

**University of Denver Sturm College of Law  
Class of 2023 Summary Report**

			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Reported = 261</b>							
<b>Gender Reported:</b>							
Women	152	59.1	114	65,000	83,474	120,000	100,263
Men	102	39.7	80	74,000	85,000	100,000	97,934
Non-binary or Chose to Self-identify	3	1.2	.	.	.	.	.
<b>Subtotal</b>	<b>257</b>	<b>100.0</b>					
<b>Race Reported:</b>							
People of Color	60	23.8	38	62,000	85,000	120,000	99,045
White/Caucasian	192	76.2	155	70,000	81,948	105,000	98,618
<b>Subtotal</b>	<b>252</b>	<b>100.0</b>					
<b>Gender &amp; Race Reported:</b>							
Women of Color	38	15.1	24	61,961	87,500	125,000	105,405
Men of Color	21	8.4	14	62,000	81,500	105,000	88,143
Non-binary or Chose to Self-identify People of Color	1	0.4	.	.	.	.	.
White/Caucasian Women	109	43.4	87	68,000	81,948	115,000	97,934
White/Caucasian Men	80	31.9	65	75,000	85,000	100,000	100,641
White/Caucasian Non-binary or Chose to Self-identify	2	0.8	.	.	.	.	.
<b>Subtotal</b>	<b>251</b>	<b>100.0</b>					
<b>Employment Status Known:</b>							
Bar Passage Required/Anticipated	212	81.5	181	69,000	85,000	105,000	100,149
JD Advantage	21	8.1	16	63,386	80,000	98,500	84,376
Other Professional	1	0.4	.	.	.	.	.
Other Position	2	0.8	.	.	.	.	.
Enrolled in Graduate Studies	1	0.4	.	.	.	.	.
Employed-Start Date after March 15, 2024	3	1.2	.	.	.	.	.
Not Employed-Seeking	19	7.3	.	.	.	.	.
Not Employed-Not Seeking	1	0.4	.	.	.	.	.
<b>Subtotal</b>	<b>260</b>	<b>100.0</b>					
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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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Total Employed or Enrolled in Graduate Studies:</b>							
Enrolled in Graduate Studies	1	0.4	.	.	.	.	.
Employed	236	90.8	198	68,499	82,626	105,000	98,748
<b>Subtotal</b>	<b>237</b>	<b>91.2</b>					
<b>Employment by Sector:</b>							
Private Sector	138	58.5	110	81,000	100,000	165,000	120,332
Public Sector	98	41.5	88	60,000	69,500	81,948	71,768
<b>Subtotal</b>	<b>236</b>	<b>100.0</b>					
<b>Full-time or Part-time Job Status:</b>							
Bar Passage Required/Anticipated: Full-time	208	88.1	181	69,000	85,000	105,000	100,149
Bar Passage Required/Anticipated: Part-time	4	1.7	.	.	.	.	.
JD Advantage: Full-time	19	8.1	16	63,386	80,000	98,500	84,376
JD Advantage: Part-time	2	0.8	.	.	.	.	.
Other Professional: Full-time	1	0.4	.	.	.	.	.
Other Position: Full-time	2	0.8	.	.	.	.	.
<b>Subtotal</b>	<b>236</b>	<b>100.0</b>					
<b>Employment Categories:</b>							
Business	20	8.5	14	80,000	97,500	120,000	136,786
Judicial Clerkships	31	13.1	27	55,000	59,852	65,000	61,023
Private Practice	118	50.0	96	83,000	100,000	167,500	117,932
Government	32	13.6	27	63,271	83,304	87,500	79,543
Public Interest	35	14.8	34	62,000	81,948	81,948	74,126
<b>Subtotal</b>	<b>236</b>	<b>100.0</b>					
<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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			Full-time Long-term Salaries				
	Number Reported	% of Reported	# with Salary	25th Percentile	Median	75th Percentile	Mean
<b>Business Jobs:</b>							
Bar Passage Required/Anticipated	9	45.0	7	95,000	115,000	145,000	184,000
JD Advantage	8	40.0	6	80,000	86,000	105,000	92,000
Other Professional	1	5.0	.	.	.	.	.
Other Position	2	10.0	.	.	.	.	.
<b>Subtotal</b>	<b>20</b>	<b>100.0</b>					
<b>Private Practice Jobs:</b>							
Bar Passage Required/Anticipated	117	99.2	95	85,000	100,000	170,000	118,732
JD Advantage	1	0.8	.	.	.	.	.
<b>Subtotal</b>	<b>118</b>	<b>100.0</b>					
<b>Government Jobs:</b>							
Bar Passage Required/Anticipated	23	71.9	20	65,420	84,152	85,100	77,592
JD Advantage	9	28.1	7	63,271	63,500	125,000	85,116
<b>Subtotal</b>	<b>32</b>	<b>100.0</b>					
<b>Judicial Clerkships:</b>							
Federal	3	9.7	.	.	.	.	.
State	28	90.3	24	54,650	59,104	62,000	59,126
<b>Subtotal</b>	<b>31</b>	<b>100.0</b>					
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
<b>Public Interest Jobs:</b>							
Bar Passage Required/Anticipated	32	91.4	32	61,711	81,948	81,948	73,753
JD Advantage	3	8.6	.	.	.	.	.
<b>Subtotal</b>	<b>35</b>	<b>100.0</b>					
<b>Size of Law Firm (by # of Attorneys):</b>							
1-10	48	40.7	35	70,000	81,000	90,000	82,471
11-25	20	16.9	16	80,000	97,500	105,000	100,938
26-50	13	11.0	12	95,000	115,000	120,000	110,000
51-100	6	5.1	6	90,000	95,000	165,000	119,167
101-250	8	6.8	7	180,000	190,000	190,000	175,000
251-500	10	8.5	9	180,000	180,000	180,000	178,889
501+	13	11.0	11	165,000	180,000	215,000	177,273
<b>Subtotal</b>	<b>118</b>	<b>100.0</b>					
<b>Type of Law Firm Job:</b>							
Associate/Entry-level Attorney	99	83.9	84	85,000	100,000	175,000	119,637
Staff Attorney	3	2.5	.	.	.	.	.
Law Clerk	15	12.7	10	80,000	90,000	145,000	112,000
Other Non-attorney Position	1	0.8	.	.	.	.	.
<b>Subtotal</b>	<b>118</b>	<b>100.0</b>					
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
<b>Jobs Taken by Region:</b>							
Mid-Atlantic	4	1.7	.	.	.	.	.
E North Central	3	1.3	.	.	.	.	.
W North Central	3	1.3	.	.	.	.	.
South Atlantic	11	4.7	10	60,000	76,500	97,000	83,509
E South Central	1	0.4	.	.	.	.	.
W South Central	5	2.1	.	.	.	.	.
Mountain	197	83.5	168	70,100	85,000	107,500	101,286
Pacific	9	3.8	7	62,000	73,000	87,500	79,929
US Territories	3	1.3	.	.	.	.	.
<b>Subtotal</b>	<b>236</b>	<b>100.0</b>					
<b>Location of Jobs:</b>							
In-State	190	80.5	162	75,000	85,000	110,000	102,289
Out of State	46	19.5	36	60,000	74,000	92,250	82,815
<b>Subtotal</b>	<b>236</b>	<b>100.0</b>					
<b># States and Territories with Employed Grads:</b>							
	25	.	.	.	.	.	.
<b>Total #</b>	<b>25</b>	.					
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
<b>Source of Job:</b>		
On-campus interview (OCI) program	25	11.5
Internship/externship experience	28	12.8
Job fair/consortia	1	0.5
Responded to career services office job posting	26	11.9
Non-career services office job posting	10	4.6
Clerkship application process or OSCAR	2	0.9
Returned to or continued with pre-law school employer	15	6.9
Referral	46	21.1
Started own practice or business	2	0.9
Self-initiated contact/networking	39	17.9
Temp agency	1	0.5
Other	23	10.6
<b>Subtotal</b>	<b>218</b>	<b>100.0</b>
<b>Timing of Job Offer:</b>		
Before graduation	167	71.7
After graduation	66	28.3
<b>Subtotal</b>	<b>233</b>	<b>100.0</b>
<b>Search Status of Employed Grads:</b>		
Seeking a different job	13	5.7
Not seeking a different job	216	94.3
<b>Subtotal</b>	<b>229</b>	<b>100.0</b>
<p>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.</p>		

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	Number of Jobs Reported as:	
	Long-term (1+ years)	Short-term (Less than 1 year)
<b>Duration of Jobs by Employer Type:</b>		
Business	19	1
Judicial Clerkships	31	.
Private Practice	118	.
Government	32	.
Public Interest	35	.
<b>Total Reported</b>	<b>235</b>	<b>1</b>
<b>Total Number of Jobs Reported as Funded by Law School:</b>		
	1	.
<b>Total Reported</b>	<b>1</b>	<b>.</b>
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 - University of Denver Sturm College of Law**  
**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
Internship/externship experience	0	0	3	10.3	8	10.8	5	13.5
Career services job posting	2	11.1	5	17.2	11	14.9	2	5.4
On-campus interview (OCI) program	1	5.6	0	0	6	8.1	17	45.9
Non-career services job posting	0	0	3	10.3	2	2.7	0	0
Clerkship application process or OSCAR	0	0	2	6.9	0	0	0	0
Returned to or continued with pre-law school employer	3	16.7	0	0	7	9.5	1	2.7
Referral from friend or colleague	4	22.2	7	24.1	14	18.9	6	16.2
Self-initiated contact/networking	2	11.1	7	24.1	18	24.3	3	8.1
All other	6	33.3	2	6.9	8	10.8	3	8.1
<b>TOTAL</b>	<b>18</b>	<b>100.0</b>	<b>29</b>	<b>100.0</b>	<b>74</b>	<b>100.0</b>	<b>37</b>	<b>100.0</b>

Source of Job by Employer Type	Government		Public Interest		All Employer Types*	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
Internship/externship experience	5	19.2	7	20.6	28	12.8
Career services job posting	3	11.5	3	8.8	26	11.9
On-campus interview (OCI) program	0	0	1	2.9	25	11.5
Non-career services job posting	3	11.5	2	5.9	10	4.6
Clerkship application process or OSCAR	0	0	0	0	2	0.9
Returned to or continued with pre-law school employer	2	7.7	2	5.9	15	6.9
Referral from friend or colleague	7	26.9	8	23.5	46	21.1
Self-initiated contact/networking	2	7.7	7	20.6	39	17.9
All other	4	15.4	4	11.8	27	12.4
<b>TOTAL</b>	<b>26</b>	<b>100.0</b>	<b>34</b>	<b>100.0</b>	<b>218</b>	<b>100.0</b>

*\* 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 - University of Denver Sturm College of Law**  
**Table 13 - Number of Jobs Reported Taken by State**

<b>Region</b>	<b>State</b>	<b># of Jobs</b>	<b>% of Jobs</b>
Mid Atlantic	New York	2	0.8
	Pennsylvania	2	0.8
		4	1.7
E. North Central	Illinois	1	0.4
	Indiana	1	0.4
	Wisconsin	1	0.4
		3	1.3
W. North Central	Missouri	1	0.4
	North Dakota	2	0.8
		3	1.3
South Atlantic	Washington, DC	5	2.1
	Florida	2	0.8
	Georgia	1	0.4
	Maryland	1	0.4
	North Carolina	1	0.4
	Virginia	1	0.4
		11	4.7
E. South Central	Tennessee	1	0.4
		1	0.4
W. South Central	Oklahoma	1	0.4
	Texas	4	1.7
		5	2.1
Mountain	Arizona	1	0.4
	Colorado	190	80.5
	Montana	1	0.4
	New Mexico	5	2.1
		197	83.5
Pacific	California	4	1.7
	Oregon	2	0.8
	Washington	3	1.3
		9	3.8
U.S. Territories	Virgin Islands	2	0.8
	Guam	1	0.4
		3	1.3
<b>TOTAL</b>		<b>236</b>	<b>100.0</b>

***Excludes employed graduates for whom job location was not reported.***

***Table prepared by NALP, July 2024***

*Class of 2023 - University of Denver Sturm College of Law*  
*Table 14 - Location of In-state Jobs*

<b>In-state Location</b>	<b># of Jobs</b>	<b>% of Jobs</b>
Aurora	4	2.1
Boulder	6	3.2
Colorado Springs	4	2.1
Denver	128	67.4
Englewood	7	3.7
Grand Junction	1	0.5
Lakewood	1	0.5
Littleton	1	0.5
Other/unknown Colorado	38	20.0
	<b>190</b>	<b>100.0</b>

*Excludes employed graduates for whom job location was not reported.*

*Table prepared by NALP, July 2024*

**Class of 2023 - University of Denver Sturm College of Law**  
**Table 15 - Full and Part-time Jobs by Employer Type**

Full and Part-time Jobs by Employer Type	Full-time		Part-time		All	
	Number Reported	% of Reported	Number Reported	% of Reported	Number Reported	% of Reported
<b>Business</b>	19	95.0	1	5.0	20	100.0
<b>Judicial Clerkships</b>	31	100.0	0	0	31	100.0
<b>Law Firm</b>	114	96.6	4	3.4	118	100.0
<b>Government</b>	32	100.0	0	0	32	100.0
<b>Public Interest</b>	34	97.1	1	2.9	35	100.0

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

*Table prepared by NALP, July 2024*