

SALT EQUALIZER

Volume 2019, Issue 1

Society of American Law Teachers

November 2019

In This Issue

This issue of the SALT Equalizer contains the 2018–19 SALT salary survey results. Information for Regions III–VII continues on pages 2, 3, and 4.

Survey Information and Methodology

SALT is delighted to present the 2018–19 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 202 surveyed schools in the U.S. and Puerto Rico, 79 law schools (39.1%) are represented in this year's survey. This number reflects the 47 law schools (23.3%) that submitted new information for the 2018–

Survey Information, continued on page 2

SALT EQUALIZER

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

Raleigh Hannah Levine	Editor
Virginia Sutton	Layout
Matthew Charity	Co-President
Davida Finger	Co-President
Caitlin Bary	Secretary
Catherine Grosso	Treasurer

To contact the SALT *Equalizer*, write the editor at Mitchell Hamline School of Law, 875 Summit Ave., St. Paul, MN 55105-3076; email raleigh.levine@mitchellhamline.edu, or call (651) 290-7503. Visit the SALT website at www.saltlaw.org.

2018–19 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	\$135,925	N/A
Hawai'i	\$125,448	N/A	\$187,584	\$7,200
Pacific-McGeorge**	N/A	N/A	\$154,992	\$13,000
Pepperdine***	N/A	\$149,000	\$164,500	\$13,500
San Diego	N/A	\$150,000	\$204,250	\$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, Nevada-Las Vegas, Santa Clara, Southern California, Southwestern, Stanford, UC-Berkeley, UC-Davis, UC-Irvine, UCLA, Utah, and Western State did not report information for the last four surveys.
 **Cal-Western, Pacific-McGeorge, San Francisco, and Thomas Jefferson reported information for the 2017–18 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 2017–18.
 ***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.

Region II (Northwest and Great Plains)*				
NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Creighton	\$101,500	\$119,489	\$154,634	\$10,000
Gonzaga**	\$88,200	N/A	\$138,657	\$3,000
Idaho	\$95,000	\$100,000	\$134,000	\$10,000
Mitchell Hamline	N/A	N/A	\$127,776	\$2,400
Montana	N/A	\$86,140	\$102,722	\$10,000
Nebraska	\$115,000	N/A	\$172,175	\$11,000
North Dakota	\$84,500	\$94,383	\$115,965	\$7,000
Oregon	\$119,390	N/A	\$149,657	\$14,063
Wyoming	\$88,008	\$100,827	\$154,197	\$10,000

*Concordia, Drake, Iowa, Lewis & Clark, Minnesota, Saint Thomas-MN, Seattle, South Dakota, Washington, and Willamette did not report information for the last four surveys.
 **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	\$92,000	N/A	\$108,543	\$10,000
Denver***	\$120,000	N/A	\$155,011	\$4,375
Kansas	N/A	\$100,000	\$173,620	\$12,000
Louisiana State	\$105,000	\$139,019	\$140,602	\$18,000
Loyola-New Orleans	\$85,000	\$105,139	\$133,298	\$10,000
Missouri-Kansas City**	N/A	\$92,875	\$120,615	\$7,500
New Mexico	\$98,748	\$112,696	\$132,935	\$13,500
Oklahoma	N/A	\$116,352	\$156,230	\$12,000
Oklahoma City***	\$95,000	\$105,000	\$122,356	\$10,000
Saint Louis	N/A	N/A	\$147,425	N/A
South Texas	N/A	\$137,083	\$145,233	\$10,500
Southern	N/A	\$88,860	\$119,630	\$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	N/A	N/A	\$146,463	\$9,000
Washburn	N/A	\$106,068	\$127,053	\$10,000

*Baylor, Colorado, Houston, Missouri-Columbia, North Texas-Dallas, Saint Mary's, Southern Methodist, Texas, Tulane, Tulsa, and Washington-St. Louis did not report information for the last four surveys.

**Arkansas-Fayetteville and Missouri-Kansas City reported information for the 2017-18 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 2017-18.

***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..

Survey Information, continued from page 1

19 academic year, in addition to 32 law schools that reported information for one of the three most recent surveys (academic year 2014-15, 2015-16, or 2017-18; the survey was on hiatus for the 2016-17 academic year). For those 32 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 2019 to each of the 202 law schools, with a request that the school reply by July 1, 2019. If the school failed to reply to the initial email, SALT followed up with reminder emails.

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	\$110,500	N/A	\$161,000	\$13,500
Cleveland-Marshall	N/A	N/A	\$131,166	\$10,000
Detroit	\$95,481	\$100,785	\$118,081	\$5,000
Indiana-Indianapolis	N/A	N/A	\$127,593	\$14,000
Michigan State**	N/A	\$120,724	\$146,209	\$12,000
Ohio State	\$128,190	N/A	\$185,453	\$12,500
Southern Illinois	\$81,810	N/A	\$117,657	\$12,166
Toledo**	N/A	\$113,036	\$129,782	\$12,000
UIC John Marshall	N/A	N/A	\$165,709	\$10,000
Wayne State	\$117,506	N/A	\$158,462	\$10,000
West Virginia**	N/A	\$116,459	\$137,738	\$10,000

*Ave Maria, Case Western, 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.

**Akron, Capital, Michigan State, Toledo, and West Virginia reported information for the 2017-18 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 2017-18.

Region V (Southeast)*

NAME OF SCHOOL	ASSISTANT PROFESSOR	PRE-TENURE ASSOCIATE PROFESSOR	TENURED PROFESSOR (ASSOC. & FULL)	SUMMER RESEARCH STIPEND
Florida	\$130,000	\$135,000	\$201,833	\$25,000
Kentucky	\$116,244	N/A	\$151,296	\$13,000
Lincoln Memorial	\$100,000	\$104,038	\$140,647	N/A
Louisville**	\$91,896	\$104,734	\$150,440	\$6,500
Memphis	\$102,307	N/A	\$145,727	\$10,000
Mercer**	\$93,840	\$99,335	\$122,562	\$9,900
Mississippi	\$112,611	N/A	\$150,136	\$12,000
Northern Kentucky	\$102,000	N/A	\$135,000	N/A
Nova Southeastern	N/A	\$120,624	\$153,932	\$10,000
Stetson	\$105,094	\$114,800	\$168,114	\$10,000
Tennessee	\$104,722	\$114,100	\$147,236	\$20,000

*Alabama, Barry, Belmont, Emory, Faulkner, Florida A&M, Florida Coastal, Florida International, Florida State, Georgia, Georgia State, Inter-American-PR, John Marshall-Atlanta, Miami, Mississippi College, 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.

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 \$10.00 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
American	\$141,700	\$149,933	\$197,200	\$16,000
Baltimore	\$121,000	\$141,000	\$156,800	\$8,000
Charleston	N/A	N/A	\$116,390	\$12,000
District of Columbia**	\$95,000	\$118,000	\$148,000	\$12,000
Elon***	N/A	N/A	\$127,050	\$6,500
Maryland	\$128,138	N/A	\$197,531	\$20,000
North Carolina Central**	\$108,970	\$116,209	\$121,142	\$3,500
Penn State-University Park**	N/A	N/A	\$204,210	\$20,000
Pittsburgh	\$117,284	N/A	\$168,744	\$7,500
Rutgers**	\$132,964	\$154,148	\$190,775	N/A
South Carolina	\$109,400	N/A	\$160,714	\$19,275
Wake Forest****	\$125,363	\$127,506	\$179,215	\$13,000
Washington & Lee	N/A	\$148,941	\$183,756	\$20,000
<p>*Appalachian, Campbell, Catholic-DC, Drexel, Duke, Duquesne, George Mason, George Washington, Georgetown, Howard, JAG, Liberty, North Carolina, Penn State-Dickinson, Pennsylvania, Regent, Richmond, Seton Hall, Temple, Villanova, Virginia, Widener-Delaware, Widener-Harrisburg, and William & Mary did not report information for the last four surveys.</p> <p>**District of Columbia, North Carolina Central, Penn State-University Park, and Rutgers reported information for the 2017-18 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 2017-18.</p> <p>***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.</p> <p>****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.</p>				

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	\$133,449	\$194,053	\$21,000
CUNY	\$109,135	\$132,894	\$159,298	\$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
Western New England**	N/A	N/A	\$142,000	N/A
<p>*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, Vermont, and Yale did not report information for the last four surveys.</p> <p>**Connecticut, Maine, and Western New England reported information for the 2017-18 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 2017-18.</p> <p>***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.</p> <p>****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.</p>				

Survey Instrument

BY JULY 1, 2019, 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*. SALT asks your participation in this year's survey, for the 2018-19 academic year.

Should you have any questions regarding the survey, please email Professor Raleigh Levine (Mitchell Hamline School of Law), SALT *Equalizer* editor, at saltsalarysurvey@gmail.com, or call her at 651-290-7503.

SCHOOL NAME: _____

Response prepared by

Name: _____

Title: _____

Phone number: _____

Email address: _____

SALT SALARY SURVEY 2018-2019

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

MITCHELL HAMLINE SCHOOL OF LAW

875 Summit Avenue
Saint Paul, MN 55105-3076
www.mitchellhamline.edu

SALT Equalizer

Professor Raleigh Hannah Levine, Editor

Society of American Law Teachers

Co-Presidents

Matthew Charity (Western New England)
Davida Finger (Loyola-New Orleans)

Co-Presidents-Elect

Catherine Grosso (Michigan State)
José R. (Beto) Juárez, Jr. (Denver)

Past Presidents (in order of service)

Norman Dorsen (NYU)
Howard Lesnick (Pennsylvania)
David L. Chambers (Michigan)
George J. Alexander (Santa Clara)
Wendy W. Williams (Georgetown)
Rhonda R. Rivera (Ohio State)
Emma Coleman Jordan (Georgetown)
Charles R. Lawrence III (Hawai'i)
Howard A. Glickstein (Touro)
Sylvia A. Law (NYU)
Patricia A. Cain (Santa Clara)
Jean C. Love (Santa Clara)
Linda S. Greene (Wisconsin)
Phoebe A. Haddon (Rutgers-Camden)
Stephanie M. Wildman (Santa Clara)
Carol Chomsky (Minnesota)
Margaret E. Montoya (New Mexico)
Paula C. Johnson (Syracuse)
Michael Rooke-Ley (Nova Southeastern)
José R. (Beto) Juárez, Jr. (Denver)

Holly Maguigan (NYU)
Eileen Kaufman (Touro)
Tayyab Mahmud (Seattle)
Margaret Martin Barry (Vermont)
Deborah Waire Post (Touro)
Raquel Aldana (UC-Davis)
Steven W. Bender (Seattle)
Jackie Gardina
(Santa Barbara & Ventura Colleges)
Ngai Pindell (UNLV)
Olympia Duhart (Nova Southeastern)
Ruben Garcia (UNLV)
Sara Rankin (Seattle)
Denise Roy (Mitchell Hamline)

Past Vice-Presidents

Anthony G. Amsterdam (NYU)
Derrick A. Bell, Jr. (NYU)
Gary Bellow (Harvard)
Ralph S. Brown, Jr. (Yale)
Thomas Emerson (Yale)

Secretary

Caitlin Barry (Villanova)

Treasurer

Catherine Grosso (Michigan State)

Equalizer Editor

Raleigh Hannah Levine (Mitchell Hamline)

CLEA Liaison

Caitlin Barry (Villanova)

LWI Liaison

Kim Chanbonpin (UIC John Marshall)

Board of Governors

Claudia Angelos (NYU)
Kristen Barnes (Syracuse)
Emily Benfer (Columbia)
Douglas Colbert (Maryland)
Christine Zuni Cruz (New Mexico)
Olympia Duhart (Nova Southeastern)
Anthony Farley (Albany)
Alexi Freeman (Denver)
Steve Friedland (Elon)
Allyson Gold (Alabama)
Vinay Harpalani (New Mexico)
Brooks Holland (Gonzaga)
Joan Howarth (UNLV)
Donna Lee (CUNY)
Hugh Mundy (UIC John Marshall)
Zinelle October (American Constitution Society)
Hari Osofsky (Penn State-University Park)
Steve Ramirez (Loyola-Chicago)
Sara Rankin (Seattle)
Denise Roy (Mitchell Hamline)
Sean Scott (Loyola-LA)