

SALT EQUALIZER

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In This Issue

This issue of the SALT Equalizer contains the 2003–04 SALT salary survey.

Information from Regions III–VII continues on pages two and three.

Survey Information

Howard A. Glickstein, former SALT President and Dean of Touro College Jacob D. Fuchsberg Law Center, has completed his survey of law school salaries for the 2003–04 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-eight law schools furnished salary information; in other words, more than 47 percent of our nation's law school deans have declined to participate in the survey. SALT members who are affiliated with any of the 90 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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2003–04 SALT Salary Survey

Region I (Far West)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Arizona State	NA	81,500	121,451	22%
UC-Hastings	115,800	121,260	145,692	1
Chapman	82,000	91,520	115,909	35%
Hawaii	NA	79,895	100,344	22%
Nevada-Las Vegas	NA	87,000	138,000	14%

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	73,150	88,744	106,771	27%
Drake	NA	NA	98,939	30%
Gonzaga	75,000	89,450	109,750	23%
Hamline	NA	81,327	105,574	24%
Idaho	NA	75,621	100,443	31%
Iowa	NA	96,000	130,500	28%
William Mitchell	NA	90,710	122,379	25%
Montana	58,587	73,820	93,338	23%
Nebraska	NA	84,161	123,475	24%
North Dakota	59,350	67,750	94,505	28%
Oregon	81,343	88,515	106,897	32%
South Dakota	64,629	65,801 ²	100,904	19%
Washington-Seattle	80,162	86,848	119,034	22%
Wyoming	72,792	81,732	106,343	28%

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

Region III (Southwest and South Central)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Arkansas-Fayetteville	83,550	89,007	117,897	23%
Arkansas-Little Rock	62,647	65,515	91,600	21%
Colorado	NA	92,700	142,200	21%
Denver	77,989	98,166	110,628	23%
Houston ³	90,000	103,367	143,164	25%
Louisiana State	85,416	92,312	116,851	18%
Loyola-New Orleans	80,000	94,826	117,057	27%
Missouri-Columbia	NA	86,061	122,984	27%
Missouri-Kansas City	NA	77,055	99,851	28%
New Mexico	79,995	93,267	104,030	17%
Oklahoma	NA	74,000	128,247	33%
Oklahoma City	79,000	83,500	97,000	25%
South Texas	79,700	NA	124,150	25%
Southern	69,250	83,519	97,665	17%
Texas	115,000	132,600	152,750	⁴
Texas Southern	85,746	93,034	123,666	27%
Texas Tech	82,500	84,499	120,206	6-8%
Texas Wesleyan	NA	88,400	109,000	24%
Tulsa	77,500	86,800	103,150	32%
Washburn	NA	71,716	121,084	21%

Schools that did not report information: Baylor, 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
Catholic-Puerto Rico	51,840	57,096	62,280	22%
Emory	115,000	123,500	165,000	25%
Florida	85,588	95,884	133,708	21%
Florida State	90,335	101,725	136,533	25%
Georgia	105,000	93,000	144,400	26%
Georgia State	79,000	103,012	121,340	27%
Inter-American-PR	58,920	63,864	70,998	15%
Louisville	79,830	NA	112,968	22%
Memphis	72,381	80,082	97,296	30%
Mercer	75,000	84,800	119,780	⁶
Mississippi	77,200	84,890	106,930	26%
Northern Kentucky	73,100	NA	104,917	25%
Nova Southeastern	NA	88,175	115,350	23%
St. Thomas	80,000	83,064	120,217	24%
Tennessee	NA	90,528	121,140	28%

Schools that did not report information: Alabama, Barry, Cumberland, Florida Coastal, Kentucky, Miami, Mississippi College, Puerto Rico, Stetson, and Vanderbilt.

Region IV (Great Lakes)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Akron	75,473	84,500	110,740	24%
Ave Maria	90,640	105,000	122,545	19%
Capital	83,000	109,300	126,825	29%
Cleveland-Marshall	82,103	93,858	114,048	30%
Thomas M. Cooley	90,941	125,918	139,909	28%
Dayton	72,050	NA	98,024	37%
Illinois	95,790	105,051	139,242	28%
Indiana-Indianapolis	85,034	85,068	116,187	39%
John Marshall	87,360	96,720	124,025	32%
Marquette	85,000	97,596	110,809	24%
Michigan	122,715	NA	184,325	20-23%
Mich. State/Detroit Coll.	86,932	96,980	124,105	26%
Northern Illinois	69,230	85,766	107,683	⁵
Ohio State	99,648	102,726	153,183	26%
Southern Illinois	72,470	91,596	113,437	15-18%
Toledo	80,000	91,203	116,606	34%
Valparaiso	NA	NA	108,427	32%
Wayne State	90,592	98,117	122,342	26%
West Virginia	NA	74,500	98,944	27%

Schools that did not report information: Case Western, Chicago, Chicago-Kent, Cincinnati, DePaul, Detroit, 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	63,250	80,000	94,000	24%
Baltimore	77,671	95,385	115,500	17%
Campbell	NA	97,473	111,590	16%
Catholic-DC	86,163	103,701	133,208	20%
Dickinson-Penn State	91,004	96,255	123,876	24%
District of Columbia	60,128	67,090	75,636	25%
Duquesne	90,000	103,000	128,000	25%
Howard	NA	91,373	118,795	22%
Maryland	100,751	102,099	139,387	25%
North Carolina	86,000	86,000	137,128	16%
Pittsburgh	93,200	95,200	124,000	29%
Regent	71,400	82,142	98,650	26%
Richmond	84,500	NA	109,000	NA
Rutgers-Camden	84,144	98,543	132,526	29%
Rutgers-Newark	100,000	NA	142,250	29%
Seton Hall	97,500	121,131	155,904	28%

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

Region VII (Northeast)				
NAME OF SCHOOL	ASST. PROFESSOR	ASSOC. PROFESSOR	FULL PROFESSOR	FRINGE BENEFITS
Albany	88,918	89,183	113,221	30%
Connecticut	NA	102,000	149,500	NA
CUNY	77,094	95,587	110,616	33%
Northeastern	NA	115,963	138,775	26%
Suffolk	93,000	106,850	127,100	24%
Syracuse	80,000	97,538	117,920	31%
Touro	NA	97,508	154,927	20%
Vermont	NA	NA	100,856 ⁷	29%
Western New England	79,980	88,620	118,111	34%

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, Roger Williams, St. John's, SUNY Buffalo, Yale, and Yeshiva.

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 one part-time professor.

³ Median salary includes supplement.

⁴ Varies, depending on coverage selected. Approximately 23% of total salaries.

⁵ Benefits vary depending on salary and enrollment in various benefit plans.

⁶ Years 1-7: 6%. After Year 7: 10%.

⁷ Base salary only.

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!

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