

**University of San Francisco School of Law**  
**Class of 2016 Summary Report**

|  |                 |               | Full-time Long-term Salaries |                 |        |                 |        |
|--|-----------------|---------------|------------------------------|-----------------|--------|-----------------|--------|
|  | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median | 75th Percentile | Mean   |
| <b>Total Reported = 140</b>  |                 |               |                              |                 |        |                 |        |
| <b>Gender Reported:</b>  |                 |               |                              |                 |        |                 |        |
| Women  |                 |               |                              |                 |        |                 |        |
| Men  |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Race Reported:</b>  |                 |               |                              |                 |        |                 |        |
| Minority   |                 |               |                              |                 |        |                 |        |
| Nonminority  |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Gender &amp; Race Reported:</b>   |                 |               |                              |                 |        |                 |        |
| Minority Women   |                 |               |                              |                 |        |                 |        |
| Minority Men   |                 |               |                              |                 |        |                 |        |
| Nonminority Women  |                 |               |                              |                 |        |                 |        |
| Nonminority Men  |                 |               |                              |                 |        |                 |        |
| <b>Subtotal</b>  |                 |               |                              |                 |        |                 |        |
| <b>Employment Status Known:</b>  |                 |               |                              |                 |        |                 |        |
| Bar Passage Required   | 55              | 40.1          | 37                           | 60,000          | 75,000 | 100,000         | 88,209 |
| JD Advantage   | 33              | 24.1          | 16                           | 55,500          | 74,500 | 100,000         | 80,163 |
| Other Professional   | 9               | 6.6           | .                            | .               | .      | .               | .      |
| Non-professional   | 1               | 0.7           | .                            | .               | .      | .               | .      |
| Continuing Studies Full-time   | 1               | 0.7           | .                            | .               | .      | .               | .      |
| Start date after 3/15/2017   | 4               | 2.9           | .                            | .               | .      | .               | .      |
| Not Employed-Seeking   | 32              | 23.4          | .                            | .               | .      | .               | .      |
| Not Employed-Not Seeking   | 2               | 1.5           | .                            | .               | .      | .               | .      |
| <b>Subtotal 137 100.0</b>  |                 |               |                              |                 |        |                 |        |
| 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. |                 |               |                              |                 |        |                 |        |

Table prepared by NALP, August 2017

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|   |                 |               | Full-time Long-term Salaries |                 |        |                 |        |
|---|-----------------|---------------|------------------------------|-----------------|--------|-----------------|--------|
|   | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median | 75th Percentile | Mean   |
| <b>Total Employed or Continuing Studies Full-time:</b>  |                 |               |                              |                 |        |                 |        |
| Continuing Studies Full-time  | 1               | 0.7           | .                            | .               | .      | .               | .      |
| Employed  | 98              | 71.5          | 57                           | 60,000          | 75,000 | 90,000          | 84,724 |
| <b>Subtotal</b>   | <b>99</b>       | <b>72.3</b>   |                              |                 |        |                 |        |
| <b>Employment by Sector</b>   |                 |               |                              |                 |        |                 |        |
| Private Sector  | 70              | 71.4          | 41                           | 65,000          | 80,925 | 110,000         | 92,430 |
| Public Sector   | 28              | 28.6          | 16                           | 51,000          | 61,000 | 75,500          | 64,977 |
| <b>Subtotal</b>   | <b>98</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Full-time/Part-time Jobs:</b>  |                 |               |                              |                 |        |                 |        |
| Bar Passage Required-Full-time  | 53              | 54.1          | 37                           | 60,000          | 75,000 | 100,000         | 88,209 |
| Bar Passage Required-Part-time  | 2               | 2.0           | .                            | .               | .      | .               | .      |
| JD Advantage-Full-time  | 24              | 24.5          | 16                           | 55,500          | 74,500 | 100,000         | 80,163 |
| JD Advantage-Part-time  | 9               | 9.2           | .                            | .               | .      | .               | .      |
| Other Professional-Full-time  | 6               | 6.1           | .                            | .               | .      | .               | .      |
| Other Professional-Part-time  | 3               | 3.1           | .                            | .               | .      | .               | .      |
| Non-professional-Part-time  | 1               | 1.0           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>98</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Employment Categories:</b>   |                 |               |                              |                 |        |                 |        |
| Education   | 2               | 2.0           | .                            | .               | .      | .               | .      |
| Business  | 23              | 23.5          | 13                           | 73,000          | 80,925 | 110,000         | 90,071 |
| Judicial Clerk  | 1               | 1.0           | .                            | .               | .      | .               | .      |
| Private Practice  | 47              | 48.0          | 28                           | 58,000          | 81,250 | 110,000         | 93,525 |
| Government  | 15              | 15.3          | 8                            | 63,816          | 75,500 | 83,500          | 75,704 |
| Public Interest   | 10              | 10.2          | 6                            | 45,000          | 51,000 | 60,000          | 52,000 |
| <b>Subtotal</b>   | <b>98</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. |                 |               |                              |                 |        |                 |        |

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|   |                 |               | Full-time Long-term Salaries |                 |        |                 |         |
|---|-----------------|---------------|------------------------------|-----------------|--------|-----------------|---------|
|   | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median | 75th Percentile | Mean    |
| <b>Education Jobs:</b>  |                 |               |                              |                 |        |                 |         |
| Other Professional  | 2               | 100.0         | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>2</b>        | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Business Jobs:</b>   |                 |               |                              |                 |        |                 |         |
| Bar Passage Required  | 4               | 17.4          | .                            | .               | .      | .               | .       |
| JD Advantage  | 13              | 56.5          | 8                            | 74,500          | 87,500 | 115,000         | 96,125  |
| Other Professional  | 5               | 21.7          | .                            | .               | .      | .               | .       |
| Non-professional  | 1               | 4.3           | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>23</b>       | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Private Practice Jobs:</b>   |                 |               |                              |                 |        |                 |         |
| Bar Passage Required  | 33              | 70.2          | 24                           | 69,300          | 85,000 | 137,500         | 100,671 |
| JD Advantage  | 14              | 29.8          | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>47</b>       | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Government Jobs:</b>   |                 |               |                              |                 |        |                 |         |
| Bar Passage Required  | 9               | 60.0          | .                            | .               | .      | .               | .       |
| JD Advantage  | 5               | 33.3          | .                            | .               | .      | .               | .       |
| Other Professional  | 1               | 6.7           | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>15</b>       | <b>100.0</b>  |                              |                 |        |                 |         |
| <b>Judicial Clerkships:</b>   |                 |               |                              |                 |        |                 |         |
| Federal   | 1               | 100.0         | .                            | .               | .      | .               | .       |
| <b>Subtotal</b>   | <b>1</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. |                 |               |                              |                 |        |                 |         |

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|---|-----------------|---------------|------------------------------|-----------------|---------|-----------------|---------|
|   | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median  | 75th Percentile | Mean    |
| <b>Public Interest Jobs:</b>  |                 |               |                              |                 |         |                 |         |
| Bar Passage Required  | 8               | 80.0          | 6                            | 45,000          | 51,000  | 60,000          | 52,000  |
| JD Advantage  | 1               | 10.0          | .                            | .               | .       | .               | .       |
| Other Professional  | 1               | 10.0          | .                            | .               | .       | .               | .       |
| <b>Subtotal</b>   | <b>10</b>       | <b>100.0</b>  |                              |                 |         |                 |         |
| <b>Size of Firm:</b>  |                 |               |                              |                 |         |                 |         |
| 1-10  | 28              | 59.6          | 15                           | 50,000          | 68,600  | 85,000          | 70,380  |
| 11-25   | 4               | 8.5           | .                            | .               | .       | .               | .       |
| 26-50   | 1               | 2.1           | .                            | .               | .       | .               | .       |
| 51-100  | 2               | 4.3           | .                            | .               | .       | .               | .       |
| 101-250   | 2               | 4.3           | .                            | .               | .       | .               | .       |
| 251-500   | 3               | 6.4           | .                            | .               | .       | .               | .       |
| 501+  | 6               | 12.8          | 6                            | 56,000          | 167,500 | 180,000         | 132,167 |
| Solo practitioner   | 1               | 2.1           | .                            | .               | .       | .               | .       |
| <b>Subtotal</b>   | <b>47</b>       | <b>100.0</b>  |                              |                 |         |                 |         |
| <b>Type of Law Firm Job:</b>  |                 |               |                              |                 |         |                 |         |
| Associate   | 30              | 63.8          | 23                           | 70,000          | 85,000  | 155,000         | 103,222 |
| Law Clerk   | 13              | 27.7          | .                            | .               | .       | .               | .       |
| Paralegal   | 4               | 8.5           | .                            | .               | .       | .               | .       |
| <b>Subtotal</b>   | <b>47</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. |                 |               |                              |                 |         |                 |         |

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|   |                 |               | Full-time Long-term Salaries |                 |        |                 |        |
|---|-----------------|---------------|------------------------------|-----------------|--------|-----------------|--------|
|   | Number Reported | % of Reported | # with Salary                | 25th Percentile | Median | 75th Percentile | Mean   |
| <b>Jobs Taken by Region:</b>  |                 |               |                              |                 |        |                 |        |
| Mid-Atlantic  | 1               | 1.0           | .                            | .               | .      | .               | .      |
| E North Central   | 1               | 1.0           | .                            | .               | .      | .               | .      |
| South Atlantic  | 1               | 1.0           | .                            | .               | .      | .               | .      |
| W South Central   | 1               | 1.0           | .                            | .               | .      | .               | .      |
| Mountain  | 2               | 2.1           | .                            | .               | .      | .               | .      |
| Pacific   | 89              | 92.7          | 53                           | 62,000          | 78,000 | 100,000         | 87,212 |
| Non US locations  | 1               | 1.0           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>96</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b>Location of Jobs:</b>  |                 |               |                              |                 |        |                 |        |
| In-State  | 89              | 92.7          | 53                           | 62,000          | 78,000 | 100,000         | 87,212 |
| Out of State  | 7               | 7.3           | .                            | .               | .      | .               | .      |
| <b>Subtotal</b>   | <b>96</b>       | <b>100.0</b>  |                              |                 |        |                 |        |
| <b># States and Territories w/Employed Grads:</b>   |                 |               |                              |                 |        |                 |        |
|   | 7               | .             | .                            | .               | .      | .               | .      |
| <b>Total</b>  | <b>7</b>        | <b>.</b>      |                              |                 |        |                 |        |
| Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. |                 |               |                              |                 |        |                 |        |

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|  | Number<br>Reported | % of<br>Reported |
|--|--------------------|------------------|
| <b>Source of Job</b>   |                    |                  |
| Fall OCI   | 7                  | 7.3              |
| Job Posting in CSO   | 9                  | 9.4              |
| Job posted online or in print  | 13                 | 13.5             |
| Clerkship application process or Oscar   | 1                  | 1.0              |
| Return to Prior Job  | 8                  | 8.3              |
| Referral   | 25                 | 26.0             |
| Self-initiated/letter  | 25                 | 26.0             |
| Temp Agency  | 2                  | 2.1              |
| Other  | 6                  | 6.3              |
| <b>Subtotal</b>  | <b>96</b>          | <b>100.0</b>     |
| <b>Timing of Job Offer</b>   |                    |                  |
| After Bar Results  | 28                 | 28.9             |
| Before Graduation  | 35                 | 36.1             |
| Before Bar Results   | 34                 | 35.1             |
| <b>Subtotal</b>  | <b>97</b>          | <b>100.0</b>     |
| <b>Search Status of Employed Grads</b>   |                    |                  |
| Seeking a different job  | 34                 | 36.6             |
| Not seeking a different job  | 59                 | 63.4             |
| <b>Subtotal</b>  | <b>93</b>          | <b>100.0</b>     |
| Note: Figures are based on jobs for which the item was reported, and thus may not add to the total number of jobs. |                    |                  |

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|   | 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                           | 1                             |
| Business  | 17                          | 6                             |
| Judicial Clerk  | 1                           | .                             |
| Private Practice  | 44                          | 3                             |
| Government  | 12                          | 3                             |
| Public Interest   | 7                           | 3                             |
| <b>Total Reported</b>   | <b>82</b>                   | <b>16</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.<br>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             | 0               | 0             | 0                  | 0             | 0                        | 0             |
| Job Posting in CSO                     | 0               | 0             | 0               | 0             | 0                  | 0             | 5                        | 15.6          |
| Clerkship application process or Oscar | 0               | 0             | 0               | 0             | 1                  | 100.0         | 0                        | 0             |
| Pre-law school employer                | 0               | 0             | 3               | 13.0          | 0                  | 0             | 0                        | 0             |
| Referral from friend                   | 0               | 0             | 6               | 26.1          | 0                  | 0             | 11                       | 34.4          |
| Letter/self-initiated                  | 2               | 100.0         | 6               | 26.1          | 0                  | 0             | 10                       | 31.3          |
| Temp agency or legal search            | 0               | 0             | 2               | 8.7           | 0                  | 0             | 0                        | 0             |
| All other                              | 0               | 0             | 6               | 26.1          | 0                  | 0             | 6                        | 18.8          |
| <b>TOTAL</b>                           | <b>2</b>        | <b>100.0</b>  | <b>23</b>       | <b>100.0</b>  | <b>1</b>           | <b>100.0</b>  | <b>32</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 |
| Fall OCI                               | 3                       | 23.1          | 3               | 20.0          | 1               | 10.0          | 7                   | 7.3           |
| Job Posting in CSO                     | 3                       | 23.1          | 1               | 6.7           | 0               | 0             | 9                   | 9.4           |
| Clerkship application process or Oscar | 0                       | 0             | 0               | 0             | 0               | 0             | 1                   | 1.0           |
| Pre-law school employer                | 1                       | 7.7           | 4               | 26.7          | 0               | 0             | 8                   | 8.3           |
| Referral from friend                   | 3                       | 23.1          | 0               | 0             | 5               | 50.0          | 25                  | 26.0          |
| Letter/self-initiated                  | 1                       | 7.7           | 3               | 20.0          | 3               | 30.0          | 25                  | 26.0          |
| Temp agency or legal search            | 0                       | 0             | 0               | 0             | 0               | 0             | 2                   | 2.1           |
| All other                              | 2                       | 15.4          | 4               | 26.7          | 1               | 10.0          | 19                  | 19.8          |
| <b>TOTAL</b>                           | <b>13</b>               | <b>100.0</b>  | <b>15</b>       | <b>100.0</b>  | <b>10</b>       | <b>100.0</b>  | <b>96</b>           | <b>100.0</b>  |

*\* 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.*

*Table prepared by NALP, August 2017*



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***Table 13***

***Number of Jobs Reported Taken by State***

| <b>Region</b>       | <b>State</b>       | <b># of jobs</b> | <b>% of jobs</b>    |
|---------------------|--------------------|------------------|---------------------|
| Mid Atlantic        | Pennsylvania       | 1                | 1.0                 |
|                     |                    | <i>1</i>         | <i>1.0</i>          |
| E. North Central    | Illinois           | 1                | 1.0                 |
|                     |                    | <i>1</i>         | <i>1.0</i>          |
| South Atlantic      | West Virginia      | 1                | 1.0                 |
|                     |                    | <i>1</i>         | <i>1.0</i>          |
| W. South Central    | Texas              | 1                | 1.0                 |
|                     |                    | <i>1</i>         | <i>1.0</i>          |
| Mountain            | Colorado           | 1                | 1.0                 |
|                     | Nevada             | 1                | 1.0                 |
|                     |                    | <i>2</i>         | <i>2.1</i>          |
| Pacific             | California         | 89               | 92.7                |
|                     |                    | <i>89</i>        | <i>92.7</i>         |
| Non US locations    | Non U.S. locations | 1                | 1.0                 |
|                     |                    | <i>1</i>         | <i>1.0</i>          |
| <b><i>TOTAL</i></b> |                    | <b><i>96</i></b> | <b><i>100.0</i></b> |

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

***Table prepared by NALP, August 2017***

***Class of 2016--University of San Francisco School of Law***

***Table 14***

***Location of Instate Jobs***

| <b>In-state location</b> | <b># of Jobs</b> | <b>% of Jobs</b> |
|--------------------------|------------------|------------------|
| Berkeley                 | 1                | 1.1              |
| Burlingame               | 1                | 1.1              |
| Concord                  | 2                | 2.2              |
| Glendale                 | 1                | 1.1              |
| Irvine                   | 1                | 1.1              |
| Long Beach               | 1                | 1.1              |
| Los Angeles              | 2                | 2.2              |
| Mountain View            | 3                | 3.4              |
| Oakland                  | 5                | 5.6              |
| Other/unknown California | 13               | 14.6             |
| Palo Alto                | 1                | 1.1              |
| Redwood City             | 1                | 1.1              |
| Sacramento               | 1                | 1.1              |
| San Diego                | 1                | 1.1              |
| San Francisco            | 48               | 53.9             |
| San Jose                 | 3                | 3.4              |
| Santa Ana                | 1                | 1.1              |
| Walnut Creek             | 3                | 3.4              |
|                          | <b>89</b>        | <b>100.0</b>     |

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

***Table prepared by NALP, August 2017***

*Class of 2016--University of San Francisco 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               | 50.0          | 1               | 50.0          | 2               | 100.0         |
| Business                                 | 20              | 87.0          | 3               | 13.0          | 23              | 100.0         |
| Judicial clerkship                       | 1               | 100.0         | 0               | 0             | 1               | 100.0         |
| Law firm                                 | 39              | 83.0          | 8               | 17.0          | 47              | 100.0         |
| Government                               | 14              | 93.3          | 1               | 6.7           | 15              | 100.0         |
| Public interest                          | 8               | 80.0          | 2               | 20.0          | 10              | 100.0         |

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

*Table prepared by NALP, August 2017*