

The University of Michigan Law School
Class of 2023 Summary Report

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Total Reported = 307							
Gender Reported:							
Women	140	53.4	138	74,950	215,000	225,000	159,378
Men	121	46.2	115	78,592	225,000	225,000	174,685
Non-binary or Chose to Self-identify	1	0.4	.	.	.	.	.
Subtotal	262	100.0					
Race Reported:							
People of Color	83	33.9	81	81,500	225,000	225,000	178,671
White/Caucasian	162	66.1	158	74,961	215,000	225,000	158,778
Subtotal	245	100.0					
Gender & Race Reported:							
Women of Color	37	15.1	37	74,950	215,000	225,000	158,255
Men of Color	45	18.4	43	215,000	225,000	225,000	195,392
Non-binary or Chose to Self-identify People of Color	1	0.4	.	.	.	.	.
White/Caucasian Women	93	38.0	92	72,126	215,000	225,000	158,360
White/Caucasian Men	69	28.2	66	75,833	225,000	225,000	159,360
Subtotal	245	100.0					
Employment Status Known:							
Bar Passage Required/Anticipated	297	96.7	294	76,148	225,000	225,000	167,130
JD Advantage	4	1.3	.	.	.	.	.
Enrolled in Graduate Studies	1	0.3	.	.	.	.	.
Employed-Start Date after March 15, 2024	2	0.7	.	.	.	.	.
Not Employed-Seeking	3	1.0	.	.	.	.	.
Subtotal	307	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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The University of Michigan Law School
Class of 2023 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:							
Enrolled in Graduate Studies	1	0.3	.	.	.	.	.
Employed	301	98.0	295	76,148	225,000	225,000	167,275
Subtotal	302	98.4					
Employment by Sector:							
Private Sector	200	66.4	199	225,000	225,000	225,000	213,040
Public Sector	101	33.6	96	68,554	72,019	76,148	72,409
Subtotal	301	100.0					
Full-time or Part-time Job Status:							
Bar Passage Required/Anticipated: Full-time	297	98.7	294	76,148	225,000	225,000	167,130
JD Advantage: Full-time	4	1.3	.	.	.	.	.
Subtotal	301	100.0					
Employment Categories:							
Business	1	0.3	.	.	.	.	.
Judicial Clerkships	61	20.3	59	69,107	72,215	76,148	72,910
Private Practice	199	66.1	198	225,000	225,000	225,000	213,056
Government	12	4.0	10	74,950	74,975	92,000	81,179
Public Interest	28	9.3	27	60,000	65,000	75,000	68,065
Subtotal	301	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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The University of Michigan Law School
Class of 2023 Summary Report - Page 3

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
Business Jobs:							
JD Advantage	1	100.0	.	.	.	.	.
Subtotal	1	100.0					
Private Practice Jobs:							
Bar Passage Required/Anticipated	199	100.0	198	225,000	225,000	225,000	213,056
Subtotal	199	100.0					
Government Jobs:							
Bar Passage Required/Anticipated	10	83.3	10	74,950	74,975	92,000	81,179
JD Advantage	2	16.7	.	.	.	.	.
Subtotal	12	100.0					
Judicial Clerkships:							
Federal	43	70.5	42	69,946	75,397	76,990	74,284
State	18	29.5	17	66,000	71,000	72,000	69,517
Subtotal	61	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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The University of Michigan Law School
Class of 2023 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	27	96.4	27	60,000	65,000	75,000	68,065
JD Advantage	1	3.6	.	.	.	.	.
Subtotal	28	100.0					
Size of Law Firm (by # of Attorneys):							
1-10	2	1.0	.	.	.	.	.
11-25	9	4.5	9	90,000	100,000	125,000	113,333
26-50	1	0.5	.	.	.	.	.
51-100	1	0.5	.	.	.	.	.
101-250	8	4.0	8	145,000	145,000	167,500	158,750
251-500	14	7.0	14	205,000	215,000	225,000	210,714
501+	164	82.4	164	225,000	225,000	225,000	223,354
Subtotal	199	100.0					
Type of Law Firm Job:							
Associate/Entry-level Attorney	199	100.0	198	225,000	225,000	225,000	213,056
Subtotal	199	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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The University of Michigan Law School
Class of 2023 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:							
New England	10	3.3	9	125,000	225,000	225,000	180,444
Mid-Atlantic	84	27.9	84	225,000	225,000	225,000	203,461
E North Central	73	24.3	71	72,215	145,000	225,000	151,726
W North Central	2	0.7	.	.	.	.	.
South Atlantic	56	18.6	53	78,592	215,000	225,000	162,798
E South Central	1	0.3	.	.	.	.	.
W South Central	18	6.0	18	74,961	220,000	225,000	156,014
Mountain	8	2.7	8	67,194	70,572	77,519	84,093
Pacific	46	15.3	46	72,000	200,000	225,000	152,538
US Territories	1	0.3	.	.	.	.	.
Non-US locations	2	0.7	.	.	.	.	.
Subtotal	301	100.0					
Location of Jobs:							
In-State	29	9.6	28	65,500	76,148	145,000	108,406
Out of State	272	90.4	267	77,738	225,000	225,000	173,449
Subtotal	301	100.0					
# States and Territories with Employed Grads:							
	31	.	.	.	.	.	.
Total #	31	.					
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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The University of Michigan Law School
Class of 2023 Summary Report - Page 6

	Number Reported	% of Reported
Source of Job:		
On-campus interview (OCI) program	132	44.0
Job fair/consortia	12	4.0
Responded to career services office job posting	12	4.0
Non-career services office job posting	3	1.0
Clerkship application process or OSCAR	58	19.3
Returned to or continued with pre-law school employer	6	2.0
Referral	19	6.3
Self-initiated contact/networking	56	18.7
Other	2	0.7
Subtotal	300	100.0
Timing of Job Offer:		
Before graduation	288	95.7
After graduation	13	4.3
Subtotal	301	100.0
Search Status of Employed Grads:		
Seeking a different job	3	1.0
Not seeking a different job	297	99.0
Subtotal	300	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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***The University of Michigan Law School
Class of 2023 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	1	.
Judicial Clerkships	60	1
Private Practice	199	.
Government	12	.
Public Interest	28	.
Total Reported	300	1
Total Number of Jobs Reported as Funded by Law School:		
	6	.
Total Reported	6	.
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 2023 - The University of Michigan Law School
Table 12 - Source of Job by Employer Type

Source of Job by Employer Type	Business		Judicial Clerkships		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
Career services job posting	0	0	0	0	2	18.2	6	3.2
On-campus interview (OCI) program	0	0	1	1.6	3	27.3	122	65.2
Non-career services job posting	0	0	0	0	0	0	0	0
Clerkship application process or OSCAR	0	0	58	95.1	0	0	0	0
Returned to or continued with pre-law school employer	1	100.0	0	0	0	0	5	2.7
Referral from friend or colleague	0	0	2	3.3	3	27.3	10	5.3
Self-initiated contact/networking	0	0	0	0	3	27.3	36	19.3
All other	0	0	0	0	0	0	8	4.3
TOTAL	1	100.0	61	100.0	11	100.0	187	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
Career services job posting	1	8.3	3	10.7	12	4.0
On-campus interview (OCI) program	2	16.7	4	14.3	132	44.0
Non-career services job posting	2	16.7	1	3.6	3	1.0
Clerkship application process or OSCAR	0	0	0	0	58	19.3
Returned to or continued with pre-law school employer	0	0	0	0	6	2.0
Referral from friend or colleague	2	16.7	2	7.1	19	6.3
Self-initiated contact/networking	3	25.0	14	50.0	56	18.7
All other	2	16.7	4	14.3	14	4.7
TOTAL	12	100.0	28	100.0	300	100.0

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

Table prepared by NALP, July 2024

Class of 2023 - The University of Michigan Law School
Table 13 - Number of Jobs Reported Taken by State

Region	State	# of Jobs	% of Jobs
New England	Massachusetts	8	2.7
	New Hampshire	2	0.7
		10	3.3
Mid Atlantic	New Jersey	1	0.3
	New York	77	25.6
	Pennsylvania	6	2.0
		84	27.9
E. North Central	Illinois	37	12.3
	Indiana	1	0.3
	Michigan	29	9.6
	Ohio	4	1.3
	Wisconsin	2	0.7
		73	24.3
W. North Central	Iowa	1	0.3
	Kansas	1	0.3
		2	0.7
South Atlantic	Delaware	2	0.7
	Washington, DC	44	14.6
	Florida	2	0.7
	Georgia	2	0.7
	Maryland	2	0.7
	North Carolina	1	0.3
	Virginia	3	1.0
		56	18.6
E. South Central	Alabama	1	0.3
		1	0.3
W. South Central	Texas	18	6.0
		18	6.0
Mountain	Arizona	3	1.0
	Colorado	3	1.0
	Montana	1	0.3
	Utah	1	0.3
		8	2.7
Pacific	Alaska	3	1.0
	California	29	9.6
	Hawaii	2	0.7
	Oregon	2	0.7
	Washington	10	3.3
		46	15.3
U.S. Territories	Virgin Islands	1	0.3
		1	0.3
Non US locations	Non U.S. locations	2	0.7

Excludes employed graduates for whom job location was not reported.

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Class of 2023 - The University of Michigan Law School
Table 13 - Number of Jobs Reported Taken by State

Region	State	# of Jobs	% of Jobs
		2	0.7
<i>TOTAL</i>		301	100.0

Excludes employed graduates for whom job location was not reported.

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Class of 2023 - The University of Michigan Law School
Table 14 - Location of In-state Jobs

In-state Location	# of Jobs	% of Jobs
Ann Arbor	3	10.3
Battle Creek	1	3.4
Bay City	1	3.4
Detroit	10	34.5
Grand Rapids	7	24.1
Kalamazoo	1	3.4
Lansing	3	10.3
Other/unknown Michigan	2	6.9
Troy	1	3.4
	29	100.0

Excludes employed graduates for whom job location was not reported.

Table prepared by NALP, July 2024

Class of 2023 - The University of Michigan Law School
Table 15 - Full and Part-time Jobs by Employer Type

Full and Part-time Jobs by Employer Type	Full-time		All	
	Number Reported	% of Reported	Number Reported	% of Reported
Business	1	100.0	1	100.0
Judicial Clerkships	61	100.0	61	100.0
Law Firm	199	100.0	199	100.0
Government	12	100.0	12	100.0
Public Interest	28	100.0	28	100.0

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

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