

SALT EQUALIZER

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Society of American Law Teachers

July 2016

In This Issue

This issue of the SALT Equalizer contains the 2015–16 SALT salary survey results. Information for Regions III–VII continues on pages 2, 3 and 4.

Survey Information and Methodology

SALT is delighted to present the 2015–16 SALT Salary Survey, our annual survey of academic year law faculty salaries. The survey, conducted by SALT Co-Presidents Denise Roy (Mitchell Hamline) and Sara Rankin (Seattle), 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, 75 law schools (37.5%) are represented in this year's survey. This number reflects the 47 law schools that submitted new information for the 2015–16 academic year, in addition to another 28 law schools that reported information for last year's survey (academic year 2014–15) or the

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SALT EQUALIZER

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

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2015–16 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	\$116,000	\$120,000	\$159,919	\$10,000
Golden Gate	Not applicable or not available (NA)	\$127,500	\$135,200	N/A
Hawai'i	\$120,174	\$137,040	\$173,352	\$6,400
Nevada-Las Vegas***	N/A	\$108,000	\$147,002	\$17,000
Pacific-McGeorge	N/A	N/A	\$151,573	\$12,000
Pepperdine**	N/A	\$149,000	\$164,500	\$13,500
San Diego	N/A	\$147,006	\$190,503	\$15,000
San Francisco	N/A	N/A	\$182,375	\$4,524
Thomas Jefferson	N/A	\$99,750	\$119,700	N/A
UC-Hastings**	N/A	\$137,842	\$180,004	\$12,000

*Arizona, Arizona State, Arizona Summit, Brigham Young, Chapman, La Verne, Loyola-Los Angeles, Santa Clara, Southern California, Southwestern, Stanford, UC-Berkeley, UC-Davis, UCLA, Utah, Western State, and Whittier did not report information for academic years 2013-14, 2014-15, or 2015-16.
 **Pepperdine and UC-Hastings reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
 ***Nevada-Las Vegas reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region II (Northwest and Great Plains)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Gonzaga**	\$88,200	N/A	\$138,657	\$3,000
Idaho	N/A	\$93,139	\$115,683	\$12,000
Mitchell Hamline	N/A	\$105,039	\$125,874	\$2,500
Montana	\$80,000	\$87,718	\$102,622	\$10,000
Nebraska***	\$102,964	\$109,592	\$154,764	\$11,000
North Dakota	\$87,737	\$96,689	\$129,175	\$5,500
Oregon	\$122,218	N/A	\$166,193	\$10,000

*Drake, Iowa, Lewis & Clark, Minnesota, Saint Thomas-MN, Seattle, South Dakota, Washington, Willamette, and Wyoming did not report information for academic years 2013-14, 2014-15, or 2015-16. Creighton reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey, and requested that last year's data not be republished.
 **Gonzaga reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
 ***Nebraska reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region III (Southwest and South Central)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Arkansas-Fayetteville	\$99,900	N/A	\$147,500	\$18,000
Arkansas-Little Rock**	\$92,436	\$96,217	\$124,051	\$3,500
Denver	\$120,000	N/A	\$155,011	\$4,375
Kansas	N/A	\$116,875	\$165,319	\$12,000
Louisiana State	\$106,100	\$119,000	\$136,316	\$18,000
Loyola-New Orleans	N/A	\$102,644	\$133,899	\$9,000
Missouri-Columbia***	N/A	\$101,821	\$143,932	\$10,000
Missouri-Kansas City***	N/A	\$92,000	\$121,800	\$7,500
New Mexico	\$105,414	\$95,671	\$126,946	\$16,500
Oklahoma **	N/A	\$110,045	\$162,484	\$12,000
Oklahoma City	\$95,000	\$105,000	\$122,356	\$10,000
Saint Louis	\$105,250	N/A	\$133,500	N/A
South Texas	\$92,000	\$93,972	\$135,283	\$10,500
Texas A&M	\$72,100	\$118,181	\$153,016	\$15,000
Texas Southern	\$99,500	\$102,000	\$128,785	\$10,000
Texas Tech	\$115,260	\$121,150	\$161,434	\$9,000
Washburn	N/A	\$105,688	\$128,192	\$6,000

*Baylor, Colorado, Houston, Saint Mary's, Southern, Southern Methodist, Texas, Tulane, Tulsa, and Washington-St. Louis did not report information for academic years 2013-14, 2014-15, or 2015-16.
 **Arkansas-Little Rock and Oklahoma reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
 ***Missouri-Columbia and Missouri-Kansas City reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region IV (Great Lakes)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Akron	N/A	\$104,382	\$123,638	\$7,500
Case Western**	\$126,250	\$141,400	\$187,500	\$8,500
Cincinnati	\$112,610	\$125,928	\$150,695	\$13,750
Cleveland-Marshall***	\$95,230	\$107,527	\$133,618	\$10,000
Detroit	\$90,000	\$95,000	\$142,475	\$5,000
Indiana-Indianapolis	N/A	\$93,815	\$124,479	\$14,000
John Marshall-Chicago	\$129,003	\$151,003	\$156,017	\$10,000
Michigan State	\$116,000	\$119,311	\$152,273	\$12,000
Ohio State**	\$121,800	N/A	\$175,002	\$12,500
Southern Illinois***	\$84,253	N/A	\$119,059	\$10,921
Toledo	\$98,720	\$109,770	\$132,713	\$12,000
Valparaiso***	\$107,335	\$122,503	\$157,797	N/A
Wayne State**	\$109,832	\$111,778	\$153,387	\$10,133
West Virginia	N/A	\$113,189	\$135,833	\$10,000

*Ave Maria, Capital, Chicago, Chicago-Kent, Dayton, DePaul, 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 2013-14, 2014-15, or 2015-16.
 **Case Western, Ohio State, and Wayne State reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
 ***Cleveland Marshall, Southern Illinois, and Valparaiso reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Survey Information, continued from page 1

previous year's survey (academic year 2013-14). For those 28 schools, we have reported the most recent data on record, with a note indicating that the information is for 2014-15 or 2013-14.

The survey questionnaire, which is reproduced in full on page 5 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 March 2016 to the office of the dean at each of the 200 law schools, with a request that the school reply by April 4, 2016. If the school failed to reply to the initial email, SALT 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/mm/Publications/salary-survey>. 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
Kentucky	\$114,066	N/A	\$145,241	\$12,500
Louisville	\$91,896	\$104,734	\$150,440	\$6,500
Mercer	\$93,840	\$99,335	\$122,562	\$9,900
Mississippi	\$109,210	\$124,900	\$143,679	\$9,000
Mississippi College***	\$101,000	\$105,000	\$141,000	\$7,000
Northern Kentucky	\$96,800	\$102,292	\$126,430	\$5,000
Nova Southeastern	N/A	\$101,971	\$161,479	\$10,000
Stetson	N/A	\$114,053	\$168,012	\$14,176
Tennessee	N/A	\$104,771	\$133,866	\$18,000

*Alabama, Barry, Emory, Faulkner, Florida, Florida A&M, Florida Coastal, Florida International, Florida State, Georgia, Georgia State, Inter American-PR, John Marshall-Atlanta, Memphis, Miami, Pontifical Catholic-PR, Puerto Rico, Saint Thomas-FL, Samford-Cumberland, and Vanderbilt did not report information for academic years 2013-14, 2014-15, or 2015-16.

***Mississippi College reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region VI (Mid-Atlantic)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Charleston	\$93,655	\$95,000	\$112,999	N/A
District of Columbia	\$94,673	\$118,450	\$149,350	\$10,000****
Drexel***	\$114,221	\$126,099	\$157,015	\$15,000
Elon	N/A	N/A	\$127,050	\$6,500
North Carolina***	\$138,108	N/A	\$181,286	\$15,000
Penn State***	\$121,032	\$141,908	\$166,365	\$20,000
Rutgers-Newark**	\$132,145	\$149,104	\$190,529	N/A
South Carolina***	\$114,860	N/A	\$140,080	\$20,250
Wake Forest**	\$125,363	\$127,506	\$179,215	\$13,000
Washington & Lee	\$130,090	\$152,220	\$198,519	\$20,000

*American, Appalachian, Baltimore, Campbell, Catholic-DC, Charlotte, Duke, Duquesne, George Mason, George Washington, Georgetown, Howard, JAG, Liberty, Maryland, North Carolina Central, Pennsylvania, Pittsburgh, Regent, Richmond, Rutgers-Camden, Seton Hall, Temple, Villanova, Virginia, Widener-Delaware, Widener-Harrisburg, and William & Mary did not report information for academic years 2013-14, 2014-15, or 2015-16.

**Rutgers-Newark and Wake Forest reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.

***Drexel, North Carolina, Penn State, and South Carolina reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

****District of Columbia reports that it awarded stipends of \$10,000 as initial grants, and \$12,000 for prior year publishing.

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, Denise Roy and Sara Rankin, at info@saltlaw.org.

Please join SALT or renew your SALT membership by registering online at www.saltlaw.org/membership-account/membership-levels. Our regular individual membership levels are tied to position within the legal academy. SALT memberships run for one year from the date of joining or renewing.

*About SALT and SALT membership,
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Region VII (Northeast)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Albany	N/A	N/A	\$126,175	\$10,000
Connecticut**	N/A	\$128,293	\$187,263	\$10,000
CUNY**	\$98,840	\$118,596	\$144,367	\$8,500
Maine	N/A	\$102,606	\$126,358	\$8,000
Northeastern**	N/A	\$143,720	\$182,912	\$8,000
Pace**	\$136,950	N/A	\$172,550	\$6,000
Vermont***	N/A	\$120,392	\$126,753	N/A
Western New England***	\$92,393	\$100,468	\$144,866	N/A

*Boston College, Boston University, Brooklyn, Cardozo, Columbia, Cornell, Fordham, Harvard, Hofstra, Massachusetts, New England, New Hampshire, New York Law, NYU, Quinnipiac, Roger Williams, Saint John's, Suffolk, SUNY-Buffalo, Syracuse, Touro, and Yale did not report information for academic years 2013-14, 2014-15, or 2015-16.
**Connecticut, CUNY, Northeastern, and Pace reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
***Vermont and Western New England reported information for the 2013-14 salary survey, but did not update that information for last year's or this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

About SALT and SALT membership,
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Current membership levels are as follows:

- Law schools: \$250 per year
- Fellows and visiting assistant professors: \$30 per year
- Adjunct faculty and retired teachers: \$50 per year
- Non-tenure track faculty, librarians, academic support, and staff: \$75 per year
- Tenure track faculty: \$100 per year
- Tenured faculty and senior administrative personnel: \$125 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, nonprofit organizations, and members of the public.

Survey Instrument

BY APRIL 4, 2016, PLEASE RETURN ANSWERS BY EMAIL TO:

SALT Co-Presidents Denise Roy and Sara Rankin
 Mitchell Hamline School of Law
 875 Summit Avenue
 St. Paul, MN 55105
 c/o saltsurvey@mitchellhamline.edu

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 saltsurvey@mitchellhamline.edu or Professor Raleigh Levine, SALT *Equalizer* editor, at 651-290-7503.

SCHOOL NAME: _____

Response prepared by

Name: _____

Title: _____

Phone number: _____

Email address: _____

SALT SALARY SURVEY 2015-2016

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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