

# EQUALIZER

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## 1990-91 SALT Salary Survey

SALT President Howard Glickstein has completed his survey of law school salaries for the academic year 1990-91. The survey represents the median salaries for each of three faculty ranks, in alphabetical order by school, in each of seven regions:

| <u>NAME OF SCHOOL</u>          | <u>ASST. PROF.</u> | <u>ASSOC. PROF.</u> | <u>FULL PROF.</u> | <u>FRINGE BENEFITS</u> |
|--------------------------------|--------------------|---------------------|-------------------|------------------------|
| <b><u>Great Lakes Area</u></b> |                    |                     |                   |                        |
| Akron                          | \$47,100           | \$56,100            | \$64,875          | 28%                    |
| Indiana-Bloomington            | N/A                | 61,170              | 87,750            | 33.9%                  |
| Capital                        | 52,800             | 55,625              | 69,500            | 27%                    |
| Cincinnati                     | 56,000             | 64,100              | 85,100            | 29%                    |
| Cleveland State                | 51,000             | 58,091              | 71,444            | 25%                    |
| Dayton                         | 55,000             | 57,943              | 72,153            | 27.8%                  |
| DePaul                         | 56,525             | 62,956              | 78,138            | 24%                    |
| Illinois                       | 59,950             | 63,550              | 88,326            | 19.6%                  |
| Indiana-Indianapolis           | 54,372             | 60,934              | 76,136            | FN 1                   |
| John Marshall                  | 52,500             | 60,900              | 76,700            | N/R                    |
| Michigan                       | 73,700             | N/A                 | 111,700           | 20.2%                  |
| Northern Illinois              | 49,500             | 60,003              | 74,628            | 15%                    |
| Ohio Northern                  | 51,475             | 58,950              | 72,600            | 23.5%                  |
| Ohio State                     | 57,700             | 64,500              | 83,300            | 22%                    |
| Southern Illinois              | 58,279             | 68,764              | 79,652            | FN 2                   |
| Thomas M. Cooley               | 56,369             | 81,993              | 102,490           | 22%                    |
| Toledo                         | 57,500             | 57,718              | 71,315            | FN 3                   |
| Valparaiso                     | 42,000             | 52,700              | 65,877            | 17%                    |
| Wayne State                    | 54,324             | 61,974              | 75,357            | 21.5%                  |
| Wisconsin                      | 56,131             | 72,239              | 80,712            | 28.1%                  |

| <u>NAME OF SCHOOL</u>                             | <u>ASST. PROF.</u> | <u>ASSOC. PROF.</u> | <u>FULL PROF.</u> | <u>FRINGE BENEFITS</u> |
|---|--------------------|---------------------|-------------------|------------------------|
| <b><u>Mid-Atlantic States</u></b>                 |                    |                     |                   |                        |
| American  | 64,000             | 76,625              | 94,909            | 17.4%                  |
| Baltimore   | 59,104             | 60,334              | 74,974            | 5%                     |
| Campbell  | 54,575             | N/A                 | 62,825            | FN 4                   |
| Catholic-American                                 | 61,000             | 78,400              | 94,055            | 15.5%                  |
| Duquesne  | 44,592             | 50,000              | 65,025            | 24.5%                  |
| George Washington                                 | N/A                | 72,350              | 96,775            | 24%                    |
| Howard  | 56,500             | 64,920              | 78,245            | 27%                    |
| Maryland  | 62,762             | 66,546              | 86,157            | 30%                    |
| North Carolina Central                            | 55,098             | 58,929              | 73,122            | 19.4%                  |
| North Carolina Univ.                              | 55,500             | 58,100              | 89,895            | FN 5                   |
| Richmond  | 57,375             | N/A                 | 70,200            | 24%                    |
| Rutgers-Camden                                    | 63,052             | 69,141              | 82,643            | 28%                    |
| Rutgers-Newark                                    | 67,451             | 77,401              | 90,331            | 28%                    |
| Seton Hall  | 63,600             | 75,059              | 92,697            | 26%                    |
| South Carolina                                    | 45,570             | 55,205              | 77,500            | 17.6%                  |
| Temple  | 56,000             | 61,107              | 80,824            | 28%                    |
| Villanova   | N/A                | 68,000              | 82,000            | 23%                    |
| West Virginia                                     | 53,119             | 54,694              | 67,176            | 18%                    |
| William & Mary                                    | 56,151             | 61,786              | 83,337            | 26%                    |
| <b><u>Northeastern</u></b>                        |                    |                     |                   |                        |
| Albany  | 55,500             | 65,500              | 78,682            | 28.6%                  |
| Boston College                                    | 64,000             | 75,500              | 84,500            | 26%                    |
| Bridgeport  | 53,256             | 63,007              | 78,740            | 28%                    |
| Brooklyn  | 69,000             | 73,200              | 93,510            | 30.8%                  |
| SUNY Buffalo                                      | N/A                | 54,641              | 79,447            | 21.5%                  |
| Connecticut                                       | 62,000             | 70,500              | 90,500            | 45.6%                  |
| Fordham   | N/A                | 82,400              | 107,600           | 25%                    |
| Franklin Pierce                                   | N/A                | N/A                 | 61,681            | 19%                    |
| Hofstra   | 58,469             | 74,537              | 96,874            | 28%                    |
| New York Univ.                                    | 85,000             | 90,000              | 110,000           | 25.6%                  |
| Northeastern                                      | 63,500             | 75,625              | 99,990            | 35%                    |
| Pace  | 70,475             | 80,375              | 89,550            | 15.8%                  |
| CUNY Queens                                       | 58,002             | 69,004              | 72,162            | 30%                    |
| St. John's  | N/A                | 73,212              | 84,847            | N/R                    |
| Suffolk   | 52,000             | 65,450              | 78,000            | N/R                    |
| Syracuse  | 54,400             | 62,940              | 78,000            | 30%                    |
| Touro   | 51,052             | 67,389              | 85,848            | 31%                    |
| Vermont   | 51,112             | 57,929              | 68,644            | 20%                    |
| Yeshiva-Cardozo                                   | 61,000             | 78,000              | 90,000            | 26%                    |
| <b><u>Northwestern and Great Plain States</u></b> |                    |                     |                   |                        |
| Creighton   | 35,000             | 52,000              | 70,273            | 20%                    |
| Gonzaga   | 48,399             | 53,111              | 71,734            | 20%                    |
| Idaho   | N/A                | 45,344              | 64,730            | 24.5%                  |
| Iowa  | N/A                | 56,000              | 82,000            | 23%                    |
| Lewis & Clark                                     | 52,000             | 62,500              | 72,000            | 17%                    |
| Minnesota   | N/A                | 67,220              | 100,000           | 30%                    |
| Montana   | 37,000             | N/A                 | 48,345            | FN 6                   |
| Nebraska  | 54,953             | 62,459              | 80,822            | 20%                    |
| North Dakota                                      | 36,500             | 49,500              | 54,275            | 27%                    |
| Oregon  | 47,256             | 51,032              | 67,719            | 35.7%                  |
| Puget Sound                                       | 53,309             | 63,812              | 78,936            | FN 7                   |
| South Dakota                                      | 42,037             | 48,000              | 57,709            | 18%                    |
| Washington-Seattle (FN 8)                         | 50,409             | N/A                 | 81,954            | 19.7%                  |
| William Mitchell                                  | 55,000             | 61,000              | 76,250            | 21.2%                  |
| Wyoming   | N/A                | 49,890              | 64,248            | 15.19%                 |

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|-----------------------------------|--------------------|---------------------|-------------------|------------------------|
| <b><u>Southeastern States</u></b> |                    |                     |                   |                        |
| Alabama                           | 51,592             | 55,750              | 81,000            | 35%                    |
| Catholic Univer. (P.R.)           | 30,588             | 34,356              | 38,076            | 28%                    |
| Emory                             | 68,000             | 73,500              | 88,000            | 24.5%                  |
| Florida State                     | 52,550             | 67,385              | 87,896            | 15.7%                  |
| Florida Univ.                     | 55,000             | 70,000              | 97,500            | 25%                    |
| Georgia State                     | 47,000             | 56,558              | 73,465            | 25.7%                  |
| Inter American                    | 35,460             | 38,100              | 50,040            | 15%                    |
| Louisville                        | 46,300             | N/A                 | 66,642            | 21.5%                  |
| Memphis State                     | 45,969             | 55,513              | 60,258            | 29%                    |
| Mississippi College               | 43,000             | 53,000              | 64,500            | FN 9                   |
| Mississippi Univ.                 | 42,000             | 49,993              | 66,000            | 22.8%                  |
| Northern Kentucky                 | 50,400             | N/A                 | 60,420            | FN 10                  |
| Nova                              | 44,400             | 53,050              | 69,550            | 20%                    |
| Puerto Rico Univ.                 | 35,376             | 40,188              | 47,424            | 22.9%                  |
| Samford-Cumberland                | 54,912             | 55,120              | 69,273            | 29%                    |
| Tennessee                         | N/A                | 52,808              | 73,897            | 28%                    |
| Vanderbilt                        | 63,190             | 75,030              | 100,350           | 18%                    |

### **Southwestern and South Central States**

|                       |        |        |        |       |
|-----------------------|--------|--------|--------|-------|
| Arkansas-Fayetteville | 44,765 | 49,575 | 62,775 | 21%   |
| Arkansas-Little Rock  | 47,553 | 52,253 | 58,421 | 22%   |
| Baylor                | 48,500 | 60,000 | 79,000 | 22%   |
| Colorado              | N/A    | 55,400 | 84,500 | 20%   |
| Houston               | 55,500 | 59,000 | 83,250 | 19%   |
| Missouri-Columbia     | N/A    | 52,462 | 72,250 | 23%   |
| Missouri-Kansas City  | 53,350 | 60,200 | 73,366 | 20%   |
| New Mexico            | 46,000 | 53,915 | 67,156 | 17.8% |
| Oklahoma City         | 51,500 | 55,000 | 65,000 | FN 11 |
| St. Louis             | 53,000 | N/A    | 76,500 | 19%   |
| South Texas           | 52,000 | 57,000 | 70,000 | 24%   |
| Southern Univ.        | 50,000 | 53,269 | 71,838 | 13.8% |
| Southern Methodist    | 54,000 | 65,525 | 85,984 | 21.5% |
| Texas Tech            | 52,444 | 56,180 | 78,250 | 20.7% |
| Tulane                | N/A    | 70,000 | 93,000 | N/R   |
| Washburn              | 43,080 | 52,566 | 66,928 | 8%    |

### **Western States**

|                     |        |        |        |       |
|---------------------|--------|--------|--------|-------|
| Arizona State       | N/A    | 63,713 | 74,191 | 22%   |
| California-Davis    | N/A    | 66,500 | 91,100 | 27%   |
| California-Hastings | 59,000 | 68,000 | 95,832 | FN 12 |
| California Western  | 47,350 | 62,500 | 76,500 | 25%   |
| Hawaii              | 53,430 | 58,932 | 74,556 | 26%   |
| Loyola-L.A. (FN 13) | N/A    | 65,000 | 78,500 | 26%   |
| San Francisco       | 61,325 | 70,200 | 80,750 | 27%   |
| Santa Clara         | 57,900 | 60,900 | 73,089 | 22%   |
| Utah                | N/A    | 50,000 | 77,800 | 30%   |

N/A = Not Applicable  
N/R = No Response

## FOOTNOTES:

1. Group Ins/Benefits 6.0% OASI 7.65%; Retirement (old plan - 20.20%); Retirement (new plan - 12.00%); Retirement (PERF) 11.25%.
2. Fringe Benefits: 7.608% for retirement and an average of 9.62% for medical, dental and life insurance.
3. 14.52% plus \$4,600.
4. 15-18% varies with rank.
5. A composite rate of 19% plus health insurance calculated at \$1,295 per year/FTE.
6. 15.964% plus \$1,800 per year for health insurance.
7. Fringe benefits are 23% of salary after one year of teaching and 16% for first year of teaching.
8. Median salaries as of January 1, 1990.
9. Fringe benefits include retirement, health, and disability insurance.
10. Fringe benefits include health, dental, life and disability insurance and retirement.
11. Fringe benefits calculated on an individual basis.
12. Fringe benefits costs determined by individual enrollment in various plans and eligibility criteria.
13. All tenure track faculty are brought in as Associate Professors. Upon receiving tenure, they become full professors. Associate Professors are by and large comparable with Assistant Professors at other schools and a substantial number of full Professors are really at the Associate level.

### **The following schools did not wish to have their salaries published:**

Boston Univ.  
Brigham Young  
California-Berkeley  
California-L.A.  
Chicago  
Chicago-Kent  
Columbia  
Cornell  
Denver  
Detroit College  
Dickinson  
Drake  
Duke  
Georgetown  
Golden Gate  
Harvard  
Judge Advocate  
Kansas  
Loyola-Chicago  
Mercer  
Northwestern  
Notre Dame  
Pennsylvania  
Pepperdine  
Regent  
San Diego  
Southern California  
Southwestern  
Stanford  
Stetson  
Texas

Virginia  
Washington & Lee  
Washington-St. Louis  
Western New England  
Whittier  
Widener  
Willamette  
Yale

### **The following schools did not respond:**

Arizona Univ.  
Detroit Univ.  
George Mason  
Georgia  
Hamline  
Kentucky  
Louisiana  
Loyola-New Orleans  
McGeorge  
Maine  
Marquette  
Miami  
New England  
New York Law  
Oklahoma  
Pittsburgh  
St. Mary's  
St. Thomas  
Texas Southern  
Tulsa  
Wake Forest