

The **EQUALIZER** **SALT**

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Society of American Law Teachers

March 1994

1993-94 SALT Salary Survey

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 1993-94 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. Information was received from 110 schools. SALT members who are affiliated with any of the 66 non-responding schools are encouraged to seek future cooperation from their institutions. [Note: Those of you with good memories may have noticed that this year's survey is being published two months later than usual. Many schools were particularly slow to respond, attributing their delay to the postponement of the deadline for the ABA's annual questionnaire. So it was said. Our apologies for keeping you waiting.]

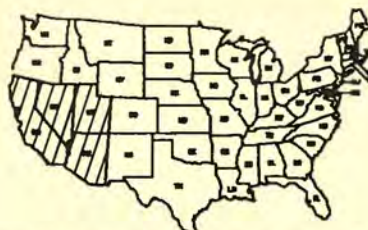
SALT Membership

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 700 colleagues across the nation who are committed to progressive values in legal education. To join SALT, simply send a check for \$50.00 to Professor **Stuart Filler**, Bridgeport Law School at Quinnipiac College, 600 University Avenue, Bridgeport, CT 06604-5651.

Newly Elected Board Members

Congratulations are in order to our newly-elected Board members **Lisa Ikemoto** (Loyola - Los Angeles), **Homer La Rue** (District of Columbia), **Juan Perea** (Florida) and **Ann Shalleck** (American), and to our new co-presidents **Pat Cain** (Iowa) and **Jean Love** (Iowa). In addition, we extend our thanks for past service to **Kate Bartlett** (Duke), **Richard Chused** (Georgetown), **Dean Rivkin** (Tennessee) and **Steve Wizner** (Yale).

REGION I (FAR WEST)



<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Arizona				
Arizona State				
Brigham Young				
UC Berkeley fn ¹				
UC Davis	N/A	71,796	93,606	18.92%
UC Hastings	62,500	70,500	100,224	fn ²
UCLA				
Cal Western	N/A	71,176	91,030	24%
Golden Gate				
Hawaii	62,376	67,464	82,080	23%
Loyola (Los Angeles)				
McGeorge				
Pepperdine				
San Diego				
San Francisco	68,000	80,800	92,700	32%
Santa Clara	67,220	70,280	84,292	28%
USC				
Southwestern				
Stanford				
Utah				
Whittier				

REGION II (NORTHWEST AND GREAT PLAINS)



<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Creighton	55,125	63,685	81,415	fn ³
Drake				
Gonzaga	57,000	66,000	81,500	20%
Hamline	N/A	64,622	80,333	21.2%
Idaho	N/A	52,054	68,925	26%
Iowa	N/A	65,000	96,000	23%
Lewis & Clark	64,500	74,000	92,500	fn ⁴
Minnesota				
Mitchell	60,550	67,500	81,300	25%
Montana	N/A	44,292	54,700	fn ⁵
Nebraska	57,107	64,693	99,090	18%
North Dakota	N/A	45,600	61,100	24%
Oregon				
Puget Sound	60,500	73,000	92,191	25%
South Dakota	N/A	50,494	62,199	23%
Washington (Seattle)	55,215	N/A	86,724	22%
Willamette				
Wyoming	49,911	N/A	65,532	19%

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REGION IV (GREAT LAKES)

<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Akron	46,350	56,650	65,935	fn ⁶
Capital (Columbus)	57,575	67,800	87,200	28%
Case Western				
Chicago				
Chicago-Kent				
Cincinnati	56,100	65,800	85,400	29%
Cleveland-Marshall	55,882	60,323	71,941	29.5%
Cooley	61,792	87,538	102,986	24.6%
Dayton	66,388	69,170	86,473	31.6%
DePaul	67,000	70,995	92,927	25%
Detroit College				
Detroit Univ.	62,200	76,200	87,450	31.39%
Illinois	64,500	72,000	88,000	N/A
Indiana-Bloomington	N/A	62,000	81,925	fn ⁷
Indiana-Indianapolis	58,315	68,360	86,037	fn ⁸
John Marshall				
Loyola (Chicago)				
Marquette	63,650	73,750	85,700	26%
Michigan	75,500	N/A	127,500	23%
Northern Illinois	54,675	66,105	82,539	fn ⁹
Northwestern				
Notre Dame				
Ohio Northern	61,580	68,560	84,275	29.9%
Ohio State	61,260	66,948	86,892	23.21%
Southern Illinois	61,709	74,313	85,388	12.844%
Toledo	60,699	65,293	78,487	26.4%
Valparaiso	53,285	59,565	76,680	N/A
Wayne State	64,673	72,161	90,033	24.3%
West Virginia	N/A	64,017	72,009	18%
Wisconsin	56,100	75,474	87,980	31%



REGION V (SOUTHEAST)

<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Alabama				
Catholic (Puerto Rico)	36,275	40,500	44,664	27.4%
Cumberland	63,500	69,190	83,870	33.7%
Emory				
Florida	57,500	62,450	92,000	27%
Florida State	59,000	64,909	87,582	25.7%
Georgia				
Georgia State	57,955	67,958	84,023	27.01%
Inter-American	35,448	42,126	47,280	15%
Kentucky	59,500	65,500	92,830	19%
Louisville	60,000	66,615	90,427	21.5%
Memphis State	50,082	54,847	70,858	25%
Mercer	57,201	66,501	80,500	26.16%
Miami				
Mississippi College	51,000	62,000	75,000	fn ¹⁰
Mississippi Univ.	52,058	58,500	75,500	24.25%
Northern Kentucky	42,774	N/A	75,492	fn ¹¹
Nova Southeastern	56,499	59,750	74,699	24%
Puerto Rico				
St. Thomas	57,200	66,550	81,818	18.5%
Stetson				
Tennessee	N/A	69,775	85,258	28%
Vanderbilt				



REGION VI (MID-ATLANTIC)

<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
American	75,500	79,050	99,950	17.26%
Baltimore	59,037	66,949	79,639	25.9%
Campbell	57,325	65,000	73,325	fn ¹²
Catholic (D.C.)	68,557	83,065	104,924	15%
Dickinson				
District of Columbia	46,390	59,840	75,275	20%
Duke				
Duquesne				
George Mason				
Georgetown				
George Washington				
Howard	62,949	67,952	89,878	27%
JAG				
Maryland	61,041	68,630	86,680	30%
North Carolina	N/A	66,000	89,000	19%
North Carolina Central	53,500	66,785	70,854	18.61%
Pennsylvania				
Pittsburgh				
Regent				
Richmond	56,800	72,200	84,075	28%
Rutgers-Camden	70,787	79,407	100,900	29%
Rutgers-Newark	81,164	90,905	105,695	29%
Seton Hall	71,356	78,643	109,398	28%
South Carolina				
Temple	67,840	80,880	98,809	29%
Villanova	N/A	80,000	109,082	20%
Virginia				
Wake Forest				
Washington and Lee				
Widener	62,000	66,898	81,726	33.94%
William & Mary	67,000	70,500	89,000	26%

REGION VII (NORTHEAST)



<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Albany	66,800	75,850	90,850	28.04%
Boston College	72,000	89,000	99,250	26%
Boston Univ.				
Brooklyn	79,200	79,350	108,900	32.5%
Buffalo	N/A	64,784	81,268	30.5%
Columbia				
Connecticut	N/A	71,250	105,000	fr ¹³
Cornell				
CUNY	63,962	77,837	79,929	30%
Fordham				
Franklin Pierce				
Harvard				
Hofstra				
Maine	N/A	N/A	73,219	29.7%
New England				
New York				
NYU				
Northeastern	71,405	77,465	100,853	28%
Pace	N/A	78,700	102,750	19%
Quinnipiac	56,940	68,000	84,940	28%
St. John's	80,000	93,000	112,750	21.4%
Suffolk				
Syracuse	53,500	61,466	79,074	36%
Touro	58,917	81,911	97,200	31%
Vermont	57,221	66,259	79,182	23.85%
Western New England				
Yale				
Yeshiva	78,500	84,250	109,000	25%

FOOTNOTES

1. All tenure track faculty have the title "acting professor" - the median salary is \$67,401. The median salary for tenured professors is \$75,645. Some senior faculty are "above scale" and earn salaries above the tenured median salary.
2. Fringe benefit cost(s) are determined by individual enrollment in various plans and eligibility criteria.
3. 24.8% of the first \$60,000 plus 5% of any salary over \$60,000.
4. 19.5% of salary plus \$1,800 - \$2,700 for health/dental insurance annually.
5. 16.09% of salary plus \$2,520 for health insurance annually.
6. 17% of salary plus \$5,800 for health insurance annually.
7. 38.58% for faculty hired before 1/1/89; 28.58% for faculty hired after 12/31/88.
8. 38.58% for faculty hired before 1/1/89; 28.58% for faculty hired after 12/31/88.
9. 11.322% of salary plus \$4,570 for health, life and dental insurance annually.
10. Fringe benefits include health, retirement, life and disability insurance.
11. Fringe benefits include health, retirement, life, disability and dental insurance.
12. Fringe benefits are 22.1% for the \$57,325 salary; 20.69% for the \$65,000 salary and 19.4% for the \$73,325 salary.
13. 23.19% to 41.3% depending on retirement plan.

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The SALT Equalizer

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