

---

---

2015

# Law School Career Services Survey

---

---



# Contents

## Introduction and Highlights of Findings .....3

### Tables and Figures:

Table 1: Response to 2015 Law School Career Services Survey by NALP Region and Law School Type.....	4
Table 2. Formal Name of Career Services Office .....	4
Table 3. Full-Time Staff Size — By Type or Size of School.....	5
Table 4. Part-Time Staff Size — By Type or Size of School .....	6
Figure 1. Number of JD Students per Full-time Professional Staff.....	7
Table 5. Number of JD Students per Full-time Career Services Staff by Type and Size of Law School .....	7
Table 6. Titles of Primary and Second Professionals for Law Schools Reporting Both .....	8
Table 7. Counseling for Judicial Clerkship and Public Interest Positions .....	8
Table 8. Staffing for Selected Functions.....	9
Table 9. Staff Providing LLM Counseling .....	9
Table 10. Non-LLM Masters in Law Degree Programs .....	9
Figure 2. Years in Field — Full-time Primary Professional .....	10
Figure 3. Years in Job — Full-time Primary Professional .....	10
Figure 4. Years in Field — Full-time Second Career Services Professionals .....	11
Figure 5. Years in Job — Full-time Second Career Services Professionals .....	11

Figure 6. Years in Field — Full-time Third Career Services Professionals .....	12
Figure 7. Years in Job — Full-time Third Career Services Professionals .....	12
Table 11. Education of Career Services Professionals by Job Tenure .....	13
Table 12. Salaries for Primary Professionals by Law School Characteristics as of May 1, 2015.....	14
Table 13. Salaries for Primary Professionals by Education and Tenure — as of May 1, 2015 .....	15
Table 14. Salaries for Other Professional and Administrative Positions as of May 1, 2015 .....	16
Table 15. Time Spent on Counseling.....	18
Table 16. Time Spent on Graduate Employment Data Collection/Documentation/Reporting .....	19
Table 17. CSO Staff Person with Primary Responsibility for Graduate Employment Data Collecting, Compiling, and Reporting.....	20
Table 18. Person to Whom the Primary Career Services Professional Reports.....	20
Table 19. Other Law School Offices Reporting to the Person to Whom the Primary CSO Professional Reports .....	21
Table 20. Changes Experienced Since 2013 Survey.....	21

## Comments about Changes Affecting the CSO .....22



---

# Introduction and Highlights of Findings

The 2015 Law School Career Services Survey gathered information, primarily related to staffing and salary topics, from law school career services offices at ABA-accredited law schools in the United States. Depending on the specific question, respondents provided information for the 2014-2015 academic year or as of May 1, 2015. A total of 102 schools, representing all five U.S. NALP regions, responded to the survey. More private than public schools responded, reflecting the fact that over half of ABA-accredited law schools are private. (See Table 1.)

Some key findings are highlighted below. Readers are encouraged to refer to the tables for more details on these topics and others not highlighted here. Note that the terms “school” and “CSO” are used interchangeably, and that the term “CSO” is used for ease here but includes a variety of office names as shown in Table 2.

- Schools average 3.6 full-time professional staff and one full-time support staff. One-fifth of schools operate with a single full-time professional. About one-third of schools employ one or more part-time professionals. (Tables 3 and 4.) Part-time professionals are typically counselors. On average there are about 200 JD students per full-time professional staff. (Figure 1 and Table 5.)
- Most schools, about 70%, reported that the CSO has a staff person designated with primary responsibility for judicial clerkship advising. Schools are less likely to have a designated public interest counselor (42%), and more than half reported that public interest advising/counseling is handled by any available counselor. About one-third of schools reported having a staff person whose duties primarily encompass employer outreach. (Tables 7 and 8.)
- Just over one-third of schools have a Masters of Law (non-LLM) program. Career services for these students falls to the CSO more often than not. (Table 10.)
- Primary professionals reported an average of 11-12 years in the field (including both school and employer experience but not time in practice); second professionals averaged just about 7 years; third professionals average just over 6 years. (Figures 2-7.)
- About 90% of primary and second professionals have a JD degree. The figure is higher among those who are relatively recent to their jobs. (Table 11.) Most of these professionals with a JD (90%) have previously practiced law.
- The median salary for primary career services professionals was \$88,000, but this varies considerably based on characteristics of the school and the individual. (Tables 12 and 13.) Salaries for second professional average about \$68,000. (Table 14.)
- Most (73%) of primary professionals spend half or less of their time on counseling, but 43% reported the 25-50% range. Second and third professionals not surprisingly spend more of their time on counseling. (Table 15.)
- Most schools (71%) reported that the primary professional has primary responsibility for graduate employment data collection, documentation, and reporting, and 45% of primary professionals reported devoting 25-50% of their time to this task. Most second and third professionals spend less than 25% of their time on this task. (Tables 16 and 17.)
- Most primary CSO professionals report to the law school dean or associate dean. In half the schools, student services and admissions report to the same individual. (Tables 18 and 19.)

**Table 1. Response to 2015 Law School Career Services Survey  
by NALP Region and Law School Type**

NALP Region	ALL SCHOOLS		PRIVATE SCHOOLS		PUBLIC SCHOOLS	
	Number	% of Total	Number	% of Total	Number	% of Total
Northeast/Mid-Atlantic .....	28	27.5%	20	19.6%	8	7.8%
Southeast .....	24	23.5	11	10.8	13	12.7
Midwest.....	24	23.5	10	9.8	14	13.7
West/Rocky Mountain.....	26	25.5	17	16.7	9	8.8
<b>Total.....</b>	<b>102</b>	<b>100.0</b>	<b>58</b>	<b>56.9</b>	<b>44</b>	<b>43.1</b>

**NALP General Regions:**

- Northeast: CT, MA, ME, NH, NY, RI, VT
- Mid-Atlantic: DE, DC, MD, NJ, PA, VA
- Southeast: AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX, WV
- Midwest: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI
- West/RM: AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY

Note: This survey is not applicable to Canadian law schools. Note that responses from the Northeast and Mid-Atlantic regions were combined to provide sufficient numbers for analysis.

**Table 2. Formal Name of Career Services Office**

	Percent
Career Services Office* .....	57%
Office of Career Development or Professional Development.....	42
Name includes “professional development” specifically.....	26
Career Services and other function*** .....	1

\* Includes variants such as Career Center, Career Planning/Placement, Law Career Services, Career Strategy, and Career Resources.

\*\* The name reported by six schools includes only “professional development” — e.g., Office of Professional Development.

\*\*\* E.g., student services.

The terms office, center, and department are all used.

**Table 3. Full-Time Staff Size — By Type or Size of Law School**  
(percent of schools, except for averages)

	All Schools	SOURCE OF SUPPORT		JD ENROLLMENT			PART-TIME STUDENTS		LLM STUDENTS	
		Public	Private	Fewer than 550	550-749	750 or More	No	Yes	No	Yes
<b>Total staff</b>										
3 or fewer .....	41.2%	50.0%	34.5%	66.1%	16.7%	4.5%	34.2%	45.3%	60.0%	31.3%
4-5.....	24.5	31.8	19.0	21.4	37.5	18.2	26.3	23.4	31.4	20.9
More than 5.....	34.3	18.2	46.6	12.5	45.8	77.3	39.5	31.3	8.6	47.8
Average #.....	4.6	3.6	5.3	3.1	5.4	7.4	4.9	4.4	3.2	5.3
<b>Professional Staff</b>										
One .....	20.6	29.5	13.8	35.7	4.2	0.0	15.8	23.4	34.3	13.4
2-4.....	45.1	52.3	39.7	50.0	50.0	27.3	44.7	45.3	57.1	38.8
More than 4.....	34.3	18.2	46.6	14.3	45.8	72.7	39.5	31.3	8.6	47.8
Average #.....	3.6	2.8	4.2	2.5	4.1	5.8	3.8	3.4	2.4	4.2
<b>Support Staff</b>										
None .....	23.5	29.5	19.0	37.5	8.3	4.5	13.2	29.7	31.4	19.4
One .....	59.8	63.6	56.9	58.9	66.7	54.5	73.7	51.6	62.9	58.2
More than 1.....	16.7	6.8	24.1	3.6	25.0	40.9	13.2	18.8	5.7	22.4
Average #.....	1.0	0.8	1.2	0.7	1.3	1.6	1.0	1.0	0.7	1.1
<b>Student Assistants — Summer 2015</b>										
None .....	89.2	88.6	89.7	91.1	83.3	90.9	81.6	93.8	85.7	91.0
1 or more.....	10.8	11.4	10.3	8.9	16.7	9.1	18.4	6.3	14.3	9.0
Average #.....	0.2	0.3	0.2	0.3	0.2	0.1	0.2	0.2	0.2	0.2

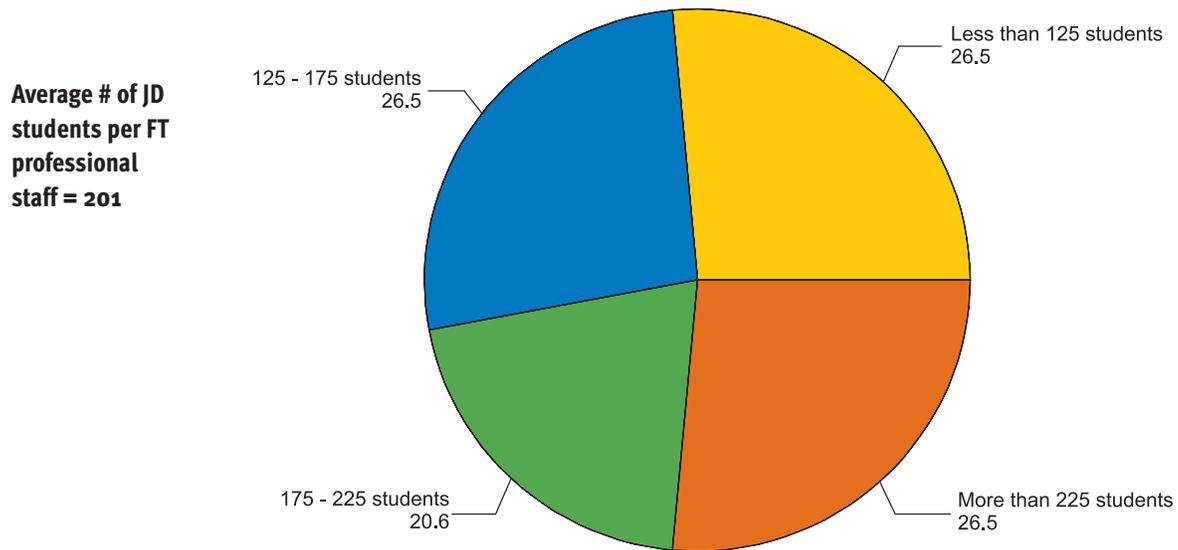
Note: Figures for professional and support staff are as of May 1, 2015. Figures can include individuals who work full-time but who have duties outside of the CSO.

**Table 4. Part-Time Staff Size — By Type or Size of Law School**  
(percent of schools, except for averages)

	All Schools	SOURCE OF SUPPORT		JD ENROLLMENT			PART-TIME STUDENTS		LLM STUDENTS	
		Public	Private	Fewer than 550	550-749	750 or More	No	Yes	No	Yes
<b>Total staff</b>										
None.....	51.0%	47.7%	53.4%	48.2%	54.2%	54.5%	57.9%	46.9%	62.9%	44.8%
1 or more.....	49.0	52.3	46.6	51.8	45.8	45.5	42.1	53.1	37.1	55.2
Average #.....	1.0	1.0	0.9	0.8	1.0	1.4	0.9	1.0	0.6	1.2
<b>Professional Staff</b>										
None.....	63.7	68.2	60.3	66.1	62.5	59.1	71.1	59.4	80.0	55.2
1 or more.....	36.3	31.8	39.7	33.9	37.5	40.9	28.9	40.6	20.0	44.8
Average #.....	0.7	0.7	0.8	0.5	0.8	1.2	0.8	0.7	0.3	0.9
<b>Support Staff</b>										
None.....	78.4	72.7	82.8	73.2	83.3	86.4	76.3	79.7	77.1	79.1
1 or more.....	21.6	27.3	17.2	26.8	16.7	13.6	23.7	20.3	22.9	20.9
Average #.....	0.2	0.3	0.2	0.3	0.2	0.2	0.2	0.2	0.3	0.2
<b>PT Student Assistants — Fall 2014</b>										
None.....	38.2	45.5	32.8	42.9	41.7	22.7	28.9	43.8	42.9	35.8
One .....	21.6	27.3	17.2	28.6	4.2	22.7	23.7	20.3	25.7	19.4
More than 1 .....	40.2	27.3	50.0	28.6	54.2	54.5	47.4	35.9	31.4	44.8
Average #.....	1.5	1.4	1.7	1.3	1.9	1.9	1.8	1.4	1.3	1.7
<b>Student Assistants — Spring 2015</b>										
None.....	35.3	43.2	29.3	37.5	41.7	22.7	26.3	40.6	37.1	34.3
One .....	22.5	27.3	19.0	33.9	4.2	13.6	26.3	20.3	31.4	17.9
More than 1 .....	42.2	29.5	51.7	28.6	54.2	63.6	47.4	39.1	31.4	47.8
Average #.....	1.6	1.5	1.7	1.3	1.9	1.9	1.4	1.9	1.3	1.7
<b>PT Student Assistants — Summer 2015</b>										
None.....	60.0	65.1	56.1	69.6	47.8	47.6	40.5	71.4	77.1	50.8
One .....	25.0	27.9	22.8	28.6	17.4	23.8	43.2	14.3	20.0	27.7
More than 1 .....	15.0	7.0	21.1	1.8	34.8	28.6	16.2	14.3	2.9	21.5
Average #.....	0.6	0.5	0.7	0.4	0.9	1.0	0.9	0.5	0.3	0.8

Note: Figures for professional and support staff are as of May 1, 2015. Part-time professionals are typically counselors. About three-quarters of the part-time staff collectively reported by schools were reported as being counselors.

**Figure 1. Number of JD Students per Full-time Professional Staff**  
(percent of schools in each range)



**Table 5. Number of JD Students per Full-time Career Services Staff**  
**By Type and Size of Law School**  
(percent of schools, except for averages)

# of JD Students per Full-Time Professional Staff	JD ENROLLMENT			SOURCE OF SUPPORT		PART-TIME PROGRAM	
	Fewer than 550	550-749	750 or More	Private	Public	No	Yes
Less than 125 students .....	28.6%	37.5%	9.1%	29.3%	22.7%	36.8%	20.3%
125-175 students.....	25.0	12.5	45.5	31.0	20.5	21.1	29.7
175-225 students.....	10.7	37.5	27.3	19.0	22.7	23.7	18.8
More than 225 students.....	35.7	12.5	18.2	20.7	34.1	18.4	31.3
Average # per full-time professional staff .....	209	190	194	193	211	172	218

**Table 6. Titles of Primary and Second Professionals for Law Schools Reporting Both**

Primary Professional	Second Professional	% of Combinations
Assistant or Associate Dean....	Director(s).....	31%
Assistant or Associate Dean....	Assistant or Associate Director(s).....	27
Assistant or Associate Dean....	Other titles .....	5
Director of Career Services .....	Assistant or Associate Director(s).....	29
Director of Career Services .....	Other titles .....	8

Note: A total of 87 schools reported a primary and second professional. Titles are generic rather than specific. For example, the title of Director includes Director of Career Services specifically, variants such as Director of Career Planning or Professional Development, and also titles such as Director of Recruitment or Director for Public Service. There may be more than one director or assistant/associate director as a second professional. Assistant or Associate Dean titles may include a reference to area(s) of responsibility, e.g., career services, or include two titles such as Assistant Dean and Director of Career Services. Other titles include counselor, advisor, and coordinator.

**Table 7. Counseling for Judicial Clerkship and Public Interest Positions**

	All Schools	JD ENROLLMENT			SOURCE OF SUPPORT	
		Fewer than 550	550-749	750 or More	Private	Public
<b>Judicial Clerkship Advising:</b>						
One person in CSO has primary responsibility for clerkship advising .....	70.6%	67.9%	66.7%	81.8%	72.4%	68.2%
Responsibility for clerkship advising is divided among multiple CSO staff .....	24.5	25.0	33.3	13.6	24.1	25.0
NA — clerkship advising is independent of CSO .....	4.9	7.1	0.0	4.5	5.2	4.5
<b>Public Interest Advising Provided by:</b>						
Designated CSO staff .....	42.2	35.7	45.8	54.5	46.6	36.4
Any available CSO counselor/staff .....	56.9	62.5	66.7	31.8	51.7	63.6
Staff in separate public interest office .....	13.7	8.9	8.3	31.8	17.2	9.1
Other.....	11.8	14.3	4.2	13.6	6.9	18.2

Note: Among schools indicating that one person has primary responsibility for clerkship advising and providing the title of that person, about one-third reported an assistant or associate director; about one-quarter reported the director of career services (who may be the only professional staff in the office); about 15% each reported the assistant/associate dean, a counselor or advisor, or a director for public sector careers.

Others mentioned for public interest advising include a staff person in the pro bono office, clinic staff, and the director of the public interest law program. Since more than one item could be checked, percentages add to more than 100.

**Table 8. Staffing for Selected Functions (percent of schools)**

	All Schools	JD ENROLLMENT			SOURCE OF SUPPORT	
		Fewer than 550	550-749	750 or More	Private	Public
Staff person for employer outreach.....	30.4%	21.4%	41.7%	40.9%	41.4%	15.9%
Staff person for alumni counseling.....	23.5	8.9	29.2	54.5	27.6	18.2

Figures report the percentage of school reporting that the office has a staff position whose duties are primarily in the area described.

**Table 9. Staff Providing LLM Counseling**

	All Schools Reporting LLM Students	NUMBER OF LLM STUDENTS		
		15 or Fewer	16-50	More than 50
Any available CSO counselor/staff .....	43.3%	70.0%	46.2%	13.6%
Designated CSO staff .....	35.8	10.0	38.5	63.6
LLM office/program staff person .....	34.3	30.0	38.5	45.5
Other.....	17.9	30.0	15.4	9.1

Note: Figures based on 67 schools reporting that they have LLM students. Note that designated staff can refer to any CSO staff member. Schools may use any available counselor in addition to a designated staff member or LLM program staff. Thus, percentages do not add to 100. Some schools with an LLM program did not report their number of LLM students, and so are included only in the total column. Others noted as providing counseling were faculty, the student services dean, and a sharing of responsibility between the CSO and the LLM office.

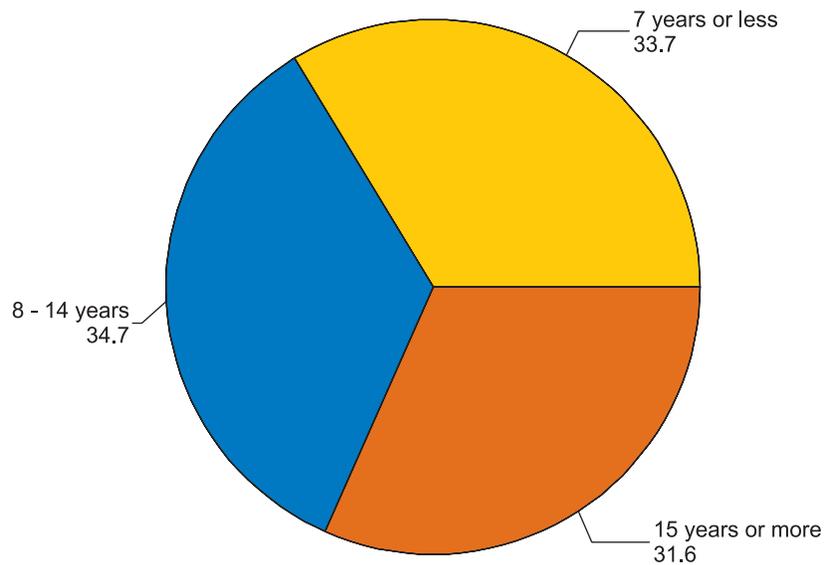
**Table 10. Non-LLM Masters in Law Degree Programs (percent of schools)**

	All Schools	JD ENROLLMENT			SOURCE OF SUPPORT	
		Fewer than 550	550-749	750 or More	Private	Public
School offers non-LLM master's degree(s) .....	37.3%	33.9%	45.8%	36.4%	43.1%	29.5%
<b>Counseling provided by:</b>						
Designated CSO staff .....	26.3	36.8	9.1	25.0	32.0	15.4
Any available CSO counselor/staff.....	42.1	36.8	45.5	50.0	48.0	30.8
Another office in the law school .....	18.4	5.3	27.3	37.5	16.0	23.1
Graduate career center outside of the law school....	7.9	10.5	0.0	12.5	4.0	15.4
Other.....	10.5	15.8	9.1	0.0	12.0	7.7

Figures for presence of a master's program are based on all survey respondents. Figures for career services are based on schools which indicated that they have such a master's program. Also noted for counseling were the LLM office and informal help from the program's faculty/staff.

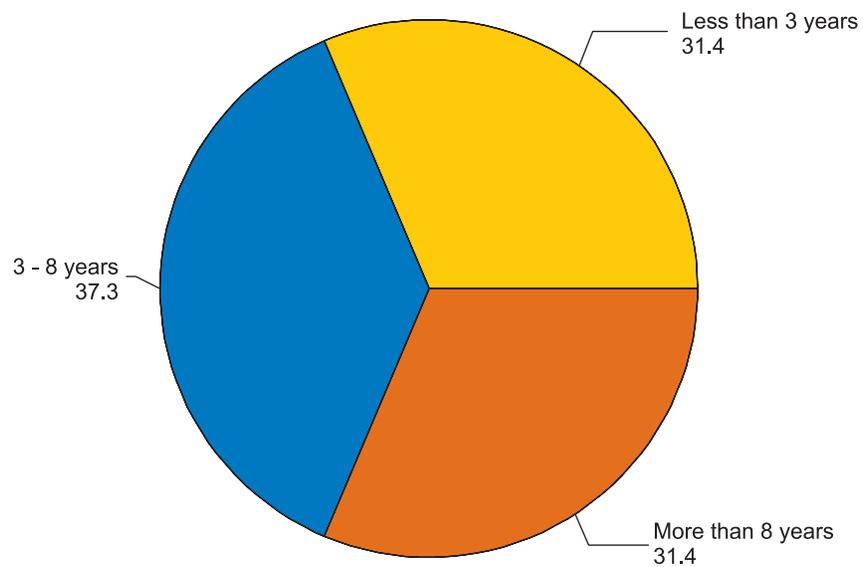
**Figure 2. Years in Field — Full-time Primary Professional**

**Average # of years  
in field = 11.5**  
**# of full-time  
professionals = 102**



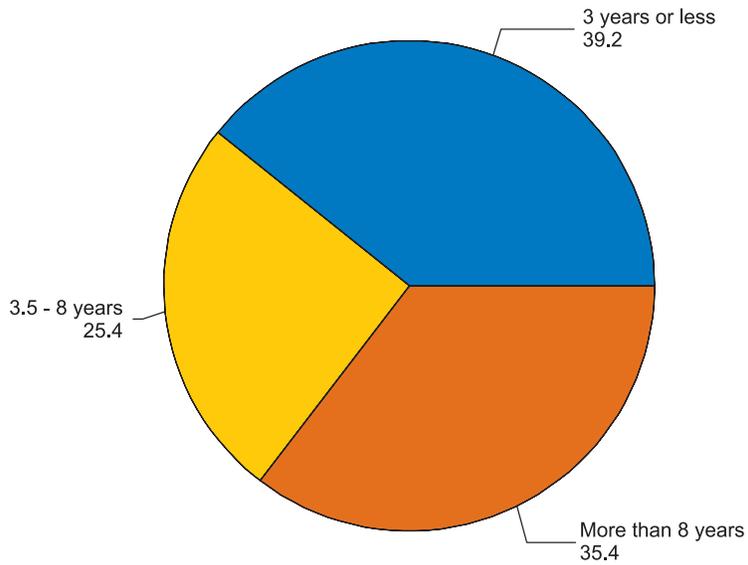
**Figure 3. Years in Job — Full-time Primary Professional**

**Average # of years  
in job = 6.5**  
**# of full-time  
professionals = 102**



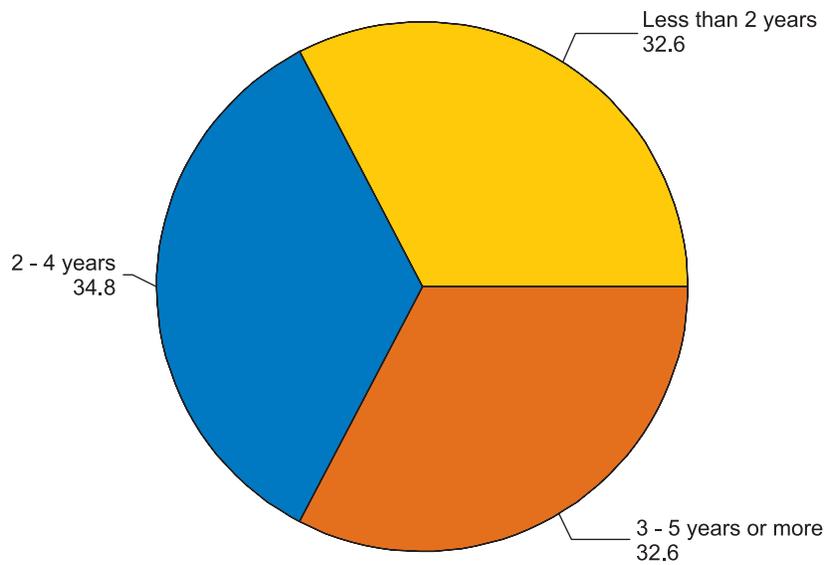
**Figure 4. Years in Field — Full-time Second Career Services Professionals**

**Average # of years  
in field = 6.9**  
**# of full-time  
professionals = 130**

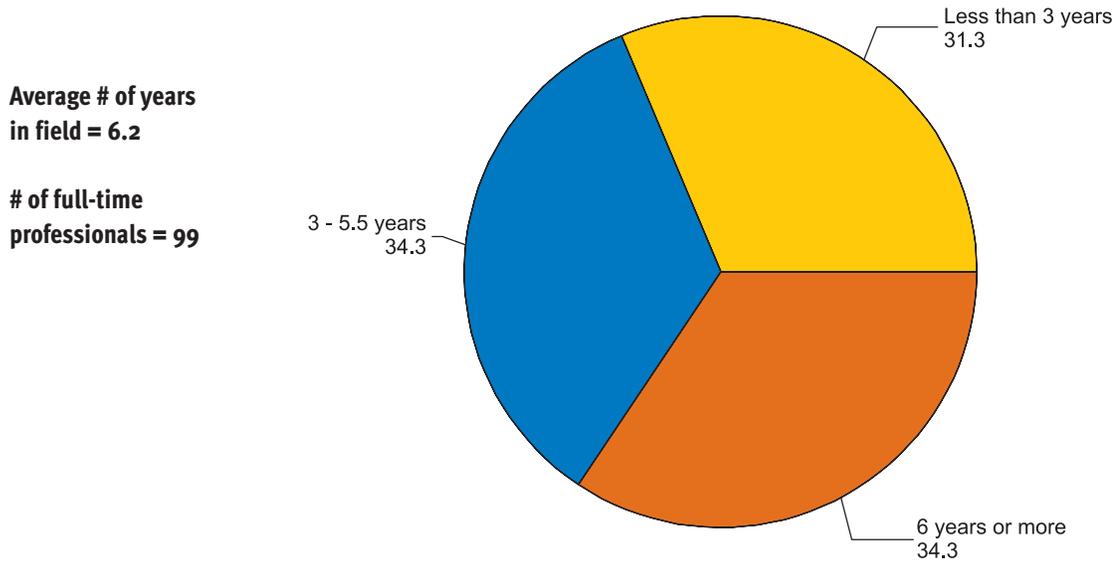


**Figure 5. Years in Job — Full-time Second Career Services Professionals**

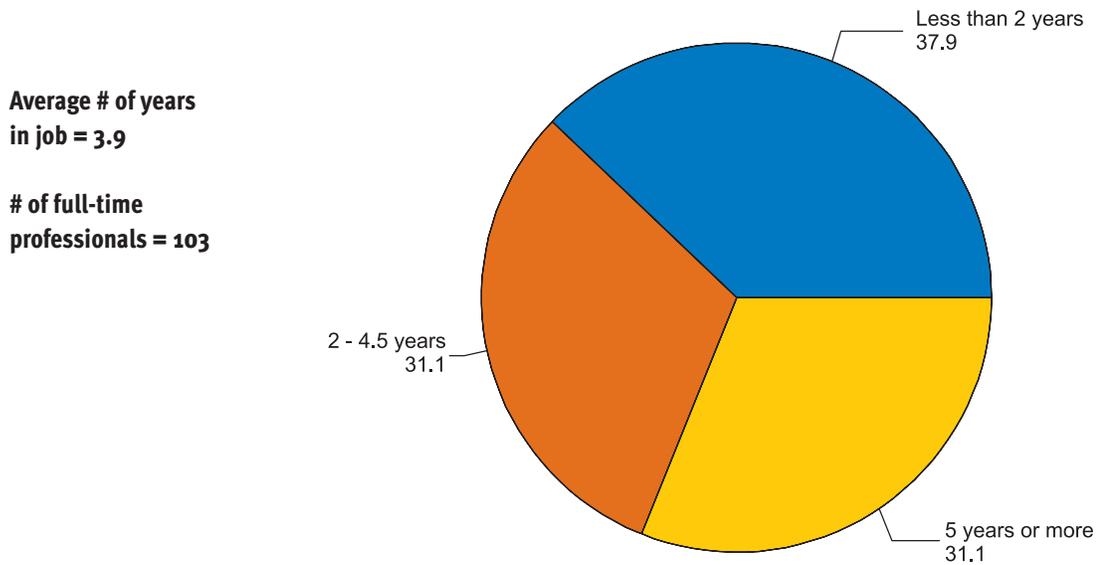
**Average # of years  
in job = 4.2**  
**# of full-time  
professionals = 141**



**Figure 6. Years in Field — Full-time Third Career Services Professionals**



**Figure 7. Years in Job — Full-time Third Career Services Professionals**



**Table 11. Education of Career Services Professionals by Job Tenure**  
(percent of professionals)

	JD or LLB DEGREE	
	YES	NO
<b>Education of Primary Professionals</b> .....	89.2%	10.8%
By years in current job:		
Less than 3 years .....	93.8	6.3
3 -8 years.....	94.7	5.3
More than 8 years.....	78.1	21.9
<b>Education of Second Professionals</b> .....	90.3	9.7
By years in current job:		
Less than 2 years .....	97.8	2.2
2-4 years.....	89.8	10.2
3-5 years or more .....	84.8	15.2
<b>Education of Third Professionals</b> .....	70.9	29.1
By years in current job:		
Less than 2 years .....	76.9	23.1
2 - 4.5 years.....	75.0	25.0
5 years or more.....	59.4	40.6
<b>Education of Fourth Professionals</b> .....	48.0	52.0
By years in current job:		
1 year or less .....	72.7	27.3
More than 1 year.....	33.3	66.7

A total of 102 primary professionals reported education; 144 second professionals reported education; 103 third professionals reported education; and 25 fourth/fifth professionals reported education. All but a handful also reported job tenure.

**Table 12. Salaries for Primary Professionals by Law School Characteristics —  
as of May 1, 2015**

	25th Percentile	Median	75th Percentile	Average	# of Salaries Reported
<b>Overall .....</b>	<b>\$77,000</b>	<b>\$88,000</b>	<b>\$110,000</b>	<b>\$94,892</b>	<b>83</b>
<b>Private Law Schools Overall.....</b>	<b>78,000</b>	<b>90,100</b>	<b>122,400</b>	<b>98,208</b>	<b>43</b>
Northeast and Mid-Atlantic.....	77,850	87,000	133,000	101,077	12
Southeast.....	78,000	80,000	130,000	100,722	9
Midwest.....	77,000	88,900	100,000	91,896	10
West/Rocky Mountain .....	82,466	96,941	112,855	98,715	12
Metro area population less than 1M.....	70,000	83,232	89,000	83,787	11
Metro area population 1M-5M.....	77,000	85,900	108,000	95,828	18
Metro area population more than 5M.....	93,000	121,200	130,000	112,600	14
JD enrollment fewer than 550 .....	76,000	80,500	90,100	86,407	22
JD enrollment 550-749.....	79,350	109,000	123,781	104,845	8
JD enrollment 750 or more.....	94,652	120,000	130,000	114,096	13
<b>Public Law Schools Overall.....</b>	<b>75,000</b>	<b>86,500</b>	<b>104,440</b>	<b>91,326</b>	<b>40</b>
Northeast and Mid-Atlantic.....	79,400	83,500	88,500	81,725	8
Southeast.....	72,350	78,500	93,510	82,610	11
Midwest.....	68,550	87,259	122,850	94,554	12
West/Rocky Mountain .....	88,000	107,500	122,000	106,211	9
Metro area population less than 1M.....	71,500	81,969	109,200	90,523	19
Metro area population 1M-5M.....	76,800	88,500	91,950	90,768	14
Metro area population more than 5M.....	82,000	90,000	106,000	94,623	7
JD enrollment fewer than 550 .....	73,000	82,000	90,000	85,972	27
JD enrollment 550-749.....	85,485	91,755	107,600	98,484	12

Note: Figures reflect full-time salaries only. Groupings with fewer than five salaries are not reported. Population figures are assigned based on the size of the metropolitan statistical area (MSA) in which the school is located. Population figures are published by the US Census Bureau and are as of July 1, 2014.





**Table 14. Salaries for Other Professional and Administrative Positions, continued**

	25th Percentile	Median	75th Percentile	Average	# of Salaries Reported
<b>Third professionals, continued</b>					
Years in job.....					
Less than 2 years.....	49,712	52,000	62,000	54,223	27
2 - 4.5 years.....	55,579	66,500	71,500	64,480	24
5 years or more.....	50,000	55,000	71,000	57,999	22
<b>All fourth professionals .....</b>	<b>54,059</b>	<b>59,500</b>	<b>63,000</b>	<b>57,966</b>	<b>18</b>
Education.....					
Without JD .....	40,220	56,000	60,000	53,083	10
With JD .....	60,000	62,000	71,500	64,070	8
NALP region.....					
Northeast and Mid-Atlantic .....	57,000	60,500	62,000	59,500	6
Southeast.....	48,781	60,000	71,500	58,259	9
Size of school.....					
750 or more.....	58,000	62,000	70,000	61,623	14
Type of school.....					
Private.....	57,000	61,000	63,000	60,484	14
Years in field.....					
5 years or less.....	54,059	62,000	71,500	59,139	10
More than 5 years .....	58,000	60,000	63,000	59,956	5
Years in job.....					
Less than 2 years.....	54,059	62,000	62,000	57,148	6
2 - 4.5 years.....	40,220	60,000	71,500	58,817	7
<b>Administrative (non-professional) positions .....</b>	<b>34,500</b>	<b>38,500</b>	<b>42,000</b>	<b>37,771</b>	<b>18</b>

Note: Only groupings with five or more salaries reported are included in the table.

**Table 15. Time Spent on Counseling**  
(percent of professionals)

	All Sizes	JD ENROLLMENT			NUMBER OF JD STUDENTS PER FULL-TIME PROFESSIONAL STAFF			
		Fewer than 550	550-749	750 or More	Less than 125	125-175	176-225	More than 225
<b>Primary Professional</b> (# reporting = 102)								
Less than 25% .....	30.4%	17.9%	41.7%	50.0%	48.2%	40.7%	23.8%	7.4%
25-50% .....	43.1	48.2	50.0	22.7	44.4	29.6	52.4	48.2
51-75% .....	21.6	26.8	4.2	27.3	7.4	25.9	19.0	33.3
More than 75% .....	4.9	7.1	4.2	0.0	0.0	3.7	4.8	11.1
<b>Second Professional</b> (# reporting = 138)								
Less than 25% .....	6.5	3.5	10.8	6.8	7.8	7.0	6.9	0.0
25-50% .....	20.3	28.1	13.5	15.9	17.7	20.9	34.5	0.0
51-75% .....	57.3	52.6	54.1	65.9	60.8	60.5	44.8	60.0
More than 75% .....	15.9	15.8	21.6	11.4	13.7	11.6	13.8	40.0
<b>Third Professional</b> (# reporting = 92)								
Less than 25% .....	15.2	23.8	20.0	7.3	16.3	18.2	6.2	—
25-50% .....	10.9	23.8	10.0	4.9	7.0	12.1	18.8	—
51-75% .....	44.6	23.8	43.3	56.1	46.5	39.4	50.0	—
More than 75% .....	29.3	28.6	26.7	31.7	30.2	30.3	25.0	—
<b>Fourth Professional*</b> (# reporting = 19)								
Less than 25% .....	31.6	—	—	15.4	36.4	33.3	—	—
25-50% .....	10.5	—	—	15.4	9.1	16.7	—	—
51-75% .....	47.4	—	—	69.2	36.4	50.0	—	—
More than 75% .....	10.5	—	—	0.0	18.2	0.0	—	—

Note: Counseling time was reported for full-time professionals only. Figures exclude professionals for whom time spent was not reported and where it was explicitly noted that the individual's job does not include counseling. However, the "Less than 25%" category may include some professionals whose jobs do not include counseling. A dash indicates insufficient responses for analysis.

\* Also includes a few fifth professionals.

**Table 16. Time Spent on Graduate Employment Data Collection/  
Documentation/Reporting**  
(percent of professionals)

	All Sizes	JD ENROLLMENT			NUMBER OF JD STUDENTS PER FULL-TIME PROFESSIONAL STAFF			
		Fewer than 550	550-749	750 or More	Less than 125	125-175	176-225	More than 225
<b>Primary Professional</b> (# reporting = 99)								
Less than 25% .....	40.4%	35.7%	45.8	47.4	37.0%	41.7%	47.6%	37.0%
25-50% .....	45.5	48.2	41.7	42.1	51.9	37.5	47.6	44.4
51-75% .....	12.1	14.3	8.3	10.5	11.1	20.8	4.8	11.1
More than 75% .....	2.0	1.8	4.2	0.0	0.0	0.0	0.0	7.4
<b>Second Professional</b> (# reporting = 119)								
Less than 25% .....	69.8	66.0	71.4	73.0	64.3	75.7	73.1	64.3
25-50% .....	22.7	25.5	22.9	18.9	30.9	16.2	19.2	21.4
51-75% .....	5.9	6.4	2.9	8.1	4.8	8.1	3.8	7.1
More than 75% .....	1.7	2.1	2.9	0.0	0.0	0.0	3.8	7.1
<b>Third Professional</b> (# reporting = 81)								
Less than 25% .....	72.8	68.4	76.7	71.9	73.7	79.2	63.2	—
25-50% .....	19.8	26.3	13.3	21.9	18.4	12.5	31.6	—
51-75% .....	6.2	5.3	10.0	3.1	7.9	8.3	0.0	—
More than 75% .....	1.2	0.0	0.0	3.1	0.0	0.0	5.3	—

Note: Time spent on graduate employment information was reported for full-time professionals only. Figures exclude professionals for whom time spent was not reported and where it was explicitly noted that the individual's job does not include this function. However, the "Less than 25%" category likely includes some professionals whose jobs do not include duties related to graduate employment information. Figures for a small number of fourth professionals are not shown; most spend less than 25% of their time on graduate employment information. A dash indicates insufficient responses for analysis.

**Table 17. CSO Staff Person with Primary Responsibility for Graduate Employment Data Collecting, Compiling, and Reporting**

<p><b>Primary Professional*</b></p> <ul style="list-style-type: none"> <li>About evenly split between those with a title of Assistant/Associate Dean and those with a title of Director</li> </ul>	71%
<p><b>Second Professional</b></p> <ul style="list-style-type: none"> <li>Primarily the Director of Career Services or an Assistant or Associate Director</li> <li>A few Career Counselors</li> </ul>	14%
<p><b>Third Professional</b></p> <ul style="list-style-type: none"> <li>Primarily an Assistant or Associate Director; some with full title spelled out, e.g., for Administration; Recruitment and Operations; Employer Relations and Outcomes.</li> <li>A few program managers or coordinators</li> </ul>	10%
<p><b>Fourth professional</b></p> <ul style="list-style-type: none"> <li>Recruiting/program coordinator; associate director; and manager of employer relations</li> </ul>	5%

Note: Figures are based on 98 schools for which the primary person was reported.

\*Includes cases where another staff person or persons were indicated as providing significant assistance; where both the primary professional and another staff person were noted; and where seasonal or part-time assistance was noted.

**Table 18. Person to Whom the Primary Career Services Professional Reports**  
(percent of primary professionals)

	JD ENROLLMENT			
	All Sizes	Fewer than 550	550-749	750 or More
Law school dean.....	61.8%	66.1%	41.7%	72.7%
Law school associate dean.....	24.5	21.4	41.7	13.6
Law school assistant dean.....	5.9	10.7	0.0	0.0
Other law school administrator.....	4.9	3.6	12.5	0.0
Other.....	3.9	0.0	4.2	13.6

Figures are based on 102 schools. Percentages may add to more than 100 because in some cases the primary career services professional reports to more than one person. Others mentioned include Dean of Students, Director of Student Experiences, and Vice Dean for Administration.

**Table 19. Other Law School Offices Reporting to the Person to Whom the Primary CSO Professional Reports**  
(percent of schools)

	JD ENROLLMENT			
	All Sizes	Fewer than 550	550-749	750 or More
All other offices .....	19.6%	16.1%	20.8%	27.3%
Admissions.....	52.9	51.8	54.2	54.5
Registrar .....	17.6	19.6	16.7	13.6
Student services .....	51.0	55.4	45.8	45.5
Financial aid.....	11.8	8.9	16.7	13.6
Development.....	35.3	33.9	29.2	45.5
Business/Finance.....	24.5	23.2	25.0	27.3
Other.....	24.5	21.4	29.2	27.3

Figures are based on 102 schools. Percentages add to more than 100 because more than one item could be checked. Other offices mentioned include academic affairs, human resources, alumni relations, communications, facilities/operations, law review, clinics, marketing, IT, and pro bono/public service.

**Table 20. Changes Experienced Since 2013 Survey**  
(percent of schools)

	JD ENROLLMENT				SOURCE OF SUPPORT	
	All Sizes	Fewer than 550	550-749	750 or More	Private Schools	Public Schools
Position(s) in office eliminated or hours reduced .....	24.5%	23.2%	25.0%	27.3%	32.8%	13.6%
Position(s) in office added.....	29.4	33.9	25.0	22.7	27.6	31.8
Office budget reduced.....	52.9	51.8	41.7	68.2	70.7	29.5
Office budget increased .....	16.7	16.1	20.8	13.6	13.8	20.5
Travel budget reduced or eliminated.....	34.3	28.6	29.2	54.5	41.4	25.0
Travel budget increased.....	11.8	12.5	12.5	9.1	12.1	11.4
Decrease in funds for professional development/conferences .....	29.4	23.2	16.7	59.1	41.4	13.6
Increase in funds for professional development/conferences .....	9.8	10.7	8.3	9.1	8.6	11.4
Other.....	5.9	10.7	0.0	0.0	3.4	9.1

Figures are based on all responding schools. Percentages add to more than 100 because more than one item could be checked. Other changes noted include additional non-CSO duties for the primary professional, reduced budget for short-term fellowships, and staff turnover in general.

---

# Comments About Changes Affecting the CSO

A number of schools provided commentary on changes that have affected their CSOs since the 2013 survey. Some comments have been edited slightly for clarity and length.

- “We have a new law school Dean who is *very* hands-on regarding *all* activities, reports, resources, etc.”
- “The Director of Career Services now reports to the law school Dean, rather than to the Assistant Dean for Student Services.”
- “We eliminated a full-time administrative assistant and a part-time counselor position and added an Assistant Director of Career Services, Third-Year Students and Alumni — a full-time professional position.”
- “We are attempting to develop a formal professional development program for all students, which is a worthy goal but will require significant time and effort.”
- “We are adding an Assistant Dean of Career Services.”
- “We’ve seen an increase in our international JD student population and transfers from the LLM to JD program.”
- “With the recent increase of more ‘traditional’ millennials, i.e., right out of undergraduate school, in both our full-time and part-time program, combined with ongoing market changes, implementation of our Professional Development Program curriculum is accelerated.”
- “The employment outcomes report is taking an increasing amount of time, cutting into our ability to counsel students, and is extraordinarily stressful.”

*Note: Numerous comments on this theme and the ABA Protocol were received. Not all are reported here.*

- “Our law school implemented a two-year accelerated JD program in 2014 that significantly changed our programming calendar and counseling timelines. An additional 1L cohort now starts at the beginning of the summer term, as well as the traditional Fall 1L class.”
- “I’m doing more travel with the Dean and Assistant Dean for External Affairs — development/alumni.”
- “The school’s budget continues to shrink due to smaller enrolling classes. Because the classes are smaller we’re able to meet with more students and more frequently.”
- “Two 60% appointments have been increased to 100%.”
- “The biggest change is the addition of a part-time data analyst in late 2013. The individual’s primary responsibility is the collection of employment data and related activities, including the preparation of statistics and other reports.”
- “There has been an increased emphasis on employment outcomes; the mission of the office has changed from providing professional development to increasing employment outcomes... The ABA data-gathering protocol has increased office stress and reduced resources for students/graduates.”
- “Attendance at large-scale events has dropped.”
- “The school is in the process of approving a pass/fail professional development course that will be required of all 1Ls.”
- “Beginning with the upcoming academic year, we have made a decision to reduce enrollment, which will of course have an impact on our budget.”
- “We’ve seen budget cuts; no raises; more employer outreach; more time devoted to stats; and a mandatory ‘Preparing to Practice’ program.”

- “We have experienced a purposeful decrease in the number of students admitted to our law school, in part due to the decrease in applications to law schools. But, we were not willing to admit any warm body — LSATs and GPA among admitted students has stayed relatively the same as when we had 900 students. We were understaffed then and find we are adequately staffed now with fewer students.”
- “The entire university is undergoing an evaluation by a management consulting firm. Severe cuts are being made in staff, funding, and services. Career Services has made changes but has not been drastically impacted.”
- “In December 2013, the law school created the first full-time career services position. Duties had been part of an Assistant Dean’s duties — a position eliminated. It’s an overwhelming workload and requires a demanding variety of expertise and knowledge for one person. For Fall 2015, a faculty secretary will assist career services — about 5% of her time — and a graduate assistant will provide 50 hours.”
- “Enrollment has decreased significantly. This has led to budget reductions and hiring freezes. We have recently had our staff positions restored, although one of our career counselor positions was converted to an employer outreach position, partially to highlight the priority of generating job opportunities, and partially in response to our lower student enrollment.”
- “Our office has been working more closely with our externship program, with both career services and externships being supported by the same administrative assistant.”
- “We have had to cut our conference travel budget, with only one staff member approved to attend the NALP Annual Education Conference in 2015. We anticipate additional cuts in the operating budget, including travel in the coming year.”
- “We’ve placed more emphasis on out-of-state jobs since out-of-state enrollment has increased.”
- “The Dean wants more employer outreach and for students to be ‘happier’ with the office, regardless of whether this increases placement or not.”
- “Like many schools, we are experiencing unsettled times in terms of our admissions to the JD, LLM, and Master’s programs. The administration has taken a cautious budgetary approach that calls for cuts to non-personnel programs first and has made every effort to be creative in reducing personnel costs by sharing responsibilities between departments. For example, our full-time Master’s counselor was cut to part-time in Career Services, but ‘added’ to the Registrar’s office to help out with Distance Learning registration/ advising for those Master’s students. So she is still full-time at the school, but has a hybrid job. Our full-time receptionist went to 70% willingly and the impact of that reduction has been minimal. Challenging times call for creative solutions and our administration has been open and honest about their efforts to balance the competing issues they are confronting.”
- “Our Associate Director position was reduced from 12-month/full-time to 11-month/80% time. In addition, our Director started teaching a law class each semester and is involved with other educational components more. We have a greatly reduced budget for all events and activities, and essentially have cut most out — at least expenses related to them. We have also seen increased demand for services from alumni and increased need for basic services from students.”
- “Additional non-career development duties have been assigned to our primary professional, e.g., communications, including web and graphic design work; project management, including CLE and events; alumni relations, and development.”
- “With more diverse options for students, it is harder to keep current.”
- “Supervision of the school’s Diversity Initiatives Coordinator and the faculty’s Pro Bono Public Service Honors Program moved under our Director’s responsibility.”