

SALT EQUALIZER

Volume 2018, Issue 1

Society of American Law Teachers

October 2018

In This Issue

This issue of the SALT Equalizer contains the 2017–18 SALT salary survey results. Information for Regions III–VII continues on pages 2, 3, and 4.

Survey Information and Methodology

After a one-year hiatus, SALT is delighted to present the 2017-18 SALT Salary Survey, our annual survey of academic year law faculty salaries. The survey, conducted by SALT Co-Presidents Matthew Charity (Western New England) and Davida Finger (Loyola-New Orleans), 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. Of the 199 surveyed schools in the U.S. and Puerto Rico, 81 law schools (40.6%) are represented in this year's survey. This number reflects the 57 law schools (28.6%) that submitted new information for the 2017-18 academic year, in

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SALT EQUALIZER

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

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2017–18 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	\$116,000	Not applicable or not available (N/A)	\$153,690	\$10,000
Golden Gate	N/A	\$125,000	\$135,200	N/A
Hawai'i	\$121,524	\$159,200	\$167,435	\$6,400
Nevada-Las Vegas***	N/A	\$108,000	\$147,002	\$17,000
Pacific-McGeorge	N/A	N/A	\$154,992	\$13,000
Pepperdine**	N/A	\$149,000	\$164,500	\$13,500
San Diego	N/A	N/A	\$199,500	\$15,000
San Francisco	N/A	\$141,748	\$195,915	\$15,000
Thomas Jefferson	N/A	N/A	\$117,800	N/A
UC-Hastings**	N/A	\$137,842	\$180,004	\$12,000

*Arizona, Arizona State, Arizona Summit, Brigham Young, Chapman, La Verne, Loyola-Los Angeles, Santa Clara, Southern California, Southwestern, Stanford, UC-Berkeley, UC-Davis, UCLA, Utah, Western State, and Whittier did not report information for the last four surveys.
 **Pepperdine and UC-Hastings reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.
 ***Nevada-Las Vegas reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region II (Northwest and Great Plains)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Gonzaga**	\$88,200	N/A	\$138,657	\$3,000
Idaho	N/A	\$96,467	\$126,803	\$12,000
Mitchell Hamline	N/A	N/A	\$115,269	\$1,200
Montana	N/A	\$85,000	\$105,000	\$10,000
Nebraska	\$115,000	N/A	\$166,401	\$11,000
North Dakota	\$84,500	\$93,373	\$115,965	\$2,000
Oregon	\$116,905	N/A	\$143,000	\$10,000

*Drake, Iowa, Lewis & Clark, Minnesota, Saint Thomas-MN, Seattle, South Dakota, Washington, Willamette, and Wyoming did not report information for the last four surveys. Creighton reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey, and requested that its previous responses not be republished.
 **Gonzaga reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.

Region III (Southwest and South Central)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Arkansas-Fayetteville	\$108,000	N/A	\$150,600	\$19,600
Arkansas-Little Rock	\$93,636	N/A	\$109,883	\$10,000
Denver**	\$120,000	N/A	\$155,011	\$4,375
Kansas	N/A	\$115,475	\$176,737	\$12,000
Louisiana State	\$105,000	N/A	\$152,195	\$18,000
Loyola-New Orleans	\$85,000	\$107,768	\$135,868	N/A
Missouri-Columbia****	N/A	\$101,821	\$143,932	\$10,000
Missouri-Kansas City	N/A	\$92,875	\$120,615	\$7,500
New Mexico	\$96,756	\$105,066	\$126,946	\$11,664
Oklahoma ***	N/A	\$110,045	\$162,484	\$12,000
Oklahoma City**	\$95,000	\$105,000	\$122,356	\$10,000
Saint Louis	N/A	N/A	\$140,165	N/A
South Texas	N/A	\$119,805	\$136,668	\$10,500
Southern	N/A	\$97,806	\$118,028	\$10,000
Texas A&M**	\$72,100	\$118,181	\$153,016	\$15,000
Texas Southern**	\$99,500	\$102,000	\$128,785	\$10,000
Texas Tech	\$116,750	\$122,853	\$148,141	\$9,000
Washburn	N/A	\$108,773	\$124,487	\$12,000
*Baylor, Colorado, Houston, Saint Mary's, Southern Methodist, Texas, Tulane, Tulsa, and Washington-St. Louis did not report information for the last four surveys.				
**Denver, Oklahoma City, Texas A&M, and Texas Southern reported information for the 2015-16 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2015-16.				
***Oklahoma reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.				
****Missouri-Columbia reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.				

Survey Information, continued from page 1

addition to 24 law schools that reported information for one of the three most recent surveys (academic year 2013-14, 2014-15, or 2015-16). For those 24 schools, we have reported the most recent data on record, with a note indicating the year for which the information was reported.

The survey questionnaire, which is reproduced in full on page 5 of this issue, requested base salary 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 questionnaire was initially emailed in May 2018 to each of the 199 law schools, with a request that the school reply by June 8, 2018. If the school failed to reply to the initial email, SALT followed up with reminder emails, and, if the reminder emails also failed to elicit a response, with telephone calls.

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 204 law schools. That data can be found on the

LWI website at <https://www.lwionline.org/resources/surveys>.

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 <https://www.aallnet.org/careers/salary-survey/>. 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.

We thank all of the schools that participated in this year's SALT Salary Survey.

Region IV (Great Lakes)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Akron	\$125,000	\$131,000	\$127,348	\$7,500
Capital	\$115,826	N/A	\$157,487	\$7,500
Cincinnati	\$112,000	\$126,000	\$156,971	\$13,500
Cleveland-Marshall	N/A	N/A	\$127,639	\$10,000
Detroit	\$95,481	\$100,785	\$118,081	\$5,000
Indiana-Indianapolis	N/A	\$88,273	\$123,642	\$14,000
John Marshall-Chicago	N/A	N/A	\$161,198	\$10,000
Michigan State	N/A	\$120,724	\$146,209	\$12,000
Ohio State**	\$121,800	N/A	\$175,002	\$12,500
Southern Illinois***	\$84,253	N/A	\$119,059	\$10,921
Toledo	N/A	\$113,036	\$129,782	\$12,000
Valparaiso***	\$107,335	\$122,503	\$157,797	N/A
Wayne State	\$112,345	N/A	\$154,970	\$10,000
West Virginia	N/A	\$116,459	\$137,738	\$10,000

*Ave Maria, Chicago, Chicago-Kent, Dayton, DePaul, Illinois, Indiana-Bloomington, Loyola-Chicago, Marquette, Michigan, Northern Illinois, Northwestern, Notre Dame, Ohio Northern, Thomas M. Cooley, and Wisconsin did not report information did not report information for the last four surveys. Case Western reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey, and requested that its previous responses not be republished.

**Ohio State reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.

***Southern Illinois and Valparaiso reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region V (Southeast)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Florida	\$130,000	\$135,000	\$196,249	\$25,000
Kentucky	\$116,151	N/A	\$149,842	\$13,000
Louisville**	\$91,896	\$104,734	\$150,440	\$6,500
Memphis	\$98,544	N/A	\$137,322	\$7,500
Mercer**	\$93,840	\$99,335	\$122,562	\$9,900
Mississippi	\$110,403	N/A	\$145,100	\$12,000
Mississippi College***	\$101,000	\$105,000	\$141,000	\$7,000
Northern Kentucky	\$102,200	N/A	\$127,380	N/A
Nova Southeastern	N/A	\$114,464	\$161,042	\$10,000
Stetson	\$107,500	\$120,070	\$166,757	\$10,000
Tennessee	\$101,000	\$111,510	\$146,081	\$20,000

*Alabama, Barry, Emory, Faulkner, Florida A&M, Florida Coastal, Florida International, Florida State, Georgia, Georgia State, Inter American-PR, John Marshall-Atlanta, Miami, Pontifical Catholic-PR, Puerto Rico, Saint Thomas-FL, Samford-Cumberland, and Vanderbilt did not report information for the last four surveys.

**Louisville and Mercer reported information for the 2015-16 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2015-16.

***Mississippi College reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

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.

Although this salary survey will be made available to many non-members of SALT, regular updates such as this one from SALT are emailed directly to members. In addition to regular email updates, SALT members receive reduced rates at SALT conferences, are represented nationally on issues affecting legal education, and enjoy the opportunity to join with hundreds of colleagues across the nation who are committed to progressive values in legal education. You can learn more about SALT and SALT membership at www.saltlaw.org. If you have questions, concerns, or suggestions, please contact SALT's co-presidents, Davida Finger and Matthew Charity, at info@saltlaw.org.

Production of this salary survey is made possible with funding from SALT membership dues. To support this project and participate in SALT, ***please join SALT or renew your SALT membership by registering online*** at www.saltlaw.org/membership-account/membership-levels. SALT's individual membership levels are tied to position within the legal academy and start at \$50.00 per year. Law school memberships are \$250.00 annually, and include three individual memberships. SALT memberships run from January through December.

Region VI (Mid-Atlantic)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Baltimore	\$118,466	\$132,000	\$154,800	\$7,500
Charleston	N/A	\$97,850	\$116,390	\$12,000
District of Columbia	\$95,000	\$118,000	\$148,000	\$12,000
Drexel****	\$114,221	\$126,099	\$157,015	\$15,000
Elon**	N/A	N/A	\$127,050	\$6,500
Maryland	\$120,000	\$139,000	\$196,452	\$20,000
North Carolina****	\$138,108	N/A	\$181,286	\$15,000
North Carolina Central	\$108,970	\$116,209	\$121,142	\$3,500
Penn State-University Park	N/A	N/A	\$204,210	\$20,000
Rutgers	\$132,964	\$154,148	\$190,775	N/A
South Carolina	\$111,690	N/A	\$163,116	\$18,672
Wake Forest***	\$125,363	\$127,506	\$179,215	\$13,000
Washington & Lee	\$130,090	\$152,220	\$171,795	\$20,000

*American, Appalachian, Campbell, Catholic-DC, Charlotte, Duke, Duquesne, George Mason, George Washington, Georgetown, Howard, JAG, Liberty, Pennsylvania, Pittsburgh, Regent, Richmond, Seton Hall, Temple, Villanova, Virginia, Widener-Delaware, Widener-Harrisburg, and William & Mary did not report information for the last four surveys.

**Elon reported information for the 2015-16 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2015-16.

***Wake Forest reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.

****Drexel and North Carolina reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Region VII (Northeast)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Albany**	N/A	N/A	\$126,175	\$10,000
Connecticut	N/A	\$128,293	\$187,263	\$10,000
CUNY	\$109,135	\$130,692	\$158,912	\$8,500
Maine	N/A	\$102,010	\$125,408	\$8,000
Northeastern***	N/A	\$143,720	\$182,912	\$8,000
Pace***	\$136,950	N/A	\$172,550	\$6,000
Vermont****	N/A	\$120,392	\$126,753	N/A
Western New England	N/A	N/A	\$142,000	N/A

*Boston College, Boston University, Brooklyn, Cardozo, Columbia, Cornell, Fordham, Harvard, Hofstra, Massachusetts, New England, New Hampshire, New York Law, NYU, Quinnipiac, Roger Williams, Saint John's, Suffolk, SUNY-Buffalo, Syracuse, Touro, and Yale did not report information for the last four surveys.

**Albany reported information for the 2015-16 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2015-16.

***Northeastern and Pace reported information for the 2014-15 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2014-15.

****Vermont reported information for the 2013-14 salary survey, but did not update that information for this year's salary survey. The amounts listed are the amounts reported for the academic year 2013-14.

Survey Instrument

BY JUNE 8, 2018, PLEASE RETURN ANSWERS BY EMAIL TO:

SALT Co-Presidents Professor Davida Finger (Loyola University New Orleans College of Law)
and Professor Matthew Charity (Western New England University School of Law)
saltsalarysurvey@gmail.com

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*. After a one-year hiatus for the 2016-17 academic year, SALT asks your participation in this year's survey, for the 2017-18 academic year.

Should you have any questions regarding the survey, please email Professor Raleigh Levine (Mitchell Hamline School of Law), SALT *Equalizer* editor, or another member of our survey staff at saltsalarysurvey@gmail.com, or leave us a voicemail at 504-533-4874.

SCHOOL NAME: _____

Response prepared by

Name: _____

Title: _____

Phone number: _____

Email address: _____

SALT SALARY SURVEY 2017-2018

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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SALT Equalizer

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