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Section of Legal Education
 and Admissions to the Bar

EMPLOYMENT SUMMARY FOR 2014 GRADUATES

EMPLOYMENT STATUS	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Employed - Bar Passage Required	103	0	0	1	104
Employed - J.D. Advantage	15	0	2	1	18
Employed - Professional Position	2	0	0	1	3
Employed - Non-Professional Position	0	0	0	0	0
Employed - Undeterminable	0	0	0	0	0
Pursuing Graduate Degree Full Time					8
Unemployed - Start Date Deferred					1
Unemployed - Not Seeking					1
Unemployed - Seeking					5
Employment Status Unknown					4
Total Graduates					144
LAW SCHOOL/UNIVERSITY FUNDED POSITIONS	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Employed - Bar Passage Required	9	0	0	0	9
Employed - J.D. Advantage	2	0	0	0	2
Employed - Professional Position	0	0	0	0	0
Employed - Non-Professional Position	0	0	0	0	0
Total Employed by Law School/University	11	0	0	0	11
EMPLOYMENT TYPE	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Law Firms					
Solo	0	0	0	0	0
2 - 10	22	0	0	1	23
11 - 25	5	0	0	0	5
26 - 50	4	0	0	0	4
51 - 100	2	0	0	0	2
101 - 250	1	0	0	0	1
251 - 500	3	0	0	0	3
501 +	3	0	0	0	3
Unknown Size	6	0	0	0	6
Business & Industry	12	0	0	0	12
Government	23	0	1	0	24
Pub. Int.	1	0	1	0	2
Clerkships - Federal	5	0	0	0	5
Clerkships - State & Local	24	0	0	0	24
Clerkships - Other	0	0	0	0	0
Education	9	0	0	0	9
Employer Type Unknown	0	0	0	2	2
Total	120	0	2	3	125
EMPLOYMENT LOCATION	STATE	NUMBER			
State - Largest Employment	Arizona	90			
State - 2nd Largest Employment	California	7			
State - 3rd Largest Employment	District of Columbia	3			
Employed in Foreign Countries		4			

- **Employed – Bar Passage Required.**

A position in this category requires the graduate to pass a bar exam and to be licensed to practice law in one or more jurisdictions. The positions that have such a requirement are varied and include, for example, positions in law firms, business, or government. However, not all positions in law firms, business, or government require bar passage; for example, a paralegal position would not. Positions that require the graduate to pass a bar exam and be licensed after beginning employment in order to retain the position are included in this category. Judicial clerkships are also included in this category.

- **Employed – J.D. Advantage.**

A position in this category is one for which the employer sought an individual with a J.D., and perhaps even required a J.D., or for which the J.D. provided a demonstrable advantage in obtaining or performing the job, but which does not itself require bar passage or an active law license or involve practicing law. Examples of positions for which a J.D. is an advantage include a corporate contracts administrator, alternative dispute resolution specialist, government regulatory analyst, FBI agent, and accountant. Also included might be jobs in personnel or human resources, jobs with investment banks, jobs with consulting firms, jobs doing compliance work in business and industry, jobs in law firm professional development, and jobs in law school career services offices, admissions offices, or other law school administrative offices. Doctors or nurses who plan to work in a litigation, insurance, or risk management setting, or as expert witnesses, would fall into this category, as would journalists and teachers (in a higher education setting) of law and law related topics. It is an indicator that a position does not fall into this category if a J.D. is uncommon among persons holding such a position.

- **Employed – Professional Position.**

A position in this category is one that requires professional skills or training but for which a J.D. is neither required nor a demonstrable advantage. Examples of persons in this category include a math or science teacher, business manager, or performing arts specialist. Other examples include professions such as doctors, nurses, engineers, or architects, if a J.D. was not demonstrably advantageous in obtaining the position or in performing the duties of the position.

- **Employed – Non-Professional Position.**

A position in this category is one that does not require any special professional skills or training.

- **Short-term.**

A short-term position is one that has a definite term of less than one year. Thus, a clerkship that has a definite term of one year or more is not a short-term position. It also includes a position that is of an indefinite length if that position is not reasonably expected to last for one year or more.

A position that is envisioned by the graduate and the employer to extend for one year or more is not a short-term position even though it is conditioned on bar passage and licensure. Thus, a long-term position that is conditioned on passing the bar exam by a certain date does not become a short-term position because of the condition.

- **Long-term.**

A long-term position is one that does not have a definite or indefinite term of less than one year. It may have a definite length of time as long as the time is one year or longer. It may also have an indefinite length as long as it is expected to last one year or more. The possibility that a short-term position may evolve into a long-term position does not make the position a long-term position.

- **Full-time.**

A full-time position is one in which the graduate works a minimum of 35 hours per week. A full-time position may be either short-term or long-term.

- **Part-time.**

A part-time position is one in which the graduate works less than 35 hours per week. A part-time position may be either short-term or long-term.

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University of Arizona James E. Rogers College of Law
Class of 2014 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 144							
Gender Reported:							
Women	50	38.5	20	42,500	52,500	67,500	60,550
Men	80	61.5	28	47,500	60,000	82,700	69,561
Subtotal	130	100.0					
Race Reported:							
Minority	28	28.3	7	37,000	70,000	110,000	70,429
Nonminority	71	71.7	32	52,000	61,000	77,700	69,609
Subtotal	99	100.0					
Gender & Race Repted:							
Minority Women	13	13.1
Minority Men	15	15.2	5	50,000	70,000	110,000	77,400
Nonminority Women	25	25.3	13	52,000	62,000	65,000	64,538
Nonminority Men	46	46.5	19	59,500	60,000	85,000	73,078
Subtotal	99	100.0					
Employment Status Known:							
Bar Passage Required	104	74.3	45	45,000	60,000	70,000	65,269
JD Advantage	18	12.9
Other Professional	3	2.1
Pursuing Degree FT	8	5.7
Start date after 3/15/15	1	0.7
Not employed-Seeking	5	3.6
Not employed-Not Seeking	1	0.7
Subtotal	140	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, July 2015

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 made after the ABA data has been submitted. For more on this, see www.nalp.org/classof2013.

University of Arizona James E. Rogers College of Law
Class of 2014 Summary Report--Page 2

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Degree:							
Pursuing Degree FT	8	5.7
Employed	125	89.3	49	45,000	60,000	70,000	65,280
Subtotal	133	95.0					
Employment by Sector							
Private Sector	59	47.2	21	70,000	80,400	110,000	88,332
Public Sector	64	51.2	28	40,000	47,500	55,750	47,990
Subtotal	123	98.4					
FT/PT Jobs:							
Bar Passage Reqd-FT	103	82.4	45	45,000	60,000	70,000	65,269
Bar Passage Reqd-PT	1	0.8
JD Advantage-FT	15	12.0
JD Advantage-PT	3	2.4
Other Professional-FT	2	1.6
Other Professional-PT	1	0.8
Subtotal	125	100.0					
Employment Categories:							
Academic	10	8.0	7	40,000	40,000	40,000	40,000
Business	12	9.6
Judicial Clerk	29	23.2	16	36,500	52,000	55,750	49,483
Private Practice	47	37.6	19	65,000	80,400	110,000	88,074
Government	22	17.6	5	45,000	60,000	60,000	54,400
Public Interest	3	2.4
Unknown Type	2	1.6
Subtotal	125	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
Academic Jobs:							
Bar Passage Required	7	70.0	5	40,000	40,000	40,000	40,000
JD Advantage	3	30.0
Subtotal	10	100.0					
Business Jobs:							
JD Advantage	11	91.7
Other Professional	1	8.3
Subtotal	12	100.0					
Private Practice Jobs:							
Bar Passage Required	45	95.7	19	65,000	80,400	110,000	88,074
JD Advantage	2	4.3
Subtotal	47	100.0					
Government Jobs:							
Bar Passage Required	20	90.9	5	45,000	60,000	60,000	54,400
JD Advantage	1	4.5
Other Professional	1	4.5
Subtotal	22	100.0					
Judicial Clerkships:							
Federal	5	17.2
State	10	34.5	7	51,000	52,000	52,000	51,571
Local	14	48.3	5	36,000	36,000	36,000	36,044
Subtotal	29	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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Class of 2014 Summary Report--Page 4

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required	2	66.7
JD Advantage	1	33.3
Subtotal	3	100.0					
Size of Firm:							
1-10	23	48.9	5	60,000	65,000	70,000	65,000
11-25	6	12.8	5	65,000	70,000	70,000	72,600
26-50	4	8.5
51-100	2	4.3
101-250	1	2.1
251-500	3	6.4
501+	3	6.4
Unknown Size	5	10.6
Subtotal	47	100.0					
Type of Law Firm Job:							
Associate	35	83.3	19	65,000	80,400	110,000	88,074
Staff Attorney	2	4.8
Law Clerk	5	11.9
Subtotal	42	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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University of Arizona James E. Rogers College of Law
Class of 2014 Summary Report--Page 5

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
Mid-Atlantic	1	0.8
E North Central	3	2.4
W North Central	1	0.8
South Atlantic	3	2.4
W South Central	1	0.8
Mountain	100	80.6	43	40,000	59,500	70,000	61,202
Pacific	11	8.9	5	62,000	65,000	120,000	91,400
Non US locations	4	3.2
Subtotal	124	100.0					
Location of Jobs:							
In-State	90	72.6	38	40,000	52,000	70,000	59,087
Out of State	34	27.4	11	62,000	70,000	110,000	86,673
Subtotal	124	100.0					
# States and Territories w/Employed Grads:							
	16
Total	16
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis.							

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Class of 2014 Law School Funded Job Disclosure

Total Graduates: 144

School-Funded Jobs					
	Long Term Full Time	Long Term Part Time	Short Term Full Time	Short Term Part Time	Total
Bar Passage Required					
Education	7	0	0	0	
Government	2	0	0	0	
Public Interest	0	0	0	0	
J.D. Advantage					
Education	2	0	0	0	
Government	0	0	0	0	
Public Interest	0	0	0	0	
Total Law School Funded	11	0	0	0	11

Long-Term, Full-Time Jobs Details

Each school with at least five graduates in long-term, full-time jobs funded by the law school has been asked by [Law School Transparency](#) to provide important details about the contours of each school's school-funded program(s).

The 11 positions funded by the James E. Rogers College of Law are described below. These positions include both a fellowship with an outside governmental agency, as well as fellowships in Law College administered practice groups.

The Law College has recently created a new model of small public interest law groups that can efficiently provide legal services to address unmet needs and develop novel legal and policy solutions to provide unique professional development opportunities for our recent graduates. Each group engages an experienced full-time attorney as a Director and up to four staff attorneys who are recent graduates of the Law College. That core team is supported by expert faculty, current students, and alumni, to provide needed legal services in an innovative and cost-effective way.

1. Collaborative Fellowship with the Arizona Attorney General's Office

The Attorney General's Office forged a partnership with the Law College by hiring new Law College graduates at the AGO. The AGO's purpose of the collaborative fellowship was to attract the best and brightest young lawyers to pursue a professional career in the public sector.

Total Graduates in Program

Hours

Full Time

Maximum Duration

The initial period of employment will be for one year, unless employment is terminated earlier, either by the law graduate or by the AGO in accordance with its policies. It is the expectation that if the AGO and the law graduate are mutually satisfied after one year of employment, and if AGO funding continues to be available, that the AGO will extend this employment.

Anticipated Duration

At least 1 year

Wages

The AGO will pay all law graduates employed with the AGO an annual starting salary of \$60,000 plus Employee Related Expense ("ERE"). ERE adds approximately \$20,000 to the salary figure. The Law College will pay the sum of \$40,000 to the AGO for up to 4 graduates of the Law College's Class of 2014.

Benefits

Yes

Graduate Selection Process

With respect to Arizona Law, the fellowship was available to members of the Arizona Law Class of 2014, including December 2013 graduates.

Employer Selection Process

AGO Hiring Committee reviews all student applications from the Law College, as well as other participating law schools, selects students to be interviewed, conducts the interviews, and then makes a recommendation for hiring by the AGO.

Loan Repayment Assistance Program (LRAP)

Graduates in this program do not qualify for the school's LRAP program.

2. James E. Rogers Community Law Group

The James E. Rogers Community Law Group is dedicated to (1) addressing the unmet legal needs of low income community residents in Southern Arizona by providing free legal representation; (2) helping our students to transition from the educational environment into the practice environment by providing continuity of legal training and experience for new College of Law graduates; and (3) promoting professionalism, mentorship, and public service among College of Law students and graduates. The staff consists of recent College of Law graduates who serve as CLG Fellows for a one-year term. One Fellow may be renewed for a second-year term. CLG provides Fellows with supervision and mentoring by seasoned attorneys, as well as guidance in representing clients. CLG's primary area of legal practice will be immigration law, with a probable expansion of providing legal services to immigrant clients in family law cases. Fellows who excel as CLG Fellows may anticipate continuing on to successful careers setting up their own solo practice, joining a small firm practice, or joining prestigious local and national legal service and advocacy organizations.

Total Graduates in Program

1

Hours

Full Time

Maximum Duration

At least 1 year

Anticipated Duration

At least 1 year

Wages

\$40,000

Benefits

Yes

Graduate Selection Process

To apply for this position you must have received a Juris Doctor degree from the James E. Rogers College of Law in 2014 or 2013 (preference will be given to those who graduated in 2014); be prepared to make a full-time commitment throughout the period of appointment; be admitted to practice in Arizona or passed the Arizona State Bar Examination and be eligible for admission to the Arizona Bar. Preference will be given to those graduates who participated in clinics or experiential course in areas of public interest law and to those graduates with foreign language skills, in particular Spanish.

Employer Selection Process

Fellows are selected by a hiring committee.

Loan Repayment Assistance Program (LRAP)

Graduates in this program do not qualify for the school's LRAP program.

3. James E. Rogers Mortgage and Consumer Finance Law Group

The James E. Rogers College of Law Mortgage and Consumer Finance Law Group is dedicated to (1) addressing the unmet legal needs of low-income community residents in Southern Arizona by providing free legal representation; (2) helping our students to transition from the educational environment into the practice environment by providing continuity of legal training and experience for new College of Law graduates; and (3) promoting professionalism, mentorship, and public service among College of Law graduates who serve as Fellows for one-year terms. The Mortgage and Consumer Finance Law Group provides Fellows with close supervision and mentoring by the Director, a seasoned attorney. Fellows will be given a strong legal and practical foundation which will allow them to continue on to rewarding careers.

Total Graduates in Program

4

Hours

Full Time

Maximum Duration

At least 1 year

Anticipated Duration

At least 1 year

Wages

\$40,000

Benefits

Yes

Graduate Selection Process

To apply for this position you must have received a Juris Doctor degree from the James E. Rogers College of Law in 2014 or 2013 (preference will be given to those who graduated in 2014); be prepared to make a full-time commitment throughout the period of appointment; have been admitted to practice in Arizona or passed the Arizona State Bar Examination in July or February of 2014, and be eligible for admission to the Arizona Bar. Preference will be given to those graduates with Spanish language skills and those who participated in clinics or experiential courses in areas of public interest law.

Employer Selection Process

Fellows are selected by a hiring committee.

Loan Repayment Assistance Program (LRAP)

Graduates in this program do not qualify for the school's LRAP program.

4. James E. Rogers College of Law Fellowships

The James E. Rogers College of Law established one-year fellowships working in and with different Law College offices, including Alumni Relations, Admissions, Career Development, Global Programs, Law Groups (including the Regulatory Science Practice Group, described below), and with the Dean's senior leadership team. Some of the fellowships, depending on the duties, require bar membership.

Regulatory Science Practice Group

As part of its Clinical and Translational Science (CTS) initiative, the National Institutes of Health (NIH) identified "increased regulatory burdens," as one of five key "barriers ... that can delay the development of new interventions for patients in need." The U.S. federal government, and to a lesser extent the states, shape every aspect of health sciences innovation, from the provision of research funding with innumerable strings attached, to providing intellectual property incentives, to the protection of human subjects and preservation of privacy, to the complicated reimbursement systems that define the market once an innovation reaches the clinic, and ultimately to the liability regime for products and prescribers. In January 2015, the Arizona Health Sciences Center partnered with the James E. Rogers College of Law to create a Regulatory Science Practice Group. This law firm within the University, with initial funding identified for three years, will be lead by an experienced attorney with expertise and a track record in solving regulatory problems that hinder science and health experimentation, innovation, and implementation. The director will be supported by at first two, and later up to four, recent JD graduates. The RSPG will provide ELSI (ethical, legal, social implications) research; concierge advocacy for UofA investigators and entrepreneurs; off-the-shelf regulatory solutions; and education, training, and workforce development – all to enhance the research capacity of the University and accelerate discovery and translation of science. The mission of the James E. Rogers College of Law includes providing an individualized, innovative, and rigorous learning experience that trains ethical and effective lawyers and leaders who serve the state and the nation.

Total Graduates in Program

4*

*2 Fellows are currently in the Regulatory Science Practice Group, 1 Fellow is currently in Development, and 1 Fellow is currently working with the Associate Dean for Administration & Chief of Staff.

Hours

Full Time

Maximum Duration

At least 1 year

Anticipated Duration

At least 1 year

Wages

\$40,000

Benefits

Yes

Graduate Selection Process

JD from an ABA accredited law school. Certain fellowship assignments noted above require admission to the Arizona Bar.

Employer Selection Process

Fellows are selected by a hiring committee.

Loan Repayment Assistance Program (LRAP)

Graduates in this program do not qualify for the school's LRAP program.