

William & Mary Law School
Class of 2023 Summary Report - Page 2

			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	3	1.4	.	.	.	.	.
Employed	203	94.0	172	70,173	100,000	205,000	127,057
Subtotal	206	95.4					
Employment by Sector:							
Private Sector	120	59.1	108	103,250	185,000	215,000	160,384
Public Sector	83	40.9	64	63,000	70,000	76,796	70,816
Subtotal	203	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	190	93.6	169	70,000	100,000	205,000	127,105
JD Advantage: Full-time	7	3.4	.	.	.	.	.
JD Advantage: Part-time	1	0.5	.	.	.	.	.
Other Professional: Full-time	3	1.5	.	.	.	.	.
Other Professional: Part-time	1	0.5	.	.	.	.	.
Other Position: Full-time	1	0.5	.	.	.	.	.
Subtotal	203	100.0					
Employment Categories:							
Education	2	1.0	.	.	.	.	.
Business	9	4.4	.	.	.	.	.
Judicial Clerkships	33	16.3	32	59,587	65,607	71,630	66,182
Private Practice	111	54.7	104	107,000	190,000	215,000	162,111
Government	34	16.7	22	70,000	74,261	80,000	76,974
Public Interest	14	6.9	10	58,942	68,348	81,119	72,098
Subtotal	203	100.0					
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.							

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
Education Jobs:							
JD Advantage	1	50.0	.	.	.	.	.
Other Professional	1	50.0	.	.	.	.	.
Subtotal	2	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	3	33.3	.	.	.	.	.
JD Advantage	5	55.6	.	.	.	.	.
Other Position	1	11.1	.	.	.	.	.
Subtotal	9	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	110	99.1	104	107,000	190,000	215,000	162,111
JD Advantage	1	0.9	.	.	.	.	.
Subtotal	111	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	30	88.2	22	70,000	74,261	80,000	76,974
JD Advantage	1	2.9	.	.	.	.	.
Other Professional	3	8.8	.	.	.	.	.
Subtotal	34	100.0					
Judicial Clerkships:							
Federal	16	48.5	16	69,054	71,174	76,638	73,079
State	17	51.5	16	56,250	59,587	63,000	59,286
Subtotal	33	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	14	100.0	10	58,942	68,348	81,119	72,098
Subtotal	14	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	14	12.6	11	60,000	70,000	84,000	72,364
11-25	11	9.9	11	83,500	90,000	104,000	93,500
26-50	6	5.4	5	86,000	90,000	100,000	102,200
51-100	12	10.8	12	120,000	130,000	172,500	141,583
101-250	11	9.9	11	125,000	155,000	155,000	148,864
251-500	7	6.3	6	190,000	200,000	215,000	193,333
501+	50	45.0	48	207,500	215,000	215,000	208,906
Subtotal	111	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	109	98.2	104	107,000	190,000	215,000	162,111
Law Clerk	1	0.9	.	.	.	.	.
Paralegal	1	0.9	.	.	.	.	.
Subtotal	111	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	4	2.0	.	.	.	.	.
Mid-Atlantic	31	15.3	28	70,000	77,885	215,000	127,920
E North Central	1	0.5	.	.	.	.	.
South Atlantic	137	67.5	117	74,952	110,000	202,500	128,800
E South Central	4	2.0	.	.	.	.	.
W South Central	12	5.9	9	69,463	85,000	140,000	112,690
Mountain	7	3.4	6	65,000	83,060	86,000	93,687
Pacific	3	1.5	.	.	.	.	.
US Territories	2	1.0	.	.	.	.	.
Non-US locations	2	1.0	.	.	.	.	.
Subtotal	203	100.0					
Location of Jobs:							
In-State	70	34.5	60	71,001	89,000	130,000	108,137
Out of State	133	65.5	112	70,173	122,730	215,000	137,192
Subtotal	203	100.0					
# States and Territories with Employed Grads:							
	25	.	.	.	.	.	.
Total #	25	.					
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	49	26.6
Internship/externship experience	6	3.3
Job fair/consortia	16	8.7
Responded to career services office job posting	30	16.3
Non-career services office job posting	11	6.0
Clerkship application process or OSCAR	11	6.0
Returned to or continued with pre-law school employer	10	5.4
Referral	14	7.6
Self-initiated contact/networking	30	16.3
Other	7	3.8
Subtotal	184	100.0
Timing of Job Offer:		
Before graduation	172	85.1
After graduation	30	14.9
Subtotal	202	100.0
Search Status of Employed Grads:		
Seeking a different job	10	5.1
Not seeking a different job	186	94.9
Subtotal	196	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	2	.
Business	7	2
Judicial Clerkships	32	1
Private Practice	110	1
Government	32	2
Public Interest	14	.
Total Reported	197	6
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 - William & Mary Law School
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	1	100.0	0	0	0	0	0	0
Career services job posting	0	0	2	33.3	7	23.3	6	21.4
On-campus interview (OCI) program	0	0	0	0	5	16.7	7	25.0
Non-career services job posting	0	0	1	16.7	0	0	4	14.3
Clerkship application process or OSCAR	0	0	0	0	11	36.7	0	0
Returned to or continued with pre-law school employer	0	0	1	16.7	0	0	1	3.6
Referral from friend or colleague	0	0	0	0	1	3.3	5	17.9
Self-initiated contact/networking	0	0	2	33.3	4	13.3	4	14.3
All other	0	0	0	0	2	6.7	1	3.6
TOTAL	1	100.0	6	100.0	30	100.0	28	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	4	5.1	0	0	1	8.3	6	3.3
Career services job posting	12	15.2	2	7.1	1	8.3	30	16.3
On-campus interview (OCI) program	31	39.2	5	17.9	1	8.3	49	26.6
Non-career services job posting	4	5.1	2	7.1	0	0	11	6.0
Clerkship application process or OSCAR	0	0	0	0	0	0	11	6.0
Returned to or continued with pre-law school employer	5	6.3	3	10.7	0	0	10	5.4
Referral from friend or colleague	4	5.1	1	3.6	3	25.0	14	7.6
Self-initiated contact/networking	12	15.2	6	21.4	2	16.7	30	16.3
All other	7	8.9	9	32.1	4	33.3	23	12.5
TOTAL	79	100.0	28	100.0	12	100.0	184	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 - William & Mary Law School
Table 13 - Number of Jobs Reported Taken by State

Region	State	# of Jobs	% of Jobs
New England	Massachusetts	4	2.0
		4	2.0
Mid Atlantic	New Jersey	2	1.0
	New York	18	8.9
	Pennsylvania	11	5.4
		31	15.3
E. North Central	Illinois	1	0.5
		1	0.5
South Atlantic	Delaware	3	1.5
	Washington, DC	35	17.2
	Florida	6	3.0
	Georgia	1	0.5
	Maryland	14	6.9
	North Carolina	5	2.5
	South Carolina	2	1.0
	Virginia	70	34.5
	West Virginia	1	0.5
		137	67.5
E. South Central	Kentucky	1	0.5
	Tennessee	3	1.5
		4	2.0
W. South Central	Louisiana	1	0.5
	Oklahoma	1	0.5
	Texas	10	4.9
		12	5.9
Mountain	Colorado	4	2.0
	Montana	3	1.5
		7	3.4
Pacific	California	2	1.0
	Washington	1	0.5
		3	1.5
U.S. Territories	Virgin Islands	1	0.5
	Guam	1	0.5
		2	1.0
Non US locations	Non U.S. locations	2	1.0
		2	1.0
TOTAL		203	100.0

Excludes employed graduates for whom job location was not reported.

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***Class of 2023 - William & Mary Law School
Table 14 - Location of In-state Jobs***

In-state Location	# of Jobs	% of Jobs
Alexandria	1	1.4
Arlington	1	1.4
Charlottesville	2	2.9
Chesapeake	1	1.4
Fairfax-McLean	8	11.4
Hampton	2	2.9
Lynchburg	1	1.4
Newport News	3	4.3
Norfolk	6	8.6
Other/unknown Virginia	13	18.6
Richmond	24	34.3
Roanoke	1	1.4
Virginia Beach	3	4.3
Williamsburg	4	5.7
	70	100.0

Excludes employed graduates for whom job location was not reported.

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Class of 2023 - William & Mary Law School
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	100.0	0	0	2	100.0
Business	9	100.0	0	0	9	100.0
Judicial Clerkships	33	100.0	0	0	33	100.0
Law Firm	110	99.1	1	0.9	111	100.0
Government	33	97.1	1	2.9	34	100.0
Public Interest	14	100.0	0	0	14	100.0

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

Table prepared by NALP, July 2024