

## WILLIAM & MARY LAW SCHOOL

<http://law.wm.edu/careerservices>



### Basic Information

P.O. Box 8795  
overnight: 613 S. Henry Street, 23185  
Williamsburg, Virginia (VA), 23187-8795  
United States  
(757) 221-3800

### Career Service Administrator:

Michael J. Ende  
Associate Dean for Career Services  
Phone: (757) 221-3811  
[lawocs@wm.edu](mailto:lawocs@wm.edu)

### Registrar:

Stephanie Horne  
202-806-8010

### Admissions Profile (J.D. Candidates only)

Applications received	1055
Size of entering class:	126
# of undergraduate colleges represented:	86
# of states represented (incl. D.C.)	22
In-state enrollment:	11
Out-state enrollment:	115
Foreign countries represented:	3

### Grade Point Average / Law School Admission Test

In determining GPA and LSAT averages, are all students included?	open
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### Contact Information for Other Career Services Staff

Ramona J. Sein, Assistant Dean for Employer Relations; George P. Podolin, Assistant Dean for Career Services; Jennifer L. Salyers, Assistant Dean for Career Services; Moriah Allen, Assistant Dean for Career Services; Sara R. Marshall, Assistant Dean for Career Services; Jennifer Dow, Recruiting Program and Data Manager

### Law School Demographics

		1st Year	2nd Year	3rd Year	4th Year	Total
	Total Class Size	176	222	224	0	622
	Men	70	108	108	0	286
	Women	105	114	116	0	335
	Non-binary	1	0	0	0	1
Latinx	Men	1	3	2	0	6
Latinx	Women	2	3	0	0	5
Latinx	Non-binary	0	0	0	0	0
White	Men	52	83	85	0	220
White	Women	77	93	84	0	254
White	Non-binary	0	0	0	0	0
Black or African American	Men	4	2	0	0	6
Black or African American	Women	3	2	9	0	14
Black or African American	Non-binary	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Women	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Non-binary	0	0	0	0	0
Asian	Men	2	7	4	0	13
Asian	Women	6	6	6	0	18
Asian	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
Native American or Alaska Native	Women	1	0	0	0	1
Native American or Alaska Native	Non-binary	0	0	0	0	0
2 or more races	Men	4	3	6	0	13
2 or more races	Women	5	3	4	0	12
2 or more races	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	0
Persons with Disabilities	Women	NC	NC	NC	NC	0
Persons with Disabilities	Non-binary	NC	NC	NC	NC	0
LGBTQ	Men	NC	NC	NC	NC	0
LGBTQ	Women	NC	NC	NC	NC	0
LGBTQ	Non-binary	NC	NC	NC	NC	0

Non-Resident Alien	Men	4	3	2	0	9
Non-Resident Alien	Women	8	5	5	0	18
Non-Resident Alien	Non-binary	0	0	0	0	0
Veteran	Men	NC	NC	NC	0	0
Veteran	Women	NC	NC	NC	0	0
Veteran	Non-binary	NC	NC	NC	0	0

## Comments

The Law School does not track or ask for information about students' LGBTQ status.

For more details, visit [www.nalplawschools.org](http://www.nalplawschools.org)

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### Degree Programs

Number of Students Enrolled:	
Full-Time:	1641
Evening:	1642
Part-Time:	1643
Other:	1644
Fields of Study:	
LL.M. Degrees Offered:	1645
Is LL.M. grading system equivalent to JD system?	1646
Joint degree programs offered?	1647
Number of LL.M. degrees awarded in previous year:	1648

### JD Programs:

Is Moot Court a required activity?	Yes
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### Explanation of Grading System

Letter Grades	Other Grading System?	Numerical Equivalents
A+		4.3
A		4.0
A-		3.7
B+		3.3
B		3.0
B-		2.7
C+		2.3
C		2.0
C-		1.7
D		1.0
F		0.0

### Comments:

Official GPAs are rounded to the nearest tenth, including for purposes of calculating class ranks. William & Mary does not have pre-determined GPA cutoffs that correspond to specific ranks, and class ranks vary from semester to semester and class to class, depending on the distribution of grades within the curve established by the Law School. Therefore, the Office of Career Services is not able to provide GPAs corresponding to specific class ranks such as top 10%, 25%, etc. After students have completed their first year, the law school registrar provides cumulative GPA and class rank information to every student each semester. Employers may request this information directly from students. The law school cannot verify grades or class rank without the student's consent.

### Minimum Grade Required to Attain:

Top 10%:	1694
Top 25%:	1695
Top 33%:	1696
Top 50%:	1697
Top 75%:	1698
Median GPA:	1699
Minimum grade required for graduation:	1700
Do you have a pass/fail option?	open
Are students ranked in their class?	open
If so, how often?	Loren ipsum dolor sit amet
Will the school verify student grades?	open

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### **Pre-Graduation Academic Honors**

### **Graduation Honors**

### **Areas of Practice & Employment**

Areas of practice include both legal and non-legal positions: % of employed students with jobs in area	
Private practice	45.2
Business and industry	7.1
Government	10.1
Judicial clerkship	24.4
Military	5.3
Public interest organization	6.5
Academic	1.2
Job category not identified	

% of students with known location who are in employment region	
New England (CT,ME,MA,NH,RI,VT)	2
Middle Atlantic (NJ,NY,PA)	15
East North Central (IL,IN,MI,OH,WI)	3
West North Central (IA,KS,MN,MO,NE,ND,SD)	3
South Atlantic (DE,DC,FL,GA,MD,NC,SC,VA,WV)	64
East South Central (AL,KY,MS,TN)	1
West South Central (AR,LA,OK,TX)	2
Mountain (AZ,CO,ID,MT,NV,NM,UT,WY)	1
Pacific (AK,CA,HI,OR,WA)	7
Non-US	1

### **Jurisdictions:**

Virginia, Washington D.C., New York, California, New Jersey, Florida, Maryland, Delaware, North Carolina, Georgia

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### OCI / Job Posting

#### OCI Reservations

OCI requests  
accepted by:

Mail - beginning  
date: 02/01/2022

Phone - beginning  
date: 02/01/2022

Email to -  
beginning date: 02/01/2022: [lawocsmanager@wm.edu](mailto:lawocsmanager@wm.edu)

Online, URL -  
beginning date: 02/01/2022:  
<https://law.wm.edu/careerservices/employers/index.php>

Any changes in OCI procedures or policies that will be in effect for the first time  
during Fall 2015:

Fall 2022 OCI's and Interview Programs will be held virtually.

OCI Date Assignment Procedure: First come first served

OCI Fee? Virtual interview schedules are offered at no cost

OCI Date Confirmation Sent to Employers:

If requested, our school will coordinate with:

We will coordinate interviewing dates with any Virginia school.

Required Employer Forms:

Data form including firm/organization and contact information; offices for which  
candidates are sought; position title, type, term and description; types of  
students sought (e.g. 1L, 2L); materials to be submitted by applicants; and  
preferred interview dates and format.

#### OCI Dates:

OCI Interview Periods: August 2-4; August 9-12; August 16-19; September 7-9;  
October 4,6&7; and October 25-28

Callback Period:

Is video conferencing  
available? Yes

Comments: William & Mary can facilitate interviews through Flo Recruit. For  
additional information or to schedule virtual interviews, please contact the  
Recruiting Program and Data Manager.

#### Pre-OCI Material Distribution:

Are employers permitted to prescreen? Yes

OCI Drop date:

Date student materials sent to employer:

Date interview schedule sent to employer:

Postage/express mail fee?

Comments: Resume drop starts approximately three weeks before the  
interviewing date; resumes are sent at least 2.5 weeks before the interview  
date; schedules will be available in Symplicity and sent by email at least 2 days  
before the interview date.

Do you provide resume collection or direct mail option for employers not  
participating in OCI? Yes

Are all OCI conducted in campus buildings? Yes

#### Other Interview Programs

William & Mary Off-Campus Interview program (please contact our Recruiting  
Program and Data Manager for further details about this program): Greater  
Washington D.C. Interview Program, held in July/August (will be conducted  
virtually in on July 26-27, 2022). Cooperative/Consortia Interview Programs  
(please contact our Recruiting Program and Data Manager for additional  
information about any of these programs): Southern Legal Interview Program,  
held virtually in July/August with a consortium including UNC, Wake Forest, and  
Washington and Lee (this year held virtually on July 25, 2022). Northeast  
Interview Program, held in New York City each July/August (virtually on July 29,  
2022) in a consortium with Washington and Lee. New England Interview  
Program, held each August in Boston (virtually on August 5, 2022) with a  
consortium including Case Western, Emory, Arizona State, University of Illinois,  
University of Richmond, Wake Forest, Washington and Lee, and Washington  
University in St. Louis. Government and Public Interest Interview Program, held  
each February in Richmond, Virginia (virtually on February 11, 2022) with a  
consortium including the University of Richmond and Washington and Lee.  
Spring Interview Program, held each March in Richmond, Virginia (virtually on  
March 25, 2022) with a consortium including the University of Richmond,  
Washington and Lee, and the University of Virginia. Our students may be  
eligible to participate in interview programs sponsored by other schools or  
organizations each year, including: - Loyola Patent Law Interview Program  
(each August in Chicago, Illinois) - Equal Justice Works Job Fair (each October  
in the Washington, D.C. area) - San Francisco Intellectual Property Association  
Job Fair (each August in San Francisco, California) - Southeastern Intellectual  
Property Job Fair (each July in Atlanta, Georgia).

#### Diversity Interview Programs

Our students may be eligible to participate in these diversity-based interview  
programs: - Southeastern Minority Job Fair (Atlanta, Georgia) - Boston Lawyers  
Group - Boston Job Fair for Students of Color (Boston, Massachusetts) - Cook  
County Bar Association Minority Law Student Job Fair (Chicago, Illinois) - Rocky  
Mountain Diversity Legal Career Fair (Denver, Colorado) - DuPont Legal  
Minority Job Fair (Houston, Texas; Los Angeles, California; Wilmington,  
Delaware) - IndyBar Diversity Job Fair (Indianapolis, Indiana) - Heartland Career  
Fair (Kansas City, Missouri) - Minnesota Minority Recruitment Conference  
(Minneapolis, Minnesota) - LGBT Bar Association -- Lavender Law Career Fair  
(location rotates nationally) - Bay Area Diversity Career Fair (San Francisco,  
California) - National Black Prosecutor's Association Job Fair (location rotates  
nationally) - Northwest Minority Job Fair (Seattle, Washington) - St. Louis  
Diversity Job Fair (St. Louis, Missouri) - Hispanic National Bar Association Job  
Fair (location rotates nationally) - IMPACT Career Fair (Washington, D.C.) -  
Tri-State Diversity Job Fair (Louisville, KY) - Delaware Minority Job Fair  
(Wilmington, Delaware) - National Bar Association Job Fair (location rotates  
nationally) - National Black Law Students Association Northeast Job Fair (New  
York, NY)

#### For Employers who do not interview students on-campus, will you:

send, upon request, one package containing resumes/transcripts? Yes  
post a notice directing students to apply directly to employer? Yes

William & Mary posts job listings for students and graduates online at no charge  
to employers. We request a position description and application instructions. To  
list your positions contact us by phone, email to [lawjob@wm.edu](mailto:lawjob@wm.edu); or go online  
to <http://law.wm.edu/careerservices/employers>. Employers can also register for  
a William & Mary Symplicity account at  
<https://law-wm-csm.symplicity.com/employers/index.php>.

Are employers permitted to prescreen? Yes

#### First Year Students

We subscribe to the NALP Principles for a Fair and Ethical Recruitment Process  
and Standards. We will post job notices for first-year students starting on  
October 1; on-campus interviews for first-year students begin in early February.



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