

# SALT EQUALIZER

Volume 2013, Issue 1

Society of American Law Teachers

May 2013

## In This Issue

*This issue of the SALT Equalizer contains the 2012–13 SALT salary survey results. Information for Regions III–VII continues on pages 2 and 3.*

## Survey Information and Methodology

SALT is delighted to present the 2012–13 SALT Salary Survey, our annual survey of academic year law faculty salaries. The survey, conducted by Eric Janus, President and Dean of the William Mitchell College of Law, reports the median base salaries for three faculty ranks — assistant professor, pre-tenure associate professor, and tenured professor (both associate and full)— and median summer stipends in alphabetical order by school, in seven regions. SALT received information from 68 (34%) of the 200 surveyed schools in the U.S. and Puerto Rico. 132 schools (66%) either refused to participate or failed to respond.

The survey, which is reproduced in full on page 4 of this issue, requested base salary

*Survey Information, continued on page 2*

## 2012–13 SALT Salary Survey

Region I (Far West)				
NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Cal Western	Not applicable or not available ("NA")	120,500	174,500	10,000
Hawai'i	115,000	125,997	157,122	7,500
Loyola-Los Angeles	114,268	132,457	174,653	15,000
Nevada-Las Vegas	NA	109,250	147,002	17,000
Pacific-McGeorge	NA	111,987	143,022	12,000
San Diego	NA	144,600	173,400	15,000
UC-Hastings	112,942	137,842	187,221	10,000

Schools that did not report information: Arizona, Arizona State, Brigham Young, Chapman, Golden Gate, La Verne, Pepperdine, Phoenix, San Francisco, Santa Clara, Southern California, Southwestern, Stanford, Thomas Jefferson, UC-Berkeley, UC-Davis, UCLA, Utah, Western State, and Whittier.

Region II (Northwest and Great Plains)				
NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Creighton	NA	111,595	132,585	10,000
Gonzaga	86,470	98,209	135,969	10,000
Hamline	92,000	99,663	134,581	10,000
Idaho	NA	91,790	117,239	NA
Iowa	NA	134,550	184,800	15,000
Nebraska	101,178	106,248	150,720	11,000
North Dakota	81,950	98,421	126,112	6,000
Oregon	105,000	NA	135,578	5,832
William Mitchell	NA	109,172	143,286	6,000

Schools that did not report information: Drake, Lewis & Clark, Minnesota, Montana, Saint Thomas-MN, Seattle, South Dakota, Washington, Willamette, and Wyoming.

## SALT EQUALIZER

The SALT *Equalizer* is a publication of the Society of American Law Teachers.

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To contact the SALT *Equalizer*, write the editor at William Mitchell College of Law, 875 Summit Ave., St. Paul, MN 55105-3076; call (651) 290-7503; or e-mail [raleigh.levine@wmitchell.edu](mailto:raleigh.levine@wmitchell.edu). Visit the SALT website at [www.saltlaw.org](http://www.saltlaw.org).

Region III (Southwest and South Central)				
NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Arkansas-Fayetteville	89,100	94,700	139,300	17,500
Arkansas-Little Rock	91,070	112,024	120,057	14,000
Denver	107,620	NA	140,922	9,000
Kansas	NA	115,486	156,555	12,000
Louisiana State	104,000	114,500	145,170	18,000
Loyola-New Orleans	94,807	107,587	141,083	15,000
Missouri-Kansas City	NA	90,000	124,500	8,500
New Mexico	87,159	102,909	121,909	16,250
Oklahoma	95,000	105,000	126,080	10,000
Oklahoma City	100,000	114,930	165,028	8,000
Saint Louis	96,600	NA	128,000	13,000
South Texas	88,265	98,640	147,291	10,500
Texas Southern	100,256	109,036	139,597	9,000
Texas Tech	109,620	NA	138,432	9,000
Texas Wesleyan	NA	97,850	124,837	15,000
Washburn	NA	105,079	139,812	12,000
Schools that did not report information: Baylor, Colorado, Houston, Missouri-Columbia, Saint Mary's, Southern, Southern Methodist, Texas, Tulane, Tulsa, and Washington-Saint Louis.				

Region IV (Great Lakes)				
NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Akron	98,043	103,094	128,513	10,000
Capital	95,114	NA	156,071	6,955
Cleveland-Marshall	90,658	106,892	129,289	NA
Indiana-Indianapolis	NA	103,000	127,047	14,000
John Marshall-Chicago	128,475	133,046	152,863	15,000
Michigan State	115,825	119,416	146,832	12,000
Ohio State	118,320	NA	159,216	12,500
Southern Illinois	81,000	NA	115,308	11,153
Toledo	93,000	108,450	124,587	12,000
Valparaiso	NA	NA	154,596	NA
Wayne State	104,392	118,600	149,788	10,000
West Virginia	NA	109,000	139,629	10,000
Schools that did not report information: Ave Maria, Case Western, Chicago, Chicago-Kent, Cincinnati, Dayton, DePaul, Detroit, Illinois, Indiana-Bloomington, Loyola-Chicago, Marquette, Michigan, Northern Illinois, Northwestern, Notre Dame, Ohio Northern, Thomas M. Cooley, and Wisconsin.				

*Survey Information, continued from page 1*

medians for each of the three faculty ranks. Schools were instructed not to include in the base salary medians any fringe benefits (e.g., health care benefits, retirement benefits, dependents' tuition benefits, domestic partner benefits, travel funding, book allowance, research assistant funding, or summer research and teaching stipends), and to report on the salaries only of tenure-track professors, not of deans or administrators. Summer stipend information was requested separately, as a single median for all faculty ranks.

The survey was initially emailed in January 2013 to the office of the dean at each of the 200 law schools, with a request that the school reply by March 6, 2013. If the school failed to reply to the initial email, Dean Janus's office followed up with a reminder email, and, if the reminder email also failed to elicit a response, with a telephone call.

Although SALT does not survey schools for information on the salaries of non-tenure-track legal writing faculty, the Association of Legal Writing Directors (ALWD) and the Legal Writing Institute (LWI) jointly sponsor an annual national survey of legal writing programs at approximately 140 law schools. That data can be found on the LWI website at <http://www.lwionline.org/surveys.html>.

The American Association of Law Libraries (AALL) collects data on law librarian salaries. AALL members may access the survey results online, at no charge, at [http://www.aallnet.org/products/pub\\_salary\\_survey.asp](http://www.aallnet.org/products/pub_salary_survey.asp). Non-members may purchase a hard copy version from the same website.

The Center for the Study of Applied Legal Education has collected salary and compensation data for clinicians, available by emailing [administrator@csale.org](mailto:administrator@csale.org).

## Region V (Southeast)

NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Florida	111,240	125,742	158,000	26,757
Florida International	100,000	110,000	162,690	12,000
Georgia	121,400	144,000	180,765	27,500
Kentucky	107,134	NA	123,221	12,000
Memphis	88,683	94,890	132,310	7,000
Mercer	92,113	108,000	133,753	9,900
Mississippi	105,000	NA	141,359	9,000
Mississippi College	105,000	112,000	148,000	7,000
Northern Kentucky	92,122	94,385	127,235	10,000
Nova Southeastern	NA	114,445	154,922	12,000
Stetson	108,173	110,012	160,942	12,278
Tennessee	NA	97,000	122,316	17,000

Schools that did not report information: Alabama, Barry, Emory, Faulkner, Florida A&M, Florida Coastal, Florida State, Georgia State, Inter American-PR, John Marshall-Atlanta, Louisville, Miami, Pontifical Catholic-PR, Puerto Rico, Saint Thomas-FL, Samford-Cumberland, and Vanderbilt.

## Region VI (Mid-Atlantic)

NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Baltimore	112,000	117,000	148,900	10,000
Charleston	91,800	97,754	144,004	15,000
Drexel	111,812	125,218	168,892	15,000
North Carolina	115,826	127,211	174,417	15,000
Rutgers-Camden	121,251	NA	171,508	10,187
Rutgers-Newark	133,599	150,202	186,000	10,000
South Carolina	114,860	NA	140,080	20,250

Schools that did not report information: American, Appalachian, Campbell, Catholic-DC, Charlotte, District of Columbia, Duke, Duquesne, Elton, George Mason, George Washington, Georgetown, Howard, JAG, Liberty, Maryland, North Carolina Central, Penn State, Pennsylvania, Pittsburgh, Regent, Richmond, Seton Hall, Temple, Villanova, Virginia, Wake Forest, Washington & Lee, Widener-Delaware, Widener-Harrisburg, and William & Mary.

## Region VII (Northeast)

NAME OF SCHOOL	ASSISTANT PROFESSOR (\$)	PRE-TENURE ASSOCIATE PROFESSOR (\$)	TENURED PROFESSOR (ASSOC. & FULL) (\$)	SUMMER RESEARCH STIPEND (\$)
Albany	96,300	103,098	133,900	10,000
CUNY	98,840	110,115	140,500	8,500
Maine	NA	100,680	128,070	12,000
Northeastern	109,306	141,067	179,362	7,500
Suffolk	NA	84,147	149,094	13,000

Schools that did not report information: Boston College, Boston University, Brooklyn, Cardozo, Columbia, Connecticut, Cornell, Fordham, Franklin Pierce, Harvard, Hofstra, New England, New York Law, NYU, Pace, Quinnipiac, Roger Williams, Saint John's, SUNY-Buffalo, Syracuse, Touro, Vermont, Western New England, and Yale.

## About SALT and SALT Membership

Since 1973, the Society of American Law Teachers (SALT) has been an independent organization of law teachers, law deans, law librarians, and other legal educational professionals working to enhance the quality of legal education, make the legal profession more inclusive, and extend legal representation to under-served individuals and communities. SALT has been at the forefront of national debates about legal education and legal institutions. SALT challenges faculty, staff, and students to promote the profession's core values of equality and justice, and to oppose illegal and inequitable practices. You can learn more about SALT at [www.saltlaw.org](http://www.saltlaw.org).

**Please join SALT or renew your SALT membership by registering online** at [www.saltlaw.org/memberships](http://www.saltlaw.org/memberships).

Our regular membership levels are tied to position within the legal academy. SALT membership is on an academic year basis; membership runs through August 31 of each calendar year.

For the 2013-14 academic year, our regular membership levels will be as follows:

- Fellows and visiting assistant professors: \$55 per year
- Adjunct faculty and retired teachers: \$75 per year
- Non-tenure track faculty, librarians, academic support, and staff: \$100 per year
- Tenure track faculty: \$125 per year
- Tenured faculty and senior administrative personnel: \$150 per year
- Lifetime membership for those retiring from the academy: \$1,200 one-time

We also offer affiliate membership to those not working in the legal academy – law firms, law students, lawyers, accredited legal services workers, law office support staff, and members of the public. For the 2013-14 academic year, our affiliate membership levels will be as follows:

- Law students: \$35 per year
- Other individuals: \$75 per year
- Non-profit entities: \$150 per year
- Other entities: \$250 per year

## Survey Instrument

**BY MARCH 6, 2013, PLEASE RETURN ANSWERS BY EMAIL TO:**

Dean Eric Janus  
William Mitchell College of Law  
875 Summit Avenue  
St. Paul, MN 55105  
c/o [Mary.Ahler@wmitchell.edu](mailto:Mary.Ahler@wmitchell.edu)  
651-290-6319

The Society of American Law Teachers (SALT) annually surveys law schools in the United States regarding salaries paid to law professors. The salary survey results are published in SALT's newsletter, the Equalizer. SALT asks your participation in this year's survey. Should you have any questions regarding the survey, please contact Mary Ahler (for Dean Eric Janus, William Mitchell College of Law) at 651-290-6319 or [Mary.Ahler@wmitchell.edu](mailto:Mary.Ahler@wmitchell.edu).

SCHOOL NAME: \_\_\_\_\_

Response prepared by \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone number: \_\_\_\_\_

Email address: \_\_\_\_\_

### **SALT SALARY SURVEY 2012-2013**

#### **Base Salary:**

Please do NOT include fringe benefits (e.g., health care benefits, retirement benefits, dependents' tuition benefits, domestic partner benefits, travel funding, book allowance, research assistant funding, or summer research and teaching stipends).

**Rank** (Include only tenure-track professors.  
Do not include deans' or administrators' salaries.)

**Median Base Salary (\$)**

Assistant Professor

\_\_\_\_\_

Pre-tenure Associate Professor

\_\_\_\_\_

Tenured Professor (Associate and Full)

\_\_\_\_\_

#### **Summer Research Stipend:**

**Median Stipend (\$)**

All eligible faculty

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# WILLIAM MITCHELL COLLEGE OF LAW

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*SALT Equalizer*

Professor Raleigh Hannah Levine, Editor

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