

**University of Baltimore School of Law  
Class of 2018 Summary Report**

|  |                 |               | Full-time Long-term Salaries |                 |        |                 |        |
|--|-----------------|---------------|------------------------------|-----------------|--------|-----------------|--------|
|  | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median | 75th Percentile | Mean   |
| <b>Total Reported = 204</b>  |                 |               |                              |                 |        |                 |        |
| <b>Gender Reported:</b>  |                 |               |                              |                 |        |                 |        |
| Women  |                 |               |                              |                 |        |                 |        |
| Men  |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Race Reported:</b>  |                 |               |                              |                 |        |                 |        |
| Minority   |                 |               |                              |                 |        |                 |        |
| Non-minority   |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Gender &amp; Race Reported:</b>   |                 |               |                              |                 |        |                 |        |
| Minority Women   |                 |               |                              |                 |        |                 |        |
| Minority Men   |                 |               |                              |                 |        |                 |        |
| Non-minority Women   |                 |               |                              |                 |        |                 |        |
| Non-minority Men   |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Employment Status Known:</b>  |                 |               |                              |                 |        |                 |        |
| Bar Passage Required/Anticipated   | 143             | 70.4          | 107                          | 42,381          | 47,800 | 63,000          | 58,192 |
| JD Advantage   | 28              | 13.8          | 12                           | 42,500          | 56,250 | 79,750          | 75,783 |
| Other Professional   | 14              | 6.9           | 5                            | 85,000          | 95,000 | 98,000          | 93,456 |
| Non-professional   | 1               | 0.5           | .                            | .               | .      | .               | .      |
| Continuing Studies Full-time   | 3               | 1.5           | .                            | .               | .      | .               | .      |
| Start date after 3/15/2019   | 3               | 1.5           | .                            | .               | .      | .               | .      |
| Not Employed-Seeking   | 10              | 4.9           | .                            | .               | .      | .               | .      |
| Not Employed-Not Seeking   | 1               | 0.5           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>  | <b>203</b>      | <b>100.0</b>  |                              |                 |        |                 |        |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Employment by sector does not include graduates for whom employer type was not reported. |                 |               |                              |                 |        |                 |        |

Table prepared by NALP, August 2019

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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 Continuing Studies Full-time:</b>  |                 |               |                              |                 |        |                 |         |
| Continuing Studies Full-time  | 3               | 1.5           | .                            | .               | .      | .               | .       |
| Employed  | 186             | 91.6          | 124                          | 43,000          | 48,468 | 65,000          | 61,317  |
| <b>Subtotal</b>   | <b>189</b>      | <b>93.1</b>   |                              |                 |        |                 |         |
| <b>Employment by Sector</b>   |                 |               |                              |                 |        |                 |         |
| Private Sector  | 67              | 36.0          | 36                           | 56,500          | 64,000 | 89,300          | 83,250  |
| Public Sector   | 119             | 64.0          | 88                           | 42,187          | 47,373 | 55,500          | 52,344  |
| <b>Subtotal</b>   | <b>186</b>      | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Full-time/Part-time Jobs:</b>  |                 |               |                              |                 |        |                 |         |
| Bar Passage Req/Anticipated-Full-time   | 141             | 75.8          | 107                          | 42,381          | 47,800 | 63,000          | 58,192  |
| Bar Passage Req/Anticipated-Part-time   | 2               | 1.1           | .                            | .               | .      | .               | .       |
| JD Advantage-Full-time  | 23              | 12.4          | 12                           | 42,500          | 56,250 | 79,750          | 75,783  |
| JD Advantage-Part-time  | 5               | 2.7           | .                            | .               | .      | .               | .       |
| Other Professional-Full-time  | 10              | 5.4           | 5                            | 85,000          | 95,000 | 98,000          | 93,456  |
| Other Professional-Part-time  | 4               | 2.2           | .                            | .               | .      | .               | .       |
| Non-professional-Full-time  | 1               | 0.5           | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>186</b>      | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Employment Categories:</b>   |                 |               |                              |                 |        |                 |         |
| Education   | 1               | 0.5           | .                            | .               | .      | .               | .       |
| Business  | 23              | 12.4          | 8                            | 59,000          | 88,800 | 116,500         | 104,825 |
| Judicial Clerk  | 70              | 37.6          | 58                           | 42,000          | 44,000 | 47,373          | 45,498  |
| Private Practice  | 44              | 23.7          | 28                           | 52,500          | 62,500 | 77,500          | 77,086  |
| Government  | 39              | 21.0          | 25                           | 55,000          | 62,000 | 70,000          | 65,750  |
| Public Interest   | 9               | 4.8           | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>186</b>      | <b>100.0</b>  |                              |                 |        |                 |         |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary 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>  |                 |               |                              |                 |        |                 |        |
| Other Professional  | 1               | 100.0         | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>1</b>        | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Business Jobs:</b>   |                 |               |                              |                 |        |                 |        |
| Bar Passage Required/Anticipated  | 5               | 21.7          | .                            | .               | .      | .               | .      |
| JD Advantage  | 9               | 39.1          | .                            | .               | .      | .               | .      |
| Other Professional  | 8               | 34.8          | .                            | .               | .      | .               | .      |
| Non-professional  | 1               | 4.3           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>23</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Private Practice Jobs:</b>   |                 |               |                              |                 |        |                 |        |
| Bar Passage Required/Anticipated  | 39              | 88.6          | 27                           | 55,000          | 63,000 | 80,000          | 78,519 |
| JD Advantage  | 5               | 11.4          | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>44</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Government Jobs:</b>   |                 |               |                              |                 |        |                 |        |
| Bar Passage Required/Anticipated  | 24              | 61.5          | 16                           | 56,117          | 63,500 | 67,500          | 61,592 |
| JD Advantage  | 10              | 25.6          | 6                            | 45,000          | 55,000 | 57,500          | 54,333 |
| Other Professional  | 5               | 12.8          | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>39</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Judicial Clerkships:</b>   |                 |               |                              |                 |        |                 |        |
| Federal   | 2               | 2.9           | .                            | .               | .      | .               | .      |
| State   | 68              | 97.1          | 56                           | 42,000          | 43,719 | 47,373          | 44,694 |
| <b>Subtotal</b>   | <b>70</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. |                 |               |                              |                 |        |                 |        |

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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  | 5               | 55.6          | .                            | .               | .      | .               | .      |
| JD Advantage  | 4               | 44.4          | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>9</b>        | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Size of Firm (by # of Attorney):</b>   |                 |               |                              |                 |        |                 |        |
| 1-10  | 26              | 59.1          | 15                           | 45,000          | 60,000 | 62,000          | 54,360 |
| 11-25   | 4               | 9.1           | .                            | .               | .      | .               | .      |
| 26-50   | 5               | 11.4          | .                            | .               | .      | .               | .      |
| 51-100  | 3               | 6.8           | .                            | .               | .      | .               | .      |
| 101-250   | 1               | 2.3           | .                            | .               | .      | .               | .      |
| 501+  | 3               | 6.8           | .                            | .               | .      | .               | .      |
| Unknown Size  | 1               | 2.3           | .                            | .               | .      | .               | .      |
| Solo practitioner   | 1               | 2.3           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>44</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Type of Law Firm Job:</b>  |                 |               |                              |                 |        |                 |        |
| Associate   | 35              | 79.5          | 26                           | 55,000          | 62,500 | 80,000          | 78,846 |
| Staff Attorney  | 1               | 2.3           | .                            | .               | .      | .               | .      |
| Law Clerk   | 8               | 18.2          | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>44</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary 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   | 1               | 0.5           | .                            | .               | .      | .               | .      |
| Mid-Atlantic  | 1               | 0.5           | .                            | .               | .      | .               | .      |
| E North Central   | 1               | 0.5           | .                            | .               | .      | .               | .      |
| W North Central   | 1               | 0.5           | .                            | .               | .      | .               | .      |
| South Atlantic  | 179             | 96.2          | 121                          | 43,000          | 48,373 | 65,000          | 61,316 |
| Mountain  | 1               | 0.5           | .                            | .               | .      | .               | .      |
| Pacific   | 2               | 1.1           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>186</b>      | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Location of Jobs:</b>  |                 |               |                              |                 |        |                 |        |
| In-State  | 167             | 89.8          | 113                          | 42,381          | 48,000 | 62,000          | 58,707 |
| Out of State  | 19              | 10.2          | 11                           | 55,000          | 83,043 | 103,000         | 88,120 |
| <b>Subtotal</b>   | <b>186</b>      | <b>100.0</b>  |                              |                 |        |                 |        |
| <b># States and Territories w/Employed Grads:</b>   |                 |               |                              |                 |        |                 |        |
|   | 10              | .             | .                            | .               | .      | .               | .      |
| <b>Total</b>  | <b>10</b>       | <b>.</b>      |                              |                 |        |                 |        |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. |                 |               |                              |                 |        |                 |        |

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|   | Number Reported | % of Reported |
|---|-----------------|---------------|
| <b>Source of Job</b>  |                 |               |
| Fall OCI  | 3               | 1.8           |
| Job fair/consortia  | 1               | 0.6           |
| Job posting in CSO  | 19              | 11.2          |
| Job posted online or in print   | 4               | 2.4           |
| Clerkship application process or OSCAR  | 28              | 16.6          |
| Return to prior job   | 15              | 8.9           |
| Referral  | 38              | 22.5          |
| Start own practice or business  | 1               | 0.6           |
| Self-initiated/letter   | 46              | 27.2          |
| Spring OCI  | 1               | 0.6           |
| Temp agency   | 1               | 0.6           |
| Other   | 12              | 7.1           |
| <b>Subtotal</b>   | <b>169</b>      | <b>100.0</b>  |
| <b>Timing of Job Offer</b>  |                 |               |
| Before graduation   | 118             | 63.8          |
| After graduation  | 67              | 36.2          |
| <b>Subtotal</b>   | <b>185</b>      | <b>100.0</b>  |
| <b>Search Status of Employed Grads</b>  |                 |               |
| Seeking a different job   | 33              | 17.8          |
| Not seeking a different job   | 152             | 82.2          |
| <b>Subtotal</b>   | <b>185</b>      | <b>100.0</b>  |
| <p>Note: Figures are based on jobs for which the item was reported, and thus may not add to the total number of jobs.<br/> Timing of job offer figures exclude any graduates starting their own practice.</p> |                 |               |

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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   | 1                           | .                             |
| Business  | 20                          | 3                             |
| Judicial Clerk  | 69                          | 1                             |
| Private Practice  | 42                          | 2                             |
| Government  | 36                          | 3                             |
| Public Interest   | 7                           | 2                             |
| <b>Total Reported</b>   | <b>175</b>                  | <b>11</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.<br>The count of jobs funded by the law school is a total, regardless of duration. |                             |                               |

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*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 |
| Fall OCI                               | 0               | 0             | 0               | 0             | 0                  | 0             | 0                        | 0             |
| Job Posting in CSO                     | 0               | 0             | 1               | 5.3           | 6                  | 9.0           | 7                        | 20.6          |
| Clerkship application process or OSCAR | 0               | 0             | 0               | 0             | 28                 | 41.8          | 0                        | 0             |
| Pre-law school employer                | 0               | 0             | 6               | 31.6          | 0                  | 0             | 3                        | 8.8           |
| Referral from friend                   | 1               | 100.0         | 6               | 31.6          | 9                  | 13.4          | 11                       | 32.4          |
| Letter/self-initiated                  | 0               | 0             | 2               | 10.5          | 21                 | 31.3          | 8                        | 23.5          |
| Temp agency or legal search            | 0               | 0             | 1               | 5.3           | 0                  | 0             | 0                        | 0             |
| All other                              | 0               | 0             | 3               | 15.8          | 3                  | 4.5           | 5                        | 14.7          |
| <b>TOTAL</b>                           | <b>1</b>        | <b>100.0</b>  | <b>19</b>       | <b>100.0</b>  | <b>67</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 |
| Fall OCI                               | 2                       | 33.3          | 1               | 3.0           | 0               | 0             | 3                   | 1.8           |
| Job Posting in CSO                     | 1                       | 16.7          | 4               | 12.1          | 0               | 0             | 19                  | 11.2          |
| Clerkship application process or OSCAR | 0                       | 0             | 0               | 0             | 0               | 0             | 28                  | 16.6          |
| Pre-law school employer                | 1                       | 16.7          | 4               | 12.1          | 1               | 11.1          | 15                  | 8.9           |
| Referral from friend                   | 0                       | 0             | 9               | 27.3          | 2               | 22.2          | 38                  | 22.5          |
| Letter/self-initiated                  | 1                       | 16.7          | 10              | 30.3          | 4               | 44.4          | 46                  | 27.2          |
| Temp agency or legal search            | 0                       | 0             | 0               | 0             | 0               | 0             | 1                   | 0.6           |
| All other                              | 1                       | 16.7          | 5               | 15.2          | 2               | 22.2          | 19                  | 11.2          |
| <b>TOTAL</b>                           | <b>6</b>                | <b>100.0</b>  | <b>33</b>       | <b>100.0</b>  | <b>9</b>        | <b>100.0</b>  | <b>169</b>          | <b>100.0</b>  |

*\* Excludes jobs for which a source, employer type, or firm size was not reported.*

*"Other" also includes job fairs, spring OCI, non-CSO job sites and postings, and the self-employed.*

*Table prepared by NALP, August 2019*

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**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      | New Hampshire  | 1                | 0.5              |
|                  |                | <i>1</i>         | <i>0.5</i>       |
| Mid Atlantic     | New Jersey     | 1                | 0.5              |
|                  |                | <i>1</i>         | <i>0.5</i>       |
| E. North Central | Illinois       | 1                | 0.5              |
|                  |                | <i>1</i>         | <i>0.5</i>       |
| W. North Central | Missouri       | 1                | 0.5              |
|                  |                | <i>1</i>         | <i>0.5</i>       |
| South Atlantic   | Washington, DC | 9                | 4.8              |
|                  | Georgia        | 1                | 0.5              |
|                  | Maryland       | 167              | 89.8             |
|                  | Virginia       | 2                | 1.1              |
|                  |                | <i>179</i>       | <i>96.2</i>      |
| Mountain         | Arizona        | 1                | 0.5              |
|                  |                | <i>1</i>         | <i>0.5</i>       |
| Pacific          | California     | 2                | 1.1              |
|                  |                | <i>2</i>         | <i>1.1</i>       |
| <b>TOTAL</b>     |                | <b>186</b>       | <b>100.0</b>     |

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

***Table prepared by NALP, August 2019***

*Class of 2018--University of Baltimore School of Law*  
**Table 14**  
*Location of Instate Jobs*

| In-state location      | # of Jobs  | % of Jobs    |
|------------------------|------------|--------------|
| Annapolis              | 18         | 10.8         |
| Baltimore              | 65         | 38.9         |
| Bethesda               | 1          | 0.6          |
| Frederick              | 4          | 2.4          |
| Gaithersburg           | 1          | 0.6          |
| Glen Burnie            | 1          | 0.6          |
| Hagerstown             | 2          | 1.2          |
| Other/unknown Maryland | 43         | 25.7         |
| Rockville              | 7          | 4.2          |
| Silver Spring          | 1          | 0.6          |
| Towson                 | 24         | 14.4         |
|                        | <b>167</b> | <b>100.0</b> |

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

*Table prepared by NALP, August 2019*

**Class of 2018--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                                | 1               | 100.0         | 0               | 0             | 1               | 100.0         |
| Business                                 | 16              | 69.6          | 7               | 30.4          | 23              | 100.0         |
| Judicial clerkship                       | 70              | 100.0         | 0               | 0             | 70              | 100.0         |
| Law firm                                 | 43              | 97.7          | 1               | 2.3           | 44              | 100.0         |
| Government                               | 38              | 97.4          | 1               | 2.6           | 39              | 100.0         |
| Public interest                          | 7               | 77.8          | 2               | 22.2          | 9               | 100.0         |

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

*Table prepared by NALP, August 2019*