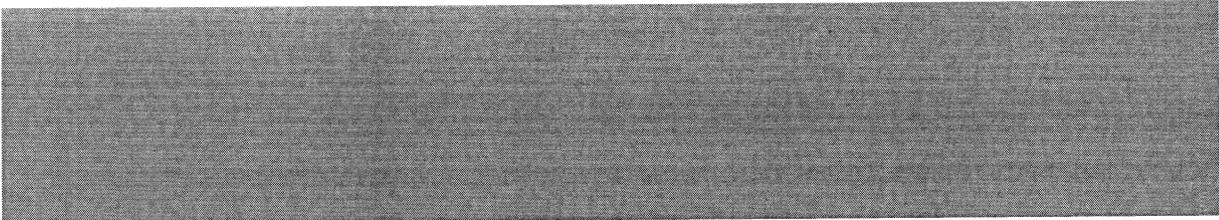


EXHIBIT 1

ARC SUPPLEMENTAL REPORT
JUNE 2016



ARC SUPPLEMENTAL REPORT
ON EARLY EXAMINATION
PROJECT

ARC SUPPLEMENTAL REPORT ON THE EARLY EXAMINATION PROJECT

Executive Summary

Arizona's judicial system has been considered innovative by many other jurisdictions across the country. Through the use of well-planned and monitored pilot projects, many successful new court initiatives and programs have been approved after implementation and evaluation. Despite some initial concerns, the launch of the early examination pilot project has been no exception.

From the inception and the first administration of the early testing program with three law students, the program grew rapidly over the following testing cycles.

Input drawn from participant surveys, impressions from law school administrators and passage rates from the last six testing cycles are reviewed on the following pages. ARC believes this information supports the conclusion that the pilot project has proven to be a worthwhile endeavor for students and law schools.

This report, as directed by the Court on January 2015, is respectfully submitted on behalf of the Attorney Regulation Advisory Committee as its supplemental report.

Hon. Lawrence F. Winthrop, Chair
Attorney Regulation Advisory Committee
June 2016

Summary of Pilot Program

In 2012, the state's three law schools submitted a rule change petition, R-12-0002, to amend Rule 34, Rules of the Arizona Supreme Court. The goal and expectation of the proposed rule change was to allow law students, in their third year of school to sit for the bar examination prior to graduation from law school. This unique route to being admitted to practicing law, compared to the traditional path, was based on the premise that students would be capable of testing while in school. Upon achieving a successful examination score, those applicants would be eligible to enter the workforce much earlier, effectively reducing the cost of their legal education and making these students more competitive in the open labor market.

Initially, ARC filed a response in opposition to this project citing concerns of the perception that students will have difficulty in completing the admissions process while attending school, and that studying for the exam would result in poor performance. Additionally, there was concern that, because of limited resources, additional Character and Fitness investigations as a result of this project might delay the admissions process, and that even successful early testing would not guarantee early admission.

Following the Court's initial consideration of the rule petition, the Court asked the law schools to provide additional information about the details of the law schools' plans for implementing the proposal. The Court requested that representatives of the Arizona law schools, the State Bar, and ARC meet to develop a plan to provide this information to the Court for its consideration. This working group met a number of times to consider the Court's questions and the law schools' proposed plans. Based on these discussions, the law schools modified the petition to provide more specific criteria for participants seeking to test early. The law schools also proposed that the Court approve the rule change on an experimental basis to allow the process to be monitored and revisited in three years. ARC considered the proposed revisions and voted to recommend approving the supplemental proposal on an experimental basis.

After considering the modified proposal, on December 10, 2012, the Court adopted the proposed amendments to Rule 34, on an experimental basis from January 1, 2013 through December 31, 2015, and required the law schools and ARC to file regular reports with the court in advance of the end of the pilot project. As a result, ARC was involved in surveying law students and received comments from the law schools regarding the early administration of the program. Some initial challenges were identified with the early testing program, primarily with the way the schools had structured their programs.

ARC SUPPLEMENTAL REPORT ON THE EARLY EXAMINATION PROJECT

Each Arizona law school identified unique methods to address the requirements set forth in the amended rules. For the subsequent survey, students offered strong support for the program and its benefits, which included the ability to seek employment sooner and reduce their financial burden.

The administrative demands associated with the pilot program have been minimal, and staff have worked with law schools regarding communication specific for early testers, and have not encountered significant problems. For the past two years, all three Arizona law schools have strongly endorsed the merits of the pilot project and have urged ARC to support a permanent rule change and retain this early testing option for eligible law students.

ARC SUPPLEMENTAL REPORT ON THE EARLY EXAMINATION PROJECT

Statistics

The following chart shows that the early testers fared considerably better than the overall average of testers. Additionally, the vast majority of those early testers who submitted their character and fitness reports were ready to be admitted around the same time as graduation, expediting the admission process and making them eligible to enter the workforce immediately. ARC acknowledges the February testing cycle will generally yield the highest number of testers due to the law schools' schedule and requirements.

PASS RATES

	Jul 2013	Feb 2014	Jul 2014	Feb 2015	Jul 2015	Feb 2016
Early Testers	2 ¹	37	2	47	2	29
Pass Rate	100%	89%	50%	84%	50%	72%
Overall Testers Pass Rate	76%	64%	68%	58%	57%	49%
Law School Breakdown						
Arizona Summit		1		1	2	-
Pass rate		100%		100%	50%	
Arizona State University	1	12	1	11	-	4
Pass rate	100%	100%	100%	82%		75%
University of Arizona		24		33	-	24
Pass rate		83%		85%		71%
Florida A&M University			1			
Pass rate			0%			
University of Iowa				1		
Pass rate				100%		
Michigan State University	1					
Pass rate	100%					
Regent University				1		
Pass rate				100%		
Rutgers University						1
Pass rate						100%

¹ Three students tested in July 2013; however, one student did not receive score results due to an inability to produce evidence of graduation.

ARC SUPPLEMENTAL REPORT ON THE EARLY EXAMINATION PROJECT

Law School Input

SANDRA DAY O'CONNOR COLLEGE OF LAW	ARIZONA SUMMIT LAW SCHOOL	JAMES C. ROGERS SCHOOL OF LAW
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STATEMENTS FROM LAW SCHOOLS/ADMINISTRATION/FACULTY

The following law schools accepted the invitation from ARC to present their perspectives on the status of the pilot program in anticipation of this supplemental report. Representatives from each Arizona law school provided feedback at the September 2015 ARC meeting. The schools addressed participation/pass rates, impressions from students, impact to administration and overall recommendations. These summaries are presented below:

Arizona State University (ASU)

ASU reported that students benefited from participation in the program. Although ASU has a rigorous requirement of completing all but 7 credit hours by the fall of the third year, students who have done so and successfully passed the bar exam, have enjoyed earlier employment opportunities and reduced financial stress. While studying for the bar during their final semester, they were able to subsist on existing loans. Traditionally, additional loans are needed during the post-graduate timeframe for study, testing and awaiting results. Given this process can take at least six months or more until a passing score is achieved, the early testing program offered the opportunity to limit the reliance on additional loans. ASU strongly supports making early testing a permanent option for its students.

ARC SUPPLEMENTAL REPORT ON THE EARLY EXAMINATION PROJECT

Arizona Summit

Arizona Summit has also been a supporter of the early testing concept. Although the school had a limited number of early testers, it successfully partnered with bar preparation vendors to prepare students for the early exam. To expedite the admissions process, Arizona Summit requires participation in an advanced writing course and sitting for the Multistate Professional Responsibility Exam (MPRE), along with early submission of the mandatory character report. Summit supports the availability of early testing as an option for its third year students.

University of Arizona (U of A)

The University of Arizona has been a leading advocate for early testing and strongly encourages the Court to make this a permanent option for law students. The number of U of A students that have taken advantage of this option has significantly increased, and their bar passage rate, through July of 2015, has averaged 85%. U of A also partners with a bar prep program, and offers evaluative testing early in the program. Additionally, faculty work closely with students to assess their readiness as early tester candidates. Students who have participated in the early testing program have been uniformly enthusiastic about the option and the advantage it affords them in being able to successfully compete in the legal labor market.

ARC contacted all three Arizona law schools regarding the Court's order to file supplemental reports and to seek input for inclusion in this report. Only the University of Arizona James E. Rogers College of Law submitted a response. The report, provided as Attachment A, offers full support of the early tester program to become permanent route to the admission process. Please note the discrepancy for the February 2015 exam applicants between the early testers registered from U of A (35) and the statistics chart (33) is due to two applicants who withdrew from the exam.

ARC Early Examinee Final Survey Results

After the June 8, 2016 ARC meeting, a final survey was sent out via email to the early examinees. The survey, replicated original questions, along with the addition of a few new questions. One of the new questions asked early examinees whether, in hindsight, they would test early again or wait until the July exam. 95% of the respondents answered they would do early testing again. 78% of the respondents that were admitted found employment requiring a JD within one month of admission. The results of the survey questions and responses are found in Attachment B.

Final Recommendation

In light of the overwhelming support expressed by the law schools and participating law students, and after thoughtful consideration, ARC encourages the Court to support conversion of this pilot program into a permanent rule change to the admission process.

Statistically, early testing applicants have achieved passing scores at a higher pass rate versus the pass rate of the overall population. These results likely correlate with the efforts made by the law schools to adapt curricula, implement program safeguards to certify eligible students, and assist in creating an effective workload balance for the students' last semester.

Our initial concerns about lack of readiness have proven unfounded and, without any other position expressed to the contrary, ARC recommends that the Supreme Court permanently imbed this option as a viable and advantageous route to admission to the practice of law in Arizona. On balance, this amendment to Rule 34 would be beneficial to young lawyers, the legal community and the public at large.

ARC appreciates the opportunity afforded by this Court to participate in this pilot project and respectfully submits this final report in support of codifying the temporary rule amendments as permanent changes to be incorporated as a testing and admissions option.

ATTACHMENT A

**Report on February Bar Pilot Project Years Two and Three:
University of Arizona James E. Rogers College of Law**

June 21, 2016

On December 10, 2012, the Arizona Supreme Court issued an Order amending Rule 34, Rules of the Supreme Court, on an experimental basis, effective January 1, 2013, until December 31, 2015. The amendment allows law students who meet certain criteria to take the Arizona bar examination during February of their third year in law school. In February 2014, the first students took the bar exam pursuant to this amendment.

In September 2014 we submitted a report to the Court describing our implementation of the experimental program. We also requested that the Court either make the reform permanent or extend the terms of the amendment to Rule 34 for an additional three years. On January 7, 2015, the Court extended the effectiveness of the amendments to Rule 34 through the February 2017 Arizona Uniform Bar Examination. The Court also ordered petitioners to file a supplemental report by June 30, 2016.

In our view, the Feb Bar pilot has been a resounding success and should be made permanent.

Statistics

	# and % pass among UA early bar takers	% pass all UA first-time takers	% pass among all first-time takers	% pass among all takers
Feb. 2014	20/24 83%	79%	71%	64%
Feb. 2015	28/35 80%	79%	66%	59%
Feb. 2016	17/24 71%	71%	61%	49%

The 24-35 students who have taken the February bar represent 20-25% of all JD students in their final year. As described below, we have made institutional changes building on the February bar initiative that inure to the benefit of all JD students.

Implementation

Unlike our sister schools, we do not impose a GPA cutoff for Feb bar takers, and we allow Law Review and Journal members to take the Feb bar. We do require each student to take a detailed individualized diagnostic assessment, designed in cooperation with one of the large commercial bar prep providers. We make that assessment available to all 3L students, whether they are taking the Feb bar or not. The assessment identifies substantive and procedural strengths and weakness for each student. One of a small group of faculty members meets individually with each student in order to review their assessments, determine whether they are ready to take the Feb bar, and to develop a plan for bar study and professional development.

Feb bar takers have several options for the January/February timeframe, when they are limited to a maximum of 2 units. We encourage them to enroll in a recently developed 2-unit course, *Pre-Bar Professional Skills Study*, designed by Professor Rob Williams. The course was designed to improve student chances for success on the bar examination, provide a path to the post-February bar experiential learning curriculum, and offer a head start on developing the fundamental skills needed for success in practice.

We encourage all Feb bar takers to take a commercial bar prep course, and we obtain a number of scholarships for students who might otherwise not be able to afford such a course.

In order to accommodate Feb bar takers, we implemented a new spring curriculum focused heavily on experiential learning. After the administration of the bar exam, we offer a menu of 8-week courses that include a heavy focus on experiential learning. These courses include *Advanced Professionalism and Law Practice*, *Trial Advocacy*, *Negotiation and Mediation Advocacy*, *Trade Secrets*, *Transactional Practice*, *Advanced Family Law Practice*, *Corporate Governance*, *IP Transactional Drafting*, *White Collar Crime: Ethics and Compliance*, and a number of government and corporate externships.

We opened these new Feb bar classes to all upper level students, with first priority to the February bar takers, and they have proven highly popular. In designing this curriculum, we formed a large working group led by Professor Susie Salmon and composed of judges, members of the bar ranging from big firm lawyers to sole practitioners to government lawyers, faculty, and students.

We have found that the Feb bar takers are on the whole very engaged in their post-bar classes. Far from “checking out,” we found over the three years that the students were energized and focused. Some of them said that they felt much closer to being a member of the profession, which matched well with the experiential focus of the curriculum.

Student Outcomes

Bar Exam. In each of the three years that the Feb bar pilot has operated, the 3L students from the University of Arizona have passed the Arizona Bar Exam at a rate equal to or better than the pass rate for all U of A first-time takers, and well above the pass rate for all first-time takers.

Employment. Over the course of three years, many Arizona Law students have reported that taking and passing the February bar examination immediately improved their job prospects. For those who took the Feb bar in 2014 and 2015, nearly all were employed by the end of the summer following the bar exam. For Feb 2016 takers, as of now over 50% of those who passed the bar have jobs. Over the course of three years:

- At least two students were offered judicial clerkships shortly after the bar results were released. One noted: “You don’t need to pass the bar in order to work as a clerk here, but I believe the fact that I had passed the bar made me more competitive. Passing meant that I was able to start immediately, which a number of judges desired, and I did not need to ask for accommodations while working in order to study. . . I sincerely hope that the Court continues to allow students to take the bar early.”
- Many students have described the wonderful feeling of knowing that they had passed bar when they walked across the stage at graduation.
- Another noted that some of her coworkers could only work part-time because of their bar studies, while she was able “to stay on the rest of the summer and get a jump start on learning the ropes....”

- Other students have described generally the boost to their job search prospects that passing the bar has had.
- One student said he had not obtained any interviews prior to passing the bar; upon informing potential employers that he had passed the bar exam, he received several interviews with both public and private employers and a job offer within a week.
- Another reported that she got her dream job as soon as she informed her future employer that she had passed the bar exam.
- Another noted that “If I had to go back I would do it again and again I truly hope this becomes a permanent measure.”
- One student noted the positive effect on his employment – a part-time job that turned into a full-time job because he had been admitted to the bar. He recommended the February bar to most of the 1Ls and 2Ls he knows.

Other Considerations.

Arizona Law students who opted to take the February Arizona bar examination over the past three years had myriad reasons. One student was expecting his second child in mid-May and planned to spend the summer as a stay-at-home dad. Another student wanted to spend the summer with her children before beginning a job in September. Other students have remarked about the money they saved by being able to begin work in May, rather than having to take out additional loans in order to spend the summer studying for the July bar exam, and the fall waiting for the results. Another student used the summer to engage in volunteer legal work. A few students intend to practice in Arizona and other non-UBE states, and so planned to take other bar exams in July. Some students who just missed a passing score in Arizona were able to take their score to another jurisdiction to be admitted.

Lessons Learned

As we have administered the diagnostic test to more students, we have learned to help them work through whether to take the Feb bar, and to develop effective study plans. We continue to find that some students wait until the last minute to complete and turn in their character and fitness materials, no matter how hard we push them to complete the materials early in the process. Although there may be reasons for an applicant not to complete the character and fitness materials – e.g., if they want a UBE score but do not plan to be admitted in Arizona – we will continue to internally track whether and when our students complete and turn in their character and fitness materials.

Evaluation

From our point of view, the three-year February Bar Pilot Project has been very successful. The students who have taken the February bar exam have reported a very positive experience, and have recommended it to their rising 3L classmates. The students remained engaged throughout their final semester of classes. The bar passage rate has ranged between 10 and 14% higher than the rate for all first-time takers. There is a great deal of excitement among students who want to sit for the February bar exam. And we continue to field inquiries from other jurisdictions considering allowing 3Ls to sit for the February bar exam.

We hope the Court will agree that the pilot should be made permanent. Because of the Court’s willingness to allow this pilot project, Arizona has led the way in allowing another avenue for students to

enter the profession. It gives students a path that allows them to enter practice sooner, and therefore to save money, and gives them a leg up in finding employment.

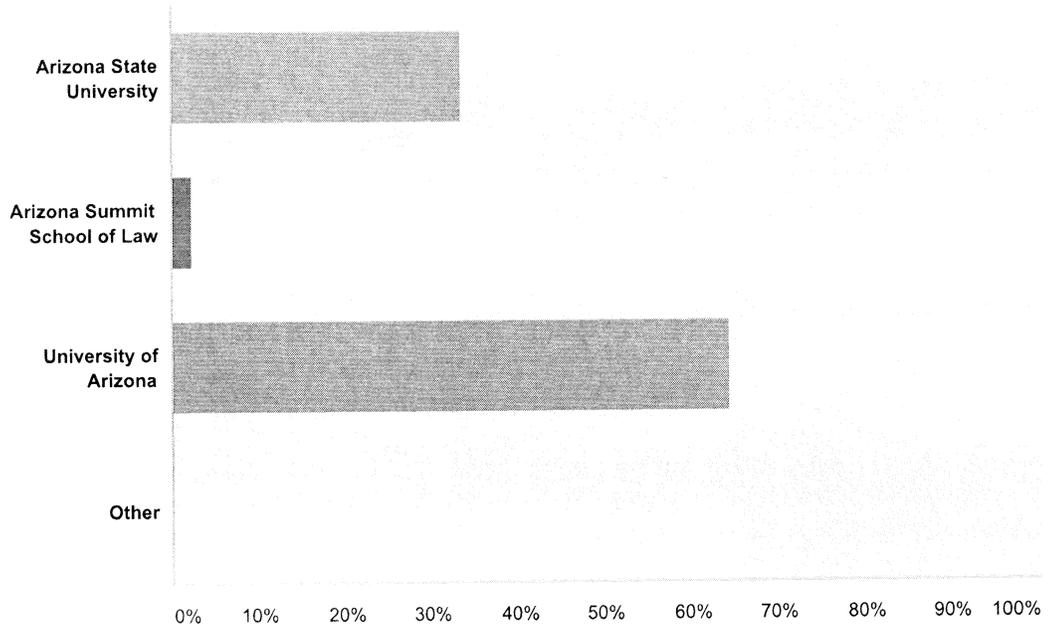
Recommendation

We respectfully ask that the Court make the February bar option in Rule 34 permanent.

ATTACHMENT B

Q1 Select the law school from which you received or will earn your JD.

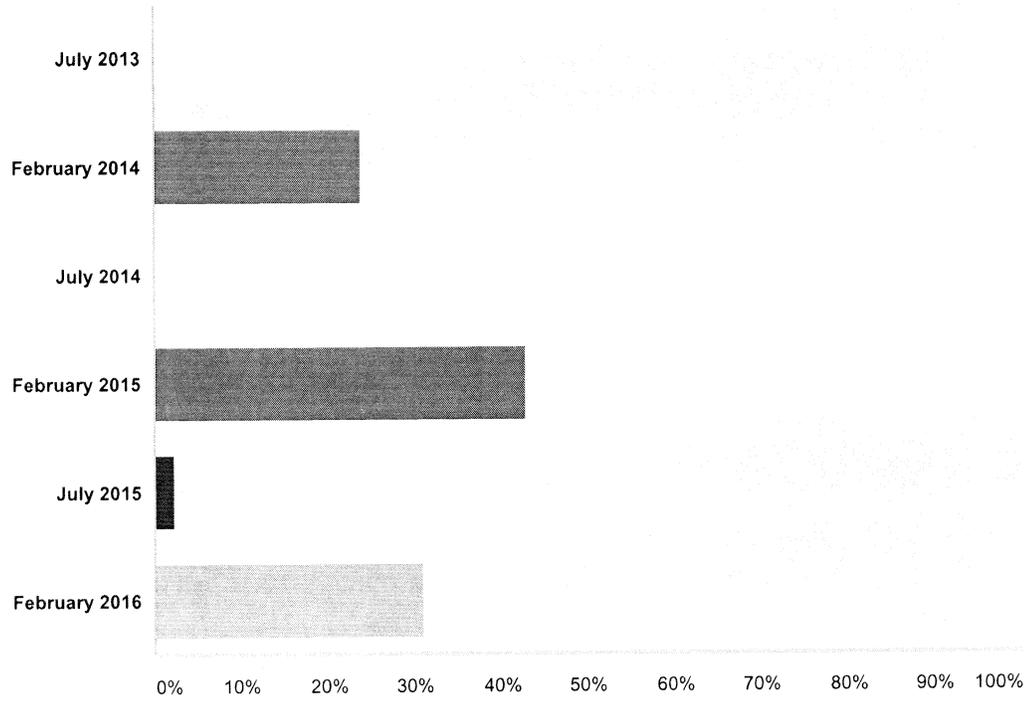
Answered: 42 Skipped: 0



Answer Choices	Responses	
Arizona State University	33.33%	14
Arizona Summit School of Law	2.38%	1
University of Arizona	64.29%	27
Other	0.00%	0
Total Respondents: 42		

Q2 What month and year did you take the early exam?

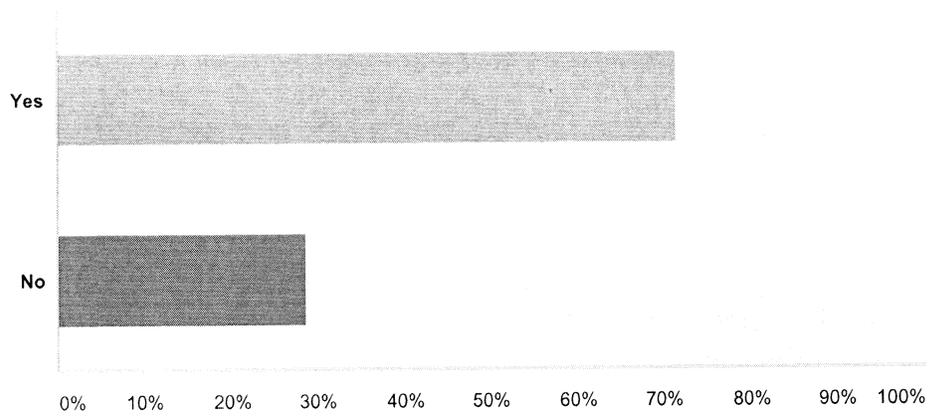
Answered: 42 Skipped: 0



Answer Choices	Responses
July 2013	0.00% 0
February 2014	23.81% 10
July 2014	0.00% 0
February 2015	42.86% 18
July 2015	2.38% 1
February 2016	30.95% 13
Total	42

Q3 Did you file your Character Report before you took the exam?

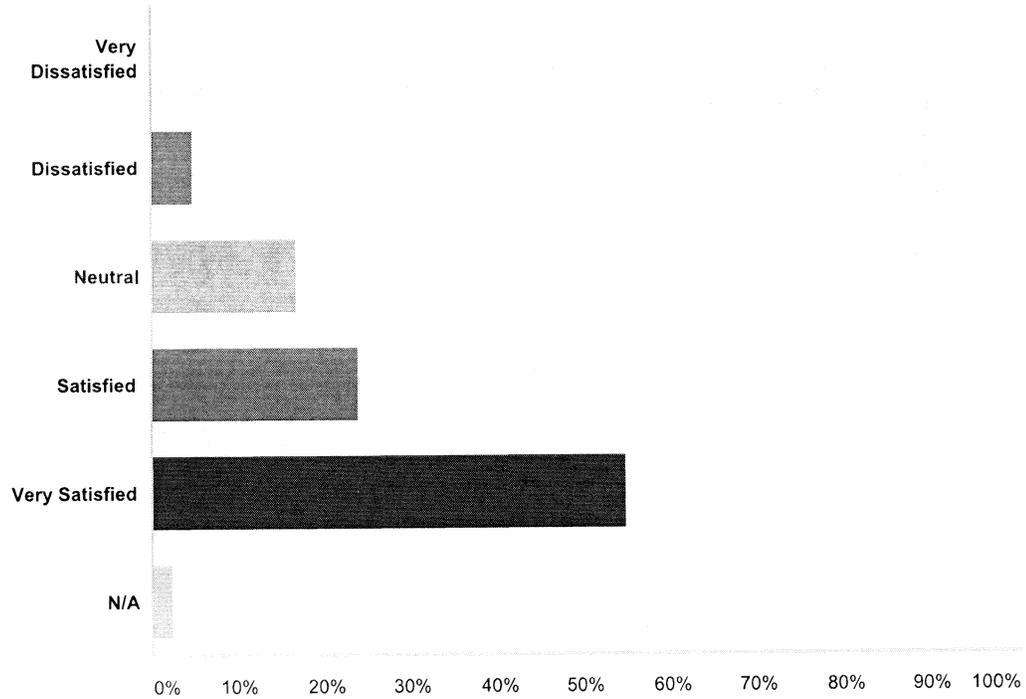
Answered: 42 Skipped: 0



Answer Choices	Responses	
Yes	71.43%	30
No	28.57%	12
Total Respondents: 42		

Q4 In your experience as an "early" examinee, how satisfied were you with the Supreme Court's Attorney Admissions staff?

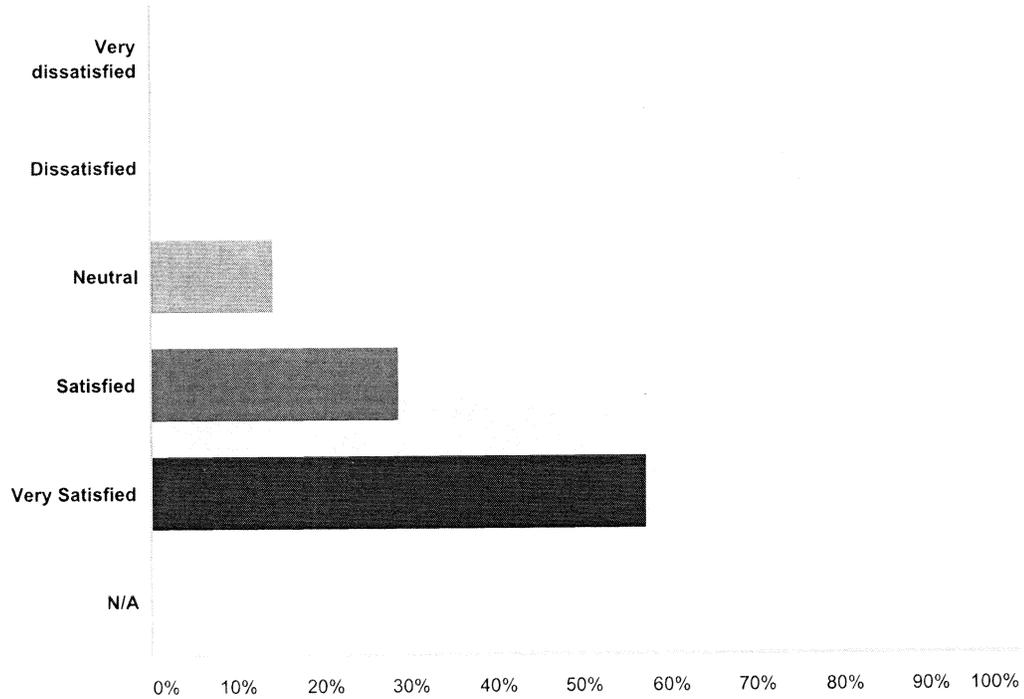
Answered: 42 Skipped: 0



Answer Choices	Responses	
Very Dissatisfied	0.00%	0
Dissatisfied	4.76%	2
Neutral	16.67%	7
Satisfied	23.81%	10
Very Satisfied	54.76%	23
N/A	2.38%	1
Total Respondents: 42		

Q5 In your experience as an "early" examinee, how satisfied were you with professors and administrators at your law school?

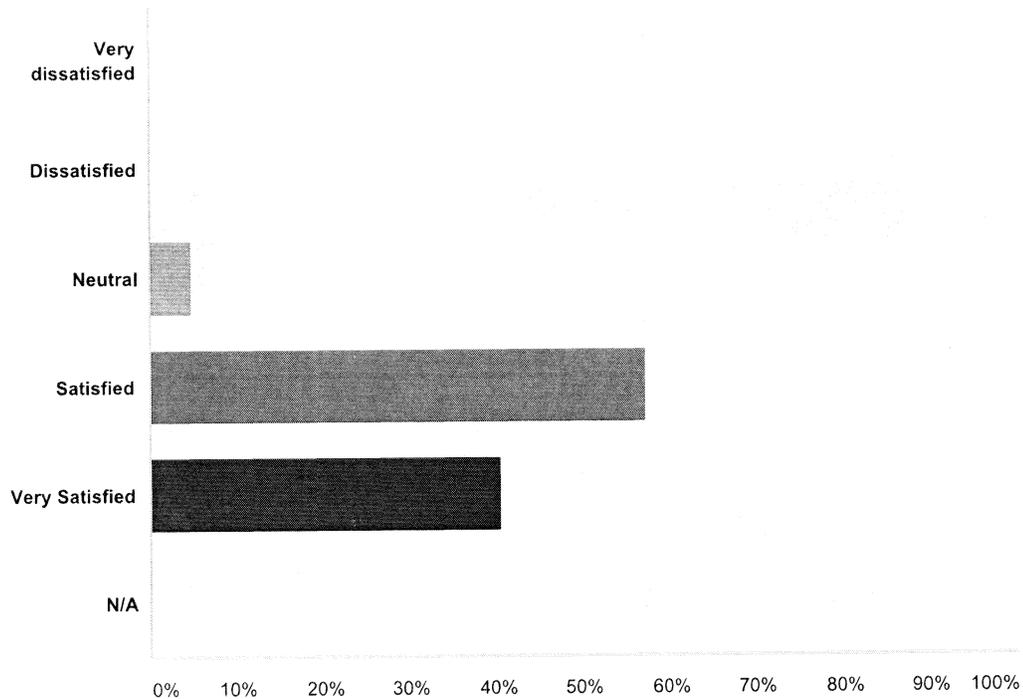
Answered: 42 Skipped: 0



Answer Choices	Responses	
Very dissatisfied	0.00%	0
Dissatisfied	0.00%	0
Neutral	14.29%	6
Satisfied	28.57%	12
Very Satisfied	57.14%	24
N/A	0.00%	0
Total Respondents: 42		

Q6 In your experience as an "early" examinee, how satisfied were you with the curriculum and structure of your third year of study?

Answered: 42 Skipped: 0



Answer Choices	Responses	
Very dissatisfied	0.00%	0
Dissatisfied	0.00%	0
Neutral	4.76%	2
Satisfied	57.14%	24
Very Satisfied	40.48%	17
N/A	0.00%	0
Total Respondents: 42		

Q7 If you answered "Very dissatisfied" or "Dissatisfied" to questions 4, 5, or 6 above, please tell us about your experience.

Answered: 4 Skipped: 38

#	Responses	Date
1	My school made taking the early exam very easy. They provided counseling to me prior to my signing up for the exam to explain many of the steps I would need to take and how to organize my schedule during my final semester.	6/13/2016 2:48 PM
2	The Character Report process takes too long for unnecessary reasons, it needs to be streamlined even further.	6/11/2016 12:46 AM
3	My school offered many post-February bar courses and externships which made it easy to finish my last semester of law school.	6/10/2016 8:40 PM
4	N/a	6/10/2016 5:54 PM

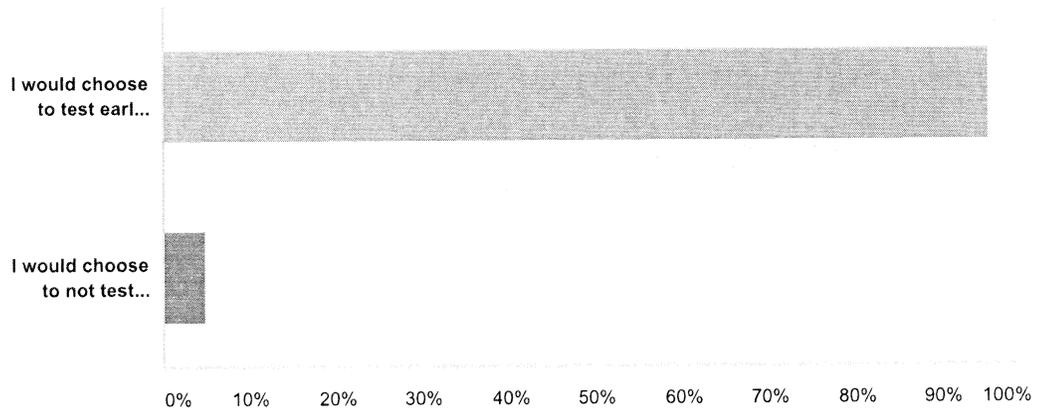
Q8 In your experience as an "early" examinee, please explain any issues or concerns with courses or classroom work in the months of March-May, after you took the bar exam.

Answered: 20 Skipped: 22

#	Responses	Date
1	I found the class-room work after the exam a bit like busy work. It would have been beneficial to have more practical classroom experience like a Trial Advocacy class.	6/14/2016 1:00 PM
2	None. It was manageable.	6/14/2016 10:05 AM
3	I didn't have any concerns other than I chose difficult classes at a time when I was burned out and would have been happier taking non-credit classes.	6/13/2016 2:48 PM
4	It was difficult to transition from intensive bar study back to taking actual classes. It would have been easier if I had frontloaded even more and needed more like 7 credits, as opposed to 9 like I needed. My externship was fantastic, and the experience was worthwhile. But it was difficult to go straight to that three days after the exam.	6/13/2016 12:50 PM
5	The entire third year of law school itself is irrelevant when considering the actual demands of law school. We should be focusing on internships etc during that third year.	6/13/2016 9:22 AM
6	None. I thought, for the most part, the curriculum was geared toward things a new associate would need to know. It was more practical than yet another class on the theory of an area of law.	6/12/2016 2:38 PM
7	No issues or concerns. The program of study after the bar exam at ASU was very relevant and helpful for law students entering the work force.	6/12/2016 12:04 PM
8	ASU made the process very easy to study for the exam and had a very structured course for us to take after the bar exam to finish up any remaining units.	6/11/2016 11:26 AM
9	None	6/11/2016 11:17 AM
10	No issues or concerns. The courses were geared toward preparing us for entering the legal profession which is what was appropriate during the months following the bar exam.	6/11/2016 11:01 AM
11	None	6/11/2016 4:22 AM
12	I had no concerns because the courses I took between March and May at the UofA were some of the best courses I took in law school because of their practical nature.	6/11/2016 12:46 AM
13	Lack of qualified participants led to a very small class. We were disadvantaged as a result for grading purposes.	6/10/2016 11:29 PM
14	No real concerns.	6/10/2016 8:40 PM
15	No issues. We were the first year they did this so they had to put together classes pretty quickly, but I was satisfied and learned lots.	6/10/2016 6:28 PM
16	None	6/10/2016 5:54 PM
17	Asu did an amazing job of providing great courses for after the bar exam.	6/10/2016 5:50 PM
18	None. Worked out great.	6/10/2016 5:49 PM
19	Taking the February bar did prevent me from taking some interesting law school electives offered only one semester, but that's just part of the trade-off.	6/10/2016 5:40 PM
20	The classes after the bar seemed to be basically busy work.	6/10/2016 5:36 PM

Q9 If you took the bar exam in February as an "early" examinee, and if given the opportunity to do it over again, would you elect to test early in February or wait and take the July exam?

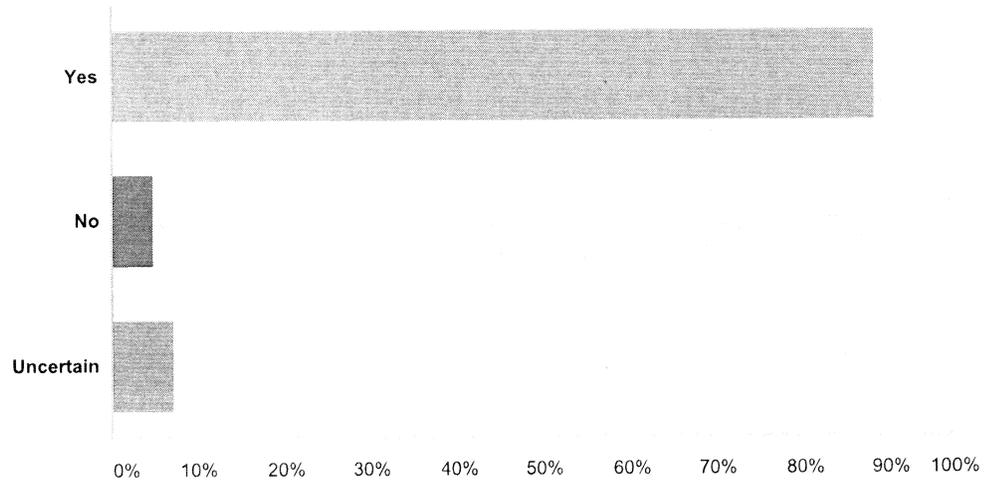
Answered: 42 Skipped: 0



Answer Choices	Responses	
I would choose to test early in February again	95.24%	40
I would choose to not test early in February and wait until July	4.76%	2
Total		42

Q10 Would you recommend "early" testing to others?

Answered: 42 Skipped: 0



Answer Choices	Responses	
Yes	88.10%	37
No	4.76%	2
Uncertain	7.14%	3
Total Respondents: 42		

Q11 If you could suggest one improvement to the early testing program, what would it be?

Answered: 21 Skipped: 21

#	Responses	Date
1	Explain to people at the beginning that you do not have to take classes while studying for the bar exam.	6/14/2016 1:00 PM
2	Requiring character and fitness be submitted prior to Jan 1 of the testing year.	6/14/2016 10:05 AM
3	Find a way to expedite character and fitness approval for those who completed it before the exam. Perhaps somehow to continue on the bar admissions process while waiting for final JD proof (that has held me up for over a month with everything else being approved).	6/13/2016 3:30 PM
4	I think students should be allowed to take up to three credits concurrent with bar study. I think the post-bar period should include a 1-week break before second-session classes start. The only reason its so tight now is because a different ending date would make the classes inaccessible for non-early-bar students. Right now, normal students can take the truncated 8-week classes also. It would be organizationally difficult, but for the early bar people, having a week break before going back to classes would be nice - even if it means no spring break 2-weeks later.	6/13/2016 12:50 PM
5	Earlier decisions on Character and Fitness. Having to wait until after results are posted to find out I'm being held up in character and fitness has destroyed my ability to earn a living, despite the early testing.	6/13/2016 10:11 AM
6	More on-campus meetings better explaining the bar application process for early examinees.	6/12/2016 2:38 PM
7	Nothing. ASU did a wonderful job with its early testing program.	6/12/2016 12:04 PM
8	I thought the program was great and doesn't need any tinkering.	6/11/2016 11:26 AM
9	The school should be able to send confirmation of our graduation status to the AZ Supreme Court faster, for early testers. The entire reason I submitted my character and fitness so early, and took the Feb bar, was to get my bar license early. Now, I'm potentially missing out on my dream job because I'm waiting on the school to confirm my graduation status! Very frustrating.	6/11/2016 11:17 AM
10	Planning to take the early bar really must start early - preferably by the beginning of second semester of 1L year when you are scheduling your summer and fall 2L classes. My school did hold informational sessions on this but 1L year was so overwhelming I think many students did not fully grasp what the opportunity involved until it was too late in their law school career to get the necessary credits completed. Maybe presenting various hypothetical course schedules for 1L would be helpful - e.g., a hypothetical schedule of how many credits to take and when (some courses must be completed before you even apply for the program) given to 1Ls before they register for 2L year.	6/11/2016 11:01 AM
11	Finals in December moved up for more time to study before the holidays.	6/11/2016 4:22 AM
12	There should be more reminders to students to study for the essays because they were challenging.	6/11/2016 12:46 AM
13	Condensed bar prep program as part of the program.	6/10/2016 11:29 PM
14	My only improvement would be for the State Bar of Arizona to release bar results earlier. States like Washington released their results more than a month prior to Arizona--one of the primary reasons to take the February bar exam is to graduate 'practice-ready,' which means when applying during the spring semester you can share your bar passage with interviewers.	6/10/2016 8:40 PM
15	Easing the minimum required credits to take the exam, to avoid the need to take such heavy course loads in earlier semesters.	6/10/2016 7:03 PM
16	Do not require a "prep" class because the added stress of preparing for a class that likely uses a different method than your chosen bar prep course is simply unnecessary.	6/10/2016 6:35 PM
17	Inform the entering 1Ls about it so they can plan for it and take the necessary classes.	6/10/2016 6:28 PM
18	Not the testing itself, but more transparency on the overall timelines and when things will happen. IE how long after a passing score and completing character & fitness can you expect to wait for your license.	6/10/2016 6:03 PM
19	Instead of studying on our own, a bar prep course should have been offered as a class to take in Jan-feb leading up to the exam.	6/10/2016 5:54 PM
20	More information about it as a 1L.	6/10/2016 5:50 PM

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21

More accessible.

6/10/2016 5:49 PM

Q12 Please tell us the most important reason for your decision to test early.

Answered: 35 Skipped: 7

#	Responses	Date
1	I wanted to graduate having already taken and passed the bar to help with my job search.	6/16/2016 12:24 PM
2	I did graduate until September and I did not want to wait until February to take the exam.	6/16/2016 10:21 AM
3	Work placement.	6/14/2016 1:00 PM
4	Taking the bar early gives me a competitive advantage over July bar takers who will have to wait for their results while I am looking for a job.	6/14/2016 12:24 PM
5	It is financially difficult to support yourself when you have to wait until October, when July results come out, before you can even apply for a real attorney job. If you pass the February exam you can hit the ground running right after graduation. This is especially important if you have a family to support.	6/14/2016 10:05 AM
6	Thought it would help me get hired.	6/13/2016 3:30 PM
7	To find a job as quickly as possible and to make myself more marketable.	6/13/2016 2:48 PM
8	I am having a baby in December and did not want to be studying early 2017 if I failed in July. I was really burned out after law school and I was hoping that I would have a break for the summer if I passed. I did and I am having a nice break now.	6/13/2016 12:50 PM
9	Age (mine) and required ability to earn a living upon graduation.	6/13/2016 10:11 AM
10	Financially, job availability, and because 3L classes provide no tangible benefit.	6/13/2016 9:22 AM
11	I needed to be able to work during the summer following graduation.	6/12/2016 6:19 PM
12	The firm I clerked for during the summer before my 3L year had offered me a position as an associate upon graduation/passing the bar. I wanted to begin working as soon as possible and the managing shareholder even encouraged me to take the bar early so I could start as soon as possible.	6/12/2016 2:38 PM
13	I wanted the advantage of being licensed before all of my peers as a way to secure a job earlier	6/12/2016 12:04 PM
14	Efficiency.	6/11/2016 6:30 PM
15	I was able to pass the bar before all of my classmates.	6/11/2016 11:26 AM
16	I went to law school specifically to become a public defender. Public defender agencies usually wont interview candidates until they have received their bar license number. So, in theory, taking the bar exam early gave me the opportunity to interview for PD positions before my peers/competition.	6/11/2016 11:17 AM
17	Law was a second career for me. I had a family and needed to start earning an income as soon as possible. To be able to use student loans while I studied for the bar and then graduate and pass the bar simultaneously provided me that opportunity.	6/11/2016 11:01 AM
18	Start work as attorney earlier.	6/11/2016 7:54 AM
19	To be done with the becoming an attorney process.	6/11/2016 4:22 AM
20	I wanted to be done with the bar as soon as possible so I could get to work to support my family.	6/11/2016 12:46 AM
21	UBE transfer	6/10/2016 11:29 PM
22	I tested early because I was relocating to another state and I wanted to begin working as soon as possible. Also, I couldn't financially afford to study for the bar over the summer.	6/10/2016 8:40 PM
23	The desire to be a public defender; knowing that, unlike private firms, bar passage was a prerequisite to being hired as an attorney rendered Feb bar extremely valuable to me (as did the fact that I was over 40 at graduation).	6/10/2016 7:03 PM
24	Be done once I graduate instead of studying after graduation.	6/10/2016 6:50 PM
25	I have two children and studying during the summer would have meant being completely unavailable for them.	6/10/2016 6:35 PM

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26	Time and money. I am married with three children. I did not have a job lined up straight out of law school. I was stressed out in law school about the thought of spending an extra three to six months after law school without job while studying for the bar and waiting for the results.	6/10/2016 6:28 PM
27	I have the chance to have bar before graduation.	6/10/2016 6:25 PM
28	I wanted to be licensed as early as possible.	6/10/2016 6:03 PM
29	I wanted the opportunity to financially support my family sooner.	6/10/2016 5:54 PM
30	I wanted to provide an income for my family sooner. I wanted to work for the state and you can't get hired without a license.	6/10/2016 5:50 PM
31	Need bar license to even apply to be a prosecutor.	6/10/2016 5:49 PM
32	I have a family to care for, so taking the exam early allowed me to begin working as an attorney sooner, which helped me provide for my family. For me it was a very helpful program, for which I remain grateful.	6/10/2016 5:41 PM
33	To be able to start earning money sooner	6/10/2016 5:40 PM
34	Improving job prospects	6/10/2016 5:38 PM
35	Getting a jump on practice and job hunt	6/10/2016 5:36 PM

Q13 What was the greatest advantage for you in testing early?

Answered: 34 Skipped: 8

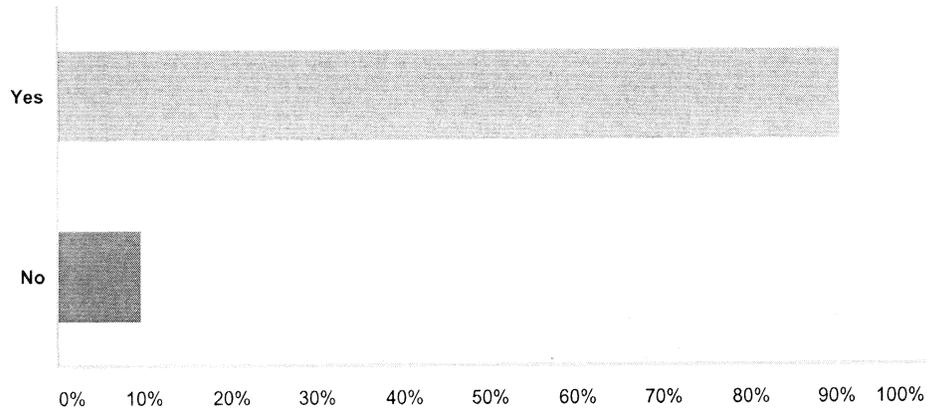
#	Responses	Date
1	I was able to graduate and immediately practice law.	6/16/2016 12:24 PM
2	Having my license very shortly after graduating	6/16/2016 10:21 AM
3	Being licensed a week after graduation and having a job in June, vs. waiting until October.	6/14/2016 1:00 PM
4	See number 12	6/14/2016 10:05 AM
5	It's done and you can continue towards your career goals/	6/13/2016 3:30 PM
6	I received a job offer to start right after graduation based largely on the fact that I had passed the bar.	6/13/2016 2:48 PM
7	I will have a long break in between school and work to recharge and focus on being a good associate. It allowed me more scheduling flexibility for the summer. It will allow me to be more present for my wife's pregnancy.	6/13/2016 12:50 PM
8	Getting it out of the way, and presumably, being licensed earlier.	6/13/2016 10:11 AM
9	Being able to take the summer off before starting my clerkship.	6/13/2016 9:22 AM
10	Being able to work immediately following graduation.	6/12/2016 6:19 PM
11	Beginning to work as soon as possible. Also, I felt a great sense of achievement during my law school graduation. I knew I was done with school and the bar. Many others were discussing the looming dread of studying for the bar during the most important achievement (graduating law school) of their young careers.	6/12/2016 2:38 PM
12	Knowing, on the day I graduated law school, that I was completely done with all requirements to be licensed by the Bar.	6/12/2016 12:04 PM
13	Having the ability to be licensed before my classmates was a huge advantage for me and I would highly recommend the early testing program.	6/11/2016 11:26 AM
14	Besides the hiring advantages I mentioned above, I love the fact that I can now work, and earn money, immediately upon graduation. This is saving me a ton of money. Also, it allowed me to really use my third-year of law school for education. The only saying, first year they scare you to death, second year they work you to death, and third year they bore you to death - not applicable to early bar exam takers! :-)	6/11/2016 11:17 AM
15	Faster earning capacity. I passed the bar and graduated in May 2015, started my new job in private practice at a mid-size Arizona law firm June 1, 2015 and was sworn in to the AZ Supreme Court June 3, 2015. Within one month everything was completed and I was ready to begin earning an income as a licensed attorney. As a side benefit, the law firm that hired me said that my choosing to take the bar during my 3L year showed them that I had ambition and drive to do what was necessary to better my career and that was an attractive attribute they were looking for in a new Associate.	6/11/2016 11:01 AM
16	Able to start work as attorney almost immediately upon graduation	6/11/2016 7:54 AM
17	I was a non-traditional student with a family. Finishing before the summer was a huge advantage as I could begin work immediately after graduation.	6/11/2016 5:51 AM
18	Not sure	6/11/2016 4:22 AM
19	It allowed me to take the test in February which is a much better experience than May.	6/11/2016 12:46 AM
20	Potential early Licensure	6/10/2016 11:29 PM
21	The greatest advantage to testing early was graduating having already passed the bar.	6/10/2016 8:40 PM
22	The chance to get hired as a public sector attorney nearly a year earlier than classmates who waited until July.	6/10/2016 7:03 PM
23	Being able to get a job right away.	6/10/2016 6:35 PM

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24	The greatest advantage was employment as an attorney on June 1, 2014 rather than some time in October or November 2014. During the last semester after the bar, I had time to look for jobs. By the time I graduated I had found a job with the Federal Government, but they would not hire me unless I had my bar number in hand by the hiring date. Luckily, my bar number came on the last possible day and I was hired a few weeks after graduating. I still have the same job and would not have it if had taken the July bar.	6/10/2016 6:28 PM
25	Have a chance to practice in bar exam.	6/10/2016 6:25 PM
26	See 12.	6/10/2016 6:03 PM
27	When I graduated, I didn't have to wait around to look for jobs or take a lot of time off from a job, because I was ready to go.	6/10/2016 5:54 PM
28	The opportunity to start applying to jobs with results expected so soon	6/10/2016 5:51 PM
29	Getting my results soon after graduation. Studying was part of my school experience and not an extra expense.	6/10/2016 5:50 PM
30	I received a job offer in July at MCAO and did not have to wait until the following January.	6/10/2016 5:49 PM
31	Working right away upon graduation.	6/10/2016 5:41 PM
32	I was able to study Spanish in Mexico for six weeks after graduation before starting my job	6/10/2016 5:40 PM
33	Employment security	6/10/2016 5:38 PM
34	Getting licensed in June vs. October	6/10/2016 5:36 PM

Q14 Did testing early help you achieve your desired goals?

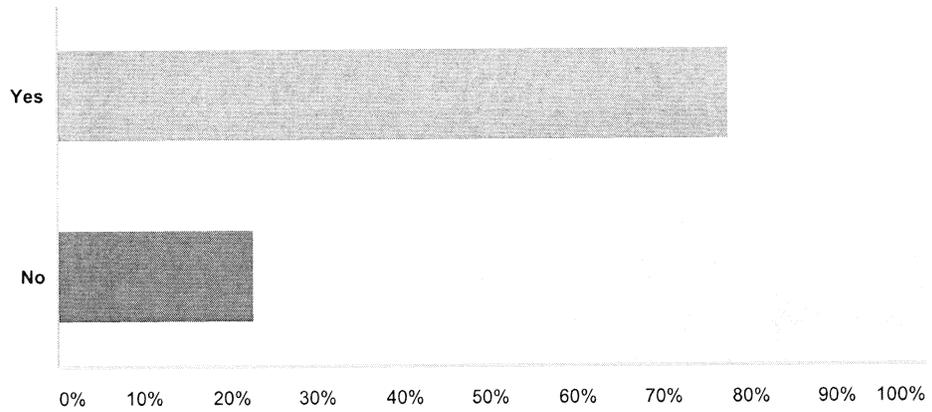
Answered: 42 Skipped: 0



Answer Choices	Responses	
Yes	90.48%	38
No	9.52%	4
Total		42

Q15 If you achieved a score high enough for admission, are you employed in a job requiring a JD?

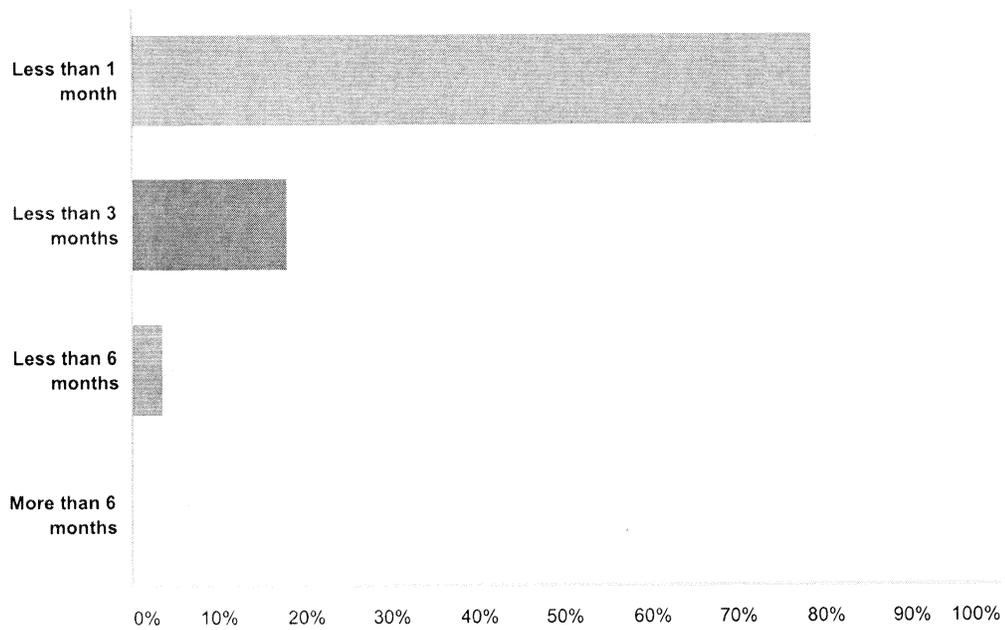
Answered: 40 Skipped: 2



Answer Choices	Responses	
Yes	77.50%	31
No	22.50%	9
Total		40

Q16 How soon after admission were you able to find employment in a position requiring a JD?

Answered: 41 Skipped: 1



Answer Choices	Responses	
Less than 1 month	78.57%	22
Less than 3 months	17.86%	5
Less than 6 months	3.57%	1
More than 6 months	0.00%	0
Total		28

**Q17 Is there anything else not covered
which has shaped your experience? Please
tell us.**

Answered: 13 Skipped: 29

#	Responses	Date
1	The other individuals that took that early bar were also very motivated, which helped fuel my motivation. The early bar program is a great option for those that are able to get everything done before the last semester of law school and want to save money so they do not have to take out a summer loan to pay for living expenses.	6/14/2016 1:00 PM
2	Please keep the early testing option. I believe it has helped many students move into the job market more efficiently and this benefits them and their families.	6/14/2016 10:05 AM
3	I am not admitted yet, but I will be working for Bryan Cave LLP in December. Thus, I answered in the affirmative for question 15, and not applicable for 16 because admission for the early bar did not affect my job search. I already had my employment offer before I chose to take the early bar.	6/13/2016 12:50 PM
4	I also liked the option of taking the exam early because, had I failed the bar in February, I could take it again and be right on par with the overwhelming majority of law school graduates. While it may not be the best option for everyone, I strongly believe it is a great option for students to have. Let's be honest, law school could, and perhaps should, be two years (or two years in class and year three devoted exclusively to on-the-job type experience). It's law school, not lawyer school. There is a great amount of apprenticeship-type learning that is necessary before a lawyer can be a competent lawyer. Allowing students to start that process a little bit earlier is likely to result in more graduates hitting the ground running after graduation. It was perfect for me.	6/12/2016 2:38 PM
5	Please continue the program for future law students as this was a fantastic opportunity for me.	6/11/2016 11:26 AM
6	Ideally, there would be some way to allow those who pass the bar exam in their third year, AND who have passed their character and fitness background checks in their third year, to receive their bar license number immediately upon graduation.	6/11/2016 11:17 AM
7	UofA did a great job of managing schedule of pre- and post-bar classes.	6/11/2016 7:54 AM
8	You should keep the early bar. It was a huge blessing for my situation. This might not be the right course for everyone, but it provides some students with a more opportunities.	6/10/2016 6:28 PM
9	Taking a bar exam before graduation definitely gave me a better chance to find a job and made me pass the bar exam at a second time.	6/10/2016 6:25 PM
10	N/a	6/10/2016 5:54 PM
11	Wish the class had been more about mbe than essays	6/10/2016 5:51 PM
12	As part of the first group to take the exam early, it was a bit of a scramble to have all my graduation requirements complete in time to qualify for early examination. That said, I have no room for complaint because the scramble was an unavoidable consequence of rolling out the early testing program; and I can't offer a suggestion on this point because subsequent test takers would have had additional time to plan ahead. Thank you!	6/10/2016 5:41 PM
13	I would HIGHLY recommend keeping the early bar program. I thought it was fantastic.	6/10/2016 5:36 PM