

**University of North Carolina School of Law  
Class of 2020 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Reported = 199</b>							
<b>Gender Reported:</b>							
Women	101	53.2	80	64,005	80,000	155,000	102,964
Men	89	46.8	70	60,000	72,000	150,000	98,406
<b>Subtotal</b>	<b>190</b>	<b>100.0</b>					
<b>Race Reported:</b>							
People of Color	51	26.6	40	65,000	73,750	152,500	100,489
White/Caucasian	141	73.4	111	60,000	75,000	155,000	100,740
<b>Subtotal</b>	<b>192</b>	<b>100.0</b>					
<b>Gender &amp; Race Reported:</b>							
Women of Color	25	13.5	20	63,268	82,000	152,500	100,627
Men of Color	24	13.0	19	66,000	72,500	160,000	101,971
White/Caucasian Women	76	41.1	60	64,005	77,500	160,000	103,744
White/Caucasian Men	60	32.4	48	59,000	71,000	145,500	96,937
<b>Subtotal</b>	<b>185</b>	<b>100.0</b>					
<b>Employment Status Known:</b>							
Bar Passage Required/Anticipated	168	85.3	148	62,250	75,000	155,000	101,487
JD Advantage	17	8.6	7	60,000	68,000	80,000	76,371
Other Professional	1	0.5	.	.	.	.	.
Enrolled in Graduate Studies	1	0.5	.	.	.	.	.
Not Employed-Seeking	10	5.1	.	.	.	.	.
<b>Subtotal</b>	<b>197</b>	<b>100.0</b>					
<p>Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. Salaries for graduates in law firm solo practice have been excluded from the analysis.</p>							

Table prepared by NALP, August 2021

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**University of North Carolina School of Law**  
**Class of 2020 Summary Report - Page 2**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Employed or Enrolled in Graduate Studies:</b>							
Enrolled in Graduate Studies	1	0.5	.	.	.	.	.
Employed	186	94.4	155	62,000	75,000	155,000	100,353
<b>Subtotal</b>	<b>187</b>	<b>94.9</b>					
<b>Employment by Sector:</b>							
Private Sector	127	68.3	102	73,500	110,000	165,000	121,147
Public Sector	59	31.7	53	53,000	62,000	66,217	60,334
<b>Subtotal</b>	<b>186</b>	<b>100.0</b>					
<b>Full-time or Part-time Job Status:</b>							
Bar Passage Required/Anticipated: Full-time	166	89.2	148	62,250	75,000	155,000	101,487
Bar Passage Required/Anticipated: Part-time	2	1.1	.	.	.	.	.
JD Advantage: Full-time	17	9.1	7	60,000	68,000	80,000	76,371
Other 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	26	14.0	12	72,000	75,000	90,000	84,500
Judicial Clerk	24	12.9	20	58,706	63,500	64,768	61,830
Private Practice	101	54.3	90	75,000	130,000	170,000	126,033
Government	19	10.2	18	58,000	65,000	70,000	63,521
Public Interest	15	8.1	14	45,000	53,551	64,000	55,436
<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. 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 for graduates in law firm solo practice have been excluded from the analysis.							

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**University of North Carolina School of Law**  
**Class of 2020 Summary Report - Page 3**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Education Jobs:</b>							
JD Advantage	1	100.0	.	.	.	.	.
<b>Subtotal</b>	<b>1</b>	<b>100.0</b>					
<b>Business Jobs:</b>							
Bar Passage Required/Anticipated	11	42.3	8	72,000	73,500	90,000	80,125
JD Advantage	14	53.8	.	.	.	.	.
Other Professional	1	3.8	.	.	.	.	.
<b>Subtotal</b>	<b>26</b>	<b>100.0</b>					
<b>Private Practice Jobs:</b>							
Bar Passage Required/Anticipated	101	100.0	90	75,000	130,000	170,000	126,033
<b>Subtotal</b>	<b>101</b>	<b>100.0</b>					
<b>Government Jobs:</b>							
Bar Passage Required/Anticipated	18	94.7	17	58,000	65,000	70,000	63,729
JD Advantage	1	5.3	.	.	.	.	.
<b>Subtotal</b>	<b>19</b>	<b>100.0</b>					
<b>Judicial Clerkships:</b>							
Federal	16	66.7	13	63,000	64,009	65,000	64,093
State	8	33.3	7	53,000	57,412	60,000	57,626
<b>Subtotal</b>	<b>24</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. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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**University of North Carolina School of Law  
Class of 2020 Summary Report - Page 4**

			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	14	93.3	13	45,000	52,101	64,000	55,085
JD Advantage	1	6.7	.	.	.	.	.
<b>Subtotal</b>	<b>15</b>	<b>100.0</b>					
<b>Size of Law Firm (by # of Attorneys):</b>							
1-10	26	25.7	21	50,000	62,000	72,000	64,690
11-25	8	7.9	6	65,000	76,750	80,000	72,250
26-50	6	5.9	5	75,000	100,000	105,000	93,000
51-100	7	6.9	6	72,500	115,500	170,000	120,167
101-250	8	7.9	7	125,000	150,000	155,000	140,000
251-500	12	11.9	12	140,000	165,000	190,000	155,833
501+	34	33.7	33	165,000	170,000	190,000	167,121
<b>Subtotal</b>	<b>101</b>	<b>100.0</b>					
<b>Type of Law Firm Job:</b>							
Associate/Entry-level Attorney	96	95.0	86	75,000	145,500	170,000	128,058
Staff Attorney	4	4.0	.	.	.	.	.
Law Clerk	1	1.0	.	.	.	.	.
<b>Subtotal</b>	<b>101</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. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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**University of North Carolina School of Law**  
**Class of 2020 Summary Report - Page 5**

			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	3	1.6	.	.	.	.	.
Mid-Atlantic	10	5.4	8	87,500	177,500	190,000	145,000
E North Central	4	2.2	.	.	.	.	.
W North Central	5	2.7	.	.	.	.	.
South Atlantic	152	82.2	130	60,000	72,250	150,000	96,882
E South Central	1	0.5	.	.	.	.	.
W South Central	2	1.1	.	.	.	.	.
Mountain	4	2.2	.	.	.	.	.
Pacific	4	2.2	.	.	.	.	.
<b>Subtotal</b>	<b>185</b>	<b>100.0</b>					
<b>Location of Jobs:</b>							
In-State	100	54.1	80	56,206	70,000	115,000	89,569
Out of State	85	45.9	74	67,000	77,500	170,000	112,151
<b>Subtotal</b>	<b>185</b>	<b>100.0</b>					
<b># States and Territories with Employed Grads:</b>							
	22	.	.	.	.	.	.
<b>Total #</b>	<b>22</b>	.					
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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**University of North Carolina School of Law  
Class of 2020 Summary Report - Page 6**

	<b>Number Reported</b>	<b>% of Reported</b>
<b>Source of Job:</b>		
OCI	43	26.1
Internship/externship experience	3	1.8
Job fair/consortia	8	4.8
Job posting in CSO	35	21.2
Job posted online or in print	11	6.7
Clerkship application process or OSCAR	16	9.7
Returned to or continued with pre-law school employer	4	2.4
Referral	14	8.5
Started own practice or business	1	0.6
Self-initiated contact/networking	25	15.2
Other	5	3.0
<b>Subtotal</b>	<b>165</b>	<b>100.0</b>
<b>Timing of Job Offer:</b>		
Before graduation	142	78.0
After graduation	40	22.0
<b>Subtotal</b>	<b>182</b>	<b>100.0</b>
<b>Search Status of Employed Grads:</b>		
Seeking a different job	17	9.3
Not seeking a different job	165	90.7
<b>Subtotal</b>	<b>182</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. Timing of job offer figures exclude any graduates starting their own practice.</p>		

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**University of North Carolina School of Law  
Class of 2020 Summary Report - Page 7**

	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	25	1
Judicial Clerk	24	.
Private Practice	100	1
Government	19	.
Public Interest	14	1
<b>Total Reported</b>	<b>183</b>	<b>3</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. The count of jobs funded by the law school is a total, regardless of duration.		

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*Class of 2020 - University of North Carolina School of Law*

**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
Internship/Externship	0	0	1	4.3	1	4.8	1	2.9
Job posting in CSO	0	0	9	39.1	1	4.8	11	31.4
OCI	0	0	5	21.7	0	0	6	17.1
Clerkship application process or OSCAR	0	0	0	0	14	66.7	0	0
Returned to or continued with pre-law school employer	0	0	1	4.3	0	0	1	2.9
Referral	0	0	2	8.7	2	9.5	6	17.1
Self-initiated contact/networking	0	0	2	8.7	2	9.5	4	11.4
All other	1	100.0	3	13.0	1	4.8	6	17.1
<b>TOTAL</b>	<b>1</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>	<b>35</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
Internship/Externship	0	0	0	0	0	0	3	1.8
Job posting in CSO	5	8.9	4	25.0	5	38.5	35	21.2
OCI	30	53.6	1	6.3	1	7.7	43	26.1
Clerkship application process or OSCAR	0	0	2	12.5	0	0	16	9.7
Returned to or continued with pre-law school employer	0	0	1	6.3	1	7.7	4	2.4
Referral	1	1.8	2	12.5	1	7.7	14	8.5
Self-initiated contact/networking	11	19.6	3	18.8	3	23.1	25	15.2
All other	9	16.1	3	18.8	2	15.4	25	15.2
<b>TOTAL</b>	<b>56</b>	<b>100.0</b>	<b>16</b>	<b>100.0</b>	<b>13</b>	<b>100.0</b>	<b>165</b>	<b>100.0</b>

*\* Excludes jobs for which a source, employer type, or firm size was not reported.  
 "Other" also includes job fairs, non-CSO job sites and postings, and the self-employed.*



*Class of 2020 - University of North Carolina School of Law*

**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	Connecticut	1	0.5
	Massachusetts	2	1.1
		3	1.6
Mid Atlantic	New Jersey	1	0.5
	New York	8	4.3
	Pennsylvania	1	0.5
		10	5.4
E. North Central	Illinois	4	2.2
		4	2.2
W. North Central	Minnesota	2	1.1
	Missouri	3	1.6
		5	2.7
South Atlantic	Delaware	2	1.1
	Washington, DC	24	13.0
	Florida	8	4.3
	Georgia	8	4.3
	Maryland	2	1.1
	North Carolina	100	54.1
	Virginia	7	3.8
	West Virginia	1	0.5
		152	82.2
E. South Central	Mississippi	1	0.5
		1	0.5
W. South Central	Texas	2	1.1
		2	1.1
Mountain	Colorado	3	1.6
	Utah	1	0.5
		4	2.2
Pacific	California	3	1.6
	Oregon	1	0.5
		4	2.2
<b>TOTAL</b>		<b>185</b>	<b>100.0</b>

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

***Table prepared by NALP, August 2021***

*Table 14*

*Location of In-state Jobs*

<b>In-state location</b>	<b># of Jobs</b>	<b>% of Jobs</b>
Asheville	2	2.0
Chapel Hill	2	2.0
Charlotte	21	21.0
Durham	8	8.0
Fayetteville	2	2.0
Greensboro	2	2.0
Other/unknown North Carolina	19	19.0
Raleigh	37	37.0
Wilmington	3	3.0
Winston-Salem	4	4.0
	<b>100</b>	<b>100.0</b>

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

*Table prepared by NALP, August 2021*

*Class of 2020 - University of North Carolina 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	26	100.0	0	0	26	100.0
Judicial clerkship	24	100.0	0	0	24	100.0
Law firm	100	99.0	1	1.0	101	100.0
Government	19	100.0	0	0	19	100.0
Public interest	14	93.3	1	6.7	15	100.0

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

*Table prepared by NALP, August 2021*