

SALT EQUALIZER

Volume 2005, Issue 1

Society of American Law Teachers

February 2005

In This Issue

This issue of the SALT Equalizer contains the 2004–05 SALT salary survey. Information for Regions III–VII continues on pages two and three.

Survey Information

Aviam Soifer, Dean of the William S. Richardson School of Law at the University of Hawai'i, has completed his survey of law school salaries for the 2004–05 academic year. The survey represents the median salaries for each of the three faculty ranks, in alphabetical order by school, in each of seven regions. Ninety-four law schools furnished salary information; in other words, more than half of our nation's law school deans have declined to participate in the survey. The percentage of non-responding schools has been creeping up over the past four years, growing from nearly 46 percent to more than 50 percent. SALT members who are affiliated with any of the 96 non-responding schools are encouraged to seek future cooperation from their deans.

SALT EQUALIZER

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

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To contact the *SALT Equalizer*, write the editor at William Mitchell College of Law, 875 Summit Ave., St. Paul, MN 55105-3076; call (651) 290-7503; or e-mail rlevine@wmitchell.edu. Visit the SALT web site at www.saltlaw.org.

2004–05 SALT Salary Survey

Region I (Far West)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Arizona State	Not Available (NA)	85,000	124,984	25%
UC-Hastings	115,800	121,260	145,692	NA ¹
Chapman	89,029	100,620	121,995	34.5%
Hawai'i	74,160	93,120	114,824	22%
Nevada-Las Vegas	89,045	88,120	135,215	Approx. 20% ²

Schools that did not report information: Arizona, Brigham Young, UC-Berkeley, UC-Davis, UCLA, Cal Western, Golden Gate, Loyola-Los Angeles, McGeorge, Pepperdine, San Diego, San Francisco, Santa Clara, USC, Southwestern, Stanford, Thomas Jefferson, Utah, Western State, and Whittier.

Region II (Northwest and Great Plains)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Creighton	73,810	83,733	114,812	28%
Drake	NA	NA	105,810	30%
Gonzaga	77,991	91,054	112,656	22.5%
Hamline	84,000	84,000	108,825	23%
Idaho	NA	79,758	112,559	30%
Iowa	NA	94,395	125,460	26%
Montana	59,717	74,320	99,642	22.75%
North Dakota	70,000	78,280	98,082	30%
Oregon	80,172	88,416	106,897	35.6%
South Dakota	69,300	68,140	103,115	26%
Washington	84,534	91,594	118,605	22.6%
William Mitchell	NA	95,030	126,168	25%
Wyoming	77,508	86,532	107,748	30%

Schools that did not report information: Lewis and Clark, Minnesota, Nebraska, St. Thomas (MN), Seattle, and Willamette.

Region III (Southwest and South Central)

NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Arkansas-Fayetteville	86,515	93,380	123,100	23.675%
Arkansas-Little Rock	68,930	73,447	98,644	22%
Colorado	NA	97,277	147,964	21.2%
Houston ³	101,119	115,505	139,872	26%
Louisiana State	81,719	97,464	123,100	20%
Loyola-New Orleans	86,000	96,826	121,827	27%
Missouri-Columbia	NA	91,000	127,984	27%
Missouri-Kansas City	NA	85,500	118,283	27%
New Mexico	83,995	NA	108,366	17%
Oklahoma	84,500	97,800	136,775	33%
Oklahoma City	83,250	86,750	102,500	27%
South Texas	82,273	90,557	128,438	25%
Southern	70,135	85,506	103,191	17%
Texas	115,500	147,900	180,568	22.5%
Texas Southern	90,564.02	101,023.91	121,324.45	26.5%
Texas Tech	85,000	88,955	117,068	6-8%
Texas Wesleyan	NA	88,900	112,484	24.9%
Tulsa	83,750	91,000	111,100	33%
Washburn	72,218	83,015	128,127	25%

Schools that did not report information: Baylor, Denver, Kansas, St. Louis, St. Mary's, Southern Methodist, Tulane, and Washington-St. Louis.

Region V (Southeast)

NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Emory	117,000	146,100	181,500	25.3%
Florida	86,911	103,110	138,000	21%
Florida Coastal	93,000	94,000	103,000	20%
Florida State	92,000	107,268	138,351	25.6%
Georgia	95,000	105,692	144,286	26%
Georgia State	82,000	99,910	126,013	26.74%
Inter-American-PR	59,656	66,073	77,802	15%
Louisville	81,695	89,569	118,033	21.5%
Memphis	74,980	82,908	101,797	20%
Mercer	77,000	86,900	122,030	6-10% ⁵
Mississippi	81,800	91,600	112,700	27%
Mississippi College	69,005	72,741	92,099	23%
Northern Kentucky	w/legal writing: 76,014 w/o legal writing: 76,788	w/legal writing: 77,866 w/o legal writing: 84,627	w/legal writing: 106,942 w/o legal writing: 108,505	25%
Nova Southeastern	NA ⁶	94,800	119,012	22.6%
St. Thomas (Fla.)	85,000	90,000	135,000	24.5%
Tennessee	NA	89,135	120,598	28%

Schools that did not report information: Alabama, Barry, Catholic-Puerto Rico, Florida A&M, Florida International, Kentucky, Miami, Puerto Rico, Samford-Cumberland, Stetson, and Vanderbilt.

Region IV (Great Lakes)

NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Akron	77,428	86,697	116,043	24%
Ave Maria	90,480	99,132	126,288	20.05%
Capital	86,295	102,926	127,050	30%
Cleveland-Marshall	80,051	92,266	117,191	30%
Thomas M. Cooley	90,941	111,927	139,909	27%
Dayton	73,542	NA	101,586	37.35%
Indiana-Indianapolis	87,998	94,800	120,549	38.23%
John Marshall	NA	103,076	130,000	35.65% (including 7.65% FICA)
Marquette	87,000	100,416	114,434	24%
Michigan	125,000	NA	182,925	22%
Michigan State	96,194	104,591	129,169	26%
Northern Illinois	72,913	86,431	109,688	Varies ⁴
Ohio State	103,336	106,567	158,040	26.8%
Southern Illinois	74,100	94,350	116,843	25%
Toledo	80,000	91,681	120,530.50	35.2%
Valparaiso	NA	85,000	123,134	31%
Wayne State	99,986	99,532	125,589	26.4%
West Virginia	NA	78,589	106,252	25.8%

Schools that did not report information: Case Western, Chicago, Chicago-Kent, Cincinnati, DePaul, Detroit, Illinois, Indiana-Bloomington, Loyola-Chicago, Northwestern, Notre Dame, Ohio Northern, and Wisconsin.

Region VI (Mid-Atlantic)

NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Appalachian	64,500	76,250	96,675	Approx. 25%
Baltimore	81,823	98,094	123,338	25.5%
Campbell	60,000	102,070	116,055	8.19%
Catholic-DC	89,718	105,719	131,845	20.25%
Penn State	93,600	101,502	127,935	27.96%
District of Columbia	66,413	71,382	80,473	23%
Howard	90,000	94,248	121,706	21.7%
North Carolina	93,250	97,500	143,378	18%
Pittsburgh	NA	103,500	130,000	25%
Regent	73,305	83,995	101,770	28%
Richmond	90,000	100,000	110,000	28%
Rutgers-Camden	89,590	100,908	138,218	32.5%
Rutgers-Newark	NA ⁷	109,300	138,286	33%
Seton Hall	120,331	118,450	148,568	22.7%

Schools that did not report information: American, Duke, Duquesne, George Mason, Georgetown, George Washington, JAG, Maryland, North Carolina Central, Pennsylvania, South Carolina, Temple, Villanova, Virginia, Wake Forest, Washington & Lee, Widener, and William & Mary.

Region VII (Northeast)

NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Albany	NA	95,357	119,560	32.2%
Connecticut	NA	100,500	157,000	No response
CUNY	80,418	95,296	110,145	33%
Northeastern	NA	121,113	142,425	26%
Suffolk	96,100	108,900	130,100	24%
Syracuse	86,000	101,500	123,089	30.6%
Touro	NA	103,458	160,077	20%
Vermont	No tenure track	No tenure track	105,924	30%
Western New England	80,875	85,336	120,813	34.5%

Schools that did not report information: Boston College, Boston University, Brooklyn, Columbia, Cornell, Fordham, Franklin Pierce, Harvard, Hofstra, Maine, New England, New York Law, NYU, Pace, Quinnipiac, St. John's, SUNY Buffalo, Roger Williams, Yale, and Yeshiva.

About SALT

The Society of American Law Teachers (SALT) is a community of several hundred progressive and caring law professors and administrators dedicated to justice, diversity, equality, and academic excellence. We aim to make the legal profession more inclusive, enhance the quality of legal education, and extend the power of law to underserved individuals and communities. We envision a future in which law schools embrace students and faculty from diverse backgrounds who work together to develop a more just conception of law, and in which the legal profession extends meaningful access to justice to all sectors of our society and serves as a clarion voice for justice and equality.

You can find out more about SALT at www.saltlaw.org. Please join us!

Footnotes

¹ Employer contribution cannot be measured as a percentage, given that – in addition to mandated employer contributions (FICA) – other contributions vary based on plan coverages.

² Includes health insurance at flat rate in addition to 13.56% in other fringe benefits.

³ Median salaries include supplement.

⁴ Benefits vary depending on salary and enrollment in various benefit plans.

⁵ Years 1-7: 6%. After Year 7: 10%.

⁶ School has only one assistant professor; that person also works as a full-time administrator.

⁷ Too few to announce.

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875 Summit Avenue
Saint Paul, MN 55105-3076
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