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Employment Report

By Audrey Koscielniak
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The Recruiting Year

Employers generally adopted a conservative approach to hiring during the 1990-91 recruiting season. As reported in numerous publications, some employers canceled their scheduled visits to the Law School; others reduced — and in a few cases eliminated — third-year interviewing. Second-year interviewing continued to be a focus for hiring, although there were some reductions.

The news wasn't all bleak, however. Members of the Class of 1990 were as successful at finding jobs as their predecessors. Prospects for the Class of 1991 are not as bright. But, in two highly competitive situations, our students once again proved to be exceptional contenders.

A highlight of the fall hiring season was the impressive showing made by UB Law students at the Public Interest/ Public Service Symposium, a career information and interview program for 20 law schools located in New York, New Jersey and Connecticut.

UB Law ranked fourth in the number of students (91) who attended; seventh in the number of students (107) who applied for interviews; and second in the number of students selected for interviews (55). New York University School of Law took first place with 88 interviews. The statistics, however, do not reflect the number of formal or informal interviews Buffalo students obtained on the symposium days.

Finally, our students traveled the

longest distance of any participating school. The large number of Buffalo students who spent time and money to participate in the symposium is an excellent reflection of their strong interest in public practice.

Employers who have available positions have enthusiastically praised the excellent quality of the applicant pool.

The U.S. Department of Justice's hiring figures also prove that UB Law students are well respected in the national marketplace. In the Justice Department's Honors Program, 230 permanent positions were open to the Class of '91 and outgoing judicial law clerks. Of these, 146 jobs were filled by third-year law students from 107 law schools. Buffalo students received six

offers: all were accepted.

Employment Statistics For the Class of 1990

Employment statistics for the Class of 1990 revealed a broader geographic diversity. Compared with the Class of 1989, fewer students stayed in New York State (down from 83 percent to 79 percent). Other shifts showed fewer students in Buffalo (down from 42 percent to 35 percent) and New York City (down from 18 percent to 16 percent). The upswing areas were Washington, D.C. (up from 4 percent to 7 percent), Syracuse, N.Y. (up from 1 percent to 3 percent) and areas outside New York State (up from 5 percent to 9 percent). The northeast (Maine to Virginia) continued as the dominant market for Buffalo graduates, with 90 percent of our graduates staying in the area. This is a slight decrease from 1989's 91.3 percent.

Private practice remains the major employer (52 percent), a 1 percent decrease from 1989. Public interest employment continued in the 9 percent range. While there were decreases in the Business/Industry categories (6 percent, down by 3 percent) and Academic (4 percent, down from 9 percent), they were more than made up in the Government and Judicial Clerkship categories. Government employment was up 7 percent and accounted for 18 percent of the employed class members. Judicial clerkships rose to 9 percent, a 3.5 percent increase over the class of 1989.

The New York State courts accounted for most of the increase. Of the 17 judicial clerks, nine joined the Appellate Divisions. The 4th Department Appellate Division filled five of its seven slots with Buffalo grads. The Military also increased its percentage of graduates, rising from .5 percent in 1989 to 2 percent in 1990.

Recruitment '91

The current economic recession is taking its toll on all those seeking permanent or summer employment in the legal profession. The Career Development Office has received an increasing number of calls from Buffalo, as well as non-Buffalo, graduates who have been forced to seek new positions. In addition, new graduates find that their job search takes much more time and effort, sometimes making it appear to be a barren endeavor.

These job seekers are well qualified and competent. Employers who have available positions have enthusiastically praised the excellent quality of the applicant pool. There couldn't be a better time to hire.

We strongly urge Buffalo alums to look into the hiring needs of their offices. An evaluation may indicate the need to add an entry-level or experienced attorney. Or you may want an attorney or law student for a project on a less-than-full-time basis. Perhaps you need a law clerk for the academic year, or for next summer.

We expect to have another terrific group of first- and second-year students available. Judging from the Class of 1990 statistics, we may be seeing a more geographically mobile group. And summer 1992 will be here before you know it.

When hiring, please contact the Career Development Office by letter, by postcard (see the back of the *FORUM*), or telephone us at (716) 636-2056. ■

EMPLOYMENT AND SALARY SURVEY — 1990 GRADUATES

Employment as of December 1990

Number of 1990 graduates	250	Number of graduates not seeking employment	9
Employment status known	241		
Number of graduates employed or in advanced study	195 (92%)	Number of graduates did not take or pass bar	20
Number of graduates still seeking employment/ have bar admittance	17 (8%)	Number of graduates employment status unknown	9

Geographic Locations

NORTHEAST REGION		176 (90%)		
12	District of Columbia (7%)			
1	Maryland			
3	Massachusetts			
2	New Jersey			
155	New York (79%)			
2	Albany	17	Rochester	
3	Binghamton	7	Syracuse	
69	Buffalo (35%)	15	Other New York State	
32	New York (16%)	4	City Unspecified	
6	Niagara Falls			
1	Vermont			
2	Virginia			
SOUTHEAST REGION		3 (1.5%)		
MIDWEST REGION		7 (3.6%)		
WEST REGION		3 (1.5%)		
FOREIGN		4 (2%)		
REGION NOT IDENTIFIED		2 (1%)		

Employers

LAW FIRMS	101 (52%)	BUSINESS & INDUSTRY	11 (6%)
Self-Employed	6	Corporation	2
Very Small (2-10)	43	Accounting	2
Small (11-25)	15	Other	7
Medium (26-50)	6		
Large (51-100)	6	GOVERNMENT	35 (18%)
Very Large (100+)	23	JUDICIAL CLERKSHIPS	17 (9%)
Size Not Identified	2	MILITARY	4 (2%)
		ACADEMIC	8 (4%)
PUBLIC INTEREST	18 (9%)	UNKNOWN	1 (1%)
Public defender	3		
Legal Services	6		
Other	9		

Salaries Reported

	LOW	HIGH	AVERAGE
LAW FIRMS:			
Very Large	\$42,500	\$85,000	\$64,174
Large	42,000	48,000	44,333
Medium	21,500	83,000	48,667
Small	21,000	45,000	29,917
Very Small	19,000	41,000	25,795
BUSINESS & INDUSTRY	\$26,800	\$52,000	\$33,460
GOVERNMENT	\$19,500	\$36,000	\$29,945
PUBLIC INTEREST	\$20,000	\$30,000	\$24,909
JUDICIAL CLERKSHIPS	\$27,000	\$47,500	\$37,736
MILITARY	\$25,000	\$32,000	\$28,500

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