



TO: Law School Career Services Offices

FROM: James G. Leipold, Executive Director
Judith Collins, Director of Research

RE: Class of 2015 Employment Report and Salary Survey

DATE: September 2015

We are writing to update you on several points concerning reporting graduate employment outcomes for the Class of 2015.

NALP originally issued the graduate survey form for the Class of 2015 in November of 2014, as has been our standard practice, in order for you to be able to use it to collect graduate employment outcomes information for your December graduates. At this time we are issuing a slightly modified form for the Class of 2015. You should use this updated form from this point forward as you continue to survey members of the Class of 2015, but it is not necessary for you to go back and resurvey graduates for whom you have already obtained post-graduate employment information using the previously released form.

For the Class of 2015, the modified form currently being released includes a signature and date completed block. We have made this change at the request of several law school members. The form now conforms with the new ABA audit protocol for the Class of 2015, which requires law schools to document both who completed the form and when it was completed.

Second, the law firm size category of 2-10 lawyers has been changed to 1-10 lawyers, and the category of solo practitioner has been retained. This has been done in an attempt to more carefully distinguish between those graduates who go to work for a solo practitioner in a non-lawyer capacity, and those graduates who truly go into business for themselves as solo practitioners. The definitions and FAQs have been changed accordingly.

In addition to these two small changes, for the Class of 2015 NALP will **not** be adopting the recent definitional changes adopted by the ABA concerning law-school funded jobs. For the purposes of reporting to NALP, you should continue to report such jobs as either short-term or long-term based on the known and actual duration characteristics of the job, and without regard to the salary reported, with a

short-term job lasting less than a year and a long-term job lasting at least a year. Although this potentially creates another difference between your NALP figures and your ABA figures, implementing the changes adopted by the ABA would not meet NALP's reporting standards for providing the most accurate graduate employment figures possible.

Finally, NALP will continue its practice of not requiring you to report whether a job is full-time or part-time, or whether it is long-term or short-term, if that information is not known. Under the recently adopted ABA definitions, where those characteristics are not known the lesser value (part-time and/or short-term) must be chosen. NALP will diverge from the ABA on this point in order to allow us to report graduate employment outcomes as accurately as possible, acknowledging that there are some cases where those job characteristics are truly unknown.

A copy of the revised form and the correspondingly revised FAQs are enclosed with this letter for your reference and have also been posted on the NALP website under Resources->For Career Services->Employment Report & Salary (ERSS) Info. As an additional service, we have also created a fillable PDF version of the survey form that students or graduates can fill out electronically and return to you. That is also posted for your use.

Note that we will release the graduate survey form for the Class of 2016 later this year, and that form will also contain a few additional changes that we will update you about at that time.

As always, feel free to contact us with any questions or concerns.