

S194951

In the Supreme Court of the State of California

**SUPREME COURT
FILED**

RICHARD SANDER, JOE HICKS, and the
CALIFORNIA FIRST AMENDMENT COALITION,
Plaintiffs and Appellants (Respondents Herein),

NOV 30 2011

Frederick K. Ohlrich Clerk

v.

Deputy

STATE BAR OF CALIFORNIA and the
BOARD OF GOVERNORS OF THE STATE BAR OF CALIFORNIA,
Defendants and Respondents (Petitioners Herein).

*After a Decision of the Court of Appeal, First Appellate District, Division Three,
Appeal No. A128647, on Appeal from the Superior Court in and for the County of San
Francisco, Case No. CPF-08-508880, Hon. Curtis E. A. Karnow*

**RESPONDENTS' REQUEST FOR JUDICIAL NOTICE; MEMORANDUM OF
POINTS AND AUTHORITIES IN SUPPORT THEREOF; PROPOSED ORDER**

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NOTICE OF MOTION AND MOTION

TO ALL PARTIES, THEIR ATTORNEYS OF RECORD, AND THE HONORABLE COURT:

Please take notice that, pursuant to California Rules of Court 8.520(g) and 8.252 and Evidence Code section 459, Respondents Richard Sander, Joe Hicks and the California First Amendment Coalition (the Coalition) hereby move for an order taking judicial notice of the Declaration of Barbara S. Clements and attached exhibits 1-6, filed with this Court in support of the Coalition's Verified Petition for Mandamus, Certiorari, Prohibition or Other Extraordinary Relief, on August 7, 2008, under Case No. S165765.

This Motion is based on the attached Memorandum of Points and Authorities, the Order, and all other papers already on file with this Court.

Dated: November 30, 2011

SHEPPARD MULLIN RICHTER & HAMPTON LLP



By _____

JAMES M. CHADWICK
GUYLYN R. CUMMINS
EVGENIA N. FKIARAS
DAVID E. SNYDER
Attorneys for Respondent
California First Amendment Coalition

Dated: November 30, 2011

BOSTWICK & JASSY LLP



By _____

GARY L. BOSTWICK
JEAN-PAUL JASSY
KEVIN L. VICK
Attorneys for Respondents
Richard Sander and Joe Hicks

MEMORANDUM OF POINTS AND AUTHORITIES

Pursuant to California Rules of Court 8.520(g) and 8.252, Respondents Richard Sander, Joe Hicks and the California First Amendment Coalition (the Coalition) respectfully request that the Court take judicial notice of the Declaration of Barbara S. Clements and attached exhibits 1-6 (the "Declaration"), previously filed with this Court in support of the Coalition's Verified Petition for Mandamus, Certiorari, Prohibition or Other Extraordinary Relief, on August 7, 2008, under Case No. S165765. A true and correct copy of the Declaration is attached hereto as **Exhibit 1**.

Under Evidence Code Section 459, reviewing courts "may take judicial notice of any matter specified in [Evidence Code] Section 452." Under Evidence Code Section 452(d), a court may take judicial notice of the records of any California court. (See also *Stephenson v. Drever* (1997) 16 Cal.4th 1167, 1170 [taking judicial notice of record in related prior appeal between same parties]; *Deschene v. Pinole Point Steel Co.* (1999) 76 Cal.App.4th 33, 37 [notice taken of unpublished decision in prior related appeal]; *County of Orange v. Carl D.* (1999) 76 Cal.App.4th 429, 433 [taking judicial notice of entire court file in underlying Superior Court case].)

The Coalition filed the Declaration in a related prior proceeding before this Court, where the same parties were litigating the same issues now before this Court. Accordingly, the Declaration is properly judicially noticed under these Evidence Code sections not only as the records "of any California court," but as records of this Court specifically, and moreover as records in a related prior proceeding. (See *Taliaferro v. Taliaferro* (1960) 178 Cal.App.2d 140, 141 [taking judicial notice of related prior proceedings in same case].)

Barbara S. Clements, Ph.D., is an expert in educational data systems and psychometrics who has extensive experience in the analysis and reporting of educational data, and with designing and assessing systems and processes used to ensure the anonymity of statistical and aggregate data. In the Declaration, Clements testifies that the data requested by the Coalition

“would not make an individual's identity traceable without extraordinary effort, skill, or luck,” and that the procedures proposed for de-identifying the data “represent best practices related to ensuring the confidentiality of data.”

The Declaration is relevant because it addresses issue (2) in the Court’s order granting review, asking what effect, if any, the “representation of confidentiality made by the State Bar” has on the release of the requested records. The Declaration shows that the release of data pursuant to the Coalition’s requests would not result in a meaningful risk of released data being linked to any identifiable applicant.

The Declaration was not presented to the Trial Court. It relates to proceedings prior to the order that is the subject of this appeal.

Based on the foregoing, the Coalition respectfully requests that the Court take judicial notice of the Declaration.

Dated: November 30, 2011

SHEPPARD MULLIN RICHTER & HAMPTON LLP



By

JAMES M. CHADWICK
GUYLYN R. CUMMINS
EVGENIA N. FKARAS
DAVID E. SNYDER
Attorneys for Respondent
California First Amendment Coalition

Dated: November 30, 2011

BOSTWICK & JASSY LLP



By

GARY L. BOSTWICK
JEAN-PAUL JASSY
KEVIN L. VICK
Attorneys for Respondents
Richard Sander and Joe Hicks

[PROPOSED] ORDER

IT IS HEREBY ORDERED that Respondents' motion for judicial notice is granted and this Court hereby takes judicial notice of the Declaration of Barbara S. Clements and attached exhibits 1-6, filed with this Court on August 7, 2008, under Case No. S165765.

Dated: _____

Tani Cantil-Sakauye
Chief Justice
Supreme Court of California

In the Supreme Court of the State of California

RICHARD SANDER, JOE HICKS, and the
CALIFORNIA FIRST AMENDMENT COALITION,
Petitioners,

v.

STATE BAR OF CALIFORNIA and the
BOARD OF GOVERNORS OF THE STATE BAR OF CALIFORNIA,
Respondents.

*Original Proceeding in the Supreme Court of the State of California
after a Decision of the State Bar of California*

VERIFIED PETITION FOR MANDAMUS, CERTIORARI, PROHIBITION OR OTHER EXTRAORDINARY RELIEF

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP
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*Attorneys for RICHARD SANDER, JOE HICKS, and
the CALIFORNIA FIRST AMENDMENT COALITION.*

SUPREME COURT
FILED

AUG - 7 2008

Frederick K. Ohlrich Clerk

Deputy

I, BARBARA S. CLEMENTS, PH.D., have personal knowledge of the matters set forth in this declaration, and, if called as a witness, could and would testify thereto.

SUMMARY OF OPINIONS

1. I have been asked to provide opinions regarding the disclosure of records maintained by the State Bar of California in accordance with the terms of requests made by Dr. Richard Sander of the University of California, Los Angeles, Mr. Joe Hicks, Vice President of Community Advocates, Inc., and the California First Amendment Coalition (collectively the "Petitioners"). In particular, I have been asked to address whether the identities of individuals would be traceable if the requested records were provided pursuant to the terms of those requests, and whether the provisions for protecting the anonymity of individuals specified in the requests are consistent with accepted practices in the field of educational research.

2. I believe that the data elements requested by Project SEAPHE would not make an individual's identity traceable without extraordinary effort, skill, or luck, and that the procedures proposed by Project SEAPHE represent best practices related to ensuring the confidentiality of data.

3. These opinions are based on the information provided to me and to my colleague, Dr. Glynn D. Ligon, by Petitioners; the information Dr. Ligon and I have obtained through our own research; the experience Dr. Ligon and I have accumulated over many years working in the field of educational research; and the analysis Dr. Ligon and I performed of the requests by Petitioners, as further set forth below and in the Report of Dr. Barbara S. Clements and Dr. Glynn D. Ligon, which is attached hereto as

Exhibit 1 ("Report"). I attest that Dr. Ligon and I performed the work and rendered the opinions described below and in our Report.

SUMMARY OF QUALIFICATIONS

4. I received a B.S. in Education, an M.A. in Applied Linguistics and Foreign Language Education, and a doctorate in Educational Psychology and Quantitative Methods from the University of Texas at Austin. I am also a licensed teacher in the State of Texas.

5. I currently hold the positions of Vice President at ESP Solutions Group ("ESPSG"), and Chief Standards Officer at the National Transcript Center ("NTC"). ESPSG is a private organization that provides consulting and research services on educational data systems and psychometrics. ESPSG supports data-driven educational decision making and helps optimize the management of educational organizations. NTC provides educational transcript services to state educational agencies, schools, colleges, universities, and academic organizations, and in particular specializes in academic transcript exchange services in a manner that ensures compliance with the Family Educational Rights and Privacy Act ("FERPA").

6. In my position as Vice President of ESPSG, I co-lead the Federal Practice Group in Washington, D.C. My responsibilities include project design and management, program evaluation, software conceptualization, and consulting on education information management systems and technology utilization. I have worked extensively with the U.S. Department of Education and with many state education agencies on design and implementation of data systems, including the development of data access and management policies. I serve as the primary FERPA

contact for ESPSG, providing regular training to staff and approving all FERPA related products and activities.

7. In my position as Chief Standards Officer for NTC, and in coordination with national standards groups, I develop and implement standards related to student academic records, including content and format development, and procedures for maintaining privacy and security of student records in compliance with FERPA.

8. I am a key advisor to the U.S. Department of Education's senior staff on the national collection of data from state education agencies, particularly through the Performance Based Data Management Initiative ("PBDMI"). This is a collaborative effort between the U.S. Department of Education, state education agencies, and industry partners to improve the quality and timeliness of education information. I also advise on PBDMI's successor, the Education Data Exchange Network ("EDEN"), which provides state education agencies and the federal government the capacity to transfer and analyze information about education programs.

9. I am a founding committee member on SPEEDE/EXPRESS, the Electronic Data Interchange ("EDI") standard for the exchange of electronic student transcripts. I served on the National Education Goal Two Advisory Committee and led a resource group to analyze and make recommendations for information systems development.

10. I am a former project director for the Council of Chief State School Officers ("CCSSO"). As project director for CCSSO, I developed the strategic direction for a series of projects promoting better collection and management of education information. My responsibilities included analysis of data collection systems and dissemination of information to the public.

11. Prior to that, I worked as the Education Program Director at the Texas Education Agency on projects such as educator assessment, teacher training, and professional development.

12. I have extensive experience in the analysis and reporting of educational data, and also with designing, developing, implementing, and assessing the effectiveness of systems and processes used to ensure the anonymity of statistical and aggregate data. This is an exercise I do almost daily in my work. Making these determinations requires that appropriate methodology be utilized. I have extensive experience in the application of this methodology, and I have published on this topic in peer-reviewed literature.

13. I am familiar with the background and qualifications of Dr. Glynn D. Ligon, my colleague at ESPSG who participated in the preparation of our Report and in conducting the analysis and developing the opinions described below.

14. Dr. Ligon received a B.A. in Psychology from Baylor University, an M.A. in Psychology and Education from Texas Agricultural and Industrial University (now a part of the Texas A&M System), and a doctorate in Educational Psychology from the University of Texas at Austin.

15. Since 1993, Dr. Ligon has served as the President and Chief Executive Officer of ESPSG. His responsibilities include the development and management of strategic information services and technology projects, evaluation of the effectiveness of programs, and design and development of large-scale software applications. The clients with whom he has worked include the U.S. Department of Education and dozens of state education agencies. He has extensive experience in the collection, analysis, and

reporting of information obtained from educational records, and with designing, testing, implementing, and administering systems and processes for ensuring the anonymity of such information.

16. A true and correct copy of my *curriculum vitae*, which accurately describes my education, work history, professional activities and publication, and other qualifications, is attached hereto as **Exhibit 2**. A true and correct copy of Dr. Ligon's *curriculum vitae*, which accurately describes his education, work history, professional activities and publication, and other qualifications, is attached hereto as **Exhibit 3**.

INFORMATION MAINTAINED AND DISCLOSED BY THE STATE BAR

17. I am informed and believe that the State Bar of California ("State Bar") has a practice of collecting and maintaining individual-level information on individuals who took the examination administered by the State Bar for admission to the practice of law in California (the "Bar exam").

18. I am informed and believe that the information for each individual includes some or all of the following data: race, gender, undergraduate grade point average ("GPA"), Law School Admissions Test ("LSAT") score, graduating law school, matriculating law school, year of law school graduation, law school GPA, date of Bar exam, total raw and scaled Bar exam scores, raw and scaled scores for the essay portion of the Bar exam, raw and scaled scores for the performance test portion of the Bar exam, whether the individual passed the Bar exam, and raw and scaled scores for the Multi-State Bar Examination ("MBE").

19. After each semi-annual Bar exam, the State Bar releases a statistical report summarizing the outcomes of the most recent exam. The reports present passage rates by type of school and by school, with

breakdowns of passage rates by race and gender, as well as information on first-time and repeat takers of the Bar exam. Copies of representative examples of these reports are attached hereto as **Exhibit 4**.

PETITIONERS' REQUESTS TO THE STATE BAR

20. I am informed and believe that the SEAPHE Project, headed by Dr. Richard Sander, seeks to conduct research on the large and persistent gap in bar passage rates among racial and ethnic groups. The SEAPHE Project team seeks to use records obtained from the State Bar and other sources to provide a sound statistical basis for a comprehensive study.

21. I am informed and believe that between May 2006 and November 2007, Dr. Sander and several academic colleagues sought to collaborate with the State Bar on the proposed study. I am informed and believe that the proposed collaborative study was rejected by the State Bar, which expressed concerns about the privacy of Bar examinees.

22. I am informed and believe that on November 16, 2007, Dr. Sander made a written request to the State Bar to inspect and receive copies of records regarding persons who took the Bar exam between February 1973 and July 2007. Dr. Sander's request specified that he was not seeking identifying information regarding examinees, and included a mechanism to cluster the requested information so that it could not be used to trace the individual identities of any State Bar exam-takers. A copy of Dr. Sander's November 16, 2007 request is attached hereto as **Exhibit 5**. I am informed and believe that on January 4, 2008, the State Bar sent a letter to Dr. Sander denying his request for records regarding the Bar exam.

23. I am informed and believe that on January 8, 2008, the California First Amendment Coalition ("CFAC") filed a written request to

inspect or receive copies of the same records previously requested by Dr. Sander, and that the State Bar denied CFAC's request to inspect or receive copies of the records.

24. I am informed and believe that on May 29, 2008, Dr. Sander sent the State Bar an updated and modified request for records regarding persons who took the Bar exam between February 1973 and July 2007, which narrowed his prior request and was designed to eliminate any remaining privacy concerns. The modified request excluded gender, added a variable related to transfer students, requested the redaction or clustering of other data to further ensure that the information would remain anonymous, and clarified the suggested procedures for protecting anonymity. Mr. Joe Hicks joined this new request. A copy of the May 29, 2008 request is attached hereto as **Exhibit 6**. I am informed and believe that on June 3, 2008, CFAC sent the State Bar an updated and modified request, mirroring the May 29, 2008 request sent by Dr. Sander and Mr. Hicks.

25. I am informed and believe that on June 12, 2008, the State Bar sent a letter to Dr. Sander and Mr. Hicks indicating that it would not provide the records they had requested.

THE REQUESTS

26. Petitioners are requesting individual-level information on examinees' race, graduating law school, whether the student matriculated at that same school or another school ("transfers"), year of graduation (in ranges of three years or more), raw scores on the Performance, Essay, and MBE portions of their first California bar exam, scaled scores for the written portion of the same exam, the MBE portion, and the total scaled

score, bar passage, law school GPA, LSAT scores, and undergraduate GPA. I refer to these records as the "variables." Petitioners have asked that information in the records that relates directly to the identity of individuals be redacted. These include name, social security number, and birth date.

27. Petitioners' stated objective is that no combination of "publicly knowable" variables, or "cell," produces a small enough number of cases that an individual's identity could be determined. The minimum acceptable cell size would be five. In other words, under Petitioners' modified requests, no combination of these publically knowable variables would ever apply to fewer than 5 members.

28. In order to protect individual privacy and ensure that no fewer than five members make up each cell, the request uses broad categories. For example, race data would be reported in four general categories (white, Hispanic, black, other), and law school graduation would be reported in chronological bands spanning several years (*e.g.*, 2003-2007).

29. In the situation where a particular cell would have fewer than five members, some data categories would be merged even further to maintain the minimum cell size and to help ensure that individuals could not be identified based on the information disclosed in response to the modified requests. The means by which this would be accomplished are discussed in detail in Petitioners' requests and the attached appendices.

**THE UNIVERSITY OF CALIFORNIA'S AGREEMENT TO RELEASE
INFORMATION**

30. I am informed and believe that in June 2008, the Office of the President of the University of California ("UCOP") agreed to release to the SEAPHE project records on some 800,000 students who applied to enter

the University of California ("UC") system between 1992 and 2006, as well as data on nearly 400,000 students who actually enrolled.

31. I am informed and believe the records to be provided include students' race, campus, entering year (in three-year bands), terminal major, state residency at the time of application, academic index (such as SAT or GPA scores), raw high school GPA, UC-adjusted high school GPA, number of Advanced Placement ("AP") courses taken in high school, parents' education, parents' combined income, high school Academic Performance Index ("API") score, Eligibility in the Local Context ("ELC") for admission to the UC, indicated major upon entry, freshman college GPA, cumulative college GPA, bachelor's degree, and time to graduation. I am informed and believe that Dr. Sander and his colleagues suggested strategies for protecting the privacy of student data similar to those proposed in the request for State Bar data, and that the UCOP agreed to a disclosure that, with a few modifications, followed the suggested plan. I am informed and believe that the disclosure plan eliminates all unique identifiers, and clusters data to prevent unduly small cell sizes based on combinations of "publicly knowable" variables. For example, students' entering year will be grouped in cohorts spanning three academic years (1992-1994, 1995-1997, 1998-2000, 2001-2003, 2004-2006).

ANALYSIS AND OPINIONS

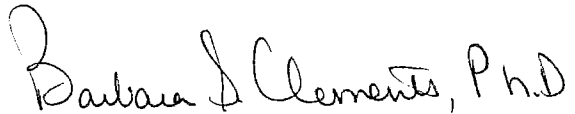
32. Dr. Ligon and I reviewed the records request provided to us in April 2008. Subsequently, we met with Project SEAPHE representatives Richard Sander and Jane Yakowitz via conference call to discuss: 1) the purpose of the research, 2) the records request contents, and 3) the procedures proposed by the researchers for ensuring the privacy of

individuals and the confidentiality of their information. We discussed whether there are other published data that could be used to compare to the requested data that would result in individual identities being disclosed. We believe that the responses we received to our questions were more than adequate to ensure that confidentiality requirements are well addressed and that best practices for ensuring confidentiality will be used.

33. In our opinion, the data elements requested by Project SEAPHE would not make an individual's identity traceable without extraordinary effort, skill, or luck. The procedures proposed by Project SEAPHE, in our opinion, represent best practices related to ensuring the confidentiality of data. In particular, the procedures used eliminate the possibility of small cell sizes that would enable the identity of individuals to be ascertained. The combination of procedures to eliminate identifying information and mask potentially identifying information proposed by Project SEAPHE results in a high confidence level that individually identifiable information will not be disclosed.

34. The opinions and conclusions set forth above and in the Report are given to a reasonable degree of certainty and probability.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on August 5, 2008 at Alexandria, Virginia.


BARBARA S. CLEMENTS, PH.D.

Report of Dr. Barbara S. Clements and Dr. Glynn D. Ligon
On Proposal of Project SEAPHE

My colleague, Glynn D. Ligon, Ph.D., and I were asked to review the proposed open records request of Project SEAPHE based upon our knowledge of and experience implementing the federal Family Educational Rights and Privacy Act (FERPA). We have worked with numerous state and local education agencies to develop policies and procedures to ensure the confidentiality of student records in their possession and ensure that individually identifiable information is not released on purpose or by accident in reporting on the success of students and schools.

Dr. Ligon and I conversed with Richard Sander and Jane Yakowitz of Project SEAPHE concerning the proposed request and the purpose of the research. We reviewed all of the proposed data elements and the procedures proposed to mask individually identifiable data in the request, then posed questions to ensure that we understood both the purpose of the request and procedures to be used to mask the data.

It is our understanding that the purpose of the proposed research for which the data are needed is to test hypotheses that admissions policies at law schools may be working against minorities by encouraging them to enter into programs that do not best fit their academic needs. Research such as this could lead to the revision of policies at universities that would promote greater success by all students in California law schools.

Based on our review of the proposed data request, we believe that there is no meaningful possibility that an individual's identity could be discerned. Our opinion is based on two important considerations: traceability of an individual's identity and use of best practices for assuring confidentiality.

Traceability

In our opinion, the data elements requested would not make an individual's identity traceable without extraordinary effort, skill, or luck. The following are key considerations related to this opinion.

- Name of "student," student's parents, address, unique identifier such as SSN or bar identification number, date of birth, and other characteristics that make a record immediately traceable to a student are not being requested.
- Other potentially identifying characteristics are handled by procedures that would mask specificity, such as requested bands of years of graduation rather than exact graduation years for each individual.
- The potential for comparing across published data sources to ascertain individual identities for persons whose records are being requested is non-existent. We asked the representatives of Project SEAPHE about other published documents or records that could be compared to the data requested. We were told that while one can ascertain the name of individuals who passed the California bar exam, one cannot discover the bar exam score made by an individual in published sources. In addition, while names of individuals who passed the California bar exam are

published, one cannot determine from published sources the names of individuals who did not pass the California bar exam or even if they took the bar exam. Evidence was provided by the Project SEAPHE representatives that a significant proportion of California law school graduates do not, in fact, take the California bar exam.

Best Practices

We have been involved in a number of national efforts to develop guidelines for education agencies related to secure and confidential management and reporting of individually identifiable records for the National Center for Education Statistics. That work included review of best practices identified by other organizations such as the Census Bureau. The procedures proposed by Project SEAPHE, in our opinion, represent best practices related to ensuring the confidentiality of data. In particular, the procedures used eliminate the possibility of small cell sizes that would enable the identity of individuals to be ascertained. The following are proposed procedures to mask individually identifiable data that we consider to be “best practices” with regard to confidentiality of statistical data.

- Adoption of a cell size of 5 is considered to be a sufficiently large number to make identification of any single individual nearly impossible. Two is not sufficient because if you know one “score” you can derive the other score based on the way data are reported. Therefore, cell size must be 3 or greater.
- Another way to mask individually identifiable data is to merge data categories, such as has been done with the bands of years. Using bands of

graduation years increases the number of individuals in a cohort and makes it more difficult to identify individuals based on other characteristics in combination with graduation date. In addition, Project SEAPHE has proposed ways to merge cells where there is the potential for small groups of individuals, such as combining graduates from out-of-state law schools or ethnic groups other than white, black/African American or Hispanic/Latino. In addition, where very small cell sizes are possible, blacks and Hispanics are to be combined into a single reporting group of “underrepresented minorities.”

- Race has been removed from the request for information on individuals who had transferred from one law school to another because of small cell size issues.
- Transfers are also grouped and reported by their school of graduation, not their school of matriculation.
- Where cell size issues exist, bar passage outcome has been simplified by combining “never passed the bar” and “passed on a subsequent attempt” into a single group.

The combination of procedures to eliminate identifying information and mask potentially identifying information proposed by Project SEAPHE results in a high confidence level that individually identifiable information will not be disclosed.

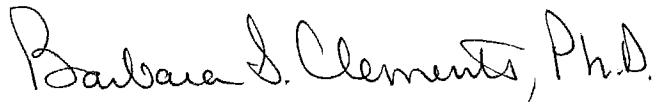
Summary

On July 30, 2008, Constance F. Citro, Director of the Committee on National Statistics of the National Academy of Sciences, made a presentation to the Stats-

DC 2008 Conference in Bethesda, Maryland. This meeting was for chief information officers and other data management personnel in state and local education agencies. In her keynote presentation on “Policy, Practice, and Privacy in Using Student Data to Improve Education,” Dr. Citro asserted, “Confidentiality protection must be strong, but cannot be zero risk.” However, she added that if too stringent measures are taken to mask identity, the data may be of minimal use. She further added, “Policy makers need evidence-based research results.” This is our belief as well.

In summary, we believe that Project SEAPHE has proposed significant measures that will make it impossible for any individual’s identify to be ascertained without extraordinary effort, skill, or luck.

Respectfully submitted,

A handwritten signature in black ink that reads "Barbara S. Clements, Ph.D." The signature is written in a cursive style with a large initial 'B'.

Barbara S. Clements, Ph.D.

August 5, 2008

BARBARA S. CLEMENTS, Ph.D.

EDUCATION

Ph.D.	The University of Texas at Austin	Educational Psychology
MA	The University of Texas at Austin	Applied Linguistics, Foreign Language
Education		
BS	The University of Texas at Austin	Education, Sec. Education, Spanish &
Government		

CERTIFICATION

Texas Provisional (Permanent) Secondary Teaching Certificate (Spanish and Government)

PROFESSIONAL EXPERIENCE

May 1997-Present: Vice President, ESP Solutions Group, Inc.

Responsibilities include project design and management, program evaluation, software conceptualization, and consulting on education information management systems and technology utilization. Extensive work conducted for U.S. Department of Education on PBDMI/EDEN/EDFacts. Works with many state education agencies on design and implementation of data systems, including the development of Data Access and Management Policies. Serves as FERPA contact for ESPSG, providing regular training to staff and approving all FERPA related products and activities.

September 2006-Present: Chief Standards Officer, National Transcript Center, Inc.

Responsibilities include content review with clients and consulting on training and roll-out of projects. Maintains the mapping of national standards to allow for crosswalks across standards. Represents NTC in national standards activities, including the Schools Interoperability Framework Association and the Postsecondary Electronics Standards Council.

August 1995-September 1996: Acting Director, State Education Assessment Center, Council of Chief State School Officers

Directed projects designed to improve the quality and availability of information on education. Responsibilities included coordinating Center activities and advising project directors; coordinating a task force of Council members; developing funding proposals; and handling inquiries about Center projects and activities.

September 1987 – April 1997: Project Director, Data and Information Systems Project, Council of Chief State School Officers

Directed a series of federally funded projects to promote better collection and management of education information. Oversaw the development of indicators to assess the quality and progress of the education system, handbooks for the standardization of student and staff data, guidelines on information management systems, and guidelines on technology implementation. Provided technical support for state education agencies as they automated data collection and reporting. Responsibilities included analysis of data collection systems, convening of task forces and working groups, development of written recommendations, provision of technical assistance, and presentation and dissemination of information to the public. Served on national panels related to education data collections.

October 1984 – July 1987: Education Program Director, Texas Education Agency

Worked on projects related to the development and research on assessment and appraisal systems for Texas educators. Responsibilities included analysis and interpretation of data, monitoring funded research projects, development of descriptive materials, provision of staff development activities, and dissemination of information to the public.

August 1977 – September 1984: Research Associate, R&D Center for Teacher Education, The University of Texas at Austin

Provided direction and conducted data collection and analyses on seven classroom management research projects which focused on effective teaching for student learning. Responsibilities included collection, analysis, and interpretation of the data; training and supervision of research personnel; development of training and data collection materials; liaison with school district personnel; computer analyses; and dissemination of findings. Conducted presentations and workshops related to the research.

PUBLICATIONS AND PAPERS

Books

Evertson, C., Emmer, E., Clements, B., & Worsham, M. (1997). *Classroom Management for Elementary Teachers* (Fourth Edition). Englewood Cliffs, N.J.: Prentice-Hall, Inc.

Emmer, E., Evertson, C., Clements, B., & Worsham, M. (1997). *Classroom Management for Secondary Teachers* (Fourth Edition). Englewood Cliffs, N.J.: Prentice-Hall, Inc.

Book Chapters

Wood, N., Clements, B., & Kugle, C. (1987). Assisting examinees and teacher education programs in preparing for the Examination for the Certification of Educators in Texas (ExCET) Program. In Chernoff, M., Nassif, P., & Gorth, W. (Eds.), *The Validity Issues: What should teacher certification tests measure?* Hillsdale, N.J.: Lawrence Erlbaum Associates.

Veselka, M., Wood, N., Clements, B., Tackett, P., & Kugle, C. (1986). Job analysis in the Texas educator initial certification testing program. In Gorth, W., & Chernoff, M. (Eds.), *Testing for Teacher Certification*. Hillsdale, N.J.: Lawrence Erlbaum Associates.

Commissioned Papers

"Why a State-to-State Assessment Item Exchange? A Policy Framework and Discussion of Issues," for the U.S. Open e-Learning Consortium (with Glynn D. Ligon, Winona Burt, and Evangelina Mangino), 2002.

"Results of the Evaluation of the CCSSO Science and Mathematics Education Indicators Projects," for the Council of Chief State School Officers, 1999.

"Summary of State Practices with Regard to Individual Student Records," for the Massachusetts Department of Education, October 1998.

"Review of Proposed Data elements for the Massachusetts Student Information Management System," (with Glynn D. Ligon) for the Massachusetts Department of Education, January 1998.

"Protecting the Confidentiality of Education Records in State Databases," for the Massachusetts Department of Education, December 1997.

Report of the Goal 2 Technical Planning Subgroup on Core Data Elements. Washington, DC: National Education Goals Panel, 1993.

"The Condition of Indicators on Gender Equity," (with Ramsay W. Selden and Rolf K. Blank) in *The AAUW Report: How Schools Shortchange Girls*. Washington, DC: American Association of University Women Educational Foundation, 1992.

Articles

Clements, B.S. (1990). What is a dropout? *The Education Digest*, 56(4).

Clements, B.S. (1990). What is a dropout? *The School Administrator*, 47(3).

Clements, B.S. (1988). Effects of the reform movement on the evaluation of teachers. The Texas Experience. *Design for Arts in Education*, 89(4).

Sanford, J.P., Emmer, E.T., & Clements, B.S. (1983). Improving classroom management. *Educational Leadership*, 40.

Evertson, C.M., Emmer, E.T., Sanford, J.P., & Clements, B.S. (1983). Improving classroom management: An experiment in elementary classrooms. *The Elementary School Journal*, 84.

Selected Reports

Contributor to and final editor of *Technology @ Your Fingertips*. Washington, DC: U.S. Department of Education, National Center for Education Statistics. NCES 98-293, 1997.

Cheung, O., Clements, B., & Pechman, E. *Protecting the Privacy of Student Records: Guidelines for Education Agencies*. U.S. Department of Education, National Center for Education Statistics. (unpublished)

Principal author (with Oona M. Cheung, Thomas A. Szuba, Carol Miu, and Kathleen Aldrich) of the *Staff Data Handbook for Elementary, Secondary, and Early Childhood Education*. Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, National Center for Education Statistics, 1995. Oversaw revisions in 2001.

Principal author (with Oona M. Cheung, Thomas A. Szuba, Lisa W. Solomon, and Kathleen Aldrich) of the *Student Data Handbook for Elementary, Secondary, and Early Childhood Education*. Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, National Center for Education Statistics, 1994. Oversaw revisions in 2000.

Contributor to *Recommendations and Policy Implications for Improving the Assessment and Monitoring of Students with Limited English Proficiency*. Washington, DC: Council of Chief State School Officers, 1992.

Contributor to *SEDCAR: Standards for Education Data Collection and Reporting*. Washington, DC: WESTAT, Inc., 1991.

Numerous other written reports and oral presentations on education data collection and reporting at meetings such as the annual meetings of the American Educational Research Association and the American Statistical Association and at state and federal data conferences.

ESP Solutions Group Optimal Reference Guides

Graduation Rates: Failing Schools or Failing Formulas, 2008.

The Reauthorization of FERPA, 2008.

Confidentiality and Reliability Rules for Reporting Education Data (with Glynn D. Ligon), 2008.

Accessing Student Records in a State Longitudinal Database, Data Warehouse Series, Part III (with Greg Nadeau), 2008

The Dash between PK and 20 – A roadmap for PK-20 longitudinal data systems, 2007

Why Your State Needs a PK-20 Electronic Record/Transcript System (with Mark Johnson), 2007.

Articulating the Case for Course Numbers (with Glynn D. Ligon), 2006.

Electronic Student Records and Transcripts: The SEA Imperative (with Glynn D. Ligon), 2006.

Recommended Data Elements for EDEN Reporting, 2006.

National Education Data Standardization Efforts, 2005.

Racial/Ethnic Data Reporting in Education, 2005.

Statewide Student Identifier Systems (with Glynn D. Ligon), 2004.

PROFESSIONAL ORGANIZATIONS

Board Member, Postsecondary Electronic Standards Council; American Educational Research Association; International Society for Technology in Education

PROFESSIONAL APPOINTMENTS

Special Education Data Advisory Committee, U.S. Department of Education, Washington, DC, 2007-present.

Served as an expert reviewer for the Evaluation of the U.S. Department of Education's Comprehensive Centers, Fall 2007.

Title I Indicators Advisory Group, Council of Chief State School Officers and U.S. Department of Education, 1997-2000.

Science and Mathematics Education Indicator Advisory Group, Council of Chief State Schools Officers, 1997-2000.

National Education Goals Panel Resource Group for Goal 2, 1993-2000.

Served on two Interim Evaluation Review Panels of the federally funded Regional Educational Laboratories, Spring 1999.

National Forum on Education Statistics, representing the Council of Chief State School Officers, 1993-1997. (Assisted in establishing the Forum in 1988, and served as a resource between 1988-1993.)

2000 Census Advisory Committee, sponsored by the U.S. Department of Commerce, representing the Council of Chief State School Officers, 1991-1997.

Exchange of Permanent Records for Students and Schools (ExPRESS) Task Force, sponsored by the National Center for Education Statistics, 1989-1996.

Records Exchange Task Force, sponsored by the Office of Migrant Education and the National Center for Education Statistics, 1995.

Presenter at hearings concerning the education administrative and instructional uses and security of the National Information Infrastructure, 1994-1995.

Panel on Postsecondary Education Data, sponsored by the National Center for Education Statistics, representing the Council of Chief State School Officers, 1994-1995.

National Education Goal Two Advisory Group, 1993-1994.

Respondent Panel for the national Center for Education Statistics on the Organization for Economic Co-Operation and Development (OECD) Survey on Decision-Making in United States Schools, February, 1993.

Presenter on Race/Ethnicity, SES & Health: Data Needs and Data Challenges, National Committee on Vital and Health Statistics, Washington, DC, November 19992.

Vocational Education Working Group, sponsored by the U.S. Department of Education, 1991-1992.

Office of Special Education Programs Exiting Task Force, U.S. Department of Education, 1990-1991.

ERIC/OSEP Special Project, Research Forum on Differing Approaches to Defining and Measuring Personnel Supply and Demand, Washington, DC, November, 1990.

Special Education Data Advisory Committee, U.S. Department of Education, Washington, DC, 1989-1990.

Dropout Pilot Task Force, sponsored by the National Center for Education Statistics, 1988-1990.

GLYNN D. LIGON, Ph.D.

EDUCATION

Ph.D.	August, 1980	The University of Texas at Austin	Educational Psychology
MA	June, 1971	Texas A & M University	Psychology and Education
BA	June, 1969	Baylor University	Psychology

CERTIFICATION

Elementary Teaching Certificate, Texas

PROFESSIONAL EXPERIENCE

March 1993 – Present: President and Chief Executive Officer, ESP Solutions Group

Manages and administers planning and consulting services, custom computer application development, and packaged productivity software at the corporate level. Areas of specialization include management of information services and technology, evaluation of the effectiveness of programs, and design and development of software applications. In 2000, Drs. Ligon and Clements conducted a series of activities on education decision support systems for the Office of the Chief Information Officer of the U.S. Department of Education. Examples of other recent activities include integration of analyses from large scale databases with graphical web-delivery systems, development of data standards to improve quality within information systems, and consultation with the state education agencies in Nevada, New Jersey, Massachusetts, Vermont, New Hampshire and Mississippi concerning the development of accountability information systems.

March 1985 - February 1993: Executive Director, Department of Management Information, Austin I.S.D.

Responsible for managing the activities of this department (88 employees). Served on the Superintendent's Cabinet. Provided coordination and efficiency among the District's offices, collecting, analyzing, and reporting information. Directed the activities within six major areas: 1) research, evaluation and student testing; 2) student records, eligibility, transfers, and District elections; 3) systems and applications computer programming; 4) computer operations and production; 5) telecommunications for voice, data, and video transmissions; 6) and planning and projections for student enrollment and facility use. The Department is responsible for the District's Annual Performance Report, PEIMS reports, OCR report, and other official reporting mandates.

July 1983 - February 1985 : Director, Office of Research and Evaluation, Austin I.S.D.

Responsible for providing AISD with information for decision making for the improvement of instructional programs. Major areas of responsibility: (1) supervised federally and locally funded project evaluations; (2) preparation, administration, and review of various budgets under which the office is funded; (3) recruitment, screening, and hiring of competent personnel; (4) supervised all research activities conducted in the District by external agencies, including the responsibility of screening of projects; (5) acted as a general consultant to the AISD staff in all phases of evaluation; and (6) acted as official liaison between the public and media and the District.

September 1980 - June 1983: Senior Evaluator, Systemwide Testing, Austin, I.S.D.

Minimum Competency for Graduation, Title I, Title I Migrant, State Compensatory Education

July 1979 - August 1980 Senior Evaluator, Systemwide Testing, Austin I.S.D.

Minimum Competency for Graduation, Professional Personnel Evaluation Systems, Emergency School Aid Act Programs, Written Composition Program, Nutrition Program

July 1978 - June 1979: Senior Evaluator, Compensatory Education, Austin I.S.D.

Programs, Title I, Title I Migrant, Title VII, Local/State Bilingual Program, State Compensatory Education

January 1978 - June 1978 Evaluator, Title VII Bilingual Program, Austin I.S.D.

(July 1977 - January 1978) (Course work at the University of Texas at Austin)

July 1976 - July 1977: Senior Evaluator, Compensatory Education Programs, Austin I.S.D.

Title I, Title I Migrant, Title VII, Local/State Bilingual Program, State Compensatory Education

July 1974 - June 1976: Senior Evaluator, ESEA Title VII Bilingual Project, Austin I.S.D.

October 1973 - June 1974: Evaluator, ESAA Bilingual/Bicultural Project, Austin I.S.D.

November 1972 - July 1973: Evaluator, ESEA Title I Program, Edgewood I.S.D.

August 1972 - November 1972: Elementary Remedial Reading Resource Teacher, Edgewood I.S.D.
ESEA Title I Program

August 1971 - May 1972: Teacher, Mission I.S.D.
Grades 4-6, Wilson Migrant Elementary School

January 1972 - May 1972: Instructor, Mission, Texas
Adult Basic Education, English for Native Spanish Speakers

June 1969 - June 1971: Intern, Mission I.S.D., Teacher Corps

PUBLICATIONS AND PAPERS

CIPO Planning and Evaluation Model, F. Holley, G. Ligon, et al., 1975, Austin Independent School District.

What Do Bilingual Kids Do With Two Languages? G. Ligon, and G. Gamez, Presented at the Association for Supervision and Curriculum Development Annual Conference, 1976.

How Do You Know If Any of It Stuck? G. Ligon, and F. Holley, Presented at the National Association for Staff Development Conference, 1976.

Management of a Bilingual Program to Maximize Acceptance and Implementation, G. Ligon, et al., Presented at the International Bilingual/Multicultural Education Conference, 1976.

Identifying and Measuring the Teaching Competencies Required for Bilingual/Multicultural Instruction, G. Ligon, et al., Presented at the International Bilingual/Multicultural Education Conference, 1976.

Annotated Bibliography on Bilingual/Multicultural Education, G. Ligon, et al., 1977, Austin Independent School District.

A Study of the Relationship Between Affective and Achievement Measures, G. Ligon, and J. Hester, Presented at the American Educational Research Association Annual Meeting, 1977.

Where Does the Time Go? A Study of Time Use in Public Schools, G. Ligon and J. Hester, Presented at the American Educational Research Association Annual Meeting, 1978.

Teacher Competency Testing: Your School District May Be Doing It Next, F. Holley and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1978.

Can Researchers Find True Happiness in a Public School Setting? A Success Story in Bilingual Education, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1978.

How to Get More Back: Increasing Questionnaire Return Rates, S. Drezek, G. Ligon, et al., Presented at the American Educational Research Association Annual Meeting, 1978.

A Communication Handbook for Researchers and Evaluators, F. Holley, G. Ligon, et al., Presented at the American Educational Research Association Annual Meeting, 1978.

Increasing Instructional Time: Impact of a Time-Use Study, G. Ligon and J. Hester, Presented at the American Educational Research Association Annual Meeting, 1979.

When Is A LESA Student No Longer LESA? G. Ligon, J. Curtis, and G. Weibly, Presented at the American Educational Research Association Annual Meeting, 1979.

The BRC: A Practical, Economical, Reliable, and Valid Measure of Student Classroom Behavior, D. Doss and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1979.

Time: Today it Translates to Dollars, F. Holley and G. Ligon, Educational Evaluation and Policy Analysis, May-June, 1979.

Individual Versus Group Testing for Identifying Limited-English-Speaking-Ability-Students: An Equating Study of the Comprehensive English Language Test and the Bilingual Syntax Measure, P. Matuszek and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1980.

Evaluation of Affective Outcomes, G. Ligon, Presented at the National Conference on Longitudinal Evaluation of Bilingual Programs, 1980.

Evaluation of the Delivery of Services (Process Evaluation), G. Ligon, Presented at the National Conference Longitudinal Evaluation of Bilingual Programs, 1980.

Technical Issues and Analysis of Data, G. Ligon, Presented at the National Conference on Longitudinal Evaluation of Bilingual Programs, 1980.

Equating Studies: A Manual of Issues, Options, and Decisions for Public School Evaluators, K. Carsrud and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1981.

Preparing Students for Standardized Testing: A Literature Review, P. Jones and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1981.

Preparing Students for Standardized Testing: One District's Perspective, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1982.

Develop Your Own Practice Test When... a) You Change Achievement Tests; b) Your Needs Are Unique; c) You Don't Have Much Money; d) All of the Above, C. Christner, K. Matter, and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1982.

Anomalies in Achievement Analyses, G. Ligon and K. Matter, Presented at the American Educational Research Association Annual Meeting, 1982.

Warning! Iceberg! A Checklist of Issues Related to Changing Achievement Tests, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1982.

Some Lessons We Have Learned From 6,500 Hours of Classroom Observations, G. Ligon, and D. Doss, Presented at the American Educational Research Association Annual Meeting, 1982.

Bringing Research, Evaluation, and Planning Together with Modern Computer Technology, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1983.

Achievement Test Preparation: A Year-Long Goal, Not A Last-Minute Thought, K. Matter and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1983.

Preparing Students for Standardized Tests, G. Ligon, Testing in the Schools, ed. Walt Hathaway, Jossey Bass, Inc., San Francisco, 1983.

Case Study: Achievement Testing in Austin, G. Ligon and K. Matter, Testing in the Schools, ed. Walt Hathaway, Jossey Bass, Inc., San Francisco, 1983.

Sizing Up Candidates for a New Achievement Test, G. Ligon and D. Wilkinson, Presented at the American Educational Research Association Annual Meeting, 1984.

Preparing Students for Standardized Testing: Everybody's Business, K. Matter and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1984.

Issues in Developing a Local Minimum Competency Test: Our BEST Effort, K. Matter and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1984.

Do We Fail Those We Fail?, N. Schuyler and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1984.

Empty Bubbles: What Test Form Did They Take? D. Doss and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1985.

Opportunity Knocked Out: Reducing Cheating by Teachers on Student Tests, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1985.

Average Achievement Test Scores: The Demagogue Statistic, G. Ligon and D. Wilkinson, Presented at the American Educational Research Association Annual Meeting, 1985.

Managing Information Requests in Public Schools, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1985.

Grade Equivalents: We Report Them - You Should Too, G. Ligon and R. Battaile, Presented at the American Educational Research Association Annual Meeting

Linking Outcomes to Organizational Planning, G. Ligon and E. Jackson, Presented at the American Educational Research Association Annual Meeting, 1986.

Adjusting for Rater Bias in Teacher Evaluations: Political and Technical Realities, G. Ligon and J. Ellis, Presented at the American Educational Research Association Annual Meeting, 1986.

Anomalies in Achievement Test Scores: What goes Up Also Goes Down, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1987.

Six of One is Greater Than Half a Dozen of the Other: Strange Phenomena in Achievement Test Results, G. Ligon, Presented at the Second Annual Texas Testing Conference, 1988.

Light Look at Some Heavy Issues in Public School Evaluation, G. Ligon, Presented at the American Educational Research Association Meeting, 1988.

The Policy-Practice-Policy LOOP in Practice, G. Ligon and E. Jackson, Presented at the American Educational Research Association Annual Meeting, 1988.

No Pass - No Play: Impact on Failures, Dropouts, and Course Enrollments, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1988.

Use of Testing/Evaluation Information for School Improvement, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1988.

Delivery of Transcripts Via Electronic Media, G. Ligon, S. Fayard, D. Stones, C. Van Dyke, Presented at the Texas Association of Counseling and Development Conference, 1988.

Why High School Teachers Fail Their Students, G. Ligon and E. Jackson, Presented at the Southwest Educational Research Association Meeting, January 1989.

Statewide Testing in Texas, Southwest Educational Research Association Monograph, Editor, 1989.

High Tech Test Score Reporting, G. Ligon and E. Mangino, Presented at the Annual Texas Testing Conference, March 1989.

Who Writes This Junk? Who Reads Evaluation Reports Anyway? G. Ligon and E. Jackson, Presented at the American Educational Research Association Annual Meeting, 1989.

A Failed Attendance Policy: 2,713,598 Excuses, G. Ligon and E. Jackson, Presented at the American Educational Research Association Annual Meeting, 1990.

Evaluation Methodology for the 90's: A General Evaluation System (GENESYS), G. Ligon and N. Baenen, Presented at the American Educational Research Association Annual Meeting, 1990.

Making Dropout Rates Comparable: An Analysis of Definitions and Formulas, G. Ligon, D. Wilkinson, and B. Stewart, Presented at The American Educational Research Association Annual Meeting, 1990.

Diplomas or Dropout Statistics: Alternatives for At-Risk Students, Southwest Educational Research Association Monograph, Editor, 1990.

Promotion or Retention, Southwest Educational Research Association Monograph, Editor, 1991.

Lower Costs, Fewer Staff, More Information: Critique of a Generic, Data-Based Evaluation System, G. Ligon, D. Wilkinson, and L. Frazer, Presented at the American Educational Research Association Annual Meeting, 1991.

A Call for a New National Norming Methodology, G. Ligon and E. Mangino, Presented at the American Educational Research Association Annual Meeting, 1991.

Sixth Graders in Elementary and Middle Schools: A Longitudinal Comparison, V. Paredes, G. Ligon, and L. Frazer, Presented at the American Educational Research Association Annual Meeting, 1991.

Comparing Actual and Predicted Dropout Rates to Evaluate Program Effectiveness, L. Frazer and G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1991.

Models for Identifying Chapter 1 Schools for Improvement, G. Ligon, Educational Evaluation and Policy Analysis, Winter, 1991.

Student Mobility Rates: A Moving Target, G. Ligon and V. Paredes, Presented at the American Educational Research Association Annual Meeting, 1992.

Identifying Low-Performing Schools: What's Better Than NCEs and AEIS?, G. Ligon, C. Christner, E. Mangino, Presented at the Sixth Annual Texas Testing Conference, 1992.

A School District Aces Its Technology Test, G. Ligon, Beyond Computing, Volume 1 Number 5, October/November 1992.

What Dow-Jones Can Teach Us: Standardized Education Statistics and Indicators, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1993.

Continuing Chapter 1's Leadership in Modeling Best Practices in Evaluation, G. Ligon, Presented at the American Educational Research Association Annual Meeting, 1993.

Information Systems Architecture: Guiding SBM and Political Decisions Toward a Coordinated Technology Plan, G. Ligon, Presented at the Conference on Elementary-Secondary Education Management Information Systems: State and Local Models for Excellence, 1993.

Getting to the Point and Counter Point of Issues Related to the Reporting of Local, State, and National Dropout Statistics, Contract for the National Center for Education Statistics, July, 1993.

Sample Attrition Model: Chapter 1 Prospects Evaluation, G. Ligon, Study for the U.S. Department of Education, Policy and Planning Division, December, 1993.

A Dow Jones Index for Educators, G. Ligon, The School Administrator, December, 1993.

Getting to the Point and Counter Point of Dropout Reporting Issues, G. Ligon, Presented at the American Educational Research Association Annual Meeting, April, 1994.

A Synthesis of Factors Pushing At-Risk Students Out of School, G. Ligon and V. Paredes, Presented at the Annual Meeting of the Southwest Educational Research Association, January, 1995.

Understanding Dropout Rates in States and School Districts: Analysis of 1990 Census Data, V. Paredes and G. Ligon, Presented at the Annual Meeting of the Southwest Educational Research Association, January, 1995.

Gaining Control of Your Indicators, Indices, and Other Education Data, G. Ligon, Presented at the Ninth Annual Texas Assessment Conference, February, 1995.

Will the Students Survive the Study? G. Ligon and V. Paredes, Presented at the Annual Meeting of the American Educational Research Association, April, 1995.

Finding Solutions for the Nation's Student Records Exchange Issues G. Ligon, Paper for the Office of Migrant Education and the National Center for Education Statistics, April, 1995.

Final Report of the Migrant EXPRESS Pilot G. Ligon and V. Paredes, Pilot Project Conducted by ESP for The National Center for Education Statistics and the Office of Migrant Education, November, 1995.

New Developments in Technology: Implications for Collecting, Storing, Retrieving, and Disseminating National Data for Education G. Ligon, Paper Prepared for MPR Associates and the National Center for Education Statistics, November, 1995.

Data Quality: Earning the Confidence of Decision Makers G. Ligon, Paper Presented at the Annual Meeting of the American Educational Research Association, April, 1996.

New Directions for State Reporting Requirements and Strategies G. Ligon, Keynote Address, Georgia Educational Research Association Annual Meeting, 1996.

Managing Education Information in the 00's Without Oh-Oh's G. Ligon, Keynote Address, Annual California Educational Data Processing Association Conference, Sacramento, California, October, 1997.

Technology Indexing for Education G. Ligon, B. Clements, and V. Paredes, Presented at the American Educational Research Association Annual Meeting, 1998.

Evaluating Our Schools' Use of Technology G. Ligon, B. Clements, and V. Paredes, Presented at the Southwest Educational Research Association Annual Meeting, 1998

Using State Accountability Systems to Evaluate Obey-Porter Comprehensive School Improvement. G. Ligon, B. Clements, and V. Paredes. Presented at the American Educational Research Association Annual Meeting, 1999.

Test Tactics: Trouble With a Capital "T" G. Ligon. Presented at the American Educational Research Association Annual Meeting, 2000.

Why a Small "n" is Surrounded by Confidentiality: Ensuring Confidentiality and Reliability in Microdatabases and Summary Tables. Presented at the American Educational Research Association Annual Meeting, 2000.

Statewide Student Identifier Systems, G. Ligon, B. Clements. ESP Optimal Reference Guide, 2004.

Confidentiality and Reliability Rules for Reporting Education Data, G. Ligon, B. Clements. ESP Optimal Reference Guide, 2005.

Management of an Education Information System, G. Ligon, B. Clements. ESP Optimal Reference Guide, 2005.

Request for Proposals for Statewide Identifiers, G. Ligon. ESP Optimal Reference Guide, 2005.

Data Management Strategy for States and Districts, G. Ligon. ESP Optimal Reference Guide, 2005.

Disaster Prevention and Recovery for School System Technology, G. Ligon, E. Mangino. ESP Optimal Reference Guide, 2005.

Defining Data, G. Ligon. ESP Optimal Reference Guide, 2006.

Electronic Student Records and Transcripts: The SEA Imperative, G. Ligon, B. Clements. ESP Optimal Reference Guide, 2006.

How Education Information Fared in the Last Decade, G. Ligon. ESP Optimal Reference Guide, 2006.

FERPA: Catch 1 through 22, G. Ligon. ESP Optimal Reference Guide, 2006.

Data Driven Decision Making 2016, G. Ligon. ESP Optimal Reference Guide, 2006.

Using Assessment Results to Get Performance Results, E. Mangino, G. Ligon, and S. Allua. ESP Optimal Reference Guide, 2006.

Articulating the Case for Course Numbers, G. Ligon, B. Clements. ESP Optimal Reference Guide, 2006.

Disaster Prevention and Recovery for School System Technology, G. Ligon, E. Mangino. ESP Optimal Reference Guide, 2006.

From Information to Insight—the point of indicators, G. Ligon. ESP Optimal Reference Guide, 2007.

Actions Speak Louder than Data, G. Ligon, ESP Optimal Reference Guide, 2007.

From Risk to Reward—A Guide to Risk Management, Project Management Series, Part II, G. Ligon. ESP Optimal Reference Guide, 2007.

Why Eva Baker Doesn't Seem to Understand Accountability—The Politimetrics of Accountability, G. Ligon. ESP Optimal Reference Guide, 2007.

The Data Quality Imperative, Data Quality Series, Part I, G. Ligon. ESP Optimal Reference Guide, 2007.

IT Defined...for the Educator, G. Ligon. ESP Optimal Reference Guide, 2007.

The Data Quality Manual, Data Quality Series, Part II, G. Ligon. ESP Optimal Reference Guide, 2008.

PROFESSIONAL ORGANIZATIONS

- American Educational Research Association
(1987 Division H, Public School Evaluation, Program Chair)
(1988-90 Division H, Pre Post Press Editor)
(1991-93 Vice President)
- Southwest Educational Research Association
(1987-89 Secretary)
(1989-90 President Elect; Program Chair)
(1990-91 President)
- Directors of Research and Evaluation of Large City Schools
(1989 Chair)
- Texas Joint Urban Evaluation Council
(1987-89 Chair)
(1991-93 Chair)
- National Association of Test Directors
(Board Member 1989-93)

PROFESSIONAL APPOINTMENTS

- Commissioner's Advisory Committee for Research & Evaluation (Texas Education Agency), Chair (1988-90)
- Council of Chief State School Officers Steering Committee, National Assessment Planning Project (1988-89)
- Steering Committee for the Community Needs Assessment for Travis County, City of Austin, and the United Way; Chair of the Technical Advisory Committee (1988)
- Annual Texas Testing Conference, Planning Committee (1986-88); Steering Committee (1988-93)
- Information Systems Advisory Committee, Texas Education Agency (1988-90)
- Science Academy of Austin Advisory Board (1988-1993)
- National Center for Education Statistics Interstate Student Records Transfer Task Force (1989-93)
- Research and Development Center Committee on Collaboration, University of Texas (1989)
- Cooperative Education Data Collection and Reporting Standards Task Force (1990)
- Evaluation Review Panel, United States Department of Education (1992-current)
- National Education Goals Panel, Data Definition Task Force (1993--1995)
- Campus Leadership Team, Anderson High School (1994-1996)

GENERAL STATISTICS REPORT
JULY 2007
CALIFORNIA BAR EXAMINATION

**GENERAL STATISTICS REPORT
JULY 2007 CALIFORNIA BAR EXAMINATION¹
OVERALL STATISTICS**

Applicant Group	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
General Bar Examination	6040	4161	68.9	2111	410	19.4	8151	4571	56.1
Attorneys' Examination	211	94	44.5	124	31	25.0	335	125	37.3
Total	6251	4255	68.1	2235	441	19.7	8486	4696	55.3

GENERAL BAR EXAMINATION STATISTICS

Law School Type	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
CA ABA Approved	3716	2820	75.9	818	226	27.6	4534	3046	67.2
Out-of-State ABA	1516	1020	67.3	369	76	20.6	1885	1096	58.1
CA Accredited	295	93	31.5	399	35	8.8	694	128	18.4
CA Unaccredited	39	8	20.5	124	10	8.1	163	18	11.0
Correspondence	65	20	30.8	131	15	11.5	196	35	17.9
Law Office/Judges' Chambers	2	0	0.0	0	0	0.0	2	0	0.0
US Attorneys Taking the General Bar Exam ²	275	175	63.6	133	36	27.1	408	211	51.7
Foreign Attorneys Taking the General Bar Exam ³	120	22	18.3	119	11	9.2	239	33	13.8
4-Year Qualification ⁴	9	2	22.2	17	1	5.9	26	3	11.5
Others ⁵	3	1	33.3	1	0	0.0	4	1	25.0
Total	6040	4161	68.9	2111	410	19.4	8151	4571	56.1

¹ These statistics were compiled using data available as of the date results from the examination were released.

² Attorneys admitted in other jurisdictions less than four years must take and those admitted four or more years may elect to take the General Bar Examination.

³ Attorneys admitted in foreign jurisdictions must take the General Bar Examination.

⁴ Applicants may qualify to take the General Bar Examination through a combination of four years of law study without graduating from a law school.

⁵ Applicants in this category qualified to take the examination but do not meet the requirements for allocation to any of the other categories.

**JULY 2007 CALIFORNIA BAR EXAMINATION
NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP
GENERAL BAR EXAMINATION FIRST-TIME TAKERS ONLY***

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	2292	80.4	93	48.4	295	63.7	561	74.9	235	69.8
Out-of-State ABA	891	74.3	80	35.0	113	49.6	237	68.4	105	55.2
CA Accredited	179	36.9	16	0.0	45	26.7	28	25.0	18	27.8
CA Unaccredited	16	18.8	6	16.7	12	33.3	3	0.0	1	0.0
Correspondence	48	27.1	3	33.3	4	25.0	6	66.7	2	50.0
Other	223	59.6	19	26.3	28	32.1	83	37.3	34	32.4
Total*	3649	74.5	217	36.9	497	54.3	918	68.0	395	60.5

NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP: REPEATERS*

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	394	27.2	78	21.8	119	26.9	142	28.2	66	36.4
Out-of-State ABA	151	23.2	54	9.3	41	29.3	75	14.7	35	22.9
CA Accredited	218	10.1	50	4.0	55	7.3	32	9.4	35	8.6
CA Unaccredited	48	10.4	20	0.0	31	12.9	12	8.3	12	0.0
Correspondence	72	12.5	16	0.0	7	0.0	24	16.7	10	20.0
Other	113	21.2	32	0.0	31	19.4	49	22.4	38	15.8
Total*	996	20.3	250	9.6	284	20.4	334	21.0	196	21.9

*Totals are for those reporting racial/ethnic group.

**JULY 2007 CALIFORNIA BAR EXAMINATION
NUMBER OF FIRST-TIMERS AND REPEATERS PASSING BY GENDER***

School Type	First-Timers				Repeaters			
	Males		Females		Males		Females	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	1853	76.1	1862	75.7	423	25.5	395	29.9
Out-of-State ABA	836	66.9	680	67.8	210	19.0	159	22.6
CA Accredited	145	33.1	150	30.0	205	7.3	194	10.3
Unaccredited	20	40.0	19	0.0	72	6.9	52	9.6
Correspondence	48	29.2	17	35.3	96	14.6	35	2.9
Other	212	50.5	196	46.9	156	14.7	114	21.9
Total*	3114	68.9	2924	68.9	1162	17.6	949	21.6

* Totals are for those reporting gender.

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
California Western School of Law	136	97	71	50	17	34
Chapman University School of Law	147	106	72	39	4	10
Golden Gate University School of Law	171	117	68	64	16	25
Loyola Law School-Los Angeles	343	268	78	39	13	33
McGeorge School of Law	214	156	73	61	20	33
Pepperdine University School of Law	163	127	78	16	6	38
Santa Clara University School of Law	212	162	76	34	13	38
Southwestern University School of Law	230	147	64	53	18	34
Stanford Law School	86	82	95	4	4	100
Thomas Jefferson School of Law	90	50	56	57	13	23
University of California - Berkeley	231	190	82	9	4	44
University of California - Davis	173	145	84	26	10	38
University of California - Hastings College of The Law	377	306	81	31	11	35
University of California-Los Angeles	256	220	86	14	3	21
University of La Verne College of Law	51	29	57	25	6	24
University of San Diego School of Law	251	200	80	36	15	42
University of San Francisco School of Law	166	141	85	37	9	24
University of Southern California The Law School	159	141	89	22	7	32
Western State University College of Law	61	29	48	93	14	15
Whittier Law School	199	107	54	108	23	21
Total	3716	2820	76	818	226	28

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ACCREDITED, NOT ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Cal Northern School of Law	12	8	67	10	1	10
Empire College School of Law	22	11	50	16	2	13
Glendale University College of Law	5	0	0	15	1	7
Humphreys College School of Law	10	5	50	3	1	33
John F. Kennedy University School of Law	11	2	18	32	1	3
Lincoln Law School of Sacramento	39	11	28	18	5	28
Lincoln Law School of San Jose	17	3	18	24	2	8
Monterey College of Law	23	12	52	12	3	25
New College of California School of Law	25	6	24	28	0	0
San Francisco Law School	24	3	13	15	0	0
San Joaquin College of Law	35	15	43	36	6	17
Santa Barbara College of Law	6	3	50	10	2	20
Southern California Institute of Law -- Santa Barbara	3	1	33	3	0	0
Southern California Institute of Law -- Ventura	7	1	14	16	1	6
Trinity Law School	22	5	23	47	3	6
University of West Los Angeles School of Law - San Fernando Valley	0	0	0	20	1	5
University of West Los Angeles School of Law - West Los Angeles	25	5	20	70	4	6
Ventura College of Law	9	2	22	18	2	11
Schools No Longer in Operation	0	0	0	6	0	0
Total	295	93	32	399	35	9

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA UNACCREDITED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
American College of Law	1	0	0	29	2	7
California Southern Law School	10	2	20	22	2	9
East Bay Law School	1	0	0	0	0	0
Larry H. Layton School of Law	0	0	0	1	0	0
Pacific Coast University School of Law	11	3	27	21	2	10
Pacific West College of Law	3	0	0	8	0	0
Peoples College of Law	2	1	50	4	0	0
University of San Luis Obispo School of Law	2	1	50	3	1	33
University of Northern California Lorenzo Patino School of Law	6	0	0	27	1	4
Western Sierra Law School	3	1	33	6	1	17
Schools No Longer Registered	0	0	0	3	1	33
Total	39	8	21	124	10	8

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA CORRESPONDENCE LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Abraham Lincoln University	8	0	0	35	2	6
Concord Law School	37	17	46	37	5	14
Newport University School of Law	0	0	0	3	1	33
Northwestern California University School of Law	4	1	25	11	2	18
Oak Brook College of Law & Government Policy	5	0	0	8	2	25
Southern California University For Professional Studies College of Law	2	0	0	4	0	0
University of Honolulu School of Law	0	0	0	1	0	0
West Coast School of Law	3	1	33	4	0	0
West Haven University	0	0	0	1	0	0
Taft Law School	6	1	17	17	3	18
Schools No Longer Registered	0	0	0	10	0	0
Total	65	20	31	131	15	11

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
American University	45	28	62	5	0	0
Arizona State University	17	13	76	5	1	20
Benjamin N. Cardozo School of Law	10	7	70	4	0	0
Boston College	19	10	53	3	2	67
Boston University	28	24	86	8	4	50
Brigham Young University	23	20	87	1	0	0
Brooklyn Law School	17	2	12	3	0	0
Case Western Reserve University	17	7	41	2	1	50
Catholic University of America	9	6	67	3	0	0
City University of New York	10	4	40	2	1	50
Columbia University	51	45	88	3	1	33
Cornell University	20	16	80	4	1	25
DePaul University	9	5	56	6	1	17
Detroit College of Law	6	6	100	5	1	20
Duke University	28	22	79	1	1	100
Emory University	10	10	100	1	1	100
Fordham University	11	5	45	2	2	100
Franklin Pierce Law Center	14	3	21	1	0	0
George Washington University	48	36	75	9	6	67
Georgetown University	82	66	80	9	1	11
Gonzaga University	10	4	40	2	0	0
Harvard Univ. Law School	95	83	87	4	2	50
Howard University	10	4	40	5	0	0
Illinois Inst. of Tech (Chicago-Kent)	8	7	88	3	0	0
Indiana University - Bloomington	21	8	38	5	1	20

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS (Continued)**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
Lewis and Clark College	20	3	15	5	1	20
Loyola University - New Orleans	7	4	57	4	0	0
New England School of Law	12	3	25	12	1	8
New York Law School	8	6	75	3	0	0
New York University	61	57	93	2	1	50
Northeastern University	12	8	67	6	0	0
Northwestern University	25	18	72	4	1	25
Ohio State University	13	6	46	2	0	0
Rutgers-The State University-Camden	7	4	57	7	4	57
Seattle University	10	5	50	4	1	25
Suffolk University	14	9	64	3	0	0
Syracuse University	10	2	20	10	3	30
Temple University	11	3	27	1	1	100
Thomas M. Cooley Law School	11	2	18	25	2	8
Tulane University	22	13	59	3	1	33
University of Arizona	25	17	68	3	1	33
University of Chicago	29	25	86	1	0	0
University of Denver	6	2	33	8	0	0
University of Illinois	15	11	73	1	1	100
University of Iowa	11	6	55	5	0	0
University of Michigan	60	50	83	5	4	80
University of Minnesota	19	16	84	3	1	33
University of Notre Dame	18	14	78	2	0	0
University of Oregon	25	14	56	9	2	22
University of Pennsylvania	28	21	75	4	1	25

**JULY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS (Continued)**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
University of Texas	22	18	82	4	0	0
University of Utah	13	8	62	4	0	0
University of Virginia	31	29	94	1	0	0
University of Washington	25	18	72	1	0	0
University of Wisconsin	13	7	54	1	1	100
Vanderbilt University	17	13	76	2	1	50
Vermont Law School	5	2	40	5	1	20
Washington University	19	16	84	3	0	0
Yale University	34	32	94	2	2	100
All Other Out-Of-State Schools	240	117	49	118	18	15
TOTAL	1516	1020	67	369	76	21

GENERAL STATISTICS REPORT
FEBRUARY 2007
CALIFORNIA BAR EXAMINATION

**GENERAL STATISTICS REPORT
FEBRUARY 2007 CALIFORNIA BAR EXAMINATION¹
OVERALL STATISTICS**

Applicant Group	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
General Bar Examination	1560	829	53.1	3607	1071	29.7	5167	1900	36.8
Attorneys' Examination	237	131	55.3	143	50	35.0	380	181	47.6
Total	1797	960	53.4	3750	1121	29.9	5547	2081	37.5

GENERAL BAR EXAMINATION STATISTICS

Law School Type	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
CA ABA Approved	600	365	60.8	1674	656	39.2	2274	1021	44.9
Out-of-State ABA	283	146	51.6	569	192	33.7	852	338	39.7
CA Accredited	120	37	30.8	622	73	11.7	742	110	14.8
CA Unaccredited	8	1	12.5	182	15	8.2	190	16	8.4
Correspondence	124	49	39.5	143	18	12.6	267	67	25.1
Law Office/Judges' Chambers	2	1	50.0	2	1	50.0	4	2	50.0
US Attorneys Taking the General Bar Exam ²	307	203	66.1	174	69	39.7	481	272	56.5
Foreign Attorneys Taking the General Bar Exam ³	103	27	26.2	218	44	20.2	321	71	22.1
4-Year Qualification ⁴	13	0	0.0	19	2	10.5	32	2	6.3
Others ⁵	0	0	0.0	4	1	25.0	4	1	25.0
Total	1560	829	53.1	3607	1071	29.7	5167	1900	36.8

¹ These statistics were compiled using data available as of the date results from the examination were released.

² Attorneys admitted in other jurisdictions less than four years must take and those admitted four or more years may elect to take the General Bar Examination.

³ Attorneys admitted in foreign jurisdictions must take the General Bar Examination.

⁴ Applicants may qualify to take the General Bar Examination through a combination of four years of law study without graduating from a law school.

⁵ Applicants in this category qualified to take the examination but do not meet the requirements for allocation to any of the other categories.

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP
GENERAL BAR EXAMINATION FIRST-TIME TAKERS ONLY***

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	373	68.6	30	36.7	46	50.0	72	48.6	37	40.5
Out-of-State ABA	149	53.7	23	34.8	20	60.0	36	47.2	19	47.4
CA Accredited	78	37.2	5	20.0	14	21.4	11	27.3	8	12.5
CA Unaccredited	2	0.0	0	0.0	4	0.0	1	0.0	1	100
Correspondence	91	47.3	10	10.0	4	0.0	9	22.2	9	22.2
Other	251	62.5	25	24.0	24	33.3	67	46.3	35	48.6
Total*	944	59.9	93	29.0	112	41.1	196	44.9	109	41.3

NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP: REPEATERS*

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	830	40.6	119	26.1	237	34.6	286	42.3	147	42.9
Out-of-State ABA	255	36.5	70	24.3	54	25.9	110	34.5	61	34.4
CA Accredited	343	13.7	72	2.8	80	7.5	52	19.2	60	11.7
CA Unaccredited	83	9.6	26	3.8	37	5.4	15	6.7	18	16.7
Correspondence	91	14.3	14	7.1	8	0.0	25	12.0	5	20.0
Other	178	34.3	43	27.9	49	20.4	73	19.2	65	21.5
Total*	1780	31.4	344	18.6	465	24.5	561	33.3	356	30.6

*Totals are for those reporting racial/ethnic group.

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
NUMBER OF FIRST-TIMERS AND REPEATERS PASSING BY GENDER***

School Type	First-Timers				Repeaters			
	Males		Females		Males		Females	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	303	62.4	297	59.3	816	39.1	858	39.3
Out-of-State ABA	150	48.7	133	54.9	320	33.1	249	34.5
CA Accredited	62	37.1	58	24.1	315	11.4	307	12.1
Unaccredited	7	0.0	1	100	107	11.2	75	4.0
Correspondence	86	38.4	38	42.1	106	11.3	37	16.2
Other	218	55.0	207	53.6	236	26.3	181	30.4
Total*	826	53.0	734	53.3	1900	28.8	1707	30.7

* Totals are for those reporting gender.

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
California Western School of Law	88	58	66	98	38	39
Chapman University School of Law	16	8	50	68	22	32
Golden Gate University School of Law	60	41	68	125	38	30
Loyola Law School-Los Angeles	28	20	71	130	62	48
McGeorge School of Law	54	39	72	108	41	38
Pepperdine University School of Law	23	17	74	44	23	52
Santa Clara University School of Law	37	25	68	74	38	51
Southwestern University School of Law	43	26	60	112	54	48
Stanford Law School	4	3	75	9	8	89
Thomas Jefferson School of Law	64	39	61	133	41	31
University of California - Berkeley	13	11	85	38	19	50
University of California - Davis	1	0	0	53	21	40
University of California - Hastings College of The Law	18	10	56	74	46	62
University of California - Los Angeles	6	3	50	41	26	63
University of La Verne College of Law	11	5	45	37	9	24
University of San Diego School of Law	42	25	60	66	33	50
University of San Francisco School of Law	22	15	68	78	34	44
University of Southern California The Law School	4	2	50	36	17	47
Western State University College of Law	29	5	17	166	35	21
Whittier Law School	37	13	35	184	51	28
Total	600	365	61	1674	656	39

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ACCREDITED, NOT ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Cal Northern School of Law	0	0	0	21	4	19
Empire College School of Law	3	1	33	25	3	12
Glendale University College of Law	2	0	0	22	1	5
Humphreys College School of Law	0	0	0	11	1	9
John F. Kennedy University School of Law	8	6	75	66	5	8
Lincoln Law School of Sacramento	0	0	0	38	6	16
Lincoln Law School of San Jose	4	2	50	41	4	10
Monterey College of Law	2	0	0	18	1	6
New College of California School of Law	8	1	13	47	11	23
San Francisco Law School	5	0	0	23	1	4
San Joaquin College of Law	5	1	20	56	10	18
Santa Barbara College of Law	15	7	47	14	2	14
Southern California Institute of Law -- Santa Barbara	1	0	0	5	1	20
Southern California Institute of Law -- Ventura	3	0	0	11	1	9
Trinity Law School	12	0	0	57	5	9
University of West Los Angeles School of Law - San Fernando Valley	0	0	0	35	4	11
University of West Los Angeles School of Law - West Los Angeles	33	13	39	95	9	9
Ventura College of Law	18	6	33	29	4	14
Schools No Longer in Operation	1	0	0	8	0	0
Total	120	37	31	622	73	12

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA UNACCREDITED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
American College of Law	1	0	0	41	3	7
California Southern Law School	3	1	33	34	7	21
Desert College of Law	0	0	0	1	0	0
Larry H. Layton School of Law	0	0	0	2	0	0
Pacific Coast University School of Law	1	0	0	22	2	9
Pacific West College of Law	0	0	0	11	0	0
Peoples College of Law	1	0	0	9	1	11
University of San Luis Obispo School of Law	0	0	0	6	0	0
University of Northern California Lorenzo Patino School of Law	1	0	0	34	1	3
Western Sierra Law School	1	0	0	14	1	7
Schools No Longer Registered	0	0	0	8	0	0
Total	8	1	13	182	15	8

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA CORRESPONDENCE LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Abraham Lincoln University	20	4	20	44	2	5
Concord Law School	68	27	40	43	8	19
Newport University School of Law	0	0	0	6	0	0
Northwestern California University School of Law	9	4	44	8	2	25
Oak Brook College of Law & Government Policy	9	6	67	7	2	29
Southern California University For Professional Studies College of Law	2	0	0	9	1	11
University of Honolulu School of Law	0	0	0	1	0	0
West Coast School of Law	2	0	0	1	0	0
West Haven University	2	1	50	0	0	0
William Howard Taft University	11	6	55	15	2	13
Schools No Longer Registered	0	0	0	9	1	* 11
Total	124	49	40	143	18	13

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
American University	0	0	0	12	5	42
Arizona State University	6	5	83	6	2	33
Benjamin N. Cardozo School of Law	2	0	0	8	5	63
Boston University	7	3	43	10	5	50
Columbia University	7	7	100	3	0	0
DePaul University	5	1	20	7	1	14
Fordham University	8	5	63	3	0	0
George Washington University	4	3	75	10	6	60
Georgetown University	3	2	67	18	9	50
Harvard Univ. Law School	12	10	83	6	5	83
Hofstra University	5	2	40	5	1	20
Lewis and Clark College	3	2	67	7	1	14
New England School of Law	4	1	25	11	4	36
New York Law School	2	1	50	10	6	60
New York University	4	4	100	7	4	57
Northwestern University	3	2	67	7	5	71
Rutgers-The State University-Camden	2	1	50	12	1	8
Seattle University	2	0	0	10	1	10
Syracuse University	3	1	33	16	3	19
Thomas M. Cooley Law School	22	4	18	20	1	5
Tulane University	4	1	25	8	5	63
University of Arizona	5	3	60	5	1	20
University of Denver	6	2	33	8	3	38
University of Miami	3	1	33	9	4	44
University of Michigan	15	14	93	12	8	67
University of Oregon	1	0	0	9	3	33

**FEBRUARY 2007 CALIFORNIA BAR EXAMINATION
 GENERAL BAR EXAMINATION STATISTICS
 OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS (Continued)**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
Vermont Law School	4	1	25	12	1	8
William Mitchell College of Law	5	3	60	5	1	20
All Other Out-Of-State Schools	136	67	49	313	101	32
TOTAL	283	146	52	569	192	34

GENERAL STATISTICS REPORT
FEBRUARY 2004
CALIFORNIA BAR EXAMINATION

**GENERAL STATISTICS REPORT
FEBRUARY 2004 CALIFORNIA BAR EXAMINATION***

OVERALL STATISTICS

Applicant Group	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
General Bar Examination	1310	611	46.6	3076	939	30.5	4386	1550	35.3
Attorneys' Examination	227	146	64.3	126	45	35.7	353	191	54.1
Total	1537	757	49.3	3202	984	30.7	4739	1741	36.7

GENERAL BAR EXAMINATION STATISTICS

Law School Type	First-Timers			Repeaters			All Takers		
	Took	Pass	%Pass	Took	Pass	%Pass	Took	Pass	%Pass
CA ABA Approved	471	233	49.5	1337	541	40.5	1808	774	42.8
Out-of-State ABA	163	85	52.1	446	163	36.5	609	248	40.7
Not Allocated* *	489	233	47.6	473	112	23.7	962	345	35.9
CA Accredited	119	38	31.9	564	92	16.3	683	130	19.0
CA Unaccredited	21	2	9.5	169	15	8.9	190	17	8.9
Correspondence	46	19	41.3	83	15	18.1	129	34	26.4
Law Office/Judges' Chambers	1	1	100.0	4	1	25.0	5	2	40.0
Total	1310	611	46.6	3076	939	30.5	4386	1550	35.3

* These statistics were compiled using data available as of the date results from the examination were released.

** Applicants in this category graduated from law school but were not allocated to a particular school because they did not take the California Bar Examination within one-year of graduation, which includes attorneys admitted in other jurisdictions less than four years who are required to take the General Bar Examination.

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP
GENERAL BAR EXAMINATION FIRST-TIME TAKERS ONLY***

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	289	58.8	28	25.0	41	29.3	53	29.6	27	29.6
Out-of-State ABA	80	62.5	10	30.0	9	11.1	18	27.3	11	27.3
Not Allocated to a School	260	52.3	29	13.8	24	29.2	56	38.1	42	38.1
CA Accredited	87	41.4	8	12.5	7	0.0	7	20.0	5	20.0
CA Unaccredited	13	15.4	4	0.0	4	0.0	0	0.0	0	0.0
Correspondence	31	54.8	4	0.0	3	0.0	7	14.3	0	0.0
All Others	1	100.0	0	0.0	0	0.0	0	0.0	2	0.0
Total*	761	54.1	83	18.1	88	22.7	141	32.2	87	32.2

NUMBER OF TAKERS AND PERCENT PASSING BY RACIAL/ETHNIC GROUP: REPEATERS*

School Type	White		Black		Hispanic		Asian		Other Minority	
	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass	Took	% Pass
CA ABA Approved	706	41.6	100	30.0	175	33.1	219	39.0	100	39.0
Out-of-State ABA	196	41.8	56	23.2	64	29.7	76	37.0	27	37.0
Not Allocated to a School	209	30.1	64	9.4	47	19.1	67	16.9	71	16.9
CA Accredited	326	20.2	71	5.6	73	13.7	39	16.7	36	16.7
CA Unaccredited	79	8.9	30	3.3	27	7.4	16	7.1	14	7.1
Correspondence	50	22.0	6	16.7	9	11.1	12	0.0	5	0.0
All Others	2	0.0	0	0.0	2	50.0	0	0.0	0	0.0
Total*	1568	33.4	327	16.8	397	25.2	429	26.9	253	26.9

* Totals are for those reporting racial/ethnic group.

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
NUMBER OF FIRST-TIMERS AND REPEATERS PASSING BY GENDER***

School Type	First-Timers						Repeaters			
	Males			Females			Males		Females	
	Took	% Pass		Took	% Pass		Took	% Pass	Took	% Pass
CA ABA Approved	217	50.2		253	49.0		702	37.5	634	43.8
Out-of-State ABA	86	52.3		76	51.3		240	35.4	205	37.6
Not Allocated	249	47.0		231	49.4		279	22.6	192	24.5
CA Accredited	56	26.8		63	36.5		323	14.9	237	18.6
CA Unaccredited	10	10.0		11	9.1		105	7.6	63	11.1
All Others	2	50.0		1	0.0		2	50.0	2	0.0
Total*	654	46.0		647	47.4		1709	28.1	1358	33.6

* Totals are for those reporting gender.

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
California Western School of Law	80	49	61	56	17	30
Chapman University School of Law	20	9	45	44	13	30
Golden Gate University School of Law	30	7	23	82	26	32
Hastings College of The Law	22	8	36	91	45	49
Loyola Law School-Los Angeles	35	20	57	135	77	57
McGeorge School of Law	23	13	57	87	30	34
Pepperdine University School of Law	10	7	70	64	28	44
Santa Clara University School of Law	31	13	42	89	40	45
Southwestern University School of Law	27	14	52	93	45	48
Stanford Law School	5	3	60	7	3	43
Thomas Jefferson School of Law	37	18	49	64	10	16
University of California - Davis	3	0	0	31	18	58
University of California - Los Angeles	14	11	79	34	21	62
University of California - Berkeley	15	10	67	25	16	64
University of San Diego School of Law	33	18	55	57	33	58
University of San Francisco School of Law	15	9	60	64	28	44
University of Southern California The Law School	8	3	38	38	21	55
Western State University College of Law	38	15	39	117	23	20
Whittier Law School	25	6	24	159	47	30
Total	471	233	49	1337	541	40

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA ACCREDITED, NOT ABA APPROVED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Cal Northern School of Law	2	1	50	12	1	8
California Pacific School of Law*	0	0	0	7	2	29
Empire College School of Law	4	3	75	17	4	24
Glendale University College of Law	3	0	0	18	3	17
Humphreys College School of Law	0	0	0	12	6	50
John F. Kennedy University School of Law	19	6	32	65	9	14
Lincoln Law School of Sacramento	3	1	33	37	9	24
Lincoln Law School of San Jose	4	0	0	36	8	22
Monterey College of Law	1	0	0	12	1	8
National University School of Law*	0	0	0	4	0	0
New College of California School of Law	1	0	0	34	3	9
Northrop University*	0	0	0	2	0	0
San Fernando Valley College of Law	6	3	50	26	3	12
San Francisco Law School	5	2	40	25	3	12
San Joaquin College of Law	2	0	0	29	9	31
Santa Barbara College of Law	13	6	46	12	3	25
Southern California Institute of Law -- Santa Barbara	1	0	0	6	3	50
Southern California Institute of Law -- Ventura	1	0	0	16	1	6
Trinity Law School	15	0	0	47	3	6
University of La Verne College of Law	12	8	67	28	8	29
University of West Los Angeles School of Law	15	4	27	101	12	12
Ventura College of Law	12	4	33	18	1	6
Total	119	38	32	564	92	16

*School is no longer in operation

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA CORRESPONDENCE LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
Abraham Lincoln University	10	2	20	20	4	20
Bernadean University College of Law*	0	0	0	1	0	0
British-American University School of Law	2	0	0	5	0	0
Concord University School of Law	14	6	43	5	2	40
Kensington Univ. College of Law*	0	0	0	1	0	0
Newport University School of Law	1	1	100	6	0	0
Northwestern California University School of Law	2	0	0	10	1	10
Oak Brook College of Law & Government Policy	11	8	73	9	4	44
Saratoga University School of Law	0	0	0	5	0	0
Southern California University For Professional Studies College of Law	0	0	0	5	0	0
University of Honolulu School of Law	0	0	0	1	0	0
William Howard Taft University	6	2	33	15	4	27
Total	46	19	41	83	15	18

*School is no longer in operation.

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
CALIFORNIA UNACCREDITED LAW SCHOOLS**

LAW SCHOOL	FIRST-TIMERS			REPEATERS		
	TOOK	PASS	%PASS	TOOK	PASS	%PASS
American College of Law	6	0	0	63	5	8
California College of Law - Los Angeles*	0	0	0	1	0	0
California Southern Law School	6	1	17	27	3	11
Central California College of Law	0	0	0	4	0	0
Irvine University College of Law	0	0	0	2	1	50
Larry H. Layton School of Law	0	0	0	1	0	0
Mid Valley College of Law*	0	0	0	1	0	0
Oakland College of Law	0	0	0	4	0	0
Pacific Coast University School of Law	3	0	0	12	4	33
Pacific West College of Law	2	0	0	11	0	0
Peninsula University College of Law*	0	0	0	4	0	0
Peoples College of Law	0	0	0	8	0	0
Ridgecrest School of Law	0	0	0	9	1	11
Southern CA College of Law - Brea*	0	0	0	1	0	0
University of Northern California Lorenzo Patino School of Law	2	0	0	14	1	7
Van Norman University*	0	0	0	1	0	0
Western Sierra Law School	2	1	50	6	0	0
Total	21	2	10	169	15	9

*School is no longer in operation.

**FEBRUARY 2004 CALIFORNIA BAR EXAMINATION
GENERAL BAR EXAMINATION STATISTICS
OUT-OF-STATE ABA SCHOOLS WITH 10 OR MORE TAKERS**

Law School	Took	Pass	%Pass	Took	Pass	%Pass
American University	2	1	50	12	5	42
Boston University	2	1	50	10	5	50
George Washington University	4	2	50	12	2	17
Georgetown University	9	6	67	8	6	75
Harvard Univ. Law School	2	2	100	11	10	91
John Marshall Law School - Chicago	6	1	17	4	0	0
Lewis and Clark College	6	2	33	8	2	25
Seattle University	1	1	100	9	2	22
Syracuse Univ.	1	0	0	17	4	24
Thomas M. Cooley Law School	2	0	0	11	0	0
Tulane University	1	0	0	9	6	67
University of Michigan	9	8	89	7	6	86
University of Oregon	4	3	75	13	1	8
Washington University	2	1	50	9	5	56
All Other Out-Of-State Schools	112	57	51	306	109	36
TOTAL	163	85	52	446	163	37



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November 16, 2007

Judy Johnson, Executive Director
State Bar of California
San Francisco (Main Office)
180 Howard Street
San Francisco, CA 94105

Dear Ms. Johnson,

Please consider this letter to be a formal request for public information currently in the possession of the State Bar of California. Our right to this information is established in Article I of the California Constitution (as amended by Proposition 59), as well as by a common law right to descriptive, non-discretionary records held by the judiciary as articulated in *Copley Press, Inc. v. Superior Court*, 6 Cal.App.4th 106 (1992), and by the Public Records Act (Government Code §§6250 et seq.).

This request is prompted by the Board of Governors' decision last week to decline the invitation proffered by several colleagues and myself to study, in collaboration with the Bar's own consultants, the effects of law school admissions policies and other factors upon bar outcomes and, in particular, the large racial disparities in bar scores and pass rates. Our purposes continue to be constructive and friendly towards the Bar. At the Governors' meeting last week, a few legal concerns seemed to play a central role in the Governors' deliberations. As I hope to explain in a longer letter later this month, I think these concerns can be effectively dispelled through a public information request. I am hopeful that, when you review this longer memo, you and many of the Governors will concur that cooperating with our request will be a constructive way of furthering inquiry into issues that we all agree are vitally important.

I am requesting the release of a database containing individual-level data on the list of variables described at the end of this letter. The categories of variables we request will prevent the personal identification of any particular person taking the bar, and I am happy to work with the bar to further insure against invasions of privacy that might result from the release of the requested data.

Judy Johnson, Executive Director
State Bar of California
San Francisco (Main Office)
November 16, 2007
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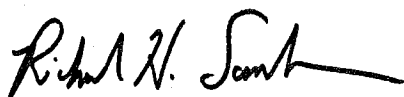
So that we can prepare as thorough and comprehensive an analysis as possible, please provide us with the memorandum that the Board of Governors received from Dean Larry Kramer in anticipation of the Nov. 8th meeting. This memorandum became a public record within the meaning of Article 5, Section 1 of the Rules Governing Open Meetings when it was transmitted to the Board of Governors.

This letter also serves as a formality to document my claim of right to this information, and to foreclose the possibility that the data will be destroyed before my request has been resolved. (*Laughlin v. IRS*, 103 F.Supp.2d 1219 (S.D. Cal, 1999) ("A government improperly destroys agency records under FOIA only if it destroys them after a FOIA request has been made to the agency.").)

I prefer to receive the data in electronic format, and I am willing to pay all reasonable costs associated with providing this data.

If the Bar believes that my information request is deficient in some way, or might lead to the disclosure of confidential information, please provide me with a detailed explanation and all relevant material that led the Bar to come to such a belief.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard N. Sander". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Richard Sander
Professor of Law, UCLA

Judy Johnson, Executive Director
State Bar of California
San Francisco (Main Office)
November 16, 2007
Page 3 of 4

DATA REQUEST:

1) We are interested in records pertaining to persons taking the bar from February 1973 through July 2007. In no case are we interested in personally identifiable information. We seek data on the post-graduate bar exam (for admission to the bar), and not the so-called "baby bar" required of students at unaccredited law schools.

2) For all years, please provide individual-level data for the following variables:

--Law school attended

--Year of law school graduation

--Session in which exam taken (e.g., February 1992, July 2001)

--Total raw score on exam

--Total scaled score on exam

--MBE score on exam (raw and scaled)

--Essay score on exam (raw and scaled)

--Performance test score on exam (raw and scaled, from introduction of performance exam, approximately 1982)

--Reported race of test-taker

--Reported gender of test-taker

--In cases where a test-taker fails the exam, the date of any subsequent sitting for the bar exam, and the pass-fail outcome of that attempt.

Judy Johnson, Executive Director
State Bar of California
San Francisco (Main Office)
November 16, 2007
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3) For as many years as the data is available, please provide the following additional variables:

--The test-taker's undergraduate major

--The test-taker's law school grades

--The test-taker's LSAT score (or scores, if Bar records include multiple scores)

--The test-taker's undergraduate GPA

--Whether the test-taker matriculated at his assigned law school as a first-year, or whether the test-taker transferred to that law school in the course of legal education

4) Clustering:

Some of the variables we have identified are items which might be traced to individuals through other public records or registries, such as law school attended, year of graduation, and race. It is possible that combinations of these variables might produce unique individuals, who could then be identified in the disclosed data. To avoid this, and indeed to avoid any situation where such a combination of variables produces a "cell" with fewer than 5 observations, we can work with the Bar to identify ways of combining values to avoid very small cell sizes. For example, the Bar may combined graduation years into larger cohorts, e.g.:

1973-77

1978-82

1983-87

1988-92

1993-96

1997-99

2000-02

2003-07

Similarly, some groups of schools (in particularly, the unaccredited schools with small numbers of students) may be banded to maintain adequate cell sizes. We seek to minimize such banding, however, and would like the Bar to do so only when necessary to avoid cells with fewer than 5 observations.



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May 29, 2008

Judy Johnson, Executive Director
State Bar of California
San Francisco (Main Office)
180 Howard Street
San Francisco, CA 94105

Dear Ms. Johnson,

Please consider this letter to be a formal request for public information currently in the possession of the State Bar of California ("Bar"). Our right to this information is established in Article I of the California Constitution (as amended by Proposition 59), as well as by a common law right to records held by the judicial branch (*Copley Press, Inc. v. Superior Court*, 6 Cal.App.4th 106 (1992); *Pantos v. City & County of San Francisco*, 151 Cal. App. 3d 258 (1984)). Alternatively, our right to this information is established by the Public Records Act (Government Code §§6250 *et seq.*). This letter also serves as a formality to document my claim of right to this information, and to foreclose the possibility that the data will be destroyed before my request has been resolved. (*Laughlin v. IRS*, 103 F.Supp.2d 1219 (S.D. Cal, 1999)("A government improperly destroys agency records under FOIA only if it destroys them after a FOIA request has been made to the agency.").)

As you know, I (Richard Sander) made an earlier request for similar information on November 16, 2007. Since then, my colleagues and I have done additional research both on the Bar's data holdings and on the best practices for anonymizing publicly-held data. We have revised our request to address the concerns raised by the Bar. This new request is similar to my November 16th request, but it includes an important additional variable (related to transfer students) and removes several variables that the Bar rarely collected. This request also tries to make as clear and easy to follow as possible our suggested procedures for thoroughly protecting the anonymity of individuals in the Bar's database. This request supersedes my prior request.

We believe there are two key steps that will ensure that individual identities are not jeopardized. The first step is to remove from the data any "identity" variables, such as name, social security number, birth date, and other variables

that might directly disclose an individual's identity.

The second step involves so-called "publicly knowable category" variables. These are variables that are not themselves unique to any individual, but that a member of the public might be able to discover, and that might be combined in ways to deduce an individual's identity. For example, suppose that a law school had only one Native American student in its 2001 graduating class. Disclosing an individual-level database that included information on law school, year of graduation, and detailed race (including "Native American" as a category) would make it possible for a diligent member of the public to deduce this student's identity, and thereby know that the other information in the dataset applied to him or her.

The standard and accepted way of avoiding this problem is to make sure that no combination, or "cell," of all "publicly knowable" variables (like school, race, and graduation year) produces few enough cases that an individual's identity can be determined. The concept is illustrated in the article "Protecting the Confidentiality of Education Records in State Databases" by Barbara Clements (available at <http://www.educationadvisor.com/documents/OCIO2001/CONFIDENTIALITY.DOC>)

If assessment scores are presented by race/ethnicity within a school and there is only one Asian/Pacific Islander in the school, then it is obvious that student received the score reported in that portion (cell) of the table. If there are scores for two students within a cell, then knowing one score would enable a person to figure out the other student's score. Including a minimum of three students in a group (cell) should prevent this type of inappropriate release of information from occurring. Higher minimums increase the number of students that must be known before the value for the final student can be calculated, thus are safer.

We are adopting the more stringent standard of five.

We are requesting the release of records containing individual-level data on the list of variables described in the chart at the end of this letter (Appendix A). We are reliably informed that the Bar maintains these records. The chart categorizes each variable as either "publicly knowable" or "non-public." It also provides instructions for how each variable should be grouped. We believe that even under a very conservative interpretation (*i.e.*, an interpretation most protective of privacy), there are only five variables in our request that fall into the "publicly knowable" category: race, law school, year of graduation, bar exam pass/fail outcome, and transfer status (whether the student transferred from one law school to another before receiving a JD). As noted above, privacy concerns arise if some combination of these variables produces fewer than five cases. In

technical terms, one cross-tabulates the population by these variables to create "cells." If all cells have five or more members, then privacy is assured; if a cell has fewer than five members, then some data categories are merged to incorporate individuals from the sensitive cells into cells with more members.

Our request uses broad categories to insure that few "cell size" problems arise. In particular, we request that data on each student's year of law school graduation be reported in broad chronological bands (e.g., 2003 through 2007), and that race data be reported in four broad categories (white, Hispanic, black, and other). These redactions will eliminate detail that could potentially be used to identify individuals. For the most part, these steps alone will be sufficient to thoroughly anonymize the data. As explained in Appendix B, we are sending along with this letter an Excel file that illustrates how the Bar's data for a typical California law school would look, both before and after anonymization, and how to perform a cell size analysis to insure there are no problems by a particular school's data.

However, there are a number of situations in which cell sizes issues would arise. For example, some California law schools (especially those not accredited by the ABA) have very small enrollments, and most out-of-state schools have such small numbers of students taking the California Bar that cell sizes in the disclosed information could be quite small. We address all of these situations in Appendix C, which examines each problem in turn and provides simple procedures for combination or elimination of data to keep the cell sizes in the safe zone.

We would like to emphasize that these procedures are extremely conservative in applying the generally-accepted rules for data anonymization. For example, we have included the three different variations on bar exam outcomes (passed, failed but later passed, never passed) as publicly-knowable values, even though as a practical matter it is difficult, if not impossible, to deduce from any public source whether an individual failed (let alone failed repeatedly) the bar exam. It is also generally difficult to deduce from public sources whether a student is a transfer. We have taken this conservative approach because we strongly value privacy concerns, and we know those concerns are important to the Bar as well. We hope that the effort and care with which the cell size problem is addressed in these materials conveys these values as well as our familiarity with the relevant issues.

A few matters of detail. First, we would prefer to receive the data in electronic format, if possible. We are willing to pay all reasonable costs associated with providing this data, including, of course, the Bar's costs involved in coding the data so as to avoid disclosures of confidential information. We are also willing to

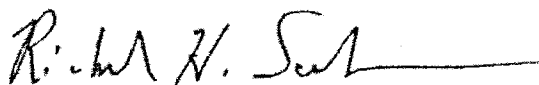
Judy Johnson, Executive Director
State Bar of California
May 29, 2008
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pay all reasonable fees for an agreed-upon third party data confidentiality expert to work under contract with the Bar to create the anonymous public database. Second, we have assumed in this request that the Bar has responsive information useful to our research going back as far as 1972; this is based on my knowledge that Dr. Stephen Klein's studies date back to around that period. If this is not so, we would of course be happy to modify the request. Third, it would be helpful for the Bar's response to include a new identification number - not the number used in the Bar's official records, but one created for our request - so that if any questions arise about particular data points, it is possible for us to follow-up with the Bar with specific questions.

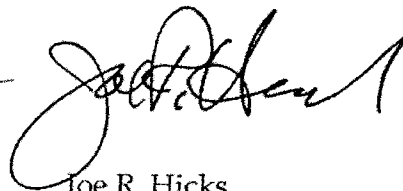
If the Bar believes that this request is deficient in some way, or might lead to the disclosure of confidential information, please provide us with a detailed explanation and all relevant material that led the Bar to come to such a belief. And of course, please do not hesitate to get in touch if we can be helpful in clarifying this request in any way.

As you know, the purpose of seeking this data is to conduct careful research, using the best social science methods, on the effect that attending particular law schools has upon students who have been admitted to those schools with the use of significant preferences. In the course of our (ultimately unsuccessful) efforts to persuade the Committee of Bar Examiners and the Board of Governors to do an internal study of these issues, the Bar heard from leading academics around the country, law school deans, and the United States Civil Rights Commission about the importance of this research. Indeed, many of the Bar's own leaders agreed that this was very important research to perform. The concerns raised by the Bar dealt exclusively with privacy issues and the Bar's legal authority to do such research. This request fully addresses the Bar's articulated concerns. I hope we will be able to work together to fulfill this request and permit this research to go forward. The result will be of great civil importance, and will provide information that will be immensely useful to both the public and the Bar.

Sincerely yours,



Richard H. Sander
Professor of Law
University of California, Los Angeles



Joe R. Hicks
Vice President
Community Advocates, Inc.

**Appendix A
 Data Variables Requested**

Variable Name	Publicly Knowable?	Reporting Instructions
Race	Yes	Four categories: White, Black, Latino, Other
Law School	Yes	Name of the law school from which the bar-taker earned his or her JD
Transfer Student	Yes	See Appendix B
Year of Law School Graduation	Yes	Cluster into the following bands: 1972 to 1981 1982 to 1986 1987 to 1990 1991 to 1993 1994 to 1996 1997 to 1999 2000 to 2002 2003 to 2007
Total Raw score on first exam	No	
Total Scaled score on first exam	No	
MBE score on exam (raw and scaled)	No	
Essay score on exam (raw and scaled)	No	
Performance test score on exam (raw and scaled, for exams where it was administered)	No	
Bar Passage	Yes	0 = Never; 1 = First Attempt; 2 = Later Attempt
Law School GPA	No	
LSAT score	No	Report all known scores
Undergraduate GPA	No	

Appendix B Illustrative Data

Accompanying this data request is an Excel file that is intended to illustrate our data request and anonymization process. The file contains imaginary data about students graduating from a fictional California law school, but we think it is helpful in understanding the details of our request and the concept of anonymization.

Sheet 1 in the file contains the sort of data that might exist in the California Bar's archives, for students who graduated from one California law school over a three-year period (2000 through the end of 2002). The data is grouped by graduation year and detailed race category.

Sheet 2 shows the same data in the form that we are requesting it. Note the important changes between Sheet 1 and Sheet 2: personal identifiers (e.g., name, bar identification number, school of origin) have been removed; some racial groups have been combined so only four broad categories remain; graduation year has been combined into a three-year range. For transfer students, race has been removed altogether as a variable, since otherwise there are likely to be cell size issues.

Sheet 3 cross-tabulates the data in Sheet 2 by the various "publicly knowable" variables - which, given that this data is already limited to one school during one period, really amount to the race and bar outcome variables. Each section of the spreadsheet shows the observations that fall within a particular cell - that is, a unique combination of the publicly knowable variables. In this illustration, no cell size problems arise because all cells have at least five members. If any cell had fewer than five members, the Bar would combine some categories of data together to increase cell size, following the procedures laid out in Appendix C (section 5). For example, in Sheet 3 one can see (lines 576-580) that the "transfers who never pass the bar" has a cell size of five. If there were only four people in this cell, then by our protocols the Bar would combine transfers who "never pass" with transfers who "fail but later pass" to create a larger cell (in this case, one with fourteen members).

Appendix C Additional Database Protocols

The general rules described in the cover letter are, by themselves, enough to ensure confidentiality for the typical California bar exam takers – that is, bar-takers who graduated from accredited schools with substantial enrollments. The simulation described in Appendix B is based on such a typical school. The purpose of this appendix is to identify the variety of atypical situations where cell size problems could arise, and to lay out procedures for solving those problems.

(1) Graduates of small-enrollment California schools, and bar-takers with irregular training. In these cases, it is feasible to simply group schools into cohesive cohorts without significant loss of analytic usefulness. The Bar should therefore group following schools and bar-takers:

a. Four ABA-approved schools: Thomas Jefferson School of Law, University of LaVerne College of Law, Western State University College of Law, and Chapman University School of Law.

b. All of the California-accredited law schools. There are currently eighteen law schools accredited by California's Bar but not by the ABA:

Cal Northern School of Law, Empire College School of Law, Glendale University College of Law, Humphreys College Laurence Drivon School of Law, John F. Kennedy University School of Law, Lincoln Law School of Sacramento, Lincoln Law School of San Jose, Monterey College of Law, New College of California School of Law, San Fransisco Law School, San Joaquin College of Law, Santa Barbara College of Law, Southern California Institute of Law (Santa Barbara), Souhthern California Institute of Law (Ventura), Trinity Law School, University of West Los Angeles School of Law (San Fernando Valley), University of West Los Angeles (West Los Angeles), Ventura College of Law

c. All of the bar-takers whose training comes from "California unaccredited" schools, Correspondence schools, and tutorial programs provided in law offices or judges' chambers. We ask the bar to identify all of these individuals as "Unaccredited and other" in the produced database.

d. All other Bar-takers who are not in the "out-of-state ABA" category. This includes foreign attorneys sitting for the California Bar, United States attorneys taking the general Bar exam, and a few miscellaneous others.

(2) Transfer students. A central purpose of our research is to determine

whether students who enter law school with much lower credentials than their classmates have special difficulties on the bar exam (difficulties greater than their relatively low credentials alone would explain). Since this research seeks to understand the effect of a student's law school upon his learning, transfer students who switch law schools before graduation pose an obvious difficulty. By definition, these students have attended more than one law school. It is therefore important to avoid mixing transfer students in with our principal analyses of legal education effects. Fortunately, the California Bar can determine which test-takers were law school transfer students, because the Bar asks all applicants to identify each of the law schools they attended. Because it is conceivable that an industrious researcher could deduce which students who graduated from a particular school were "transfers" and which were not, we treat transfers as a publicly knowable variable. And since the number of transfers at many law schools is relatively small, additional steps are needed to protect the anonymity of transfers. Therefore, we ask that, where the Bar can verify that a graduate attended more than one law school (and is disclosing data for a particular law school), it follow the following protocols:

- a. Group transfer students with their school of graduation, not their school of matriculation. When cell sizes for transfer students are below the threshold of five:
- b. Suppress the "race" variable for the problematic observations. If small cell sizes remain:
- c. In the "pass variable", combine categories "0" (never pass) and "2" (pass after first attempt) for the problematic observations, using a code "3" to signify "did not pass bar on first attempt." If small cell sizes remain:
- d. Suppress all variables for transfer students at that school during that time period except for the name of the law school, the year of law school graduation (banded), and the transfer status.

(3) Out-of-state ABA schools. California is a major work destination for law graduates trained all over the United States; nearly two thousand out-of-state law graduates take the California bar each year, and virtually every law school in the nation is annually represented by alumni. However, the number of graduates from individual out-of-state schools is always modest compared to a typical in-state institution, and in many cases the numbers are tiny. To avoid anonymity issues, we ask the bar to group the data according to the following protocols, which should eliminate all or nearly all of these issues:

- a. Provide data from out-of-state ABA schools in longer time-bands than

those used for in-state schools, as follows: graduation years 2000 through 2007; 1991 through 1999; 1982 through 1990; 1972 through 1981.

b. Provide school identifiers only for the following out-of-state ABA schools: American University (Washington College of Law), Columbia Law School, George Washington University Law School, Georgetown Law School, Harvard Law School, New York University Law School, and University of Michigan Law School. (These schools are selected strictly on the criterion that they have large numbers of Bar-takers in California, and are likely, for each of the periods specified in 3(a), above, to have over five hundred California Bar-takers.

c. For the other out-of-state ABA schools, use the chart in at the end of this Appendix to assign each school to a non-California law school group, using that group label in place of the school name in the disclosed data (e.g., "Group A", "Group B", etc.).

(4) The special case presented by Stanford Law School. Stanford is smaller than the typical ABA law school in California, and because of its stature among law schools, its graduates are more likely to accept jobs outside California than is the case for any other California law school. Consequently, only around one hundred Stanford graduates take the Bar each year. Given our three-year grouping, it is therefore plausible that for some periods, particular cell sizes might include fewer than five individuals. Where that occurs, we ask that the Bar begin by combining values "0" and "2" in the pass variable into the value of "3" (as described in 5a, below). For any cases where small cell size remains a problem after this step is taken, we ask that the Bar use broader year ranges (as specified in 3(a), above, for the out-of-state ABA law schools).

(5) General combining strategies. As we have discussed, there may be particular cases in which, after following the protocols described in this request, cell sizes fall below the threshold of five individuals. In those cases, we ask that the following steps be taken:

a. Simplify the "bar passage outcome" variable by combining the values for "never passed the bar" (0) and "passed on a subsequent attempt" (2) into the value "3", signifying "did not pass the bar on first attempt." Where cell size problems remain:

b. Combine blacks and Hispanics into a combined racial group, "Underrepresented minorities" (assuming the cell size problem for the particular school and particular period is affecting that group).

c. If any cell size problems remain - which seems unlikely to us - we can

discuss for individual cases the combination of affected institutions.

We ask that these rules be used as narrowly as possible - that is, only for the years, schools, and racial categories where cell size emerges as an issue.

Table for Clustering Out-of-State Schools (see 3c, above)

Group A	University of Chicago, Yale University, University of Pennsylvania
Group B	Northwestern University, University of Virginia, Duke University
Group C	Cornell University, Vanderbilt University, University of Texas - Austin, Illinois University, University of Notre Dame, Washington and Lee University
Group D	Washington University in St. Louis, University of Minnesota The College of William and Mary, Boston University Boston College
Group E	Emory University, Brigham Young University University of Georgia, Fordham University, Wake Forest University University of Indiana - Bloomington, University of Colorado Temple University, George Mason University
Group F	University of Washington, University of North Carolina University of Arizona, Villanova University, University of Alabama Baylor University, University of Iowa, University of Wisconsin Ohio State University, Tulane University, University of Maryland - College Park, Southern Methodist University, Benjamin N. Cardozo School of Law, Brooklyn Law School, Lewis and Clark College Northeastern University , University of Richmond
Group G	University of Utah. University of Houston, University of Cincinnati Rutgers University - Camden, University of Tennessee Case Western Reserve University, University of Florida Chicago Kent School of Law, University of Oregon University of Pittsburgh, University of Kentucky, DePaul University University of South Carolina, Georgia State University

Group H	<p>Arizona State University, University of Miami, University of Kansas Rutgers University - Newark, University of Missouri - Columbia St. John's University, University of Hawai'i, University of Nevada - Las Vegas, Catholic University, University of Oklahoma University of Denver, Marquette University, Seton Hall University Willamette University, Brandeis University, Pennsylvania State, Dickinson, University of Seattle, University of Connecticut SUNY, Buffalo, University of Nebraska, University of Indiana-Indianapolis, Wayne State University, Loyola University - Chicago University of St. Louis, Louisiana State University, McGeorge School of Law, University of the Pacific, Mercer University, Quinnipiac University, University of Akron, Samford University</p>
<p>Gorup I</p> <p>Group I (continued)</p>	<p>University of New Mexico, Syracuse University, Hofstra University University of Maine, University of Arkansas - Fayetteville University of Mississippi, New York Law School, Drake University Texas Tech University, Creighton University, University of Idaho University of Toledo, Gonzaga University, University of Memphis Suffolk University, Michigan State University, Northern Illinois University, Florida State University, University of Missouri - Kansas City, University of Vermont, SUNY, Albany, Cleveland State University, Pace University, Stetson University, St Mary's University Washburn University, William Mitchell College of Law Hamline University, John Marshall Law School, Texas Wesleyan University, Northern Kentucky University</p>
Group J	<p>West Virginia University, University of Montana, University of Arkansas - Little Rock, University of Baltimore, Duquesne University Southern Illinois University, City University of New York Capital University, South Texas College of Law, Regent University Ave Maria University, Loyola University - New Orleans University of Tulsa, University of South Dakota, University of</p>

	<p>Dayton Franklin Pierce University, Widener University, Ohio Northern University, Western New England College, Roger Williams University, University of Wyoming, Howard University, University of North Dakota, Valparaiso University, New England School of Law, Nova Southeastern University, Touro College University of the District of Columbia, Florida Coastal University John Marshall - Atlanta, Widener University - Harrisburg University of Detroit Mercy, Mississippi College, University of Oklahoma, University of St. Thomas University, Liberty University Appalachian School of Law, Barry University, North Carolina central University, Texas Southern University, Southern University Thomas M. Cooley Law School, University of Puerto Rico</p>
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SHEET 1: Sample Data Without Anonymization

Original data as held by the Bar for "Pacifica" Law School, 2000-02 graduates

Last name	Student ID#	Race	Graduating Law School	a triculatin law Schoc	Year of Graduation	-----Information on first bar performance		
						Essay Raw Score	Raw Score	MBE Raw Score
Kautaugua	84864944	American Indian	Pacifica	Pacifica	2001	369	583	90
Johnson	32871030	American Indian	Pacifica	Pacifica	2001	400	528	75
Merliqt	73576127	American Indian	Pacifica	Pacifica	2001	307	522	125
Santana	60489884	American Indian	Pacifica	Pacifica	2001	242	461	154
Lam	51686696	Asian	Pacifica	Pacifica	2001	360	585	183
Lee	68595299	Asian	Pacifica	Pacifica	2001	243	355	188
Lung	82787275	Asian	Pacifica	Pacifica	2001	394	463	190
Mallik	53918566	Asian	Pacifica	Westward	2001	357	569	108
Nguyen	46772864	Asian	Pacifica	Pacifica	2001	238	515	132
Noh	61950658	Asian	Pacifica	Pacifica	2001	351	535	75
Patil	58671357	Asian	Pacifica	Pacifica	2001	329	481	137
Santilukka	51304485	Asian	Pacifica	Pacifica	2001	298	535	150
Ahmad	91916189	Asian	Pacifica	Pacifica	2001	297	441	108
Bekheet	86296075	Asian	Pacifica	Pacifica	2001	311	508	107
Chintamaner	46453987	Asian	Pacifica	Pacifica	2001	329	549	64
Dheenan	85602919	Asian	Pacifica	Pacifica	2001	240	485	98
Ahn	86122950	Asian	Pacifica	Pacifica	2001	370	588	152
Akiyama	58844346	Asian	Pacifica	Pacifica	2001	335	578	143
Anzai	78582672	Asian	Pacifica	Pacifica	2001	326	371	82
Cho	26720824	Asian	Pacifica	Pacifica	2001	375	584	144
Jain	52070379	Asian	Pacifica	Bayview	2001	276	520	74
Kim	67574548	Asian	Pacifica	Pacifica	2001	298	452	74
Barksdale	29811978	Black	Pacifica	Pacifica	2001	334	467	139
Bomar	19028142	Black	Pacifica	Pacifica	2001	342	472	69
Bruhl	65152981	Black	Pacifica	Pacifica	2001	273	560	193
Carey	74095972	Black	Pacifica	Pacifica	2001	324	493	189
Charles	49612221	Black	Pacifica	Pacifica	2001	312	362	82
Charlot	65455618	Black	Pacifica	Pacifica	2001	283	378	85
Coleman	34848986	Black	Pacifica	Pacifica	2001	318	363	109
De Forest	61995667	Black	Pacifica	Pacifica	2001	291	387	171
Greene	84113266	Black	Pacifica	Pacifica	2001	339	475	136
Gregory	49279903	Black	Pacifica	Pacifica	2001	240	399	82
Harris	85839931	Black	Pacifica	Pacifica	2001	252	503	192
Henry	14603726	Black	Pacifica	Pacifica	2001	260	575	107
Hughes	44588734	Black	Pacifica	Pacifica	2001	368	363	162
James	45891795	Black	Pacifica	Pacifica	2001	221	404	102
Janey	96375176	Black	Pacifica	Pacifica	2001	308	534	99
Jeffers	14510975	Black	Pacifica	Pacifica	2001	368	541	122
Johnson	59726219	Black	Pacifica	Pacifica	2001	353	576	114
Lowery	17741742	Black	Pacifica	Pacifica	2001	229	485	137
Arroyo	71078796	Hispanic	Pacifica	Pacifica	2001	352	448	76
Deibert	54858488	Hispanic	Pacifica	Pacifica	2001	249	570	130
Deiger	61688202	Hispanic	Pacifica	Pacifica	2001	302	441	109
Dunfee	51989822	Hispanic	Pacifica	Pacifica	2001	383	542	89
Zonzales	30978498	Hispanic	Pacifica	Pacifica	2001	389	497	62

Ortiz	51959778	Hispanic	Pacifica	Pacifica	2001	364	549	193
Pelinka	24997840	Hispanic	Pacifica	Pacifica	2001	342	565	126
Remy	43970008	Hispanic	Pacifica	Pacifica	2001	377	478	192
Rincon Kunz	65735207	Hispanic	Pacifica	Pacifica	2001	361	515	55
Rodriguez	70288205	Hispanic	Pacifica	Pacifica	2001	389	541	177
Romero	88254894	Hispanic	Pacifica	Pacifica	2001	345	457	97
Santiago	94706641	Hispanic	Pacifica	Pacifica	2001	256	403	107
Tenneriello	51613644	Hispanic	Pacifica	Pacifica	2001	366	477	149
Torres	15580023	Hispanic	Pacifica	Pacifica	2001	263	468	95
Aguilar	52341571	Hispanic	Pacifica	Pacifica	2001	331	547	60
Celeste	65583384	Hispanic	Pacifica	Pacifica	2001	270	470	179
Comninou	86493496	Hispanic	Pacifica	Pacifica	2001	338	567	139
Coomes	61695216	Hispanic	Pacifica	Pacifica	2001	249	430	74
Dafonseca	23230980	Hispanic	Pacifica	Pacifica	2001	360	382	169
Garcia	80949219	Hispanic	Pacifica	Pacifica	2001	267	579	64
Gonos	33314721	Hispanic	Pacifica	Pacifica	2001	225	419	119
Hecker	32165272	Hispanic	Pacifica	Pacifica	2001	324	435	74
La Fleur	52633343	Hispanic	Pacifica	Pacifica	2001	354	424	149
Donadio	67438439	White	Pacifica	Pacifica	2001	228	565	104
Rachelson	22085272	White	Pacifica	Pacifica	2001	247	416	84
Gummer	23168041	White	Pacifica	Bayview	2001	240	470	70
Rehm	74455047	White	Pacifica	Pacifica	2001	382	463	135
Cox	86121876	White	Pacifica	Pacifica	2001	311	576	166
Fine	98424989	White	Pacifica	Pacifica	2001	258	579	171
Harris	30277971	White	Pacifica	Sierra	2001	362	548	105
Parson	27461648	White	Pacifica	Pacifica	2001	387	550	174
Engel	24026381	White	Pacifica	Pacifica	2001	322	545	108
Chester	57098979	White	Pacifica	Pacifica	2001	398	397	140
Epstein	27398493	White	Pacifica	Pacifica	2001	364	545	192
Glaser	72354586	White	Pacifica	Pacifica	2001	286	558	103
Ginsberg	32785994	White	Pacifica	Pacifica	2001	256	345	190
Wagner	86882639	White	Pacifica	Oceanview	2001	245	454	197
Gill	24069992	White	Pacifica	Pacifica	2001	286	352	62
Hartmann	56199038	White	Pacifica	Pacifica	2001	224	580	124
Sierck	59253153	White	Pacifica	Pacifica	2001	371	430	141
Baldwin	73767299	White	Pacifica	Pacifica	2001	355	521	185
Anderson	23408234	White	Pacifica	Pacifica	2001	275	420	164
Allen	51540684	White	Pacifica	Pacifica	2001	242	578	124
Koff	32343420	White	Pacifica	Pacifica	2001	313	440	56
Miller	96640931	White	Pacifica	Pacifica	2001	356	509	114
Farmer	44450911	White	Pacifica	Pacifica	2001	276	484	88
Flower	52201411	White	Pacifica	Pacifica	2001	266	575	155
Leisinger	88987292	White	Pacifica	Pacifica	2001	259	565	94
Butler	54131626	White	Pacifica	Pacifica	2001	346	487	71
Graves	49564014	White	Pacifica	Pacifica	2001	231	411	141
Rutledge-Par	53327542	White	Pacifica	Pacifica	2001	380	519	117
Ayres	47100710	White	Pacifica	Calnorth	2001	268	361	68
Shuren	86533148	White	Pacifica	Pacifica	2001	252	569	152
Goodwin	76360299	White	Pacifica	Pacifica	2001	252	346	158
Stewart	70149335	White	Pacifica	Pacifica	2001	266	456	165
Samsel	75253229	White	Pacifica	Pacifica	2001	263	417	186
Markley	82405935	White	Pacifica	Pacifica	2001	275	470	178

Kiefer	84643336	White	Pacifica	Pacifica	2001	224	550	131
Smith	33403328	White	Pacifica	Pacifica	2001	247	354	65
Durant	42644458	White	Pacifica	Calnorth	2001	244	541	94
O'Meara	73271072	White	Pacifica	Pacifica	2001	341	586	140
Campin	43340315	White	Pacifica	Pacifica	2001	330	390	142
Burkoff	19597906	White	Pacifica	Pacifica	2001	324	440	113
Bennett	70821924	White	Pacifica	Pacifica	2001	256	394	188
Cohen	79984743	White	Pacifica	Pacifica	2001	354	502	82
Gacki	90935622	White	Pacifica	Pacifica	2001	336	503	107
Axel	90312887	White	Pacifica	Pacifica	2001	314	454	103
Freudenberg	58117560	White	Pacifica	Pacifica	2001	382	458	76
Kay	22049317	White	Pacifica	Pacifica	2001	250	578	64
Schultheis	98209909	White	Pacifica	Pacifica	2001	343	398	101
Ehrgood	34714228	White	Pacifica	Pacifica	2001	273	558	132
Bates	23883829	White	Pacifica	Pacifica	2001	329	569	103
McNeil	57901805	White	Pacifica	Pacifica	2001	266	493	133
Johnstone	81490834	White	Pacifica	Pacifica	2001	291	358	120
Boer	88923779	White	Pacifica	Pacifica	2001	261	476	80
Pillsbury	87987234	White	Pacifica	Pacifica	2001	231	343	110
Gifford	86741992	White	Pacifica	Pacifica	2001	363	528	188
Wills	70102686	White	Pacifica	Pacifica	2001	234	369	187
Mayoras	64424065	White	Pacifica	Pacifica	2001	360	549	67
Worseck	23530441	White	Pacifica	Pacifica	2001	321	548	154
White	24973398	White	Pacifica	Hillside	2001	264	524	178
Hilt	2766888	White	Pacifica	Pacifica	2001	295	418	186
Jlum	54025268	White	Pacifica	Pacifica	2001	267	507	96
Jochnick	22293684	White	Pacifica	Pacifica	2001	227	549	107
McGuire	32434038	White	Pacifica	Pacifica	2001	333	537	181
Boyer	43423409	White	Pacifica	Pacifica	2001	227	480	80
Lincoln	95322168	White	Pacifica	Pacifica	2001	398	488	160
Skjei	43733758	White	Pacifica	Pacifica	2001	290	385	155
Lipnitz	36591716	White	Pacifica	Pacifica	2001	286	380	151
Keyes	32488627	White	Pacifica	Oceanview	2001	372	408	163
Sheshadri	48023940	White	Pacifica	Pacifica	2001	242	460	67
Levinson	27050798	White	Pacifica	Pacifica	2001	354	547	82
Bornstein	97951651	White	Pacifica	Pacifica	2001	397	350	132
Bartlett	94387557	White	Pacifica	Pacifica	2001	244	436	182
Smith	72482197	White	Pacifica	Pacifica	2001	333	448	126
Blonder	95052176	White	Pacifica	Pacifica	2001	396	407	148
Russell	75818898	White	Pacifica	Pacifica	2001	253	504	91
Barton	49913145	White	Pacifica	Pacifica	2001	362	534	74
Randall	40826051	White	Pacifica	Pacifica	2001	358	574	117
Johnson	28843531	White	Pacifica	Pacifica	2001	285	576	141
Schwartz	17175814	White	Pacifica	Pacifica	2001	366	503	194
Bodgsong	46273222	White	Pacifica	Pacifica	2001	297	439	180
Leffers	81179684	White	Pacifica	Pacifica	2001	325	585	112
Fulkerson	28099101	White	Pacifica	Pacifica	2001	232	430	120
Blank	21824784	White	Pacifica	Bayview	2001	258	579	93
Kolakowski	48904543	White	Pacifica	Pacifica	2001	302	468	130
Beauchamp	56253753	White	Pacifica	Pacifica	2001	221	366	62
Jrumova	98688143	White	Pacifica	Pacifica	2001	384	437	126
Miller	22957758	White	Pacifica	Pacifica	2001	361	572	74

Rounsaville	89726325	White	Pacifica	Pacifica	2001	278	513	170
Sladek	66254318	White	Pacifica	Pacifica	2001	395	341	118
Rochlen	38102781	White	Pacifica	Pacifica	2001	236	551	192
Schmid	39233047	White	Pacifica	Pacifica	2001	262	371	70
Breitkreutz	93255492	White	Pacifica	Pacifica	2001	287	365	177
Knight	55840725	White	Pacifica	Pacifica	2001	372	360	81
Hall	87387215	White	Pacifica	Pacifica	2001	322	582	105
Oberst	42340982	White	Pacifica	CityPark	2001	392	341	157
Bernhardt	48342340	White	Pacifica	Pacifica	2001	300	458	90
MacDonald	17758697	White	Pacifica	Pacifica	2001	294	516	166
Rigonan	89395895	White	Pacifica	Pacifica	2001	244	521	192
Hinton	19063560	White	Pacifica	Pacifica	2001	380	554	134
May	59725906	White	Pacifica	Pacifica	2001	275	369	153
Grimm	43034516	White	Pacifica	Pacifica	2001	387	431	80
Chaffin	84215461	White	Pacifica	Pacifica	2001	326	555	138
Walters	78101111	White	Pacifica	Pacifica	2001	385	434	94
Hales	68073793	White	Pacifica	Pacifica	2001	391	529	66
Geon	70479161	White	Pacifica	Pacifica	2001	286	528	109
Gatrell	32521321	White	Pacifica	Pacifica	2001	228	529	62
Sappington	75024796	White	Pacifica	Pacifica	2001	346	486	55
Harper	41418007	White	Pacifica	Sierra	2001	314	494	116
Lindsay	53251580	White	Pacifica	Pacifica	2001	268	421	131
Brown	22159446	White	Pacifica	Pacifica	2001	339	425	79
McArthur	80746062	White	Pacifica	Pacifica	2001	343	506	161
Cheatham	77268433	White	Pacifica	Pacifica	2001	229	477	134
Greenberg	78857496	White	Pacifica	Pacifica	2001	360	521	97
Larrick	74081640	White	Pacifica	Pacifica	2001	329	520	172
Schifferle	76298281	White	Pacifica	Pacifica	2001	269	453	139
Dixon	98364146	White	Pacifica	Pacifica	2001	334	451	145
Santa	17855905	White	Pacifica	Pacifica	2001	318	358	129
Beaumont	86592403	White	Pacifica	Pacifica	2001	381	510	75
Herrarte	23409843	White	Pacifica	Pacifica	2001	345	564	81
Fletcher	75197967	White	Pacifica	Pacifica	2001	230	372	196
Newton	14082201	White	Pacifica	Westward	2001	277	514	90
Buscher	94563255	White	Pacifica	Pacifica	2001	364	342	86
Minkelman	36789526	White	Pacifica	Pacifica	2001	269	513	59
Maxson	82663059	White	Pacifica	Pacifica	2001	304	423	139
Dunn	46235476	White	Pacifica	Pacifica	2001	268	347	189
Anderton	43234308	Unknown	Pacifica	Pacifica	2001	258	482	167
Skinner	48507234	Unknown	Pacifica	Pacifica	2001	335	521	169
Readler	58118070	Unknown	Pacifica	Pacifica	2001	355	492	183
Foltz	76504243	Unknown	Pacifica	Pacifica	2001	390	392	164
Striker	17653301	Unknown	Pacifica	Pacifica	2001	266	381	160
Grauss	4240418	Unknown	Pacifica	Pacifica	2001	285	486	94
Fischer	67993118	Unknown	Pacifica	Hillside	2001	231	505	192
Devanagh	50909723	Unknown	Pacifica	Pacifica	2001	298	527	142
Duross	72304928	Unknown	Pacifica	Pacifica	2001	307	379	176
Gibson	57449417	Unknown	Pacifica	Pacifica	2001	292	553	108
Lutto	49067631	Unknown	Pacifica	Pacifica	2001	317	534	198
Walkowski	96195102	Unknown	Pacifica	Pacifica	2001	299	372	71
Jagers	96158219	Unknown	Pacifica	Pacifica	2001	285	488	68
Mooney	77747725	American Ind	Pacifica	Pacifica	2000	278	407	146

Ginter	82439648	American Indian	Pacifica	Pacifica	2000	239	539	170
Bonaguide	76591273	American Indian	Pacifica	Pacifica	2000	261	515	58
Miller	51866318	American Indian	Pacifica	Pacifica	2000	368	441	157
Lee	45335000	Asian	Pacifica	Pacifica	2000	296	576	174
Lung	17204988	Asian	Pacifica	Pacifica	2000	383	509	103
Mallik	10633601	Asian	Pacifica	Pacifica	2000	335	539	108
Nguyen	97574228	Asian	Pacifica	Pacifica	2000	338	420	162
Noh	80902478	Asian	Pacifica	Pacifica	2000	226	372	176
Patil	9206158	Asian	Pacifica	Pacifica	2000	283	360	149
Santilukka	16689333	Asian	Pacifica	Pacifica	2000	351	505	78
Seng	30408377	Asian	Pacifica	Pacifica	2000	341	432	144
Strong	90046026	Asian	Pacifica	Pacifica	2000	230	535	168
Young	27493874	Asian	Pacifica	Pacifica	2000	301	544	161
Das	55884135	Asian	Pacifica	Pacifica	2000	374	538	60
Ahn	40757767	Asian	Pacifica	Pacifica	2000	382	541	197
Akiyama	58736044	Asian	Pacifica	Pacifica	2000	244	543	150
Anzai	86042841	Asian	Pacifica	Pacifica	2000	285	502	101
Cho	21930853	Asian	Pacifica	Pacifica	2000	249	580	126
Jain	25935091	Asian	Pacifica	Pacifica	2000	395	577	154
Kim	33113143	Asian	Pacifica	Sierra	2000	264	562	62
Kiim	93840293	Asian	Pacifica	Pacifica	2000	303	348	147
McCoy	17882859	Black	Pacifica	Pacifica	2000	225	479	103
McLeod	27568314	Black	Pacifica	Pacifica	2000	260	577	179
Munanka	84304820	Black	Pacifica	Pacifica	2000	382	473	105
Nunn	23696808	Black	Pacifica	Pacifica	2000	272	547	120
Osayimwese	36998573	Black	Pacifica	Pacifica	2000	285	394	183
Osborne	76196076	Black	Pacifica	Pacifica	2000	346	406	87
Satz	38653154	Black	Pacifica	Pacifica	2000	252	410	177
Talbot	25402328	Black	Pacifica	Pacifica	2000	334	576	134
Thompson	88986866	Black	Pacifica	Pacifica	2000	342	463	180
Watts	96756852	Black	Pacifica	Pacifica	2000	342	440	160
Yankah	40300927	Black	Pacifica	Pacifica	2000	382	486	86
Cooper	42638539	Black	Pacifica	Pacifica	2000	244	577	122
Ellis	64578231	Black	Pacifica	Pacifica	2000	346	528	85
Avila	32197599	Black	Pacifica	Pacifica	2000	249	392	114
Beaumont	54434339	Black	Pacifica	Pacifica	2000	236	544	130
Beverly	96120970	Black	Pacifica	Pacifica	2000	389	503	95
Biancke	45690781	Black	Pacifica	Pacifica	2000	302	354	190
Bridges	42544236	Black	Pacifica	Pacifica	2000	346	482	178
Dundas	96693982	Hispanic	Pacifica	Pacifica	2000	239	423	82
Gonzalez	15437434	Hispanic	Pacifica	Pacifica	2000	385	431	135
Gurrola	22120266	Hispanic	Pacifica	Pacifica	2000	268	416	136
Gutierrez	33568320	Hispanic	Pacifica	Pacifica	2000	291	410	160
Isidore	75181668	Hispanic	Pacifica	Pacifica	2000	234	461	171
Jara	98546635	Hispanic	Pacifica	Pacifica	2000	227	487	131
Louongo	96667708	Hispanic	Pacifica	Pacifica	2000	322	584	165
Merla	37027046	Hispanic	Pacifica	Pacifica	2000	296	485	150
Ramirez	15819497	Hispanic	Pacifica	Pacifica	2000	329	541	117
Socol	22582695	Hispanic	Pacifica	Pacifica	2000	269	358	139
Thomas	37715352	Hispanic	Pacifica	Pacifica	2000	238	578	192
Villasenor	32687072	Hispanic	Pacifica	Pacifica	2000	351	524	90
Rivera	40011656	Hispanic	Pacifica	Pacifica	2000	321	457	66

Saladi	51105485	Hispanic	Pacifica	Pacifica	2000	240	372	171
Speranza	37345084	Hispanic	Pacifica	Bayview	2000	351	528	96
Bartolomei	61372720	Hispanic	Pacifica	Pacifica	2000	294	520	118
Mendoza	82681234	Hispanic	Pacifica	Pacifica	2000	380	417	189
Mitchell	85895718	Hispanic	Pacifica	Pacifica	2000	335	493	55
Rodriguez	18552386	Hispanic	Pacifica	Pacifica	2000	352	579	108
Rosario	81390419	Hispanic	Pacifica	Pacifica	2000	394	358	155
Salinas	48053925	Hispanic	Pacifica	Pacifica	2000	259	390	90
Costantino	87198826	Hispanic	Pacifica	Pacifica	2000	253	488	88
Herrera	54861164	Hispanic	Pacifica	Pacifica	2000	227	369	185
Jones	72745903	White	Pacifica	Pacifica	2000	292	549	179
Brown	69759075	White	Pacifica	Pacifica	2000	312	362	107
Grand	69424696	White	Pacifica	Pacifica	2000	360	440	109
Karasik	91480688	White	Pacifica	Pacifica	2000	355	502	141
Jasmer	83066927	White	Pacifica	CityPark	2000	371	361	82
Mendel	15923396	White	Pacifica	Pacifica	2000	398	486	64
Payne	58441537	White	Pacifica	Pacifica	2000	231	439	194
Reisner	84141741	White	Pacifica	Pacifica	2000	353	481	162
Freye	33853272	White	Pacifica	Pacifica	2000	242	541	124
Herich	73771444	White	Pacifica	Pacifica	2000	261	385	62
Hamilton	61810195	White	Pacifica	Pacifica	2000	389	381	74
Benedict	65153016	White	Pacifica	Pacifica	2000	354	521	126
Golden	99095448	White	Pacifica	Pacifica	2000	343	521	187
Renigar	71374602	White	Pacifica	Pacifica	2000	252	492	132
Gensch	99467029	White	Pacifica	Pacifica	2000	366	569	177
Alexander	36897449	White	Pacifica	Pacifica	2000	360	541	67
Kraft	88874643	White	Pacifica	Pacifica	2000	400	534	149
Brown	97233301	White	Pacifica	Pacifica	2000	366	579	177
Barinstein	78783142	White	Pacifica	Pacifica	2000	341	565	81
Chaled	77826297	White	Pacifica	Pacifica	2000	230	528	79
Rolfe	15149993	White	Pacifica	Hillside	2000	231	535	62
McKenna	93563725	White	Pacifica	Pacifica	2000	286	548	178
Miest	64053357	White	Pacifica	Pacifica	2000	364	575	59
Clarke	59050363	White	Pacifica	Pacifica	2000	358	519	139
Nathen	78268503	White	Pacifica	Pacifica	2000	300	551	107
Grabel	10637694	White	Pacifica	Pacifica	2000	283	435	182
Iones	17227159	White	Pacifica	Pacifica	2000	267	521	81
Blankenship	86733017	White	Pacifica	Pacifica	2000	362	452	75
Rossmann	32395558	White	Pacifica	Pacifica	2000	242	534	148
Busky	29284461	White	Pacifica	Oceanview	2000	285	468	65
Barrett	82294311	White	Pacifica	Pacifica	2000	374	371	82
Mayer	52706234	White	Pacifica	Pacifica	2000	221	394	101
O'Brien	48739175	White	Pacifica	Pacifica	2000	228	397	157
Peterson	12967900	White	Pacifica	Pacifica	2000	228	516	197
Burke	35792102	White	Pacifica	Pacifica	2000	273	451	108
Graham	84876222	White	Pacifica	Pacifica	2000	244	441	152
Valts	70349872	White	Pacifica	Pacifica	2000	324	558	167
Vinter	83790921	White	Pacifica	Pacifica	2000	250	355	124
Vendt	73334647	White	Pacifica	Pacifica	2000	387	520	70
Taylor	65842996	White	Pacifica	Pacifica	2000	269	454	192
Brunewald	22600102	White	Pacifica	Pacifica	2000	249	547	132
Hinsley	63955341	White	Pacifica	Pacifica	2000	256	434	113

Durr	32965951	White	Pacifica	Pacifica	2000	275	588	97
Koweth	45307927	White	Pacifica	Pacifica	2000	345	576	142
Campell	84674776	White	Pacifica	Pacifica	2000	334	407	176
Gussis	28868315	White	Pacifica	Pacifica	2000	277	437	170
Comerford	15158121	White	Pacifica	Pacifica	2000	322	419	71
Pouget	56676251	White	Pacifica	Pacifica	2000	318	350	130
Marsh	21957526	White	Pacifica	Calnorth	2000	256	478	193
Carolan	90849797	White	Pacifica	Pacifica	2000	314	472	155
Lepage	45271221	White	Pacifica	Pacifica	2000	260	539	158
Vorenkamp	19268896	White	Pacifica	Pacifica	2000	273	348	140
Tenbrink	21843698	White	Pacifica	Pacifica	2000	224	569	105
Pinedo	12558357	White	Pacifica	Pacifica	2000	230	503	169
Weidler	54972580	White	Pacifica	Pacifica	2000	225	541	109
Ruzic	87935248	White	Pacifica	Pacifica	2000	240	542	76
Della Torre	42255000	White	Pacifica	Pacifica	2000	325	545	117
Moonay	22200367	White	Pacifica	Oceanview	2000	398	456	116
Dutton	47312477	White	Pacifica	Pacifica	2000	384	585	82
Hunter	45646418	White	Pacifica	Pacifica	2000	395	553	190
Serlin	54453656	White	Pacifica	Pacifica	2000	360	407	74
Kheel	73612691	White	Pacifica	Pacifica	2000	232	404	56
Brown	49247408	White	Pacifica	Pacifica	2000	283	527	112
Stanley	45115213	White	Pacifica	Pacifica	2000	267	467	74
Dain	62271803	White	Pacifica	Pacifica	2000	357	502	153
Ginsberg	83432458	White	Pacifica	Pacifica	2000	261	463	140
Cooper	59883726	White	Pacifica	Pacifica	2000	369	398	183
Stutz	65842492	White	Pacifica	Pacifica	2000	263	473	99
Peace	81717249	White	Pacifica	Pacifica	2000	226	408	75
Lemack	79100306	White	Pacifica	Pacifica	2000	264	372	74
Barron	62205387	White	Pacifica	Pacifica	2000	368	343	64
Hickey	61659451	White	Pacifica	Calnorth	2000	346	448	120
Flynn	65382752	White	Pacifica	Pacifica	2000	339	545	139
Lubetzky	19762773	White	Pacifica	Pacifica	2000	368	372	137
Dobbins	92509811	White	Pacifica	Pacifica	2000	314	583	174
Agay	60338435	White	Pacifica	Pacifica	2000	262	346	142
Hobbie	61752519	White	Pacifica	Pacifica	2000	225	360	107
Davis	62696396	White	Pacifica	Pacifica	2000	307	543	107
Charnin	42280211	White	Pacifica	Pacifica	2000	260	580	154
Guenther	37979713	White	Pacifica	Pacifica	2000	382	576	172
Grigsby	18549991	White	Pacifica	Pacifica	2000	285	560	164
Newland	84745216	White	Pacifica	Pacifica	2000	335	430	69
Reese	37437184	White	Pacifica	Pacifica	2000	380	347	131
Kocab	96838667	White	Pacifica	Pacifica	2000	229	371	67
Parry	67309428	White	Pacifica	Pacifica	2000	304	503	154
Lowenschuss	44002530	White	Pacifica	Pacifica	2000	298	420	55
Frazee	19686412	White	Pacifica	Pacifica	2000	302	562	137
Paulson	75793613	White	Pacifica	Pacifica	2000	268	508	169
Zack	27526000	White	Pacifica	Pacifica	2000	392	549	149
Camp	35624651	White	Pacifica	Pacifica	2000	313	535	64
Lansky	14218712	White	Pacifica	Pacifica	2000	303	366	90
Trygstad	70325550	White	Pacifica	Pacifica	2000	301	515	188
Jones	89716640	White	Pacifica	Oceanview	2000	377	569	189
Skidmore	72108079	White	Pacifica	Pacifica	2000	276	558	94

Lange	60991354	White	Pacifica	Pacifica	2000	299	454	74
Brumbaugh	47901439	White	Pacifica	Pacifica	2000	341	514	145
Jlrich	71556869	White	Pacifica	Pacifica	2000	307	485	84
Payne	43268263	White	Pacifica	Pacifica	2000	375	477	166
Sherman	71237296	White	Pacifica	Pacifica	2000	286	507	166
Jewell	28871265	White	Pacifica	Pacifica	2000	397	477	60
Mitzelfeld	17405687	White	Pacifica	Sierra	2000	336	585	119
Chapman	64353286	White	Pacifica	Pacifica	2000	263	578	103
Sloan	44347773	White	Pacifica	Pacifica	2000	290	480	80
Jegema	27040118	White	Pacifica	Pacifica	2000	372	565	193
Southworth	96230565	White	Pacifica	Pacifica	2000	258	570	82
Feeney	81494504	White	Pacifica	Pacifica	2000	396	547	89
Kamp	11182443	White	Pacifica	Pacifica	2000	391	564	186
Caserio	65835779	White	Pacifica	Pacifica	2000	311	363	80
Rosenthal	73794893	White	Pacifica	Pacifica	2000	333	510	74
Stephens	21782989	White	Pacifica	Pacifica	2000	324	565	93
Birkelund	29781701	White	Pacifica	Pacifica	2000	231	369	104
Carlson	83809311	White	Pacifica	Hillside	2000	268	548	62
Betley	49038923	White	Pacifica	Pacifica	2000	297	515	133
Berometta	56405553	White	Pacifica	Pacifica	2000	229	554	102
Bailey	70786793	White	Pacifica	Pacifica	2000	317	547	91
Tesler	17349226	White	Pacifica	CityPark	2000	356	468	97
Haberichter	62849368	White	Pacifica	Pacifica	2000	297	549	138
Eckels	38244371	White	Pacifica	Pacifica	2000	245	529	186
Messmer	86832550	White	Pacifica	Pacifica	2000	276	522	94
Smith	46979087	White	Pacifica	Pacifica	2000	242	506	188
Wolff	29243580	White	Pacifica	Pacifica	2000	360	513	188
De Bretteville	65263155	White	Pacifica	Pacifica	2000	308	505	141
Etubanez	69002532	White	Pacifica	Pacifica	2000	272	529	192
Filippi	23429412	White	Pacifica	Pacifica	2000	266	432	125
Hanna	40287479	Unknown	Pacifica	Pacifica	2000	362	424	114
Hanna	23322346	Unknown	Pacifica	Pacifica	2000	249	567	76
Gerouac	18892286	Unknown	Pacifica	Pacifica	2000	287	341	134
Lamel	80117868	Unknown	Pacifica	Pacifica	2000	338	580	132
Leesem	63207235	Unknown	Pacifica	Pacifica	2000	221	378	70
Lessem	31655783	Unknown	Pacifica	Pacifica	2000	270	515	126
Manning	64071522	Unknown	Pacifica	Pacifica	2000	335	470	192
McEvoy	59696146	Unknown	Pacifica	Pacifica	2000	298	574	107
Mosby	61021817	Unknown	Pacifica	Pacifica	2000	330	494	181
Pakkala	71336094	Unknown	Pacifica	Pacifica	2000	355	399	144
Romero II	18916814	Unknown	Pacifica	Pacifica	2000	331	352	109
Sebastian	34609987	Unknown	Pacifica	Pacifica	2000	266	448	98
Soares	23860349	Unknown	Pacifica	Pacifica	2000	333	363	68
Hampton	73186866	American Indi	Pacifica	Pacifica	2002	382	387	94
Woods	99094383	American Indi	Pacifica	Pacifica	2002	285	575	129
Longstone	18228269	American Indi	Pacifica	Pacifica	2002	244	425	94
Birch	40205566	American Indi	Pacifica	Pacifica	2002	368	345	163
Lam	51285416	Asian	Pacifica	Pacifica	2002	286	504	126
Chang	75311575	Asian	Pacifica	Pacifica	2002	275	380	108
Lee	51793680	Asian	Pacifica	Westward	2002	354	403	110
Lin	82119078	Asian	Pacifica	Pacifica	2002	258	555	164
Ohm	22790317	Asian	Pacifica	Pacifica	2002	285	579	192

Ohn	70436283	Asian	Pacifica	Pacifica	2002	329	572	139
Pan	14909757	Asian	Pacifica	Pacifica	2002	311	538	62
Park	44436908	Asian	Pacifica	Pacifica	2002	224	475	103
Schram	76053947	Asian	Pacifica	Pacifica	2002	266	497	105
Song	67412983	Asian	Pacifica	Pacifica	2002	326	513	183
Trieu	26139274	Asian	Pacifica	Pacifica	2002	275	479	108
Nu	29738615	Asian	Pacifica	Pacifica	2002	363	406	192
Chin	66929085	Asian	Pacifica	Pacifica	2002	370	484	152
Lee	81921197	Asian	Pacifica	Pacifica	2002	343	535	141
Minihane	21034793	Asian	Pacifica	Pacifica	2002	252	586	103
Quintos	51894979	Asian	Pacifica	Pacifica	2002	264	430	120
Nie	99862452	Asian	Pacifica	Pacifica	2002	295	394	80
Hu	61145654	Asian	Pacifica	Pacifica	2002	339	549	161
Payne	21997438	Black	Pacifica	Pacifica	2002	243	460	75
Poku-Kankar	63483396	Black	Pacifica	Pacifica	2002	266	458	143
Roach	95797363	Black	Pacifica	Pacifica	2002	258	360	196
Roundtree	17651153	Black	Pacifica	Pacifica	2002	395	534	151
Thomas	48128004	Black	Pacifica	Pacifica	2002	381	577	136
Wheeler	59888180	Black	Pacifica	Pacifica	2002	244	382	192
Carey	98759167	Black	Pacifica	Pacifica	2002	390	509	70
Daugherty	84530663	Black	Pacifica	Pacifica	2002	240	458	101
Teague	73445885	Black	Pacifica	Pacifica	2002	364	418	90
Abdulaleem	76622885	Black	Pacifica	Pacifica	2002	252	342	62
Allen	49844174	Black	Pacifica	Pacifica	2002	382	576	167
Bickerdt	57862046	Black	Pacifica	Pacifica	2002	324	582	192
Brown	84346966	Black	Pacifica	Pacifica	2002	338	509	132
Dearing	54968733	Black	Pacifica	Pacifica	2002	329	379	85
Garrett	79884405	Black	Pacifica	Sierra	2002	361	470	126
Heard	94885508	Black	Pacifica	Pacifica	2002	383	550	81
Hinds	21416977	Black	Pacifica	Pacifica	2002	329	441	197
Hinniss	67726589	Black	Pacifica	Pacifica	2002	256	430	129
Higuera	53488677	Hispanic	Pacifica	Pacifica	2002	247	441	149
Lopez	72416531	Hispanic	Pacifica	Pacifica	2002	326	420	109
Rodriguez	83563025	Hispanic	Pacifica	Pacifica	2002	285	537	75
Rosario	30079414	Hispanic	Pacifica	Pacifica	2002	247	411	170
Salinas	40378166	Hispanic	Pacifica	Pacifica	2002	361	421	75
Costantino	47654423	Hispanic	Pacifica	Pacifica	2002	286	539	90
Herrera	69521711	Hispanic	Pacifica	Westward	2002	252	470	122
Higuera	68236790	Hispanic	Pacifica	Pacifica	2002	278	578	120
Lopez	97655170	Hispanic	Pacifica	Pacifica	2002	387	341	137
Moreno	51704335	Hispanic	Pacifica	Pacifica	2002	372	521	94
Morrill	95614150	Hispanic	Pacifica	Pacifica	2002	318	505	90
Ochoa	16054941	Hispanic	Pacifica	Pacifica	2002	383	476	192
Rocha	47314284	Hispanic	Pacifica	Pacifica	2002	291	488	177
Sanchez	71561316	Hispanic	Pacifica	Pacifica	2002	278	436	139
Gittle	80965132	Hispanic	Pacifica	Pacifica	2002	298	550	126
Torrijos	58591799	Hispanic	Pacifica	Pacifica	2002	364	493	188
Ventrelle	30094225	Hispanic	Pacifica	Pacifica	2002	345	365	103
Osorio	85598552	Hispanic	Pacifica	Bayview	2002	354	453	141
Arroyo	62489135	Hispanic	Pacifica	Pacifica	2002	283	424	192
Lumberto	89916801	Hispanic	Pacifica	Pacifica	2002	240	516	80
Reynoso	60642263	Hispanic	Pacifica	Pacifica	2002	364	434	94

Diegua	49052342	Hispanic	Pacifica	Pacifica	2002	361	527	62
Gonzales	73203905	Hispanic	Pacifica	Pacifica	2002	286	579	74
Smith	94717703	White	Pacifica	Pacifica	2002	302	441	188
Kilborn	19871081	White	Pacifica	Pacifica	2002	382	347	64
Bowler	56266182	White	Pacifica	Pacifica	2002	366	539	152
Gray	34225415	White	Pacifica	Pacifica	2002	362	549	124
Frank	77663678	White	Pacifica	Pacifica	2002	244	456	189
Levien	28474929	White	Pacifica	Pacifica	2002	358	567	98
Venner	93765861	White	Pacifica	Pacifica	2002	231	549	104
Gull	16390910	White	Pacifica	Pacifica	2002	303	506	118
Coyle	20826856	White	Pacifica	CityPark	2002	351	358	82
Factor	67072823	White	Pacifica	Pacifica	2002	343	551	79
Hirsch	73024334	White	Pacifica	Pacifica	2002	252	515	71
Kreindler	17694976	White	Pacifica	Pacifica	2002	227	345	88
Blake	99490153	White	Pacifica	Pacifica	2002	261	521	62
Owen	71330689	White	Pacifica	Pacifica	2002	285	576	164
Macy	81147969	White	Pacifica	Pacifica	2002	285	569	108
Butler	61660513	White	Pacifica	Pacifica	2002	238	486	76
Spalding	51828810	White	Pacifica	Pacifica	2002	267	584	82
Kahn	52788016	White	Pacifica	Pacifica	2002	252	417	186
Gitchel	78545286	White	Pacifica	Pacifica	2002	363	420	169
Rossmann	97145207	White	Pacifica	Pacifica	2002	387	458	190
Nelson	45314225	White	Pacifica	Hillside	2002	382	361	138
Jones	71707049	White	Pacifica	Pacifica	2002	380	534	70
Gifford	48458649	White	Pacifica	Pacifica	2002	242	560	166
Shuren	25603613	White	Pacifica	Pacifica	2002	297	509	99
Lawlis	63863648	White	Pacifica	Pacifica	2002	270	574	120
Claburn	52840275	White	Pacifica	Pacifica	2002	331	513	176
King	90613131	White	Pacifica	Pacifica	2002	383	420	97
Koreblatt	90022823	White	Pacifica	Pacifica	2002	277	421	196
Hamilton	36652972	White	Pacifica	Pacifica	2002	298	577	105
Lanoff	43904084	White	Pacifica	Pacifica	2002	330	343	169
Chaloemtiara	38676629	White	Pacifica	Pacifica	2002	368	407	161
Gallagher	81897034	White	Pacifica	Pacifica	2002	370	425	67
Block	38570494	White	Pacifica	Pacifica	2002	335	457	194
Newton	42088833	White	Pacifica	Pacifica	2002	273	578	75
Mezey	30704080	White	Pacifica	Pacifica	2002	384	354	185
Anderson	80748673	White	Pacifica	Pacifica	2002	351	558	108
Entine	60529000	White	Pacifica	Pacifica	2002	240	502	107
Geier	88482259	White	Pacifica	Pacifica	2002	346	482	113
White	79274462	White	Pacifica	Pacifica	2002	232	570	89
Penoyer	65377911	White	Pacifica	Oceanview	2002	307	477	193
Beyersdorf	42404651	White	Pacifica	Pacifica	2002	286	453	105
Buege	80942036	White	Pacifica	Pacifica	2002	236	431	139
Browning-Pe	93332427	White	Pacifica	Pacifica	2002	312	534	134
Jordan	74034514	White	Pacifica	Pacifica	2002	357	503	153
Zbytowski	70022862	White	Pacifica	Pacifica	2002	368	394	145
Sternberg	54858129	White	Pacifica	Pacifica	2002	275	493	144
Grain	11854877	White	Pacifica	Pacifica	2002	369	458	62
Narren	23362401	White	Pacifica	Pacifica	2002	375	528	91
Stokley	66396318	White	Pacifica	Pacifica	2002	382	579	186
Floyd	23984407	White	Pacifica	Pacifica	2002	224	542	139

Hayden	34040838	White	Pacifica	Pacifica	2002	231	366	155
Silverman	32350420	White	Pacifica	Pacifica	2002	321	430	74
Feinstein	39487327	White	Pacifica	Pacifica	2002	227	544	59
Newman	86363749	White	Pacifica	Pacifica	2002	252	371	117
Spector	57076945	White	Pacifica	Pacifica	2002	234	541	117
Bisdorf	80533129	White	Pacifica	Calnorth	2002	314	534	154
Singer	67941027	White	Pacifica	Pacifica	2002	301	582	137
Shere	33961665	White	Pacifica	Pacifica	2002	260	437	94
Boby	63183162	White	Pacifica	Pacifica	2002	356	485	65
Roche	74509050	White	Pacifica	Pacifica	2002	245	346	132
Goldstein	79450478	White	Pacifica	Pacifica	2002	338	585	152
Toll	23768767	White	Pacifica	Pacifica	2002	258	505	172
Lind	48948229	White	Pacifica	Pacifica	2002	304	577	131
Phillips	47194443	White	Pacifica	Pacifica	2002	336	440	160
Davis	75150512	White	Pacifica	Pacifica	2002	354	503	130
Bowman	38998948	White	Pacifica	Calnorth	2002	334	372	165
Mainster	13173379	White	Pacifica	Pacifica	2002	341	448	187
rvin	32555010	White	Pacifica	Pacifica	2002	395	378	178
Abrams	41366496	White	Pacifica	Pacifica	2002	224	363	95
Birge	73508843	White	Pacifica	Pacifica	2002	398	467	135
Myers	96319889	White	Pacifica	Pacifica	2002	229	387	150
Weakland	51162060	White	Pacifica	Pacifica	2002	341	484	112
Normand	55104671	White	Pacifica	Pacifica	2002	313	473	183
Beer	99809208	White	Pacifica	Pacifica	2002	377	580	80
Narburton	80886292	White	Pacifica	Pacifica	2002	229	494	56
Kalodner	47057730	White	Pacifica	Pacifica	2002	394	580	166
Ddish	57465741	White	Pacifica	Pacifica	2002	256	342	155
Schoenmeyer	52643206	White	Pacifica	Pacifica	2002	391	488	103
Schwab	11204876	White	Pacifica	Pacifica	2002	269	403	74
Smith	28284498	White	Pacifica	Oceanview	2002	334	406	149
Luedtke	91766736	White	Pacifica	Pacifica	2002	389	452	64
Fatchisin	72480808	White	Pacifica	Pacifica	2002	250	549	82
Drennan	45070713	White	Pacifica	Pacifica	2002	230	362	67
Felitti	32072297	White	Pacifica	Pacifica	2002	372	550	60
Millspaugh	83403122	White	Pacifica	Pacifica	2002	275	479	119
Hutt	55819749	White	Pacifica	Pacifica	2002	261	524	109
Ford	69666093	White	Pacifica	Westward	2002	392	569	82
King	18121157	White	Pacifica	Pacifica	2002	374	463	107
Mise	13481108	White	Pacifica	Pacifica	2002	273	423	76
Dramer	88103002	White	Pacifica	Pacifica	2002	249	528	192
Ruckdaschel	71678208	White	Pacifica	Pacifica	2002	346	521	124
Lumphrey	73321036	White	Pacifica	Pacifica	2002	221	398	108
Griggs	48825705	White	Pacifica	Pacifica	2002	242	539	80
Molenda	38327516	White	Pacifica	Pacifica	2002	395	372	143
Babala	25104657	White	Pacifica	Pacifica	2002	291	432	82
Jusza	72270967	White	Pacifica	Hillside	2002	263	538	114
Stanley	82200618	White	Pacifica	Pacifica	2002	339	565	142
Paraschos	57347203	White	Pacifica	Pacifica	2002	226	468	107
Titko	84091545	White	Pacifica	Pacifica	2002	329	535	64
Nickel	52784288	White	Pacifica	Pacifica	2002	324	521	179
Powers	52274550	White	Pacifica	Hillside	2002	382	435	182
Letterolf	96995457	White	Pacifica	Pacifica	2002	253	430	55

Levy	80469987	White	Pacifica	Pacifica	2002	318	360	84
Furr	85229913	White	Pacifica	Pacifica	2002	244	478	109
Brennan	61180317	White	Pacifica	Pacifica	2002	239	472	141
Polish	98672123	White	Pacifica	Pacifica	2002	371	572	193
Hansell	78313239	White	Pacifica	Pacifica	2002	324	513	114
Klein	18197181	White	Pacifica	Pacifica	2002	258	541	96
Hetz	80870137	White	Pacifica	City Park	2002	258	547	183
Boyle	11066045	White	Pacifica	Pacifica	2002	269	528	157
Wallace	10487464	White	Pacifica	Pacifica	2002	240	477	171
Topolski	90579164	White	Pacifica	Pacifica	2002	286	430	148
Lieber	43143706	White	Pacifica	Pacifica	2002	372	503	151
Leichter	30790055	White	Pacifica	Pacifica	2002	329	583	140
Lipton	24065125	White	Pacifica	Pacifica	2002	268	418	74
Silverman	92328385	White	Pacifica	Pacifica	2002	278	448	97
Steckling	93169895	White	Pacifica	Pacifica	2002	355	521	171
Brown	82350968	White	Pacifica	Pacifica	2002	247	416	134
Johnson	81129056	White	Pacifica	Pacifica	2002	397	451	81
Philips	47414538	White	Pacifica	Pacifica	2002	276	586	107
Elsberry	49323377	White	Pacifica	Pacifica	2002	295	520	188
Richardson	71511540	White	Pacifica	Pacifica	2002	326	460	126
Flynn	65523863	White	Pacifica	Pacifica	2002	225	565	139
Tsangaris	60000566	White	Pacifica	Pacifica	2002	285	341	130
Schutjer	86507610	Unknown	Pacifica	Pacifica	2002	381	543	141
Szpunar	23276291	Unknown	Pacifica	Pacifica	2002	307	470	74
Olbertson	73948358	Unknown	Pacifica	Pacifica	2002	244	578	66
Button	45038910	Unknown	Pacifica	Pacifica	2002	333	394	162
Kimmel	93081008	Unknown	Pacifica	Pacifica	2002	221	487	69
Camron	58857856	Unknown	Pacifica	Pacifica	2002	360	371	192
Allen	87304969	Unknown	Pacifica	Pacifica	2002	342	548	94
Deyoung	21156313	Unknown	Pacifica	Bayview	2002	335	555	180
Calhoun	77953504	Unknown	Pacifica	Pacifica	2002	249	576	107
Brown-Barret	24826601	Unknown	Pacifica	Pacifica	2002	317	508	164
Gremel	61004405	Unknown	Pacifica	Pacifica	2002	275	497	132
Cerasoli	93268025	Unknown	Pacifica	Pacifica	2002	318	505	93
Gramling	77726370	Unknown	Pacifica	Pacifica	2002	283	537	177

exam performance-----			Bar	Law	LSAT	UGPA
Written	MBE	Total	Passage	School	score	
Scaled	Scaled	Scaled	Outcome	GPA		
1550	1380	1491	1	3.77	170	3.42
1533	1335	1464	1	2.99	124	2.78
1462	1485	1470	1	3.60	141	3.99
1372	1572	1442	1	3.41	176	3.07
1545	1659	1585	1	3.28	180	3.59
1297	1674	1429	2	3.53	161	3.96
1482	1680	1551	1	3.74	153	4.00
1531	1434	1497	1	3.31	161	2.98
1408	1506	1442	1	3.20	125	3.94
1503	1335	1444	1	3.43	175	3.83
1449	1521	1474	1	3.38	125	2.96
1465	1560	1498	1	3.27	121	3.07
1397	1434	1410	0	3.88	164	3.95
1455	1431	1447	1	3.79	163	3.34
1497	1302	1429	2	2.57	160	3.47
1388	1404	1394	0	3.78	127	2.59
1554	1566	1558	1	3.79	178	2.53
1522	1539	1528	1	3.38	170	3.28
1368	1356	1364	0	3.68	130	3.18
1555	1542	1550	1	2.90	130	2.99
1439	1332	1401	2	2.58	133	3.68
1406	1332	1380	0	3.51	139	3.35
1442	1527	1472	1	2.95	150	2.53
1451	1317	1404	2	2.79	169	3.30
1465	1689	1543	1	3.48	153	3.75
1454	1677	1532	1	3.61	179	2.60
1351	1356	1353	0	3.24	156	2.60
1342	1365	1350	0	3.48	168	2.76
1356	1437	1385	2	3.02	132	2.66
1354	1623	1448	1	3.43	166	3.63
1451	1518	1475	1	3.76	133	2.51
1326	1356	1337	0	3.24	132	3.37
1409	1686	1506	1	3.79	128	3.82
1466	1431	1454	1	2.72	144	3.70
1392	1596	1463	1	3.17	167	2.53
1316	1416	1351	2	3.19	130	2.66
1471	1407	1449	1	3.95	168	3.13
1519	1476	1504	1	2.72	175	3.95
1534	1452	1505	1	3.40	179	3.39
1380	1521	1429	2	2.77	147	2.80
1441	1338	1405	2	3.57	138	3.03
1455	1500	1471	1	3.32	153	2.92
1401	1437	1413	0	3.43	138	3.59
1531	1377	1477	1	3.28	180	2.99
1503	1296	1430	2	2.96	121	3.50

1522	1689	1581	1	3.28	160	3.94
1518	1488	1507	1	2.87	142	2.70
1481	1686	1553	1	3.16	134	3.45
1496	1275	1418	2	3.49	173	2.56
1534	1641	1572	1	3.55	132	2.97
1443	1401	1428	0	3.82	173	3.51
1341	1431	1372	0	3.92	135	3.43
1472	1557	1502	1	3.27	175	2.77
1392	1395	1393	2	2.73	147	3.14
1497	1290	1425	2	3.29	144	3.65
1399	1647	1486	1	3.48	122	3.18
1516	1527	1520	1	3.80	150	3.97
1355	1332	1347	0	3.43	139	3.21
1400	1617	1476	1	2.64	123	3.12
1474	1302	1414	2	3.71	142	2.86
1330	1467	1378	0	3.00	167	2.81
1412	1332	1384	0	2.98	126	2.94
1426	1557	1472	1	3.29	142	2.86
1436	1422	1431	2	3.51	141	3.54
1344	1362	1350	0	2.83	129	3.63
1377	1320	1357	2	2.85	164	3.94
1474	1515	1488	1	3.62	174	3.29
1504	1608	1540	1	3.79	138	3.14
1468	1623	1522	1	2.64	164	3.74
1520	1425	1487	1	2.95	143	2.69
1539	1632	1572	1	2.91	134	3.18
1489	1434	1470	1	2.86	136	3.33
1438	1530	1470	1	3.36	156	3.92
1519	1686	1578	1	2.56	153	2.56
1473	1419	1454	1	3.59	176	3.26
1299	1680	1433	2	2.99	162	2.57
1369	1701	1485	1	3.80	125	2.63
1326	1296	1315	0	2.86	130	3.38
1444	1482	1457	1	3.34	134	3.41
1442	1533	1474	1	3.39	162	2.70
1496	1665	1555	1	3.61	164	3.59
1366	1602	1449	1	2.55	151	3.48
1456	1482	1465	1	3.27	150	3.03
1408	1278	1362	0	2.99	155	3.66
1488	1452	1475	1	3.95	159	2.68
1413	1374	1399	2	3.17	155	3.09
1471	1575	1507	1	3.28	120	3.12
1459	1392	1435	2	3.83	143	3.42
1465	1323	1415	2	3.31	142	3.74
1329	1533	1400	0	3.24	150	3.47
1512	1461	1494	1	3.30	155	2.77
1319	1314	1317	0	3.21	155	3.61
1456	1566	1495	1	3.80	167	3.79
1297	1584	1398	2	3.65	171	3.53
1386	1605	1462	1	3.55	130	3.06
1356	1668	1465	1	3.63	170	3.79
1402	1644	1487	1	3.74	125	3.36

1423	1503	1451	1	3.77	142	2.89
1299	1305	1301	0	3.00	141	3.29
1431	1392	1417	2	3.14	140	3.06
1532	1530	1531	2	3.60	171	2.66
1384	1536	1437	2	3.15	163	3.40
1416	1449	1427	0	2.79	169	2.80
1334	1674	1453	1	3.56	134	3.97
1481	1356	1438	2	3.70	126	3.23
1469	1431	1456	1	3.86	156	3.74
1419	1419	1419	2	3.85	154	3.86
1470	1338	1424	0	3.37	172	3.08
1461	1302	1406	0	2.83	149	3.37
1399	1413	1404	2	3.97	143	3.72
1464	1506	1478	1	3.02	168	2.91
1511	1419	1479	1	2.86	140	2.63
1412	1509	1446	1	3.37	176	3.46
1334	1470	1381	0	3.72	175	2.82
1396	1350	1380	2	3.83	126	3.74
1280	1440	1336	0	2.54	164	3.33
1506	1674	1565	1	3.80	165	2.53
1301	1671	1430	2	3.55	128	3.81
1519	1311	1446	1	3.47	165	3.59
1491	1572	1519	1	2.85	176	2.96
1433	1644	1507	1	2.87	122	3.36
1379	1668	1480	1	2.54	145	3.10
1423	1398	1414	2	3.31	172	2.69
1424	1431	1427	0	2.83	169	2.90
1491	1653	1548	1	2.53	152	3.13
1375	1350	1366	0	2.58	180	2.51
1503	1590	1533	1	3.93	127	3.92
1352	1575	1430	2	3.16	163	3.21
1346	1563	1422	2	3.05	130	3.53
1427	1599	1487	1	2.99	161	3.76
1371	1311	1350	0	2.51	123	3.37
1514	1356	1458	1	2.91	164	2.68
1404	1506	1439	2	3.97	160	3.43
1356	1656	1461	1	3.92	178	3.69
1428	1488	1449	1	3.59	153	3.04
1444	1554	1482	1	3.93	130	3.22
1411	1383	1401	0	3.64	139	3.24
1510	1332	1448	1	3.25	174	3.09
1536	1461	1510	1	3.11	134	2.59
1485	1533	1502	1	2.93	172	3.71
1491	1692	1561	1	2.76	139	3.22
1396	1650	1485	1	3.19	179	3.59
1520	1446	1494	1	3.72	167	3.55
1343	1470	1387	0	2.92	151	3.20
1468	1389	1440	1	2.83	175	3.35
1420	1500	1448	1	3.23	160	2.99
1289	1296	1292	0	3.34	148	2.72
1456	1488	1467	1	3.98	158	2.89
1536	1332	1465	1	2.84	147	3.97

1435	1620	1500	1	3.85	150	3.70
1396	1464	1420	2	3.49	176	2.81
1432	1686	1521	1	3.07	124	3.54
1322	1320	1321	0	3.09	129	2.96
1336	1641	1443	1	3.90	170	2.67
1393	1353	1379	0	3.34	135	3.72
1516	1425	1484	1	3.81	131	2.79
1394	1581	1459	1	2.58	129	3.63
1411	1380	1400	2	2.51	167	3.34
1449	1608	1504	1	2.77	179	3.19
1416	1686	1511	1	3.84	129	3.10
1537	1512	1528	1	2.79	133	2.90
1330	1569	1414	0	3.40	129	3.17
1454	1350	1418	2	3.15	128	3.50
1499	1524	1508	1	3.76	179	2.83
1455	1392	1433	2	3.67	158	3.68
1527	1308	1450	1	3.52	165	3.64
1451	1437	1446	1	3.56	136	3.56
1411	1296	1371	0	2.99	141	3.89
1464	1275	1398	2	3.63	127	2.90
1447	1458	1451	1	3.12	164	3.75
1362	1503	1411	0	3.30	174	3.96
1416	1347	1392	0	2.83	143	3.31
1476	1593	1517	1	3.71	137	3.39
1374	1512	1422	0	3.66	145	3.19
1499	1401	1465	1	3.68	144	2.80
1476	1626	1529	1	3.61	143	3.56
1386	1527	1435	0	3.64	151	3.92
1431	1545	1471	1	3.98	153	3.60
1353	1497	1403	2	2.77	149	2.69
1506	1335	1446	1	3.80	170	3.15
1519	1353	1461	1	2.53	169	3.96
1300	1698	1439	2	3.63	174	3.93
1435	1380	1416	0	2.71	164	3.72
1374	1368	1372	0	3.92	169	2.55
1429	1287	1379	2	3.05	175	2.71
1389	1527	1437	2	3.74	138	2.87
1309	1677	1438	2	3.19	144	3.74
1399	1611	1473	1	2.56	165	3.94
1481	1617	1529	1	2.62	122	3.33
1475	1659	1539	1	3.37	141	3.99
1429	1602	1489	1	3.65	133	3.49
1332	1590	1422	2	2.76	152	3.66
1421	1392	1411	0	2.56	162	3.49
1396	1686	1497	1	3.52	172	3.35
1459	1536	1486	1	3.26	170	3.28
1360	1638	1457	1	2.50	130	2.53
1474	1434	1460	1	3.36	171	3.31
1478	1704	1557	1	3.24	146	3.61
1349	1323	1340	0	3.94	173	3.83
1422	1314	1384	0	3.94	177	3.53
1359	1548	1425	2	3.67	125	3.11

1426	1620	1494	1	3.74	132	3.76
1424	1284	1375	2	3.65	166	3.14
1448	1581	1494	1	3.28	129	2.82
1493	1632	1542	1	3.18	155	2.96
1507	1419	1476	1	2.76	152	2.66
1494	1434	1473	1	2.66	125	3.71
1411	1596	1476	1	3.96	129	3.05
1297	1638	1416	2	3.71	174	3.75
1329	1557	1409	0	2.64	134	2.63
1481	1344	1433	2	2.75	122	3.58
1422	1542	1464	1	2.96	170	3.39
1416	1614	1486	1	3.85	140	3.72
1474	1593	1515	1	2.58	158	2.85
1521	1290	1440	1	3.34	167	3.99
1529	1701	1589	1	3.11	130	3.01
1432	1560	1477	1	3.38	173	2.75
1432	1413	1425	0	3.79	133	3.98
1462	1488	1471	1	2.83	166	3.10
1564	1572	1567	1	2.89	172	3.99
1460	1296	1403	2	3.00	163	3.92
1335	1551	1411	0	2.63	179	2.70
1373	1419	1389	0	2.77	162	3.61
1468	1647	1531	1	2.91	147	2.62
1481	1425	1461	1	2.54	121	3.14
1455	1470	1460	1	2.86	145	3.85
1355	1659	1461	1	3.05	171	3.93
1407	1371	1394	2	3.64	176	2.50
1343	1641	1447	1	3.08	141	2.82
1520	1512	1517	1	3.79	163	3.98
1445	1650	1517	1	3.40	151	3.30
1429	1590	1485	1	3.95	164	2.52
1490	1368	1447	1	3.80	162	3.50
1456	1476	1463	1	3.17	133	3.31
1494	1365	1449	1	3.19	171	2.56
1328	1452	1371	0	3.38	142	3.32
1427	1500	1453	1	2.77	175	3.63
1507	1395	1468	1	2.56	130	2.73
1339	1680	1458	1	2.79	136	2.70
1461	1644	1525	1	3.36	141	2.77
1343	1356	1347	0	3.30	165	3.05
1453	1515	1475	1	2.58	141	3.13
1359	1518	1414	2	2.85	139	3.69
1371	1590	1447	1	3.20	175	3.87
1366	1623	1456	1	3.93	141	3.36
1380	1503	1423	2	2.98	150	2.69
1517	1605	1548	1	2.56	156	2.67
1428	1560	1474	1	3.61	128	3.41
1491	1461	1481	1	3.77	130	3.79
1318	1527	1391	2	2.58	167	2.70
1453	1686	1534	1	3.83	168	3.29
1495	1380	1455	1	2.86	162	2.66
1426	1308	1385	0	3.68	122	3.99

1307	1623	1418	2	3.86	135	3.58
1498	1398	1463	1	3.64	130	3.19
1451	1464	1456	1	2.83	165	3.54
1439	1677	1522	1	3.39	161	2.84
1461	1275	1396	2	3.61	140	3.45
1535	1434	1500	1	3.74	170	2.79
1407	1575	1466	1	2.53	132	3.16
1334	1380	1350	0	3.48	143	3.39
1399	1374	1390	0	3.24	144	3.62
1296	1665	1425	0	3.49	160	3.09
1471	1647	1532	1	3.43	154	2.83
1351	1431	1379	2	3.31	163	2.78
1441	1437	1440	1	2.71	153	2.91
1482	1533	1500	1	2.53	138	2.73
1393	1356	1380	0	3.31	147	2.91
1501	1302	1432	2	3.48	130	2.87
1349	1692	1469	1	2.57	167	2.68
1466	1596	1511	1	2.83	125	2.73
1429	1482	1448	1	3.15	156	3.32
1331	1296	1319	0	2.76	132	2.54
1420	1332	1389	2	3.55	139	3.56
1495	1488	1493	1	2.54	167	2.52
1487	1671	1551	1	3.16	151	3.99
1401	1506	1438	2	2.91	160	3.06
1538	1641	1574	1	3.77	122	2.76
1514	1311	1443	1	2.86	142	3.32
1537	1557	1544	1	3.68	174	2.65
1545	1641	1579	1	2.95	155	3.72
1517	1353	1460	1	2.72	135	3.07
1411	1347	1389	2	3.27	150	3.04
1417	1296	1375	0	3.63	143	3.52
1466	1644	1528	1	3.55	175	3.78
1541	1287	1452	1	3.02	143	3.79
1496	1527	1507	1	2.86	161	3.28
1478	1431	1461	1	2.83	176	3.77
1383	1656	1478	1	3.81	160	3.42
1433	1353	1405	2	3.47	131	2.67
1451	1335	1411	2	3.12	164	3.33
1424	1554	1470	1	2.64	170	2.75
1408	1305	1372	0	3.34	124	3.56
1402	1356	1386	2	3.21	141	3.37
1309	1413	1346	0	2.92	173	3.93
1316	1581	1409	2	3.66	121	2.82
1401	1701	1506	1	3.59	163	3.79
1387	1434	1404	0	3.80	121	3.83
1359	1566	1432	2	3.37	176	2.96
1500	1611	1539	1	3.74	138	3.69
1302	1482	1365	0	3.63	158	3.97
1518	1320	1449	1	3.43	164	3.89
1386	1686	1491	2	3.37	162	3.58
1439	1506	1462	1	3.19	179	2.59
1363	1449	1393	2	3.78	171	2.68

1486	1401	1457	1	3.32	127	3.58
1528	1536	1531	1	3.67	172	2.87
1399	1638	1483	1	2.73	180	3.03
1380	1620	1464	1	3.79	134	2.84
1399	1323	1373	0	3.55	170	3.27
1347	1500	1401	0	2.87	159	2.73
1394	1689	1497	1	3.34	160	3.37
1431	1575	1482	1	3.79	128	3.59
1441	1584	1491	1	3.09	176	3.67
1314	1530	1389	0	3.38	124	2.67
1436	1425	1432	2	2.83	180	3.21
1394	1617	1472	1	3.11	134	3.49
1417	1437	1424	2	3.49	133	3.08
1429	1338	1397	0	3.00	129	3.84
1491	1461	1481	1	3.76	147	2.75
1480	1458	1472	1	3.98	172	3.20
1562	1356	1490	1	3.24	145	3.25
1547	1680	1594	1	3.71	174	2.83
1418	1332	1388	2	2.55	179	2.54
1324	1278	1308	0	3.71	164	3.17
1449	1446	1448	1	2.83	156	2.66
1394	1332	1372	0	3.02	176	2.94
1484	1569	1513	1	3.52	134	3.22
1387	1530	1437	2	3.51	142	3.56
1418	1659	1502	1	3.98	136	3.77
1396	1407	1400	2	3.60	150	3.34
1323	1335	1327	0	3.56	149	2.86
1324	1332	1327	0	3.57	122	3.08
1378	1302	1351	0	3.82	143	3.17
1437	1470	1449	1	2.91	172	2.63
1501	1527	1510	1	3.93	158	4.00
1399	1521	1441	1	3.05	144	3.16
1511	1632	1553	1	3.56	166	3.29
1304	1536	1385	2	3.83	139	3.91
1288	1431	1338	0	3.19	169	2.83
1477	1431	1461	1	3.34	126	2.82
1470	1572	1506	1	3.80	178	2.60
1554	1626	1579	1	3.92	151	3.87
1474	1602	1519	1	2.95	152	2.76
1416	1317	1382	0	3.97	169	3.52
1389	1503	1429	2	3.80	170	3.08
1299	1311	1303	0	3.72	153	3.47
1446	1572	1490	1	2.77	140	4.00
1383	1275	1345	0	3.85	180	3.25
1487	1521	1499	1	2.51	164	3.72
1424	1617	1492	1	3.23	138	3.15
1542	1557	1547	1	3.37	148	2.89
1476	1302	1415	2	2.99	164	3.32
1348	1380	1359	2	3.97	133	2.75
1453	1674	1530	1	3.80	164	2.68
1546	1677	1592	1	3.43	129	3.55
1466	1392	1440	1	3.07	141	2.99

1408	1332	1381	0	3.16	129	2.83
1481	1545	1503	1	2.99	169	3.07
1436	1362	1410	0	3.24	130	3.67
1479	1608	1524	1	2.64	127	3.52
1436	1608	1496	1	3.90	153	2.64
1494	1290	1423	2	3.28	150	2.74
1528	1467	1507	1	2.99	167	3.13
1471	1419	1453	1	3.79	174	3.39
1420	1350	1396	2	2.62	168	3.36
1539	1689	1592	1	2.84	149	2.83
1461	1356	1425	2	2.76	130	3.49
1544	1377	1485	1	3.59	171	3.94
1552	1668	1593	1	3.92	169	3.19
1351	1350	1351	0	3.62	150	2.92
1472	1332	1423	0	3.88	170	2.53
1505	1389	1464	1	2.90	142	3.23
1299	1422	1342	0	2.96	134	2.83
1453	1296	1398	2	3.40	120	2.62
1450	1509	1471	1	2.72	129	3.60
1429	1416	1425	2	3.64	168	3.67
1487	1383	1451	1	3.28	123	2.92
1459	1401	1438	2	3.85	142	3.36
1474	1524	1492	1	2.56	175	3.43
1423	1668	1509	1	3.65	138	2.66
1440	1392	1423	0	3.60	128	3.30
1404	1674	1499	1	3.95	176	3.60
1494	1674	1557	1	2.79	130	3.18
1451	1533	1480	1	3.51	126	3.70
1442	1686	1527	1	3.27	179	3.76
1369	1485	1409	2	3.53	172	2.92
1431	1452	1439	2	2.85	174	2.53
1453	1338	1413	2	3.17	152	3.25
1319	1512	1386	0	3.84	145	2.65
1526	1506	1519	1	2.77	173	3.53
1298	1320	1306	0	2.51	139	2.55
1431	1488	1451	1	3.92	125	3.89
1445	1686	1529	1	3.05	167	3.90
1493	1431	1471	1	3.36	144	3.80
1459	1653	1527	1	3.28	179	2.76
1409	1542	1455	1	3.27	161	3.88
1358	1437	1386	2	3.28	153	3.98
1380	1404	1388	0	3.00	129	2.67
1367	1314	1349	2	3.41	127	2.76
1419	1392	1410	0	3.63	147	3.43
1484	1497	1489	1	2.87	175	3.13
1348	1392	1363	0	3.65	143	3.29
1379	1599	1456	1	2.58	144	2.93
1434	1488	1453	1	3.48	137	3.33
1338	1434	1372	0	3.29	153	3.35
1411	1440	1421	2	2.54	179	2.58
1451	1602	1504	1	3.52	164	3.80
1487	1686	1557	1	3.15	132	3.34

1514	1527	1518	1	2.99	165	2.83
1476	1296	1413	2	3.25	153	2.73
1369	1419	1387	0	3.29	126	2.91
1415	1425	1419	2	3.74	123	3.43
1469	1659	1536	1	3.70	155	3.81
1409	1434	1417	2	3.43	155	2.88
1419	1686	1513	1	3.31	169	2.77
1480	1566	1510	1	2.99	170	3.47
1497	1533	1510	1	2.93	125	3.20
1469	1419	1451	1	2.50	130	3.76
1366	1470	1402	2	3.72	134	3.46
1362	1350	1358	0	3.14	133	3.93
1504	1593	1535	1	2.79	178	3.46
1372	1335	1359	0	3.76	125	3.57
1387	1539	1440	1	3.26	155	2.75
1311	1698	1447	1	3.30	175	2.89
1534	1563	1544	1	3.61	165	3.78
1554	1518	1542	1	3.41	156	3.4
1317	1686	1446	1	3.38	147	2.62
1512	1320	1445	1	3.47	176	2.69
1369	1413	1384	0	3.49	151	2.94
1429	1380	1412	2	3.19	130	3.81
1294	1296	1295	2	2.87	142	3.12
1554	1611	1574	1	3.00	150	3.91
1517	1686	1576	1	2.92	126	2.85
1475	1506	1486	1	3.24	175	3.16
1376	1365	1372	0	3.30	162	3.65
1464	1488	1472	1	3.00	152	3.09
1536	1353	1472	1	3.14	123	2.89
1420	1701	1518	1	3.16	164	3
1360	1497	1408	2	2.50	133	3.49
1361	1557	1430	0	3.83	158	3.89
1403	1437	1415	2	3.48	142	2.56
1457	1335	1414	2	3.63	171	3.88
1340	1620	1438	2	3.61	168	2.78
1429	1335	1396	0	2.57	170	3.2
1459	1380	1432	2	3.76	165	2.76
1386	1476	1417	2	2.72	150	2.86
1481	1470	1477	1	2.99	168	2.62
1390	1521	1436	2	3.52	155	3.44
1508	1392	1467	1	3.02	126	3.39
1458	1380	1431	2	2.56	143	3.08
1484	1686	1554	1	3.55	174	2.92
1426	1641	1502	1	3.05	163	2.87
1380	1527	1431	2	3.36	169	3.75
1476	1488	1480	1	3.16	147	2.84
1482	1674	1549	1	2.99	141	2.7
1377	1419	1392	0	2.56	138	2.71
1446	1533	1477	1	2.55	155	3.47
1375	1686	1484	1	2.95	179	3.87
1410	1350	1389	0	2.99	130	2.65
1440	1392	1423	2	3.23	125	3.51

1504	1296	1431	2	3.84	179	3.82
1488	1332	1433	2	2.86	127	2.9
1401	1674	1496	1	3.67	134	2.93
1391	1302	1360	0	3.05	161	2.79
1516	1566	1534	1	3.74	155	3.41
1521	1482	1507	1	3.98	130	2.52
1370	1677	1477	1	2.86	152	3.29
1531	1404	1486	1	2.91	154	3.61
1427	1422	1425	2	2.85	141	2.92
1448	1464	1454	1	3.37	125	3.54
1376	1356	1369	2	3.71	167	3.86
1509	1347	1452	1	3.56	134	2.76
1418	1323	1385	0	3.30	160	2.81
1279	1374	1312	0	2.96	129	3.29
1429	1296	1382	2	2.83	125	3.44
1485	1602	1526	1	3.80	145	2.74
1480	1434	1464	1	3.80	150	3.81
1387	1338	1370	0	3.37	178	3.69
1478	1356	1435	2	3.27	131	3.43
1348	1668	1460	1	3.61	167	2.83
1429	1617	1495	1	3.85	169	2.96
1474	1680	1546	1	3.43	142	3.31
1401	1524	1444	1	3.07	139	3.33
1523	1320	1452	1	3.51	132	3.11
1443	1608	1501	1	3.53	139	3.01
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1473	1470	1472	1	3.25	139	2.85
1473	1638	1531	1	3.93	164	3.39
1444	1401	1429	2	3.51	136	3.62
1369	1698	1484	1	3.88	164	3.88
1495	1425	1471	1	3.11	156	3.96
1351	1617	1444	1	3.48	151	2.62
1424	1593	1483	1	3.74	126	3.28
1438	1311	1393	0	2.95	120	2.64
1436	1692	1525	1	2.64	129	2.68
1478	1335	1428	2	3.79	176	2.6
1397	1665	1491	1	3.64	179	3.92
1519	1434	1489	1	3.81	144	3.57
1400	1431	1411	2	3.97	153	3.95
1461	1449	1457	1	3.63	134	3.03
1443	1377	1420	2	3.68	129	3.48
1430	1689	1521	1	3.28	149	3.04
1398	1425	1407	2	2.71	133	3.01
1346	1527	1410	2	2.58	140	3.08
1474	1512	1487	1	2.53	174	3.54
1484	1569	1514	1	3.52	155	2.64
1414	1545	1460	1	3.60	134	3.7
1419	1542	1462	1	2.93	143	2.9
1461	1296	1403	2	3.59	147	3.26
1515	1383	1469	1	3.20	159	3.14
1556	1668	1595	1	2.76	130	2.84
1417	1527	1456	1	3.90	148	3.31

1296	1575	1394	2	3.27	172	3.77
1406	1332	1380	2	3.79	153	2.57
1421	1287	1374	0	3.15	163	2.88
1315	1461	1366	0	3.77	134	3.84
1424	1461	1437	2	3.79	153	3.4
1476	1572	1509	1	3.09	143	2.62
1501	1521	1508	1	3.98	170	3.42
1368	1392	1376	0	3.24	128	3.18
1471	1305	1413	2	3.38	172	3.2
1292	1506	1367	2	2.77	173	2.78
1529	1566	1542	1	3.26	130	3.44
1415	1626	1489	1	2.85	175	3.33
1499	1503	1501	1	3.21	174	3.11
1424	1590	1482	1	2.87	179	2.72
1482	1500	1488	1	2.58	169	3.58
1374	1605	1455	1	3.12	156	3.94
1434	1671	1517	1	2.72	139	3.25
1422	1644	1500	1	2.54	174	2.69
1289	1395	1326	2	3.43	150	3.35
1488	1515	1497	1	3.78	122	2.7
1310	1560	1398	2	2.98	121	2.76
1459	1446	1455	1	3.19	162	3.37
1431	1659	1511	1	2.51	122	2.85
1554	1350	1482	1	3.83	130	3.7
1386	1278	1348	0	2.83	180	2.96
1566	1608	1581	1	3.17	124	3.18
1297	1575	1394	2	3.55	170	3.46
1498	1419	1470	1	2.79	145	2.64
1350	1332	1344	2	3.40	170	3.54
1399	1557	1454	1	3.55	180	2.52
1471	1302	1412	2	3.59	153	2.84
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1293	1311	1299	0	2.54	165	3.14
1529	1290	1445	1	2.58	133	3.23
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1556	1356	1486	1	3.29	179	2.86
1468	1431	1455	1	3.95	128	2.69
1367	1338	1357	0	2.83	143	3.1
1425	1686	1516	1	3.72	176	3.81
1489	1482	1487	1	3.85	128	3.14
1312	1434	1355	0	3.56	176	3.63
1428	1350	1401	2	3.57	136	3.59
1418	1539	1460	1	2.79	129	3.76
1386	1356	1376	0	3.31	130	3.44
1442	1452	1446	1	2.76	170	3.33
1516	1536	1523	1	2.56	141	3.04
1366	1431	1389	0	3.80	167	3.56
1487	1302	1422	2	2.51	166	3.67
1474	1647	1534	1	3.65	161	3.54
1454	1656	1524	1	3.95	129	2.86
1358	1275	1329	0	3.28	160	2.9

1354	1362	1357	2	3.40	161	3.65
1386	1437	1404	0	2.53	127	3.59
1378	1533	1432	2	2.83	141	3.46
1544	1689	1594	1	3.62	169	3.07
1468	1452	1462	1	3.36	173	3.06
1441	1398	1426	2	2.79	180	2.78
1445	1659	1520	1	3.79	127	2.79
1439	1581	1489	1	3.29	175	2.96
1382	1623	1466	1	3.02	162	2.74
1381	1554	1442	1	3.82	164	3.25
1495	1563	1519	1	2.99	168	3.16
1521	1530	1524	1	3.28	137	3.1
1360	1332	1350	0	2.90	130	3.2
1389	1401	1393	0	2.91	121	3.38
1496	1623	1540	1	3.28	160	3.59
1344	1512	1403	0	3.37	133	3.12
1476	1353	1433	2	3.17	135	3.41
1486	1431	1467	1	3.34	167	3.38
1452	1674	1530	1	2.64	144	2.92
1431	1488	1451	1	3.15	164	2.75
1434	1527	1467	1	3.92	143	2.72
1317	1500	1381	0	3.86	135	2.63
1530	1533	1531	1	3.39	175	3.54
1425	1332	1392	0	3.68	132	3.85
1457	1308	1405	2	3.70	175	2.93
1389	1596	1462	1	3.63	125	2.8
1376	1317	1355	0	3.92	150	2.69
1392	1686	1495	1	3.24	164	2.93
1506	1392	1466	1	3.64	138	3.63
1506	1650	1556	1	3.66	163	2.92
1459	1431	1449	1	3.74	138	3.97
1459	1602	1509	1	2.83	123	2.88
1421	1506	1451	1	2.99	158	2.79
1458	1389	1434	2	3.19	175	2.63
1456	1641	1521	1	3.80	167	3.48

PROOF OF SERVICE

Sander v. State Bar, Supreme Court Case No. S194951

I declare I am over eighteen years old, not a party to the within action, and am employed by Sheppard, Mullin, Richter & Hampton LLP, Four Embarcadero Center, 17th Floor, San Francisco, CA 94111. I am readily familiar with the practice at my place of business for collection and processing of mail. All such mail is deposited with the United States Postal Service on the same day it is collected in the ordinary course of business.

On November 30, 2011, I served the following document:

RESPONDENTS' REQUEST FOR JUDICIAL NOTICE;
MEMORANDUM OF POINTS AND AUTHORITIES IN
SUPPORT THEREOF; PROPOSED ORDER

by enclosing true and correct copies in envelopes addressed as shown below, then sealing and placing in the designated location at my place of business for prepaying first class postage and depositing in the U.S. Mail in San Francisco, California, on today's date, in accordance with ordinary business practices.

James M. Wagstaffe, Esq.
Michael von Loewenfeldt, Esq.
Kerr & Wagstaffe LLP
100 Spear Street, Suite 1800
San Francisco, CA 94105-1528

Counsel for Defendant and
Respondent *State Bar of California*

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Office of the General Counsel
State Bar of California
180 Howard Street
San Francisco, CA 94105

Counsel for Defendant and
Respondent *State Bar of California*

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on November 30, 2011, at San Francisco, California.



Karen Hollenbeck