

William & Mary Law School
Class of 2021 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 179							
Subtotal							
Subtotal							
:							
Subtotal							
Employment Status Known:							
Bar Passage Required/Anticipated	140	79.1	129	68,217	78,000	145,000	107,573
JD Advantage	20	11.3	10	55,000	67,500	77,000	70,450
Enrolled in Graduate Studies	3	1.7	.	.	.	.	.
Start date after March 15, 2022	1	0.6	.	.	.	.	.
Not Employed-Seeking	13	7.3	.	.	.	.	.
Subtotal 177 100.0							
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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.							

Table prepared by NALP, August 2022

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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	3	1.7	.	.	.	.	.
Employed	160	90.4	139	66,879	75,000	144,000	104,902
Subtotal	163	92.1					
Employment by Sector:							
Private Sector	87	54.4	77	80,000	125,000	202,500	136,909
Public Sector	73	45.6	62	54,000	67,137	72,750	65,151
Subtotal	160	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	139	86.9	129	68,217	78,000	145,000	107,573
Bar Passage Required/Anticipated: Part-time	1	0.6	.	.	.	.	.
JD Advantage: Full-time	17	10.6	10	55,000	67,500	77,000	70,450
JD Advantage: Part-time	3	1.9	.	.	.	.	.
Subtotal	160	100.0					
Employment Categories:							
Business	15	9.4	10	75,000	78,500	95,000	81,450
Judicial Clerk	27	16.9	23	51,000	66,879	72,099	63,050
Private Practice	72	45.0	67	90,000	144,000	205,000	145,187
Government	30	18.8	26	62,000	71,162	85,000	72,299
Public Interest	16	10.0	13	53,000	53,054	60,000	54,572
Subtotal	160	100.0					
Note: Categories with no graduates reported are not shown. At least 5 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 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
Business Jobs:							
Bar Passage Required/Anticipated	7	46.7	6	75,000	82,500	95,000	85,000
JD Advantage	8	53.3	.	.	.	.	.
Subtotal	15	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	69	95.8	67	90,000	144,000	205,000	145,187
JD Advantage	3	4.2	.	.	.	.	.
Subtotal	72	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	24	80.0	22	63,000	72,037	85,000	72,853
JD Advantage	6	20.0	.	.	.	.	.
Subtotal	30	100.0					
Judicial Clerkships:							
Federal	9	33.3	9	66,879	71,000	72,750	70,661
State	18	66.7	14	50,000	56,713	68,480	58,158
Subtotal	27	100.0					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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	13	81.3	11	48,000	53,054	60,000	53,313
JD Advantage	3	18.8	.	.	.	.	.
Subtotal	16	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	18	25.0	16	70,000	80,000	106,000	86,875
11-25	3	4.2	.	.	.	.	.
26-50	8	11.1	7	75,000	80,000	110,000	89,571
51-100	5	6.9	.	.	.	.	.
101-250	4	5.6	.	.	.	.	.
251-500	4	5.6	.	.	.	.	.
501+	30	41.7	30	202,500	203,750	205,000	192,750
Subtotal	72	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	69	95.8	67	90,000	144,000	205,000	145,187
Law Clerk	2	2.8	.	.	.	.	.
Other Non-attorney Position	1	1.4	.	.	.	.	.
Subtotal	72	100.0					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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:							
New England	5	3.1	5	55,000	74,702	205,000	120,440
Mid-Atlantic	19	11.9	15	67,395	73,000	202,500	116,593
E North Central	3	1.9	.	.	.	.	.
W North Central	3	1.9	.	.	.	.	.
South Atlantic	111	69.4	99	68,217	80,000	144,000	107,220
E South Central	3	1.9	.	.	.	.	.
W South Central	3	1.9	.	.	.	.	.
Mountain	7	4.4	6	61,000	66,740	71,000	63,580
Pacific	3	1.9	.	.	.	.	.
Non-US locations	3	1.9	.	.	.	.	.
Subtotal	160	100.0					
Location of Jobs:							
In-State	60	37.5	52	63,981	72,550	101,000	95,072
Out of State	100	62.5	87	68,217	85,000	150,000	110,777
Subtotal	160	100.0					
# States and Territories with Employed Grads:							
	27	.	.	.	.	.	.
Total #	27	.					
Note: Categories with no graduates reported are not shown. At least 5 salaries are 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:		
On-campus interview (OCI) program	23	15.3
Internship/externship experience	7	4.7
Job fair/consortia	5	3.3
Responded to career services office job posting	26	17.3
Job posted online or in print	20	13.3
Clerkship application process or OSCAR	7	4.7
Returned to or continued with pre-law school employer	5	3.3
Referral	22	14.7
Started own practice or business	1	0.7
Self-initiated contact/networking	25	16.7
Temp agency	3	2.0
Other	6	4.0
Subtotal	150	100.0
Timing of Job Offer:		
Before graduation	107	67.3
After graduation	52	32.7
Subtotal	159	100.0
Search Status of Employed Grads:		
Seeking a different job	13	8.7
Not seeking a different job	137	91.3
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:		
Business	13	2
Judicial Clerk	27	.
Private Practice	69	3
Government	29	1
Public Interest	15	1
Total Reported	153	7
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 2021 - William & Mary Law School
Table 12 - Source of Job by Employer Type*

Source of Job by Employer Type	Business		Judicial clerkship		Law firms of 50 or fewer		Law firms of 51 or more	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	1	7.7	0	0	3	10.3	0	0
Job posting in CSO	2	15.4	9	34.6	3	10.3	6	15.0
OCI	0	0	1	3.8	4	13.8	16	40.0
Job posted online or in print	1	7.7	2	7.7	3	10.3	1	2.5
Clerkship application process or OSCAR	0	0	7	26.9	0	0	0	0
Returned to/continued with pre-law school employer	2	15.4	0	0	0	0	0	0
Referral	2	15.4	4	15.4	9	31.0	2	5.0
Self-initiated contact/networking	3	23.1	2	7.7	6	20.7	8	20.0
All other	2	15.4	1	3.8	1	3.4	7	17.5
TOTAL	13	100.0	26	100.0	29	100.0	40	100.0

Source of Job by Employer Type	Government		Public Interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	1	3.7	2	13.3	7	4.7
Job posting in CSO	5	18.5	1	6.7	26	17.3
OCI	2	7.4	0	0	23	15.3
Job posted online or in print	9	33.3	4	26.7	20	13.3
Clerkship application process or OSCAR	0	0	0	0	7	4.7
Returned to/continued with pre-law school employer	3	11.1	0	0	5	3.3
Referral	2	7.4	3	20.0	22	14.7
Self-initiated contact/networking	3	11.1	3	20.0	25	16.7
All other	2	7.4	2	13.3	15	10.0
TOTAL	27	100.0	15	100.0	150	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
	Massachusetts	3	1.9
	New Hampshire	1	0.6
		5	3.1
Mid Atlantic	New Jersey	4	2.5
	New York	13	8.1
	Pennsylvania	2	1.3
		19	11.9
E. North Central	Ohio	3	1.9
		3	1.9
W. North Central	Minnesota	1	0.6
	Nebraska	2	1.3
		3	1.9
South Atlantic	Delaware	4	2.5
	Washington, DC	33	20.6
	Florida	4	2.5
	Georgia	4	2.5
	Maryland	4	2.5
	North Carolina	1	0.6
	Virginia	60	37.5
	West Virginia	1	0.6
		111	69.4
E. South Central	Alabama	1	0.6
	Kentucky	1	0.6
	Tennessee	1	0.6
	3	1.9	
W. South Central	Arkansas	1	0.6
	Texas	2	1.3
		3	1.9
Mountain	Colorado	3	1.9
	Nevada	1	0.6
	Utah	3	1.9
		7	4.4
Pacific	Alaska	1	0.6
	California	2	1.3
		3	1.9
Non US locations	Non U.S. locations	3	1.9
		3	1.9
TOTAL		160	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	3	5.0
Arlington	2	3.3
Charlottesville	1	1.7
Fairfax-McLean	6	10.0
Hampton	1	1.7
Lynchburg	1	1.7
Newport News	3	5.0
Norfolk	10	16.7
Other/unknown Virginia	10	16.7
Portsmouth	2	3.3
Richmond	16	26.7
Roanoke	1	1.7
Virginia Beach	3	5.0
Woodbridge-Marumsc	1	1.7
	60	100.0

Excludes employed graduates for whom job location was not reported.

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*Class of 2021 - 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
Business	13	86.7	2	13.3	15	100.0
Judicial clerkship	27	100.0	0	0	27	100.0
Law firm	71	98.6	1	1.4	72	100.0
Government	30	100.0	0	0	30	100.0
Public interest	15	93.8	1	6.3	16	100.0

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

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