

SALT

SOCIETY OF AMERICAN LAW TEACHERS



Igniting Minds, Pursuing Justice: Celebrating 50 Years of SALT



*Washington, DC
Friday, January 5, 2024*

❖❖ 50th Anniversary ❖❖
SALT Celebration & Awards Program

Welcome

Olympia Duhart & Allyson Gold
2023 SALT Co-Presidents

Reflections

José Roberto (Beto) Juárez, Jr.

Fifty Years: A SALT Video Retrospective

Sean Scott

Introduction of Keynote Speaker

David Thronson

Keynote Speaker

Representative Katie Porter

Special Thanks to Sponsors & Friends

Catherine Grosso

Introduction of Annual Awards

Allyson Gold

M. Shanara Gilbert Human Rights Awards

Nina Perales

Mexican American Legal Defense and Educational Fund, Inc. (MALDEF)

Great Teacher Award

Steven W. Bender
Seattle University School of Law

Junior Great Teacher Award

Tia L. Gibbs
Georgia State University College of Law

Introduction of Essence of SALT Awards

Olympia Duhart

William E. Adams, Jr.

American Bar Association
Section of Legal Education and Admissions to the Bar

Dorothy Brown

Georgetown University Law Center

Franklin Siegel

CUNY School of Law

Presentation of New Co-Presidents

Olympia Duhart & Allyson Gold

2023 SALT Co-Presidents

Final Thanks

Sean Scott & David Thronson

2024 SALT Co-Presidents

SALT Cocktail Hour





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University of Kansas School of Law/Washington & Lee University School of Law
University of Nevada, Las Vegas Williams S. Boyd School of Law
University of Oregon School of Law
Seattle University School of Law
Touro University Jacob D. Fuchsberg Law Center
University of Washington School of Law
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SILVER

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Rutgers University Law School
University of Utah S.J. Quinney College of Law

Welcome
from the SALT Co-Presidents

Allyson Gold
Wake Forest University
School of Law



Olympia Duhart
Nova Southeastern University
Shepard Broad College of Law



On behalf of the Society of American Law Teachers (SALT), we are delighted to welcome you to the 2024 SALT Annual Awards Celebration. SALT is proud to host this annual celebration to honor our awardees and gather as a community dedicated to diversity, equality, and justice in the academy and the legal profession. We are especially thrilled to welcome you during SALT’s momentous 50th Anniversary Celebration. In addition to honoring the best in our community at tonight’s event, we will also reflect on SALT’s important legacy and ready ourselves for the critical work ahead.

This year’s theme—Igniting Minds, Pursuing Justice: Celebrating 50 years of SALT—reflects SALT’s dedication to stimulating progressive ideas on teaching, the legal profession, and the role of law schools in the pursuit of justice. Since SALT’s founding in December 1973, we have united a community of progressive law faculty, administrators, and staff, as well as students and affiliates, dedicated to advancing social justice. SALT has worked within and beyond the classroom to create a more egalitarian and just society, to expand the power of law to under-served communities, and to improve the legal profession and legal academy.

As reflected in the program, SALT’s mission is rooted in the groundbreaking work of dedicated advocates. Luminaries such as Derrick Bell, Cruz Reynoso, Norman Dorsen, Sylvia Law, and Justice Ruth Bader Ginsburg set a high bar for SALT’s work. And a host of other phenomenal law teachers have volunteered their time to advance SALT’s mission over the past 50 years.

Recently, the SALT Board has been working hard to defend diversity in higher education. For example, consistent with its educational mission, SALT held a webinar on “After SFFA/Harvard UNC.” In keeping with its commitment to action, SALT filed an amicus brief with twenty-four other civil rights organizations in support of respondents, placed op-eds in national newspapers, and issued a public statement expressing SALT’s concerns about the real dangers SFFA presents for legal education.

In October 2022, SALT held its first in-person teaching conference since the pandemic in Chicago.

The 2022 SALT Teaching Conference, Rest & Resistance: Preserving Our Democracy while Protecting Our Peace, drew more than 120 and law teachers for a weekend featuring plenaries and panels arising from the heart of our work. We are also proud of our long-standing partnership with the American Constitution Society; together, we regularly co-host the Cover Workshop to address pressing legal issues. Last year's Cover Workshop addressed the Legitimacy Crisis on the Supreme Court. This year's Cover explored Academic Activism.

SALT also continued its longstanding advocacy for significant reform to the bar examination and the manner in which states license new attorneys. We continue to raise member concerns related to the work of the American Bar Association's Section on Legal Education and Admissions to the Bar. As one of the largest independent membership organizations of legal academics in the United States, SALT takes seriously its opportunity to engage with the Council on pending matters for discussion.

In all our work, SALT is thankful for our members and extended community that volunteer time to advance our efforts. We honor each of you tonight as we mark our 50th Anniversary Celebration. Tonight, we will celebrate our milestones, honor our great teachers, human rights leaders, and advocates from around the country.

SALT's 2024 honorees exemplify SALT's progressive values. Tonight, we celebrate Steven Bender (Seattle University School of Law) as our Great Teacher awardee; Tia L. Gibbs (Georgia State University College of Law) as our Junior Faculty Teacher awardee; and Nina Perales, MALDEF Vice President of Litigation, as the recipient of SALT's M. Shanara Gilbert Human Rights Award. We are also thrilled to recognize three special awardees with the Essence of SALT Award: Bill Adams (ABA Section of Legal Education and Admissions to the Bar); Dorothy Brown (Georgetown Law); and Franklin Siegel (CUNY School of Law). We are proud to honor these champions of justice, diversity, and teaching excellence.

Tonight's celebration would not be possible without our incredible planning team. We are grateful to the Annual Celebration Committee (Bob Bohrer, Natalie Chin, Catherine Grosso, Margaret Hahn-DuPont, Brooks Holland, Joseph McKay, Meghan Paulas, Jeanne Price, Sean Scott, David Thronson, and Liam Vavasour); the Awards Committee (Alicia Jackson and James Wilets); Tammy Werse, Jeb Richter, and Lauren Patrick for Special Assistance; Tara Ebrahimi for Program Design; and Shan Shan Tam and Eric Miclette for Video Production. Further, we are especially grateful to Roger A. Fairfax, Jr., Dean of American University Washington College of Law, for hosting our event. We are also deeply indebted to the amazing faculty and staff volunteers at American for their dedication to bringing this event to its successful fruition.

SALT's 50th Anniversary Celebration is an opportunity to reflect on the ideals that led to SALT's founding and to highlight the growing challenges that law schools are facing. Our work is possible because of our entire SALT family; your support enables SALT to pursue its mission to focus on the power of law to serve under-served communities, advance diversity in the academy, and build a community that prioritizes progressive values in the academy and beyond. We dedicate this event to all SALT members working for justice, diversity, and academic excellence. We pledge to continue the work started by our founders so long ago. Indeed, SALT's work has never felt more urgent.

Many thanks to everyone for joining us tonight for a moment of reflection and renewal. We appreciate your support for SALT's 2024 Annual Awards Celebration and our special 50th Anniversary Celebration!

With gratitude,
Olympia & Allyson



M. Shanara Gilbert Human Rights Award



Nina Perales

Nina Perales, the 2024 recipient for the M. Shanara Gilbert Award for Human Rights, has been a tireless advocate for social justice, human rights, equality, and justice. Specifically, Ms. Perales exemplifies all these SALT values in her role as the Vice President of Litigation at MALDEF, the Mexican American Legal Defense and Educational Fund.

Ms. Perales has been serving the Latino community with MALDEF since 1996. She is an expert on a range of social justice issues impacting the nation today, including immigrants' rights, voting rights, and redistricting litigation.

Her advocacy has succeeded in reforming voting rights and discriminatory redistricting plans. In fact, Ms. Perales served as lead counsel for Latino challengers in the Texas 2003 congressional redistricting lawsuit *LULAC v. Perry* and argued the case successfully at the U.S. Supreme Court. She has also represented Latino intervenors in the defense of the federal Voting Rights Act in 2009 and successful statewide redistricting cases in Texas and Arizona.

Through Ms. Perales' efforts, Latinos have been given a voice to secure their Constitutional rights and address grievances impacting their communities. Professor Perales's work is especially important now as American democracy struggles with voter suppression, disenfranchisement, and suppression.

Ms. Perales has been equally active in the field of immigrants' rights. Ms. Perales led the defense of DACA and in 2018, Ms. Perales began litigating cases to challenge Texas Senate Bill 4, which forces counties and cities to enforce federal immigration law against residents.

Ms. Perales' work contributes to SALT's mission by vigorously promoting democratic accountability and representation for all. Ms. Perales recognizes the power of law to protect the ballot and secure human rights for all people. Ms. Perales's work on behalf of voices that have gone unheard for too long epitomize the essence of SALT values.



Junior Great Teacher Award



Tia Gibbs

Junior Faculty Award Winner Professor Tia Gibbs has demonstrated an outstanding commitment to excellence in legal education, social justice, diversity, academic advisement, and bar success throughout her career.

Professor Gibbs's extensive educational background reflects her unwavering dedication to excellence in legal education. She began her career in academia in 2017. She has served as an Associate Professor of Academic Success, and Director of Academic Success at St. Thomas University School of Law, Director of Bar Success at Florida State University College of Law, and serves currently as the Director of Academic Advisement and Bar Success at Georgia State University College of Law. She led the February 2022 bar takers to

score Number# 1 in the state of Florida.

In each of these roles, she has demonstrated a profound commitment to student success and educational excellence, providing invaluable guidance and support to aspiring lawyers. She has also incorporated SALT values of social justice and diversity in encouraging law schools to incorporate social justice in their programs and consider issues of diversity in their programs.

Beyond her academic achievements, Professor Gibbs has made significant contributions to the legal community. Her previous experience as a Real Estate Attorney and Mediation Managing Attorney in Florida showcases her versatility in the legal field. She is a licensed member of both the Florida and Georgia Bar Associations, highlighting her commitment to maintaining the highest standards of legal practice.

Moreover, Professor Gibbs's involvement in community organizations such as Alpha Kappa Alpha Sorority, Inc. and her role as the Historian for the T.J. Reddick Bar Association illustrate her dedication to community engagement and leadership. Her efforts in teaching black legal history to grade school students, as well as her curation of an exhibit on the Chambers v. Florida Supreme Court Case, exemplify her commitment to preserving and sharing legal knowledge and history.

Professor Gibbs has demonstrated unwavering dedication to her students and her broader community, representing the very best of the values SALT exemplifies.



Great Teacher Award



Steven Bender

Dean Steven Bender, the 2024 winner of the Great Teacher Award, has embodied SALT values of Social Justice, Excellence in Teaching and Diversity in every aspect of his professional life.

Dean Bender serves as Associate Dean for Planning and Strategic Initiatives at Seattle University School of Law and, as a Professor of Law, demonstrates a commitment to bringing values of social justice into the classroom. Dean Bender has demonstrated this focus on equity and social justice by, among other things, emphasizing collaboration with his students—both with one another and the communities they seek to serve.

Consistent with Dean Bender’s emphasis on the SALT value of Excellence in Education, student comments on his teaching have been extraordinarily enthusiastic with students praising his sense of humor, use of small groups, command of the classroom, availability outside of class, mentoring, his clear passion for the subject he teaches, and his dedication to his students.

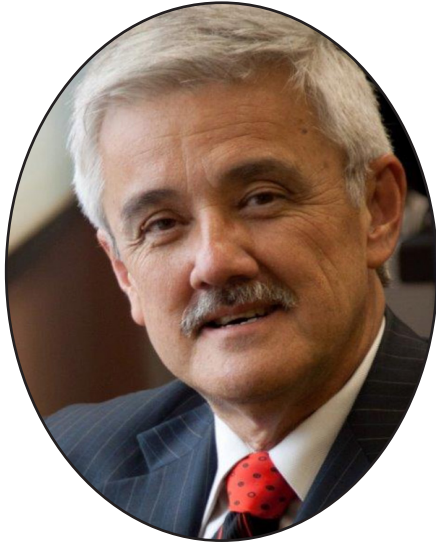
Colleagues have universally described him as a phenomenal and innovative colleague, and many have praised his introduction of ethics and exploration of social justice even in courses that have traditionally not focused on those issues. One colleague noted that she has had many opportunities to observe Dean Bender’s teaching. Not only is he innovative in course design, but he also brings heart to his interactions with students. He is never pompous or condescending, but rather views the classes as opportunities for dialogue.

Dean Bender is a leader in critical theory and immigration law and policy, as well as a thought leader in innovation, technology, and ethics. He is one of the longstanding leaders of LatCrit and is the author or co-author of fifteen books. He has previously been honored with the Clyde Ferguson, Jr. Award from the Association of American Law Schools’ Minority Section, recognizing his scholarly reputation, mentoring of junior faculty, and teaching excellence. In 2021, the Latinx Law Student Association at Seattle University School of Law honored Dean Bender with the Joaquin Avila Award, recognizing “a friend whose character, professional achievements, and outstanding service to the school, especially in the area of mentoring, advocacy and support, has contributed to the growth of the organization.” Dean Bender also received the Dean Derrick A. Bell, Jr. Award in 1994. Further, he served as SALT Co-President (with Raquel E. Aldana) from 2010-2012.

Dean Bender is deeply committed to advancing equity and social justice, bringing these issues to the forefront of all he does in and out of the classroom. His colleagues state it best when they noted “[f]rom extending the legal education pipeline to farmworkers in Eastern Washington to supporting cafeteria workers’ strikes, from teaching CRT to high school students to providing legal counsel to the vulnerable, Steve is always present in the trenches.”



Essence of SALT Honoree



Bill Adams

William “Bill” Adams, a 2024 Essence of SALT honoree, has demonstrated the core SALT values of Excellence in Legal Education, Diversity, and a commitment to Social Justice throughout his legal career.

Mr. Adams began his legal career serving nine years as a legal services attorney in Indiana, and in Florida at Florida Rural Legal Services and at Legal Services of Greater Miami. Throughout his distinguished career, he has gone on to promote SALT values as an educator, advocate, dean, and ABA administrator.

Mr. Adams began his academic career as a Clinical Director at Nova Southeastern University, where he pursued excellence in legal education on a daily basis in service to law students and the larger community. He went on to become Associate Dean at Nova Southeastern Shepard Broad College of Law, Acting Dean of that Law School, and subsequently Dean of Western State College of Law.

He then served the larger legal educational community as Managing Director of the Section of Legal Education and Admissions to the Bar, one of the ABA’s most senior positions. In his work at the ABA, he has embraced teaching excellence and diversity.

Mr. Adams has integrated his educational career with larger issues of social justice, serving as past chair of both the Association of American Law Schools (AALS) Section on Sexual Orientation and Gender Identify and the AALS Section on Aging and the Law.

He received the 1994 Florida Bar’s Public Interest Law Section Chair’s Special Merit Award. Mr. Adams is also a 1994 recipient of the Dan Bradley Award, the National LGBT Bar Association’s highest award for contributions to LGBTQ equality. In 1994 he also received the Gay and Lesbian Lawyers’ Association of Florida’s Outstanding Advocate Award -the first recipient of an award for special contributions to lesbian and gay rights.

Furthermore, Mr. Adams has advocated on cases successfully removing a ballot initiative that would have forbidden passage of laws protecting LGBTQ+ persons from discrimination, and on a challenge to exclusion of children with HIV infection from regular classrooms.

In addition to his commitment to excellence in teaching, social justice and diversity, Mr. Adams has transmitted those SALT values to the larger community through an exceptional number of talks to the legal and non-legal community and a prodigious amount of scholarship focused on legal education, diversity and justice. It is thus a pleasure for SALT to award the Essence of SALT award to Bill Adams.



Essence of SALT Honoree



Dorothy Brown

2024 Essence of SALT Honoree Professor Dorothy Brown is a Professor of Law at Georgetown Law and the Martin D. Ginsburg Chair in Taxation. Professor Brown embodies the core values of SALT with her widely recognized work examining, among other things, the racial implications of federal tax policy.

A specialist in federal tax law, critical race theory and corporate tax policy, she has given national broadcast and print interviews and written in national publications on critical race theory and tax reform. Professor Brown has spent her career as a law professor documenting racism in the tax system. Her recent book – *The Whiteness of Wealth: How the Tax System Impoverishes Black-Americans and How We Can Fix It* – has been heralded as a groundbreaking exposé of racism in the American taxation system. The book examines tax policy through a critical race theory lens to examine the roots of the Black-white wealth gap, and possible solutions.

Professor Brown is an outstanding advocate for equitable tax policy, with a career that has traversed the very heart of institutions implementing tax policy. Professor Brown worked as an adviser to J. Stephen Swift of the U.S. Tax Court, as an associate with Haynes & Miller in Washington, D.C., and as an investment banker at New York's Drexel, Burnham & Lambert. She also was a special assistant to the Federal Housing Commissioner at the U.S. Department of Housing and Urban Development.

Professor Brown is both an insider and an outsider. Her career has given her access to the institutions where tax policy is made but she speaks about the horrific effects of tax policy for those on the outside. As a tireless advocate, Professor Brown is able to use her position at the pinnacle of academic and financial institutions to remedy the invidious discrimination faced by so many people. Professor Brown has also written two textbooks: *Critical Race Theory: Cases, Materials and Problems*, and *Federal Income Taxation*, both published by Thompson West.

In 2018, Professor Brown was co-recipient of the Clyde Ferguson Award (conferred by the AALS Minority Section for excellence in public service, teaching, and scholarship). A graduate of Fordham University and Georgetown Law, she received her LLM in Taxation from New York University. She has also published dozens of articles, essays, and book chapters. She has appeared in CNN, MSNBC, PBS, NPR. Her opinion pieces have been published in The New York Times and The Washington Post.

As a leader in examining the underlying dynamics of discrimination in US government policy and in demonstrating excellence in teaching and a commitment to diversity, Professor Brown truly represents the essence of SALT and its values.



Essence of SALT Honoree



Franklin Siegel

Professor Franklin Siegel, a Distinguished Lecturer at CUNY School of Law and a longtime civil rights lawyer, truly represents the essence of SALT core values of social justice, excellent teaching and diversity. His courses have included Constitution and Foreign Affairs, Government Misconduct, and a summer internship support course focused on public interest and public service. As a lecturer at Columbia in the 1990's he co-taught Children with AIDS and Their Families with a physician and a nurse, and was a Teaching Fellow at the Fair Housing Clinic. At CUNY he served as an advisor to the student Public Interest Law Association (PILA), Black Students Law Association (BLSA) and Moot Court multiple years. In the late 1990's Professor Siegel also directed CUNY's response to a series of reverse discrimination lawsuits for then Dean Kristin Booth Glen, including securing a 2002 federal court ruling that CUNY's diversity-based admissions policy is not discriminatory.

Professor Siegel is probably best known as one of the class-counsel in *Handschu v. Special Services Division*, popularly known as "the New York Red Squad case," which resulted in a federal court decree regulating New York City Police Department surveillance of First Amendment political expression, association and protest activity. A 2011 enforcement motion in the case led the city to end the NYPD's notorious Muslim Surveillance Program. Professor Siegel served as a staff attorney at the Center for Constitutional Rights and subsequently spent 18 years on CCR's board, including becoming Treasurer at a time of fiscal stress. Since the time he was a law student, he has held roles in the National Lawyers Guild, including as New York Chapter President, and as a co-founder and first coordinator of the Guild's Puerto Rico Legal Project, later to become Island's first public interest law firm.

Professor Siegel's litigation experience has included serving as co-lead counsel in the stolen assets case against Philippine dictator Ferdinand Marcos, and he helped manage the asset recovery effort against the former Shah of Iran. He represented journalists and media organizations challenging military restrictions on news gathering during the 1991 Gulf War. He was a co-lead counsel in a class action suit that preserved street alarm boxes used by hard of hearing New Yorkers, resulting in an influential ruling defining government's duties under Title II of the ADA. He was also co-counsel to past SALT Great Teacher recipient Jules Lobel in representing members of Congress who sued the first President Bush and President Clinton to prevent the use of military force without Congressional authorization as required by the Constitution and the War Powers Resolution. Recently, Professor Siegel was critical in helping shape SALT's work around the SFFA.

Professor Siegel has been especially gratified working with SALT, where his work included being one of the planners with Hazel Wesier, former SALT Executive Director, of the 2009 Cover Workshop, and with Donna Lee and Hazel of the 2020 Cover Workshop. He enjoys organizing events which build organizational spirit, such as assisting SALT presidents Ruben Garcia, Olympia Duhart and Sarah Rankin in presenting SALT Awards banquets in 2014 and 2016 (where guests dined to live jazz played on Frank Sinatra's own piano!).

When he was fortunate to join CUNY Law, Professor Siegel gravitated to SALT, attracted by its historic mission in the academy to excellently support the aspirations of students who yearn to advance social justice. SALT is pleased to give Professor Franklin Siegel its Essence of SALT Award.



Past Award Winners



Past Recipients of the M. Shanara Gilbert Human Rights Award

1997	M. Shanara Gilbert	2015	Hope Lewis
1999	Dr. Jesse N. Stone, Jr.	2016	Sherrilyn Ifill
2000	Honorable Barney Frank	2017	Zahra Billoo
2003	Steven Bright & Bryan Stevenson	2018	Robert S. Chang & The Fred T. Korematsu Center for Law & Equality
2004	Congressman John Lewis	2019	James Silk
2005	Eva Patterson	2020	Azadeh N. Shahshahani of Project South & Matthew Fletcher & The Indigenous Law and Policy Center at Michigan State Law
2006	David Cole & Center for Constitutional Rights	2021	Erika George
2007	Joshua Rosenkranz	2022	Elizabeth Frankel Law Deans Antiracist Clearinghouse
2008	Sister Dianna Ortiz & Jennifer Harbury	2023	Nazanin Boniadi
2009	Rhonda Copelon		
2011	Prison Law Office		
2013	Norris Henderson		
2014	Florence Wagman Roisman		

Past Recipients of the Junior Great Teacher Award

The Junior Great Teacher Award was given at the Teaching Conference in 2014, 2016, and 2018 and at the Annual Celebration in the remaining years.

2014	Margaret Kwoka
2015	Justin Hansford
2016	Vinay Harpalani
2017	Katie Eyer & Lua Yuille
2018	Troy Andrade
2020	Joseph Mead
2021	Norrinda Brown Hayat
2022	Tianna Gibbs & Etienne Toussaint
2023	Emily Behzadi Cárdenas



Past Award Winners



Past Recipients of the Great Teacher Award

1976	David Cavers	2001	Sylvia Law
1977	Charles Miller	2002	SALT Founders
1978	Thomas Emerson	2003	Charles Lawrence & Mari Matsuda
1979	Rennard Strickland	2004	Bill Quigley
1980	Ruth Bader Ginsburg	2005	Howard Glickstein
1981	Harry Edwards	2006	Eric Yamamoto
1982	Arthur Leff	2007	Stephanie Wildman
1983	Charles Black	2008	Fran Ansley
1984	Herma Hill Kay	2009	Stephen Wizner
1985	Derrick Bell	2010	Francisco Valdés
1986	Clinton Bamberger & CUNY Law School	2011	Phoebe Haddon
1987	Barbara Babcock	2012	Keith Aoki
1988	Howard Lesnick	2013	Margaret Montoya
1989	University of Wisconsin Law School	2014	Holly Maguigan
1990	Rhonda Rivera	2015	Martha Mahoney
1991	Marilyn Yarbrough	2016	Susan Bryant & Jean Koh Peters
1992	Mary Joe Frug	2017	Frank Askin
1993	Cruz Reynoso	2018	Jeffrey Selbin
1994	Norman Dorsen	2019	Lisa Brodoff & Richard Klein
1995	Trina Grillo	2020	Jean C. Love
1996	Barbara Aldave	2021	Jules Lobel
1997	W. Haywood Burns	2022	Vernellia Randall
1998	Jim Jones	2023	Jayesh Rathod
1999	Anthony Amsterdam		
2000	Marjorie M. Shultz		

Essence of SALT Award

2022 Collaboratory on Legal Education and Licensing for Practice





50 Years of Salt



1974

SOCIETY OF AMERICAN LAW TEACHERS

24TH FLOOR • 250 BROADWAY
NEW YORK, NEW YORK 10007

PRESIDENT
Norman Dorsen

EXECUTIVE DIRECTOR
Stephen Gillers

BOARD OF GOVERNORS
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- Addison M. Bowman
- Ralph S. Brown, Jr.
- David L. Cavers
- David L. Chambers
- Leroy Clark
- Alan Dershowitz
- Thomas I. Emerson
- Monroe Freedman
- Ruth Bader Ginsburg
- Nathaniel E. Gozansky
- Charles R. Halpern
- Harry Kalven
- Sylvia Law
- Howard Lesnick
- Ian R. MacNeil
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- Frank C. Newman
- Melville B. Nimmer
- Robert Pitofsky
- Robert J. Rabin
- Cruz Reynoso
- Herman Schwartz
- Robert A. Sedler

Dear Colleague:

I am writing to invite you, on behalf of 149 of your colleagues at 69 law schools, to join the newly formed Society of American Law Teachers. We believe there is a clear need for this organization. It will be a useful professional vehicle for American law teachers and can benefit the legal community and the society as a whole.

The Society will have the following broad purposes, in addition to providing open lines of communication on matters of interest to the membership.

1. Encourage developments in legal education that will make curriculum, programs and forms of instruction more responsive to social needs. This will include attention to legal ethics and the public responsibilities of the profession.
2. Make studies and, where appropriate, issue public statements, participate in litigation, and give testimony on matters of professional concern, such as the new federal penal code and proposed amendments to the United States Constitution.
3. Evaluate and in proper cases express opinions on judicial appointments and appointments to other governmental positions bearing on the administration of justice.
4. Combat violations of academic freedom directed against law teachers.
5. Encourage fair recruitment of minorities – blacks, Puerto Ricans, Chicanos and women – on law faculties and student bodies.
6. Monitor, to the extent feasible, various institutions of the legal profession.

1973

A New Association: SALT. “Preliminarily, we think it is pretty clear that a new association would not be in meaningful conflict with AALS. The AALS, now, more than ever, is an association of law schools, as the voting arrangements recently adopted show. In addition, most of the functions that we will suggest as plausible for an association of law teachers are not being performed by the AALS and indeed may not be appropriate for such an organization.” Proposal for An Association of Law Teachers (May 1973)

**RE-IMAGINING TRADITIONAL LAW SCHOOL COURSES:
WORKSHOPS INTEGRATING CLASS, DISABILITY, GENDER, RACE AND
SEXUAL PREFERENCE INTO OUR TEACHING AND COURSE MATERIALS**

SALT TEACHING CONFERENCE

Friday and Saturday,

October 29-30, 1993

Santa Clara University School of Law

1975

SALT Teaching Conferences begin. “Howard Lesnick (Pennsylvania) is heading a committee that is looking into SALT’s sponsorship of a major national conference on the future of legal education. This is a large undertaking but well worth it. Among the subjects that may appear on the conference’s agenda are academic issues (curricula, grading, faculty tenure and hiring, accreditation, admissions, academic freedom), economic issues (tuition, university diversion of law school funds, collective bargaining and unionization of faculty, salaries, supportive services), affirmative action programs (minorities, women, the handicapped), administration (selection of deans, law school relationship to the university), continuing education, job placement, law reviews, etc.” (May 1975)

- Conferences were attended by hundreds of law professors and other legal educators from the beginning and focused on the integration of “diversity” issues into the law school curriculum” as well as at the institutional level (April 1994).
- The 2024 Teaching Conference will be held Sept. 19-21 at Boston University and co-sponsored by the University of Connecticut. More details to come in early 2024.

1986 SALT Salary Survey

1990-91 SALT Salary Survey

1992-93 SALT Salary Survey

1979

SALT Salary Survey begins. “Many American law teachers know little about salaries and other financial matters at their own schools. Most of us know even less for comparative purposes about other schools. At the suggestion of a member from Washington, D.C., we have made a start toward opening up the books.”

- Published continuously since 1979.
- Most recent: June 2021 (on website).
- Next up: 2024 Salary Survey. Please help us collect complete information.

IN THE
Supreme Court of the United States

STUDENTS FOR FAIR ADMISSIONS, INC.,
Petitioner,
v.
PRESIDENT AND FELLOWS OF HARVARD COLLEGE,
Respondent.

STUDENTS FOR FAIR ADMISSIONS, INC.,
Petitioner,
v.
UNIVERSITY OF NORTH CAROLINA, *et al.,*
Respondents.

**On Writs of Certiorari to the
United States Court of Appeals
for the First and Fourth Circuits**

**BRIEF FOR 25 DIVERSE, CALIFORNIA-FOCUSED
BAR ASSOCIATIONS, LAWYERS ASSOCIATIONS,
CIVIL RIGHTS ORGANIZATIONS, AND
COMMUNITY FOUNDATIONS AS
AMICI CURIAE IN SUPPORT OF RESPONDENTS**

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EVA PATERSON
MONA TAWATAO
CHRISTINA ALVERNAZ
Equal Justice Society
1939 Harrison Street
Suite 818
Oakland, CA 94612

1988

SALT first annual Robert Cover Memorial Public Interest Retreat in March 1988. Sixty-four students from 18 law schools across the nation attended. (April 1988).

- SALT retreats over the decades “provided a unique opportunity for public interest and social justice-oriented law students, faculty, and practitioners to exchange viewpoints, explore career opportunities, and formulate strategies for social justice” (Dec. 2016 celebration program).

1999

SALT first Trina Grillo Public Interest Law Retreat in March 1999, in the Golden Gate National Recreation Area.

SALT starts the Robert Amaker Public Interest Retreat in June 2001, noting “ Like the East [Cover] and West [Grillo] coast programs, the Midwestern program will provide an opportunity for public interest law students, faculty, and practitioners to forge an alliance by exchanging viewpoints, exploring career opportunities, and formulating strategies for social justice.” (June 2001)

2001

2005

- First LatCrit/SALT Junior Faculty Development Workshop with the goal “to make POTs – Progressive Outsiders Tenured in Oct. 2005 (Sept. 2005)
- Faculty Development Workshops continue annually at either the LatCrit Conference or SALT Teaching Conference.

2007

First “Deanship Workshop” – SALT & Seattle University School of Law co-sponsored a two-day workshop to encourage and assist members of under-represented groups to pursue deanships in May 2007. This workshop has continued every other year since that time.

- The 2023 “Promoting Diversity in Law School Leadership Workshop” took place in October 2023.

Featuring

- Kristi Arth
- Sha-Shana Crichton
- Atiba Ellis
- Kim Holst
- Amanda Levendowski
- Mary Szto
- Carwina Weng

SALT
SOCIETY OF AMERICAN LAW TEACHERS

THE PODCAST

AVAILABLE WHEREVER YOU GET YOUR PODCASTS

The SALT Teaching Social Justice Podcast
Spring 2021

SALT throughout the Decades

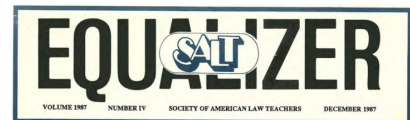
In celebration of SALT's 50th Anniversary, SALT board members revisited the full collection of SALT *Equalizers*. SALT members published the *Equalizer* three or four times a year from 1975 until about 2011, when SALT launched a blog. *Equalizer* issues both reported on SALT activities and presented substantive critical analysis of key issues. Many issues include wonderful photographs.

Our review identified five recurrent themes in SALT's five decades of work:

- Supporting Diversity in Law Schools and the Profession
- Working to Advance and Protect Academic Freedom
- Applying a Critical Lens to Legal Education and Licensing
- Facilitating Inclusive and Excellent Teaching
- Advancing Social Justice

The 50th Celebration materials in our program are organized around these themes. Each theme includes just a few highlights from each decade. You will recognize SALT's role as an incubator in many of these areas. These provide a small sample of the incredible work and analysis.

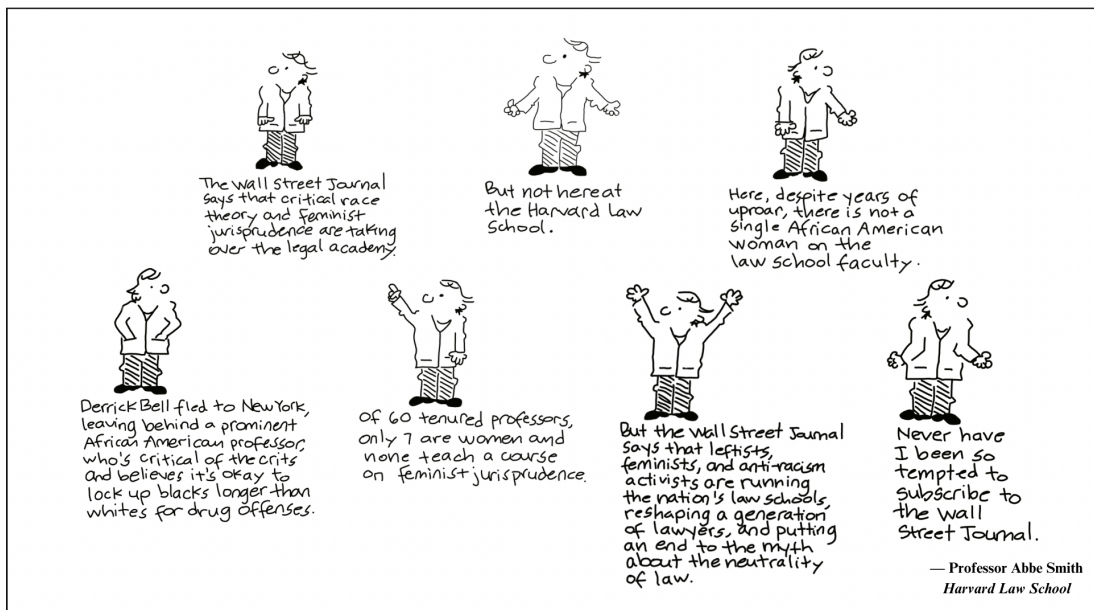
We invite you to read more in the SALT Archive at UNLV Boyd Law.



Diversity and the Profession

1970s

- ◇ *Proposal for An Association of Law Teachers* (May 1973) suggested a new “association of law teachers might . . . Encourage fairer representation of minorities – blacks, Puerto Ricans, Chicanos and women – on law faculties and student bodies.”
- ◇ SALT published inaugural Newsletter with “Special Admissions Program Questionnaire” (May 1975)
- ◇ Telegram from SALT Board of Governors to Griffin Bell, US Department of Justice, expressed deep concerns about reports that the Carter administration plans to oppose affirmative action plans and restrict minority admissions to higher education (Sept. 9, 1977)
- ◇ SALT Newsletter announced forthcoming SALT position paper on minority admissions programs after Bakke (Dec. 1978)



1980s

- ◇ Report to Board from Parental Leave Committee; included preliminary report and a request to the Board to pursue a more thorough investigation of “childbirth and parental leave situation in American law schools” (May 1983)
- ◇ Statement on Minority Hiring in AALS Law Schools: A Position Paper on the Need for Voluntary Quotas (included results of Survey on Minority Group Persons in Law School Teaching) (Nov. 3, 1983)
- ◇ To strengthen commitment to diversity, SALT recommended amendments to AALS proposed bylaw Section 6-2 (Admissions) and its commentary (Oct. 1989)

1990s

- ◇ SALT formally opposed action by the Department of Education that threatened the continuation of the CLEO (March 1991)
- ◇ Organized emergency meeting to plan affirmative action strategy in wake of 5th Circuit decision in *Hopwood*, which held that “any consideration of race or ethnicity by the law school for the purpose of achieving a diverse student body” is unconstitutional under the 14th Amendment (Aug. 1996)
- ◇ SALT launched an “Action Campaign” for Diversity leading to the Communities Affirming Real Equality (C.A.R.E.) March the following in January 1998 where “Thousands of law professors, law students and lawyers marched, chanted, and sang their way through the streets of San Francisco under the sponsorship of SALT.” (Sept. 1997, Dec. 1997, Apr. 1998).
 - “2 ... 4 ... 6 ... 8 ... Educate Don’t Segregate!” & “Law Professors for Diversity”! (Apr. 1998)

2000s

- ◇ The April 2003 Equalizer contains a special 12-page pull-out section featuring SALT’s activities in support of the University of Michigan’s affirmative action cases: *Grutter v. Bollinger* and *Gratz v. Bollinger*. (April 2003)
- ◇ SALT hosted a “Gathering” at the AALS Faculty Recruitment Conference in 2006 to create a less formal welcoming space for progressive applicants and interviewers. (Dec. 2006)
- ◇ SALT distributed Solomon brochure, which opposed the discrimination against gays and lesbians in the military to all law school deans, and continued decade-long involvement in organizing to lift the ban on gays and lesbians in the military. (Dec. 2001 to May 2011)
- ◇ SALT website hosted “an extraordinary new electronic resource that provides vital information and authoritative data regarding the state of law school admissions as they related to African-Americans and Mexican-Americans.” With Columbia University clinic. 2007-2010 (Sept. 2007, Fall 2009, Spring 2010).

SALT PRESENTS CONFERENCE ON DIVERSITY ISSUES

– Eric Janus
William Mitchell College of Law

– Carol Chomsky
University of Minnesota School of Law

The Society of American Law Teachers will present its third teaching conference on issues of race, class, gender, disability and other forms of diversity in the law school curriculum on Friday and Saturday, September 23-24, 1994, at the University of Minnesota in Minneapolis. Though on the same theme as the last two teaching conferences, the Minneapolis conference will offer significant new approaches to these important issues, building on what we’ve learned in past discussions. If you haven’t yet attended one of these conferences, come find out why participants in the two earlier conferences found them to be such an exciting and affirming experience. If you have attended before, come back again — the program is designed to add to, not repeat, the insights and dialogue in New York and Santa Clara.

During the two-day conference, participants will work in subject matter groups, attend plenary sessions and work on cross-curriculum pedagogical issues.

Subject-matter Working Groups

The heart of the conference will be participatory subject-matter working groups. These sessions will feature presentations and demonstrations by colleagues, as well as ample opportunity to discuss the doctrinal, pedagogical, practical and theoretical issues connecting issues of diversity with the subject matter area. By talking directly with those who teach in your own subject area, you can develop specific expertise and strategies for raising these issues in your own classroom. Subject matter areas and the names of persons coordinating each area are as follows:

Civil Procedure:
Jeff Brand (San Francisco),
Laura Dooley (Valparaiso)

Academic Support Program:
Paula Lustbader (Puget Sound),
Laurie Zinet (Santa Clara)

Environmental Law:
Casey Jarman (Hawaii),
Pat McGinley (West Virginia)

Family Law:
Jane Aiken (South Carolina),
Twila Perry (Rutgers, Newark)

Clinic:
Beverly Balos (Minnesota),
Richard Boswell (Hastings),
Ann Juergens (William Mitchell)

Legal Writing:
Deborah Schmedemann (William Mitchell),
Bari Burke (Montana)

Constitutional Law:
Mary Dudziak (Iowa),
Judy Scales Trent (Buffalo),
Ruth Colker (Pittsburgh)

Professional Responsibility:
Marie Failinger (Hamline)

Property:
Guadalupe Luna (Northern Illinois)

Torts:
Steve Landsman (DePaul),
Jody Armour (Pittsburgh)

Contracts:
Deborah Waire Post (Touro),
Joe Knight (Iowa),
Tony Chase (Houston),
Reginald Robinson (Howard)

Criminal Law:
Phyllis Bookspan (Widener),
Donna Coker (Stanford),
Keith Harrison (Denver)

Tax:
Denise Roy (William Mitchell)

SUBJECT MATTER WORKING GROUPS

PRESIDENT'S COLUMN

HARVARD: Four More White Men

On February 28th, Harvard Law School invited four white men to become tenured members of the faculty. Two of these four white men are currently visiting at Harvard, and a third, who visited in the fall, was considered while he was still in residence. In the past two years, Harvard refused to *even consider* tenured appointments for three visitors of color, citing a firm rule against considering visitors for faculty positions during the year of their visit. They have made no offers to people of color or to women for many years. The faculty was asked to vote for the four as a package, without regard to assessment of the qualification of particular individuals.

Were this the Acme Widget Company, these facts would constitute a strong *prima facie* case of race and gender discrimination.

For the past two years, former SALT Vice President Derrick Bell has been on leave from Harvard protesting the fact that the school has never had a woman of color in a tenured or tenure-track position. In response to the offers to the slate of four, Derrick filed with the Department of Education a complaint against the law school, asserting that Harvard's hiring and promotion practices violate Title VI of the Civil Rights Act of 1964.

As in any discrimination case, the employer has responses. The four white men possess traditional credentials. The administration has pledged to undertake a serious search for qualified women for lateral appointment. The appointments emerged from a compromise in a committee that included one Critical Legal Studies person and several more conservative members.

Continued on page 10

2010S

- ◇ SALT developed BA to JD Pipeline Initiative to expand the pool of student applicants in 2005, 2010, and 2010, and to expand the diversity of law teachers with Breaking In Events held at Nova Southeastern (Florida); Northeastern (Boston), and John Marshall (Chicago) in 2011 (Sept 2011).
- ◇ In 2015, SALT supported the Law for Black Lives conference, a national gathering of lawyers, law students, legal workers, and jailhouse lawyers committed to building a world where #BlackLivesMatter (Aug. 2015).
- ◇ In 2015, SALT submitted an amicus brief to the U.S. Supreme Court supporting university diversity efforts in *Fisher v. Texas*.

Today

- ◇ In 2021, SALT publicly commented in support of revised ABA Standard 206 on Diversity in Law Schools, regarding public notice for non-compliance.
- ◇ In 2021, SALT organized a webinar on antiracist accountability in law schools as part of a year long webinar series.
- ◇ In 2023, after the Supreme Court banned affirmative action in higher education, SALT organized educative webinars including “After SFFA v. Harvard/UNC: Securing the 14th Amendment’s Promise of Recourse as a Foundation of Equality and Justice,” in July 2023, and issued a statement acknowledging the threat posed by the decision.



VOLUME 1987 NUMBER IV SOCIETY OF AMERICAN LAW TEACHERS DECEMBER 1987

SALT Study on the Hiring and Retention of Minority and Female Faculty

SALT Governor Richard Chused is updating SALT's previous statistical study of employment patterns of women and minorities in legal education. Following are excerpts of his summary of preliminary findings, which reveal that recent progress in hiring minority faculty is "abysmal" and which raise questions about the concentration of women in non-tenure-track positions. Professor Chused plans to publish his final report in a law journal sometime in 1988.

TABLE 1 -- HIRING TRENDS FOR BLACK FACULTY

Faculty Status	1980-1981 Academic Yr.	1986-1987 Academic Yr.
Tenured Classroom Faculty	1.7% (36/2072)	2.5% (62/2459)
Tenure Track Classroom Fac.	5.5% (40/728)	7.5% (46/611)
Tenured Clinical Faculty	None (0/37)	3.1% (2/64)
Tenure Track Clinical Faculty	11.1% (4/36)	12.7% (8/63)
Contract Status Clinical Faculty	3.6% (4/110)	3.7% (6/162)
Contract Status Legal Writing Fac.	1.5% (1/66)	3.2% (5/157)
Other Categories	2.7% (6/219)	3.4% (9/263)
Totals	2.8% (91/3268)	3.7% (116/3170)

The Society of American Law Teachers is now updating the survey it previously made of law school faculty composition for the 1980-1981 academic year by adding data on the 1986-1987



Academic Freedom



1970s

- ◇ *Proposal for An Association of Law Teachers* (May 1973) suggested a new “association of law teachers might . . . Combat violations of academic freedom directed against our colleagues, particularly at smaller law schools.”
- ◇ Initial committee structure included a committee chaired by Bob Sedler on “Faculty autonomy at smaller law schools.” (*Memorandum to Members of the Society of Law Teachers*, June 1974).
- ◇ [SALT’s proposed] “function would be to investigate possible violations of the academic freedom of law faculty members and claims of discrimination on the basis of race, sex and the like.” (*Memo to SALT Board of Governors, The Role of SALT in Protecting Academic Freedom in Law Schools*, Apr. 1975).

SALT TO HOST MAJOR CONFERENCE IN APRIL: The Law School Culture and Concepts of Meritocracy

- Michael Rooke-Ley
- Nova Southeastern University
Law Center

1980s

- ◇ *What Do Law Professors Do?* Emma Coleman Jordan’s reflections on the nominations of Robert Bork and Douglas Ginsburg (Dec. 1987)
- ◇ Newsletter reported: “Derrick Bell’s Experience Sparks Change at Stanford” (Dec. 1987)
- ◇ Workshop on Academic Freedom “demonstrated that . . . law school faculty are vitally concerned about concrete issues of academic freedom that they encounter regularly.” (Jan. 1988)

1990s

- ◇ “Workshop on Political Correctness” in San Antonio to discuss “(1) how to discuss various types of discrimination in the classroom, (2) problems with language and name-calling, (3) first amendment considerations for law teachers who try to control speech in their classrooms, and (4) responding to students who complain about having to take morally repugnant positions in required brief writing assignments.” (Nov. 1991)
- ◇ Third teaching conference on diversity issues in Minneapolis/St. Paul in September 1994: “Re-Imagining Legal Education - Midwest.” (April 1994).
- ◇ In January 1999 SALT and the Clinical Legal Education Association (CLEA) co-sponsored a march with over 250 people in New Orleans protesting “new Louisiana Supreme Court student practice rules which severely restricted students and faculty representation of poor communities. (Apr. 1999)

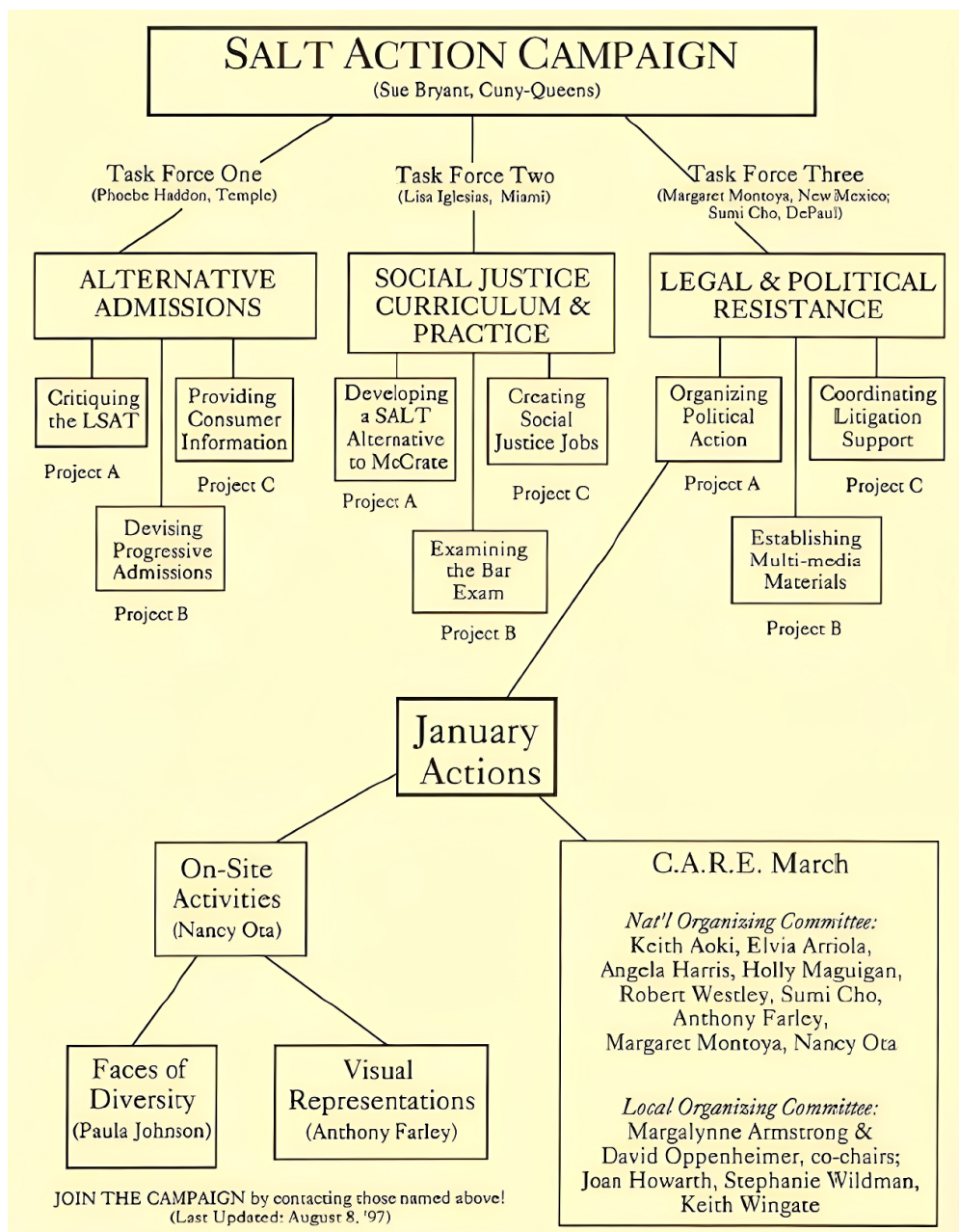
SALT at the AALS in January

SALT is planning some extraordinary events this year at the AALS Annual Meeting in New Orleans. Mark your calendar! Be sure to register on the SALT website, as noted.

Thursday, January 7th 9:00 am-1:00 pm	Day of Service: Tour of the Ninth Ward, a chance to get your hands dirty, and lunch with community activists Bus pick up at Hilton	Registration \$60.00 on SALT.LAW.org website under Conferences & Dinner
Friday, January 8th 8:00 pm-10:00 pm	Cover Workshop Anniversary Session: “In the Public Interest: Exploring the Legacy of Robert Cover as Professor, Activist, and Scholar” Hilton New Orleans Riverside, Port & Starboard	Free! No registration necessary!
Saturday, January 9th 5:00 pm-7:00 pm	Sneak preview of Abby Ginzberg’s new documentary, “Cruz Reynoso: Sowing the Seeds of Justice,” co-sponsored by UC Davis School of Law, Dean Kevin Johnson moderating Hotel Monteleone	Free! No registration necessary!
Saturday, January 9th 7:00 pm-10:00 pm	SALT Annual Dinner, honoring Frank Valdés as SALT’s Great Teacher, with a jazz concert by the Victor Atkins Trio Hotel Monteleone	Registration \$95.00 before December 15th on the SALT.LAW.org website under Conferences & Dinner <i>(special offer – put together your own table and save!)</i>
Sunday, January 10th 11:00 am-2:30 pm	SALT Board of Governors Meeting Hilton New Orleans Riverside, River Room	Open to members

2000s

- ◇ Academic Freedom Committee chair Natsu Saito authored article, “Academic Freedom Committee Recommends ‘Best Practices’ to Combat Pressure to Conform.” The article provided best practices and sought “information about situations in which professors are encountering pressure to conform their teaching scholarship or clinical work to particular political perspectives.” (May 2008)
- ◇ The ABA added SALT as an affiliated organization of the Section of Legal Education and Admission to the Bar inviting written reports and oral presentations at Council Meetings. SALT prioritized special committees on outcome measures, transparency, and security of position. (Sept. 2008)
- ◇ Candidate for board membership in late 2008 noted, “SALT has an unwavering commitment to act as a progressive law professor voice in the struggle for social justice. For many years that voice was focused mostly on issues within the academy. SALT is at the forefront of advocating for diversity, academic freedom, and activist progressive teaching.” (Sept. 2008)



2010S

- ◇ SALT opposed proposed changes by the ABA Standards Review Committee in writing and testimony that would eliminate the requirement of tenure and security of position, as long as a school has a written policy providing for academic freedom. (May 2011)
- ◇ SALT issued a strong statement opposing the attacks on the UNC's Center for Civil Rights participation in litigation. (Aug. 2017)
- ◇ SALT Diversity in the Profession "Breaking In" Pipeline programs continued (June 2011 and Sept. 2016)

Today

SALT sounded the alarms about CRT under attack and discussed the implications of attacks on antiracist initiatives in a well-attended webinar: "Critical Race Theory Under Attack." (Dec. 2021).



All SALT Equalizer newsletters are housed in the SALT Archive at UNLV Boyd Law.



Legal Education and Licensing

1970s

- ◇ *Proposal for An Association of Law Teachers* (May 1973) suggested a new “association of law teachers might . . . “Monitor bar examination and character committees to try to eliminate arbitrariness, political discrimination and racism.”
- ◇ Initial committee structure included one on “State or bar association control of law school curricula” and a second on “Certification and specialization of lawyers.” (*Memorandum to Members of the Society of Law Teachers from Interim Board of Governors*, June 1974).
- ◇ SALT Newsletter announced formation of a liaison committee to work with the ABA Commission on Professional Standards on drafting an “entirely new code of professional conduct for lawyers.” (Dec. 1978)

1980s

- ◇ Sponsored a panel at the AALS Annual Meeting in San Antonio on “faculty status issues of persons teaching clinical programs.” (April 1981)
- ◇ SALT first published *Looking at Law School: A Student Guide from the Society of American Law Teachers* in 1984. This bestselling “consumer guide for the social-justice minded law student” appears in law libraries across the country and was reprinted in 1990 and 1997 (July 1982)
- ◇ Supported the adoption of ABA Standard 405(e) which first imposed the requirement that a law school “should afford to full-time faculty whose primary responsibilities are in its professional skills program a form of security of position reasonably similar to tenure and perquisites reasonably similar to those provided other full-time faculty” (July 1984)
- ◇ SALT announced new committee on faculty hiring practices, noting for example that clinicians “have developed critiques of how we teach that have implications for who the teachers should be” and that the “Critical Legal Studies folks are criticizing the structure of legal education as well as its content.” (July 1983)

1990s

- ◇ *SALT Teaching Conference*, “Reimagining Traditional Law School Courses: Workshops Integrating Class, Gender, Race, Disability and Sexual Orientation Into Our Teaching and Course Materials,” at NYU School of Law (1993)
- ◇ *SALT Teaching Conference*, “Diversity Work: Risky and Rewarding” (Dec. 1994)
- ◇ Announced publication of reviews of casebooks that integrate issues of race, gender, disability, sexual orientation, and poverty in the mainstream of the law school curriculum, 1993 (April 1994)
- ◇ CUNY hosted successful conference on “Integrating Immigrant Perspectives,” (April 1999)

2000s

- ◇ Testified at Minnesota Board of Law Examiners protesting the increase in passing score for bar examination - Testimony Leads to Rethinking of Bar Exam Proposal (Aug. 2000)
- ◇ SALT Statement on the Bar Exam “explained SALT’s conviction that the exam fails to measure professional competence to practice law, stands as a significant barrier to achieving diversity in the profession, and negatively impacts law schools in terms of curricular development and admissions policies” (July 2002)
- ◇ Participated as speakers and provided information to a “long-awaited conference of the Joint Working Group (AALS, ABA, and the National Conference of Bar examiners, with participation by the Conference of Chief Justices) in October 2004. “SALT critique of the bar exam permeated the discussion[.]” (Dec. 2004)
- ◇ “SALT has long supported accreditation standards that would result in law schools consciously focusing on their students’ acquisition of knowledge, skills, and values ...” (Fall 2009)
- ◇ Supported a study on innovative teaching and assessment methods to see if new methods could narrow the performance gap. (Fall 2009)

SOCIETY OF AMERICAN LAW TEACHERS

STATEMENT ON THE BAR EXAM

July, 2002

Bar examinations, as currently administered,

- fail to adequately measure professional competence to practice law,
- negatively impact law school curricular development and the law school admission process,
- and are a significant barrier to achieving a more diverse bench and bar.

Recent efforts in some states to raise the requisite passing scores only serve to aggravate these problems. In response to these and other concerns outlined below, the Society of American Law Teachers (SALT), the largest membership organization of law professors in the nation, strongly urges states to consider alternative ways to measure professional competence and license new attorneys.

2010S

- ◇ Advocated for licensing alternatives throughout the decade.
- ◇ Opposed evaluation of law schools based on rate of first time bar passage because of the need to protect access to law for diverse students and to encourage the development of meaningful outcome measures. (Sept. 2007, May 2011, and others)
- ◇ SALT regularly weighed in on hurdles and bars to law school and to the practice of law with the hopes of increasing equitable access to the law.
- ◇ In 2015, SALT testified in NY on the UBE and its disparate impact.
- ◇ In 2018, SALT submitted a letter to the ABA supporting the proposal to eliminate the Standard 503 requirement that every prospective law student submit a standardized admissions test score.
- ◇ In 2019, SALT critiqued the ABA's proposed amendment of Standard 316 on bar passage rate.

THE SOCIETY OF AMERICAN LAW TEACHERS

Presents a

NATIONAL CONFERENCE ON THE FUTURE OF LEGAL EDUCATION

Co-sponsored by NEW YORK UNIVERSITY SCHOOL OF LAW

December 3-4, 1976

The questions presented:

- I. What has the Teaching of Law to do with Justice?
Jerold Auerbach, Wellesley College, Department of History

Commentators:

Robert M. Cover, Yale Law School
Harris L. Wofford, President, Bryn Mawr College

- II. *What Can Law School Teach About the Relation of Law Students as Human Beings to their Identity as Lawyers?*

Jack Himmelstein, Columbia University School of Law

Commentators:

Gary Bellow, Harvard University Law School
Sylvia A. Law, NYU School of Law

- III. *How Should Legal Education Respond to Developing Changes in the Legal Profession?*

Paul D. Carrington, University of Michigan Law School
Murray L. Schwartz, UCLA School of Law

Commentators:

Monroe H. Freedman, Hofstra University School of Law
Robert E. Keeton, Harvard University Law School

Conference Coordinator and Moderator:

Howard Lesnick, University of Pennsylvania Law School
President, Society of American Law Teachers

Today

- ◇ In 2022, SALT encouraged the ABA to make the LSAT optional
- ◇ SALT awarded the inaugural Essence of SALT Award to the Collaboratory on Legal Education and Licensing for Practice for their incredible and ongoing work in this area.



All SALT Equalizer newsletters are housed in the SALT Archive at UNLV Boyd Law.





Teaching Excellence



1970s

- ◇ Proposal for *An Association of Law Teachers* (May 1973) suggested a new “association of law teachers might . . . Encourage developments in legal education that will make curriculum, programs, and forms of instruction more responsive to social needs.”
- ◇ SALT testified before a Committee of the U.S. Court of Appeals for the Second Circuit on attempts by federal courts to impose curriculum requirements on law schools (May 1975)
- ◇ SALT’s National Conference on the Future of Legal Education (co-sponsored by NYU). Sessions included: “What Has the Teaching of Law to Do With Justice?” “What Can Law School Teach About the Relation of Law Students as Human Beings to Their Identity as Lawyers?” (Dec. 1976 & Feb. 1977)
- ◇ Launched new committee to provide confidential advice on tenure, including exam and paper exchange service (Dec. 1978)

1980s

- ◇ National Conference on Life in the Law School co-sponsored by SALT and NYU law Orison S. Marden Program in Legal Education, programs focused on teaching methodologies (Dec. 1982)
- ◇ Preliminary Draft SALT Report on Financing Legal Education, authored by Sylvia Law (NYU) (1984)
- ◇ Statement of Good Practices by Law Professors in the Discharge of Their Ethical and Professional Responsibilities, “Members of the law school teaching profession should have a strong sense of the special obligations that attach to their calling.” (1988?)

1990s

- ◇ *SALT Teaching Conference*, “Reimagining Traditional Law School Courses: Workshops Integrating Class, Gender, Race, Disability and Sexual Orientation Into Our Teaching and Course Materials,” at NYU School of Law (1993)
- ◇ *SALT Teaching Conference*, “Diversity Work: Risky and Rewarding” (Dec. 1994)
- ◇ Announces publication of reviews of casebooks that integrate issues of race, gender, disability, sexual orientation, and poverty in the mainstream of the law school curriculum (April 1994)
- ◇ CUNY Hosts Successful Conference on “Integrating Immigrant Perspectives.” (April 1999)

2000S

- ◇ Held Inaugural SALT New Teachers Workshop in New Orleans (April 2002)
- ◇ *SALT Teaching Conference*, “Teaching for Social Change: The How and Why of Teaching Law Students that Practicing Law is not just about Amassing Money.” (May 2008).
- ◇ Launched Dorsen Fellowship Fund to train and nurture law students by engaging them in the work of activist scholars within the legal academy (May 2008).

2010S

- ◇ *SALT Teaching Conference: Teaching in a Transformative Era* held in Hawaii covered topics such as rebellious lawyering, rethinking civil procedure, experiential teaching, and intergenerational success in clinical law (May 2011, Dec. 2011)
- ◇ Launched New Law Teachers Pipeline Committee with the goal of increasing the diversity of the academy and of replenishing SALTs ranks (Spring 2010)
- ◇ In October 2015, SALT joined forces with LatCrit to co-sponsor the Annual Junior Faculty Development Workshop in Anaheim, California (Dec. 2015).

Chronology of SALT Teaching Conferences

National Conference on the Future of Legal Education - December 1976 - NYU

National Conference on the Future of Legal Education - February 1977 - San Francisco

A Conference on Equality and A Conference on Goals in Law Teaching - December 1979 - NYU

Where’s the Beef? - December 1984 - NYU

The Politics of Academic Freedom - December 1987 - NYU

Private Gain or Public Interest: The Struggle for the Soul of American Legal Education - October 1991 - Stanford

Re-Imagining Traditional Law School Courses: Workshops Integrating Class, Disability, Gender, Race, Sexual Orientation and Other Issues of Social Concern into Teaching and Course Materials - October 1993 - Santa Clara

Diversity in the Law School Curriculum - September 1994 - Minneapolis/St. Paul

Re-Conceiving Legal Pedagogy: Diversity in Classrooms, Clinics, Theory & Practice - September 1997 - American Univ, Wash, DC

Power, Pedagogy & Praxis: Moving the Classroom to Action - October 1998 - Loyola, LA

Teaching, Testing and the Politics of Legal Education in the 21st Century -

Equalizer Vol. 2003, Issue 3

EXAMINING THE BAR

— Joan Howarth
Golden Gate University
School of Law

POP QUIZ ON THE BAR EXAM

1. As gatekeeper for the profession, is the bar exam slamming the door on the right people? (In answering, consider the persistent racial disparities in bar passage, including, for example, the LSAC Bar Passage Study data that 22% of African American ABA law school graduates have never passed the bar.)
2. How much of your school's curriculum is shaped by the bar? (In your answer, consider what courses are considered to be core and which peripheral and assess the extent to which the bar shapes those priorities.)
3. Are the subjects tested the most important?
4. Are the testing methods the most fair?
5. Is the bar exam doing a good job of protecting people who need lawyers?
6. Why couldn't students who pass a law school clinic be exempt from the bar's performance test?
7. What are progressive strategies for preparing our students for the bar?
8. Why isn't the Title VII on the Bar?
9. Why not test subject knowledge after the first year, getting it out of the way, and leaving performance and professional responsibility tests for after law school?
10. How will racial disparities in bar passage be changed?
11. How much of your school's admission policies are shaped by the bar? (In your answer, consider the similarities and links between the LSAT and the bar exam and assess the extent to which each functions to justify the other.)

ANSWERS

SALT activists across the country are working on SALT's Action Campaign to examine the bar exam to get the answers to these questions and many more. As the foremost barrier for entry into our profession, the bar exam is a natural and important component of SALT's ongoing campaign to redefine and restore merit.

SALT's campaign to examine the bar has articulated three ambitious five-year goals: (1) to celebrate significant reforms of bar exams in sev-

eral jurisdictions; (2) to provide resources to and embolden bar exam activists nationally; and (3) to establish SALT as a national leader, in linking our progressive values and insights about legal education to the values and insights of activists in the practicing bar and beyond.

To educate ourselves, jump start greater progressive engagement with bar exam issues, and move toward those goals, SALT is planning a conference on Re-examining the Bar Exam to be held September 24-25, 1999 at Golden Gate University School of Law in San Francisco. This conference will link people with expertise on bar exam issues from psychometricians to curriculum innovators -with activists and potential activists for bar exam reform. Participants will include minority bar leaders, law professors, consumers rights activists, progressive law school administrators and leaders of community organizations committed to equal access to justice. We expect that the Re-examining the Bar Exam Conference will be an exciting catalyst for organizing efforts in several jurisdictions and for a higher profile of criticism of bar examinations throughout legal education and the legal profession.

For more information on this project, contact **Sumi Cho, Joan Howarth, Lisa Iglesias, Amy Kastely, Eileen Kaufman, Margaret Montoya, Madeleine Plasencia or Judith Reed.**



CUNY HOSTS SUCCESSFUL CONFERENCE ON "INTEGRATING IMMIGRANT PERSPECTIVES"

— Holly Maguigan
New York University
School of Law

SALT and the City University of New York School of Law Immigrant Initiatives (CLII) co-sponsored a timely and innovative conference on immigration law April 9-10, 1999. Hosted by CUNY, and funded by The Emma Lazarus Fund of the Open Society Institute, the meeting served two related purposes. Its organizers encouraged

Today

- ◇ In May 2020, SALT issued a public position "Faculty Governance and ABA Accreditation Policy During Pandemic." (SALT Celebration Program 2021)
- ◇ In 2020-21, SALT hosted the a five-part webinar series, *Social Justice in Action: Incorporating Anti-Racism Frameworks into Core Law School Classes*
- ◇ In August 2020, SALT podcast launched: *Teaching Social Justice*.





Social Justice



1970s

- ◇ SALT referenced in NY Times articles (Oct. 10 and Oct. 18, 1974) for opposition to a proposal to transfer President Nixon's recordings and documents to the former president (Oct. 1974)
- ◇ Submitted letter to Carl Albert, Speaker of the House of Representatives, expressing concern about decision of the House Armed Services Committee to withhold classified information from U.S. Rep. Michael Harrington, a member of the Committee (July 1975)
- ◇ Issued a public statement opposing House Joint Resolution 74, a proposed amendment to the Constitution that would remove from the federal court's authority the power to order bussing as a remedy for school desegregation (Sept. 1979)

JAN. 9, 2016

RACE MATTERS: CREATIVE ENTRY POINTS FOR IMPACTING RACE RELATIONS ON CAMPUS

The 2016 Cover Workshop



1980s

- ◇ Organized opposition to President Reagan's proposed elimination of the Legal Services Corporation included an organized sign-on statement and lobbying strategies. (April 1981)
- ◇ Opposed a proposed change in eligibility of clients for legal assistance under the Legal Services Corporation Act in New York (Aug. 1983).
- ◇ Submitted comments on proposals to amend the Federal Rules of Civil Procedure to Committee on Rules of Practice and Procedure (Feb. 1984)

1990s

- ◇ Committee on Access to Justice, Discrimination, and HealthCare Reform testifies before Representative Henry Waxman's Committee (The Health and Environment Subcommittee of the House Energy and Commerce Committee) (Jan. 1994)
- ◇ Formally opposed language discrimination in the workplace, urging review of a decision holding that an employer's English-only rule, which prohibited bilingual employees from speaking Spanish while working on a meat production line, did not violate Title VII. (Aug. 1994)
- ◇ Supported repeal of a 1996 law that allowed the government to make federal student aid unavailable to schools that refuse to let military recruiters on campus (AP, Jan. 10, 1999)

2000S

- ◇ Supreme Court ruled against SALT position supporting former Boy Scout James Dale (June 2001)
- ◇ Submitted statement on the Bush Administration's proposed war on Iraq (Nov. 2002)
- ◇ SALT, FAIR sue Department of Defense over Solomon Amendment (Nov. 2003)



SOCIETY OF AMERICAN LAW TEACHERS STATEMENT ON MINORITY HIRING IN AALS LAW SCHOOLS: A POSITION PAPER ON THE NEED FOR VOLUNTARY QUOTAS

THE CONDITION

The S.A.L.T. (Chambers) "report card" on progress in the hiring of minorities and women to the faculties of AALS accredited law schools confirms our worst fears. The report focuses on how and why law schools differ in their success in hiring, promoting and tenuring women and minority faculty.¹ But where minorities are concerned, the differences appear to be so small that the exercise seems almost academic. The most glaring fact presented by the data is that virtually none of the schools has made significant progress in the integration of its law faculty.

The prefatory summary of the questionnaire results tells us that, among the 92 responding schools, a "typical" law school has 29 faculty members of whom two were minorities. However, this conceals the fact that almost ½ of the schools responding have even fewer minority faculty than the "typical" (average) school. An examination of the data on the individual schools responding, contained in Table I, reveals 28 schools with no minority faculty and 32 schools with only one.² Another 20 schools have two minority faculty members. Excluding the two historically black schools, there are only 14 schools with more than two minorities; (10 schools with three, 3 with four and 1 with five) with minorities in these schools representing from 4% to 11% of the faculty.³

It is apparent that the efforts to integrate the law teaching profession have involved an excess of deliberation and a minimum of speed. Many schools hired a token minority faculty member in response to pressure from minority students in the late sixties and early seventies. But most of the minority faculty hired during this period have remained isolated token presences on their campuses, assuming the multiple burdens of counselor to minority students, liaison to the minority community and consultant on race to administration and colleagues, while working to establish themselves as effective teachers, productive scholars and congenial colleagues.

A PROPOSED REMEDY

The lack of progress in the hiring of minority faculty becomes particularly perplexing when we talk to colleagues at the law schools concerned. Invariably we are told of a concerted effort to identify and attract minority individuals engaged in by a concerned faculty and administration. But despite these good faith efforts the results are meager or nonexistent.

The Society of American Law Teachers believes that the full integration of the law teaching profession is an objective of the most compelling importance. We are confident that without the diversity of experience, knowledge, insight and interest provided by colleagues who have been subjected to racial discrimination within our society, we cannot fulfill our mission of providing all of our students with an education which will best serve the needs of that society. We are persuaded that, despite our best intentions, law school faculties will remain virtually all white unless we impose clear, unalterable obligations upon ourselves by holding designated positions open until they are filled by high caliber minority faculty. We recognize that this is a radical remedy, but are convinced of its necessity. The conditions and practices that have led us to believe that the remedy is justified are set forth below.

Today

- ◇ In June 2020, SALT issued an Anti-Racism Statement and Video in which we edited SALT's statement following the 2014 death of Michael Brown in Ferguson, Missouri. SALT has continued until now to seek ways to interrupt and halt the persistent influence of racism on legal education.
- ◇ Joined an amicus brief and rally in support of affirmative action in *SFFA v. Harvard/UNC*. After the Supreme Court banned affirmative action, SALT also organized educational webinars, published Op-Eds, and issued statements highlighting the threat posed by the decision (throughout 2023).



2010S

- ◇ Advocated for a repeal of the ban on LGBTQ+ soldiers in the military, including filing a lawsuit challenging the Solomon Amendment and engaging in policy advocacy (Spring 2010, Sept. 2011)
- ◇ Filed an amicus brief against Alabama's racial profiling law. (Sept. 2011)
- ◇ Submitted an amicus brief to the Supreme Court supporting university diversity efforts in *Fisher v. Texas* (Nov. 2015)

Society of American Law Teachers



Artist: Melaquias Montoya

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Thank You!



Thanks to SALT Partners and Sponsors

SALT’s work requires and benefits from collaboration with countless individuals and organizations. We are very grateful to all our members and all of our allies working on behalf of justice, diversity, and excellence in legal education. We pledge to do our part to support your initiatives and otherwise promote strong, lasting, and productive relationships in our mutual extended community in the coming decades.

Remember to Join or Renew in January!
Memberships run through the calendar year.

Benefits of SALT Membership:

- Collaborate with a community that promotes and values access to justice; academic freedom; equal access to legal education through alternatives to the bar exam and standardized testing; equal opportunity for all, including under-represented groups based on race, gender, sexual orientation, nationality, and status; human rights; and progressive pedagogy
- Keep up with news in the legal academy, including SALT Salary Survey
- Take advantage of opportunities to mentor and be mentored

Membership Levels:

Tenured faculty and senior administrative personnel.....	\$50
All other faculty, librarians, academic support, and staff.....	\$25
Fellows, visiting assistant professors.....	\$10
Lifetime (retiring individual only).....	\$1,200

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