

SALT EQUALIZER

Volume 2014, Issue 1

Society of American Law Teachers

May 2014

In This Issue

This issue of the SALT Equalizer contains the 2013–14 SALT salary survey results. Information for Regions III–VII continues on pages 2 and 3.

Survey Information and Methodology

SALT is delighted to present the 2013-14 SALT Salary Survey, our annual survey of academic year law faculty salaries. The survey, conducted by Eric Janus, President and Dean of the William Mitchell College of Law, reports the median base salaries for three faculty ranks – assistant professor, pre-tenure associate professor, and tenured professor (both associate and full) – and median summer stipends in alphabetical order by school, in seven regions. Of the 200 surveyed schools in the U.S. and Puerto Rico, SALT received information for academic year 2013-14 from 56 (28%). Another 18 (9%) of the surveyed schools reported information for last year's survey (academic year 2012-13), but did not update their information for academic year 2013-14; for

Survey Information, continued on page 2

SALT EQUALIZER

The SALT *Equalizer* is a publication of the Society of American Law Teachers.

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2013–14 SALT Salary Survey

Region I (Far West)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Cal Western	Not applicable or not available (NA)	NA	\$158,842	\$10,000
Golden Gate	NA	\$130,200	\$138,121	\$8,000
Hawai'i	\$114,024	\$139,716	\$161,832	\$7,500
Loyola-Los Angeles**	\$114,268	\$132,457	\$174,653	\$15,000
Nevada-Las Vegas	NA	\$108,000	\$147,002	\$17,000
Pacific-McGeorge	NA	NA	\$142,203	\$12,000
Pepperdine	NA	\$145,200	\$166,787	\$13,500
San Diego	\$140,000	\$148,500	\$182,000	\$15,000
UC-Hastings***	NA	\$137,842	\$172,796	\$10,000

*Arizona, Arizona State, Brigham Young, Chapman, La Verne, Phoenix, San Francisco, Santa Clara, Southern California, Southwestern, Stanford, Thomas Jefferson, UC-Berkeley, UC-Davis, UCLA, Utah, Western State, and Whittier did not report information for academic years 2012-13 or 2013-14.
 **Loyola-Los Angeles reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.
 ***UC-Hastings notes that the data it reported for last year's salary survey accurately summarized its overall compensation scale rather than salaries actually paid; the data that was reported overstated salaries paid to individuals. The data above, for academic year 2013-14, reflect salaries in fact paid.

Region II (Northwest and Great Plains)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Creighton	NA	NA	\$138,518	\$10,000
Gonzaga**	\$86,470	\$98,209	\$135,969	\$10,000
Hamline**	\$92,000	\$99,663	\$134,581	\$10,000
Idaho	NA	\$97,790	\$117,520	\$15,000
Iowa**	NA	\$134,550	\$184,800	\$15,000
Nebraska	\$102,964	\$109,592	\$154,764	\$11,000
North Dakota	\$85,228	\$90,930	\$131,156	\$6,000
Oregon**	\$105,000	NA	\$135,578	\$5,832
William Mitchell	NA	\$109,172	\$134,028	\$6,500

*Drake, Lewis & Clark, Minnesota, Montana, Saint Thomas-MN, Seattle, South Dakota, Washington, Willamette, and Wyoming did not report information for academic years 2012-13 or 2013-14.
 **Gonzaga, Hamline, Iowa, and Oregon reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

Region III (Southwest and South Central)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Arkansas-Fayetteville	\$90,667	\$99,965	\$143,150	\$18,475
Arkansas-Little Rock**	\$91,070	\$112,024	\$120,057	\$14,000
Denver**	\$107,620	NA	\$140,922	\$9,000
Kansas	NA	\$112,743	\$156,555	\$12,000
Louisiana State	\$106,000	\$117,000	\$136,910	\$18,000
Loyola-New Orleans	NA	\$103,446	\$134,466	\$15,000
Missouri-Columbia	NA	\$101,821	\$143,932	\$10,000
Missouri-Kansas City	NA	\$92,000	\$121,800	\$7,500
New Mexico	\$91,319	\$97,499	\$125,485	\$16,500
Oklahoma	NA	\$106,520	\$156,484	\$12,000
Oklahoma City	\$95,000	\$105,000	\$125,000	\$10,000
Saint Louis	\$100,000	\$107,500	\$131,800	\$14,000
South Texas	\$93,035	\$96,520	\$149,247	\$10,500
Texas A&M	\$88,400	\$103,745	\$133,233	\$15,000
Texas Southern**	\$100,256	\$109,036	\$139,597	\$9,000
Texas Tech	\$112,500	NA	\$141,531	\$9,000
Washburn	NA	\$105,872	\$142,329	\$12,000

*Baylor, Colorado, Houston, Saint Mary's, Southern, Southern Methodist, Texas, Tulane, Tulsa, and Washington-St. Louis did not report information for academic years 2012-13 or 2013-14.

**Arkansas-Little Rock, Denver, and Texas Southern reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

Region IV (Great Lakes)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Akron	\$96,453	\$106,632	\$129,555	\$10,000
Capital**	\$95,114	NA	\$156,071	\$6,955
Cleveland-Marshall	\$95,230	\$107,527	\$133,618	\$10,000
Indiana-Indianapolis	NA	\$101,052	\$127,047	\$14,000
John Marshall-Chicago	\$134,003	\$138,049	\$154,762	\$15,000
Michigan State	\$116,983	\$120,506	\$141,777	\$12,000
Ohio State	\$123,958	NA	\$174,274	\$12,500
Southern Illinois	\$84,253	NA	\$119,059	\$10,921
Toledo	\$93,000	\$103,000	\$130,749	\$12,000
Valparaiso	\$107,335	\$122,503	\$157,797	NA
Wayne State	\$108,448	NA	\$150,224	\$10,000
West Virginia	NA	\$108,802	\$142,689	\$10,000

*Ave Maria, Case Western, Chicago, Chicago-Kent, Cincinnati, Dayton, DePaul, Detroit, Illinois, Indiana-Bloomington, Loyola-Chicago, Marquette, Michigan, Northern Illinois, Northwestern, Notre Dame, Ohio Northern, Thomas M. Cooley, and Wisconsin did not report information for academic years 2012-13 or 2013-14.

**Capital reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

Survey Information, continued from page 1

those 18 schools, we have reported last year's data, with a note indicating that the information is for last year. 126 schools (63%) did not participate last year and this year.

The survey questionnaire, which is reproduced in full on page 4 of this issue, requested base salary medians for each of the three faculty ranks. Schools were instructed not to include in the base salary medians any fringe benefits (e.g., health care benefits, retirement benefits, dependents' tuition benefits, domestic partner benefits, travel funding, book allowance, research assistant funding, or summer research and teaching stipends), and to report on the salaries only of tenure-track professors, not of deans or administrators. Summer stipend information was requested separately, as a single median for all faculty ranks.

The survey questionnaire was initially emailed in January 2014 to the office of the dean at each of the 200 law schools, with a request that the school reply by February 28, 2014. If the school failed to reply to the initial email, Dean Janus's office followed up with reminder emails, and, if the reminder emails also failed to elicit a response, with telephone calls.

Although SALT does not survey schools for information on the salaries of non-tenure-track legal writing faculty, the Association of Legal Writing Directors (ALWD) and the Legal Writing Institute (LWI) jointly sponsor an annual national survey of legal writing programs at approximately 140 law schools. That data can be found on the LWI website at <http://www.lwionline.org/surveys.html>.

The American Association of Law Libraries (AALL) collects data on law librarian salaries. AALL members may access the survey results online, at no charge, at http://www.aallnet.org/products/pub_salary_survey.asp. Non-members may purchase a hard copy version from the same website.

The Center for the Study of Applied Legal Education has collected salary and compensation data for clinicians, available by emailing administrator@csale.org.

We thank all of the schools that participated in this year's SALT Salary Survey.

Region V (Southeast)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Florida**	\$111,240	\$125,742	\$158,000	\$26,757
Florida International**	\$100,000	\$110,000	\$162,690	\$12,000
Georgia**	\$121,400	\$144,000	\$180,765	\$27,500
Kentucky	\$111,661	NA	\$138,325	\$12,500
Memphis**	\$88,683	\$94,890	\$132,310	\$7,000
Mercer	\$93,500	NA	\$124,489	\$9,900
Mississippi	\$108,500	NA	\$145,539	\$9,000
Mississippi College	\$101,000	\$105,000	\$141,000	\$7,000
Northern Kentucky**	\$92,122	\$94,385	\$127,235	\$10,000
Nova Southeastern	NA	\$95,000	\$154,367	\$9,000
Stetson	\$106,864	\$121,785	\$162,791	\$10,709
Tennessee	NA	\$100,863	\$136,529	\$17,000

*Alabama, Barry, Emory, Faulkner, Florida A&M, Florida Coastal, Florida State, Georgia State, Inter-American PR, John Marshall-Atlanta, Louisville, Miami, Pontifical Catholic-PR, Puerto Rico, Saint Thomas-FL, Samford-Cumberland, and Vanderbilt did not report information for academic years 2012-13 or 2013-14.

**Florida, Florida International, Georgia, Memphis, and Northern Kentucky reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

Region VI (Mid-Atlantic)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Baltimore**	\$112,000	\$117,000	\$148,900	\$10,000
Charleston	\$91,800	\$98,654	\$144,004	\$15,000
Drexel	\$114,221	\$126,099	\$157,015	\$15,000
North Carolina	\$138,108	NA	\$181,286	\$15,000
Penn State	\$121,032	\$141,908	\$166,365	\$20,000
Rutgers-Camden**	\$121,251	NA	\$171,508	\$10,187
Rutgers-Newark	\$130,950	\$146,959	\$190,370	NA
South Carolina	\$114,860	NA	\$140,080	\$20,250

*American, Appalachian, Campbell, Catholic-DC, Charlotte, District of Columbia, Duke, Duquesne, Elton, George Mason, George Washington, Georgetown, Howard, JAG, Liberty, Maryland, North Carolina Central, Pennsylvania, Pittsburgh, Regent, Richmond, Seton Hall, Temple, Villanova, Virginia, Wake Forest, Washington & Lee, Widener-Delaware, Widener-Harrisburg, and William & Mary did not report information for academic years 2012-13 or 2013-14.

**Baltimore and Rutgers-Camden reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

Region VII (Northeast)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Albany	\$96,650	\$101,450	\$128,750	\$10,000
CUNY	\$98,840	\$116,115	\$142,493	\$8,500
Maine	NA	\$103,054	\$130,686	\$8,000
Northeastern**	\$109,306	\$141,067	\$179,362	\$7,500
Suffolk**	NA	\$84,147	\$149,094	\$13,000
Vermont	NA	\$120,392	\$126,753	NA
Western New England	\$92,393	\$100,468	\$144,866	NA

*Boston College, Boston University, Brooklyn, Cardozo, Columbia, Connecticut, Cornell, Fordham, Harvard, Hofstra, New England, New Hampshire, New York Law, NYU, Pace, Quinnipiac, Roger Williams, Saint John's, SUNY-Buffalo, Syracuse, Touro, and Yale did not report information for academic years 2012-13 or 2013-14.

**Northeastern and Suffolk reported information for last year's salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported last year, for the academic year 2012-13.

About SALT and SALT Membership

Since 1973, the Society of American Law Teachers (SALT) has been an independent organization of law teachers, law deans, law librarians, and other legal educational professionals working to enhance the quality of legal education, make the legal profession more inclusive, and extend legal representation to under-served individuals and communities. SALT has been at the forefront of national debates about legal education and legal institutions. SALT challenges faculty, staff, and students to promote the profession's core values of equality and justice, and to oppose illegal and inequitable practices.

Although this salary survey will be made available to many non-members of SALT, regular updates such as this one from SALT are e-mailed directly to members. In addition to regular email updates, SALT members receive reduced rates at SALT conferences, are represented nationally on issues affecting legal education, and enjoy the opportunity to join with hundreds of colleagues across the nation who are committed to progressive values in legal education. You can learn more about SALT and SALT membership at www.saltlaw.org. If you have questions, concerns, or suggestions, please contact SALT's co-presidents, Olympia Duhart and Ruben Garcia, at info@saltlaw.org.

Please join SALT or renew your SALT membership by registering online at www.saltlaw.org/memberships. Our regular membership levels are tied to position within the legal academy. SALT membership is on an academic year basis; membership runs through August 31 of each calendar year.

For the 2014-15 academic year, our regular membership levels will be as follows:

- Fellows and visiting assistant professors: \$55 per year
- Adjunct faculty and retired teachers: \$75 per year
- Non-tenure track faculty, librarians, academic support, and staff: \$100 per year
- Tenure track faculty: \$125 per year
- Tenured faculty and senior administrative personnel: \$150 per year
- Lifetime membership for those retiring from the academy: \$1,200 one-time

We also offer affiliate membership to those not working in the legal academy – law firms, law students, lawyers, accredited legal services workers, law office support staff, and members of the public. For the 2014-15 academic year, our affiliate membership levels will be as follows:

- Law students: \$35 per year
- Other individuals: \$75 per year
- Non-profit entities: \$150 per year
- Other entities: \$250 per year

Survey Instrument

BY FEBRUARY 28, 2014, PLEASE RETURN ANSWERS BY EMAIL TO:

Dean Eric Janus
William Mitchell College of Law
875 Summit Avenue
St. Paul, MN 55105
c/o Lynette.Fraction@wmitchell.edu
651-290-6431

The Society of American Law Teachers (SALT) annually surveys law schools in the United States regarding salaries paid to law professors. The salary survey results are published in SALT's newsletter, the *Equalizer*. SALT asks your participation in this year's survey. Should you have any questions regarding the survey, please contact Lynette Fraction (for Dean Eric Janus, William Mitchell College of Law) at 651-290-6431 or Lynette.Fraction@wmitchell.edu.

SCHOOL NAME: _____

Response prepared by

Name: _____

Title: _____

Phone number: _____

Email address: _____

SALT SALARY SURVEY 2013-2014

Base Salary:

Please do NOT include fringe benefits (e.g., health care benefits, retirement benefits, dependents' tuition benefits, domestic partner benefits, travel funding, book allowance, research assistant funding, or summer research and teaching stipends).

Rank (Include only tenure-track professors.
Do not include deans' or administrators' salaries.)

Median Base Salary (\$)

Assistant Professor

Pre-tenure Associate Professor

Tenured Professor (Associate and Full)

Summer Research Stipend:

Median Stipend (\$)

All eligible faculty

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