

# APPALACHIAN SCHOOL OF LAW

<http://www.asl.edu/About-ASL/Campus-Life/Resources-and-Services/Career-Services.html>



## Basic Information

1169 Edgewater Drive  
 Grundy, Virginia (VA), 24614  
 United States  
 276-935-4349

## Career Service Administrator:

Prof. Joe Buffington  
 Director of Career Services  
 Phone: 276-244-1244  
 jbuffington@asl.edu

## Registrar:

Beth Stanley  
 276-244-1229

## Contact Information for Other Career Services Staff

Tonya Moore, Career Services Administrative Assistant

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

Applications received	494
Size of entering class:	48
# of undergraduate colleges represented:	36
# of states represented (incl. D.C.)	13
In-state enrollment:	N/A
Out-state enrollment:	N/A
Foreign countries represented:	0

## Grade Point Average / Law School Admission Test

		25th%	50th%	75th%
Grade Point Average	Full-Time	2.57	2.90	3.25
	Part-Time	N/A	N/A	N/A
	Overall	2.57	2.90	3.25
Law School Admission Test	Full-Time	141	144	148
	Part-Time	N/A	N/A	N/A
	Overall	141	144	148

In determining GPA and LSAT averages, are all students included? Yes  
 If not, what percentage is not included and why?

## Law School Demographics

		1st Year	2nd Year	3rd Year	4th Year	Total
Class Size	Men	27	26	36	0	89
	Women	21	20	24	0	65
	Total	48	46	60	0	154
Hispanic/Latino	Men	1	0	1	0	2
	Women	0	0	0	0	0
White	Men	22	24	31	0	77
	Women	17	18	19	0	54
Black/African American	Men	2	0	2	0	4
	Women	3	2	2	0	7
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	2	0	1	0	3
	Women	0	0	3	0	3
American Indian/Alaska Native	Men	0	2	1	0	3
	Women	1	0	0	0	1
2 or more races	Men	0	0	0	0	0
	Women	0	0	0	0	0
Disabled	Men	0	0	0	0	0
	Women	0	0	0	0	0
Openly LGBT	Men	NC	NC	NC	0	0
	Women	NC	NC	NC	0	0
Non-Resident Alien	Men	0	0	0	0	0
	Women	0	0	0	0	0

## Comments

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

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## Degree Programs

Number of Students Enrolled:	
Full-Time:	152
Evening:	0
Part-Time:	2
Other:	0
Fields of Study:	
LL.M. Degrees Offered:	No
Is LL.M. grading system equivalent to JD system?	
Joint degree programs offered?	No
Number of LL.M. degrees awarded in previous year:	0

## JD Programs:

CLINICAL COURSES / PROGRAMS OFFERED	ENROLLMENT BASED ON
1L Summer Externship	All students must complete a 200-hour public interest externship after 1L year.
Upper-Level Externship	Voluntary; open to 2Ls and 3Ls
Live-Client Clinics	Live-client component approved for any course, as permitted by the instructor.

## Special Training and Certification Programs:

Certificates in three areas: Alternative Dispute Resolution, Natural Resources, or Litigation. In addition, ASL and Virginia Tech's College of Natural Resources offer a joint program for a Certificate of Graduate Studies in Natural Resources. ASL has added a Juris Master's to allow students to gain a competitive advantage in a challenging legal marketplace. This degree will be awarded to all students upon successful completion of their 3rd semester of law school in good academic standing. ASL offers a Master's in Legal Studies degree which can be completed within one academic year. This degree benefits those working in a field that is law-related or heavily regulated.

Is Moot Court a required activity? No

## Moot Court Program Description:

The Moot Court Board is selected through a competition judged by faculty and visiting judges. Teams have competed in various competitions, including the Pace Environmental Law Competition; West Virginia Energy and Sustainability Competition; Wagner Labor and Employment Law Competition; Zehmer Workers' Compensation Competition. Additionally, ASL has competitive Mock Trial teams, depending on student interest.

## Explanation of Grading System

Letter Grades	Other Grading System?	Numerical Equivalents
A+	N/A	4.33
A	N/A	4.00
A-	N/A	3.67
B+	N/A	3.33
B	N/A	3.00
B-	N/A	2.67
C+	N/A	2.33
C	N/A	2.00
C-	N/A	1.67
D	N/A	1.00
F	N/A	0.00

## Comments:

**GRADING POLICY** For all upper level (second year and third year) courses, the Appalachian School of Law uses a 4.0 grading scale. The Law School requires rigorous grading curves for all of its courses. For students beginning their education in academic years subsequent to the 2011-2012 academic year, in all required upper level courses the total grade average for all students may not exceed 3.00, while for all sections of Seminar, Practicum, and Elective courses, the total grade average may not exceed 3.33. For students who began their education in academic years 2004-2007, the mean (average) grade in first-year courses, other than Legal Process, could not exceed 2.50. In Legal Process and in all required upper-level courses, the mean grade could not exceed 2.67. The mean grade in Elective, Practicum, and Seminar courses could not exceed 3.00; however, the majorities of upper-level courses are required courses, and subject to the 2.67 maximum mean. For years prior to 2004-2005, the grading mean for required courses was even more rigorous. In those years, the mean grade in required upper-level courses could not exceed 2.50. For first-year courses, in years prior to 2004-2005, the mean grade could not exceed 2.33. Starting with the 2004-2005 academic year and continuing until 2008-2009 academic year, the mean grade in first-year courses, other than Legal Process could not exceed 2.50; in Legal Process the mean grade could not exceed 2.67. Because of this grading policy, the grade averages of ASL students or graduates may appear low when compared with those of students at other law schools. For example, for the graduating Class of 2008, the average student had a law school GPA of 2.64, while students in the top 25% of the class had GPAs of 2.95 or above and students in the top 10% of the class had GPAs of 3.16 or above. We therefore strongly encourage potential employers and others to pay closer attention to a student's relative standing in his or her class than to the student's actual grade point average. Beginning in the Fall 2008 Semester, the ASL faculty adopted a non-traditional grading system for all first-year courses in an effort to ameliorate stress attendant to the transition into legal education. Students taking first year courses may receive: • Proficient (PR) - A grade of Proficient is given to any student who completes the requirements for the course and does so in a fashion that is competent for a law student and future lawyer at this stage of his or her education. This grade confers credit for the course. • Not Proficient (NP) - A grade of Not Proficient is given to any student who completes the requirements for a course and does so in a fashion that is only marginally competent or reflects minimal skill (but does not rise to the level of competence) for a law student and future lawyer at this stage of his or her education. The grade confers credit for the course. • F For students commencing law school subsequent to the 2007-2008 academic year, class ranks and GPAs are based upon grades awarded in the above-described 4.0 grading scale during the 2L and 3L year. No class rank is determined for the 1L year. For the first year classes, Torts, Criminal Law, Contracts I and II, Property I and II, Civil Procedure I and II, the total number of Proficient grades shall not exceed 85% of the total number of students in the class, and for Legal Process I and II, the total number of Proficient grades shall not exceed 88% of the total number of students in the class. For further information about the Law School's grading policy, contact Associate Dean, Sandra McGlothlin (smcglathlin@asl.edu) or the Registrar, Eric von Kleist (ekleist@asl.edu) at

800-895-7411. After the 1L year, traditional 5-tier grading will apply to the 2L and 3L courses.

#### Minimum Grade Required to Attain:

Top 10%:	3.5497
Top 25%:	3.2662
Top 33%:	3.1897
Top 50%:	2.9513
Top 75%:	2.7838
Median GPA:	2.9747
Minimum grade required for graduation:	2.1000

Do you have a pass/fail option? Yes

Beginning with the 2008-2009 incoming class, first-year students may receive: Proficient (PR), Non Proficient (NP) or Failure (F). No class rank is determined for first-year students to help eliminate stress.

Are students ranked in their class? Yes

If so, how often? 2Ls and 3Ls only; twice each year

Will the school verify student grades? No

#### School's Verification Policy

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### Pre-Graduation Academic Honors

NAME OF AWARD	NO. AWARDED	BASIS OF AWARD
Book Award	Varies	Highest grade in each class
Sutin Blackwell Alumni Prize	1	Top Graduate
Dean's List	Varies	Top 25 %

### Graduation Honors

	% of Class Receiving	GPA Required	# of Students
Order of the Coif	N/A	N/A	N/A
Summa cum laude	5	3.6100	6
Magna cum laude	5	3.5497	6
Cum laude	15	3.2662	15
Other	N/A	N/A	N/A

### Areas of Practice & Employment

Areas of practice include both legal and non-legal positions: % of employed students with jobs in area	
Private practice	50.7
Business and industry	26.9
Government	10.4
Judicial clerkship	3.0
Military	0
Public interest organization	4.5
Academic	4.5
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)	3.0
East North Central (IL,IN,MI,OH,WI)	0
West North Central (IA,KS,MN,MO,NE,ND,SD)	1.5
South Atlantic (DE,DC,FL,GA,MD,NC,SC,VA,WV)	55.2
East South Central (AL,KY,MS,TN)	29.9
West South Central (AR,LA,OK,TX)	3.0
Mountain (AZ,CO,ID,MT,NV,NM,UT,WY)	7.5
Pacific (AK,CA,HI,OR,WA)	0
Non-US	0

### Jurisdictions:

Most frequent: Kentucky, Tennessee, Virginia, West Virginia Others: Arizona, Colorado, Louisiana, New York, North Carolina, South Carolina

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## OCI / Job Posting

### OCI Reservations

OCI requests accepted by:  
Mail - beginning date: 01/01/2015  
Phone - beginning date: 01/01/2015  
Email to - beginning date: 01/01/2015: [jcastle@asl.edu](mailto:jcastle@asl.edu)  
Online, URL - beginning date: 01/01/2015: <https://asl-csm.symplicity.com/>

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

Career Services continues to invite employer OCI requests on an ongoing basis. We added Symplicity in recent years for online OCI requests and job postings.

OCI Date Assignment Procedure: First come first served

OCI Fee? No fee

OCI Date Confirmation Sent to Employers:

If requested, our school will coordinate with:

We would be happy to coordinate OCI with any other law school in the region.

Required Employer Forms:

### OCI Dates:

August: 08/17/2015-08/31/2015  
Fall: 08/17/2015-11/20/2015  
Spring: 01/11/2016-04/15/2016  
Flyback dates:  
Is video conferencing available? Yes  
Comments:

### 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:  
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

Career Services participates in the Equal Justice Works Public Interest Job Fair, the Southeastern Minority Job Fair, and the Loyola Patent Law Interview Program. Information regarding Equal Justice Works can be found at <http://www.equaljusticeworks.org/>. Information regarding the Southeastern Minority Job Fair can be found at <http://www.semjf.org/>. The annual SEMJF job fair will be held July 24, 2015 through July 25, 2015 in Marietta, Georgia. Employers will pre-screen applicants for the SEMJF job fair.

### Diversity Interview Programs

Career Services participates in the Southeastern Minority Job Fair. Career Services also provides students information about the Damali Booker 1L Minority Job Fair hosted by the Nashville Bar Association, the Rocky Mountain Diversity Job Fair, the KC MBA Heartland Diversity Job Fair, and the Vault Legal Diversity Career Fair held in August in Washington, DC.

### 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

Employers can post a job listing by: Contacting Janie Castle, Director of Career Services, by phone at 276-935-4349 extension 1209, by fax at 276-935-8261, or by email at [jcastle@asl.edu](mailto:jcastle@asl.edu). If by fax, please direct to the information to the attention of Career Services. Employers may also post on our Symplicity site at <https://asl-csm.symplicity.com/>. Employers should indicate a deadline for receiving applications, position description, required application documents, a start date, a cover letter address, and class year preferences (1L, 2L or 3L). Notices are posted online on Symplicity and are sent by email to students. All postings are automatically removed by the expiration date.

Are employers permitted to prescreen? Yes

If no, explain:

### First Year Students

First-year students are eligible to participate in Spring resume collections and on-campus interviews. However, due to the public service externship requirement for all first-year students, Career Services coordinates first-year OCI with the faculty-externship advisor. Externship notices received by Career Services are circulated electronically to first-year students on an ongoing basis after conferring with the faculty-externship advisor. For first-year students, the list of pre-approved externship sites is made available to the students on or after December 1.

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

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### Diversity

Career Services assists minorities through participation in the Southeastern Minority Job Fair and by providing information regarding various other minority and diversity programs.

### Pro Bono

The Law School's mission is to develop professionals who will serve as community leaders and community advocates. The Law School provides a unique program of mandatory community service that students may complete in a variety of ways. As a requirement for graduation from the Law School, each student is required to complete 25 hours of community service each semester. During their first semester in law school, students satisfy this requirement by taking the mandatory Introduction to Community Service class, which meets once per week throughout the fall semester. As just a few examples of community service provided by members of the Law School community, Law School faculty and students have implemented a weekly conflict resolution program in the Buchanan County, Virginia elementary schools, tutored in the public schools, provided assistance to the County mapping project, participated in a study of gender bias in the court system commissioned by the Virginia Supreme Court, and participated in a youth mentoring program. Students have also assisted Legal Aid Societies and offices of the Commonwealth's Attorneys. Externship Requirement--Public Interest Placement: Students take this three credit-hour course during the summer following their first year of studies at the Law School. Students work for a total of approximately 200 unpaid hours in a judge's chambers, public law office, public interest organization, or private law office with an established pro bono program under the direct supervision of a licensed attorney. Each student is assigned to a full-time faculty coordinator and the faculty coordinators conduct an orientation and debriefing session before and after the externships. During the 2013-2014 school year, the Externship Program was expanded in a format to accommodate 2Ls and 3Ls.

JOURNALS	NO. OF STUDENTS	GRADES	WRITE-ON	INTV.	OTHER
Appalachian Journal of Law	16	N/A	Yes		
Natural Resources Law Journal	26	Yes	Yes		

### Student Organizations

DESCRIPTION
ASL Cares (animal rights group)
Appalachian Women in Law
Black Law Student Association
Christian Legal Society
Criminal Law Society
Democratic Law Society
Environmental Law Society
Energy and Miner law Society
Federalist Society
Phi Alpha Delta
Phi Delta Phi
Republican Law Student Association
Softball Team
Sutin Public Interest Association
Volunteer Income Tax Association
Honor Court
Student Bar Association
Moot Court Board

## Narrative

Our Mission & History ASL's mission is to produce lawyers with a sense of professional responsibility who will become leaders in their communities. The school was founded in 1994, and the first class of 71 students was admitted in August 1997. ASL is fully accredited by the American Bar Association. Students are eligible to take the bar exam in all 50 states and the District of Columbia. Our Program What sets ASL apart is its deep commitment to community service and leadership. ASL takes an innovative approach to education, going beyond just talking about the law to actually experiencing it through an emphasis on practical skills and an incomparable externship program. The curriculum is rigorous, but students are supported by a mentoring faculty, dedicated staff, and encouraging classmates. ASL maintains a focus on dispute resolution, ethics, and professional responsibility. Our Faculty ASL professors aren't just exceptional law scholars. They've also been in the trenches, practicing what they teach. They're approachable, accessible, and devoted to students' success. Our Commitment ASL's commitment is three-fold: to advance the legal profession, to serve the community, and to produce civic-minded lawyers. The school strives to produce alumni with heart who have the drive to not only reach their goals, but help their communities in the process. Whatever a student's definition of success, ASL's goal is to provide the tools to make it happen. ASL is committed to developing community-minded leaders. That's why students fulfill 25 hours of community service each semester, a standard matched by only about a dozen law schools in the country. Recent graduates volunteered nearly 25,000 hours during three years at ASL.

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