

**Mitchell Hamline School of Law
Class of 2023 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 320							
Gender Reported:							
Women	159	53.2	58	70,000	81,500	113,600	102,369
Men	138	46.2	54	67,000	80,000	123,600	109,499
Non-binary or Chose to Self-identify	2	0.7	.	.	.	.	.
Subtotal	299	100.0					
Race Reported:							
People of Color	67	23.3	19	71,100	82,000	123,600	127,366
White/Caucasian	221	76.7	92	69,000	80,000	105,199	100,863
Subtotal	288	100.0					
Gender & Race Reported:							
Women of Color	31	11.0	8	76,550	115,000	162,500	151,513
Men of Color	31	11.0	10	60,000	77,500	123,600	110,985
Non-binary or Chose to Self-identify People of Color	2	0.7	.	.	.	.	.
White/Caucasian Women	120	42.4	47	70,000	80,000	107,000	95,624
White/Caucasian Men	99	35.0	43	67,000	80,000	110,000	108,211
Subtotal	283	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	197	62.3	78	66,229	78,000	95,000	88,347
JD Advantage	45	14.2	22	70,000	100,000	140,000	112,957
Other Professional	38	12.0	15	85,000	150,000	325,000	185,616
Other Position	4	1.3	.	.	.	.	.
Enrolled in Graduate Studies	1	0.3	.	.	.	.	.
Employed-Start Date after March 15, 2024	4	1.3	.	.	.	.	.
Not Employed-Seeking	21	6.6	.	.	.	.	.
Not Employed-Not Seeking	6	1.9	.	.	.	.	.
Subtotal	316	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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Total Employed or Enrolled in Graduate Studies:							
Enrolled in Graduate Studies	1	0.3
Employed	284	89.9	116	69,000	80,000	116,800	105,348
Subtotal	285	90.2					
Employment by Sector:							
Private Sector	172	60.6	62	80,000	100,000	153,316	125,797
Public Sector	112	39.4	54	65,000	70,000	80,000	81,870
Subtotal	284	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	193	68.0	78	66,229	78,000	95,000	88,347
Bar Passage Required/Anticipated: Part-time	4	1.4	.	.	.	.	.
JD Advantage: Full-time	41	14.4	22	70,000	100,000	140,000	112,957
JD Advantage: Part-time	4	1.4	.	.	.	.	.
Other Professional: Full-time	33	11.6	15	85,000	150,000	325,000	185,616
Other Professional: Part-time	5	1.8	.	.	.	.	.
Other Position: Full-time	2	0.7	.	.	.	.	.
Other Position: Part-time	2	0.7	.	.	.	.	.
Subtotal	284	100.0					
Employment Categories:							
Education	5	1.8	.	.	.	.	.
Business	67	23.6	30	95,000	121,800	175,000	155,040
Judicial Clerkships	41	14.4	18	61,000	65,615	69,500	64,779
Private Practice	105	37.0	32	75,450	81,000	113,500	98,381
Government	46	16.2	21	69,000	73,000	95,000	100,921
Public Interest	20	7.0	13	65,000	75,000	87,000	72,385
Subtotal	284	100.0					
<p>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.</p>							

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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Education Jobs:							
Bar Passage Required/Anticipated	1	20.0	.	.	.	.	.
JD Advantage	2	40.0	.	.	.	.	.
Other Professional	2	40.0	.	.	.	.	.
Subtotal	5	100.0					
Business Jobs:							
Bar Passage Required/Anticipated	17	25.4	9	100,000	110,000	153,316	130,991
JD Advantage	25	37.3	11	82,000	130,000	186,000	137,936
Other Professional	22	32.8	10	85,000	162,500	325,000	195,500
Other Position	3	4.5	.	.	.	.	.
Subtotal	67	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	101	96.2	30	78,000	85,500	120,000	102,030
JD Advantage	4	3.8	.	.	.	.	.
Subtotal	105	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	23	50.0	11	65,000	72,000	80,000	72,475
JD Advantage	12	26.1	6	69,000	74,437	137,000	93,646
Other Professional	11	23.9	.	.	.	.	.
Subtotal	46	100.0					
Judicial Clerkships:							
Federal	1	2.4	.	.	.	.	.
State	39	95.1	17	61,000	66,000	69,500	64,766
Local	1	2.4	.	.	.	.	.
Subtotal	41	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	14	70.0	9	65,000	75,000	87,000	68,556
JD Advantage	2	10.0	.	.	.	.	.
Other Professional	3	15.0	.	.	.	.	.
Other Position	1	5.0	.	.	.	.	.
Subtotal	20	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	49	46.7	13	77,400	90,000	95,000	84,898
11-25	24	22.9	10	73,000	80,000	81,000	78,850
26-50	5	4.8	.	.	.	.	.
51-100	1	1.0	.	.	.	.	.
101-250	2	1.9	.	.	.	.	.
251-500	5	4.8	.	.	.	.	.
501+	6	5.7	.	.	.	.	.
Unknown Size	1	1.0	.	.	.	.	.
Solo Practitioner	12	11.4	.	.	.	.	.
Subtotal	105	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	98	93.3	29	78,000	81,000	107,000	101,238
Staff Attorney	3	2.9	.	.	.	.	.
Paralegal	4	3.8	.	.	.	.	.
Subtotal	105	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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	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Jobs Taken by Region:							
New England	1	0.4	.	.	.	.	.
Mid-Atlantic	9	3.2	6	70,000	103,500	325,000	181,000
E North Central	20	7.0	9	69,000	75,000	82,000	79,222
W North Central	154	54.2	56	66,615	80,000	100,000	88,684
South Atlantic	40	14.1	18	72,000	104,300	153,316	128,259
E South Central	4	1.4	.	.	.	.	.
W South Central	14	4.9	.	.	.	.	.
Mountain	21	7.4	11	80,000	90,000	125,000	105,866
Pacific	20	7.0	11	72,000	107,000	161,844	128,804
Non-US locations	1	0.4	.	.	.	.	.
Subtotal	284	100.0					
Location of Jobs:							
In-State	141	49.6	52	67,000	80,000	100,000	89,429
Out of State	143	50.4	64	69,500	85,625	141,648	118,282
Subtotal	284	100.0					
# States and Territories with Employed Grads:							
	36	.	.	.	.	.	.
Total #	36	.					
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	5	2.7
Internship/externship experience	6	3.3
Responded to career services office job posting	9	4.9
Non-career services office job posting	27	14.8
Clerkship application process or OSCAR	3	1.6
Returned to or continued with pre-law school employer	39	21.4
Referral	26	14.3
Started own practice or business	13	7.1
Self-initiated contact/networking	35	19.2
Temp agency	1	0.5
Other	18	9.9
Subtotal	182	100.0
Timing of Job Offer:		
Before graduation	140	70.4
After graduation	59	29.6
Subtotal	199	100.0
Search Status of Employed Grads:		
Seeking a different job	51	22.7
Not seeking a different job	174	77.3
Subtotal	225	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	5	.
Business	61	6
Judicial Clerkships	39	2
Private Practice	103	2
Government	46	.
Public Interest	20	.
Total Reported	274	10
Total Number of Jobs Reported as Funded by Law School:		
	1	.
Total Reported	1	.
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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