



DIVERSITY PROGRAMS, PROJECTS, AND PUBLICATIONS

The American Bar Foundation is committed to expanding equity and opportunity within the legal profession and in society at large. It pursues this goal in the selection of its leadership, the hiring of its research faculty and professional staff, through undergraduate and doctoral fellowship programs that reach out to students from diverse social groups, through the recruitment and selection of Fellows of the American Bar Foundation, and through several research projects that examine issues of equity and opportunity.

MISSION

The American Bar Foundation is the nation's leading research institute for the empirical study of law. An independent, nonprofit organization, for more than fifty years the ABF has advanced the understanding and improvement of law through research projects of unmatched scale and quality on the most pressing issues facing the legal system in the United States and the world.

RESEARCH FACULTY

The ABF has a research faculty of prize-winning scholars with academic training in law, sociology, psychology, political science, economics, history, and anthropology who hold full-time appointments at the ABF or joint appointments with Chicago-area universities. Recent awards include the Nobel Prize in Economics, the John Bates Clark Medal in Economics, fellowships at the Center for Advanced Study in the Behavioral Sciences and the Russell Sage Foundation, membership in the National Academy of Sciences and the American Academy of Arts and Sciences, and numerous book and article prizes.

In-depth profiles of ABF faculty can be found at <http://www.americanbarfoundation.org/faculty/index.html>

DIVERSITY FELLOWSHIP PROGRAMS

Montgomery Summer Research Diversity Fellowships in Law and Social Science for Undergraduates

The American Bar Foundation conducts a program of summer research fellowships to interest undergraduate students from diverse backgrounds in pursuing graduate study in the social sciences. The summer program is designed to introduce students to the rewards and demands of a research-oriented career in the field of law and social science.

Law and Social Science Dissertation Fellowship & Mentoring Program

In conjunction with the Law & Society Association, and with partial funding from the National Science Foundation, the American Bar Foundation offers a national competition for residential fellowships for graduate students in law and the social sciences from diverse backgrounds who are examining the relationship between law and inequality. The Program supports up to four doctoral students a year while they conduct dissertation research. Students are assigned mentors from the ABF research faculty and from other leading scholars in their field of research.

SELECTED RESEARCH PROJECTS

(A list of publications associated with the following projects can be found on our website: www.americanbarfoundation.org)

After the JD: A Longitudinal Study of Lawyer Careers

Ronit Dinovitzer, Ph.D. Robert Nelson, Ph.D., J.D.
Bryant Garth, Ph.D., J.D. Joyce Sterling, Ph.D.
Terry Adams, J.D., M.A. John L. Hagan, Ph.D.
Tammy A. Patterson Gabriele Plickert, Ph.D.
Rebecca L. Sandefur, Ph.D. Gita Wilder, Ph.D.
David Wilkins, J.D.

The After the JD (AJD) project is an empirical study of the career outcomes of a cohort of almost 5,000 new lawyers who passed the bar in the year 2000. It offers both a nationally representative picture of lawyer career trajectories and an in-depth portrait of the careers of women and racial and ethnic minority lawyers. The AJD study design is longitudinal, following the 2000 bar class over the first 12 years following law school graduation; the first wave of interviews was conducted in 2003, the second in 2007, and the third is planned for 2012.

Civil Rights and Corporate Wrongs: Black Corporate Lawyers and the Transformation of the Elite Black Bar

David Wilkins, J.D., Affiliated Scholar

This research is addressing two interconnected questions: do black corporate lawyers experience moral conflict about their work, and if so, how do they deal with that conflict?; and to what degree does race continue to structure the career opportunities of black professionals? These questions have been investigated through the use of a large number of in-person interviews with black and white lawyers in a variety of settings at various stages of their careers. A book manuscript is under contract with Oxford University Press.

From Law School to Later Life: A 20-Year Panel Study of the Careers of Women and Men Lawyers

John L. Hagan, Ph.D.
Fiona Kay, Ph.D.

The purpose of this research is to increase our understanding of how the large-scale entry of women with men into the profession in the last quarter of the 20th century has changed both the profession and these lawyers who are now in the later stages of their careers. An essential way of increasing this understanding involves studying the “whole lives” of the lawyers who experienced this remarkable period of social and legal change. To accomplish this, a fourth wave has been undertaken of a panel study that began with 1051 women and men Toronto lawyers in 1985. The 2005 Toronto recontact survey includes information on marriage and childbearing as well as life history data on occupational movements from the beginning to late stages of these lawyers’ careers.

Early Post-Law School Careers of Women and Men Lawyers in U.S and German Cities

John L. Hagan, Ph.D. Gabriele Plickert, Ph.D.
Patricia Parker, M.A. Hans Merkens, Ph.D.

This research is expanding a national U.S. study of lawyers (the American Bar Foundation’s After the JD study) to include two cities in Germany – Frankfurt and Berlin. This will be a comparative study of the entry and advancement of women and men lawyers in the business and political capitals of these two countries. The project extends ongoing comparative research on the legal profession in the U.S. and Canada to Germany.

Law Firms Working Group

William Henderson, J.D.

Robert Nelson, Ph.D., J.D.

The Law Firms Working Group is a research network of scholars that seeks to advance our knowledge and understanding of law firms, and private practice generally, through systematic and collaborative empirical research. The Working Group receives financial and institutional support from the American Bar Foundation (ABF) and the Indiana University School of Law—Bloomington. Members are drawn from several disciplines—including law, economics, sociology, business, political science, and psychology—and a wide array of universities and research organizations. In addition to the research activities of its Members, the Law Firms Working Group collects and compiles links and resource guides for those interested in detailed, comprehensive, and reliable information on the legal profession.

Senior Status, Gender, and Race in the Legal Academy

Elizabeth Mertz, Ph.D., J.D.

Katherine Barnes, Ph.D., J.D.

Wamucii Njogu, Ph.D.

This is the first national study examining the post-tenure experiences of law professors in the United States, with a particular focus on how the experiences of women and minority faculty compare with the experiences of professors overall.

SELECTED DIVERSITY PUBLICATIONS BY ABF RESEARCH FACULTY AND AFFILIATED SCHOLARS

RESEARCH ON LEGAL DIVERSITY

Dinovitzer, R., J. Sterling & N. Reichman. "The Differential Valuation of Women's Work: A New Look at the Gender Gap in Lawyers' Incomes." 88 *Social Forces* 819 (2009).

Dinovitzer, R., R. Nelson, G. Plickert, R. Sandefur, & J. Sterling. *After the JD II: Second Results from a National Study of Legal Careers*. The American Bar Foundation and The NALP Foundation for Law Career Research and Education (2009).

Garth, B.G. & J. Sterling. "Exploring Inequality in the Corporate Law Firm Apprenticeship: Doing the Time, Finding the Love." 22 *Georgetown Journal of Legal Ethics* 4 (2009).

Gorman, E. H. & F. M. Kay. "Racial and Ethnic Minority Representation in Large U.S. Law Firms." 52 *Studies in Law, Politics and Society* (2010).

Hagan, J. L. & F. M. Kay. "Even Lawyers Get the Blues: Gender, Depression, and Job Satisfaction in Legal Practice." 41 *Law & Society Review* 1 (2007).

Hagan, J.L. & F.M. Kay. *Gender in Practice: A Study of Lawyers' Lives*. New York: Oxford University Press, 1995.

Hagan, J. L. & F. M. Kay. "The Masculine Mystique: Living Large from Law School to Later Life." *Canadian Journal of Law & Society*. [Forthcoming].

Heinz, J. P., R. L. Nelson, R. L. Sandefur, & E. O. Laumann. *Urban Lawyers: The New Social Structure of the Bar*. Chicago: University of Chicago Press, 2005.

Kay, F. M. & E. Gorman. "Women in the Legal Profession." 4 *Annual Review of Law and Social Sciences* (2008).

Kay, F. M. & J. E. Wallace. "Is More Truly Merrier?: Mentors and the Practice of Law." 47 *Canadian Review of Sociology* 1 (2010).

Kay, F. M., J.L. Hagan, & P. Parker. "Principals in Practice: The Importance of Mentorship in the Early Stages of Career Development." 31 *Law & Policy* 1 (2009).

Mertz, E. *The Language of Law School; Learning to "Think Like a Lawyer."* Oxford, United Kingdom: Oxford University Press, 2007.

Mertz, E. & K. Barnes. "Is It Fair? Law Professors' Perceptions of Tenure." *Journal of Legal Education*. [Forthcoming].

Mertz, E., K. Barnes, F. Tung, W. Njogu, M. Heiler, & J. Martin. *After Tenure: 2010 Study Report*. [Forthcoming].
Payne-Pikus, M., J.L. Hagan, & R. Nelson. "Experiencing Discrimination: Race and Retention in Large American Law Firms." 44 *Law & Society Review* 553 (2010).

Wilkins, D. B. "Doing Well by Doing Good? The Role of Public Service in the Careers of Black Corporate Lawyers." 41 *Houston Law Review* 1 (2004).

Wilkins, D. B. "From 'Separate is Inherently Unequal' to 'Diversity is Good for Business': The Rise of Market-Based Diversity Arguments and the Fate of the Black Corporate Bar." 117 *Harvard Law Review* 5 (2004).

Wilkins, D. B. "Partners Without Power? A Preliminary Look at Black Partners in Corporate Law Firms." 2 *Journal for the Institute for the Study of Legal Ethics* (1999).

Wilkins, D. B. "Rollin' On the River: Race, Elite Schools, and the Equality Paradox." 25 *Law and Social Inquiry* 2 (2000).

Wilkins, D. B. "Why Global Law Firms Should Care about Diversity: Five Lessons from the American Experience." 2 *European Journal of Law Reform* 4 (2000).

Wilkins, D. B. & Mitu G. Gulati. "Why Are There So Few Black Lawyers in Corporate Law Firms?: An Institutional Analysis." 84 *California Law Review* (1996).

OTHER RESEARCH ON LAW, EQUALITY AND OPPORTUNITY BY ABF RESEARCH FACULTY

Burch, T. "Did Disfranchisement Help Elect President Bush? New Evidence on the Turnout Rates and Candidate Preferences of Florida's Ex-Felons." *Political Behavior*. [Forthcoming].

Burch, T. "Turnout and Party Registration among Criminal Offenders in the 2008 General Election." *Law and Society Review* [Forthcoming].

Diamond, S., M.R. Rose & C. Ellison. "Juries and Judges in the Public's Mind: Race, Ethnicity, and Jury Experience." 93 *Judicature* 5 (2010).

- Hagan, J.L. with H. Foster. "The Mass Incarceration of American Parents: Issues of Race/Ethnicity, Collateral Consequences, and Prisoner Re-entry." 623 *Annals of the American Academy of Political and Social Science* 179 (2009).
- Hagan, J.L. with W. Rymond-Richmond & A. Palloni. "Racial Targeting of Sexual Victimization in Darfur." 99 *American Journal of Public Health* 8 (2009).
- Hagan, J.L. with W. Rymond-Richmond. "Collective Dynamics of Racial Dehumanization and Genocidal Victimization in Darfur." 73 *American Sociological Review* 6 (2008).
- Hagan, J.L. with H. Foster. "Incarceration and Social Exclusion." 54 *Social Problems* 4 (2008).
- Hagan, J.L. with C. Shedd & M. Payne. "Race, Ethnicity and Youth Perceptions of Criminal Injustice." 70 *American Sociological Review* 3 (2005).
- Hagan, J.L. with H. Foster. "Youth Violence and the End of Adolescence." 66 *American Sociological Review* 6 (2001).
- Heckman, J. J. with F. Cunha. "Investing in Our Young People," in A. Reynolds, A. Rolnick, M. Englund & J. Temple, eds., *Cost-Effective Programs in Children's First Decade: A Human Capital Integration*. Cambridge University Press. [Forthcoming].
- Heckman, J.J. with J. Donohue. "Continuous vs. Episodic Change: The Impact of Affirmative Action and Civil Rights Policy on the Economic Status of Blacks." 29 *Journal of Economic Literature* 4 (1991).
- Nelson, R.L., & W.P. Bridges. *Legalizing Gender Inequality. Courts, Markets, and Unequal Pay for Women in America*. Cambridge, United Kingdom: Cambridge University Press, 1999.
- Nielsen, L.B. *License to Harass: Law Hierarchy, and Offensive Public Speech*. Princeton, New Jersey: Princeton University Press, 2004.
- Nielsen, L., R. Nelson & R. Lancaster. "Individual Justice or Collective Legal Mobilization? Employment Discrimination Litigation in the Post-Civil Rights United States." 7 *Journal of Empirical Legal Studies* 2 (2010).
- Nielsen, L.B. "Power in Public: Reactions, Responses, and Resistance to Offensive Public Speech," in M. K. McGowan and I. Maitra editors. Oxford University Press, 2011. [Forthcoming].
- Penningroth, D. "African American Divorce in Virginia and Washington DC, 1865-1930." 33 *Journal of Family History* 1 (2008).
- Sandefur, R. "Access to Civil Justice and Race, Class and Gender Inequality." 34 *Annual Review of Sociology* (2008).