

University of California College of the Law San Francisco
Class of 2023 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 341							
Gender Reported:							
Women							
Men							
Non-binary or Chose to Self-identify							
Subtotal							
Race Reported:							
People of Color							
White/Caucasian							
Subtotal							
Gender & Race Reported:							
Women of Color							
Men of Color							
Non-binary or Chose to Self-identify People of Color							
White/Caucasian Women							
White/Caucasian Men							
Subtotal							
Employment Status Known:							
Bar Passage Required/Anticipated	275	81.4	212	85,000	120,000	215,000	137,106
JD Advantage	31	9.2	17	84,000	95,000	105,000	94,995
Other Professional	6	1.8	.	.	.	.	.
Other Position	1	0.3	.	.	.	.	.
Job Type Unknown	1	0.3	.	.	.	.	.
Enrolled in Graduate Studies	1	0.3	.	.	.	.	.
Employed-Start Date after March 15, 2024	4	1.2	.	.	.	.	.
Not Employed-Seeking	14	4.1	.	.	.	.	.
Not Employed-Not Seeking	5	1.5	.	.	.	.	.
Subtotal	338	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. The non-binary or chose to self-identify category also includes graduates who selected multiple gender identities. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, July 2024

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			Full-time Long-term Salaries				
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Total Employed or Enrolled in Graduate Studies:							
Enrolled in Graduate Studies	1	0.3
Employed	314	92.9	229	85,000	115,000	215,000	133,980
Subtotal	315	93.2					
Employment by Sector:							
Private Sector	225	71.7	174	100,000	152,500	215,000	154,432
Public Sector	87	27.7	55	44,158	65,000	84,000	69,275
Subtotal	312	99.4					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	272	86.6	212	85,000	120,000	215,000	137,106
Bar Passage Required/Anticipated: Part-time	3	1.0	.	.	.	.	.
JD Advantage: Full-time	25	8.0	17	84,000	95,000	105,000	94,995
JD Advantage: Part-time	6	1.9	.	.	.	.	.
Other Professional: Full-time	3	1.0	.	.	.	.	.
Other Professional: Part-time	3	1.0	.	.	.	.	.
Other Position: Part-time	1	0.3	.	.	.	.	.
Job Type Unknown: Part-time	1	0.3	.	.	.	.	.
Subtotal	314	100.0					
Employment Categories:							
Education	5	1.6	.	.	.	.	.
Business	32	10.2	19	95,000	95,000	100,000	101,263
Judicial Clerkships	7	2.2	5	42,500	67,000	88,553	65,911
Private Practice	193	61.5	155	110,000	175,000	215,000	160,950
Government	32	10.2	17	58,000	60,900	85,000	76,562
Public Interest	43	13.7	32	42,500	65,000	75,000	65,939
Unknown Type	2	0.6	.	.	.	.	.
Subtotal	314	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Private sector includes jobs in law firms and business. All other jobs are considered public sector. Employment by sector does not include graduates for whom employer type was not reported. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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Education Jobs:							
JD Advantage	5	100.0
Subtotal	5	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	12	37.5	9	95,000	95,000	95,000	90,778
JD Advantage	15	46.9	10	95,000	97,500	123,000	110,700
Other Professional	4	12.5	.	.	.	.	.
Other Position	1	3.1	.	.	.	.	.
Subtotal	32	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	192	99.5	154	110,000	177,500	215,000	161,671
JD Advantage	1	0.5	.	.	.	.	.
Subtotal	193	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	27	84.4	15	58,000	60,900	107,000	78,270
JD Advantage	5	15.6	.	.	.	.	.
Subtotal	32	100.0					
Judicial Clerkships:							
Federal	1	14.3	.	.	.	.	.
State	4	57.1	.	.	.	.	.
Local	1	14.3	.	.	.	.	.
Tribal	1	14.3	.	.	.	.	.
Subtotal	7	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Public Interest Jobs:							
Bar Passage Required/Anticipated	37	86.0	29	42,500	65,000	75,000	63,743
JD Advantage	4	9.3	.	.	.	.	.
Other Professional	2	4.7	.	.	.	.	.
Subtotal	43	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	33	17.1	26	73,000	100,000	110,000	94,612
11-25	14	7.3	10	110,000	115,000	130,000	118,280
26-50	13	6.7	12	95,000	112,500	122,500	107,833
51-100	8	4.1	6	110,000	135,000	155,000	136,667
101-250	15	7.8	9	90,000	100,000	120,000	106,111
251-500	10	5.2	8	160,000	202,500	210,000	186,250
501+	98	50.8	82	205,000	215,000	215,000	201,774
Unknown Size	2	1.0	.	.	.	.	.
Subtotal	193	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	154	80.2	126	130,000	205,000	215,000	176,524
Law Clerk	35	18.2	25	80,000	90,000	105,000	94,400
Manager/administrator	2	1.0	.	.	.	.	.
Other Non-attorney Position	1	0.5	.	.	.	.	.
Subtotal	192	100.0					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
Mid-Atlantic	7	2.3	7	73,579	215,000	215,000	160,226
E North Central	3	1.0	.	.	.	.	.
South Atlantic	6	1.9	5	60,000	72,500	81,636	95,427
Pacific	292	94.2	213	88,553	117,500	215,000	135,069
Non-US locations	2	0.6	.	.	.	.	.
Subtotal	310	100.0					
Location of Jobs:							
In-State	289	93.2	210	89,000	120,000	215,000	136,360
Out of State	21	6.8	19	50,000	72,500	215,000	107,670
Subtotal	310	100.0					
# States and Territories with Employed Grads:							
	9	.	.	.	.	.	.
Total #	9	.					
Note: Categories with no graduates reported are not shown. At least five salaries are required for each salary analysis. Salaries are reported only for full-time, long-term positions. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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	Number Reported	% of Reported
Source of Job:		
On-campus interview (OCI) program	70	22.5
Internship/externship experience	23	7.4
Job fair/consortia	8	2.6
Responded to career services office job posting	36	11.6
Non-career services office job posting	22	7.1
Clerkship application process or OSCAR	1	0.3
Returned to or continued with pre-law school employer	6	1.9
Referral	31	10.0
Self-initiated contact/networking	64	20.6
Other	50	16.1
Subtotal	311	100.0
Timing of Job Offer:		
Before graduation	202	64.5
After graduation	111	35.5
Subtotal	313	100.0
Search Status of Employed Grads:		
Seeking a different job	17	17.2
Not seeking a different job	82	82.8
Subtotal	99	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	2	3
Business	29	3
Judicial Clerkships	7	.
Unknown Type	1	1
Private Practice	193	.
Government	29	3
Public Interest	38	5
Total Reported	299	15
Total Number of Jobs Reported as Funded by Law School:		
	21	.
Total Reported	21	.
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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