

**University of Baltimore School of Law  
Class of 2021 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Reported = 217</b>							
<b>Gender Reported:</b>							
Women	█	█	█	█	█	█	█
Men	█	█	█	█	█	█	█
<b>Subtotal</b>	<b>█</b>	<b>█</b>					
<b>Race Reported:</b>							
People of Color	█	█	█	█	█	█	█
White/Caucasian	█	█	█	█	█	█	█
<b>Subtotal</b>	<b>█</b>	<b>█</b>					
<b>Gender &amp; Race Reported:</b>							
Women of Color	█	█	█	█	█	█	█
Men of Color	█	█	█	█	█	█	█
White/Caucasian Women	█	█	█	█	█	█	█
White/Caucasian Men	█	█	█	█	█	█	█
<b>Subtotal</b>	<b>█</b>	<b>█</b>					
<b>Employment Status Known:</b>							
Bar Passage Required/Anticipated	135	62.8	100	56,088	56,088	68,130	71,617
JD Advantage	49	22.8	21	50,000	64,000	72,500	68,107
Other Professional	12	5.6	8	49,000	59,500	105,000	76,688
Other Position	5	2.3	.	.	.	.	.
Enrolled in Graduate Studies	3	1.4	.	.	.	.	.
Start date after March 15, 2022	2	0.9	.	.	.	.	.
Not Employed-Seeking	9	4.2	.	.	.	.	.
<b>Subtotal</b>	<b>215</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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 2022

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Employed or Enrolled in Graduate Studies:</b>							
Enrolled in Graduate Studies	3	1.4	.	.	.	.	.
Employed	201	93.5	129	55,000	56,088	70,000	71,360
<b>Subtotal</b>	<b>204</b>	<b>94.9</b>					
<b>Employment by Sector:</b>							
Private Sector	94	46.8	50	55,000	70,000	90,000	90,602
Public Sector	107	53.2	79	50,500	56,088	60,000	59,181
<b>Subtotal</b>	<b>201</b>	<b>100.0</b>					
<b>Full-time or Part-time Job Status:</b>							
Bar Passage Required/Anticipated: Full-time	134	66.7	100	56,088	56,088	68,130	71,617
Bar Passage Required/Anticipated: Part-time	1	0.5	.	.	.	.	.
JD Advantage: Full-time	40	19.9	21	50,000	64,000	72,500	68,107
JD Advantage: Part-time	9	4.5	.	.	.	.	.
Other Professional: Full-time	10	5.0	8	49,000	59,500	105,000	76,688
Other Professional: Part-time	2	1.0	.	.	.	.	.
Other Position: Full-time	1	0.5	.	.	.	.	.
Other Position: Part-time	4	2.0	.	.	.	.	.
<b>Subtotal</b>	<b>201</b>	<b>100.0</b>					
<b>Employment Categories:</b>							
Education	3	1.5	.	.	.	.	.
Business	27	13.4	10	50,000	75,000	130,000	122,800
Judicial Clerk	58	28.9	45	56,088	56,088	56,088	55,593
Private Practice	67	33.3	40	57,500	67,750	83,000	82,553
Government	33	16.4	23	43,000	63,142	72,500	66,949
Public Interest	13	6.5	9	45,000	60,000	66,541	54,694
<b>Subtotal</b>	<b>201</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 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 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
<b>Education Jobs:</b>							
JD Advantage	3	100.0	.	.	.	.	.
<b>Subtotal</b>	<b>3</b>	<b>100.0</b>					
<b>Business Jobs:</b>							
Bar Passage Required/Anticipated	2	7.4	.	.	.	.	.
JD Advantage	14	51.9	.	.	.	.	.
Other Professional	6	22.2	.	.	.	.	.
Other Position	5	18.5	.	.	.	.	.
<b>Subtotal</b>	<b>27</b>	<b>100.0</b>					
<b>Private Practice Jobs:</b>							
Bar Passage Required/Anticipated	55	82.1	37	60,000	70,000	86,000	85,500
JD Advantage	12	17.9	.	.	.	.	.
<b>Subtotal</b>	<b>67</b>	<b>100.0</b>					
<b>Government Jobs:</b>							
Bar Passage Required/Anticipated	13	39.4	11	41,952	50,000	68,265	59,111
JD Advantage	17	51.5	10	48,000	64,500	72,500	68,959
Other Professional	3	9.1	.	.	.	.	.
<b>Subtotal</b>	<b>33</b>	<b>100.0</b>					
<b>Judicial Clerkships:</b>							
State	57	98.3	45	56,088	56,088	56,088	55,593
Local	1	1.7	.	.	.	.	.
<b>Subtotal</b>	<b>58</b>	<b>100.0</b>					
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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Public Interest Jobs:</b>							
Bar Passage Required/Anticipated	7	53.8	5	45,000	60,000	66,541	55,250
JD Advantage	3	23.1	.	.	.	.	.
Other Professional	3	23.1	.	.	.	.	.
<b>Subtotal</b>	<b>13</b>	<b>100.0</b>					
<b>Size of Law Firm (by # of Attorneys):</b>							
1-10	37	55.2	22	50,000	60,000	65,000	58,818
11-25	12	17.9	6	67,500	75,000	120,000	84,017
26-50	9	13.4	.	.	.	.	.
51-100	3	4.5	.	.	.	.	.
501+	6	9.0	5	150,000	190,000	190,000	174,000
<b>Subtotal</b>	<b>67</b>	<b>100.0</b>					
<b>Type of Law Firm Job:</b>							
Associate/Entry-level Attorney	51	76.1	34	60,000	70,000	86,000	86,443
Law Clerk	10	14.9	.	.	.	.	.
Paralegal	4	6.0	.	.	.	.	.
Manager/administrator	2	3.0	.	.	.	.	.
<b>Subtotal</b>	<b>67</b>	<b>100.0</b>					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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
<b>Jobs Taken by Region:</b>							
New England	2	1.0	.	.	.	.	.
Mid-Atlantic	7	3.5	.	.	.	.	.
W North Central	1	0.5	.	.	.	.	.
South Atlantic	187	93.5	120	55,266	56,088	68,633	71,535
Mountain	1	0.5	.	.	.	.	.
Pacific	2	1.0	.	.	.	.	.
<b>Subtotal</b>	<b>200</b>	<b>100.0</b>					
<b>Location of Jobs:</b>							
In-State	161	80.5	104	51,250	56,088	66,551	68,581
Out of State	39	19.5	24	61,000	71,000	95,356	84,627
<b>Subtotal</b>	<b>200</b>	<b>100.0</b>					
<b># States and Territories with Employed Grads:</b>							
	16	.	.	.	.	.	.
<b>Total #</b>	<b>16</b>	.					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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
<b>Source of Job:</b>		
On-campus interview (OCI) program	7	5.6
Internship/externship experience	7	5.6
Job fair/consortia	3	2.4
Responded to career services office job posting	19	15.2
Job posted online or in print	7	5.6
Clerkship application process or OSCAR	17	13.6
Returned to or continued with pre-law school employer	4	3.2
Referral	24	19.2
Self-initiated contact/networking	24	19.2
Other	13	10.4
<b>Subtotal</b>	<b>125</b>	<b>100.0</b>
<b>Timing of Job Offer:</b>		
Before graduation	106	52.7
After graduation	95	47.3
<b>Subtotal</b>	<b>201</b>	<b>100.0</b>
<b>Search Status of Employed Grads:</b>		
Seeking a different job	23	13.9
Not seeking a different job	142	86.1
<b>Subtotal</b>	<b>165</b>	<b>100.0</b>
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)
<b>Duration of Jobs by Employer Type:</b>		
Education	3	.
Business	26	1
Judicial Clerk	46	12
Private Practice	66	1
Government	32	1
Public Interest	13	.
<b>Total Reported</b>	<b>186</b>	<b>15</b>
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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**Class of 2021 - University of Baltimore School of Law**  
**Table 12 - Source of Job by Employer Type**

Source of Job by Employer Type	Education		Business		Judicial clerkship		Law firms of 50 or fewer	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	0	0	0	0	1	2.3	1	2.9
Job posting in CSO	0	0	0	0	11	25.0	8	23.5
OCI	0	0	0	0	0	0	0	0
Job posted online or in print	1	50.0	1	10.0	0	0	1	2.9
Clerkship application process or OSCAR	0	0	0	0	17	38.6	0	0
Returned to/continued with pre-law school employer	0	0	0	0	0	0	4	11.8
Referral	1	50.0	4	40.0	5	11.4	8	23.5
Self-initiated contact/networking	0	0	4	40.0	6	13.6	6	17.6
All other	0	0	1	10.0	4	9.1	6	17.6
<b>TOTAL</b>	<b>2</b>	<b>100.0</b>	<b>10</b>	<b>100.0</b>	<b>44</b>	<b>100.0</b>	<b>34</b>	<b>100.0</b>

Source of Job by Employer Type	Law firms of 51 or more		Government		Public interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	0	0	3	15.8	2	25.0	7	5.6
Job posting in CSO	0	0	0	0	0	0	19	15.2
OCI	7	87.5	0	0	0	0	7	5.6
Job posted online or in print	0	0	3	15.8	1	12.5	7	5.6
Clerkship application process or OSCAR	0	0	0	0	0	0	17	13.6
Returned to/continued with pre-law school employer	0	0	0	0	0	0	4	3.2
Referral	0	0	4	21.1	2	25.0	24	19.2
Self-initiated contact/networking	0	0	6	31.6	2	25.0	24	19.2
All other	1	12.5	3	15.8	1	12.5	16	12.8
<b>TOTAL</b>	<b>8</b>	<b>100.0</b>	<b>19</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>125</b>	<b>100.0</b>

*\* Excludes jobs for which a source, employer type, or firm size was not reported.  
"Other" also includes job fairs, temp agencies, and the self-employed.*

*Table prepared by NALP, August 2022*



***Class of 2021 - University of Baltimore School of Law  
Table 13 - Number of Jobs Reported Taken by State***

<b>Region</b>	<b>State</b>	<b># of Jobs</b>	<b>% of Jobs</b>
New England	Rhode Island	1	0.5
	Vermont	1	0.5
		2	1.0
Mid Atlantic	New Jersey	1	0.5
	New York	3	1.5
	Pennsylvania	3	1.5
		7	3.5
W. North Central	Kansas	1	0.5
		1	0.5
South Atlantic	Delaware	1	0.5
	Washington, DC	12	6.0
	Florida	2	1.0
	Georgia	1	0.5
	Maryland	161	80.5
	South Carolina	1	0.5
	Virginia	8	4.0
	West Virginia	1	0.5
		187	93.5
Mountain	Montana	1	0.5
		1	0.5
Pacific	California	2	1.0
		2	1.0
<b>TOTAL</b>		<b>200</b>	<b>100.0</b>

***Excludes employed graduates for whom job location was not reported.***

***Table prepared by NALP, August 2022***

*Class of 2021 - University of Baltimore School of Law*  
*Table 14 - Location of In-state Jobs*

<b>In-state location</b>	<b># of Jobs</b>	<b>% of Jobs</b>
Annapolis	20	12.4
Baltimore	66	41.0
Bethesda	2	1.2
Frederick	7	4.3
Other/unknown Maryland	45	28.0
Rockville	4	2.5
Towson	17	10.6
	<b>161</b>	<b>100.0</b>

*Excludes employed graduates for whom job location was not reported.*

*Table prepared by NALP, August 2022*

**Class of 2021 - University of Baltimore School of Law**  
**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
Education	2	66.7	1	33.3	3	100.0
Business	21	77.8	6	22.2	27	100.0
Judicial clerkship	58	100.0	0	0	58	100.0
Law firm	61	91.0	6	9.0	67	100.0
Government	31	93.9	2	6.1	33	100.0
Public interest	12	92.3	1	7.7	13	100.0

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

*Table prepared by NALP, August 2022*