

University of North Carolina School of Law
Class of 2019 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 206							
Gender Reported:							
Women	89	44.7	69	60,000	80,000	150,000	103,615
Men	110	55.3	71	60,000	75,000	150,000	97,331
Subtotal	199	100.0					
Race Reported:							
People of Color	44	22.4	32	70,000	119,500	155,000	112,107
White/Caucasian	152	77.6	107	59,800	72,000	150,000	95,444
Subtotal	196	100.0					
Gender & Race Reported:							
Women of Color	26	13.5	23	70,000	115,000	155,000	110,326
Men of Color	18	9.4	9	64,911	140,000	160,000	116,657
White/Caucasian Women	59	30.7	43	52,000	75,000	150,000	96,324
White/Caucasian Men	89	46.4	60	60,000	70,000	150,000	95,210
Subtotal	192	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	161	78.2	138	60,000	80,000	151,000	101,979
JD Advantage	29	14.1	9	63,000	66,000	80,000	68,867
Other Professional	2	1.0	.	.	.	.	.
Continuing Studies Full-time	6	2.9	.	.	.	.	.
Not Employed-Seeking	8	3.9	.	.	.	.	.
Subtotal	206	100.0					
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. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, August 2020

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Per Interpretation 509-2 of Standard 509, law schools may choose to publicize additional employment outcome data beyond what the Employment Protocols require. This additional data, per Standard 509, must be “complete, accurate, and not misleading to a reasonable law school student or applicant.” Law schools are expected to use “due diligence in obtaining and verifying such information.” The following additional employment outcome data has not been, and will not be, audited by the ABA. It is meant to supplement the annual ABA Employment Summary Report, which reflects the employment status of members of each graduating class as of the annual Graduate Employment Status Date of March 15. Please reference the 3 years of employment outcome data posted on the ABA Required Disclosures webpage of each ABA-Approved Law School or at www.abarequireddisclosures.org.

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Continuing Studies Full-time:							
Continuing Studies Full-time	6	2.9	.	.	.	.	.
Employed	192	93.2	147	60,000	75,000	150,000	99,952
Subtotal	198	96.1					
Employment by Sector							
Private Sector	130	67.7	98	75,000	123,250	165,000	120,927
Public Sector	62	32.3	49	50,000	58,000	65,000	58,002
Subtotal	192	100.0					
Full-time/Part-time Jobs:							
Bar Passage Req/Anticipated-Full-time	159	82.8	138	60,000	80,000	151,000	101,979
Bar Passage Req/Anticipated-Part-time	2	1.0	.	.	.	.	.
JD Advantage-Full-time	29	15.1	9	63,000	66,000	80,000	68,867
Other Professional-Full-time	1	0.5	.	.	.	.	.
Other Professional-Part-time	1	0.5	.	.	.	.	.
Subtotal	192	100.0					
Employment Categories:							
Education	4	2.1	.	.	.	.	.
Business	31	16.1	9	70,000	81,000	95,000	88,311
Judicial Clerk	17	8.9	16	50,000	56,500	61,500	56,414
Private Practice	99	51.6	89	75,000	140,000	165,000	124,225
Government	28	14.6	17	50,000	60,000	68,000	58,264
Public Interest	13	6.8	13	45,000	58,000	62,000	59,231
Subtotal	192	100.0					
<p>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. 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	1	25.0	.	.	.	.	.
JD Advantage	2	50.0	.	.	.	.	.
Other Professional	1	25.0	.	.	.	.	.
Subtotal	4	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	7	22.6	.	.	.	.	.
JD Advantage	23	74.2	5	59,800	70,000	80,000	68,160
Other Professional	1	3.2	.	.	.	.	.
Subtotal	31	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	98	99.0	89	75,000	140,000	165,000	124,225
JD Advantage	1	1.0	.	.	.	.	.
Subtotal	99	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	26	92.9	16	49,000	56,000	68,791	57,843
JD Advantage	2	7.1	.	.	.	.	.
Subtotal	28	100.0					
Judicial Clerkships:							
Federal	9	52.9	9	60,000	61,000	65,000	61,671
State	8	47.1	7	47,000	50,000	53,000	49,656
Subtotal	17	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is 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
Public Interest Jobs:							
Bar Passage Required/Anticipated	12	92.3	12	45,000	54,000	60,000	57,083
JD Advantage	1	7.7	.	.	.	.	.
Subtotal	13	100.0					
Size of Firm (by # of Attorney):							
1-10	21	21.2	18	56,000	66,250	75,000	67,278
11-25	8	8.1	8	60,000	77,500	85,000	75,000
26-50	8	8.1	5	90,000	90,000	90,000	89,000
51-100	6	6.1	6	80,000	116,250	140,000	110,417
101-250	7	7.1	7	75,000	140,000	151,000	125,357
251-500	11	11.1	11	140,000	150,000	190,000	149,273
501+	37	37.4	34	155,000	165,000	190,000	165,235
Solo practitioner	1	1.0	.	.	.	.	.
Subtotal	99	100.0					
Type of Law Firm Job:							
Associate	90	93.8	84	75,000	140,000	165,000	124,321
Staff Attorney	5	5.2	.	.	.	.	.
Law Clerk	1	1.0	.	.	.	.	.
Subtotal	96	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is 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
Jobs Taken by Region:							
Mid-Atlantic	14	7.3	12	72,500	190,000	190,000	146,167
E North Central	4	2.1	.	.	.	.	.
South Atlantic	158	82.7	119	59,800	75,000	150,000	96,541
E South Central	5	2.6	.	.	.	.	.
W South Central	2	1.0	.	.	.	.	.
Mountain	3	1.6	.	.	.	.	.
Pacific	5	2.6	.	.	.	.	.
Subtotal	191	100.0					
Location of Jobs:							
In-State	119	62.3	86	56,000	75,000	140,000	91,983
Out of State	72	37.7	61	62,000	81,000	165,000	111,187
Subtotal	191	100.0					
# States and Territories w/Employed Grads:							
	19	.	.	.	.	.	.
Total	19	.					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is 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
Source of Job		
Fall OCI	29	16.9
Job fair/consortia	14	8.1
Job posting in CSO	33	19.2
Job posted online or in print	17	9.9
Clerkship application process or OSCAR	1	0.6
Return to prior job	4	2.3
Referral	42	24.4
Start own practice or business	3	1.7
Self-initiated/letter	19	11.0
Spring OCI	7	4.1
Other	3	1.7
Subtotal	172	100.0
Timing of Job Offer		
Before graduation	125	65.8
After graduation	65	34.2
Subtotal	190	100.0
Search Status of Employed Grads		
Seeking a different job	18	9.8
Not seeking a different job	165	90.2
Subtotal	183	100.0
<p>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.</p>		

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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	3	1
Business	31	.
Judicial Clerk	17	.
Private Practice	98	1
Government	28	.
Public Interest	13	.
Total Reported	190	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 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	3	13.6	0	0	4	11.8
Job posting in CSO	3	100.0	4	18.2	3	17.6	6	17.6
Clerkship application process or OSCAR	0	0	0	0	1	5.9	0	0
Pre-law school employer	0	0	1	4.5	0	0	0	0
Referral from friend	0	0	9	40.9	7	41.2	11	32.4
Letter/self-initiated	0	0	0	0	4	23.5	2	5.9
All other	0	0	5	22.7	2	11.8	11	32.4
TOTAL	3	100.0	22	100.0	17	100.0	34	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
Fall OCI	19	32.8	3	12.0	0	0	29	16.9
Job posting in CSO	11	19.0	3	12.0	3	23.1	33	19.2
Clerkship application process or OSCAR	0	0	0	0	0	0	1	0.6
Pre-law school employer	2	3.4	1	4.0	0	0	4	2.3
Referral from friend	7	12.1	5	20.0	3	23.1	42	24.4
Letter/self-initiated	3	5.2	7	28.0	3	23.1	19	11.0
All other	16	27.6	6	24.0	4	30.8	44	25.6
TOTAL	58	100.0	25	100.0	13	100.0	172	100.0

** 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.

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Table 13

Number of Jobs Reported Taken by State

Region	State	# of jobs	% of jobs
Mid Atlantic	New Jersey	1	0.5
	New York	13	6.8
		<i>14</i>	<i>7.3</i>
E. North Central	Illinois	2	1.0
	Ohio	2	1.0
		<i>4</i>	<i>2.1</i>
South Atlantic	Delaware	1	0.5
	Washington, DC	17	8.9
	Florida	2	1.0
	Georgia	9	4.7
	North Carolina	119	62.3
	South Carolina	3	1.6
	Virginia	7	3.7
	<i>158</i>	<i>82.7</i>	
E. South Central	Alabama	1	0.5
	Tennessee	4	2.1
		<i>5</i>	<i>2.6</i>
W. South Central	Texas	2	1.0
		<i>2</i>	<i>1.0</i>
Mountain	Colorado	2	1.0
	Montana	1	0.5
		<i>3</i>	<i>1.6</i>
Pacific	Alaska	1	0.5
	California	3	1.6
	Oregon	1	0.5
		<i>5</i>	<i>2.6</i>
<i>TOTAL</i>		<i>191</i>	<i>100.0</i>

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, August 2020

Table 14

Location of Instate Jobs

In-state location	# of Jobs	% of Jobs
Asheville	2	1.7
Chapel Hill	5	4.2
Charlotte	38	31.9
Durham	7	5.9
Gastonia	1	0.8
Greensboro	6	5.0
Kinston	2	1.7
Other/unknown North Carolina	27	22.7
Raleigh	28	23.5
Wilmington	2	1.7
Winston-Salem	1	0.8
	119	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	3	75.0	1	25.0	4	100.0
Business	31	100.0	0	0	31	100.0
Judicial clerkship	17	100.0	0	0	17	100.0
Law firm	97	98.0	2	2.0	99	100.0
Government	28	100.0	0	0	28	100.0
Public interest	13	100.0	0	0	13	100.0

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

Table prepared by NALP, August 2020