

**University of Baltimore School of Law
Class of 2023 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 196							
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	136	69.4	118	56,246	64,979	85,000	81,146
JD Advantage	31	15.8	20	51,696	66,250	95,500	75,305
Other Professional	13	6.6	10	75,000	83,000	131,747	109,775
Employed-Start Date after March 15, 2024	1	0.5	.	.	.	.	.
Not Employed-Seeking	14	7.1	.	.	.	.	.
Not Employed-Not Seeking	1	0.5	.	.	.	.	.
Subtotal	196	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, July 2024

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Enrolled in Graduate Studies:							
Employed	180	91.8	148	56,246	65,000	87,500	82,291
Subtotal	180	91.8					
Employment by Sector:							
Private Sector	88	48.9	66	70,000	85,000	130,000	105,311
Public Sector	92	51.1	82	56,246	59,379	65,000	63,764
Subtotal	180	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	135	75.0	118	56,246	64,979	85,000	81,146
Bar Passage Required/Anticipated: Part-time	1	0.6	.	.	.	.	.
JD Advantage: Full-time	24	13.3	20	51,696	66,250	95,500	75,305
JD Advantage: Part-time	7	3.9	.	.	.	.	.
Other Professional: Full-time	11	6.1	10	75,000	83,000	131,747	109,775
Other Professional: Part-time	2	1.1	.	.	.	.	.
Subtotal	180	100.0					
Employment Categories:							
Education	5	2.8	.	.	.	.	.
Business	18	10.0	14	80,000	104,000	130,000	115,714
Judicial Clerkships	48	26.7	48	56,246	56,246	59,379	57,782
Private Practice	70	38.9	52	70,000	84,000	127,500	102,510
Government	26	14.4	23	45,000	78,500	94,000	73,736
Public Interest	13	7.2	8	65,000	68,550	77,670	71,146
Subtotal	180	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are 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 are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Education Jobs:							
JD Advantage	3	60.0	.	.	.	.	.
Other Professional	2	40.0	.	.	.	.	.
Subtotal	5	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	6	33.3	.	.	.	.	.
JD Advantage	3	16.7	.	.	.	.	.
Other Professional	9	50.0	7	75,000	90,000	185,000	118,714
Subtotal	18	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	62	88.6	51	70,000	85,000	130,000	103,343
JD Advantage	8	11.4	.	.	.	.	.
Subtotal	70	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	9	34.6	8	64,979	78,500	78,671	73,696
JD Advantage	15	57.7	13	43,392	61,581	94,000	69,201
Other Professional	2	7.7	.	.	.	.	.
Subtotal	26	100.0					
Judicial Clerkships:							
State	47	97.9	47	56,246	56,246	59,379	57,987
Local	1	2.1	.	.	.	.	.
Subtotal	48	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required/Anticipated	11	84.6	7	65,000	72,100	83,000	72,381
JD Advantage	2	15.4	.	.	.	.	.
Subtotal	13	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	40	57.1	26	55,000	70,000	80,000	69,212
11-25	5	7.1	.	.	.	.	.
26-50	7	10.0	6	83,000	85,000	85,000	91,333
51-100	3	4.3	.	.	.	.	.
101-250	5	7.1	5	80,000	85,000	120,000	98,600
251-500	2	2.9	.	.	.	.	.
501+	7	10.0	7	170,000	215,000	215,000	197,857
Solo Practitioner	1	1.4	.	.	.	.	.
Subtotal	70	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	57	81.4	46	72,500	85,000	145,000	107,136
Staff Attorney	2	2.9	.	.	.	.	.
Law Clerk	11	15.7	.	.	.	.	.
Subtotal	70	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
Mid-Atlantic	6	3.4	5	55,000	80,000	85,000	70,360
South Atlantic	171	95.5	140	56,246	65,000	87,500	82,138
Mountain	1	0.6	.	.	.	.	.
Pacific	1	0.6	.	.	.	.	.
Subtotal	179	100.0					
Location of Jobs:							
In-State	160	89.4	130	56,246	64,884	85,000	80,296
Out of State	19	10.6	17	78,500	80,000	85,000	95,626
Subtotal	179	100.0					
# States and Territories with Employed Grads:							
	9	.	.	.	.	.	.
Total #	9	.					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. 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:		
On-campus interview (OCI) program	9	6.1
Internship/externship experience	30	20.4
Job fair/consortia	2	1.4
Responded to career services office job posting	25	17.0
Non-career services office job posting	19	12.9
Clerkship application process or OSCAR	4	2.7
Returned to or continued with pre-law school employer	8	5.4
Referral	25	17.0
Started own practice or business	1	0.7
Self-initiated contact/networking	14	9.5
Temp agency	1	0.7
Other	9	6.1
Subtotal	147	100.0
Timing of Job Offer:		
Before graduation	123	69.1
After graduation	55	30.9
Subtotal	178	100.0
Search Status of Employed Grads:		
Seeking a different job	22	15.3
Not seeking a different job	122	84.7
Subtotal	144	100.0
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.		

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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	4	1
Business	18	.
Judicial Clerkships	48	.
Private Practice	69	1
Government	25	1
Public Interest	12	1
Total Reported	176	4
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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