

SOCIETY OF AMERICAN LAW TEACHERS

E Q U A L I Z E R

December 2015

2016 HONOREES



Professor Susan Bryant
CUNY School of Law
SALT Great Teacher Award



Professor Jean Koh Peters
Yale Law School
SALT Great Teacher Award



Sherrilyn Ifill
NAACP LDF
M. Shanara Gilbert Human
Rights Award

2016 SALT Annual Dinner

On Friday, January 8th, SALT will be hosting their 2016 Annual Dinner Awards at New York University's Kimmel Center to celebrate the lifetime work of three exceptional leaders, scholars, and advocates. SALT will honor three champions of its mission of justice, diversity and teaching excellence. Professor Susan Bryant from CUNY School of Law and Professor Jean Koh Peters from Yale Law School will share the SALT Great Teacher Award honors. The M. Shanara Gilbert Human Rights Award will be presented to Sherrilyn Ifill, President and Director-Counsel of the NAACP Legal Defense and Educational Fund (NAACP-LDF), and a faculty member at the University of Maryland Francis King Carey School of Law. The Great Teacher Award recognizes Bryant and Koh Peters for their collaborative teaching and scholarship on clinical pedagogy. Sherrilyn Ifill will receive the Human Rights Award in recognition for her relentless advocacy with NAACP-LDF on issues including voting rights, affirmative action and police violence, as well as her ongoing work on race and justice.

Tables and individual tickets are still available for purchase. Contact the SALT office (702) 983-9847 or go to saltlaw.org/events/2016-salt-annual-dinner for more details.

2016 SALT Annual Dinner Sponsors

SALT gratefully thanks its sponsors for their generous support. Their support ensures the ongoing work and success of SALT.

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Vermont Law School

Yale Law School

Co-Presidents' Column

*Olympia Duhart, Nova Southeastern University and
Ruben Garcia, University of Nevada Las Vegas*



In this year-end edition of *The Equalizer*, we want to thank you for all that you have done to make SALT an amazing organization. We have been proud to serve as Co-Presidents over the last two years and we are very excited to welcome Professors Sara Rankin (Seattle) and Denise Roy (Mitchell | Hamline) as Co-Presidents for 2016-2018. We are confident they will carry on the SALT values of justice, diversity and academic excellence.

And the pursuit of these core values is not easy, especially in today's climate. In this "Age of Austerity," most law professors and administrators are already doing more – often with less. That means new projects, longer hours, more responsibilities and thinner resources. Despite these challenges, SALT is committed to maintaining excellence for our students and institutions. At the same time, assaults on academic freedom, professional status and inclusion are greater than ever. Beyond the classroom, threats to civil liberties continue to challenge vulnerable communities.

Over the past two years, we have endeavored to make SALT a strong, progressive voice on campus and in the community. We were fortunate to get the benefit of inspiring and supportive predecessors.

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Co-Presidents' Column

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Indeed, we were guided by their resolve and embraced all aspects of our mission; we have pushed for changes in ABA standards to improve legal education, promoted initiatives that protect diversity and continued the important work SALT has done for decades to extend the power of law to underserved communities. Specifically, we have attempted to help develop solutions on a wide range of issues including: crippling law school debt, security of position, discrimination, abusive police practices in communities of color, attacks on academic freedom and racialized injustice on campus.

With so many obstacles and challenges at play, this is a critical time for SALT to maintain its voice in the legal academy. For more than 40 years, SALT has stood as a progressive voice in the academy's efforts to promote a better classroom and community. And we pledge to continue our work. We are making changes at SALT to facilitate member involvement. First, we have relaunched our website. The new SALT site is more intuitive, comprehensive, easier to navigate and secure. We want to make it easier for all of our valued members to be informed and engaged with SALT's work in the academy.

Please take a moment to review the new site and share your thoughts with us, at info@saltlaw.org. Next, we've also lowered our membership rates. Starting October 1, annual membership rates were reduced \$25 across the board. We want to make it easier for you to support SALT's work. If you haven't done so already, renew your membership now. But don't just pay your membership dues.

We encourage you to volunteer. Review the website and let us know where you think you can serve. We welcome all members to help us on projects. These changes are part of our ongoing effort to be responsive to the challenges facing today's law schools. We hope that these changes will make SALT more accessible to the community it serves. As an all-volunteer organization, SALT needs the support of all of its members for its many initiatives.

We are proud of the important work SALT pursues on behalf of its members. We appreciate all you have done and all that you will do as SALT members. We are excited about SALT's bright future. And we thank you for giving us the opportunity to serve as your Co-Presidents.

SALT Membership: Reduced Rates, Online Renewal

With the relaunch of SALT's website, becoming a member of SALT and renewing your membership has never been easier. Checkout the new and improved [website](#), and never miss out on SALT updates.

New Membership Levels:

Fellows, Visiting Assistant Professors (\$30). Adjunct faculty, Retired Teachers (\$50), Non-Tenure Track Faculty, Librarians, Academic Support, and Staff (\$75), Pre-tenured, Tenure Track Faculty (\$100), Tenured Faculty, Senior Administrative Personnel (\$125), Lifetime (\$1200), Law Students (\$10), Individual (\$50), Nonprofit (\$150), Entity (\$250)

SALT Files Amicus Brief Supporting University Diversity Efforts



On November, 6, 2015, SALT filed a friend-of-the-court (amicus curiae) brief in support of the respondents in the United States Supreme Court case *Fisher v. University of Texas at Austin*. SALT understands the most effective way to achieve their mission and make collegiate, graduate, and professional academic programs more representative of our Nation's diverse population is by utilizing holistic admissions processes.

These processes should include the incorporation of race-consciousness as one of many factors contributing to admission decisions. SALT lends its support to race-conscious admission policies before the Court. This step is consistent with SALT's position in four previous cases. SALT's commitment to its core values of diversity, justice and teaching excellence create a solid foundation for its support of initiatives in higher

education that promote diversity in the classroom.

The Court heard oral arguments in *Fisher* on December 9, 2015. SALT expects the Court's decision in the case sometime next year. In the meantime, SALT will post updates about the case and pro-diversity efforts in higher education throughout the country on its website, www.saltlaw.org and social media accounts.

B.A. to J.D. Pipeline Event

Villanova University
November 13, 2015

SALT co-hosted a pipeline conference with Villanova University School of Law on Friday, November 13. The conference included thought-provoking discussions with lawyers and advocates on the obstacles that marginalized communities face in accessing and succeeding in the legal field.



Breakout sessions allowed current lawyers and law school graduates the opportunity to earn five CLE credits towards their continuing professional development for the Pennsylvania Continuing Legal Education Board. The event attracted local high school, college, and law school students, administrators and faculty as well as practitioners, lawyers, public interest officials, social justice advocates, and community members. The main objectives were to:

- 1) Identify, discuss, and strategize how to overcome barriers of entry into legal education and the profession.
- 2) Help talented regional high school, community college, and HBCU students better understand the challenges and opportunities presented by a life in the law, particularly for underrepresented and social justice-minded individuals.

Junior Faculty Development Workshop

On October 1, 2015, SALT joined forces with LatCrit to co-sponsor the Annual Junior Faculty Development Workshop in Anaheim, California. The workshop was designed to familiarize progressive junior faculty with LatCrit and SALT principles and support them in the teaching, scholarship, and service aspects of professional success. In addition, the workshop aimed to cultivate a community of scholars interested in the continuation of promoting social justice. Professors and aspiring professors attended the workshop.

Professor Justin Hansford Receives SALT Junior Faculty Award

SALT proudly announces that Professor Justin Hansford is the 2015 Junior Faculty Teaching Award Winner. The award recognizes an outstanding recent entrant into legal education who demonstrates a commitment to justice, equality and academic excellence. It is designed to honor an emerging teacher and support an outstanding individual new to the legal academy. This award also recognizes law teachers who exemplify SALT values through SALT membership and participation in SALT activities. The award was given at the SALT Members Meeting in Anaheim, Orange County on October 2. Professor Hansford was in South Africa where he is on a Fulbright. Former colleague Professor SpearIt accepted the award in Hansford's honor.

Professor Hansford's commitment to advocacy work with African-American men in the classroom and community makes him an important participant in the struggle for justice.

SALT Announces Co-Presidents Elect, Incoming Board of Governors

At the October 2016 SALT Members Meeting, the following nominees were elected to the SALT Board of Governors: Anna Carpenter (Tulsa); Matthew Charity (New England);

Justin Hansford (St. Louis); Donna Lee (CUNY); Beth Lyon (Cornell); Zinelle October (American Constitution Society); and Hari Osofsky (Minnesota). The new and returning members of the Board will take their seats January 1, 2016.

SALT also congratulates incoming Co-Presidents elect, Professor Sara Rankin (Seattle University School of Law) and Professor Denise Roy (Mitchell | Hamline School of Law). In January, they will begin their two year term as Co-Presidents.

SALT Comments on Revised Pay As You Earn Regulation

On August 10, 2015, SALT submitted a [comment](#) to the Department of Education in their Notice and Comment period on the revised Pay As You Earn proposal, which would make various changes to federal loan programs to ease the load on student borrowers. Highlights of the comment include SALT encouraging the DOE to make the following changes to improve the proposed Revised Pay As You Earn plan:

1. Provide loan forgiveness to all borrowers after 20 years of payments; instead of 25 years for some borrowers as proposed.
2. Count qualifying payments – made before or after consolidation – toward forgiveness.
3. Make it easier for borrowers to keep making payments based on their income by letting them choose to have their income information updated automatically.

Upcoming Events

The Annual SALT Dinner Awards

January 8th, 2016

SALT will be honoring Professor Susan Bryant, Professor Jean Koh Peters, and Sherrilyn Ifill this year. The event will take place at NYU's Kimmel Center in New York City at 6:30 p.m.

SALT Cover Workshop at Fordham Law School

January 9th, 2016 from 12:30 to 2:30 (reception to follow)

The workshop will held free of charge to all organizers, law teachers, law students, and community activists. The title of this year's Cover Workshop is: *Race Matters: Creative Entry Points for Impacting Race Relations on Campus*.

Biennial Conference Promoting Diversity in Law School Leadership

May 6th-7th, 2016

The conference, held at the University of Washington School of Law, strives to provide information and guidance to prospective law school administrators and deans. The conference will also help participants determine what other forms of university and law school leadership roles may be right for potential leaders.

BA to JD Pipeline Program at Elon University School of Law

Spring 2016

SALT will co-sponsor another BA to JD Pipeline Program at Elon University School of Law in Greensboro, North Carolina. The program will raise awareness about the challenges and opportunities of law school for underrepresented students considering a career in law.

SALT Mourns the Loss of Former Board Members

In the Fall of 2015, SALT members mourned the passing of former board members Marc Poirier and Dennis Greene. Both Marc and Dennis were wonderful law professors, and even better people. They are missed by all.



Marc Poirier
(1952-2015)



F. Dennis Greene
(1949-2015)

2015 SALT Highlights

- In January, SALT honored Professor Martha Mahoney with its Great Teacher Award and Professor Hope Lewis with the M. Shanara Gilbert Human Rights Award during its Annual Dinner in Washington, D.C.

- In January 2015, SALT hosted the Cover Workshop at Georgetown University Law Center. It was entitled *Focus on Ferguson: Racism, Policing & People of Color*. It featured Professors Paul Butler, Justin Hansford and Leslie Proll from the NAACP.

- In April, SALT co-sponsored a BA to JD Pipeline at New York Law School to help talented community college and CUNY students nominated by their professors and advisors better prepare for the rigors of law school, prepare for the LSAT, and strategize law school choice and applications.

- In March, SALT co-sponsored a “Breaking In” program in conjunction with the Southeast/Southwest People of Color Legal Scholarship Conference. The program, entitled, *The Pipeline: Preparing Prospective Students for Law School, Law Students for Law Practice, and the Next Generation of Law Professors*, was held at North Carolina Central University School of Law.

- SALT continued its engagement with issues in legal education. We attended and participated in ABA Standards and Review Committee and American Bar Association Council meetings throughout the year. We submitted statements on proposed changes to the standards related to tenure, affirmative action, bar passage, school finances, externships, and pro bono requirements.

- The Norman Amaker, Trina Grillo, and Robert Cover social justice retreat, sponsored by SALT, provided a unique opportunity for public interest and social justice-oriented law students, faculty, and practitioners to exchange viewpoints, explore career opportunities, and formulate strategies for social justice.

- SALT was proud to be one of the sponsors in

August supporting Law For Black Lives, a national gathering of lawyers, law students, and jailhouse lawyers committed to building a world where #BlackLivesMatter. Discussions in Harlem covered a wide range of issues including abusive policing, environmental justice and transgender rights.

- On August 10, 2015, SALT also submitted a comment to the Department of Education in their Notice and Comment period on the Revised Pay As You Earn proposal, which proposed changes to federal loan programs to ease the load on student borrowers.

- In September, SALT joined others in condemning the murders of nine African Americans at Emanuel African Methodist Episcopal Church in Charleston, South Carolina, and the series of church burnings in the region. SALT drafted a white paper to promote education and meaningful action at both the local and national level.

- SALT co-sponsored the Thirteenth Annual SALT-LatCrit Junior Faculty Development Workshop in October 2015 in Anaheim, CA. The workshop aimed to cultivate a community of scholars interested in the continuation of promoting social justice.

- At the Members Meeting held in October, SALT recognized Professor Justin Hansford as the 2015 Recipient of the SALT Junior Faculty Teaching Award.

- At the October 2016 SALT Members Meeting, the following nominees were elected to the SALT Board of Governors: Anna Carpenter (Tulsa); Matthew Charity (New England); Justin Hansford (St. Louis); Donna Lee (CUNY); Beth Lyon (Cornell); Zinelle October (American Constitution Society); and Hari Osofsky (Minnesota). We look forward to the new and returning members of the Board, who took their seats January 1, 2016. Professors Sara Rankin (Seattle) and Denise Roy (William Mitchell) also began their two year terms as Co-Presidents in January.

Highlights, continued on page 9

2015 SALT Highlights

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- On November, 6, 2015, SALT filed a friend-of-the-court (amicus curiae) brief in support of the respondents in the United States Supreme Court case *Fisher v. University of Texas at Austin*. SALT's commitment to its core values of diversity, justice and teaching excellence create a solid foundation for its support of initiatives in higher education that promote diversity in the classroom.

- SALT cosponsored a B.A. to J.D. Pipeline Event at Villanova University on Nov. 13, 2015. The conference at Villanova University included thought-provoking discussions with college faculty and administrators, lawyers and advocates on the obstacles that marginalized communities face in accessing and succeeding in the legal field. SALT is excited about co-sponsoring another BA to JD Pipeline in Spring 2016 at Elon University School of Law.

- SALT issued its Annual Salary Survey.

- SALT completed copy on its upcoming publication, *Choosing the Right Law School for You: A Consumer Guide for the Social Justice-Minded Law Student*. The book will be launched in electronic format in December 2015.

- SALT continues to update SALT.LAW.ORG with greater capacity and security, with a new look and planned expansion over the next year.

- In 2015, the SALT Board of Governors mourned the passing of Pamela Bridgewater and former Board members Dennis Greene and Marc Poirier.

SALT 2015 Board of Governors

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Olympia Duhart (Nova)
Ruben Garcia (UNLV)

Board of Governors:

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Elvia Arriola (NIU)
Deepa Badrinarayana (Chapman)
Emily Benfer (Loyola Chicago)
Barbara Bernier (FAMU)
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Equalizer Editor: Raleigh Levine (Mitchell | Hamline)

Join us at the 2016 SALT Cover Workshop as we explore ways to positively impact race relations on campus and in the community. This event is free and open to the public.



JAN. 9, 2016
**RACE MATTERS:
CREATIVE ENTRY POINTS
FOR IMPACTING RACE
RELATIONS ON CAMPUS**

The 2016 Cover Workshop



RSVP at info@saltlaw.org. Reception to follow.

Faiza Patel

**Co-Director of the
Liberty & National
Security Program
Brennan Center
for Justice**

Amna A. Akbar

**Assistant Professor
of Law
Ohio State**

**Katherine Demby, 3L
Yale Law School**

Victor Goode

**Associate Professor
of Law
CUNY**

Moderator:

**Steve Bender
Associate Dean &
Professor of Law
Seattle University**

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150 West 62nd Street
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Costantino B Room

12:30-2:30 p.m.

Saturday, Jan. 9, 2016

www.saltlaw.org