

Baylor Law School
Class of 2018 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 118							
Gender Reported:							
Women	64	54.2	29	70,000	80,000	90,000	90,948
Men	54	45.8	22	75,000	85,000	90,000	88,977
Subtotal	118	100.0					
Race Reported:							
Minority	29	24.6	7	70,000	70,000	90,000	91,429
Non-minority	89	75.4	44	72,498	85,000	90,000	89,886
Subtotal	118	100.0					
Gender & Race Reported:							
Minority Women	16	13.6	.	.	.	.	.
Minority Men	13	11.0	.	.	.	.	.
Non-minority Women	48	40.7	25	72,000	80,000	90,000	89,700
Non-minority Men	41	34.7	19	75,000	85,000	90,000	90,132
Subtotal	118	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	103	90.4	49	70,000	85,000	90,000	88,367
JD Advantage	5	4.4	.	.	.	.	.
Continuing Studies Full-time	1	0.9	.	.	.	.	.
Start date after 3/15/2019	3	2.6	.	.	.	.	.
Not Employed-Seeking	2	1.8	.	.	.	.	.
Subtotal	114	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.							

Table prepared by NALP, August 2019

NALP Summary Report data may vary slightly from the school-specific data published by the ABA because of definitional differences between the two organizations and because NALP's quality control process can result in changes which may not be reflected in ABA data. For more on this, see www.nalp.org/erssinfo.

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Continuing Studies Full-time:							
Continuing Studies Full-time	1	0.9	.	.	.	.	.
Employed	108	94.7	51	70,000	85,000	90,000	90,098
Subtotal	109	95.6					
Employment by Sector							
Private Sector	83	76.9	42	75,000	85,000	90,000	94,524
Public Sector	25	23.1	9	56,000	61,000	70,000	69,444
Subtotal	108	100.0					
Full-time/Part-time Jobs:							
Bar Passage Req/Anticipated-Full-time	103	95.4	49	70,000	85,000	90,000	88,367
JD Advantage-Full-time	5	4.6	.	.	.	.	.
Subtotal	108	100.0					
Employment Categories:							
Education	3	2.8	.	.	.	.	.
Business	7	6.5	.	.	.	.	.
Judicial Clerk	6	5.6	.	.	.	.	.
Private Practice	76	70.4	38	75,000	85,000	90,000	93,947
Government	16	14.8	6	61,000	67,500	72,996	77,499
Subtotal	108	100.0					
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
Education Jobs:							
Bar Passage Required/Anticipated	3	100.0	.	.	.	.	.
Subtotal	3	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	4	57.1	.	.	.	.	.
JD Advantage	3	42.9	.	.	.	.	.
Subtotal	7	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	76	100.0	38	75,000	85,000	90,000	93,947
Subtotal	76	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	14	87.5	5	61,000	65,000	70,000	64,999
JD Advantage	2	12.5	.	.	.	.	.
Subtotal	16	100.0					
Judicial Clerkships:							
Federal	2	33.3	.	.	.	.	.
State	4	66.7	.	.	.	.	.
Subtotal	6	100.0					
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
Size of Firm (by # of Attorney):							
1-10	38	50.0	14	72,000	77,500	90,000	78,500
11-25	13	17.1	9	70,000	90,000	90,000	82,778
26-50	9	11.8	6	77,000	85,000	85,000	83,417
51-100	5	6.6	.	.	.	.	.
101-250	4	5.3	.	.	.	.	.
501+	6	7.9	6	85,000	173,750	190,000	149,583
Unknown Size	1	1.3	.	.	.	.	.
Subtotal	76	100.0					
Type of Law Firm Job:							
Associate	73	97.3	36	75,000	85,000	90,000	95,417
Staff Attorney	2	2.7	.	.	.	.	.
Subtotal	75	100.0					
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
Jobs Taken by Region:							
New England	1	0.9	.	.	.	.	.
Mid-Atlantic	1	0.9	.	.	.	.	.
E North Central	1	0.9	.	.	.	.	.
South Atlantic	3	2.8	.	.	.	.	.
W South Central	99	91.7	47	70,000	85,000	90,000	89,830
Mountain	1	0.9	.	.	.	.	.
Pacific	2	1.9	.	.	.	.	.
Subtotal	108	100.0					
Location of Jobs:							
In-State	98	90.7	47	70,000	85,000	90,000	89,830
Out of State	10	9.3	.	.	.	.	.
Subtotal	108	100.0					
# States and Territories w/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.							

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	Number Reported	% of Reported
Source of Job		
Fall OCI	19	17.6
Job fair/consortia	2	1.9
Job posting in CSO	18	16.7
Job posted online or in print	16	14.8
Return to prior job	4	3.7
Referral	7	6.5
Self-initiated/letter	38	35.2
Spring OCI	3	2.8
Other	1	0.9
Subtotal	108	100.0
Timing of Job Offer		
Before graduation	65	60.2
After graduation	43	39.8
Subtotal	108	100.0
Search Status of Employed Grads		
Seeking a different job	1	0.9
Not seeking a different job	107	99.1
Subtotal	108	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		
Education	3	.
Business	7	.
Judicial Clerk	6	.
Private Practice	76	.
Government	16	.
Total Reported	108	.
Total Number of Jobs Reported as Funded by Law School		
	3	.
Total Reported	3	.
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 2018--Baylor Law School
Table 1
Graduate Demographics*

Minority Status and Gender		Gender				TOTAL	
		Women		Men			
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Minority	Asian/Pacific Islander	2	3.1	3	5.6	5	4.2
	Black/African American	3	4.7	1	1.9	4	3.4
	Hispanic	7	10.9	9	16.7	16	13.6
	Multiracial	4	6.3	-	-	4	3.4
	Subtotal	16	25.0	13	24.1	29	24.6
White or not reported	White	48	75.0	41	75.9	89	75.4
	Subtotal	48	75.0	41	75.9	89	75.4
TOTAL		64	100.0	54	100.0	118	100.0

Total number of graduates reported is shown at lower right.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 1--continued
Graduate Demographics

	Number Reported	% of Reported
Sexual Orientation		
Sexual orientation not reported	118	100.0
Total	118	100.0
Note: Unless it is explicitly reported above, no graduates identified as transgender.		

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 2
Employment Status by Gender

Employment Status by Gender		Women		Men	
		Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage reqd/anticipated	58	93.5	45	86.5
	JD advantage	1	1.6	4	7.7
	Subtotal	59	95.2	49	94.2
Not Employed	Continuing Studies FT	1	1.6	0	0
	Start date after 3/15/19	1	1.6	2	3.8
	Seeking work	1	1.6	1	1.9
	Subtotal	3	4.8	3	5.8
TOTAL		62	100.0	52	100.0

This table excludes graduates for whom gender was not reported.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 3
Employment Status by Age at Graduation

Employment Status by Age at Graduation		20-25		26-30		31-35	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage reqd/anticipated	57	93.4	40	87.0	3	75.0
	JD advantage	1	1.6	4	8.7	0	0
	Subtotal	58	95.1	44	95.7	3	75.0
Not Employed	Continuing Studies FT	0	0	1	2.2	0	0
	Start date after 3/15/19	3	4.9	0	0	0	0
	Seeking work	0	0	1	2.2	1	25.0
	Subtotal	3	4.9	2	4.3	1	25.0
TOTAL		61	100.0	46	100.0	4	100.0

Employment Status by Age at Graduation		36-40		41-45	
		Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage reqd/anticipated	2	100.0	1	100.0
	JD advantage	0	0	0	0
	Subtotal	2	100.0	1	100.0
Not Employed	Continuing Studies FT	0	0	0	0
	Start date after 3/15/19	0	0	0	0
	Seeking work	0	0	0	0
	Subtotal	0	0	0	0
TOTAL		2	100.0	1	100.0

This table excludes graduates for whom age was not reported.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 4
Employer Types by Gender

Employer Types by Gender	Women		Men	
	Number Reported	% of Reported	Number Reported	% of Reported
Education	2	3.4	1	2.0
Business	0	0	7	14.3
Judicial clerkship	5	8.5	1	2.0
Law firm	44	74.6	32	65.3
Government	8	13.6	8	16.3
TOTAL	59	100.0	49	100.0

This table excludes graduates for whom gender was not reported.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 5
Employer Types by Age at Graduation

Employer Types by Age at Graduation	20-25		26-30		31-35	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Education	1	1.7	1	2.3	1	33.3
Business	3	5.2	4	9.1	0	0
Judicial clerkship	5	8.6	1	2.3	0	0
Law firm	41	70.7	32	72.7	1	33.3
Government	8	13.8	6	13.6	1	33.3
TOTAL	58	100.0	44	100.0	3	100.0

Employer Types by Age at Graduation	36-40		41-45	
	Number Reported	% of Reported	Number Reported	% of Reported
Education	0	0	0	0
Business	0	0	0	0
Judicial clerkship	0	0	0	0
Law firm	1	50.0	1	100.0
Government	1	50.0	0	0
TOTAL	2	100.0	1	100.0

This table excludes graduates for whom age was not reported.

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*Class of 2018--Baylor Law School
Table 6
Private Practice Detail by Gender*

Size of Law Firm by Gender	Women		Men	
	Number Reported	% of Reported	Number Reported	% of Reported
1-10 attys	21	47.7	17	53.1
11-25 attys	7	15.9	6	18.8
26-50 attys	5	11.4	4	12.5
51-100 attys	3	6.8	2	6.3
101-250 attys	3	6.8	1	3.1
501+ attys	5	11.4	1	3.1
Unknown size	0	0	1	3.1
TOTAL	44	100.0	32	100.0

This table excludes graduates employed at law firms for whom gender was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 7
Employer Detail by Gender*

Detailed Employer Types by Gender		Women		Men		All	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Education	Law school research asst.	2	100.0	1	100.0	3	100.0
	Category total	2	100.0	1	100.0	3	100.0
Business	Association or campaign	0	0	1	14.3	1	14.3
	Banking/finance	0	0	1	14.3	1	14.3
	Insurance	0	0	1	14.3	1	14.3
	Legal Process Outsourcer	0	0	2	28.6	2	28.6
	Real estate	0	0	1	14.3	1	14.3
	Other business	0	0	1	14.3	1	14.3
	Category total	0	0	7	100.0	7	100.0
	Judicial clerkship	Federal court	1	20.0	1	100.0	2	33.3
State court		4	80.0	0	0	4	66.7
Category total		5	100.0	1	100.0	6	100.0
Law firm	Law Firm	44	100.0	32	100.0	76	100.0
	Category total	44	100.0	32	100.0	76	100.0
Government	Military JAG Corps	1	12.5	3	37.5	4	25.0
	State legislative	1	12.5	0	0	1	6.3
	Local prosecutor	6	75.0	4	50.0	10	62.5
	Other/unknown levels of govt-all jobs	0	0	1	12.5	1	6.3
	Category total	8	100.0	8	100.0	16	100.0

Note: Percentages are calculated per employment category. The last column shows the total number of employed graduates for each employment category.

*Class of 2018--Baylor Law School
Table 8
Employment Status by Race/Ethnicity*

Employment Status by Race/Ethnicity		Asian/Pacific Islander		Black/African American		White	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage reqd/anticipated	4	100.0	3	100.0	81	91.0
	JD advantage	0	0	0	0	5	5.6
	Subtotal	4	100.0	3	100.0	86	96.6
Not Employed	Continuing Studies FT	0	0	0	0	0	0
	Start date after 3/15/19	0	0	0	0	3	3.4
	Seeking work	0	0	0	0	0	0
	Subtotal	0	0	0	0	3	3.4
TOTAL		4	100.0	3	100.0	89	100.0

Employment Status by Race/Ethnicity		Hispanic		Multiracial	
		Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage reqd/anticipated	13	86.7	2	66.7
	JD advantage	0	0	0	0
	Subtotal	13	86.7	2	66.7
Not Employed	Continuing Studies FT	1	6.7	0	0
	Start date after 3/15/19	0	0	0	0
	Seeking work	1	6.7	1	33.3
	Subtotal	2	13.3	1	33.3
TOTAL		15	100.0	3	100.0

This table excludes graduates for whom race/ethnicity was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 9
Employer Types by Race/Ethnicity*

Employer Types by Race/Ethnicity	Asian/Pacific Islander		Black/African American		White	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Education	0	0	0	0	3	3.5
Business	0	0	0	0	7	8.1
Judicial clerkship	0	0	0	0	5	5.8
Law firm	3	75.0	3	100.0	59	68.6
Government	1	25.0	0	0	12	14.0
TOTAL	4	100.0	3	100.0	86	100.0

Employer Types by Race/Ethnicity	Hispanic		Multiracial	
	Number Reported	% of Reported	Number Reported	% of Reported
Education	0	0	0	0
Business	0	0	0	0
Judicial clerkship	1	7.7	0	0
Law firm	9	69.2	2	100.0
Government	3	23.1	0	0
TOTAL	13	100.0	2	100.0

This table excludes employed graduates for whom race/ethnicity was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 10
Private Practice Detail by Race/Ethnicity*

Size of Law Firm by Race/Ethnicity	Asian/Pacific Islander		Black/African American		White	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
1-10 attys	1	33.3	1	33.3	29	49.2
11-25 attys	1	33.3	1	33.3	10	16.9
26-50 attys	0	0	1	33.3	8	13.6
51-100 attys	1	33.3	0	0	4	6.8
101-250 attys	0	0	0	0	3	5.1
501+ attys	0	0	0	0	5	8.5
Unknown size	0	0	0	0	0	0
TOTAL	3	100.0	3	100.0	59	100.0

Size of Law Firm by Race/Ethnicity	Hispanic		Multiracial	
	Number Reported	% of Reported	Number Reported	% of Reported
1-10 attys	5	55.6	2	100.0
11-25 attys	1	11.1	0	0
26-50 attys	0	0	0	0
51-100 attys	0	0	0	0
101-250 attys	1	11.1	0	0
501+ attys	1	11.1	0	0
Unknown size	1	11.1	0	0
TOTAL	9	100.0	2	100.0

This table excludes graduates employed at firms for whom race/ethnicity was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 11
Employer Detail by Race/Ethnicity*

Detailed Employer Types by Race Ethnicity		Asian/Pacific Islander		Black/African American		White	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Education	Law school research asst.	0	0	0	0	3	100.0
	Category total	0	0	0	0	3	100.0
Business	Association or campaign	0	0	0	0	1	14.3
	Banking/finance	0	0	0	0	1	14.3
	Insurance	0	0	0	0	1	14.3
	Legal Process Outsourcer	0	0	0	0	2	28.6
	Real estate	0	0	0	0	1	14.3
	Other business	0	0	0	0	1	14.3
	Category total	0	0	0	0	7	100.0
	Judicial clerkship	Federal court	0	0	0	0	2	40.0
	State court	0	0	0	0	3	60.0
	Category total	0	0	0	0	5	100.0
Law firm	Law Firm	3	100.0	3	100.0	59	100.0
	Category total	3	100.0	3	100.0	59	100.0
Government	Military JAG Corps	0	0	0	0	4	33.3
	State legislative	0	0	0	0	1	8.3
	Local prosecutor	1	100.0	0	0	6	50.0
	Other/unknown levels of govt-all jobs	0	0	0	0	1	8.3
	Category total	1	100.0	0	0	12	100.0

This table excludes employed graduates for whom race/ethnicity was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 11
Employer Detail by Race/Ethnicity*

Detailed Employer Types by Race Ethnicity		Hispanic		Multiracial	
		Number Reported	% of Reported	Number Reported	% of Reported
Education	Law school research asst.	0	0	0	0
	Category total	0	0	0	0
Business	Association or campaign	0	0	0	0
	Banking/finance	0	0	0	0
	Insurance	0	0	0	0
	Legal Process Outsourcer	0	0	0	0
	Real estate	0	0	0	0
	Other business	0	0	0	0
	Category total	0	0	0	0
Judicial clerkship	Federal court	0	0	0	0
	State court	1	100.0	0	0
	Category total	1	100.0	0	0
Law firm	Law Firm	9	100.0	2	100.0
	Category total	9	100.0	2	100.0
Government	Military JAG Corps	0	0	0	0
	State legislative	0	0	0	0
	Local prosecutor	3	100.0	0	0
	Other/unknown levels of govt-all jobs	0	0	0	0
	Category total	3	100.0	0	0

This table excludes employed graduates for whom race/ethnicity was not reported.

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
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	10	16.7
Job Posting in CSO	0	0	1	14.3	1	16.7	11	18.3
Pre-law school employer	0	0	0	0	0	0	2	3.3
Referral from friend	3	100.0	0	0	1	16.7	2	3.3
Letter/self-initiated	0	0	2	28.6	1	16.7	26	43.3
All other	0	0	4	57.1	3	50.0	9	15.0
TOTAL	3	100.0	7	100.0	6	100.0	60	100.0

Source of Job by Employer Type	Law firms of 51 or more		Government		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Fall OCI	8	53.3	1	6.3	19	17.8
Job Posting in CSO	4	26.7	0	0	17	15.9
Pre-law school employer	0	0	2	12.5	4	3.7
Referral from friend	0	0	1	6.3	7	6.5
Letter/self-initiated	3	20.0	6	37.5	38	35.5
All other	0	0	6	37.5	22	20.6
TOTAL	15	100.0	16	100.0	107	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.*

Table prepared by NALP, August 2019

*Class of 2018--Baylor Law School
Table 13
Number of Jobs Reported Taken by State*

Region	State	# of jobs	% of jobs
New England	Rhode Island	1	0.9
		1	0.9
Mid Atlantic	New York	1	0.9
		1	0.9
E. North Central	Illinois	1	0.9
		1	0.9
South Atlantic	Washington, DC	1	0.9
	Virginia	2	1.9
		3	2.8
W. South Central	Louisiana	1	0.9
	Texas	98	90.7
		99	91.7
Mountain	Utah	1	0.9
		1	0.9
Pacific	California	1	0.9
	Washington	1	0.9
		2	1.9
<i>TOTAL</i>		108	100.0

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 14
Location of Instate Jobs

In-state location	# of Jobs	% of Jobs
Austin	20	20.4
Bryan	3	3.1
Carrollton	1	1.0
Dallas	23	23.5
El Paso	1	1.0
Fort Worth	2	2.0
Galveston	1	1.0
Houston	11	11.2
Other/unknown Texas	26	26.5
San Angelo	1	1.0
Tyler	1	1.0
Waco	8	8.2
	98	100.0

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, August 2019

Class of 2018--Baylor Law School
Table 15
Full and Part-time Jobs by Employer Type

Full and Part-time Jobs by Employer Type	Full-time		All	
	Number Reported	% of Reported	Number Reported	% of Reported
	Education	3	100.0	3	100.0
Business	7	100.0	7	100.0
Judicial clerkship	6	100.0	6	100.0
Law firm	76	100.0	76	100.0
Government	16	100.0	16	100.0

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

Table prepared by NALP, August 2019