

The **EQUALIZER** **SALT**

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January 1993

1992-93 SALT Salary Survey Enclosed

Howard A. Glickstein, former SALT President and Dean of Touro College Law Center, has completed his survey of law school salaries for the 1992-93 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 108 schools. Forty schools did not wish to have their salaries published (indicated by an asterisk *), and twenty-nine schools did not respond (indicated by the symbol †).

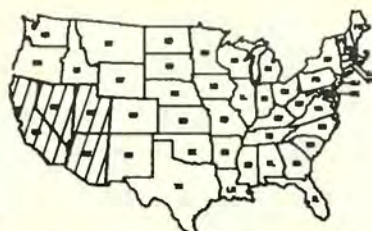
SALT Membership

Although this salary survey is being made available to many non-members at the AALS conference in San Francisco, 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 nearly 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

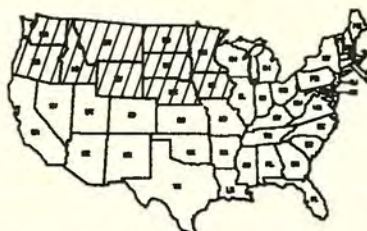
Ballots from the SALT membership have been counted, and congratulations are in order to our new Board members Margaret Radin (Stanford), Michael Olivas (Houston) and Judy Scales-Trent (Buffalo), and to successful incumbents Pat Cain (Iowa), Harlon Dalton (Yale), Leslie Espinoza (Arizona) and Pat Williams (Wisconsin). In addition, we extend our thanks for past service to those Board members who chose not to seek re-election: Barbara Babcock (Stanford), Mary Becker (Chicago) and Paulette Caldwell (NYU).

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	N/A	53,354	74,191	22%
Brigham Young*				
UC Berkeley*	N/A	N/A	96,900	25%
UC Davis	N/A	74,400	93,550	20.3%
UC Hastings	60,000	72,000	100,428	fn ¹
UCLA†				
Cal Western*				
Golden Gate*				
Hawaii	62,376	67,464	82,080	23%
Loyola (Los Angeles)	N/A	74,700	87,585	28.08%
McGeorge	67,186	68,682	88,040	24%
Pepperdine*				
San Diego†				
San Francisco	63,200	75,900	88,350	30.5%
Santa Clara	63,720	67,800	80,865	22%
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	47,775	59,484	76,807	fn ²
Drake†				
Gonzaga	53,200	62,000	80,000	20%
Hamline	55,678	63,600	78,652	23%
Idaho	N/A	48,128	67,672	27.5%
Iowa	N/A	64,000	95,500	24%
Lewis & Clark	56,000	69,000	85,000	19.4%
Minnesota*				
Mitchell	57,900	65,400	81,100	28%
Montana	42,300	46,448	56,450	fn ³
Nebraska	55,980	63,863	97,947	17%
North Dakota	40,980	45,980	59,030	27.5%
Oregon	55,000	57,468	76,845	34.19%
Puget Sound	58,025	69,500	92,000	23%
South Dakota	49,635	58,031	65,659	18%
Washington (Seattle)	54,999	N/A	88,574	20%
Willamette†				
Wyoming	48,504	54,228	68,356	18.9%



REGION III (SOUTHWEST AND SOUTH CENTRAL)

<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Arkansas-Fayetteville	52,050	57,650	73,000	22%
Arkansas-Little Rock	53,184	60,756	68,851	22%
Baylor†				
Colorado	N/A	63,400	84,000	fn ⁴
Denver†				
Houston	55,708	67,235	89,664	20%
Kansas*				
LSU†				
Loyola (New Orleans)	58,500	63,243	72,151	27%
Missouri-Columbia	N/A	58,482	79,475	23%
Missouri-Kansas City	55,000	61,540	79,550	20%
New Mexico	48,750	60,627	68,967	19%
Oklahoma	N/A	52,431	71,876	26%
Oklahoma City†				
St. Louis	60,234	66,698	86,255	21.5%
St. Mary's	N/A	67,250	76,500	17%
South Texas	55,500	64,500	80,000	22.7%
Southern	54,116	60,969	77,131	24%
Southern Methodist	63,314	75,758	91,232	22.3%
Texas*				
Texas Southern	62,958	76,005	94,063	30%
Texas Tech fn ⁵	50,490	55,335	77,612	22.9%
Tulane	76,440	75,650	101,750	25%
Tulsa	54,500	63,405	75,248	24%
Washburn	N/A	59,820	76,739	19.96%
Washington (St. Louis)*				



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†	45,000	55,000	63,891	30%
Capital (Columbus)	52,500	63,000	80,425	29%
Case Western*				
Chicago*				
Chicago-Kent	65,523	74,000	95,478	20%
Cincinnati†	57,100	N/A	85,500	26.1%
Cleveland-Marshall fn ⁶	59,061	67,146	80,059	25%
Cooley	65,663	84,615	101,019	23.8%
Dayton	63,685	67,814	82,317	30%
DePaul	59,160	68,383	84,060	24%
Detroit College†				
Detroit Univ.	63,300	78,100	84,000	33%
Illinois	61,375	69,500	85,125	23.34%
Indiana-Bloomington	N/A	62,000	80,000	fn ⁷
Indiana-Indianapolis	55,480	63,714	82,333	fn ⁸
John Marshall*				
Loyola (Chicago)*				
Marquette†				
Michigan	75,000	N/A	115,020	20.2%
Northern Illinois	53,006	62,586	77,760	fn ⁹
Northwestern*				
Notre Dame*				
Ohio Northern	57,150	65,000	81,650	25%
Ohio State	60,000	65,760	84,960	22%
Southern Illinois	57,264	67,115	82,275	fn ¹⁰
Toledo	60,000	56,200	70,240	26.4%
Valparaiso	51,000	55,000	74,300	N/A
Wake Forest*				
Wayne State	63,470	71,349	82,770	21.5%
West Virginia	N/A	57,006	69,975	18%
Wisconsin	57,242	76,683	87,739	30%



REGION V (SOUTHEAST)

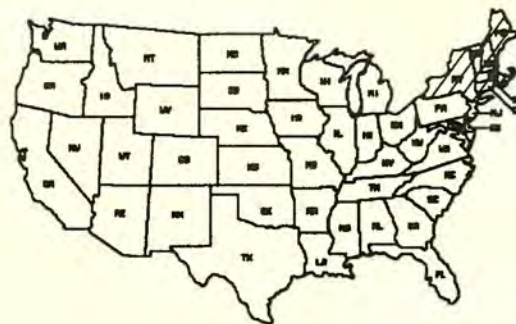
<u>NAME OF SCHOOL</u>	<u>ASST. PROF.</u>	<u>ASSOC. PROF.</u>	<u>FULL PROF.</u>	<u>FRINGE BENEFITS</u>
Alabama*				
Catholic (Puerto Rico)	33,588	37,716	N/A	27.4%
Cumberland	60,740	65,190	84,000	29.5%
Emory†				
Florida	55,000	66,575	88,500	27%
Florida State	55,600	64,150	91,500	17.4%
Georgia†				
Georgia State	50,400	61,563	75,890	27%
Inter-American	N/A	39,600	43,740	15%
Kentucky†				
Louisville	60,000	65,309	87,360	21.5%
Memphis State	45,250	55,600	61,417	29%
Mercer*				
Miami†				
Mississippi College	49,500	62,500	71,600	fn ¹¹
Mississippi Univ.	48,000	54,250	71,250	24.25%
Northern Kentucky	39,798	N/A	73,434	21%
Nova	52,000	53,000	72,055	23.52%
Puerto Rico†				
St. Thomas†				
Stetson*				
Tennessee	N/A	54,235	77,830	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	74,000	76,675	99,417	17.4%
Baltimore	55,000	62,961	74,906	25.9%
Campbell†				
Catholic (D.C.)	67,239	81,194	100,607	16.5%
Dickinson†				
District of Columbia	51,093	57,957	77,150	20%
Duke†				
Duquesne†				
George Mason†				
George Washington*				
Georgetown*				
Howard	61,464	68,034	85,925	27%
JAG*				
Maryland	57,577	68,625	83,673	30%
North Carolina	56,500	64,000	88,000	19%
North Carolina Central	48,500	64,379	62,798	fn ¹²
Pennsylvania*				
Pittsburgh*				
Regent†				
Richmond	62,500	66,500	80,700	26%
Rutgers-Camden	66,614	74,796	90,006	29%
Rutgers-Newark	N/A	79,976	98,298	29%
Seton Hall	70,610	80,610	107,283	26%
South Carolina	50,957	60,000	78,835	fn ¹³
Temple	62,540	76,279	93,603	29%
Villanova	N/A	78,000	103,100	23%
Virginia*				
Washington and Lee*				
Widener*				
William & Mary	55,000	63,500	84,500	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	70,200	70,500	87,055	29.6%
Boston College	75,000	87,857	100,841	26%
Boston Univ.*				
Bridgeport	43,970	64,488	81,839	30%
Brooklyn	72,000	74,000	103,200	31.8%
Buffalo	N/A	55,279	77,213	21.5%
CUNY	61,127	74,880	81,646	30%
Columbia*				
Connecticut	N/A	69,500	101,900	fn ¹⁴
Cornell*				
Fordham	N/A	93,400	125,250	28%
Franklin Pierce†				
Harvard*				
Hofstra†				
Maine	N/A	62,610	74,027	26%
New England†				
New York*				
NYU*				
Northeastern†				
Pace*				
St. John's	73,000	87,500	107,250	30%
Suffolk*				
Syracuse	49,192	65,704	79,630	33.2%
Touro	56,259	75,247	92,655	27%
Vermont	59,742	66,367	75,082	25.85%
Western New England*				
Yale*				
Yeshiva	70,200	84,250	103,800	25%

FOOTNOTES

1. Fringe benefit cost(s) are determined by individual enrollment in various plans and eligibility criteria.
2. 22.1% of the first \$50,000 plus 3% of any salary over \$50,000.
3. 15.861% of wages plus \$2,280 for health insurance annually.
4. Fringe benefits include health, life, retirement and disability insurance.
5. Faculty members have 10.5-month contracts.
6. Salaries reported are proposed. Raises are established and funded, but not implemented.
7. 37.8% for tenure track faculty appointed before 1/1/89; 28.16% for non-tenure track and tenure track hired after 12/31/88.
8. Benefits include: 8.51% plus 6.20% for FICA Ret. on maximum salary of 56,600; 1.45% on maximum salary of \$132,800; 21.64% for TIAA/CREF on old plan and 12.00% for TIAA/CREF on new plan.
9. Benefits include: 10.274% for retirement; 1.45% for Medicare; \$3,270 per year for medical; \$222.00 per year for dental; and life insurance varies per amount of annual salary.
10. Retirement 9.35%. Medical, dental and life insurance are calculated on an individual basis.
11. Fringe benefits include health, life, retirement and disability insurance.
12. 17.28% of salary plus \$1,735 for annual medical insurance.
13. 17.75% of salary plus \$150 per month.
14. 27.27% to 32.12% depending on retirement plan.

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Michael M. Rooke-Ley, Editor

Shepard Broad Law Center

Nova University

3305 College Avenue

Fort Lauderdale, Florida 33314

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