



## NEWSLETTER

SOCIETY OF  
AMERICAN LAW TEACHERS

Volume 1984  
Number 1  
July, 1984

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# SALT Focuses on Minority Hiring Practices

In the November '82 SALT Newsletter, David Chambers' survey of minority group persons in law school teaching was published. The principal goal of that survey was to measure the progress that had been made in adding minorities to law school faculties. The figures reported were discomfoting. For example, in 30% of the 94 law schools which reported, no minority members existed, in 34% of the reported schools only one minority member was on the faculty, and, in only 4% of the 94 reporting schools were more than 4 members of the faculty minority persons. The Chambers survey induced the Board of Governors of the Society of American Law Teachers to take a longer and harder look at this situation. The Board asked Professor Charles Lawrence of the University of San Francisco to head a committee that would prepare a report on the causes, as well as the possible remedies, of the small number of minority hires in American law schools. Professor Lawrence was largely responsible for the report and, hence, it has been dubbed the Lawrence Report.

The Lawrence Report was presented to the Board of the Society of American Law Teachers Board of Governors meeting at the AALS meeting in January, 1984. The Board, at that time, unanimously approved the report with a few minor changes. At the May, 1984 Board meeting at Hastings Law School, the Board added through the good works of Professor Paulette Caldwell and Professor Phoebe Northcross, a number of refined footnotes which the Board felt would help the understanding of the report.

The report in its entirety is currently at the printers. Our intention is to distribute in approximately mid-September of 1984 before the current hiring season gets under full sway. The printed report will be sent to deans of all American law schools as well as to all chairs of faculty recruiting/hiring committees. The report will also be sent to appropriate committees of the American Bar Association and the American Association of Law Schools as well as to relevant civil rights organizations. The most important mailing will be to the members of SALT, however, every one of whom will receive a copy of the Lawrence Report. The Board hopes that each member of a faculty who receives the Lawrence Report will read the report carefully and have it placed on the agenda of either the faculty hiring committee or the agenda of the total faculty. The Board believes that the

law school teaching faculties across this United States should discuss openly and responsibly the lack of minority teachers in our law schools and how we can solve that deficiency. While we realize that, not all SALT members will agree with the ideas, conclusions, or the proposed solution found in the Lawrence Report, the Board does believe that it provides an excellent springboard for discussion so that faculties can tackle head-on the task of minority hiring. Please watch for your copy of the Lawrence Report in the mail in mid-September and if possible distribute it to all members of your faculty. Also, make the report a high priority for faculty discussion.

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## Parental Leave Committee to Report

At the September 15, 1984 meeting of the SALT Board of Governors Richard Chused of Georgetown University Law Center will give a current update of the information received by the Parental Leave Committee. The Parental Leave Committee is investigating the status of law school regulations and practices with regard to allowing law teachers time off for parenting duties. In particular, the Committee is looking at what arrangements the schools have made to deal with people who would like to be half-time but tenure track while handling parental responsibilities. The Committee is also looking to see if regulations and practices are gender-neutral. This study is carried on in conjunction with the section on Women in Legal Education of the AALS whose liaison to the Committee is Nancy Rogers of Ohio State University. Professor Chused has been embroiled in this project for a long time and has given it a great deal of attention and thought. In early spring a questionnaire was sent out to deans throughout the United States and a second type of questionnaire was sent to a random group of faculty members. The questionnaire was designed with the help of social scientists.

Prior to the sending of the questionnaire, Professor Chused's committee found that "parental leave policies do not exist formally at most institutions, that decisions about parental (usually female) leaves typically are made on an ad hoc basis, that decent information on

*(Continued on page 2)*



## Parental Leave Committee

(Continued from page 1)

the scope of the problem and the desires of the faculty do not exist, and that SALT could provide an important service by disseminating the information and recommending policies for institutional use." On the basis of this finding, the Board authorized Professor Chused to go forward with the questionnaire.

In doing so, Professor Chused and his committee made use of a previous but incomplete study made by the Women's Section of the AALS under the auspices of Nancy Rogers and Rhonda Rivera of Ohio State University, as well as, a current study being done by Ms. Ann Cauman of Columbia. The committee under Professor Chused proposed a study with three parts which the Board approved. First, that the existing accreditation rules and state or other regulatory policies will be reviewed to determine the present limitations

on the treatment of "parent" faculty. Secondly, the committee will investigate constraints on treatment of faculty contained in Federal statutes particularly Title Seven and the Pregnancy Discrimination Act Amendments. And, lastly, and this is where the questionnaire comes in, the study will gather a great deal of information on the present status of child birth and child care rules and on the ideas law faculty members have for handling problems associated with the birth and care of children.

The results from the questionnaires have started to arrive at Richard Chused's office. He hopes to present a preliminary report of his findings at the September 15th meeting. The Board will review those findings and make suggestions of where the project can then move. Any persons wishing to have input into the Parental Leave Committee or help Richard with his work should contact him at the Georgetown University Law Center, 600 New Jersey Avenue, N.W., Washington, D.C. 20001. Thanks Richard!

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## 1984 SALT Teaching Conference Planned

Through the good offices of Dean Norman Redlich of NYU, SALT has again been awarded a grant from the Orison S. Marden Legal Education Program to sponsor a conference for law school teachers. This conference is planned to take place December 14th, 15th and 16th in New York at New York University. Professor Paulette Caldwell, member of SALT Board, and Professor of Law at New York University, is one of the co-chairs of the conference. Professor Holly Hartstone of CUNY School of Law in Queens has agreed to be the conference coordinator. Material on the exact substance of the conference and methods of enrolling will probably reach all SALT members as well as the general law school public about the 1st of October. You can, however, work that date in your calendar now!

The program will consist of four sessions. In a rather traditional way, each session will begin with a panel followed by workshops. The last session will be left relatively unstructured so that members of various groups can structure that session in response to their felt needs generated by the discussions of the previous three sessions. One of the sessions will include a panel of persons from outside the law school world who will comment, and I suspect, critique the way we do our work. Are we really doing a good job and what could we be doing differently? The workshops that follow will be our "law teacher responses" to those hard questions posed by the panel. This panel answers the question found in a recent New Yorker article "Have We Wasted Our Lives?" A second panel will focus on handling racism, sexism, and homophobia in the classroom both from the point of view of the faculty member and the point of view of the student. Increasingly, students and faculty members have noticed that while the big obvious issues seem to have been handled that there are a lot of subtle statements going on in classrooms and behaviors that are offensive to many and counter productive to learning for all. These issues arise from racism, sexism and homophobia. We would like to talk about how we can handle them better than we have been doing in the past. The third panel will concentrate on

teaching qua teaching. We will look at how people in traditional substantive areas have handled their classes and their teaching responsibilities. There will be some discussion of methodology but not of radical or unusual ways of responding to teaching problems. Rather, we will look at how the average teacher tries to make their class a better learning experience for all their students without introducing unusual (although perhaps fascinating) teaching methods.

Once again, a SALT teaching conference should be a wonderful place to get together and talk with those members of our profession who really like to talk about teaching. We have tried to come up with a number of perspectives on teaching: how we are carrying out our daily lives as teachers; how we can do a better job at it; and how can we keep on enjoying being teachers and still carry out our goals and purposes as individuals.

Please watch this Newsletter for further announcements with regard to the teaching conference. Reserve the 14th, 15th and 16th of December to come to New York and join with your colleagues in examining what we do every day and how well we do it. For further information on the conference please contact either Professor Caldwell at NYU, Professor Rivera at Ohio State, or Professor Williams at Georgetown.

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## SALT Continues Salary Survey

In this issue of the SALT Newsletter is the annual salary survey. The figures reported are figures that were gathered by the American Association of Law Schools which are confidential figures. They can only be released with the permission of the dean of each law school. SALT has each year asked the deans of the various law schools to release these figures so that we can all be apprised of them. This year one hundred and fourteen schools have responded affirmatively and the information is found on the opposite page. This survey is carried out under the wing of Dean Howard Glickstein of the University of Bridgeport. Thank you Howard!



# SALT Survey: 1983-84 Law School Faculty

Median Salaries of Full Time Law Teachers Of 117 Schools

(Nine Month Salaries Excluding Fringe Benefits)

New York University	71,500	Mississippi College	44,500
Illinois, U. of	63,600	California Western	44,000
Cornell Univ.	60,000	Oral Roberts	44,000
Hofstra	58,200	South Carolina, U. of	44,000
Fordham Univ. School of Law	57,000	Detroit College of Law	43,900
Ohio State	57,000	Loyola (Chicago)	43,900
Baylor	56,500	Louisville, U. of	43,800
Texas, U. of	56,000	Oregon, U. of	43,800
California-Hastings	55,600	St. Mary's	43,800
Southern Methodist	54,800	Bridgeport, U. of	43,500
Washington, U. of	54,300	Northern Kentucky	43,200
Connecticut, U. of	54,000	Cleveland State	43,100
Brooklyn	53,700	Indiana-Bloomington	43,000
North Carolina, U. of	53,700	Southern Univ.	43,000
Vanderbilt	53,500	Loyola (New Orleans)	42,800
San Francisco, U. of	53,300	Southern Illinois	42,700
Minnesota, U. of	53,000	St. John's	42,500
Tulane	53,000	Touro	42,500
Florida, U. of	52,700	Rutgers (Camden)	42,400
Pace	52,300	Dickinson	42,000
Union (Albany)	52,300	Indiana Univ.-Indianapolis	42,000
Florida State	52,000	Hawaii, Univ. of	42,000
Houston, U. of	52,000	Nova Univ.	42,000
Northeastern	51,700	West Virginia	41,900
Rutgers-Newark	51,682	Texas Southern	41,600
Texas Tech	50,900	Akron, U. of	41,400
New York Law School	50,800	Nebraska, U. of	41,300
Golden Gate	50,500	Mercer	41,000
Catholic	50,100	Franklin Pierce	40,800
Louisiana State	50,000	New Mexico, U. of	40,700
San Diego, U. of	50,000	Vermont Law School	40,700
Santa Clara	49,800	Washburn	40,700
Arizona, U. of	49,500	Valparaiso	40,600
Georgia, U. of	49,500	Baltimore, U. of	40,500
California-Davis	49,200	Denver, U. of	40,400
Boston College	49,100	Capital Univ. Law School	40,300
Lewis & Clark	48,700	Toledo, U. of	40,300
Arizona State	48,100	Colorado, U. of	40,000
Alabama, U. of	47,700	Detroit, U. of	40,000
American University	47,600	Richmond, U. of	40,000
SUNY-Buffalo	47,500	Whittier	39,700
William Mitchell	47,500	Duquesne	39,100
Cincinnati, U. of	47,400	Montana, U. of	38,500
Utah, U. of	47,300	Samford	38,400
Wayne State	47,300	N. Dakota, U. of	38,300
St. Louis	47,100	Drake	38,200
Texas South	47,100	Arkansas (Fayetteville)	37,800
Missouri (Kansas City)	47,000	Hamline	37,600
Yeshiva	47,000	Northern Illinois	37,600
Oklahoma, U. of	46,900	Widener	37,500
Puget Sound	46,600	Memphis State	36,900
Howard	46,400*	Idaho, U. of	35,900
Temple	46,200	Oklahoma City	35,200
Loyola (Los Angeles)	46,100	Dayton, U. of	35,000
Iowa, U. of	46,000	South Dakota, U. of	34,600
Wyoming, U. of	45,600	Antioch	31,400
Kentucky, U. of	45,400	Puerto Rico, U. of	29,200
Wake Forest	44,800	Catholic Univ. of Puerto Rico	28,200*
Wisconsin, U. of	44,800		

\*(Figure represents compensation for 12 months instead of 9 months.)



## President's Message

On April 23rd of 1984, I sent a letter to all persons who had been associated with SALT both paid and unpaid over the last two years. In the questionnaire, I asked some rather simple questions that could be answered by either yes or no, such as, have you paid your dues? I also asked a much broader question which is: "what you would like to see SALT doing?" I would like to use this column to report on some of the answers that I received on the questionnaire.

First of all, I want to report that I received almost universal requests for information on our teaching conference. The comments on many of the questionnaires revealed that many, if not all, members of SALT are vitally interested in their role as teachers and are interested in a conference which deals with that role. SALT members seem to be very concerned with good teaching and with what the proper role of a teacher should be in conveying values to law students. I am glad to say that our teaching conference is well on its way, so that we can meet some of the needs expressed by our members.

I must also remark that a large number of the persons who replied did not indicate anything about projects SALT should be doing. I could interpret this as total agreement with our brilliant past behavior or as apathy. While I will not choose to associate it with the former, I also cannot choose to associate it with the latter because almost all people attached checks paying up their membership. Moreover, people wrote along the sides "Right on! Keep up the good work." I want to thank all those members who responded by sending checks bringing our paid membership up considerably, as a result.

One other interesting phenomena was that while some people gave us the names of various projects that the SALT Board or SALT members could undertake, they also in a later section of the questionnaire indicated that they had no time whatsoever to work on the various projects. But I think we can all understand that situation.

The project most frequently and fervently commented on is the SALT project monitoring the number of women and minorities in law teaching. Many respondents indicated that they wished SALT to continue to monitor the position of women and blacks in our law schools and to work on solutions and programs to both hire and retain more women and blacks on faculties. The second issue raised most frequently was the issue of clinical education and the need for SALT to support clinicians in their fight for equal status, as well as to support the position of clinics in the law school world. Those members who were particularly interested in this issue will be happy to know that SALT has both orally, and in writing, supported Rule 405(e). The third most mentioned project as a favorite among the respondents was what one person called "the part-timers project." Namely, SALT is taking a look at persons who wish to take some time off to engage in parental responsibilities and the response of law schools to support that desire.

The fourth area of strongest interest was in discussing teaching materials and preparing bibliographies on teaching certain subjects. In particular, there were re-

quests for the areas of critical legal studies, domestic violence, welfare rights, and other courses not usually considered main-stream courses.

Other issues mentioned as important to SALT members were academic freedom, analysis of the problems of the profession, including faculty development and tenure, a determination of who should really be law teachers, what criteria should we use in selecting ourselves, humanizing legal education, working on financial aid for poor and minority students, and developing methods to recruit and successfully teach disadvantaged and/or minority students. There were some who thought we were not political enough and enjoined us to battle the Burger Court more fervently and to fight the various cuts being carried out against legal aid.

Practical suggestions included regularizing the publication of the Newsletter. I should point out that we do *not* have a newsletter editor. I certainly hope that we can get one soon.

Two proposal projects especially captured my interest. The first was a suggestion that we have local or regional meetings of SALT members. I think this would be a particularly good idea. I am going to bring it up at the Board meeting and see if we can work out regional meetings of law teachers to talk about the state of the profession and the state of our art. Secondly, one person suggested that from our funds, if possible, we make one research grant per year to a faculty member on a subject that is particularly dear to the SALT agenda. This also is a particularly good idea and would solve some of our problems of getting our projects carried out. I will ask our treasurer to investigate our ability to do this. I think it is a swell idea, an idea whose time has come, and I am certainly going to recommend it to the Board.

I want to thank each and every person who responded to the questionnaire. Many of you included checks that brought our treasury to a better balance. All of you took the time and trouble to fill out a lot of the questionnaire and it was very helpful.

I'd like to put a pitch in to the membership to do something that doesn't require a great deal on their part. We need articles for the Newsletter. I'd like to keep the Newsletter up-to-date on current developments in legal teaching and on conferences and other ideas that might be of interest to the membership. I can't do this alone so if you would like to write a short article on some issue that you want brought to the attention of SALT or on some conference or a particular project that you think would be worthwhile please send me a copy to go in the next Newsletter. I thank you one and all. I am looking forward to a glorious, if somewhat overburdened, year as President of SALT.

Rhonda Rivera

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## SALT is Amicus

On March 14, 1984, the Society of American Law Teachers joined with the National Council of Churches, the Washington Office on Latin America and the Council on Hemispheric Affairs to file an amicus brief in the case of *Reagan v. Wald*. In *Reagan*, the plaintiffs brought an action challenging a Treasury Department



regulation which prohibited persons who would desire to travel to Cuba from paying "transportation related expenses" ordinarily incident to travel within Cuba. SALT's concern was that the travel-restricting regulations prevented scholars from attending or speaking at international conferences on academic subjects. As the brief pointed out, SALT is particularly concerned that regulations which restrict travel to Cuba prevent teachers and students from the United States from participating in international meetings and from expanding their knowledge about "Cuba in general and about Cuban law and its legal systems."

The Board of SALT voted by a mail ballot to add SALT's name to this brief which was written by former board member Herb Semmel. The Board recognized the chilling effect of the Treasury regulation on academic inquiry. Our special thanks to Board member Joel Gora in New York City for reviewing the Semmel brief. The actual impact of the brief and the outcome of the case remains unknown at the time of the writing of the Newsletter. SALT is proud to have participated in bringing to the attention of the Supreme Court important issues of freedom of expression, in particular, important academic freedoms.

## SALT Supports Comments on the FRCP

At the January Board Meeting, Professor Nadine Taub urged that SALT take a stand on the proposed rule changes in the Federal Rules of Civil Procedure. The Board agreed that the proposed changes would adversely effect public interest plaintiffs and the public interest bar. However, due to time constraints, the Board was unable to have a SALT member draw up the Board's comments on the Federal Rules in time to meet the deadline of the Congressional Committee. However, we were very fortunate that a group of law professors at the University of Southern California Law Center had already undertaken significant and thorough comments on the rule changes. Professors Robert Bone, Dennis E. Curtis, William Genego, Noel Ragsdale and Judith Resnick had worked long and hard on comments. These comments were reviewed by the Board of Governors through a mail process. The Board of Governors voted to support the comments drafted by the Bone group and to forward a statement of support to the Committee on Rules of Practice and Procedure of the Judicial Conference of the United States. President Rivera of SALT did this in early March of 1984.

The same University of Southern California Law Center group had prepared comments on the proposed changes on the Federal Criminal Rules of Procedure and the rules with regard to Habeas Corpus. Again many of these changes would have a severe impact on the public interest bar and its plaintiffs. The Board asked Professor Vivian Wilson of Hastings to review the comments of the Bone group and to advise the Board as to whether SALT should again support the comments and proposed solutions of the Bone group. Professor Wilson, after thorough review, recommended to the Board that it support the comments. The Board, in May of 1984, approved the comments and proposals drawn up by the group from the University of Southern

California Law Center. President Rivera forwarded the SALT endorsement of the comments on the Federal Criminal Rules of Civil Procedure and rules with regard to Habeas Corpus to the Committee on Rules of Practice and Procedure of the Judicial Conference of the United States. The exact outcome of the Committee's deliberations is as yet unknown but the Board is hopeful that SALT played some small part in at least slowing down changes and providing full commentary on the proposed changes. A special thanks to SALT member Judith Resnick for her help.

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