

University of Maryland Francis King Carey 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 = 204							
Employment Status Known:							
Bar Passage Required/Anticipated	159	77.9	154	60,000	69,250	112,420	97,868
JD Advantage	33	16.2	23	60,000	70,000	79,040	68,919
Other Professional	5	2.5	.	.	.	.	.
Enrolled in Graduate Studies	1	0.5	.	.	.	.	.
Employed-Start Date after March 15, 2024	2	1.0	.	.	.	.	.
Not Employed-Seeking	3	1.5	.	.	.	.	.
Not Employed-Not Seeking	1	0.5	.	.	.	.	.
Subtotal	204	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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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Enrolled in Graduate Studies:							
Enrolled in Graduate Studies	1	0.5	.	.	.	.	.
Employed	197	96.6	180	60,000	70,000	100,000	94,639
Subtotal	198	97.1					
Employment by Sector:							
Private Sector	86	43.7	80	76,771	100,000	200,000	129,749
Public Sector	111	56.3	100	60,000	62,772	70,000	66,552
Subtotal	197	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	158	80.2	154	60,000	69,250	112,420	97,868
Bar Passage Required/Anticipated: Part-time	1	0.5	.	.	.	.	.
JD Advantage: Full-time	30	15.2	23	60,000	70,000	79,040	68,919
JD Advantage: Part-time	3	1.5	.	.	.	.	.
Other Professional: Full-time	3	1.5	.	.	.	.	.
Other Professional: Part-time	2	1.0	.	.	.	.	.
Subtotal	197	100.0					
Employment Categories:							
Education	8	4.1	5	60,000	65,000	79,040	68,808
Business	20	10.2	17	72,000	78,592	84,000	78,654
Judicial Clerkships	72	36.5	69	59,000	62,000	64,884	62,023
Private Practice	66	33.5	63	90,000	150,000	210,000	143,536
Government	22	11.2	18	70,000	78,546	86,700	83,972
Public Interest	9	4.6	8	61,272	64,596	68,000	65,009
Subtotal	197	100.0					
<p>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.</p>							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Education Jobs:							
Bar Passage Required/Anticipated	2	25.0	.	.	.	.	.
JD Advantage	5	62.5	.	.	.	.	.
Other Professional	1	12.5	.	.	.	.	.
Subtotal	8	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	6	30.0	5	83,000	83,000	100,000	88,190
JD Advantage	13	65.0	11	70,000	73,528	84,000	74,925
Other Professional	1	5.0	.	.	.	.	.
Subtotal	20	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	60	90.9	59	90,000	165,000	210,000	149,466
JD Advantage	6	9.1	.	.	.	.	.
Subtotal	66	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	12	54.5	12	70,000	78,546	83,350	77,716
JD Advantage	7	31.8	.	.	.	.	.
Other Professional	3	13.6	.	.	.	.	.
Subtotal	22	100.0					
Judicial Clerkships:							
Federal	7	9.7	6	75,000	76,500	79,000	77,667
State	65	90.3	63	56,822	61,000	64,884	60,533
Subtotal	72	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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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required/Anticipated	7	77.8	7	62,543	66,192	68,000	65,725
JD Advantage	2	22.2	.	.	.	.	.
Subtotal	9	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	19	28.8	16	52,500	67,500	90,000	69,548
11-25	4	6.1	.	.	.	.	.
26-50	2	3.0	.	.	.	.	.
51-100	9	13.6	9	125,000	125,000	150,000	136,111
101-250	7	10.6	7	165,000	190,000	215,000	185,000
501+	25	37.9	25	200,000	210,000	215,000	197,080
Subtotal	66	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	56	84.8	56	93,500	180,000	212,500	154,795
Law Clerk	7	10.6	5	45,760	50,000	50,000	49,152
Paralegal	2	3.0	.	.	.	.	.
Manager/administrator	1	1.5	.	.	.	.	.
Subtotal	66	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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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
New England	3	1.5	.	.	.	.	.
Mid-Atlantic	5	2.5	5	95,000	200,000	215,000	160,000
W North Central	1	0.5	.	.	.	.	.
South Atlantic	178	90.4	162	60,000	70,000	94,000	93,639
E South Central	1	0.5	.	.	.	.	.
W South Central	1	0.5	.	.	.	.	.
Mountain	5	2.5	5	60,000	66,192	68,000	69,638
Pacific	2	1.0	.	.	.	.	.
Non-US locations	1	0.5	.	.	.	.	.
Subtotal	197	100.0					
Location of Jobs:							
In-State	125	63.5	112	60,000	64,884	85,000	82,023
Out of State	72	36.5	68	70,000	83,000	190,000	115,419
Subtotal	197	100.0					
# States and Territories with Employed Grads:							
	16	.	.	.	.	.	.
Total #	16	.					
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	21	13.3
Internship/externship experience	9	5.7
Job fair/consortia	6	3.8
Responded to career services office job posting	39	24.7
Non-career services office job posting	12	7.6
Clerkship application process or OSCAR	10	6.3
Returned to or continued with pre-law school employer	6	3.8
Referral	25	15.8
Self-initiated contact/networking	20	12.7
Other	10	6.3
Subtotal	158	100.0
Timing of Job Offer:		
Before graduation	162	82.2
After graduation	35	17.8
Subtotal	197	100.0
Search Status of Employed Grads:		
Not seeking a different job	72	100.0
Subtotal	72	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	6	2
Business	17	3
Judicial Clerkships	69	3
Private Practice	65	1
Government	19	3
Public Interest	8	1
Total Reported	184	13
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 2023 - University of Maryland Francis King Carey School of Law
Table 12 - Source of Job by Employer Type

Source of Job by Employer Type	Education		Business		Judicial Clerkships		Law Firms of 50 or fewer	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/externship experience	0	0	0	0	5	8.1	1	5.3
Career services job posting	2	100.0	1	7.1	21	33.9	6	31.6
On-campus interview (OCI) program	0	0	1	7.1	1	1.6	0	0
Non-career services job posting	0	0	4	28.6	1	1.6	4	21.1
Clerkship application process or OSCAR	0	0	0	0	10	16.1	0	0
Returned to or continued with pre-law school employer	0	0	3	21.4	1	1.6	0	0
Referral from friend or colleague	0	0	5	35.7	10	16.1	1	5.3
Self-initiated contact/networking	0	0	0	0	11	17.7	4	21.1
All other	0	0	0	0	2	3.2	3	15.8
TOTAL	2	100.0	14	100.0	62	100.0	19	100.0

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 experience	0	0	1	6.3	2	28.6	9	5.7
Career services job posting	5	13.2	4	25.0	0	0	39	24.7
On-campus interview (OCI) program	18	47.4	1	6.3	0	0	21	13.3
Non-career services job posting	3	7.9	0	0	0	0	12	7.6
Clerkship application process or OSCAR	0	0	0	0	0	0	10	6.3
Returned to or continued with pre-law school employer	1	2.6	1	6.3	0	0	6	3.8
Referral from friend or colleague	5	13.2	4	25.0	0	0	25	15.8
Self-initiated contact/networking	3	7.9	1	6.3	1	14.3	20	12.7
All other	3	7.9	4	25.0	4	57.1	16	10.1
TOTAL	38	100.0	16	100.0	7	100.0	158	100.0

** 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.*

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**Class of 2023 - University of Maryland Francis King Carey School of Law
Table 13 - Number of Jobs Reported Taken by State**

Region	State	# of Jobs	% of Jobs
New England	Massachusetts	2	1.0
	Rhode Island	1	0.5
		3	1.5
Mid Atlantic	New York	4	2.0
	Pennsylvania	1	0.5
		5	2.5
W. North Central	Missouri	1	0.5
		1	0.5
South Atlantic	Delaware	3	1.5
	Washington, DC	34	17.3
	Florida	2	1.0
	Maryland	125	63.5
	Virginia	14	7.1
		178	90.4
E. South Central	Alabama	1	0.5
		1	0.5
W. South Central	Texas	1	0.5
		1	0.5
Mountain	Arizona	1	0.5
	Colorado	4	2.0
		5	2.5
Pacific	Alaska	1	0.5
	California	1	0.5
		2	1.0
Non US locations	Non U.S. locations	1	0.5
		1	0.5
TOTAL		197	100.0

Excludes employed graduates for whom job location was not reported.

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Table 14 - Location of In-state Jobs

In-state Location	# of Jobs	% of Jobs
Annapolis	20	16.0
Baltimore	56	44.8
Bethesda	1	0.8
Frederick	3	2.4
Gaithersburg	1	0.8
Other/unknown Maryland	30	24.0
Rockville	4	3.2
Silver Spring	1	0.8
Towson	9	7.2
	125	100.0

Excludes employed graduates for whom job location was not reported.

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***Class of 2023 - University of Maryland Francis King Carey 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	7	87.5	1	12.5	8	100.0
Business	20	100.0	0	0	20	100.0
Judicial Clerkships	72	100.0	0	0	72	100.0
Law Firm	64	97.0	2	3.0	66	100.0
Government	20	90.9	2	9.1	22	100.0
Public Interest	8	88.9	1	11.1	9	100.0

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

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