

1997-99 SALT Salary Survey

Howard A. Glickstein, former SALT President and Dean of Touro College Jacob D. Fuchsberg Law Center, has completed his surveys of law school salaries for the 1997-98 and 1998-99 academic years. The surveys represent the median salaries for each of the three faculty ranks, in alphabetical order by school, in each of seven regions. Information was received from 94 schools; in other words, nearly one-half of our nation's law school deans have declined to participate. SALT members who are affiliated with any of the 84 non-responding schools are encouraged to seek future cooperation from their deans.

SALT Membership

Although this salary survey is being made available to many non-members, regular issues of *The SALT Equalizer* are mailed exclusively to SALT members. In addition, members are entitled to reduced rates at SALT conferences, receive advance bulletins on issues affecting legal education, and enjoy the opportunity to work with more than 800 colleagues across the nation who are committed to progressive values in legal education. Constituting the oldest and largest organization of law professors, SALT members regularly express their views on matters of law and public policy through amicus briefs and nation-wide lobbying. To join SALT, simply send a check for \$50.00 to Professor **Norm Stein**, University of Alabama School of Law, 101 Paul Bryant Drive East, Box 870382, Tuscaloosa, Alabama 35487.

REGION I (FAR WEST)



NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFIT	
	97-98	98-99	97-98	98-99	97-97	98-99	97-98	98-99
Arizona								
Arizona State	N/A	N/A	69,481	73,340	106,018	107,344	22% ¹	22% ¹
Brigham Young								
UC Berkeley								
UC Davis	74,700	78,100	88,200	92,200	113,300	118,400	N/A	N/A
Hastings	80,076	80,796	89,000	94,092	114,060	119,244	²	²
UCLA								
Cal Western								
Chapman	64,131	67,986	81,988	84,442	99,852	104,295	33%	33%
Golden Gate	N/A	N/A	79,000	82,500	94,000	100,000	22.5%	22.5%
Hawaii								
Loyola (Los Angeles)								
McGeorge								
Pepperdine								
San Diego								
San Francisco								
Santa Clara	75,000	78,500	85,000	90,200	99,500	107,500	26%	25.1%
USC								
Southwestern								
Stanford								
Thomas Jefferson								
Utah								
Western State								
Whittier								

REGION II (NORTHWEST AND GREAT PLAINS)



NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
Creighton	N/A	N/A	N/A	N/A	92,626	94,941	³	³
Drake	N/A	N/A	68,544	69,000	92,035	87,272	26%	26%
Gonzaga	72,300	N/A	72,500	77,500	91,500	92,400	20%	20%
Hamline	N/A	N/A	72,119	74,378	88,868	91,727	23%	23%
Idaho	N/A	N/A	68,507	69,986	73,017	83,501	Apx 25%	Apx 25%
Iowa	N/A	N/A	80,000	82,000	116,000	121,000	24%	24%
Lewis & Clark	67,000	70,000	77,000	81,500	106,000	109,000	N/A	21%
Minnesota								
Mitchell	N/A	N/A	N/A	N/A	94,000	100,150	22%	22%
Montana								
Nebraska	63,500	64,572	66,979	72,524	98,576	100,271	23%	23%
North Dakota	46,840	44,000 ⁴	54,568	56,205	65,110	67,064	27%	27%
Oregon	63,172	66,697	65,563	72,647	90,357	95,451	33.69%	33.68%
Seattle	N/A	N/A	79,450	81,450	102,300	104,300	27%	28%
South Dakota	50,987	54,124	60,355	64,634	78,256	84,822	18% ⁴	18% ⁵
Washington (Seattle)	63,271	62,096	61,746	75,032	89,831	93,094	21%	21%
Willamette	N/A	N/A	N/A	N/A	84,900	87,500	23.4% ⁵	23.4% ⁶
Wyoming	51,344	51,556	61,384	63,218	78,920	82,715	22%	22%



REGION III (SOUTHWEST AND SOUTH CENTRAL)

NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
Arkansas-Fayetteville	63,818	64,991	75,800	78,795	86,300	89,841	24.6%	24.85%
Arkansas-Little Rock	59,885	60,023	N/A	68,592	74,470	80,672	21%	21%
Baylor								
Colorado	N/A	N/A	77,300	75,900	110,500	118,000	23%	24%
Denver	69,000	71,070	78,250	80,598	94,100	96,923	22.5%	22.5%
Houston	N/A	70,000	82,000	80,800	110,000	111,508	N/A	N/A
Kansas								
LSU	56,738	56,738	68,569	68,569	99,217	100,230	18%	18%
Loyola (New Orleans)	64,480	55,386	72,500	73,338	84,808	86,553	27%	27%
Missouri-Columbia	N/A	N/A	77,094	79,406	114,250	119,115	23%	23%
Missouri-Kansas City	64,053	65,635	72,158	71,528	85,822	88,633	20%	20%
New Mexico	60,984	66,000	79,142	87,546	83,572	91,250	17.2%	17.5%
Oklahoma	N/A	N/A	64,340	71,340	90,801	107,850	28%	28%
Oklahoma City	67,000	69,010	71,000	73,130	76,000	78,280	21.5%	22%
St. Louis								
St. Mary's	N/A	N/A	82,500	85,000	93,214	100,000	17.5%	17.5%
South Texas								
Southern	63,827	65,846	72,647	76,548	89,455	93,033	22%	22%
Southern Methodist								
Texas	90,067	86,278	N/A	N/A	136,184 ⁶	139,740 ⁷	24-31%	24-31%
Texas Southern	82,000	82,000	85,000	85,000	95,000	95,000	26.5%	26.5%
Texas Tech	75,246	71,978	83,601	84,902	109,677	113,569	20%	19%
Texas Wesleyan								
Tulane	N/A	N/A	101,000	103,000	123,725	123,750	22.5%	22.5%
Tulsa	50,000	53,250	67,740	68,550	80,880	82,925	31%	31%
Washburn	N/A	N/A	71,412	74,004	96,000	100,440	21%	21%
Washington (St. Louis)								



REGION IV (GREAT LAKES)

NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
Akron	61,222	63,558	66,539	70,263	79,524	84,676	29%	29%
Capital (Columbus)	70,025	71,333	76,405	79,100	98,689	101,647	28%	28%
Case Western								
Chicago								
Chicago-Kent								
Cincinnati								
Cleveland-Marshall	67,000	72,000	80,028	82,278	92,750	97,271	⁷	25%
Cooley	74,613	80,352	103,310	97,571	114,789	114,789	23.4%	22.1%
Dayton	62,830	65,463	72,960	76,001	99,083	101,880	33.45%	32.95%
DePaul	N/A	N/A	76,586	78,884	95,306	98,387	29%	29%
Detroit Univ.								
Detroit College	N/A	N/A	71,470	73,983	102,842	107,096	25%	24%
Illinois	74,700	80,100	85,300	86,300	103,300	108,300	N/A	N/A
Indiana—Bloomington								
Indiana—Indianapolis	68,650	75,494	73,184	75,550	93,993	97,455	40.37% ⁸	39.17% ⁸
John Marshall								
Loyola (Chicago)								
Marquette	67,000	69,311	73,948	74,833	92,456	93,434	29%	29%
Michigan	99,500	100,000	N/A	N/A	158,000	162,500	21.3%	21.3%
Northern Illinois	N/A	65,502	69,528	72,051	91,550	93,605	⁹	⁹
Northwestern								
Notre Dame								
Ohio State	75,062	78,042	80,106	82,496	104,992	115,572	21%	21%
Ohio Northern	N/A	N/A	N/A	N/A	92,146	93,413	20%	20%
Southern Illinois	65,112	64,064	84,175	86,807	97,212	99,999	¹⁰	¹⁰
Toledo								
Valparaiso	N/A	N/A	70,550	70,750	84,260	87,335	25%	25%
Wayne State	72,301	75,000	87,438	89,988	98,931	107,152	22.8%	23.5%
West Virginia	N/A	N/A	66,348	67,104	84,807	87,537	24.2%	24.2%



REGION V (SOUTHEAST)

NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
Alabama								
Catholic (PR)								
Cumberland								
Emory								
Florida								
Florida State	70,433	70,973	83,365	85,683	110,187	110,489	25.38%	24.4%
Georgia	77,250	82,500	90,500	87,200	116,325	119,750	27%	27%
Georgia State	N/A	N/A	76,567	82,060	102,520	109,427	29.31%	27.01%
Inter-American	45,937	46,224	50,546	53,915	55,688	59,626	15%	18%
Kentucky								
Louisville	67,024	69,060	77,457	80,511	97,250	99,796	21.5%	21.5%
Memphis State								
Mercer								
Miami								
Mississippi College								
Mississippi Univ.	56,856	57,900	64,766	68,400	81,324	85,459	23.9%	24.75%
Northern Kentucky								
Nova	65,000	67,000	N/A	N/A	95,500	97,500	24% ¹¹	22.6% ¹¹
Puerto Rico	46,500	48,800	51,500	54,000	59,600	62,600	25%	25%
St. Thomas	67,000	70,000	77,000	77,500	96,500	100,500	24%	24%
Stetson								
Tennessee	N/A	N/A	75,301	75,552	107,788	108,588	28%	28%
Vanderbilt								



REGION VI (MID-ATLANTIC)

NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
American								
Baltimore	66,084	72,057	77,543	81,863	94,373	100,232	28%	28%
Campbell	N/A	N/A	74,959	78,000	89,232	91,900	27.27%	22.01%
Catholic (D.C.)								
Dickinson	69,048	72,603	N/A	75,564	99,960	101,448	24.1%	23.58%
District of Columbia	59,167	62,717	67,868	71,940	75,109	79,615	N/A	20%
Duke								
Duquesne								
George Mason								
Georgetown								
George Washington								
Howard	N/A	N/A	82,260	87,272	100,450	106,459	19%	19%
JAG								
Maryland								
North Carolina								
North Carolina Cent.								
Pennsylvania								
Pittsburgh	N/A	75,177	N/A	81,076	N/A	107,396	N/A	32.7%
Regent	68,900	65,578	74,675	76,915	101,712	89,948	25%	25%
Richmond								
Rutgers-Camden	55,154	N/A	86,862	86,736	112,818	114,645	20%	23%
Rutgers-Newark	N/A	N/A	92,217	95,775	121,771	127,376	20%	23%
Seton Hall	71,780	N/A	91,326	94,419	112,821	118,667	28%	28%
South Carolina								
Temple								
Villanova								
Virginia								
Wake Forest								
Washington and Lee								
Widener								
William and Mary	81,000	88,450	82,700	88,500	109,500	119,250	28%	28%

REGION VII (NORTHEAST)



NAME OF SCHOOL	ASST. PROF.		ASSOC. PROF.		FULL PROF.		FRINGE BENEFITS	
	97-98	98-99	97-98	98-99	97-98	98-99	97-98	98-99
Albany	72,830	77,930	84,850	84,850	106,661	106,971	28%	28%
Boston College	86,000	89,000	108,200	114,000	123,900	126,500	26%	26%
Boston Univ.								
Brooklyn								
Buffalo								
Columbia								
Connecticut	N/A	N/A	94,800	99,000	123,500	126,200	35% ¹²	35% ¹³
Cornell								
CUNY	57,724	63,072	69,495	75,932	83,792	91,553	33%	33%
Fordham								
Franklin Pierce								
Harvard								
Hofstra								
Maine								
New England								
New York Law								
NYU								
Northeastern	81,032	82,400	93,772	96,585	106,840	110,452	28.9%	28.9%
Pace	81,198	84,040	91,494	94,696	123,181	128,562	18% ¹³	18% ¹⁴
Quinnipiac								
Roger Williams								
St. John's								
Suffolk	84,000	86,000	86,000	88,600	104,000	106,000	28%	28%
Syracuse	61,961	65,000	69,807	70,000	90,075	93,453	35.3%	38.1%
Touro	N/A	N/A	92,976	92,976	115,055	115,055	24%	24%
Vermont	61,153	63,502	81,546	71,437	86,053	86,553	23%	23%
Western New England	71,000	73,750	N/A	N/A	95,795	97,795	32%	32%
Yale								
Yeshiva								

FOOTNOTES - 1997 - 1998

- 1 Estimate.
- 2 Cannot be expressed as a % as Benefit Plan Enrollments (specifically \$) vary considerably. Only FICA, to include OASOI and medical tax, can be expressed as a %.
- 3 Up to \$70,200: 26.6%; over \$70,200: 8.5% additional.
- 4 Calculation includes workman's comp, SD retirement, social security, health and life insurance.
- 5 Based on average salary of tenure-track faculty.
- 6 With supplement.
- 7 29.5 for six months; 28.5 for six months.
- 8 Includes fringe benefits, FICA and retirement.
- 9 Fringe benefits vary depending on salary and enrollment in various benefit plans.
- 10 Fringe benefits are determined by individual enrollment in various plans, but include health, retirement, life and disability insurance.
- 11 These are hypothetical rates based on the average employee. School uses these percentages for budgeting.
- 12 Varies by retirement plan.
- 13 This figure does not include the value of the tuition remission benefit.

FOOTNOTES - 1998 - 1999

- 1 Estimate.
- 2 Cannot be expressed as a % as Benefit Plan Enrollments (specifically \$) vary considerably. Only FICA, to include OASOI and medical tax, can be expressed as a %.
- 3 Up to \$70,200: 26.6%; over \$70,200: 8.5% additional.
- 4 Visitor.
- 5 Calculation includes workman's comp, SD retirement, social security, health and life insurance.
- 6 Based on average salary of tenure-track faculty.
- 7 With supplement.
- 8 Includes fringe benefits, FICA and retirement.
- 9 Fringe benefits vary depending on salary and enrollment in various benefit plans.
- 10 Fringe benefits are determined by individual enrollment in various plans, but include health, retirement, life and disability insurance.
- 11 These are hypothetical rates based on the average employee. School uses these percentages for budgeting.
- 12 A 2% salary increase was effective 1/1/99. If this increase is considered and annualized, the medians would be \$77,151 (Assoc. Prof.) and \$110,889 (Full Prof.).
- 13 Varies by retirement plan.
- 14 This figure does not include the value of the tuition remission benefit.

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Nova Southeastern University
Shepard Broad Law Center
3305 College Avenue
Fort Lauderdale, Florida 33314

The SALT Equalizer

Professor Michael M. Rooke-Ley, Editor