

After the JD II:  
Second Results from  
*a National Study of*  
Legal Careers

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The American Bar Foundation and  
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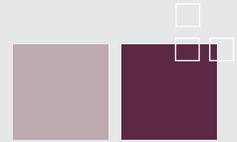
For more information on the donor organizations and sponsors of this study  
see page 91.

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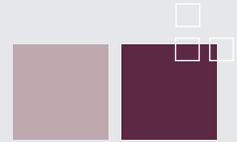
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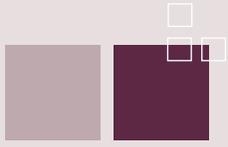
On behalf of the American Bar Foundation and the NALP Foundation,



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Director  
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Research and Education



SECTION 1:  
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# Introduction to AJD2

# Introduction

This report provides an overview of findings from the second wave of data collection for the After the JD Study of Lawyers' Careers, which we refer to in this report as After the JD2, or simply as AJD2.

In the late 1990s, given significant changes taking place in the careers of American lawyers and the absence of systematic empirical data on lawyers' careers that was national in scope and that tracked changes in the professional life course, a consortium of organizations launched the After the JD Study. After the JD was designed to track the careers of a nationally representative cohort of lawyers admitted to the bar in the year 2000 over the first ten to twelve years of their careers. The first wave of the After the JD Study (AJD1) provided a snapshot of the personal lives and careers of this cohort about three years after they began to practice law. The sample included new lawyers from 18 legal markets — ranging from the four largest markets (New York City, the District of Columbia, Chicago, and Los Angeles) to 14 other areas consisting of smaller metropolitan areas or entire states. Launched in 2002-2003, AJD1 completed surveys with 4,538 eligible respondents, for a response rate of 71% of individuals who could be located and over 50% of the full sample. AJD1 produced unparalleled data on lawyers in the first few years of their careers. It resulted in the publication of *After the JD: First Results of a National Study of Legal Careers* (2004) (hereinafter referred to as the AJD First Report), a series of other articles, and the release of public-use and restricted-use datasets.

(For information on publications and data availability please visit:

<http://www.americanbarfoundation.org/publications/afterthejd.html>.)

AJD2 seeks to illuminate the progression of lawyers' careers through roughly seven years in practice. The seventh year marks a crucial period in the careers of young lawyers. Those working in private law firms must decide whether they will continue to pursue promotion to partnership within their firm or elsewhere, whether they will seek a different job in the private sector, such as in business or in solo practice or in a small firm, or whether to shift sectors entirely and move into government. Those in government or public interest positions must determine whether to make a long-term commitment to such work or move to private practice. At the same time that they are facing these important career decisions, these young lawyers are experiencing significant personal decisions about marriage and having children.

AJD2 sought to locate and survey the entire original sample that was constructed in AJD1, even if a sample member had not been located or surveyed in AJD1. (Only those individuals found to be ineligible for the study because they did not meet the required time period for obtaining their law degree and passing the bar were excluded.) Under the direction of Terry Adams at the Institute for Social Research of the University of Michigan, AJD2 obtained business addresses for 98% of eligible respondents (n=8,225) and completed surveys with 4,160 sample members. These included 70.4% of the respondents to AJD1 (a group we refer to

as AJD1 Respondents) and 26.9% of those who were not surveyed in Wave 1 (a group we refer to as AJD1 Nonrespondents). In other words, not only did close to three quarters of the AJD1 sample respond to AJD2, but AJD2 now includes a substantial number of respondents who were previously lost to us in AJD1. The AJD2 data collection effort was launched in 2007 and completed in early 2008, with an overall response rate of 50.6% of eligible sample members. AJD2 not only surveyed a nationally representative sample of new lawyers, but the sample continues to include an oversample of minority attorneys [for further details please refer to *After the JD: First Results of a National Study of Legal Careers* (2004), Appendix], which ensures that we have sufficient numbers of racial/ethnic minorities in our sample for statistical analyses of minority careers. Also as in AJD1, we are completing in-depth face-to-face interviews with a subsample of about 100 respondents.

The AJD2 study design is complex. It began with a very thorough enumeration of the target sample. Given the state-level control of admissions to the bar, it required cooperation by 20 state bar authorities in the 18 geographic areas that make up the sample. It then required tracking potential respondents from their date of admission through to seven years in practice. During the tracking process we learned that one to two percent of AJD sample members change jobs *every month* and that some 22% had changed states from the state in which they passed the bar and initially became eligible for our study. AJD2 actually improved the proportion of located sample members over AJD1, and achieved a very high completion rate by contemporary survey standards.

The longitudinal character of the research design, which obtained data at two time points (years 3 and 7), is far more ambitious than most surveys that rely on cross-sectional observations at one point in time. Longitudinal designs are relatively unusual in survey research generally and are truly unique on a national scale for studies of the American legal profession. (Studies by Hagan et al. on Toronto lawyers and Chambers et al. on Michigan Law School graduates employ longitudinal designs on smaller samples.) The great advantage of a longitudinal design is that it allows for more powerful analyses of causal dynamics and mechanisms than cross-sectional designs, because we are following the same people over time. Of particular interest for lawyers' careers is assessing the relative influence of attitudinal and structural forces that shape career development. For example, we can observe AJD1 respondents' self-reports about satisfaction with their jobs and their predictions about whether they would be with the same employer in two years. Then we can observe where those same respondents are in AJD2.

For many of the most pressing concerns facing the American legal profession today, possessing these kinds of data is very valuable. As the legal profession has become more diverse in terms of entrants, it is critical to understand how women, men and women of color, individuals from less advantaged economic backgrounds, and other traditionally under-represented groups build careers. Our research design allows us to examine the experiences of these groups at distinctive stages of their professional lives and to compare their career experiences to those of their peers. Are their experiences different from the outset or do career trajectories

diverge over time? What career strategies appear most successful for young lawyers? Do these strategies vary by gender, race, and class? By legal market? By the selectivity of the law school from which lawyers graduate, or by other dimensions?

These issues are but a subset of important questions that AJD2 — and eventually AJD3 — can address in unique ways. Scholars of longitudinal research generally and the legal profession in particular will appreciate the importance of the planned third wave of data collection. This third wave of longitudinal data collection will significantly improve the ability to map the trajectories of careers over time. One of the pivotal events in lawyers' careers in private practice — promotion to partnership — is not a realistic possibility until year 8 to 11, depending on the size of a firm, its geographic location, and the firm structure (whether a firm has nonequity and equity partnerships and the ratio of partners to associates in a firm).

The final phase of the AJD2 data collection was ended before the onslaught of the global financial crisis in the fall of 2008. Consequently, the results we report do not account for the profound effects of these turbulent events. The careers of the bar class of 2000 almost certainly have been dramatically shaped by the financial crisis as large law firms have laid off thousands of lawyers and staff, major corporations have gone bankrupt, and government and public interest sectors have suffered severe budgetary shortfalls. We anticipate investigating these issues and many other similarly important transitions during our third wave of data collection in 2012.

As we actively plan for Wave 3 of AJD, we are preparing the release of public-use and restricted-use versions of AJD2. The preparation of an accessible dataset is one of the key commitments that the After the JD Project made to the National Science Foundation, a major funder of the AJD1 and AJD2 data collection efforts. The AJD2 dataset will allow the scholarly community to pursue a broad range of questions about the careers of lawyers and the social organization of the American legal profession.

This report attempts to capture some of the highlights of what we have learned from AJD2. It explicitly builds on the AJD First Report that summarizes key descriptive findings from AJD1. We largely follow the topical organization of the AJD First Report to describe the careers and professional lives of our sample at the seven-year mark. On many topics we compare the findings of AJD1 and AJD2 so that readers can observe changes over time.

While this summary only scratches the surface of potential analyses of AJD2 data, some findings already stand out.

- *Job Mobility:* As many observers have suggested, young American lawyers exhibit very high levels of job mobility. Over one-half of our respondents had changed practice settings (not just jobs within the same kind of practice setting) between AJD1 and AJD2.
- *Career Satisfaction:* Despite the high rate of job changing, most young lawyers are satisfied with their decision to become a lawyer. Fully 76% of our sample report that they are “extremely” or “moderately” satisfied with their career choice.

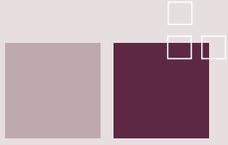
- *Convergence* in the career patterns of women and minorities with white males: Although the existing research literature suggests that women and minorities leave certain sectors of the legal profession at higher rates than their white male peers, we find an unexpected similarity in patterns of job changing across these groups. The tendency to exit large law firm practice in favor of business, as well as other transitions, is remarkably similar across gender and racial groups. Yet black lawyers continue to express the highest expectations to leave their employers within the next two years, regardless of the setting within which they work.
- *Indications of continuing inequality by gender*: Despite these similarities in career transitions, we see telling indications of continuing patterns of gender inequality in lawyer careers. We find that women are far more likely than men to be unemployed or to work part-time. While Wave 2 data reflects a point in time when it is early for these lawyers to have achieved equity partner in private law firms, men are outpacing women in this achievement. We also see that women's incomes as lawyers lag behind those of their male counterparts in many sectors of law practice.

While many of these findings are quite striking, they call for further research and exploration because they are generally based on bivariate relationships. Future analyses will consider these findings using more sophisticated multivariate models in order to take into account the simultaneous effects of multiple factors. For example, we will be able to consider how taking parental leaves, having children, or working part-time affect women's salaries, chances for promotion, and job satisfaction.

This report is divided into eleven sections, ten of which summarize initial findings. After the main body of the report, an appendix is included detailing the study's methodology for selecting and contacting study participants and for weighting the results. This report provides results that are weighted to represent the national population of lawyers first admitted to a bar in 2000. (For further explanations see the appendix.) The majority of sections in this report represent results from the *national sample of respondents*. However, when focusing exclusively on race (e.g., Section 9) the weighted results include the *minority oversample*. Thus, all of the results that we present here are weighted for differential selection probability and non-response. Every table includes both an actual *N* of responses and a weighted *N*.

We are very pleased to introduce these first results from AJD2, results that afford a more comprehensive view of the careers of a cohort of American lawyers than any previous study. We hope AJD2 will provide a solid basis for future efforts to understand the changing character of legal careers. Given the centrality of the legal profession in the political, social, and economic fabric of American society, as we gain new knowledge about lawyers' careers we gain fundamental insights into the role that law plays in our society.





SECTION 2:  
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# Demographic Characteristics of AJD Lawyers — A Trend Over Time

## Demographic Characteristics of AJD Lawyers – A Trend Over Time

AJD2 respondents reflect the social characteristics of their professional age cohort. The majority of lawyers who passed the bar in the year 2000 are now in their 30's, with 30- to 35-year-olds making up the largest segment of the sample, followed by 36- to 40-year-olds. Only slightly more than one in five respondents are more than 40, meaning that it is relatively rare for students to enter law school after they are 30 years old. Men and women are roughly equally represented in this age cohort, with women making up 44% of the sample compared to only about 29% of the American legal profession overall. The overwhelming proportion of young lawyers are white, while all minority groups make up just 20% of the sample. Asians have emerged as the largest minority group, with almost 7% of the sample, just outnumbering blacks. Hispanics constitute only 4.5% of the sample. Native Americans and others constitute just 2.4% of this age cohort.

The AJD2 respondents hail from a full range of law schools ranked by selectivity of admissions (drawing on the *US News & World Report* law school rankings for 2003). The top ten law schools contributed 11% of the sample, followed by a somewhat smaller share produced by schools ranked 11-20. Another one-fifth of this age cohort graduated from top 21-50 law schools. The 50 law schools that make up the remainder of the top 100 law schools educated 31% of the sample, while Tier 3 and Tier 4 law schools trained 17% and 14% of the sample respectively. Thus almost two-thirds of lawyers of this cohort were educated outside the top 50 law schools in the nation. And one-third of young lawyers received degrees from Tier 3 and Tier 4 law schools.

**TABLE 2.1.** Distribution of AJD2 by Gender, Race, and Age

	AJD2 N	AJD2 %
Female	1,609	44.4%
Male	1,855	54.6
TOTAL	3,464	100.0
<i>Weighted Total</i>	<i>31,968</i>	
Native American	57	1.5
Asian	237	6.8
Black/African American	207	6.6
Hispanic	151	4.5
Other	40	0.9
White	2,853	79.6
TOTAL	3,545	100.0
<i>Weighted Total</i>	<i>32,519</i>	
Age 30-35	1,614	45.0
Age 36-40	1,145	32.6
Age 41+	697	22.4
TOTAL	3,456	100.0
<i>Weighted Total</i>	<i>31,958</i>	

Note: Using National Sample. Counts for race/ethnicity reported here include only those in the National Sample, which is representative of the national population of lawyers who passed a bar in 2000.

**TABLE 2.2.** Distribution of AJD2 by Law School Selectivity

	AJD2 N	AJD2 %
Top 10	364	10.4%
Top 11-20	337	7.6
Top 21-50	698	19.7
Top 51-100	909	30.5
Tier 3 (101-137)	545	16.8
Tier 4 (138-178)	470	13.6
<b>TOTAL</b>	<b>3,375</b>	<b>98.6</b>
<i>Weighted Total</i>	<i>31,028</i>	

Note: Using National Sample.

For the most part, AJD2 respondents come from well-educated backgrounds. Over one-half of the sample have fathers and mothers who graduated from college, and roughly one-quarter of the respondents' parents had professional or graduate degrees. Still one-quarter of the sample had parents who achieved no more than a high school degree. Similarly, some 85% of respondents were born of parents who themselves were born in the United States, but about 15% were born of parents who were foreign-born.

**TABLE 2.3.** AJD Respondents by Education of Parents

Education	FATHER		MOTHER	
	N	%	N	%
Grade school	84	3.4%	64	2.1%
Some high school	89	3.7	82	3.4
High school diploma or equivalent	398	16.0	707	24.1
Trade or vocational school	93	3.6	102	3.3
Associate or two-year college	310	11.0	499	15.8
Bachelor's or four-year degree	529	19.8	802	25.0
Law degree (JD)	240	8.6	41	1.3
Some graduate or post-graduate work	110	4.0	109	3.3
Graduate or professional degree	816	29.8	659	21.5
Don't know	2	0.01	1	0.02
<b>TOTAL N</b>	<b>2,671</b>	<b>100.0</b>	<b>3,066</b>	<b>100.0</b>
<i>Weighted Total</i>	<i>24,407</i>		<i>27,824</i>	

Note: Using National Sample.

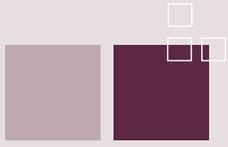
The demographic characteristics of the AJD2 sample suggest that the American legal profession is now open to entry by individuals from diverse backgrounds, including women and minorities. While a not insignificant portion of the sample come from foreign-born parents or parents with only a high school education, the vast majority come from relatively advantaged backgrounds. They are white. Their parents were born in the United States. Their parents graduated from college, and many of their parents obtained professional or graduate degrees. Yet these relatively privileged backgrounds do not guarantee a place in elite law schools. The graduates of the 50 most selective law schools in the profession make up only one-third of our sample of young lawyers.

**TABLE 2.4.** AJD Respondents by Birthplace of Parents

	FATHER		MOTHER	
	N	%	N	%
Born inside the U.S.	2,356	83.3%	2,410	84.2%
Born outside the U.S.	460	16.7	443	15.8
TOTAL N	2,816	100.0	2,853	100.0
<i>Weighted Total</i>	24,103		24,367	

Note: Using National Sample.





SECTION 3: Practice Setting



# Practice Setting

Practice settings are key to understanding much of the variation in lawyers' careers. From the credentials required to enter these settings, to the very nature of work that is undertaken, the consequences of working in different settings are quite varied. With lawyers working in a broad range of settings — spanning the public and private sectors and legal and nonlegal work — it is important to track which lawyers work in which settings. In subsequent sections of this report we will also report on the implications of working in these varied settings, including the nature of work, salary, and satisfaction.

When we first surveyed AJD lawyers in 2003, they were just beginning their careers. At that point in time, we found that almost all (97%) of AJD lawyers were employed, and that 91% were practicing law in their primary jobs. Five years later, the pattern looks quite different. Now only 87% report that they are working full-time, while 83.5% are practicing law in their primary positions.

One of the most dramatic changes over time has been the substantial shifting of lawyers out of private law firm practice. While in the first wave of the study about 70% of respondents were working in private law firms, in this second wave just over half (55%) are working in private law firms. This movement of AJD lawyers out of private law firms is paralleled by a dramatic influx of lawyers into the business sector and a modest influx into nonprofits and education, though as we note above, some AJD respondents (the majority of whom are women) have opted out of the paid labor force entirely. In all sectors, we now also find a greater proportion of respondents reporting that they are no longer working as practicing lawyers.

## *Private Law Firm Practice*

There are a number of ways to measure the size of the firm in which privately practicing lawyers work. AJD respondents provided us with both the number of lawyers working in their office, as well as the number of lawyers working in their entire firm, across all its offices. In our discussion below we rely on the measure that reflects the size of their *firm* since we are interested in the distribution of lawyers by firm size.

In Wave 1 of the study there was an almost bimodal distribution of lawyers in private practice, with one quarter working in smaller firms of 2-20 lawyers, and 18% working in mega firms of 250+ lawyers. Seven years out, however, the mega firms are no longer as prominent a setting for lawyers. Of AJD lawyers working in the private sector, the plurality (18%) now work in the smaller firms of 2-20 lawyers, while only 11% are working in the mega firms. Mega firms, it appears, are a temporary holding place for many new graduates, and as they build their careers they scatter into a range of settings both within and outside of the private sector.

Despite this contraction, it is important to recall that the relative youth of AJD lawyers means that they are working in the large firm sector at a higher rate than lawyers in the general population.

While we expected to find a growth in the proportion of AJD lawyers working in small firms, our predictions were only true for solo practice, where the number of AJD respondents almost doubled over the past five years (from 5% to almost 10%). Thus apart from solo practice, the exodus of new lawyers from the private sector was almost constant, regardless of firm size. We now find 18% of AJD respondents working in firms of 2-20 lawyers (down from 25% in Wave 1), and 8% working in firms of 21-100 lawyers (down from 12% in Wave 1).

The distribution of lawyers across practice settings of course varies by region and city size. As might be expected, the largest concentration of mega firm lawyers is found in the Northeast and in large metropolitan areas of over two million people, but it is important to note that at the same time, a somewhat larger proportion of the lawyers in these large cities are in fact working in small firms of 2-20 lawyers. As might be expected, solo and small firm practitioners are generally heavily concentrated in the South and in smaller cities of around 100,000 people.

## **Government**

About 17% of AJD lawyers are working in government, a very small increase from when we first surveyed them in 2003, with the increase occurring in the federal government sector. Of those in government, about 60% work for state or local government, and the remainder work in federal government positions. These positions are of course varied, with one quarter of federal government lawyers and 15% of state government lawyers reporting that they are not working as practicing lawyers in their jobs.

Federal government lawyers are of course overrepresented in Washington, DC, with 43% of DC lawyers working in federal government positions. Lawyers working for state government are more spread out geographically, though they tend to be clustered in small and medium cities with populations of 500,000 or less.

## ***Public Interest and Nonprofit/Education***

Just over 6% of AJD respondents work for public interest organizations or nonprofits. While the proportion of lawyers working in public interest positions has remained fairly stable over time, the proportion of respondents working in nonprofits/education has more than doubled, with this setting now representing over 5% of sample members, up from 2% in Wave 1. These positions are quite diverse: almost one third of those working in public interest are not practicing law, while over two thirds of those working in nonprofits/education are not practicing law.

## ***Business***

The business sector, which is composed of professional service firms, Fortune 1000 firms, and other businesses, represents the setting experiencing the largest influx over the past five years. The proportion of AJD respondents in this sector has more than doubled: in 2003, about 8% of AJD respondents were working in business, while five years later we find 19% of AJD respondents working in this sector. The majority of these lawyers are now working in positions as inside counsel in corporations, with the remainder working in positions in businesses where they are not primarily practicing law. This distribution is in contrast to Wave 1, where respondents were evenly split between working as inside counsel and positions in business where they were not practicing law.

The business sector is quite varied. Just under 30% of respondents work in Fortune 1000 firms, about one-quarter work in professional service firms (in areas such as accounting, investment banking, consulting, etc.), and the remainder work in other business or industry settings. As with mega firm lawyers, AJD respondents working as inside counsel are over-represented in the Northeast and in the large metropolitan cities of over two million people, while those working in business that are not practicing law are more evenly distributed across the country and across types of cities.

**TABLE 3.1. AJD1 and AJD2 Respondents by Practice Settings**  
Comparing Office and Firm Size

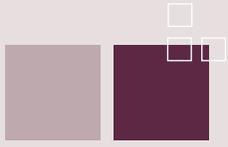
Practice Settings	OFFICE SIZE						FIRM SIZE					
	AJD1			AJD2			AJD1			AJD2		
	N	% NP	Total %	N	% NP	Total %	N	% NP	Total %	N	% NP	Total%
Solo	185	2.3%	5.5%	303	3.0%	9.7%	185	2.3%	5.4%	303	3.0%	9.6%
Firm/Office of 2-20 lawyers	1,011	0.4	28.4	700	0.8	21.0	900	0.5	25.1	616	0.9	18.3
Firm/Office of 21-100 lawyers	670	0.2	17.1	451	1.5	11.9	459	0.2	12.3	306	0.5	8.1
Firm/Office of 101-250 lawyers	393	1.1	10.0	211	1.8	5.5	279	0.5	7.0	165	2.2	4.7
Firm/Office of 251+ lawyers	238	0.0	5.8	115	9.4	2.9	726	0.5	18.2	433	5.4	11.1
Firm/Office size unknown	63	1.7	1.7	121	1.3	3.8	21	1.7	0.5	101	0.0	3.2
Government – federal	173	20.4	4.5	188	25.9	5.2	173	20.4	4.5	188	25.9	5.2
Government – state or local	395	14.6	12.0	354	14.7	11.8	395	14.6	12.0	354	14.7	11.7
Legal services or public defender	103	1.4	3.0	66	10.9	1.7	103	1.4	3.0	66	10.9	1.7
Public interest	41	14.4	1.1	35	31.3	1.1	41	14.4	1.1	35	31.3	1.1
Nonprofit/Education and other	76	63.1	2.1	173	67.7	5.2	76	63.1	2.1	173	67.7	5.1
Business – inside counsel	160	0.0	4.2	360	0.0	11.1	160	0.0	4.2	360	0.0	11.0
Business – not practicing	157	100.0	4.2	256	100.0	8.0	157	100.0	4.2	256	100	7.9
Other	9	47.6	0.3	35	25.9	1.1	9	47.6	0.3	35	25.9	1.1
TOTAL	3,674	9.0	100.0	3,368	16.5	100.0	3,684	9.0	100.0	3,391	16.5	100.0
Weighted Total	30,823			31,116			30,953			31,316		

Note: Using National Sample; not practicing (NP) = % within category not practicing law.

**TABLE 3.2.** Percentages of AJD2 Practice Settings by Geographic Market

	Solo	Firm of 2-20 Lawyers	Firm of 21-100 Lawyers	Firm of 11-250 Lawyers	Firm of 251+ Lawyers	Government Federal	Government State	Legal Services or Public Defender	Public Interest	Nonprofit/ Educ. and Other	Business Inside Counsel	Business Not Prac- ticing	Other
<b>Market/Practice Settings</b>													
Northeast	9.2%	13.9%	10.0%	2.6%	15.3%	2.7%	10.1%	1.6%	1.1%	5.2%	18.0%	10.0%	0.2%
Midwest	9.1	19.4	9.0	7.6	12.2	1.4	16.3	1.0	0.6	4.6	10.5	7.6	0.7
South	11.5	22.2	6.7	5.0	10.2	9.7	11.6	2.2	0.5	5.5	7.7	5.9	1.3
West	9.4	19.8	8.6	4.3	8.2	5.7	12.4	2.4	3.0	5.4	10.5	9.8	0.7
Other	5.6	6.6	5.8	3.4	17.2	6.3	–	–	–	11.9	22.1	7.6	13.5
<b>Population Size</b>													
100k or less	17.1	31.3	1.2	–	–	1.2	25.7	4.7	–	8.6	4.3	5.1	0.8
100k + 1 to 500k	13.7	22.3	6.4	1.7	4.3	3.4	25.4	1.7	0.5	6.4	6.3	6.2	1.8
500k + 1 to 1m	12.9	22.0	9.7	4.7	10.4	1.7	9.5	1.7	1.3	7.4	9.0	8.9	0.8
1m + 1 to 2m	11.8	19.9	8.9	9.2	6.3	3.4	16.8	1.9	1.0	3.3	11.2	5.5	0.7
2m +	7.6	16.7	8.6	4.1	15.7	7.8	8.0	1.6	1.5	5.1	13.2	9.4	0.7

Note: Using National Sample. Foreign countries and what are labeled as “outlying U.S territories” are included in the “other” column. Forty-three out of 45 are “foreign countries” and two are “outlying U.S territories.”



SECTION 4:  
□ □ □ □ □

# What AJD2 Lawyers Do

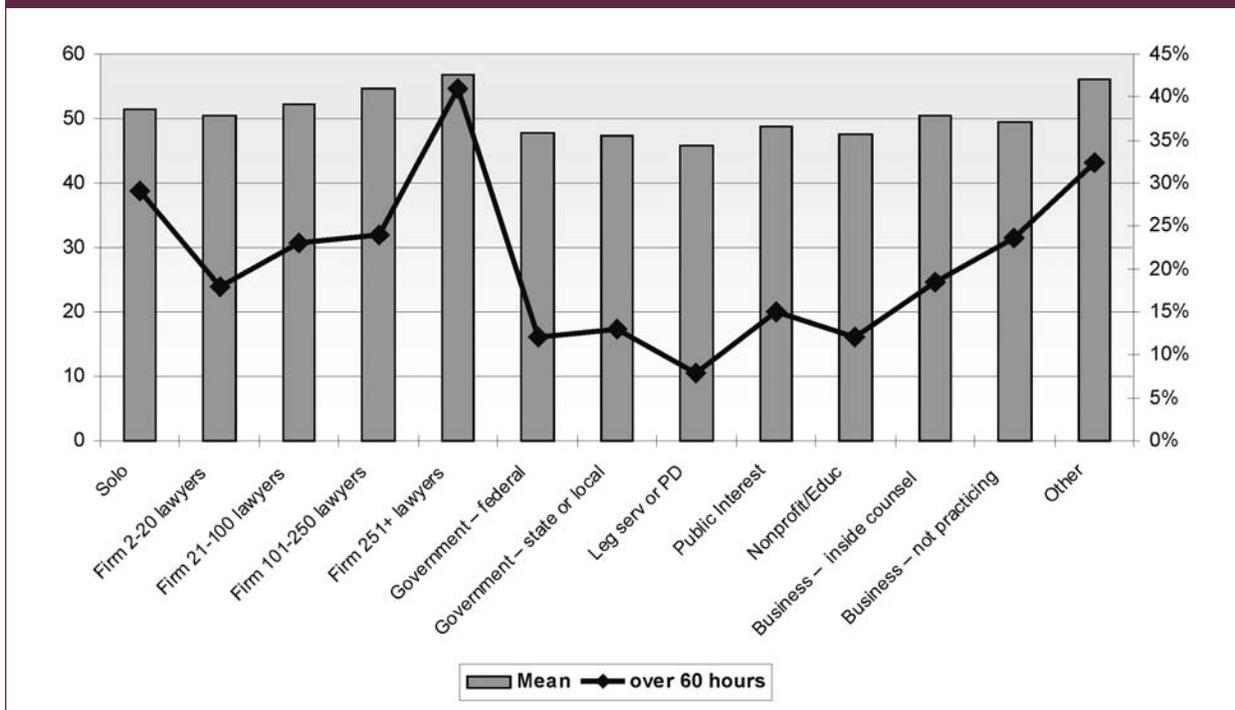
# What AJD2 Lawyers Do

## *Hours Worked*

Early-career attorneys are typically portrayed as working many long hours. The first wave of the AJD revealed that this was a somewhat exaggerated image of new lawyers' work lives; Wave 2 confirms this. The median American full-time worker puts in 40 hours in a usual week, according to the US Census (US Census Bureau, 2000 Decennial Census of the United States, 5% Public Use Microdata Sample, 2002); the median AJD attorney put in 50 hours per week in both 2003 and 2007.

However, some attorneys do work very long hours, and conspicuous among these are attorneys in the largest firms. In 2007, more than two-fifths (41%) of attorneys in firms with more than 250 lawyers reported that they worked more than 60 hours per week. This is an increase over the 32% of attorneys in large firms who reported working 60+ hours per week in the first wave of the study. As in 2003, in 2007 AJD lawyers employed outside of private practice tended to work fewer hours than lawyers in law firms of any size. Overall, extremely long work weeks continue to characterize a minority of these attorneys' work lives: in 2003, 20% of AJD attorneys reported working 60 or more hours per week, while in 2007 this figure was 22%.

**FIGURE 4.1.** Mean Hours Per Week and Percent Working Over 60 Hours by Setting (full-time workers only) (AJD2)



Note: The survey question states: “In the last week, how many hours did you spend in each of the following activities – working at the office or firm; working away from the office or firm on weekdays; working away from the office or firm on weekends? If you were on vacation or sick leave use last week that you worked.” The figure above includes the mean of total number of hours worked plus the percent of more than 60 hours worked.

**TABLE 4.1.** Mean and Median Hours and Percent Working Over 60 Hours by Setting (full-time workers only) (AJD2)

Practice Settings	HOURS WORKED LAST WEEK			
	Mean	Median	Valid N	Over 60 Hours (%)
Solo	51.4	50	246	28.6%
Firm of 2-20 lawyers	50.5	50	558	18.0
Firm of 21-100 lawyers	52.2	51	288	23.0
Firm of 101-250 lawyers	54.7	53	144	24.3
Firm of 251+ lawyers	56.8	55	383	40.7
Government – federal	47.7	45	182	12.0
Government – state or local	47.4	45	343	12.7
Legal services or public defender	45.9	48	63	7.8
Public Interest	48.7	49	30	15.2
Nonprofit or education and other	47.5	45	140	12.2
Business – inside counsel	50.4	50	344	18.5
Business – not practicing	49.6	48	225	23.6
Other	56.1	52	29	32.4
<b>TOTAL</b>	<b>50.8</b>	<b>50</b>	<b>2975</b>	<b>21.4</b>
<i>Weighted Total</i>			<i>27,522</i>	

Note: Using National Sample.

## Specialization

By seven years into their careers as lawyers, in 2007, a majority of AJD attorneys identified themselves as specialists. Findings from the first wave of the study revealed that many new lawyers had developed specializations quite early in their careers. In 2003, newly into their work as attorneys, 39% of AJD attorneys reported that they considered themselves to be specialists and 82% reported that they spent at least 50% of their work time in only one of 20 possible areas of practice. In 2007, 54% reported that they considered themselves specialists while 86% devoted at least 50% of their time to a single area.

Between 2003 and 2007, the rates at which AJD attorneys reported higher self-identification as specialists rose in almost every practice setting, suggesting that seeing oneself as a specialist in a specific area of law may be part of a general process of professional development. But some areas of law appeared to involve greater specialization than others. In some types of practice, lawyers who worked in these areas devoted an average of at least two-fifths of their time to that area: civil and commercial litigation, criminal law, family law, intellectual property, personal injury defense, and securities.

**TABLE 4.2.** Specialist by Practice Setting Comparing AJD1 and AJD2 Respondents (whether self-identified as a specialist or not)

Practice Settings	AJD1 %	AJD 2 %
Solo	34.4%	52.4%
Firm of 2-20 lawyers	36.2	54.8
Firm of 21-100 lawyers	38.3	52.7
Firm of 101-250 lawyers	42.3	52.1
Firm of 251+ lawyers	42.1	55.9
Government – federal	37.3	64.9
Government – state or local	34.8	49.7
Legal services or public defender	56.7	69.9
Public Interest	47.2	78.6
Nonprofit/education	51.1	51.6
Business – inside counsel	48.8	52.0
Business – not practicing	–	0.0
Other	34.9	64.3
OVERALL	39.4	54.3
TOTAL N	3,240	2,240
<i>Weighted Total</i>	<i>27,295</i>	<i>20,186</i>

Note: Using National Sample and restricted to persons who responded to the relevant question in both AJD1 and AJD2. Survey question asks “Whether or not you are certified as a specialist by your state, do you consider yourself a specialist?” Possible responses: 1=yes and 0=no. Percentages include all “yes” responses.

**TABLE 4.2a.** Specialist by Practice Setting Comparing AJD1 and AJD2 Respondents (spend 50% or more in one area)

Practice Settings	AJD1 %	AJD2 %
Solo	62.5%	78.9%
Firm of 2-20 lawyers	76.5	85.1
Firm of 21-100 lawyers	83.0	86.9
Firm of 101-250 lawyers	86.6	90.4
Firm of 251+ lawyers	88.6	94.3
Government – federal	76.5	90.1
Government – state or local	90.9	88.3
Legal services or public defender	95.9	93.7
Public Interest	94.2	83.5
Nonprofit/education	68.5	67.9
Business – inside counsel	82.6	78.0
Business – not practicing	–	100.0
Other	100.0	94.0
<b>OVERALL</b>	<b>82.4</b>	<b>85.6</b>
<b>TOTAL N</b>	<b>3,244</b>	<b>2,722</b>
<i>Weighted Total</i>	<i>27,308</i>	<i>24,767</i>

Note: Using National Sample. The AJD1 and AJD2 data in this table include full-time and part-time workers. This differs from the table published in the AJD1 report that showed only full-time workers. We do so because in Wave 2 we have a greater proportion of respondents who are working part-time. Practice areas include: antitrust, bankruptcy, civil and commercial litigation, civil rights/liberties, commercial law, criminal law, employment law (management), employment law (unions), environmental law, family law, general corporate, general practice, health law, immigration law, insurance, intellectual property, municipal law, personal injury (defense), personal injury (plaintiffs), probate, public utilities (administrative law and regulated industries), real estate (commercial), real estate (personal/residential), securities, tax, and workers compensation.

## ***Work Activities of Early-Career Lawyers***

In AJD2, lawyers' work took place in many locations and involved many different kinds of activities. AJD lawyers worked in their offices and away, both on weekends and during the week. Lawyers worked an average of 6.5 hours away from the office during the week, and 2.6 hours on weekends. Work away from the office was reported by lawyers in every practice setting. AJD2 attorneys had worked on an average of 64 distinct legal matters per lawyer during the past three months. Fifty percent (50%) of attorneys had worked on 30 or more matters, a finding that suggests that some attorneys are working on a very large number of matters at any given time. Lawyers in state and local government, for example, reported working on an average of 135 distinct matters in the three months prior to the survey, while legal services and public defender attorneys reported an average of 143 matters. Lawyers in the largest private practice law firms, on the other hand, reported the smallest number of distinct matters. Such attorneys averaged 25 matters in the previous three months, with half of attorneys in these firms working on 15 or fewer. The high number of matters for public defenders, lawyers in state or local government, and legal services suggests a lot of very routine work in contrast to the smaller number of matters in the larger firms, which suggests they are working on more complex matters.

Where lawyers worked strongly affected the kinds of clients they served and the kinds of work they did. Lawyers in larger law firms spent the majority of their time working for businesses, while lawyers in the smallest firms and in solo practice spent the majority of their time working for individuals. A large minority of attorneys were doing at least some work that involved clients from outside the United States or cross-border matters. Forty-four percent (44%) of attorneys reported such work. The lawyers most likely to report doing international legal work were those in the largest law firms, where two thirds reported doing it, and inside counsel, where almost as many (65%) reported work that involved non-U.S. clients or cross-border matters. Among legal services and public defense lawyers, work that involved non-U.S. clients or non-U.S. law was also common, with 61% of attorneys reporting they had done some such work during the past year. The international work in large corporate firms mainly serves foreign corporate clients, while the work of legal services and public defense lawyers likely involves individual clients who are facing immigration issues.

Lawyers in all practice settings reported that they spent time attending networking functions and participating in recreational activities for networking purposes, whether with other lawyers or with clients. Lawyers in private law firm practice spent more time on networking activities, on average, than did attorneys in other practice settings. Lawyers in all practice settings reported engaging in recreational activities to network with peers and superiors, but this activity was most common in private practice law firms. The most common networking activity was having lunch or breakfast with others.

AJD2 attorneys participated in a variety of civic activities; some of this civic participation was part of their work as lawyers. Across practice settings, AJD2 lawyers reported that they served on the boards of directors of business organizations and trade associations (9% of

lawyers overall) and of charitable organizations, community groups, and other kinds of nonprofits (25% of lawyers overall). These activities were generally more common among private law firm practice lawyers than among lawyers in other settings, though lawyers who worked in nonprofit organizations reported high rates of sitting on nonprofits' boards of directors. Most attorneys were members of at least one bar association, more than two-fifths (42%) were members of a college alumni association, and about a third (32%) were members of a law school alumni association. Substantial numbers were engaged in other kinds of civic participation across a wide range of activities and purposes, including community and civic organizations (29%), charitable organizations (52%), political advocacy groups (19%), and organized sports leagues (20%).

**TABLE 4.3. Annual Pro Bono Hours by Practice Setting – Firm Size (AJD2)**

Practice Settings	Average Pro Bono Hours (including "0")	Percent of People Doing Any Pro Bono	Average Pro Bono Hours (excluding "0")	Median for Those Engaging in Some Pro Bono	TOTAL N
Solo	58.9	74.1%	79.5	40	303
Firm of 2-20 lawyers	39.9	65.0	61.4	30	616
Firm of 21-100 lawyers	29.5	56.6	52.2	30	306
Firm of 101-250 lawyers	34.0	54.9	61.9	40	165
Firm 251+ lawyers	49.4	62.7	78.8	40	433
Government – federal	4.7	16.3	28.9	20	188
Government – state or local	11.2	28.0	39.9	20	354
Legal services/ public defender	11.5	31.5	36.5	25	66
Public interest	21.1	24.3	86.7	70	35
Nonprofit or education	14.3	12.9	111.0	50	173
Business – inside counsel	13.3	40.3	33.1	20	360
Business – not practicing	0.0	0.3	4.0	4	56
Other	11.6	20.9	55.4	45	35
<b>TOTAL</b>	<b>27.8</b>	<b>44.9</b>	<b>61.6</b>	<b>30</b>	<b>3,290</b>
<i>Weighted Total</i>					<i>3,0312</i>

Note: Using National Sample.

## *Pro Bono Work*

More than two-fifths of AJD2 attorneys reported that they had performed some kind of pro bono service during the year prior to the survey, with an average of 28 hours performed per attorney in the sample. Pro bono work varied considerably by practice setting. A majority of lawyers in private law firm practice reported doing pro bono work, while pro bono was less common among lawyers in government, legal services, and public defense. In part, this difference between sectors reflects restrictions, meant to prevent conflicts of interest that are placed on some lawyers working in public service: many of these attorneys are proscribed from doing any legal work, including volunteer legal work, outside of their paid employment as public servants.

Among lawyers in law firms, it is those in the largest and the smallest law firms who are both most likely to do pro bono work and who do the most hours of pro bono work. For lawyers in the largest firms, high rates of participation likely reflect the institutionalization of pro bono programs in the large law firms. For lawyers in the smallest firms, who are more likely to serve low- and moderate-income individuals as part of their normal practice, their high rates of pro bono may reflect the fact that they regularly come into contact with people who need their services but are unable to pay for them.

Lawyers are exhorted by the ABA Model Rules of Professional Responsibility to donate their time providing legal services to low-income persons, and this is where the plurality of their hours are devoted. But, lawyers do pro bono in the service of other purposes, as well, and they do it both as part of their paid work and outside paid work time. Two-fifths (41%) of all pro bono hours were spent serving poor or low-income individuals, while about one-fifth (22%) were spent serving charitable organizations, and 23% were devoted to other causes. Almost two thirds (65%) of pro bono hours were worked as part of AJD2 lawyers' jobs (i.e., employers either compensated the lawyers for their time or otherwise officially sanctioned the pro bono work), while slightly more than one third (35%) were worked outside of the lawyers' paid employment.

**TABLE 4.3a.** Percentages of All Pro Bono Hours Spent on the Following Activities (AJD2)

Practice Settings	PRO BONO HOURS SPENT WORKING FOR ...		
	Poor Low Income Mean	Charitable Organization Mean	Other Mean
Solo	61.6	14.9	21.7
Firm of 2-20 lawyers	46.8	20.9	24.4
Firm of 21-100 lawyers	34.4	25.4	27.6
Firm of 101-250 lawyers	32.9	34.9	21.9
Firm 251+ lawyers	42.8	35.8	21.3
<b>Government</b>			
Government – federal	22.6	4.4	15.4
Government – state or local	22.9	18.8	17.6
Legal services/public defender	59.1	16.1	17.3
Public interest	71.5	22.3	26.8
Non-profit or education	23.8	17.9	30.0
<b>Business</b>			
Business – inside counsel	27.3	14.4	23.6
Business – not practicing	–	–	–
Other	24.6	8.0	39.7
<b>OVERALL</b>	40.8	21.7	22.6
<b>TOTAL N</b>	1,954	1,646	1,105
<i>Weighted Total</i>	17,693	14,992	10,063

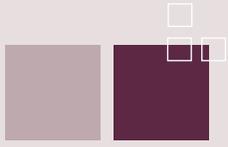
Note: Using National Sample. Limited to those who do some pro bono.

**TABLE 4.3b. Pro Bono Hours as Part of Job or Not by Practice Setting (AJD2)**

Practice Settings	PRO BONO HOURS				
	Part of Job		Not Part of Job		Total N
	Mean	%	Mean	%	
Solo	61.2	77.0%	18.3	23.0%	223
Firm of 2-20 lawyers	34.2	55.7	27.3	43.3	398
Firm of 21-100 lawyers	33.8	64.6	18.4	35.4	178
Firm of 101-250 lawyers	38.4	62.0	23.4	38.0	96
Firm of 251+ lawyers	65.5	83.1	13.4	16.9	286
<b>Government</b>					
Government – federal	5.3	18.3	23.5	81.3	28
Government – state or local	14.2	35.6	25.8	64.7	91
Legal services/ public defender	18.7	51.2	17.8	48.8	20
Public interest	55.7	64.2	31.0	35.8	10
Non-profit or education	81.7	73.6	29.3	26.4	24
<b>Business</b>					
Business – inside counsel	13.6	41.1	19.5	58.9	140
Business – not practicing	–	–	–	–	1
Other	39.6	71.5	15.8	28.5	6
<b>TOTAL</b>	<b>40.3</b>	<b>65.4</b>	<b>21.3</b>	<b>34.6</b>	<b>1,501</b>
<i>Weighted Total</i>					<i>13,612</i>

Note: Using National Sample. Limited to those who do some pro bono.





SECTION 5:  
□ □ □ □ □

# The Income of Lawyers — Trends Over Time

# The Income of Lawyers – Trends Over Time

Table 5.1 reports on the total compensation — from salaries, bonuses, and profit sharing — received by AJD attorneys in different kinds of practice settings in 2003 and 2006. Note that in 2003 AJD1 respondents were asked to report their salary for the current year, and in 2007-2008 they were asked to report their salary in 2006. The median income of full-time lawyers in the AJD2 sample was \$98,000, representing a 40% increase in median income from 2003, unadjusted for inflation. But these overall figures mask substantial inequality in lawyers' incomes. The lowest earning quarter of the sample topped out at \$70,000 in 2006, up from \$50,000 in 2003, while the highest earning quarter started at \$145,000 in 2006, up from \$100,000 in 2003. As in 2003, in 2006 where lawyers worked was a crucial factor influencing their incomes.

## *Practice Setting and Income Trends*

Among lawyers working in private law firm practice, those who worked in larger firms tended to receive higher incomes, and this was true in both 2003 and 2006. At the same time, lawyers in smaller firms saw greater percentage increases in their incomes over the four years between surveys: median income of solo practitioners increased by 60% and median income of lawyers in firms of 2-20 lawyers increased by 64%, while the median income of lawyers in the largest firms increased by a third (33%). Similarly, while lawyers working in government, the nonprofit sector, and as inside counsel earned less on average in both surveys than did lawyers in the largest private practice law firms, their salaries saw greater increases between 2003 and 2006. In almost every setting the spread between the top and bottom earners nearly doubled — and in the case of solo practitioners, almost tripled — between 2003 and 2006.

Findings from the first wave of the AJD study showed that lawyers' educational credentials affected where they worked, which in turn affected how much they earned. In particular, AJD respondents who graduated from the most highly ranked law schools were disproportionately likely to work in large private practice law offices and in more lucrative markets for lawyers' services, such as New York City and Chicago. Lawyers graduating from law schools in the middle and lower tiers of the law school status hierarchy were more likely to work in smaller law firms, in state and local government, and in the business sector, where salaries tend to be somewhat lower. Graduates of less prestigious schools who performed very well in law school were also employed in some of the most lucrative settings.

In 2007, we still see a relationship between AJD lawyers' incomes and where they graduated from law school. Lawyers from the most highly ranked law schools continue to work dis-

proportionately in the most lucrative legal settings, and consequently continue to earn higher incomes. Similarly, there was still an overall relationship between earning high grades in law school and earning a higher income as an attorney. At the same time, as was the case in 2003, among graduates of the most prestigious law schools, there was little discernible relationship between earnings and law school grades.

**TABLE 5.1. AJD1 and AJD2 Income by Practice Setting (full-time workers only)**

Practice Settings	AJD1 25th Percentile	AJD1 50th Percentile	AJD1 75th Percentile	AJD2 25th Percentile	AJD2 50th Percentile	AJD2 75th Percentile	% Change in Median
Solo	\$40,000	\$50,000	\$70,000	\$45,000	\$80,000	\$120,000	60
Firm of 2-20 lawyers	45,000	55,000	70,000	68,000	90,000	122,000	64
Firm of 21-100 lawyers	62,500	78,000	94,000	88,000	110,000	145,000	41
Firm of 101-250 lawyers	85,000	98,000	125,000	101,000	125,000	151,000	28
Firm of 251+ lawyers	105,000	135,000	150,000	130,000	180,000	250,000	33
Government – federal	54,275	63,000	70,500	84,000	100,000	115,000	59
Government – state or local	40,000	44,500	52,000	55,000	65,000	80,000	46
Legal services or public defender	36,000	39,000	43,000	50,000	60,000	83,000	54
Public Interest	35,000	40,000	48,000	48,000	65,000	74,000	63
Nonprofit or Education	43,000	50,000	70,000	54,000	71,000	100,000	42
Business – inside counsel	64,000	90,000	110,000	98,000	150,000	195,000	67
Business – not practicing	60,000	75,000	100,000	72,100	100,000	151,500	33
Other	40,500	67,400	75,000	60,000	80,000	97,000	19
<b>OVERALL TOTAL</b>	<b>50,000</b>	<b>70,000</b>	<b>100,000</b>	<b>70,000</b>	<b>98,000</b>	<b>145,000</b>	<b>40</b>

Note: Using National Sample. Income includes salary, bonus, and profit sharing.

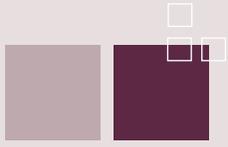
**TABLE 5.2.** Grades, Law School Selectivity, and Median Salary  
(full-time workers only) (AJD2)

	Top 10	Top 11-20	Top 21-50	Top 51-100	Tier 3	Tier 4
GPA 3.75-4.00	\$120,000	\$153,000	\$165,000	\$105,000	\$117,000	\$93,000
GPA 3.50-3.74	173,000	143,000	129,000	115,000	120,000	113,000
GPA 3.25-3.49	180,000	107,000	110,000	110,000	98,000	77,000
GPA 3.00-3.24	152,000	102,700	110,000	84,425	92,000	84,000
GPA 2.75-2.99	N/A	80,000	100,000	82,500	77,300	75,000
GPA 2.75 or lower	N/A	66,000	60,000	70,100	90,000	68,000
Average \$	162,000	107,000	108,000	92,000	92,000	83,000
TOTAL N	158	196	417	538	352	254
<i>Weighted Total</i>	<i>1,378</i>	<i>1,378</i>	<i>3,646</i>	<i>5,589</i>	<i>3,378</i>	<i>2,240</i>

Note: Income includes salary, bonus, and profit sharing. Grades are self reported.

### *Practice Setting and Sources of Compensation*

Attorneys working in private law firms are compensated not only by salary but also by bonuses and distributions from firm equity or profit sharing. In 2006, salaries were the largest component of most private practice lawyers' earnings, but bonuses were sometimes substantial, particularly in the largest law firms. The median bonus received across practice settings was \$10,000, while the median bonus received by lawyers in the largest law firms was \$20,000. However, attorneys in other practice settings also received bonuses. Sixty-eight of the 163 AJD2 attorneys working for the federal government reported receiving bonuses, with a median value of \$2,500. Some state government attorneys and attorneys working for nonprofits or in education reported receiving bonuses as well. Bonuses were common for attorneys working as inside counsel: 78% of attorneys working as inside counsel in 2006 reported receiving bonuses, with a median bonus value of \$20,000. Profit sharing and stock options were sources of compensation for some attorneys working in business, both those practicing as inside counsel and those not practicing. For most attorneys in private practice, profit sharing was not yet a substantial part of their compensation, though more attorneys in smaller firms were sharing in profits than was the case in the largest two categories of firm size.

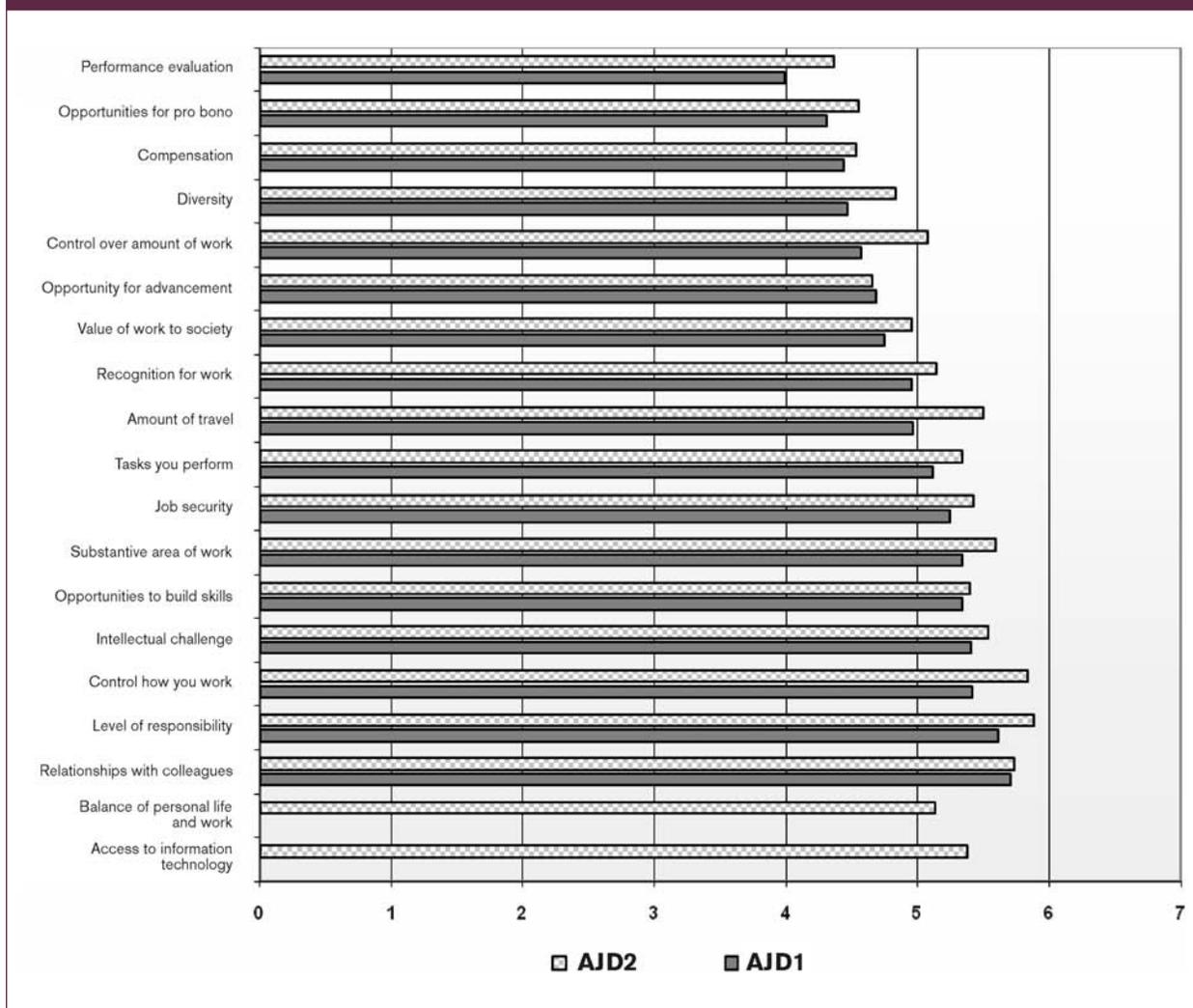


SECTION 6:  
SECTION 6: **Dimensions of Satisfaction**

# Satisfaction

One of the most consistent stories in the early careers of lawyers is their level of satisfaction: contrary to media accounts, AJD respondents in both waves of the study reported generally high levels of satisfaction. On the whole, three quarters of Wave 2 respondents indicate that they are moderately or extremely satisfied with their decision to become a lawyer, and on a scale of 1-7 (1=highly dissatisfied through 7=highly satisfied), they tend to rate themselves as

**FIGURE 6.1.** Detailed Measures of Job Satisfaction (Mean Scores) Comparing AJD1 and AJD2



Note: Scales range from 1=highly dissatisfied through 7=highly satisfied. Measures of access to information technology and balance of personal life were not available in AJD1.

relatively more satisfied with 19 different aspects of their current jobs. Respondents gave the highest ratings of satisfaction for the control over how they do their work and for their level of responsibility, signaling that their work lives are unfolding in a way that they feel is commensurate with their career stage. In contrast to media accounts, AJD2 respondents as a whole are relatively satisfied with the balance of their personal life and work. It is also worth noting that across all items but one, the level of satisfaction reported by respondents is higher (though often only marginally) than in Wave 1 of the study.

**TABLE 6.1.** Detailed Measures of Job Satisfaction

	AJD1 Mean	AJD2 Mean
Job security	5.24	5.42
Value of work to society	4.75	4.95
Performance evaluation	3.99	4.36
Diversity	4.47	4.83
Opportunities to build skills	5.34	5.39
Intellectual challenge	5.40	5.53
Opportunities for pro bono	4.31	4.55
Relationships with colleagues	5.70	5.73
Control how you work	5.41	5.83
Control over amount of work	4.57	5.07
Compensation	4.44	4.53
Opportunity for advancement	4.68	4.65
Tasks you perform	5.11	5.33
Substantive area of work	5.34	5.59
Recognition for work	4.95	5.14
Level of responsibility	5.61	5.88
Amount of travel	4.96	5.49
Access to information technology	n/a	5.37
Balance of personal life and work	n/a	5.13

Note: Scales range from 1=highly dissatisfied through 7=highly satisfied.

## ***Settings and Satisfaction***

While the work that lawyers do varies greatly by practice setting, career satisfaction is fairly stable across these workplaces. Lawyers working in the largest private firms — and who are typically thought of as the most dissatisfied — in fact report fairly similar levels of satisfaction compared to those working in smaller firms and even in government. Both the highest and the lowest levels of satisfaction come from respondents working in business: the most satisfied are working as inside counsel, while the least satisfied are in business but are not practicing law. As we noted earlier, AJD respondents in this category of business are working in very divergent jobs and organizations, from Fortune 1000 positions to running their own businesses; it is clear that these different roles produce different levels of satisfaction.

Lawyers' commitment to their current job is often taken as an indicator of satisfaction. As we elaborate elsewhere, intentions to leave one's employer of course reflect some level of dissatisfaction, but they are also an indicator of the pattern of moves and adjustments that people make as they build their careers. In either case they provide important insights into lawyer careers. In Wave 1 of the AJD study, mobility intentions varied dramatically across practice settings — about half of the lawyers working in the largest law firms (and over half of those working in government and in the nongovernmental public sector) reported that they would be looking for a new job within two years compared to only 17% of those working in solo practice. Seven years into their careers, respondents now appear more settled. While big firm lawyers are still more likely than respondents working in smaller firms to report that they will be looking for a job in the next two years, the proportions are much smaller; less than a third of mega firm lawyers report that they plan to look for a new job in the next two years. This suggests that the mega firm job was more likely to be considered a temporary position — or even an apprenticeship — for many new law graduates. But those who have invested in these positions for seven years appear committed to seeing whether partnership is an option. In contrast, respondents in the public sector report higher levels of mobility intentions compared to those in the private sector. This may signal that many in the public sector see their jobs as a way of gaining skills but plan to move on after a few years.

## ***Dimensions of Satisfaction***

The AJD survey asked respondents to rate their levels of satisfaction with a range of aspects of their jobs, which we distilled into four dimensions by using factor analysis. The items that underlie each dimension are different than the factors discussed in Wave 1 of the study, in part because of the addition of new items, and in part because the sources of satisfaction have shifted over time.<sup>1</sup>

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<sup>1</sup> In Wave 2 we introduced a new item, satisfaction with the balance between personal life and work, and one item was modified. (Wave 2 asked about satisfaction with the method by which compensation is determined, whereas Wave 1 asked about satisfaction with compensation.)

The first factor, “work substance satisfaction,”<sup>2</sup> reflects the intrinsic interest of lawyers’ work, including satisfaction with the intellectual challenge of the work, the substantive area, the tasks performed, skill-building opportunities, level of responsibility, and the value of their work to society. Satisfaction with the “power track”<sup>3</sup> reflects satisfaction with career opportunities within the work organization, including method of compensation, opportunities for advancement, recognition they receive for their work and performance evaluation. The third dimension is satisfaction with “job setting.”<sup>4</sup> This dimension captures satisfaction with control over the amount of work and the work process, job security, work relationships, and work/life balance. The final factor is the “social index,”<sup>5</sup> which consolidates ratings of satisfaction with pro bono opportunities and the diversity of the workplace.

While career satisfaction is stable across practice settings, the sources of satisfaction indeed vary according to the settings in which lawyers work. The findings highlight the almost inverse nature of the relationship between satisfaction with the substance of work and with balance and control. Settings in which respondents are satisfied with balance and control are precisely those in which they are not satisfied with the context of work. For example, those working in mega firms report the highest “power track” satisfaction — which likely reflects the generous pay and general sense of being on the fast track — but they also report the lowest levels of satisfaction with balance and control. These findings are supported by data showing that over half of AJD respondents working in the largest firms of 251+ lawyers indicate that they would like fewer hours and less pressure to bill. For respondents in government the opposite pattern is evident. They express high levels of satisfaction with balance and control but some of the lowest levels of satisfaction with the power track. These findings are not surprising: the long and unpredictable work hours in law firms stand in stark contrast to the more regularized workdays of those in government positions.

Satisfaction with the “social index” tends to track satisfaction with work content; both appear to reflect the intrinsic/extrinsic value of lawyers’ work. We find that respondents working in legal services and public interest jobs are most satisfied with these dimensions of their jobs. The findings in the private sector are more complex. Compared to lawyers working in medium size (21-100 lawyers) and large (101-250 lawyers) firms, lawyers working in the mega firms (of 251+ lawyers) are relatively more satisfied with these aspects of their job, likely due to the combined effects of institutionalized pro bono programs and high-end legal work. Solo

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<sup>2</sup> In Wave 1, satisfaction with substance of work comprised the following items: satisfaction with substantive area of work; tasks you perform; intellectual challenge of the work; and opportunities for building skills.

<sup>3</sup> In Wave 1, the “power track” comprised satisfaction with opportunities to advance and satisfaction with compensation.

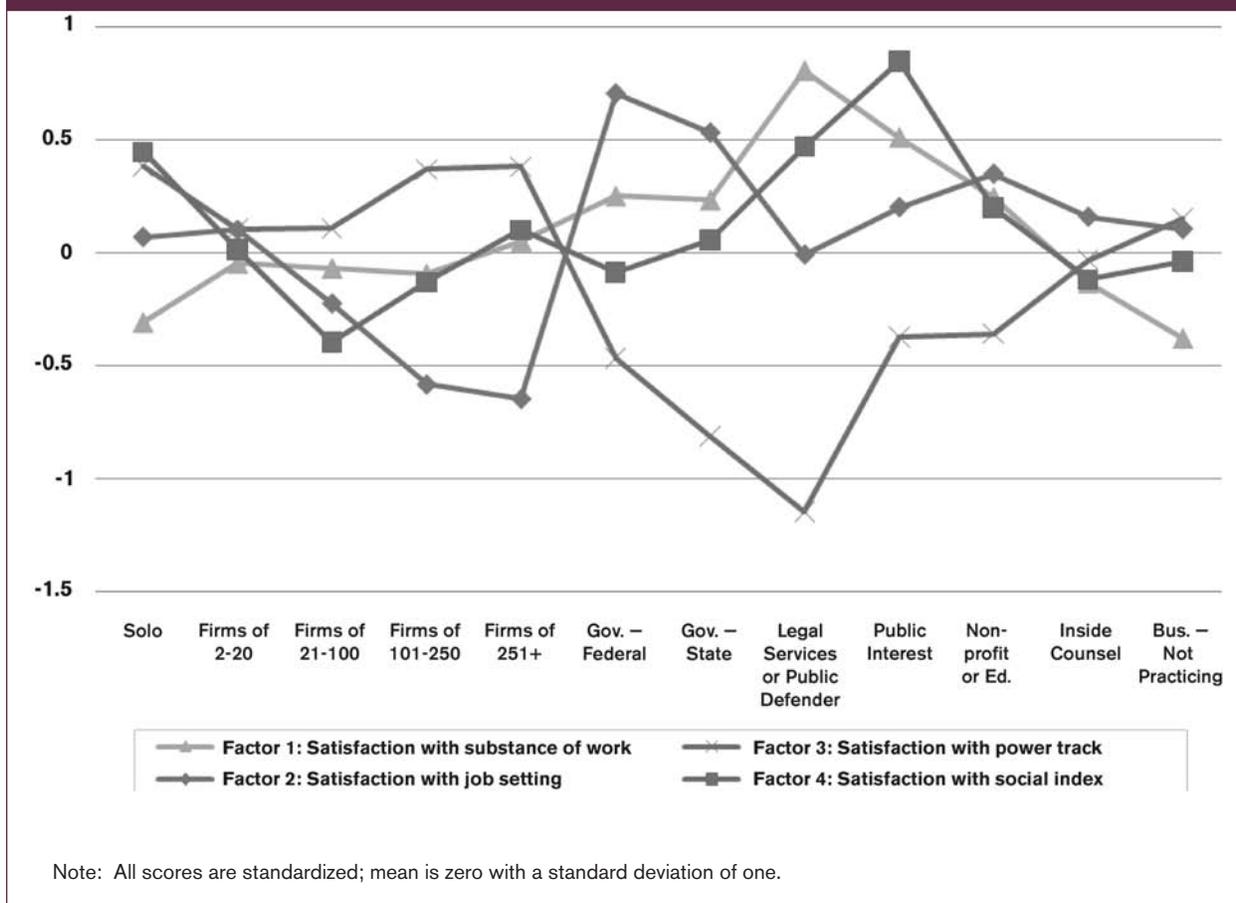
<sup>4</sup> In Wave 1, satisfaction with job setting comprised the following items: recognition you receive for work; control over amount of work; control over how to do work; level of responsibility; job security; relationships with colleagues; and performance evaluation process.

<sup>5</sup> In Wave 1, the “social index” comprised satisfaction with opportunities to do pro bono; diversity of the workplace; and satisfaction with the value of your work to society.

practitioners, however, are most satisfied with the social index of their work but least satisfied with the content of their work.

Attention to these dimensions of satisfaction helps to explain the high levels of career satisfaction reported by AJD respondents: lawyers in all settings find some aspects of their work lives that provide them with enough satisfaction to counterbalance the negative aspects of their jobs. As we note above, the dissatisfaction that large firm lawyers feel for the long hours and lack of control is offset by their generous pay and opportunities for advancement; for those in the public sector where satisfaction with work context is low, lawyers find satisfaction with their job settings that gives them balance and control in their lives.

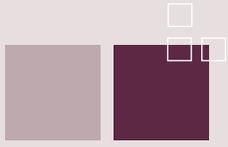
**FIGURE 6.2. Dimensions of Satisfaction by Practice Setting**



1. Satisfaction with substance of work —
  - satisfaction with intellectual challenge
  - satisfaction with substantive area
  - satisfaction with tasks
  - satisfaction with skill-building opportunities

- satisfaction with level of responsibility
  - satisfaction with value of work to society
2. Power track —
- satisfaction with compensation method
  - satisfaction with opportunity for advancement
  - satisfaction with recognition for work
  - satisfaction with performance evaluation
3. Job setting satisfaction —
- satisfaction with work personal balance
  - satisfaction with control over work amount
  - satisfaction with control over work process
  - satisfaction with job security
  - satisfaction with work relationships
4. Social index
- satisfaction with pro bono opportunity
  - satisfaction with diversity of workplace





SECTION 7:  
SECTION 7: Mobility and Turnover

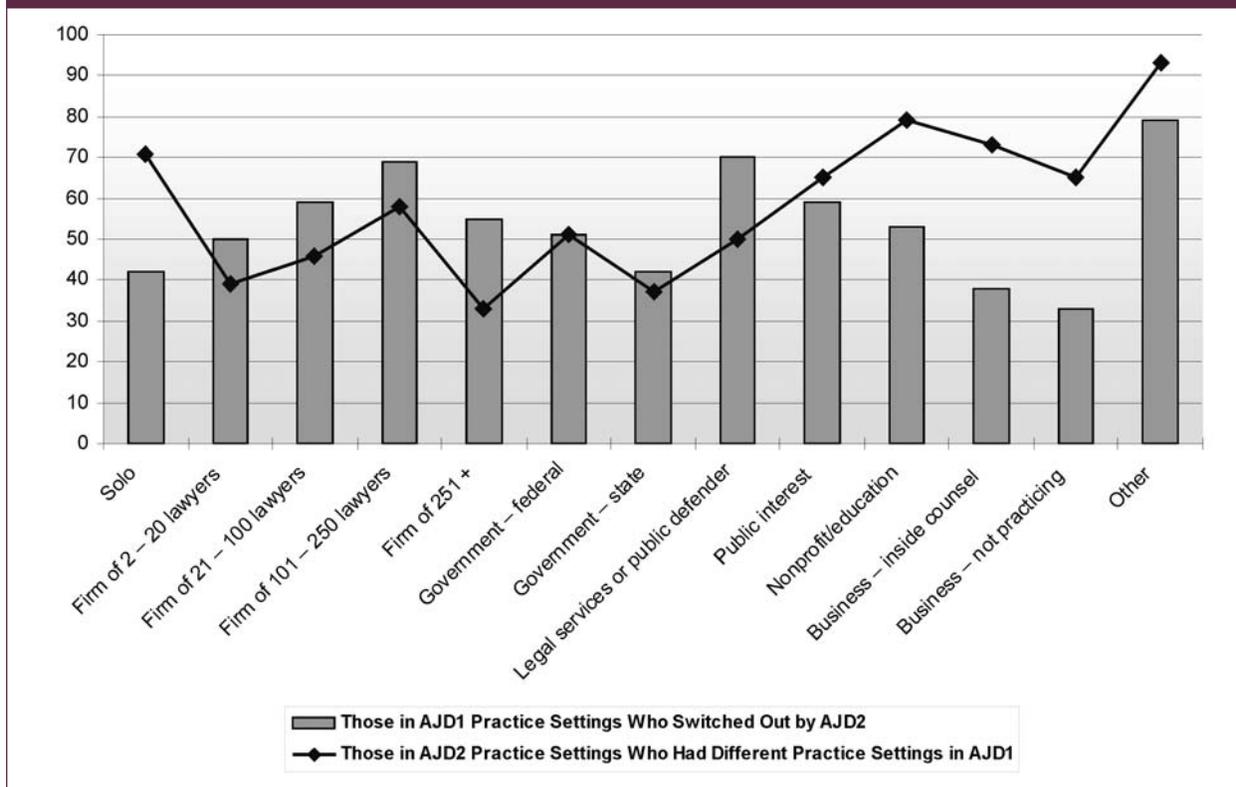
# Mobility and Turnover

One of the signal findings of recent research on American lawyers is that attorneys change jobs more often today than they did in years past. One of the important discoveries from the first wave of the AJD survey was that this mobility starts very early in lawyers' careers. In 2003, even though most respondents in the AJD sample were fewer than three years out of law school, more than a third had already changed jobs at least once. Back in 2003, not only had many AJD1 lawyers already switched jobs but over two-fifths (44%) were planning to move within two years.

## Mobility between Jobs and between Practice Settings

Between 2003 and 2007, AJD lawyers had held an average of about two different jobs. Sixty two percent (62%) of attorneys had changed jobs at least once between 2003 and 2007. This pattern of mobility held across lawyers starting in different practice settings: about half or more of attorneys starting in each practice setting had changed jobs at least once between

**FIGURE 7.1.** Percent of Respondents Switching Practice Settings between AJD1 and AJD2



the two waves of the AJD survey. Early career lawyers not only change jobs often, they move between practice settings quite frequently. Overall, slightly more than half of attorneys in the survey had moved out of their original practice setting and into a different one by 2007.

High rates of out-mobility characterized almost every practice setting, though lawyers working in business, in state government, and as solo practitioners had lower rates of out-mobility than attorneys in other settings. Movement out of practice settings was highest in larger law firms, in public interest law, and in legal services and public defender offices. Most practice settings appeared relatively open to lawyers coming in from other types of work organizations, though there were exceptions to this pattern. Only a third of lawyers working in the largest firms in AJD2 had moved into this setting from other settings, and only 37% of lawyers working for state government in 2007 had moved there from other practice settings.

**TABLE 7.1.** Percent of Respondents Switching Practice Settings between AJD1 and AJD2

Practice Settings	Those in AJD1 Practice Settings Who Switched Out by AJD2		Those in AJD2 Practice Settings Who Had Different Practice Settings in AJD1	
	%	N	%	N
Solo	42%	104	71%	207
Firm of 2 – 20 lawyers	50	576	39	472
Firm of 21 – 100 lawyers	59	306	46	252
Firm of 101 – 250 lawyers	69	192	58	134
Firm of 251 +	55	492	33	340
Government – federal	51	132	51	137
Government – state or local	42	278	37	260
Legal services or public defender	70	70	50	50
Public interest	59	25	65	26
Nonprofit/education	53	54	79	113
Business – inside counsel	38	110	73	257
Business – not practicing	33	99	65	172
Other	79	7	93	25
<b>TOTAL AVERAGE</b>	<b>52</b>	<b>2,445</b>	<b>52</b>	<b>2,445</b>
<i>Weighted Total</i>		<i>21,476</i>		<i>21,476</i>

Note: Using National Sample, Wave 1 respondents only. See discussion of respondents versus nonrespondents in the introduction of this report.

**TABLE 7.1a.** Percent of Prior and Intended Job Mobility by Practice Setting

Practice Settings	% Job Change Since AJD1	N	% Intend to Change	N
Solo	63.3%	275	21.7%	223
Firm of 2-20 lawyers	61.4	578	25.2	495
Firm of 21-100 lawyers	51.2	284	32.0	222
Firm of 101-250 lawyers	49.3	153	27.9	131
Firm of 251+ lawyers	50.8	406	31.8	329
Government – federal	66.4	171	41.7	156
Government – state or local	52.6	326	38.7	297
Legal services or public defender	60.2	62	43.9	57
Public interest	61.8	33	56.3	29
Nonprofit/education	79.9	166	34.5	148
Business – inside counsel	83.1	335	36.5	288
Business – not practicing	70.3	234	34.0	203
Other	51.1	31	53.4	25
<b>TOTAL</b>	<b>62.2</b>	<b>3,054</b>	<b>32.5</b>	<b>2,603</b>
<i>Weighted Total</i>		<i>27,774</i>		<i>23,838</i>

Note: Using National Sample, Wave 1 respondents only.

## Intentions to Move

This picture of frequent job mobility is mirrored in lawyers' reports of their intentions to move in the future. About a third of AJD2 attorneys were intending to change jobs. But lawyers in some practice settings were more likely to be planning moves than were others. In 2007, intended mobility was highest among lawyers working in government, legal services and public defense, and public interest. Less than a third of lawyers in any private practice setting intended to change jobs, while between 39% and 56% of attorneys in public service and public interest were planning to move.

**TABLE 7.2.** Number of Jobs and Job Switches Since 2000 (including 2000)

Practice Settings	Mean Number of Jobs	Mean Number of Switches	% Change from Promotion
Solo	1.86	2.22	0.8%
Firm of 2-20 lawyers	1.90	2.32	7.0
Firm of 21-100 lawyers	1.80	2.27	6.1
Firm of 101-250 lawyers	1.70	2.33	3.5
Firm of 251+ lawyers	1.66	2.09	3.4
Government – federal	2.13	2.46	11.0
Government – state or local	1.94	2.49	6.6
Legal services or public defender	2.11	2.69	6.4
Public interest	2.23	2.88	0.0
Nonprofit/education	2.39	2.64	5.9
Business – inside counsel	2.12	2.78	8.0
Business – not practicing	2.05	2.41	7.0
Other	2.05	1.99	5.0
OVERALL	1.94		6.1
TOTAL N	3,288		
<i>Weighted Total</i>	<i>30,295</i>		

Note: Using National Sample. Job changes include promotions. The estimated promotions make up about six percent of job changes overall. The *mean* includes people with no jobs (zeros) and with only one job (no switches). In contrast, the *mean number of switches* represents the mean number of jobs since 2000 for those who have switched jobs between AJD1 and AJD2.

**TABLE 7.3. Job Switching Since AJD1 by Gender and Race**

	% with No job switches	% Who Switched Jobs	Total N
Female	34.9%	65.1%	1,374
Male	40.1	59.9	1,693
TOTAL	37.8	62.2	3,067
<i>Weighted Total</i>			27,813
<b>Race</b>			
Native American	34.4	65.5	51
Asian	35.1	64.9	370
Black/African American	33.8	66.2	359
Hispanic	29.3	70.7	380
White	39.2	60.8	2,507
Other	18.5	81.5	36
TOTAL	37.8	62.1	3,703
<i>Weighted Total</i>			27,932

Note: Using National Sample. Counts for race/ethnicity reported here include only those in the National Sample, which is representative of the national population of lawyers who passed a bar in 2000. A switch is defined as going from one job to another. It excludes individuals who entered the workforce after reporting being unemployed in AJD1 and it excludes individuals who reported not being in the workforce during AJD2.

### ***Mobility by Different Groups of Lawyers***

While there are some differences in mobility patterns by gender and by race, there are also strong similarities. By 2007, women were more likely to have changed jobs: 65% of women had changed jobs at least once since 2003, while 60% of men had done so. Across the different racial and ethnic groups represented in the survey, whites were least likely to have changed jobs at least once (61%), while Hispanic attorneys were most likely to have done so (71%). The differences between groups nevertheless reflect a context in which movement between jobs is a common occurrence for early-career attorneys: at least three-fifths of each group had changed jobs at least once between the two waves of the AJD.

### ***Geographic Mobility***

The AJD2 data also highlight the extent of geographic mobility experienced by young lawyers. On average, about one third of respondents switched states between the two waves of the survey, though over half of respondents in DC switched states. The lowest rates of geographic mobility are observed for those living in Los Angeles and in Florida.

Thus, while we generally observe that legal careers continue to be built locally, we also find that some sectors and settings appear to facilitate movement more than others. For example, in private practice, those who work in mega firms are most likely to have switched states. Outside of private practice, lawyers who work for the federal government or public interest organizations are the most likely to move geographically, as are those working for business (not practicing law).

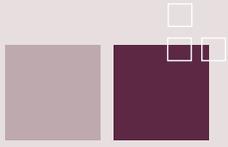
**TABLE 7.4. AJD1 Locations (PSU) by State Change**

Market/State Switches	Did Not Change States		Changed States	
	N	%	N	%
New York City	170	72.8%	69	27.2%
District of Columbia	138	47.2	148	52.8
Chicago	232	78.7	61	21.3
Los Angeles	220	88.2	30	11.8
Atlanta	140	75.8	43	24.2
Houston	140	87.6	19	12.4
Minneapolis	162	79.9	32	20.1
San Francisco	138	80.1	33	19.9
Connecticut	63	65.5	30	34.4
New Jersey	76	67.2	42	32.8
Florida	128	88.1	18	11.9
Tennessee	137	83.3	26	16.7
Oklahoma	130	86.2	18	13.8
Indiana	114	85.8	19	14.2
St Louis	138	76.4	38	23.6
Utah	108	85.1	17	14.9
Oregon	164	79.3	38	20.7
Boston	83	72.2	36	27.8
<b>TOTAL</b>	<b>2,481</b>	<b>77.2</b>	<b>717</b>	<b>22.7</b>
<i>Weighted Total</i>	<i>22,399</i>		<i>6,583</i>	

Note: Using National Sample. PSU is an abbreviation for population sampling unit.

**TABLE 7.5. AJD1 Practice Setting by State Change**

<b>Practice Settings</b>	<b>Did Not Change States %</b>	<b>Changed States %</b>
Solo	84.4%	14.6%
Firm of 2-20 lawyers	85.7	14.2
Firm of 21-100 lawyers	84.4	15.6
Firm of 101-250 lawyers	74.0	26.0
Firm of 251+ lawyers	65.8	34.2
Government – federal	48.3	51.7
Government – state or local	89.2	10.7
Legal services or public defender	83.7	16.3
Public Interest	69.4	30.6
Nonprofit/education	78.5	21.5
Business – inside counsel	78.2	21.8
Business – not practicing	66.9	33.1
Other	90.1	9.1
TOTAL N	1,887	522
<i>Weighted Total</i>	16,333	4,569



SECTION 8: Gender



# Gender

## Labor Force Participation

One of the biggest transitions for men and women in the AJD study is their movement from full-time to part-time work, and, for some, it is leaving the paid labor force entirely. As we noted earlier, 87% of AJD respondents report that they are working full-time, compared to 94% in Wave 1. As might be expected, there is a gendered pattern to labor force participation among new lawyers, with women about seven times more likely than men to be working part-time (14% versus 2.3%) and to report that they are unemployed (9.6% versus 1.4%). The strong majority of women (but less than half of men) who are not employed full-time report caring for children as the reason for working part-time or not at all.

**TABLE 8.1.** Gender by Setting in AJD1 and AJD2

Practice Settings	AJD1 Female %	AJD2 Female %	AJD1 Male %	AJD2 Male %	% Growth Female	% Growth Male
Solo	4.2%	9.0%	6.2%	10.1%	+114.3%	+62.9%
Firm of 2-20 lawyers	23.7	17.1	26.3	18.8	-27.8	-28.5
Firm of 21-100 lawyers	11.8	7.0	12.9	9.2	-40.7	-40.2
Firm of 101-250 lawyers	7.1	5.2	6.9	4.2	-26.8	-39.1
Firm of 251+ lawyers	17.4	10.0	18.9	11.6	-42.5	-38.6
Firm size unknown	0.9	2.0	0.2	4.1	+122.2	+1950.0
Government – federal	4.5	5.8	4.6	5.0	+28.9	+8.7
Government – state or local	14.1	13.3	10.1	10.8	-5.7	+6.9
Legal services or public defender	4.1	2.7	2.0	1.0	-34.1	-50.0
Public Interest	1.8	2.0	0.4	0.5	+11.1	+25.0
Nonprofit or education and other	3.0	6.7	1.4	4.0	+123.3	+185.7
Business – inside counsel	4.0	11.0	4.4	11.0	+175.0	+150.0
Business – not practicing	3.1	7.5	5.2	8.2	+141.9	+57.7
Other	0.3	0.7	0.3	1.3	+133.3	+333.3
TOTAL %	100.0	100.0	100.0	100.0		
TOTAL N	1,645	1,470	1,992	1,814		
<i>Weighted Total</i>	<i>13,950</i>	<i>13,103</i>	<i>16,595</i>	<i>17,076</i>		

Note: Using the National Sample.

## ***Practice Settings***

When we first reported on the AJD sample, we found evidence that the careers of men and women were beginning to diverge, with women more likely to be working in the public sector than men. We predicted that this divergence would only grow over time. The data from the second wave of the AJD2 do not quite bear out our predictions: the gaps in the distribution of men and women across the practice settings are almost identical to those we charted in Wave 1.

Compared to Wave 1, both men and women have moved out of private law firms. On the whole women have moved out at a slightly faster rate than men, resulting in somewhat greater gender inequality in this sector. Thus in Wave 2, we find just over half of women are working in private law firms compared to 58% of men. As Table 8.1 indicates, the most popular destination for both men and women in the private sector has been to positions as inside counsel.

While conventional wisdom suggests that women would be more likely than men to move into the government sector where hours are more stable and work/life balance is more easily achieved, the Wave 2 data show that there was only a slight increase in the proportion of women in this sector, with women somewhat more likely than men to have moved to the federal government and into nonprofits/education.

Despite the almost equivalent exodus of women and men from private law firms, it is important to note that on average, women remain more likely to be working in the public sector (government, public interest, and nonprofits) than are men; 30.5% of women are working in government or the nongovernmental public sector compared to less than a quarter of men.

## ***Promotion to Partnership***

Supporting decades of research on women in the legal profession, we find that there is a substantial gender disparity in rates of equity and nonequity partnership. At the outset, it is important to recall that AJD2 lawyers are still relatively junior, so that across the sample just over 11% of respondents have become equity partners, and another 11% nonequity partners. It is equally important to note that these low rates of partnership are also the result of the lengthening of the time to partnership, with many partnership decisions today being made after 8-10 years in practice. In the smallest firms of 2-20 lawyers, where new lawyers have the highest rate of partnership at this stage of their career, 17% percent of women have made equity partner compared to 24% of men. This disparity persists as firm size increases, with women attaining equity partnership at less than half the rate of men.

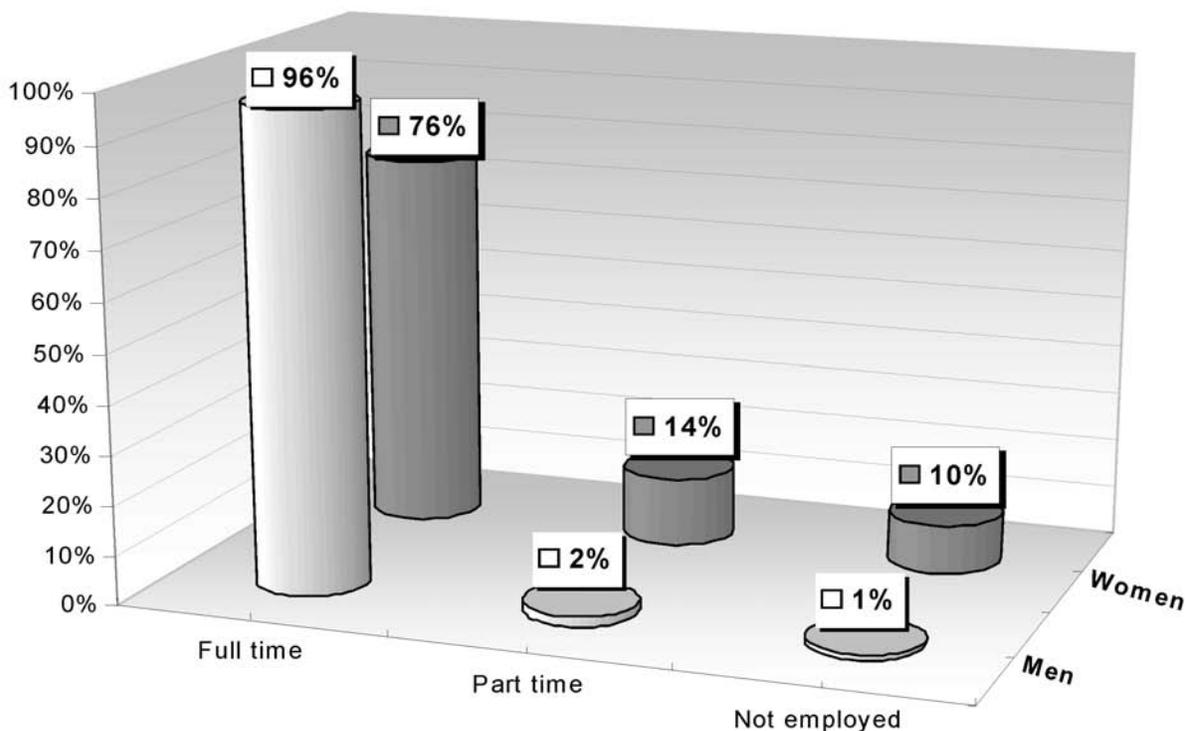
The data on nonequity partnership are more encouraging. We find much smaller gender disparities and even find that women outpace men in attaining nonequity partnership in the medium-sized firms of 21-50 lawyers. At the same time, this may be cause for concern because it may signal that women are being diverted into less significant positions in the private law firm sector. As we continue to track the AJD lawyers we will pay careful attention to

whether nonequity partnership is a status in which lawyers get “stuck” rather than being on the path to full partnership.

Since seven years out is still relatively early in the careers of lawyers, we also asked AJD respondents to rate their chances of attaining partnership. While almost across the board women’s estimation of their chances were lower than men’s, the biggest difference is evident in the large law firms of 101-250 lawyers, where the average man thought he had a 70% chance of attaining equity partnership and the average woman rated her chances at 46%. Similar discrepancies, though not as dramatic, are found in respondents’ ratings of their chances to attain nonequity partnership.

Of course, the ratings of chances for promotion may be colored by career aspirations; those who do not aspire to partnership may not have invested in that career path, and may therefore assess their chances as low. It may also be that those who have remained in firms in order to see whether partnership is realistic have learned by now that they are not likely to become a partner. On the other hand, prior work has demonstrated that aspirations are themselves shaped by an assessment — whether conscious or not — of one’s chances for success.

**FIGURE 8.1.** Current Employment Status by Gender (AJD2)



Note: Using National Sample.

Thus it may be that women working within an environment where it is evident that they are unlikely to make partner adjust their expectations to conform to this reality. The data indeed suggest that, on average, women express lower aspirations than men to attain both equity and nonequity partnership, with the largest gender gap in the mega firms. While our data cannot speak to the cause of women's lower ratings, this finding together with their lower rates of promotion than men, signal that women's careers are indeed diverging from men in significant ways at a fairly early point in their trajectories.

## ***Mobility***

One of the main goals of the After the JD study is to understand mobility in lawyer careers. By tracking a single cohort of lawyers we are able to track their movements into and out of practice settings and begin to understand the reasons for this mobility. And it is clear that rates of mobility in early career are quite high for lawyers. As a general matter, over half of all AJD women and men have reported that they have changed practice settings since we first surveyed them in 2003. As expected, we generally find that a higher proportion of women have left larger private firms compared to men.

When we track the destination of those who left large and mega firms in particular, we find small gender differences. Men, for example, were more likely to have remained in mega firms between Wave 1 and Wave 2, while men in large firms of 100 or more lawyers were much more likely than women to be found in firms of this size at Wave 2 of the study. In contrast, women who worked in large firms of 100 or more lawyers at Wave 1 were more likely than men to move to positions in nonprofits/education, state government, and legal services; interestingly, women who were in large firms at Wave 1 were also more likely than men to be working as inside counsel at Wave 2.

**TABLE 8.2.** Percentages of Respondents Switching Practice Settings between AJD1 and AJD2

Practice Settings	Females in AJD1 Practice Settings Who Switched Out by AJD2 %	Females in AJD2 Practice Settings Who had Different Practice Settings in AJD1 %	Males in AJD1 Practice Settings Who Switched Out by AJD2 %	Males in AJD2 Practice Settings Who Had Different Practice Settings in AJD1 %
Solo	50%	80%	38%	65%
Firm of 2-20 lawyers	50	37	50	40
Firm of 21-100 lawyers	68	54	54	40
Firm of 101-250 lawyers	76	69	64	49
Firm of 251+	57	32	53	33
Government – federal	41	49	59	52
Government – state or local	42	38	42	36
Legal services or public defender	62	48	81	56
Public interest	68	74	42	42
Nongovernmental public sector	64	77	30	80
Business – inside counsel	48	77	32	70
Business – non practicing	28	70	36	61
Other	100	100	66	91
OVERALL		54		50
TOTAL N		1078		1367
<i>Weighted Total</i>		9,225		12,250

Note: Using National Sample, Wave 1 respondents only.

**TABLE 8.3. Median Income by Setting and Gender (AJD2)**

Practice Settings	Full-Time Only				Everyone			
	Women	N	Men	N	Women	N	Men	N
Solo	\$65,000	54	\$83,000	113	\$60,000	80	\$80,000	120
Firm of 2-20	80,000	162	92,000	268	77,000	201	92,000	270
Firm of 21-100	104,500	83	110,000	153	98,000	94	110,000	153
Firm of 101-250	109,500	53	130,000	72	107,000	67	130,000	72
Firm of 251+	155,000	107	200,000	201	152,000	139	203,000	202
Government – federal	95,500	78	101,500	85	95,000	80	101,500	86
Government – state or local	64,000	160	70,000	150	64,000	165	70,000	151
Legal services or public defender	60,000	37	60,000	18	60,000	39	60,000	18
Public Interest	65,000	17	72,500	9	60,000	22	72,500	9
Nonprofit/education and other	71,000	60	70,000	54	59,000	81	75,000	59
Business – inside counsel	137,850	118	150,000	170	136,000	126	150,000	172
Business – not practicing	90,800	71	120,000	118	90,000	82	120,000	119
Other	99,500	7	75,000	18	50,000	11	75,000	19
<b>TOTAL</b>	<b>89,000</b>	<b>1,007</b>	<b>105,000</b>	<b>1,429</b>	<b>85,000</b>	<b>1,187</b>	<b>104,000</b>	<b>1,450</b>
<i>Weighted Total</i>		<i>9,093</i>		<i>13,315</i>		<i>10,586</i>		<i>13,551</i>

Note: Using National Sample. Income includes salary, bonus, and profit sharing.

## Earnings Disparity

The AJD data have already revealed that, from the outset of their careers, women earn less than men. At seven years out the earnings gap has remained among those working full-time, with women earning about 85% of men’s salaries, on average. Across the sample, the median salary for women working full-time is \$89,000 compared to \$105,000 for men, with men out-earning women in every setting except for legal services/public defender and nonprofits. We also find that the gender gap in earnings has widened in almost every practice setting.

Of course, the gender gap varies by practice setting. In the private sector, women are earning about 87% of men’s salaries in the smaller firms of 2-20 lawyers, and the pay gap grows to 78% for lawyers working in the mega firms. We also find one of the largest pay gaps in the business sector, where women who are not practicing law earn 76% of men’s salaries; this is no doubt due, in part, to the highly varied nature of positions captured by this category. As expected, the wage gap is relatively small for respondents working in government, but there is some variation in the public interest sector that merits further attention. Future work will endeavor to identify the mechanisms that underlie this wage gap.

## **Hours**

Work hours are an especially salient topic for lawyers. They are the basis for the law firm's billable hour, but they are also a potential source of dissatisfaction as work hours increasingly encroach on lawyers' personal lives. Across all settings, and among respondents working full-time, women are working about three hours less per week than men (49 hours for women versus 51.8 for men).

There is of course variation by practice setting. In the mega firms women are working about 5 hours less per week than men, yet the gender gap in hours is almost negligible in other private firm settings. In the public sector, women in federal government and public interest positions report working fewer hours than men, but they work almost identical hours in state government positions. It is important to note, however, that work hours are not simply the product of a desire or commitment to work; as junior lawyers, AJD respondents rely on more senior lawyers to provide them with access to work, and prior research suggests that women are less likely to be given the work that translates into hours at work or billable hours. It may also be that women might be choosing to work fewer hours, perhaps because of other responsibilities.

## **Billable Hours**

The billable hour is a key feature of the work lives of lawyers in private practice. We find that among AJD2 respondents working full-time, on average women report lower billable hours than men (1723 for women versus 1807 for men). There is a very notable pattern, however: the gender differential in hours billed grows as firm size increases. As we note above in the context of work hours, in order for junior lawyers to bill hours, they require work to come through the pipeline from more senior lawyers. Thus the gender disparity in billable hours may be signaling that work lives for women in larger firms are more precarious.

The billable hour takes on even more meaning when examined along with income. The findings are straightforward: while women may be billing fewer hours, in almost every setting women are also earning fewer dollars per hour billed.

## **Networking**

Aside from hours working on files or with clients, lawyers are increasingly devoting hours to other activities such as networking and recreation. These activities are important for building relationships within the firm and, for those working in private practice, these are investments to build relationships with potential clients that will bring business to the firm. Overall, about one third of men and women are spending some of their work week on networking activities, though, on average this totals to just over one hour per week. Those investing most heavily in networking activities are the lawyers working in medium, large, and mega private firms. There is no clear pattern by gender, especially given the small weekly time investment in these activities.

## Marriage and Family

When we first surveyed AJD respondents in 2003, they had recently graduated from law school, and so the majority had not yet married or had children. It is clear that now, about seven years into their legal careers, AJD lawyers have begun to experience significant life events. The proportion of AJD lawyers reporting that they have never married has decreased by half, and the majority of respondents — both men and women — now have at least one child. The impact of these transitions on their legal careers will be the subject of future analyses of the AJD data.

Our initial results in Wave 1 demonstrated that women were more likely than men to have delayed marriage and childbearing. The current results suggest that while the proportion of women who have married and had children has dramatically increased, women still lag behind men in beginning a family. For example, 75% of women report they are now married (including being remarried or in a domestic partnership) compared to 79% of men, and over half (54%) of women have at least one child compared to 59% of men.

**TABLE 8.4.** Marriage and Children among AJD2 Respondents

	Female %	Male %	Total N	Total %
<b>Marital Status</b>				
Never married	17.9%	15.2%	575	16.4%
Married, first time	62.0	68.7	2,205	65.6
Remarried	8.8	7.7	243	8.2
Domestic partnership	3.7	2.7	104	3.1
Divorced or separated	7.4	5.7	200	6.5
Widowed	0.2	0.1	5	0.1
Other	0.03	0.03	2	0.03
TOTAL %	100.0	100.0		100.0
TOTAL N	1,554	1,780	3,334	
<i>Weighted Total</i>	14,093	16,786	30,879	
<b>Number of Children</b>				
None	45.8	41.2	1,437	43.3
One	22.1	19.9	741	21.4
Two or more	31.2	38.9	1,146	35.4
TOTAL %	100.0	100.0		100.0
TOTAL N	1,550	1,774	3,324	
<i>Weighted Total</i>	14,071	16,690	30,761	

Note: Using National Sample.

## Satisfaction

While the income data suggest a gender disparity that disadvantages women, the data on satisfaction tell a somewhat different story: overall about three quarters of men and women report that they are moderately to extremely satisfied with their decision to become a lawyer.

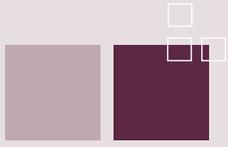
For respondents working in private law firms, men generally report somewhat higher levels of satisfaction than do women. The discrepancy is greatest among those working in large firms of 101-250 lawyers, where women report substantially lower levels of satisfaction, though in the mega firms rates of satisfaction are fairly similar for men and women. In the public sector, we find that the trend is for men to report slightly higher levels of satisfaction than women, though the differences in all settings are not large.

Both men and women working as inside counsel report some of the highest levels of satisfaction, while men and women in business settings where they are not practicing law report some of the lowest levels of satisfaction in the sample.

**TABLE 8.5.** Percentage of High to Moderate Satisfaction with the Decision to Become a Lawyer

Practice Settings	Women Extremely to Moderately Satisfied %	Men Extremely to Moderately Satisfied %	Total Extremely to Moderately Satisfied %
Solo	75.8%	79.3%	77.9%
Firm of 2-20 lawyers	68.2	79.7	74.5
Firm of 21-100 lawyers	78.4	73.1	75.3
Firm of 101-250 lawyers	57.1	80.7	68.9
Firm of 251+ lawyers	78.4	78.1	77.7
Government – federal	72.8	85.8	79.7
Government – state or local	79.0	78.3	78.8
Legal Services or public defender	79.6	80.5	79.9
Public Interest	74.2	100.0	80.4
Nonprofit or education and other	77.9	73.5	76.2
Business – inside counsel	85.8	80.1	82.5
Business – not practicing	58.2	71.0	64.3
Other	68.8	92.4	83.2
OVERALL	74.1	78.4	76.2
TOTAL N	1,409	1,711	3,167
<i>Weighted Total</i>	<i>12,626</i>	<i>16,093</i>	<i>29,249</i>

Note: Using National Sample. Total column contains 47 cases that are missing data on gender.



SECTION 9: Race and Ethnicity



# Race and Ethnicity

## *Practice Settings*

*Private Law Firm Practice:* While AJD lawyers in Wave 2 of the study have generally moved out of private law firms, the patterns vary by racial/ethnic identity. In Wave 1, black respondents had the smallest share of lawyers in law firms, with more black lawyers working in government than any other racial/ethnic group. In Wave 2, the share of black lawyers working in private law practice has remained quite stable, at just under 50%. In contrast, other racial/ethnic minority groups have experienced a greater decline in the proportion working in law firms, though generally just under half of minorities remain in the private practice of law. As a result, at this stage of their careers, the distribution of black lawyers across sectors of practice is now more similar to that of other groups than it was in Wave 1 of the study. It is notable, however, that Hispanic lawyers have experienced a more dramatic change over time, with 17% of Hispanic lawyers leaving private firms between the two waves of the study. The data on minorities in large law firms of over 100 lawyers provides further context; we find that blacks and Hispanics experienced the greatest decline in this setting, while Asians are consistently the most likely of any racial group to work in firms across the two time periods.

*Government:* As we note above, black lawyers at the start of their careers were over-represented in government and public sector positions. In Wave 2 of the study the proportion of black lawyers in the public sector has decreased, though they are still more likely to be working in the public sector than are white or Asian lawyers. Among Hispanic lawyers the dramatic movement out of the private sector has been complemented by an increased representation in government and public sector positions. About 35% of Hispanic lawyers now work in the government and public sector, compared to 32% of black lawyers, 23% of Asian lawyers, and 23% of white lawyers.

*Business:* The business sector experienced the most dramatic growth for all racial/ethnic groups, virtually doubling between Wave 1 and Wave 2 of the survey. As in Wave 1, Asian lawyers show the strongest representation in this sector with just over one quarter working in business (in positions as inside counsel as well as not practicing law at all), though for all groups the growth in the business sector has been fairly similar.

*Job Mobility:* The data show that a greater proportion of non-white respondents left the large and mega firms compared to white respondents. On the other hand, non-white respondents were more likely to remain in federal government positions than were their white counterparts. These patterns confirm prior research that finds that the experience of racial and ethnic minorities leads them to leave positions in private law firms, while they are more likely to remain in positions in the public sector.

**TABLE 9.1. Practice Setting by Race and AJD Waves**

Practice Settings	BLACK		HISPANIC		ASIAN		WHITE	
	AJD1 %	AJD2 %	AJD1 %	AJD2 %	AJD1 %	AJD2 %	AJD1 %	AJD2 %
Solo	9.5%	15.5%	7.7%	8.7%	5.3%	6.2%	5.0%	9.6%
Firm of 2-20 lawyers	15.8	9.1	21.9	14.6	17.2	12.8	26.2	19.5
Firm of 21-100 lawyers	11.6	7.6	13.4	3.9	11.0	8.0	12.7	8.5
Firm of 101+ lawyers	20.2	10.0	20.2	11.3	29.0	17.7	25.6	16.1
Firm size unknown	0.2	7.2	0.7	8.0	0.7	4.9	0.5	3.1
Government	26.4	21.2	18.3	19.9	14.5	16.1	15.9	15.9
Nongovernmental public sector	8.2	10.9	7.4	14.8	8.0	7.3	5.4	7.4
Business – inside counsel	3.8	9.1	5.3	11.3	8.2	15.7	4.3	10.8
Business – not practicing	3.8	8.0	3.1	7.4	6.3	10.5	4.2	8.0
Other	0.5	1.4	1.9	–	–	0.9	0.3	1.2
TOTAL N	380	399	347	410	387	404	2,967	2,692
<i>Weighted Total</i>	<i>1,604</i>	<i>1,871</i>	<i>1,085</i>	<i>1,387</i>	<i>1,946</i>	<i>2,061</i>	<i>24,463</i>	<i>24,331</i>

Note: Using Joint National/Minority Sample Selection. Practice setting categories are combined due to small N's. For race/ethnicity, "Native American" and "Other" are excluded due to small N's.

**TABLE 9.1a.** Practice Setting by Race and AJD Waves – Percentage Change between AJD1 and AJD2

Practice Settings	Black % of Growth	Hispanic % of Growth	Asian % of Growth	White % of Growth
Solo	+63.2%	+13.0%	+17.0%	+92.0%
Firm of 2-20 lawyers	-42.4	-33.3	-25.6	-25.6
Firm of 21-100 lawyers	-34.5	-70.9	-27.3	-33.1
Firm of 101+ lawyers	-50.0	-44.1	-39.0	-37.1
Government	-19.7	+8.7	+11.0	0.0
Nongovernmental public sector	+32.9	+100.0	-8.75	+37.0
Business – inside counsel	+139.5	+113.2	+91.5	+151.2
Business – not practicing	+110.5	+138.7	+66.7	+90.5
Other	+180.0	–	–	+300.0

Note: Using Joint National/Minority Sample Selection. Practice setting categories are combined due to small N's. For race/ethnicity, "Native American" and "Other" are excluded due to small N's.

**TABLE 9.2.** Percentage of Respondents Switching Practice Sectors between AJD1 and AJD2 by Race/Ethnicity

Practice Sectors	BLACK		HISPANIC		ASIAN		WHITE	
	In AJD1 Practice Setting Who Switched Out by AJD2	In AJD2 Practice Setting Who Had Different Practice Settings in AJD1	In AJD1 Practice Setting Who Switched Out by AJD2	In AJD2 Practice Setting Who Had Different Practice Settings in AJD1	In AJD1 Practice Setting Who Switched Out by AJD2	In AJD2 Practice Setting Who Had Different Practice Settings in AJD1	In AJD1 Practice Setting Who Switched Out by AJD2	In AJD2 Practice Setting Who Had Different Practice Settings in AJD1
Private	32.4%	67.6%	43.7%	56.3%	53.7%	46.3%	56.2%	43.8%
Public	58.9	41.1	46.1	53.9	54.9	45.1	49.2	50.8
Business	48.0	52.0	26.0	74.0	32.5	67.5	31.0	69.0
OVERALL TOTAL	43.4	56.5	41.2	58.8	48.0	52.0	49.3	50.7

Note: Using Joint National/Minority Sample Selection and Wave 1 respondents only.

## Salary

There is a remarkable stability to respondent salaries, with the median salary (for those working full-time) hovering around \$100,000 for all racial/ethnic groups. Asian respondents report the highest median salary at \$105,000, which is due to their over-representation as inside counsel, where they earn relatively lucrative salaries. The gap among racial groups is higher at the top end than at the mean, which suggests that there are fewer blacks and Hispanics in top-paying jobs than there are whites and Asians.

Examining salary by practice settings and racial/ethnic identity reveals a wide range of variability, which is also likely the result of geographic location. There are some notable findings that are worth considering. Among respondents working as inside counsel, black lawyers report the lowest median salaries, while in the larger firms of over 100 lawyers, black and Hispanic lawyers earn less than white and Asian lawyers. On the other hand, respondents from all three major minority groups working in federal government positions earn more than white respondents, which accounts for the consistency in the overall median salaries reported above.

**TABLE 9.3. Median Income by Setting and Race (full-time workers only) (AJD2)**

Practice Settings	Black \$	Hispanic \$	Asian \$	White \$
Solo	\$70,000	\$80,000	\$75,000	\$80,000
Firm of 2-20 lawyers	100,000	85,000	100,000	87,500
Firm of 21-100 lawyers	107,500	142,000	107,000	110,000
Firm of 101+ lawyers	132,500	127,000	150,000	160,000
Government – federal	110,000	103,000	103,000	98,800
Government – state or local	65,000	65,000	72,000	65,000
Nongovernmental public sector	65,000	92,000	87,000	60,000
Business – inside counsel	124,000	155,000	163,000	147,000
Business – non practicing	116,000	120,000	91,000	96,000
Other	90,000	–	50,000	80,000
<b>OVERALL MEDIAN</b>	97,000	95,000	105,000	98,000
<b>TOTAL N</b>	282	282	255	1,974
<i>Weighted Total</i>	1,316	970	1,352	17,835

Note: Using Joint National/Minority Sample Selection. Practice setting categories are collapsed and exclude “Native American” and “Other” because of small N’s. Income includes salary, bonus, and profit sharing.

**TABLE 9.4.** Income (Salary + Bonus) by Race and Wave (full-time workers only)

	AJD1			AJD2		
	Median	25th Percentile	75th Percentile	Median	25th Percentile	75th Percentile
Black	\$65,000	\$49,000	\$100,000	\$97,000	\$69,500	\$130,000
Hispanic	67,000	49,500	100,000	98,500	70,000	140,000
Asian	80,000	55,000	135,000	108,000	72,000	160,000
White	70,000	49,700	100,000	98,800	70,000	147,500
OVERALL	70,000	50,000	103,000	99,500	70,000	147,000
TOTAL N		3,648			2,924	
<i>Weighted Total</i>		<i>27,228</i>			<i>22,261</i>	

Note: Using Joint National/Minority Sample Selection. Excludes "Native American" and "Other" because of small N's. Income includes salary, bonus, and profit sharing.

## Satisfaction

Consistent with our Wave 1 results, black and Hispanic respondents report the highest levels of career satisfaction. Fully 80% of black and Hispanic sample members express that they are moderately or extremely satisfied with their decision to become a lawyer. Asian respondents report the lowest levels of satisfaction, but with three quarters of Asian respondents affirming that they are moderately or extremely satisfied with their decision to become a lawyer, we can conclude that there is a consistently high level of career satisfaction in the AJD sample regardless of racial/ethnic background.

While black respondents experienced the least amount of contraction in the private law firm sector, they are most likely to expect to be leaving their law firm jobs within the next year. As a whole, non-white respondents working in law firms express higher mobility intentions than do their white counterparts in private firms. In the public sector black respondents again express some of the highest mobility intentions regardless of setting, though the patterns here are more varied by racial/ethnic group. For example, both Asian and black respondents express the highest mobility intentions in the nongovernmental public sector, and Asians working in business (but not practicing law) are most likely to expect to leave their job within two years.

As we described earlier, there are multiple dimensions to job satisfaction, and these dimensions show a great amount of variability by racial/ethnic identity. For example, only white respondents express a relative satisfaction with the intrinsic interest of their work and with their work context, though Hispanic respondents are not far behind on this latter dimension. The findings regarding satisfaction with balance and control help illuminate the mobility intentions of black respondents: black lawyers are the least satisfied with this aspect of their job.

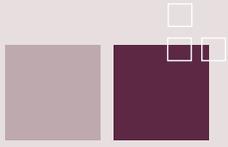
In contrast, Hispanic respondents are the most satisfied with the balance and control in their jobs. Finally, respondents from the three major minority groups are relatively more satisfied than white respondents with the social index of their jobs (i.e., pro bono opportunities and the diversity of the workplace), though Hispanics give the highest rating to this dimension of satisfaction.

**TABLE 9.5.** Likelihood of Leaving Employer within Two Years (AJD2)

Practice Settings	Black %	Hispanic %	Asian %	White %
Solo	24.8%	5.9%	18.5%	20.4%
Firm of 2-20 lawyers	37.5	20.2	29.9	25.0
Firm of 21-100 lawyers	72.7	41.2	48.5	28.5
Firm of 101+ lawyers	45.7	23.0	31.4	28.9
Government – federal	49.2	43.8	49.1	38.2
Government – state or local	55.1	43.0	29.2	37.0
Nongovernmental public sector	55.5	26.1	55.5	36.3
Business – inside counsel	45.8	29.6	30.2	35.6
Business – not practicing	39.5	42.0	49.6	32.1
Other	47.1	0.0	100.0	48.6
<b>AVERAGE</b>	46.0	28.8	37.2	30.6
<b>TOTAL N</b>	269	300	308	2,108
<i>Weighted Total</i>	1,208	1,036	1,591	19,018

Note: Using Joint National/Minority Sample Selection. Practice setting categories are collapsed and exclude "Native American" and "Other" because of small N's.





SECTION 10:  
■ ■ ■ ■ ■

# Financing Legal Education — The View from Seven Years Out of Law School

# Financing Legal Education – The View Seven Years Out of Law School

## *Overall Debt Levels*

About seven years after graduating from law school, two-thirds of AJD respondents continue to carry educational debt, with the median debt (for those who still have debt) at \$50,000. While these are substantial numbers, 20% of AJD respondents have fully paid off their educational debt since we last surveyed them in 2002-2003, and the median debt load has fallen by \$20,000. Another positive indicator is that the proportion of respondents reporting a very high (over \$100,000) debt load has fallen from 21% to only 8% in the four years since we last surveyed them.

We continue to find uneven patterns of debt load and debt repayment by racial/ethnic identity. Black and Hispanic respondents continue — as in the first wave — to report the highest amounts of educational debt and are less likely than other racial/ethnic groups to have fully repaid their debt.

When asked to rate the importance of various factors in managing the repayment of their educational debt, respondents identified refinancing through loan consolidation as the most important method, followed by flexible payment options and the ability to postpone repayment through deferments or forbearance.

## *Debt and Practice Settings*

There continues to be a remarkable consistency in debt load by practice settings, with some notable exceptions. Those reporting the highest median debt loads (of \$58,000 to 60,000) are working in solo practice, in small firms of 2-20 lawyers, and in state government; those with the lowest level of debt are working in public interest (\$40,000). There is somewhat more variation in the proportion of respondents who have fully repaid their educational debt. In the private law firm sector, respondents working in the mega firms of 251+ lawyers are most likely to have paid off their debt, which is not surprising given that they are also earning the most lucrative salaries. This rate of debt repayment is, however, surpassed by respondents working as inside counsel; recall that the salaries in this setting are second only to those paid by the mega firms, and that many of those respondents who are currently in business were formerly employed in the mega firms.

In the public sector there is wide variation in levels of indebtedness: less than one quarter of those working in legal services or as public defenders have fully paid down their debt,

which is the lowest rate of debt repayment among all settings; on the other hand respondents in public interest jobs or nonprofits have the highest rate. Curiously, loan repayment assistance programs (LRAPs) are not identified by these latter respondents as particularly important factors in their ability to repay their student loans, though LRAPs were more important for them than for respondents in any other setting.

## ***Influence of Debt***

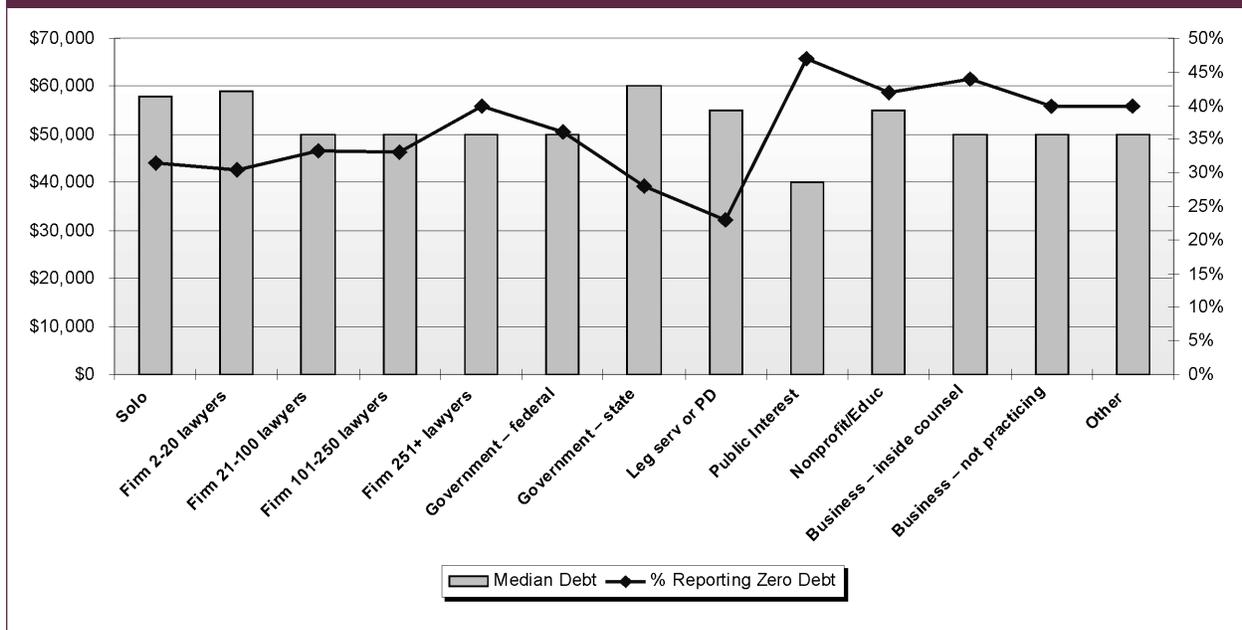
One of the concerns of legal educators has been the influence of debt load on job choice. When we examined the impact of debt on first jobs in 2003, however, we did not find a strong correlation between levels of debt and job choice. This continues to be the case: when asked to rate the importance of paying off their educational debt in their job choice in the second wave of the study, AJD respondents gave this factor an average rating of 4.4 on a 7-point scale (slightly higher than the midpoint, where 1 is “not at all important” and 7 is “extremely important”). At the same time, when asked to rate the influence of debt on various aspects of their personal and professional lives, 42% of respondents said that having educational debt had a fairly strong influence on their job choice. This tension suggests that while the immediate decision of which job to take is not strongly influenced by debt, respondents nevertheless appear to feel the weight of their debt in a more global way. Aside from job choice, the data are fairly clear that respondents do not believe that their educational debt affected their other life choices, such as whether or when to have children or purchase a home.

**TABLE 10.1.** Educational Debt Remaining by Gender and Race

	MEDIAN DEBT (\$)		% ZERO DEBT		% > 100K	
	AJD1	AJD2	AJD1	AJD2	AJD1	AJD2
Women	\$70,000	\$54,000	15.8%	36.4%	20.3%	8.0%
Men	70,000	50,000	16.2	36.0	20.3	8.4
TOTAL	3,035	2,085				
<i>Weighted Total</i>	<i>25,283</i>	<i>19,125</i>				
Black	72,000	60,000	4.5	17.0	20.9	15.1
Hispanic	73,000	60,000	6.0	28.9	23.8	10.5
Asian	60,000	47,000	19.9	46.8	18.5	6.9
White	70,000	50,000	17.3	37.0	21.3	7.7
OVERALL	70,000	50,000	16.3	36.1	21.3	8.2
TOTAL N	2,898	2,463				
<i>Weighted Total</i>	<i>25,005</i>	<i>18,348</i>				

Note: Using National Sample. The median excludes individuals who reported zero debt.

**FIGURE 10.1.** Median Debt (for Those Reporting Any Debt) and Percent Reporting Zero Debt by Practice Setting (AJD2)

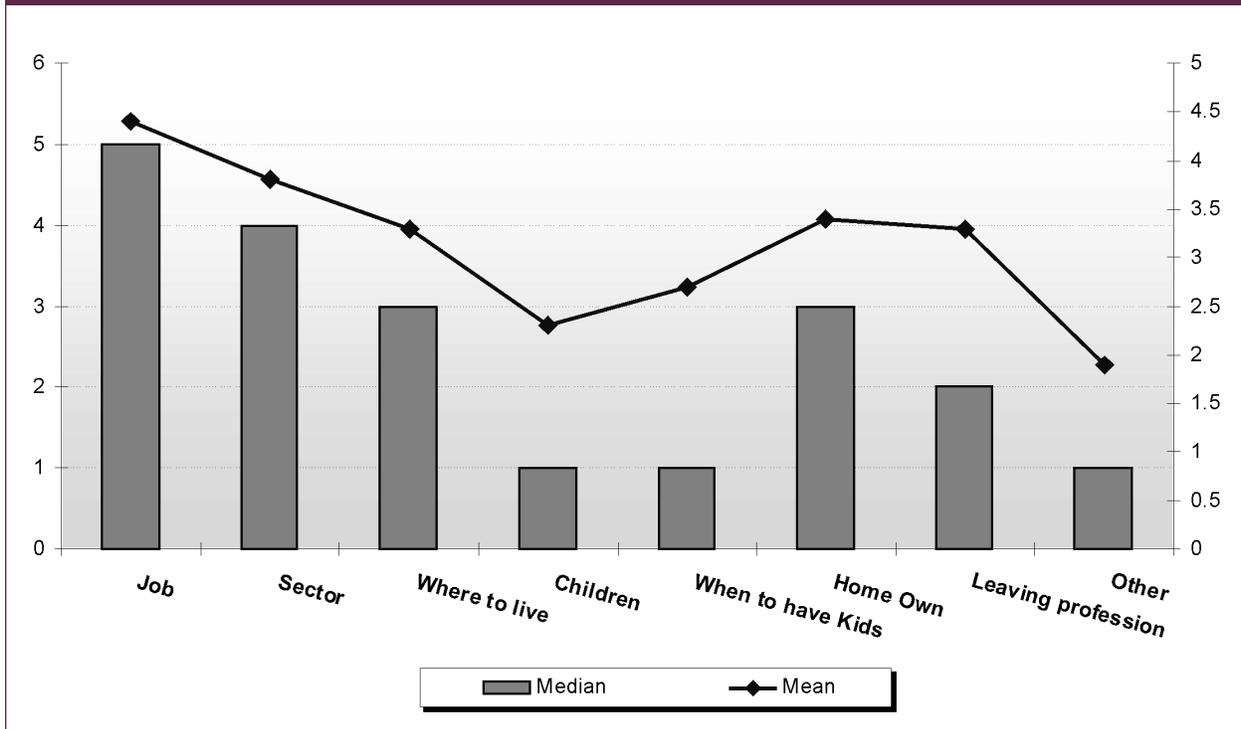


**TABLE 10.2.** Median Debt (for Those Reporting Any Debt) and Percent Reporting Zero Debt by Practice Setting (AJD2)

Practice Settings	Median Debt (\$)	% Reporting Zero Debt
Solo	\$58,000	31.4%
Firm of 2-20 lawyers	59,000	30.5
Firm of 21-100 lawyers	50,000	33.3
Firm of 101-250 lawyers	50,000	33.0
Firm of 251+ lawyers	50,000	39.7
Government – federal	50,000	35.9
Government – state or local	60,000	28.1
Legal services or public defender	55,000	23.3
Public Interest	40,000	46.6
Nonprofit or education and other	55,000	42.2
Business – inside counsel	50,000	44.4
Business – not practicing	50,000	40.2
Other	50,000	40.2
<b>OVERALL</b>	<b>52,000</b>	<b>35.4</b>
TOTAL N	1,965	
<i>Weighted Total</i>	<i>17,954</i>	

Note: Using National Sample.

**FIGURE 10.3.** Mean and Medians for Influence of Debt on Decision-Making

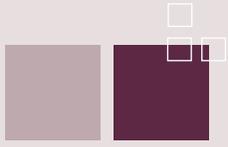


**TABLE 10.3.** Mean and Medians for Influence of Debt on Decision-Making

	Job	Sector	Where to Live	Children	When to Have Kids	Home Ownership	Leaving Profession	Other
Median	5.0	4.0	3.0	1.0	1.0	3.0	2.0	1.0
Mean	4.4	3.8	3.3	2.3	2.7	3.4	3.3	1.9
TOTAL	1,934	1,939	1,929	1,911	1,937	1,924	1,914	356
<i>Weighted Total</i>	<i>17,598</i>	<i>17,608</i>	<i>17,606</i>	<i>17,336</i>	<i>17,565</i>	<i>17,478</i>	<i>17,455</i>	<i>3,212</i>

Note: Debt Influence Decision Scale ranges from no influence=1 through strong influence=7. Question: To what extent has having educational debt influenced your decision about any of the following?





■■■■■ Appendix

# Appendix

## *The After the JD Sampling Weights*

Weights are variables utilized to permit population estimates when individuals in the sample have different probabilities of selection or response. The After the JD (AJD) study selects individuals related to nonresponse to compute the final sampling weights. For each wave, the AJD data provide sampling weights that are designed for estimating statistical models of population averages.

In order to obtain unbiased simple-point estimates, it is important to account for the sampling design by using analytical methods that handle data collected with unequal probability of selection. *Table A* lists the attributes of the AJD sampling design that researchers can take into consideration depending on the analysis of interest.

## *Selecting the Correct Sampling Weight for Analysis*

The AJD sampling weights are designed to turn the sample of individuals we surveyed into an accurate representation of the population we want to study. These weights are available for all individuals who are members of the After the JD probability sample.

The weights are designed for analyzing combinations of data from the mail, web, and phone surveys. AJD1 and AJD2 provide three types of weights: (1) selection probabilities for

**TABLE A.** AJD Sampling Design Attributes

Design Attribute	Waves	Variables Available with AJD (Public or Restricted Data Files) to Adjust for the Sampling Design
Stratification	<b>Wave 1</b> (public and restricted data file)	<b>Post-stratification Variable:</b> Census Region
Unequal Probability Selection	<b>Wave 1</b> (public and restricted data file)	<b>Sampling weights:</b> <ul style="list-style-type: none"> <li>• Cross-sectional weights for analyzing individuals in Wave 1</li> <li>• Cross-sectional weights for analyzing special sub-samples</li> </ul>
Stratification	<b>Wave 2</b> (public and restricted data file)	<b>Post-stratification Variable:</b> Census Region
Stratification	<b>Wave 2</b> (restricted data file)	<b>Post-stratification Variable:</b> Geographic Area (cbsa)
Unequal Probability Selection	<b>Wave 2</b> (public and restricted data file)	<b>Sampling weights:</b> <ul style="list-style-type: none"> <li>• Cross-sectional weights for analyzing individuals in Wave 2</li> <li>• Cross-sectional weights for analyzing special sub-samples</li> </ul>

the national sample, which are based on the original PSU [e.g., metropolitan area, portion of a state outside large metropolitan areas, or entire state — for further details also refer to *After the JD: First Results of a National Study of Legal Careers* (2004), Appendix p. 87]; (2) selection probabilities for the minority sample based on ethnic groups of persons in the sampling frame; and (3) the joint national/minority weight based on both geography and ethnicity (see *Table B*). The sampling weights selected for an analysis depend on the type of analysis needed to investigate a hypothesis.

**TABLE B. AJD Sampling Weights Designed for Estimating Single-level (Marginal or Population Average) Models**

AJD Wave	Weight Variable	Description	Application (Sample Unit – Individual)
Wave 1	<b>awt_nat_nr</b> (N=32,895)	<b>National Sample Selection</b> Probability Weight adjusted for nonresponse	Weight should be used with the National Sample Cases when making estimates of the characteristics of the population represented by the National Sample
Wave 1	<b>awt_min_nr</b> (N=3,530)	<b>Minority Sample Selection</b> Probability Weight adjusted for non-response	Weight should be used when making estimates of the characteristics of minority persons
Wave 1	<b>awt_comb_nr</b> (N=32,436)	<b>Joint National/Minority Sample Selection</b> Probability Weight adjusted for nonresponse	Weight takes into account the possibility that an individual could be selected into both the National and Minority Samples, thus it adjusts for the probability of dual selection
Wave 2	<b>bwt_nat_nr</b> (N=33,293)	<b>National Sample Selection</b> Probability Weight adjusted for nonresponse	Weight should be used with the National Sample Cases when making estimates of the characteristics of the population represented by the National Sample
Wave 2	<b>bwt_min_nr</b> (N=3,483)	<b>Minority Sample Selection</b> Probability Weight adjusted for nonresponse	Weight should be used when making estimates of the characteristics of minority persons
Wave 2	<b>bwt_comb_nr</b> (N=30,657)	<b>Joint National/Minority Sample Selection</b> Probability Weight adjusted for nonresponse	Weight takes into account the possibility that an individual could be selected into both the National and Minority Samples, thus it adjusts for the probability of dual selection

Note: Typically analyses involve fitting a population-average model. Thus, researchers who wish to make simple point estimates of a particular subpopulation or all individuals first admitted to a bar in 2000 are advised to use the appropriate sampling weight (see *Table C*) for their analysis.

## Unweighted Versus Weighted Results

To illustrate the distinction between “unweighted” and “weighted” results, *Table C* provides the distribution of AJD respondents by gender. The results in *Table C* do not show a substantial difference between the weighted and unweighted percentages for AJD1 and AJD2. While sample weights effectively ensure results that are representative of the national population of lawyers first admitted in 2000, the similarity between unweighted and weighted results suggests that results remain valid for analyses that do not use complex sample weights.

**TABLE C.** Example of Unweighted and Weighted AJD1 and AJD2 Results Using the National Sample Selection Probability Weight Adjusted for Nonresponse

	AJD1				AJD2			
	Weighted N	Weighted %	Unweighted N	Unweighted %	Weighted N	Weighted %	Unweighted N	Unweighted %
Female	14,981	46.8%	1,760	46.8%	14,523	45.4%	1,609	45.4%
Male	16,997	53.2	2,043	53.2	17,445	54.6	1,855	54.6
TOTAL	31,977	100.0	3,803	100.0	31,968	100.0	3,464	100.0

*Table D* provides the distribution of AJD responses by geographic areas — states. The third and sixth columns of *Table D* indicate the percentage difference between unweighted and weighted results. Discrepancies of these results are generally no greater than 5.0%.

**TABLE D.** Unweighted and Weighted Percentage Distribution of AJD Wave 1 and 2 by State

	AJD1 Unweighted %	AJD1 Weighted %	W minus U	AJD2 Unweighted %	AJD2 Weighted %	W minus U
Alabama	–	–	–	0.09%	0.06%	-0.03
Alaska	–	–	–	0.12	0.10	-0.02
Arizona	–	–	–	0.45	0.44	-0.01
Arkansas	–	–	–	0.09	0.13	0.04
California	13.16%	10.14%	-3.02	12.91	9.54	-3.37
Colorado	0.03	0.33	0.30	0.45	0.42	-0.03
Connecticut	2.71	2.08	-0.63	3.05	2.58	-0.47
Delaware	–	–	–	0.06	0.06	0.00
Washington DC	3.71	3.09	-0.62	5.81	4.37	-1.44

**TABLE D** continued (Unweighted and Weighted Percentage Distribution of AJD Wave 1 and 2 by State)

	AJD1 Unweighted %	AJD1 Weighted %	W minus U	AJD2 Unweighted %	AJD2 Weighted %	W minus U
Florida	5.07	10.50	5.43	4.93	8.96	4.03
Georgia	5.71	4.02	-1.69	4.75	3.67	-1.08
Hawaii	–	–	–	0.21	0.22	0.01
Idaho	0.03	0.32	0.29	0.15	0.16	0.01
Illinois	9.60	5.78	-3.82	8.56	6.00	-2.56
Indiana	3.97	7.57	3.60	4.51	8.57	4.06
Iowa	0.03	0.27	0.24	0.21	0.23	0.02
Kansas	0.05	0.53	0.48	0.18	0.18	0.00
Kentucky	0.03	0.61	0.58	0.36	0.55	0.19
Louisiana	–	–	–	0.12	0.08	-0.04
Maine	–	–	–	0.09	0.06	-0.03
Maryland	1.36	1.20	-0.16	1.06	0.68	-0.38
Massachusetts	3.46	2.45	-1.01	3.08	2.63	-0.45
Michigan	–	–	–	0.39	0.33	-0.06
Minnesota	5.43	1.73	-3.70	5.29	1.98	-3.31
Missouri	4.58	4.53	-0.05	3.87	3.90	0.03
Mississippi	–	–	–	0.06	0.05	-0.01
Montana	–	–	–	0.06	0.07	0.01
Nebraska	–	–	–	0.06	0.06	0.00
Nevada	0.00	0.00	0.00	0.33	0.33	0.00
New Hampshire	0.08	0.58	0.50	0.12	0.11	-0.01
New Jersey	3.76	7.78	4.02	2.75	5.39	2.64
New Mexico	–	–	–	0.06	0.05	-0.01
New York	6.76	10.27	3.51	7.74	10.98	3.24
North Carolina	0.05	0.46	0.41	0.67	0.70	0.03
Ohio	–	–	–	0.33	0.44	0.11
Oklahoma	4.97	5.02	0.05	3.93	4.17	0.24
Oregon	5.86	6.27	0.41	5.17	5.79	0.62
Pennsylvania	0.08	0.66	0.58	0.48	0.52	0.04
Rhode Island	–	–	–	0.09	0.16	0.07
South Carolina	–	–	–	0.24	0.25	0.01
Tennessee	5.12	4.84	-0.28	4.26	4.64	0.38

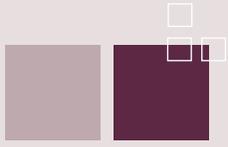
**TABLE D** continued (Unweighted and Weighted Percentage Distribution of AJD Wave 1 and 2 by State)

	AJD1 Unweighted %	AJD1 Weighted %	W minus U	AJD2 Unweighted %	AJD2 Weighted %	W minus U
Texas	4.53	2.97	-1.56	4.99	3.18	-1.81
Utah	4.07	3.29	-0.78	3.48	2.90	-0.58
Virginia	3.00	2.49	-0.51	1.84	1.69	-0.15
Vermont	–	–	–	0.03	0.02	-0.01
West Virginia	0.03	0.25	0.22	–	–	–
Washington	–	–	–	0.57	0.69	0.12
Wisconsin	0.08	0.24	0.16	0.33	0.22	-0.11
Wyoming	–	–	–	0.15	0.15	0.00
Unclear	2.38	3.55	1.17	–	–	–
Outlying U.S. Territories	–	–	–	0.06	0.08	0.02
Foreign	–	–	–	1.36	1.40	0.04
TOTAL %		100.00		100.00	100.00	
TOTAL N	3,905	32,895		3,307	27,891	

Given the use of weights for simple statistical analysis and the similarities between weighted and unweighted results, we recommend using weights only for estimating population averages (i.e., means and proportions), rather than for multivariate estimates of correlations and causality.

### ***Minority Oversample***

The Wave 2 sample, like the Wave 1 sample, included an oversample of minority attorneys. Researchers added an oversample of 1,465 new lawyers from minority groups (blacks, Hispanics, and Asian Americans).



# Donor Organizations and Sponsors



# Profiles of AJD Sponsors and Donor Organizations

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### ***About the Law School Admission Council***

The Law School Admission Council (LSAC) is a nonprofit corporation whose goal is to provide the highest quality admission-related services for legal education institutions and their applicants throughout the world. Headquartered in Newtown, Pennsylvania, about 30 miles north of Philadelphia, the Council is best known for administering the Law School Admission Test (LSAT®). LSAC administered over 151,000 tests in 2008-2009. The Council's members are 214 law schools in the United States, Canada, and Australia, all of which require the LSAT as part of their admission process. With the guidance and support of volunteers, LSAC offers many other services that simplify the law school admission process, including domestic and international credential assembly, electronic applications, the Candidate Referral Service (CRS); the ACES<sup>2</sup> admission office communications system; research and data; and outreach grants and programs. At the core all LSAC activities is an ongoing commitment to diversity and to expanding educational opportunities for all.

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### ***About the National Association for Law Placement (NALP)***

Founded in 1971, the National Association for Law Placement, Inc.<sup>®</sup> (NALP) is dedicated to facilitating legal career counseling and planning, recruitment and retention, and the professional development of law students and lawyers. NALP's mission includes providing vision and expertise in research and education; cultivating ethical practices and fairness in the legal hiring process; promoting the full range of legal career opportunities; and advocating for diversity in the legal profession. NALP's members include virtually every ABA-accredited law school and more than 1,000 legal employers (law firms, government agencies, corporations, and public interest organizations). The law school career services professionals and lawyer personnel and professional development administrators who represent their institutions in NALP work together to advance NALP's mission.

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