

**University of North Dakota School of Law
Class of 2020 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 67							
Gender Reported:							
Women	30	44.8	23	51,000	63,000	69,000	62,208
Men	37	55.2	26	55,000	65,000	70,200	63,849
Subtotal	67	100.0					
Race Reported:							
People of Color	7	10.4	.	.	.	.	.
White/Caucasian	60	89.6	45	55,000	64,649	70,125	63,219
Subtotal	67	100.0					
Gender & Race Reported:							
Women of Color	3	4.5	.	.	.	.	.
Men of Color	4	6.0	.	.	.	.	.
White/Caucasian Women	27	40.3	21	55,000	64,000	69,000	63,799
White/Caucasian Men	33	49.3	24	53,500	65,000	70,182	62,711
Subtotal	67	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	45	68.2	40	60,000	65,000	70,304	66,496
JD Advantage	7	10.6	7	43,000	47,000	47,000	45,000
Other Professional	4	6.1	.	.	.	.	.
Non-professional	2	3.0	.	.	.	.	.
Start date after March 15, 2021	1	1.5	.	.	.	.	.
Not Employed-Seeking	6	9.1	.	.	.	.	.
Not Employed-Not Seeking	1	1.5	.	.	.	.	.
Subtotal	66	100.0					
<p>Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. The women category includes graduates reporting a gender identity of woman or trans woman and the men category includes graduates reporting a gender identity of man or trans man. Salaries for graduates in law firm solo practice have been excluded from the analysis.</p>							

Table prepared by NALP, August 2021

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.

**University of North Dakota School of Law
Class of 2020 Summary Report - Page 2**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Employed or Enrolled in Graduate Studies:							
Employed	58	87.9	49	55,000	64,649	70,125	63,078
Subtotal	58	87.9					
Employment by Sector:							
Private Sector	37	63.8	29	50,000	60,000	68,000	61,238
Public Sector	21	36.2	20	63,000	66,000	70,182	65,747
Subtotal	58	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	45	77.6	40	60,000	65,000	70,304	66,496
JD Advantage: Full-time	7	12.1	7	43,000	47,000	47,000	45,000
Other Professional: Full-time	3	5.2	.	.	.	.	.
Other Professional: Part-time	1	1.7	.	.	.	.	.
Non-professional: Full-time	2	3.4	.	.	.	.	.
Subtotal	58	100.0					
Employment Categories:							
Business	10	17.2	6	47,000	47,000	47,000	50,500
Judicial Clerk	9	15.5	9	64,000	67,000	70,125	64,238
Private Practice	27	46.6	23	55,000	63,000	68,000	64,039
Government	11	19.0	10	63,000	67,500	75,000	68,680
Public Interest	1	1.7	.	.	.	.	.
Subtotal	58	100.0					
<p>Note: Categories with no graduates reported are not shown. A minimum of five salaries is 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 for graduates in law firm solo practice have been excluded from the analysis.</p>							

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**University of North Dakota School of Law
Class of 2020 Summary Report - Page 3**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Business Jobs:							
Bar Passage Required/Anticipated	3	30.0	.	.	.	.	.
JD Advantage	4	40.0	.	.	.	.	.
Other Professional	1	10.0	.	.	.	.	.
Non-professional	2	20.0	.	.	.	.	.
Subtotal	10	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	25	92.6	21	55,000	65,000	68,000	65,996
JD Advantage	2	7.4	.	.	.	.	.
Subtotal	27	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	8	72.7	8	64,000	71,400	77,000	71,350
Other Professional	3	27.3	.	.	.	.	.
Subtotal	11	100.0					
Judicial Clerkships:							
Federal	3	33.3	.	.	.	.	.
State	5	55.6	5	69,000	70,125	70,164	69,298
Tribal	1	11.1	.	.	.	.	.
Subtotal	9	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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**University of North Dakota School of Law
Class of 2020 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/Anticipated	1	100.0	.	.	.	.	.
Subtotal	1	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	23	85.2	20	55,000	60,750	65,500	60,375
11-25	2	7.4	.	.	.	.	.
51-100	1	3.7	.	.	.	.	.
101-250	1	3.7	.	.	.	.	.
Subtotal	27	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	25	92.6	21	55,000	65,000	68,000	65,996
Law Clerk	2	7.4	.	.	.	.	.
Subtotal	27	100.0					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

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**University of North Dakota School of Law
Class of 2020 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	2	3.4	.	.	.	.	.
E North Central	1	1.7	.	.	.	.	.
W North Central	47	81.0	41	55,000	64,649	70,000	62,562
South Atlantic	1	1.7	.	.	.	.	.
Mountain	4	6.9	.	.	.	.	.
Pacific	3	5.2	.	.	.	.	.
Subtotal	58	100.0					
Location of Jobs:							
In-State	34	58.6	30	52,000	64,825	70,125	63,368
Out of State	24	41.4	19	55,000	63,000	72,800	62,621
Subtotal	58	100.0					
# States and Territories with Employed Grads:							
	12	.	.	.	.	.	.
Total #	12	.					
Note: Categories with no graduates reported are not shown. A minimum of five salaries is required for each salary analysis. Salaries for graduates in law firm solo practice have been excluded from the analysis.							

Table prepared by NALP, August 2021

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**University of North Dakota School of Law
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	Number Reported	% of Reported
Source of Job:		
OCI	2	3.4
Internship/externship experience	7	12.1
Job posting in CSO	4	6.9
Job posted online or in print	7	12.1
Clerkship application process or OSCAR	5	8.6
Returned to or continued with pre-law school employer	8	13.8
Referral	12	20.7
Started own practice or business	1	1.7
Self-initiated contact/networking	10	17.2
Other	2	3.4
Subtotal	58	100.0
Timing of Job Offer:		
Before graduation	39	68.4
After graduation	18	31.6
Subtotal	57	100.0
Search Status of Employed Grads:		
Seeking a different job	8	13.8
Not seeking a different job	50	86.2
Subtotal	58	100.0
<p>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.</p>		

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**University of North Dakota School of Law
Class of 2020 Summary Report - Page 7**

	Number of Jobs Reported as:	
	Long-term (1+ years)	Short-term (Less than 1 year)
Duration of Jobs by Employer Type:		
Business	7	3
Judicial Clerk	9	.
Private Practice	27	.
Government	11	.
Public Interest	1	.
Total Reported	55	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 2020 - University of North Dakota School of Law
Table 1
Graduate Demographics

Race/Ethnicity and Gender		Gender				TOTAL	
		Women		Men			
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
People of Color	Black or African American	3	10.0	1	2.7	4	6.0
	Latinx	-	-	3	8.1	3	4.5
	Subtotal	3	10.0	4	10.8	7	10.4
White/Caucasian or Not Reported	White/Caucasian	27	90.0	33	89.2	60	89.6
	Subtotal	27	90.0	33	89.2	60	89.6
TOTAL		30	100.0	37	100.0	67	100.0

Total number of graduates reported is shown at lower right.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law
Table 1 - continued
Graduate Demographics

	Number Reported	% of Reported
LGBTQ Status		
Graduates not identifying as LGBTQ	66	98.5
LGBTQ status not reported	1	1.5
Total	67	100.0

Table prepared by NALP, August 2021

*Class of 2020 - University of North Dakota School of Law
Table 2
Employment Status by Gender*

Employment Status by Gender		Women		Men	
		Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage required/anticipated	22	73.3	23	63.9
	JD advantage	3	10.0	4	11.1
	Other professional	1	3.3	3	8.3
	Non-professional	0	0	2	5.6
	Subtotal	26	86.7	32	88.9
Not Employed	Start date after 3/15/2021	1	3.3	0	0
	Seeking work	3	10.0	3	8.3
	Not seeking work	0	0	1	2.8
	Subtotal	4	13.3	4	11.1
TOTAL		30	100.0	36	100.0

This table excludes graduates for whom gender was not reported.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law

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 required/anticipated	19	82.6	19	73.1	4	40.0
	JD advantage	2	8.7	1	3.8	2	20.0
	Other professional	0	0	1	3.8	2	20.0
	Non-professional	0	0	2	7.7	0	0
	Subtotal	21	91.3	23	88.5	8	80.0
Not Employed	Start date after 3/15/2021	0	0	1	3.8	0	0
	Seeking work	2	8.7	2	7.7	2	20.0
	Not seeking work	0	0	0	0	0	0
	Subtotal	2	8.7	3	11.5	2	20.0
TOTAL		23	100.0	26	100.0	10	100.0

Employment Status by Age at Graduation		36-40		41-45		46+	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage required/anticipated	1	20.0	1	100.0	1	100.0
	JD advantage	2	40.0	0	0	0	0
	Other professional	1	20.0	0	0	0	0
	Non-professional	0	0	0	0	0	0
	Subtotal	4	80.0	1	100.0	1	100.0
Not Employed	Start date after 3/15/2021	0	0	0	0	0	0
	Seeking work	0	0	0	0	0	0
	Not seeking work	1	20.0	0	0	0	0
	Subtotal	1	20.0	0	0	0	0
TOTAL		5	100.0	1	100.0	1	100.0

This table excludes graduates for whom age was not reported.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law
Table 4
Employer Types by Gender

Employer Types by Gender	Women		Men	
	Number Reported	% of Reported	Number Reported	% of Reported
Business	3	11.5	7	21.9
Judicial clerkship	6	23.1	3	9.4
Law firm	13	50.0	14	43.8
Government	3	11.5	8	25.0
Public interest	1	3.8	0	0
TOTAL	26	100.0	32	100.0

This table excludes graduates for whom gender was not reported.

Table prepared by NALP, August 2021

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
Business	2	9.5	3	13.0	2	25.0
Judicial clerkship	5	23.8	1	4.3	3	37.5
Law firm	10	47.6	14	60.9	1	12.5
Government	3	14.3	5	21.7	2	25.0
Public interest	1	4.8	0	0	0	0
TOTAL	21	100.0	23	100.0	8	100.0

Employer Types by Age at Graduation	36-40		41-45		46+	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Business	3	75.0	0	0	0	0
Judicial clerkship	0	0	0	0	0	0
Law firm	0	0	1	100.0	1	100.0
Government	1	25.0	0	0	0	0
Public interest	0	0	0	0	0	0
TOTAL	4	100.0	1	100.0	1	100.0

This table excludes graduates for whom age was not reported.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law
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	11	84.6	12	85.7
11-25 attys	0	0	2	14.3
51-100 attys	1	7.7	0	0
101-250 attys	1	7.7	0	0
TOTAL	13	100.0	14	100.0

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

Table prepared by NALP, August 2021

*Class of 2020 - University of North Dakota School of Law
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
Business	Accounting	1	33.3	0	0	1	10.0
	Legal Process Outsourcer	0	0	4	57.1	4	40.0
	Retail/hospitality	0	0	1	14.3	1	10.0
	Other technology/e-commerce	0	0	1	14.3	1	10.0
	Legal temp agency	1	33.3	0	0	1	10.0
	Other business	1	33.3	1	14.3	2	20.0
	Category total	3	100.0	7	100.0	10	100.0
Judicial clerkship	Federal court	2	33.3	1	33.3	3	33.3
	State court	3	50.0	2	66.7	5	55.6
	Tribal court	1	16.7	0	0	1	11.1
	Category total	6	100.0	3	100.0	9	100.0
Law firm	Law Firm	13	100.0	13	92.9	26	96.3
	Public interest law firm	0	0	1	7.1	1	3.7
	Category total	13	100.0	14	100.0	27	100.0
Government	State prosecutor	0	0	2	25.0	2	18.2
	State govt-other/unknown job	1	33.3	0	0	1	9.1
	Federal executive branch agency	0	0	1	12.5	1	9.1
	Local prosecutor	2	66.7	3	37.5	5	45.5
	Tribal legislative	0	0	1	12.5	1	9.1
	All non-JAG military	0	0	1	12.5	1	9.1
	Category total	3	100.0	8	100.0	11	100.0
Public interest	Legal services	1	100.0	0	0	1	100.0
	Category total	1	100.0	0	0	1	100.0

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

Table prepared by NALP, August 2021

*Class of 2020 - University of North Dakota School of Law
Table 8
Employment Status by Race/Ethnicity*

Employment Status by Race/Ethnicity		Black or African American		White/Caucasian		Latinx	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Employed	Bar passage required/anticipated	1	25.0	43	72.9	1	33.3
	JD advantage	1	25.0	6	10.2	0	0
	Other professional	2	50.0	2	3.4	0	0
	Non-professional	0	0	2	3.4	0	0
	Subtotal	4	100.0	53	89.8	1	33.3
Not Employed	Start date after 3/15/2021	0	0	1	1.7	0	0
	Seeking work	0	0	5	8.5	1	33.3
	Not seeking work	0	0	0	0	1	33.3
	Subtotal	0	0	6	10.2	2	66.7
TOTAL		4	100.0	59	100.0	3	100.0

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

Table prepared by NALP, August 2021

Table 9

Employer Types by Race/Ethnicity

Employer Types by Race/Ethnicity	Black or African American		White/Caucasian		Latinx	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Business	1	25.0	9	17.0	0	0
Judicial clerkship	1	25.0	8	15.1	0	0
Law firm	0	0	26	49.1	1	100.0
Government	2	50.0	9	17.0	0	0
Public interest	0	0	1	1.9	0	0
TOTAL	4	100.0	53	100.0	1	100.0

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

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law
Table 10
Private Practice Detail by Race/Ethnicity

Size of Law Firm by Race/Ethnicity	White/Caucasian		Latinx	
	Number Reported	% of Reported	Number Reported	% of Reported
1-10 attys	22	84.6	1	100.0
11-25 attys	2	7.7	0	0
51-100 attys	1	3.8	0	0
101-250 attys	1	3.8	0	0
TOTAL	26	100.0	1	100.0

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

Table prepared by NALP, August 2021

*Class of 2020 - University of North Dakota School of Law
Table 11
Employer Detail by Race/Ethnicity*

Detailed Employer Types by Race Ethnicity		Black or African American		White/Caucasian		Latinx	
		Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Business	Accounting	0	0	1	11.1	0	0
	Legal Process Outsourcer	0	0	4	44.4	0	0
	Retail/hospitality	0	0	1	11.1	0	0
	Other technology/e-commerce	0	0	1	11.1	0	0
	Legal temp agency	1	100.0	0	0	0	0
	Other business	0	0	2	22.2	0	0
	Category total	1	100.0	9	100.0	0	0
Judicial clerkship	Federal court	0	0	3	37.5	0	0
	State court	0	0	5	62.5	0	0
	Tribal court	1	100.0	0	0	0	0
	Category total	1	100.0	8	100.0	0	0
Law firm	Law Firm	0	0	25	96.2	1	100.0
	Public interest law firm	0	0	1	3.8	0	0
	Category total	0	0	26	100.0	1	100.0
Government	State prosecutor	0	0	2	22.2	0	0
	State govt-other/unknown job	1	50.0	0	0	0	0
	Federal executive branch agency	0	0	1	11.1	0	0
	Local prosecutor	0	0	5	55.6	0	0
	Tribal legislative	0	0	1	11.1	0	0
	All non-JAG military	1	50.0	0	0	0	0
	Category total	2	100.0	9	100.0	0	0
Public interest	Legal services	0	0	1	100.0	0	0
	Category total	0	0	1	100.0	0	0

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

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law

Table 12

Source of Job by Employer Type

Source of Job by Employer Type	Business		Judicial clerkship		Law firms of 50 or fewer		Law firms of 51 or more	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	3	30.0	0	0	2	8.0	1	50.0
Job posting in CSO	0	0	1	11.1	2	8.0	0	0
OCI	0	0	2	22.2	0	0	0	0
Clerkship application process or OSCAR	0	0	5	55.6	0	0	0	0
Returned to or continued with pre-law school employer	2	20.0	0	0	4	16.0	0	0
Referral	1	10.0	1	11.1	9	36.0	1	50.0
Self-initiated contact/networking	3	30.0	0	0	4	16.0	0	0
All other	1	10.0	0	0	4	16.0	0	0
TOTAL	10	100.0	9	100.0	25	100.0	2	100.0

Source of Job by Employer Type	Government		Public interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/Externship	1	9.1	0	0	7	12.1
Job posting in CSO	1	9.1	0	0	4	6.9
OCI	0	0	0	0	2	3.4
Clerkship application process or OSCAR	0	0	0	0	5	8.6
Returned to or continued with pre-law school employer	2	18.2	0	0	8	13.8
Referral	0	0	0	0	12	20.7
Self-initiated contact/networking	3	27.3	0	0	10	17.2
All other	4	36.4	1	100.0	10	17.2
TOTAL	11	100.0	1	100.0	58	100.0

** Excludes jobs for which a source, employer type, or firm size was not reported.
 "Other" also includes job fairs, non-CSO job sites and postings, and the self-employed.*

Class of 2020 - University of North Dakota School of Law

Table 13

Number of Jobs Reported Taken by State

Region	State	# of Jobs	% of Jobs
Mid Atlantic	New York	1	1.7
	Pennsylvania	1	1.7
		2	3.4
E. North Central	Illinois	1	1.7
		1	1.7
W. North Central	Minnesota	10	17.2
	Nebraska	1	1.7
	North Dakota	34	58.6
	South Dakota	2	3.4
		47	81.0
South Atlantic	South Carolina	1	1.7
		1	1.7
Mountain	Arizona	3	5.2
	Colorado	1	1.7
		4	6.9
Pacific	California	2	3.4
	Oregon	1	1.7
		3	5.2
<i>TOTAL</i>		58	100.0

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota School of Law
Table 14
Location of In-state Jobs

In-state location	# of Jobs	% of Jobs
Bismarck	13	38.2
Fargo	9	26.5
Grand Forks	3	8.8
Other/unknown North Dakota	9	26.5
	34	100.0

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, August 2021

Class of 2020 - University of North Dakota 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
Business	9	90.0	1	10.0	10	100.0
Judicial clerkship	9	100.0	0	0	9	100.0
Law firm	27	100.0	0	0	27	100.0
Government	11	100.0	0	0	11	100.0
Public interest	1	100.0	0	0	1	100.0

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

Table prepared by NALP, August 2021