



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

COLLEGE OF LAW

2015

EMPLOYER
GUIDE &
EMPLOYMENT
REPORT



2015-2016
RECRUITING

FALL 2015 INTERVIEWS
Beginning August 24

WINTER/SPRING 2016 INTERVIEWS
Beginning February 15

To arrange recruiting services, contact

Joe Christian
Employer Relations and
Recruitment Coordinator
865-974-4349
christian@utk.edu

law.utk.edu/career/employers

YOU'RE INVITED

*to participate in our
2015-2016 recruiting
programs.*



Meet your new recruits.

The University of Tennessee College of Law has been educating lawyers for 125 years. With about 500 students, we're a small law school, but we have all the benefits of being located on

the campus of a large comprehensive research institution—the University of Tennessee.

At Tennessee, law students receive training in substantive law, procedure, ethics and

professionalism, and lawyer skills, with particular emphasis on analysis and reasoning, problem-solving, research, writing, advocacy, dispute resolution, and business transactions.

Our students select

from more than eighty upper-division courses and can choose to focus their studies in one of two optional concentrations: one in transactional law and the other in advocacy and dispute resolution.

Services

THE BETTYE B. LEWIS CAREER CENTER AT UT LAW works with students and alumni at every stage of their careers, beginning with their first questions when they are prospective students. With more than fifty years of combined industry experience in both the legal employer and law school settings, the Career Center staff understands the legal recruiting process from the employer's perspective and works to acquaint students with the nature and expectations of various employment settings. Karen Britton, the center's director, is a former president of NALP and law firm recruiting director.

CHOOSE YOUR RECRUITING METHODS

Employers may select the recruiting method that meets their needs, timetable, and recruiting budget. Contact **Joe Christian at 865-974-4349 or christian@utk.edu** to individualize your recruiting relationship with UT Law students and graduates. Dates for on- or off-campus interviews can be found on the inside front cover and the back of this book.

ON-CAMPUS INTERVIEWS

You are encouraged to reserve a date for on-campus interviews as early as possible. All interviews are held at UT Law. Information about interview schedules, lodging, and parking is sent with confirmation of the interview date. There are no interview fees for employers, and no lottery system is in place; all student résumés are available for full pre-screening.

We can arrange for you to meet with students in information sessions, luncheons, receptions, or practice-area or industry briefings. These activities can be scheduled before or in conjunction with on-campus interviews to give your organization added exposure.

RÉSUMÉ COLLECTION

If your schedule does not permit an on-campus visit, we will collect résumés of students who are interested in summer or entry-level associate positions with your organization and forward them to you for your consideration. We also can arrange introductory interviews via video conference or telephone.

JOB POSTINGS

Employers are invited to list employment opportunities for current students and alumni. Career Center staff can assist you in drafting position descriptions, which are posted on a password-protected website using the Symplicity career-management program.

VIDEO INTERVIEWS

Either in conjunction with a résumé collection or a job posting, or based on other needs, we can facilitate video interviews with one or several UT Law students. These can be conducted via teleconference equipment, Skype, or a similar service.



THREE-YEAR EMPLOYMENT PROFILE

EMPLOYMENT STATUS TEN MONTHS AFTER GRADUATION*

	CLASS OF 2014	CLASS OF 2013	CLASS OF 2012
TOTAL NUMBER OF GRADUATES	151	167	155
Employed	127	150	125
<i>Bar passage required</i>	92	122	104
<i>JD Advantage</i>	22	23	19
<i>Professional position</i>	9	4	2
<i>Non-professional position</i>	4	1	0
Pursuing graduate degree	0	2	2
Unemployed (start date deferred)	3	0	0
Unemployed (not seeking)	1	3	7
Unemployed (seeking)	18	8	18
Employment status unknown	2	4	3

*Additional data, including full-time/part-time, long-term/short-term, and law school funded positions, available on our website at law.utk.edu/career/employers. Classes of 2012 and 2013 calculated at nine months after graduation, per ABA standards.



Our students & graduates

STUDENTS FROM THROUGHOUT the United States form a diverse, talented student body at UT. Although many students pursue a JD immediately after receiving a bachelor's degree, a number of students have advanced degrees including MBAs, PhDs, and MDs. Several have had careers in such fields as engineering, medicine, education, communication, and business. Although a significant number of our graduates choose to stay in Tennessee or the Southeast, College of Law alumni live and work in every state and in several foreign countries.

The college's proximity to major legal markets in the eastern United States is just one of the factors that draw top students and faculty members from throughout the nation to learn and teach at UT Law.

TYPES OF EMPLOYMENT ACCEPTED*

CLASS OF 2014

54%

PRIVATE PRACTICE

12%
BUSINESS
AND INDUSTRY

SIX•PERCENT—ACADEMIC

12%

GOVERNMENT

4% PUBLIC INTEREST

TWO•PERCENT—MILITARY

10 PERCENT
JUDICIAL•CLERK

*by percentage of graduates employed ten months after graduation

24

Our currently enrolled students hail from **24 states**, as well as **Canada, China, and India.**

- | | |
|---------------|----------------|
| Alabama | Mississippi |
| California | North Carolina |
| Colorado | New Jersey |
| Florida | New Mexico |
| Georgia | Ohio |
| Indiana | Pennsylvania |
| Kansas | South Carolina |
| Kentucky | Tennessee |
| Massachusetts | Texas |
| Maryland | Utah |
| Michigan | Virginia |
| Missouri | West Virginia |



SALARY PROFILE

CLASS OF 2014

	Avg. starting salaries	PERCENTILES		
		75th	50th	25th
Private practice	\$74,680	\$105,000	\$70,000	\$50,000
Out-of-state	96,670	135,000	99,000	72,000
Tennessee	70,900	105,000	65,000	45,000
All jobs, all types	\$62,620	\$75,000	\$52,600	\$45,000
Out-of-state	66,900	80,000	59,000	45,000
Tennessee	61,300	75,000	50,000	45,000
Business/Industry	\$46,670	\$62,000	\$45,000	\$24,000
Government	54,200	69,000	48,000	45,000
Judicial Clerk	52,150	56,500	52,600	49,500

RANGE OF REPORTED SALARIES

\$24K TO **\$135K**

Academia and Public Interest had less than five graduates reporting salaries. Of employed graduates, 58 percent reported salary data.



Opportunities

ACADEMIC CONCENTRATIONS

Advocacy and
Dispute Resolution
Business Transactions

CLINICAL PROGRAMS

Advocacy
Appellate Litigation
Business Law
Domestic Violence
Education Practicum
Environmental Practicum
Expungement
Family Mediation
Federal Clemency
Immigration
Innocence/
Wrongful Convictions
Mediation
Non-Profits
Trademark
Wills

DUAL-DEGREE PROGRAMS

JD + MA (Philosophy)
JD + MBA
JD + MPH
JD + MPPA

EXTERNSHIPS

Judicial
Prosecutorial
Public Defender

Field placements with various
public- and private-sector
employers

JOURNALS

Tennessee Law Review
*Transactions: The Tennessee
Journal of Business Law
and Policy*
*Tennessee Journal of Law,
Gender, and Social Justice*

MOOT COURT

Advocates' Prize
Moot Court Competition
Ray H. Jenkins
Trial Competition
Several competitive
traveling teams

UT LAW POINTS OF PRIDE

UT Law continues to make a national name for itself, ranking 52nd among all US law schools (27th among public law schools) by U.S. News and World Report. Other measures of success:

- The longest-running legal clinic in the country, ranked 16th among all universities (8th among all public universities) by U.S. News
- Named among the *National Law Journal's* 2014 list of "Go-To-Law Schools," based on grads employed at the nation's largest law firms, and among *The National Jurist's* 2015 "Best Law Schools for Practical Training"
- A faculty whose scholarly productivity is recognized among the best in American law schools on the Social Science Research Network
- Tennessee bar exam passage rates that are consistently above the state average for all law graduates
- Acceptance by students and graduates of summer or permanent positions with more than 250 legal employers in recent years
- A historical commitment to diversity: UT Law graduated the first woman to earn a law degree in the South, enrolled one of the first two black students at UT, and hired the first black woman to serve as dean of a Southern law school

UT LAW STATS AT A GLANCE

	1L (Class of 2017)	2L (Class of 2016)	3L (Class of 2015)
Entering class size	93	158	120
Universities represented	45	67	55
States represented	13	15	14
Students of color	22	23	18
Male (%) / Female (%)	58/42	53/47	62/38
LSAT profile (1st, 2nd, and 3rd quartiles)	160/158/155	160/157/153	161/160/156
Undergraduate GPA (1st, 2nd, and 3rd quartile)	3.91/3.63/3.40	3.75/3.54/3.28	3.75/3.60/3.30

Bettye B. Lewis Career Center
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OFF-CAMPUS **INTERVIEW PROGRAMS** AND **JOB FAIRS**

SOUTHEASTERN MINORITY JOB FAIR

Atlanta, July 24–25, 2015

SOUTHEASTERN INTELLECTUAL PROPERTY JOB FAIR

Atlanta, July 28, 2015

PATENT LAW INTERVIEW PROGRAM

Chicago, July 30–31, 2015

MID-ATLANTIC LEGAL RECRUITING CONFERENCE

Washington, DC, August 21, 2015

TENNESSEE BAR ASSOCIATION DIVERSITY JOB FAIR

Nashville, September 2015

FALL SOUTHEAST LEGAL HIRING CONFERENCE

Atlanta, Early November 2015

EQUAL JUSTICE WORKS CAREER FAIR AND CONFERENCE

Washington, DC,
October 23–24, 2015

DAMALI BOOKER 1L MINORITY CLERKSHIP JOB FAIR

Nashville, January 2016

SPRING SOUTHEAST LEGAL HIRING CONFERENCE

Atlanta, March 2016

BETTIE B. LEWIS CAREER CENTER

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The University of Tennessee College of Law pursues the principle of providing its students and graduates with equal opportunity to gain employment, without discrimination or segregation based on race, color, national origin, religion, sex, sexual orientation, age, veteran status, or disability. The College of Law communicates to each employer to whom it furnishes assistance and facilities for interviewing and other employment services the firm expectation that the employer will observe principles of equal opportunity, pursuant to the policies of the Association of American Law Schools.

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