



ABA Update and Q&A

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Agenda

- Class of 2022 Aggregate School Data
- Council of the ABA Section of Legal Education and Admissions to the Bar
- History of the Employment Questionnaire
- The Employment Questionnaire and Law School Accreditation
- Next Steps
- Questions?

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Class of 2022 Aggregate School Data

- Snapshot in time as of Reporting Deadline (April 5, 2023)
- 30,512 or 84.6% of the 2022 graduates (September 1, 2021 – August 31, 2022 JD graduates) were employed in full-time, long-term Bar Passage Required or JD Advantage jobs
 - This does not include Law School/University Funded positions
 - 29,624 or 83% of the 2021 graduates reporting similar full-time, long-term jobs last year

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Council of the ABA Section of Legal Education and Admissions to the Bar

- The Council is recognized by the U.S. Department of Education (DOE) as the national accrediting agency for programs leading to the first degree in law (J.D.)
- The Council is independent of the ABA, as required by DOE regulations
- All state supreme courts recognize ABA-approved law schools as meeting the legal education requirements to qualify for the bar examination
 - 46 states limit eligibility for bar admission to graduates of ABA-approved law schools

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History of the Employment Questionnaire

- Employment Summary Reports date back to 2011 (Class of 2010)
 - General collection of employment data: employed, pursuing graduate degree FT, unemployed – not seeking, unemployed – seeking, employment status unknown
- December 2011: announcement of significant changes to collection and publication of graduate employment data
- Newly revised Employment Questionnaire distributed to accredited law schools in February 2012 for reporting in March 2012 (Class of 2011)

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History of the Employment Questionnaire

- Introduction of random audits and the hiring of an outside auditor for the Class of 2015, in response to consumer allegations of deceptive data:
 - Random School Review: 10 randomly selected law schools for a full audit (review of all Graduate Employment Files
 - Random Graduate Review: random sample of individual Graduate Employment Files from the population of all graduates of all ABA accredited law schools
- Introduction of requirement for law schools to publicly disclose graduate employment outcomes data on their websites

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History of the Employment Questionnaire

- Manager of Law School Analytics and Reporting hired as a Section employee, to answer classification questions and bring the audit process in-house, in summer 2017
- Survey distributed to a small sample of first-year students soliciting feedback on employment outcomes information in fall 2017
- NALP establishes ABA/NALP Employment Outcomes Advisory Group to assist the ABA in drafting and revising guidance on employment outcomes reporting in spring 2018
- Release of the Employment Protocols, a streamlined guidance document for employment data collection in summer 2018, and new audit process
- Continued evolution and changes to the guidance, as approved by the Council, each year

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The Employment Questionnaire and Law School Accreditation-SEQ-SRT

- [ABA Standards and Rules of Procedure for Approval of Law Schools](#)
- Each law school has a “site visit” every 10 years
 - Schools in provisional approval status are visited more frequently
- A Site Evaluation Questionnaire – Site Report Template (“SEQ-SRT”) is completed as part of the site visit, including:
 - Narrative responses from the school regarding its compliance with the Standards
 - Fact-finding from the site team during the visit
- The 2023-2024 SEQ-SRT form is expected to be released this summer and may contain changes to information in the following slides:

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The Employment Questionnaire and Law School Accreditation-SEQ-SRT

- A few questions in the document relate to career services and employment outcomes:
 - Standard 205(d) – Non-Discrimination and Equality of Opportunity:** “Non-discrimination and equality of opportunity in legal education includes equal employment opportunity. A law school shall communicate to every employer to whom it furnishes assistance and facilities for interviewing and other placement services the school’s firm expectation that the employer will observe the principles of non-discrimination and equality of opportunity on the basis of race, color, ethnicity, religion, national origin, gender, gender identity or expression, sexual orientation, age, disability, or military status in regard to hiring, promotion, retention, and conditions of employment.”

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The Employment Questionnaire and Law School Accreditation-SEQ-SRT

- Question in the SEQ-SRT:
 - “Describe how the Law School communicates to every employer to whom it furnishes assistance and facilities for interviewing and other placement services the Law School’s firm expectation that the employer will observe the principles of non-discrimination and equality of opportunity on the basis of race, color, ethnicity, religion, national origin, gender, gender identity or expression, sexual orientation, age, disability, or military status in regard to hiring, promotion, retention, and conditions of employment. If this information is published on the Law School’s website, also provide the URL.”

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The Employment Questionnaire and Law School Accreditation-SEQ-SRT

- A few questions in the document relate to career services and employment outcomes:
 - Standard 508(a) – Student Support Services:** “A law school shall provide all its students, regardless of enrollment or scheduling option, with: (a) Basic student services, including maintenance of accurate student records, academic advising and counseling, financial aid and debt counseling, and career counseling to assist students in making sound career choices and obtaining employment;”
- Questions in the SEQ-SRT:
 - “Describe how the Law School provides career counseling to assist students in making sound career choices and obtaining employment.”
 - “Describe the staffing of the Career Services Office.”

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The Employment Questionnaire and Law School Accreditation-SEQ-SRT

- Several questions in the SEQ-SRT relate to required disclosures:
 - “Briefly describe the Law School’s employment outcomes (types of common employment secured by graduates, state(s) where graduates commonly work, percentage of graduates in full-time, long-term Bar Passage Required and JD Advantage positions, etc.). If the percentage of graduates who are “unemployed seeking” on the Employment Summary Report for any of the past three years is greater than 20%, and/or the percentage of graduates whose employment status is unknown is greater than 15%, discuss how the Law School has addressed or is addressing the issue.”

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The Employment Questionnaire and Law School Accreditation-Interim Monitoring

- Schools are also subject to “interim monitoring” related to annual reporting requirements for the Questionnaires: Annual Questionnaire (AQ), Bar Passage Questionnaire (BPQ), and Employment Questionnaire (EQ)
- The Council reviews this data and an inquiry may be sent to the school if there are concerns
- This is independent of the audit process and is related to the accreditation process

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The Employment Questionnaire and Employment Outcomes

- ABA Standards and Rules of Procedure for Approval of Law Schools
 - Standard 509: Required Disclosures
 - Standard 509 Guidance Memo
- “All information that a law school reports, publicizes, or distributes shall be complete, accurate, and not misleading to a reasonable law school student or applicant.”
- **-Standard 509 – Required Disclosures:** “A law school shall provide publicly disclose on its website in the form and manner and for the time frame designated by the Council, the following information: (7) employment outcomes.”

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The Employment Questionnaire and Employment Outcomes

- Violations of these obligations under Standard 509 may result in a finding of non-compliance under Rule 11(a)(4) and sanctions under Rule 15 of the Rules of Procedure for Approval of Law Schools. Violations can be found through the site visits process, interim monitoring, and can be determined through:
 - Random Graduate Review audit: does appropriate documentation sufficiently support the ABA Key Items in each selected file and represented in the Employment Summary Report
 - Website Compliance Review audit: review of employment outcomes data on each Law School's website

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Next Steps – Class of 2022

- National data was released Tuesday, April 25:
<https://www.americanbar.org/news/abanews/aba-news-archives/2023/04/aba-legal-education-releases-employment-data/>

	Date
Employment Questionnaire Open for Edits	Anticipated Monday, May 1, 2023
ABA Notifies Schools of Files Selected for Random Graduate Review	Monday, May 8 - Wednesday, May 10, 2023
Deadline to upload files selected for the Random Graduate Review	Wednesday, May 17, 2023
Deadline to Report Any Changes to Class of 2022 NALP data	June 16, 2023
Deadline to Report Any Changes to Class of 2022 ABA data	December 20, 2023
Completion of the Class of 2022 ABA Random Graduate Review Audits	Anticipated January 2024

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Next Steps – Class of 2023

- Educational webinars later this afternoon:
 - 10:30am-11:45am: Collecting, Maintaining, and Reporting Graduate Employment Data Using 12twenty
 - 1:45pm-3pm: Collecting, Maintaining, and Reporting Graduate Employment Data Using Symplicity
- Employment Protocols and relevant Memo are already available via the ABA Questionnaires page:

https://www.americanbar.org/groups/legal_education/resources/questionnaire/
- More resources and webinars to come

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Next Steps – Class of 2023

	Date
Graduate Employment Status Date	Friday, March 15, 2024
ABA Graduate Data Reporting Deadline/Employment Questionnaire (EQ) Deadline	Wednesday, April 3, 2024 at 5pm Central
NALP Employment Report and Salary Survey (ERSS) Due	TBD, usually 7-10 days after ABA deadline

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Next Steps – Class of 2024

- The Questionnaire and Template Committee of the Council will review suggested changes presented by ABA staff (from the Advisory Group, NALP, school feedback, and audit results)
- The Questionnaire and Template Committee will propose changes for approval by the full Council in the “Open Session” of the August Council Meeting
- The Career Services listserv will be notified of the proposed changes and of the Council’s vote
- The finalized approved materials will be released and publicized in early Fall 2023

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Questions?

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