

# SALT EQUALIZER

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## In This Issue

*Co-Presidents' Column*, page 1  
*Executive Director's Column*, page 1  
*December SALT Teaching Conference*, page 4  
*New Law Teachers Pipeline Committee*,  
page 4  
*New SALT Blog*, page 5  
*New Access to Justice Committee*, page 6  
*Human Rights Committee Report*, page 7  
*LGBT Committee Report*, page 8  
*Affirmative Action Committee Report*, page 9  
*Judicial/Governmental Nominations*  
*Committee Report*, page 9  
*Issues in Legal Education Committee*  
*Report*, page 10  
*Academic Freedom Committee Report*,  
page 11  
*2010 Cover Retreat*, page 12  
*2010 Grillo Retreat*, page 13  
*2010 Annual Dinner*, page 14  
*Membership Drive*, page 14  
*Preview of Cruz Reynoso Documentary*,  
page 16  
*New Orleans Day of Service*, page 18

## Co-Presidents' Column

*Raquel Aldana, University of the Pacific McGeorge School of Law,  
and Steven W. Bender, University of Oregon School of Law*



Co-President Raquel Aldana

Having completed nearly one-quarter of our tenure as Co-Presidents of SALT, we want to express our gratitude for giving us this opportunity. Each of us had served on SALT's Board for several years before taking on the Co-Presidency and knew just how much and how hard SALT works to advance some of the most important aims of our profession: to meaningfully improve access to legal education for a diverse student body; to improve the methodology of legal instruction and infuse the curriculum and our students with social justice values; to promote the academic freedom of law faculty and staff; to foster and celebrate excellent teaching; to improve access to social justice; and to hold lawyers and legal institutions accountable to the highest ethical standards and to demand from them respect for fairness and fundamen-



Co-President Steve Bender

*Co-Presidents continued on page 2*

## Executive Director's Column

*Hazel Weiser*

In January 2010, SALT, in collaboration with Columbia Law School's Lawyering in the Digital Age Clinic, released the latest analysis of law school admissions for the traditionally underrepresented African-American and Mexican-American applicants. (See <http://blogs.law.columbia.edu/salt/>.) This project was conducted under the supervision of former SALT Board member Professor Conrad Johnson. SALT became a client of the Clinic so that the original study, released in 2008, could be updated. As was previously reported, admissions for these two groups continued to decline, although overall admissions for students of color rose slightly from 19.7% to 22.9% over a



SALT Executive Director Hazel Weiser

*Executive Director continued on page 3*

## SALT EQUALIZER

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

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## Co-Presidents:

▼ *continued from page 1*

tal rights. Thus, when we were asked to lead the organization, the choice was an easy one for each of us, despite our exhaustion as new parents (each of us coincidentally to one-year-old boys) and as already over-committed law professors.

So far, most of the work within SALT has been wonderfully substantive, professional, and competent. We inherited a bustling non-profit equipped with an office and a staff, including a terrific Executive Director and several law student interns. We also have an incredibly hard-working volunteer Board, with several long-term members and some new ones who work tirelessly and whose recent work is detailed in this issue. However, we knew coming in that our biggest challenges would include funding, without which we risk losing the structure of the organization that permits us to attain our goals more effectively, and members, without whom we lose the strength of the voice that legitimizes SALT's work. The economic crisis has hit many progressive organizations hard, and SALT has not been spared.

This column is not about guilt but accountability. And we must ask: Are you a current member of SALT? If not, why not? And how can we inspire you to join? As SALT's Co-Presidents, we hold ourselves accountable to relay to you why SALT is and should be so important to you that you should join and maintain your continued membership status. During our short tenure, we have spent some time asking many of you why you have not joined and have learned so much from your answers. Part of it lies in that many of you are only aware of SALT's more visible work — e.g., the SALT dinners, its teaching conferences, or even the Salary Survey. And most of you admit to using the Salary Survey to get your job or to attending and really enjoying SALT-sponsored events and conferences. But were we to share with you about

SALT's work to find alternatives to the bar exam and to the LSAT, or its reports weighing in on law school accreditation standards, or its amici briefs filed in cases important

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*To guarantee your continued access to SALT events at the lowest fees, it is paramount that you join SALT or revive your past membership. We rely on your support to aggressively tackle the projects ahead. We need your help. Moreover, there is strength in numbers and SALT needs you now. This is not the time to be complacent. Get involved, stay informed, show your support and sign up to become a SALT member today.*

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to legal institutions (most recently the *CLS v. Martinez* case), or its pipeline project for new teachers, or its public statements and white papers on torture or immigration policies or judicial appointments, or its work on academic freedom, would you be more inclined to join the organization?

We suspect, however, that there are among you a different group of "SALTy" non-members or former SALT members. This group includes those who love SALT but who simply forget to renew or who must make choices in the face of dwindling law school budgets to join fewer groups. Too often, SALT has been among the first to go. Why? It is partially our fault. We are very aware that we make it easy for you not to join or renew. We will not kick you off the list-serve; we will continue to send you the *Equalizer*; we will welcome you with open arms at our events; and we will continue to work very hard on issues you care deeply about. However, the limited resources (both financial and human) now mandate a shift in our general stance. In recent years, SALT membership numbers have dropped significantly. Therefore, we can only provide access to services and support to active, current members. We will still welcome you at events and work tirelessly at issues you care about, but this year we plan to implement membership pricing at our events to reward those who commit to SALT membership. To guarantee your continued access to SALT events at the lowest fees, it is paramount that you join SALT or revive your past membership. We rely on your support to aggressively tackle the projects ahead. We need your help. Moreover, there is strength in numbers and SALT needs you now. This is not the time to be complacent. Get involved, stay informed, show your support and sign up to become a SALT member today: <https://www.saltlaw.org/memberships>.

## Executive Director

▼ continued from page 1

fifteen year period. Despite a rise in GPAs and LSAT scores, and an increase in the number of seats available in American law schools, there was a 7.5% decrease in admissions for African-Americans and an 11.7% decrease in admissions for Mexican-Americans from 1993 through 2008. Although LSAC contested the methodology used in the analysis, Professor Johnson stood by his conclusions. (Read more about this on the [SALT LAW.org](http://www.saltlaw.org) website.) The shut-out rates for these two groups remain much higher than that for whites. Only 34% of whites were rejected from all of the schools to which they applied, as compared with 46% for Mexican-Americans and a shocking 61% for African-Americans.

This SALT-Columbia University study was included in the ABA Report on Diversity in the Legal Profession: The Next Steps, which was released for comment in February 2010. The ABA Report challenges all sectors of the profession to engage in an action plan to make the legal profession, and consequently the judiciary, general counsel offices at corporations, law firms, and political leadership, as diverse as this nation is becoming. SALT's leadership in making diversity a goal within the academy and profession was recognized in this preliminary report: *"How can the larger national or regional bar associations better collaborate with law professor organizations that are dedicated to social justice research and teaching with a focus on diversity in the legal profession, like LatCrit, Inc. or SALT?"*

Since 1974, SALT has been the consistent and clear voice demanding broader access into law schools so that we can produce a new generation of leaders, professionals, judges, and entrepreneurs more reflective of the demographics of this nation. We have consistently questioned the validity of the LSAT as a gauge of entry-level law school

skills. We have consistently questioned the validity of the state bar exams as a valid assessment of the skills needed to be a novice attorney. Without careful inquiries into these gatekeepers, especially in the context of the defunding of public education and the current economic crisis, we will see a continued decline in the number of students of color entering law schools. Our Issues in Legal Education Committee, in distributing statements on the National Uniform Bar Exam and organizing the Alternatives to Bar Licensing conference at Franklin Pierce Law Center this April, is working hard to keep these matters in the forefront. We challenge the ABA and the profession to join us and engage in these important and necessary inquiries.

And I challenge you as a current or former SALT member to help us as an organization maintain our consistent and clear voice. First, it means paying your membership dues! We've made it easier than ever with on-line registration on the [SALT LAW.org](http://www.saltlaw.org) website. I also challenge you to engage in activities that encourage young people to consider law as a profession.

Because if we are serious about truly making the legal profession look like America, we need to pay attention to the college and university pipeline. The prospects for a truly diverse profession seem improbable unless we change our policies towards funding and access to college and universities.

I learned more about these policies at a conference called "Achieving Wider Access to Higher Education," organized by The Howard Samuels Center at The Graduate Center of City University of New York and sponsored by the Ford Foundation in late February. Jane Wellman, Executive Director of The Delta Cost Project (<http://www.deltacostproject.org>), looked at six propositions that are eroding affordability of higher education and especially affecting the newly arrived and students of color. These propositions include privati-

zation of education, both secondary and post-secondary; stratification of all sectors of education; diverting costs away from student services and teaching resources and into administration; loss of public funding; public opinion that doesn't support reinvestment in public education; and the way money is spent within education. Ms. Wellman's presentation was chilling.

She was followed by David Longanecker, President, Western Interstate Commission for Higher Education (<http://www.wiche.edu>). He looked at access to higher education through a racial and ethnic lens. Once again, the analysis isn't optimistic unless we significantly change our priorities to fund quality public high schools, work towards greater retention and graduation rates, and keep public colleges and universities affordable. America is no longer the best-educated country in the world; we are ranked just tenth in acquisition of college degrees. In many states, this current generation is less educated than the previous one because we are failing to provide quality public education to children of immigrants, Latinos, and African-Americans in rural and urban settings. We need to maintain the traditions of public education and keep that education top quality. Without all of our residents having access to education, the equity gap will continue to grow, and unfortunately that gap has racial and ethnic colorations.

SALT is examining ways to include the pipeline into colleges and universities in our organizational focus. But we need your help, locally in working through your law schools, and nationally, by becoming and staying a current member of SALT.

## December SALT Teaching Conference Promises Exciting Visions of the Law School of the Future

*Ngai Pindell, UNLV Boyd School of Law*

SALT's teaching conference, "Teaching in a Transformative Era: The Law School of the Future," will be held Friday and Saturday, December 10 and 11, 2010, in Honolulu, Hawai'i. The Friday sessions will be held at the Hawai'i Prince Hotel Waikiki and the Saturday sessions will be held at the School of Hawai'iian Knowledge, on the campus of the University of Hawai'i. The conference will conclude on Saturday evening with an evening reception at the William S. Richardson School of Law. A block of rooms has been reserved at the Hawai'i Prince Hotel Waikiki for \$159 per night for Thursday, Friday, and Saturday nights. For stunning pictures of the hotel and the surrounding area, see <http://www.princeresortshawaii.com/hawaii-prince-hotel.php>.

The Teaching Conference Committee

members are still organizing panel and workshop offerings, but we have already received many exciting proposals. We will have panels on how better to incorporate the surrounding community into law school teaching, and panels on teaching global corporate and environmental concepts. Other presentations will offer innovative techniques to engage students in the classroom, ways to engage our colleagues in conversations about teaching methods and assessment criteria, and discussions about the many ways that technology, including television and other media, can improve teaching. Focusing on institutional reform, some sessions will address alternatives to standardized testing for entrance to law school and to the legal profession, how loan forgiveness programs can stem rising student

indebtedness, and ways that law schools can better attract students from underrepresented groups and help them succeed.

This conference is certain to be stimulating and enriching — much like Hawaii, our beautiful host. I very much look forward to seeing old friends and meeting new ones.

For more information about the conference, please contact one of the Conference Committee members: Ngai Pindell, Committee Chair ([ngai.pindell@unlv.edu](mailto:ngai.pindell@unlv.edu)), Raquel Aldana ([raldana@pacific.edu](mailto:raldana@pacific.edu)), Fabio Arcila ([FArcila@tourolaw.edu](mailto:FArcila@tourolaw.edu)), Elvia Arriola ([earriola@niu.edu](mailto:earriola@niu.edu)), Margaret Martin Barry ([barry@law.edu](mailto:barry@law.edu)), Patti Falk ([patricia.falk@law.csuohio.edu](mailto:patricia.falk@law.csuohio.edu)), and Aviam Soifer ([soifer@hawaii.edu](mailto:soifer@hawaii.edu)). You can also visit the SALT website in the coming weeks for more information.

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## New Law Teachers Pipeline Committee Launches with San Francisco Event

*Ruben Garcia, California Western School of Law*

The SALT New Law Teachers Pipeline Committee launched in San Francisco with a well-attended event following the "Vulnerable Populations and Economic Realities" conference at Golden Gate University Law School (GGU). The event, titled, "Breaking In: A Workshop on Becoming a Law School Professor, Adjunct, or Administrator," took place at GGU on March 21, 2010. The Committee hopes to replicate the workshop in a number of regions throughout the country in the future, in addition to creating materials and a network of mentors for prospective entrants into the academy.

The Pipeline Committee was formed with the goal of increasing the diversity of the academy and of replenishing SALT's ranks, and so the Committee made outreach to minority and progressive bar associations a priority. As it exists now, mentoring for

law teaching candidates tends to be limited to the elite schools that have programs for their alumni, or to the many fellowships and visiting positions that have arisen around the country. Since our goal is to encourage progressive and diverse candidates to become members of the academy, and ultimately to become SALT members, we need to make sure these potential candidates are getting the information they need even before they have even started down the road of the job market.

The attendees at the San Francisco workshop, which numbered over fifty, heard several different perspectives on law school employment, which included the voices of administrators, clinicians, and legal writing faculty. These perspectives continued during small group meetings at lunch, and an afternoon panel that focused on strategies on how to "break in." Participants left the

meeting with a packet of materials and "tip sheets" that will help them understand not only the different roles that individual actors play in the academy but also how to be competitive applicants for those roles.

Through the workshop, we have started a list of contacts to be part of a national listserv dedicated to answering questions that potential candidates might have. These contacts might be important for SALT in other ways apart from the teaching market, and might include contacts for public interest retreats like Grillo, Cover and Amaker.

"Breaking In" events will supplement the annual SALT/LatCrit Junior Faculty Development Workshop (taking place this October in Denver), which provides mentor-

***Pipeline Committee,***  
*continued on page 6*

# The New SALT Blog: SALT Members Speak Out

Angela Onwuachi-Willig, University of Iowa College of Law

A few years ago, at a retreat where we set certain short- and long-term goals, the SALT Board agreed that SALT would have a blog. None of us knew much about blogs at that time, but we were persuaded that alternative methods of reaching the public to provide information about issues of social justice and human rights should be an integral part of our agenda as activist progressives.

There are many opportunities for SALT members to speak out. We have our classrooms, and SALT, through its teaching conferences, has advocated for teaching that is activist, inclusive, and self-conscious in focusing attention on issues of social justice. In our institutions, we can sponsor teach-ins, conferences, and symposia. As legal scholars, we can write and publish law review articles. As clinicians, we can represent clients from subordinated communities. As members of the academy, we can show up to public hearings on issues of importance in legal education like the accreditation standards for law schools. We can and do submit comments or responses to reports issued by the American Bar Association.

Like many organizations with members who are knowledgeable people with something to say and information to share, however, SALT has had to adapt to a new world in which electronic and social media play a significant role. While it may appear that the openness of the internet places us all on an equal footing — we can all write and we can publish what we write — attracting an audience is not as easy as it might seem. It helps to have some name recognition. It helps if an institution has a reputation which makes it a site in the virtual world where members of the public search for information that they need. SALT has that reputation and its website is one of the places people go to find out what position progressives have taken on a variety of issues.

The blog is different from our website. On our website, we publish the letters and formal positions that the organization has taken. The blog is not a forum for the expression of SALT's positions, but a place where our members can publish commentary on emerging issues in law, politics, and education or where they can develop arguments about policies and problems that are persistent or seem intractable. The SALT Board has no list of topics that should be addressed or any agenda that it has set for this blog. The blog is owned by the membership, and the individual posts are not official, quasi-official, or even remotely related to SALT public positions. We are offering the progressive community of law teachers an opportunity to be heard.

The SALT Blog Committee has put together a packed, year-long schedule of regular and guest contributors who will add voice to progressive issues, cultivate and reinvigorate SALT minds, and, we hope, inspire individual action and activism from both SALT and non-SALT members. Blog topics will include both legal and non-legal issues and will range from conversations about the economic crisis to questions about U.S. torture policies to discussions about the lack of diversity in baseball management to the development of a hip-hop theory of justice.

Regular contributors will submit posts at least four times a month. Regular contributors include new, renewed, and long-standing SALT members. They are Raquel Aldana (Pacific McGeorge), SALT Co-President; Margaret Barry (Catholic), 2008-2010 SALT Co-President; Steven Bender (Oregon), SALT Co-President; andre cummings (West Virginia), new SALT member; Benjamin Davis (Toledo), SALT Board member; Anthony Farley (Albany), former SALT Board member and lifetime SALT member; Kristin Miccio (Denver), renewed SALT member; Jeff

Pokorak (Suffolk), renewed SALT member; Susan Maze Rothstein (Northeastern), new SALT member; and Deborah Post (Touro), SALT Blog brainchild and 2008-2010 SALT Co-President.

Monthly guest contributors will share their posts at least eight times during their assigned month. Guest contributors include Muneer Ahmad (Yale), Lillian Aponte (FIU), Michael Avery (Suffolk), Deepa Badrinarayana (Chapman), Jeannine Bell (Indiana), Kathy Bergin (South Texas), Bob Chang (Seattle), Frank Cooper (Suffolk), Tucker Culbertson (Syracuse), Rose Cuisson Villazor (Hofstra), Nancy Ehrenreich (Denver), Erika George (Utah), Joanna Grossman (Hofstra), Aya Gruber (Iowa), Angela Harris (Berkeley), J.D. King (Washington & Lee), Martha McCluskey (Buffalo), Karla McKanders (Tennessee), Adele Morrison (Wayne State), Camille Nelson (Hofstra), Ngai Pindell (UNLV), Katie Porter (Iowa), Lisa Pruitt (UC Davis), Ezra Rosser (American), Denise Roy (William Mitchell), Jessica Silbey (Suffolk), Terry Smith (DePaul), Kellye Testy (Dean, Washington-Seattle), Michael Waterstone (Loyola-Los Angeles), Adrien Wing (Iowa).

Now, that's a whole lot of blogging. The SALT Blog Committee invites you to add [progressivelawprof.com](http://progressivelawprof.com) to your "Favorites." Visit the website every day. You are certain to see action on the site. Recruit a friend to visit the website and join SALT!

The Blog Committee looks forward to having you, SALT members and soon-to-be readers of the blog, sit back and enjoy the posts from the website's regulars as well as from its wonderful slate of visitors.

If you are interested in blogging as a guest contributor, please contact Hari Osofsky at [Osofsky@wlu.edu](mailto:Osofsky@wlu.edu) or Angela Onwuachi-Willig at [angela-onwuachi@uiowa.edu](mailto:angela-onwuachi@uiowa.edu).

## SALT Forms New Access to Justice Committee

*Doug Colbert, University of Maryland School of Law, and Camille Nelson, Hofstra University School of Law*

At SALT's first Board of Governors meeting held this year at the AALS annual meeting in New Orleans, Board members unanimously approved a newly-formed Access to Justice Committee (AJC). The Board's approval followed a spirited, early morning organizational meeting the previous day at which twenty attending law professors, and fifteen of their colleagues who could not physically be present, expressed their enthusiastic support for and interest in the Committee's founding.

While the ongoing potential for the AJC includes working directly with community, public interest law groups, and law students, the Committee's founding principle rests on law professors' unique role as educators who are charged with preparing law students as public citizens to enter the legal profession. Seeking to bring life and meaning to the consensus language contained in the first sentence to the Preamble to the Model Rules of Professional Conduct, the AJC asks the academy and individual professors to renew their commitment to law students embracing the lawyer's ethical duty as a "public citizen having a special responsibility for the quality of justice." AJC's centering of the attorney's public citizen obligation is intended to address "deficiencies in the administration of justice" and to highlight the many "poor and not so poor" people who are denied access to counsel. Building upon the profession's century-long evolution toward acknowledging a lawyer's public service and community obligations, the AJC will remind today's law professors that their role as legal educators provides the opportunity to inspire this generation of law students to complete a justice mission that soon-to-be Supreme Court Justice Louis Brandeis captured at Harvard law students' 1905 graduation commencement: "The profession has more than enough corporate lawyers; what it lacks are

lawyers for the people."

Co-chaired by SALT Board members Camille Nelson and Doug Colbert, AJC's members envision beginning with proposals for law school curricula reform that reinforce students' public citizen and social justice responsibilities throughout their law school experience. AJC intends to recognize and build upon the many excellent law school orientation programs, first-year social justice courses and mandatory pro bono projects by going one step further. Advocating in favor of an integrative educational approach, AJC intends to propose a comprehensive law school model that takes advantage of the many teaching opportunities to affirm students' commitment to serving the public from the first day of orientation to the moment of graduation. AJC's interest in organizing and participating in academic conferences will allow members to collaborate with colleagues already engaged in law and justice endeavors. Emphasizing the academy's and practicing bar's "special responsibility to justice," the AJC will lead a call for curricula reform and pro bono work that is likely to change the educational landscape, as well as the public's view of the legal profession, in the 21st century.

Within the next year, the AJC intends to be a visible presence at law and justice

conferences. Members attended Golden Gate Law School's "Conference on Vulnerable Populations" on March 19-20, 2010, and will attend SALT's teaching conference, "Teaching in a Transformative Era: The Law School of the Future," which will be held at the University of Hawai'i's William Richardson School of Law on December 9-10, 2010. AJC also is considering organizing a conference or panel discussion at the teaching conference, the Association of American Law School Deans' conference, and the ABA's upcoming conference. AJC anticipates that members' involvement with access to equal justice groups will lead to being asked to participate as amicus and to working with not-for-profit groups and organizations.

The co-chairs and the membership look forward to an exciting first year and encourage new members to join and participate.

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### Pipeline Committee

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ing to those who are either already in the academy or preparing for the hiring season. Some of our Committee members will also be serving on the joint committee preparing that event. In addition, Committee members field e-mail inquiries from aspirants to the academy.

We hope to continue to build our national outreach networks. If you would like to help plan a "Breaking In" event in your region, please e-mail the Committee Co-Chairs, Ruben Garcia ([rgarcia@cwsu.edu](mailto:rgarcia@cwsu.edu)) and Angela Harris ([aharris@law.berkeley.edu](mailto:aharris@law.berkeley.edu)). The other Committee members are: Alex Kreit (Thomas Jefferson), Tayyab Mahmud (Seattle), Camille Nelson (Hofstra), Angela Onwuachi-Willig (Iowa) and Hari Osofsky (Washington & Lee).

# Human Rights Committee Report

Karla McKanders, University of Tennessee College of Law

SALT's Human Rights Committee has been quite busy over the past year, and with the start of the new year, collaborating with various non-profit organizations, writing letters expressing dissent on various national and international human rights issues, as well as beginning the process of authoring white papers on human rights issues of concern to SALT members, professors and students within the legal academy.

In October 2009, in connection with the SALT Immigration Report sent to the Obama Administration, Raquel Aldana (Pacific McGeorge), Beth Lyon (Villanova), Sylvia Lazos (UNLV), and Karla McKanders (Tennessee) were panelists at the Latino Critical Race Theory conference. During the presentation, they critically analyzed how the civic activism of recent immigrants' rights marches translated into political activism during the 2008 elections. The panel also detailed its recommendations from the SALT report suggesting the revision of immigration policy through executive orders and administrative directives. The panel presentation highlighted the need to push the administration to continue to reform immigration policies at the administrative level as well as to advocate for legislative change.

In November 2009, the Human Rights Committee co-authored, with the Latina and Latino Critical Legal Theory Association, a letter to the Governor of Puerto Rico, Luis Fortuño, to express concern over the closure of the University of Puerto Rico and the legislature's abrupt move to make the Puerto Rican Bar Association non-compulsory. This letter was in response to men and women, including student protesters, reportedly being threatened, physically attacked, and, in some cases, falsely arrested. The letter affirmed the strong role that the Bar Association plays in promulgating public discussion and denounced the government's attack on this

stable institution. The letter urged immediate restoration of the former status of the Bar Association.

This year, the members of the Human Rights Committee plan to continue

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*This year, the members of the Human Rights Committee plan to continue our important work by engaging in new collaborations with law school clinical programs, non-profit organizations, and law firms, coming up with new techniques to engage our members while shedding light on various important national and international human rights issues.*

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our important work by engaging in new collaborations with law school clinical programs, non-profit organizations, and law firms, coming up with new techniques to engage our members while shedding light on various important national and international human rights issues. In this regard, the Human Rights Committee and the new

Access to Justice Committee will be partnering with the organization Kids in Need of Defense ("KIND"), an innovative new non-profit organization founded by Microsoft Corporation and actress and humanitarian Angelina Jolie. KIND is committed to providing fair, competent and compassionate pro bono legal counsel to immigrant and refugee children who have come to the United States alone seeking safe haven from human rights abuses, domestic violence and trafficking. In partnering, SALT and KIND are planning a training seminar aimed at the pressing issue of access to counsel for unaccompanied immigrant children. Each year, more than 8,000 children come to the United States, without a parent or guardian, to escape abuse, flee persecution, and seek safety. When they are apprehended and face immigration proceedings, the majority do not have access to attorneys as the government does not provide appointed counsel in immigration proceedings. Without counsel, most children do not understand the complex procedures they face and the options open to them.

In an innovative format, the SALT and KIND training will target pro bono attorneys, doctrinal and clinical law professors in hopes of educating them about the many challenges facing unaccompanied children and will teach them about the immigration process and legal remedies available to children. In addition, we hope to offer state family court judges seminars to help them understand their role in assisting these unaccompanied minors. SALT hopes that the participants will take this information and reach out to various communities such as their local bars, immigrants within their hometowns, their existing legal clinics and state and federal legislative bodies to educate

**Human Rights Committee Report,**  
continued on page 8

## LGBT Committee Report

*Jackie Gardina, Vermont Law School*

SALT cheers the growing momentum to repeal “Don’t Ask Don’t Tell.” On February 2, 2010, the Joint Chiefs of Staff Chairman, Admiral Mike Mullen, testifying before the Senate Armed Services Committee, stated that allowing gays and lesbians to serve openly in the military “would be the right thing to do.” Admiral Mullen’s statement followed President Obama’s declaration in the State of the Union Address: “This year, I will work with Congress and our military to finally repeal the law that denies gay Americans the right to serve the country they love because of who they are. It’s the right thing to do.” On March 3, 2010, Senator Joe Lieberman introduced the Military Readiness Enhancement Act, a bill to repeal “Don’t Ask Don’t Tell,” into the Senate.

SALT continues to put pressure on the Administration and Congress to act quickly

to lift the ban against open service. In addition to its June 2009 letter to President Obama, SALT sent a February 2010 letter to Senator Carl Levin, Chairman of the Senate Armed Services Committee, applauding his commitment to the repeal and urging him to amend the Department of Defense Fiscal Year 2011 Authorization Request bill to include repeal language. In addition, SALT encouraged schools to participate in the Servicemembers Legal Defense Network (SLDN) annual Lobby Day on March 19, 2010. SALT LGBT Committee members Jackie Gardina and Andrew Chapin organized groups of students from Vermont Law School and Fordham Law School, as well as surrounding schools, to travel to Washington, D.C., to directly lobby Congress.

On January 11, 2010, SALT member and Seton Hall law professor Marc Poirier an-

nounced the launching of a new moderated listserve called “Constellation.” A project of the SALT LGBT Committee, Constellation is intended to provide a forum for discussing the concerns of LGBT faculty, administrators, and staff at religiously-affiliated law schools. It is open to all permanent faculty, administrators, and staff at U.S. law schools, regardless of a participant’s sexual orientation and regardless of the institutional structure of a particular law school. SALT hopes that Constellation will help facilitate general discussion, communication of news and concerns, and the consideration of responses to specific and general concerns. Anyone interested in joining the listserve may email [constellation@umn.edu](mailto:constellation@umn.edu) and request subscription.

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## Human Rights Committee

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them on the plight of unaccompanied children.

Another issue of importance that the Human Rights and LGBT Committees intend to address this year is the issue of the persecution of homosexuals in Uganda. Recently, based in part on the influence of U.S. leaders and a religious group with great influence in the federal government, called The Family, Uganda adopted legislation to impose the death penalty for homosexuality. Both Committees intend to author a white paper addressing how law schools, law professors, and law students who do work in Uganda can help in identifying the critical issues facing asylum seekers from Uganda and how best to advocate for LGBT Ugandans seeking asylum in the United States.

Over the past years, the Human Rights Committee has issued a series of statements condemning the use of torture and enhanced interrogation techniques and demanding an investigation into what occurred during the “war on terror.” On January 5, 2010, the Department of Justice refused to adopt the Office of Professional Responsibility’s findings of misconduct by certain DOJ attorneys in failing to provide candid information in a memorandum regarding the interrogation of detained terrorist suspects. Accordingly, the Human Rights Committee is seeking to join with a law firm or a law school clinic to author a white paper on exploring the human rights and ethical implications of the Office of Legal Counsel’s role in legalizing enhanced interrogation techniques, including torture, through a series of memoranda, and the current Administration’s refusal to pursue

bar discipline against the attorneys involved with the authoring of those documents. The goal is to have the paper distributed widely to law schools, state and national bar associations, and Congress to reestablish the professional values necessary to the ethical practice of law, whether public or private.

As you can see, it will be another busy and exciting year for the Human Rights Committee. If you have any interest or expertise in any of the above areas or have an idea of your own for work you’d like to see the Committee pursue, please contact either of the Human Rights Committee Co-Chairs, Beth Lyon ([Lyon@villanova.edu](mailto:Lyon@villanova.edu)), or Karla McKanders ([mckanders@utk.edu](mailto:mckanders@utk.edu)). We look forward to hearing from you.

## Affirmative Action Committee Report

Bryan Adamson, Seattle University School of Law

SALT's Affirmative Action Committee continued its work on three primary fronts: 1) revision and update of the Columbia Law School/SALT website on racial and ethnic disparities in law school admissions and enrollment; 2) coordination of SALT's 2010 Conference on state ballot initiatives that ban affirmative action laws and regulations; and 3) collaboration with the Council on Legal Education Opportunity and other pipeline projects.

Since 2007, SALT has collaborated with Columbia Law School's Lawyering in the Digital Age Clinic to create a website that documents the law school admissions and enrollment decline of African-Americans and Mexican-Americans. This fall, the Affirmative Action Committee again engaged in a collaborative effort with the Clinic's founder, Professor Conrad Johnson, and a team of his students to update the website to reflect current statistics and trends in admissions and enrollment, craft a communications/media strategy to leverage current findings to promote greater inclusion in admissions, and help SALT work towards a broader repertoire of advocacy tools useful to other SALT initiatives.

The Website data on racial and ethnic disparities in admissions and retention of law students were updated and launched in January 2010. Now the Committee work will entail sharing this information with critical stakeholders, and developing strategies with those stakeholders to address the continued disparities.

Strategies surrounding ballot initiatives was the topic of the conference, "Deconstructing the Ballot Initiative: The Role for Citizens and Scholars," co-sponsored by SALT and the University of Denver Sturm College of Law. The conference was held in Denver on April 15-16, 2010, and was free. The conference brought scholars and activ-

ists together to discuss ballot initiatives such as those passed in California, Michigan, Washington, and Nebraska. Advocates and

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*Ensuring law school opportunities for racial, ethnic, and sexual minority students is another important mission of SALT's Affirmative Action Committee's work with CLEO, the ABA, and other pipeline organizations.*

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scholars such as Melissa Hart, the Leadership Conference on Civil Rights, By Any Means Necessary, and Angela Onwuachi-Willig from

these states and others met with those from Arizona where an initiative whose effects are to constitutionalize discrimination and ban affirmative action efforts is on the November 2010 ballot; such an initiative is also being contemplated in Utah. Roberto Corrado and Margaret Martin Barry must be commended for putting together an energizing and productive conference.

Ensuring law school opportunities for racial, ethnic, and sexual minority students is another important mission of SALT's Affirmative Action Committee's work with CLEO, the ABA, and other pipeline organizations. SALT seeks to act as a resource for these organizations, and explores opportunities for further collaboration. In addition, SALT, through its Affirmative Action Committee, continues to be intensely involved in review and examination of proposed ABA regulation revisions as they impact minorities in law school and the profession.

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## Judicial/Governmental Nominations Committee Report

Robert Dinerstein, American University Washington College of Law, and Michael Avery, Suffolk University Law School

With statements supporting Dawn E. Johnsen (whose nomination at the time of this writing was moving slowly once again through the Senate confirmation process), Harold Koh, and Sonia Sotomayor, and one statement opposing the nomination of Sharon L. Browne as a Director of the Legal Services Corporation, the SALT Judicial/Governmental Nominations Committee is engaged in an internal discussion to determine how we should approach our charge. In the past, we have issued statements either supporting or opposing a nomination once it has been officially submitted. Now the Committee is considering taking a more active role, and proposing nominations of those candidates who would bring to the federal judiciary a seasoned sense of social justice, an understanding of the pressing issues of diversity and equity, and personal courage. Please send your comments about this discussion to Committee co-chairs Robert Dinerstein ([rdiners@wcl.american.edu](mailto:rdiners@wcl.american.edu)) and Michael Avery ([mavery@suffolk.edu](mailto:mavery@suffolk.edu)).

## Issues in Legal Education Committee Report

Andi Curcio, Georgia State University College of Law

The Issues in Legal Education Committee continues working to build a more diverse legal academy, improve law school teaching and assessment, and advance social justice in the classroom. In the past few months, the Committee's work has included drafting and distributing a memorandum on the proposed Uniform Bar Exam, organizing a conference to explore an alternative bar licensing program, submitting comments to the latest draft of the ABA's Outcome Measures accreditation standards, and beginning research on the role of tenure and academic freedom in the legal academy. Below we briefly synopsize those various projects.

In January, the Committee drafted a memorandum on the proposed Uniform Bar Exam that was distributed to law school deans, state bar association presidents, state bar examiners, and members of the House and Senate Judiciary Committees. The memorandum noted the positive aspects of a Uniform Bar Exam, including its ability to ensure that essay test questions are reliable, and the transportability of bar exam scores so that lawyers can more easily move from state to state. It also raised numerous questions states should consider. Among those questions were the following: whether the proposed Uniform Bar Exam is merely an interim measure as states explore ways to develop better licensing exams that test a wider range of lawyering skills, and whether adopting a Uniform Bar Exam and uniform passing rate cut-off score might have a negative impact upon diversifying the profession and if so, whether there are ways to avoid that problem. The entire statement is available at: [www.saltlaw.org/contents/view/uniformbarexam](http://www.saltlaw.org/contents/view/uniformbarexam).

In another project related to the bar exam, the Committee used a grant from the Charles Evan Hughes Memorial Foundation to organize a conference about

New Hampshire's alternative bar licensing program. In New Hampshire, law students who successfully complete a rigorous course

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*In the past few months, the Committee's work has included drafting and distributing a memorandum on the proposed Uniform Bar Exam, organizing a conference to explore an alternative bar licensing program, submitting comments to the latest draft of the ABA's Outcome Measures accreditation standards, and beginning research on the role of tenure and academic freedom in the legal academy.*

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of study including numerous assessments aimed at making them "client ready" do not have to take the paper and pencil bar exam. Supreme court justices, bar leaders, bar examiners, deans and academics from numerous states met in New Hampshire for the one-day conference where they learned about the New Hampshire program and had the opportunity to meet with their New Hampshire counterparts to discuss the viability of developing a similar licensing program in their respective states.

In addition to its work on bar exam issues, the Committee continued its practice of responding to calls for comments on the ABA's proposed Outcome Measures standards. In a March letter to the ABA, the Committee suggested that the current draft of the Outcome Measures standards be revised to include a requirement that all law schools teach and assess some basic skills that all lawyers, regardless of practice area, need. These include the abilities to work collaboratively, to handle conflict and deal with mistakes, to communicate with people from diverse backgrounds, to engage in self-reflection and life-long learning, and to perform factual investigation and counsel clients. SALT also recommended that the draft Standard be revised to require schools to provide students with multiple opportunities to integrate doctrine, skills and professionalism. Additionally, SALT encouraged the ABA to develop draft compliance standards to help schools understand that the purpose of Outcome Measures is to engage in an on-going self-evaluative process to ensure that schools adapt to an ever-changing legal community and continually strive to improve their program of legal education. SALT's March 5, 2010, comments on the proposed Outcome Measures standards can be found on the SALT website's Issues in Legal Education page.

In addition to the projects discussed above, the Committee, in conjunction with SALT's Academic Freedom Committee, began working on the research necessary to develop responses both to the ABA's anticipated proposed changes to tenure standards and to the larger attacks on academic freedom that are happening across the country.

If you are interested in volunteering to work with this committee, please contact Andi Curcio, Chair, Issues in Legal Education Committee, at [acurcio@gsu.edu](mailto:acurcio@gsu.edu).

# Academic Freedom Committee Report: “Qualified Immunity . . . Is Not a Parachute To Be Deployed Only When the Plane Has Run Out of Fuel”

Deborah Waire Post, Touro College, Jacob D. Fuchsberg Law Center

The title to this article is borrowed from a quote in the amicus brief that SALT joined in an appeal to the Colorado Court of Appeals in the Churchill v. University of Colorado case: “Although the defense of qualified immunity provides public officials important protection from baseless and harassing lawsuits, it is not a parachute to be deployed only when the plane has run out of fuel.”

*Evans v. Fogarty*, 241 Fed. Appx. 542, 550n (2007) (unpublished opinion) (quoting from *Guzman-Rivera v. Rivera-Cruz*, 98 F.3d 664, 668 (1st Cir. 1996)).

As law faculty, perhaps more than faculty in other academic disciplines at a university, we have a sense of what fairness means in the context of a trial. There is expense in bringing suit to vindicate a right that you think you have either as a matter of contract or constitutional protections. Of course, a trial court decision may be overturned on appeal because the trial court got the law wrong or the jury came in with a verdict that was not supported by the evidence, but it is not often that the trial judge decides after the trial that the defendant is entitled to immunity. Generally speaking, this claim of immunity should be made before the substance of the dispute is reached, otherwise there is potential for surprise and oppression. The expense of the trial, the time and effort expended in preparing for trial, the emotional investment in seeking vindication of a right or a judgment that you have been wronged, are forfeited if a court can decide after the fact that the plaintiff never had a right to bring a claim in the first place.

The granting of absolute (not just qualified) quasi-judicial immunity to public university officials in a section 1983 case

has troubling implications. As noted in an amicus brief filed by the AAUP and the ACLU in the Ward Churchill case, “Despite [the

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*The surprise in this case was not that Ward Churchill won his case alleging retaliatory discharge but that the trial judge would decide, after the fact, that the Regents and the University were entitled to immunity. Anyone with a sense of fairness or justice should be shocked. You can’t change the rules of the game after you lose, at least not where immunity is concerned.*

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Supreme Court’s] very clear protection of the right of university professors to engage in lawful speech without fear of retaliation, the trial court’s opinion renders this protection illusory for the over 8,000 professors in the University of Colorado system . . . .”

Applying this doctrine after the fact is particularly unfair and unjust. In the high

profile case of Ward Churchill, where everyone has an opinion about whether he should or should not have his job, some because of long-standing grievances that have nothing to do with his statements at the time of 9/11, the investigation of research misconduct that was used to justify his termination was found by a jury to be a “pretense” for his firing. The firing, the jurors found, was retaliatory and a direct result of his exercise of his right to free speech.

The surprise in this case was not that Ward Churchill won his suit alleging retaliatory discharge but that the trial judge would decide, after the fact, that the Regents and the University were entitled to immunity. Anyone with a sense of fairness or justice should be shocked. You can’t change the rules of the game after you lose, at least not where immunity is concerned. This was the thinking of the SALT Academic Freedom Committee and the SALT Board when asked by the National Lawyers Guild to join it and the Center for Constitutional Law in an amicus brief challenging the trial court’s decision to grant such immunity to the Regents.

We know that many of the expectations we have always had about the scope and nature of the protections afforded to us by the Constitution have had to be adjusted over the years as the Supreme Court finds more reasons to limit our expectations of privacy, our right to free speech, and our liberty interests generally. We are never silent about our opposition to these incursions into the realm of individual liberty. Nor should we be when government actors behave strategically to deprive an individual like Ward Churchill of a hard-won victory in a highly controversial case.

## 2010 Cover Retreat Inspires, Encourages

*Imran Siddiqui, Western New England College School of Law, '11*

For the twenty-third straight year, public interest lawyers, law students and academics gathered at Camp Sargent in Peterborough, New Hampshire, to attend the annual Robert M. Cover Public Interest Law Retreat. The retreat — sponsored by SALT and Yale Law School and organized this year by students from Western New England College School of Law (WNEC) — invites students and practitioners from law schools across the East Coast to escape their hectic lives and convene at this remote spot in New England for a weekend of inspiration and learning. Students attended this year from the law schools at Western New England College, University of Connecticut, Suffolk University, Northeastern University, North Carolina Central University and Howard University, among others, as well as from the Roger Williams University School of Law, home of next year's retreat organizers.

Law students look forward to this event all year long. When asked what the Cover

Retreat meant to him, Ben Smilowitz, 2008 Cover Retreat organizer — who is spending his time these days travelling with his wife — simply stated, “I was in Buenos Aires Wednesday and hopped on a standby flight to New York to make the retreat. I’ll be flying back to South America the week after the retreat. Needless to say, I love this weekend.” Echoing his sentiments was Fordham 3L Irina Knopp, who summed up her love for the Cover Retreat by describing it as her “favorite part of law school and the best career advice and networking opportunity to date!”

Braving steady snowfall and poor road conditions, attendees arrived Friday just in time to hear Yale University Clinical Professor of Law Steve Wizner give his yearly introduction and welcome. Professor Wizner, a close friend of Robert Cover's, entertained the audience members by recounting his good friend's brilliance and reminding them why they endured the weather to attend the conference. “This,” Professor Wizner

explained, as he pointed around the room at the students and practitioners casually mingling, “is what the Cover Retreat is really about. When Robert first imagined a public interest retreat, his goal was to have students and practitioners off in the middle of nowhere, inspiring and learning from each other.” And that is what we did.

Saturday morning, Danny Greenberg (Shulte, Roth & Zabel) began the morning in typical hilarious fashion with an engaging welcome that led into Saturday's early morning sessions. They included Susan Watson (Texas Rio Grande Legal Aid) leading a captivating discussion on immigrant rights along the Mexico-United States border, and Ben Wizner (ACLU National), Buz Eisenberg (Guantánamo Bay Bar Association) and Nancy Talanian (No More Guantánamos) speaking on the hot-button issue of executive power and Guantánamo detainee rights during their session titled, “Guantánamo Bay: Who Fights for Due Process When Due Process Is Overdue?”

Sessions continued throughout the morning until the much-anticipated afternoon free time. Attendees used these hours to network, catch up on reading, or, quite simply, do nothing. Students also were encouraged to take up snowshoeing or cross-country skiing with equipment graciously provided by the Sargent Center. WNEC 2Ls Di Wu and Lauren Honigman took up the Sargent Center on this offer, joining Robin Alexander (United Electrical) and Jim Davis (Assistant Attorney, Athens-Clarke County Unified Government) for an afternoon of snowshoeing. Upon reflection, Di Wu — known to her friends as Woody — described her time with Robin and Jim, and the retreat as a whole, as “one of the most inspiring and encouraging experiences I’ve ever had.”



*Lauren Honigman, Robin Alexander, Di Wu and Jim Davis*

**Cover Retreat,**  
*continued on page 13*

## 2010 Trina Grillo Retreat Reminds Participants: “Happiness Is Living in Alliance with Your Own Principles”

Steven W. Bender, University of Oregon School of Law

On the weekend of March 6-7, 2010, the University of Oregon law school hosted the 12th annual Trina Grillo Public Interest and Social Justice Law Retreat with the theme, “Globalization, Economic Justice, and Climate Change.” Co-sponsored by SALT and a consortium of West Coast law schools, the retreat embodies the aspirations of Trina’s scholarly and administrative work against injustice in its many forms and toward diversity and equality. About 75 students, faculty, administrators, and activist lawyers attended the retreat, with law students traveling from consortium schools such as Seattle University, UNLV, USF, and Santa Clara, as well as from other locations such as Michigan State. The retreat provides an opportunity for these public interest and social justice-oriented participants to exchange viewpoints, explore career opportunities, and formulate strategies for social justice.

Opening this year’s retreat was one of Time Magazine’s 2009 “Heroes of the Environment,” Rizwana Hasan, the director of the Bangladesh Environmental Lawyers Association. She remarked on the uniqueness of the Grillo retreat: “Have you ever heard of a corporate retreat where people are brought from Bangladesh to motivate the attendees?” Brent Newell, legal director of the Center for Race, Poverty, and the Environment, delivered the Ralph Abascal Memorial Keynote, honoring his departed mentor Luke Cole: The two of them served as co-counsel representing an Alaskan indigenous village in ongoing climate change litigation against global oil companies. The retreat also included five panels: “Public-Interest Lawyering in a Globalized World,” “Lawyering for Economic and Social Justice,” “Climate Change and the Task for a New Generation,” “Actions by Individuals, Businesses, NGOs, and Govern-

mental Bodies,” and “How to Do Good and Survive.” One of the special features of the Grillo retreat was its inclusion of law student voices on panels — notably an Oregon student who participated in the 2009 climate negotiations in Copenhagen and a Washington law student who created a climate justice institute at the University of Washington.

Several speakers linked climate change to human rights, with Seattle University’s Carmen Gonzalez calling climate change one of the most pressing social justice issues of our time that implicates the right to food, water, health, and housing. The role of law and lawyers in addressing economic justice issues was much discussed, with Oregon law professor Ibrahim Gassama (honored by SALT in 2001 for his work on human rights) charging that law and lawyering have not kept up with the complexity of human rights violations, citing the growing acceptance of torture in the 21st century. Conference topics encompassed a broad range of inequities in our global society and economy from immigration and trade law to tax abuses of offshore corporations and cross-border relationships in water management. A survivor of Haiti’s devastating earthquake while serving as head coordinator for the grassroots Haiti Response Coalition, Oregon law graduate Amber Munger returned from Port-au-Prince to attend the retreat and to speak to other U.S. campus audiences. She framed poverty as human violence and returns to Haiti to continue her organization’s efforts to connect the international disaster response to the Haitian people’s needs.

Sunday’s concluding panels delivered advice to law students in choosing their careers, with speakers urging them to develop personal mission statements and one reminding attendees that happiness is living in alliance with your own principles.

### Cover Retreat

▼ *continued from page 12*

Lambda Legal’s Jenny Pizer (Senior Counsel and Marriage Project Director) served as keynote speaker Friday night. Flying in that afternoon from Hawai’i, where she is currently working on a case, Pizer focused her discussion around *Perry v. Schwarzenegger*, the case that challenged California’s Proposition 8 ban on same-sex marriage. Using the topic as a lens through which the legal community could better understand the LGBT movement, Pizer inspired the up-and-coming law students not to give up, but to demand equality and to stay positive in the face of adversity.

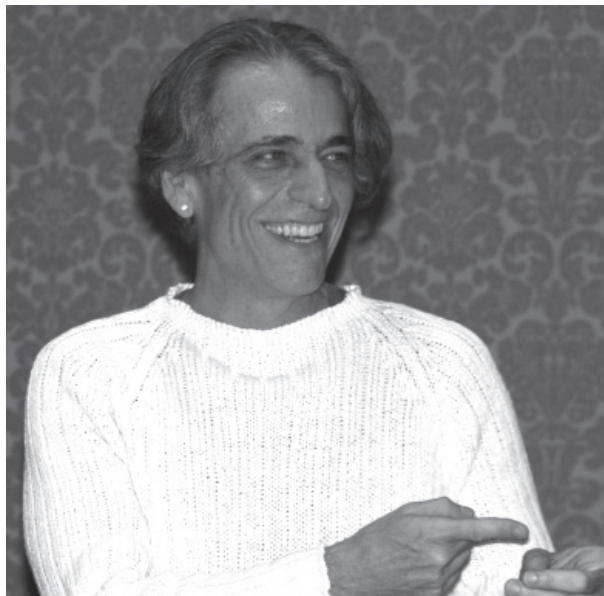
The best parts of the retreat for many are the Friday and Saturday night social events

where students, professors and practitioners gather in the Northern Lodge to socialize, network and make new, equally passionate friends. Juan Davila, WNEC 2L, played DJ all night while students and practitioners mingled in a casual fashion rarely experienced at the traditional law school mixer. “The best part about this event are the parties,” said Cover Retreat organizer Erin Wilson (WNEC 2L). “Where else do you get the chance to kick back and casually chat with lawyers who litigate cases that shape our country’s policy?”

In all, the weekend provided, as Professor Wizner put it, a “mellow, warm aura.” And we can’t wait to do it all again next year!

## Annual Dinner in New Orleans a Rousing Success; On to San Francisco

*Ruben Garcia, California Western School of Law*



*Frank Valdés*

The 2010 SALT Annual Dinner in New Orleans was a rousing success. The Hotel Monteleone was the perfect venue for classic NOLA food and conviviality. The jazz music of the Victor Atkins Trio kept the tempo while guests enjoyed a buffet with a variety of seafood and vegetarian specialties.

Great Teacher honoree Frank Valdés of the University of Miami, a leading scholar and teacher of outsider jurisprudence and constitutional law, implored dinner attendees to “begin thinking creatively about systematic, structural fusions of new technologies with social values in formal legal education.” Valdés has mentored countless law students and junior faculty members within and outside of the institutions where he has taught. His words not only reflected his accomplishments, but also showed the way forward for continued improvement in all of us.

The dinner also marked the end of the tenure of Margaret Martin Barry and Deborah Waire Post as Co-Presidents of SALT and began a new era with Raquel Aldana and Steve Bender as incoming SALT co-presidents. The outgoing Co-Presidents received a special recognition, as did five newly-elected

board members: Elvia Arriola (returning to the board); Michael Avery; Barbara Bernier; Karla McKanders; and Hari Osofsky.

Once again, we thank the University of Miami for being this year’s Dinner Sponsor, and extend additional thanks to our Gold Sponsors: American University Washington College of Law, California Western School of Law, Fordham University School of Law, Michigan State University College of Law, Northeastern University School of Law, Santa Clara University School of Law’s Center for Social Justice, Seattle University School of Law, Touro College’s Jacob D. Fuchsberg Law Center, University of Denver’s Sturm College of Law, University of Oregon School of Law, University of the Pacific’s McGeorge School of Law, University of Washington School of Law, and Valparaiso University School of Law.

Thanks are due as well to our Silver Sponsors: Hofstra University School of Law, Pennsylvania State University’s Dickinson School of Law, University of Maryland School of Law, University of Florida’s Levin College of Law, and Wayne State University School

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## Membership Makes It Possible for Us to Meet Our Mission

*Olympia Duhart, Nova Southeastern University Shepard Broad Law Center*

Salary freezes. Academic freedom. Tenure. Diversity. Access to justice for all of our communities. With so many pressing issues facing us in the present climate, it is more important than ever that SALT have the membership base to meet its mission. An expansive membership serves SALT in several important ways. First, we rely on membership to implement our programs. SALT committees work on topics as varied as Issues in Legal Education and Human Rights. A wide-sweeping membership base ensures that we have the human-power and financial resources in place to successfully complete projects consistent with our objectives.

Furthermore, a strong membership base gives us the “backing” we need to throw weight behind our position papers. Speaking for hundreds of law teachers around the country gives us a seat at the table and helps our voice carry – whether we are trying to reach the ABA, the LSAC, the AALS, the Obama Administration or the United States Supreme Court.

We are working creatively to expand our membership through membership drives, concentrated efforts by the Board of Governors, regional activities such as book signings and film previews, and the mobilization of our SALT Representatives (“SALT Reps”). With 200 ABA-approved law schools throughout the country, it is critical that SALT maintain the connection to its members. An integral part of that formula is the placement of SALT Reps at every law school in the nation. SALT Reps are our contacts on the ground who help build bridges and sustain community.

If you have any questions about membership, would like to volunteer to be your school’s Rep, or would like to organize a regional membership activity in your area, please contact Olympia Duhart, Chair of SALT Membership, at [duharto@nsu.law.nova.edu](mailto:duharto@nsu.law.nova.edu), or call 954.262.6313.

***Annual Dinner,***  
*continued on page 15*



Margaret Martin Barry and Holly Maguigan

## Annual Dinner

▼ *continued from page 14*

of Law. Finally, we thank all the schools and individuals who bought tables, half-tables, tickets to the dinner and ads in the journal. The dinner remains SALT's largest single fundraiser, and its continued success allows us to maintain our many projects at a level that benefits all law teachers.

Thanks to the members of the New Orleans Dinner Committee for their hard work putting on the event: Bryan Adamson (Seattle), Steve Bender (Oregon), Bob Lancaster (Louisiana State), Joan Mahoney (Wayne State), and Etheldra Scoggins

(Loyola New Orleans). The San Francisco Dinner Committee, which includes me and Susan Rutberg (Golden Gate), is looking forward to another great time in the City by the Bay, and will monitor the labor news to make sure that we stay true to our principles and to our union allies. Please contact me at [rgarcia@cwsu.edu](mailto:rgarcia@cwsu.edu) if you have any questions or suggestions. In the meantime, please think about ways to build on our fundraising success with law schools and other sponsoring organizations.

## “Sowing the Seeds of Justice”: Thanks for a Great Sneak Preview!

*Hazel Weiser, Executive Director, SALT*



*Abby Ginzberg and Cruz Reynoso*

Long-time SALT member Abby Ginzberg generously offered SALT the opportunity to sneak preview her latest documentary, “Cruz Reynoso: Sowing the Seeds of Justice,” at the AALS Annual Meeting in New Orleans. When SALT asked Kevin R. Johnson, Dean of University of California at Davis School of Law, to co-host the event, he immediately said yes. Just before the SALT Annual Dinner on Saturday, January 9, 2010, at the historic Monteleone Hotel, Justice Reynoso and his family joined SALT members for a first showing of the film, followed by a conversation between Abby and Justice Reynoso, moderated by Dean Johnson. Thank you Abby, Dean Johnson, and Justice Reynoso!



*Raquel Aldana and Kevin Johnson*



Sylvia Law, Dru Ramey, Stephanie Wildman and Elizabeth Schneider

## ***Consider a Lifetime Membership in SALT!***

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## SALT Members and Friends Provide a Day of Service in New Orleans

*Nancy Cook, University of Minnesota Law School*

A busload of volunteers organized by SALT and the AALS Poverty Law Section headed to New Orleans' Ninth Ward on the morning of January 7, 2010, just as the AALS annual meeting was getting underway. On-site hosts from the Lower Ninth Ward Center for Sustainable Engagement and Development updated the group on progress made since the devastating hurricanes of 2005 and on the many challenges still facing Gulf Coast communities. Former Loyola Clinic director Bill Quigley was also on hand to welcome volunteers and share his experiences. While they listened, service-day participants donned work gloves and picked up staple removers, sand paper, hammers and whatever tools could be found to begin the process of refurbishing dozens of chairs. At noon, everyone paused for lunch, catered by Liberty's Kitchen, a local food service operation that also provides career training and job placement for at-risk youth. Davida Finger (Loyola New Orleans) and Susan Waysdorf

(UDC) facilitated a panel presentation about disaster-related legal services being provided in the greater New Orleans area. This lunch-time session included brainstorming on how law schools outside of New Orleans can be part of these efforts.

The energy was spirited, and participants generated multiple ideas about how to continue supporting the Gulf Coast. Given the current need for longer-term commitment from lawyers, the ideas often focused on ways to get people in authoritative and decision-making positions in academic circles, government, and big law firms into the loop. A small group is now working to build on the energy of the Service Day and develop action plans for realizing some of the ideas, bearing in mind the approach of the five-year anniversary of the hurricanes.

Service day volunteers had to depart before the refurbishing of chairs was completed, but were heartened to hear that another group of volunteers appeared on their heels



*Bill Quigley*

to finish the job. Donations amounting to \$1,200 were made to host organizations to help them in their continuing efforts to rebuild and protect the integrity of their home communities.



*Catherine Klein and her daughters*



Day of Service participants

## About SALT

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. You can learn more about SALT at [www.saltlaw.org](http://www.saltlaw.org). Please join us by registering to become a member online or with the membership application included below.

## Society of American Law Teachers

### *Membership Application (or Renewal) 2009–10 Academic Year*

You can register to become a member online and pay by credit card by going to [www.saltlaw.org](http://www.saltlaw.org), or you can complete and mail in this form, together with a check or credit card information.

#### Enroll me/renew my membership. I enclose:\*

- ☐ \$125 (for those earning \$125,000 or more per year)
- ☐ \$90 (for those earning at least \$100,000 but less than \$125,000 per year)
- ☐ \$65 (for those earning at least \$75,000 but less than \$100,000 per year)
- ☐ \$40 (for those earning less than \$75,000 per year)
- ☐ \$900 for lifetime membership

#### Additional contributions:

- ☐ I am contributing \$\_\_\_\_\_ to the Norman Dorsen Fund to support public interest internships with SALT.
- ☐ I am contributing \$\_\_\_\_\_ to the Stuart and Ellen Filler Fund to support the work of the SALT Board.
- ☐ I am contributing \$\_\_\_\_\_ to support SALT's activities.

\*Please pay at higher rate if dues are paid from professional funds.

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