

William & Mary Law School
Class of 2024 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 170							
Subtotal							
Subtotal							
Subtotal							
Employment Status Known:							
Bar Admission Required/ Anticipated	149	89.2	127	74,882	88,255	190,000	124,719
JD Advantage	7	4.2	.	.	.	.	.
Other Professional	1	0.6	.	.	.	.	.
Other Position	1	0.6	.	.	.	.	.
Enrolled in Graduate Studies	4	2.4	.	.	.	.	.
Employed-Start Date after March 17, 2025	1	0.6	.	.	.	.	.
Not Employed-Seeking	4	2.4	.	.	.	.	.
Subtotal	167	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 2025

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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	4	2.4	.	.	.	.	.
Employed	158	94.6	131	74,082	86,000	190,000	123,326
Subtotal	162	97.0					
Employment by Sector:							
Private Sector	93	58.9	76	100,000	158,750	225,000	157,949
Public Sector	65	41.1	55	68,499	74,882	82,764	75,483
Subtotal	158	100.0					
Full-time or Part-time Job Status:							
Bar Admission Required/ Anticipated: Full-time	149	94.3	127	74,882	88,255	190,000	124,719
JD Advantage: Full-time	7	4.4	.	.	.	.	.
Other Professional: Full-time	1	0.6	.	.	.	.	.
Other Position: Part-time	1	0.6	.	.	.	.	.
Subtotal	158	100.0					
Employment Categories:							
Education	1	0.6	.	.	.	.	.
Business	7	4.4	.	.	.	.	.
Judicial Clerkships	24	15.2	21	65,000	69,104	72,000	67,438
Private Practice	86	54.4	72	100,000	165,000	225,000	161,452
Government	25	15.8	20	76,485	82,764	86,000	83,800
Public Interest	15	9.5	13	67,000	75,000	82,500	76,106
Subtotal	158	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.							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Education Jobs:							
JD Advantage	1	100.0	.	.	.	.	.
Subtotal	1	100.0					
Business Jobs:							
Bar Admission Required/ Anticipated	2	28.6	.	.	.	.	.
JD Advantage	4	57.1	.	.	.	.	.
Other Position	1	14.3	.	.	.	.	.
Subtotal	7	100.0					
Private Practice Jobs:							
Bar Admission Required/ Anticipated	83	96.5	71	100,000	170,000	225,000	163,022
JD Advantage	2	2.3	.	.	.	.	.
Other Professional	1	1.2	.	.	.	.	.
Subtotal	86	100.0					
Government Jobs:							
Bar Admission Required/ Anticipated	25	100.0	20	76,485	82,764	86,000	83,800
Subtotal	25	100.0					
Judicial Clerkships:							
Federal	6	25.0	6	69,104	69,981	72,001	70,606
State	18	75.0	15	58,560	68,000	72,000	66,170
Subtotal	24	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 Admission Required/ Anticipated	15	100.0	13	67,000	75,000	82,500	76,106
Subtotal	15	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	19	22.1	14	70,000	78,750	85,000	80,647
11-25	10	11.6	6	80,000	100,000	120,000	100,250
26-50	4	4.7	.	.	.	.	.
51-100	6	7.0	5	151,000	155,000	185,000	160,800
101-250	11	12.8	10	145,000	158,750	190,000	165,500
251-500	4	4.7	.	.	.	.	.
501+	31	36.0	29	215,000	225,000	225,000	211,552
Solo Practitioner	1	1.2	.	.	.	.	.
Subtotal	86	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	80	93.0	69	115,000	185,000	225,000	165,623
Law Clerk	5	5.8	.	.	.	.	.
Other Non-attorney Position	1	1.2	.	.	.	.	.
Subtotal	86	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	2.5	.	.	.	.	.
Mid-Atlantic	27	17.1	21	74,882	115,000	215,000	134,907
E North Central	7	4.4	5	68,000	69,104	82,500	100,921
South Atlantic	94	59.5	81	75,000	85,000	205,000	124,191
E South Central	2	1.3	.	.	.	.	.
W South Central	3	1.9	.	.	.	.	.
Mountain	11	7.0	10	85,595	94,750	160,000	117,750
Pacific	9	5.7	7	66,560	100,000	188,000	116,974
Non-US locations	1	0.6	.	.	.	.	.
Subtotal	158	100.0					
Location of Jobs:							
In-State	55	34.8	45	70,000	83,200	125,000	109,107
Out of State	103	65.2	86	76,671	95,568	210,000	130,767
Subtotal	158	100.0					
# States and Territories with Employed Grads:							
	27	.	.	.	.	.	.
Total #	27	.					
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:		
Career office recruitment program (e.g., OCI)	31	21.4
Job fair or career conference	4	2.8
Career office job posting	19	13.1
Non-career office job posting	20	13.8
Clerkship application process or OSCAR	6	4.1
Returned to or continued with pre-law school employer	5	3.4
Referral	21	14.5
Started own practice or business	1	0.7
Self-initiated contact/networking	30	20.7
Other	8	5.5
Subtotal	145	100.0
Timing of Job Offer:		
Before graduation	115	73.7
After graduation	41	26.3
Subtotal	156	100.0
Search Status of Employed Grads:		
Seeking a different job	5	3.3
Not seeking a different job	145	96.7
Subtotal	150	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	1	.
Business	6	1
Judicial Clerkships	23	1
Private Practice	86	.
Government	25	.
Public Interest	15	.
Total Reported	156	2
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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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
Career office job posting	0	0	2	40.0	6	27.3	2	6.9
Career office recruitment program (e.g., OCI)	0	0	0	0	1	4.5	2	6.9
Non-career office job posting	0	0	1	20.0	3	13.6	5	17.2
Clerkship application process or OSCAR	0	0	0	0	5	22.7	0	0
Returned to or continued with pre-law school employer	0	0	0	0	0	0	0	0
Referral	1	100.0	0	0	2	9.1	8	27.6
Self-initiated contact/networking	0	0	1	20.0	4	18.2	6	20.7
All other	0	0	1	20.0	1	4.5	6	20.7
TOTAL	1	100.0	5	100.0	22	100.0	29	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
Career office job posting	4	8.2	3	12.0	2	14.3	19	13.1
Career office recruitment program (e.g., OCI)	24	49.0	2	8.0	2	14.3	31	21.4
Non-career office job posting	2	4.1	8	32.0	1	7.1	20	13.8
Clerkship application process or OSCAR	0	0	1	4.0	0	0	6	4.1
Returned to or continued with pre-law school employer	0	0	5	20.0	0	0	5	3.4
Referral	8	16.3	1	4.0	1	7.1	21	14.5
Self-initiated contact/networking	10	20.4	2	8.0	7	50.0	30	20.7
All other	1	2.0	3	12.0	1	7.1	13	9.0
TOTAL	49	100.0	25	100.0	14	100.0	145	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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Table 13 - Number of Jobs Reported Taken by State

Region	State	# of Jobs	% of Jobs
New England	Connecticut	1	0.6
	Maine	1	0.6
	Massachusetts	1	0.6
	Rhode Island	1	0.6
		4	2.5
Mid Atlantic	New Jersey	5	3.2
	New York	17	10.8
	Pennsylvania	5	3.2
		27	17.1
E. North Central	Illinois	3	1.9
	Indiana	1	0.6
	Michigan	2	1.3
	Ohio	1	0.6
		7	4.4
South Atlantic	Delaware	3	1.9
	Washington, DC	27	17.1
	Florida	1	0.6
	Georgia	2	1.3
	Maryland	2	1.3
	North Carolina	1	0.6
	South Carolina	3	1.9
	Virginia	55	34.8
		94	59.5
E. South Central	Tennessee	2	1.3
		2	1.3
W. South Central	Texas	3	1.9
		3	1.9
Mountain	Arizona	3	1.9
	Colorado	6	3.8
	New Mexico	1	0.6
	Utah	1	0.6
		11	7.0
Pacific	California	7	4.4
	Washington	2	1.3
		9	5.7
Non US locations	Non U.S. locations	1	0.6
		1	0.6
TOTAL		158	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
Alexandria	1	1.8
Arlington	2	3.6
Charlottesville	1	1.8
Chesapeake	1	1.8
Fairfax-McLean	9	16.4
Hampton	1	1.8
Newport News	4	7.3
Norfolk	9	16.4
Other/unknown Virginia	8	14.5
Richmond	12	21.8
Virginia Beach	4	7.3
Williamsburg	3	5.5
	55	100.0

Excludes employed graduates for whom job location was not reported.

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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	6	85.7	1	14.3	7	100.0
Judicial Clerkships	24	100.0	0	0	24	100.0
Law Firm	86	100.0	0	0	86	100.0
Government	25	100.0	0	0	25	100.0
Public Interest	15	100.0	0	0	15	100.0

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