

# COUNTING HEADS AND CRUNCHING NUMBERS

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*With thanks to the significant contributions of*

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# Career Services Reporting Cycle



Report Due:  
**February**



Report Due:  
**October**



Report Due:  
**December**

# Other Reporting Entities

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- NALP Law School Directory
- Princeton Review
- Hispanic Business Magazine
- Brian Leiter's Law School Reports

# NALP ERSS: Graduate Survey Form

## GRADUATE SURVEY FORM — CLASS OF 2010 NALP EMPLOYMENT REPORT AND SALARY SURVEY

Please refer to the instruction sheet as you are completing this survey.

Name \_\_\_\_\_ Phone \_\_\_\_\_

Permanent Address \_\_\_\_\_

E-mail \_\_\_\_\_

### I. DEMOGRAPHIC INFORMATION

#### A. PROGRAM TYPE AT TIME OF GRADUATION

- Full-time/3-Year     Part-time/Evening

#### B. AGE (Complete either B1 or B2)

B1. Age at Graduation \_\_\_\_\_

B2. Birth Date \_\_\_\_\_  
Mo                  Day                  Yr

#### C. GENDER

- Male     Female

#### D. RACE/ETHNICITY (You may check up to two)

- Hispanic/Latino  
 Black/African American  
 Asian  
 Native Hawaiian or other Pacific Islander  
 American Indian/Alaska Native  
 White/Caucasian

#### E. DISABILITY

- No  
 Yes (describe) \_\_\_\_\_

### II. POST GRADUATE EMPLOYMENT STATUS (Complete either A, B, C, or D).

#### A. Employed (also complete A1 and A2 below)

- A1. Type of job (check only one)  
 Bar admission required/anticipated (includes judicial clerks)  
 JD preferred, law degree enhances position (e.g., accounting firm, management consulting firm, law school or law firm administration)  
 Professional other (describe) \_\_\_\_\_  
 Non-professional other (describe) \_\_\_\_\_

- A2. Job is: (check only one)  
 Full-time     Part-time

If you are employed, please skip to Part III.

#### B. Enrolled in a full-time degree or certificate program (Complete Item A in Part III if applicable)

#### C. Seeking work

#### D. NOT seeking work

If you checked C or D above,  
the rest of this form is not applicable.

### III. JOB-1 INFORMATION

#### A. SPECIAL FUNDING

- This job or degree program is funded in whole or in part by a fellowship or grant (describe) \_\_\_\_\_

If you are enrolled in a full-time advanced degree or certificate program, the remaining items relating to Job-1 are not applicable.

A job held concurrent with your studies may be reported under Job-2 on the back of this form.

#### B1. TIMING OF OFFER (Mark one)

- Before graduation  
 After graduation but before bar results  
 After bar results

#### B2. Date on which you started or will start your job

Mo                  Day                  Yr

#### C. SOURCE OF JOB

Mark the one choice that best describes how you learned of and made initial contact with the employer. If you received an offer from your summer employer, or the employer for whom you worked during law school, indicate how you initially made contact with that employer.

- Interviewed during fall OCI program organized by the career services office  
 Interviewed during spring OCI program organized by the career services office  
 Returned to or continued with pre-law school employer  
 Interviewed at job fair or consortia  
 Responded to job described in career services' posting/bulletin/jobline/binder/direct contact listing or utilized its résumé referral service  
 Referral by business colleague, friend, relative, alumni, or school personnel  
 Commercial (non-school) Internet job site  
 Initiated contact by means of a targeted mailing or informational interviewing, or as a result of networking  
 Used a temporary placement agency or legal search consultant  
 Started own practice or business  
 Other (describe) \_\_\_\_\_

D. INDICATE WHETHER THE EMPLOYER HIRED YOU ON A SHORT-TERM OR PERMANENT BASIS. Note that a permanent job from the employer's perspective may be one that you consider short-term, while, for example, you continue to seek a different job. Please indicate the type of job from the employer's perspective.

- Hired on a short-term basis (e.g., contract attorney, judicial clerk)  
 Hired on a permanent basis (e.g., associate, job held prior to during law school)

#### E. SEARCH STATUS (Mark only if you are employed)

- I continue to seek a job other than that described here  
 I am not seeking a job other than that described here

# NALP ERSS: Employment Status

## II. POST GRADUATE EMPLOYMENT STATUS (Complete either A, B, C, or D).

A. Employed (also complete A1 and A2 below)

### A1. Type of job (check only one)

- Bar admission required/anticipated (includes judicial clerks)
- JD preferred, law degree enhances position (e.g., accounting firm, management consulting firm, law school or law firm administration)
- Professional other (describe) \_\_\_\_\_
- Non-professional other (describe) \_\_\_\_\_

### A2. Job is: (check only one)

- Full-time
- Part-time

If you are employed, please skip to Part III.

B. Enrolled in a full-time degree or certificate program  
(Complete Item A in Part III if applicable)

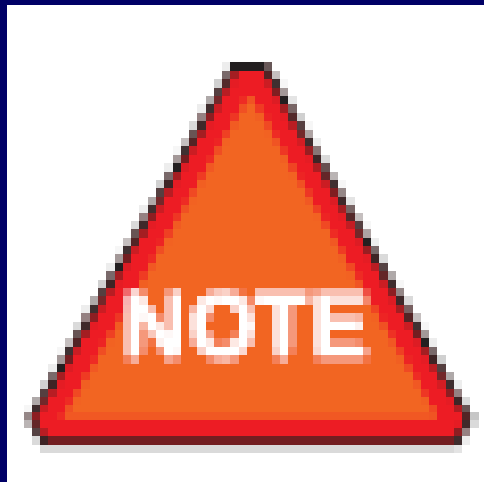
C. Seeking work

D. NOT seeking work

If you checked C or D above,  
the rest of this form is not applicable.

# NALP ERSS: Employment Status

## Deferred Associates



**Timing of Job Offer vs.  
Status at Graduation**

**“Employed Seeking”**

**Not Accepting  
a Job Offer**

# NALP ERSS: Job Types

## Bar Admission Required/Anticipated

Requires that the graduate pass the bar and be licensed to practice law. law firm, business, government, non-profit settings, AND judicial clerks

## JD Preferred/Anticipated

Job does NOT REQUIRE bar passage, an active law license, or involve practicing law. Examples: corporate contracts administrator, alternative dispute resolution specialist, government regulatory analyst, FBI special agent, jobs with legal publishers, and jobs in law school career services offices.

# NALP ERSS: Job Types

## Professional

Requires professional skills or training, but JD is neither required nor particularly applicable, such as an accountant, teacher, business manager, nurse, etc.

## Non-Professional

For purposes of this survey, a “non-professional” position is one that does not require any special professional skills or training.

# NALP ERSS: Seeking v. Not Seeking

## Seeking

Not employed in any capacity

Volunteer work while seeking employment is “seeking”

## Not Seeking

Graduates with health-related or family circumstances,  
such as dependent care responsibilities

Personal choice

Travel in lieu of employment

# NALP ERSS: Symplicity

## Recent Updates

### Graduate Employment Information

- Employment Status:
- Employed
  - Seeking Work
  - NOT seeking work at this time
  - Enrolled in Full-Time Degree Program
  - Unknown

Geographic Preference:

Practice Area Preference:

If you are not employed, are you volunteering?:

- Yes, in a law-related capacity
- Yes, not in a law-related capacity
- No

# NALP ERSS: Symplicity


## Recent Updates

Annual Salary

Please enter your annual salary

Stipend Amount

Stipend Type



# NALP ERSS: Symplicity

## Recent Updates

### Terms of Hire

- Hired on a permanent basis
- Hired on a short-term basis

If the job is short-term, please indicate if your job is funded in either of the following ways:

- The job is funded in whole or in part by a grant from an outside organization, e.g. Skadden Fellowship, Equal Justice Works
- The job is funded in whole or in part by my law school.

# NALP ERSS: Frequent Errors

**ONLY REPORT FULL-TIME SALARY!**

***Incorrect:***

Employment Type:  Full-time  Part-time  Unknown

**Salary: \$1,000 per week**

Annual Salary

Please enter your annual salary

52000

# NALP ERSS: Frequent Errors

## WATCH FOR INCONSISTENCIES!

### *Incorrect:*

- Bar admission is required/anticipated for the position (includes Judicial Clerks)
- JD is preferred for this position or would enhance position (e.g., management consulting, business or law school administration)
- Professional other
- Non-Professional other
- Unknown

Job Type
Public Interest 
Public Interest Type
Public defender or appellate defender 

# NALP ERSS: Frequent Errors

## SOLO PRACTITIONERS

Working FOR  
A Solo Practitioner

Working AS  
a Solo Practitioner

Job Type  
Law Firm

Law Office Type  
 Head Office  
 Branch Office

Firm Size  
2 to 10 attorneys

2 to 10 attorneys  
11 to 25 attorneys  
26 to 50 attorneys  
51 to 100 attorneys  
101 to 250 attorneys  
251 to 500 attorneys  
501 or more attorneys  
Firm size unknown  
Solo Practice


Job Type  
Law Firm

Law Office Type  
 Head Office  
 Branch Office

Firm Size  
Solo Practice

2 to 10 attorneys  
11 to 25 attorneys  
26 to 50 attorneys  
51 to 100 attorneys  
101 to 250 attorneys  
251 to 500 attorneys  
501 or more attorneys  
Firm size unknown  
Solo Practice

# NALP : Employment Rate

<b>Employed</b>		92
<b>Not Seeking</b>		4
<b>Full-Time Degree</b>		1
<b>Unknown</b>		10
<b>Seeking</b>		3
Status Known:	100	
Status Unknown:	10	
<b>TOTAL CLASS OF 2010</b>		<b>110</b>

**Employed / Status  
Known**

$$= 92 / 100$$

$$= 92\% \text{ Employed}$$

# American Bar Association (ABA)

b) Placement (Employment) Rate (as of February 15, 2010 as reported to NALP)

	#	%
Graduates whose employment status is unknown		
Graduates whose employment status is known		
Graduates known to be employed		
Graduates who are enrolled in a full-time degree program		
Graduates who are unemployed and seeking work		
Graduates who are unemployed and not seeking work		

## Placement

## Type of Employment

### TYPE OF EMPLOYMENT

#    %

\_\_\_\_ \_\_\_\_ employed in law firms.  
 \_\_\_\_ \_\_\_\_ employed in business and industry.  
 \_\_\_\_ \_\_\_\_ employed in government.  
 \_\_\_\_ \_\_\_\_ employed in public interest.  
 \_\_\_\_ \_\_\_\_ employed in judicial clerkship.  
 \_\_\_\_ \_\_\_\_ employed in academia.  
 \_\_\_\_ \_\_\_\_ unknown

# American Bar Association (ABA)

## Placement Data

“[R]elate to . . . graduates from September 1, 20XX to August 31, 20XX as of February 15, 20XX as reported to NALP.”

## Type of Employment

“as of February 15 as reported to NALP.”

# American Bar Association (ABA)

## TYPE OF JOB

#	%	#/full time	#/part time	Bar Admission required/anticipated (includes judicial clerks)
_____	_____	_____	_____	J.D. preferred, law degree enhances (e.g., accounting firm, management consulting firm, law school or law firm administration)
_____	_____	_____	_____	Professional other
_____	_____	_____	_____	Non-professional other
_____	_____	_____	_____	Unknown

## Type of Job

## Geographic Location

## GEOGRAPHICAL LOCATION

#	%	
_____	_____	employed in state.
_____	_____	employed out-of-state.
_____	_____	employed in foreign countries.
_____	_____	number of states where graduates are employed
_____	_____	employment location unknown

# American Bar Association (ABA)

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## Type of Job

“[A]s of February 15 by job type . . . . These categories come directly from the National Association for Law Placement (NALP) Graduate Survey Form.”

## Geographic Location

“[A]s of February 15 as reported to NALP.”

# American Bar Association (ABA)

## ABA Employment Rates

<b>Graduates whose employment status is unknown</b>	<b>10</b>	<b>9%</b>
<b>Graduates whose employment status is known</b>	<b>100</b>	<b>91%</b>
<b>Graduates known to be employed</b>	<b>92</b>	<b>92%</b>
<b>Graduates who are enrolled in a full-time degree</b>	<b>1</b>	<b>1%</b>
<b>Graduates who are unemployed and seeking</b>	<b>3</b>	<b>3%</b>
<b>Graduates who are unemployed and not-seeking</b>	<b>4</b>	<b>4%</b>

# US News & World Report

Issue Cover	Edition Title	Year Released	Class Reported For Employment
 The cover features the text 'EXCLUSIVE RANKINGS' at the top, followed by '#1 BESTSELLER' and 'USNews' logo. Below that is '2012 EDITION' and 'BEST GRADUATE SCHOOLS'. At the bottom, it lists 'BUSINESS • LAW • MEDICINE • EDUCATION • ENGINEERING • AND MORE' and 'Directory of more than 1,200 programs Where the jobs are now Expanded law and business rankings'.	<b>“2012 Edition”</b>	<b>2011</b>	<b>2009</b>
 The cover features the text 'EXCLUSIVE RANKINGS' at the top, followed by '#1 BESTSELLER' and 'USNews' logo. Below that is '2011 EDITION' and 'America's Best GRADUATE SCHOOLS'. At the bottom, it lists 'BUSINESS • LAW • MEDICINE • EDUCATION • ENGINEERING • AND MORE' and 'Finding the Right School Getting In • Where the Jobs Are'.	<b>“2011 Edition”</b>	<b>2010</b>	<b>2008</b>
 The cover features the text 'EXCLUSIVE RANKINGS' at the top, followed by '#1 BESTSELLER' and 'USNews' logo. Below that is '2010 EDITION' and 'America's Best GRADUATE SCHOOLS'. At the bottom, it lists 'BUSINESS • LAW • MEDICINE • EDUCATION • ENGINEERING • AND MORE' and 'Finding the Right School Getting In • Where the Jobs Are'.	<b>“2010 Edition”</b>	<b>2009</b>	<b>2007</b>

# US News & World Report

Class of 2010 Placement Rates		Number at Graduation	Number as of Feb. 15
157.	Graduates whose employment status is unknown:	10	
158.	Graduates whose employment status is known:	100	
159.	Graduates known to be employed:	92	
160.	Graduates who are enrolled in a fulltime degree program:	1	
161.	Graduates who are unemployed and seeking work:	3	
162.	Graduates who are unemployed and not seeking work:	4	
163.	<b>Total graduates from 9/1/2009–8/31/2010</b>	110	

Similarly, the sum of lines 157 and 158 should equal the value entered on line 163. The value entered on line 158 should equal the sum of the values entered on lines 159–162.

# US News & World Report

## *Calculating Employment Rate* *US News & World Report 2012 Ed.* *(Class of 2009)*

### **Placement Success (weighted by .20)**

**Employment Rates for Graduates** The employment rates for the 2009 graduating class determine success in this category. Employment rates are measured at graduation (.04 weight) and nine months after graduation (.14 weight). This year, we modified how we compute the new J.D. employment rates used in the law school rankings in an initial effort to publish employment data that is somewhat more reflective of the job market for new J.D. graduates compared to our previous calculation method.

# US News & World Report

## ***Calculating Employment Rate US News & World Report 2012 Ed. (Class of 2009)***

In the past, new J.D.s counted as employed at graduation and at nine months out if they were working full or part time in a legal or non-legal job or pursuing additional graduate school education after their J.D.; so did 25 percent of those whose status was "unknown." Now, both at graduation and nine months after employment rates are figured solely based on the number of grads working at that point in time full or part time in a legal or non-legal job divided by the total number of J.D. graduates. Also, those who are not seeking employment are now counted in the calculation as part of the total number of J.D. graduates; previously, they were excluded from the size of the graduating class and the calculation. *U.S. News* believes that this calculation is a more realistic presentation of the employment data that is currently available to *U.S. News*.

# US News & World Report

AT-GRADUATION	
Employed	92
Not Seeking	4
Full-Time Degree	1
Unknown	10
Seeking	3
<b>TOTAL CLASS OF 2010</b>	<b>110</b>

Prior to *US News, 2012 Ed.*

$$= \frac{\text{Employed} + \text{FT Degree}}{\text{Total} - \text{Not Seeking}}$$

$$= \frac{92 + 1}{110 - 4}$$

$$= \frac{93}{106}$$

$$= 87.7\% \text{ Employed At Graduation}$$

# US News & World Report

AT NINE MONTHS	
Employed	92
Not Seeking	4
Full-Time Degree	1
Unknown	10
Seeking	3
<b>TOTAL CLASS OF 2010</b>	<b>110</b>

Prior to *US News, 2012 Ed.*

$$= \frac{\text{Eplyd} + \text{FT Degree} + (0.25)(\text{Unk})}{\text{Total} - \text{Not Seeking}}$$

$$= \frac{92 + 1 + (0.25)(10)}{110 - 4}$$

$$= \frac{95.5}{106}$$

$$= 90.1\% \text{ Employed At Nine Months}$$

# US News & World Report

Employed	92
Not Seeking	4
Full-Time Degree	1
Unknown	10
Seeking	3
<b>TOTAL CLASS OF 2010</b>	<b>110</b>

*US News, 2012 Ed.*

=  $\frac{\text{Employed}}{\text{Total}}$

=  $\frac{92}{110}$

= **83.6% Employed At Graduation**

# US News & World Report

## “What a Difference”

### **Prior to *US News 2012 Ed.***

<b>At-Graduation</b>	<b>87.7%</b>
<b>At-Nine Months</b>	<b>90.1%</b>

### ***US News 2012 Ed.***

<b>At-Graduation</b>	<b>83.6%</b>
<b>At-Nine Months</b>	<b>83.6%</b>

# US News & World Report

## *US News & World Report 2012 Ed. Online Version*

USNews

EDUCATION GRAD SCHOOLS



### **Careers**

Graduates known to be employed at graduation

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Median private sector starting salary

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Median public service starting salary

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# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **Class of 2009 Graduates**

total graduates

graduates known to be employed at graduation

graduates known to be employed nine months after graduation

# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **Class of 2009 Graduates-Class Breakdown at Graduation**

Graduates whose employment status is unknown	
Graduates whose employment status is known	
Graduates known to be employed	
Graduates known to be enrolled in a full-time degree program	
Graduates known to be unemployed and seeking work	
Graduates known to be unemployed and not seeking work	

### **Class of 2009 Graduates-Class Breakdown at Nine Months**

Graduates whose employment status is unknown	
Graduates whose employment status is known	
Graduates known to be employed	
Graduates known to be enrolled in a full-time degree program	
Graduates known to be unemployed and seeking work	
Graduates known to be unemployed and not seeking work	

# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **Starting Salaries of Graduates Employed FT (Class of 2009)**

25th percentile private sector starting salary	
Median private sector starting salary	
75th percentile private sector starting salary	
Percent in the private sector who reported salary information	
Median public service starting salary	

# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **Areas of Legal Practice (Class of 2009)**

Percent employed in academia	
Percent employed in business and industry	
Percent employed in government	
Percent employed in all judicial clerkships	
Percent employed in law firms	
Percent employed in public interest	
Percent employed in an unknown field	
Percent employed in a judicial clerkship by an Article III federal judge	

# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **+** Employment Location (Class of 2009)

Graduates employed in-state	
Graduates employed out-of-state	
Graduates employed in foreign countries	
Number of states where graduates are employed	
New England (CT, ME, MA, NH, RI, VT)	
Middle Atlantic (NY, NJ, 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)	
Pacific (AK, CA, HI, OR, WA)	
Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)	
Employment location unknown	

# US News & World Report

## *US News & World Report 2012 Ed. Premium Version*

### **Job Type**

Bar admission required/anticipated (e.g., attorney and corporate counsel positions, law clerks, judicial clerks)	
Bar admission required/anticipated - percent employed in full-time positions	
J.D. preferred, law degree enhances position (e.g., corporate contracts administrator, alternative dispute resolution specialist, government regulatory analyst, FBI special agent)	
J.D. preferred - percent employed in full-time positions	
Professional other (jobs that require professional skills or training but for which a J.D. is neither preferred nor particularly applicable; e.g., accountant, teacher, business manager, nurse)	
Professional other - percent employed in full-time positions	
Non-professional other (job that does not require any professional skills or training or is taken on a temporary basis and not viewed as part of a career path)	
Non-professional other - percent employed in full-time positions	

# ABA Proposed Rule

## Proposed Law School Reporting Requirement

### Standard 509. BASIC CONSUMER INFORMATION

(b) A law school must publicly disclose the employment outcomes of its graduates by preparing and posting on its website the attached chart.

(1) The employment information must be accurate as of February 15<sup>th</sup> for persons who graduated with a JD or equivalent degree between September 1 two calendar years prior and August 31 one calendar year prior.

(2) The information must be posted on the school's website by March 31 each year.

(3) The information posted must remain on the school's website for at least three years, so that at any time, at least three graduating classes' data is posted.

(4) The information must be gathered and disclosed in accordance with the instructions and definitions issued by the Section's Questionnaire Committee.

(5) Any additional employment information the law school discloses must be fair, accurate and not misleading.

(A) Any publicly disclosed statistics regarding graduates' salaries must clearly identify the number of salaries and the percentage of graduating students included.



# The Basics of The Data

(Stats for non-stats people)

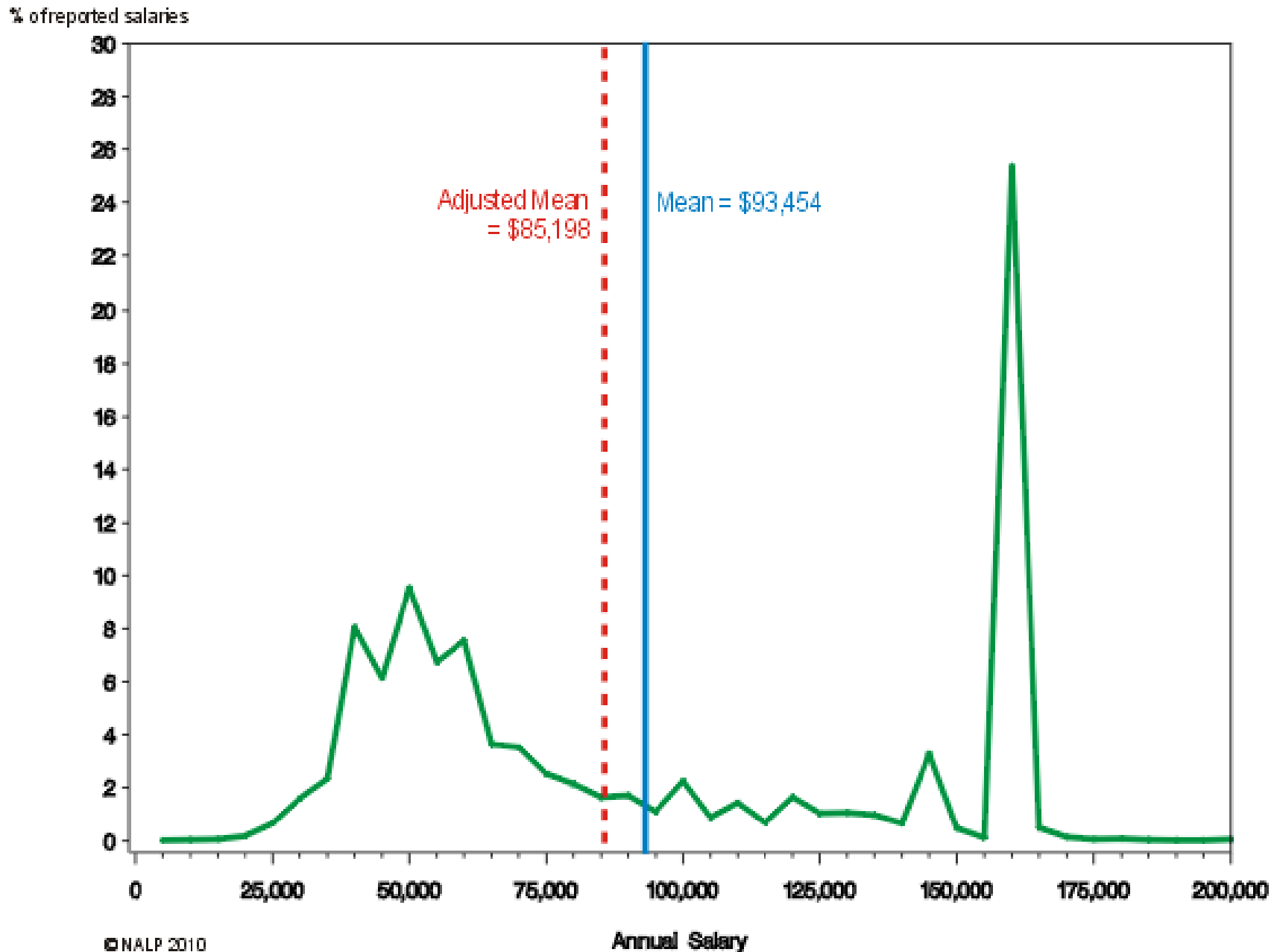
- Mean: the regular meaning of "average"
- Median: the middle value
- Mode: the value appearing most often

Data Set: 1 3 3 3 6 8 9 10 11 11 12

- Mean: 7
- Median: 8
- Mode: 3

# NALP Data Example

## Distribution of Reported Full-Time Salaries – Class of 2009



# The Basics of The Data

(More stats for non-stats people)

- 25<sup>th</sup> Percentile – 25% of the scores/items being measured are smaller than this value
- 75<sup>th</sup> Percentile – 75% of the scores/items being measured are smaller than this value
- Using the 25<sup>th</sup> and 75<sup>th</sup> percentiles shows a range that eliminates the effect of extreme outliers

# NALP Data Example

## National Summary Report – Class of 2009

### Class of 2009 National Summary Report

			FULL-TIME SALARIES				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Employment by Sector</b>	35,528	98.6					
Private Sector	25,006	69.4	13,767	65,000	120,000	160,000	111,207
Public Sector	10,522	29.2	5,733	42,000	50,000	58,000	50,916

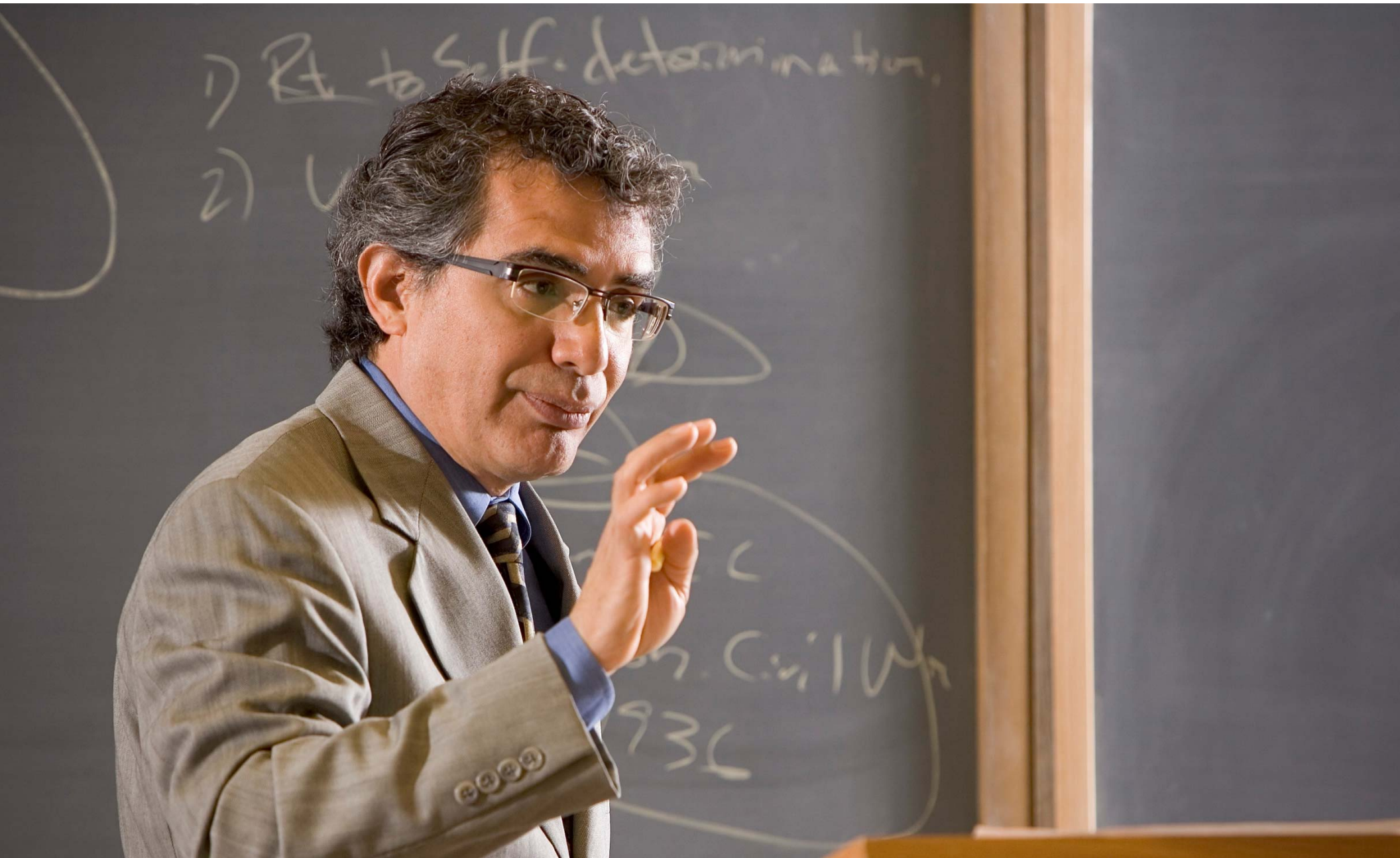
# How to Collect Data

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**ASK EARLY**

**ASK OFTEN**

# How to Collect Data



# STATEMENT OF INTENTION TO GRADUATE

Print your name **EXACTLY** as you wish it to appear on your DIPLOMA  
Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Name of graduation program if different than above: \_\_\_\_\_  
Banner ID #: \_\_\_\_\_ Intended Graduation Date: \_\_\_\_\_

**LIST ALL PRIOR DEGREES (BACHELORS AND GRADUATE):**

Degree Awarded	Name of Institution	Date Conferred

Are you seeking a dual degree? \_\_\_\_\_ If so, which program?  
Are you seeking a certificate? \_\_\_\_\_ If so, which one?

Permanent Mailing Address (where mail will always reach you following graduation)  
Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ (Area Code) Telephone Number \_\_\_\_\_

Personal (not TCU) email address \_\_\_\_\_  
Hometown: (if other than permanent address) \_\_\_\_\_  
**Diploma Mailing Address** - should be good for 120 days following graduation. If this address changes during this period, please notify the Law School Registrar.  
Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ (Area Code) Telephone Number \_\_\_\_\_

**DO YOU PLAN TO PARTICIPATE IN THE LAW SCHOOL REUNION CONFERENCE?**  Y  N  
(Reunion conference will be held at the end of the fall and spring semesters only. Students who complete their degree requirements in the summer can participate in the preceding fall conference.)  
Permission is granted for release of information to the mass media concerning your graduation:  Y  N  
Permission is granted for release of address information to the American Bar Association:  Y  N  
Submit this intent to Graduate form to [www.law.utexas.edu/graduation/graduation.html](http://www.law.utexas.edu/graduation/graduation.html) by April 1 for students graduating in December and by November 1 for students graduating in May or August. Students receiving dual degrees must also file an intent to Graduate to Graduate School. <http://www.law.utexas.edu/graduation/graduation.html>

Students that received counseling or related services:  
\_\_\_\_\_



# Texas Tech University Career Services Center

Third Year Students 10/10/2011 - Please return to survey box in Career Services Center

1. Have you secured employment following graduation?  
 Yes (If yes, please answer questions 1-5)  
 No (If no, please answer question 6)

2. What type of position have you secured?  
 Firm with 1 Attorney  
 Firm with 2-10 Attorneys  
 Firm with 11-25 Attorneys  
 Firm with 26-50 Attorneys  
 Firm with 51-100 Attorneys  
 Firm with 100+ Attorneys  
 State Judicial Clerkship

Federal Judicial Clerkship  
 Opening Own Practice  
 State Prosecution  
 State Agency  
 Federal Prosecution  
 Federal Agency  
 Military

NonProfit Organization  
 NonLegal  
 Business/Corporate In House Position  
 Business/Corporate Direct  
 Seeking another degree  
 Teaching  
 Other

3. Where will you be practicing?  
 City \_\_\_\_\_ State \_\_\_\_\_

(This information will remain confidential)

4. What is your starting salary? \$ \_\_\_\_\_

Returned to practice w/old employer  
 Started own practice or business  
 Contact with TTD Law Alumni  
 Interned (please list website)  
 Other (please list)

5. How did you find your job?  
 QIC  
 Resume Submission through Career Services Center  
 Job Listing posted on Career Services Center website  
 Interviewed at Job Fair  
 Saw vacancy in potential employer  
 Referred by friend/family

6. In which of the following ways did you utilize the Career Services Center? (Check all that apply)  
 Individual Counseling  
 Document Review (i.e. resume, cover letter, writing sample)  
 Job Fairs and On-Campus Recruitments Programs  
 QIC  
 Programs (Resume Workshop, What Do Law Schools Look For?, Law School Interviewing, Judicial Clerkship Catalog, Skills Test, Self-Search, Alternative Careers, Networking, Federal Government, Master Plan, Research, Law Library and Student Perspectives, etc.)

7. So that we may better serve you needs, what type of employment are you seeking (area of practice, geographic location)?  
 Area of Practice \_\_\_\_\_ Geographic Location \_\_\_\_\_

8. What is the Career Services Center doing well?  
 \_\_\_\_\_

9. What should the Career Services Center do to improve service to law students and graduates?  
 \_\_\_\_\_

10. Will you be using for the Texas Bar Exam?  Yes  No  
 If you will be sitting for the Bar in another state, where? \_\_\_\_\_

11. Please provide an updated mailing address, telephone number and email address (not @ttu.edu)

In the name of our department with whom you will continue to have contact after law school:  
 THE DEACONS' EMPLOYMENT SERVICES DEPARTMENT

# How to Collect Data





**Handouts** - Informational handouts are available in the CSC and on the website.

**Mock Interviews** - In addition to a formal Mock Interview Program held each fall, students and alumni may request mock interviews throughout the year.

**Document Review** - The CSC is available to review resumes, cover letters, writing samples, and other documents related to the job search process.

**Campus Interviews** - Each Fall and Spring, the Career Services Center conducts an On-Campus Interviewing (OCI) program that attracts law firms, governmental entities and corporations from around the state and nation. OCI provides opportunities for both summer clerkships and full-time associate positions.

**Campus Interviews** - Joint recruitment programs with law schools in Texas and the Southwest United States are held throughout the year. In addition, the Career Services Center hosts Regional Interview Events in the Spring in Austin, Dallas, and Houston.

**Mentoring Program** - The Tech Law Mentoring Program is designed to assist students by pairing them with Tech Lawyers to enhance Tech Law students' professional development.

The Career Services Center is open to all law students, and we encourage students to take advantage of our services as early in their legal career as possible. Please do not be hesitant to schedule an appointment because you are afraid that your grades are not good enough or you are uncertain about a career path. Our goal is to help each and every student through the job search process.

- Dallas County DA's Office Summer Internship Program

For earlier TechLawAnnounce messages, go directly to Archives

### CSC on Twitter

- WHAT: YOUNG LAWYER'S MONTHLY MEETING AT THE OVERTON HOTEL, 2322 Mac Davis Blvd, Lubbock, TX 79401, 13th @ 5:30
- Tribute to Dean Huffman: <http://www.lubbockonline.com/stories/2014/05/15/051514dean Huffman>
- The speaker is Mark Lanier, Prof. Harold A. Lanier and Amber Webb is the Class Speaker
- The May Hooding Ceremony will be held at the Lubbock Arena is Saturday, May 15.
- Lbk County Women Lawyers Ass'n Meeting, 11:45 am The Lubbock Club, Program on the Law, Registered Dietitian Attorneys

### CSC Links

- [CSC on Facebook](#)
- [Graduate Survey](#)
- [Video Streaming Catalog](#)

☒ Add new link

Evening Students
Fall On Campus Interviews
Individual Career Counseling
Job Fairs
Job Postings - Symplicity
Judicial Clerkships
LLM & FLLM Students
NALP Directory
Networking Events
Public Interest Law
<b>Graduating 3L Survey (Form)</b>
Alumni
Career Development Staff
Policies
Resources

Employers - post a job [here!](#)

Students - Schedule career counseling appointments [online!](#)

University of Houston Law Center graduates can be found throughout the United States and abroad practicing in a wide array of legal and non-legal arenas including law firms, government, academic, judicial, business and the public service sector.

*Career Development Office Mission: Facilitate maximum employment of each graduating class through providing highest quality career contacts, counseling, and education.*

In support of this mission, the Career Development Office (CDO) guides students and alumni in the use of tools and strategies for successful job searches. The cornerstone of our service is our one-on-one career advising.

CDO hosts numerous programs and events designed to help students explore career options and develop vital job search skills. We also present career panels, networking events, workshops, mock interviews, job fairs, recruitment programs, and maintain an electronic job bank. The CDO assists employers in their recruitment efforts by providing password protected access to our online job bank accessible by all students and alumni, as well as hosting on campus interviews and responding to requests for resumes.

The CDO is in Bates Law Building, Suite 8. As you enter Bates Law Building, we are located down the first hallway to the right, second door on the right.

**Contact Information:**

Career Development Office  
 100 Law Center  
 Houston, Texas 77204-6060  
 Phone: 713-743-2090 Fax: 713-743-2091  
[lawcareer@uh.edu](mailto:lawcareer@uh.edu)



UHLawCa

Posts

**Congratu  
 our 2011  
 Summer I**

**Patent Ba  
 3/31/11**

**Going Sol  
 on 3/22**

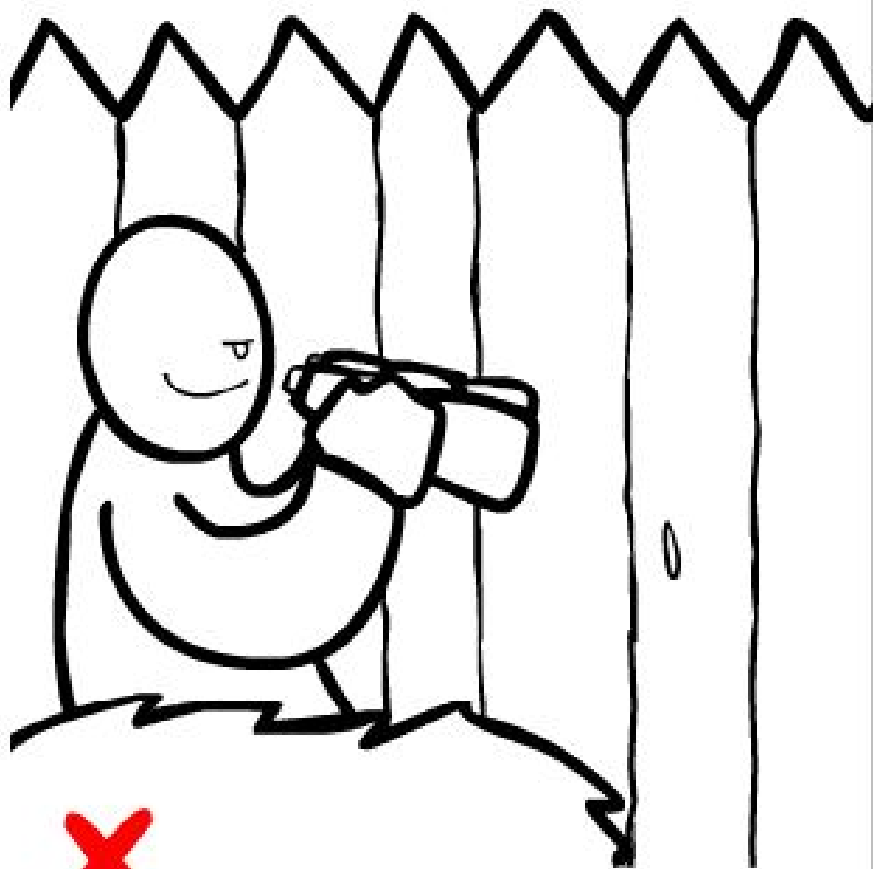
**Reminder  
 for 2L Ap  
 Program**

**USPTO In**

**Dallas La  
 Summer  
 Events/P**

# STALKING

IN REAL LIFE

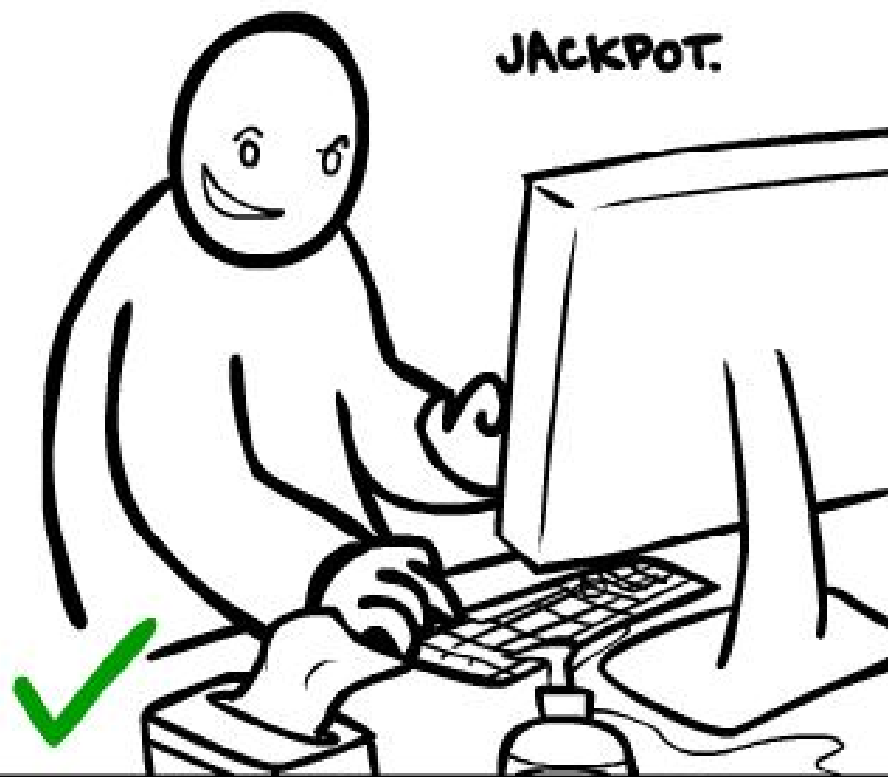


X

CREEPY

ON FACEBOOK

Susie is working  
at the DA's Office!



JACKPOT.

✓

SOCIALLY  
ACCEPTABLE

# How to Collect Data



**Kansas Bar Association**

1200 SW Harrison • Topeka, KS 66612-1806 • (785) 234-5696 • Fax: (785) 234-3

Welcome Welcome Welcome

**STATE BAR of TEXAS**



**ILLINOIS STATE  
BAR ASSOCIATION**

**WASHINGTON STATE BAR ASSOCIATION**

*Working Together to Champion Justice*



**NEW YORK STATE BAR ASSOCIATION**

# How to Collect Data



# How to Collect Data

## Symplicity

The screenshot shows the 'Students' search interface in Symplicity. On the left is a navigation menu with icons and labels for Home, Announcements, Calendar, Contacts, Employers, Survey, Students (highlighted), Counseling, OCI, Job Postings, and Events. The main content area is titled 'Students' and contains several tabs: Student List, Detailed Search, Saved Searches, Duplicate Search, Archived Students, and Graduate Employment Surveys (which is the active tab). Below the tabs are search filters: Status, Graduation Date (with month and year dropdowns), Employment Status, Class Level, Degree Level, Survey Type, and Keywords. The Keywords field has a note below it: 'searches student name and email address.' At the bottom of the search area are three buttons: 'Apply Search', 'Clear', and 'Save Defaults'. In the bottom right corner, there is a search filter: '0-9 A B C D E F G H I J K L M N O P Q R S T U V W X Y Z'.



# How to Collect Data

# Selected:

## Student Reporting

Students	General Criteria	Ethnicity/Bar Status	Job Status/Disabilities
----------	------------------	----------------------	-------------------------

Enter the Graduation Year you want the students limited to in the report.  
e.g. enter 2009 to include only those students who graduated from 09/01/2008 to 08/31/2009.

Gender (M, F or Blank to Ignore):

Program (F, P or Blank to Ignore):

Age Range (Age as of Date of Graduation):  to

Search Student Notes for word or code:

**These "Missing" Criteria are connected with "OR" logic. ie., if you check more than one, students will be selected if they have any of the data missing.**

<input type="checkbox"/> Only Students with missing Ethnicity	<input type="checkbox"/> Only Students with missing Job Status
<input type="checkbox"/> Only Students with missing Gender	<input type="checkbox"/> Only Students with missing Program
<input type="checkbox"/> Only Students with missing Age/DOB	<input type="checkbox"/> Only Students with missing Disability

# How to Collect Data

# Selected:

## Student Reporting

Students

General Criteria

**Ethnicity/Bar Status**

Job Status/Disabilities

Select one or more criteria from the lists below if you wish to filter students on these data fields. Both ethnicity fields will be checked for a match.

### Ethnicity

American Indian/Alaska Native	AIN
Asian	API
Black/African-American	BAM
Caucasian/White	CAU
Native Hawaiian or Other Pacific Islander	HAW
Hispanic/Latino	OHS
Unknown	UNK
Multiracial	XXX

### Bar Status

Not Passed	NAM
Data Not Collected	NOX
Exam Not Yet Taken	NTK
Passed/Admitted	PAS
Results Pending	PEN
Unknown	UNK

# How to Collect Data

# Selected:  **Student Job Reports**

Job List

Select one or more of the criteria shown for your report. Only records meeting the selected criteria will be displayed or used in the report.

Year (eg 2009):  If you enter a year like 2009, only those jobs related to students graduating from 9/1/2008 through 8/31/2009 will be included in the query.

Gender:  All  Females  Males      Duration:  All  Perm  Temp

ERSS Job #:  Job #1 Only  Job #2 Only  Both

Age Range:  to   
(Age based on Date of Graduation)

You can do a word/phrase search in the following fields. To search, enter the word(s). The search will not be case sensitive.

Salary Notes/Special Funding:

Other Job Source:

**Ethnicities**

- American Indian/Alaska Native
- Asian
- Black/African-American
- Caucasian/White
- Native Hawaiian or Other Pacific Isl
- Hispanic/Latino
- Unknown
- Multiracial

# How to Collect Data

**# Selected:**  **Student Job Reports**

Job List | Criteria - Set 1 | **Criteria - Set 2** | Criteria - Set 3 | Locations

Enter a salary range if you want only jobs with values within the range (inclusive):  
Yearly Salary Range:  to

Student Program:  All  Full-Time  Part-Time

Select one or more employer types, employer categories and job categories from the lists below. Use SHIFT-click to select a range or CTRL-click to add another choice.

<u>Employer Type</u>	<u>Clear</u>	<u>Employer Category:</u>	<u>Clear</u>	<u>Business Job Type</u>	<u>Clear</u>
ACADEMIC		Other Academic Job (Describe)		Consulting	
BUSINESS OR INDUSTRY		Law School Administration		Human Resources	
GOVERNMENT		Other Higher Education		In-house legal	
JUDICIAL CLERKSHIP		Accounting Firm		Management	
LAW FIRM		Trade Association or Political C		Business Development/Sales/t	
PUBLIC INTEREST		Banking/Financial Institution		Other (describe)	
UNKNOWN TYPE		Entertainment/Sports Manager		Self-employed	
		Insurance Company		Temporary Law Clerk or Parale	
		Management Consulting Firm		Temporary Attorney/Work	

Include Jobs that are:  All  Full-Time  Part-Time



# How to Collect Data

## Salary Summary Report

Exit

Year (eg 2009):

If you enter a year like 2009, only those ERSS #1 jobs related to students graduating from 9/1/2008 through 8/31/2009 will be included in the analysis.

Group	SubGroup	Count	w/Salary	Mean	Minimum	Maximum	▲
All Graduates for Year(s)	ALL STUDENTS	322	94	56139	20000	150000	
Employment Status of Gr	EMPLOY. STATUS KNOWN	315	94	56139	20000	150000	
Employment Status of Gr	TOT. REPT. EMPLOYED	281	94	56139	20000	150000	
Employment Status of Gr	Bar Req'd./Full-Time	177	79	56203	20000	135000	
Employment Status of Gr	Bar Req'd./Part-Time	3	0	0	0	0	
Employment Status of Gr	JD Preferred/Full-Time	68	14	54790	32000	150000	
Employment Status of Gr	JD Preferred/Part-Time	12	0	0	0	0	
Employment Status of Gr	Non-Prof. Other Full-Time	2	0	0	0	0	
Employment Status of Gr	Non-Prof. Other Part-Time	4	0	0	0	0	
Employment Status of Gr	Professional Other Full-Time	10	1	70000	70000	70000	
Employment Status of Gr	Professional Other Part-Time	2	0	0	0	0	
Employment Status of Gr	Employed, Type Unknown	3	0	0	0	0	
Employment Status of Gr	TOT. REPT. UNEMPLOYED	23	0	0	0	0	
Employment Status of Gr	Unemployed/Seeking	9	0	0	0	0	
Employment Status of Gr	Unemployed/Not Seeking	14	0	0	0	0	
Employment Status of Gr	FULL-TIME DEG. STUDENT	11	0	0	0	0	
Employment Status of Gr	JOB STATUS UNKNOWN	7	0	0	0	0	
Graduates with Job Recd	TOTAL #	281	94	56139	20000	150000	▼

Enter the year at the top then click below to calculate and display the salary summary data.

Click on the row of interest then click on the button below to view/print the students that make up the Count value.

Click below to print the full Salary Summary Report

Calculate Salary Summary Numbers for Year Entered

Print Students in Selected Count

Print Full Report

## IALP

9-month Employment Rate  
Sample Data Set

Class Size = 110

# employed = 92

# pursuing advanced degree = 1

# unemployed/Seeking = 3

# unemployed/Not Seeking = 4

# status Known = 100

# status Unknown = 10

**Employment Rate:**

$$92 / 100 = 92\%$$

## ABA

9-month Employment Rate  
Sample Data Set

Class Size = 110

Known employment status = 100

# and % pursuing advanced  
degree = 1; 1%

% of graduates employed by  
employer type

Type of job

Geographic dispersion

**Employment Rate:**

**# employed = 92**

**% employed = 92%**

## UALP

9-month Employment Rate  
Sample Data Set

Total Class Size = 110

Employed = 92

Pursuing advanced degree = 1

Unemployed/Seeking = 3

Unemployed/Not Seeking = 4

Status Known = 100

Status Unknown = 10

**Employment Rate:**

$$92 / 100 = 92\%$$

## U.S. News

9-month Employment Rate  
Sample Data Set

Total Class Size = 110

Status unknown = 10

Status known = 100

Employed Graduates = 92

Full-time degree program = 1

Unemployed/Seeking = 3

Unemployed/Not Seeking = 4

**Employment Rate = 84%**

# How to Use and Present Data

- Consequences for not reporting?
  - NALP
  - U.S. News Survey
  - ABA Questionnaire

# How to Use and Present Data

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- Reporting agency develops questions
- Responses are a function of the question

# How to Use and Present Data

## Avoiding Number Malpractice

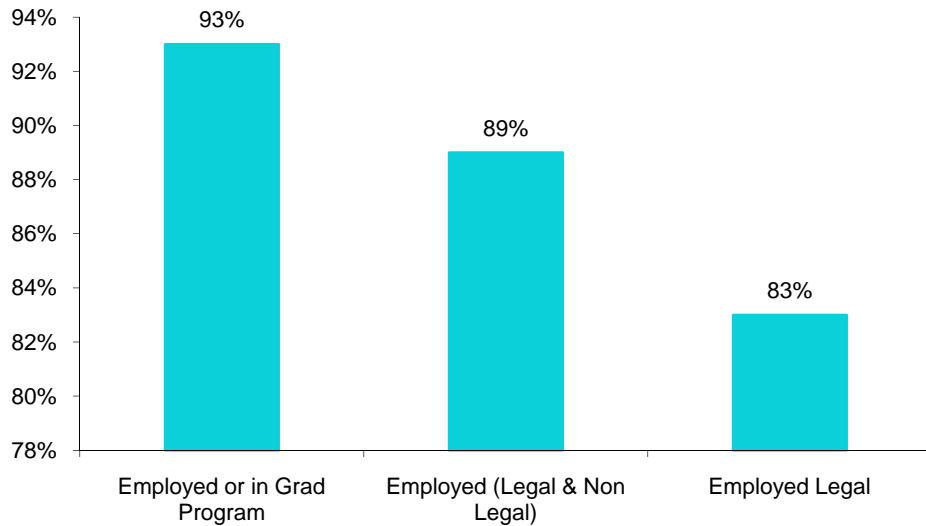
- At Graduation Numbers
- Read the NALP Information every year and be aware of any changes that have occurred from prior years
- Stop and think about the perception by an “outsider”
  - Will what you have reported make sense?
  - Can you back it up in a concrete way?

# How to Use and Present Data

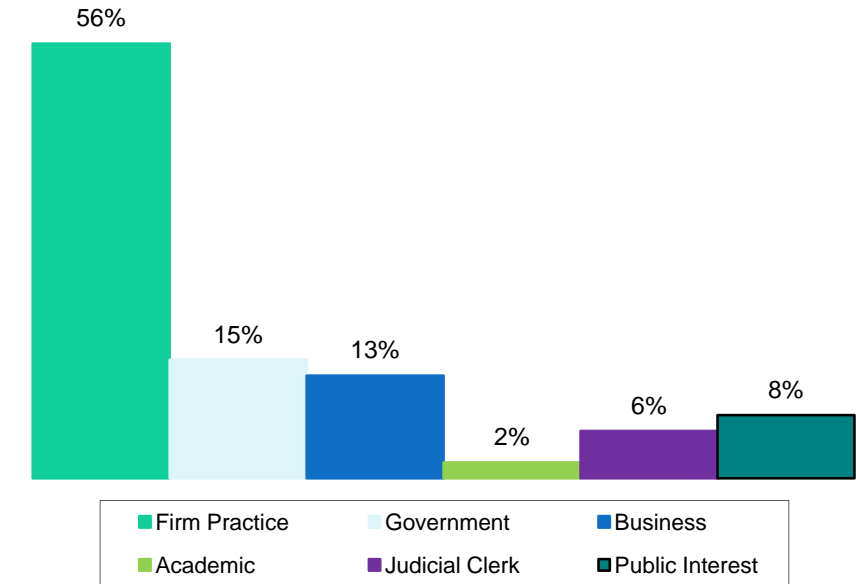
- Conversations with your Dean
  - What is the message to be presented?
  - Where should the message be presented?
  - How should the message be presented?
  - Who are the recipients of the message?
- Are there others to include in conversation?

# STETSON Class of 2009 – distributed for Admissions events (data shown based solely on NALP Reporting)

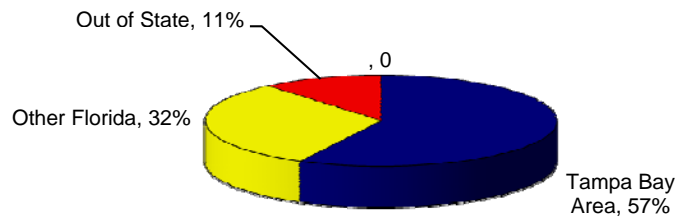
December 2008 & May/July 2009



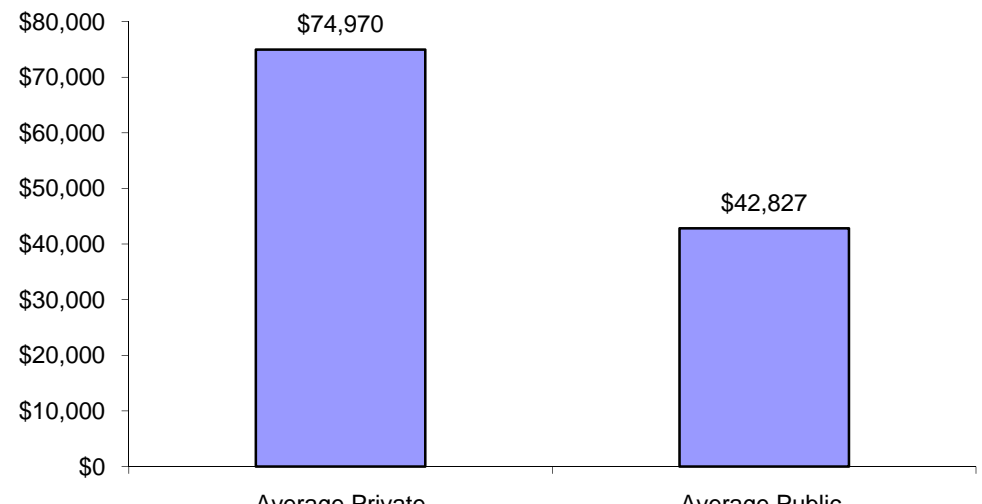
Employment Categories



Geographic Location



Salaries by Sector



# Florida State Website

Highlights - Windows Internet Explorer

http://www.law.fsu.edu/placement/highlights.html

Edit View Favorites Tools Help

Web Slice Gallery Stetson VPN

Hayes, Sonja J. - Outlook W...

Highlights

Page Safety Tools

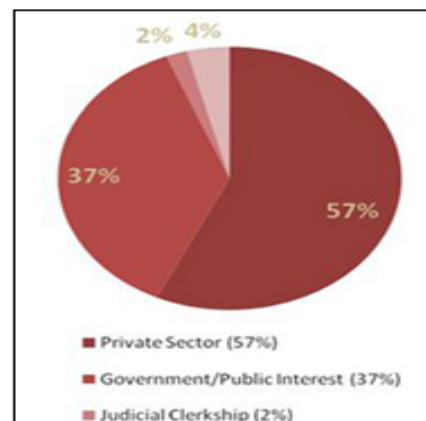


**Shayna Freyman ('10)**  
Works in GrayRobinson's Fort Lauderdale office.

## EMPLOYMENT BY JOB TYPE

<b>Bar Admission Required</b> Includes law firms; judicial clerks; and legal positions in business, government and non-profit settings	78%
<b>JD Preferred</b> Includes legislative affairs; public administration; and law school faculty	18%
<b>Other Professional</b> Includes insurance and real estate	2%
<b>Non-Professional</b> No required professional skills or training	2%

## EMPLOYMENT BY JOB CATEGORY



**More than 100 employers participated in On-Campus Interviews and other Recruitment Programs during the 2010-2011 academic year, including:**

- Baker Hostetler\*
- Foley Lardner\*
- Carlton Fields†
- GrayRobinson†
- Gunster\*
- Hill Ward Henderson\*
- Hogan & Hartson (now Hogan Lovells)\*
- Holland & Knight\*
- Internal Revenue Service
- Lowndes, Drosdick, Doster, Kantor & Reed\*
- White & Case\*

\*AmLaw 100 (2010)

†AmLaw 200 (2010)

•Top 25 Florida Law Firm (Florida Trend, 2010)

Internet

75%

# How to Use and Present Data

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- Other factors
  - Seen and Unseen Data
-

# Alternative Ratings/Rankings

- Brian Leiter's Law School Rankings
- The Princeton Review's Law School Ratings
- The National Law Journal's Law School Report
- Diversity Rankings: National Jurist and Hispanic Business Magazine
- Equal Justice Works' E-Guide
- Law School Transparency



## Alternative Ratings/Rankings

The Best Law Schools For Dog Lovers (courtesy of ATL)