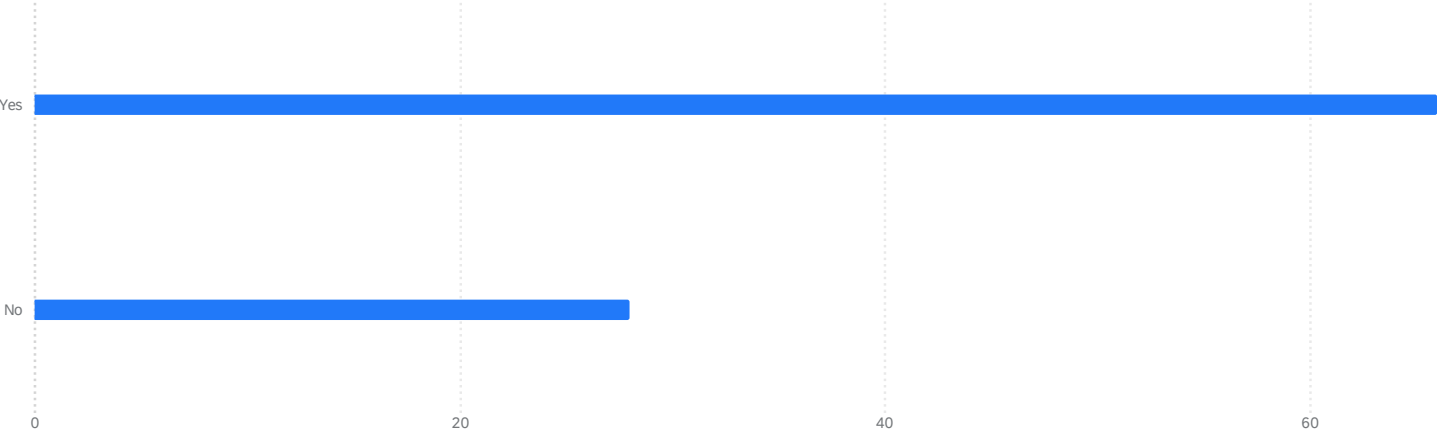


Have you interviewed a student from UND School of Law for any position during the last five (5) years? 94 ⓘ



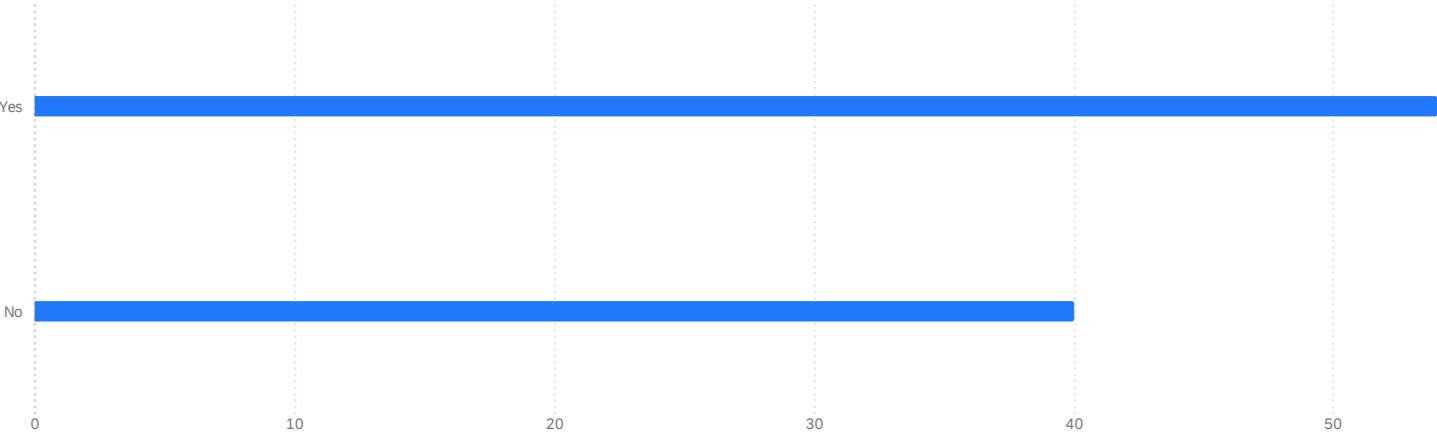
Have you interviewed a student from UND School of Law for any position during the last five (5) years? 94 ⓘ

Q2 - Have you interviewed a student from UND School of Law for any position during the last five (5) years?	Percentage	Count
Yes	70%	66
No	30%	28

Have you interviewed a student from UND School of Law for any position during the last five (5) years? 94 ⓘ

Have you interviewed a student from UND School of Law for any position duri...	Average	Minimum	Maximum	Count
Yes	1.00	1.00	1.00	66
No	2.00	2.00	2.00	28

Have you hired a student from UND School of Law for a clerk position? 94 ⓘ



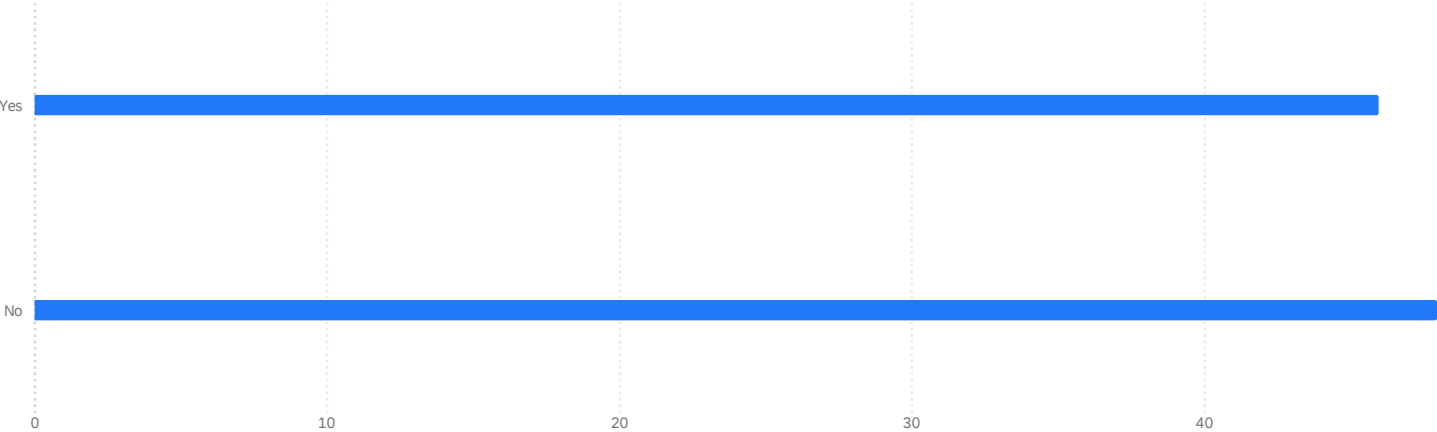
Have you hired a student from UND School of Law for a clerk position? 94 ⓘ

Q3 - Have you hired a student from UND School of Law for a clerk position?	Percentage	Count
Yes	57%	54
No	43%	40

Have you hired a student from UND School of Law for a clerk position? 94 ⓘ

Have you hired a student from UND School of Law for a clerk position?	Average	Minimum	Maximum	Count
Yes	1.00	1.00	1.00	54
No	2.00	2.00	2.00	40

Have you hired a recent UND School of Law graduate for an attorney position? 94 ⓘ



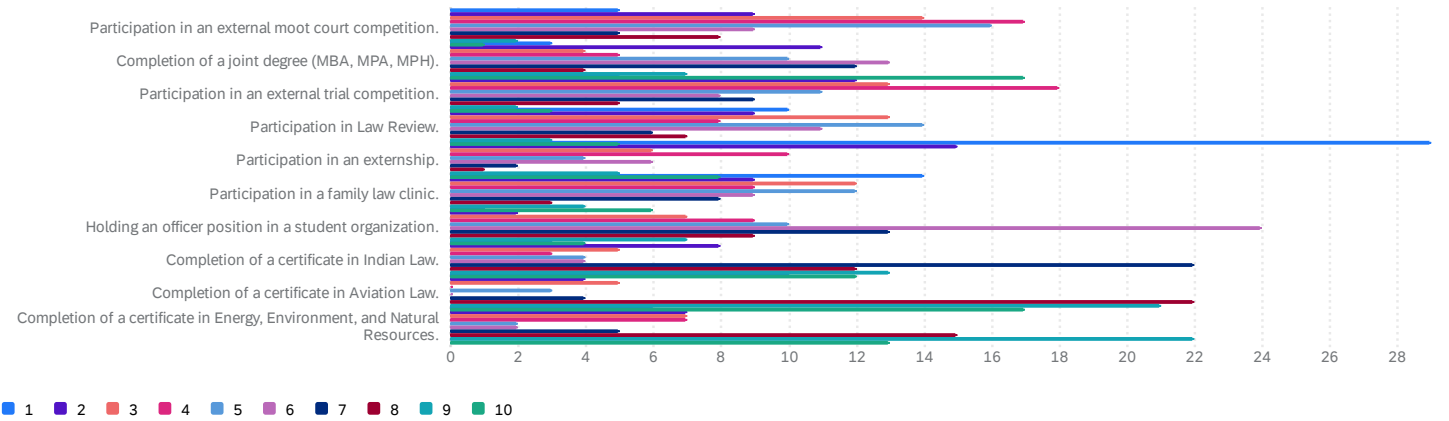
Have you hired a recent UND School of Law graduate for an attorney position? 94 ⓘ

Q4 - Have you hired a recent UND School of Law graduate for an attorney position?	Percentage	Count
Yes	49%	46
No	51%	48

Have you hired a recent UND School of Law graduate for an attorney position? 94 ⓘ

Have you hired a recent UND School of Law graduate for an attorney position...	Average	Minimum	Maximum	Count
Yes	1.00	1.00	1.00	46
No	2.00	2.00	2.00	48

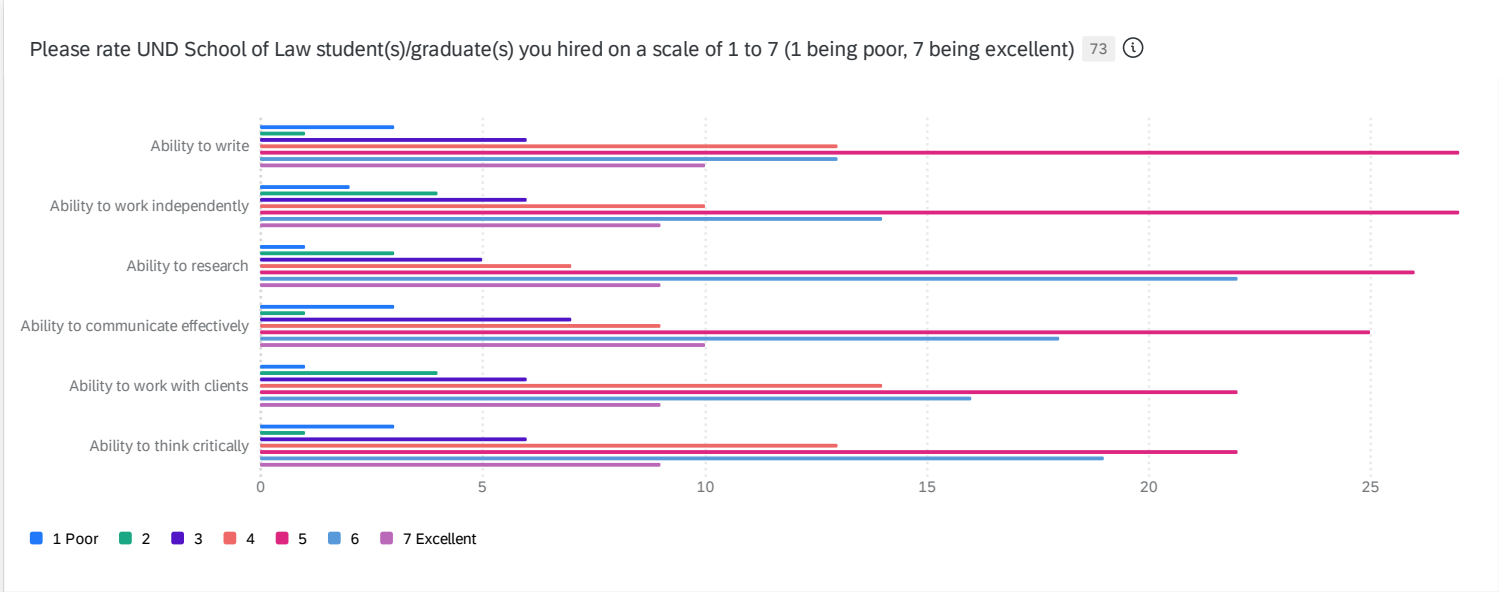
Please rank the following student experiences based on how significant you consider them to be when making a hiring decision (one being not important, 10 being very important) 86 ⓘ



Please rank the following student experiences based on how significant you consider them to be when making a hiring decision (one being not important, 10 being very important) 86 ⓘ

Please rank the following student experiences based on how significant you...	1	2	3	4	5	6	7	8	9	10
Participation in an external moot court competition.	5	9	14	17	16	9	5	8	2	1
Completion of a joint degree (MBA, MPA, MPH).	3	11	4	5	10	13	12	4	7	17
Participation in an external trial competition.	5	12	13	18	11	8	9	5	2	3
Participation in Law Review.	10	9	13	8	14	11	6	7	3	5
Participation in an externship.	29	15	6	10	4	6	2	1	5	8
Participation in a family law clinic.	14	9	12	9	12	9	8	3	4	6

Please rank the following student experiences based on how significant you...	1	2	3	4	5	6	7	8	9	10
Holding an officer position in a student organization.	1	2	7	9	10	24	13	9	7	4
Completion of a certificate in Indian Law.	3	8	5	3	4	4	22	12	13	12
Completion of a certificate in Aviation Law.	10	4	5	0	3	0	4	22	21	17
Completion of a certificate in Energy, Environment, and Natural Resources.	6	7	7	7	2	2	5	15	22	13

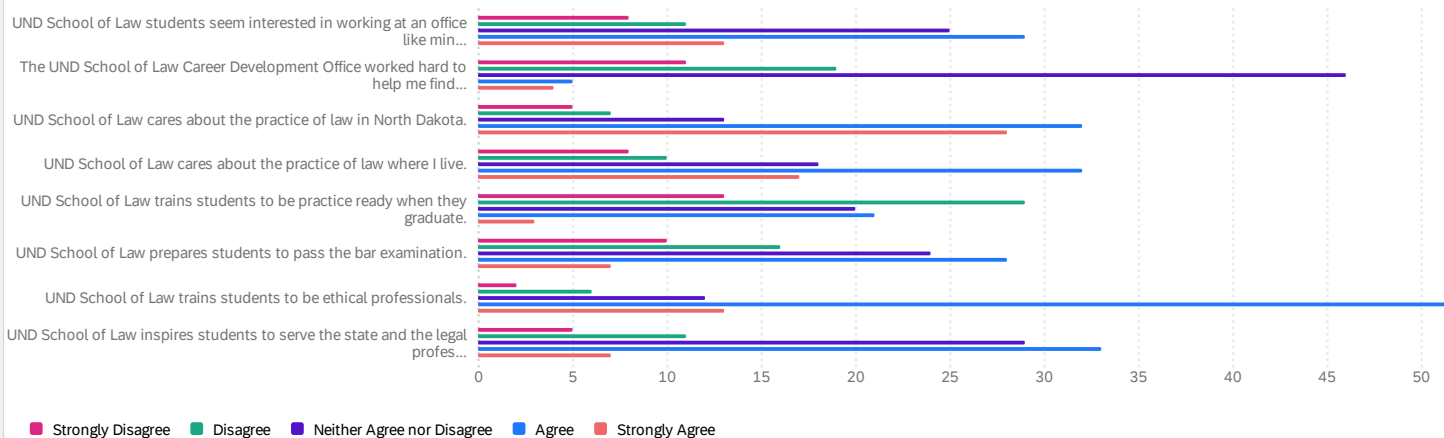


Please rate UND School of Law student(s)/graduate(s) you hired on a scale of 1 to 7 (1 being poor, 7 being excellent) 73 ⓘ							
Please rate UND School of Law student(s)/graduate(s) you hired on a scale o...	1 Poor	2	3	4	5	6	7 Excellent
Ability to write	3	1	6	13	27	13	10
Ability to work independently	2	4	6	10	27	14	9
Ability to research	1	3	5	7	26	22	9
Ability to communicate effectively	3	1	7	9	25	18	10
Ability to work with clients	1	4	6	14	22	16	9
Ability to think critically	3	1	6	13	22	19	9

Please rate UND School of Law student(s)/graduate(s) you hired on a scale of 1 to 7 (1 being poor, 7 being excellent) 73 ⓘ				
Please rate UND School of Law student(s)/graduate(s) you hired on a scale o...	Average	Minimum	Maximum	Count
Ability to write	4.90	1.00	7.00	73

Please rate UND School of Law student(s)/graduate(s) you hired on a scale o...	Average	Minimum	Maximum	Count
Ability to work independently	4.86	1.00	7.00	72
Ability to research	5.14	1.00	7.00	73
Ability to communicate effectively	5.00	1.00	7.00	73
Ability to work with clients	4.89	1.00	7.00	72
Ability to think critically	4.96	1.00	7.00	73

Please indicate the extent to which you agree or disagree with the following statements: 87 ⓘ



Please indicate the extent to which you agree or disagree with the following statements: 87 ⓘ

Please indicate the extent to which you agree or disagree with the followin...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
UND School of Law students seem interested in working at an office like min...	8	11	25	29	13
The UND School of Law Career Development Office worked hard to help me find...	11	19	46	5	4
UND School of Law cares about the practice of law in North Dakota.	5	7	13	32	28
UND School of Law cares about the practice of law where I live.	8	10	18	32	17
UND School of Law trains students to be practice ready when they graduate.	13	29	20	21	3
UND School of Law prepares students to pass the bar examination.	10	16	24	28	7
UND School of Law trains students to be ethical professionals.	2	6	12	52	13
UND School of Law inspires students to serve the state and the legal profes...	5	11	29	33	7

Please indicate the extent to which you agree or disagree with the following statements: 87 ⓘ

Please indicate the extent to which you agree or disagree with the followin...	Average	Minimum	Maximum	Count
UND School of Law students seem interested in working at an office like min...	6.05	1.00	8.00	86
The UND School of Law Career Development Office worked hard to help me find...	5.28	1.00	8.00	85
UND School of Law cares about the practice of law in North Dakota.	6.66	1.00	8.00	85
UND School of Law cares about the practice of law where I live.	6.19	1.00	8.00	85
UND School of Law trains students to be practice ready when they graduate.	5.22	1.00	8.00	86
UND School of Law prepares students to pass the bar examination.	5.72	1.00	8.00	85
UND School of Law trains students to be ethical professionals.	6.73	1.00	8.00	85
UND School of Law inspires students to serve the state and the legal profes...	6.13	1.00	8.00	85

There is no substitute for practical experience. The more real world experience the better.

work ethic, motivation, professionalism

Professional demeanor in and out of the courtroom, mutual respect for others, and time management skills.

interviewing skills and resume skills - many submissions were handwritten and students did not dress appropriately for meetings for externships at the school (hats, hoodies etc...)

Pragmatic legal problem solving

Some have great skills and some do not.

Knowledge of North Dakota specific laws, as it is a ND university that should aspire to have graduates ready to practice not just in other areas of the country, but right here in ND.

Familiarity with: ND Century Code, ND Rules of Civil Procedure, ND Rules of Criminal Procedure, ND Rules of Juvenile Procedure, ND Rules of Court

Writing skills of new graduates are lacking. Those skills should generally be in place before the arrive at the law school.

Some students lack basic writing and analytic abilities.

An understanding of the business of running a law firm.

Ability to research and write. The law clerks couldn't even fill out forms consistently that required simple information. No critical thinking skills.

I've seen a diminishment in writing skills in law school grads- not just UND Law grads, but ALL law grads- over the past 10 years. I think this has more to do with cultural influences (iPhones, Snaps, texts) than educational influences.

I have hired a number of UND students in recent years. An early struggle seems to be with time and work load management. Not in the sense of being inefficient with their time (that is expected), but more in the sense of bouncing between being distracted and overwhelmed.

They were a little rusty when it came to Bluebook Citation Skills

Computer- people

"Practice ready" skills.

I think it has been too long since I was a student to answer this fairly. Anyone I have worked with has come after experience elsewhere so I cannot guess the skills upon a new hire.

Trial skills, and management skills

I have not hired any yet. However, I am going to be soon. The most important thing I will look for is if they have any practical experience from law school. Writing appellate briefs and making appellate arguments are great, but I would like to see more focus on practical skills that are used on a more daily basis. I write hundreds of motions to suppress or other pretrial motions but very few appellate briefs so I'd like to see more work to put emphasis on how to work at the trial court level (motions, briefs, motions in limine, arguing a motion, etc.) rather than focusing so much on writing to an appellate court.

It would be helpful if your students were able to write a complete sentence containing correct grammar. But, the most concerning issue is the lack of motivation and lack of reliability.

Trial skills. Professionalism.

N/A

ability to critically think, be well rounded. Passing the bar will get you to be an attorney, but learning how to practice law in the world allows you to be a great advocate for your client

n/A

Generative AI

There weren't any skills I expected new graduates didn't have

Shockinly poor writing and oral communications skills with every student/graduate I have seen.

some do not have basic courtroom knowledge or experience

Technology disciplines.

The ability to conduct legal research and write

Excellent writing skills, including the ability to organize information and the use of proper grammar and sentence structure.

oral advocacy, research and writing, ability to work independently, understanding the demands of the legal profession (wanting too much flexibility, work from home, etc.)

Real Estate Title Reserch Skills

applying critical thinking skills to problem/issue to be prepared to critically discuss problem/issue

attention to detail, critical thinking and problem solving

More practical skills would be helpful, knowledge of the Rules of Court would be great

Work ethic

Conversation skills with a client.

Broad base of understanding general legal topics. Many interviewees and applicants did not take the classes covering the basic areas tested on the bar exam. Many appeared to have focused on boutique or narrow areas of the law. Some are missing general time management and multi-tasking skills.

Understanding basic trial abilities and the understanding of an action from summons and complaint to Judgment.

Drafting a summary judgment brief in conjunction with supporting exhibits and a declaration/affidavit.

Work ethic, self-starter, goal-oriented, strong sense of responsibility, clear writing and speaking

ability to understand what is expected of them when they work for a lawyer, I don't need them sitting on their phones

Courtroom experience, client management control, and a realistic expectation of court processes

Supreme Court Brief Writing was substandard.

Client management skills, interpersonal communication, practical business skills

I think when I was at UND Law (early 2000s) there was kind of an intensive interviewing day. I'm not sure if you are still doing that but if you are, it might be good to better advertise that. We hired an attorney during the past year and wound up with a law school student from out of state. No applicants from UND Law after a couple rounds of postings for what I think was a pretty competitively compensated position. I might be hiring again in the next year or two so I'm interested in ways to increase knowledge and interest in a position here if we do hire again soon.

Find a way to keep attorneys in the state... every rural community needs more than 1 attorney per class to share across the state.

Recruit more students from ND, or at least the United States.

more assistance to students on building a resume that will give them the skills and qualifications they need and more information on how to interview, prepare documents for interviews, writing samples and attire and that the interview starts with that first meeting, do not wear jeans when the person coming to the school wears a suit

As a former UND Law student who participated in the Family Law Clinical Practicum (FLCP), I can say the FLCP provided real-life experience working in a legal office and understanding how to develop, manage and handle a case load. The FLCP also provided participants with the opportunity to understand and learn about client relations and provided hands on experience in document drafting and filing.

The ability to write clearly is the most important skill they need.

If UND can offer electives in Indian Law, Oil and Gas, Federal Tax, HealthCare Law, I fail to understand why it cannot offer students a course specific to North Dakota practice. It seems like a genuinely useful elective that would prepare those that intend to remain in North Dakota and would serve those of us seeking to hire graduates.

Go back to basics. Make students critically think and break down arguments. Make them write more and rewrite until they understand it. The law clerks I have had wouldn't look things up, even when I provided them a book with all the laws, Fed'l regulations, policies, etc. they didn't want to read and expected me to tell them everything. They were not able to learn on their own and recall what they learned. I finally wrote the legal analysis myself and had them apply the facts and make the legal argument... they couldn't even do that. There is too much focus on memorizing the holding of a case without understanding the analysis that arrived at the holding. Students don't read the analysis and don't understand it. Therefore they are unable to do it on their own.

Prepare students for logical thinking and instill love of the law.

I have posted jobs many times and gotten no applicants.

I have been very impressed with Dean Pappas' commitment to the ND Bar and his vision for the law school. Keep up the great work and keep striving for improvement!

I believe there is a "lawyering skills" course. I don't know what is covered in that course, but it could be a good place to plug in some curriculum on time management and organization strategies (time blocking, setting key priorities, backward planning, etc.).

Making A Practicum Requirement For Graduation In Which The Student Chooses The Area of Law That The Student Would Like To Do The Practicum In

Concentrate on having graduates being ready for work in an office.

Focus on more opportunities for partnerships outside of the typical. Offer short engagement experiences so the students are getting exposed, even limited to various aspects of the practice. Encourage even short stints to allow for experience. More collaboration with rural practitioner's to ensure every opportunity for the students. I know of some of the programs but every time I have tried to utilize them; I am missing deadlines to engage with students. Finally; I couldn't get the numbering to work above (1-10) most important

No comment.

I am graduate but can honestly say that, with minimal exceptions, the quality of law clerks that we have hired in my office is more than concerning. I recall when students were motivated, wanted to work and learn and that is certainly not the case today.

Hands on skills in all courses, not just specific experiential courses,

Lawyers who are going to practice in court need practical experience before they graduate. Mentorship is key to success.

hiring many more adjunct professors who are practicing law.

n/a

Hands-on experience is valuable

Really need to focus on improving writing skills. Law school should be challenging. This era of take-home finals and effort to not over-stress students is leading to poor preparation for the bar and for practice.

the best way to teach courtroom skills is to get students into actual courtrooms. More real world internships would assist

Focus on skills that apply to North Dakota, not what the ABA cares about. Increase use of adjuncts, they bring real world knowledge for focused areas..

I welcome the new focus on experiential learning.

It would be helpful if UND did more to assist our firm with our private scholarship program. It would be nice if UND used us UND grads working in the really rural areas (not just Forks and Fargo)to teach some adjunct so that students hear a voice other than practitioners from towns with over 5,000 people. The rural attorney crisis is only getting worse in NE ND & NW MN.

We struggle to get students to apply for our internships or open attorney positions. Multiple students have told us that the criminal law prof speaks poorly of prosecutors based on his personal opinion and experiences outside ND, which discourages students from being interested in that line of work and it isn't reality in ND. The law school needs to focus on accepting North Dakotans as they are more likely to stay here and fill our open positions. We are in dire need of competent attorneys in ND in every practice area - the law school focuses on the rural areas, but this is a very real problem in our larger cities as well and it cannot be ignored any longer. We also have to figure out how to turn around the bar passage rate as it is directly impacting the number of attorneys applying for positions in ND.

As much as possilbe return to in person teaching. Maintain practice oriented approach to legal education.

More practical experience

Expansion of the family law clinic.

Get rid of the other programs and get the students to focus on the "bar course."

Back to the basics. As a former bar exam grader for North Dakota, more focus should be put on solid writing and research skills. Anytime a student can be exposed to and understand the practical aspects of practicing law the better .

Increase the US world ranking

Give the students a sense of the real world. They cannot just expect a solo practitioner to pay \$100,000 and still have a 40 hour workweek with vacations, etc.

Admit students to the school who are committed to practicing law in North Dakota and Minnesota. It is a waste of resources to bring in so many students that have no intention of practicing law in the region. We are in dire need of attorney's throughout the region and, as a bar (not just individual offices), we struggle to find minimal interest from the students at UND.

bring back the legal aid clinic

The law exam should play less of a role and apprenticeships and working should play a much larger role.

More ND law students are needed to meet the demand for lawyers in the state.

Externship and internship placements are absolutely critical. Law students should be required to get experiential learning.
