
Chapter 10: Finding a Job

■ Employment Prospects

Because the number of practicing lawyers in the United States continues to increase, it may become more difficult for recent graduates to find jobs in some fields and in certain parts of the country. Opportunities will vary from locality to locality and among legal disciplines. Future lawyers may have to devote considerable time and energy to secure a first job that they consider acceptable. Competition for certain positions will continue to be intense, while opportunities in other fields may expand.

Future demand for people with legal training is almost impossible to predict. Demand for legal services is substantially influenced by the state of the economy. Rising caseloads in the nation's courts and continuing federal and state regulations suggest that the need for lawyers is growing. Whether this expanding need will match or fall short of the parallel growth in the number of practicing lawyers is a question no one can answer with certainty. Lawyers with outstanding academic credentials will continue to obtain desirable positions.

The legal profession itself may adapt to changing job markets by encouraging the entry of lawyers into relatively new fields of law, such as environmental law, intellectual property law, immigration law, and other fields. In addition, certain parts of the country are underrepresented by lawyers.

Career Satisfaction

A job search strategy requires careful self-assessment in much the same way as a school search strategy does. A legal career

should meet the interests, abilities, capacities, and priorities of the individual lawyer. Career satisfaction is a result of doing what you like to do, and being continually challenged by it. It is up to you to determine what skills you are comfortable using, and to discern which skills are required in the specialties or types of practice you are considering.

Gathering Information

Take advantage of any programs and workshops offered by the career services office at your law school. (See page 20 for more on the role of the career services office.) Place your name on file in the office, and be sure to maintain contact with the staff even after you leave school. NALP—The Association for Legal Career Professionals is an important source of information (see page 887 for details). Both employers and students are guided in the employment process by NALP's Principles and Standards for Law Placement and Recruitment Activities. These guidelines are promulgated to ensure that students have an adequate opportunity to make decisions about offers of employment without undue pressure and that employers will receive responses from students in a timely manner. Copies of the Principles and Standards are available through each law school or by contacting NALP.

This chapter includes a number of charts and graphs compiled by NALP that provide current information relating to employment of law school graduates.

■ Graduates Acquire Jobs at Various Times

The search for a full-time job is a process that is dictated not only by the effort and commitment of the candidate but also by the unique recruiting practices of various types of employers. Large firms tend to be more structured and predictable than smaller firms.

Summer Clerkship May Lead to First-Year Associate Offer

Some law firms (typically large firms, which can predict their needs well in advance) interview on campus in the fall to hire students for the following summer. If a student's performance is acceptable and the hiring needs of the firm have remained consistent with the size of the summer class, the student may receive an offer for a full-time job following graduation. Students receiving such offers make a decision on whether to accept such an offer during the fall of their third year of law school. Some government agencies (typically the Department of Justice and other large agencies) have honors programs that work in a similar manner, although few of those agencies actually conduct on-campus interviews.

Employers Hire in Spring from Third-Year Class

Smaller private practice employers and a significant number of public interest and government agencies interview and hire third-year law students during the spring of the student's third year. This timetable enables them to predict more accurately their hiring needs and offers both employers and students an additional semester of law school for hiring/career decisions.

Judicial Clerkships Are a Source of Postgraduation Employment

Jobs as clerks for judges at the local, state, or federal level provide postgraduate employment for about 10 percent of law graduates. These job offers typically encompass one or two years and provide invaluable experience in the court system. Judicial clerks balance the advantages of the clerkship experience with the delay of entering full-time practice.

■ Graduates Choose Jobs According to Interests

Members of each graduating class acquire full- and part-time jobs with an array of public and private, legal and nonlegal organizations. Although most graduates obtain jobs as attorneys, not all do. One kind of nonattorney job is a “JD preferred” position, requiring a Juris Doctor and substantial use of legal skills and training. Examples of jobs for which a JD is preferred (and may even be required) include corporate contracts administrator, alternative dispute resolution specialist, government regulatory analyst, FBI special agents, jobs with legal publishers, and jobs in law school career services offices. Other professional but nonlegal jobs do not require a Juris Doctor and may or may not make specific use of legal skills and background. Law graduates have in the past obtained legal, nonlegal, and full- and part-time jobs from the following general types of employers:

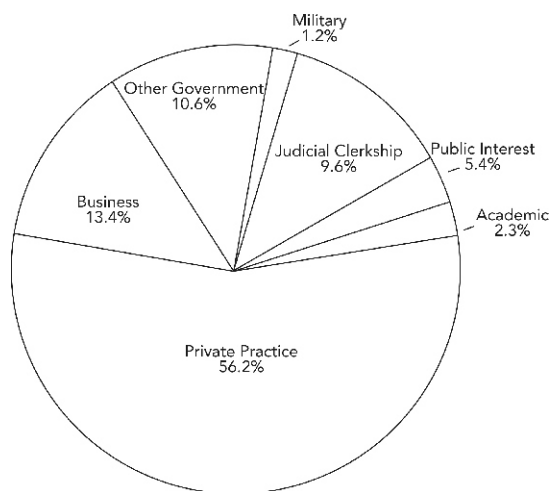
- **Private Practice**—includes all positions within a law firm, including solo practitioner, associate, law clerk, paralegal, and administrative or support staff.
- **Public Interest**—includes positions funded by the Legal Services Corporation and others providing civil, legal, and indigent services. Also includes public defenders as well as positions with unions, nonprofit advocacy groups, and cause-related organizations.
- **Government**—includes all levels and branches of government, including prosecutor positions, positions with the military, and all other agencies, such as the US Small Business Administration, state or local transit authorities, congressional committees, law enforcement, and social services.
- **Judicial Clerkship**—a one- or two-year appointment clerking for a judge on the federal, state, or local level.
- **Business and Industry**—includes positions in accounting firms; insurance companies; banking and financial institutions; corporations, companies, and organizations of all sizes, such as private hospitals, retail establishments, and consulting and public relations firms; political campaigns; and trade associations.
- **Academic**—includes work as a law professor, law librarian, administrator, or faculty member in higher education or other academic settings, including elementary and secondary schools.
- **Nonlegal Careers for Lawyers**—Law-trained individuals pursue a wide variety of careers, and the skills discussed in the first section of this chapter provide excellent training for law school graduates who pursue directions outside the practice of law itself. Lawyers work in the media; as teachers of college, graduate school, and law school; and in law enforcement, public relations, foreign service, politics, and administration.

■ Jobs & JD’s—Research From NALP

The charts, tables, and text in this section were adapted with permission from *Jobs & JD’s: Employment and Salaries of New Law Graduates, Class of 2008* (NALP). More than 93 percent of all 2008 graduates from ABA-accredited law schools reported employment status; and salary information was reported for 67 percent of those employed full time.

■ Types of Employment

Class of 2008[†]
(as of February 15, 2009)



[†]Based on 36,497 jobs.

Note: The category for unknown employer type, representing 1.2% of jobs, is not shown.

■ Salary as an Employment Factor

The national median salary for the class of 2008 was \$72,000, up more than \$6,000 over the class of 2007. The median has more than doubled since 1985, when a national median was first compiled.

The highest-paying jobs were the exception rather than the rule: Although salaries of more than \$75,000 accounted for 47 percent of the salaries reported, salaries of \$55,000 or less accounted for 34 percent of salaries. This is despite the fact that, since 1997, the share of salaries of more than \$75,000 has increased from 14 percent to 47 percent, while the proportion of salaries that were \$40,000 or less decreased from 53 percent to less than 10 percent.

The vast majority of 2008 graduates—89.9 percent of those for whom employment status was known—were employed as of February 15, 2009. However, this rate—down from a 20-year high of 91.9 percent in 2007—was the first decrease since 2003. The employment market for new law school graduates remained relatively strong and remarkably stable for the classes of 1997 through 2008, with the employment rate close to or above 89 percent. This contrasts with the

early- and mid-1990s, when employment rates were in the 84 to 85 percent range.

Median Starting Salaries

	Private Practice	Business	Government
Atlanta	\$145,000	\$77,500	\$52,250
Boston	\$160,000	\$70,000	\$40,000
Chicago	\$160,000	\$66,000	\$55,361
Houston	\$160,000	\$70,000	\$55,000
Los Angeles	\$160,000	\$75,000	\$60,000
New York City	\$160,000	\$82,500	\$57,000
Philadelphia	\$145,000	\$71,000	\$49,000
San Diego	\$140,000	\$85,000	\$58,552
San Francisco	\$160,000	\$76,000	\$63,000
Washington, DC	\$160,000	\$72,400	\$58,206

Note: Figures reflect full-time jobs only.

Note: The median is the midpoint in a ranking of salaries reported. However, because so many reported salaries are identical and especially cluster at round dollar amounts, such as \$50,000, the median should generally be interpreted as the point at which half the salaries are at or above that figure and half are at or below it.

Differences in Salary Medians by Job and Employer Type

	Bar Passage Required	JD Preferred	Other Professional
All Types	\$75,000	\$60,000	\$65,000
Academic	\$50,000	\$45,550	\$48,500
Business	\$70,000	\$70,000	\$75,000
Private Practice	\$125,000	\$40,000	\$51,250
Government	\$52,712	\$50,000	\$60,000
Public Interest	\$43,500	\$44,500	\$45,900

Note: Figures reflect full-time jobs only.

■ Geography as an Employment Factor

Geographic considerations provide yet another perspective on the placement of new law graduates.

Jobs by City

The 20 cities reporting the largest number of jobs accounted for about 44 percent of all jobs with a known location. Of these 20 cities listed in the table at right, 11 correspond to the 20 largest cities in terms of population. The three largest cities in the country—New York, Los Angeles, and Chicago—continue to be major employment centers for new law graduates.

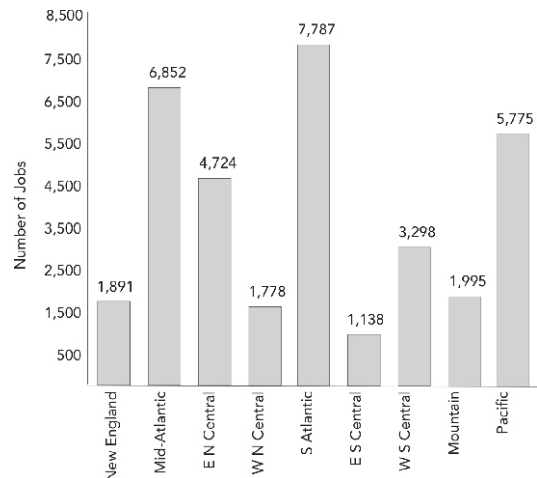
Nine of the 20 cities providing the most jobs, however, are not among the largest cities in the country. Even though Washington, DC, does not rank as one of the 20 largest cities in terms of population, its importance in the legal job market is unlikely to diminish. Not surprisingly, New York City accounts for by far the largest number of jobs with location reported, more than 10 percent of the total.

Jobs by State

States vary widely in the number of jobs each provides, again reflecting the distribution of the total population. However, the top 10 states in terms of total reported jobs taken by law graduates have remained the same over the past six years,

Number of Jobs by Region*—Full- and Part-Time Jobs

Number of Jobs = 35,990



Note: Jobs in foreign locations—286 jobs—are not shown.
*See page 42 for US Census Bureau Regions.

with New York and California consistently ranked first and second, respectively. In 2007, however, Georgia replaced New Jersey as number 10 on the list.

Cities with the Largest Number of Jobs Reported

City	Number of Jobs
New York	3,631
Washington, DC	2,189
Chicago	1,582
Los Angeles	1,084
Boston	853
Houston	708
San Francisco	645
Atlanta	609
San Diego	532
Philadelphia	507
Dallas	473
Minneapolis/St. Paul	427
Miami	414
Seattle	364
Denver	339
Phoenix	299
Cleveland	292
Austin	277
Indianapolis	258
New Orleans	249

Place of Work Versus Place of School

Nationally, about 75 percent of jobs were accepted by graduates who had attended law school in the same region. Comparing the location of graduates' law school training with the location of their first job provides an understanding of the extent to which each geographic market attracts and absorbs graduates from within that market. The data collected here (see page 41) do not allow for various factors (such as the perceived attractiveness of each market and individual

preferences) to be isolated. Nonetheless, the data can provide insights into geographic variations in the employment market for new law graduates and two components of that market—the supply of new graduates and the demand for new graduates. The accompanying table shows that regions with the highest percentage of jobs going to regional graduates are

also among the regions where the total supply of graduates exceeded the number of jobs taken by the largest margin. This finding suggests that there is a correlation between a region's supply of graduates and the extent to which employers hired from that supply.

States in Which the Largest Number of Jobs Were Taken—2003–2008

Rank	2003	2004	2005	2006	2007	2008
1	New York	New York	New York	New York	New York	New York
2	California	California	California	California	California	California
3	Texas	Illinois	Texas	Illinois	Washington, DC	Texas
4	Illinois	Texas	Illinois	Texas	Illinois	Washington, DC
5	Florida	Washington, DC	Florida	Florida	Florida	Florida
6	Washington, DC	Florida	Washington, DC	Washington, DC	Texas	Illinois
7	Pennsylvania	Pennsylvania	Pennsylvania	Pennsylvania	Pennsylvania	Massachusetts
8	Ohio	Ohio	Ohio	Massachusetts	Massachusetts	Pennsylvania
9	Massachusetts	Massachusetts	Massachusetts	Ohio	Ohio	Ohio
10	New Jersey	New Jersey	New Jersey	New Jersey	Georgia	Georgia

Jobs and Graduates by Region of Law School

	New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific	Total
Graduates with Known Employment Status	3,191	6,308	6,722	2,505	8,960	1,468	3,812	1,581	6,035	40,582
Graduates with Known Job Location [†]	2,849	5,541	5,888	2,189	7,788	1,306	3,299	1,419	5,245	35,524
Jobs Reported in Region	1,891	6,852	4,724	1,778	7,787	1,138	3,298	1,995	5,775	35,238
Graduates Staying in Region	1,494	4,555	3,964	1,493	5,785	824	2,743	1,135	4,506	26,499
Percentage of Jobs to Region Graduates	79.0	66.5	83.9	84.0	74.3	72.4	83.2	56.9	78.0	75.2
Percentage of Graduates Staying in Region	52.4	82.2	67.3	68.2	74.3	63.1	83.1	80.0	85.9	74.6
Ratio of Graduates to Jobs	1.69	0.92	1.42	1.41	1.15	1.29	1.16	0.79	1.05	1.15

[†]Includes locations outside the US.

US Census Bureau Regions

Region	States Included
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

Career Placement and Bar Passage Chart

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
Alabama																
Alabama	98.7	87.7	3.9	1.9	53.7	12.5	15.4	4.4	11.8	1.5	61.0	2.2	18	AL	97	89
Faulkner	100.0	90.0	3.3	5.0	68.5	7.4	11.1	3.7	7.4	1.9	90.7	0.0	2	AL	93	89
Samford	100.0	83.6	9.4	6.3	72.9	11.3	10.5	0.0	3.0	2.3	57.9	0.8	17	AL	96	89
Arizona																
Arizona	99.3	92.3	1.4	2.1	47.0	9.1	21.2	2.3	18.2	2.3	65.2	0.8	15	AZ	92	84
Arizona State	99.6	92.9	2.9	0.0	52.9	10.3	17.5	9.0	7.2	2.7	72.6	0.0	21	AZ	90	84
Phoenix	100.0	88.2	5.9	2.9	60.0	16.7	3.3	10.0	3.3	6.7	93.3	0.0	3	AZ	97	84
Arkansas																
Arkansas	98.5	85.3	9.3	3.1	62.7	17.3	10.9	4.5	2.7	1.8	63.6	0.0	14	AR	82	83
Arkansas-Little Rock	100.0	92.5	2.5	4.2	51.4	14.4	12.6	3.6	12.6	4.5	84.7	0.0	12	AR	81	83
California																
California-Berkeley	100.0	96.2	2.4	1.4	72.2	3.9	5.0	10.0	8.9	0.0	69.0	2.1	23	CA	88	78
California-Davis	98.9	95.2	2.7	1.1	52.8	7.3	10.7	11.8	7.3	3.4	87.1	0.0	12	CA	80	78
California-Hastings	99.7	84.1	1.3	6.6	63.1	8.4	8.7	6.0	6.0	7.8	87.1	0.3	19	CA	81	78
California-Los Angeles	100.0	95.8	1.5	0.9	63.8	6.8	7.7	8.7	10.5	1.9	87.0	0.3	16	CA	89	78
California Western	90.2	82.2	3.5	8.7	60.3	12.7	14.3	6.9	4.8	1.1	76.2	0.5	15	CA	84	78
Chapman	99.5	84.1	3.8	2.7	56.9	9.2	10.5	0.7	2.6	19.6	89.5	0.0	12	CA	75	78
Golden Gate	94.6	84.9	6.8	5.7	51.5	12.3	14.7	7.4	4.3	9.2	85.9	1.2	11	CA	72	78
La Verne	100.0	76.6	1.3	6.5	72.9	16.9	5.1	3.4	0.0	1.7	93.2	0.0	5	CA	61	78
Loyola Marymount	100.0	95.2	1.0	2.5	58.9	18.0	6.9	11.9	2.4	1.3	95.2	0.0	9	CA	85	78
Pacific, McGeorge	99.0	90.6	3.0	3.7	50.4	8.9	25.6	8.5	2.6	3.3	89.6	0.4	14	CA	80	78
Pepperdine	98.6	93.7	3.9	2.4	66.1	17.2	5.7	3.6	4.7	2.6	81.2	1.0	21	CA	87	78
San Diego	100.0	90.5	4.0	1.5	55.4	18.2	13.2	6.4	4.1	2.0	87.8	0.0	17	CA	79	78
San Francisco	94.3	95.8	0.5	2.8	49.0	23.8	9.7	10.2	1.5	1.0	85.4	0.5	9	CA	86	78
Santa Clara	99.7	81.8	1.4	6.4	56.6	26.4	9.1	3.7	1.7	1.2	89.3	0.0	13	CA	78	78
Southern California	98.1	97.6	1.0	1.5	75.6	6.5	4.0	5.5	5.0	3.0	85.6	0.0	13	CA	90	78
Southwestern	96.1	93.8	0.7	1.5	59.9	19.1	8.9	3.5	1.9	2.7	91.4	0.0	8	CA	70	78
Stanford	99.4	98.3	0.6	1.1	61.0	4.7	3.5	6.4	23.3	1.2	43.6	1.7	22	CA	96	78
Thomas Jefferson	96.9	86.4	4.1	5.5	47.4	22.1	8.9	3.2	5.8	2.6	71.1	1.1	18	CA	70	78
Western State	99.0	69.2	0.0	27.9	76.4	12.5	5.6	1.4	0.0	4.2	80.6	0.0	12	CA	65	78
Whittier	99.4	91.9	3.1	3.1	61.9	22.4	8.2	2.7	2.0	2.7	76.9	3.4	17	CA	83	78
Colorado																
Colorado	96.5	92.7	0.6	1.2	39.2	4.6	13.1	8.5	23.5	3.3	73.9	2.0	8	CO	93	83
Denver	99.7	87.5	3.8	5.4	52.2	17.2	13.9	3.6	9.9	0.7	77.4	0.7	22	CO	80	83
Connecticut																
Connecticut	96.8	92.2	1.7	3.4	58.2	13.9	10.3	2.4	12.7	2.4	66.1	0.6	13	CT	92	88
Quinnipiac	97.5	94.9	0.0	1.7	30.4	25.0	20.5	1.8	9.8	0.9	63.4	0.0	13	CT	93	88
Yale	99.5	96.0	2.0	1.5	41.4	7.3	5.2	8.4	35.1	2.6	6.3	3.1	28	NY	96	89
Delaware																
Widener	78.8	89.8	1.9	7.0	43.5	21.2	6.7	2.6	23.8	2.1	24.9	0.0	12	PA	86	87

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
District of Columbia																
American	99.6	88.9	2.8	4.1	47.5	12.0	14.1	11.5	12.5	1.2	43.6	1.2	31	NY	92	89
Catholic	98.5	91.1	1.5	7.1	42.0	13.1	26.5	2.4	12.2	2.4	45.7	0.4	23	MD	88	86
District of Columbia	83.8	75.4	10.5	8.8	27.9	16.3	18.6	18.6	11.6	4.7	53.5	0.0	11	MD	92	86
George Washington	99.8	97.3	1.5	0.9	65.6	6.8	11.7	4.1	9.5	2.1	52.1	1.0	26	NY	95	89
Georgetown	98.8	96.1	1.3	2.0	74.0	4.6	6.2	5.4	7.8	1.1	35.3	2.0	33	NY	97	89
Howard	86.8	93.9	0.8	5.3	50.0	9.7	16.1	3.2	16.1	0.0	34.7	0.0	21	MD	64	86
Florida																
Ave Maria	92.2	79.2	4.7	13.2	46.4	19.0	17.9	7.1	7.1	2.4	36.9	1.2	25	MI	80	82
Barry	97.2	66.3	2.9	26.7	57.9	15.8	14.9	7.0	0.9	2.6	84.2	0.0	13	FL	76	81
Florida A&M	93.6	81.8	6.8	8.0	55.6	8.3	15.3	8.3	1.4	4.2	52.8	0.0	6	FL	66	81
Florida Coastal	96.4	91.4	3.4	1.8	48.5	13.1	15.5	17.5	2.7	2.4	73.7	0.3	33	FL	83	81
Florida	100.0	87.3	8.3	3.3	64.8	8.1	13.1	4.8	4.5	2.9	74.6	1.4	23	FL	89	81
Florida International	93.5	92.0	1.1	6.9	40.0	13.7	7.5	3.7	1.2	0.0	97.5	0.0	3	FL	88	81
Florida State	98.1	95.1	1.9	1.0	48.1	9.6	25.3	10.9	2.0	4.1	77.8	0.3	20	FL	87	81
Miami	96.8	91.7	4.1	1.1	66.0	10.2	9.9	3.3	5.4	1.2	66.6	0.3	26	FL	91	81
Nova Southeastern	98.8	81.6	4.3	13.7	68.3	9.6	10.1	7.2	3.4	1.4	88.0	0.5	14	FL	84	81
St. Thomas	100.0	68.3	4.8	26.9	48.6	26.1	12.0	7.7	1.4	1.4	74.6	0.7	13	FL	79	81
Stetson	98.0	93.5	2.4	3.4	60.7	10.9	10.9	6.5	3.3	3.3	80.7	0.4	19	FL	82	81
Georgia																
Atlanta's John Marshall	100.0	94.3	0.9	3.8	64.0	15.0	10.0	4.0	5.0	2.0	87.0	1.0	15	GA	88	89
Emory	97.1	93.3	0.8	2.5	67.6	9.5	5.0	2.3	8.1	0.0	40.1	0.9	29	GA	94	89
Georgia	98.5	96.5	3.0	0.5	57.5	7.3	11.4	5.7	17.1	1.0	76.7	0.5	18	GA	99	89
Georgia State	98.9	97.3	1.6	0.5	55.9	18.1	9.6	6.2	3.4	4.0	90.4	0.6	9	GA	94	89
Mercer	100.0	86.9	1.4	7.6	65.9	4.8	18.3	3.2	7.9	0.0	81.0	0.0	12	GA	96	89
Hawai'i																
Hawai'i	100.0	91.8	3.1	0.0	36.7	8.9	18.9	4.4	24.4	6.7	82.2	3.3	8	HI	86	88
Idaho																
Idaho	97.1	84.8	3.0	10.1	36.9	6.0	21.4	8.3	23.8	2.4	64.3	0.0	13	ID	81	80
Illinois																
Chicago	100.0	96.2	1.4	0.9	81.3	3.0	2.0	0.5	12.8	0.0	34.5	0.5	22	IL	95	91
Chicago-Kent	91.2	90.3	3.8	4.1	54.6	17.2	13.0	8.0	5.0	2.3	80.2	0.0	23	IL	96	91
DePaul	99.7	89.5	0.7	5.6	55.1	20.1	13.1	3.3	1.5	5.5	81.4	0.4	21	IL	89	91
Illinois	99.1	89.5	3.8	2.4	60.1	13.8	13.8	2.7	6.9	2.7	64.4	1.1	22	IL	91	91
John Marshall	96.6	89.1	1.5	8.7	54.9	22.8	15.0	2.2	1.7	3.3	83.8	0.0	23	IL	88	91
Loyola-Chicago	100.0	87.9	1.7	6.0	61.8	17.2	12.7	3.9	2.9	1.5	81.9	0.5	22	IL	94	91
Northern Illinois	95.5	87.7	1.9	7.5	58.1	12.9	19.4	5.4	2.2	2.2	80.6	2.2	11	IL	96	91
Northwestern	100.0	97.4	1.8	0.0	74.1	4.5	1.5	5.3	12.0	1.9	41.0	0.8	25	IL	98	91
Southern Illinois	100.0	80.4	3.7	15.0	46.5	14.0	26.7	7.0	2.3	3.5	67.4	0.0	14	IL	95	91
Indiana																
Indiana-Bloomington	100.0	92.5	2.8	3.8	45.4	16.8	16.8	5.6	11.2	4.1	31.6	1.0	31	IN	95	84
Indiana-Indianapolis	99.6	94.7	0.0	3.5	51.9	19.4	17.9	5.2	1.1	4.1	79.9	0.4	20	IN	84	84
Notre Dame	98.9	97.8	1.6	0.5	60.6	5.6	11.7	6.7	14.4	1.1	6.7	0.0	34	IL	100	91
Valparaiso	100.0	83.5	0.8	10.5	60.4	12.6	11.7	0.0	11.7	3.6	45.0	0.0	23	IN	83	84
Iowa																
Drake	100.0	90.8	3.1	3.1	50.8	20.3	11.9	5.9	9.3	1.7	62.7	0.0	21	IA	90	90
Iowa	100.0	94.6	4.4	0.0	51.5	13.9	16.5	3.1	11.9	3.1	34.0	0.0	30	IA	94	90

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
Kansas																
Kansas	98.2	85.1	6.8	5.0	56.2	14.6	17.5	3.6	7.3	0.7	44.5	2.2	21	KS	94	89
Washburn	95.3	90.1	3.5	2.8	42.5	12.6	23.6	9.4	9.4	0.8	65.4	0.0	15	KS	89	89
Kentucky																
Kentucky	100.0	93.7	2.5	1.9	57.3	7.3	9.3	5.3	19.3	1.3	69.3	0.0	24	KY	94	83
Louisville-Brandeis	97.6	93.5	3.2	3.2	56.9	16.4	10.3	7.8	5.2	3.4	79.3	2.6	15	KY	88	83
Northern Kentucky	100.0	87.0	0.6	7.1	52.2	20.9	10.4	6.7	8.2	0.7	44.0	0.0	9	OH	86	88
Louisiana																
Louisiana State	98.4	91.9	3.2	2.7	51.2	11.2	14.7	2.4	17.6	1.8	80.0	0.0	13	LA	81	67
Loyola-New Orleans	95.1	91.9	3.8	1.7	62.3	10.7	12.1	3.7	10.2	0.9	69.3	2.8	19	LA	67	67
Southern	98.4	81.8	1.7	16.5	56.6	9.1	16.2	3.0	8.1	7.1	87.9	0.0	8	LA	57	67
Tulane	97.5	90.3	2.5	7.2	57.3	9.9	9.9	8.9	12.2	1.9	37.6	2.3	32	LA	76	67
Maine																
Maine	98.6	87.1	5.7	7.1	54.1	11.5	11.5	6.6	16.4	0.0	70.5	1.6	9	ME	92	91
Maryland																
Baltimore	98.3	95.1	1.4	2.4	31.1	17.9	20.1	7.3	20.5	2.6	82.1	0.4	11	MD	85	86
Maryland	96.5	94.0	1.6	2.8	39.7	15.4	14.5	6.0	18.4	6.0	58.1	0.0	27	MD	90	86
Massachusetts																
Boston College	100.0	96.4	0.0	2.6	67.8	4.5	7.2	3.0	13.6	3.8	50.0	1.1	24	MA	94	92
Boston	99.3	96.7	2.9	0.4	68.5	5.2	5.2	6.0	5.6	7.1	45.7	1.5	24	MA	98	92
Harvard	100.0	97.5	1.0	0.7	65.9	4.3	3.7	6.1	19.0	1.0	11.0	4.0	35	NY	96	89
New England	87.3	84.4	5.1	10.1	39.1	26.6	15.0	4.3	13.3	1.7	62.7	0.4	28	MA	91	92
Northeastern	97.0	90.1	0.5	7.3	33.5	26.6	8.1	15.6	13.3	2.9	68.8	1.7	21	MA	94	92
Suffolk	98.9	86.5	2.8	9.4	40.2	28.3	13.2	3.2	11.2	3.0	80.9	0.2	22	MA	93	92
Western New England	90.6	81.7	4.8	12.7	48.5	16.5	9.7	7.8	15.5	1.9	35.0	1.0	16	CT	77	88
Michigan																
Detroit Mercy	98.1	74.4	0.5	19.3	57.1	22.1	5.2	4.5	5.8	5.2	57.8	16.9	19	MI	71	82
Michigan	99.7	97.7	1.6	0.0	72.6	5.1	2.7	5.3	13.6	0.8	10.1	1.9	31	NY	91	89
Michigan State	97.5	87.1	5.1	6.8	47.6	22.9	10.0	3.0	9.2	5.9	54.6	4.1	32	MI	84	82
Thomas M. Cooley	87.8	78.8	3.6	13.9	53.4	16.8	15.2	4.1	4.5	3.6	33.2	1.0	39	MI	81	82
Wayne State	96.9	86.0	2.3	10.4	66.0	13.1	11.5	5.8	2.1	1.6	89.5	0.0	9	MI	96	82
Minnesota																
Hamline	93.0	88.2	2.1	4.3	40.6	26.7	8.5	7.3	15.2	0.6	73.9	0.6	18	MN	93	91
Minnesota	99.6	90.1	4.4	3.2	59.9	7.5	11.0	4.4	16.7	0.0	52.0	1.3	28	MN	97	91
St. Thomas-Minneapolis	100.0	87.0	2.1	8.9	44.1	21.3	11.8	6.3	14.2	1.6	71.7	0.0	17	MN	90	91
William Mitchell	99.7	91.2	0.9	2.8	50.9	26.0	7.6	3.5	9.3	1.4	84.4	0.0	15	MN	90	91
Mississippi																
Mississippi	95.5	90.5	0.6	7.1	50.0	11.2	13.8	4.6	17.1	3.3	59.2	0.0	17	MS	90	88
Mississippi College	100.0	90.1	4.3	5.6	52.1	19.9	15.1	0.0	12.3	0.7	66.4	1.4	17	MS	94	88
Missouri																
Missouri-Columbia	98.6	89.1	3.6	5.1	53.7	11.4	13.8	4.9	13.0	1.6	79.7	0.8	13	MO	92	92
Missouri-Kansas City	98.7	88.7	6.0	3.3	57.9	8.3	16.5	4.5	11.3	0.8	73.7	0.8	15	MO	98	92
St. Louis	100.0	89.5	2.0	7.0	62.0	16.6	7.4	10.5	3.1	0.4	62.0	0.0	23	MO	94	92
Washington University	97.4	95.0	1.5	3.1	61.8	10.2	10.6	2.0	10.6	2.0	22.8	3.7	30	MO	100	92
Montana																
Montana	96.3	87.3	6.3	5.1	46.4	4.3	10.1	10.1	24.6	0.0	72.5	0.0	11	MT	88	92

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
Nebraska																
Creighton	100.0	89.0	2.7	7.5	48.5	20.8	23.1	1.5	5.4	0.0	48.5	0.0	27	NE	88	89
Nebraska	95.1	90.5	6.0	2.6	41.0	15.2	25.7	3.8	10.5	3.8	65.7	0.0	15	NE	91	89
Nevada																
Nevada	100.0	93.6	1.4	2.1	55.0	12.2	9.9	3.8	16.0	2.3	83.2	0.8	11	NV	81	77
New Hampshire																
Franklin Pierce	99.2	90.6	0.9	5.1	59.4	16.0	5.7	6.6	8.5	2.8	21.7	0.9	24	NH	93	88
New Jersey																
Rutgers-Camden	95.0	92.1	0.0	6.4	40.6	9.4	6.6	2.0	39.8	0.4	55.3	0.4	18	NJ	85	85
Rutgers-Newark	98.0	93.0	2.1	2.9	46.0	15.5	10.6	4.9	21.7	1.3	62.4	1.3	15	NJ	87	85
Seton Hall	100.0	94.7	0.7	3.3	39.9	12.5	5.6	1.0	39.2	1.0	70.5	0.0	13	NJ	90	85
New Mexico																
New Mexico	100.0	93.3	1.9	3.8	34.7	14.3	17.3	16.3	13.3	3.1	78.6	1.0	11	NM	92	92
New York																
Albany	100.0	93.9	0.0	6.1	48.3	18.4	15.9	5.5	9.0	2.0	81.1	0.0	16	NY	81	89
Brooklyn	98.1	87.0	0.9	5.9	57.4	11.7	18.0	5.5	6.2	1.0	86.0	1.5	21	NY	89	89
Buffalo	93.6	90.8	3.7	4.1	61.1	11.1	10.6	7.1	4.5	4.0	81.8	0.5	20	NY	81	89
Cardozo	97.8	92.1	1.1	3.9	57.8	19.3	8.0	10.4	4.6	0.0	81.3	1.5	16	NY	92	89
CUNY	90.2	84.9	1.7	11.8	21.8	6.9	16.8	34.7	17.8	2.0	63.4	0.0	15	NY	84	89
Columbia	100.0	99.3	0.2	0.5	81.7	2.0	1.7	3.0	10.9	1.0	66.2	3.5	23	NY	97	89
Cornell	100.0	97.8	0.5	1.6	85.7	0.0	1.6	3.3	8.8	0.5	59.9	2.2	21	NY	99	89
Fordham	99.2	92.9	1.3	4.3	75.9	9.7	5.1	3.4	4.4	0.7	84.4	0.2	14	NY	94	89
Hofstra	99.7	93.6	2.0	3.5	48.1	25.9	12.8	2.8	5.6	3.1	84.1	0.0	18	NY	86	89
New York Law	97.2	90.9	2.0	5.3	43.0	23.0	13.9	6.1	4.2	3.9	70.7	0.5	14	NY	91	89
New York	100.0	94.6	3.7	0.8	75.1	2.2	2.2	9.2	10.5	0.9	68.8	2.8	28	NY	97	89
Pace	91.5	91.8	2.6	2.1	44.4	17.4	17.4	6.7	5.1	7.3	62.4	0.0	11	NY	83	89
St. John's	100.0	87.3	3.6	4.0	58.1	14.9	16.6	3.3	4.1	2.9	90.0	0.0	11	NY	91	89
Syracuse	96.4	89.4	5.1	1.9	46.6	24.4	14.0	5.7	8.8	0.5	39.9	1.0	26	NY	84	89
Touro	94.0	71.8	0.0	23.4	57.8	14.1	19.3	3.0	5.2	0.7	90.4	0.0	5	NY	78	89
North Carolina																
Campbell	95.4	94.2	2.9	2.9	66.3	5.1	22.4	1.0	3.1	1.0	90.8	1.0	6	NC	95	83
Charlotte	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0			
Duke	100.0	98.1	0.5	0.0	75.4	3.0	1.5	3.0	16.3	1.0	9.4	0.0	30	NY	96	89
Elon	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0			
North Carolina	98.6	90.3	1.4	4.1	63.3	8.7	7.1	8.7	9.7	1.5	55.1	0.0	22	NC	90	83
North Carolina Central	84.0	82.6	5.8	8.3	53.0	6.0	22.0	7.0	6.0	1.0	68.0	0.0	9	NC	81	83
Wake Forest	98.0	96.6	0.7	2.7	69.5	6.4	8.5	0.0	9.2	3.5	55.3	0.0	20	NC	96	83
North Dakota																
North Dakota	100.0	81.2	4.7	9.4	43.5	17.4	10.1	5.8	21.7	1.4	63.8	0.0	14	ND	91	85
Ohio																
Akron	98.0	82.1	1.4	10.3	47.9	22.7	19.3	5.0	4.2	0.8	79.8	0.0	15	OH	91	88
Capital	81.6	87.0	0.7	11.6	56.7	16.5	19.7	3.9	0.8	2.4	87.4	0.0	12	OH	95	88
Case Western	96.3	94.2	1.5	1.9	47.4	17.0	17.0	11.3	4.6	2.1	45.4	3.1	28	OH	88	88
Cincinnati	100.0	91.0	2.5	4.1	50.5	12.6	11.7	12.6	6.3	5.4	68.5	0.0	17	OH	82	88
Cleveland State	97.6	89.5	1.0	7.0	53.1	23.5	12.3	2.8	5.0	3.4	88.8	0.6	15	OH	90	88
Dayton	96.8	93.4	0.8	5.7	57.9	13.2	13.2	4.4	8.8	2.6	62.3	0.0	26	OH	94	88
Ohio Northern	81.9	89.6	6.5	3.9	53.6	5.8	30.4	1.4	2.9	4.3	43.5	0.0	17	OH	94	88

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
Ohio State	99.5	93.5	2.8	1.4	53.7	14.4	17.9	3.0	6.0	5.0	63.2	1.0	24	OH	90	88
Toledo	97.9	95.0	2.1	2.1	42.9	13.5	24.8	8.3	3.8	4.5	61.7	0.8	18	OH	88	88
Oklahoma																
Oklahoma	100.0	88.6	1.8	4.2	56.8	14.9	20.3	2.0	2.7	3.4	76.4	0.0	11	OK	96	93
Oklahoma City	97.8	83.0	2.3	5.7	62.3	14.4	15.1	5.5	0.0	2.7	65.8	0.7	17	OK	90	93
Tulsa	92.2	92.9	3.9	1.9	58.7	21.0	11.2	4.9	1.4	2.8	56.6	0.7	21	OK	93	93
Oregon																
Lewis & Clark	94.3	92.6	3.7	1.4	44.5	20.0	17.0	11.0	6.0	1.5	64.0	2.0	19	OR	81	79
Oregon	98.4	89.4	0.6	8.3	45.3	10.6	15.5	11.2	13.7	3.7	62.1	1.2	17	OR	85	79
Willamette	94.4	94.1	1.0	5.0	48.4	18.9	17.9	6.3	6.3	1.1	66.3	0.0	14	OR	84	79
Pennsylvania																
Duquesne	90.3	87.1	2.2	7.9	57.0	17.4	10.7	0.8	12.4	1.7	71.9	0.0	18	PA	96	87
Earl Mack, Drexel	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0			
Penn State	95.8	87.3	3.9	6.1	39.2	10.8	22.2	2.5	20.3	2.5	45.6	0.6	24	PA	85	87
Pennsylvania	100.0	98.8	0.4	0.4	76.8	3.9	0.0	2.8	16.5	0.0	16.1	2.0	22	NY	98	89
Pittsburgh	99.6	90.4	3.3	5.4	61.6	16.7	9.7	4.2	7.4	0.5	62.5	0.9	24	PA	91	87
Temple	98.0	88.9	1.3	7.0	45.7	14.7	14.0	6.8	16.2	2.6	69.4	0.8	20	PA	89	87
Villanova	99.6	90.2	1.8	5.3	55.7	17.2	5.9	6.4	14.8	0.0	60.1	0.5	15	PA	93	87
Widener	98.4	90.1	1.7	2.5	39.4	16.5	22.0	6.4	13.8	1.8	77.1	0.0	10	PA	91	87
Puerto Rico																
Inter American	98.4	91.3	1.6	7.1	43.5	20.8	23.2	0.6	8.9	3.0	96.4	0.0	0	PR	48	54
Pontifical Catholic	100.0	35.1	3.6	61.3	30.8	56.4	5.1	0.0	2.6	5.1	100.0	0.0	1	PR	44	54
Puerto Rico	36.7	76.4	0.0	8.3	58.2	12.7	14.5	1.8	10.9	1.8	98.2	0.0	0	PR	69	54
Rhode Island																
Roger Williams	90.8	86.2	5.9	5.3	43.8	21.0	13.0	8.0	13.0	0.6	43.2	1.2	23	MA	86	92
South Carolina																
Charleston	93.3	67.8	4.6	23.7	42.7	6.8	13.6	3.9	31.1	1.9	89.3	0.0	9	SC	73	82
South Carolina	93.9	91.0	4.5	4.5	51.4	9.3	14.8	4.4	19.1	1.1	72.7	0.5	13	SC	91	82
South Dakota																
South Dakota	98.8	91.8	1.2	4.7	32.1	14.1	21.8	7.7	17.9	3.8	64.1	0.0	13	SD	95	95
Tennessee																
Memphis	97.7	88.2	2.4	4.7	69.6	10.7	8.9	3.6	5.4	1.8	88.4	0.0	12	TN	93	88
Tennessee	96.5	91.3	2.2	2.2	58.7	6.3	15.9	4.0	12.7	2.4	68.3	0.8	17	TN	90	88
Vanderbilt	99.1	95.5	3.2	0.9	73.8	2.9	6.2	1.9	14.8	0.5	18.1	1.4	32	TN	96	88
Texas																
Baylor	95.4	95.9	2.1	2.1	65.0	9.3	12.1	0.7	10.0	2.1	89.3	0.0	12	TX	93	85
Houston	99.3	96.0	1.0	2.3	57.6	21.2	10.1	4.2	3.8	2.1	90.6	0.7	15	TX	91	85
St. Mary's	99.6	89.0	1.8	8.3	61.6	10.8	18.2	2.0	4.9	2.5	88.7	0.0	10	TX	87	85
SMU Dedman	100.0	91.5	1.7	1.4	65.8	22.7	5.2	1.5	2.2	2.6	94.1	0.0	12	TX	94	85
South Texas	89.1	90.1	0.7	7.3	62.3	16.8	12.5	2.6	4.8	1.1	92.7	0.0	8	TX	89	85
Texas	100.0	94.6	0.5	1.8	62.8	9.6	10.3	3.1	12.9	0.7	66.7	1.2	24	TX	89	85
Texas Southern	95.0	71.1	2.6	11.1	57.0	23.7	9.6	0.7	1.5	3.0	64.4	0.7	15	TX	60	85
Texas Tech	91.7	90.5	2.3	6.4	54.3	17.1	20.6	2.5	4.5	0.5	82.4	1.0	5	TX	87	85
Texas Wesleyan	87.5	77.0	2.5	15.5	58.1	29.0	10.5	0.8	1.6	0.0	81.5	0.0	9	TX	78	85
Utah																
Brigham Young	98.7	98.7	0.6	0.0	56.6	12.5	12.5	0.7	15.8	1.3	40.1	2.6	27	UT	92	87
Utah	100.0	98.5	0.8	0.0	59.7	7.0	14.7	5.4	10.1	3.1	77.5	0.8	13	UT	86	87

	Career Placement													Bar Passage*		
	Employment Status				Type of Employment						Location			State Where Most Take Exam	% Pass Rate for First-time Test Takers	% State's Overall Pass Rate for First-time Test Takers
	% Employment Status Known	% Employed	% Pursuing Graduate Degree	% Unemployed - Seeking, Not Seeking, or Studying for the Bar	% in Law Firms	% in Business & Industry	% in Government	% in Public Interest	% in Judicial Clerkships	% in Academia	% Employed in State	% Employed in Foreign Nations	# States Where Employed			
Vermont																
Vermont	100.0	84.2	7.6	4.7	34.7	18.7	16.0	15.3	14.6	0.7	14.6	0.0	29	NY	83	89
Virginia																
Appalachian	73.7	75.7	1.4	17.1	62.3	11.3	11.3	5.7	5.7	0.0	20.8	0.0	17	VA	83	83
George Mason	99.6	96.8	0.0	0.5	47.0	9.8	17.2	8.4	12.6	5.1	42.8	0.9	18	VA	88	83
Liberty	89.2	78.8	6.1	15.2	38.5	23.1	15.4	7.7	7.7	7.7	46.2	0.0	12	VA	89	83
Regent	96.9	90.9	3.2	3.2	42.9	11.4	19.3	8.6	11.4	5.0	44.3	0.7	25	VA	73	83
Richmond	96.5	87.2	4.3	6.7	53.1	7.7	11.9	2.1	17.5	0.0	68.5	0.0	19	VA	91	83
Virginia	100.0	98.8	0.7	0.5	76.6	1.3	4.5	3.8	13.6	0.3	11.3	2.0	34	NY	97	89
Washington and Lee	97.9	89.9	0.7	9.4	57.3	7.3	8.9	5.6	20.2	0.8	27.4	1.6	23	VA	84	83
William & Mary	99.5	92.3	2.4	2.9	60.1	6.7	15.0	4.1	14.0	0.0	36.8	0.5	25	VA	89	83
Washington																
Gonzaga	96.9	85.4	8.2	3.8	51.9	11.9	14.8	7.4	8.1	2.2	62.2	0.7	13	WA	82	74
Seattle	100.0	91.7	2.5	3.3	45.2	31.0	11.7	4.5	6.6	0.9	84.3	0.3	20	WA	79	74
Washington	100.0	93.6	2.9	1.7	53.7	7.4	13.6	8.0	16.0	1.2	62.3	1.9	16	WA	85	74
West Virginia																
West Virginia	99.3	91.7	4.9	1.4	45.5	22.7	7.6	5.3	15.9	3.0	72.7	0.0	16	WV	76	79
Wisconsin																
Marquette	97.9	92.7	1.6	5.8	63.8	14.1	9.6	5.1	4.0	3.4	74.0	0.6	16	WI	100	92
Wisconsin	100.0	96.2	0.7	1.7	58.1	12.2	15.4	6.8	5.7	1.8	50.9	2.9	26	WI	99	92
Wyoming																
Wyoming	98.6	84.3	4.3	10.0	40.7	15.3	16.9	6.8	13.6	1.7	59.3	0.0	9	WY	76	67

*Bar Passage data for first-time bar exam takers in the 2008 calendar year.