

Attention Deans and Directors:

Law School Transparency ("LST") is a Tennessee non-profit corporation dedicated to encouraging and facilitating the transparent flow of law school employment information. Pursuant to this goal, we respectfully request that your law school commit to complying with LST's new standard for employment reporting.

The current ABA and U.S. News employment reporting standards are seriously limited by their form and substance. These standards aggregate employment outcomes, overemphasize certain portions of the class, and make it difficult to answer meaningful questions about employment prospects. The most important features of our standard help resolve these deficiencies. We arrived at the standard's features by considering the interests of law school administrators, employers, and students, and balanced those concerns with legitimate consumer expectations. In doing so, we have taken special care to ensure that law schools are capable of complying with the new standard without introducing too many new administrative costs.

Starting with the Class of 2010, we request that your school report to LST two lists with data about every graduate as of February 15, 2011. We formulated the list components with strong consideration to the data law schools already collect about a very large percentage of graduates. Your school already reports seven of the nine unique components to NALP. The two additional components – "Salary Source" and "Journal Status" – require minimal adaptation. To further reduce compliance costs, our standard requests data for graduates from the same time period, and as of the same date, as the ABA, NALP, and U.S. News request.

Job List

1. Employer Type
2. Employer Name
3. Position
4. Credentials
5. Full-Time / Part-Time
6. Office Location (City, State, Country)
7. Salary Source
8. Journal

Salary List

1. Employer Type
2. Office Location (City, State, Country)
3. Full-Time / Part-Time
4. Salary

Attached to this request are tentative guidelines for fairly, accurately, and uniformly reporting data under our standard. The guidelines will be finalized by November 15, 2010. Until then, we reserve the right to clarify how your school can best fill out each component. The finalized 2010 guidelines will serve as The Official LST Standard; compliance with The Official LST Standard will authorize your law school to use our certification mark. LST will not charge law schools a fee for Mark certification.

LST asks that your office respond to lawschooltransparency@gmail.com within sixty (60) days of delivery. During the interim period, we encourage you to consult with your administration, your students, your alumni, and other law schools. If you decide not to commit to disclosing according to the LST Standard, we respectfully request that you provide your reasons for declining to disclose. We recognize that not all schools will share our view that there is a need for greater transparency. If your school disagrees with our position, we would like to have an open, on-the-record dialogue to debate the merits of our respective positions.

Our website – www.lawschooltransparency.com – will be updated at the end of the 60-day period with a summary of the responses we received, broken down by school. We will educate the public with what we learned from each law school, including correspondence that aids prospective students and the legal profession as they try to distinguish among schools by their reactions to this request. As a reminder, we reserve the right to publish any of our correspondence with your law school.

We look forward to hearing from your law school by September 10, 2010. In the meantime, please send any comments or concerns to lawschooltransparency@gmail.com.

Sincerely,

Patrick J. Lynch, J.D.
Co-Founder

Kyle McEntee
Co-Founder

LST and its administrators operate independently of any legal institutions, legal employers, or academic reports related to the legal market. This email was sent to your school's dean, admissions department, and career services department.

Guidelines

Compliance with the Law School Transparency (“LST”) Official Standard serves to authorize a law school’s use of LST’s List Certification Mark (the “Mark”). These Guidelines outline the minimum reporting obligations necessary for Mark authorization, and anticipate problems that the Standard’s components may cause your schools while fulfilling the obligations. The following criteria will be included in the Mark licensing agreement, subject to change until November 15, 2010. Please contact LST at lawschooltransparency@gmail.com if you would like to provide direct input on these Guidelines.

- I. Supplemental Information
- II. List Basics
- III. The Complete Job List
- IV. The Complete Salary List
- V. Contact
- VI. Dean’s Warranty

If a school does not meet any of the following policies and procedures, that school may not use the Mark until the school complies. Any optional component is clearly labeled *option*. Please label each submitted document with the official law school name.

I. Supplemental Information

This additional information provides context to the Job and Salary Lists.

A. *Total Class of 2010 Graduates*

Provide the total number of Class of 2010 graduates. Consistent with the ABA, U.S. News, and NALP reporting requirements, a graduate from the Class of 2010 is conferred a J.D. or an equivalent primary professional degree between September 1, 2009 and August 31, 2010. This includes all graduates, part-time and full-time, from the fall, winter, spring, summer, or any other term. This excludes LL.M, S.J.D., and other law degrees that do not serve as the primary professional degree in the United States.

B. *Supplemental Context*

Attach any additional data or information that your school thinks can provide greater context. Nobody knows the realities of a school’s placement better than the school itself. Where the lists paint a dimmer picture than deserved, this supplemental data or information can show why reality is more forgiving to its graduates. It may also serve to show that a school’s placement is even better than the Lists demonstrate.

Example: “A survey of the entire Class of 2010 asking about the graduates’ job outcome satisfaction provides that S% said they are totally satisfied . . . , and U% said they are totally unsatisfied. The survey response rate for this item was R%.”

Example: “A survey of the entire Class of 2010 asking about the source of the graduates’ job outcome provided that F% interviewed during a 2L fall OCI program organized by the career services office, J% interviewed at a job fair or

consortia, T% used a temporary placement agency or legal search consultant,
The survey response rate for this item was R%.”

Example: “A survey of the entire Class of 2010 asking whether the graduate is currently seeking another job provides that S% are currently seeking other employment. The survey response rate for this item was R%.”

II. List Basics

Every single Class of 2010 graduate must have one, and only one, entry on both the Job List and the Salary List. The total entries on each List shall equal the number reported for “Total Class of 2010 Graduates”, **I.A.** Each entry must include data for every List component, unless explicitly exempted by these Guidelines.

A. *Post-Graduation Outcomes*

The Job List and Salary List represent only post-graduation outcomes (“PGO(s)”). A PGO reflects what a graduate is doing as of February 15, 2010.

Example: John accepted a job temporarily working for a public interest group. Kelly volunteers for LST. Lee is unemployed and (not) seeking work. Maria is pursuing an LL.M. These are all PGOs.

PGOs do not include what a graduate could have done but for deciding to do something else.

Example: Natasha received an offer to work for ABC law firm, but decided to clerk for the N.D. Cal. instead. Natasha’s firm offer is not a PGO.

PGOs include a job that the graduate held during school that will continue after graduation.

Example: Omer worked full-time for a large accounting firm while attending law school part-time. It does not matter whether Omer holds the same position before and after graduating law school. It only matters that the accounting firm employs Omer.

A graduate may have multiple PGOs.

Example: Kelly works full-time for ABC law firm and volunteers for LST. Kelly has two PGOs.

PGOs include a narrow exception for deferred graduates. *See* Deferred Graduates, **II.E.**

B. *One Post-Graduation Outcome Entry*

While graduates may have multiple PGO as of February 15, 2011, and each PGO is an eligible entry, no graduate shall have more than one entry on these Lists.

Example: Perry works for ABC law firm part-time and DFG Corporation part-time. Both jobs are PGOs, **II.A.**, but only one job may be reported on these Lists.

It is non-compliant to record some components about one outcome and other components about another outcome.

Example: Perry works for ABC law firm part-time and DFG Corporation part-time. It is incorrect to record Perry's salary from ABC law firm and John's employer type or name from DFG Corporation.

C. *Choosing Among Eligible Entries*

There are no mandatory procedures for choosing among the eligible entries.

D. *Employment Status*

A graduate's entry may be described as one of four mutually exclusive, exhaustive employment status categories. This category determines how to fill out a graduate's entry.

A graduate's employment status is **employed** if the graduate's PGO is a job. This includes, but is not limited to, temporary positions, unpaid positions, and permanent positions.

A graduate's employment status is **unemployed** if the graduate does not have a job of any kind and is not enrolled in a full-time degree program. This includes graduates who are seeking work, not seeking work, and studying full-time for the bar.

A graduate's employment status is **advanced degree** if the graduate is pursuing an advanced degree full-time. This does not include taking cooking classes at the local community college.

A graduate's employment status is **unknown** if the graduate could not be tracked down or reliably described by somebody "in the know." *See* Reporting Generally, **II.F.** Based on NALP data from recent years, this is rare.

E. *Deferred Graduates*

Report as **employed** graduates who have accepted a position with a law firm, but that law firm deferred the graduate's start date beyond February 15, 2011. Record the details of the law firm job rather than whatever the graduate might do during the interim. If the deferral turns into a rescinded job offer prior to February 15, 2011, the graduate shall be reported as **unemployed**, unless he or she secures a different job as of February 15, 2011. This parallels NALP's new policy for the Class of 2009. Learn more [here](#).

This does not include graduates that have accepted a clerkship position with a judge for a later term.

Example: A Class of 2010 graduate that accepts a clerkship that starts after February 15, 2011 should be reported as **unemployed** unless he or she has another job in the interim.

F. Reporting Generally

Answers can change. If you collected data at graduation, you should follow up with graduates known to have a job at that time and confirm that the data previously collected still holds, and request updated data if it has changed. You should also follow up with graduates who were not working at that time, with those known to have had a short-term commitment at that time, and with those for whom you did not have any data. When you receive update data on a graduate, please change all entry data.

Verify accuracy and validity. Upon receiving data, schools shall review that data for accuracy and validity before sending it to LST. Be sure to investigate gaps in reported data or contradictory data. For example, graduates may not classify themselves correctly as to employment status and/or employer type. *Adjustments maybe necessary to conform with LST and NALP definitions.* Salaries that seem unusual based on your knowledge of the legal market also warrant a follow-up. If you received updated data as the result of a follow-up mailing, telephone call, or other means, please be sure that all of the data submitted to LST for each graduate reflects the latest input.

Compiling data do not end with the graduate. Schools shall also obtain information from second-hand sources when necessary. For example, it is appropriate to rely on data gathered from reliable classmates, friends, family members, and faculty. Take advantage of all reliable data. Make use of online resources, such as lists of bar, and Google search. According to NALP, graduates are particularly reluctant to provide salary information, but often such information is a matter of public record. This information can be used, even if it did not come directly from the graduate.

III. Complete Job List

This List describes important feature's of each graduate's post-graduation outcome.

A. *Component: Employer Type*

Employed: Record "Employer Type" as "Law Firm" (all jobs, legal and non-legal), "Business and Industry" (all jobs, legal and non-legal), "Government" (all jobs, legal and non-legal), "Public Interest" (all jobs, legal and non-legal), "Judicial Clerkship", or "Academia" (all jobs, legal and non-legal) in an educational organization as reported to NALP.

If the graduate did not report "Employer Type", and it is unreasonable to generate an accurate response from a reliable source, record "Unknown".

Unemployed: Record "Employer Type" as "Unemployed – seeking" or "Unemployed – not seeking".

Example: Isabella is studying full-time for the bar, without a side job, while sending resumes to potential employers. Record Isabella as “Unemployed – seeking”.

Advanced Degree: Record “Employer Type” as “FT Degree”.

Unknown: Record “Employer Type” as “Unknown”.

B. **Component**: *Employer Name*

Employed: Record “Employer Name” as the full name of the employer. If the graduate did not report “Employer Name”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

Advanced Degree: Record “Employer Name” as “N/A”. *Optional*: record “Employer Name” as the degree-granting institution.

Example: “Kenan-Flagler Business School at The University of North Carolina at Chapel Hill”.

Unemployed, Unknown: Record “Employer Name” as “N/A”.

C. **Component**: *Position*

Employed: Record “Position” as one word or a short phrase that accurately describes the graduate’s role and hierarchical position with the employer.

Example: “Attorney”, “Associate”, “Term Clerk”, “Career Clerk”, “Contract Attorney”, “Financial Analyst”, “Founder”, “Policy Specialist”, “Patent Agent”, “Research Assistant”, “Musician”, “Professional Athlete”, “Paralegal”, “Law Librarian”, “Legal Secretary”.

If the graduate did not report “Position”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

Advanced Degree: Record “Position Name” as “N/A”. *Optional*: record “Position Name” as the degree sought.

Example: “M.B.A.”

Unemployed, Unknown: Record “Position Name” as “N/A”.

D. **Component**: *Credentials*

Employed: Record “Credentials” as “Bar Required”, “J.D. Preferred”, “Professional”, or “Other”. If the graduate did not report “Credentials”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

Jobs requiring bar admission include, in addition to attorney and corporate counsel positions, law clerks and judicial clerks. Examples of jobs for which a J.D. is preferred (and may even be required) include corporate contracts administrator, alternative dispute resolution specialist, government regulatory analyst, FBI special agent, jobs with legal publishers, and jobs in a law school career services office. The professional category includes jobs which require professional skills or training, but for which a J.D. is neither preferred nor particularly applicable, such as accountant, teacher, business manager, nurse, etc. If none of the above categories apply, and “Unknown” is inappropriate, record “Other”. Examples of these jobs include waiter, janitor, and LSAT tutor.

Unemployed, Advanced Degree, Unknown: Record “Bar Passage” as “N/A”.

E. **Component:** *Full-Time / Part-Time*

Employed: Record “Full-Time / Part-Time” as “FT” for full-time jobs or “PT” for part-time jobs. If the graduate did not report “Full-Time / Part-Time”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

Unemployed, Advanced Degree, Unknown: Record “Full-Time / Part-Time” as “N/A”.

F. **Component:** *Office Location*

Employed: Record “City”, “State”, “Country” as three (3) separate columns. If the graduate did not report any part of the “Office Location”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

Example: Lee works in Boise, Idaho.

City	State	Country
Boise	Idaho	United States

If the country is divided into regions, provinces, or any other entity that parallels a state, record it under “State”.

Example: Lee works in Calgary, Canada.

City	State	Country
Calgary	Alberta	Canada

If any column is not applicable, record that column as “N/A”.

Example: Lee works for the Peace Corps in Peru.

City	State	Country
N/A	N/A	Peru

Unemployed, Advanced Degree, Unknown: Record “Office Location” as “N/A”. Please do not record a school’s location here. If needed to resolve ambiguity, please be more specific under the “Employer Name” component.

G. Component: Journal

Record “Journal Status” as either “Primary”, “Secondary”, “None”, or “Unknown”.

Do not record the journal name. Only designate whether the graduate was on a primary journal, secondary journal, or no journal. While multiple journals may qualify as secondary, each school shall only count one journal as the primary journal.

If the graduate did not report “Journal”, and it is unreasonable to generate an accurate response from a reliable source, record “Unknown”.

H. Component: Salary Source

Employed: Record “Salary Source” as “Employer”, “Other”, or “Unpaid”. This reflects who pays the graduate to work. If the salary source is the entity listed under “Employer Name”, record “Employer”. If there is no salary paid – including hourly wages – record “Unpaid”. If the graduate is paid by the school, through a fellowship or grant, or some source other than the entity listed under “Employer Name”, record “Other”.

Unemployed, Advanced Degree, Unknown: Record “Salary Source” as “N/A”.

IV. Complete Salary List

This List shows salary outcomes with geographical context to allow readers, with the help of other information, to compare salaries that are cost-of-living adjusted.

A. Component: Employer Type

See Complete Job List, **III.A.**

B. Component: Office Location

See Complete Job List, **III.F.**

C. Component: Full-Time / Part-Time

See Complete Job List, **III.E.**

D. Component: Salary

Employed: Record “Salary” as the job’s annual starting salary of the reported PGO. Do not include items such as a bar stipend, a signing bonus, a potential bonus, or contingent income.

Example: Quinn has been deferred at ABC Law Firm. Her salary at ABC Law Firm, as reported to NALP and on her offer letter, is \$160,000. ABC Law Firm provided Quinn a \$60,000 stipend to work for a public interest group. Consistent with **III.E.**, and provided that ABC Law Firm is the reported PGO entry, record Quinn’s salary as “\$160,000”.

Do not record aggregate salaries of partners, multiple jobs, or any other income besides the salary paid by the salary source(s).

Example: Quinn's job at Law Firm ABC pays \$160,000. Quinn's partner makes \$40,000. Quinn has an additional \$25,000 of supplemental income. Record Quinn's salary as "\$160,000".

Example: Reggie's job at a public interest group pays \$50,000. The group pays \$40,000 and a grant pays the other \$10,000. Record Reggie's salary as "\$50,000".

In general, record the starting salary even if the graduate received a raise before February 15. If, however, the salary increased as a result of passing the bar, record the higher salary. Additionally, if the salary increased as a result of a universal raise, record the higher salary. In the same vein, record a lower salary if the employer universally lowers salaries.

Example: ABC Law Firm increases first year associates' annual starting salary from \$145,000 to \$160,000 before February 15. Record "\$160,000" in lieu of the previously recorded "\$145,000".

Example: ABC Law Firm decreases first year associates' annual starting salary from \$145,000 to \$125,000 before February 15. Record "\$125,000" in lieu of the previously recorded "\$145,000".

If the job is unpaid, record "Salary" as "Unpaid". If the job is paid hourly, and full-time, compute the annual salary based on the hourly rate for 2000 hours unless more precise information is provided by the graduate. If the job is paid hourly, but part-time, compute the annual salary based on the hourly rate for 1200 hours unless more precise information is provided by the graduate.

Unemployed, Advanced Degree, Unknown: Record "Salary" as "N/A".

V. Designated Contact Information

The Dean shall designate a point of contact to communicate with LST about LST's procedures. This is important for streamlining communications. LST will hold the contact's identity as strictly confidential. To submit, please print, fill out, scan, and return the document to lawschooltransparency@gmail.com. To send via certified mail, please email lawschooltransparency@gmail.com to request LST's mailing address.

VI. Dean's Warranty

The Dean shall certify the data and information provided to LST. The Dean shall also initial next to each part of the Standard as a representation that the part has been packaged for submission to LST. To submit, please print, fill out (with signatures and initials), scan, and return the document to lawschooltransparency@gmail.com. To send via certified mail, please email lawschooltransparency@gmail.com to request LST's mailing address.

Sample Documents

- I. Supplemental Information
- II. Sample Job List
- III. Sample Salary List
- IV. Designated Contact Information
- V. Dean's Warranty

Supplemental Information

School Name: _____

Total Graduates from September 1, 2009 to August 31, 2010: _____

If your school would like to supplement the data and information provided with an explanation for a particularly high unemployment or unknown rate, or anything else relating to the data and information provided to LST, we encourage you to do so fairly and transparently in the space below. If more space is needed, please clearly label and attach the addition(s). Any supplement will appear on your school's page on our website, <http://www.lawschooltransparency.com>.

Supplemental page(s) attached If checked, how many pages are attached? _____

SAMPLE JOB LIST

School: Zeta Law School

Employer Type	Employer Name	Position	Creds	FT/PT	Office Location			Salary Source	Journal
					City	State	Country		
Academia	Zeta Law School	Law Librarian	Profess.	PT	Los Angeles	CA	USA	Employer	Secondary
Business	DFG Corporation	ADR Specialist	JD Pref.	PT	Salem	OR	USA	Employer	Secondary
Business	DFG Corporation	Patent Agent	JD Pref.	FT	Los Angeles	CA	USA	Employer	None
Business	Unknown	Bartender	Other	FT	Sacramento	CA	USA	Employer	Primary
Business	DFG Corporation	Counsel	Bar Req.	FT	Salem	OR	USA	Employer	Primary
Business	Self-Employed	Actor	Other	FT	Los Angeles	CA	USA	Other	Primary
Clerkship	C.D. Cal.	Term Clerk	Bar Req.	FT	San Francisco	CA	USA	Employer	None
FT Degree	Zeta Bus. School	LLM Degree	N/A	N/A	N/A	N/A	N/A	N/A	Primary
Government	CA Comptroller	Attorney	Bar Req.	FT	Los Angeles	CA	USA	Employer	Primary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Employer	Secondary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Other	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Denver	CO	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Denver	CO	USA	Other	Secondary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Davis	CA	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Employer	Primary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Employer	Secondary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Seattle	WA	USA	Other	Primary
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Salem	OR	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Other	None
Law Firm	ABC Law Firm	Patent Agent	JD Pref.	FT	Seattle	WA	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Seattle	WA	USA	Employer	None
Law Firm	ABC Law Firm	Associate	Bar Req.	FT	Los Angeles	CA	USA	Employer	None
Public Int.	P.I. Org.	Policy Analyst	JD Pref.	PT	Davis	CA	USA	Employer	None
Public Int.	P.I. Org.	Attorney	Bar Req.	PT	Portland	OR	USA	Employer	Primary
Public Int.	P.I. Org.	Gov't Relations	JD Pref.	FT	Eugene	OR	USA	Employer	None
Unemployed- not seeking		N/A	N/A	N/A	N/A	N/A	N/A	N/A	Primary
Unemployed- seeking		N/A	N/A	N/A	N/A	N/A	N/A	N/A	None
Unknown	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Secondary

NOTE: we used shorthand only to get this on one page.
Official Lists must comply with the certification mark guidelines.

SAMPLE SALARY LIST

School: Zeta Law School

Employer Type	Office Location			FT/PT	Salary
	City	State	Country		
Law Firm	Davis	CA	USA	FT	Unknown
Public Int.	Davis	CA	USA	PT	Unknown
Law Firm	Los Angeles	CA	USA	FT	\$90,000
Law Firm	Los Angeles	CA	USA	FT	\$160,000
Government	Los Angeles	CA	USA	FT	\$45,000
Law Firm	Los Angeles	CA	USA	FT	\$160,000
Law Firm	Los Angeles	CA	USA	FT	\$35,000
Law Firm	Los Angeles	CA	USA	FT	\$145,000
Law Firm	Los Angeles	CA	USA	FT	\$125,000
Business	Los Angeles	CA	USA	FT	Unknown
Law Firm	Los Angeles	CA	USA	FT	Unknown
Academia	Los Angeles	CA	USA	PT	\$85,000
Business	Los Angeles	CA	USA	FT	\$75,000
Business	Sacramento	CA	USA	FT	\$75,000
Clerkship	San Francisco	CA	USA	FT	\$55,000
Law Firm	Denver	CO	USA	FT	\$115,000
Law Firm	Denver	CO	USA	FT	Unknown
Public Int.	Portland	OR	USA	PT	\$40,000
Public Int.	Eugene	OR	USA	FT	Unknown
Business	Salem	OR	USA	PT	Unknown
Law Firm	Salem	OR	USA	FT	\$30,000
Business	Salem	OR	USA	FT	Unknown
Law Firm	Seattle	WA	USA	FT	\$115,000
Law Firm	Seattle	WA	USA	FT	Unknown
Law Firm	Seattle	WA	USA	FT	\$115,000
FT Degree	N/A	N/A	N/A	N/A	N/A
Unemployed- seeking	N/A	N/A	N/A	N/A	N/A
Unemployed- not seeking	N/A	N/A	N/A	N/A	N/A
Unknown	N/A	N/A	N/A	N/A	N/A

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Official Lists must comply with the certification mark guidelines.

LAW SCHOOL TRANSPARENCY
DESIGNATED CONTACT INFORMATION
CONFIDENTIAL

Please include the name and position of the person responsible for collecting and returning any documentation needed to comply with the Official LST Standard, as well as that person's email address and phone number. Please see the Guidelines for details on the level of confidentiality.

Name: _____

Position: _____

School Name: _____

Email Address: _____

Phone Number: _____

Return by February 22, 2011 to lawschooltransparency@gmail.com

LAW SCHOOL TRANSPARENCY
OFFICIAL STANDARD WARRANTY
DEAN'S SIGNATURE PAGE

	Dean's Initials
Supplemental Information	_____
Complete Job List	_____
Complete Salary List	_____
Designated Contact Information	_____

I hereby certify that the data and information provided within to be a complete and accurate representation of this law school.

Dean's Signature: _____

Printed Name: _____

School Name: _____

Date: _____

Return by February 22, 2011 to lawschooltransparency@gmail.com

The Benefits of the New Standard

LST is committed to establishing an ethical standard in employment reporting at ABA-approved law schools. We believe that law school administrators and faculty are dedicated to recruiting, training, and introducing new generations of lawyers into the profession. We also understand the pressures faced by law school administrators in recruiting prospective law students while simultaneously maintaining ABA accreditation, maximizing U.S. News ranking, reforming curricula, recruiting employers, and producing scholarship. In the past, schools have had to make a number of difficult choices about how to report their graduates employment information. This new standard offers an accessible solution. Given that no school can commit to heightened disclosure requirements on their own, LST seeks to foster a dialogue among leaders in legal education.

Our two core missions are (a) to create more-informed consumers of JDs and (b) to incentivize schools to identify and develop employment niches. Schools can benefit from more transparent markets in a number of ways. Better information about where graduates go can highlight law schools that have successfully developed niches in particular geographical markets, job sectors, or fields of law. This will help direct prospectives to the schools that can best serve their individual professional goals. At the national level, greater clarity about hiring statistics and starting salaries can help improve the financial preparedness of future lawyers by giving them the information they need to make accurate risk assessments. Students who obtain post-graduation outcomes commensurate with expectations will have more financial freedom to pursue the careers they want and be more likely to find their outcomes satisfying.

An increasing number of vocal graduates aim to steer prospectives away from law school. They accuse schools of misrepresentation and fraud, causing damage to not only the accused law schools but the legal profession as a whole. As prospectives grow increasingly skeptical of the value of a law degree, they are rewarding schools that value transparency and prove it with disclosure. By providing real disclosure to potential investors before they matriculate, schools can limit further reputational harm. Perhaps most importantly for ABA-approved law schools, providing prospective law students with greater access to meaningful information about employment outcomes can minimize the extent prospectives rely on national rankings to decide where to attend. The choice then becomes less about what a school ranks each year in the U.S. News and more about how each school can help achieve a student's professional goals. We think this would be a good thing.

It is inevitable that schools will need to adapt their programs in innovative ways to fit into the changing legal market. Figuring out how to recruit and train new lawyers in ways that maximize employment outcomes and minimize debt loads is a burden we fully expect all law schools are willing and able to carry. LST's new standard for employment reporting aims to provide the focal point for schools to reassess their educational frameworks. American law schools can open many doors for new graduates, even in this changing legal market; it is our hope that schools will commit to greater disclosure in a way that provides meaningful information to the next generation of lawyers.

Across The Web

For more background on LST and our supporters, we encourage you to click on some of the links below. You can also visit our website, www.lawschooltransparency.com, for periodic updates as we continue generating support for this initiative. To read our paper, visit our [SSRN](#) page.

[ABA Journal Podcast: The Future of Law School Tuition](#)

[ABA Journal, Plan for Better Employment Stats](#)

[Am Law Daily](#)

[National Law Journal](#)

[Above the Law](#)

[TaxProf Blog, Vanderbilt 2Ls Push for Better Employment Stats](#)

[TaxProf Blog: ABA Podcast: Law School Tuition](#)

[The Blackbook Legal Blog](#)

[The Faculty Lounge](#)

[Legal Ethics Forum](#)

[Adjunct Law Prof Blog](#)

[FP Legal Post](#)

[About.com](#)

[Law Librarian Blog](#)

[Temporary Attorney](#)

[Opening up the books on post-grad employment - What they didn't teach in law school](#)

[Clear Admit](#)

[Young Lawyers Blog | Law Students to Law Schools: "We Gotta Have More Sunshine"](#)

[Accepted.com](#)

[The Jobless Juris Doctor: Law School Disclosure Podcast](#)

[Florida Lawyer's Assistance Program: Law Student Employment Statistics](#)

[Out of the Jungle: ABA Journal Roundtable](#)

[Adjunct Law Prof Blog](#)

NEWS RELEASE

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Law Schools on Notice: Employment Reporting Reform Possible and Necessary

NASHVILLE, TENNESSEE – Law School Transparency (“LST”) contacted each American Bar Association (“ABA”) accredited and ABA-provisionally accredited law school requesting that they commit to complying with LST’s new standard for employment reporting. This initiative provides prospective law students with valuable, missing data to use for making informed risk-assessments about financing their legal education.

The current ABA and *U.S. News and World Report* employment reporting standards are seriously limited by their form and substance. These standards aggregate employment outcomes, overemphasize certain portions of the graduating class, and make it difficult to answer meaningful questions about employment prospects.

The most important features of LST’s standard help resolve these deficiencies. LST arrived at the standard’s features by considering the interests of law school administrators, employers, and students, and balanced those concerns with legitimate consumer expectations. The result: schools are capable of complying with the new standard that provides a more comprehensive look at job prospects for recent law school graduates.

Timeline

Monday, July 12, 2010. Email sent to law school Deans, Career Service Deans and Admissions Deans. This email included a request letter, reporting guidelines, and other useful documents. The documents are available [on our website](#).

Monday, September 10, 2010. Deadline for law schools to be among the first wave to commit to publishing data according to the LST Standard.

Monday, November 15, 2010. Official LST Guidelines published and sent to schools.

Tuesday, February 22, 2011. Lists that reflect the Class of 2010 as of February 15 are due. Shortly after, LST will send certification mark licensing agreements to schools that comply by this date. For schools that comply after the due date, the earliest the school may sign a licensing agreement is May 15, 2011.

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Law School Transparency is a Tennessee non-profit corporation dedicated to encouraging and facilitating the transparent flow of law school employment information. LST operates on behalf of current and prospective law to improve public access to employment prospects at ABA-approved law schools. For more information about Law School Transparency, visit their website at <http://lawschooltransparency.com>.

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If you would like more information about this initiative, or to schedule an interview with the founders of Law School Transparency, please e-mail Kyle McEntee at lawschooltransparency@gmail.com or call him at (336) 324 – 0951.