



Class of 2012 Annual Employment Report

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Introduction

NALP & ABA Annual Graduate Employment Survey

Each year, law schools across the country partner with the National Association for Law Placement (NALP) to measure employment outcomes for their most recent graduates. NALP measures employment status nine months after the May graduation, to allow for bar passage and licensure. February 15th is annually the operative date by which graduates must report their employment status.

REQUIRED REPORTING BY ABA MEMBER SCHOOLS

In 2011, the American Bar Association began requiring all member schools to report Employment Statistics for their most recent graduating classes – separate and apart from the reporting already submitted to NALP. Reporting requirements for the ABA pretty much mirror those for NALP, with a few minor differences. For example, unlike NALP, the ABA does not require the reporting of salary information by law schools for their graduates.

NSU Law's Class of 2012 ABA Employment Summary is included here, on page 11 of this Report.

NSU Law - Class of 2012

GROSS EMPLOYMENT RATE DROPS NEARLY 4% - FALLING BACK TO 2010 LEVEL

Results from NSU Law's Class of 2012 ABA/NALP Graduate Employment Survey¹ reflect a near 4% decline in the gross job placement rate for members of this graduating class, compared to the Class of 2011. The gross employment rate for the Class of 2012 receded from 84.39% in 2011 to 80.51% - roughly equivalent to the 80.66% placement rate in 2010. This was still better than the 78.26% gross employment level realized in 2009 at the same post-graduation time interval.

It is important to note that, pursuant to NALP reporting standards, NSU Law generally provides placement information in the form of gross employment percentage. However, prior to drawing conclusions from this data, this *entire* report should be read to consider all contextual information relative to overall graduate employment characteristics.

ENTRY-LEVEL SALARIES ALSO DIP IN 2012 - REFLECTING A "BUYERS' MARKET"

Seemingly indicative of a "buyers' market," the mean average starting salary² for NSU Law graduates decreased for the second year in a row. After rising to \$61,770 in 2010, the mean average salary dipped each of the past two years to \$58,263 in 2011, and \$55,943 for graduates from the Class of 2012.

Notably, NSU Law's 2012 class size was an anomaly as the school turned out a very large graduating class, at 354 students. NSU Law's 2011 class had 302 graduates; the Class of 2010 had 258 graduates and the Class of 2009 had 254 grads. The 2012 class entered law school in the fall of 2009 at a time when law schools nationwide, including NSU Law, experienced a sharp spike in the number of enrollees. Not surprisingly, members of that group found greater competition for jobs in 2012, upon earning their law degrees.

TYPICAL NSU LAW GRADUATE

Review of this year's data reveals that a majority of 2012 NSU Law grads are working in small, private law firms in south Florida. Of the 285 graduates who reported finding employment, 249 of them (87.7%) obtained jobs in the state of Florida. 226 of these grads (79.3%) took positions in the tri-county area of Miami-Dade, Broward, and Palm Beach Counties.

Nearly 71% of the class reported entering private practice. The next most popular employment option was a position in business, representing 14% of working graduates. This was followed by those who

found positions in government at 9.5%. Twelve grads (3.4% of the class) elected to continue their education and are pursuing advanced LL.M. degrees.

Job Market

NSU Law Class of 2012: Employment Market fluctuates

Since the fall of 2008, the US economy has experienced one of its worst fiscal cycles in several decades. No sector has escaped the effects of this downturn. Certainly, the legal marketplace has not been immune.

PUBLIC V. PRIVATE SECTORS

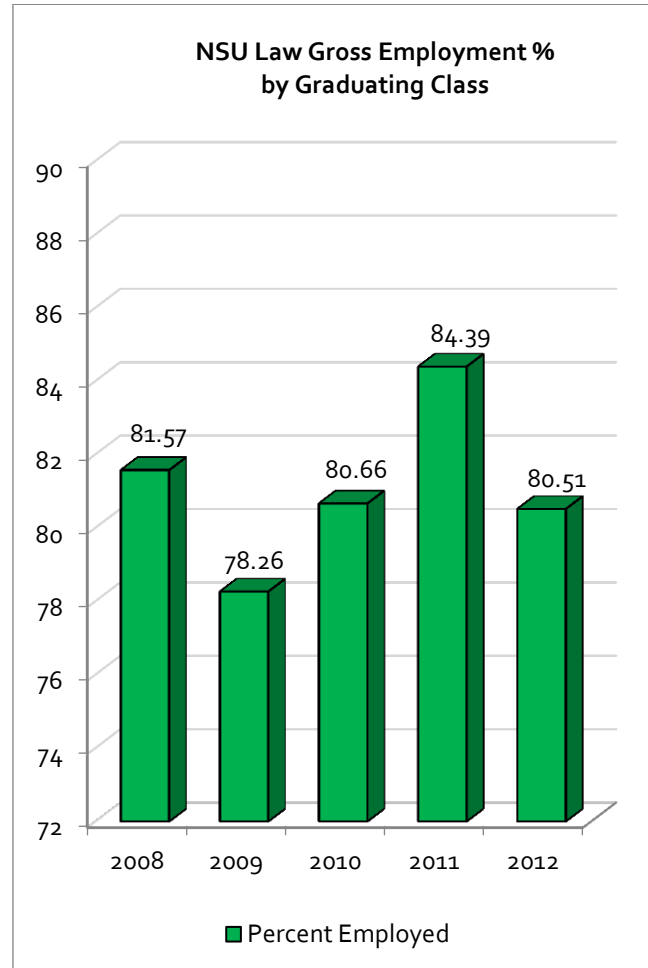
During this period, hiring decisions by law firms and corporate legal departments at all levels have been extremely calculated as they attempt to better align resources with demand. In the public sector, state and local governments continue to experience budgetary shortfalls. Public Defenders', States Attorneys' and Legal Aid offices cry out for much needed help – only to be denied by state legislatures looking to cut, not increase, their annual budgets.

Against this backdrop, entry-level attorney hiring statistics have been directly impacted by instability and shrinking of the legal marketplace. Throughout the nation, more legal employers were not hiring at all, and many were hiring fewer entry-level attorneys than in past years. This, coupled with larger graduating classes at law schools across the country was certainly not a recipe for success in 2012. As a result, employment rates suffered and those graduates who *did* find law-related work were frequently required to settle for lower salaries.

GAINS IN GROSS EMPLOYMENT REALIZED IN 2011 RECEDE TO 2010 LEVEL FOR 2012 GRADS

In 2011, promising signs suggested possible strengthening of the south Florida legal employment market, as the gross employment rate for NSU Law grads rose to 84.39%. As reflected in the graph

below, however, the most recent class fell back to 2010 levels at 80.51%. This ended the trend of employment growth, since dipping in 2009 to a low of 78.26%.



NSU LAW GRADS EMPLOYED IN POSITIONS USING THEIR LAW DEGREES

Breakdown of NSU's Class of 2012 employment data shows that 221 of 354 graduates (62.4%) found law related jobs *requiring bar passage*. 202 of these grads (57.1%) are working in full time, long term positions. An additional 39 members of the 2012 class (11.02%) are working in positions for which a *Juris Doctor degree is an advantage*. Thus, at the 9 month post-graduation interval, 260 of 354 grads (73.45%) found jobs utilizing their recently earned law degrees. A complete employment type/status breakdown for the Class of 2012 is shown in the table below.

The Class of 2012 consists of 354 graduates. The status of each of these grads is known. Of the 354, 285 reported employment. The percentages in this table give the full status breakdown for the entire Class of 2012.

TOTAL EMPLOYED (Showing # and % in each category)	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	TOTAL NUMBER TOTAL %
Employed – Bar Passage Required	202 57.1%	3 .8%	9 2.5%	7 2%	221 62.43%
Employed – JD Advantage	30 8.5%	2 .6%	6 1.7%	1 .3%	39 11.02%
Employed – Professional Position	14 3.95%	0	3 .85%	0	17 4.8%
Employed – Non-Professional Position	6 1.7%	0	0	2 .6%	8 2.26%
Pursuing Graduate Degree Full Time					12 3.39%
Not Employed – Not Seeking					4 1.13%
Not Employed – Seeking					53 14.97%
Employment Status Unknown					0
TOTAL GRADUATES					354 100%

CATEGORY	NUMBER	PERCENT
Total Reported Employed	285	80.51%
Total Reported Not-Employed	69*	19.49%
TOTAL REPORTED	354	100%
Employment Status Unknown	0	
TOTAL GRADUATES	354	

* Per NALP's Employment Report & Salary Survey ("ERSS") reporting protocol, this "Not-Employed" category includes the 12 graduates who are still full-time students, now seeking advanced LL.M. degrees.

Class of 2012 Salary Information

Each 2012 graduate was contacted and encouraged to provide data concerning the nature, timing, and compensation level for their post-law school employment. Of the 285 graduates who reported being employed, 252 found full-time long-term positions. Most provided the requested information. It should be noted that part-time workers and full-time / short-term workers, typically paid on an hourly basis, could not give annual compensation estimates.

Seven of the 252 FT/LT grads opened solo law practices. Given the speculative nature of their compensation, these graduates were also unable to provide credible annual salary information.

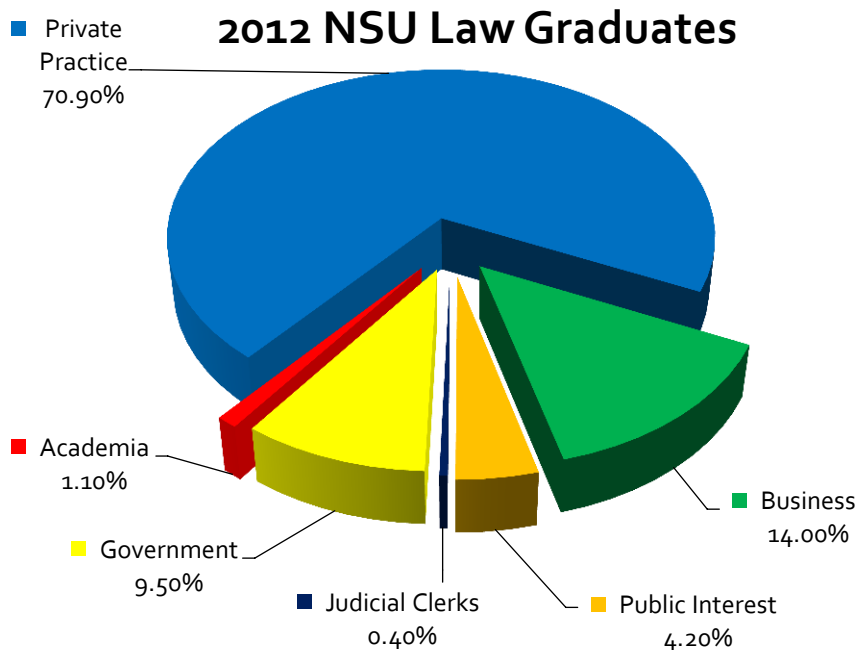
In total, 176 of the 245 FT/LT (non-solo practice) working graduates agreed to disclose salary figures to us. The remaining 69 FT/LT graduates provided information regarding employment status, but refused to disclose annual compensation data to us. The following table compiles statistics from the 176 Class of 2012 graduates who agreed to provide their salary information.

Additional information regarding practice area breakdowns, as well as recent (4 year) practice area trends and salaries earned by NSU grads over the past ten years can be found in the tables, charts and graphs presented below.

NSU LAW CLASS OF 2012 EMPLOYMENT CATEGORIES	# GRADS # Disclosing SALARY	Employed: % OF REPORTED	SALARY: 25 TH Percentile	MEDIAN AVERAGE SALARY	SALARY: 75 TH Percentile	MEAN AVERAGE SALARY
Legal Full Time (Bar Req'd)	205 153	71.9%	45,000	50,000	60,000	55,062
JD Advantage Full Time	32 14	11.2%	40,000	50,000	55,000	51,821
Other Professional FT	14 7	4.9%	60,000	65,000	75,000	71,429
Academic	3 1	1.1 %	*	*	*	60,000
Government	27 21	9.5%	40,000	40,000	40,000	45,714
Judicial Clerk	1 1	0.4%	*	*	*	45,000
Private Practice	202 128	70.9%	50,000	53,750	60,000	57,184
Public Interest	12 10	4.2%	40,000	40,500	45,000	44,450
Business	40 14	14.0%	50,000	59,000	75,000	68,643
TOTALS FOR ALL EMPLOYMENT CATEGORIES	285 176	80.51%	45,000	50,000	60,000	55,943

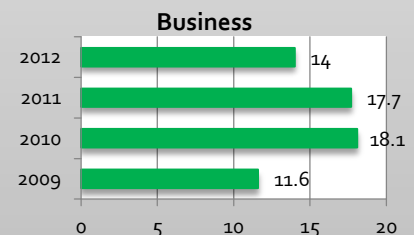
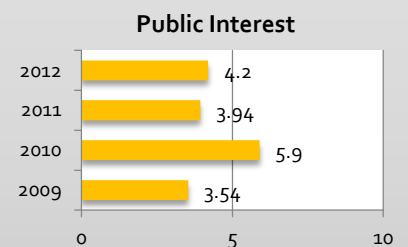
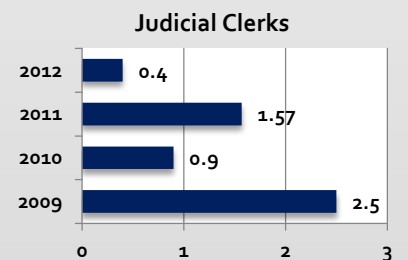
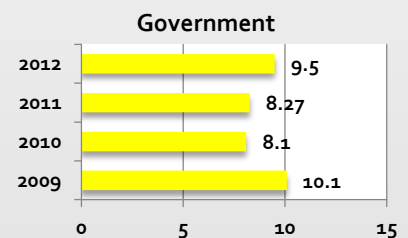
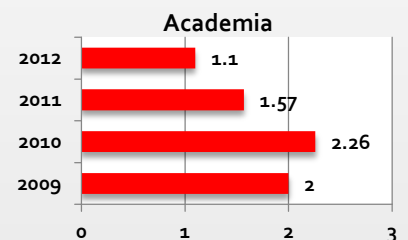
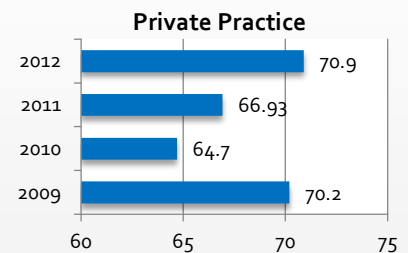
*Insufficient sample size to provide statistical information for this category.

NSU Law - Practice Breakdown by % of Class

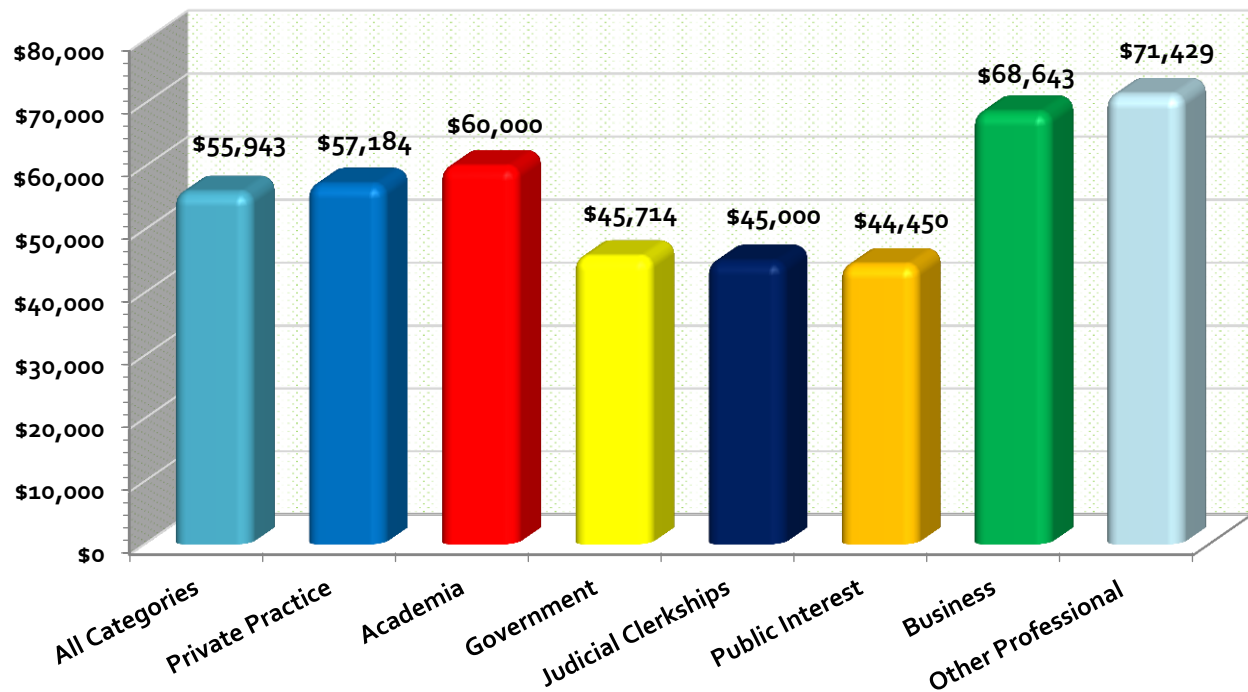


- Still the most popular career-path choice among NSU Law graduates, a greater percentage entered private practice in 2012 than in 2011, exceeding the previous high reached in 2009. 70.9% of our grads chose private practice in 2012, compared to 66.93% in 2011, 64.7% in 2010 and 70.2% in 2009.
- Once again, the second most popular career-path choice was business. 14% of the Class of 2012 chose business compared to 17.7% in 2011, 18.1% in 2010, and 11.6% in 2009. In 2010, it was surmised that this spike in business positions could be indicative of a reduction of available "legal" jobs. This number has dipped each of the past two years. However it is still relatively high compared to historic figures.
- Positions in public interest law climbed slightly to 4.2%, up from 3.94% in 2011, but still down from 5.9% of grads in 2010. A high of 7.2% of grads entered this sector in 2008. Funding for these positions is still down – especially in Legal Aid and Public Defenders' offices – explaining reduced opportunities in this market sector.³
- Only one member of the Class of 2012 became a judicial clerk, compared to 4 graduates in 2011, 2 in 2010, and 5 in 2009.
- The Class of 2012 saw 7 graduates hang shingles and open solo law practices. This was down from 10 solo grads in 2011. Only 2 grads opened solo law practices in 2010, while 10 went solo in 2009.

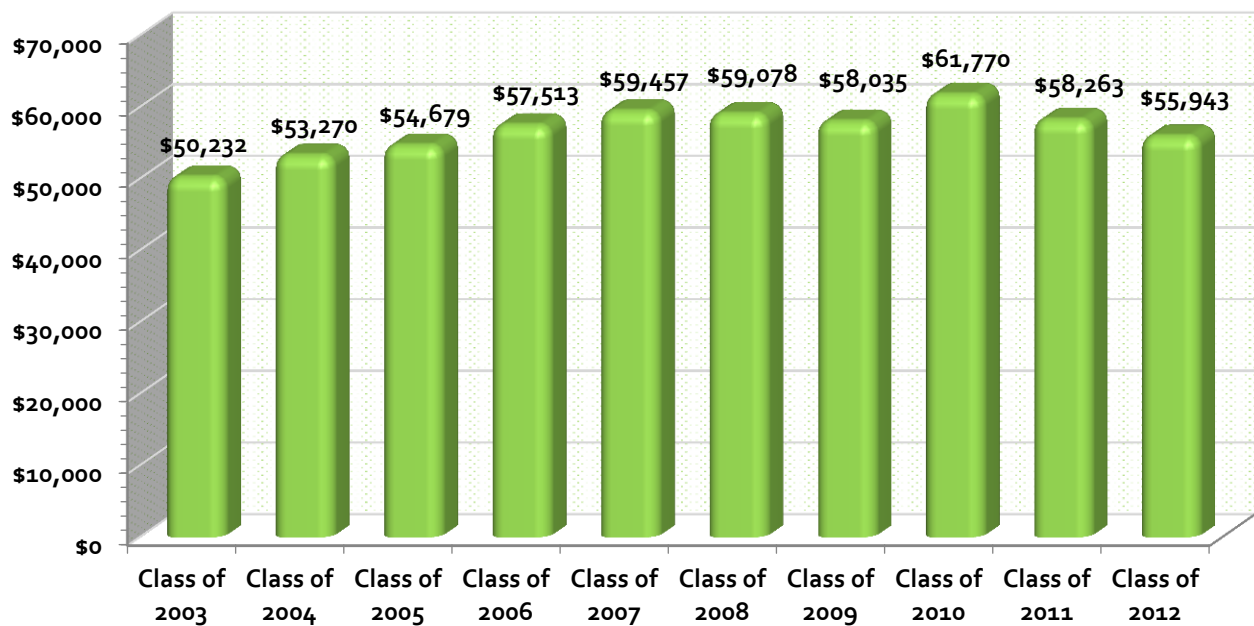
2009 - 2012 Practice Area Trends by %



Mean Average Salary by Employment Category - NSU Law Class of 2012



NSU Law Mean Average Salary For Class Years 2003-2012



Class of 2012 Employer Detail by Gender

DETAILED EMPLOYER TYPES: (Jobs Reported by Gender)		Women		Men		All	
		Number Reported	% of reported	Number Reported	% of Reported	Number Reported	% of Reported
Academic	Other higher ed.	0	0	2	66.7	2	66.7
	Other academic	0	0	1	33.3	1	33.3
	<i>Category total</i>	0	0	3	100.0	3	100.0
Business	Accounting	0	0	1	4.8	1	2.5
	Banking/Finance	1	5.3	4	19.0	5	12.5
	Entertainment/Sport Mgt	0	0	5	23.8	5	12.5
	Management Consulting	1	5.3	2	9.5	3	7.5
	Technology/E-commerce	1	5.3	1	4.8	2	5.0
	Legal temp agency	2	10.5	2	9.5	4	10.0
	Other business	14	73.7	6	28.6	20	50.0
<i>Category total</i>	19	100.0	21	100.0	40	100.0	
Judicial Clerkship	State court	1	100.0	0	0	1	100.0
	<i>Category total</i>	1	100.0	0	0	1	100.0
Law Firm/ Private Practice	Law Firm	90	98.9	109	98.2	199	98.5
	Public Interest Firm	1	1.1	2	1.8	3	1.5
	<i>Category total</i>	91	100.0	111	100.0	202	100.0
Government	Federal gov't/other	4	23.5	1	10.0	5	18.5
	Local gov't/other	2	11.8	1	10.0	3	11.1
	State prosecutor/SAO	10	58.8	6	60.0	16	59.3
	State gov't other	1	5.9	2	20.0	3	11.1
	<i>Category total</i>	17	100.0	10	100.0	27	100.0
Public Interest	Policy/advocacy	1	12.5	1	25.5	2	16.7
	Public defender	3	37.5	2	50.0	5	41.7
	Community education	1	12.5	0	0	1	8.3
	Legal services	3	37.5	1	25.0	4	33.3
	<i>Category Total</i>	8	100.0	4	100.0	12	100.0

Class of 2012 Private Practice Breakdown by Law Firm Size & Gender

PRIVATE PRACTICE: Size / Gender	Women		Men		All	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Solo	4	4.4	3	2.7	7	3.5
2-10 Attorneys	51	56.0	64	57.7	115	56.9
11-25 Attorneys	19	20.9	22	19.8	41	20.3
26-50 Attorneys	5	5.5	12	10.8	17	8.4
51-100 Attorneys	3	3.3	6	5.4	9	4.5
101-250 Attorneys	5	5.5	2	1.8	7	3.5
251-500 Attorneys	0	0	1	0.9	1	0.5
501 or more	4	4.4	1	0.9	5	2.5
TOTAL PRIVATE PRACTICE	91	100	111	100	202	100

Class of 2012 Employment Breakdown by Ethnicity

Ethnicity	Number Reported Employed	% Reported
Multi-Racial	3	0.8
Asian/Pacific Islander	21	5.9
Black/African American	19	5.4
Hispanic	71	20.1
White/Caucasian	240	67.8
Unknown	0	0
TOTAL	354	100

2012 Location of Florida Jobs

Florida Location	# of Jobs	% of Fla. Jobs
Arcadia	3	1.2
Aventura	3	1.2
Boca Raton	23	9.24
Clearwater	1	0.4
Cooper City	1	0.4
Coral Gables	5	2.0
Coral Springs	5	2.0
Dade City	1	0.4
Davie	3	1.2
Daytona Beach	1	0.4
Deerfield Beach	16	6.42
Delray Beach	3	1.2
Doral	2	0.8
Fort Lauderdale	62	24.9
Fort Myers	2	0.8
Gainesville	1	0.4
Hallandale	3	1.2
Hollywood	17	6.82
Lake Worth	1	0.4
Miami	24	9.64
Miami Beach	4	1.6
Miami Lakes	3	1.2
Naples	2	0.8
North Miami	1	0.4
North Miami Beach	3	1.2
Orlando	2	0.8
Palm Beach	3	1.2
Palm Beach Gardens	3	1.2
Pembroke Pines	1	0.4
Plantation	12	4.8
Pompano Beach	8	3.2
Riviera Beach	1	0.4
Sarasota	1	0.4
Sunrise	3	1.2
Tallahassee	1	0.4
Tamarac	1	0.4
Tampa	2	0.8
West Palm Beach	16	6.42
Weston	3	1.2
Winter Park	1	0.4
TOTAL	249 Jobs in Fla.	100%

2012 Job Location by Region / State

Region	State	# of Jobs	% of All Jobs
Mid Atlantic	New Jersey	3	1.1
	New York	6	2.1
	Pennsylvania	1	0.4
	Total	10	3.5
E. North Central	Illinois	2	0.7
	Ohio	2	0.7
	Total	4	1.4
W. North Central	Nebraska	1	0.4
	Total	1	0.4
W. South Central	Texas	2	0.7
	Total	2	0.7
South Atlantic	Florida	249	87.7
	Georgia	2	0.7
	Washington, DC	1	0.4
	Total	252	88.7
New England	Massachusetts	1	0.4
	Total	1	0.4
Mountain	Colorado	2	0.7
	Montana	1	0.4
	Nevada	1	0.4
	Total	4	1.4
Pacific	California	1	0.4
	Total	1	0.4
International	Non US locations ⁴	9	3.2
	Total	9	3.2
TOTAL		284	100%

¹ The Class of 2012 survey compiles data collected as of February 15, 2013 and includes information for graduates from December 2011 and May 2012.

² Reference in this discussion is to Mean Average Salary figures. Median averages, with quartile breakdowns, are presented in the salary table found on page 5 of this Report.

³ Notably, NALP & the ABA designate graduates working for Public Defenders' Offices to be placed in the "Public Interest" category, while those working with States' Attorneys Offices are classified as Government workers.

⁴ International Job locations for Class of 2012 graduates include: Canada, the Czech Republic, Ecuador, Italy, and Spain.

NSU Class of 2012 - ABA EMPLOYMENT SUMMARY

Nova Southeastern University



EMPLOYMENT SUMMARY FOR 2012 GRADUATES

EMPLOYMENT STATUS	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Employed - Bar Passage Required	202	3	9	7	221 / 62.43 %
Employed - J.D. Advantage	30	2	6	1	39 / 11.02 %
Employed - Professional Position	13	0	3	0	16 / 4.52 %
Employed - Non-Professional Position	6	0	0	2	8 / 2.26 %
Employed - Undeterminable	0	0	0	0	0 / 0.00 %
Pursuing Graduate Degree Full Time					12 / 3.39 %
Unemployed - Start Date Deferred					0 / 0.00 %
Unemployed - Not Seeking					4 / 1.13 %
Unemployed - Seeking					54 / 15.25 %
Employment Status Unknown					0 / 0.00 %
Total Graduates					354 / 100 %

LAW SCHOOL/UNIVERSITY FUNDED POSITIONS	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Employed - Bar Passage Required	0	0	0	0	0
Employed - J.D. Advantage	0	0	0	0	0
Employed - Professional Position	0	0	0	0	0
Employed - Non-Professional Position	0	0	0	0	0
Total Employed by Law School/University	0	0	0	0	0

EMPLOYMENT TYPE	FULL TIME LONG TERM	FULL TIME SHORT TERM	PART TIME LONG TERM	PART TIME SHORT TERM	NUMBER
Law Firms					
Solo	7	0	0	0	7
2 - 10	101	2	8	4	115
11 - 25	38	1	2	0	41
26 - 50	15	0	1	1	17
51 - 100	9	0	0	0	9
101 - 250	5	1	0	1	7
251 - 500	1	0	0	0	1
501 +	5	0	0	0	5
Unknown Size	0	0	0	0	0
Business & Industry	29	1	5	4	39
Government	25	0	2	0	27
Pub. Int. (inc. Pub. Def.)	12	0	0	0	12
Clerkships - Federal	0	0	0	0	0
Clerkships - State & Local	1	0	0	0	1
Clerkships - Other	0	0	0	0	0
Education	3	0	0	0	3
Employer Type Unknown	0	0	0	0	0
Total	251	5	18	10	284

EMPLOYMENT LOCATION	STATE	NUMBER
State - Largest Employment	Florida	248
State - 2nd Largest Employment	New York	6
State - 3rd Largest Employment	New Jersey	3

Employed in Foreign Countries	9
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