

# After the JD:

## FIRST RESULTS REPORT



TECHNICAL ADDENDUM

JUNE 2007

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## After the JD: First Results Report

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Technical Addendum June 2007\*

Authored by  
Gabriele Plickert and Ronit Dinovitzer

\*This Addendum is available for download from the American Bar Foundation website at: <http://www.abf-sociolegal.org/afterjd.html> . The weights included in this Addendum are based on version 1.0. For additional information on the *After the JD Study*, contact the American Bar Foundation, 750 N. Lake Shore Drive, Chicago IL 60611; Phone: 312-988-6530 or Email: [ajd@abfn.org](mailto:ajd@abfn.org)

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## INTRODUCTION

This Addendum serves as a follow up to the “*After the JD, First Results Report*” released in 2004, and which is available for download at <http://www.abf-sociolegal.org/afterjd.html>. The initial report presented findings from the After the JD Study (AJD), a national longitudinal survey of new lawyers. The study employed a two stage sampling process. In the first stage, AJD researchers divided the nation into 18 strata by region and size of the new lawyer population. Within each stratum one primary sampling unit (PSU) – metropolitan area, portion of a state outside large metropolitan areas, or entire state – was chosen. The PSUs included all four “major” markets, those with more than 2,000 new lawyers (Chicago, Los Angeles, New York, and Washington, DC); five of the nine “large” market, those with between 750 and 2,000 new lawyers; and nine of the remaining “smaller” markets. In the second stage, AJD researchers sampled 7,727 individuals (from data bases of individuals admitted to a bar in 2000 supplied by state bar admitting authorities in the jurisdictions including the 18 selected PSUs) for each of the PSUs at rates that would, combined, permit generalization to the national population. Researchers also added a supplemental Minority Sample of 1,465 new lawyers from minority groups (Black, Hispanic, and Asian American) from the 18 selected PSUs. The final sample included just over 9,192 lawyers in the 18 PSUs.

Given this sampling design, weights are required in order to adjust for the fact that respondents had unequal probabilities of being selected into the sample, and to adjust for differences in response rates. The results reported in the AJD’s *First Results Report* were not based on weighted data. Hence, the *First Results Report* provided information for the 3,905 eligible individuals in the National Eligible Sample, without weights (for detailed summaries see: *First Results of a National Study of Legal Careers 2004*). This Addendum presents a technical summary of the weighted AJD data, replicating the tables that were first presented in the *First Results Report*.

As we describe in greater detail below, the results in the weighted tables presented in this Addendum are almost identical to those presented in the *First Results Report*. Overall, we find that differences between the weighted and unweighted results are generally no greater than 5.5%. As a result, while the weighted tables provide more precise estimates of our findings, the results published in the *First Results Report* remain valid.

## WEIGHTS

Weights are variables utilized to permit population estimates when individuals in the sample have different probabilities of selection or response. In the After the JD study, weights have been developed to account for the differential selection and response probabilities. In After the JD, PSUs had different probabilities of selection (e.g., the New York City PSU had a 1.00 probability of selection but the Boston PSU probability was 0.495, which was the proportion of eligibles in Massachusetts of all in the stratum; individuals within PSUs had different probabilities of selection (e.g., persons in the NYC PSU had an individual sampling fraction of 0.1503, whereas those in the Boston PSU had a sampling fraction of 0.6036; and individuals everywhere had different probabilities of actually responding to the survey<sup>1</sup>). Thus, in order to accurately represent the national population of lawyers admitted in 2000, weights were computed in order to correct differential selection and response probabilities; these weights are the inverse of the combined selection-response probabilities.

The 2006 release of the After the JD restricted and public data files consist of three different weights,<sup>2</sup>

1) a National Sample selection probability weight adjusted for non-response, *wt\_nat\_nr*, which should be used with the National Sample cases when making estimates of the characteristics of persons first admitted to the bar in 2000;

2) a Minority Sample selection probability weight adjusted for non-response, *wt\_min\_nr*, which should be used when making estimates of the characteristics of Minority Persons first admitted to the bar in 2000; and

3) a Joint National/Minority Sample selection probability weight adjusted for non-response, *wt\_comb\_nr*, which should be used when making estimates of the characteristics of the persons first admitted to a bar in 2000, and where an increased precision for minority sub-populations is desired. Note that this weight takes into account the possibility that an individual could be selected into both the National and Minority Samples, and adjusts for the probability of a dual selection. We suggest that researchers wanting to describe the national population of lawyers admitted to a

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<sup>1</sup> Analyses indicate that response rates were weakly related to age, gender, ethnicity, law school PSU, and other factors known in advance of the survey period, with these factors predicting about 7% of the variance in response rates.

<sup>2</sup> A complete listing and origins of variables used in creating the three weights can be obtained by contacting the AJD Project Manager. Please refer to <http://ajd.abfn.org/> for full contact information.



bar in 2000 should use this weight for their analyses. Table 1.1 presents the descriptive distribution of the three weights for the eligible national AJD sample.

**TABLE 1.1. Descriptive Statistics for Weight Variables for Correcting Sampling and Non-Responses in the Public and Restricted After the JD Data Files\***

Weight Variable	<b>wt_nat_nr</b>	<b>wt_min_nr</b>	<b>wt_comb_nr</b>
Weight Variable Name	National Sample selection probability weight adjusted for non-response	Minority Sample selection probability weight adjusted for non-response	Joint National/Minority Sample selection probability weight adjusted for non-response
Valid Value Range	2.19 – 23.19	2 – 43	1.34 – 22.39
Strata Variable	PSU	PSU	PSU
Mean of Weight	10.60	10.08	9.76
Weighted N	32,889	3,145	32,430
Unweighted N <sup>3</sup>	3,904	633	4,537

In sum, researchers who wish to make point estimates of characteristics of individuals first admitted to a bar in 2000 are advised to use the weights appropriate to the sample(s) they have selected (i.e. national, minority, or joint national/minority sample) for their analysis. Because this Addendum replicates the *First Results Report*, we present findings based on the National Sample of 3904 eligible individuals and utilize the national selection probability weight adjusted for non-response (*wt\_nat\_nr*).

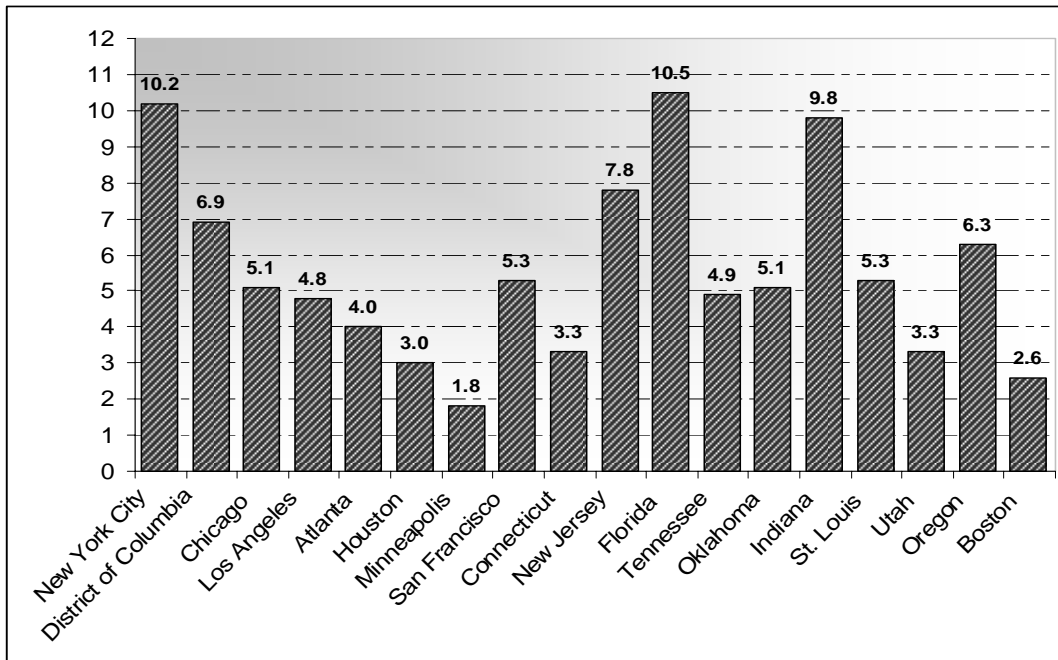
To illustrate the differences between “unweighted” and “weighted” results, Table 1.2 provides the distribution of AJD respondents by geographical areas. In particular, the third column (Table 1.2.) indicates the percentage difference between unweighted and weighted results. Discrepancies between the weighted and unweighted results are generally no greater than 5.5%. In addition, Figure 1.2 illustrates the distribution of AJD respondents across geographical areas, accounting for selection probabilities and nonresponse.

<sup>3</sup> While the national eligible sample is comprised of 3,905 respondents, we are missing the PSU for one respondent. Since weights are in part derived from PSUs, we therefore have one missing case.

**TABLE 1.2.** Comparisons of Unweighted and Weighted Percentage Distributions of AJD Respondents by PSU

	Unweighted %	Weighted %	W minus U
New York City	6.7	10.2	3.5
District of Columbia	8.2	6.9	-1.3
Chicago	8.9	5.1	-3.8
Los Angeles	8.2	4.8	-3.4
Atlanta	5.7	4.0	-1.7
Houston	4.5	3.0	-1.5
Minneapolis	5.5	1.8	-3.7
San Francisco	5.3	5.3	0.0
Connecticut	3.9	3.3	-0.6
New Jersey	3.8	7.8	4.0
Florida	5.0	10.5	5.5
Tennessee	5.1	4.9	-0.2
Oklahoma	5.0	5.1	0.1
Indiana	5.1	9.8	4.7
St. Louis	5.4	5.3	-0.1
Utah	4.1	3.3	-0.8
Oregon	5.9	6.3	0.4
Boston	3.6	2.6	-1.0
Total Percentage	100	100	
<b>Total Valid N</b>	<b>3,904</b>	<b>32,889</b>	

**Figure 1. Percentage Distribution of AJD Respondents by PSU (Weighted N=32,889)**



## RESULTS

The following ten sections present tables and figures that correspond with the format of the *AJD First Results Report*. For detailed descriptions of the results in each section please consult the initial report released in 2004. In this Addendum minor additions have been made in order to elaborate and clarify the findings initially presented. The following figures have been added to provide a graphical representation of tables that were presented in the first report: in section five, Figure 5.1 on Median Salary by Practice Setting (for full time workers only); section seven, Figure 7.1 on Prior and Future Job Mobility by Practice Setting; and section eight, Figure 8.1 on Practice Setting by Gender. In section nine we now provide one additional table and figure: Table 9.4b and Figure 9.4b on the Likelihood of Leaving Employer within Two Years by Public or Private Sector and Race. We include this additional set because since the release of the first report we have received requests to provide this supplemental information.

A systematic comparison between the tables published in the 2004 *First Results Report* and these current, weighted tables reveals that differences in percentages and dollar amounts are no greater than 5.5%. In short, while use of weights is required to ensure that the AJD data are

representative of the national population of lawyers first admitted in 2000, this Addendum shows that the results published in the *First Results Report* do not substantially differ from the weighted results, and that the results published in the *First Results Report* remain valid.

## Section 2: Demographic Characteristics of AJD Lawyers

**TABLE 2.1. Comparing the National Eligible Sample of AJD Respondents (weighted) with Comparative Data Sources by Race and Gender**

	AJD National Eligible Sample		National Comparisons*	
	WTN	Valid %	WTN	Valid %
Female	14,733	46.8%	19,409	46.0%
Male	16,780	53.2%	22,777	54.0%
<b>Total Valid N</b>	<b>31,513</b>	<b>100%</b>	<b>42,186</b>	<b>100%</b>
Missing	1,376			
<hr/>				
American Indian	342	1.1%	430	0.3%
Asian	2,062	6.6%	9,715	6.3%
Black	1,830	5.8%	9,410	6.1%
Hispanic	1,207	3.8%	6,482	4.2%
Other	988	3.1%	2,298	1.5%
White	24,989	79.5%	126,888	81.8%
<b>Non-missing responses</b>	<b>31,418</b>	<b>100%</b>	<b>155,223</b>	<b>100%</b>
Missing data	1,471			
<b>Total</b>	<b>32,889</b>			

\* Sources: Data on gender are based on the ABA Survey of Law Schools, 1997 Cohort of first-year law students (n=42,186) accessible at [http://www.abanet.org/legaled/statistics/le\\_bastats.html](http://www.abanet.org/legaled/statistics/le_bastats.html). Data on race/ethnicity are based on 2000 Public-Use Microdata 5% Samples weighted (all lawyers and judges, ages 27-32, n=155,223). The counts of Black, Hispanic, and Asian AJD respondents here include the "National Eligible Sample", which is intended to be representative of the national population of new lawyers. The AJD study included a minority oversample; with this oversample, the study incorporated an unweighted sample of 1,185 minority respondents (about 400 for each of the three largest minority groups).

**TABLE 2.2. AJD Parental Education Compared with the General Population**

Highest Grade or Degree Earned	AJD National Eligible Sample		National Comparisons**	
	Mother	Father	Mother	Father
Grade school	2.6%	3.9%	6%	7%
Some high school	4.0%	4.1%	11%	10%
High school diploma or equivalent	23.6%	15.5%	31%	26%
Some college or vocational training	21.2%	15.6%	29%	27%
Bachelor's four-year degree	22.9%	19.5%	14%	16%
Some post-graduate work or graduate /professional degree	25.7%	41.6%	10%	13%
<b>Total WTN</b>	<b>18,603</b>	<b>18,413</b>	<b>31,290,000</b>	<b>29,580,000</b>

\*\* Source: 2000 Public-Use Microdata 5% Samples (PUMS) weighted (restricted to general population ages 45-64)

\*\*\* WTN indicates the weighted non-missing total responses

Section 3: **Practice Setting**

**TABLE 3.1. AJD Respondents by Practice Setting (weighted)**

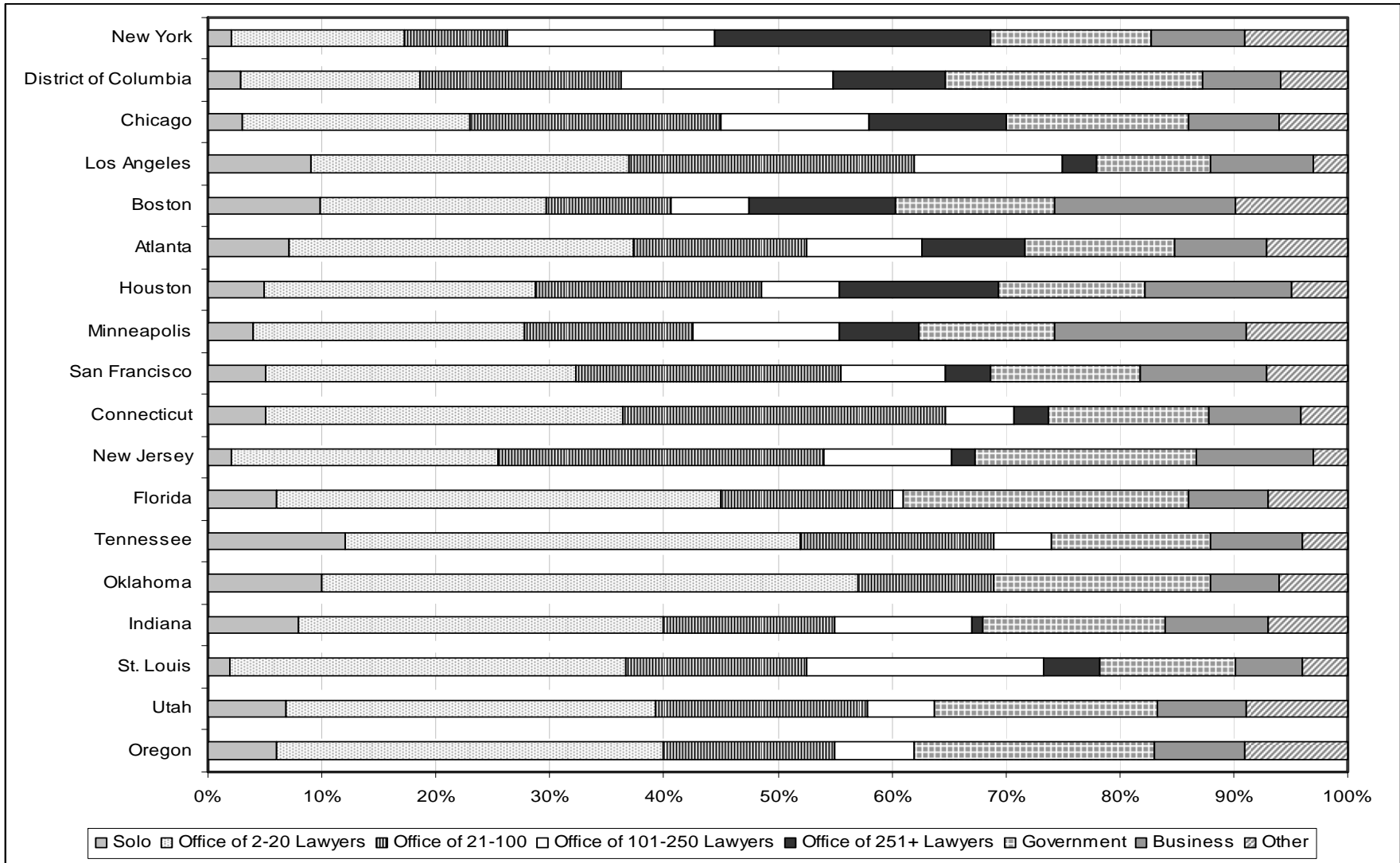
Setting	AJD (by office size)		AJD (by firm size)	
	WTN	%	WTN	%
Solo	1,684	6%	1,684	6%
Office 2-20	8,744	29%	7,773	25%
Office 21-100	5,280	17%	3,814	12%
Office 101-250	3,086	10%	2,173	7%
Office 251+	1,787	6%	5,620	18%
Government - Federal	1,405	5%	1,405	5%
Government - State or Local	3,700	12%	3,700	12%
Legal services or public defender	919	3%	919	3%
Public Interest	340	1%	340	1%
Non Profit or Education	657	2%	657	2%
Business	2,604	9%	2,604	9%
<b>Non-missing responses</b>	<b>30,206</b>	<b>100%</b>	<b>30,689</b>	<b>100%</b>
Missing data	2,683		2,200	
Total	32,889		32,889	

<sup>1</sup> Note: Because of the small number of cases, the “Other” category is included in the missing data row.

**TABLE 3.2. Percentages of Practice Setting by Geographic Market (weighted)**

Market	PRIVATE FIRMS					Government	Business	Other
	Solo	Office of 2-20 Lawyers	Office of 21-100 Lawyers	Office of 101-250 Lawyers	Office of 251+ Lawyers			
Oregon	6%	34%	15%	7%	–	21%	8%	9%
Utah	7%	33%	19%	6%	–	20%	8%	9%
St. Louis	2%	35%	16%	21%	5%	12%	6%	4%
Indiana	8%	32%	15%	12%	1%	16%	9%	7%
Oklahoma	10%	47%	12%	–	–	19%	6%	6%
Tennessee	12%	40%	17%	5%	–	14%	8%	4%
Florida	6%	39%	15%	1%	–	25%	7%	7%
New Jersey	2%	23%	28%	11%	2%	19%	10%	3%
Connecticut	5%	31%	28%	6%	3%	14%	8%	4%
San Francisco	5%	27%	23%	9%	4%	13%	11%	7%
Minneapolis	4%	24%	15%	13%	7%	12%	17%	9%
Houston	5%	24%	20%	7%	14%	13%	13%	5%
Atlanta	7%	30%	15%	10%	9%	13%	8%	7%
Boston	10%	20%	11%	7%	13%	14%	16%	10%
Los Angeles	9%	28%	25%	13%	3%	10%	9%	3%
Chicago	3%	20%	22%	13%	12%	16%	8%	6%
District of Columbia	3%	16%	18%	19%	10%	23%	7%	6%
New York	2%	15%	9%	18%	24%	14%	8%	9%

**Figure 3.2. Percentages of Practice Setting by Geographic Market (weighted)**





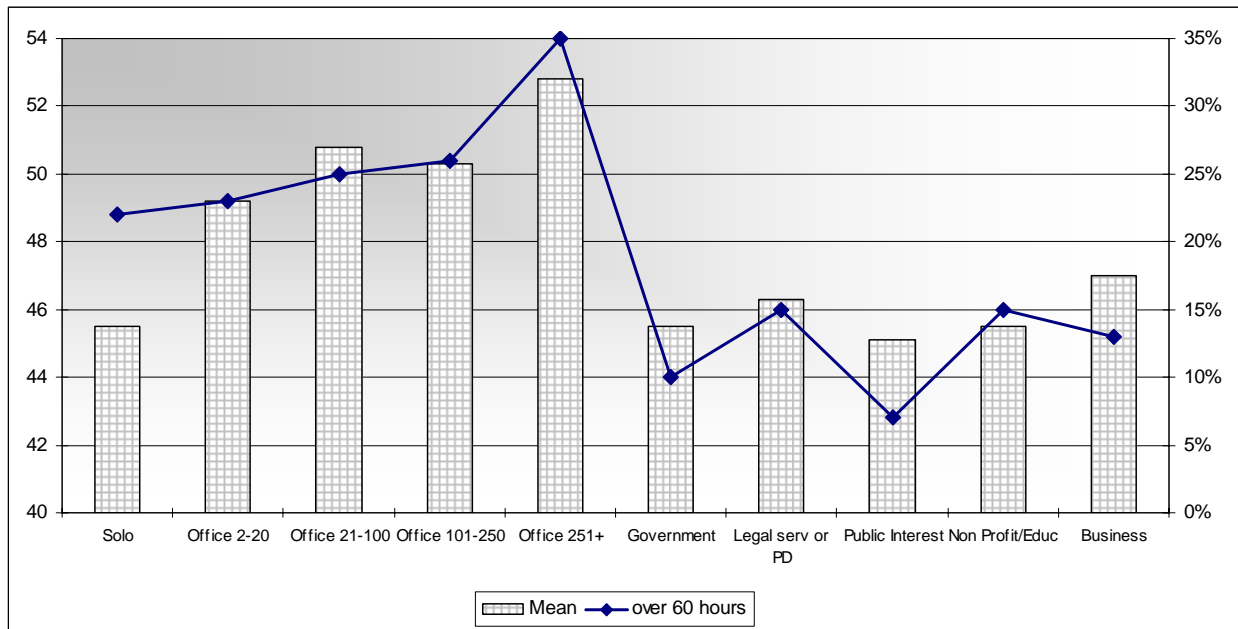
Section 4: **What New Lawyers Do**

**TABLE 4.1. Mean and Median Hours Worked and Percent Working Over 60 Hours by Practice Setting (full-time workers only) (weighted)<sup>1</sup>**

	HOURS WORKED LAST WEEK			over 60 hours
	Mean	Median	WTN	
Solo	45.5	46	1,535	22%
Private firm - office 2-20	49.2	50	8,121	23%
Private firm - office 21-100	50.8	50	4,855	25%
Private firm - office 101-250	50.3	50	2,787	26%
Private firm - office 251+	52.8	50	1,568	35%
Government	45.5	45	3,950	10%
Legal services or public defender	46.3	45	776	15%
Public interest	45.1	45	264	7%
Non profit or education	45.5	45	227	15%
Business	47.0	48	192	13%

<sup>1</sup> Note: The “Other” category has been excluded because of the small number of cases.

**Figure 4.1. Mean Hours Worked and Percent Working Over 60 Hours by Practice Setting (full-time workers only) (weighted)**



**TABLE 4.2. Specialization by Practice Setting (weighted)<sup>1</sup>**

	50% or more time in one area	Self Reported as "Specialist"
Solo	49%	34%
Office 2-20	64%	36%
Office 21-100	73%	39%
Office 101-250	81%	48%
Office 251+	79%	37%
Government	79%	36%
Legal services or public defender	86%	57%
Public interest	70%	47%
Non profit or education	52%	51%
Business	64%	49%
<b>Total</b>	<b>71%</b>	<b>40%</b>

<sup>1</sup> Note: The "Other" category has been excluded because of the small number of cases.

**TABLE 4.3. Pro Bono Annual Hours by Practice Setting (weighted)<sup>2</sup>**

	Average Annual Pro Bono Hours (including 0 hours)	Percentage Engaging in Some Pro Bono	Average Annual Hours for Those Engaging in Some Pro Bono	Median Annual Hours for Those Engaging in Some Pro Bono
Solo	38.8	82.2%	47.2	30.0
Office 2-20	17.5	56.0%	31.3	20.0
Office 21-100	20.8	54.1%	38.5	20.0
Office 101-250	41.3	67.2%	61.4	39.0
Office 251+	70.9	81.1%	87.5	40.0
Government	3.7	16.8%	21.7	10.0
Legal services or public defender	44.8	22.1%	202.9	10.0
Public interest	4.7	16.1%	29.2	20.0
Non profit or education	11.7	40.4%	29.0	30.0
Business	10.7	51.6%	20.8	20.0
<b>Total WTN</b>	<b>14,762</b>	<b>7,545</b>	<b>7,545</b>	<b>7,545</b>

<sup>2</sup> Note: The "Other" category has been excluded because of the small number of cases.

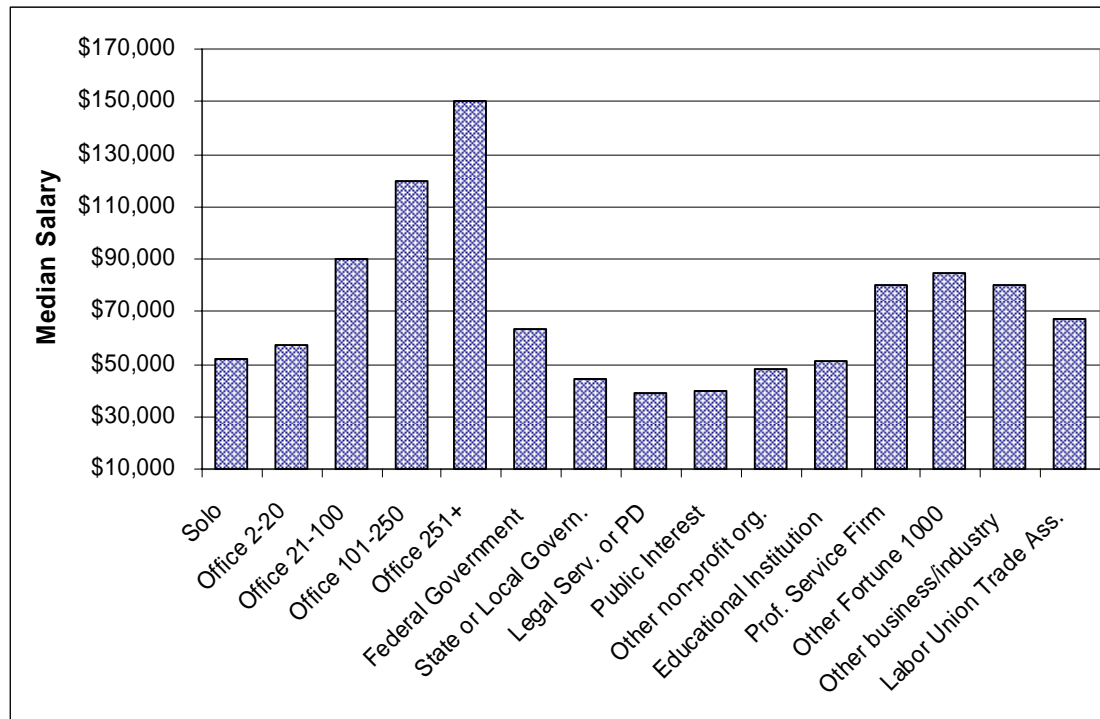
Section 5: The Income of New Lawyers

**TABLE 5.1. Salary by Practice Setting (full time workers only) (weighted)<sup>1</sup>**

	Median	Percentile 25	Percentile 75
Solo	\$52,000	\$45,000	\$75,000
Office 2-20	\$57,000	\$47,000	\$75,000
Office 21-100	\$90,000	\$74,000	\$125,000
Office 101-250	\$120,000	\$93,000	\$145,000
Office 251+	\$150,000	\$135,000	\$170,000
Federal government (including judiciary)	\$63,138	\$54,275	\$70,500
State or local government (including judiciary)	\$44,500	\$40,000	\$52,000
Legal services or public defender	\$39,000	\$36,000	\$43,000
Public interest organization	\$40,000	\$34,447	\$48,000
Other non-profit organization	\$48,000	\$43,000	\$75,000
Educational institution	\$51,000	\$43,000	\$66,624
Professional service firm (e.g. accounting or investment banking)	\$80,000	\$62,500	\$110,000
Other Fortune 1000 industry/service	\$84,748	\$65,000	\$120,000
Other business/industry	\$80,000	\$61,500	\$100,000
Labor union trade association	\$67,400	\$40,500	\$96,000
<b>Total</b>	<b>\$70,000</b>	<b>\$50,000</b>	<b>\$102,000</b>

<sup>1</sup>Note: The “Other” category has been excluded because of the small number of cases.

**Figure 5.1. Median Salary by Practice Setting (full time workers only)**



**Table 5.2. Law School Selectivity, Median Salary & Percent Practice Setting (full time workers only) (weighted)**

	TOP 10		TOP 11-20		TOP 21-100		Tier 3		Tier 4	
	Median Salary	%	Median Salary	%	Median Salary	%	Median Salary	%	Median Salary	%
Solo	–	0%	–	2%	\$50,000	4%	\$55,000	7%	\$55,000	9%
Office 2-20	\$135,000	6%	\$65,000	16%	\$60,000	30%	\$55,000	38%	\$55,000	42%
Office 21-100	\$130,000	18%	\$130,000	26%	\$88,000	20%	\$85,000	15%	\$78,000	10%
Office 101-250	\$145,000	23%	\$135,000	21%	\$103,500	10%	\$95,000	6%	–	2%
Office 251+	\$150,000	26%	\$150,000	11%	\$144,000	4%	\$137,000	2%	–	1%
Federal	\$74,000	7%	\$63,996	5%	\$60,000	6%	\$60,000	3%	\$57,000	3%
State	–	3%	\$48,155	6%	\$45,000	13%	\$42,700	14%	\$44,000	18%
Legal services or public defender	–	4%	–	3%	\$40,800	3%	\$45,000	3%	\$38,500	4%
Public interest	\$39,000	5%	–	3%	–	1%	–	0%	–	0%
Non profit/education	–	2%	–	3%	\$51,000	2%	\$47,000	2%	–	2%
Business	\$120,000	5%	\$80,000	4%	\$86,000	9%	\$70,000	10%	\$83,000	10%
<b>Total Median</b>	<b>\$135,000</b>	<b>100%</b>	<b>\$105,000</b>	<b>100%</b>	<b>\$70,000</b>	<b>100%</b>	<b>\$59,989</b>	<b>100%</b>	<b>\$55,000</b>	<b>100%</b>
<b>Total WTN</b>	<b>2,537</b>		<b>2,430</b>		<b>13,993</b>		<b>4,716</b>		<b>3,987</b>	

Note: No dollar value is presented for counts smaller than 100.

Note: The “Other” category has been excluded because of the small number of cases.

**TABLE 5.3.** Grades, Law School Selectivity & Median Salary (full time workers only) (n<100 are suppressed) (weighted)

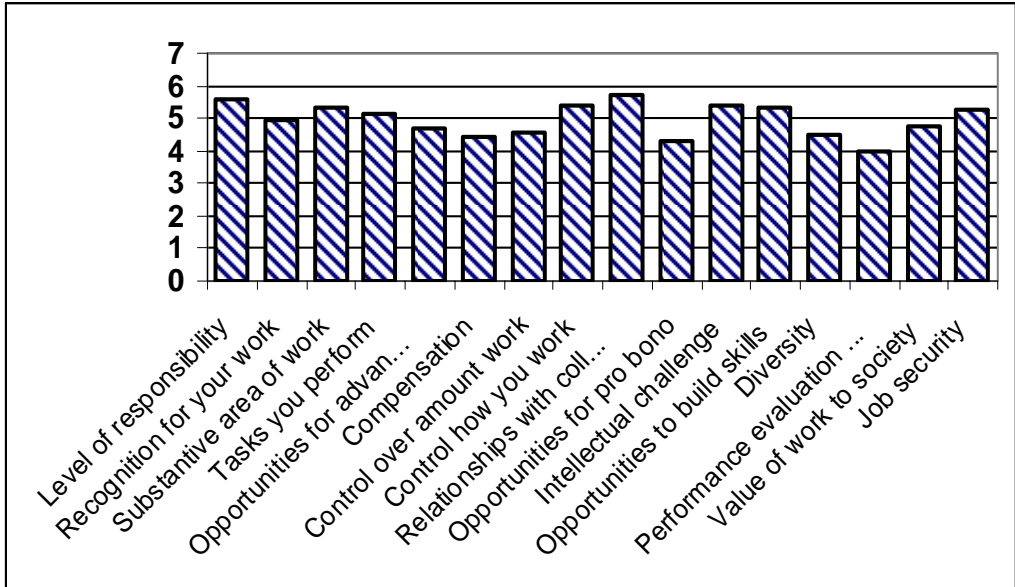
<b>GPA</b>	<b>Top 10</b>	<b>Top 11-20</b>	<b>Top 21-100</b>	<b>Tier 3</b>	<b>Tier 4</b>
3.75 - 4.00	\$135,000	\$135,000	\$90,500	\$89,000	\$80,000
3.50 - 3.74	\$140,000	\$130,000	\$90,000	\$89,000	\$75,000
3.25 - 3.49	\$140,000	\$105,000	\$75,000	\$60,000	\$57,000
3.00 - 3.24	\$135,000	\$100,000	\$62,000	\$55,000	\$60,000
2.75 - 2.99	–	\$65,000	\$50,000	\$54,000	\$48,000
2.50 or lower	–	\$50,000	\$50,000	\$51,000	\$51,000

Section 6: **Dimensions of Satisfaction for New Lawyers**

**TABLE 6.1. Weighted Mean Distribution of Detailed Measures of Job Satisfaction**

	Mean
Level of responsibility	5.61
Recognition for your work	4.95
Substantive area of work	5.34
Tasks you perform	5.11
Opportunities for advancement	4.68
Compensation	4.44
Control over amount work	4.57
Control how you work	5.41
Relationships with colleagues	5.70
Opportunities for pro bono	4.31
Intellectual challenge	5.40
Opportunities to build skills	5.34
Diversity	4.47
Performance evaluation process	4.00
Value of work to society	4.76
Job security	5.24

**Figure 6.1. Weighted Mean Distribution of Detailed Measures of Job Satisfaction (1=highly dissatisfied and 7= highly satisfied)**

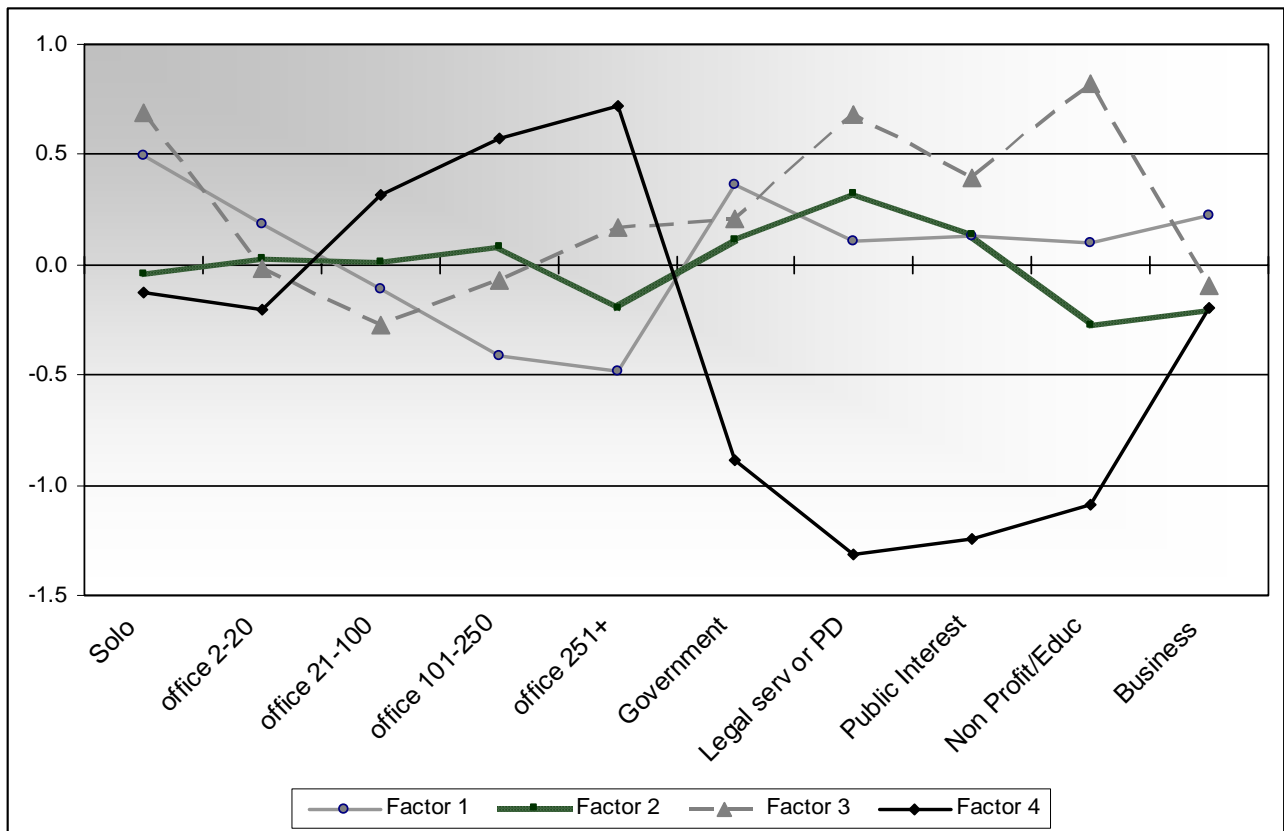


**TABLE 6.2. Job Satisfaction Scores (Weighted Means) by Practice Setting (the mean for each satisfaction factor score in the sample is 0)<sup>1</sup>**

	<b>Factor 1: Satisfaction with Job Setting</b>	<b>Factor 2: Satisfaction with Substance of Work</b>	<b>Factor 3: Satisfaction with Social Index</b>	<b>Factor 4: Satisfaction with Power Track</b>
Solo	.49628	-.04394	.68880	-.12289
office 2-20	.18810	.03004	-.01457	-.20472
office 21-100	-.11226	.01777	-.27231	.31676
office 101-250	-.41315	.08697	-.07120	.57093
office 251+	-.47919	-.19520	.17013	.72009
Government	.36090	.11254	.20770	-.89036
Legal services or public defender	.10572	.32207	.68073	-1.31681
Public Interest	.13227	.13472	.39230	-1.24371
Non Profit/Education	.10271	-.27413	.82423	-1.08989
Business	.21980	-.20147	-.09470	-.19458
<b>Weighted N</b>	<b>21,889</b>	<b>21,889</b>	<b>21,889</b>	<b>21,889</b>

<sup>1</sup> **Note:** The “Other” category has been excluded because of the small number of cases.

**Figure 6.2. Job Satisfaction Scores (Means) by Practice Setting**





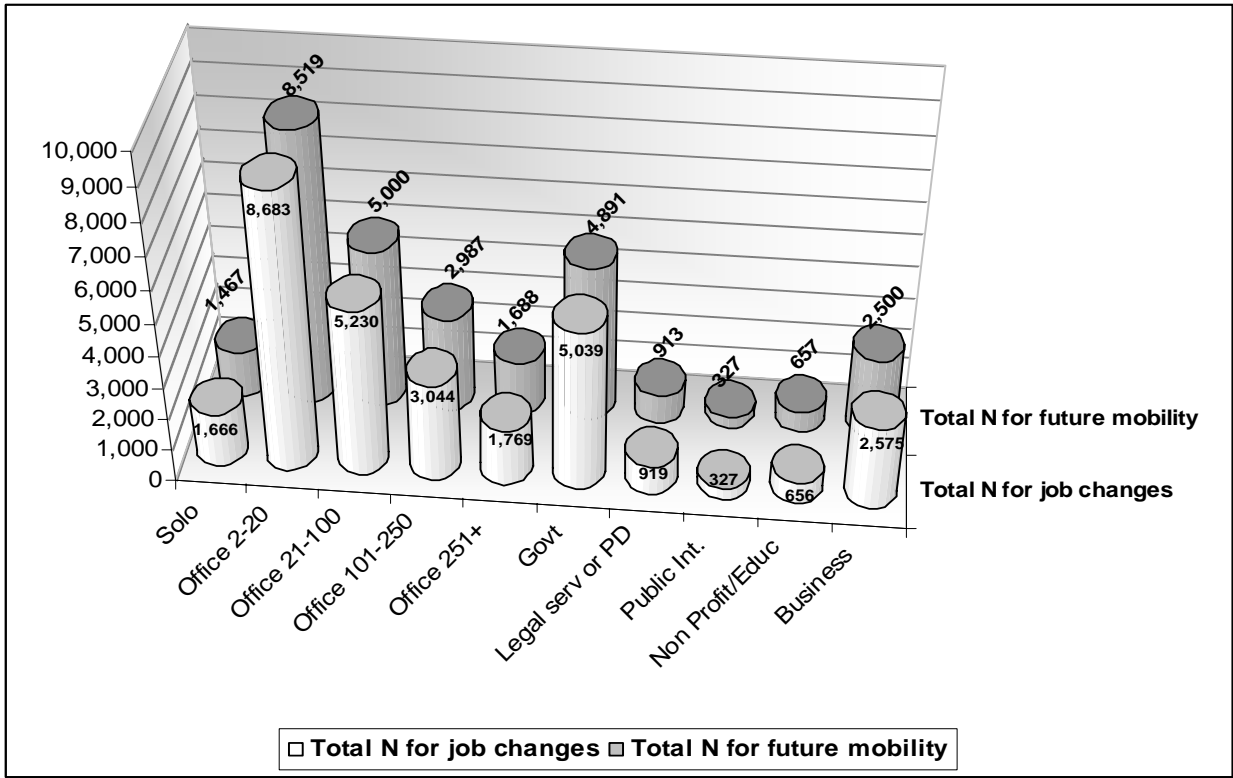
## Section 7: Mobility and Turnover

**TABLE 7.1. Prior and Future Job Mobility by Practice Setting (weighted)<sup>1</sup>**

	<b>At least one job change</b>	<b>Intends to change jobs within 2 years</b>	<b>Total WTN for job changes</b>	<b>Total WTN for future mobility</b>
Solo	49%	18%	1,666	1,467
Office 2-20	42%	39%	8,683	8,519
Office 21-100	30%	40%	5,230	5,000
Office 101-250	22%	46%	3,044	2,987
Office 251+	18%	57%	1,769	1,688
Government	32%	55%	5,039	4,891
Legal services or public defender	32%	53%	919	913
Public Interest	41%	69%	327	327
Non Profit/Education	50%	50%	656	657
Business	42%	42%	2,575	2,500

<sup>1</sup> **Note:** The “Other” category has been excluded because of the small number of cases.

**Figure 7.1. Prior and Future Job Mobility by Practice Setting<sup>1</sup>**



<sup>1</sup>N for job changes = number of individuals who experienced at least one job change prior to the AJD survey; N for future mobility = number of individuals who say they are planning to change jobs or careers

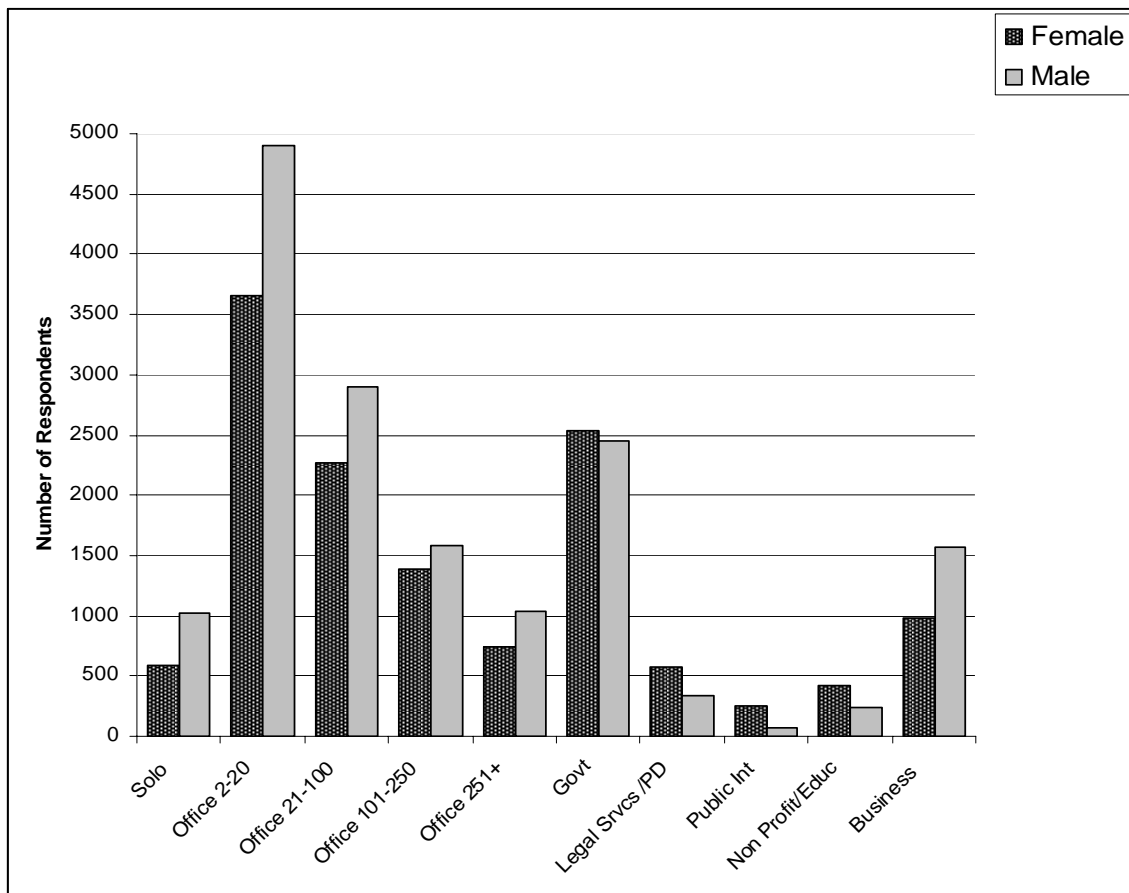
## Section 8: Gender

**TABLE 8.1. Practice Setting by Gender (weighted)**

	Female		Male	
	WTN	%	WTN	%
Solo	583	4.3%	1,028	6.4%
Office 2-20	3,650	27.2%	4,907	30.4%
Office 21-100	2,270	17.0%	2,895	18.0%
Office 101-250	1,389	10.3%	1,578	9.8%
Office 251+	738	5.5%	1,032	6.4%
Government	2,542	18.9%	2,444	15.1%
Legal Service /PD	577	4.3%	332	2.1%
Public Interest	253	1.9%	74	0.5%
Non Profit/Education	422	3.1%	235	1.5%
Business	975	7.3%	1,569	9.7%
<b>Total WTN</b>	<b>13,399</b>		<b>16,094</b>	

<sup>1</sup> Note: The "Other" category has been excluded because of the small number of cases.

**Figure 8.1. Practice Setting by Gender (weighted)**



**TABLE 8.2. Salary by Practice Setting and Gender (full time workers only) (weighted)<sup>1</sup>**

	Female		Male		Female/Male
	Median	WTN	Median	WTN	
Solo	\$50,000	493	\$55,000	951	90.90%
Office 2-20	\$52,500	3,145	\$55,000	4,286	95.45%
Office 21-100	\$74,000	1,570	\$80,000	2,117	92.50%
Office 101-250	\$97,000	960	\$100,000	1,135	97.00%
Office 251+	\$135,000	2,276	\$135,000	3,094	100.00%
Government	\$48,500	2,453	\$48,000	2,439	101.04%
Legal services or public defender	\$37,500	555	\$42,500	325	88.24%
Public interest	\$39,000	244	\$46,000	74	84.78%
Non profit/education	\$50,000	373	\$50,000	190	100.00%
Business	\$65,000	922	\$90,000	1,534	72.22%
<b>Total</b>	<b>\$63,000</b>	<b>13,034</b>	<b>\$75,000</b>	<b>16,189</b>	<b>84.00%</b>

<sup>1</sup> Note: The “Other” category has been excluded because of the small number of cases.

**TABLE 8.3. Marital Status and Number of Children among After the JD Respondents (weighted) and in the General Population between the Ages 27 and 32**

	AJD Respondents Aged 27-32		All US Residents Aged 27-32 in 2000 Census (5% PUMS)	
	Men	Women	Men	Women
<b>Marital Status</b>				
Never married	32%	38%	38%	29%
Married	58%	47%	53%	59%
Domestic partnership	3%	5%	n/a	n/a
Divorced or separated	3%	5%	8%	12%
Widowed	0%	0%	0%	0%
<b>Number of Children</b>				
None	64%	75%	53%	36%
One	19%	15%	19%	23%
Two or More	17%	10%	28%	42%

Notes: PUMS data are based on those 27-32 year of age in April 1999, and AJD data are based on those aged 27-32 at time of graduation. Numbers for AJD marital status do not add to 100% due to suppression of the "other" category

## Section 9: Race and Ethnicity

**TABLE 9.1. Racial Comparisons between After the JD Respondents (weighted) and the 2000 Census Public-Use Micro Data (PUMS) 5% Sample**

	AJD Eligible National Sample		2000 PUMS* 5% Sample Weighted	
	WTN	%	WTN	%
American Indian	342	1.1%	430	0.3%
Asian	2,154	6.6%	9,715	6.3%
Black	1,942	6.0%	9,410	6.1%
Hispanic	1,251	3.8%	6,482	4.2%
Other	1,018	3.1%	2,298	1.5%
White	25,843	79.4%	126,888	81.8%
<b>Non-missing weighted responses</b>	<b>32,550</b>	<b>100.0%</b>	<b>155,223</b>	<b>100.0%</b>
Missing data	339			

\*Data on race/ethnicity are based on the 2000 Public-Use Microdata 5% Sample weighted including all lawyers and judges, aged 27-32, n=155,223.

**TABLE 9.2. Weighted Distribution of Race in AJD National Eligible Sample by Geographic Market**

	BLACK	HISPANIC	ASIAN	WHITE
	%	%	%	%
New York City	16.9	7.0	15.6	9.6
District of Columbia	11.3	6.0	10.0	6.5
Chicago	4.6	5.0	5.4	5.1
Los Angeles	4.1	10.8	11.6	3.9
Atlanta	7.9	3.7	2.0	4.0
Houston	5.7	4.2	2.1	2.8
Minneapolis	0.5	0.6	1.5	1.9
San Francisco	2.4	9.0	16.7	4.5
Connecticut	2.6	0.7	0.6	3.7
New Jersey	3.4	8.8	13.2	7.6
Florida	12.8	18.8	4.3	10.0
Tennessee	4.8	0	1.6	5.5
Oklahoma	2.6	3.0	1.3	5.2
Indiana	11.7	7.6	3.1	10.6
St Louis	4.6	3.5	3.0	5.7
Utah	0.4	4.9	1.6	3.7
Oregon	2.2	3.4	3.1	7.0
Boston	1.3	3.0	3.5	2.6
<b>Total WTN</b>	<b>1,943</b>	<b>1,251</b>	<b>2,155</b>	<b>25,842</b>

Note: Native Americans and "other" are excluded due to low numbers.

**TABLE 9.3. Weighted Median Income by Practice Setting and Race (full time workers only) (n<100 are suppressed)<sup>1</sup>**

	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>White</b>
Solo	\$60,000	–	–	\$50,000
Office 2-20	\$65,000	\$64,486	\$64,863	\$56,000
Office 21-100	\$90,000	\$94,000	\$135,000	\$90,000
Office 101-250	\$105,000	\$104,000	\$132,999	\$117,818
Office 251+	\$150,000	\$150,000	\$150,000	\$146,485
Government	\$53,000	\$52,000	\$60,000	\$47,000
Legal services or public defender	\$40,967	–	–	\$40,000
Public interest	–	–	–	\$40,000
Non profit/education	–	–	–	\$51,000
Business	\$90,237	\$80,964	\$79,827	\$80,000
<b>Total</b>	<b>\$65,000</b>	<b>\$70,000</b>	<b>\$80,000</b>	<b>\$70,000</b>

<sup>1</sup> **Note:** The “Other” category has been excluded because of the small number of cases.

**TABLE 9.4.a. Likelihood of Leaving Employer within Two Years by Practice Setting (weighted)\***

	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>White</b>
Solo	15%	0%	24%	19%
Office 2-20	41%	51%	51%	38%
Office 21-100	62%	55%	56%	37%
Office 101-250	48%	53%	76%	42%
Office 251+	69%	70%	67%	56%
Government	70%	51%	60%	53%
Legal services or public defender	82%	64%	63%	46%
Public interest	66%	0%	85%	66%
Non profit/education	83%	30%	73%	47%
Business	47%	51%	57%	40%

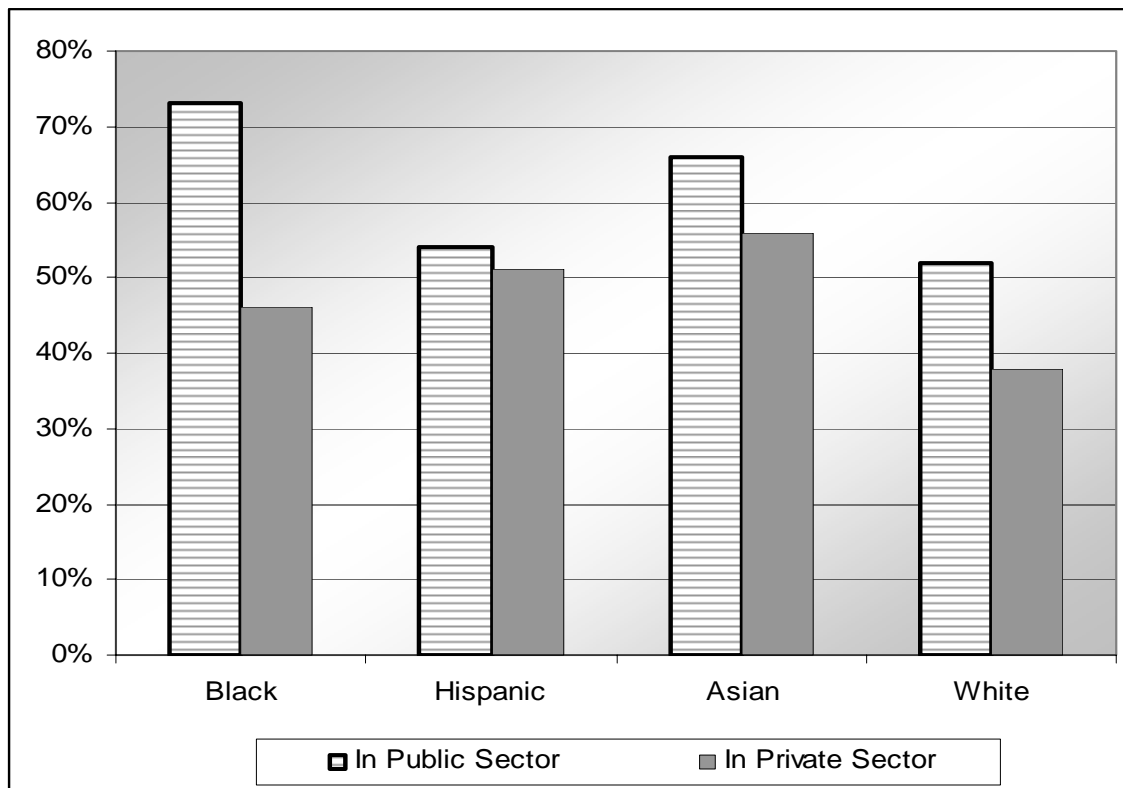
\* **Note:** Potential fluctuations between weighted and unweighted results occur because of small N's for some of the categories. However, the general pattern remains consistent with the original findings.

\*\* **Note:** The “Other” category has been excluded because of the small number of cases.

**TABLE 9.4.b. Likelihood of Leaving Employer within Two Years, by Public or Private Sector and Race (weighted)**

	In Public Sector		In Private Practice	
	%	N	%	N
Black	73%	440	46%	455
Hispanic	54%	172	51%	339
Asian	66%	304	56%	688
White	52%	2,628	38%	6,085

**Figure 9.4.b. Likelihood of Leaving Employer within Two Years, by Public or Private Sector and Race (weighted)**



## Section 10: Financing a Legal Education

**TABLE 10.1.** Paying for Law School: Relative Contribution of Specific Sources of Support during Law School (values are weighted mean percentages of support reported)

	Total	Female	Male	Black	Hispanic	Asian	White
Federal Stafford	41%	42%	39%	47%	56%	35%	39%
Employment	17%	14%	20%	14%	12%	13%	17%
Parent or relative	14%	15%	12%	5%	9%	22%	14%
Law School Grants/Scholarships	6%	7%	6%	18%	5%	5%	6%
Spouse/Partner	6%	7%	6%	4%	5%	6%	7%
Alternative private loans	5%	5%	5%	3%	3%	6%	5%
Other student loans	4%	4%	4%	4%	5%	6%	4%
Previous savings	4%	3%	5%	3%	3%	6%	4%
Other	2%	1%	2%	1%	3%	0%	2%
Other (non-school)	1%	1%	1%	3%	0%	0%	0%
Veterans benefits	0%	0%	1%	0%	1%	0%	0%
<b>Total WTN for Sources of Support</b>	<b>18,002</b>	<b>9,199</b>	<b>8,803</b>	<b>926</b>	<b>676</b>	<b>996</b>	<b>14,730</b>
Median Debt*	\$70,000	\$70,000	\$70,000	\$70,000	\$72,000	\$70,000	\$70,000
Percent Reporting \$0 Debt	16%	16%	16%	6%	0%	19%	17%

Note: This analysis is restricted to only those respondents whose total is between 90% to 110% of what should total 100% of educational loans.

\*For those reporting any debt

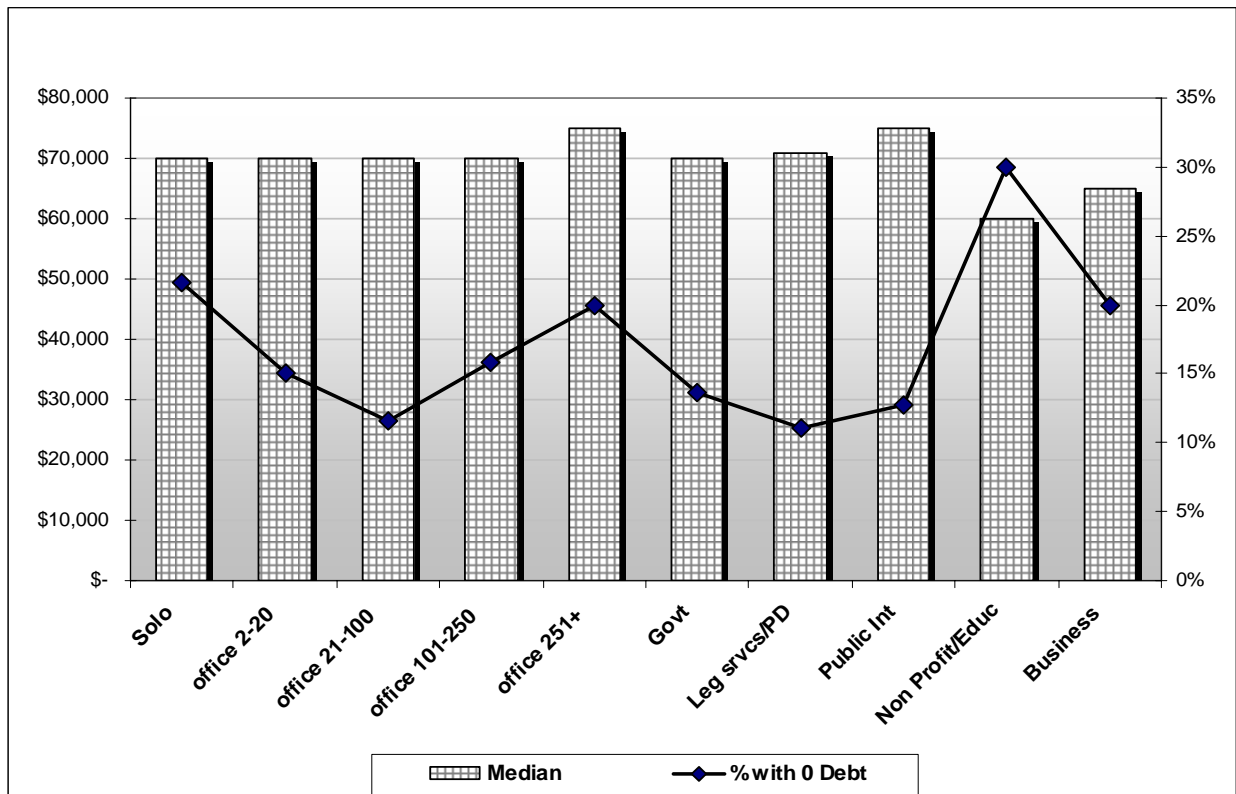


**TABLE 10.2. Median Debt (for those reporting any debt), and Percent Reporting Zero Debt, by Practice Setting (weighted)<sup>1</sup>**

Practice Setting	Median Debt	% Reporting Zero Debt
Solo	\$70,000	22%
Office 2-20	\$70,000	15
Office 21-100	\$70,000	12
Office 101-250	\$70,000	16
Office 251+	\$75,000	20
Government	\$70,000	14
Legal services or public defender	\$71,000	11
Public interest	\$75,000	13
Non profit/education	\$60,000	30
Business	\$65,000	20
<b>Median Debt Total</b>	<b>\$70,000</b>	

<sup>1</sup> Note: The "Other" category has been excluded because of the small number of cases.

**Figure 10.2. Median Debt (for those reporting any debt), and Percent Reporting Zero Debt, by Practice Setting (weighted)**

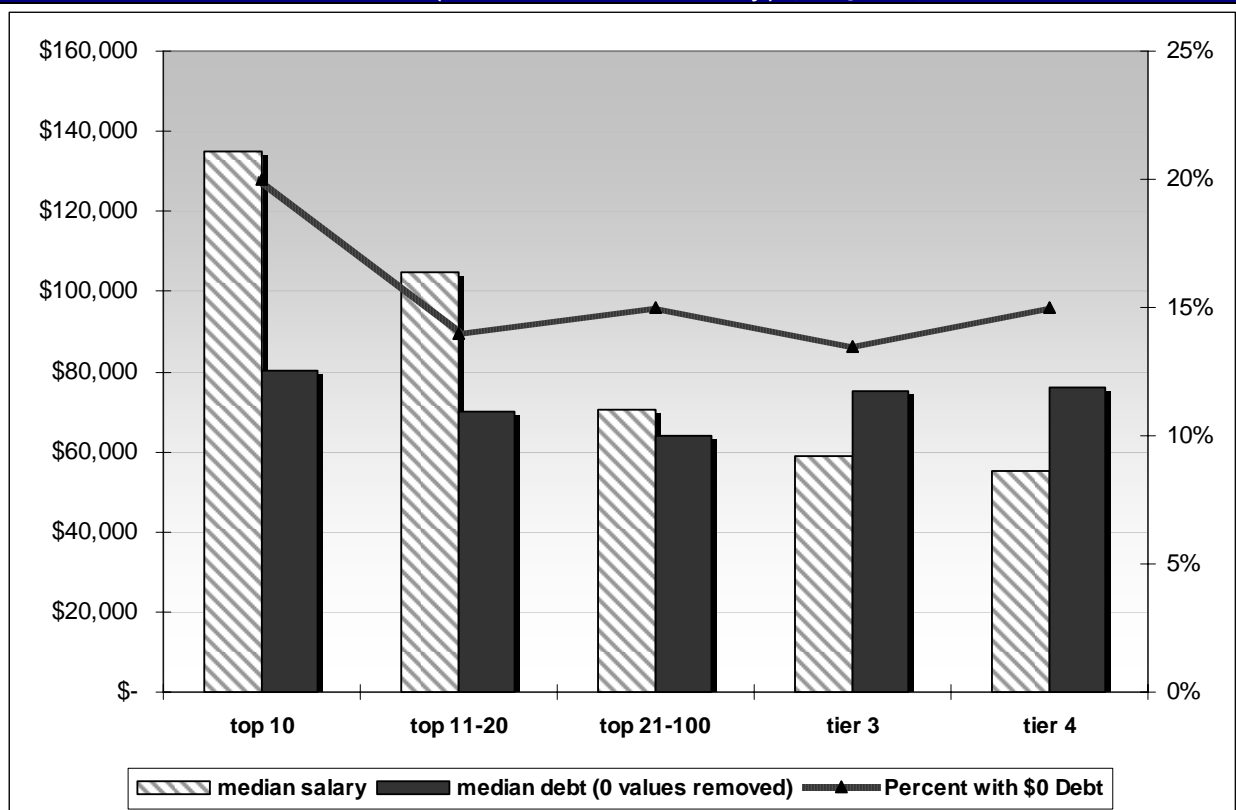


**TABLE 10.3. Selectivity, Median Salary, Median Debt (for those with any debt), and Percent with Zero Debt (full-time workers only) (weighted)\***

Law School Selectivity	Median Salary	Median Debt (0 values removed)	Percent with \$0 Debt
Top 10	\$135,000	\$80,000	20%
Top 11-20	\$105,000	\$70,000	14
Top 21-100	\$70,000	\$64,000	15
Tier 3	\$59,000	\$75,000	14
Tier 4	\$55,000	\$76,000	15

\* **Note:** This table excludes sample members who graduated from law schools not included in the US News & World Report ranking (such as unaccredited law schools and law schools outside the US) as well as excluding missing data.

**Figure 10.3. Selectivity, Median Salary, Median Debt (for those with any debt), and Percent with Zero Debt (full-time workers only) (weighted)**

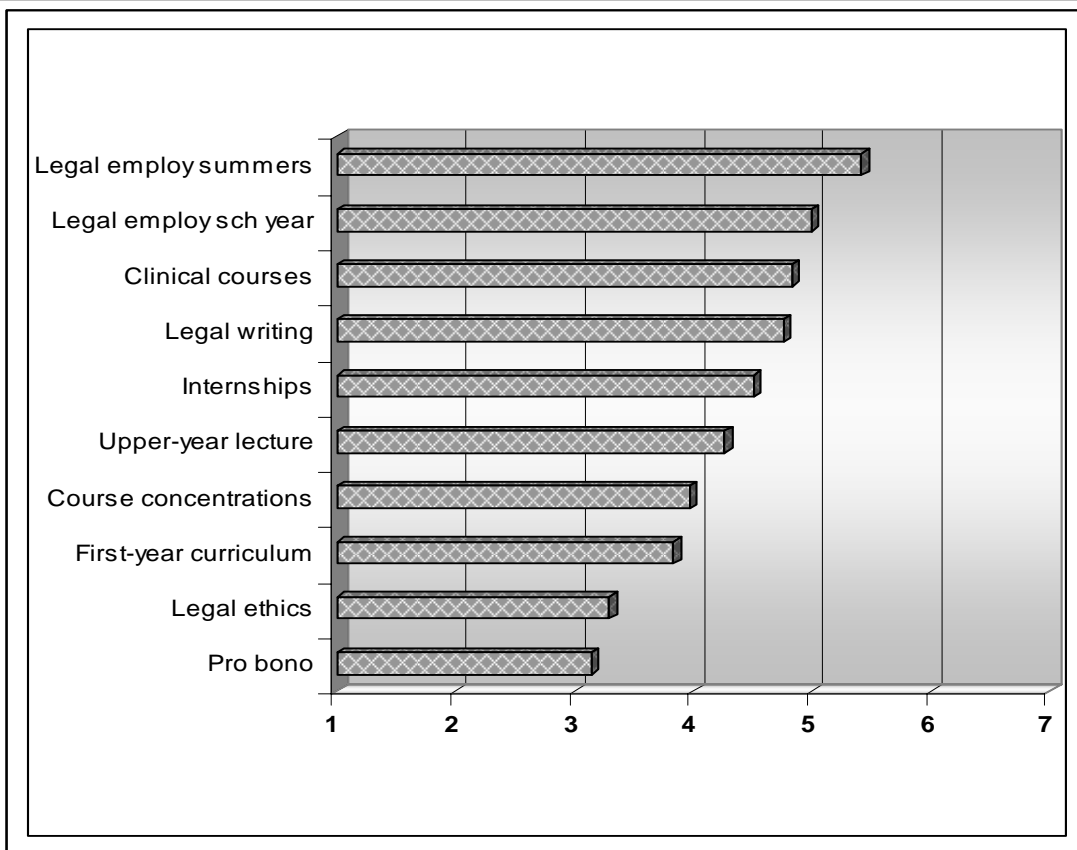


Section 11: Law School and the Transition to Practice

**TABLE 11.1. Weighted Mean Attitudes towards Dimensions of Law School Experiences (on a scale where 1=not at all helpful and 7=extremely helpful)**

	Mean	Median	Weighted N
Pro bono	3.15	2	10,022
Legal ethics	3.30	3	17,356
First-year curriculum	3.84	4	18,444
Course concentrations	3.97	4	15,471
Upper-year lecture	4.27	4	16,187
Internships	4.51	5	11,030
Legal writing	4.76	5	18,311
Clinical courses	4.83	5	15,479
Legal employment during school year	5.00	6	12,960
Legal employment during summers	5.42	6	16,461
Other	4.36	5	1,322

**Figure 11.1. Weighted Mean Attitudes towards Dimensions of Law School Experiences (on a scale where 1=not at all helpful and 7=extremely helpful)**



**TABLE 11.2.** Weighted Mean Ratings for the Importance of Strategies for Obtaining Jobs by Law School Selectivity (on a scale where 1= not important and 7= extremely important)

	Top 10	Top 20	Top 21-100	Tier 3	Tier 4
	Mean	Mean	Mean	Mean	Mean
Other friends	2.31	2.67	2.94	3.11	3.14
Response to an ad	1.51	1.98	2.47	2.82	2.80
Part-time position	1.52	2.18	2.37	2.25	2.44
Family members	1.70	1.97	2.43	2.62	2.56
Summer position	5.26	4.58	3.42	2.60	2.37
Law school's placement	4.58	4.12	3.12	2.72	2.25
Law school classmates	2.12	2.06	1.92	1.96	1.89
Recommendation	2.00	1.96	1.88	1.96	1.97
Experience	1.95	1.63	1.90	1.83	1.83
Law school's alumni	2.19	2.11	2.00	2.11	1.72
On-campus interview	4.94	4.16	2.80	2.03	1.63
Unpaid internship	1.31	1.38	1.54	1.60	1.43

**Figure 11.2.** Weighted Mean Ratings for the Importance of Strategies for Obtaining Jobs by Law School Selectivity (on a scale where 1= not important and 7= extremely important)

