

BAYLOR LAW SCHOOL

<http://www.baylor.edu/law/careerdevelopment/>



Basic Information

One Bear Place
Box 97288
Waco, Texas (TX), 76798
United States
(254) 710-1911

Career Service Administrator:

Angela Cruseturner
Assistant Dean of Career Development
Phone: (254) 710-3331
angela_cruseturner@baylor.edu

Registrar:

Jerri Cunningham
(254) 710-1911

Admissions Profile (J.D. Candidates only)

Applications received	1813
Size of entering class:	88
# of undergraduate colleges represented:	55
# of states represented (incl. D.C.)	18
In-state enrollment:	58
Out-state enrollment:	30
Foreign countries represented:	1

Grade Point Average / Law School Admission Test

In determining GPA and LSAT averages, are all students included? Yes
If not, what percentage is not included and why?
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Contact Information for Other Career Services Staff

Jana Hixson, Director of Employer Relations & Engagement
Lauren Porter, Office Manager

Law School Demographics

		1st Year	2nd Year	3rd Year	4th Year	Total
	Total Class Size	148	152	147	0	447
	Men	73	74	75	0	222
	Women	75	78	72	0	225
	Non-binary	UNK	UNK	UNK	0	0
Latinx	Men	14	11	8	0	33
Latinx	Women	15	7	12	0	34
Latinx	Non-binary	UNK	UNK	UNK	0	0
White	Men	52	55	58	0	165
White	Women	52	57	54	0	163
White	Non-binary	UNK	UNK	UNK	0	0
Black or African American	Men	2	1	4	0	7
Black or African American	Women	0	1	1	0	2
Black or African American	Non-binary	UNK	UNK	UNK	0	0
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	UNK	UNK	UNK	0	0
Asian	Men	1	6	3	0	10
Asian	Women	6	6	1	0	13
Asian	Non-binary	UNK	UNK	UNK	0	0
Native American or Alaska Native	Men	2	0	2	0	4
Native American or Alaska Native	Women	1	5	1	0	7
Native American or Alaska Native	Non-binary	UNK	UNK	UNK	0	0
2 or more races	Men	1	1	0	0	2
2 or more races	Women	1	1	3	0	5
2 or more races	Non-binary	UNK	UNK	UNK	0	0
Persons with Disabilities	Men	UNK	UNK	UNK	0	0
Persons with Disabilities	Women	1	UNK	UNK	0	1
Persons with Disabilities	Non-binary	UNK	UNK	UNK	0	0
LGBTQ	Men	UNK	UNK	UNK	0	0
LGBTQ	Women	UNK	UNK	UNK	0	0
LGBTQ	Non-binary	UNK	UNK	UNK	0	0
Non-Resident Alien	Men	1	0	0	0	1
Non-Resident Alien	Women	2	0	0	0	2

Non-Resident Alien	Non-binary	UNK	UNK	UNK	0	0
Veteran	Men	UNK	UNK	UNK	0	0
Veteran	Women	UNK	UNK	UNK	0	0
Veteran	Non-binary	UNK	UNK	UNK	0	0

Comments

For more details, visit www.nalplawschools.org

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Degree Programs

Number of Students Enrolled:	
Full-Time:	458
Evening:	0
Part-Time:	0
Other:	n/a
Fields of Study:	
LL.M. Degrees Offered:	Yes
Is LL.M. grading system equivalent to JD system?	Yes
Joint degree programs offered?	Yes
Number of LL.M. degrees awarded in previous year:	0

JD Programs:

Special Training and Certification Programs:

Administrative Practice, Business Litigation, Business Planning, Criminal Practice, Estate Planning, General Civil Litigation, Healthcare Law, Intellectual Property, Real Estate and Natural Resources, Commercial Law, Public Interest Law, Family Law, Fiduciary Litigation, Intellectual Property Litigation, Personal Injury Litigation

Is Moot Court a required activity? Yes

Moot Court Program Description:

Students are required to complete an oral advocacy exercise as part of their first-year Appellate Advocacy and Procedure course. Students may choose to participate in one of the two annual intramural moot court competitions. Students who reach the octa-final round of a competition or who rank as one of the top ten speakers are invited to join the Baylor Barrister Society.

Explanation of Grading System

Letter Grades	Other Grading System?	Numerical Equivalents
A+		n/a
A		4.0
A-		3.67
B+		3.33
B		3.0
B-		2.67
C+		2.33
C		2.0
C-		n/a
D		1.0
F		0.0

Comments:

Consistent with Baylor Law's high standards of excellence and professionalism, good grades do not come easily. While many law schools employ an "A to C" scale similar to other graduate schools, Baylor has a true "A to F" scale. It is not unusual for excellent students to receive a "C," which Baylor Law faculty consider a satisfactory grade. Further, nearly two-thirds of a Baylor Law student's course load is required, so students do not have the opportunity to "pad" their GPA. We ask that you keep these points in mind when reviewing Baylor Law transcripts and resumes.

Minimum Grade Required to Attain:

Top 10%:	3.632
Top 25%:	3.364
Top 33%:	3.317
Top 50%:	3.155
Top 75%:	2.856
Median GPA:	3.155
Minimum grade required for graduation:	2.0
Do you have a pass/fail option?	No
Are students ranked in their class?	Yes
If so, how often?	Twice yearly
Will the school verify student grades?	Yes
School's Verification Policy	
We will verify grades with a signed release from the student.p>	

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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	61
Business and industry	4
Government	18
Judicial clerkship	10
Military	3
Public interest organization	3
Academic	1
Job category not identified	0

% of students with known location who are in employment region	
New England (CT,ME,MA,NH,RI,VT)	0
Middle Atlantic (NJ,NY,PA)	.8
East North Central (IL,IN,MI,OH,WI)	0
West North Central (IA,KS,MN,MO,NE,ND,SD)	0
South Atlantic (DE,DC,FL,GA,MD,NC,SC,VA,WV)	3.3
East South Central (AL,KY,MS,TN)	1.7
West South Central (AR,LA,OK,TX)	90
Mountain (AZ,CO,ID,MT,NV,NM,UT,WY)	1.7
Pacific (AK,CA,HI,OR,WA)	1.7
Non-US	.8

Jurisdictions:

Texas (other), Dallas, Houston, Waco, Austin, Beaumont, San Antonio, Fort Worth, Midland, Amarillo

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OCI / Job Posting

OCI Reservations

OCI requests accepted by:
Phone - beginning date: 12/16/2021
Email to - beginning date: 12/16/2021:
Online, URL - beginning date: 12/16/2021:

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

OCI Date Assignment Procedure: First come first served
OCI Fee? No fee
OCI Date Confirmation Sent to Employers: 01/04/2021

If requested, our school will coordinate with:
We will try to coordinate OCI dates with other schools upon request.

Required Employer Forms:
Baylor Law School's Nondiscrimination Policy

OCI Dates:

OCI Interview Periods: 8/3/21-8/5/21 Session 1 8/19/21-8/20/21 Session 2
11/4/21-11/5/21 2/17/22-2/18/22
Callback Period: 8/6/2021 - 8/13/2021
Is video conferencing available? Yes

Comments: In 2021, Baylor Law will host two spring on-campus recruitment programs: one in February and one in March. Big Law OCI will take place August 4-6. We will then host another interview program immediately before the fall term begins August 23, 2021, and in November of 2021.

Pre-OCI Material Distribution:

Are employers permitted to prescreen? Yes
OCI Drop date: 07/05/2021
Date student materials sent to employer: 07/14/2021
Date interview schedule sent to employer: 07/28/2021
Postage/express mail fee? No
Comments: N/A
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

Public Service Career Fair, Austin, TX (February) Rio Grande Valley Legal Job Fair, Edinburg, TX (March) Southeastern Intellectual Property Job Fair, Atlanta, GA (July) DuPont Legal Minority Job Fair, Various locations (August) Loyola Patent Law Interview Program, Chicago, IL (August) Texas in Washington Recruitment Program, Washington, D.C. (August) Sunbelt Minority Recruitment Program, Dallas, TX (August)

Diversity Interview Programs

DuPont Legal Minority Job Fair, Various locations (August) Sunbelt Minority Recruitment Program, Dallas, TX (August)

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

send,uponrequest,onepackagecontainingresumes/transcripts? Yes
post a notice directing students to apply directly to employer? Yes

Employers may post job listings at any time. Positions are posted daily on our website. Listings are discontinued at the Employer's request or after six weeks, unless otherwise requested. Listings may be submitted online at: www.baylor.edu/law/PostAJob, or you may contact Lauren Porter at Lauren_Porter@Baylor.edu. Recent graduates are encouraged to participate in OCI in addition to applying to job postings. Please consider both options when seeking to hire a recent Baylor Law graduate.

Are employers permitted to prescreen? Yes

If no, explain:

First Year Students

First-year students who entered in the spring quarter (see "Other Notes" for more information) and who have completed two quarters will be eligible for Fall OCI. First-year students who entered in the summer or fall classes are eligible for Spring OCI.

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Diversity

Several Baylor Law faculty members work closely with minority students to assist them in all aspects of their legal education, including their job search. Additionally, we participate in the following job fairs geared toward minority students: DuPont Legal Minority Job Fair Sunbelt Minority Recruitment Program

Pro Bono

Baylor Law has devoted meaningful resources to create opportunities for students to assist with the delivery of quality pro bono legal services to those who are in need of legal services, but who cannot afford to pay for them. The Pro Bono and Public Service Program is the vehicle through which students perform pro bono and community service work for the surrounding community. Below is a description of our current efforts for bringing together law students, law faculty, and local attorneys to provide pro bono legal services to deserving segments of our community.

- Pro Bono and Public Service Program: Baylor Law Pro Bono and Public Service Program raises awareness of the needs in our local community and encourages student involvement in pro bono and community service work. Through Baylor Law Pro Bono and Public Service Program, Baylor Law connects needs in the community with students who want to volunteer, acting as a clearinghouse for opportunities, and keeping track of volunteer hours for recognition and resume purposes.
- Estate Planning Clinic: Created to serve those who put their lives on the line in the service of their country and local communities, Baylor Law's Estate Planning Clinic provides free, basic estate planning for veterans and first responders (police, firefighters, paramedics, and emergency medical technicians) and their spouses living in and around McLennan County.
- Immigration Clinic: As immigration reform remains a hot-button issue and responsive to the political climate, many of the next steps for immigrants, both documented and undocumented, remains uncertain. As laws evolve, the Baylor Law Immigration Clinic and its student volunteers will remain on the front lines, working to help those in all of our communities have access to legal services and accurate advice regardless of their resources.
- Intellectual Property Law and Entrepreneurship Clinic: Operating in one of the most expensive and highly specialized areas of law, Baylor Law's Intellectual Property Law & Entrepreneurship Clinic helps enterprising inventors, budding businesses, and creative not-for-profit entities with patents, trademarks and other intellectual property matters. Serving as a pro bono clinic, clients pay no legal costs for services, while students receive valuable, hands-on experience in one of the profession's most complex and fastest growing arenas. Operating year-round, the IP Clinic serves as a clinic class, for which students receive credit, doing the work they will one day perform as lawyers. With a limited license to practice before the USPTO, students counsel with clients, file copyrights, do patent and register searches, draft patents and trademarks, and build relationships with the very examiners they will meet in practice. As a result, participating students pursuing IP law find themselves considerably ahead of their peers.
- Trial Advocacy Clinic: Having met the challenges of the nation's #5 ranked (by U.S. News & World Report) trial advocacy program, students interested in litigation have a chance to put their skills to the test in actual courtrooms, with real cases, before sitting judges—through Baylor Law's Trial Advocacy Clinic. Open to third-year students, the Clinic connects volunteers to clients through two programs: Juvenile Court and Municipal Court. Representing the accused in their initial detention hearing in Juvenile Court, students draw on their client counseling skills and Practice Court experiences to advocate for their client by appointment of the court. For many students, it's the first time they come face to face with a real client, witness the inner workings of the juvenile justice system, meet with a prosecutor, and have the opportunity to address a judge. Likewise, the Municipal Court program affords students who have completed Baylor Law's Practice Court program to advocate for defendants who, because of cost, would likely go unrepresented. Focusing on Class C misdemeanors, students step into world they've been trained for—as they stand and deliver before the court, examine witnesses, interact with opposing counsel, and advise their client through each phase of the proceedings.
- Veterans Clinic: Since its inception, the Baylor Law Veterans Clinic has provided free legal services and advice to one of the most deserving segments of our community—our nation's veterans. Growing up in a family with a history of military service, Baylor Law Professor Bridget Fuselier founded the clinic after having witnessed firsthand the many men and women who served their country, only to be forgotten after their years of service. While helping veterans and their spouses navigate issues following their service, the clinic also provides an invaluable training ground for student volunteers. Students gain hands-on experience working with Baylor Law professors and volunteer attorneys in civil legal areas ranging from family law, to consumer debt and bankruptcy issues, to real estate disputes. Unlike other law school clinics serving veterans, Baylor law provides a referral service for continuing legal services through pro bono attorneys. And in some instances, the clinic takes on cases in-house, with students helping see the case all the way through to resolution.
- People's Law School: Free and open to the public, the People's Law School offers a half-day curriculum featuring volunteer attorneys and legal experts who teach courses designed to educate consumers about their legal rights and to make the law "user friendly."
- Baylor Law Public Interest Summer Fellowships: Baylor Law provides public interest fellowships to students interning for not-for-profit or governmental organizations to assist

underrepresented populations in obtaining equal access to justice. -National Adoption Day: The Baylor Public Interest Legal Society facilitates pro bono adoptions in coordination with Child Protective Services and local attorneys. -Pro Bono Challenge: In 2015, the Waco-McLennan County Young Lawyers Association (MCYLA) introduced the annual Pro Bono Challenge. The challenge encourages all licensed attorneys in McLennan County to meet the State Bar of Texas aspirational goal that each Texas attorney volunteer at least 50 pro bono hours each year. The goal of the program is to promote and recognize the pro bono efforts of McLennan County lawyers. The MCYLA partnered with Baylor Law School to create the Challenge, which is the first pro bono program in McLennan County in over a decade. All attorneys in McLennan County are encouraged to report their pro bono activities for the calendar year to MCYLA to meet the annual collective goal. At the end of the year, the bar association member and MCYLA member with the highest number of hours spent on pro bono activities are each presented the Outstanding Pro Bono Advocate Award from MCYLA. In 2015, the goal was set at 1,000 hours, which was met and greatly exceeded. In 2016, the goal of 2,000 hours was met, and in 2017, the goal of 2,500 hours was met. The Pro Bono Challenge has garnered MCYLA four awards to date: the Award of Merit from the State Bar of Texas, the Texas Access to Justice Commission's Deborah G. Hankinson Access to Justice Award, the Texas Young Lawyers Association's Award of Achievement for Service to the Public, and the Lone Star Legal Aid Community Partner Award. -Student Awards: Baylor Law Veterans Clinic "Boots on the Ground" Award: An annual award of \$250, shared by the students who have made the most significant contributions to the Veterans Clinic program. Given by Professor Bridget Fuselier and her husband Paul. Bill Kimble Service Award: The Bill Kimble Service Award is given annually to two students who have demonstrated exceptional commitment to community service. This award is made possible by an annual gift from Josh & Jennifer Borderud in honor of Bill Kimble, a Baylor Law graduate who has dedicated his life to providing legal services for the poor. The award is given to the two students who, by the annual convocation, have accumulated the most hours in the Pro Bono and Public Service program. BARBRI Public Servant Award: An annual award of a BARBRI Bar Review course, valued at approximately \$2,500, to the student who has completed the most community service and pro bono hours through the Pro Bono and Public Service Program during his or her first year at Baylor Law. Given by BARBRI Bar Review. -Law School Awards: The pro bono programs at Baylor Law have received several awards and recognitions. In 2017, Bridget Fuselier, Baylor Law Professor and Executive Director of the Baylor Law Veterans Clinic, received the Colonel Bryan S. Spencer Award for her outstanding service to veterans through the Baylor Law Veterans Clinic. The award is presented by the Texas Military & Veterans Law Section of the State Bar of Texas. In 2016, Baylor Law received the Law School Commitment to Service Award from the Texas Access to Justice Commission. The award honors the law school that has most distinguished itself by actively educating its students about access to justice issues. Baylor Law previously received the award in 2010. In 2015, Baylor Law was selected to receive the 2015 American Bar Association (ABA) Pro Bono Publico Award, making it only the third law school in the nation to be honored with the award since 1984. Each year, the ABA Standing Committee on Pro Bono and Public Service presents five awards to individual lawyers and institutions in the legal profession that have demonstrated outstanding commitment to volunteer legal services for the poor and disadvantaged. In 2014, the ABA Public Interest Award was awarded to Baylor Law's Baylor Public Interest Legal Society (BPILS) for its remarkable implementation of their annual Adoption Day program. Also, in 2014, Baylor Law received the W. Frank Newton Award from the State Bar of Texas. The W. Frank Newton Award recognizes the pro bono contribution of attorney groups, including law school faculty, whose members have made an outstanding contribution in the provision of, or access to, legal services to the poor. According to the state bar and the committee, Baylor Law was honored for its "truly exceptional" commitment to the "provision of legal services to the poor." The award is named for W. Frank Newton, former dean of Texas Tech University School of Law and longtime pro bono advocate. In 2012, Baylor Law student Brittany V. Wray won the Law Student Pro Bono Award from the Texas Access to Justice Commission. The award recognizes a law student whose pro bono work has made a significant impact on the community and reflects a passion for advocating on behalf of underserved populations. In addition to these awards, the law school has made a concerted effort to raise awareness of the issues many of our fellow Americans face. The law school has participated in the Texas Access to Justice Commission's Champions of Justice Gala, as a Patron of Justice sponsor, since 2015. The law school also sponsored the 2015 Equal Justice Works Conference, which was held in Austin, Texas.

Narrative

Ranked second in the nation for advocacy by U.S. News & World Report, Baylor Law combines theory with practice and nurtures a commitment to service and responsibility. Established in 1857, Baylor is the oldest law school in Texas and is located on the campus of Baylor University in Waco, Texas. Baylor stands at the forefront of practice-oriented law schools nationally. Baylor is clear about its mission to equip students upon graduation to practice law effectively and ethically. Every year, Baylor Law students achieve one of the highest bar passage rates in the country. Law firms, courts, government agencies, and other organizations recognize that graduates of Baylor Law are equipped with the problem-solving techniques and practical, hands-on lawyering skills necessary for success in the workplace. As a professional school, Baylor Law has a particular obligation to develop students who have the character, maturity, skills, and values needed to provide legal services competently to their clients upon graduation and to assume leadership within one's community and profession. To meet this obligation, the School of Law introduces students to those basic legal principles that serve as the foundation for our system of justice; develops in students the core lawyering skills of clear thinking, writing, and speaking; provides students experience using this knowledge and skill to perform a reasonable range of lawyering tasks; and exposes students to the history, traditions, and values of the legal profession. Baylor Law is well-known for its Practice Court Program. The specific mission of the program is to prepare students for litigation and trial practice. Separate and apart from the specific mission, the true scope of this training extends beyond the courtroom. Practice Court contributes to the broader, more general mission of preparing students to be competent, responsible, and ethical lawyers. Practice Court teaches lawyering skills important to any type of practice. Students learn to be more precise in analysis and thought, as well as expression and communication, which contributes to their poise and self-confidence. The Practice Court Program also introduces students to the demands of a modern law practice by imposing significant demands on their time. Students must learn to work efficiently and to organize and prioritize tasks to successfully perform in the stressful environment created to closely simulate that in which students will someday practice. Students learn to perform effectively—to think and act—under pressure. Recognizing the demand for outstanding legal writers, Baylor Law has expanded its legal writing program in recent years by adding faculty and extending the required writing curriculum beyond the first year. Writing classes are now fully integrated into the Baylor Law curriculum across all three years of legal training, all tracks of study, and all degree programs. Meeting the obligation of preparing students to assume their responsibilities within our honorable profession and to follow the call of service is the principal mission of Baylor Law School. To that end, in 2013, Baylor Law developed a mandatory professional development program (requiring 18-hours of study over three years) that exposes students to issues and topics they will face when they enter the practice of law. This program has become a model for others around the country. Baylor Law emphasizes the law as a service profession, and its significant Pro Bono activity has earned numerous awards in recent years, including the prestigious ABA Pro Bono Publico Award. A tremendous work ethic, commitment to service, and outstanding practical skills: these are the hallmarks of a Baylor Lawyer.

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