



# Outcomes & Impacts

## STUDENT SUCCESS

### Outstanding Student Success



Monterey College of Law

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## MCL Integrated Learning and Assessment Delivers Graduates Prepared for the Work of Lawyers -- and Advocates of All Kinds

MCL students benefit from MCL's decades of experience delivering high quality legal education that prepares students to practice law successfully and ethically. Programs and courses are designed to deliver the skills and knowledge expected of competent legal professionals, whether practicing lawyers with a JD or LL.M, other working in other important roles in the law with and MCL Master of Legal Studies (MLS).

### INSTITUTIONAL Learning Outcomes

#### 1 Legal Knowledge

Graduates will acquire a comprehensive understanding of fundamental legal principles and theories relevant to their specific legal degree program.

#### 2 Legal Application

Graduates will develop critical reading, thinking, and communication skills important in all work related to the law, including the ability to competently apply principles of law to fact situations to inform resolution and counseling strategies, and the ability to communicate those strategies persuasively and professionally in both written and oral form.

#### 3 Ethics, Values, and Professionalism

Graduates will demonstrate good judgment consistent with the legal profession's ethics, values, and duties to clients, the legal system, and society.

#### 4 Service to Justice and the Rule of Law

Graduates will attain skills for furthering the goal of impartial justice and protecting the rule of law. Through experience with diverse individuals, cultures, ideas, and perspectives, they will be encouraged to enhance justice through service to their communities and the public.

#### 5 Reflection and Self-Fulfillment

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Outcomes are assessed throughout the curriculum, in all programs and courses, at three levels of competency expectation (beginning, intermediate, advanced) corresponding to the student's progress through the curriculum. For example, beginning competency is expected in the first year, and assessment scoring is calibrated to that expectation. Competency in later years must meet intermediate and advanced expectations.

MCL collects, analyzes, and uses data resulting from quizzes, exam scores, and other assessments, aggregated and disaggregated, to determine where individual students need to be academically to have the highest likelihood of successfully demonstrating competence in the outcomes of their program of study.

## JD Learning Outcomes

MCL's Juris Doctorate curriculum was designed to prepare students with the lawyering skills and competencies expected of entry-level attorneys. Upon completion of the program, graduates will demonstrate mastery of four student learning outcomes.

**Juris Doctorate Learning Outcomes: ILO1, ILO2, ILO3, ILO4**

Beginning competency levels in the JD program will be achieved and assessed in the 1L curriculum. The 1L curriculum incorporates foundational concepts and beginning level skill development.

		<b>Doctrinal Knowledge</b>	<b>Critical Thinking</b>	<b>Oral Communication Skills</b>	<b>Written Communication Skills</b>	<b>Professionalism</b>
<b>Contracts</b>	<b>Beginning Level Competency</b>	70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency			
<b>Torts</b>		70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency			
<b>Criminal Law &amp; Procedure</b>		70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency			
<b>Legal Writing Skills</b>			P/P+ to demonstrate competency		P/P+ to demonstrate competency	
<b>Legal Research</b>				P/P+ to demonstrate competency		P/P+ to demonstrate competency
<b>Professional Responsibility</b>						70+ course grade to demonstrate competency
<b>Core Mediation</b>				P/P+ to demonstrate competency	P/P+ to demonstrate competency	

*Sample Outcome Map for courses where beginning competency is expected.*

Attainment of outcomes is assessed by the faculty member grading the course and assessments. Outcomes mapped to the course are assessed based on the student score on certain types of assessments in the course, typically an identified formative assessment, the final exam, or the course grade.



Outcome mapping permits a complete picture of the student's or graduate's attainment of program and institutional outcomes. MCL requires satisfactory competence on most outcomes upon program completion.

SAMPLE GRADUATE		PLO 1	PLO2	PLO3a	PLO3b	PLO4		
CUM GPA= 80.25		Doctrinal Knowledge	Critical Thinking	Oral Communication Skills	Written Communication Skills	Professionalism		
Contracts	B e g i n n i n g e n c y L e v e l	70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency	Developing (below 70)				
Torts		70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency	Satisfied (70+)				
Criminal Law & Procedure		70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency	Developing (below 70)				
Legal Writing Skills			P/P+ to demonstrate competency	Developing (p-)	P/P+ to demonstrate competency	Developing (p-)		
Legal Research			P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied		
Professional Responsibility						70+ course grade to demonstrate competency	Satisfied (70+)	
Core Mediation				P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied	
Evidence		I n t e r c o m p e t e n c y	70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency	Satisfied (70+)		70+ course grade to demonstrate competency	Satisfied (74)
Civil Procedure	70+ course grade to demonstrate competency		70% MBE Quiz Average to demonstrate competency	Developing (below 70)		70+ course grade to demonstrate competency	Satisfied (74)	
Real Property	70+ course grade to demonstrate competency		70% MBE Quiz Average to demonstrate competency	Satisfied (70+)				
Legal Writing II			P/P+ to demonstrate competency	Satisfied		P/P+ to demonstrate competency	Satisfied	
Appellate Writing (LW III)			P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied
Clinical Education					P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied
Con Law	A d v o c a t e d L e v e l	70+ course grade to demonstrate competency	70% MBE Quiz Average to demonstrate competency					
Community Property		70+ course grade to demonstrate competency	Satisfied (81)					
Business Law		70+ course grade to demonstrate competency	Satisfied (75)					
Moot Court			P/P+ to demonstrate competency	P/P+ to demonstrate competency	P/P+ to demonstrate competency	Satisfied	70+ course grade to demonstrate competency	Satisfied (70+)
Clinical Education			P/P+ to demonstrate competency	P/P+ to demonstrate competency	P/P+ to demonstrate competency	Satisfied	P/P+ to demonstrate competency	Satisfied
Wills & Trusts		70+ course grade to demonstrate competency	Satisfied (90)					
Remedies		70+ course grade to demonstrate competency	Satisfied (85)					

Sample report for a recent graduate of MCL's San Luis Obispo campus. (De-identified report.)

## MCL Graduates Attain Satisfactory Competence on Program Outcomes

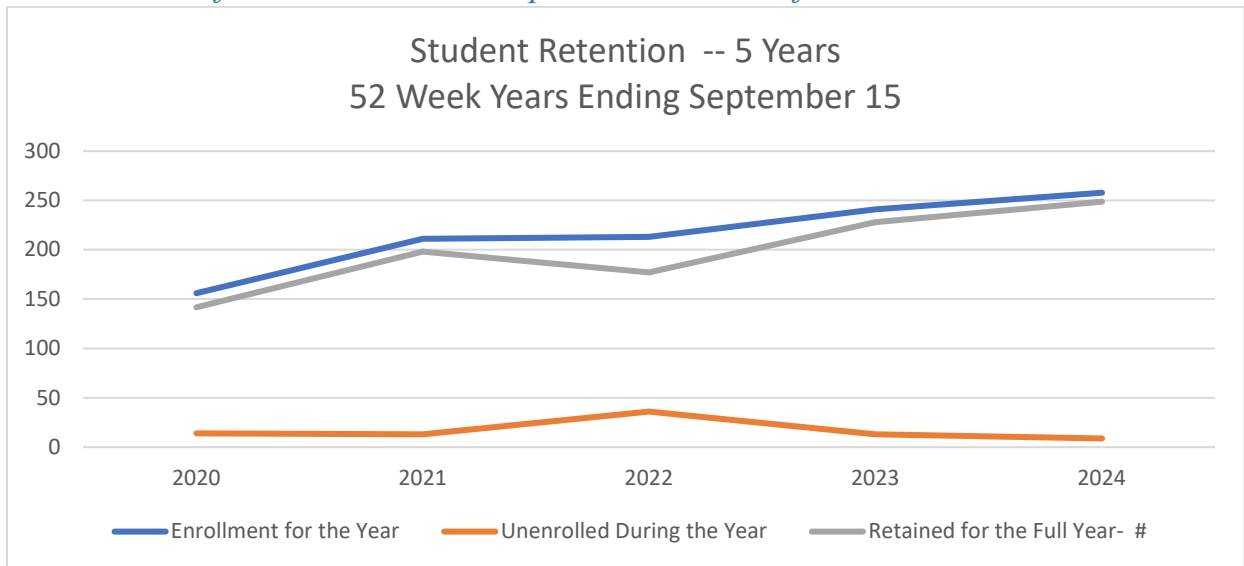
When outcome data is compiled on graduating classes, it can be easily seen that MCL students attain satisfactory competence on course and program outcomes across many courses and assessments. MBE performance is appropriately “developing” as students gain familiarity with more factual applications of the law they are learning, and this difficult type of assessment.

<b><u>Outcomes Attainment by Course</u></b> <b><u>Average, MBE Assessments Score,</u></b> <b><u>and GPA</u></b>		<b>Class of</b> <b>2024</b>	<b>Class</b> <b>of 2023</b>	<b>Class of</b> <b>2022</b>	<b>Classes</b> <b>of 2020</b> <b>and 2021</b>	<b>Class of</b> <b>2019</b>
<b>Required Course</b> <b>Grades</b>	Contracts	81.3	78.6	76.1	74.7	76.5
	Torts	77.9	76	75.8	76.4	75.7
	Criminal Law & Procedure	78.3	72.3	74.8	74	75.9
	Evidence	74.6	76.5	76.3	75.7	75.7
	Civil Procedure	77.5	77	78.6	74.4	74
	Real Property	75.2	76.7	75.8	75.3	76.3
	Con Law	75	74.9	77.5	76.2	75.7
	Community Property	79.1	78	80.6	76.3	77.4
	Business Law	83.5	86.3	84.1	80.9	77.2
	Wills & Trusts	81.9	80.6	79.6	78.2	74.9
	Remedies	76	78.8	77.3	78.8	77
	Moot Court	P	81.4	79.6	77	84.1
	Clinical Education	P	P	P	P	P
	Clinical Education	P	P	P	P	P
	Core Mediation	P	P	P	P	P
	Legal Writing I	P	P	P	P	P
	Legal Writing II	P	P	P	P	P
	Legal Writing III (Appellate Writing)	P	P	P	P	P
	Professional Responsibility	79.6	77.9	76.5	76.1	76
Legal Research	89.1	91.3	87.7	87.1	80.1	
<b>MBE Quiz Scores</b>	Contracts MBE	65.5	66.2	55.2	57	69.2
	Torts MBE	65.5	70.3	59.2	56.6	62.6
	Criminal Law & Procedure MBE	59.7	61.2	58.4	54.4	61.8
	Evidence MBE	63.2	63.7	60.8	59.6	59.9
	Civil Procedure MBE	68.8	63.3	64.5	58.7	57.1
	Real Property MBE	66.3	69	66.3	62.9	49
	Con Law MBE	63.5	69.2	66.7	55.8	59.8
<b>GPA</b>	1L GPA	79.2	77.2	76.3	74.9	76
	Graduating GPA	78.5	79	78.3	76.7	76.5

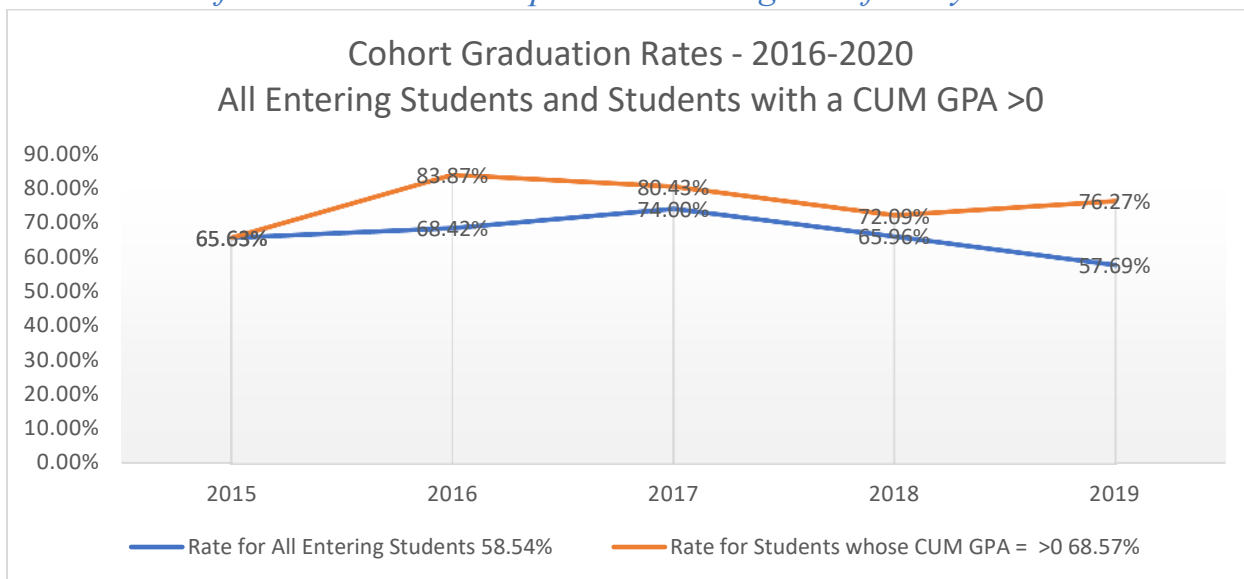
## MCL Students Complete Its Rigorous Programs at High Rates

Student persistence and attrition reflect a program’s quality, accessibility, affordability, and student support. Adult learners – the majority of MCL students – live complicated lives, juggling work, parenting, caretaking, and other family responsibilities alongside law school. Each year, some students lose jobs, get transferred or divorced, or encounter some other life-changing event that causes them to unenroll for a while. Many return once the situation stabilizes.

### *83% to 96% of MCL Students Complete Each Year of Enrollment*



### *66% to 84% of MCL Students Complete Their Program of Study and Graduate*

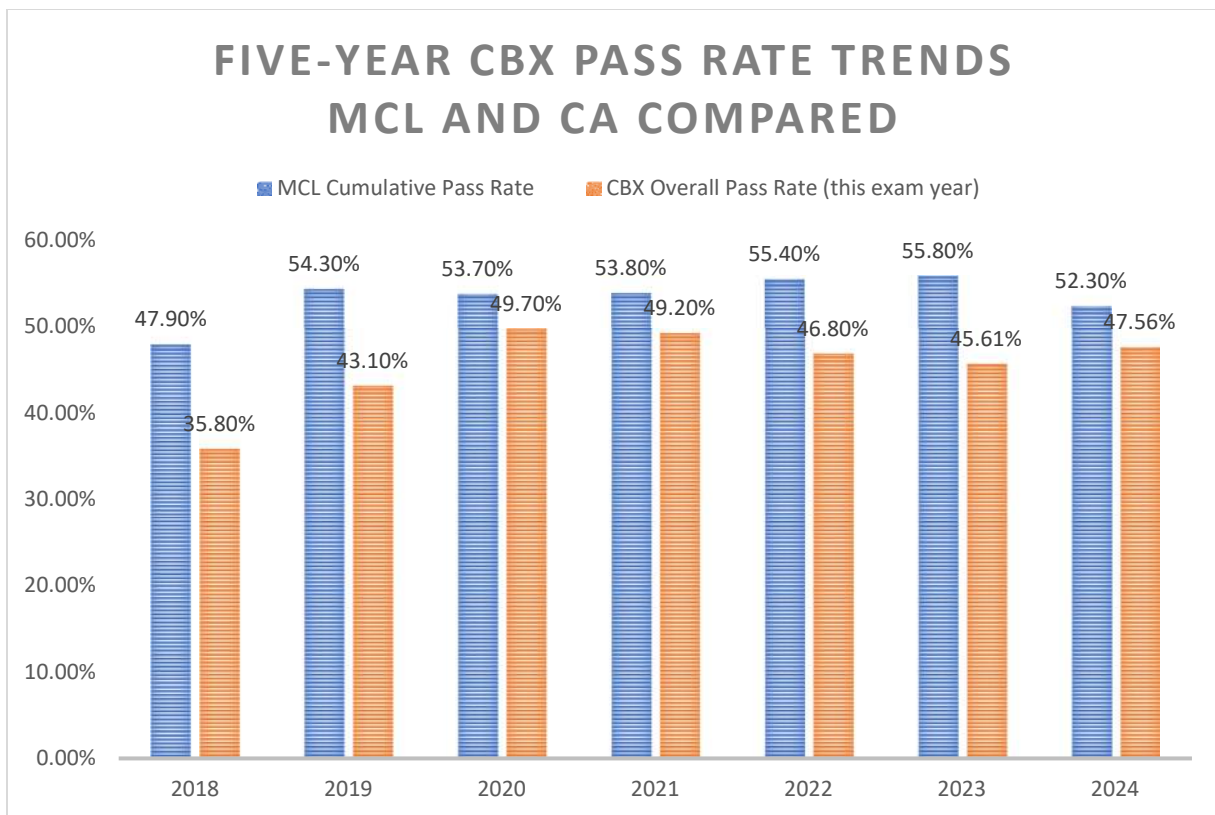


*Students with a CUM GPA = >0 are simply students who complete at least one course with any grade. Graduation rates for students that persist for at least one graded course – the top line above -- are a more realistic measure of program completions for prospective students.*

## Licensing and Employment Matter, and MCL Graduates Achieve

Graduates of MCL who choose to pursue careers in law practice must complete several additional admissions processes required by the State Bar of California and the California Supreme Court before gaining a license to practice law. Among these, graduates must take and pass the California Bar Exam (CBX), known to be grueling and difficult to pass, with the second highest minimum passing score (“cut score”) of any exam in the U.S., and the lowest passing rates year after year.

MCL graduates pass the CBX at above-average rates. And, while diversity of MCL students and graduates increased significantly over the past five years, bar exam results for MCL graduates also improved.



*Includes “cut score” change from 1440 to 1390 in 2020, Covid-19 online exams in 2019-2020, and return to onsite exams only in 2021.*

MCL’s success in meeting its diversity goals means its bar exam statistics are especially impressive since the California Bar Exam shows persistent disproportionate pass rates by race/ethnicity. For example, California Bar Exam detailed statistics from July 2022 show the first-time pass rate varying by race/ethnicity significantly: 77.5% White, 58.9% Asian, 51.5% Hispanic, and 40.5% Black. The calculus is simple: the more diverse a graduating class, the more disparate pass rates impact that class and those graduates. MCL graduates’ success on the CBX demonstrates the value of MCL’s program of legal education and the strength and tenacity of MCL graduates.

## MCL Graduates are Employed in Law-Related Work within One to Three Years After Graduation

MCL students typically work while attending law school, and most are already employed in good jobs or professions when they graduate. Some transition immediately to typical legal employment and others choose to remain in careers and professions they had before law school. These correspond to the “JD Required” and “JD Advantage” employment categories used in most evaluations of how law school advances a graduate’s employment options. “JD Required” jobs are those where the J.D. degree and a law license are required by the employer, in jobs such as law firm associate, solo practitioner, corporate counsel, prosecutor, public defender, and government lawyer. The “JD Advantage” category contains jobs that use or concern the law, and where the employer believes the JD provides an advantage, such as managers and executives, human resources professionals, contract administrators and negotiators, entrepreneurs, hospital or other health care administrators, and many others.

Surveys of MCL graduates show solid professional employment after graduation. MCL graduates are consistently employed in jobs where their MCL legal education is either required or an advantage, and attainment of employment where the JD is required increases over time.

### ***MCL Graduate Employment Outcomes 1 to 3 Years After Graduation\****

<b>Employment Status of 2017 Grads in:</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
JD degree required	47%	47%	35%
JD degree advantage	40%	40%	59%

<b>Employment Status of 2018 Grads in:</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
JD degree required	53%	47%	47%
JD degree advantage	21%	26%	32%

<b>Employment Status of 2019 Grads in:</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
JD degree required	29%	41%	47%
JD degree advantage	41%	29%	35%

<b>Employment Status of 2020 Grads in:</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
JD degree required	50%	66%	71%
JD degree advantage	45%	29%	24%

<b>Employment Status of 2021 Grads in:</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
JD degree required	75%	67%	75%
JD degree advantage	25%	33%	25%

\*71% to 100% response rates on graduate employment survey conducted in the summer of each year among graduates 3 years out.

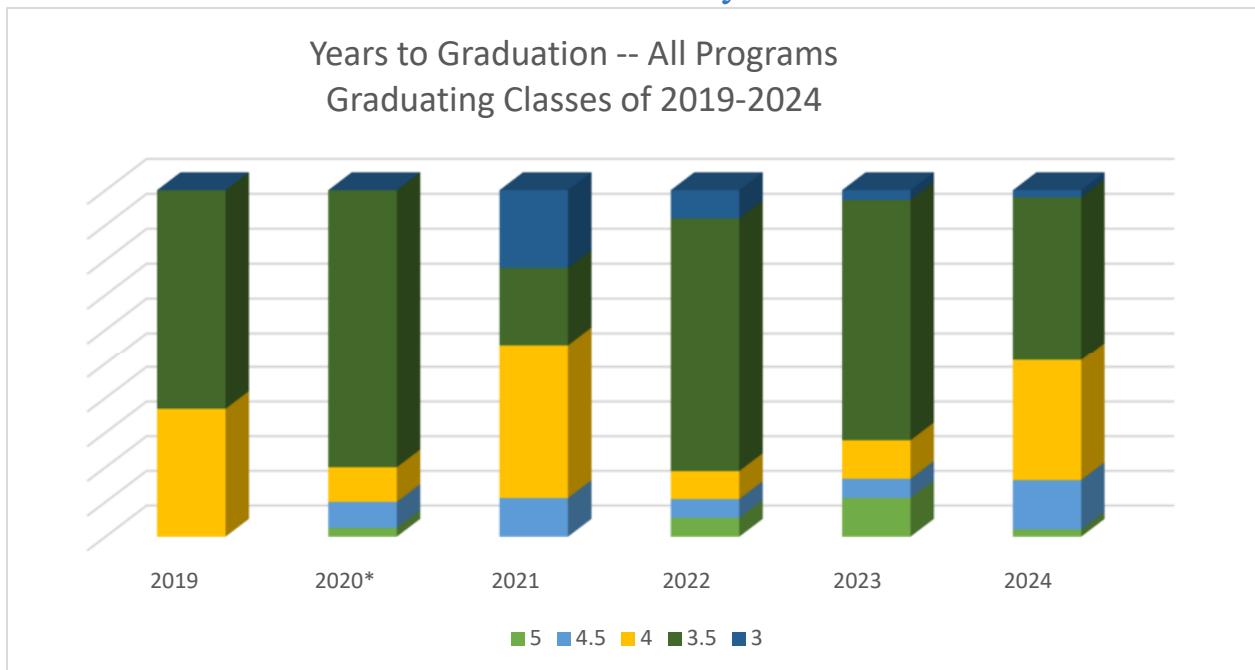
Trend wise, a large percentage of MCL graduates are initially employed in “JD Advantage” jobs rather than “JD Required” jobs, but gradually make the transition as “JD Required” opportunities present themselves. This is typical among graduates who were already successful in other careers before law school. They have more and better options, and can take time to find a suitable employment situation in the category of their choosing.



If the two categories are combined, MCL graduates report very competitive results. For example, MCL combined employment statistics for JD Required (50%) and JD Advantage (45%) for the MCL class of 2020 one year after graduation was **95.0%**. In comparison, the combined ABA employment statistics for JD Required (80.2%) and JD Advantage (7.6%) for the ABA class of 2023 almost one year after graduation was **87.8%**. Considering the rural nature of MCL's regional marketplaces and the older demographic of MCL graduates -- a number of whom intentionally remain in highly rewarding non-law related private business and government positions after graduation -- these statistics reflect a high qualitative success of MCL graduates in the local professional marketplace.

MCL continually monitors employment outcomes as an important measure of program success, and recognizes the value, to its graduates, of both "JD Required" and "JD Advantage" employment. Both types of jobs can be highly rewarding for graduates, and demonstrate the value of the degree from MCL.

### MCL Graduates Finish on Time -- or Early!



*The MCL J.D. is a four year program that most students complete in 3.5 or 4 years.*

Monterey College of Law  
purpose-driven  
Legal Education

