

University of Baltimore School of Law
Class of 2020 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 164							
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	110	67.9	85	52,601	53,654	63,000	64,035
JD Advantage	25	15.4	12	48,500	61,500	101,000	78,265
Other Professional	12	7.4	.	.	.	.	.
Non-professional	1	0.6	.	.	.	.	.
Enrolled in Graduate Studies	1	0.6	.	.	.	.	.
Start date after March 15, 2021	2	1.2	.	.	.	.	.
Not Employed-Seeking	10	6.2	.	.	.	.	.
Not Employed-Not Seeking	1	0.6	.	.	.	.	.
Subtotal	162	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, August 2021

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Enrolled in Graduate Studies:							
Enrolled in Graduate Studies	1	0.6	.	.	.	.	.
Employed	148	91.4	100	52,601	53,827	71,515	66,869
Subtotal	149	92.0					
Employment by Sector:							
Private Sector	45	30.4	19	65,000	90,000	130,000	99,905
Public Sector	102	68.9	81	52,600	53,654	56,700	59,120
Subtotal	147	99.3					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	109	73.6	85	52,601	53,654	63,000	64,035
Bar Passage Required/Anticipated: Part-time	1	0.7	.	.	.	.	.
JD Advantage: Full-time	21	14.2	12	48,500	61,500	101,000	78,265
JD Advantage: Part-time	4	2.7	.	.	.	.	.
Other Professional: Full-time	11	7.4	.	.	.	.	.
Other Professional: Part-time	1	0.7	.	.	.	.	.
Non-professional: Part-time	1	0.7	.	.	.	.	.
Subtotal	148	100.0					
Employment Categories:							
Business	16	10.8	5	60,000	77,000	90,000	88,240
Judicial Clerk	63	42.6	57	52,600	53,654	53,654	52,960
Private Practice	29	19.6	14	75,000	90,000	130,000	104,071
Government	34	23.0	21	60,000	71,000	93,600	76,584
Public Interest	5	3.4	.	.	.	.	.
Unknown Type	1	0.7	.	.	.	.	.
Subtotal	148	100.0					
<p>Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Private sector includes jobs in law firms and business. All other jobs are considered public sector. 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
Business Jobs:							
Bar Passage Required/Anticipated	2	12.5	.	.	.	.	.
JD Advantage	7	43.8	.	.	.	.	.
Other Professional	7	43.8	.	.	.	.	.
Subtotal	16	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	25	86.2	14	75,000	90,000	130,000	104,071
JD Advantage	4	13.8	.	.	.	.	.
Subtotal	29	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	15	44.1	10	61,329	71,515	90,000	72,853
JD Advantage	14	41.2	8	43,492	56,000	94,000	71,873
Other Professional	5	14.7	.	.	.	.	.
Subtotal	34	100.0					
Judicial Clerkships:							
Federal	3	4.8	.	.	.	.	.
State	60	95.2	54	50,000	53,654	53,654	52,101
Subtotal	63	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	5	100.0	.	.	.	.	.
Subtotal	5	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	19	65.5	7	63,000	75,000	90,000	87,571
11-25	4	13.8	.	.	.	.	.
26-50	2	6.9	.	.	.	.	.
501+	2	6.9	.	.	.	.	.
Unknown Size	1	3.4	.	.	.	.	.
Solo practitioner	1	3.4	.	.	.	.	.
Subtotal	29	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	24	82.8	14	75,000	90,000	130,000	104,071
Law Clerk	5	17.2	.	.	.	.	.
Subtotal	29	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:							
Mid-Atlantic	1	0.7	.	.	.	.	.
South Atlantic	142	95.9	96	52,601	53,654	71,515	66,861
E South Central	2	1.4	.	.	.	.	.
W South Central	2	1.4	.	.	.	.	.
Mountain	1	0.7	.	.	.	.	.
Subtotal	148	100.0					
Location of Jobs:							
In-State	128	86.5	85	52,601	53,654	61,329	64,066
Out of State	20	13.5	15	62,236	75,000	90,000	82,754
Subtotal	148	100.0					
# States and Territories with Employed Grads:							
	10	.	.	.	.	.	.
Total #	10	.					
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:		
OCI	4	3.4
Job fair/consortia	1	0.8
Job posting in CSO	12	10.1
Job posted online or in print	9	7.6
Clerkship application process or OSCAR	36	30.3
Returned to or continued with pre-law school employer	13	10.9
Referral	15	12.6
Started own practice or business	1	0.8
Self-initiated contact/networking	13	10.9
Other	15	12.6
Subtotal	119	100.0
Timing of Job Offer:		
Before graduation	102	69.4
After graduation	45	30.6
Subtotal	147	100.0
Search Status of Employed Grads:		
Seeking a different job	15	11.4
Not seeking a different job	117	88.6
Subtotal	132	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:		
Business	16	.
Judicial Clerk	60	3
Unknown Type	.	1
Private Practice	29	.
Government	33	1
Public Interest	5	.
Total Reported	143	5
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	Business		Judicial clerkship		Law firms of 50 or fewer		Law firms of 51 or more	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Job posting in CSO	2	28.6	4	7.3	0	0	0	0
OCI	0	0	0	0	1	5.0	2	100.0
Clerkship application process or OSCAR	0	0	36	65.5	0	0	0	0
Returned to or continued with pre-law school employer	1	14.3	1	1.8	3	15.0	0	0
Referral	0	0	5	9.1	6	30.0	0	0
Self-initiated contact/networking	2	28.6	5	9.1	3	15.0	0	0
All other	2	28.6	4	7.3	7	35.0	0	0
TOTAL	7	100.0	55	100.0	20	100.0	2	100.0

Source of Job by Employer Type	Government		Public interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Job posting in CSO	5	16.7	1	25.0	12	10.2
OCI	0	0	0	0	3	2.5
Clerkship application process or OSCAR	0	0	0	0	36	30.5
Returned to or continued with pre-law school employer	7	23.3	1	25.0	13	11.0
Referral	4	13.3	0	0	15	12.7
Self-initiated contact/networking	3	10.0	0	0	13	11.0
All other	11	36.7	2	50.0	26	22.0
TOTAL	30	100.0	4	100.0	118	100.0

** Excludes jobs for which a source, employer type, or firm size was not reported. "Other" also includes job fairs, 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
Mid Atlantic	New York	1	0.7
		<i>1</i>	<i>0.7</i>
South Atlantic	Delaware	1	0.7
	Washington, DC	7	4.7
	Maryland	128	86.5
	South Carolina	1	0.7
	Virginia	5	3.4
		<i>142</i>	<i>95.9</i>
E. South Central	Mississippi	1	0.7
	Tennessee	1	0.7
		<i>2</i>	<i>1.4</i>
W. South Central	Texas	2	1.4
		<i>2</i>	<i>1.4</i>
Mountain	Montana	1	0.7
		<i>1</i>	<i>0.7</i>
<i>TOTAL</i>		<i>148</i>	<i>100.0</i>

Excludes employed graduates for whom job location was not reported.

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Table 14

Location of In-state Jobs

In-state location	# of Jobs	% of Jobs
Annapolis	14	10.9
Baltimore	57	44.5
Cumberland	1	0.8
Frederick	2	1.6
Glen Burnie	1	0.8
Hagerstown	2	1.6
Other/unknown Maryland	31	24.2
Rockville	5	3.9
Towson	15	11.7
	128	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
Business	14	87.5	2	12.5	16	100.0
Judicial clerkship	63	100.0	0	0	63	100.0
Law firm	27	93.1	2	6.9	29	100.0
Government	32	94.1	2	5.9	34	100.0
Public interest	5	100.0	0	0	5	100.0
Unknown employer type	0	0	1	100.0	1	100.0

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

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