

The **EQUALIZER** **SALT**

Volume 1998, Issue 1

Society of American Law Teachers

April 1998

PRESIDENTS' COLUMN



– Phoebe A. Haddon
*Temple University
School of Law*



– Stephanie M. Wildman
*University of San Francisco
School of Law*

We write this first column as Co-Presidents of SALT with the help of e-mail technology. Phoebe is spending the Spring Semester teaching in Japan, while Stephanie is still in California. So far, the complexities of long distance communication have not gotten the best of us -- though at times some details like figuring out the time difference when we try to talk "live" have proven to be quite a challenge.

SUPPORT FOR COLLABORATIVE LEADERSHIP

As many of you know, both of us are committed to the idea of collaborative leadership, which presents a different vision from the hierarchical one that we so often encounter. SALT pioneered the notion of Co-Presidents with **Pat Cain** and **Jean Love**, and we hope to emulate their success in working together. We have duplicated the co-chair structure in the 1998 Board committee assignments [see page 10 herein]. We hope that the idea of shared leadership continues to be emblematic of SALT's ongoing work.

We value collaboration because it promotes an inclusive way of thinking and working; it also helps to get the job done with more hands doing the work. This model is likely to continue in the

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SALT TEACHING CONFERENCE: OCTOBER 16 & 17, 1998 LOYOLA, LOS ANGELES SAVE THE DATES!!

– Karen Czapanskiy
*University of Maryland
School of Law*

The next SALT Teaching Conference is titled "Power, Pedagogy, and Praxis: Moving the Classroom to Action." In line with SALT's action agenda and our ongoing commitment to provide cutting edge approaches for law teaching, this year's teaching conference will focus on ways to combine teaching and activism with our students.

The Conference will be held at Loyola Law School in Los Angeles, on Friday and Saturday, October 16 and 17. The organizing committee includes **Elvia Arriola** (Texas), **Sumi Cho** (DePaul), **Karen Czapanskiy** (Maryland), **Jane Dolkart** (SMU), **Anthony Farley** (Boston College), **Lisa Ikemoto** (Loyola), **Amy Kastely** (St. Mary's), and **Robert Westley** (Tulane). Registration materials will be mailed to SALT members during the summer and early fall.

Please feel free to contact any of us with your suggestions and offers of assistance. We are particularly eager to hear about anyone currently teaching a course which combines coursework and activism. You may contact me at University of Maryland School of Law, 500 W. Baltimore Street, Baltimore, MD 21201. Tel. 410/706-2516; fax 410/706-5856; voice mail: 1-800/332-8622, box 62516; kczapans@law.umaryland.edu. ■

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years ahead because the Nominating Committee will be recommending to the membership the Co-Presidents-Elect team of **Carol Chomsky** and **Margaret Montoya**.

OUR THANKS TO OUTGOING OFFICERS

Before we look ahead too far, we want to thank **Linda Greene**, our past president, for leading SALT through an extraordinary time. Bernice Johnson Reagon, writing about coalitions and the difficulty of doing coalition work, said there are certain people who must be nurtured for their special ability to bridge the differences that keep us apart and that make coalition work so difficult. Under Linda Greene's leadership, SALT has gone in new directions and has taken seriously its commitment to diversity and coalition building. We believe a good leader follows the people, and Linda has done that while trying to encourage SALT to act like a grown-up organization, identifying our strengths and weaknesses and formalizing communication and decision-making procedures. On behalf of the Board, we want to say, "Thank you, Linda. We have learned a lot from watching you."

We also want to thank **Scott Taylor**, who has served for the last two years as SALT Treasurer. Scott stepped in with style and commitment following the long service of **Stuart Filler**. Scott focused on using computer technology to develop a reliable system for tracking members and notifying them in a timely manner of dues obligations. He has forcefully urged the Board to be more fiscally conservative by moving away from ad hoc spending decisions and developing sound policies regarding travel costs. He also facilitated our first-ever suite for members to gather at the AALS annual meeting. On behalf of the entire Board, we want to thank Scott for his dedication and hard work, always done with good cheer.

We are pleased to announce that **Norm Stein**, University of Alabama (presently visiting at U.C. Davis) has agreed to become Acting Treasurer.

REFLECTIONS ON THE C.A.R.E. MARCH

We can think of no more wonderful way of beginning our term than witnessing the spirited demonstration of solidarity at the S.A.L.T. March and related events [see our photo spread, pages 4-9 herein]. We want to say how proud we are to take the helm of SALT as the organization assumes a

leadership role in redefining the meaning of merit and in challenging those who would back away from the commitment to diversity in legal education. As Dean **Rennard Strickland** wrote in his letter [see page 9 herein], the SALT C.A.R.E. March was a defining moment in the history of the academy, and SALT can take credit for rousing the interest and enthusiasm of the professoriate and linking it with others.

Many, many people worked hard to make it happen. On behalf of the Board, we want to thank especially the C.A.R.E. March national coordinators, **Sumi Cho** and **Margaret Montoya**, and local organizing chairs **David Oppenheimer** and **Margalynne Armstrong**. We appreciate everyone's dedication during the months preceding the

"... how proud we are to take the helm of SALT as the organization assumes a leadership role in redefining the meaning of merit and in challenging those who would back away from the commitment to diversity in legal education"

March and note that the success of the March was in no small measure due to ongoing communications between Board members and other SALT members who were organized in regional and national networks and were able to reach out to others interested in working with us. These networks will be invaluable as we continue our work.

The C.A.R.E. March demonstrated the great breadth and diversity of commitment to challenging the attack on inclusion and affirmative action. Participation included constituencies within the academy (faculty, students, administrators, librarians) and outside the academy (lawyers, legal workers, and other groups), all of whom are alarmed by the resegregation of the work force and the danger of foreclosing opportunities for education to all but the most privileged in our society. The visual effect of the academic regalia was stunning. Many people who could not attend wrote to express their support and their disappointment in not being present. The March also created the possibility of new linkages as students who traveled from across the country met after the gathering to discuss founding a national law student organization.

This issue of *The Equalizer* memorializes that "defining moment." Like many issues, this one should be shared with non-members, and we encourage you to ask those you do share it with to join our efforts. We also observe that the work of *The Equalizer's* editor, **Michael Rooke-Ley**, continues to be phenomenal. Communication is a vital part of our work; having an issue like this one is so important for passing on the word. Please use it.

Finally, we emphasize that the concept of the C.A.R.E. March was to have us "embody" commitment to SALT's three-year pledge of focus and hard work to redefine merit and challenge attacks on inclusion in education and the workforce. "WE WON'T GO BACK" must be given meaning in tangible ways. You can act by joining SALT and volunteering for a task force committee. Visit our web site at www.scu.edu/law/salt or contact task force chairs: **Nell Newton** and **Jane Dolkart**, Alternative Admissions; **Lisa Iglesias**, Social Justice Curriculum and Practice; and **Sumi Cho** and **Margaret Montoya**, Mobilizing Legal and Political Resistance. ■



SALT BOARD MEETS IN SAN FRANCISCO

– Joyce Saltalamachia
New York Law School

On January 6, 1998, thirty-five new and retiring SALT Board members gathered in the Hilton Hotel to convene the regular meeting of the SALT Board of Governors. While the business of SALT is a year-round enterprise, the Board of Governors officially meets in person three times a year. One of these meetings is always held at the AALS annual convention. This year's meeting was called to order by incoming Co-President **Stephanie Wildman**, who welcomed new members and those Board members whose terms have expired.

As is common at Board meetings, the "state of SALT" was a topic of discussion. **Howard Glickstein**, reporting for the Treasurer, announced

that we currently have 531 paid members, 25 of whom have paid one or more years in advance. Since there are nearly 300 additional members whose names are on our membership list but who have not yet paid dues for the current year, efforts will be made to send reminders for dues payments. Because of our highly successful SALT teaching conference, our financial condition is healthy and appears to remain stable from year to year. **Stephanie Wildman** distributed the new committee assignments. All Board members participate in standing committees, which are the main vehicles for planning and implementing SALT activities. The SALT Action Campaign has generated such excitement and enthusiasm that all Board members are also now involved in one or more of the various task forces.

Committee reports mostly concerned activities that would be taking place during the AALS annual meeting. **Eric Yamamoto** reported on plans for the Cover Study Group, and **Joyce Saltalamachia** reported on the SALT Teaching Awards dinner. **Avi Soifer** reported on plans for the Cover Conference in March and encouraged Board members to attend.

The majority of the Board meeting was devoted to various aspects of the Action Campaign. **Margaret Montoya** and **Sumi Cho**, Co-Chairs of Taskforce 3, Legal and Political Resistance, reported on plans for the CARE March and accompanying mini-conference. For the first time, SALT had a booth in the Convention Exhibit Hall where gowns and flyers would be distributed. SALT members were assigned to staff the booth throughout all opening hours until the Thursday march. **David Oppenheimer** went through an hourly time-line of plans and activities leading up to the March.

Task Force 2, Social Justice Curriculum and Practice, is being chaired by **Lisa Iglesias**. Members of the task force were present at the Board meeting and reported on a variety of activities. **Amy Kastely** reported that a draft letter to the President and Board of Trustees of St. Mary's University endorsing the work of **Barbara Aldave** has been written. The SALT Board approved sending this draft letter pending further revision.

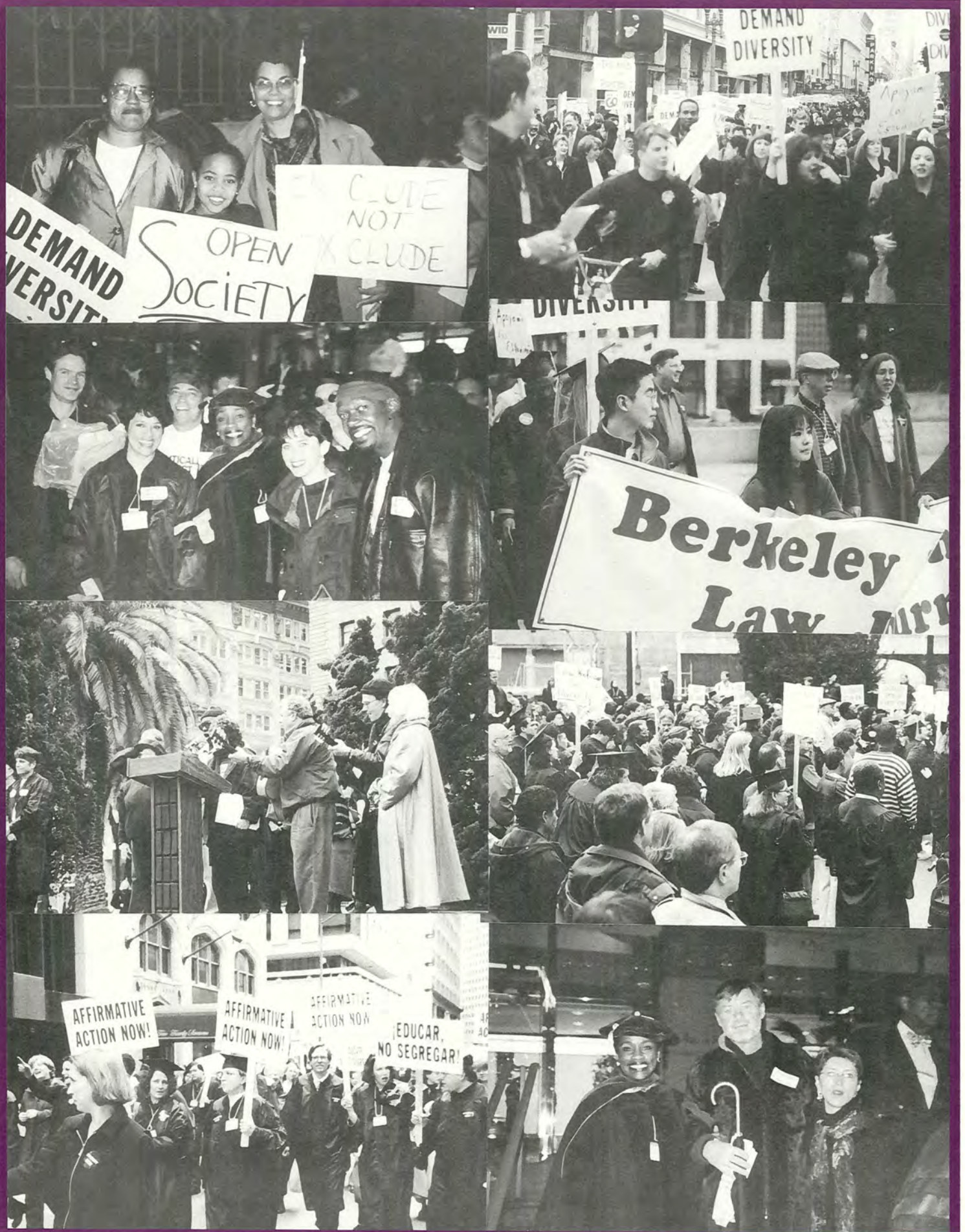
Joan Haworth reported on the decision of Task Force 2 to focus SALT activity on a more active role in critiquing Bar exams. The LSAT, which we have been targeting, may simply be too entrenched in the establishment because of the

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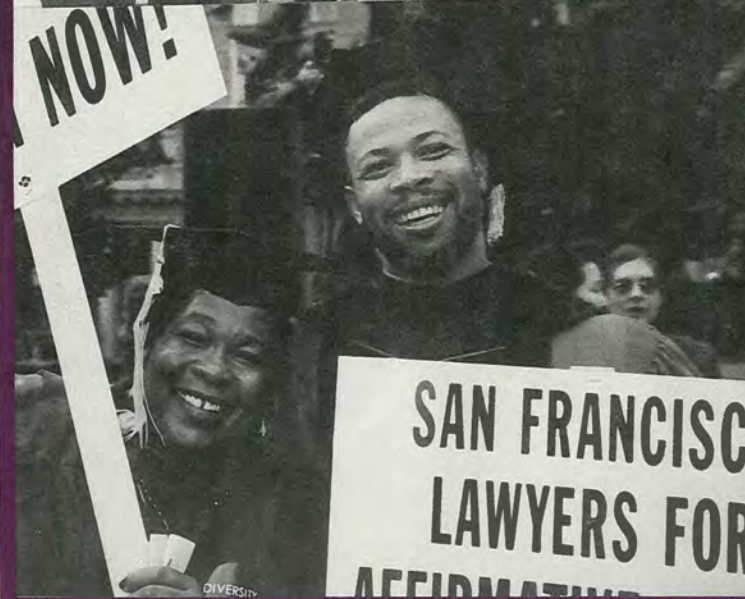
SALT CARE MARCH: ACTING AFFIRMATIVELY

The rain held off. The sun broke through. The Mayor was almost on time. Thousands of law professors, law students and lawyers marched, chanted and sang their way through the streets of San Francisco under the sponsorship of SALT. 2 ... 4 ... 6 ... 8 ... EDUCATE DON'T SEGREGATE we chanted as we marched. Led by our outgoing President, **Linda Greene**, our incoming Presidents, **Phoebe Haddon & Stephanie Wildman**, AALS President **Deborah Rhode**, ABA President **Jerome Shestack**, Bar Association of San Francisco Executive Director **Dru Ramey** and President **Lindbergh Porter**, San Francisco Mayor **Willie Brown**, Lawyers Committee for Civil Rights Executive Director **Eva Paterson**, MALDEF Regional Counsel **Marta Jimenez**, and the affirmative-action-supporting San Francisco Police Department, we demonstrated our commitment to diversity in legal education. Oh, what a kick off for the SALT ACTION CAMPAIGN!! Oh, what a time!! A million thanks to our hard working organizers, **Margaret Montoya**, **Sumi Cho**, **David Oppenheimer** and **Margalynne Armstrong**, and to all who spread the word, drew the signs, sold the gowns, applied for the permits, sweated the details and did all the work to make it possible. ■

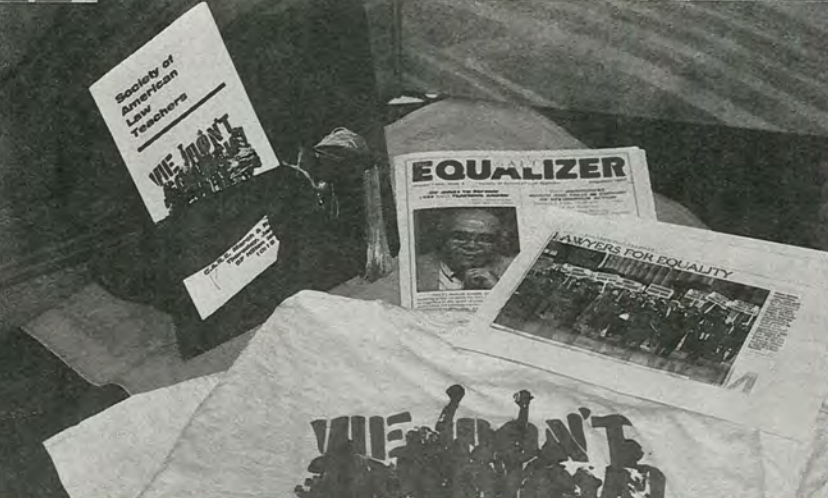




SALT DEMONSTRATE



IN SAN FRANCISCO





Professor Emeritus Jim Jones of the University of Wisconsin Law School receives the 1998 SALT Teaching Award.



A CALENDAR PICTURE

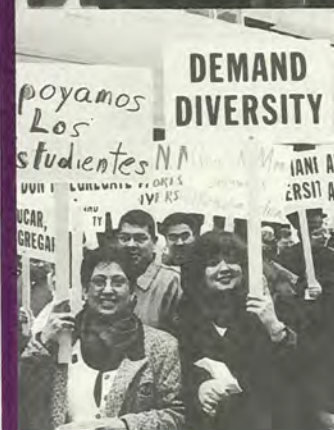
What a wonderful Annual meeting! Before the white man's written history, many Indian people kept what were called "calendar hides." On these records the years are recorded with a design, symbol or picture of an event by which the year will forever be remembered. For example, the year lightning struck the sundance pole or the year of the red-spotted sickness. Without question, on the Annual Meeting calendar hide history, this will be the year that SALT helped reclaim the high moral ground for legal education. The picture on the hide will be an academic in black-robed costume marching with a sign proclaiming "We won't go back!" I was very proud of SALT and deeply touched to have been there. Do you have any doubt that, when 1998 is remembered, the SALT March will be the defining event in legal education?

Our task now is to move forward with the Action Plan to enlist all of legal education in support of what the March has shown are great shared values – not just SALT values, but genuinely shared values. Let us glory in this great success, and let us praise those souls among us who made this happen. And let us get on with it!

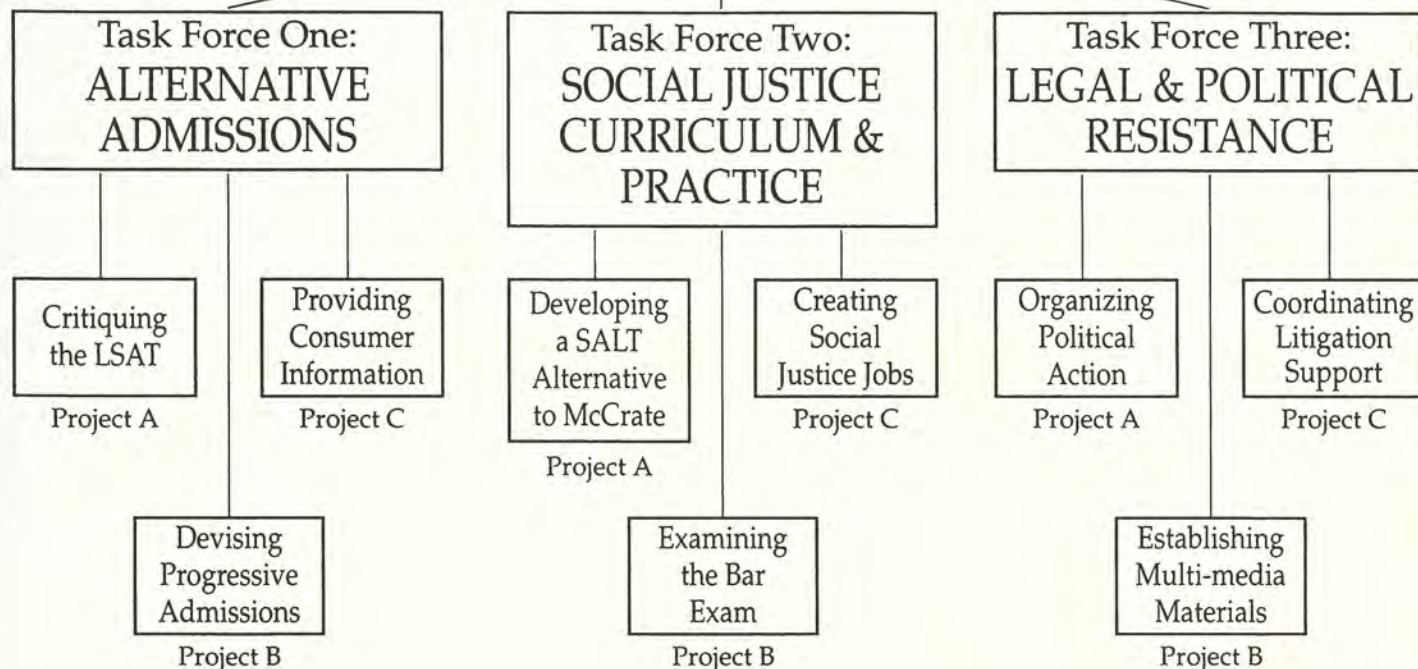
On a personal note, I want to thank those who brought it off. I tell my students that in our lives we have few peak experiences and must savor them to sustain us through harder times. For me, this was a peak experience; I will replay that Thursday in my mind for a very long time.

Thanks again to all who made this happen. We have much work left to be done. ■

– Rennard Strickland
Dean, School of Law
University of Oregon



SALT ACTION CAMPAIGN



1998 COMMITTEE ASSIGNMENTS

Action Campaign

Sue Bryant, chair
 Nell Newton (Task Force 1)
 Jane Dolkart (Task Force 1)
 Lisa Iglesias (Task Force 2)
 Sumi Cho (Task Force 3)
 Margaret Montoya (Task Force 3)

Cover Retreat/Cover Study Group

Avi Soifer, co-chair
 Leslie Espinoza, co-chair
 Amy Kastely
 Rennard Strickland
 Robert Westley

Public Positions

Lisa Ikemoto, co-chair
 Sharon Hom, co-chair
 Patricia Cain
 Harlon Dalton
 Nadine Taub
 Steve Wizner

Annual Dinner and Awards

Paula Johnson, co-chair
 Cynthia Bowman, co-chair
 Theresa Glennon
 Angela Harris

Membership and Fundraising

Joyce Saltalamachia, co-chair
 Howard Glickstein, co-chair
 Linda Greene
 Jean Love

Publicity and Communications

Anthony Farley, co-chair
 Eric Wright, co-chair
 Fran Ansley
 Michael Rooke-Ley

Conferences and Member Meetings

Elvia Arriola, co-chair
 Holly Maguigan, co-chair
 Keith Aoki
 Karen Czapsanskiy
 Jane Dolkart
 David Oppenheimer
 Ann Shalleck
 Sumi Cho
 Robert Westley

Nominations

Sylvia Law, co-chair
 Eric Yamamoto, co-chair
 Wendy Brown-Scott
 Carol Chomsky
 Frank Valdes

Historian

Joyce Saltalamachia

Treasurer

Scott Taylor

Equalizer

Michael Rooke-Ley

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demonstrated strong correlation between LSAT scores and first-year performance. The Bar exam may be a much better target for activities. The Committee reported that this is local work that needs a national organization such as SALT to be the leader.

Nell Newton has been deputized to take over the Admissions Task Force 1 while **Phoebe Haddon** is on sabbatical. **Wendy Brown-Scott** reported on this task force's work to develop an annotated catalog of the law schools of the 21st century. She stated that this task force will come to the Board in May with an itemized budget.

Elvia Arriola discussed the plans for the Fall Teaching Conference. It is SALT's policy to have either a new teaching conference or a repeat of a previous one every Fall in order to provide members with an activity focus and continued source of opportunity for collective work. Elvia reported on the tremendous positive energy that has developed from working with students on the CARE march. The Teaching Conference Committee desires to build upon that energy for the next Teaching Conference and is seeking to develop Student-Faculty Activism as the theme of the Teaching Conference. It is hoped that Task Forces 1 and 2 will also be part of the Teaching Conference and the process for organization. After discussion, the Board agreed in principle to authorize a Fall Teaching Conference with student resources, which will confer with the Bar Exam Task Force to possibly include a Bar exam component.

Co-President Phoebe Haddon reported that the Nominating Committee has been working on the process of our nominations, which was why it had delayed presenting the new slate of candidates. The Committee recommended that **Carol Chomsky** and **Margaret Montoya** be brought forth as Co-Presidents, with the rest of the slate to be announced at a later date. These nominations will be voted on by the membership.

At the conclusion of the meeting, Board members were joined by SALT members and volunteers to help in constructing signs and developing slogans for the CARE March. The next SALT Board meeting will be held on Sunday, May 10th in conjunction with the LATCRIT Conference in Miami. ■

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- ☐ Enroll/renew me as a Contributing Member. I enclose \$100.00.
- ☐ Enroll/renew me as a Sustaining Member. I enclose \$300.00.
- ☐ I enclose _____ (\$100, \$150, \$200 or \$250) to prepay my dues for _____ years (\$50 for each year).
- ☐ Enroll me as a Lifetime Member. I enclose \$750.00.

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Address _____

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Visiting Professor Norm Stein
University of California at Davis School of Law
Mrak Hall Drive
Davis, California 95616-5201

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