000 - \$60,000 | | | | | | |
| \$31,000 - \$35,000 | 1 | 1 | | 1 | | 3 | \$61,000 - \$65,000 | | | | | | |
| \$36,000 - \$40,000 | 2 | | 2 | | | 4 | \$66,000 - \$70,000 | | | | | | |
| \$41,000 - \$45,000 | 3 | | | 3 | 1 | 7 | \$71,000 - \$75,000 | | | | 1 | | 1 |
| \$46,000 - \$50,000 | 1 | 1 | | | 2 | 4 | \$76,000 - \$80,000 | | | | | 1 | 1 |
| \$51,000 - \$55,000 | 1 | 1 | 2 | 2 | 1 | 7 | \$81,000 - \$85,000 | | | | 1 | | 1 |
| \$56,000 - \$60,000 | 1 | | | 2 | 1 | 4 | | | | | | | |
| \$61,000 - \$65,000 | 2 | 3 | | | 2 | 7 | | | | | | | |
| \$66,000 - \$70,000 | | 1 | | | 2 | 3 | | | | | | | |
| \$71,000 - \$75,000 | 1 | 3 | | 1 | 1 | 6 | | | | | | | |
| \$76,000 - \$80,000 | | | | 1 | | 1 | | | | | | | |
| \$81,000 - \$85,000 | | | | | | | | | | | | | |
| \$86,000 - \$90,000 | | 1 | | | | 1 | | | | | | | |
| \$111,000 - \$115,000 | | 1 | | | | 1 | | | | | | | |
| Ass't / Assoc / Coord. | | | | | | | | | | | | | |
| \$21,000 - \$25,000 | | 1 | | 1 | | 2 | | | | | | | |
| \$26,000 - \$30,000 | | | | | 1 | 1 | | | | | | | |
| \$31,000 - \$35,000 | 2 | | 1 | 2 | | 5 | | | | | | | |
| \$36,000 - \$40,000 | 2 | | 1 | | 1 | 4 | | | | | | | |
| \$41,000 - \$45,000 | | 3 | 1 | | | 4 | | | | | | | |
| \$46,000 - \$50,000 | | 1 | | | | 1 | | | | | | | |
| \$51,000 - \$55,000 | | 1 | | | | 1 | | | | | | | |
| \$56,000 - \$60,000 | | | | | | | | | | | | | |
| \$61,000 - \$65,000 | | 1 | | | | 1 | | | | | | | |
| \$66,000 - \$70,000 | | | | | | | | | | | | | |
| \$71,000 - \$75,000 | | | 1 | | | 1 | | | | | | | |
| Student Affairs | | | | | | | | | | | | | |
| Ass't / Assoc Dean | | | | | | | | | | | | | |
| \$61,000 - \$65,000 | 1 | | | | | 1 | | | | | | | |
| \$66,000 - \$70,000 | 1 | | | 1 | | 2 | | | | | | | |
| \$71,000 - \$75,000 | | | 1 | | | 1 | | | | | | | |
| \$76,000 - \$80,000 | | | | | | | | | | | | | |
| \$81,000 - \$85,000 | | 1 | | | | 1 | | | | | | | |
| \$86,000 - \$90,000 | | 1 | | | 4 | 5 | | | | | | | |
| \$91,000 - \$95,000 | | | | | | | | | | | | | |
| \$96,000 - \$100,000 | 1 | 1 | | | | 2 | | | | | | | |
| \$101,000 - \$105,000 | | | | | | | | | | | | | |
| \$106,000 - \$110,000 | | | | | | | | | | | | | |
| \$111,000 - \$115,000 | | | | | | | | | | | | | |
| \$116,000 - \$120,000 | | | | | 1 | 1 | | | | | | | |
| Director | | | | | | | | | | | | | |
| \$31,000 - \$35,000 | | | | | | | | | | | | | |
| \$36,000 - \$40,000 | 1 | | | | | 1 | | | | | | | |
| \$41,000 - \$45,000 | | | | | | | | | | | | | |
| \$46,000 - \$50,000 | 1 | | | | | 1 | | | | | | | |
| \$66,000 - \$70,000 | | | | | | | | | | | | | |
| \$71,000 - \$75,000 | | 1 | | | | 1 | | | | | | | |
| \$76,000 - \$80,000 | 1 | | | | | 1 | | | | | | | |

Meet the NNLSSO Regional Representatives



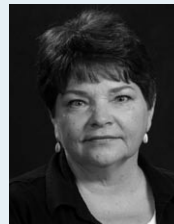
Northeast

Erin Morin
 Director of Academic and Business Services
 Quinnipiac University School of Law



Midwest

Chezarae Distelzweig
 Registrar, Ave Maria School of Law



Southeast

Conny Parham
 Registrar, University of Mississippi School of Law



Plains

Stacy Shiroma
 Registrar, University of Nevada, Las Vegas, School of Law



West

William Jackson
 Director of Academic Services, University of Washington School of Law

Ever Get Confused by AACRAO/NNLSO?

If you're wondering:

- How do I register?
- Must I register for AACRAO to attend NNLSO?
- What do I miss if I don't register for AACRAO?
- What is the cost to attend NNLSO?

Here are some tips:

1. If you would like to attend any of the AACRAO sessions, visit the vendor area, attend the Graduate and Professional Schools Luncheon, or participate in any of the AACRAO social events, you must be a registered AACRAO participant!

2. If you are planning to register and attend the AACRAO Conference, you should have received registration materials. If you did not, or if you prefer to register online, please visit www.aacrao.org.
3. Whatever you decide about attending either conference, you are responsible for making your own hotel and travel arrangements.
4. There is currently no registration fee to attend the NNLSO Conference. However, there is a \$25 fee to attend the NNLSO Luncheon.

NNLSO Members—How to Subscribe to the E-Mail List

After your school representative sent your membership form in, all the members on that form were downloaded to the password-protected membership link on our website: www.nnls.org

However, NNLSO has an active e-mail discussion list. If you want to become a subscriber to this e-mail list, you must do the following:

- 1) Go to the following website: <http://lists.washlaw.edu/mailman/listinfo/nnls>

- 2) Under "Subscribing to NNLSO," complete the requested information and click "Subscribe."

As you will note in the instructions, this is a closed list and it will await approval by Betty Fischer before you will actually be subscribed. Once she has checked the requests against the actual membership list, you will be subscribed and receive an e-mail notice of subscription

If you are on the listserv and do not want to continue, you may also unsubscribe from this same website location.

News from the Regions

Share information with the NNLSO membership about what is happening in your region: upcoming events, staff news, special achievements—anything of interest!

The regional representatives are listed below.

Northeast

Erin Morin
Director of Academic and Business Services
Quinnipiac University School of Law
erin.morin@quinnipiac.edu

Midwest

Chezarae Distelzweig, Registrar
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Plains

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Registrar
Yale Law School
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New Haven, Connecticut 06520-8215

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