

WALRAA Industry Survey for Law Firms, Government Agencies and Law School Career Services

Presented

By Eva Wisnik

Fall 2016



Our goal is to help
you achieve your

goals

Wisnik Career Enterprises, Inc.
www.wisnik.com

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Eva's Bio



Eva Wisnik
*President,
Wisnik Career
Enterprises, Inc.*

Eva Wisnik founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. Over the past 20 years, she has worked with over 100 law firms, including 74 of the AmLaw 100. Eva has placed more than 500 Recruiting and PD professionals into law firms nationwide and has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 35 salary and industry snapshot surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

WALRAA Respondents

142 Respondents' Salary and Industry Information

■ 112 Law Firms & Gov't Agencies

- Chief/Director: 17
- Manager: 40
- Specialist/Senior Coordinator: 18
- Coordinator: 24
- Assistant: 13

■ 30 Law School Career Services

- Assistant/Associate Dean: 5
- Director: 6
- Assistant/Associate Director: 13
- Manager/Assistant Manager: 4*
- Career Counselor: 1*
- Administrative Personnel: 1*

* Insufficient number of respondents to show separate data for these titles

Summary of Interesting Results

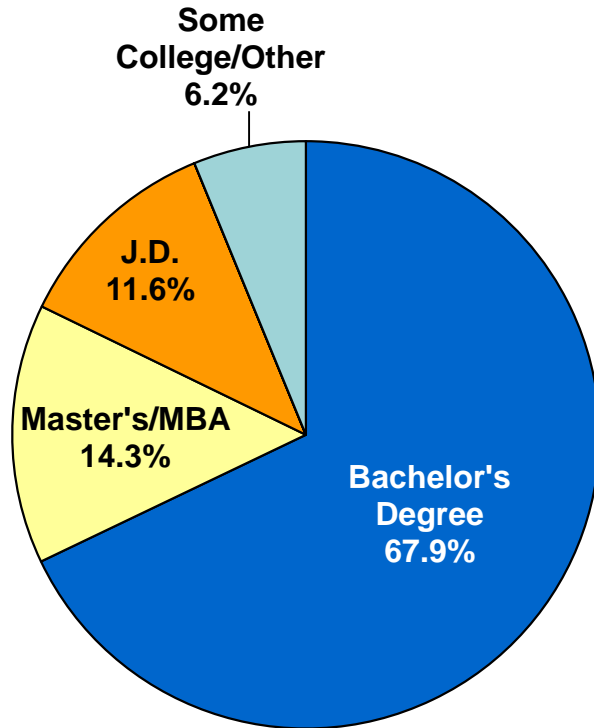
Law Firms & Agencies

- 46% of you joined your current firm within the last 3 years
- 37.5% have been in the legal recruiting field for 10+ years
- 12% of you have a JD and practiced for an average of 2.7 years; 14% have an MBA or Master's Degree
- 91% received a bonus, raise, or both
- 43% attended the NALP Annual Education Conference and another 23% attend on a rotational schedule
- You worked an average of 48 hours/week, compared to 46.5 in 2014

Law School Career Services

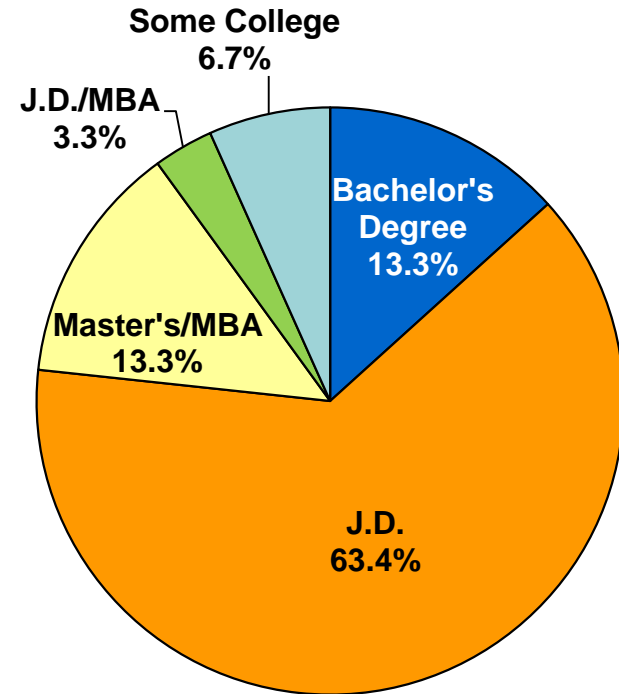
- 43% of you joined your current school within the last 3 years
- 20% have been in law school career services for 10+ years
- 67% of you have a JD (or JD/MBA) and practiced for an average of 5.6 years
- 67% work for a private institution
- 71% received a bonus, raise or both
- 61% attended the NALP Annual Education Conference and another 14% attend on a rotational schedule
- You worked an average of 44 hours/week, compared to 43 in 2014

Highest Degree of Education Attained by WALRAA Survey Participants



Law Firms/Agencies

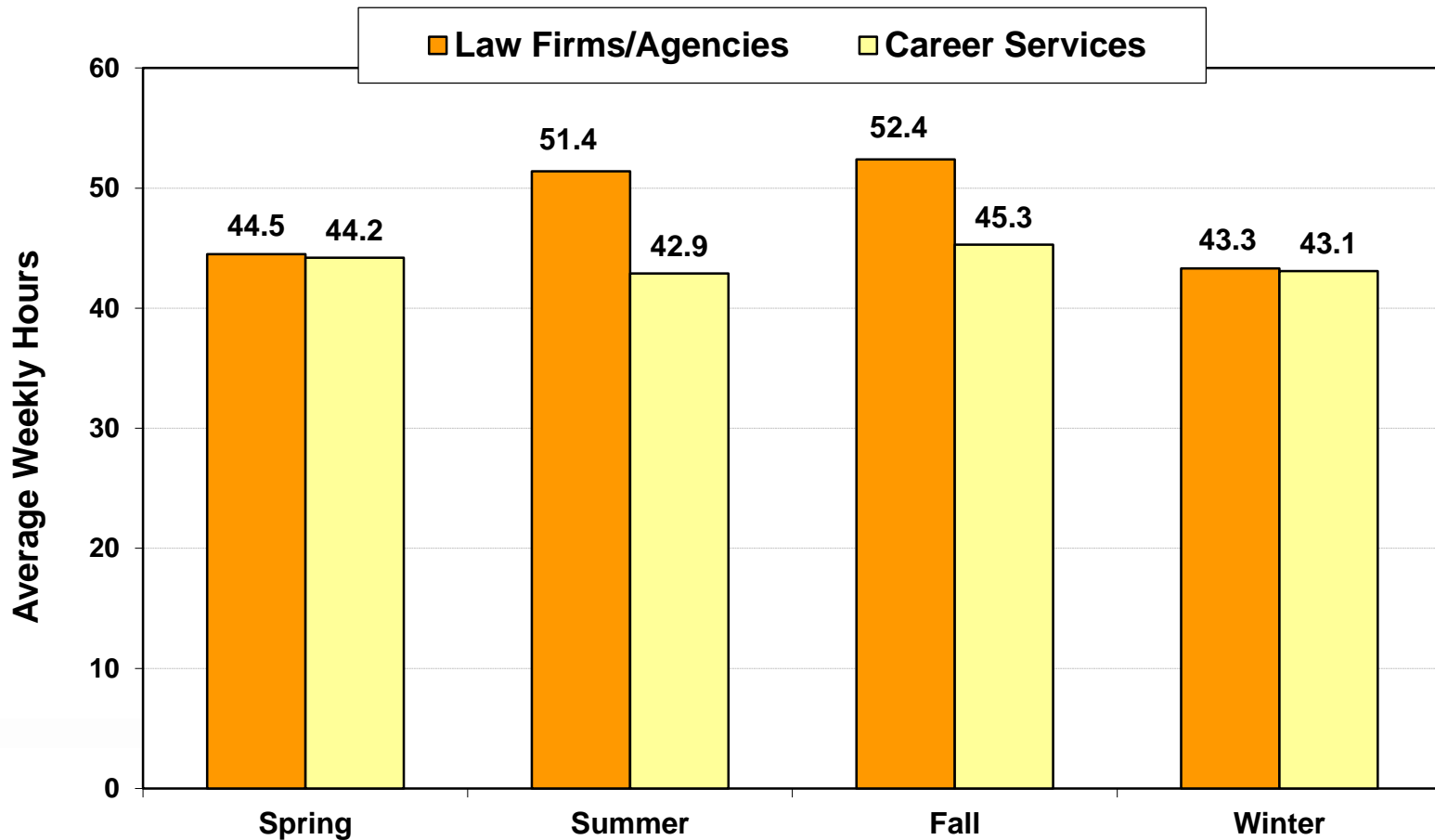
In 2014, 12% held a JD and 13.5% a graduate degree



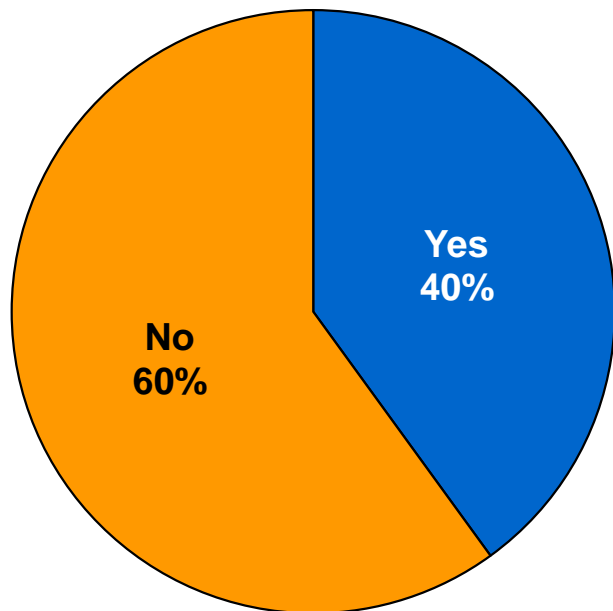
Career Services

In 2014, 74% held a JD and 3.2% an LL.M.

Average Weekly Hours per Season: Law Firms/Agencies & Career Services

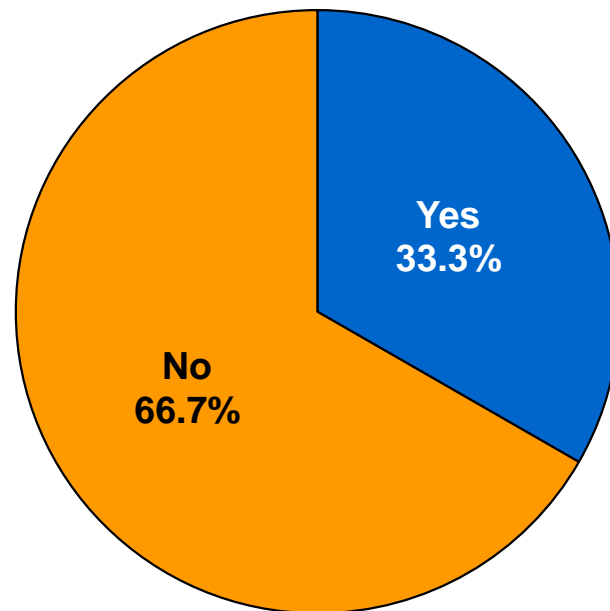


Have You Had a Promotion with a Title Change at Your Current Organization?



Law Firms/Agencies

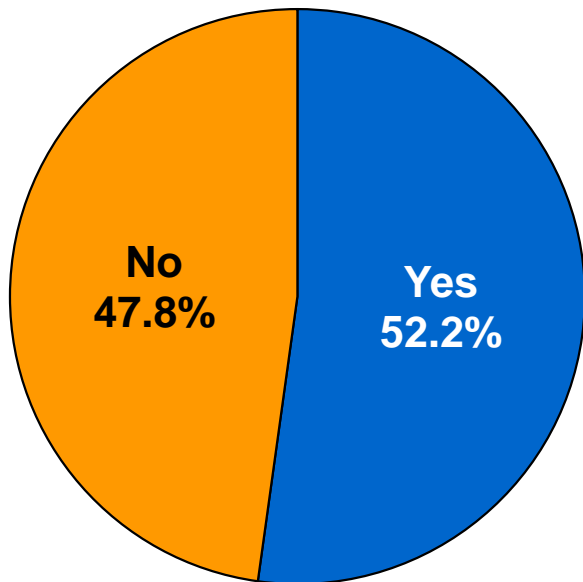
In 2014, 55.2% had a promotion with title change



Career Services

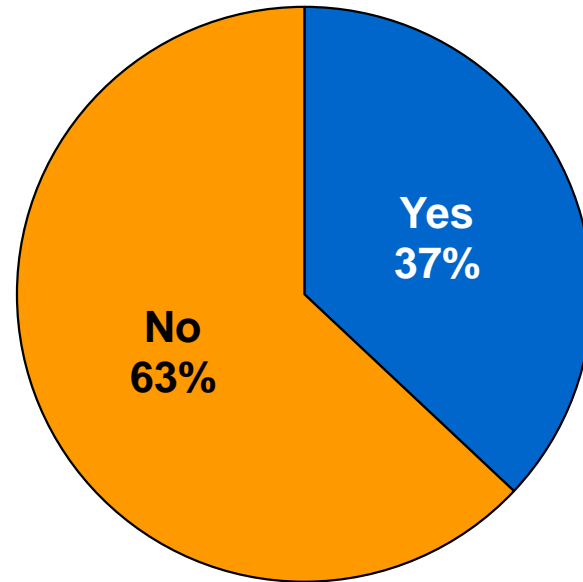
In 2014, 38.7% had a promotion with title change

Do You Believe You are Fairly Compensated?



Law Firms/Agencies

In 2014, 56.7% felt fairly compensated



Career Services

In 2014, 48% felt fairly compensated

Salary Survey Results: Law Firms & Government Agencies

WALRAA Law Firm/Government Agency Respondents

112 Respondents' Salary and Industry Information

■ By Title

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- Manager: 40
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- Coordinator: 24
- Assistant: 13

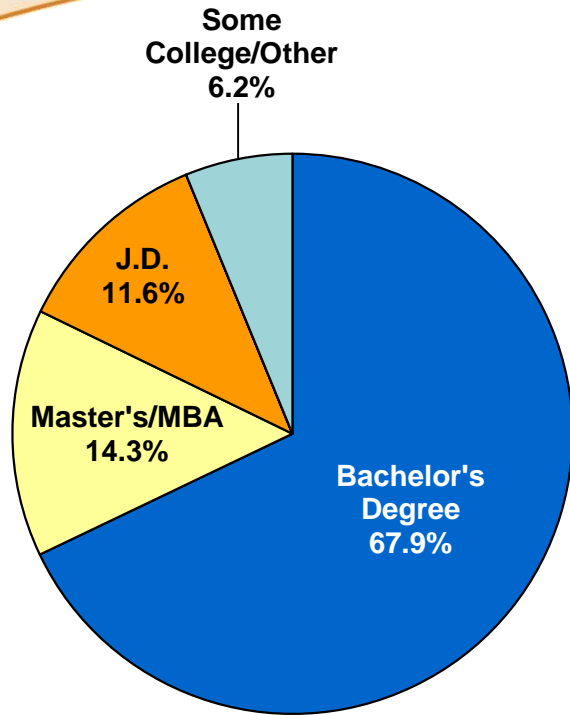
■ By Office Size

- 1-75: 9
- 76-125: 25
- 126-175: 15
- 176-225: 12
- 226-300: 29
- 301-400: 12
- 401-500: 2
- 501-700: 7

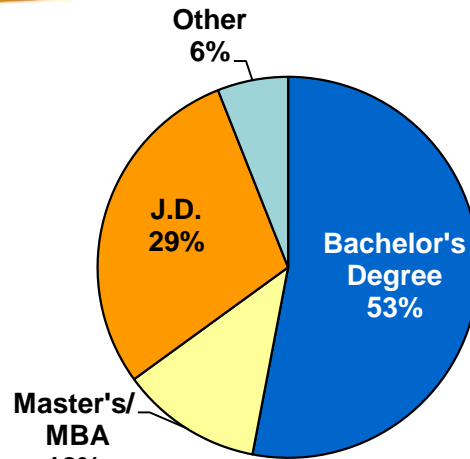
■ By Firm Size

- 1-250: 11
- 251-500: 18
- 501-750: 25
- 751-1000: 16
- 1001+: 42

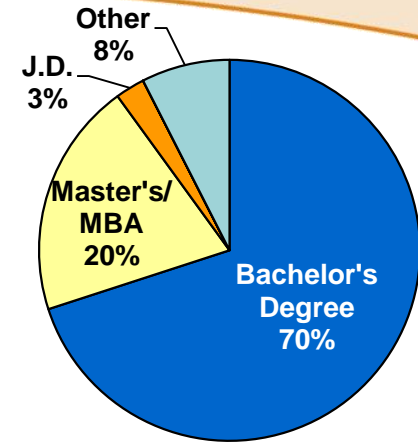
Highest Level of Education Attained, by Title



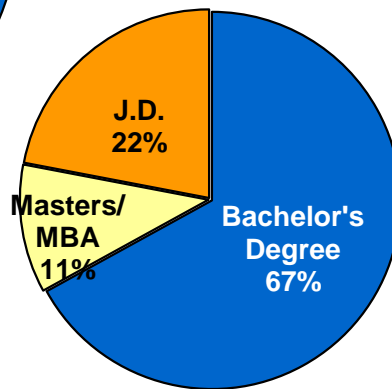
All Firm/Agency Respondents



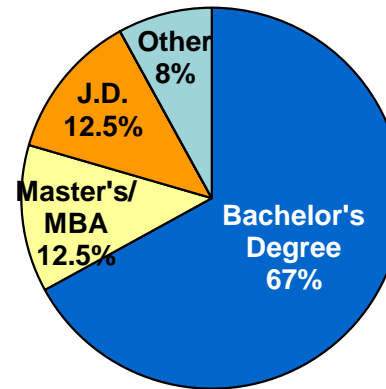
Chief/ Director



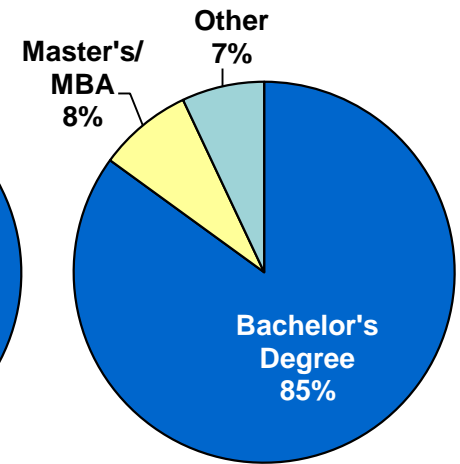
Manager



Sr. Coord./Spec.

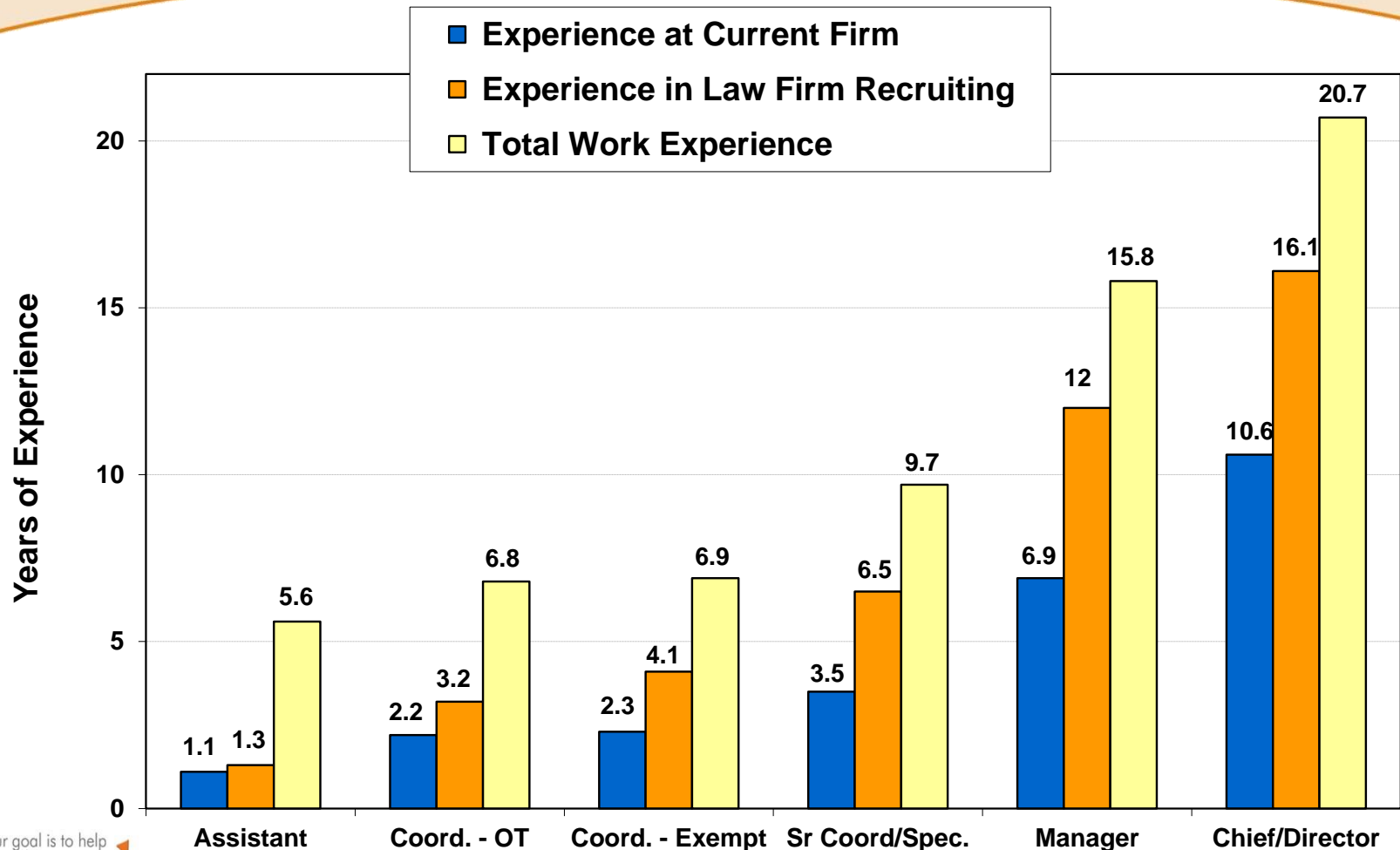


Coordinator



Assistant

Average Years of Experience



Law Firms & Government Agencies: Average Salaries

<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Range</u>	<u>Bonus</u>	<u>Raise</u>
Chief/Director (11):	\$189,455	\$200,000	\$160K - \$205K	\$15,833	5.7%
Manager (33):	\$116,283	\$118,000	\$103K - \$125K	\$6,739	4.6%
Sr. Coord./Specialist (12):	\$80,042	\$80,000	\$76.5K - \$85K	\$3,325	5.6%
Coordinator – Exempt (7):	\$66,631	\$65,000	\$62K - \$68.5K	\$5,795	4.8%
Coordinator – OT Eligible* (13):	\$60,838	\$60,000	\$55K - \$70K	\$2,122	5.4%
Assistant* (10):	\$45,980	\$45,500	\$43K - \$49K	\$1,464	3.2%

* Coordinator and Assistant data show base salary without overtime

Firms/Agencies - 13

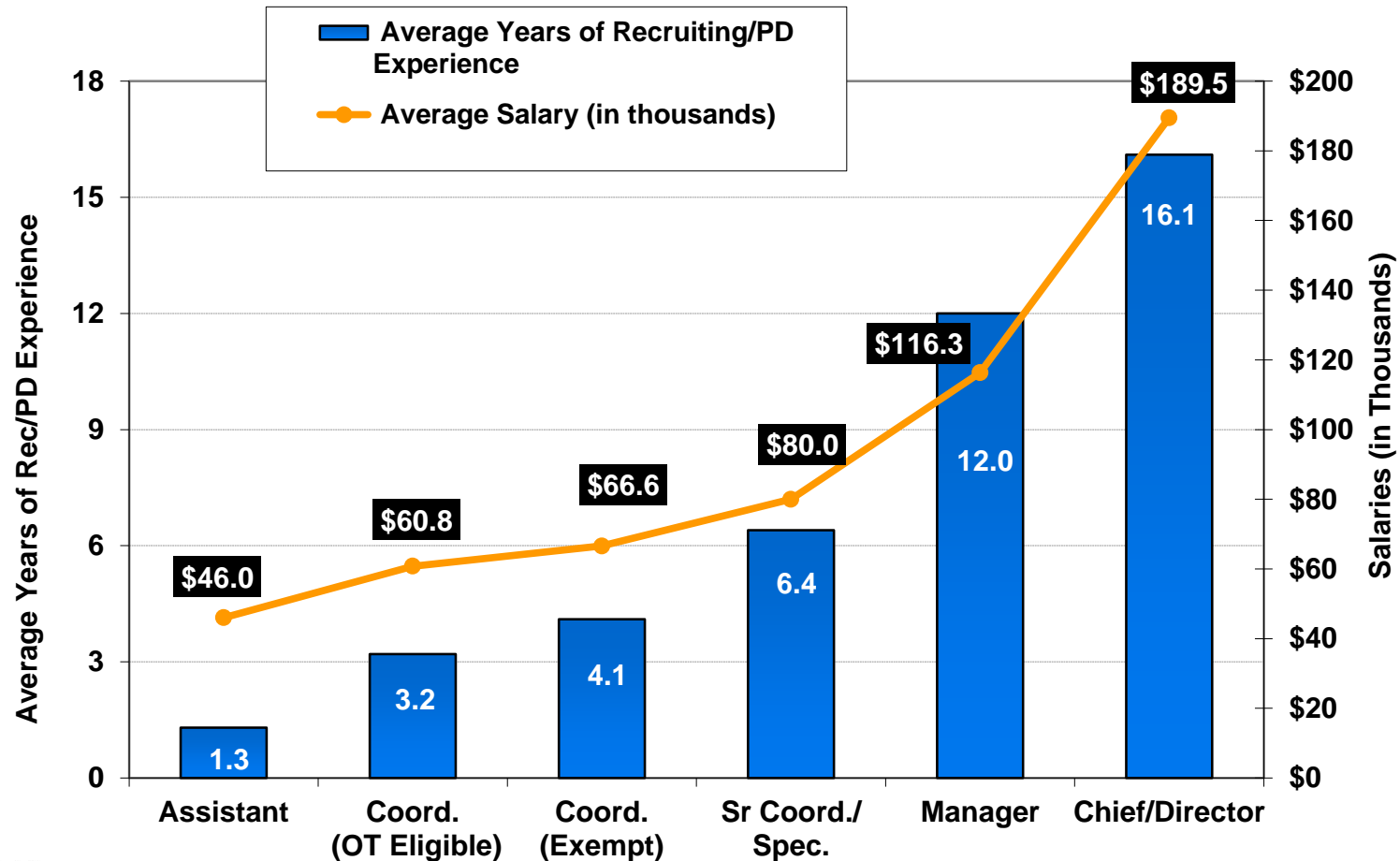
2016 Average Salaries by City: DC, Bay Area, Chicago, NY, Philadelphia

<u>Title</u>	<u>Average Salary**</u>				
	<u>DC</u>	<u>Bay Area</u>	<u>Chicago</u>	<u>New York</u>	<u>Philly</u>
Director:	\$189,455	\$188,591	\$169,301	\$237,361	\$151,167
Manager:	\$116,238	\$126,123	\$99,648	\$126,461	\$102,000
Sr. Coord./Specialist:	\$80,042	\$88,571	\$79,147	\$94,844	\$72,630
Coordinator - Exempt:	\$66,631	*	*	\$78,658	*
Coordinator - OT Eligible:	\$60,838	\$73,130	\$55,559	\$62,779	\$58,426
Assistant - OT Eligible:	\$45,980	\$53,304	\$48,106	\$49,760	*

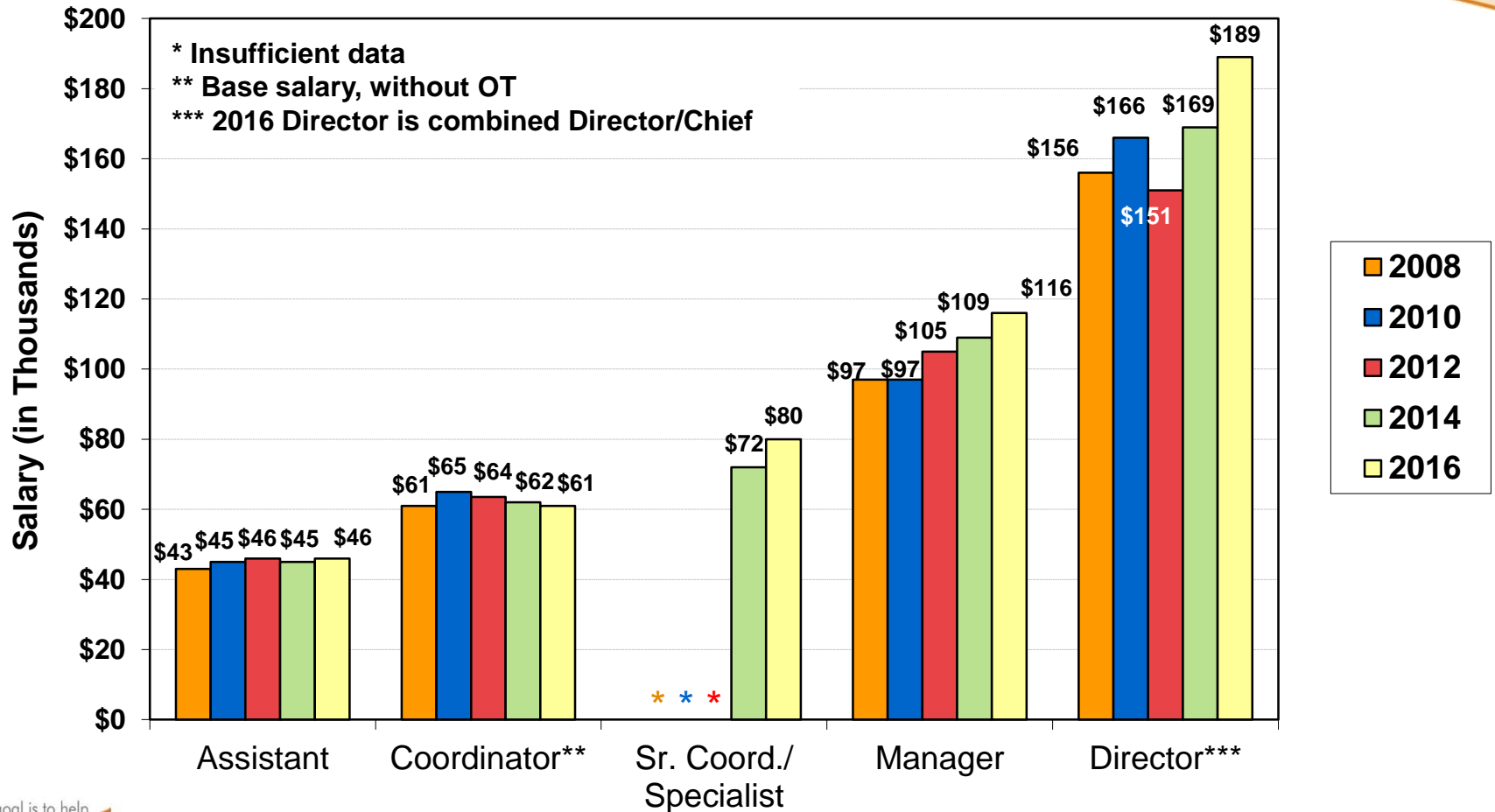
* Insufficient data

** Salary data shown is base salary without OT

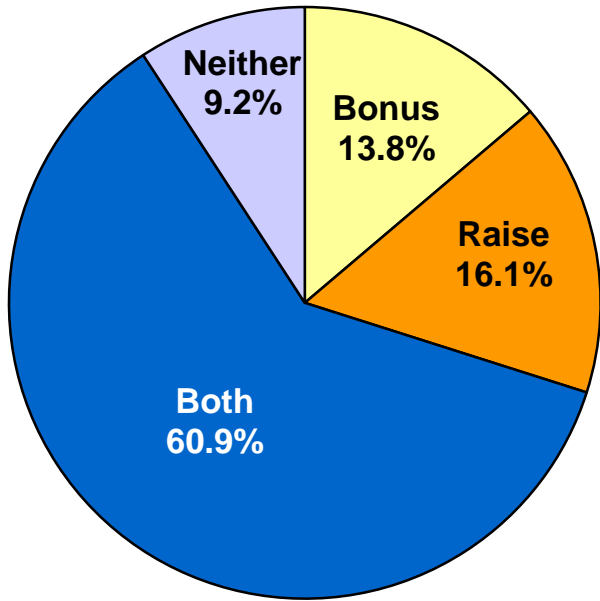
Average Salary vs. Years of Experience



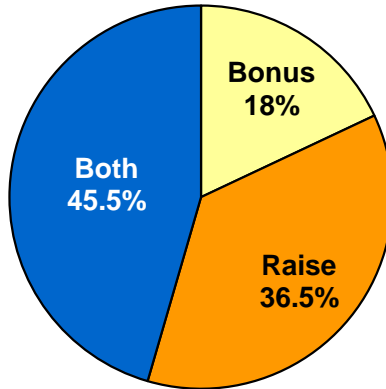
Average Salaries for Law Firms/Agencies: 2008, 2010, 2012, 2014 & 2016



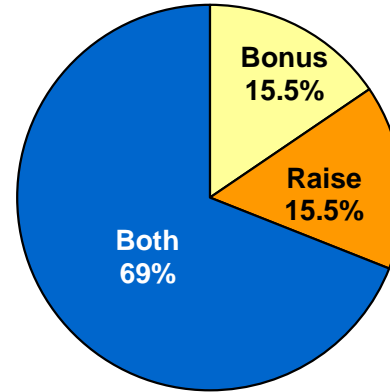
In 2015, Did You Receive a Bonus and/or a Raise?



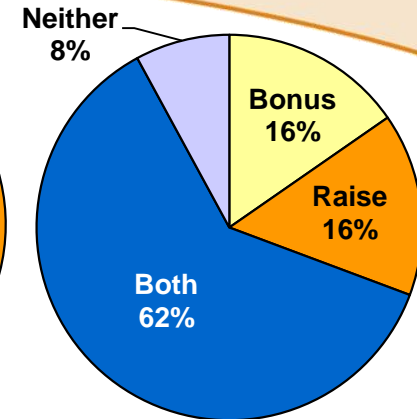
All Firm/Agency Respondents



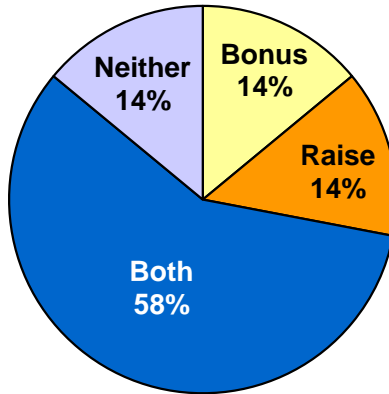
Chief/Director



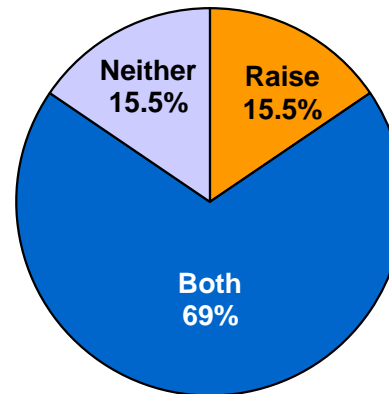
Manager



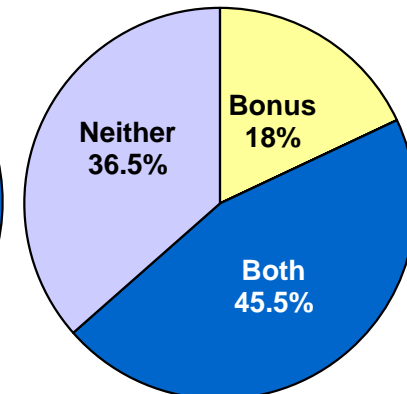
Sr. Coord./Spec.



Coordinator (Exempt)



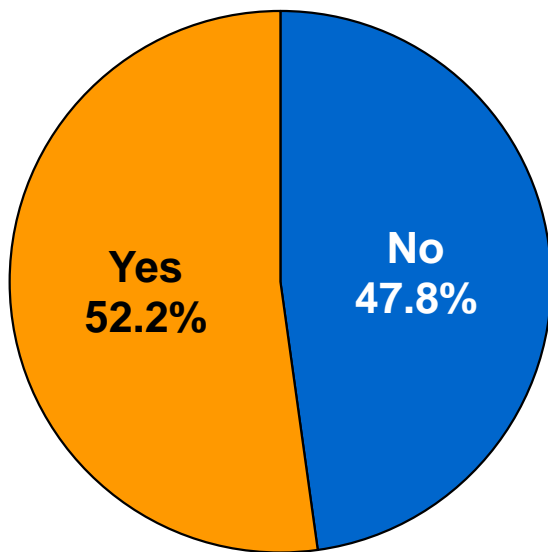
Coordinator (OT Eligible)



Assistant Firms/Agencies - 17

Compensation & Benefits

Do you believe you are fairly compensated?

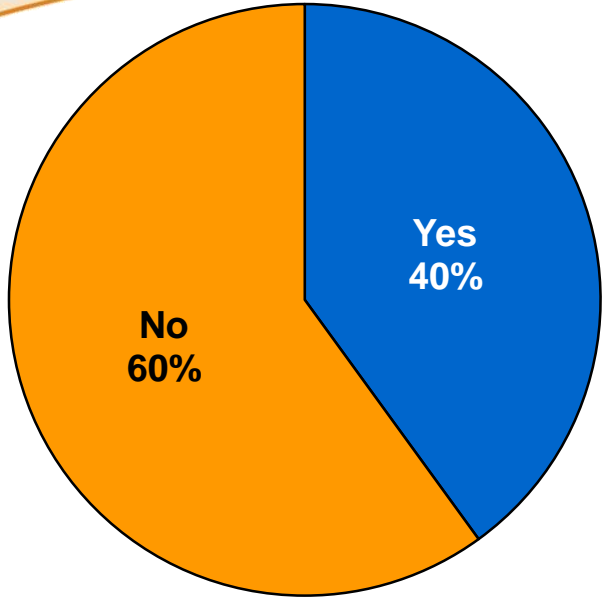


In 2014, 57% felt fairly compensated

What benefits do you receive?

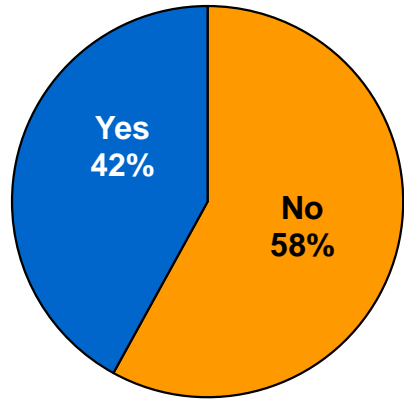
- Average PTO – 23.7 days
- Almost all firms have 401K plans and about 82% offer profit sharing or matching 401K contributions (1–8% matching)
- Flexible spending account – 81%
- PDA/Smartphone – 62%
- Health club membership/discounts – 56%
- Day care back-up – 54%
- Transportation discount – 56%
- Periodically work from home – 55%

At Your Current Organization, Have You Had a Promotion with a Title Change in the Past 2 Years?

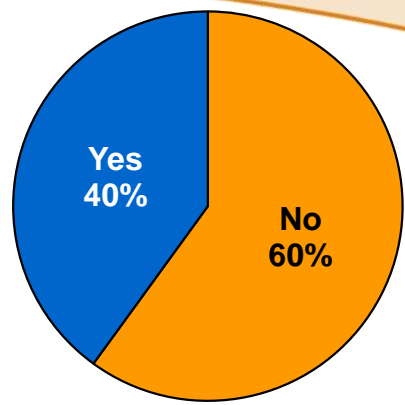


All Firm/Agency Respondents

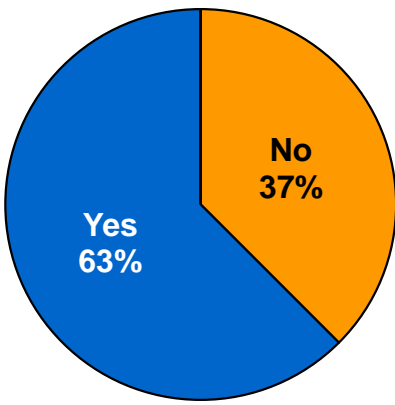
In 2014, 55.2% had a promotion with title change



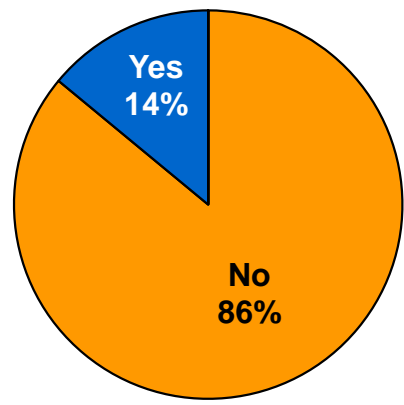
Chief/Director



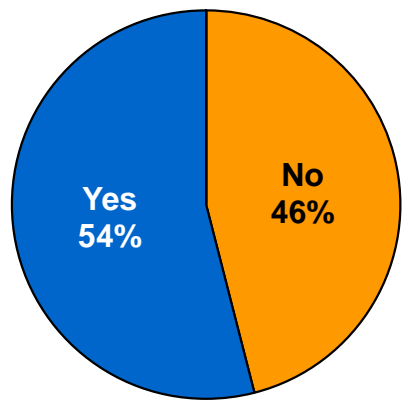
Manager



Sr. Coord./Spec.

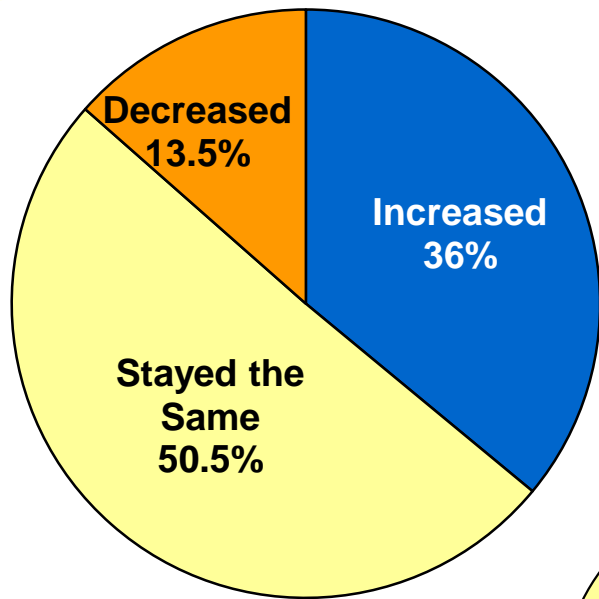


Coordinator (Exempt)



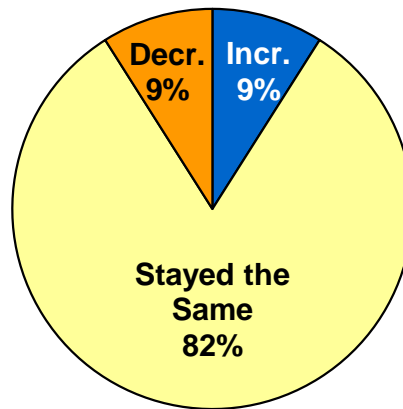
Coordinator (OT Eligible)

In the Past 2 years, Has Your Department Size...

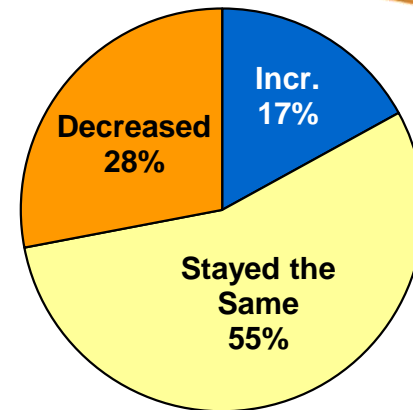


All Firm/Agency Respondents

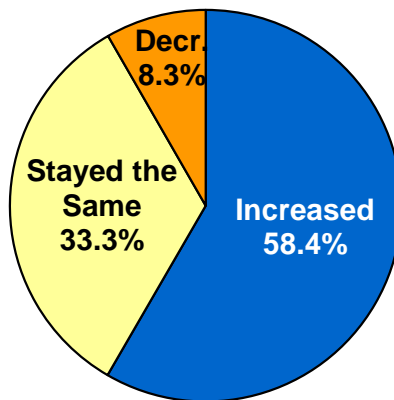
In 2014, 18% increased in size



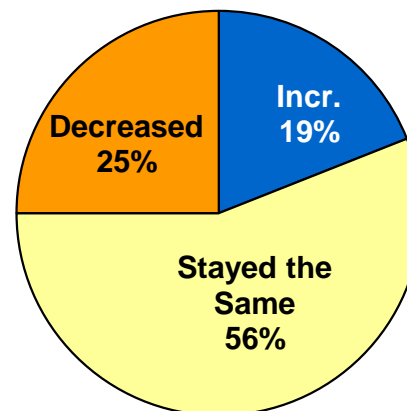
1 - 250



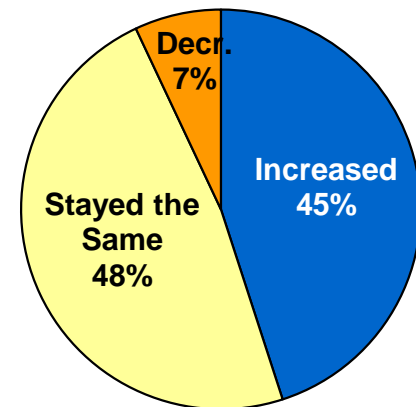
251 - 500



501 - 750

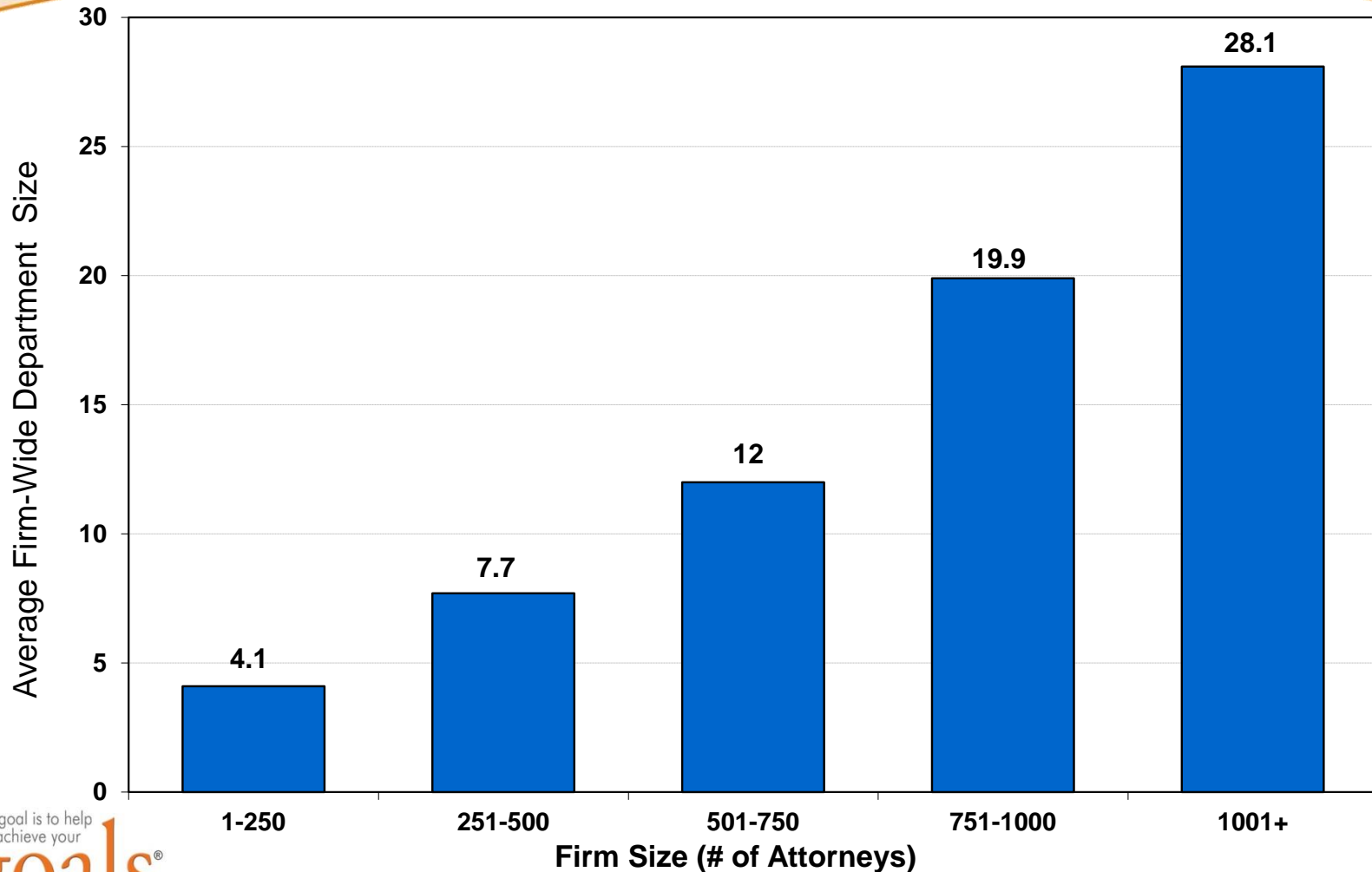


751 - 1000

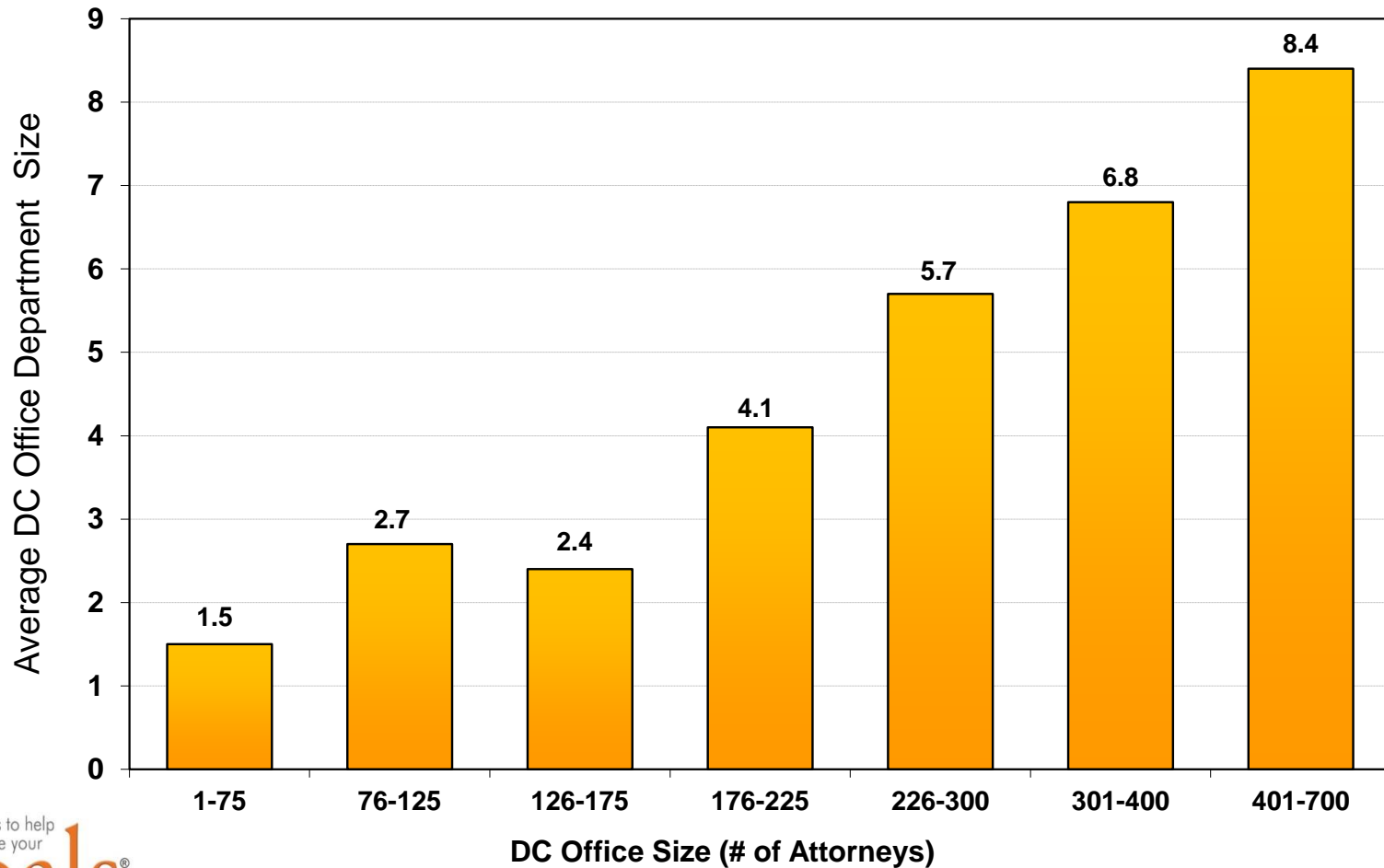


1001+ Firms/Agencies - 20

Firm Size vs. Size of Firm-Wide Departments



DC Office Size vs. DC Department Size



In the Past 18 Months, Has Your Firm/Agency Experienced Cuts?

Approximately 29% of you indicated your firm experienced “cuts” in the past 18 months

The most common cut was:

- Decrease in staff

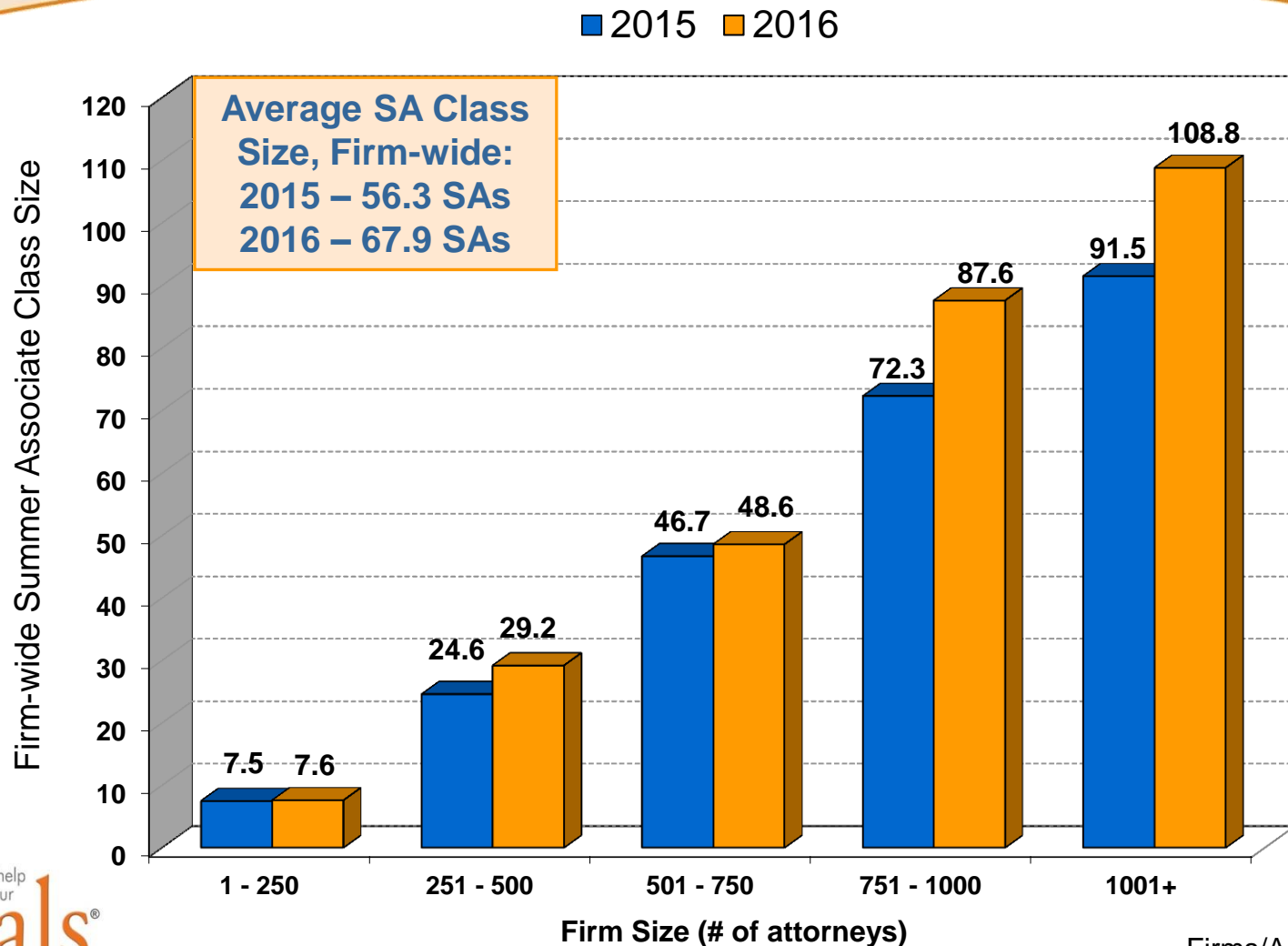
Several respondents experienced:

- No bonus

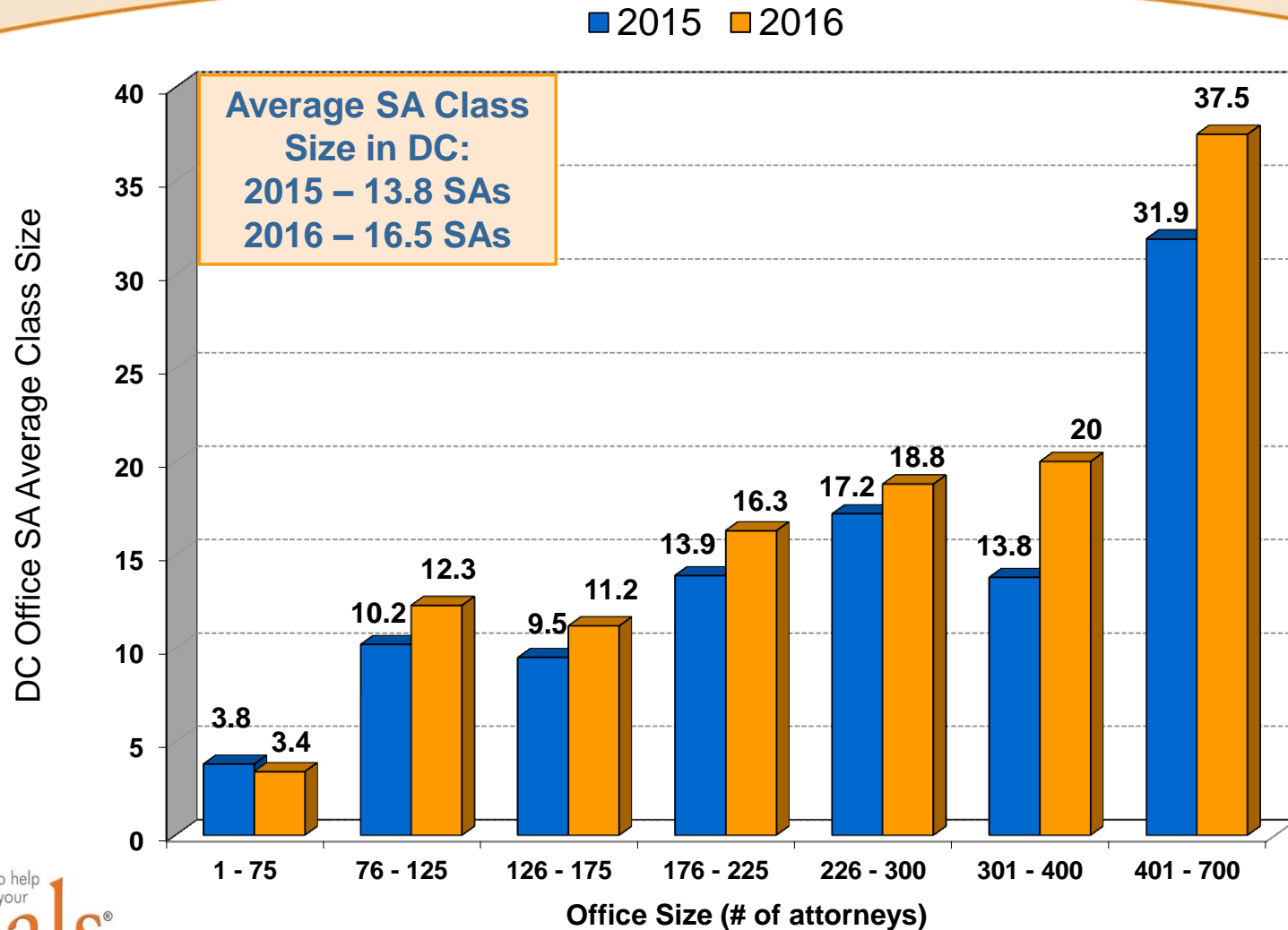
A very few respondents indicated:

- Reduced OT/Comp time
- Furloughed employees
- Decreased salaries
- Salary freeze

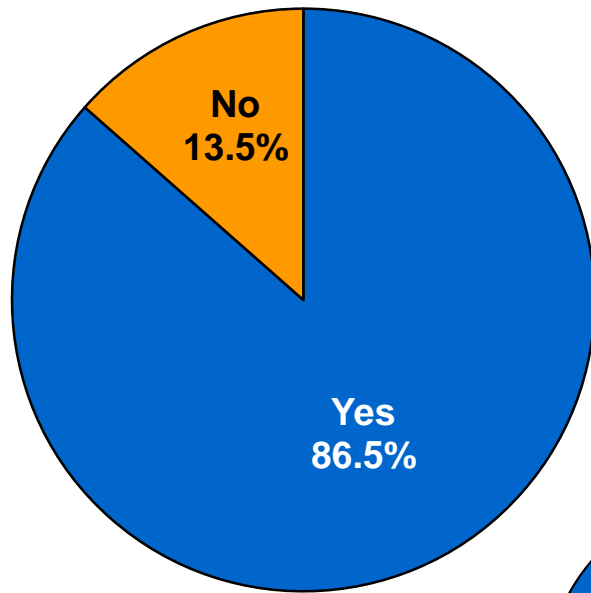
Summer Associates by Firm Size



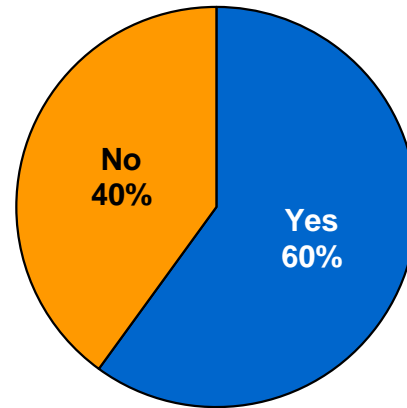
Summer Associates by Office Size



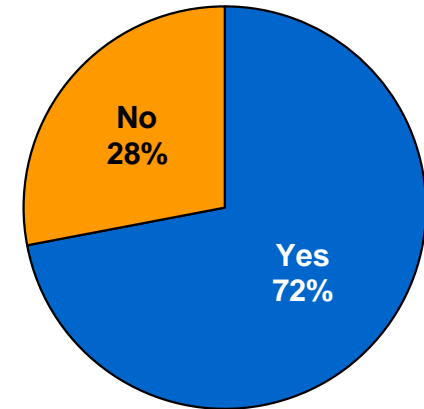
By Firm Size, Do You Have a Firm-wide Recruitment Director/Chief?



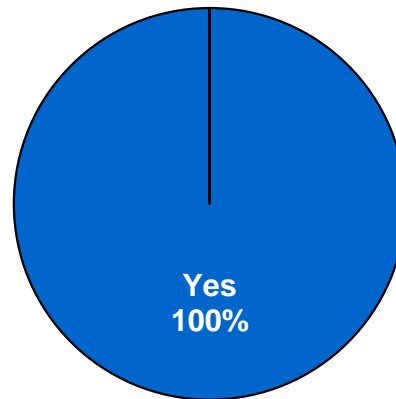
All Firm/Agency Respondents



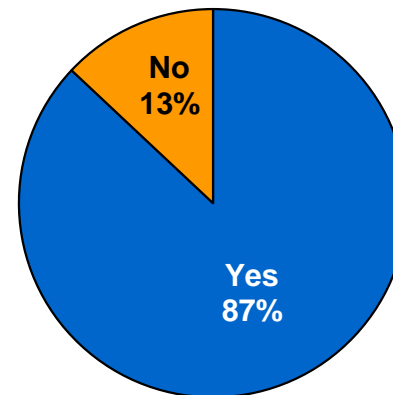
1 - 250



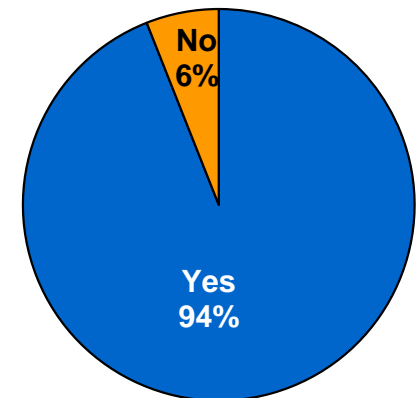
251 - 500



501 - 750



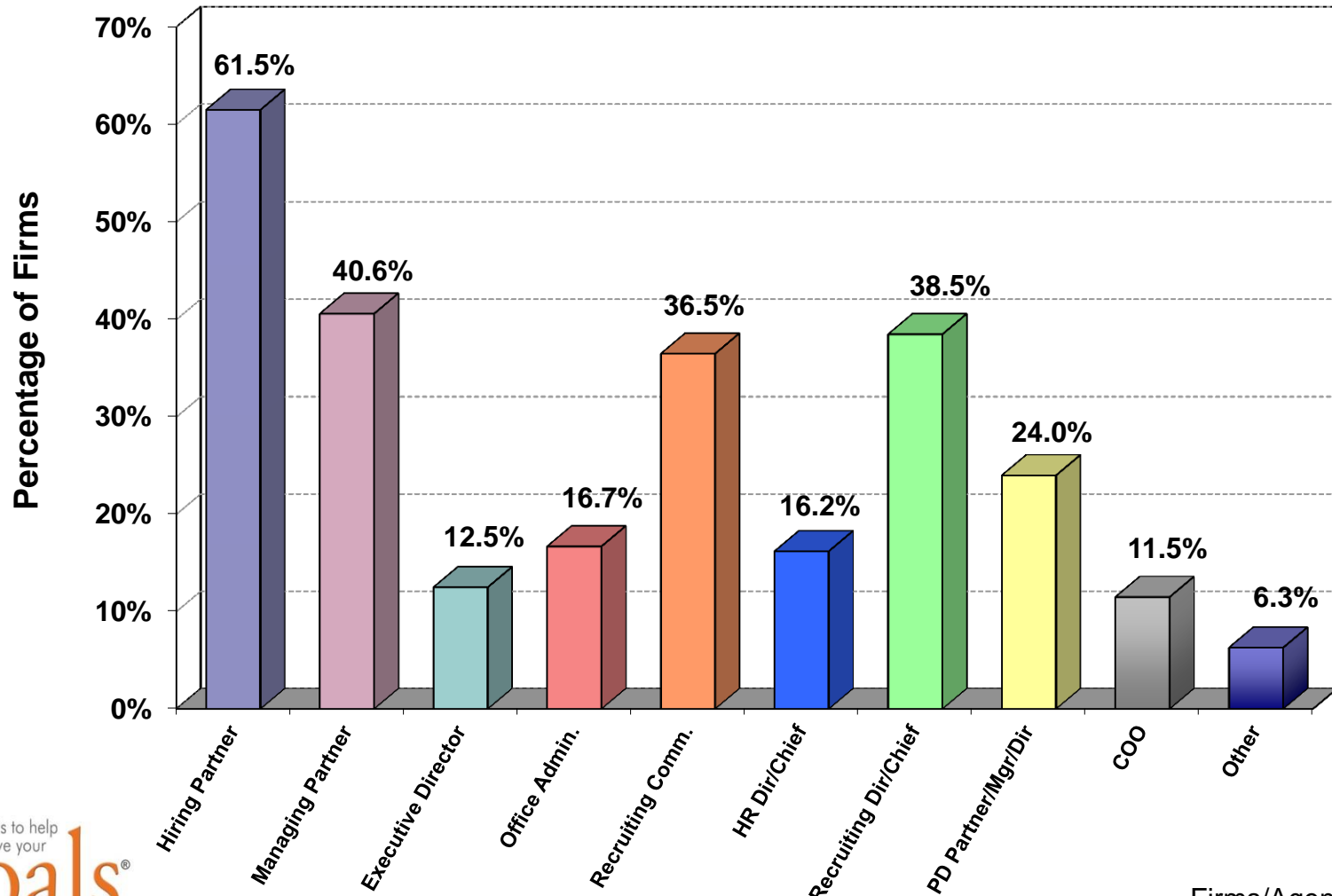
751 - 1000



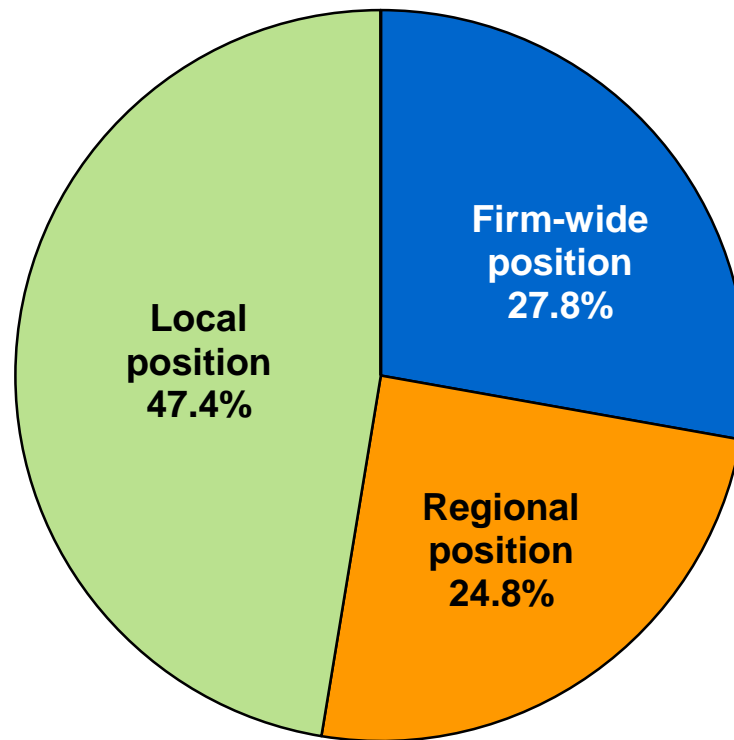
1001+

Firms/Agencies - 26

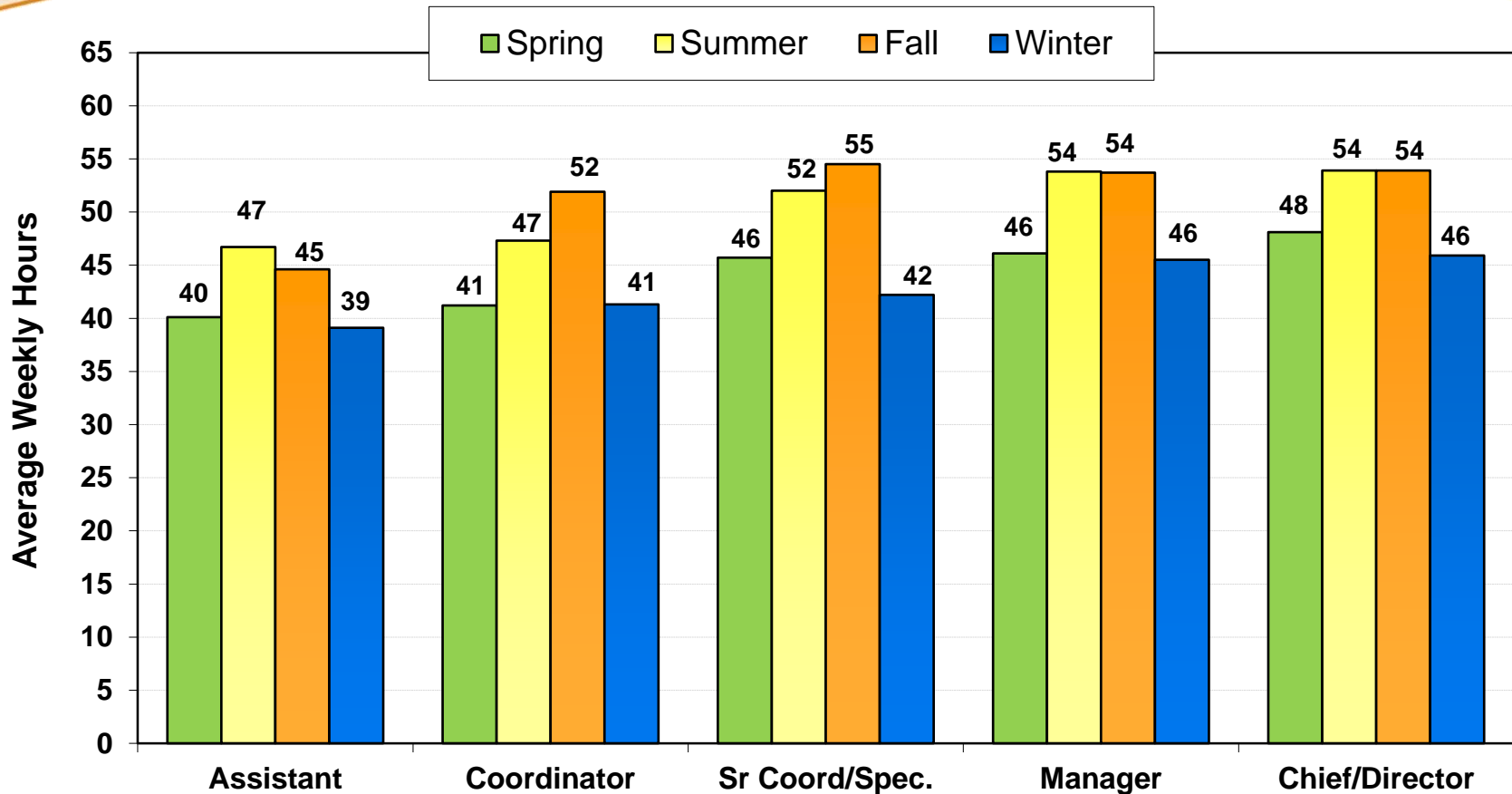
Reporting Structure: Who Does Your Department Report To?



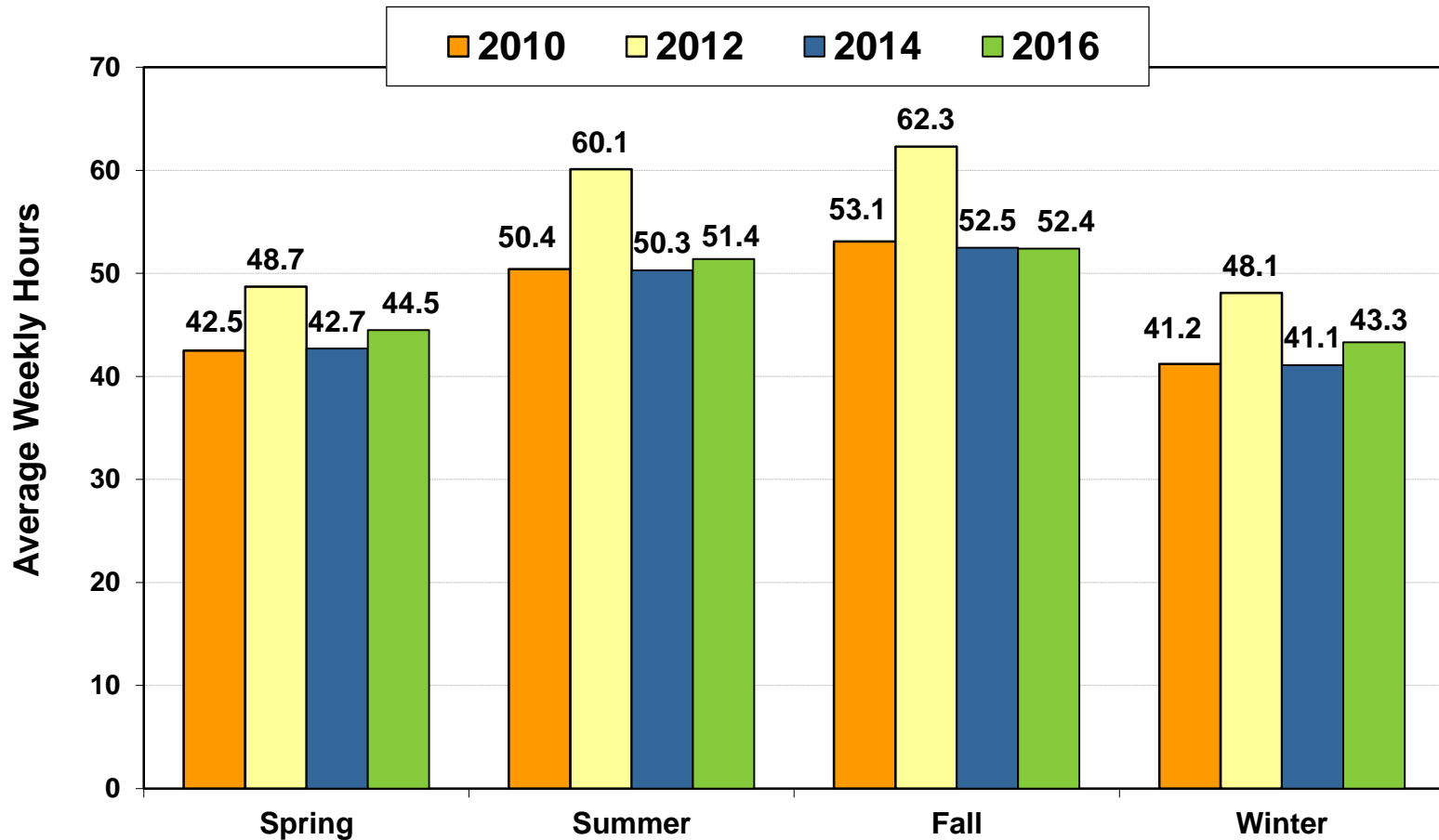
Is Your Role Local, Regional, or Firm-wide?



Average Weekly Hours Worked Per Recruiting Season By Title



Average Weekly Hours per Season, 2010, 2012, 2014, 2016



Salary Survey Results for Law School Career Services

WALRAA Law School Career Services Respondents

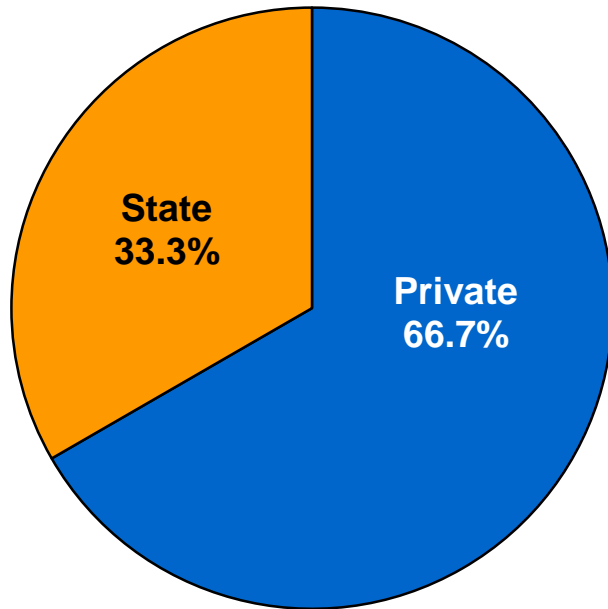
30 Respondents' Salary and Industry Information

- By Title
 - Assistant/Associate Dean: 5
 - Director: 6
 - Assistant/Associate Director: 13
 - Manager/Assistant Manager: 4*
 - Career Counselor: 1*
 - Admin. Personnel: 1*
- By # of Full-time Students
 - 301-400: 4
 - 401-500: 2
 - 501+: 23

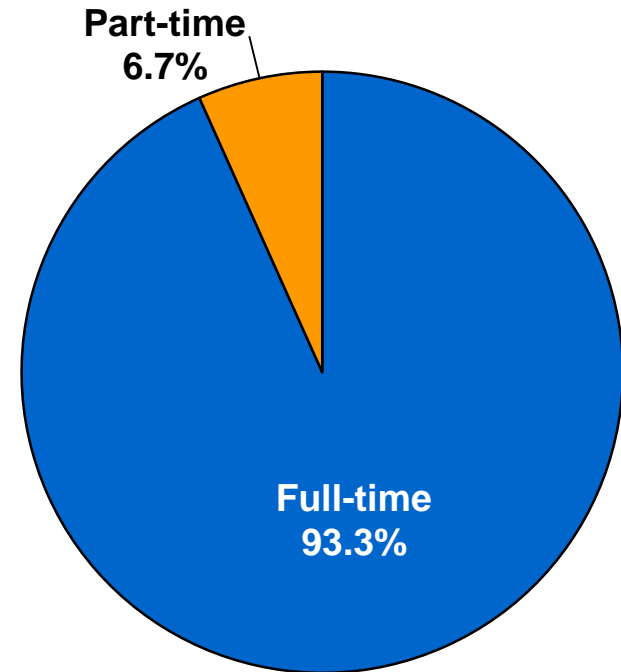
* Insufficient number of respondents to show separate data for these titles

Career Services: Survey Respondents' Role Overview

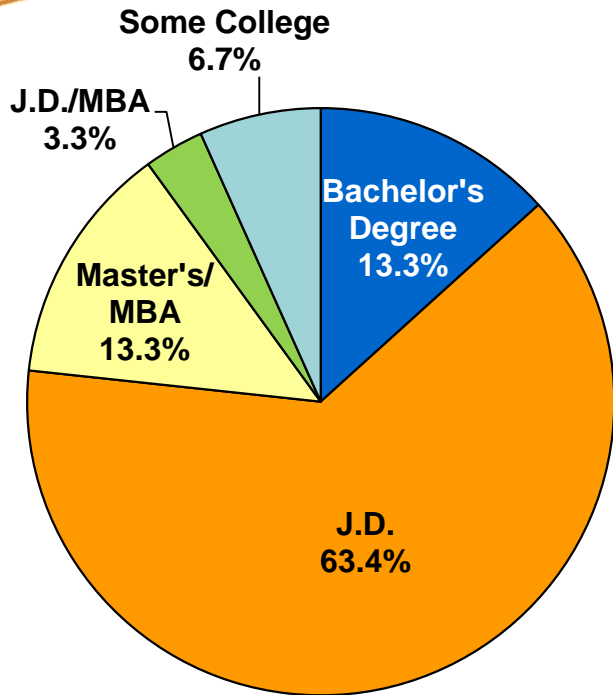
Is your school a state or private institution?



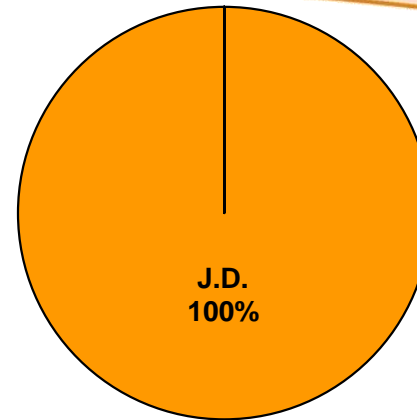
Do you work full or part-time?



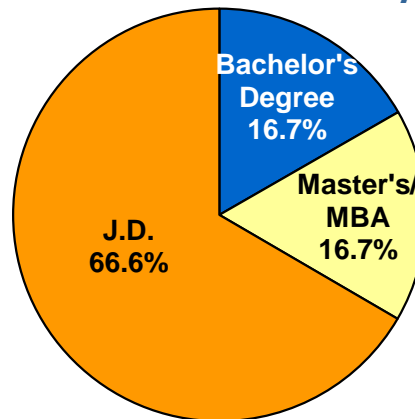
Highest Level of Education Attained, by Title



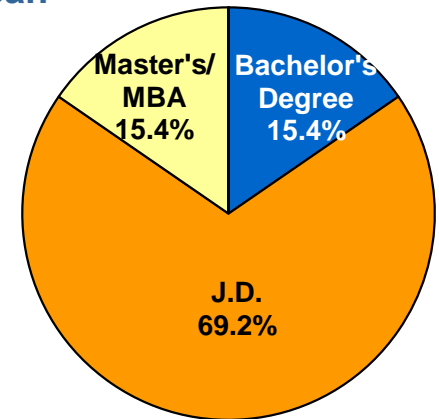
All Career Services Respondents



**Assistant/
Associate Dean**

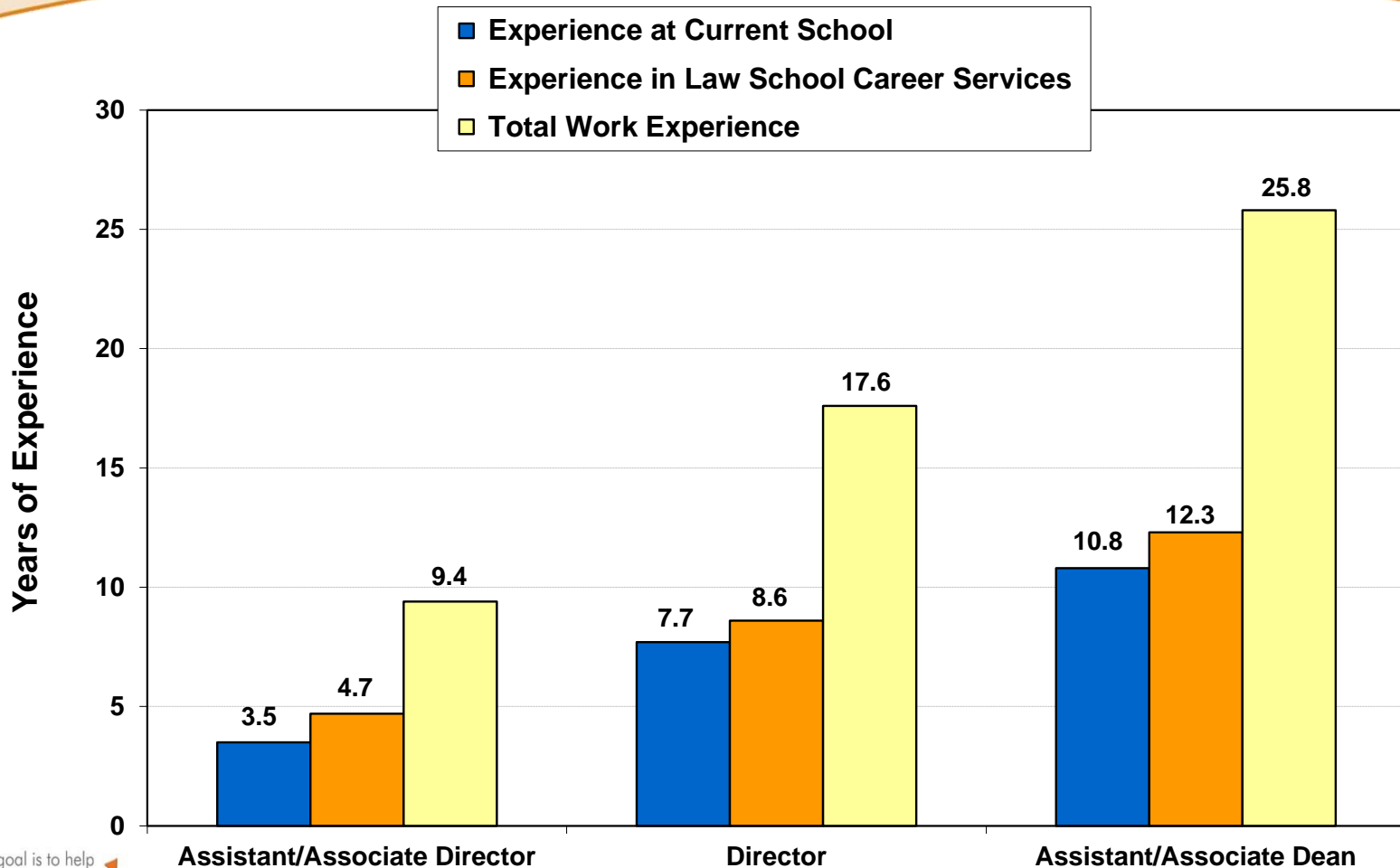


Director



**Assistant/
Associate Director**

Career Services: Average Years of Experience

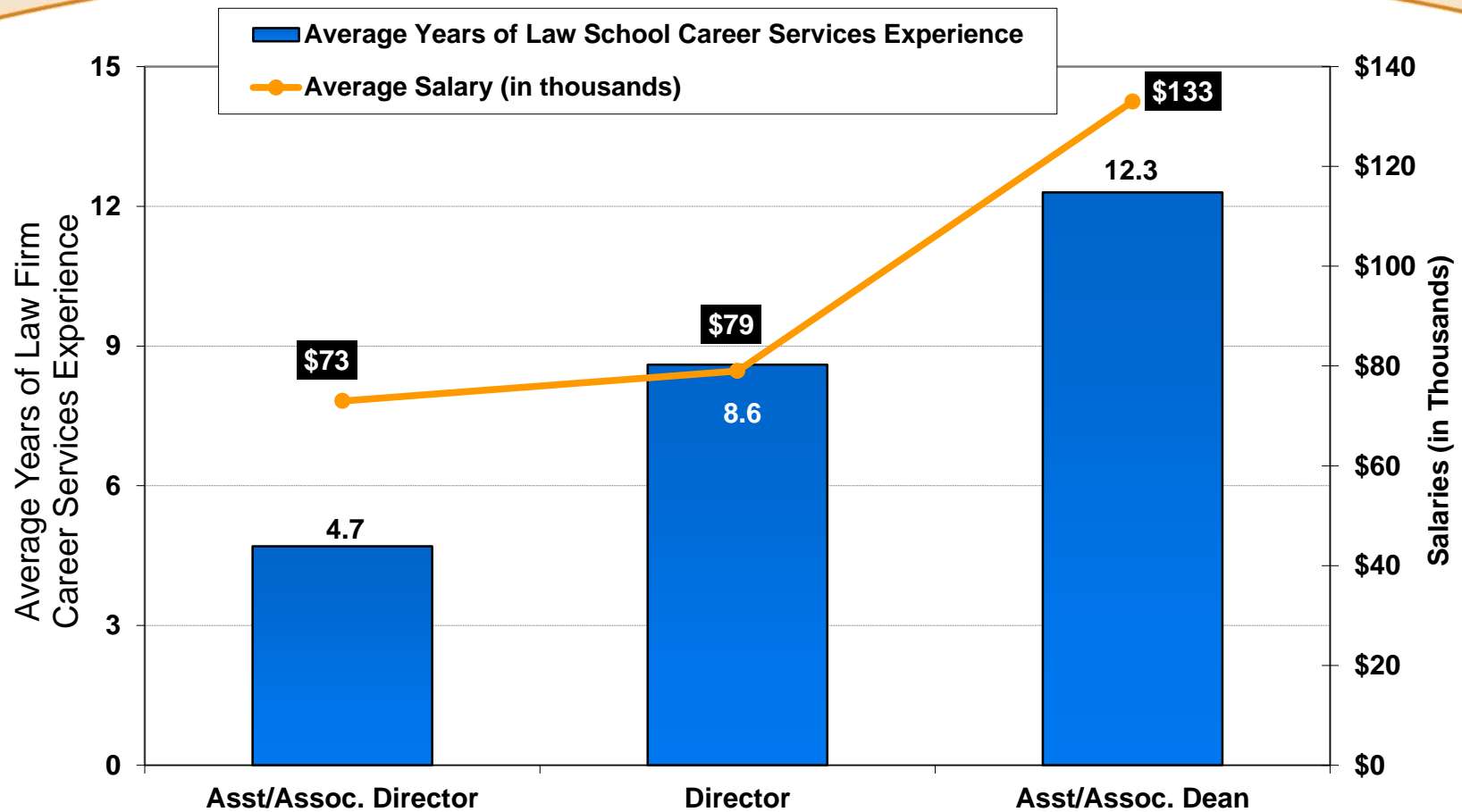


Career Services: Average Salaries

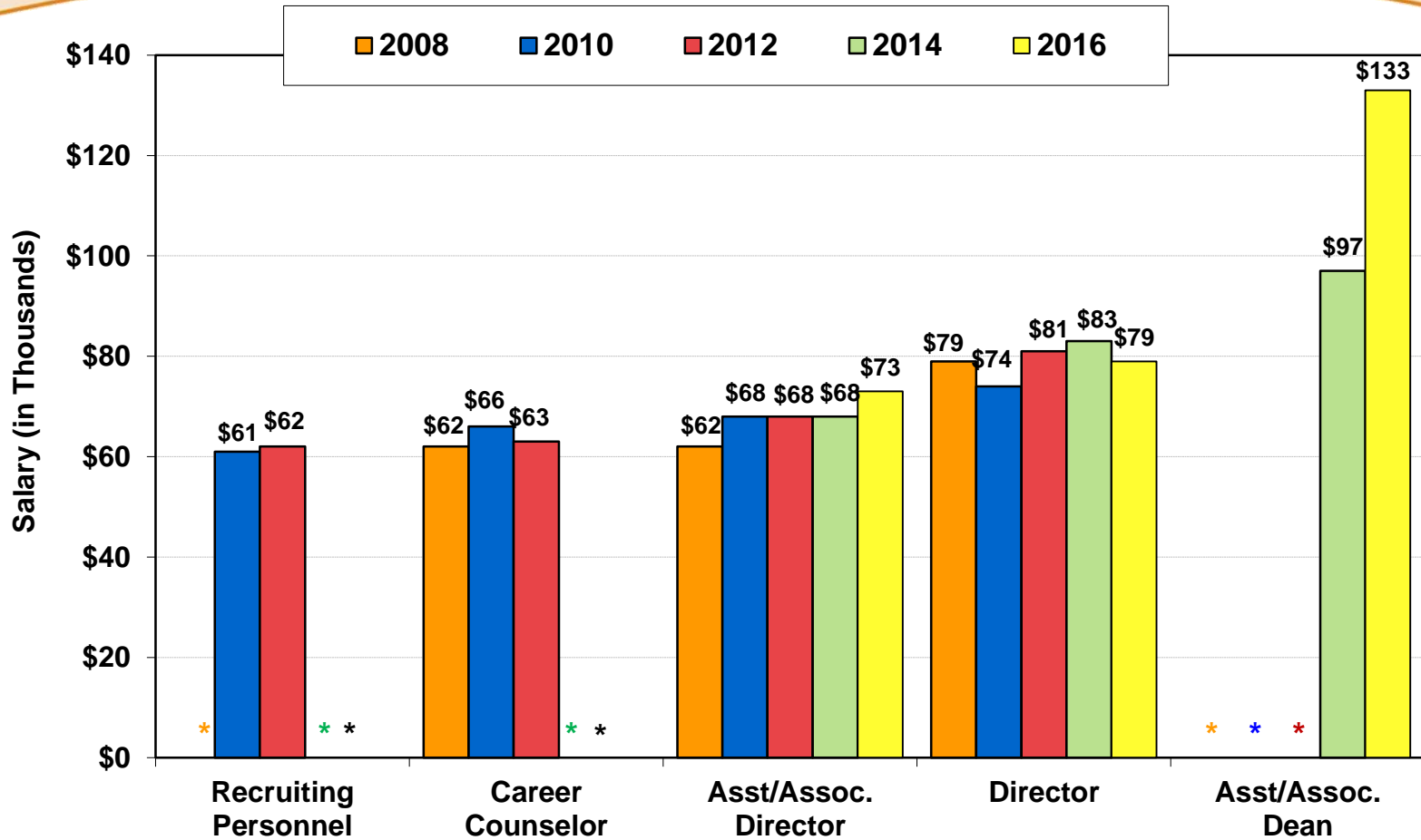
<u>Title (# responses)</u>	<u>Avg. Salary</u>	<u>Median</u>	<u>25% - 75% Salary Range</u>	<u>Raise</u>
Assistant/Associate Dean (5):	\$133,338	\$137,500	\$114K - \$156K	*
Director (6):	\$78,833	\$78,000	\$73K - \$83K	*
Assistant/Associate Director (12):	\$73,333	\$74,000	\$69K - \$80K	2.7%

* Insufficient number of respondents for Career Counselors, Managers, Recruiting & Administrative Personnel, Bonus data, and some Raise data

Career Services: Average Salary vs. Years of Experience

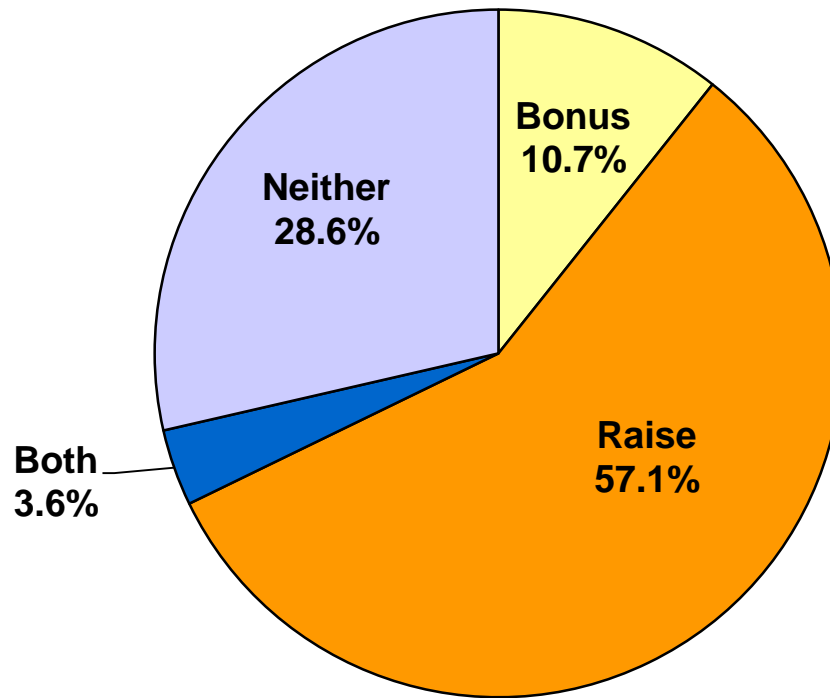


Average Salaries for Career Services: 2008, 2010, 2012, 2014, 2016



* Insufficient data

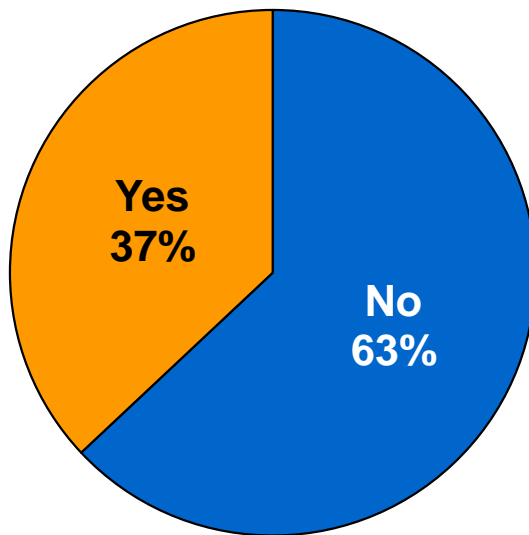
In 2015, Did You Receive a Bonus and/or a Raise?



**All Career Services
Respondents**

Compensation & Benefits

Do you believe you are fairly compensated?

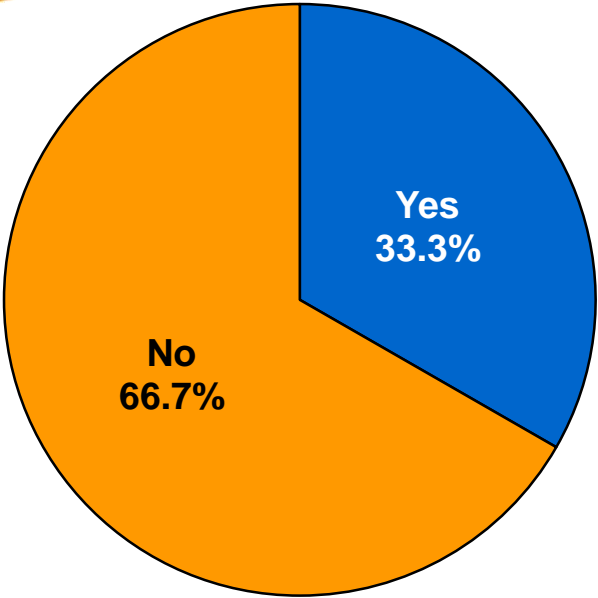


In 2014, 48% felt fairly compensated

What benefits do you receive?

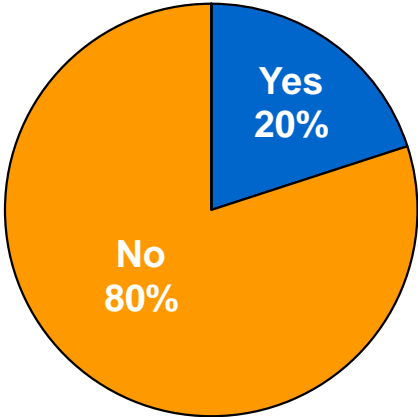
- Average PTO – 23 days
- 100% of schools offer 403(b) plans
 - 48% offer matching
 - 30% contribute regardless of employee contribution
 - 22% offer both matching and contributions
- Tuition reimbursement – 74%
- Flexible spending – 78%
- Periodically work from home – 67%
- Mileage reimbursement – 44%
- Health club membership/discounts – 41%
- Flex Days – 41%
- Transportation discount – 37%
- Laptop – 22%

Have You Had a Promotion with a Title Change at Your Current Organization?

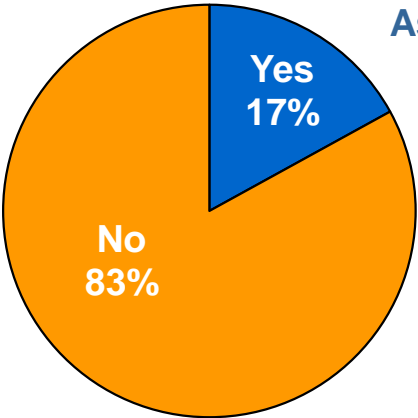


All Career Services Respondents

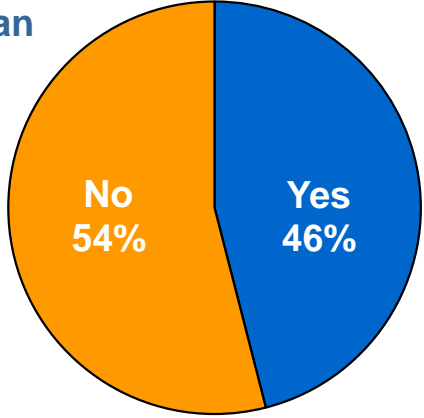
In 2014, 39% had a promotion with title change



Assistant/
Associate Dean

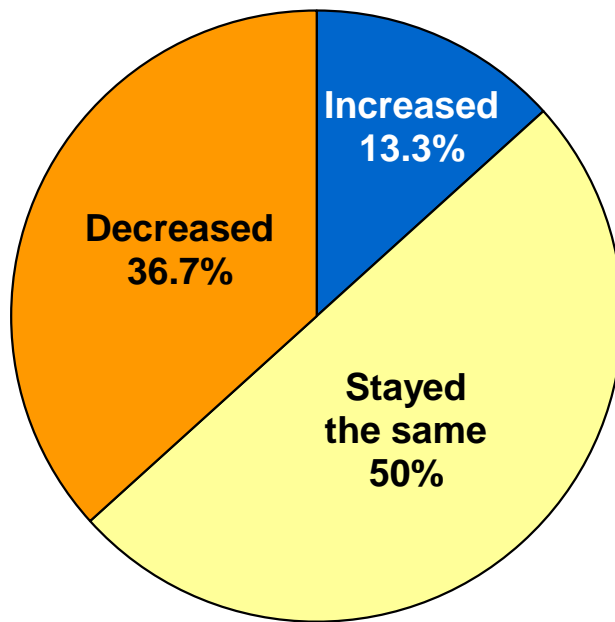


Director

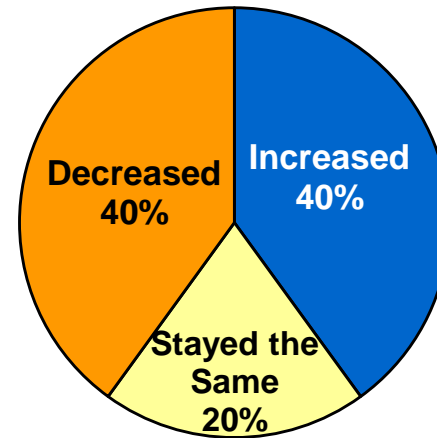


Assistant/
Associate Director

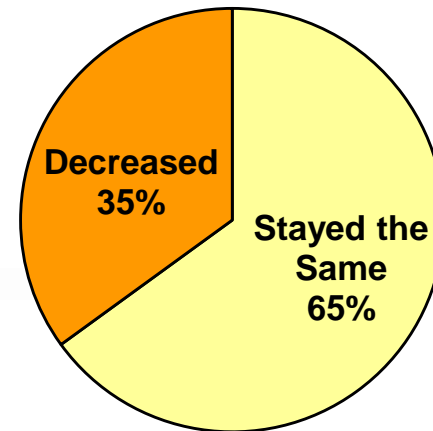
In the Past 2 years, Has Your Department Size...



All Career Services Respondents



State Schools



Private Schools

Department Size

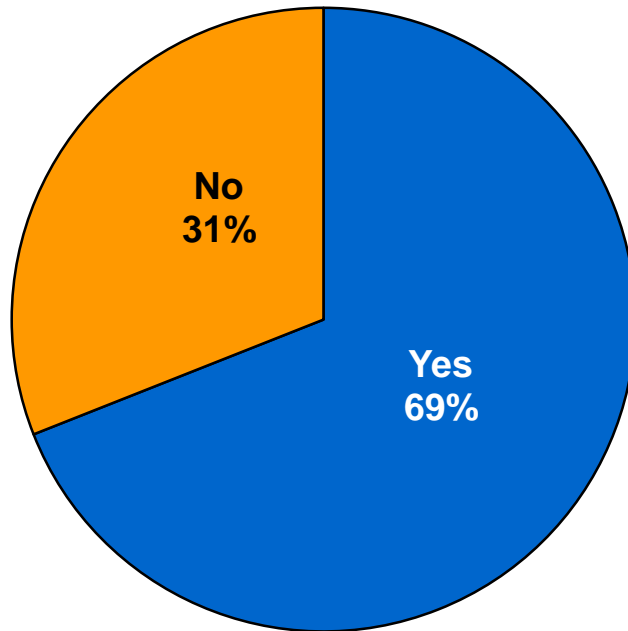
Overall Average Department Size: 12.5

Department Numbers - By Position

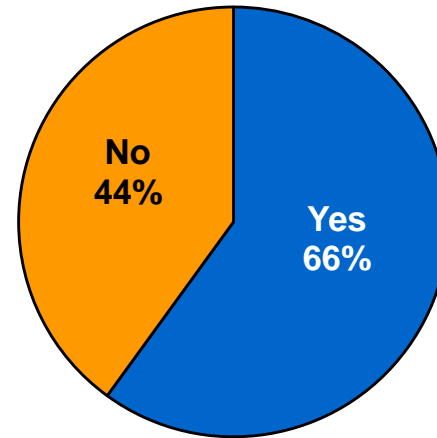
- **Assistant/Associate Deans: 1.1**
- **Career Counselors*:**
 - **General JD Counseling: 4.2**
 - **Alumni: 1.1**
 - **Clerkships: 1**
 - **Diversity & Inclusion: .7**
- **Recruiting Personnel: 1.2**
- **Administrative Staff: 3.4**
- **Employer Outreach: 1.4**

* Some career counselors cover multiple areas

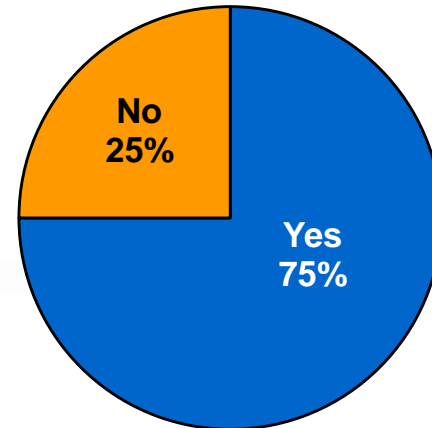
Is Your Office Appropriately Staffed?



All Career Services Respondents

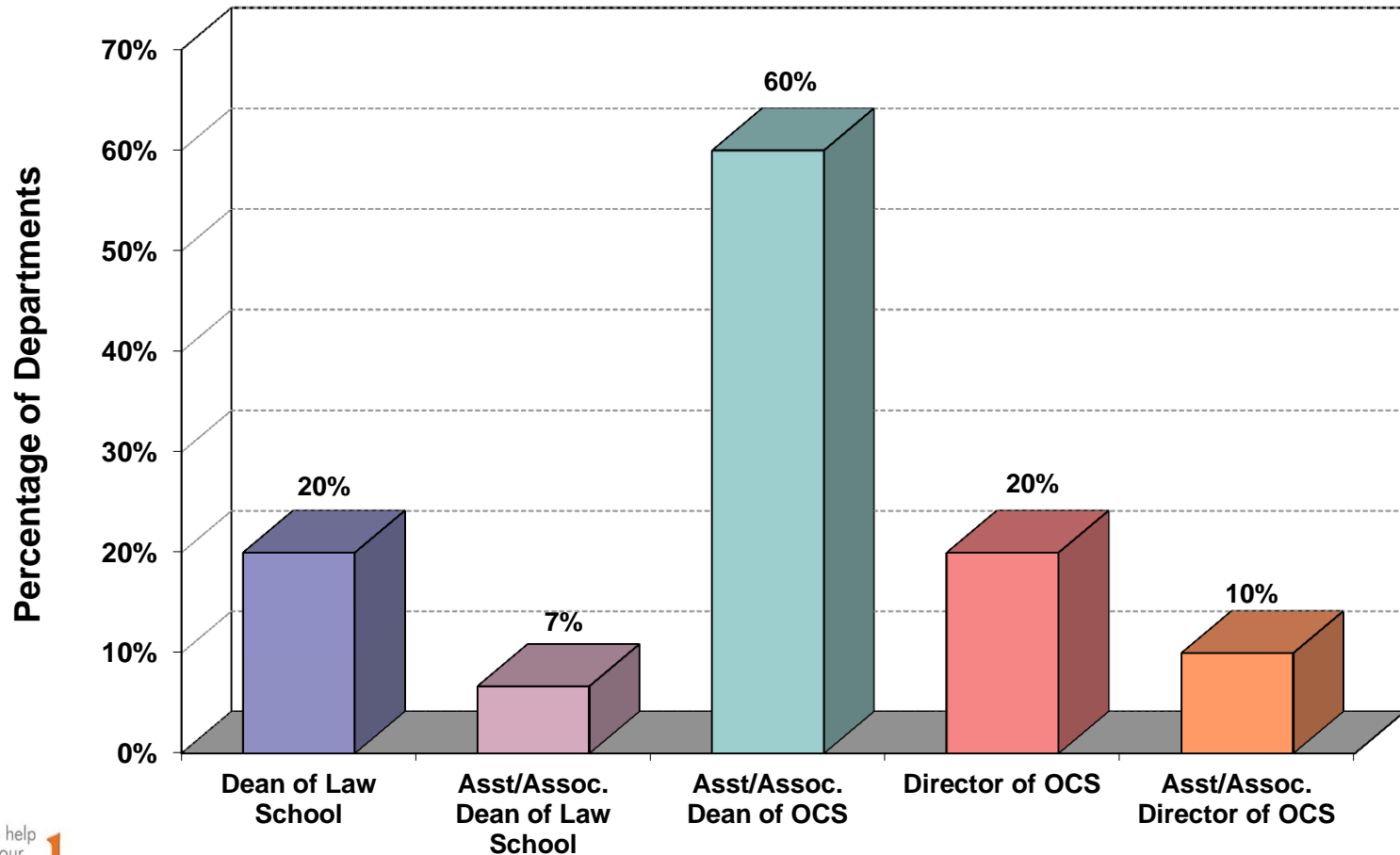


State Schools

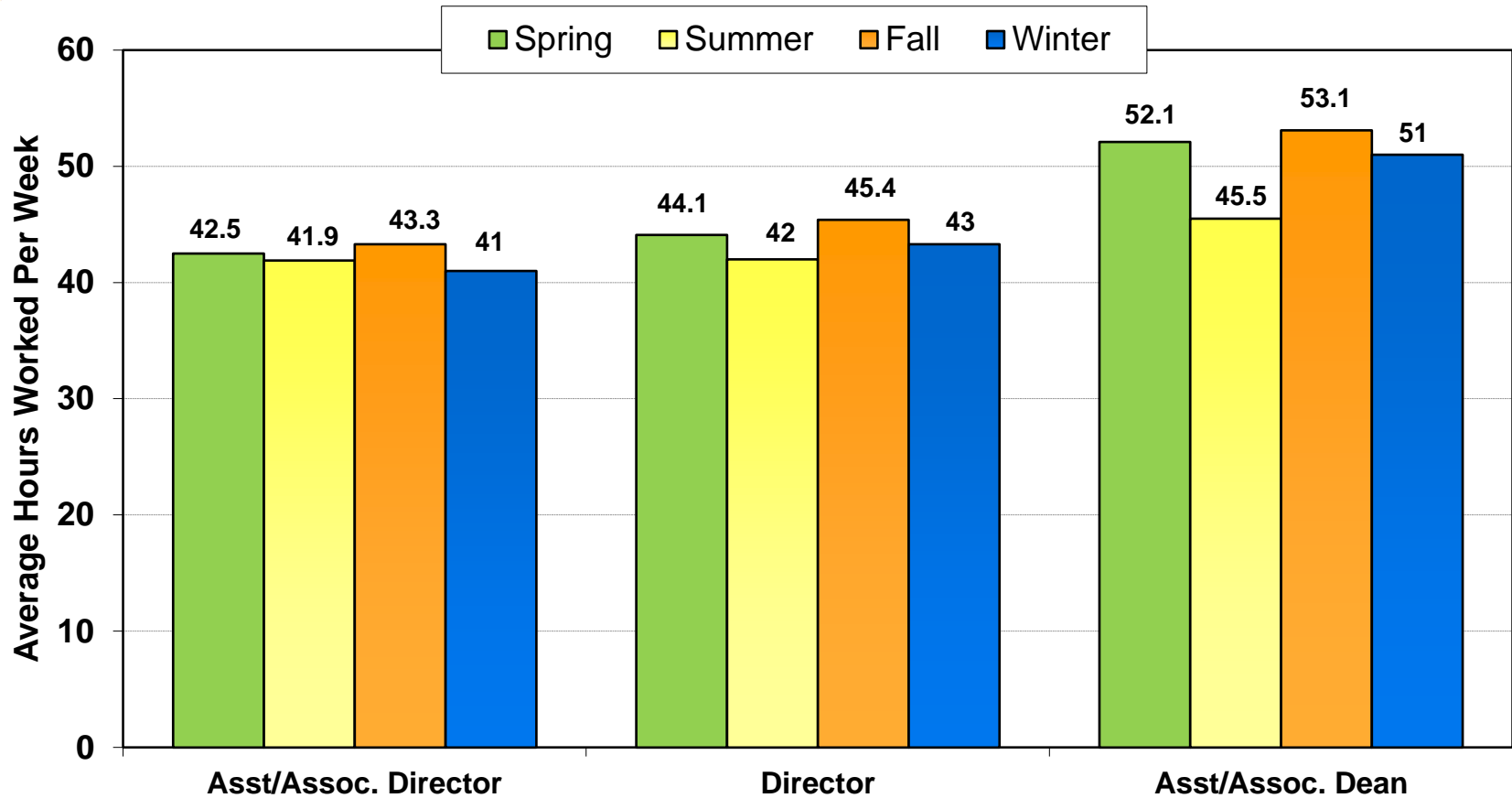


Private Schools

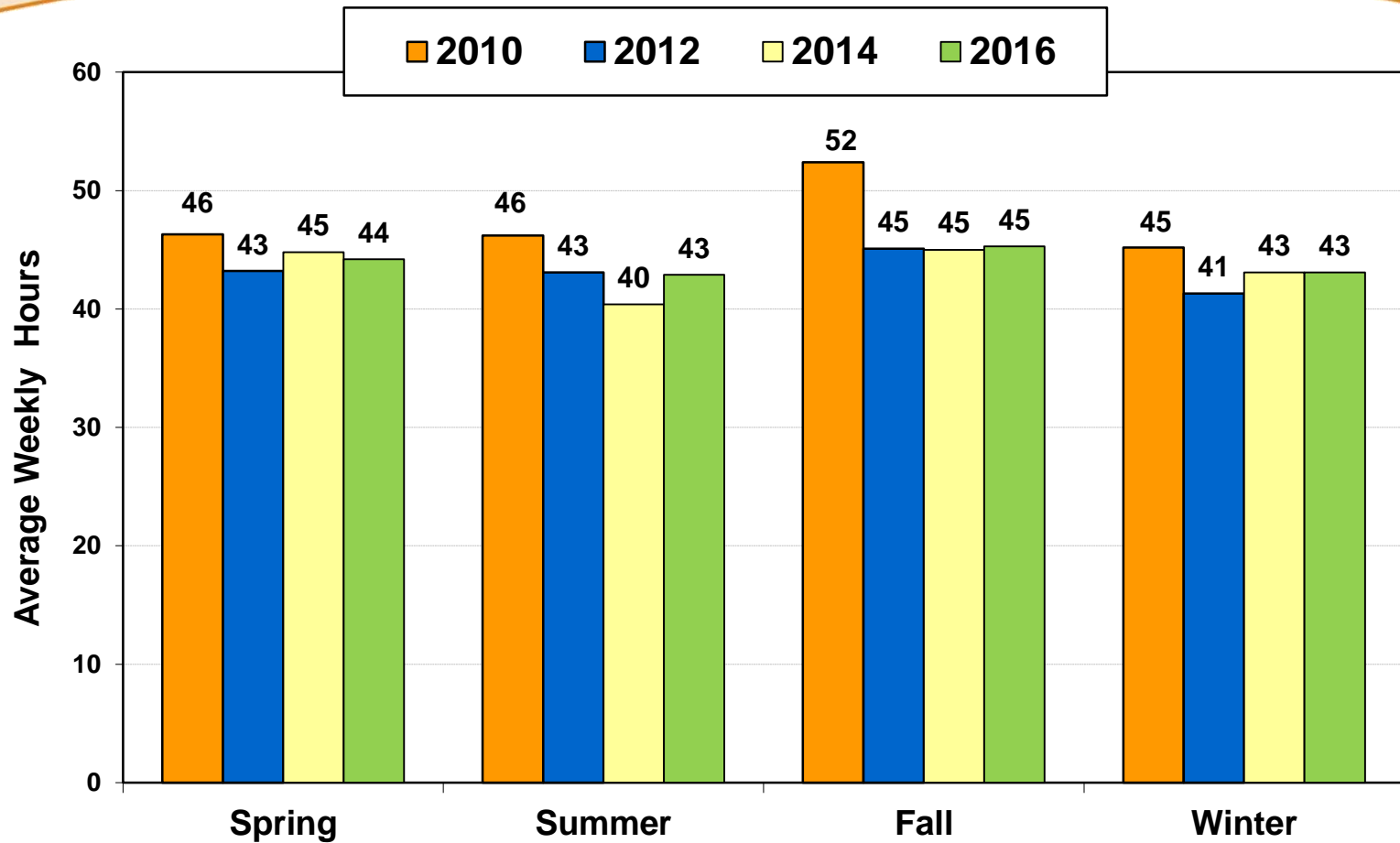
Who Does Your Department Report To?



Average Weekly Hours Worked Each Season, By Title



Law Schools Average Weekly Hours per Season: 2010, 2012, 2014 & 2016



In the Past 18 Months, Has Your School Experienced:

Approximately 47% of you indicated your school experienced “cuts” in the past 18 months

- **The most common cut was a decrease in staff**
- **Several respondents experienced:**
 - **Salary freezes**
 - **No bonus**
- **The majority of the reported cuts were from private schools**

Next Steps

How to Best Present this Information

Think about what is most **appropriate** for your organization's **culture**.

What's the right **tone**? What's your **message**?

- **Make a business case and provide evidence**
 - Identify who your organization sees as their peer group and provide comparative intel
 - Give them a picture of where the market is now and ask to be brought to market
- **Write a pre-review memo**
 - Think about who your Dean/Hiring Partner has to “convince” and arm them with specifics
 - Give examples of how you went beyond your job description and saved resources or added extra value

Remember, in today's market, no one gets get a raise or bonus for “Doing Their Job”

Addendum: Salary & Responsibility Breakdown

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All Assistants = 10
Avg. Salary = \$45,980
Avg. Bonus: \$1,464 **Avg. Raise: 3.2%**
Avg. OT 2015: \$3,209 **Avg. OT 2014: ***
Average Years of Legal Recruiting Exp. = 1.3

<u>Firm Size:</u>	<u>251 – 1000</u>	<u>1001+</u>
Avg. Salary:	\$45,700	\$46,260
Avg. Bonus:	\$1,287	*
Avg. Raise:	*	*
Avg. 2015 OT:	\$2,041	\$4,669

* Insufficient number of responses

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All OT Eligible Coordinators = 13

Avg. Salary = \$60,838

Avg. Bonus: \$2,122 Avg. Raise: 5.4%

Avg. OT in 2015: \$8,277 Avg. OT in 2014: \$6,803

Average Years of Legal Recruiting Exp. = 3.2

<u>Firm Size:</u>	<u>501 - 750</u>	<u>1000+</u>
Avg. Salary:	\$58,983	\$60,250
Avg. Bonus:	*	*
Avg. Raise:	5.8%	*
Avg. 2015 OT:	\$4,338	*

* Insufficient number of responses for Firm Sizes 1-500, 751-1000, and some Bonus, Raise, and OT data

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All Exempt Coordinators = 7

Avg. Salary = \$66,631

Avg. Bonus: \$5,795 Avg. Raise: 4.8%

Average Years of Legal Recruiting Exp. = 4.1

<u>Firm Size:</u>	<u>501+</u>
Avg. Salary:	\$67,737
Avg. Bonus:	\$6,619
Avg. Raise:	5.5%

* Insufficient number of responses
for Firm Sizes 1-500

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All Sr. Coord./Specialists = 12
Avg. Salary = \$80,042
Avg. Bonus: \$3,325 Avg. Raise: 5.6%
Average Years of Legal Recruiting Exp. = 6.5

<u>Firm Size:</u>	<u>1 - 500</u>	<u>501+</u>
Avg. Salary:	\$82,567	\$77,517
Avg. Bonus:	\$3,750	\$3,082
Avg. Raise:	6.8%	4.9%

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All Managers = 33
Avg. Salary = \$116,283
Avg. Bonus: \$6,739 Avg. Raise: 4.6%
Average Years of Legal Recruiting Exp. = 12

Firm Size:	251 - 500	501 - 750	751 - 1000	1001+
Avg. Salary:	\$123,120	\$104,100*	\$118,743	\$115,741
Avg. Bonus:	\$5,916	\$4,820	\$8,817	\$7,493
Avg. Raise:	3.8%	3%	5%	5.8%

* Managers in Firm Size 501-750 are slightly more junior, with an average of 9.2 years legal recruiting experience

Law Firms: Average Salary, Bonus, & Raise by Firm Size

All Chiefs/Directors = 11
Avg. Salary = \$189,455
Avg. Bonus: \$15,833 Avg. Raise: 5.7%
Average Years of Legal Recruiting Exp. = 16.1

<u>Firm Size:</u>	<u>1 - 500</u>	<u>501 - 1000</u>
Avg. Salary:	\$185,600	\$179,250
Avg. Bonus:	\$18,250	\$14,375
Avg. Raise:	*	*

* Insufficient number of responses for Firm Size 1001+ and Raise data

Law Firms: Top PD Responsibilities

53% of you have PD responsibilities in addition to Recruiting. PD utilizes about 31% of your time.

Assistant – PD Responsibilities

- Assist with attorney PD (i.e. CLE) – 62.5%
- Support in-house programming – 50%
- Assist with attorney training – 37.5%
- Support on-boarding training/orientation – 37.5%

Coordinator – PD Responsibilities

- Assist with on-boarding training/orientation – 91%
- Help coordinate mentoring program – 72.7%
- Coordinate attorney PD (i.e. CLE) – 54.5%
- Coordinate in-house programming – 54.5%
- Assist with associate evaluations – 45.5%

Sr. Coord./Spec. – PD Responsibilities

- Help manage in-house training – 81.8%
- Coordinate training and orientation – 81.8%
- Coordinate associate evaluation process – 72.7%

Manager – PD Responsibilities

- Manage mentoring program – 75%
- Supervise on-boarding and orientation – 75%
- Manage all attorney training/programming – 58.3%
- Oversee Legal Personnel functions – 50%
- Manage associate evaluation process – 50%

Chief/Director – PD Responsibilities

- Oversee mentoring program – 77.8%
- Oversee attorney training and on-boarding – 66.7%
- Develop and monitor budget – 55.6%

Law Firms - Top Responsibilities: Assistant

General Responsibilities

- Administrative duties – 75%
- Support lateral associate recruiting – 75%
- Help with attorney orientation – 50%
- Assist with diversity initiatives – 50%

Summer Associate Program

- Database entry – 100%
- Assist in drafting SA offer/decline letters – 91.7%
- Assist with social events, SA lunches and firm parties – 83.3%
- Help coordinate SA training and orientation – 58.3%

Law Student Recruiting

- Database entry – 83.3%
- Coordinate with schools to schedule interview dates – 58.3%
- Help plan OCI calendar – 58.3%
- Help arrange travel and interview schedules for candidate and assist with follow-up correspondence – 50%
- Take notes in Recruiting Committee meetings – 50%

Law Firms - Top Responsibilities: Coordinator

General Responsibilities

- Assist with lateral associate recruiting – 68.4%
- Help coordinate attorney orientation – 63.2%
- Support attorney integration activities – 57.9%
- Perform other HR/Marketing/Administrative duties – 47.4%

Summer Associate Program

- Help coordinate SA training and orientation – 73.7%
- Plan social events, SA lunches, and firm parties – 68.4%
- Monitor SA work projects and assignments – 68.4%
- Assist with SA evaluation process – 63.2%

Law Student Recruiting

- Conduct candidate correspondence and follow-up – 57.9%
- Database entry – 57.9%
- Arrange travel and interview schedules for candidates – 57.9%
- Attend Recruiting Committee meetings – 52.6%
- Help plan OCI calendar and events – 52.6%

Partner Recruiting

- Assist with lateral partner on-boarding and integration – 36.8%
- Help prepare candidate information packets for Executive Committee – 21.1%

Law Firms - Top Responsibilities: Senior Coordinator/Specialist

General Responsibilities

- Lead diversity initiatives – 64.7%
- Manage non-partner lateral associate recruiting – 64.7%
- Coordinate attorney orientation – 52.9%
- Facilitate attorney integration – 52.9%

Summer Associate Program

- Plan social events, section parties, SA lunches and firm parties – 70.6%
- Coordinate SA training and orientation – 70.6%
- Help manage SA evaluation process – 70.6%
- Participate in Recruiting Committee meeting – 64.7%

Law Student Recruiting

- Follow-up with candidates – 82.4%
- Participate in Recruiting Committee meetings – 70.6%
- Plan OCI and follow-up events – 70.6%
- Help manage candidate scheduling – 64.7%

Partner Recruiting

- Support lateral partner on-boarding and integration – 17.6%
- Help facilitate the decision-making process – 17.6%

Law Firms - Top Responsibilities: Manager

General Responsibilities

- Non-partner lateral associate recruiting – 85.7%
- Manage recruiting staff – 85.7%
- Budget planning – 68.6%
- Oversee diversity programs – 60%
- Manage attorney orientation – 57.1%

Law Student Recruiting

- Plan OCI calendar – 82.9%
- Participate in Recruiting Committee meetings – 80%
- Plan OCI receptions – 74.3%
- Oversee candidate correspondence – 71.1%
- Coordinate with law schools – 68.6%

Summer Associate Program

- Manage SA training and orientation – 74.3%
- Monitor SA work projects, assignments, and evaluations – 74.3%
- Oversee summer program events – 74.3%
- Participate in Recruiting Committee meetings – 74.3%
- Manage budget preparation – 74.3%

Partner Recruiting

- Help facilitate decision-making meetings – 42.9%
- Support lateral partner on-boarding and integration process – 40%
- Interview and assess partner-level candidates – 34.3%

Law Firms - Top Responsibilities: Chief/Director

General Responsibilities

- **Oversee diversity initiatives – 91.7%**
- **Budget planning and managing recruitment staff – 83.3%**
- **Manage attorney orientation and integration – 75%**
- **Non-partner lateral associate recruiting – 75%**
- **Oversee evaluations process and exit interviews for attorneys – 58.3%**

Summer Associate Program

- **Facilitate recruiting committee meetings – 75%**
- **Monitor SA work projects and assignments – 66.7%**
- **Oversee SA training and evaluations – 58.3%**

Law Student Recruiting

- **Facilitate recruiting committee meetings – 66.7%**
- **Follow-up with candidates – 50%**
- **Oversee OCI calendar planning – 41.7%**
- **Oversee OCI events and prepare budget – 33%**

Partner Recruiting

- **Facilitate decision-making process – 50%**
- **Facilitate lateral partner on-boarding – 25%**
- **Interview/assess partner candidates – 25%**

Law Schools: Overall Department Responsibilities

Responsibilities	Responsibility of Career Services	Responsibility of Another Department in the Law School
Alumni Counseling	96.7%	3.3%
Student Professional Development	96.7%	10%
On-campus Recruiting	96.7%	10%
Program Development	96.7%	10%
Employer Relations	96.7%	3.3%
Judicial Clerkship Counseling	96.7%	3.3%
Private Sector Counseling	93.3%	-
Managing Staff	86.7%	10%
Public Interest Counseling	73.7%	26.7%
Diversity Initiatives	73.3%	33.3%
Government Counseling	76.7%	26.7%
Other responsibilities (HR/marketing/admin)	60%	56.7%
LL.M. Counseling	50%	50%
Alumni Relations/Development	43.3%	93.3%
Accepted/Admitted Student Recruiting	33.3%	73.3%

Law Schools - Top Responsibilities: Assistant/Associate Director

100% say their responsibilities
have increased in the past year

Responsibilities	Your Responsibilities
Private Sector Counseling	69.2%
Program Development	61.5%
Employer Relations	46.2%
Government Counseling	38.5%
Diversity Initiatives	38.5%
Managing Staff	38.5%
Judicial Clerkship Counseling	30.8%
Public Interest Counseling	23.1%
Student Professional Development	23.1%

Law Schools - Top Responsibilities: Director

33% say their responsibilities have increased in the past year

Responsibilities	Your Responsibilities
Private Sector Counseling	100%
Program Development	100%
Employer Relations	83.3%
Student Professional Development	66.7%
Alumni Counseling	50%
Managing Staff	50%
On-campus Recruiting	50%
Alumni Relations/Development	33.3%

Law Schools - Top Responsibilities: Assistant/Associate Dean

60% say their responsibilities have increased in the past year

Responsibilities	Your Responsibilities
Employer Relations	100%
Student Professional Development	100%
Program Development	80%
Managing Staff	80%
Accepted/Admitted Student Recruiting	80%
Private Sector Counseling	80%
Alumni Counseling	60%
Alumni Relations/Development	60%
Public Interest Counseling	40%

WALRAA Industry Survey for Law Firms, Government Agencies and Law School Career Services

Presented

By Eva Wisnik

Fall 2016



Our goal is to help
you achieve your

goals

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