



**2023
WALRAA
Industry Survey
for Law Firms;
Government Agencies; and
Law School Career Services**



Wisnik Career Enterprises, Inc.
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Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers.

Dear WALRAA Members,

We are excited to share the current findings from the 2023 Wisnik WALRAA Industry Survey with you. The results that follow were generated from 119 responses. Thank you to all of those who participated!

Our goal in sharing this information with you is to offer benchmarks for where you, your staff, and your department fall as compared to your peers. We believe that these salary and bonus numbers reflect the current market accurately. By this, I mean that if a firm were to call tomorrow and ask us what they needed to pay a Recruiting Manager, we would confidently quote them the numbers in this report. We have found that the new jobs we have received in the past year fall into these ranges.

We hope that you find the enclosed information valuable. Your responses to this Wisnik WALRAA Industry Survey help us to capture and confirm market trends. Please let us know if there is any way we can help you achieve your goals!

All the best,
Eva Wisnik

Biography



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 27 years, she has worked with over 120 law firms, including 86 of the AmLaw 100. Eva has placed over 1000 recruiting and marketing professionals into law firms nationwide and has conducted over 800 training programs for attorneys and law firm professionals on topics that include How to Thrive as a New Attorney, Interviewer Training, and Time Management. In addition, **Wisnik Career Enterprises, Inc.** has conducted over 60 salary surveys for law firm professionals since 1998.

Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College. She is the author of *Your Fairy Job Mother's Secrets for Success* and is a certified Health Coach.



Our goal is to help you achieve your goals

Participant Response Breakdown

Total of 101 Law Firm & Government Agency professionals' salary and industry information by:



Position

- Chief: 2*
- Director: 19
- Senior Manager: 10
- Manager: 37
- Specialist/Sr. Coordinator: 17
- Coordinator: 14
- Assistant: 2*



Firm Size

- 1-250: 8
- 251-500: 11
- 501-750: 12
- 751-1000: 14
- 1001-1300: 19
- 1301+: 35



Office Size

- 1-75: 12
- 76-125: 20
- 126-175: 14
- 176-225: 10
- 226-300: 21
- 301-350: 10
- 351-400: 6
- 401+: 6

* = these results will not be included in the breakdowns, due to insufficient data

Participant Response Breakdown

Total of 18 Law School Career Services professionals' salary and industry information by:



Position*

- Assistant/Associate Dean: 5
- Director: 4
- Assistant/Associate Director: 4
- Career Counselor/Advisor: 2*
- Administrative Staff: 2*
- Employer Outreach Consultant: 1*



Full Time Students

- 101-150: 0*
- 151-200: 0*
- 201-250: 0*
- 251-300: 0*
- 301-350: 1*
- 351-400: 2*
- 401-500: 1*
- 501+: 9

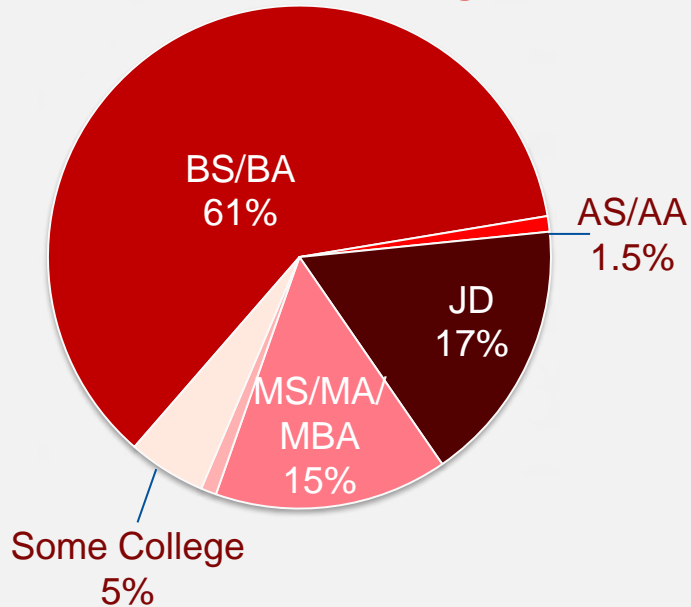
* = these results will not be included in the breakdowns, due to insufficient data

Profile of WALRAA Professionals



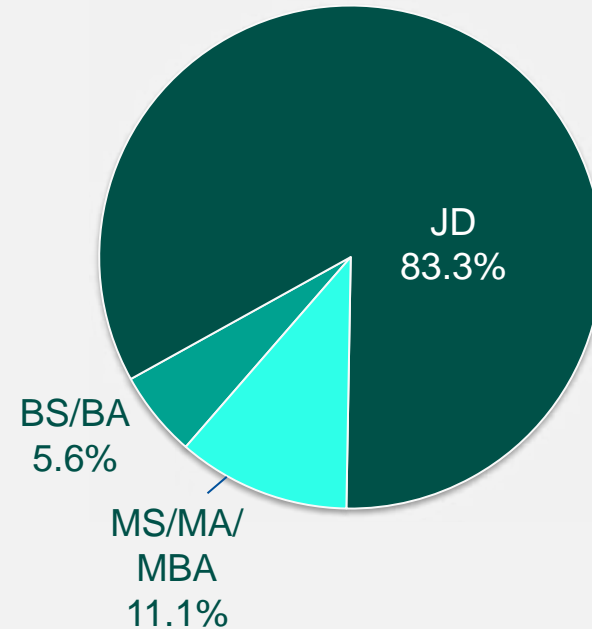
Highest Degree of Education by Job Title

Law Firms/Gov't. Agencies



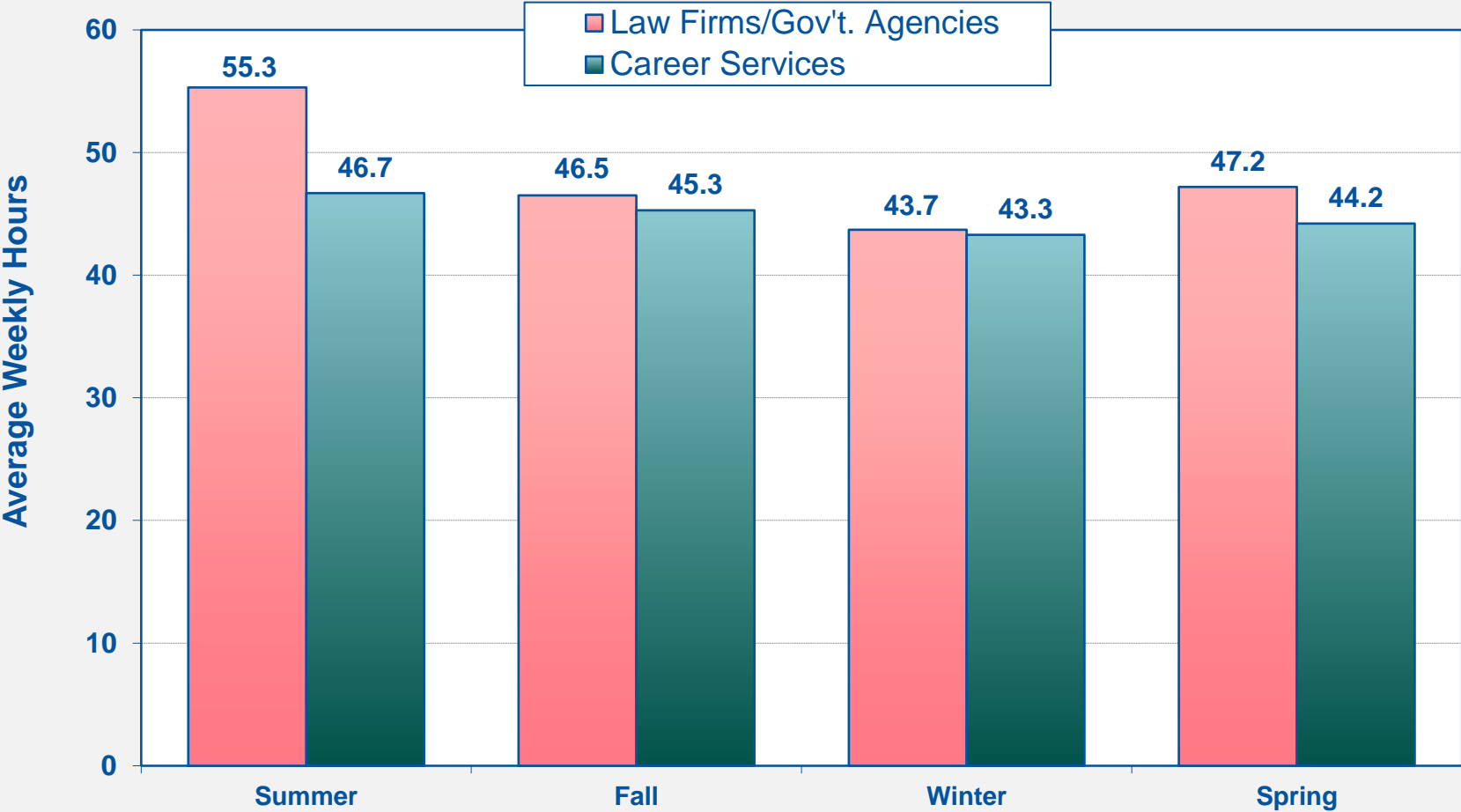
In 2021, 14% held a JD.

Career Services



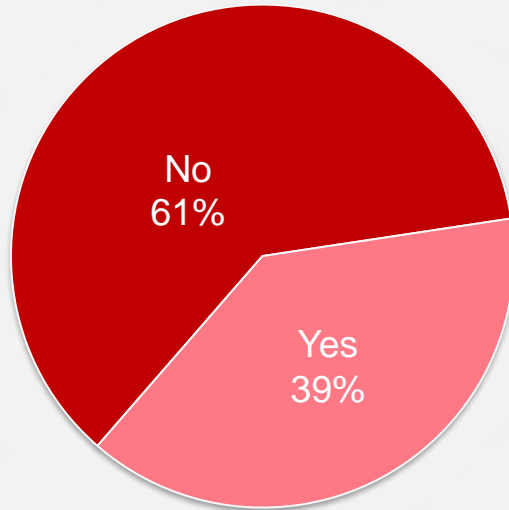
In 2021, 71.5% held a JD.

Average Hours Worked Per Week, Breakdown by Season in 2022



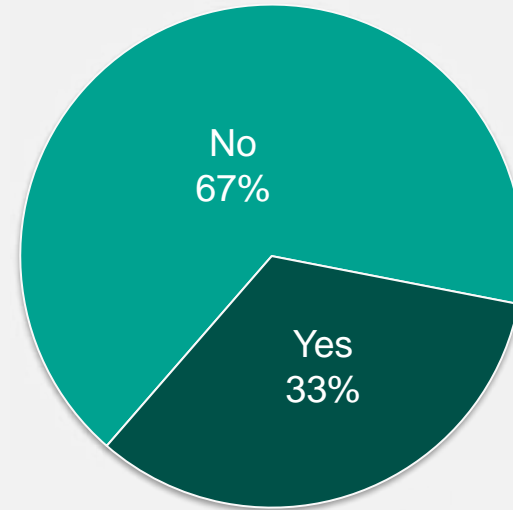
In the Past 2 Years, Have You Had a Promotion with a Title Change?

Law Firms/Gov't. Agencies



In 2021, 38% had a promotion with a title change.

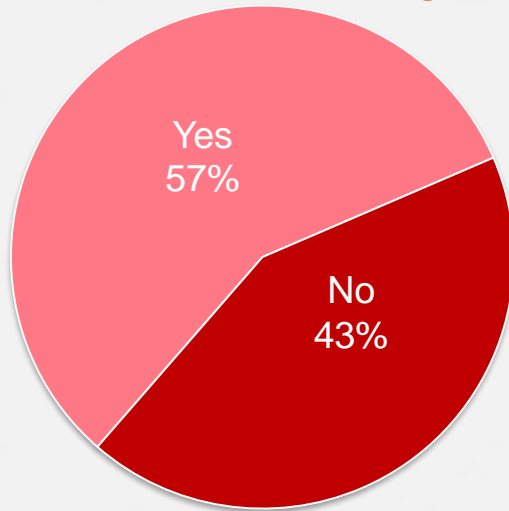
Career Services



In 2021, 7% had a promotion with a title change.

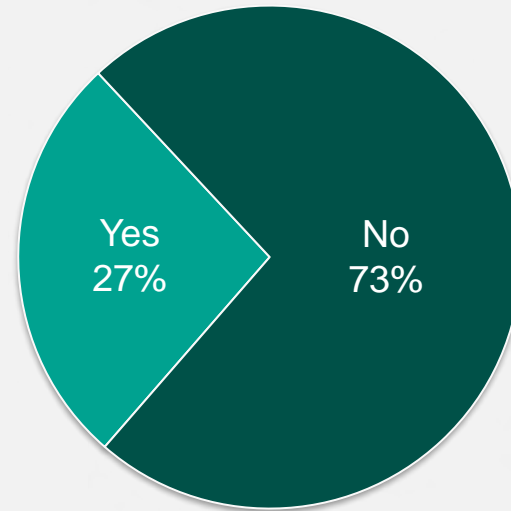
Do You Believe You Are Fairly Compensated?

Law Firms/Gov't. Agencies



In 2021, 46% felt they were fairly compensated.

Career Services



In 2021, 27% felt they were fairly compensated.

Salary & Department Trends

Law Firms & Government Agencies



Average Years of Experience

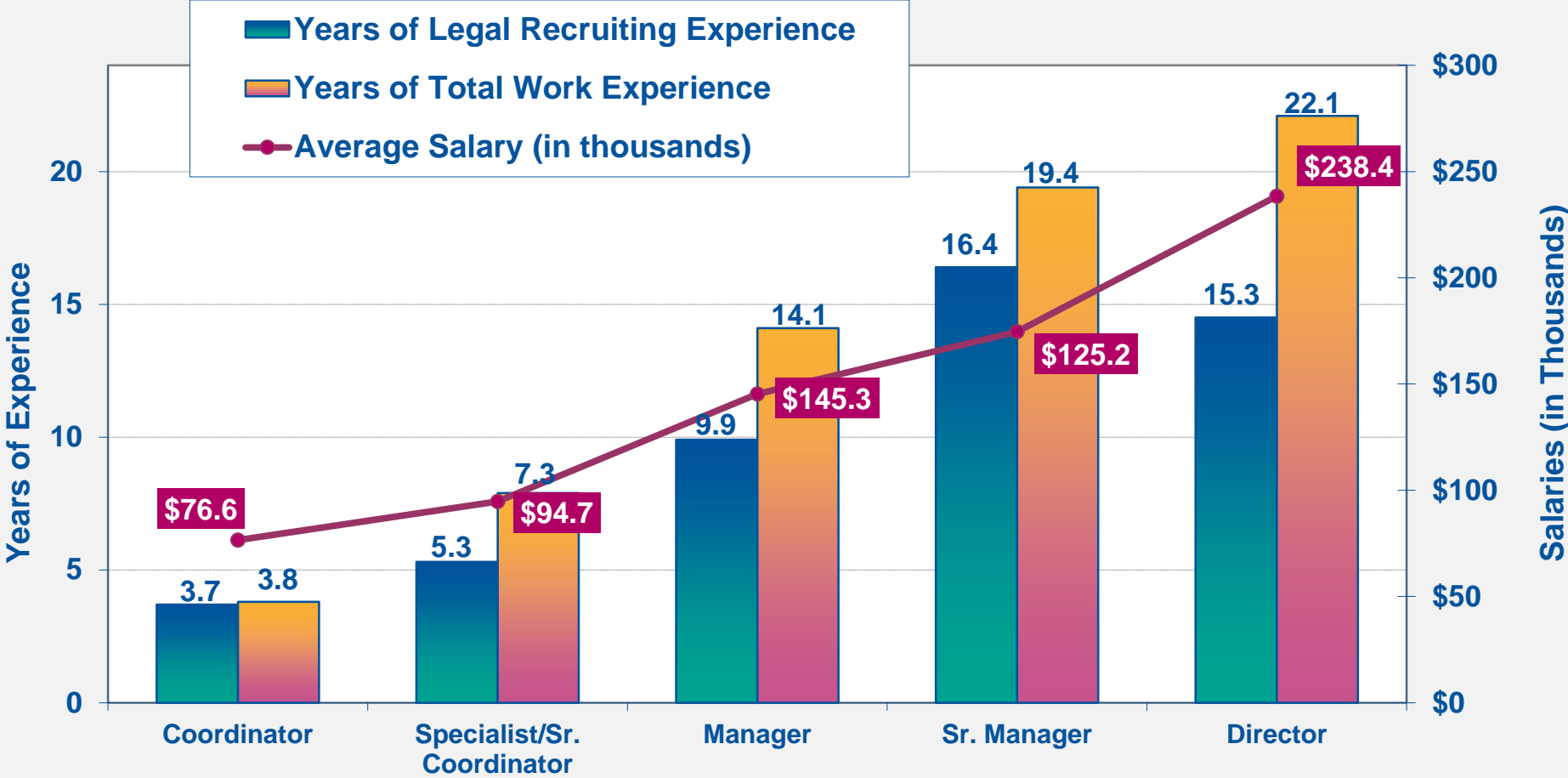


All Respondents: Average Salaries, By Title

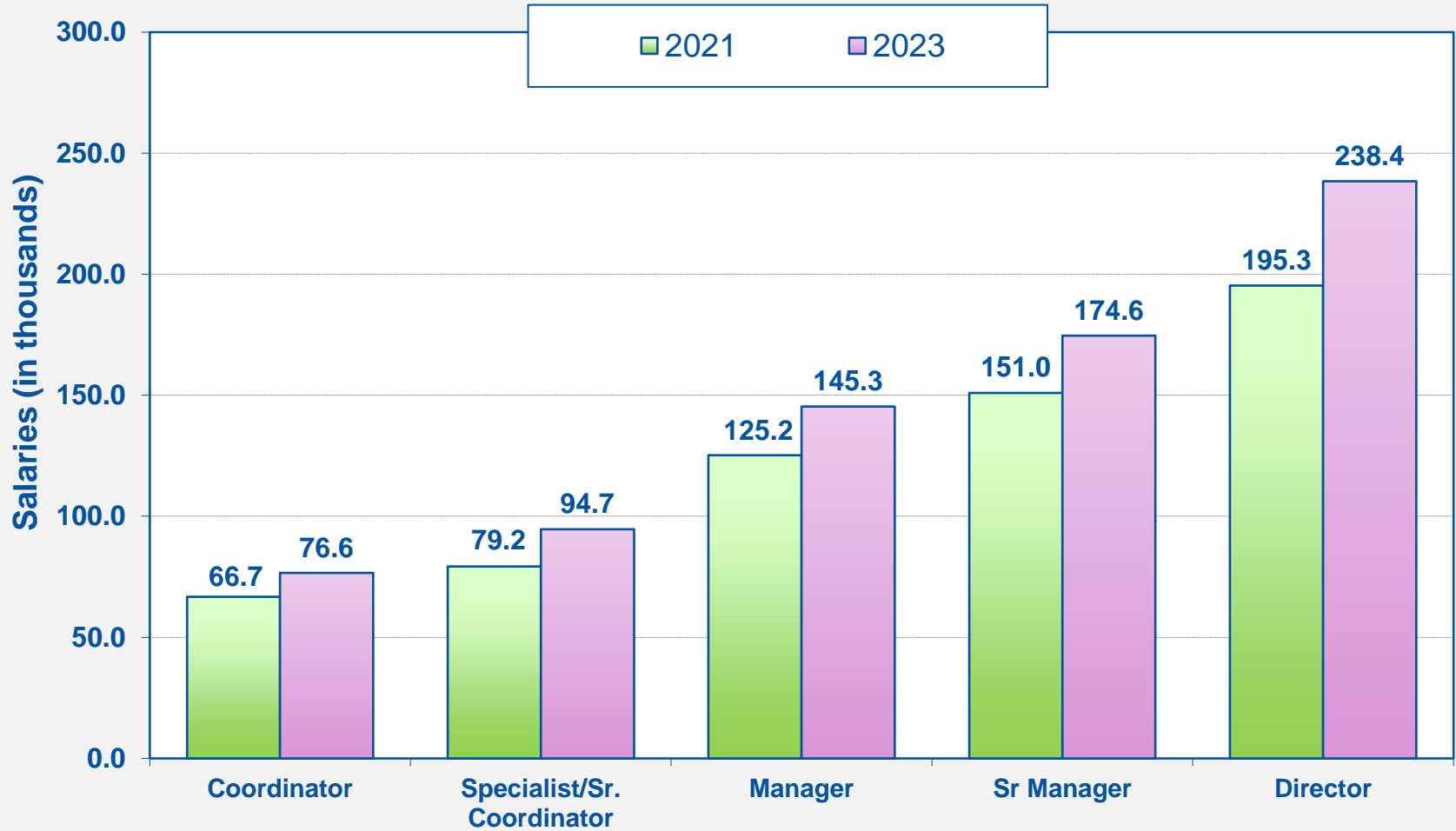
Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Director (18):	\$238,375	\$240,000	\$210.0k-\$260.5k
Sr. Manager (10):	\$174,577	\$181,437	\$170.0k - \$182.9k
Manager (24):	\$145,335	\$140,000	\$125.6k - \$162.0k
Specialist/Sr. Coordinator (14):	\$94,737	\$93,065	\$83.2-\$102.0k
Coordinator (0):	\$76,579	\$77,175	\$75.0-\$80.0k

Changes in average salaries since 2021 survey:
 Director: 22% increase
 Sr. Manager: 15.6% increase
 Manager: 11.9% increase
 Specialist/Sr. Coordinator: 19.6% increase
 Coordinator: 14.7% increase

Average Salary vs. Average Years of Experience



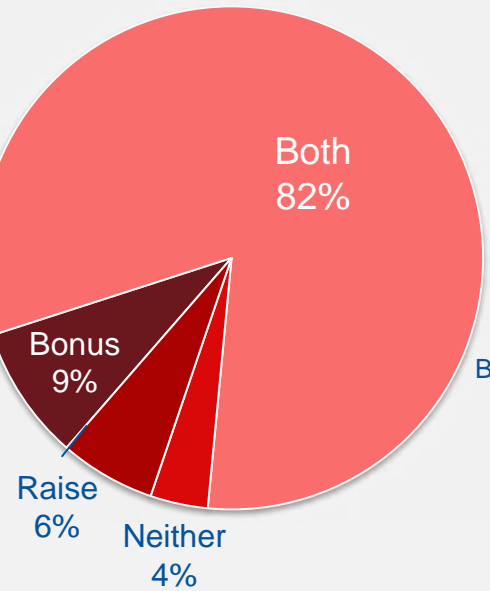
Salary Trends: 2021-2023



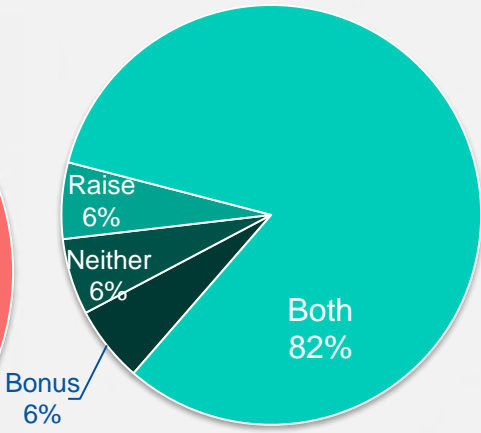
*insufficient data for Assistants

Did You Receive a Bonus/Raise?

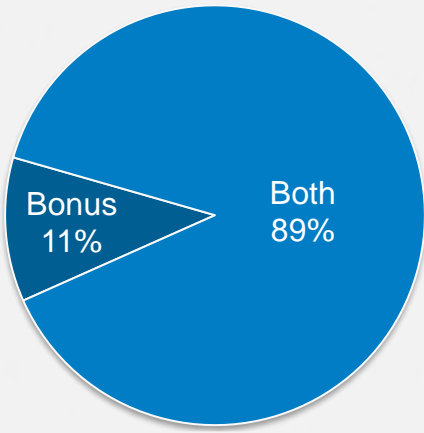
Overall



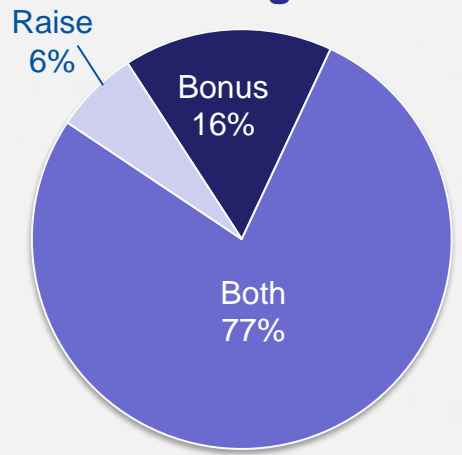
Director



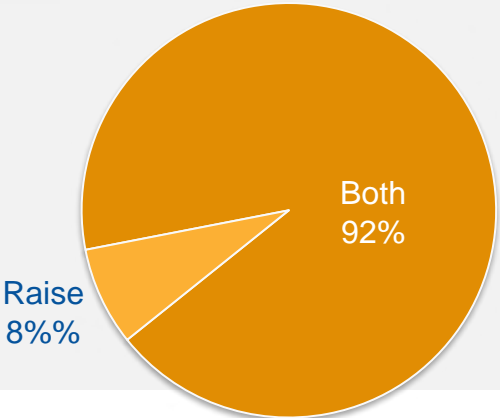
Sr. Manager



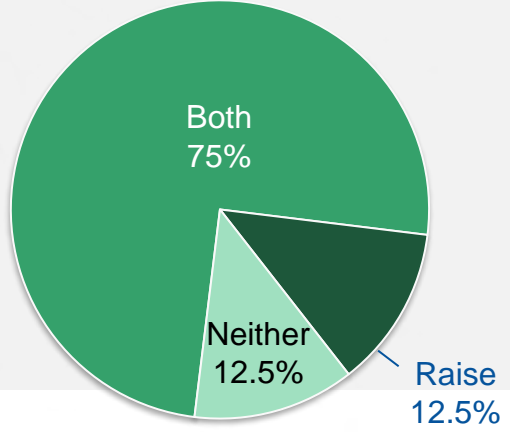
Manager



Specialist/Sr. Coordinator



Coordinator



All Respondents: Average Bonus & Raise (2021 vs. 2022), By Title

Title (# responses with salary data)	Average Bonus ('22)	Average Bonus ('21)	Average Raise ('22)	Average Raise ('21)
Director (12):	\$23,083	\$25,307	5.5%	5.8%
Sr. Manager (10):	\$12,386	\$12,326	12.6%	8.1%
Manager (37):	\$10,349	\$7,752	6.1%	8.6%
Specialist/ Sr. Coordinator (8):	\$3,890	\$2,560	18.3%	3.8%
Coordinator (26):	\$5,470	\$2,166	16.3%	1.5%

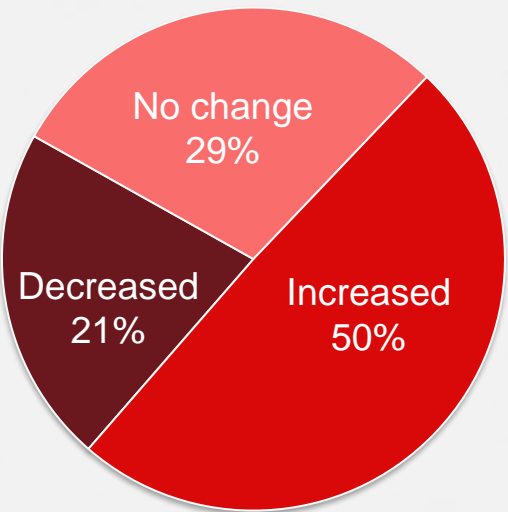
Law Firm Recruiters' Average Salaries by City

Title (# responses with salary data)	DC 2023	Bay Area 2023	Chicago 2023	New York 2022	Houston/Dallas 2022
Director	\$238,375	\$223,200	\$232,182	\$274,151	\$199,458
Sr. Manager	\$174,577	\$181,728	\$183,667	\$198,705	\$154,650
Manager	\$145,335	\$157,100	\$131,640	\$145,279	\$118,670
Specialist/Sr Coord.	\$94,737	\$101,944	\$88,623	\$101,574	\$89,286
Coordinator	\$76,579	\$79,900	\$74,617	\$78,000	\$71,600
Assistant	*	*	\$56,659	\$56,465	\$54,455

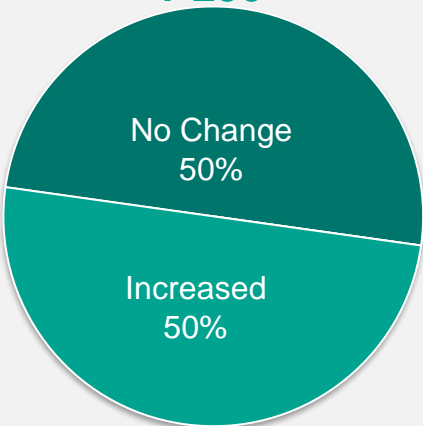


In the Past 2 Years, Has Your Dept. Size Changed?

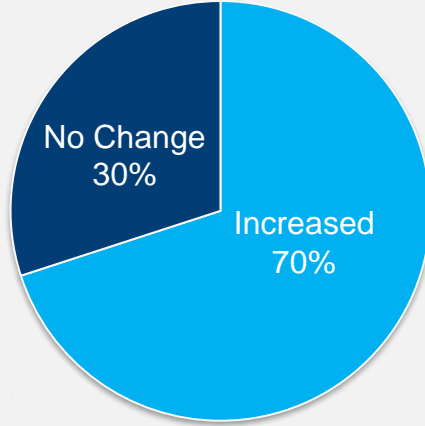
Overall



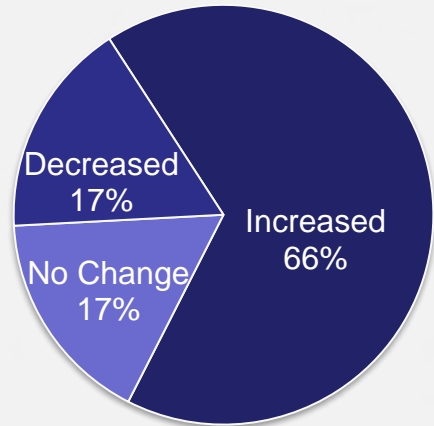
1-250



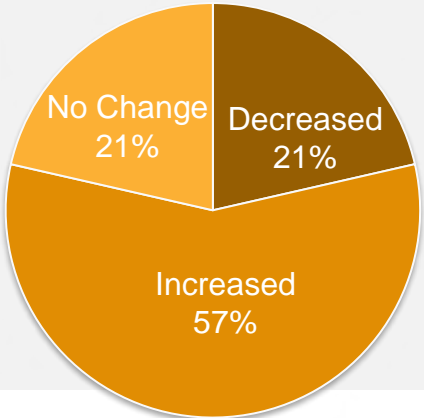
251-500



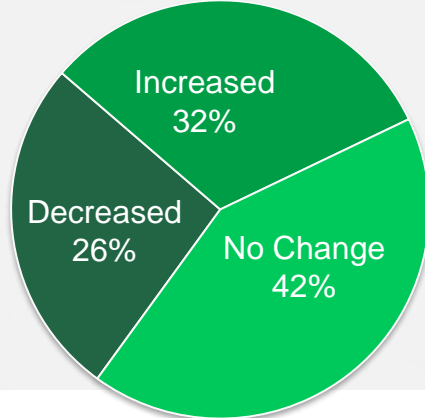
501-750



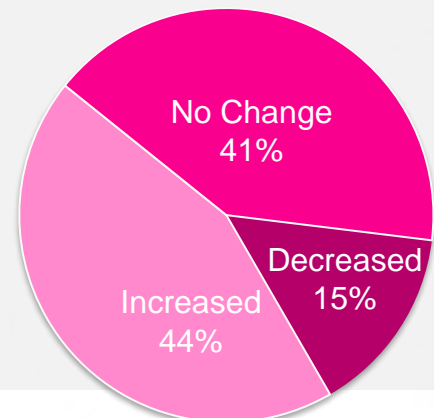
751-1000



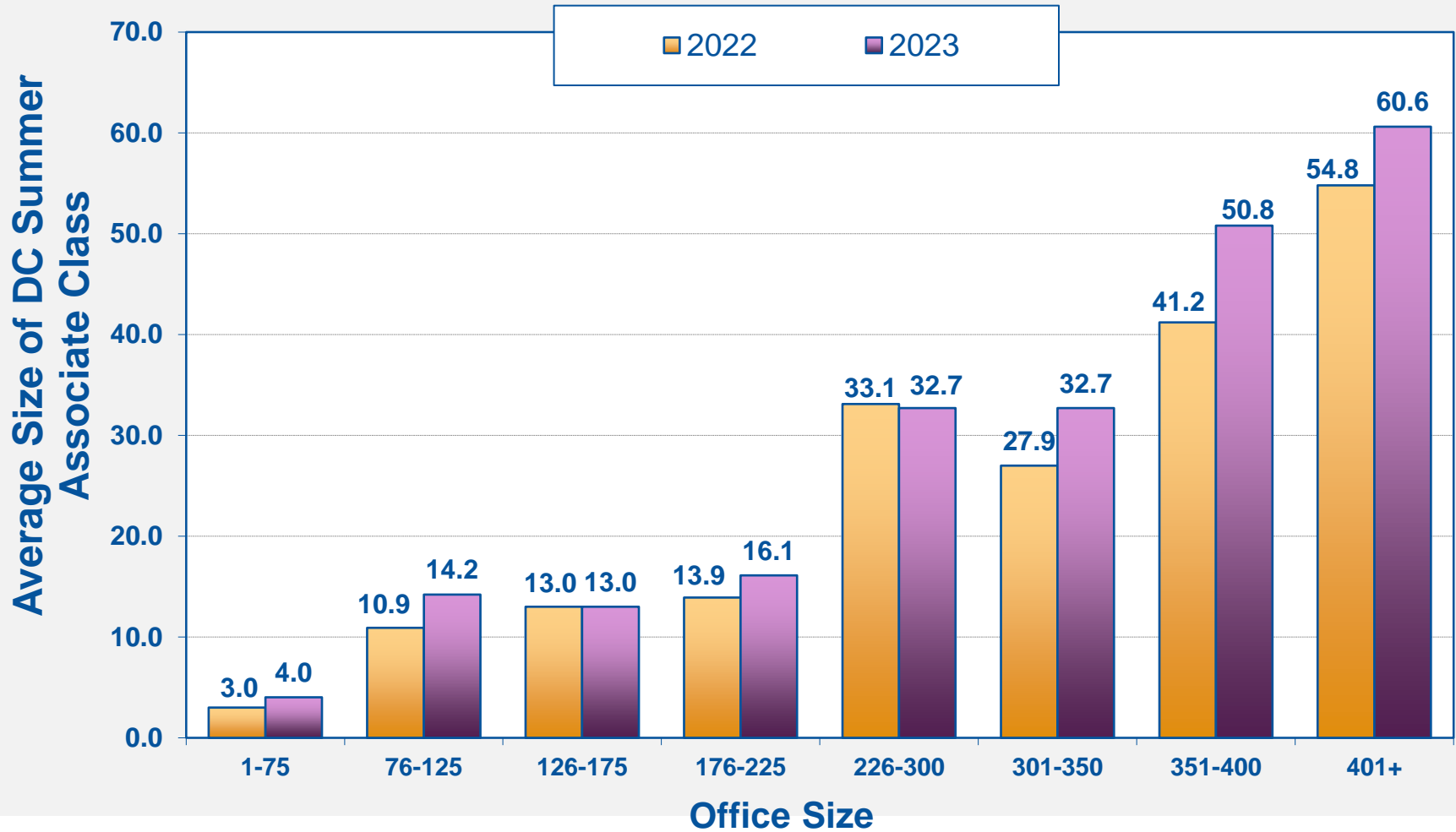
1001-1300



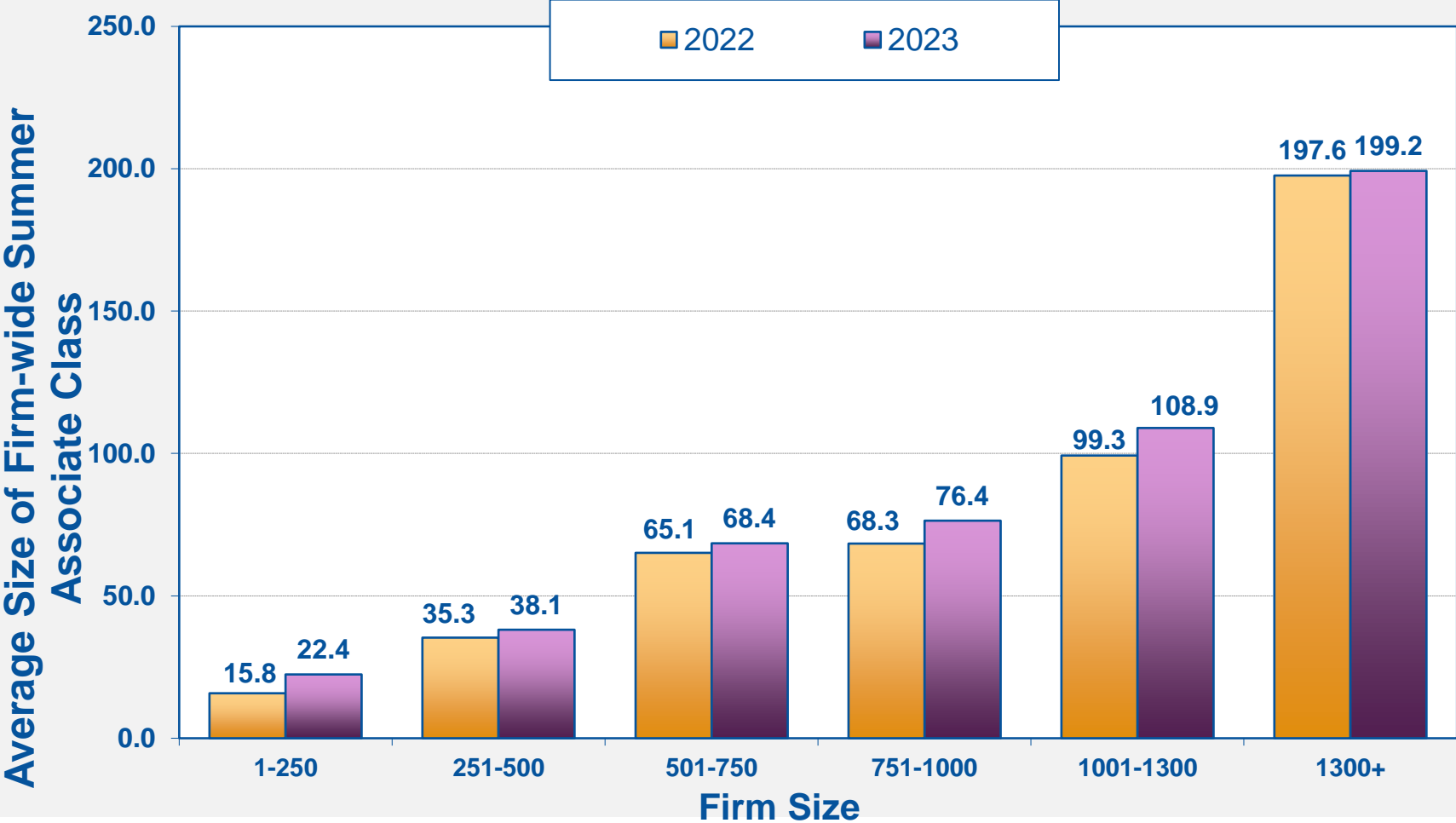
1300+



DC Office Size vs. Size of DC 2L Summer Associate Class: 2022 to 2023 Comparison

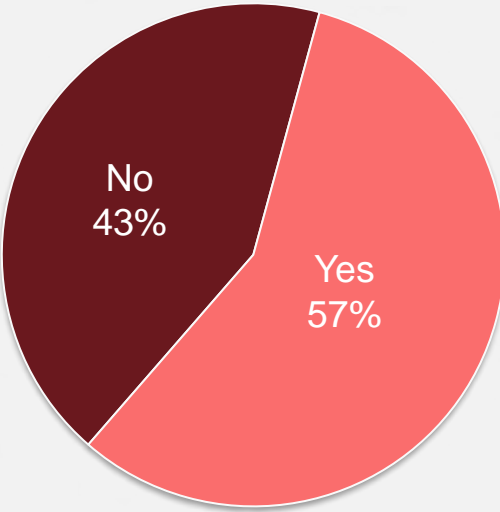


Firm Size vs. Size of Firm-wide 2L Summer Associate Class: 2022 to 2023 Comparison

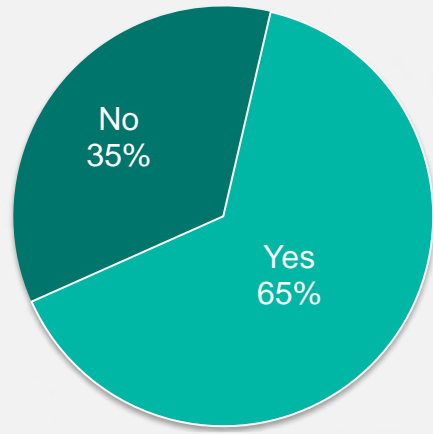


Do You Believe You Are Fairly Compensated?

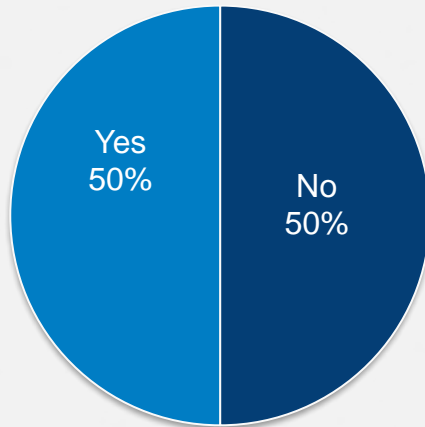
Overall



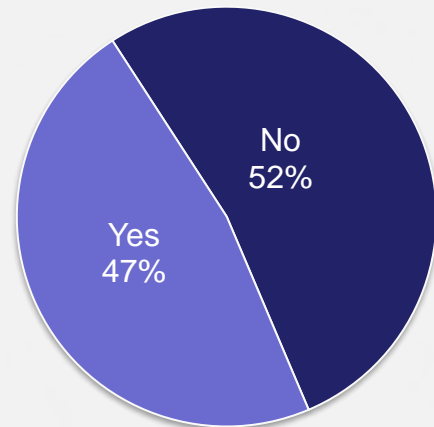
Director



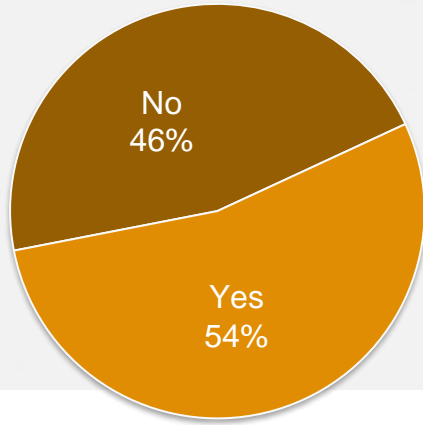
Sr. Manager



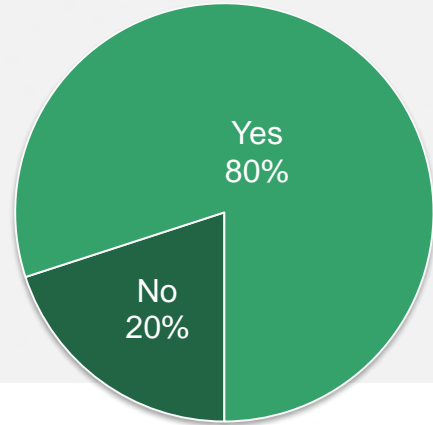
Manager



Specialist/Sr. Coordinator

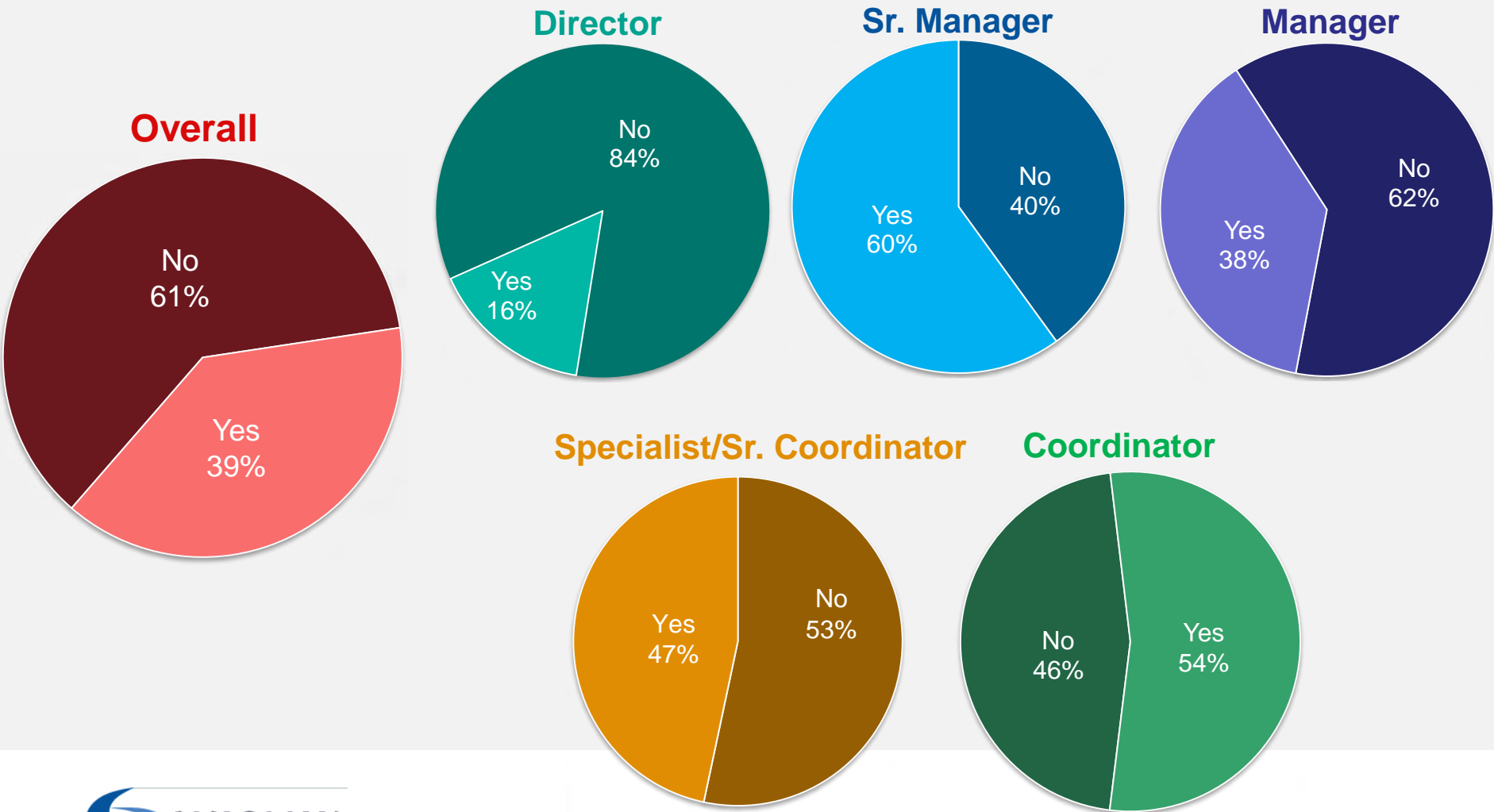


Coordinator



In 2021, 46% were satisfied with their salaries.

In the Past 2 Years, Have You Had a Promotion with a Title Change?



Did You Change Firms*?

36% of respondents changed firms at least once in the past 2 years

Of those:

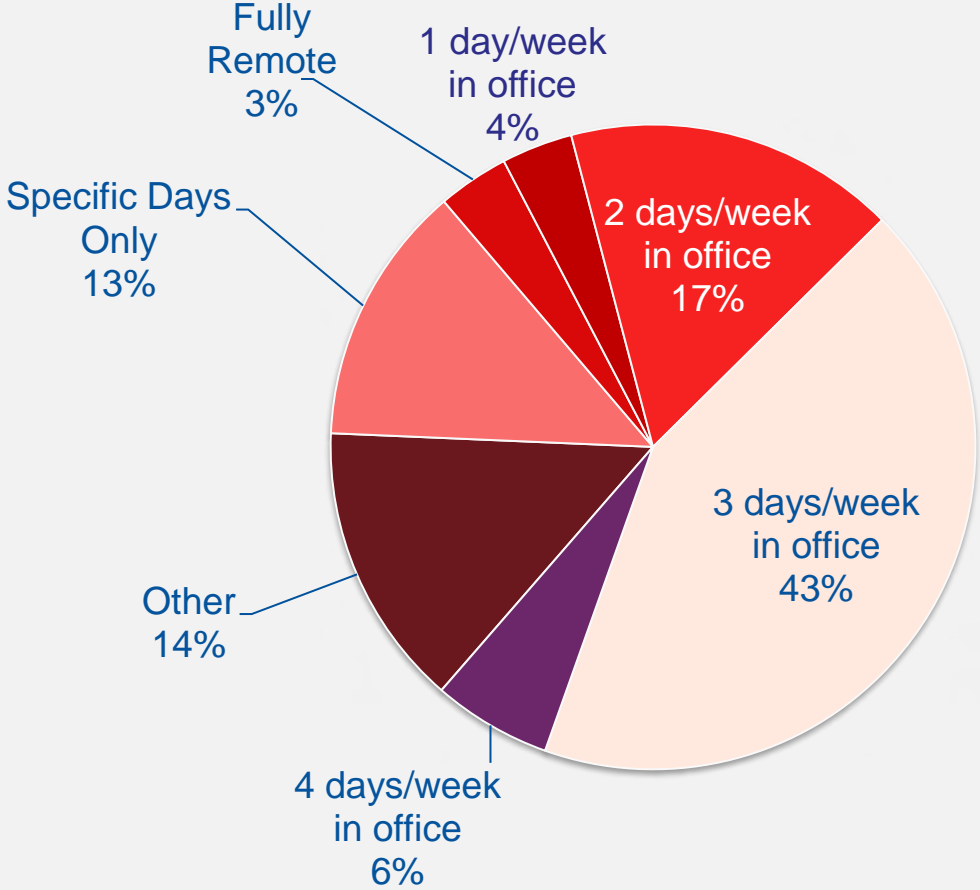
67% of respondents moved for increased salary

57% of respondents moved for a title change

10% of respondents moved for a more flexible work arrangement

** Respondents could list more than one reason*

What is Your Firm's Remote Work Policy?



0% of respondents work 5 days a week in the office.

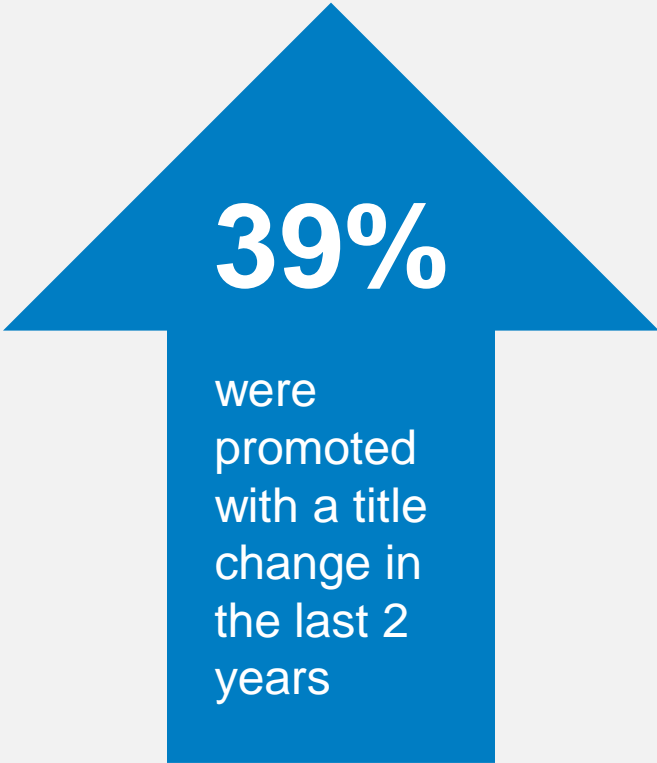
Summary of Interesting Survey Results

36% changed firms at least once in the past two years

57% of respondents believe they are fairly compensated

96% of respondents got either a bonus, a raise, or both

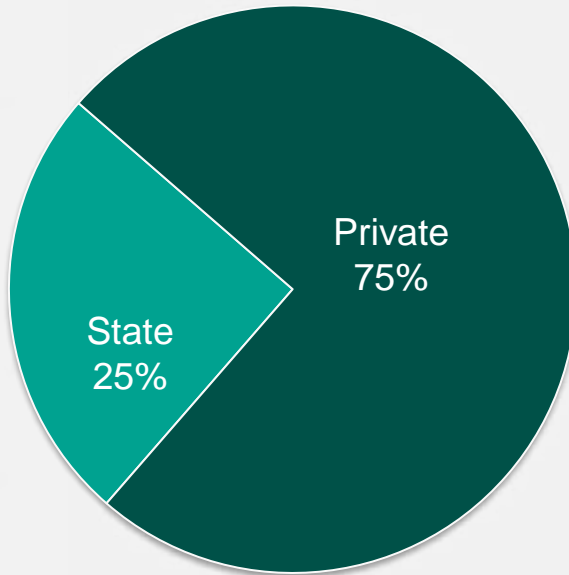
53% have been in Recruiting/PD for 8 or more years



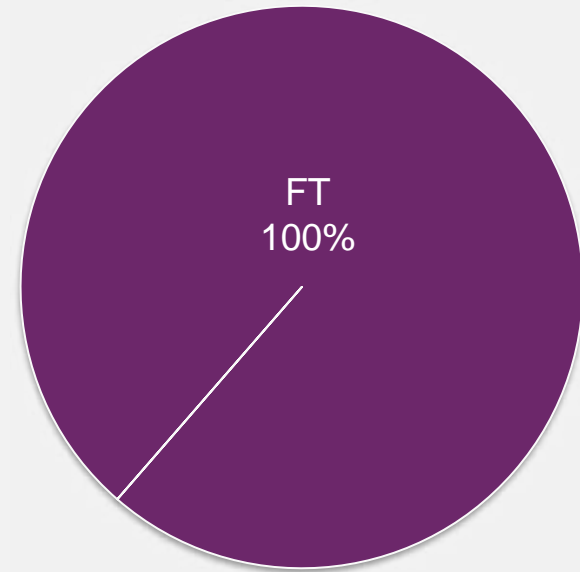


Role Overview: Law School Career Services

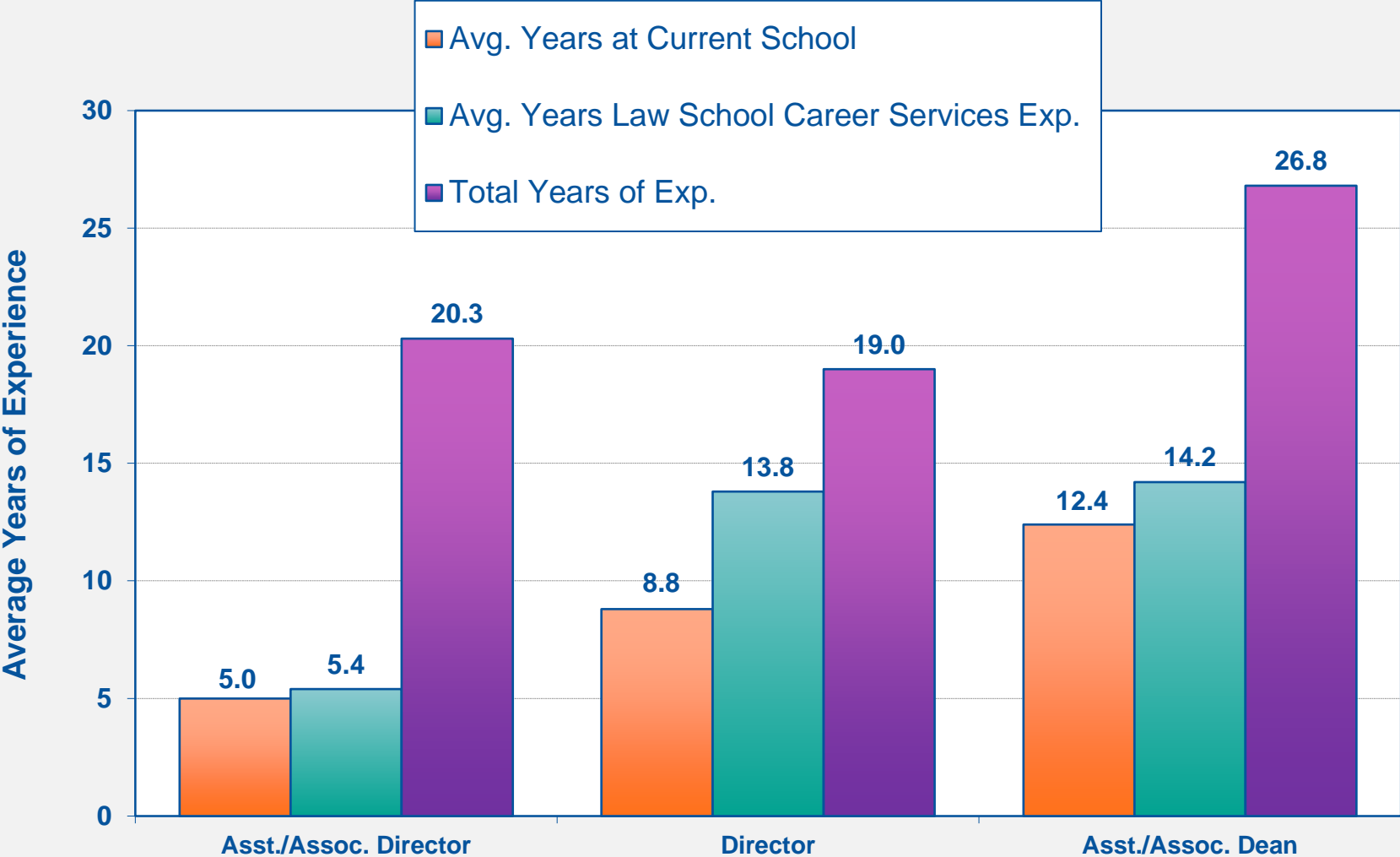
Is your school a State or Private institution?



Do you work Full Time or Part Time?

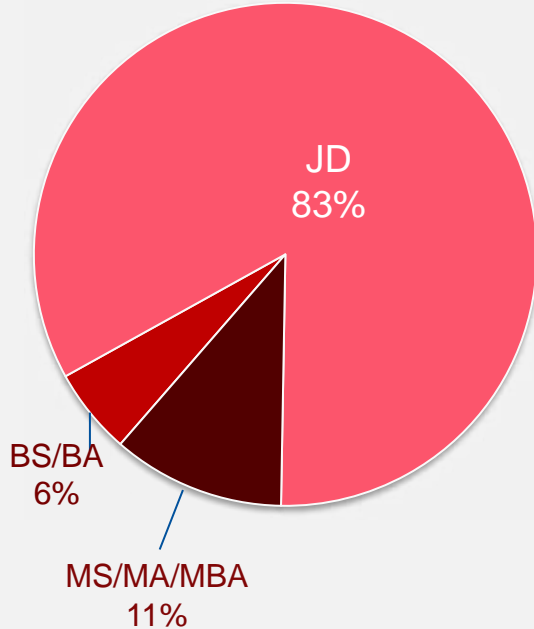


Average Years of Experience

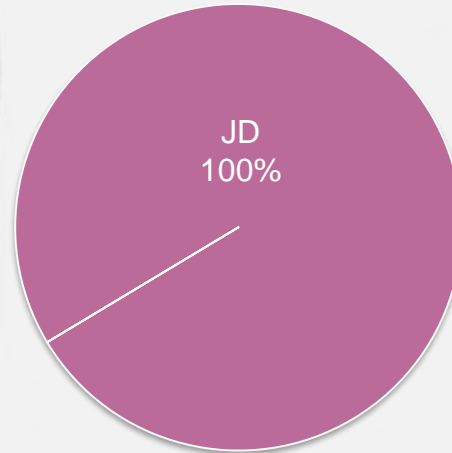


Highest Degree of Education by Job Title

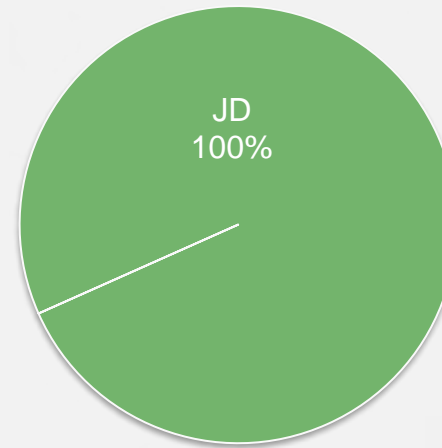
Overall



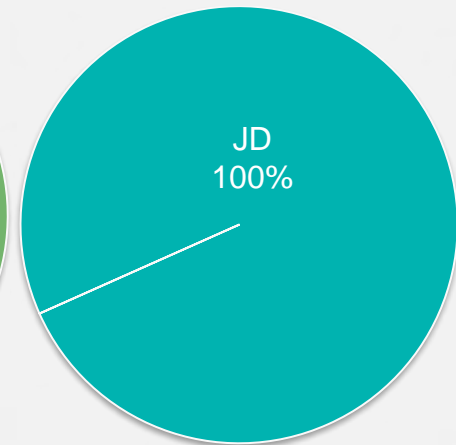
Ass./Assoc. Dean



Director



Asst./Assoc. Director



**For those with a JD,
the average time
spent in practice
was 10.3 years.**

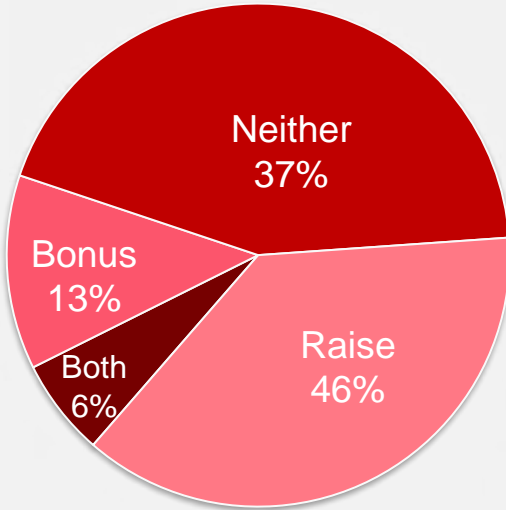
All Respondents: Average Salaries, By Title

Title (# responses with salary data)	Average Salary	Median	25 - 75% Range
Ass./Assoc. Dean (5):	\$151,020	\$143,000	\$110.0k - \$150k
Director (4):	\$99,225	\$95,950	\$95.9k-96.0k
Asst./Assoc. Director (4):	\$90,333	\$100,000	\$70.0k-\$101k

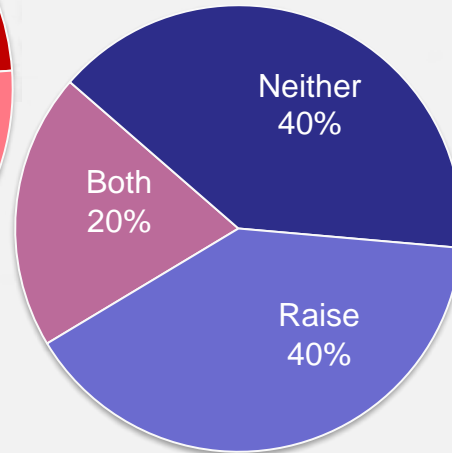
Changes in average salaries since 2021 survey:
 Director: .3% decrease
 Asst./Assoc. Director: 6% decrease

Did You Receive a Bonus/Raise in 2022?

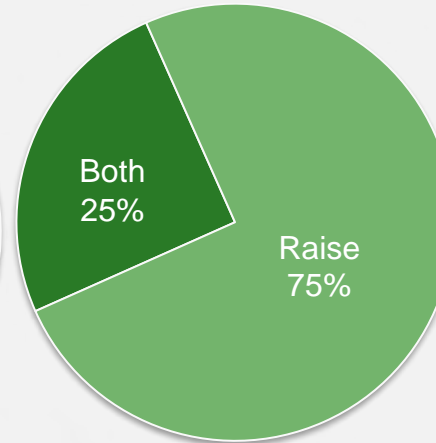
Overall



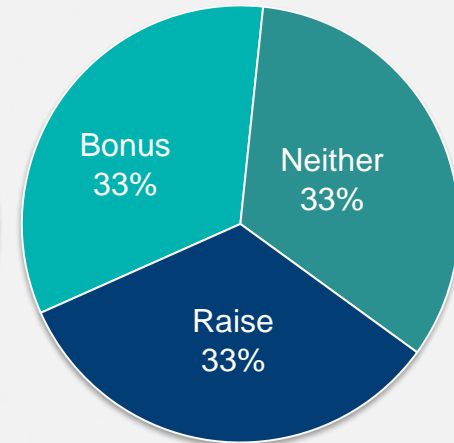
Asst./Assoc. Dean



Director

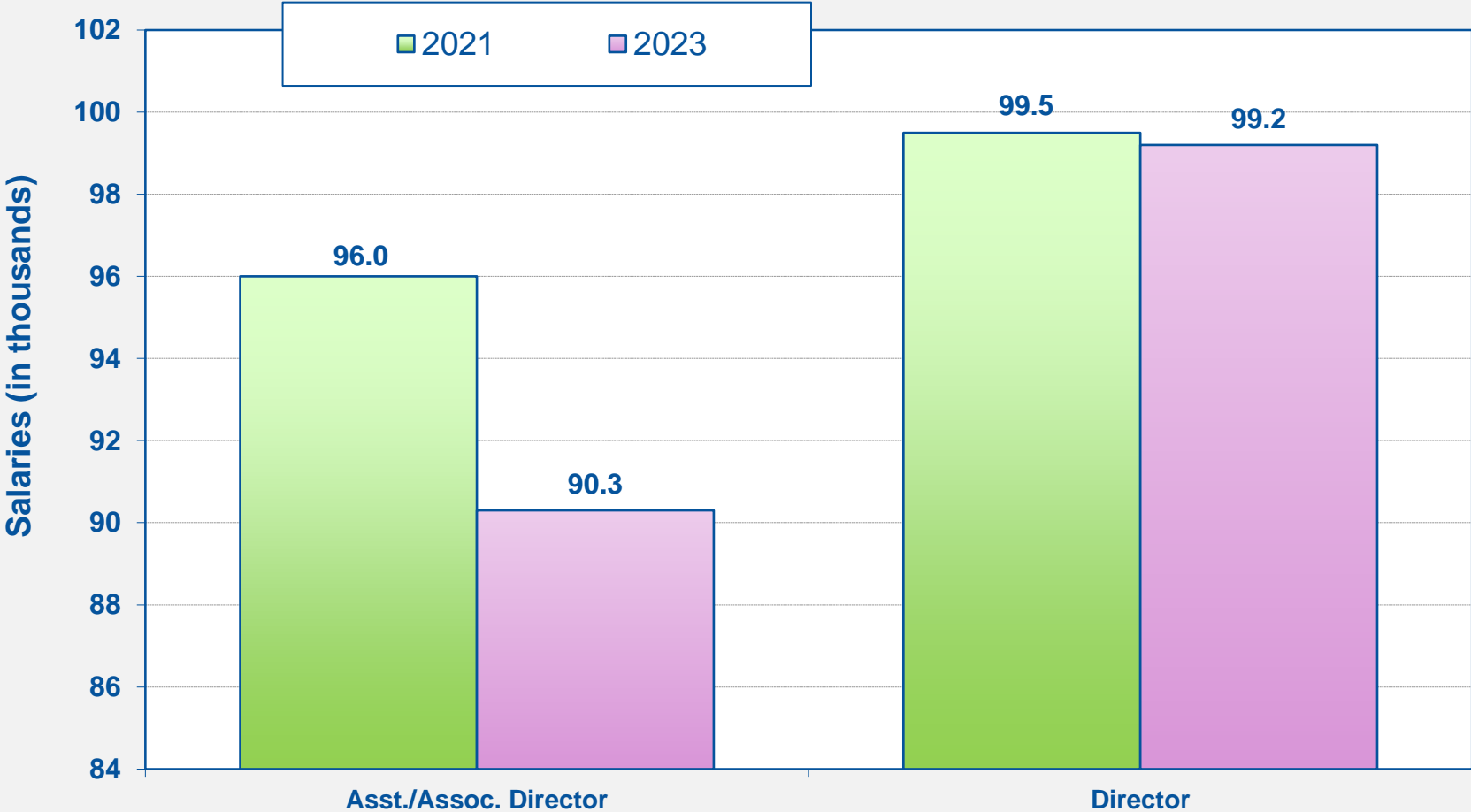


Asst./Assoc. Director



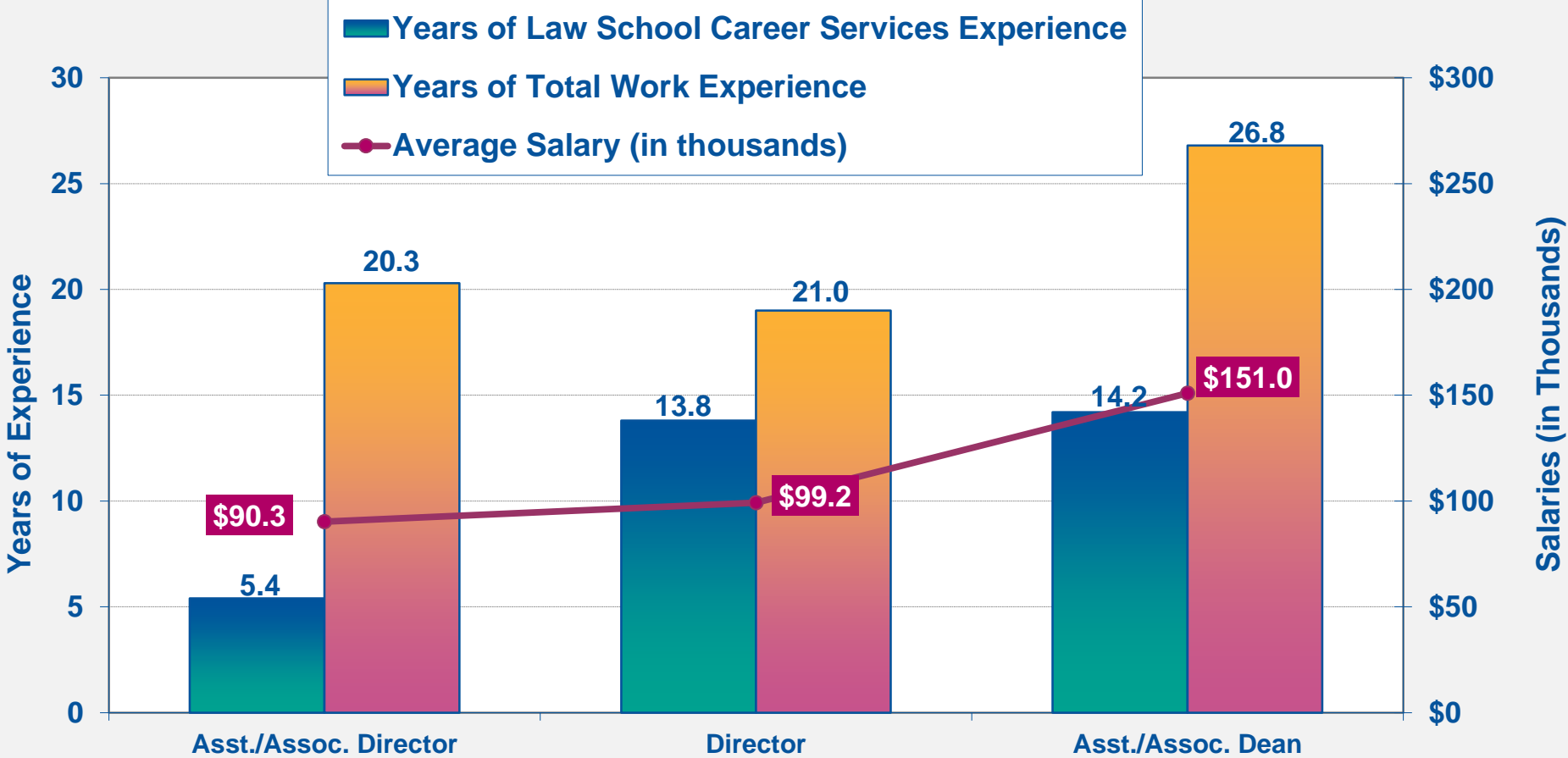
In 2021, 8% of people received just a bonus, 8% received both a bonus and a raise, and 84% received neither.

Salary Trends: 2021-2023



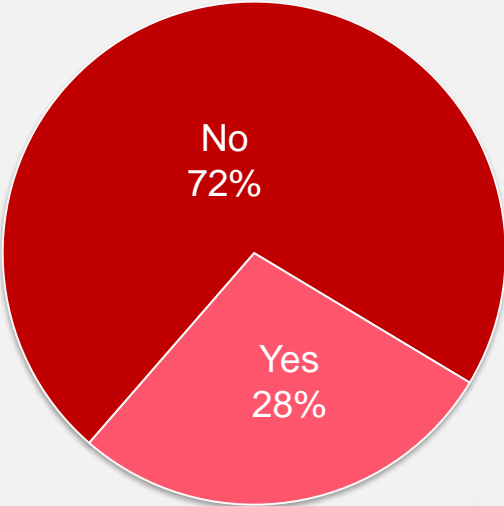
*insufficient data for Asst/Assoc. Deans

Average Salary vs. Average Years of Experience

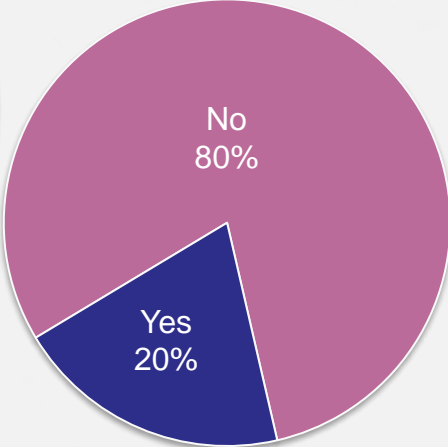


Is Your Office Appropriately Staffed?

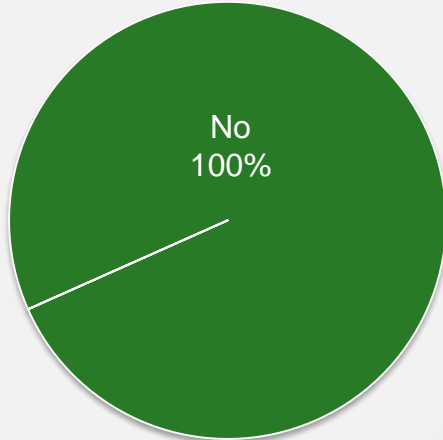
Overall



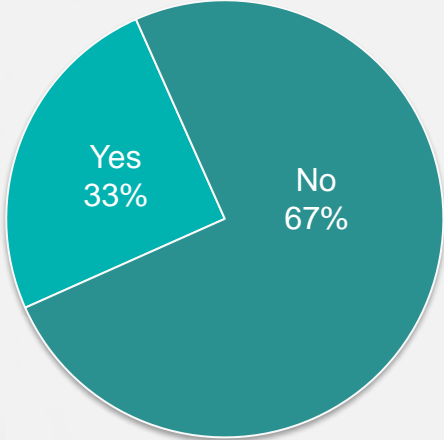
Asst./Assoc. Dean



Director



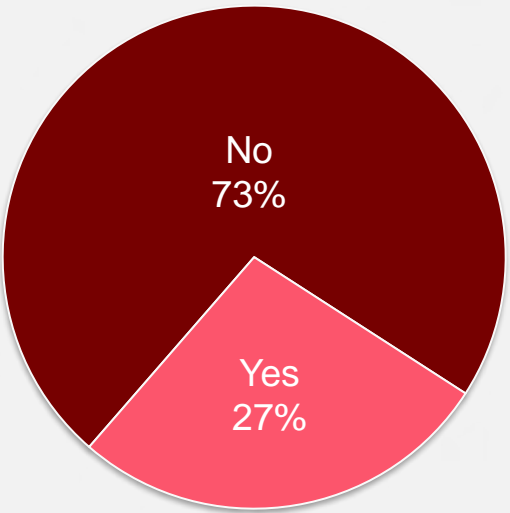
Asst./Assoc. Director



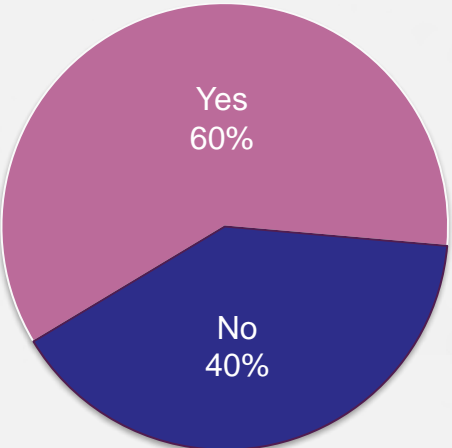
In 2021, 43% felt their office was appropriately staffed.

Do You Believe You Are Fairly Compensated?

Overall



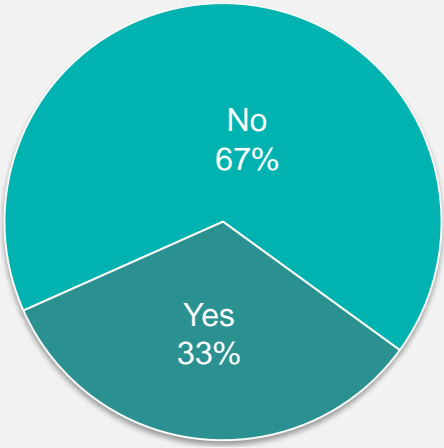
Ass./Assoc. Dean



Director



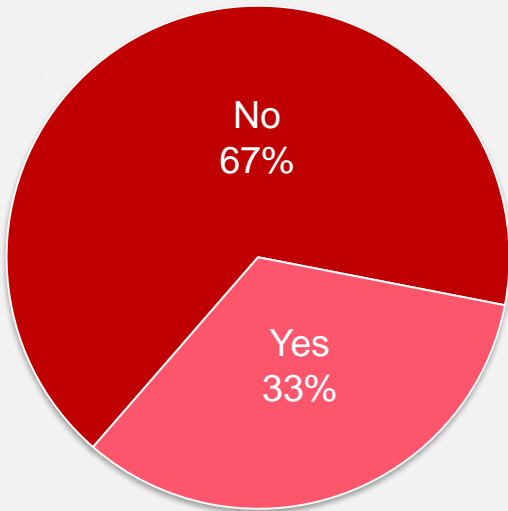
Asst./Assoc. Director



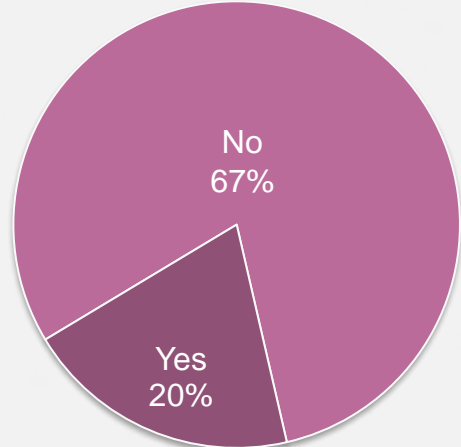
In 2021, 27% felt they were fairly compensated.

In the Past 2 Years, Have You Had a Promotion with a Title Change?

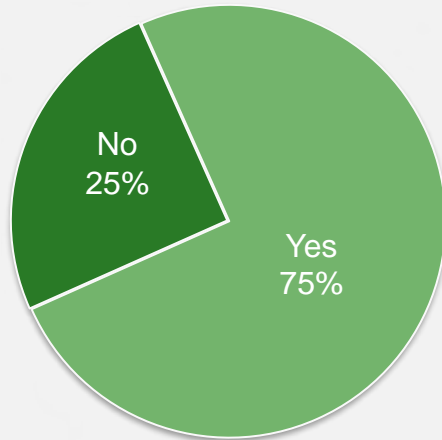
Overall



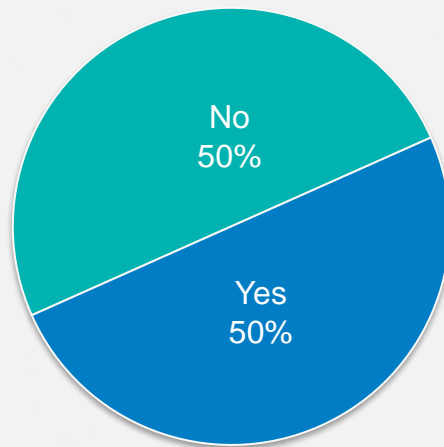
Asst./Assoc. Dean



Director



Asst./Assoc. Director



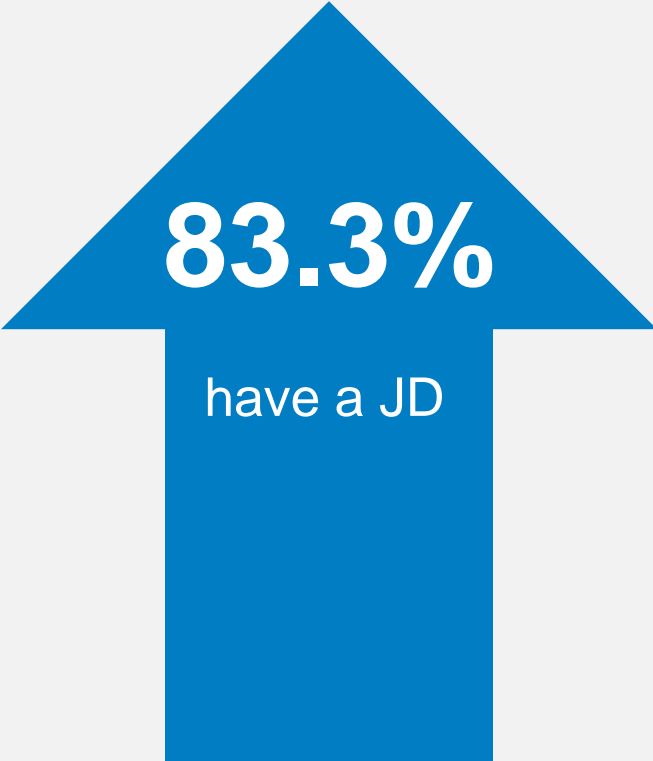
In 2021, 7% had a promotion with a title change.

Summary of Interesting Survey Results

33% received a promotion with a raise

27% of respondents believe they are fairly compensated

56% have been in Law School Career Services for 8 or more years



Addendum

Law Firms & Government Agencies



Average Salary, Bonus & Raise by Firm Size

All Directors: 18

Avg. Salary: \$238,375 Median Salary: \$240,000

Avg. Bonus: \$23,083' Avg. Raise: 5.5%

<u>Firm Size:</u>	751-1000	1300+
Average Salary:	\$268,250	\$243,333
Median:	\$266,150	\$240,000
Average Bonus:	\$33,666	\$15,500
Average Raise:	3.4%	2.5%

*insufficient data for all Firm Sizes

Average Salary, Bonus & Raise by Firm Size

All Sr. Managers: 8	
Avg. Salary: \$174,578	Median Salary: \$181,438
Avg. Bonus: \$10,850	Avg. Raise: 5.5%

<u>Firm Size:</u>	<u>1301+</u>
Average Salary:	\$172,225
Median:	\$179,000
Average Bonus:	\$11,625
Average Raise:	11%

*insufficient data for 1-250; 251-500; 501-750; 1001-1300; 1301+

Average Salary, Bonus & Raise by Firm Size

All Managers: 24

Avg. Salary: \$145,335 Median Salary: \$140,000

Avg. Bonus: \$10,350 Avg. Raise: 6.1%

Firm Size:	<u>251-500</u>	<u>501-750</u>	<u>1001-1300</u>	<u>1301+</u>
Average Salary:	\$147,500	\$139,500	\$145,837	\$152,805
Median:	\$140,000	\$129,000	\$135,000	\$163,500
Average Bonus:	\$6,294	\$7,500	\$6,500	\$16,073
Average Raise:	4%	5.5%	6.7%	6.52%

*insufficient data for 501-750; 751-1000



Our goal is to help you achieve your goals

Average Salary, Bonus, Raise & OT by Firm Size

All Specialists/Sr. Coordinators: 14
Avg. Salary: \$94,738 Median Salary: \$93,065
Avg. Bonus: \$3,890 Avg. Raise: 18.3%
Avg. OT: \$7,625

Firm Size:	1301+
Average Salary:	\$98,355
Median:	\$96,000
Average Bonus:	\$4,225
Average Raise:	16.8%

*insufficient data for 1-1300

Average Salary, Bonus, Raise & OT by Firm Size

All Coordinators: 12
Avg. Salary: \$76,579 **Median Salary:** \$77,175
Avg. Bonus: \$5,470 **Avg. Raise:** 16.3%
Avg. OT (2022): \$18,470

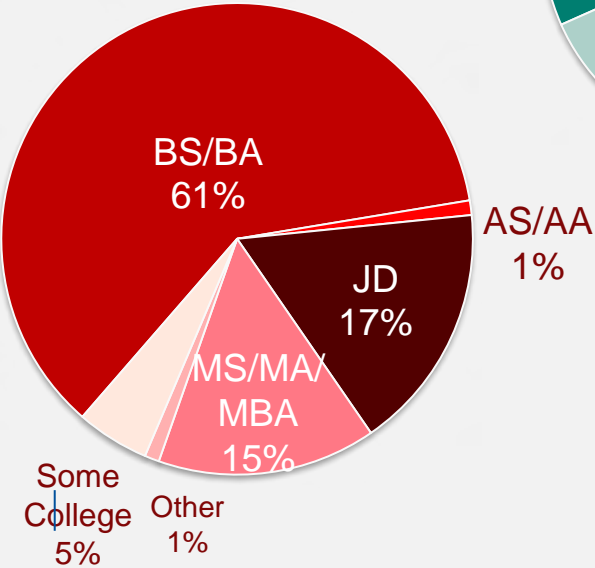
Firm Size:	1301+
Average Salary:	\$74,000
Median:	\$76,000
Average Bonus:	\$6,750
Average Raise:	<i>insufficient data</i>

*insufficient data for 1-1300

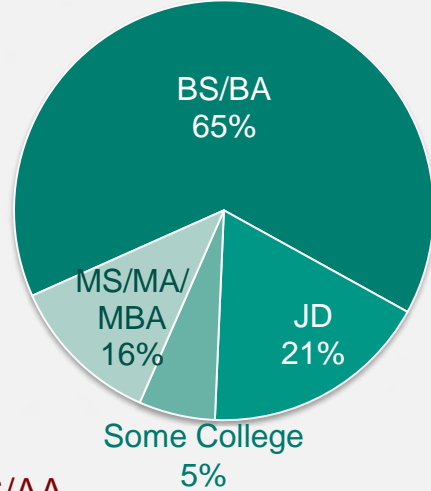
Highest Degree of Education by Job Title

For those with a JD, the average time spent in practice was 5.3 years.

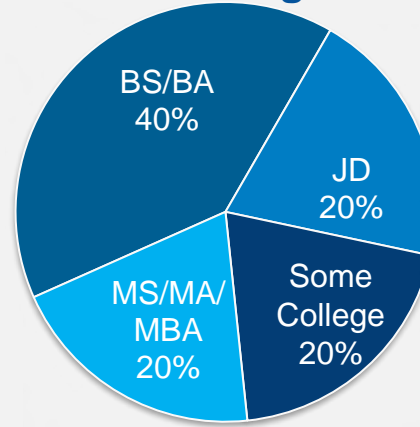
Overall



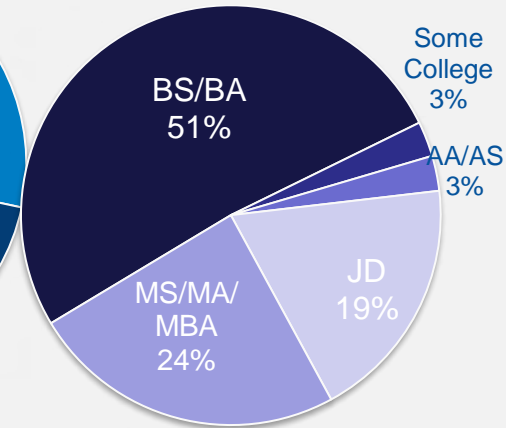
Director



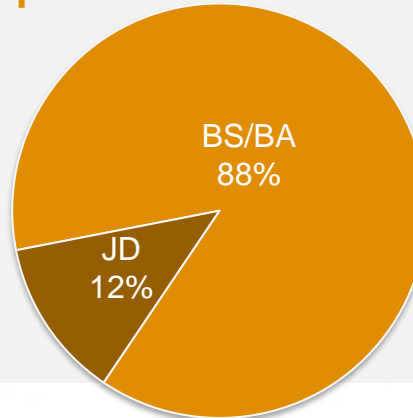
Sr. Manager



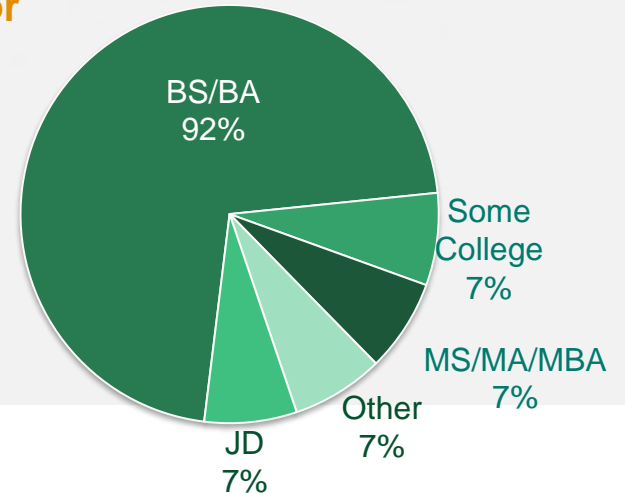
Manager



Specialist/Sr. Coordinator



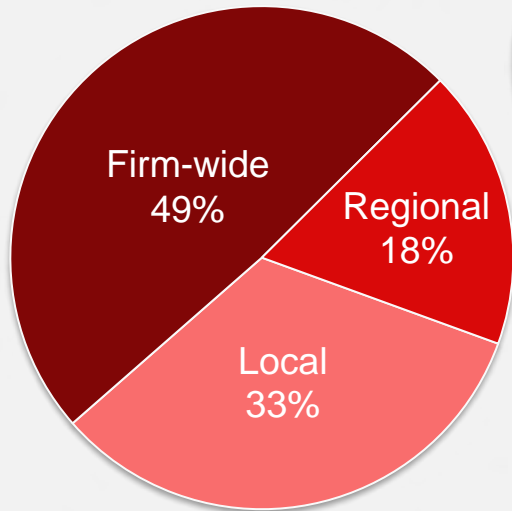
Coordinator



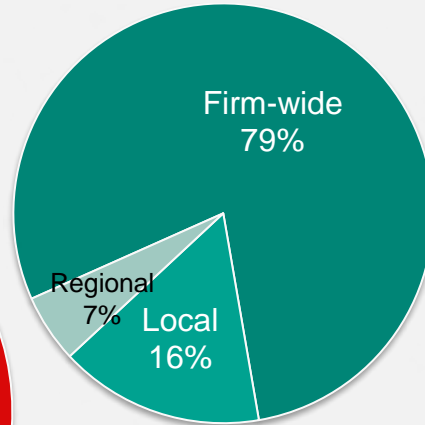
Our goal is to help you achieve your goals

Is Your Position Firm-Wide, Regional or Local?

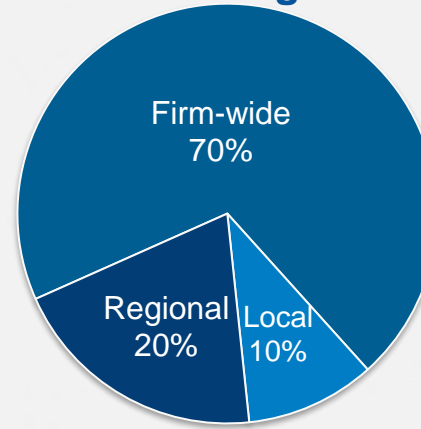
Overall



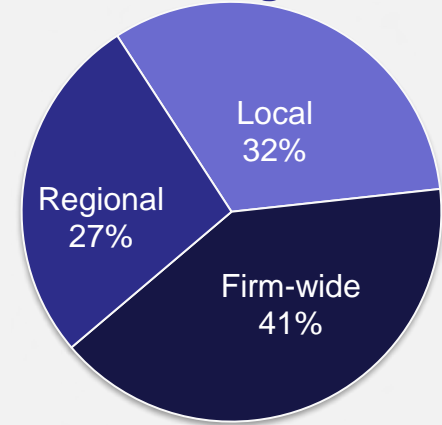
Director



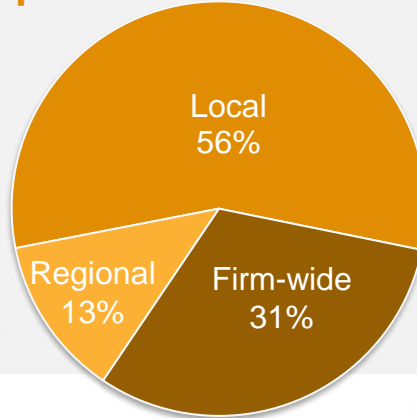
Sr. Manager



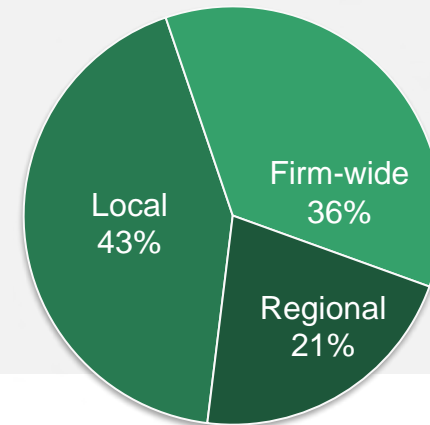
Manager



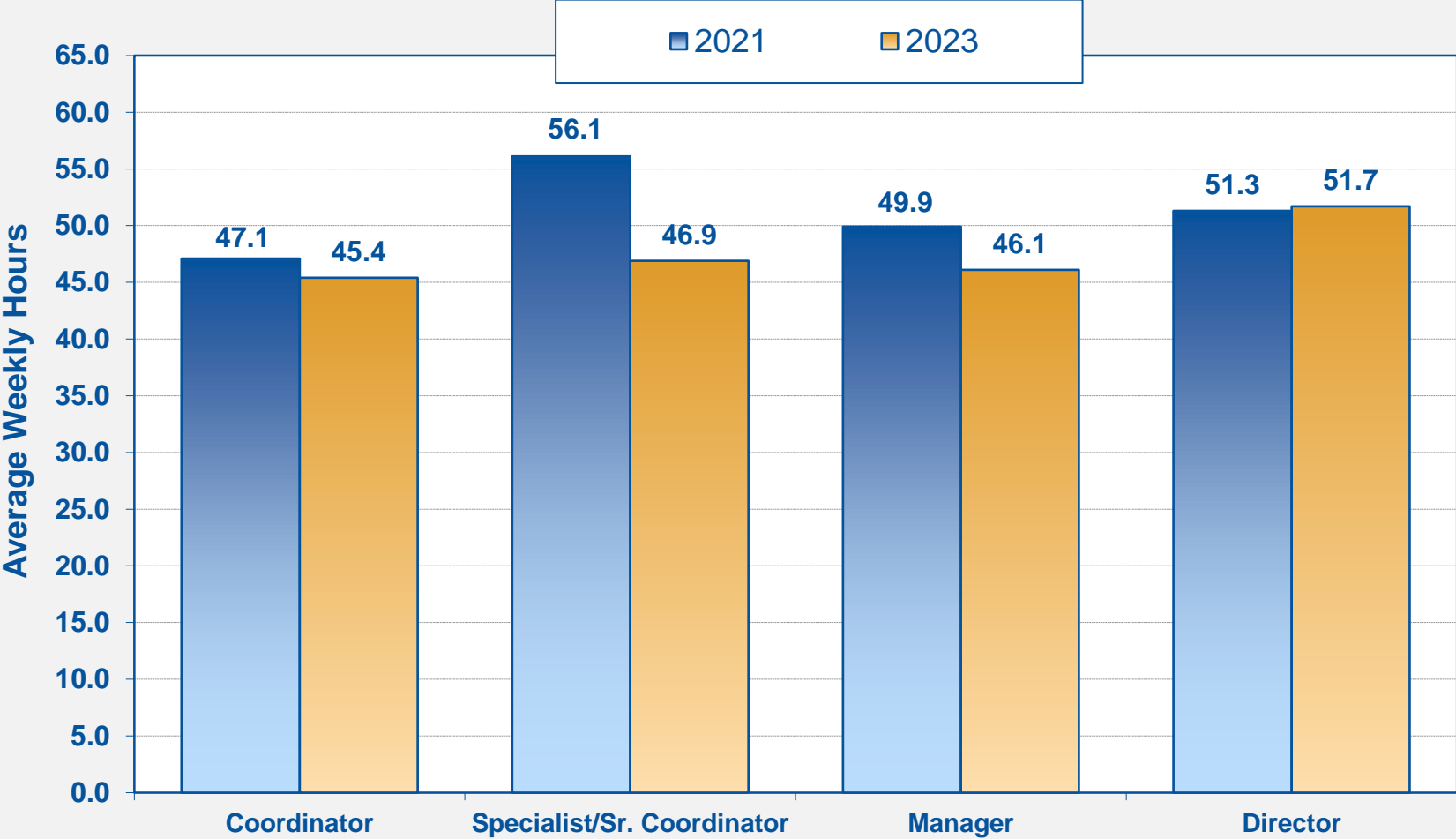
Specialist/Sr. Coordinator



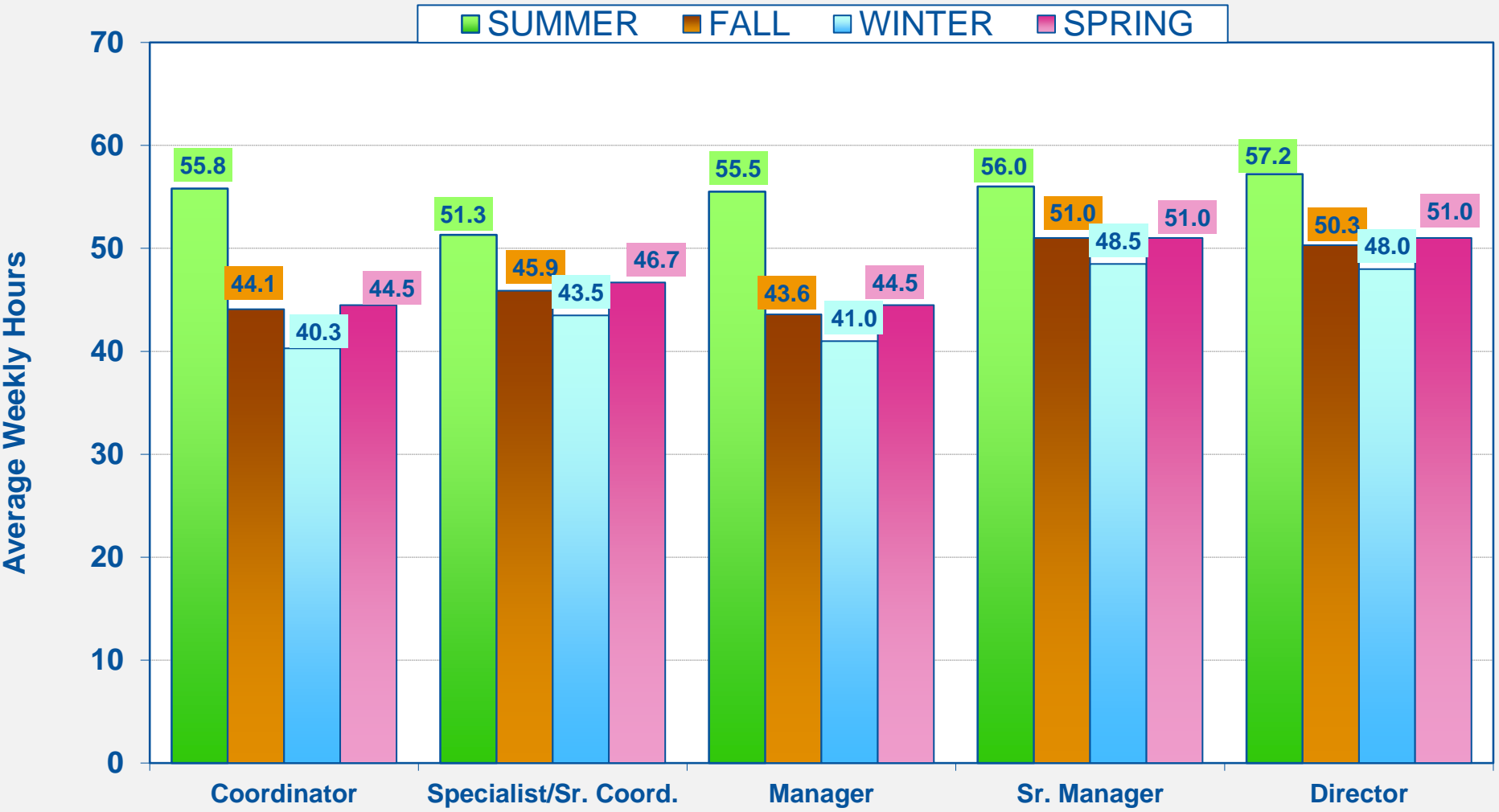
Coordinator



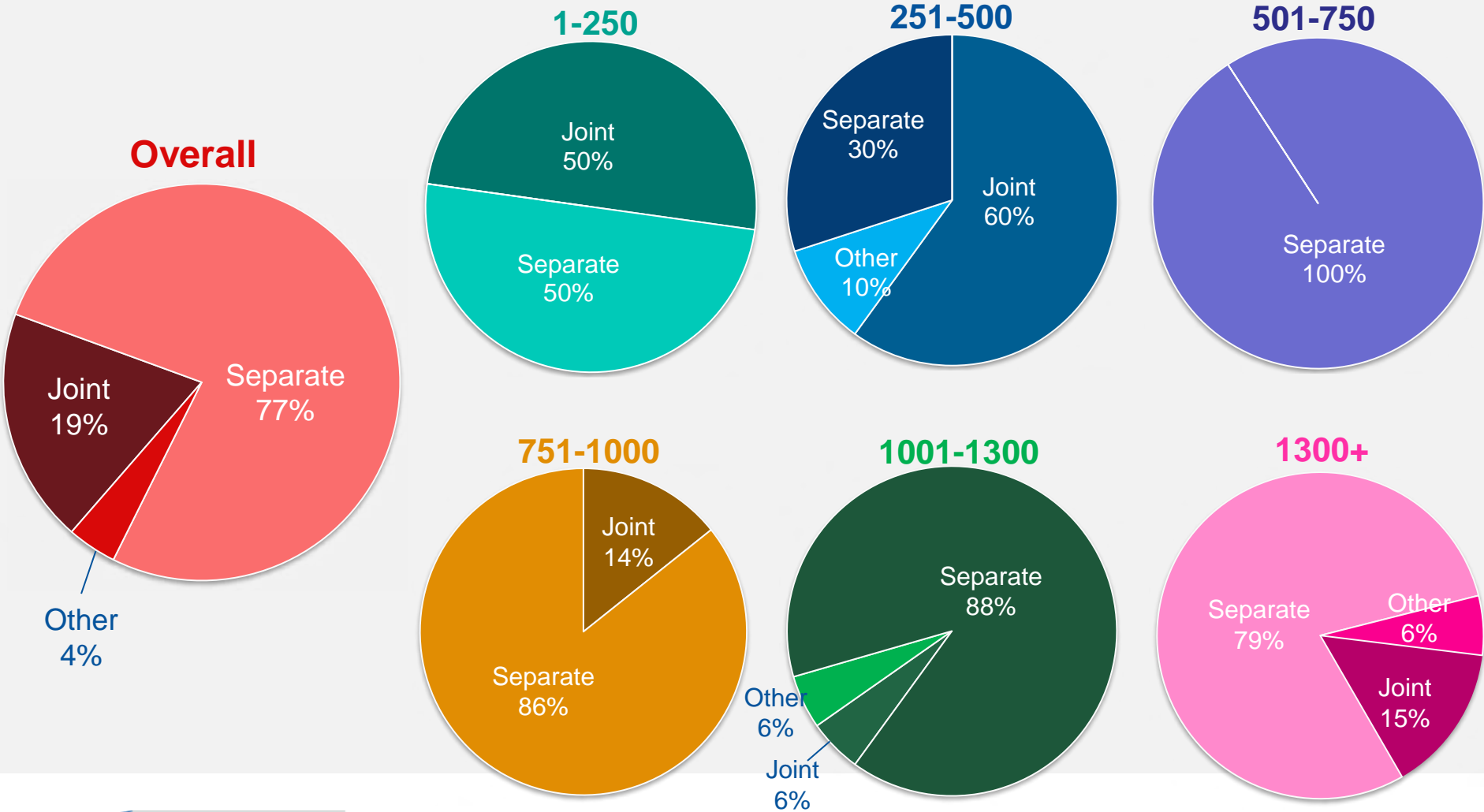
Comparison of Average Hours Worked Per Week, 2021 vs. 2023



Average Hours Worked Per Week, Breakdown by Season



Are Your Recruiting and PD Departments Separate or Joint? – By Firm Size



Benefits Received

- 52.7% of Firms allow employees to work part-time.
- 50% of Firms provide Flex Days.
- 65.8% of Firms provide backup daycare, and 10.6% of Firms have onsite daycare.
- 52.7% of Firms provide a mobile device to employees, while 61.8% offer mobile service.
- 97.5% of Firms provide employees with computers/laptops.
- 46.5% of Firms offer transportation discounts, mileage reimbursement, or transportation stipends.
- 57.3% of Firms offer a Health Club membership or discount.
- 90.9% of Firms provide a flexible spending account.
- 88.5% of Firms provide a health savings account.
- % of employees contribute to the cost of their medical care plans.
- 97.5% of Firms have a 401k program, and 69.4% of Firms offer 401k matching.
- 15.3% of Firms have a pension plan.
- 1.4% of Firms offer free parking.

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title (# responses)</u>	<u>Average (days)</u>	<u>Median (days)</u>	<u>Range (days)</u>
Director (10):	29.2	28	23-30
Sr. Manager (9):	24.7	25	20-30
Manager (25):	25.2	25	20-30
Specialist/Sr. Coordinator (7):	23.0	24	20-25
Coordinator (7):	21.9	25	20-28

**Only 3.2% of respondents
receive unlimited PTO.**

Benefits Received: Average Weeks Parental Leave

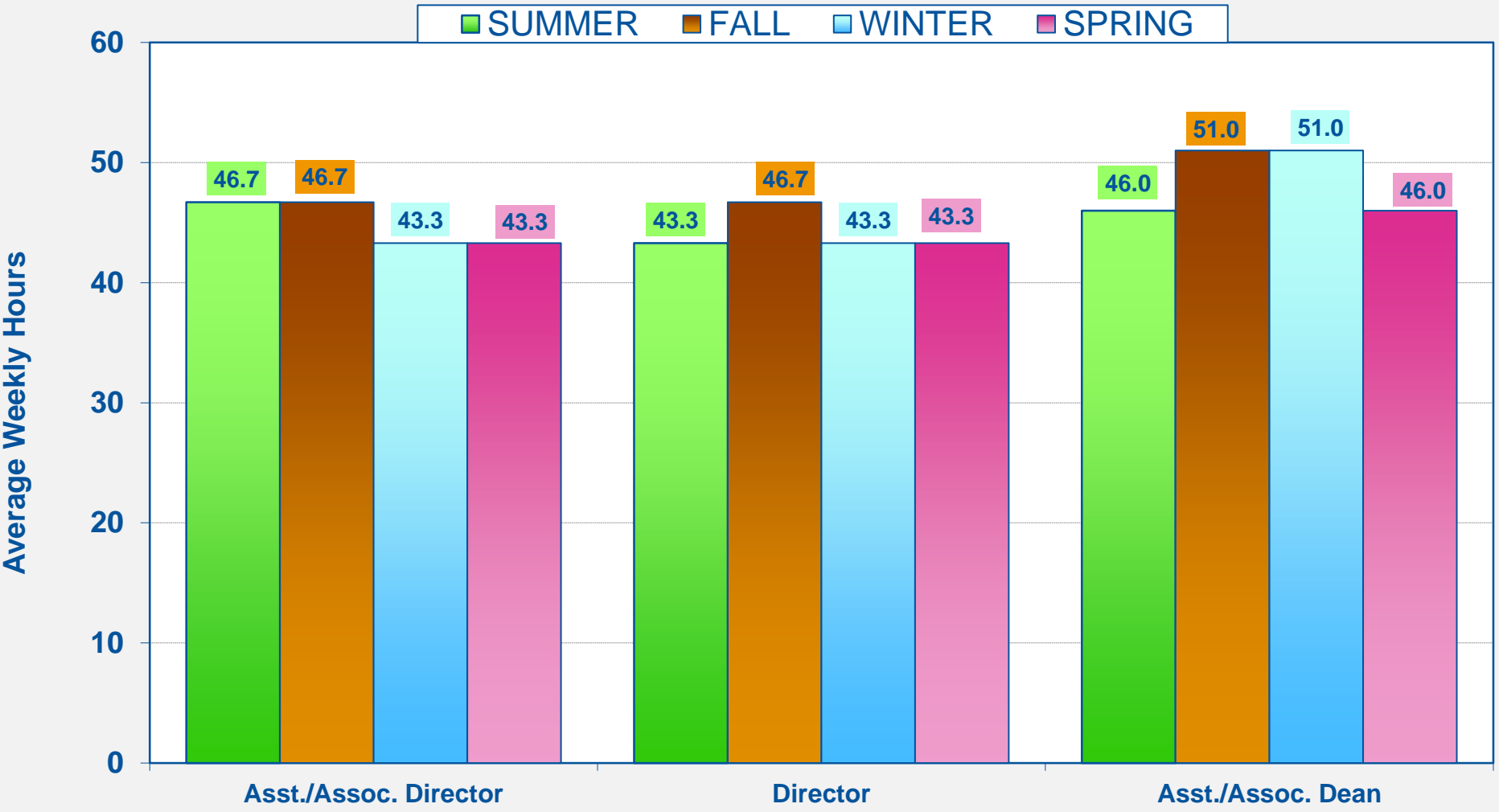
<u>Title (# responses)</u>	<u>Average Parental Leave (weeks)</u>	<u>Median Parental Leave (weeks)</u>	<u>Range (weeks)</u>
Director (9):	16.7	18	14-20
Sr. Manager (6):	15.5	15.5	12-18
Manager (12):	14.3	12	10-18
Specialist/Sr. Coordinator (5):	12.2	12	12-16
Coordinator (6):	16.7	15	12-24

Addendum

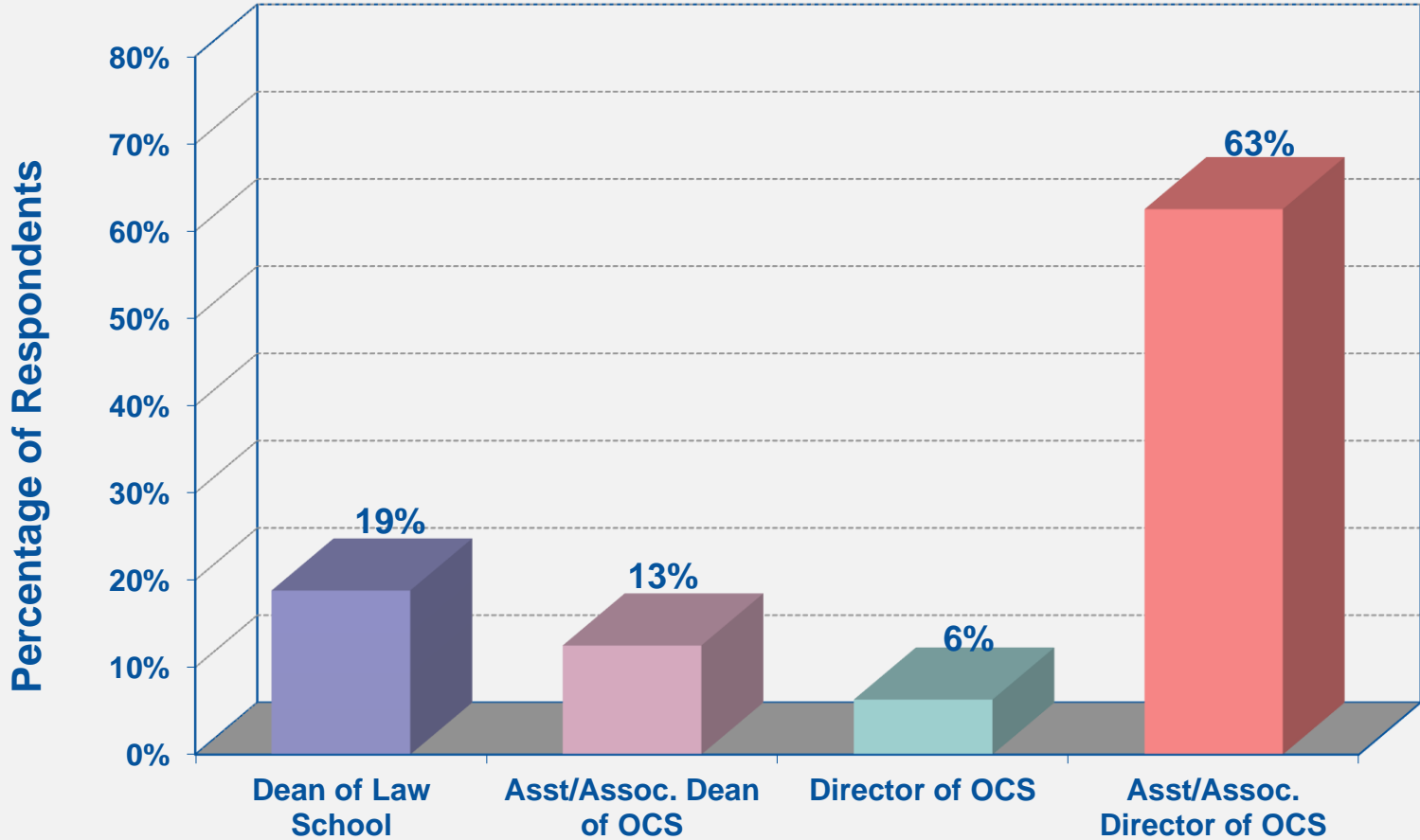
Law School Career Services



Average Hours Worked Per Week, Breakdown by Season



Who Does Your Department Report to?



*certain respondents have indicated more than one option

Benefits Received

- 20.0% of Law Schools allow employees to work part-time.
- 73.3% of Law Schools provide Flex Days.
- 20.0% of Law Schools provide backup daycare, and 13.3% of Law Schools have onsite daycare.
- 20.0% of Law Schools provide a mobile device to employees, and 13.3% provide mobile service.
- 86.7% of Law Schools provide employees with computers/laptops.
- 66.7% of Law Schools offer transportation discounts, mileage reimbursement, or transportation stipends.
- 46.7% of Law Schools offer a Health Club membership or discount.
- 86.7% of Law Schools provide a flexible spending account.
- 80.0% of Law Schools provide a health savings account.
- 84.6% of employees contribute to the cost of their medical care plans.
- 86.7% of Law Schools offer tuition reimbursement, and 53.3% offer consortium school benefits.
- 93.3% of Law Schools have a 403b program, with 78.5% of Law Schools offering an employer contribution and 42.8% of Law Schools offering 403b matching (average 8.2% match).
- 13.3% of Law Schools offer free parking.

Benefits Received: Average Days Paid Time Off (PTO)

PTO includes Vacation, Sick and Personal Days

<u>Title</u> (# responses)	<u>Average</u> (days)	<u>Median</u> (days)
Director (4):	26.5	22.0
Asst./Assoc Dean (4):	22.5	27.0

None of the respondents receive unlimited PTO.

*insufficient data for Asst./Assoc. Directors



**2023
WALRAA
Industry Survey
for Law Firms;
Government Agencies; and
Law School Career Services**



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