

Baylor Law School
Class of 2020 Summary Report

| | | | Full-time Long-term Salaries | | | | |
|--|-----------------|---------------|------------------------------|-----------------|--------|-----------------|---------|
| | Number Reported | % of Reported | # with Salary | 25th Percentile | Median | 75th Percentile | Mean |
| Total Reported = 154 | | | | | | | |
| Gender Reported: | | | | | | | |
| Women | 75 | 49.3 | 43 | 69,684 | 88,000 | 150,000 | 105,622 |
| Men | 77 | 50.7 | 43 | 74,000 | 90,000 | 110,000 | 100,112 |
| Subtotal | 152 | 100.0 | | | | | |
| Race Reported: | | | | | | | |
| People of Color | 45 | 29.4 | 23 | 70,000 | 85,000 | 100,000 | 97,732 |
| White/Caucasian | 108 | 70.6 | 64 | 73,000 | 90,000 | 136,250 | 104,512 |
| Subtotal | 153 | 100.0 | | | | | |
| Gender & Race Reported: | | | | | | | |
| Women of Color | 23 | 15.2 | 10 | 55,756 | 81,250 | 95,000 | 96,494 |
| Men of Color | 22 | 14.6 | 13 | 75,000 | 90,000 | 100,000 | 98,684 |
| White/Caucasian Women | 52 | 34.4 | 33 | 73,500 | 90,000 | 150,000 | 108,388 |
| White/Caucasian Men | 54 | 35.8 | 30 | 72,500 | 90,000 | 120,000 | 100,731 |
| Subtotal | 151 | 100.0 | | | | | |
| Employment Status Known: | | | | | | | |
| Bar Passage Required/Anticipated | 127 | 83.0 | 85 | 73,500 | 90,000 | 120,000 | 103,260 |
| JD Advantage | 9 | 5.9 | . | . | . | . | . |
| Other Professional | 4 | 2.6 | . | . | . | . | . |
| Enrolled in Graduate Studies | 2 | 1.3 | . | . | . | . | . |
| Start date after March 15, 2021 | 1 | 0.7 | . | . | . | . | . |
| Not Employed-Seeking | 7 | 4.6 | . | . | . | . | . |
| Not Employed-Not Seeking | 3 | 2.0 | . | . | . | . | . |
| Subtotal | 153 | 100.0 | | | | | |
| <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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| | | | 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 | 2 | 1.3 | . | . | . | . | . |
| Employed | 140 | 91.5 | 87 | 72,500 | 90,000 | 120,000 | 102,719 |
| Subtotal | 142 | 92.8 | | | | | |
| Employment by Sector: | | | | | | | |
| Private Sector | 105 | 75.0 | 67 | 82,500 | 97,000 | 160,000 | 114,313 |
| Public Sector | 35 | 25.0 | 20 | 55,378 | 65,444 | 69,842 | 63,879 |
| Subtotal | 140 | 100.0 | | | | | |
| Full-time or Part-time Job Status: | | | | | | | |
| Bar Passage Required/Anticipated: Full-time | 127 | 90.7 | 85 | 73,500 | 90,000 | 120,000 | 103,260 |
| JD Advantage: Full-time | 5 | 3.6 | . | . | . | . | . |
| JD Advantage: Part-time | 4 | 2.9 | . | . | . | . | . |
| Other Professional: Full-time | 3 | 2.1 | . | . | . | . | . |
| Other Professional: Part-time | 1 | 0.7 | . | . | . | . | . |
| Subtotal | 140 | 100.0 | | | | | |
| Employment Categories: | | | | | | | |
| Education | 6 | 4.3 | . | . | . | . | . |
| Business | 8 | 5.7 | . | . | . | . | . |
| Judicial Clerk | 10 | 7.1 | 10 | 60,000 | 69,339 | 69,684 | 66,378 |
| Private Practice | 97 | 69.3 | 63 | 85,000 | 100,000 | 160,000 | 116,381 |
| Government | 15 | 10.7 | 5 | 65,000 | 70,000 | 72,295 | 68,759 |
| Public Interest | 4 | 2.9 | . | . | . | . | . |
| Subtotal | 140 | 100.0 | | | | | |
| <p>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.</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 | 3 | 50.0 | . | . | . | . | . |
| JD Advantage | 2 | 33.3 | . | . | . | . | . |
| Other Professional | 1 | 16.7 | . | . | . | . | . |
| Subtotal | 6 | 100.0 | | | | | |
| Business Jobs: | | | | | | | |
| Bar Passage Required/Anticipated | 2 | 25.0 | . | . | . | . | . |
| JD Advantage | 4 | 50.0 | . | . | . | . | . |
| Other Professional | 2 | 25.0 | . | . | . | . | . |
| Subtotal | 8 | 100.0 | | | | | |
| Private Practice Jobs: | | | | | | | |
| Bar Passage Required/Anticipated | 95 | 97.9 | 63 | 85,000 | 100,000 | 160,000 | 116,381 |
| JD Advantage | 2 | 2.1 | . | . | . | . | . |
| Subtotal | 97 | 100.0 | | | | | |
| Government Jobs: | | | | | | | |
| Bar Passage Required/Anticipated | 14 | 93.3 | 5 | 65,000 | 70,000 | 72,295 | 68,759 |
| JD Advantage | 1 | 6.7 | . | . | . | . | . |
| Subtotal | 15 | 100.0 | | | | | |
| Judicial Clerkships: | | | | | | | |
| Federal | 10 | 100.0 | 10 | 60,000 | 69,339 | 69,684 | 66,378 |
| Subtotal | 10 | 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 | 3 | 75.0 | . | . | . | . | . |
| Other Professional | 1 | 25.0 | . | . | . | . | . |
| Subtotal | 4 | 100.0 | | | | | |
| Size of Law Firm (by # of Attorneys): | | | | | | | |
| 1-10 | 29 | 29.9 | 11 | 72,500 | 85,000 | 100,000 | 90,500 |
| 11-25 | 24 | 24.7 | 15 | 80,000 | 90,000 | 100,000 | 92,000 |
| 26-50 | 13 | 13.4 | 10 | 80,000 | 90,000 | 100,000 | 90,200 |
| 51-100 | 6 | 6.2 | . | . | . | . | . |
| 101-250 | 9 | 9.3 | 8 | 85,000 | 127,500 | 160,000 | 123,125 |
| 251-500 | 4 | 4.1 | . | . | . | . | . |
| 501+ | 11 | 11.3 | 11 | 165,000 | 190,000 | 190,000 | 175,000 |
| Solo practitioner | 1 | 1.0 | . | . | . | . | . |
| Subtotal | 97 | 100.0 | | | | | |
| Type of Law Firm Job: | | | | | | | |
| Associate/Entry-level Attorney | 92 | 95.8 | 63 | 85,000 | 100,000 | 160,000 | 116,381 |
| Law Clerk | 4 | 4.2 | . | . | . | . | . |
| 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: | | | | | | | |
| E North Central | 1 | 0.7 | . | . | . | . | . |
| W North Central | 3 | 2.2 | . | . | . | . | . |
| South Atlantic | 1 | 0.7 | . | . | . | . | . |
| E South Central | 1 | 0.7 | . | . | . | . | . |
| W South Central | 127 | 91.4 | 84 | 72,898 | 90,000 | 121,250 | 103,179 |
| Mountain | 2 | 1.4 | . | . | . | . | . |
| Pacific | 4 | 2.9 | . | . | . | . | . |
| Subtotal | 139 | 100.0 | | | | | |
| Location of Jobs: | | | | | | | |
| In-State | 127 | 91.4 | 84 | 72,898 | 90,000 | 121,250 | 103,179 |
| Out of State | 12 | 8.6 | . | . | . | . | . |
| Subtotal | 139 | 100.0 | | | | | |
| # States and Territories with Employed Grads: | | | | | | | |
| | 10 | . | . | . | . | . | . |
| Total # | 10 | . | | | | | |
| 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: | | |
| OCI | 30 | 21.4 |
| Job posting in CSO | 22 | 15.7 |
| Job posted online or in print | 7 | 5.0 |
| Clerkship application process or OSCAR | 5 | 3.6 |
| Returned to or continued with pre-law school employer | 2 | 1.4 |
| Referral | 12 | 8.6 |
| Started own practice or business | 2 | 1.4 |
| Self-initiated contact/networking | 59 | 42.1 |
| Other | 1 | 0.7 |
| Subtotal | 140 | 100.0 |
| Timing of Job Offer: | | |
| Before graduation | 81 | 58.7 |
| After graduation | 57 | 41.3 |
| Subtotal | 138 | 100.0 |
| Search Status of Employed Grads: | | |
| Seeking a different job | 12 | 8.6 |
| Not seeking a different job | 128 | 91.4 |
| Subtotal | 140 | 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 | 6 | . |
| Business | 8 | . |
| Judicial Clerk | 10 | . |
| Private Practice | 96 | 1 |
| Government | 14 | 1 |
| Public Interest | 4 | . |
| Total Reported | 138 | 2 |
| Total Number of Jobs Reported as Funded by Law School: | | |
| | 5 | . |
| Total Reported | 5 | . |
| 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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