

University of Baltimore School of Law
Class of 2019 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 198							
Gender Reported:							
Women	█	█	█	█	█	█	█
Men	█	█	█	█	█	█	█
Subtotal	█	█					
Race Reported:							
People of Color	█	█	█	█	█	█	█
White/Caucasian	█	█	█	█	█	█	█
Subtotal	█	█					
Gender & Race Reported:							
Women of Color	█	█	█	█	█	█	█
Men of Color	█	█	█	█	█	█	█
White/Caucasian Women	█	█	█	█	█	█	█
White/Caucasian Men	█	█	█	█	█	█	█
Subtotal	█	█					
Employment Status Known:							
Bar Passage Required/Anticipated	128	65.6	100	52,341	52,601	63,750	60,690
JD Advantage	26	13.3	12	38,000	61,000	75,000	67,223
Other Professional	14	7.2	7	52,000	66,000	90,000	73,454
Non-professional	4	2.1	.	.	.	.	.
Continuing Studies Full-time	4	2.1	.	.	.	.	.
Not Employed-Seeking	17	8.7	.	.	.	.	.
Not Employed-Not Seeking	2	1.0	.	.	.	.	.
Subtotal	195	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Employment by sector does not include graduates for whom employer type was not reported. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, August 2020

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Continuing Studies Full-time:							
Continuing Studies Full-time	4	2.1	.	.	.	.	.
Employed	172	88.2	120	52,000	52,601	67,250	62,198
Subtotal	176	90.3					
Employment by Sector							
Private Sector	61	35.5	31	65,000	70,000	90,000	82,329
Public Sector	111	64.5	89	52,000	52,601	55,000	55,187
Subtotal	172	100.0					
Full-time/Part-time Jobs:							
Bar Passage Req/Anticipated-Full-time	128	74.4	100	52,341	52,601	63,750	60,690
JD Advantage-Full-time	23	13.4	12	38,000	61,000	75,000	67,223
JD Advantage-Part-time	3	1.7	.	.	.	.	.
Other Professional-Full-time	12	7.0	7	52,000	66,000	90,000	73,454
Other Professional-Part-time	2	1.2	.	.	.	.	.
Non-professional-Full-time	1	0.6	.	.	.	.	.
Non-professional-Part-time	3	1.7	.	.	.	.	.
Subtotal	172	100.0					
Employment Categories:							
Education	3	1.7	.	.	.	.	.
Business	22	12.8	9	70,000	75,000	80,000	86,333
Judicial Clerk	71	41.3	63	52,000	52,601	52,601	51,261
Private Practice	39	22.7	22	60,000	70,000	102,000	80,691
Government	26	15.1	16	41,000	66,500	85,090	68,311
Public Interest	11	6.4	8	57,500	60,327	60,507	59,026
Subtotal	172	100.0					
<p>Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Employment by sector does not include graduates for whom employer type was not reported. Salaries for graduates in law firm solo practice have been excluded from the analysis.</p>							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Education Jobs:							
JD Advantage	1	33.3	.	.	.	.	.
Other Professional	2	66.7	.	.	.	.	.
Subtotal	3	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	2	9.1	.	.	.	.	.
JD Advantage	8	36.4	.	.	.	.	.
Other Professional	8	36.4	.	.	.	.	.
Non-professional	4	18.2	.	.	.	.	.
Subtotal	22	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	30	76.9	19	65,000	70,000	120,000	87,684
JD Advantage	9	23.1	.	.	.	.	.
Subtotal	39	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	15	57.7	9	58,200	66,000	84,000	67,370
JD Advantage	7	26.9	.	.	.	.	.
Other Professional	4	15.4	.	.	.	.	.
Subtotal	26	100.0					
Judicial Clerkships:							
Federal	2	2.8	.	.	.	.	.
State	69	97.2	61	52,000	52,601	52,601	50,646
Subtotal	71	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required/Anticipated	10	90.9	7	60,000	60,500	60,514	59,601
JD Advantage	1	9.1	.	.	.	.	.
Subtotal	11	100.0					
Size of Firm (by # of Attorney):							
1-10	29	74.4	15	50,000	65,000	70,000	59,280
26-50	3	7.7	.	.	.	.	.
51-100	1	2.6	.	.	.	.	.
101-250	3	7.7	.	.	.	.	.
251-500	1	2.6	.	.	.	.	.
501+	2	5.1	.	.	.	.	.
Subtotal	39	100.0					
Type of Law Firm Job:							
Associate	29	74.4	18	65,000	70,000	120,000	88,389
Law Clerk	7	17.9	.	.	.	.	.
Paralegal	1	2.6	.	.	.	.	.
Manager/administrator	1	2.6	.	.	.	.	.
Other Non-attorney Position	1	2.6	.	.	.	.	.
Subtotal	39	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
New England	1	0.6	.	.	.	.	.
Mid-Atlantic	5	2.9	.	.	.	.	.
South Atlantic	163	94.8	115	52,000	52,601	67,500	62,084
Pacific	2	1.2	.	.	.	.	.
Non-US locations	1	0.6	.	.	.	.	.
Subtotal	172	100.0					
Location of Jobs:							
In-State	146	84.9	103	52,000	52,601	60,541	60,596
Out of State	26	15.1	17	65,000	67,000	80,000	71,907
Subtotal	172	100.0					
# States and Territories w/Employed Grads:							
	9	.	.	.	.	.	.
Total	9	.					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported
Source of Job		
Fall OCI	5	3.4
Job fair/consortia	2	1.4
Job posting in CSO	15	10.3
Job posted online or in print	10	6.8
Clerkship application process or OSCAR	31	21.2
Return to prior job	7	4.8
Referral	25	17.1
Start own practice or business	1	0.7
Self-initiated/letter	31	21.2
Temp agency	2	1.4
Other	17	11.6
Subtotal	146	100.0
Timing of Job Offer		
Before graduation	117	68.0
After graduation	55	32.0
Subtotal	172	100.0
Search Status of Employed Grads		
Seeking a different job	30	17.4
Not seeking a different job	142	82.6
Subtotal	172	100.0
<p>Note: Figures are based on jobs for which the item was reported, and thus may not add to the total number of jobs. Timing of job offer figures exclude any graduates starting their own practice.</p>		

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	Number of Jobs Reported as:	
	Long-term (1+ years)	Short-term (Less than 1 year)
Duration of Jobs by Employer Type		
Education	2	1
Business	20	2
Judicial Clerk	67	4
Private Practice	39	.
Government	25	1
Public Interest	10	1
Total Reported	163	9
Note: Figures for job duration are based on jobs for which the item was reported, and thus may not add to the total number of jobs. The count of jobs funded by the law school is a total, regardless of duration.		

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Table 12

Source of Job by Employer Type

Source of Job by Employer Type	Education		Business		Judicial clerkship		Law firms of 50 or fewer	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Fall OCI	0	0	0	0	0	0	1	3.4
Job posting in CSO	0	0	1	6.7	7	11.3	5	17.2
Clerkship application process or OSCAR	0	0	0	0	31	50.0	0	0
Pre-law school employer	1	50.0	2	13.3	0	0	2	6.9
Referral from friend	0	0	2	13.3	10	16.1	10	34.5
Letter/self-initiated	1	50.0	6	40.0	9	14.5	4	13.8
Temp agency or legal search	0	0	0	0	0	0	1	3.4
All other	0	0	4	26.7	5	8.1	6	20.7
TOTAL	2	100.0	15	100.0	62	100.0	29	100.0

Source of Job by Employer Type	Law firms of 51 or more		Government		Public interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Fall OCI	3	50.0	1	4.5	0	0	5	3.4
Job posting in CSO	0	0	2	9.1	0	0	15	10.3
Clerkship application process or OSCAR	0	0	0	0	0	0	31	21.2
Pre-law school employer	1	16.7	1	4.5	0	0	7	4.8
Referral from friend	1	16.7	2	9.1	0	0	25	17.1
Letter/self-initiated	1	16.7	6	27.3	4	40.0	31	21.2
Temp agency or legal search	0	0	1	4.5	0	0	2	1.4
All other	0	0	9	40.9	6	60.0	30	20.5
TOTAL	6	100.0	22	100.0	10	100.0	146	100.0

** Excludes jobs for which a source, employer type, or firm size was not reported.*

"Other" also includes job fairs, spring OCI, non-CSO job sites and postings, and the self-employed.

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Table 13

Number of Jobs Reported Taken by State

Region	State	# of jobs	% of jobs
New England	Massachusetts	1	0.6
		<i>1</i>	<i>0.6</i>
Mid Atlantic	New Jersey	1	0.6
	New York	3	1.7
	Pennsylvania	1	0.6
		5	2.9
South Atlantic	Washington, DC	11	6.4
	Georgia	2	1.2
	Maryland	146	84.9
	Virginia	4	2.3
		<i>163</i>	<i>94.8</i>
Pacific	California	2	1.2
		2	<i>1.2</i>
Non US locations	Non U.S. locations	1	0.6
		<i>1</i>	<i>0.6</i>
<i>TOTAL</i>		<i>172</i>	<i>100.0</i>

Excludes employed graduates for whom job location was not reported.

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Table 14

Location of Instate Jobs

In-state location	# of Jobs	% of Jobs
Annapolis	10	6.8
Baltimore	64	43.8
Bethesda	1	0.7
Frederick	2	1.4
Glen Burnie	3	2.1
Hagerstown	2	1.4
Other/unknown Maryland	37	25.3
Rockville	6	4.1
Towson	21	14.4
	146	100.0

Excludes employed graduates for whom job location was not reported.

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Table 15

Full and Part-time Jobs by Employer Type

Full and Part-time Jobs by Employer Type	Full-time		Part-time		All	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Education	2	66.7	1	33.3	3	100.0
Business	17	77.3	5	22.7	22	100.0
Judicial clerkship	71	100.0	0	0	71	100.0
Law firm	37	94.9	2	5.1	39	100.0
Government	26	100.0	0	0	26	100.0
Public interest	11	100.0	0	0	11	100.0

This table excludes jobs for which full or part-time information was not reported.

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