

A Message from Dean Katz



UNIVERSITY OF DENVER

STURM COLLEGE OF LAW

Class of 2013 Employment Statistics

Recently, we submitted the employment outcomes for Denver Law's JD Class of 2013 to the American Bar Association (ABA) and the National Association of Law Placement (NALP). We are pleased to report that **94.1% of the members of Denver Law's JD Class of 2013 who sought employment were employed in professional positions** as of February 15, 2014 (the "Reporting Date"). More details on the employment outcomes for the Class of 2013 are available on our [website](#).

Our 94.1% Professional Employment Rate compares favorably to the national rate of 85.7%, as well as Denver Law's 2012 rate of 90.5% (both calculated with the same formula).

We are particularly pleased that 64.8% of our 2013 graduates obtained full time, long term Bar Required or JD Advantage jobs by the Reporting Date. This represents an increase of 5.5% over the 59.3% rate for the class of 2012.

We believe that Other Professional jobs, as well as Bar Required and JD Advantage jobs, are generally good employment outcomes for our graduates. But many commentators (including *U.S. News & World Report*) favor Bar Required and JD Advantage jobs. In 2013, 84.3% of our graduates landed Bar Required or JD Advantage jobs, compared to 77.9% in 2012, an increase of 6.4%. Similarly, while we find that part-time and temporary positions are often stepping stones to full-time long-term positions, most of our graduates would prefer to find full-time long-term jobs sooner, and we are constantly trying to improve this measure. In 2013, 69.7% of our graduates landed long-term, full-time professional jobs by the Reporting Date, compared to 66.9% in 2012, an increase of 2.8%.

These figures reflect a steady upward trend for new Denver Law graduates in a job market that continues to recover from the Great Recession. The table below illustrates the overall improvement in Denver Law's employment rate from the JD class of 2010 through the class of 2013.

Formula	Class of '10 (Estimated)	Class of '11	Class of '12	Class of '13	% Change from Class of '12 to Class of 2013
DU Professional Employment Rate: (All Bar Required, JD Advantage and Other Professional Jobs) divided by (Total JD's minus those who were unknown or in any of the nonseeking categories)	88.5%	94.0%	90.5%	94.1%	+3.6%
U.S. News (% of					

all JD grads in FT/LT/Bar Req'd and JD Advantage Jobs)	48%	56.8%	59.3%	64.8%	+5.5%
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We are extremely proud of our graduates for their diligence and the results they have achieved in an improving—but still challenging—job market. In addition, the valuable assistance provided by our alumni (particularly our Alumni Council) and new initiatives such as the [DU/CU Legal Residency Program](#), which provides year-long legal residencies for new JD graduates, have made a significant impact for our graduates.

That said, we still have a lot of work to do. We want to come as close as possible to having 100% of our graduates employed in full time, long-term, professional positions by the Reporting Date. Our Office of Career Development and Opportunities (CDO) continues to lead this effort, but getting jobs is a team sport. If everyone in the Denver Law community (faculty, staff, alumni and students) continues to help, we can take our employment success to the next level.

Our Commitment to Accurate and Transparent Reporting

There is still a significant amount of public distrust regarding law schools' reporting of their JD employment outcomes. We are proud to be at the forefront of both accuracy and transparency with respect to employment reporting.

Denver Law was the first law school to subject its employment data to auditing. For the classes of 2010 through 2012, we had our employment data audited on a sample basis by the University's Office of Institutional Compliance & Internal Audit, which reports directly to the Audit Committee of the University of Denver's Board of Trustees. The auditors concluded there was no evidence of misconduct in our employment reporting. This was not surprising to us, but we wanted our students, our alumni and the public to know that our employment reporting is accurate and reliable.

Beginning with the class of 2014, the ABA will require all law schools to have their employment outcomes audited. Because ABA auditing will not be in effect for the class of 2013, we have volunteered to serve as a "beta tester," having our 2013 employment results subjected to the ABA's new audit protocol. We hope the ABA will take us up on our offer.

In the interest of transparency, our website contains all of the information that the ABA requires and more. For example, while the ABA did not request salary data for the class of 2013, we provide salary information on full time, long term jobs, including the total number of salaries that were reported and the total percentage of the class reporting a salary. We also report the number of our graduates' jobs that were school funded (25—mostly judicial and faculty fellows).

In addition, we promote transparency by providing the formula we use to calculate our employment rate (which is also described above). As noted above, our Professional Employment rate includes Bar Required jobs, JD Advantage jobs, and other positions that require professional skills or training. It excludes four positions that were classified as nonprofessional because we believe those positions do not reflect the career paths that draw most students to law school. Our formula excludes from the denominator those graduates who were not in the job market, those who were not seeking employment, those with deferred job offers, and those who have gone on to pursue additional full time degrees in lieu of any employment. We also excluded two graduates whose employment status is unknown. We believe this formula provides the best indicator of the percentage of job-seekers who were in professional jobs by the Reporting Date.

While we believe our formula provides the most meaningful reflection of our results, there are several other ways to calculate law school employment rates. For example, in their annual publication, *U.S. News* counts only full time, long-term Bar Required and JD Advantage jobs, and their calculation includes all graduates in the denominator, even those who were not seeking work. For ranking purposes, *U.S. News* uses a weighted formula that gives full weight to those positions while discounting all other jobs to varying degrees. Organizations such as NALP, Law School Transparency, and *National Jurist* each apply different formulas to present law school employment outcomes.

Last year, we launched [Denver Law Jobs](#), an online calculator that allows users to calculate our employment rate using the major formulas that currently exist, or to calculate our employment rate using a self-designed formula. And we partnered with the Institute for the Advancement of the American Legal System to launch a national version of the [Law Jobs calculator](#), which allows users to compare the employment rates of all ABA-approved law schools using different formulas. We are excited about the contribution the Law Jobs calculators are making to the transparency of law school employment data. After all, giving users control of how they calculate employment rates offers maximum transparency.

If you have any questions about our employment outcomes, please don't hesitate to contact us.

Best Regards,



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