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THE FELLOWS CLE SEMINAR:

A Profession in Crisis? New Results from the
After the JD Study of Lawyer Careers

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The Fellows A Profession in Crisis? After the JD

The Fellows of the American Bar Foundation CLE Seminar was held during the Midyear Meeting of the American Bar Association, on February 8, 2014 in Chicago, Illinois. The session was moderated by Fellows Chair-Elect Kathleen J. Hopkins. The presenters were: Ronit Dinovitzer (University of Toronto), Joyce Sterling (University of Denver), David Wilkins (Harvard University), and Bryant Garth (University of California, Irvine). They were later engaged in discussion with commentators Tommy D. Preston, Jr. (Nexen Pruet), Daniel B. Rodriguez (Dean, Northwestern University Law School), and Abby Eisenberg (Chicago-Kent College of Law).



Left to right: Kathleen J. Hopkins, Daniel B. Rodriguez, Tommy D. Preston, Jr., Joyce Sterling, Bryant Garth, Ronit Dinovitzer, David Wilkins, Abby Eisenberg

CLE Seminar:

New Results from the Study of Lawyer Careers

Fellows Chair-Elect Kathleen J. Hopkins welcomed the audience and introduced the panelists. She explained that the After the JD study is the most extensive and ambitious national longitudinal study of lawyers' careers to date. It follows a nationally representative sample of lawyers who passed the bar in 2000 in order to gain insight into the trajectories of their careers. The lawyers have been surveyed three times since 2000, and the current seminar focuses specifically on results from the most recent survey, known as "Wave 3." The study examines various facets of lawyers' careers, such as practice settings, mobility, income, educational debt, feelings and attitudes towards one's work, etc., while also breaking responses down by gender, race, and tier of law school attended. Altogether, the After the JD study provides a unique picture of these lawyers' careers over the last twelve years, while at the same time providing insights into where the legal profession may be headed.

Where Are They Now? Lawyer Practice Settings

After the JD researcher Ronit Dinovitzer began the session with a broad overview of where lawyers in the sample were working over the twelve plus years of the survey. Starting with sectors of law practice—private, public, business and other—she showed that, over time, young lawyers worked less and less in private law

practice. Correspondingly, in the same time period, the percentage of lawyers working in business and government grew. The movement of young lawyers out of private practice was not limited to those working in large law firms. According to Dinovitzer, "all of the firm settings experienced contraction at almost the same rate." In the growing business sector, the lawyers were working in

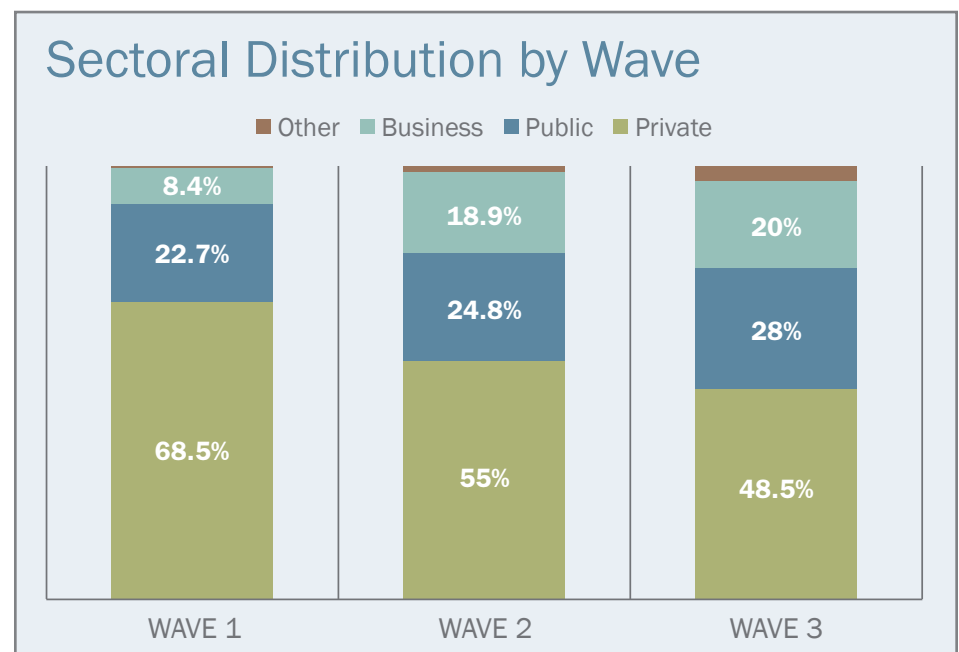


Figure 1: Sectoral Distribution by Wave

After the JD is a longitudinal study of a nationally representative cohort of lawyers admitted to the bar in 2000. The cohort was surveyed three times over the course of the study: Wave 1 surveyed sample members in 2002-3, Wave 2 in 2007-8, and Wave 3 in 2012-14. Wave 3 surveyed the 5,527 persons who responded to either Wave 1 and/or Wave 2. A total of 3,035 respondents completed Wave 3, for a final response rate of 56 percent. Wave 3 employed various methods of data collection, including online interviews, supplemented by mail surveys, and, to a lesser extent, telephone interviews. In addition, in-person qualitative interviews were conducted with a small sampling of individual respondents. *(The findings reported in this issue of Researching Law are preliminary and should not be cited or reproduced.)*

Wave 3 of the After the JD Study was funded by the American Bar Foundation, NALP, the NALP Foundation for Law Career Research and Education, and the National Science Foundation. A first report of the findings will be published by the NALP Foundation in the coming months.

jobs where they were and were not practicing law. Specifically, in Wave 3, 12.6 percent of young lawyers were in business practicing law, and 7.4 percent were in business not practicing law. Many of the cohort were not practicing law in other settings as well. For example, 28.2 percent of those working in the federal government were not practicing law. Overall, by Wave 3, 19.2 percent of the studied lawyers were working in settings where they were not practicing law.

Dinovitzer also discussed the relationship of the type of law school attended to the type of jobs the cohort started out in, and what happened to them over time. While graduates of the Top 10 law schools were more likely to start out in a very large firm, over time they migrated out of those

firms. In Wave 1, 55.3 percent of top law school grads worked in firms of over 251 lawyers; in Wave 2 the percentage dropped to 28.7 percent and in Wave 3 to 15.6 percent. Graduates of Tier 3 law schools, though starting out in much smaller numbers in very large law firms, showed more stability, on the other hand. Nearly 8 percent of Tier 3 law grads worked in very large firms in Wave 1; 9.6 percent in Wave 2; and 7.9 percent in Wave 3. AJD researchers hope to uncover more about this phenomenon in the future, Dinovitzer said.

Gender

Joyce Sterling followed with a discussion of gender, focusing on women’s employment and asking, “is there evidence of women opting

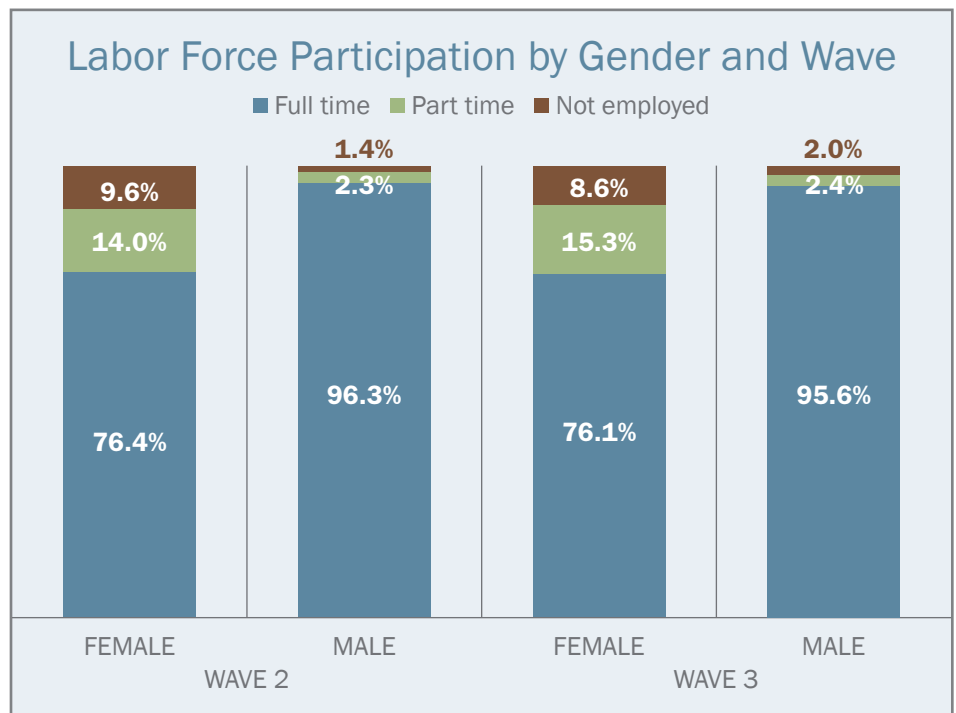


Figure 2: Labor Force Participation by Gender and Wave

out; are they disappearing from the labor force,” particularly as they start to have children? The evidence does not yet show a clear trend, Sterling reported. In Wave 2, a little less than 10 percent of the women reported not being employed; by Wave 3 that number had gone down slightly to 8.6 percent. In Wave 2, 14 percent of women said they were working part-time; by Wave 3 that number had gone up only slightly, to 15.3 percent. The participation of women in the work force is a question the researchers plan to focus on and refine further, Sterling noted.

Next, Sterling compared the sectors in which men and women were employed in Wave 3. Again, the movement of lawyers into the business sector was apparent—about 20 percent of both male and female lawyers were working in business by Wave 3. Overall, 10 percent of the women and 13.1 percent of the men were working in firms of over 100 lawyers, and about 10 percent of the men and of the women were working in solo practice. Slightly more women than men were working in government—19.6 percent for women and 16.3 percent for men. In Wave 3 more women than men (8.2 percent versus 4.4 percent) were working in the nonprofit education sector.

Wave 3 Sectors by Race

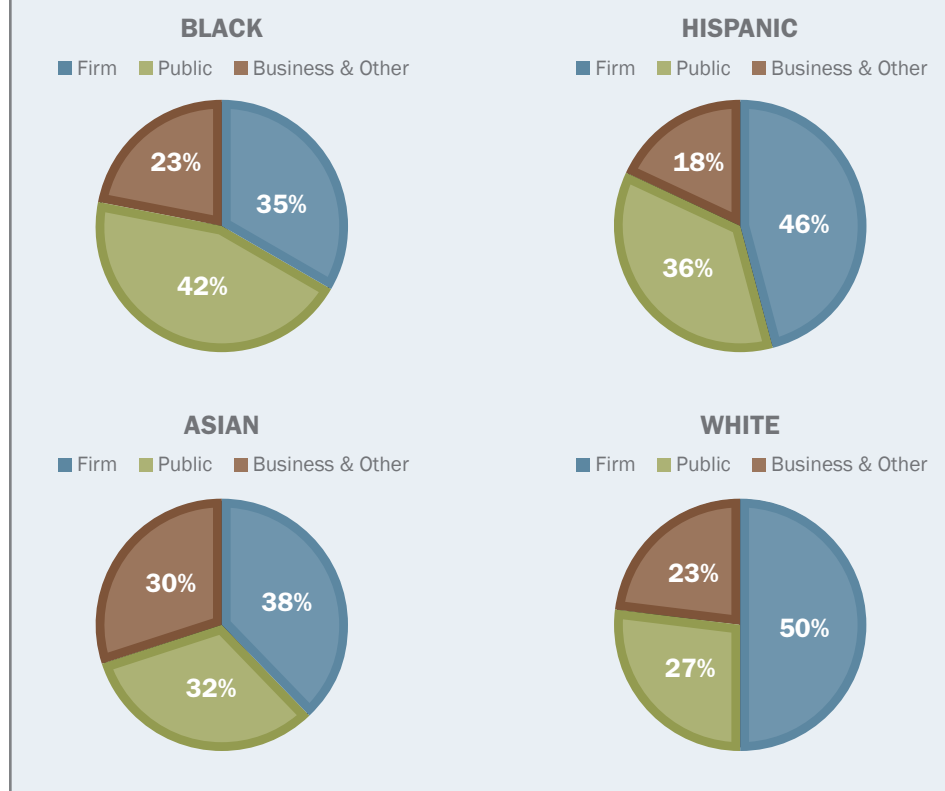


Figure 3: Wave 3 Sectors by Race

Race

David Wilkins presented an analysis of labor sectors by race, focused mainly on the four major racial groups commonly identified in the United States (black, white, Hispanic, Asian). Strikingly, Wilkins noted, blacks’ and whites’ work patterns were almost exact opposites in Wave 3. That is, only 35 percent of blacks worked in private practice compared with 50 percent of whites. At the same time, blacks were most likely to work in the public sector (42 percent), while whites were less likely (23 percent). Hispanics and whites were the most represented

in the largest law firm sector (11.3 percent and 12.1 percent respectively). The movement of lawyers out of private practice and into business and other settings, discussed previously by Ronit Dinovitzer, was also seen across racial groups, Wilkins noted. Blacks in particular moved out of solo and small firm practice and into business practicing law. Between AJD Waves 2 and 3 there was a 25.2 percent drop in black lawyers in solo practice, a 26.4 percent drop in black lawyers in small firm practice, and a 62.6 percent increase in black lawyers practicing in business.

Percent Change in Practice Settings by Race – Wave 2 to Wave 3

Practice Setting	Black	Hispanic	Asian	White
	% Growth	% Growth	% Growth	% Growth
Solo	-25.2	33.3	29	3.1
Private firms of 2–20 lawyers	-26.4	27.4	-20.3	-0.5
Private firms of 21–100 lawyers	0	5.1	11.3	-8.2
Private firms of 101+ lawyers	-21	0	-46.9	-24.8
Government	34	25.1	13.7	5.7
Public Sector	20.9	-25	79.5	33.8
Business—practicing	62.6	-0.9	31.8	12
Business—np	-41.3	-44.6	-35.2	-3.7
Other	142.9	0	211.1	191.7

Figure 4: Percent Change in Practice Settings by Race, Wave 2 to Wave 3

Percent Not Practicing Law by Wave (Weighted National Sample)

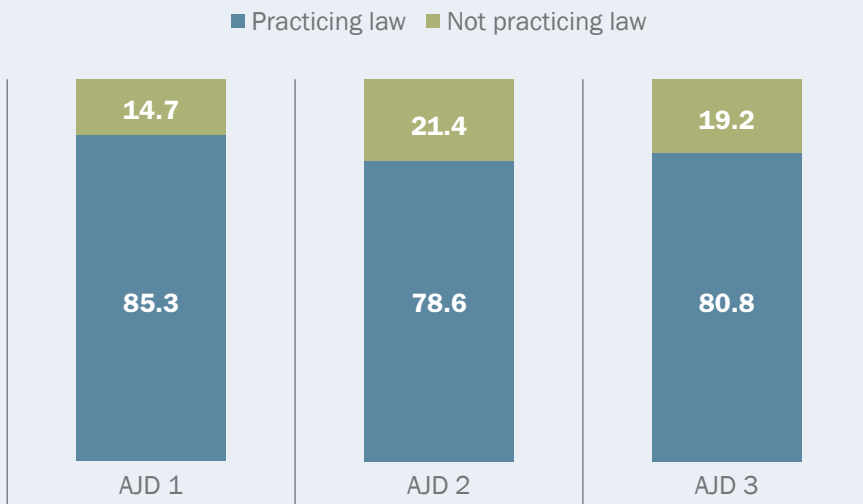


Figure 5: Percent Not Practicing Law by Wave

A Movement Out of Law Practice

Wilkins then turned to examine further the demographics of those in the cohort not practicing law. In Wave 1 (2002–3) 14.7 percent of all respondents were not practicing law; in Wave 2 (2007–8) the percentage grew to 21.4 percent; by Wave 3 (2012) the percent of the cohort not practicing law had dropped slightly to 19.2%. The movement out of practicing law was true for both men and women, though “women seem to be moving out at a higher rate,” Wilkins noted. By Wave 3, 19.9 percent of the women were not practicing law, compared to 18.6 percent of the men. Wilkins noted that these figures probably indicated women confronting “whether a legal career is consistent with having a family life” as they approach the age of forty.

Finally, Wilkins briefly discussed the relationship of law school tier and the movement of young lawyers away from practicing law. He noted that between Waves 1 and 2 there was a very large jump in the percentage of graduates of the Top 10 law schools not practicing law (from 8.7 percent in Wave 1 to 21.8 percent in Wave 2). Graduates of the remaining law school tiers moved out of practicing law at a steadier rate, across AJD 1 through 3. However, by Wave 3 graduates of the

lowest tier of law schools (Tier 4) represented the highest percentage not practicing law, at 21.4 percent.

What Are They Earning? Who Makes Partner?

Bryant Garth discussed lawyers' earnings in Wave 3. Overall, among those working full-time, the median income for men was higher than that of women—\$130,000 for men versus \$100,000 for women. Garth noted that this gender gap has grown with each of the three waves of the AJD study. Among the highest earners—those at law firms of over 251 lawyers—the median income was \$290,000 for men and \$191,000 for women. In the category of “business, not practicing” the gender gap was large—a median income of \$100,000 for women and \$145,000 for men.

When income is analyzed in terms of race and ethnicity, a few trends are revealed. On a positive note, in Wave 3 the differences in median income between blacks, Hispanics, Asians and whites at the largest law firms are fairly minimal. When examining median incomes among solo practitioners, Garth noted that Hispanics and Asians have higher median incomes than blacks or whites. Following up on this finding, the AJD researchers have conducted qualitative interviews and have discovered that many of the Asian and Hispanic solo practices are

Wave 3 Median Income by Gender – Full-time only

	Female		Male	
	Median	Count	Median	Count
Solo	\$65,000	86	\$60,000	101
Firm 2-20	95,000	146	120,500	236
Firm 21-100	135,000	66	165,000	91
Firm 101-250	170,000	24	193,000	45
Firm 251+	191,000	60	290,000	109
Firm - unknown size	85,000	8	115,000	13
Federal Govt	124,000	62	129,000	61
State Govt	80,000	150	82,000	131
Legal services or PD	76,500	34	79,000	27
Public Interest	90,000	9	70,000	9
Non Profit or Educ	90,000	69	100,000	49
Business—Practicing	180,000	135	210,000	137
Business—Not Practicing	100,000	52	145,000	101
Total	106,000	932	132,000	1,154

Figure 6: Wave 3 Median Income by Gender – Full-time only

“language specific.” Possessing language skills in an Asian language or Spanish, attorneys

can build niche practices that “can turn into quite a prosperous solo career,” Garth noted.

Race and Wave 3 Median Earnings by Setting (Private Firms, full-time workers only)

	Black	Hispanic	Asian	White
	Median	Median	Median	Median
Solo	\$70,000	\$80,000	\$75,000	\$65,000
Private firms of 2-20 lawyers	98,000	100,000	123,000	111,000
Private firms of 21-100 lawyers	125,000	139,000	123,000	162,500
Private Firms of 101+ lawyers	224,000	195,000	225,000	225,000
Private firm, size unknown	85,000	176,500	240,000	115,000

Figure 7: Race and Wave 3 Median Earnings by Setting (Private Firms, full-time workers only)

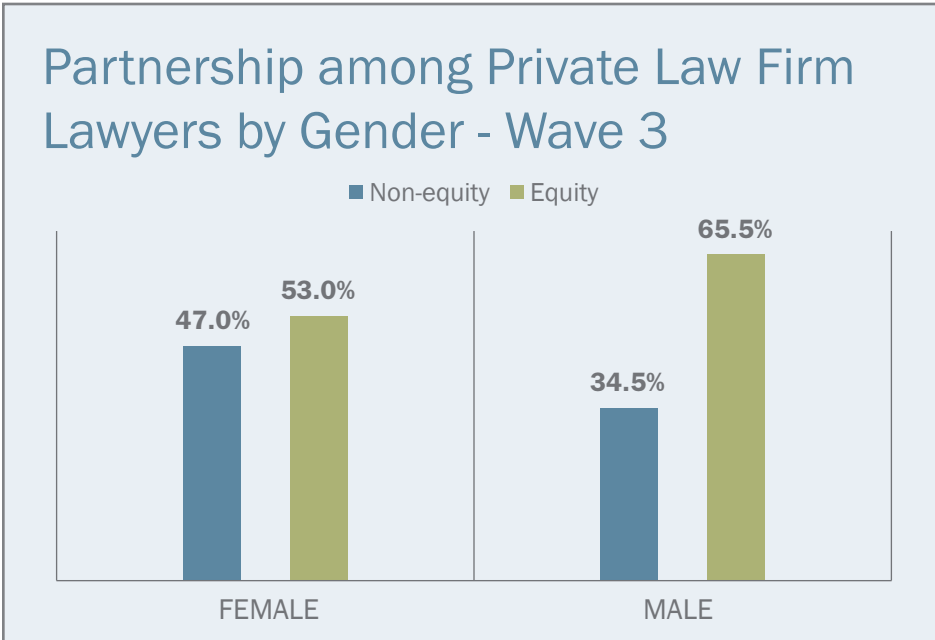


Figure 8: Partnership among Private Law Firm Lawyers by Gender, Wave 3

Garth also discussed grades across the law school tiers, and their relationship to lawyer income. As one moves from more to less selective schools, grades become more important for larger earnings, the study showed. Among the Top 10 and Top 20 law schools, grades were somewhat less important for

higher earnings. Garth stressed, however, that many other factors come into play as salaries are determined, such as, for example, whether a lawyer works in a rural versus urban location.

Finally, Garth discussed partnership and its relation to gender. In private

practice in Wave 3, 69 percent of the men were partners, compared to 52 percent of the women. When the analysis was limited to equity partnership, 65.5 percent of males had gained that status by Wave 3, compared to only 53 percent of women. As Garth concluded, “the partnership distribution in private practice is highly, highly skewed.”

Educational Debt

Joyce Sterling spoke next about lawyers’ debt, an issue related to ongoing discussions in the press about whether law school is a good investment or not. Both women and men started their careers with a median debt of about \$70,000, Sterling noted. By Wave 3, debt had been reduced to a median of \$50,000 for both genders. By Wave 3 as well, close to 47 percent of women and 48 percent of men had paid off all of their educational debt. Across all

	Median			% Zero			% >100K		
	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3
Women	\$70,000	\$54,000	\$50,000	15.8	36.4	46.4	20.3	8.0	6.0
Men	70,000	50,000	50,000	16.2	36.0	47.6	20.3	8.4	4.5
Total	3,035	2,085	1,175			47.0			5.3

Figure 9: Median Educational Debt Remaining by Gender

Median Educational Debt Remaining by Race (Weighted National Sample)

	Median			% Zero			% >100K		
	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3	Wave 1	Wave 2	Wave 3
Black	\$72,000	\$60,000	\$57,000	4.5	17.0	23.3	20.9	15.1	7.3
Hispanic	73,000	60,000	75,000	6.0	28.9	30.4	23.8	10.5	15.5
Asian	60,000	47,000	37,000	19.9	46.8	60.1	18.5	6.9	2.0
White	70,000	50,000	50,000	17.3	37.0	48.4	21.3	7.7	5.2
Total	2,898	2,463	1,119	16.3	36.1	47.4	21.3	8.2	5.4

Figure 10: Median Educational Debt Remaining by Race

gender and racial groups, by Wave 3, 47.4 percent of the cohort had paid off their debt.

Big differences in debt level appear when race is brought into the analysis, however. At the beginning of their careers both blacks and Hispanics had the highest median debt (black: \$72,000; Hispanic: \$73,000; Asian: \$60,000; white: \$70,000). By Wave 3, 60.1 percent of Asians and 48.4 percent of whites had paid off their debt completely, whereas only 30.4 percent of Hispanics and 23.3 percent of blacks had done so. In Wave 3 as well, blacks, at 7.3 percent, and Hispanics at 15.5 percent were the groups most likely to still be over \$100,000 in debt. As Sterling commented, at least some of this difference is a

reflection of the ability of parents to help pay off their children's debt. When debt was analyzed in relation to tier of law school attended, it was clear that those who had graduated from a Top 10 law school were least likely to have debt remaining in Wave 3. As the tier of law school attended declined, the amount of debt remaining rose.

Career Satisfaction

Ronit Dinovitzer next discussed lawyer career satisfaction. Overall, in Wave 3, respondents were mostly satisfied with their decision to become a lawyer, the researchers found. In 2012, respondents rated their satisfaction with their decision to become a lawyer at an average of 3.92 on a

1 to 5 scale, Dinovitzer reported. By digging deeper into this data and examining lawyers' practice settings, the researchers were able to learn more about the most and least satisfied lawyers. The most satisfied overall were those working as public interest lawyers; the least satisfied overall were those working in business but not practicing law. The Wave 3 results also showed higher than average levels of satisfaction with the substance of their work and with their opportunities for advancement among solo practitioners.

When Wave 3 respondents were asked whether they thought law school had been a good investment, the average response was 5.55 on a 1 to 7 scale. When

asked whether they would go to law school if they had to do it over again, the average response was 4.91 on a 1 to 7 scale. The largest percentage of respondents answering “7” (that is, most enthusiastic about going to law school again) were from the Tier 3 and Tier 4 schools, suggesting, as Bryant Garth commented later in the program, that “often those who are most satisfied with their decision to go to law school...are those who have come the farthest,” both economically and socially.

The Impact of the Recession of 2008–09

In Wave 3, the researchers were able to query the cohort about the effects of the economic recession of 2008-09. According to Garth, while 2008-09 was a very difficult time to start a law career, those already working as lawyers, as was true of most of the cohort, weathered the recession reasonably well. To the surprise of the researchers, 40.6 percent of the women and 41 percent of the men in Wave 3 claimed that the recession had “no noticeable impact” on their livelihoods or work lives, when they were queried in 2012. Without doubt, some negative effects were felt by the cohort. For example, 22.4 percent reported that their compensation had been reduced. The economic upheaval contributed to job mobility as well, as 11 percent of the women and 12.2 percent

Professional Satisfaction by AJD Wave

	AJD1 Mean	AJD2 Mean	AJD3 Mean
Respondent considers law school to have been a good career investment (Scale out of 7)	-	5.44	5.55
Respondent would have chosen to go to law school if they had to do it over again (Scale out of 7)	-	5.05	4.91

Figure 11: Professional Satisfaction by AJD Wave

of the men reported changing jobs as a result of the recession. Almost ten percent of both men

and women reported the recession had affected their ability to repay their law school loans, while

Impact of Economic Downturn on Respondents	% F	% M	% Total
The impact has been positive	4.6	7.3	5.9
No noticeable impact	40.6	41.0	40.8
Affected loan repayment	9.9	9.9	9.9
Unable to meet goals for billable hours requirements	7.6	10.3	8.9
Laid off	5.1	4.6	4.9
Passed over for promotion	2.7	3.3	3.0
Increased time for promotion to partner	4.4	5.5	4.9
No longer on partnership track	2.1	1.1	1.6
Changed area of specialization	6.3	7.3	6.8
Changed sectors	5.0	4.3	4.7
Changed jobs	11.0	12.2	11.6
Exited the legal profession	3.3	1.9	2.6
Reduction in compensation	21.7	23.2	22.4
Relocated	3.4	4.3	3.9
Other	15.4	10.6	13.1
Total N	1,467	1,411	2,878

Figure 12: Impact of the Economic Downturn on Respondents

almost nine percent reported not being able to meet their billable hours requirement due to a reduced workflow. On the positive side, however, only 4.9 percent reported being laid off as a result of the recession, and as few as 2.6 percent reported the recession as causing them to leave the legal profession altogether.

Commentary

Once the formal presentations were finished, the seminar heard from the commentators, all of whose day-to-day work touches on the issues presented by the panelists. **Tommy D. Preston, Jr.**, an associate at Nexsen Pruet, the second-largest law firm in South Carolina, led off the commentaries. Preston, who graduated from the University of South Carolina Law School in 2011, commented that he was encouraged by how the data showed that a law degree could be used in many ways in diverse practice settings, while at the same time expressing surprise that so many young minority attorneys were moving out of the private sector and into public service jobs. He commented that it was important to communicate this trend to students who are currently in law school, who may assume that they are headed for a job in a large corporate law firm. It is important to communicate to current law students the full range of careers open to them. At the same time, Preston was struck,

and indeed dismayed, by the salary discrepancies between women and men, and minorities and whites, that the After the JD data reveal. He commented, “we really need to spend time thinking about how do we make the environment possible for women and minorities to see more value in getting the law degree and getting into the profession.”

Daniel B. Rodriguez spoke after Preston. He commented that, as the Dean of Northwestern Law School, he “lives the law school part of this every day.” According to Rodriguez, the AJD study is the best data we have, the “gold standard of work and research in this area,” and he commended the researchers on their hard work. He expressed frustration, however, that the findings of AJD “have not been disseminated broadly enough into the media and the blogosphere” in a way that would reach the broader public, to “have it available in the marketplace of ideas” and enhance current debates.

He then asked, “What do the results tell us about...two central questions that are involved and on the minds not only of law schools, but in some way much more important than law schools, prospective law students and current law students? The two questions are: ‘Is law school worth it?’ and ‘What can law schools do to make law school more worth it?’”

Given the decline in entry-level jobs at law firms, “what is the advantage of law school for those kinds of positions for which a JD degree is preferred or is an advantage but is not required?” Rodriguez asked. As Rodriguez characterized it, “law schools are getting beaten up across the spectrum on that point [and] called to be more transparent about the jobs that students are getting, criticized for producing a large number of students who go into practice settings for which a JD is not required and also looked askance...about the predicament of, on the one hand, law schools advertising and marketing their programs as basically about training law students to enter into the legal profession, but on the other, finding (and the AJD 3 data certainly reinforce that) that a wider, larger number of students are going into jobs for which a JD is not required.”

Rodriguez then addressed the cost/debt issue. He wondered how debt rates would differ from those of the class of 2000 for those cohorts graduating since 2000. Rodriguez noted that law school tuition started rising precipitously in the late 1990s, growing at its fastest rate between 1999 and 2006. Aggregate student debt also rose during this period. While acknowledging that the AJD study was not designed to and cannot address these more recent

trends, Rodriguez noted, “there’s no doubt...that the classes who graduated from 2005 and above face much more substantial student debt...and thus...[are] quite distinct from the classes that graduated in 2000” that were at the beginning of the wave of the spike in tuition. Rodriguez also noted that since 2000 law schools have awarded more “merit based” financial aid, adding to a growing “disjuncture between which students were facing significant debt and which students were not.” He also wondered if the job satisfaction ratings might be different for more recent law school grads, given the pressures of “massive student debt” and a tight job market.

Abby Eisenberg, the Assistant Director for the Institute for Compliance at Chicago-Kent College of Law, spends much of her time helping Chicago-Kent students find internships, externships and jobs in the area of financial compliance. She has observed that the students she works with “are forced and feel pressured to differentiate themselves and not just go through law school and get a law degree. They’re looking to work full-time while going to law school, whether it’s to pay off the debt or to differentiate themselves and stand out to others.” At the same time, Chicago-Kent finds ways to encourage students to try out various work environments while still in school. For example,

Eisenberg explained, the school has an externship program where, under certain circumstances, a student can work for an outside company and receive credit hours for the experience. Eisenberg shared that she believes that the current employment environment, difficult as it is, is “pushing students to be better, and maybe we’ll have better lawyers” as a result.

Kathleen J. Hopkins, founding member of Seattle-based Real Property Law Group and Chair-Elect of the Fellows of the American Bar Foundation, commented that her 21-year-old son, who will soon graduate from college, has expressed an interest in going to law school. For Hopkins herself, law was a second career; she decided to pursue law as a way to break the “glass ceiling” in her former career in human resources. To Hopkins, one of the chief advantages of a law degree is that it affords flexibility. Hopkins has practiced litigation, but now focuses on complex commercial real estate. “So what I tell my son,” Hopkins commented, “is the benefit of a law degree is that you have flexibility to try different things, to use it in business.”

Apropos of the issue of law school affordability and debt, Hopkins’ son is tackling the question, “does he go to the law school where he’s going to come out with the least amount of debt, or does he go to the school that has the best reputation and will put him deeper in the hole? Should he be going for the least amount of debt so he has the most amount of flexibility to do public interest and public service law?” These are the questions her son is facing as he prepares to apply to law school, Hopkins said. 🎓



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Ronit Dinovitzer is an Associate Professor of Sociology at the University of Toronto and a Faculty Fellow at the American Bar Foundation where she is the Co-Director of the Research Group on Legal Diversity. Her research focuses on stratification in the legal profession and the social organization of lawyering. Prior to joining the University of Toronto, Dinovitzer was the Project Manager for the first wave of After the JD, and a Postdoctoral Fellow at Osgoode Hall Law School. In addition to her research on the legal profession, she also works on the sociology of crime, and the role of law in the life course of young adults. Her recent articles have appeared in *Law & Society Review*, *Social Forces*, *British Journal of Criminology*, *Journal of Legal Education*, and *International Journal of the Legal Profession*.

Joyce Sterling is Professor of Law at the University of Denver Sturm College of Law. She has been one of the Principal Investigators on After the JD since its inception in 1997. Professor Sterling has been a Visiting Scholar at Stanford Law School (Academic Year 1985-86), Visiting Professor at University of Cincinnati Law School (Fall 1990) and a Visiting Research Fellow at the American Bar Foundation (Academic Year 2002–2003). Her recent writing includes: “So You Want to be a Lawyer? The Quest for Professional Status in a Changing Legal World,” *Fordham Law Review* (2010), “Exploring Inequality in the Corporate Law Firm Apprenticeship: Doing the Time, Finding the Love,” *Georgetown Journal of Legal Ethics* (2009), with Garth; and “The Differential Valuation of Women’s Work: A New Look at the Gender Gap in Lawyer’s Incomes,” *Social Forces* (2009), with Dinovitzer and Reichman.

David B. Wilkins is Lester Kissel Professor of Law, Director of both the Program on the Legal Profession and the Center for Lawyers and the Professional Services Industry, and Vice Dean for Global Initiatives on the Legal Profession at Harvard Law School. He was a Visiting Senior Research Fellow at the American Bar Foundation and a Faculty Associate at Harvard University’s Edmond J. Safra Foundation Center for Ethics. He has written extensively on the legal profession with an emphasis on the experiences of black lawyers in corporate law firms. He is the author of *The Black Bar: The Legacy of Brown v. Board of Education and the Future of Race and the American Legal Profession* (forthcoming, Oxford University Press), *Problems in Professional Responsibility for a Changing Profession* (Carolina Academic Press, 5th ed., 2009) (along with Andrew Kaufman), and more than 80 articles on legal ethics, law firms, and the legal profession.

Bryant G. Garth is the Chancellor's Professor of Law at University of California Irvine School of Law, former Dean of Southwestern Law School, and Director Emeritus of the American Bar Foundation (1990–2004). He chairs the advisory board of the Law School Survey of Student Engagement and serves on the After the JD Executive Coordinating Committee. His research interests include the legal profession, dispute resolution, globalization and the rule of law, and he served as the co-editor of the *Journal of Legal Education* (2011–14). He is the author or co-author of more than 75 articles and 20 books, including (with Yves Dezalay): *Lawyers and the Construction of Transnational Justice* (Routledge, 2012); and *Asian Legal Revivals: Lawyers in the Shadow of Empire* (University of Chicago Press, 2010).

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