

# EQUALIZER



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**SPECIAL EDITION FOR A.A.L.S MEETING 1988**

## 1986 SALT Salary Survey

SALT President-elect Howard Glickstein has completed his survey of law school salaries for 1986. This year, the survey presents median salaries for each of three faculty ranks, in alphabetical order by school, in each of seven regions:

<u>NAME OF SCHOOL</u>	<u>ASSIST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>
<u>Great Lakes Area States</u>			
Akron	\$39,100	\$45,400	\$53,700
Indiana--Bloomington	40,000	48,500	66,200
Capital	36,000	41,000	50,500
Case Western Reserve	47,500	62,000	72,000
Cincinnati	42,000	47,700	68,600
Cleveland State	42,400	48,100	57,900
Dayton	37,900	42,700	54,200
DePaul	40,900	46,300	60,300
Detroit Univ.	38,600	44,500	52,300
Illinois	48,000	55,300	83,400
Indiana--Indianapolis	42,000	48,200	59,600
Northern Illinois	38,400	42,800	49,800
Ohio State	48,000	52,600	66,700
Southern	42,300	48,200	58,100
Thomas M. Cooley	44,900	65,500	74,800
Toledo	42,500	48,700	57,200
Valparaiso	37,500	43,000	51,000
Wayne State	40,700	42,800	58,100
Wisconsin	47,100	55,600	66,700

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<u>NAME OF SCHOOL</u>	<u>ASSIST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>
<u>Mid-Atlantic States</u>			
American	41,000	47,200	62,000
Antioch	-0-	-0-	35,500
Baltimore	45,100	51,200	55,000
Campbell	36,000	45,500	57,900
Catholic Univ.--America	55,600	63,100	71,100
Delaware	40,000	50,000	60,000
George Washington	-0-	55,000	76,800
Maryland	48,900	53,600	65,000
North Carolina Central	37,400	49,400	58,600
North Carolina Univ.	42,700	52,400	73,800
Richmond	39,000	41,800	49,100
Rutgers--Camden	40,000	50,200	62,700
Rutgers--Newark	51,300	56,916	73,980
Seton Hall	44,300	50,200	63,000
South Carolina	36,600	46,600	56,400
Temple	41,700	45,300	59,900
Villanova	40,600	-0-	63,500
Virginia	47,000	60,400	80,800
Wake Forest	42,000	41,500	52,700
West Virginia	38,800	43,300	51,000
William and Mary	35,700	49,000	67,000
<u>Northeastern States</u>			
Albany	-0-	48,000	64,500
Boston College	46,000	55,000	67,000
Bridgeport	42,000	49,500	65,700
Brooklyn	48,200	43,200	72,000
SUNY Buffalo	31,700	42,400	58,700
Connecticut	-0-	47,000	67,400
Cornell	45,300	48,700	71,900
Fordham	-0-	59,200	77,300
Franklin Pierce	37,400	-0-	49,600
New York Law School	40,000	57,200	65,700
New York University	58,500	63,700	89,000
Pace	55,600	57,500	69,000
Syracuse	-0-	48,600	70,000
Touro	44,200	52,500	58,700
Vermont	37,000	46,200	55,100
<u>Northwestern and Great Plains States</u>			
Creighton	-0-	-0-	52,800
Drake	-0-	38,700	49,600
Gonzaga	-0-	45,200	48,700
Hamline	-0-	41,000	51,500
Idaho	-0-	35,500	44,500
Iowa	-0-	43,500	72,500
North Dakota	35,500	40,500	49,500
Oregon	37,000	47,000	53,800
South Dakota	34,000	37,500	49,600
William Mitchell	35,000	48,700	59,000
Wyoming	40,800	46,000	56,580

<u>NAME OF SCHOOL</u>	<u>ASSIST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>
<u>Southeastern States</u>			
Alabama	37,200	45,700	60,700
Emory	45,500	49,000	62,700
Florida State	39,500	54,200	73,600
Florida Univ.	50,000	55,000	71,000
Georgia State	43,400	51,200	59,000
Georgia Univ.	47,700	50,000	68,000
Louisville	35,400	41,100	50,900
Memphis	36,000	43,600	51,800
Mississippi College	34,800	43,300	52,500
Mississippi Univ.	39,600	41,300	54,500
Northern Kentucky	35,700	38,200	54,000
Nova	38,700	46,200	59,400
Tennessee	36,000	43,700	57,000
Vanderbilt	50,000	59,000	77,600
<u>Southwestern and South Central States</u>			
Arkansas--Fayette	32,000	42,600	54,900
Baylor	40,000	48,000	71,800
Colorado	-0-	47,500	65,800
Houston	46,000	46,000	60,000
Louisiana State	41,500	49,500	60,000
Loyola--New Orleans	43,000	45,700	61,500
Missouri--Columbia	-0-	42,500	52,200
Missouri--Kansas City	41,500	47,100	60,700
New Mexico	38,000	38,500	58,500
Oklahoma City	36,100	38,600	48,600
Oklahoma Univ.	38,000	39,600	50,100
Puerto Rico Univ.	27,400	33,200	39,600
Saint Louis	42,100	44,800	48,200
Southern Methodist	44,000	54,600	70,200
Texas Southern	43,300	49,800	52,300
Texas Tech	41,800	47,400	60,200
Texas Univ.	49,600	66,600	72,100
Tulane	39,500	52,000	72,700
<u>Western States</u>			
Arizona State	-0-	40,600	60,500
Arizona Univ.	-0-	40,000	60,400
Davis	34,400	57,300	75,700
Golden Gate	36,000	-0-	54,200
Hastings	54,100	58,200	82,200
Hawaii	37,100	46,000	60,500
San Diego	-0-	45,900	60,800
Santa Clara	47,700	50,600	60,700
Utah	-0-	43,500	60,000

## **SALT Workshop on Academic Freedom**

On December 11 and 12, 1987, SALT presented a workshop on "The Politics of Academic Freedom" at N.Y.U., with the generous support of N.Y.U. School of Law. The discussion at the workshop demonstrated that academic freedom is not an abstract topic of purely academic interest; rather, law school faculty are vitally concerned about concrete issues of academic freedom that they encounter regularly.

After introductory remarks by SALT President Emma Jordan, Professor Lawrence Friedman provided "Historical and Sociological Perspectives" on diversity within law schools. Professor Friedman began with a critique of Dean Paul Carrington's controversial article, "Of Law and the River," 34 *J. Legal Educ.* 222 (1984). Friedman maintained that critics of mainstream legal thought are not the unprincipled nihilists that Carrington suggests; rather, they are simply dissatisfied with the extent to which legal realism expands governing principles beyond the narrow legal principles that operate in a restrictive Langdellian field of study. Accordingly, Friedman suggested that Carrington's arguments ought to be directed less to the adherents of Critical Legal Studies and more to the proponents of the Law and Society movement, which most seeks to expand the inquiry into the range of factors that influence, or should influence, law-making. Friedman warned that law schools will not achieve true diversity in ideas by hiring women or minorities who share the internal perspective of the white males in the majority.

Professors Derek Bell, Christine Williams, Clare Dalton, David Abromowitz, and Sheila McIntyre shared personal stories that illustrated the personal costs that they suffered as a result of resistance to the diversity that they offered. Professor Bell recommended "agitation" and "confrontation" as a weapon to combat threats to diversity and academic freedom; he warned that excessive deference to "collegiality" could lead to complacency. Professor Dalton described the manner in which a male faculty member's expectations about women may be shaped by his wife, daughter, secretary, and mother, leading to subconscious discrimination in his evaluation of a female colleague. Professors Williams and Abromowitz described the denial of tenure to proponents of Critical Legal Studies and to their supporters, ostensibly on grounds of ineffective teaching, but in circumstances suggesting political motivation. Professor McIntyre, the victim of bias against her womanhood and feminist views, won contract renewal through her own aggressive agitation. She warned that the banner of academic freedom can sometimes be used by the majority as a justification for views that oppress minority groups and that discourage diversity.

After lunch on the first day of the workshop, Professors Jerry Frug and Burt Neuborne presented often conflicting views on such issues as the role of standards in defining the community of law professors and the appropriate limits, if any, on diversity in legal education. Among other things, Neuborne argued that professors must train students in the Langdellian mode to prepare them for the real world and that proselytizing in class ought to be limited; he also maintained that law schools must maintain standards in hiring and ought to struggle over the problem of defining the standards wisely. Professor Frug ar-

gued that teaching is necessarily proselytizing and that law schools have traditionally defined standards in a way that embraces only white males, thus creating a veneer that thinly covers institutional biases.

In mid-afternoon, registrants met in small groups to discuss issues raised by three hypothetical problems. One problem described a curricular choice that arguably reflected insensitivity to feminist law students' views on the Criminal Law topic of rape. The other problems described a candidate for hiring and for tenure who openly displays homophobia and who vigorously opposes affirmative action. Each of the problems raised questions about the use of academic freedom to protect traditional majoritarian views. At least in one small section, views were divided in lively discussion. Some doubted whether academic freedom could serve as an effective shield for diversity unless it applied with equal strength to protect the views of those who oppose some kinds of diversity. Others suggested that, although selective application of academic freedom poses risks, the law school community must have the courage to take those risks and to apply principles of academic freedom flexibly to protect those who traditionally have suffered oppression.

The second day of the workshop focused on means of protecting academic freedom. Professor Howard Lesnick evaluated the tenure system as a means of protection. He concluded that it neither protects academic freedom very well nor destroys it; he recommended consideration of ways of improving the tenure system. Professors Mary Gray and John Morris described the procedures of the A.A.U.P. and the A.A.L.S. for external review of complaints of violations of academic freedom. They agreed in their identification of the main weakness of each review process: each review pro-

cedure is triggered only by a formal complaint; thus, neither review process significantly affects subtler problems of faculties who simply resign themselves to academic environments generally inimical to robust academic freedom. Professor Phoebe Haddon recommended internal agitation as a necessary supplement to formal external review.

Several participants of the workshop were particularly concerned about problems of academic freedom that would not likely be the subjects of formal complaints. They called upon SALT to conduct a survey of law schools to try to identify such problems and to act as a clearing house for reports on this issue. Three SALT members have already formed a committee to advance this proposal, and the SALT Board of Governors will consider the proposal at its January 1988 meeting. If any SALT member is interested in pursuing this topic further, please write to Professor Charles Calleros, Editor, at the return address on this newsletter, or look for him at the SALT reception at the A.A.L.S. convention, January 9, 6:00 pm, Mona Lisa Room of the Eden Roc Hotel.

### **SALT Banquet to Honor Howard Lesnick**

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At the A.A.L.S. conference in Miami, SALT will award its 1988 Teaching and Service Award to Professor Howard Lesnick, who will return in January to the University of Pennsylvania Law School after devoting several

years helping to shape the innovative curriculum at CUNY.

Professor Lesnick richly deserves the award as one who has left his mark on the law and on legal education. He has been a pioneer in the development of clinical education curricula, an influential scholar and innovative teacher in the field of labor relations, a partner in the development of the progressive approaches to legal education at CUNY, and a role model for students who have devoted their careers to public interest law. In addition, Professor Lesnick has assumed leadership roles in several legal education organizations, including SALT, of which he was a founding member and early president.

Professor Lesnick's friends and colleagues will honor him at the SALT Awards Banquet, in the Cotillion Room at the Eden Roc Hotel, January 9, 8:15-10:30 pm. Preceding the banquet, from 6-8 pm, SALT will hold an open reception in the Mona Lisa Room at the Eden Roc.

All are welcome to the Awards Banquet. SALT encourages advance reservations, because seating will be limited. Price for the banquet is \$35. To reserve a seat, call or leave a note for Stuart Filler, SALT Treasurer, at the Fontainebleau Hotel.

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## **SALT A.A.L.S. Schedule**

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SALT will sponsor the following activities at the A.A.L.S. Conference in Miami:

Thursday, Jan. 7: Robert Cover Memorial Seminar [8-10 pm], Ballroom B at Fontainebleau.

Friday, Jan. 8: SALT Board Meeting [8-10 am], Champagne Room at Fontainebleau.

Saturday, Jan. 9: SALT Reception [6-8 pm], Mona Lisa Room at Eden Roc; Awards Dinner [8:15-10:30 pm], Cotillion Room at Eden Roc.

### **SALT Election Results**

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SALT is greatly indebted to outgoing President Emma Coleman Jordan, whose energy, leadership, and administrative skills helped make the last two years productive and rewarding ones for SALT. Charles Lawrence assumes the presidency this month; Howard Glickstein is President-elect.

In recent balloting, the SALT Membership elected five new members to the Board of Governors for three-year terms: Katharine Bartlett (Duke), Kim Crenshaw (UCLA), Richard Delgado (UC Davis), Jean Love (UC Davis), and Dean Rivkin (Tennessee). In addition, five incumbents were re-elected for new terms: Richard Chused (Georgetown), Drew Days (Yale), Linda Greene (Georgetown), Avi Soifer (Boston U.), and Elizabeth Spahn (New England).

The Board will meet Friday, January 8, 1988, at the Champagne Room of the Fontainebleau Hotel.

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